



**North Carolina Investment Authority Board of Directors
Meeting Minutes — February 25, 2026**

Time and Location: The North Carolina Investment Authority Board of Directors (the Board) met on Wednesday, February 25, 2026, at 9:00 a.m. in person in the Dogwood Conference Room at the Department of State Treasurer's Offices, located at 3200 Atlantic Avenue in Raleigh, NC. Access was also provided via conference call and GoTo Webinar. The Board met pursuant to its regular meeting schedule, as posted on its website at <https://www.nctreasurer.gov/north-carolina-investment-authority-board>.

Members Present: State Treasurer Bradford Briner (Chair), Stephanie Lynch, Sallie Shuping-Russell, Mark Roberts and Daniel Ward

Staff Present (in person and virtual): Kevin SigRist, Eric Naisbitt, Christopher Morris, Gail Kadash, William Watts, Jason Sass, Robert Shane McNamara, Reid Chisholm, Tushara Kemp, Matthew Krimm, Rhonda Smith, Kathy O'Neill, Craig Demko, Brett Hall, Evan Prochaska, Josh Haskell, Ming Xu, Shaun Braswell, Ty Powers, Jeff Smith, Andrew Hoffman, Ronald Funderburk, Sean Incremona, Robert Orr, Joseph Monaldo, Chris Ward, Tessa Tanis, Michael Richardson, Nick Langley, Casey High, Hunter Brackett, Rekha Krishnan, Deana Moore-Solomon, Ben Peterman, Kyle Blue, Troy March, Kristopher Byrd and Akash Mishra

Others in Attendance: Sam Watts, Brent Brafford, Michael Wagner, Paul Palermo, Amy Auth, Amy Bishop, Andrew Messer, Brandon Watson, Bryan Penny, Dan Way, Derek Gee, Elizabeth Hawley, Erin Watts, Jack Nicholson, John Ames, Krystyn Powierza, Laura Rowe, Sean McGowan, Hannah Menachem, Colin Russell, Loretta Boniti, Tom Hazenberg (Ortec), Stacy Howlin (Ortec), Ben Hudson (Ortec), Gilbert Kruimer (Ortec), Casper de Vries (Ortec), Lily Dao (Ortec), Patrick Tuijp (Ortec), Logan Renner (BlackRock), Michael King (Blackrock), Susan Lemke (Mercer), Grant Hollingswith (Mercer), CC Guber (Mercer), Scott Clymin (DFA), Lukas Smart (DFA), Sam king (Invesco), David Williams (Pretium), Jackson Cozard (RGEA), David Vanderweide (ncleg.gov), Mary Schuler (ncleg.gov), Cyril Espanol (withintelligence.com), Brian Bode (excelsiorcapitalpartnersllc.com), Briana Zelaya (valueact.com), Jennifer Summerhays (valueact.com), Carley Hite (aresmgmt.com), Drew Peng (pinchotlane.com), Jane Newkirk (electricities.org), Joshua Killian (apexnc.org), Karen Watts, Lamar Bradbury (grubbproperties.com), Nisha Iyer (aksia.com), Tim O'Conney (rgea.info) and hassan.ahmed@queensu.ca

AGENDA ITEM – OPENING REMARKS

The meeting was called to order at approximately 9:00 a.m. by the Treasurer. The Treasurer welcomed everyone and introduced the Board. After leading the Pledge of Allegiance and

Salute to the North Carolina Flag, the Treasurer provided meeting instructions to the Board, confirmed there was a quorum, and inquired whether there were any known conflicts of interest. Hearing none, the Treasurer commenced the meeting.

AGENDA ITEM – CONFIRMATION OF APPOINTMENT OF WILLIAM WATTS AS SECRETARY

General Counsel William Watts' appointment as Board Secretary was presented for approval. The Treasurer asked for a motion, which Mr. Mark Roberts made the motion, Ms. Stephanie Lynch second, and the Board unanimously approved.

AGENDA ITEM – ETHICS AWARENESS & IDENTIFICATION OF CONFLICTS OF INTEREST

Chair Briner reviewed the State's ethics requirements, reminded members of their obligations under Chapter 138A of the General Statutes, and again asked whether any known conflicts existed. No conflicts were identified.

AGENDA ITEM – EVALUATIONS OF STATEMENTS OF ECONOMIC INTEREST

General Counsel William Watts briefed the Board on the completion and evaluation status of Statements of Economic Interest (SEI). He confirmed statutory compliance for all required submissions.

AGENDA ITEM – APPROVAL OF MINUTES

Approval of December 17, 2025, minutes: The Treasurer asked for a motion, which Ms. Sallie Shuping-Russell made the motion, Mr. Daniel Ward second, and the Board unanimously approved.

AGENDA ITEM – MAJOR INITIATIVES AND PERFORMANCE

Chair Briner recognized Chief Investment Officer Kevin SigRist, who had been appointed by the Board in January for a term of five years. Mr. SigRist provided an update on major initiatives, portfolio performance, and operational developments. Topics covered included investment performance trends, market conditions, and ongoing project milestones. The Board discussed progress and posed questions regarding near-term priorities and risk management considerations. CIO SigRist also requested Board Secretary William Watts to provide an overview of the proposed NCIA personal securities trading policy.

AGENDA ITEM – NORTH CAROLINA RETIREMENT SYSTEMS ASSET LIABILITY STUDY

Representatives from Ortec Finance, including Tom Hazenberg and Ben Hudson, presented the ongoing Asset Liability Study for the North Carolina Retirement Systems (NCRS). The presentation included:

- key assumptions and long-term modeling approach
- inflation expectations and their impact on portfolio construction

- peer benchmarking and funded status comparisons
- risk, return, contributions and funded ratio projected tradeoffs under several deterministic stress scenarios and different growth/inflation regimes of strategic allocation options
- statutory and policy constraints

Board members discussed modeling scenarios and the implications for long-term financial sustainability of the retirement systems.

AGENDA ITEM – NORTH CAROLINA RETIREMENT SYSTEMS INVESTMENT POLICY STATEMENT AND TRANSITION

CIO SigRist and Chief Risk & Operating Officer Chris Morris presented recommended updates to the NCRS Investment Policy Statement (IPS). They outlined:

- The investment objectives were simplified and aligned with the core mission to maintain fully funded retirement systems and achieve a targeted return of 6.5% over the long term.
- Adoption of a new strategic asset allocation with flexibility for future market conditions.
- Introduction of recommended liquidity scoring methodology, monitoring over multiple horizons and stress scenarios, and quarterly reporting to the board.

They also recommended a transition plan to mitigate the risk of a roughly 5% underweight in Equity, notably gaps in real asset equity exposures. Sources and uses of money to affect the transition were discussed.

The Treasurer requested a motion to approve the resolution to adopt the recommended Investment Policy Statement, inclusive of the liquidity scoring methodology for statutory compliance and the transition plan. Ms. Stephanie Lynch made the motion, Mr. Mark Roberts second, and the motion passed unanimously.

AGENDA ITEM – ANCILIARY GOVERNMENTAL PARTICIPANT INVESTMENT PROGRAM (AGPIP) INVESTMENT POLICY STATEMENT

CIO SigRist and CROO Morris presented the proposed AGPIP Investment Policy Statement, summarizing its purpose, governance framework, investment guidelines, and oversight responsibilities.

The Treasurer requested a motion to approve the resolution to approve the AGPIP Investment Policy Statement. Ms. Sallie Shuping-Russell made the motion, Mr. Daniel Ward second, and the motion passed unanimously.

The Treasurer requested a motion to approve a five-minute recess. Ms. Stephanie Lynch made the motion, Ms. Sallie Shuping-Russell second, and the motion passed unanimously.

The Treasurer requested a motion to approve the reopening of the meeting. Mr. Mark Roberts made the motion, Ms. Stephanie Lynch second, and the motion passed unanimously.

AGENDA ITEM – MARKET-ORIENTED COMPENSATION PLAN

Mercer representatives presented the proposed incentive compensation component of the market-oriented compensation plan, outlining the methodology, benchmarking data, and recommendations for competitive alignment in support of staff recruitment and retention. CIO SigRist indicated that following the Board's action at this meeting to approve the incentive compensation component, the CIO had the Board delegation to approve the Human Resource and Rewards Administration Policy. The CIO further described the process contemplated to annually obtain the Board's CIO annual qualitative assessment and input on NCIA senior managers qualitative assessments.

The Treasurer requested a motion to approve the resolution to approve the market-oriented compensation plan from Mercer. The Treasurer noted that NCIA management is delegated the authority to develop the rewards policy and other human resources related policies. Mr. Daniel Ward made the motion, Ms. Sallie Shuping-Russell second, and the motion passed unanimously.

AGENDA ITEM – BOARD COMMENTS

The Treasurer opened the floor for comments from Board members. Members commended staff for their work on strategic planning, analysis, and program development. The Board also recognized the complexity of transitions, the importance of risk controls, and the need for ongoing monitoring and flexibility.

AGENDA ITEM – PUBLIC COMMENT

No public comment

MEETING ADJOURNED

The Treasurer requested a motion to adjourn the meeting. Mr. Mark Roberts made motion, Mr. Dan Ward seconded, and the motion passed unanimously.

The Treasurer officially adjourned the meeting at approximately 11:41 a.m.

Signed by:

Bradford B. Briner

5/28/2026

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**BRADFORD B. BRINER, CHAIR
NORTH CAROLINA STATE TREASURER**