

CHARLOTTE FIREFIGHTERS' RETIREMENT SYSTEM

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INVESTMENT COMMITTEE MINUTES November 20, 2025

PRESENT: John Carr, Mike Feehley, Matt Hastedt, Robbie Honeycutt (arrived at 8:02 a.m.)

OTHER: Sandy Thiry, Lisa Flowers, Desiré Martin, Tony Bass

GUESTS: Michelle Roberts, Brian Wilkinson, Jim Garvey, Pat Pelling (LaSalle Property Fund)

OFFICIAL CALL TO ORDER by John Carr at 8:00 a.m. The meeting took place at the City of Charlotte Government Center at 600 East 4th Street, Charlotte, NC 28202.

Approval of Meeting Minutes

Mike Feehley motioned to approve the October 16, 2025 meeting minutes as presented and Matt Hastedt seconded the motion. The motion carried unanimously.

Asset Allocation Report

The Committee reviewed the asset allocation report. The Fund's total market value was estimated to be \$753,229,076 as of October 31, 2025.

Matt Hastedt motioned to move \$17.5M from the Russell 1000 Index to fund DWS RREEF America II, a new core real estate manager. Mike Feehley seconded the motion. The motion carried unanimously.

LaSalle Property Fund Presentation

Michelle Roberts, SVP and Investor Relations; Brian Wilkinson, Deputy Portfolio Manager; Jim Garvey, President and Co-Portfolio Manager; and Pat Pelling, Co-Portfolio Manager, introduced themselves to the Committee. They provided an overview of their Real Estate Fund as well as team updates, including the addition of the new Deputy Portfolio Manager, Brian Wilkinson. Brian was hired from within the organization. They also provided insight into the leave of absence requested by Freda Delle, the former Deputy Portfolio Manager, who had presented at the May 2025 Investment Committee meeting.

Jim Garvey advised the LaSalle Property Fund is currently a \$9B fund and their primary focus of the investment strategy remains consistent. There have been no significant client losses in the past few months and business has been performing as expected. As of November 2025, there is only one company in redemption queue.

Pat Pelling advised that Apartments and Industrials lead in real estate. They anticipate increasing the investment in Self-Storage and Affordable Housing due to demand and lower risk profiles. The gross of fee total return was up 68 basis points in the Third Quarter 2025 relative to the benchmark, and the rolling 4-quarter gross income return was 4.53% compared to the ODCE income return of 4.10%.

Matt Hastedt motioned to move forward with hiring the LaSalle Property Fund as the second core real estate manager. Mike Feehley seconded the motion. The motion carried unanimously.

Sandy Thiry, Plan Administrator, and Lisa Flowers, Assistant City Attorney, will review the LaSalle investment management agreement and contract.

Callan

3Q25 Investment Performance Report

Todd Carabasi provided the Committee with the Fund's quarterly performance results for the Third Quarter 2025. He reviewed the market sector performance and advised that small cap stocks outperformed large cap stocks. The S&P 500 was up 8.12%, with Consumer Staples being the only sector with negative performance. The Total Fund returned 5.28% over the course of the Third Quarter, and 13.57% calendar year-to-date which ranked in the 5th percentile in the Callan Public Fund Sponsor Database.

Westwood underperformed their benchmark during the Third Quarter. Real estate managers, J.P. Morgan and UBS, were up 4.25% and 3.45% respectively for the calendar year-to-date period. William Blair Small Cap Value and J.P. Morgan Strategic Property Fund will remain on the watchlist.

Annual Fee Review

Callan performed the Annual Fee Review of the Fund managers against the median of their respective peer groups. Their analysis showed that all manager fees were in-line, or less than their respective peers. Overall, the System has below industry average investment management fees.

New Business

There was no new business presented during the meeting.

Mike Feehley officially motioned to adjourn at 9:50 a.m. and Robbie Honeycutt seconded the motion.
The motion carried unanimously.

The next meeting is scheduled for Thursday, January 15, 2026 at 8:00 a.m.