

CHARLOTTE FIREFIGHTERS' RETIREMENT SYSTEM

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INVESTMENT COMMITTEE MINUTES

August 20, 2026

PRESENT: John Carr, Mike Feehley, Robbie Honeycutt, Mitali Shah (arrived at 8:10 a.m.)

ABSENT: Matt Hastedt, Sandy Thiry

OTHER: Ed Jarvis, Lisa Flowers, Tony Bass, Desiré Martin (via conference call)

GUESTS: Doug Dummer and Bill Elcock – Wellington Management
Josh Thompson and Chrissy Norton (via conference call) - SSGA

OFFICIAL CALL TO ORDER by John Carr at 8:05 a.m.

John Carr and the Investment Committee welcomed Ed Jarvis to the CFRS as the new Plan Administrator.

Approval of Meeting Minutes

Mike Feehley motioned to approve the July 18, 2026 meeting minutes as presented and Robbie Honeycutt seconded the motion. The motion carried unanimously.

Election Of Committee Chair

Mike Feehley motioned to open nominations for Committee Chair and Robbie Honeycutt seconded the motion. Motion carried unanimously. Mike Feehley motioned to nominate John Carr for Committee Chair. Mitali Shah seconded the motion. The motion carried unanimously. Hearing no other nominations, Mitali Shah motioned to close the nominations for Committee Chair. Robbie Honeycutt seconded the motion. Motion carried unanimously. Mike Feehley motioned to vote John Carr for Committee Chair. Robbie Honeycutt seconded the motion. Motion carried unanimously.

Asset Allocation Report

The Committee reviewed the asset allocation report. Tony Bass reported that the assets were greater than \$822M; however, they decreased in value by approximately \$7.4M since June 30, 2026. Domestic equities decreased \$4.3M, real estate by \$1.4M, and fixed income assets by \$2.6M. International equities increased slightly by \$0.9M. All asset allocations were within their target range and in-compliance with the IPS.

International Equity Review

Wellington Management

Doug Dummer and Bill Elcock of Wellington Management shared the updates on the firm. Wellington remains stable as an organization and had two notable updates since last year, including the announcement of a new Managing Partner, and the acquisition of the Hartford Funds. Steve Klar retired in June 2026 as President, Managing Partner, and Head of the Client Platform. The International Research Equity team remains unchanged and is supported by Wellington's Global Industry Analysts, with broader oversight and implementation teams.

Doug Dummer discussed their International Equity Research approach. The CFRS has been invested since June 2023 and recently reached the 3-year mark. The initial investment of \$31M invested in June 2023 has grown to \$51M as of July 2026 with no withdrawals or additional contributions. The process and philosophy remain consistent, and performance has been strong since inception. Wellington reviewed its current portfolio, drivers of

performance, areas of opportunity, and risk management. An in-depth conversation was provided covering Wellington's use of AI, the timing of the Hartford acquisition, and expectations for emerging market equity.

Domestic Fixed Income, Domestic and International Equity Reviews

State Street Investment Management

Josh Thompson reported that all CFRS's portfolios managed at State Street are performing and tracking the respective benchmarks as expected. By leveraging State Street's Internal Crossing program, the CFRS has saved an estimated \$275K in trading costs since 2012.

The MSCI EAFE Index outperformed its benchmark by almost 40 bps for the 1-year period ending 06/30/26. This positive tracking error is explained by the differences in tax assumptions of the benchmark and the actual taxes incurred by the Fund and its participants. The tax withholding differences will produce an expected source of positive tracking error (25-25 bps annually).

In the Aggregate Bond Portfolio, State Street uses a stratified sampling approach which seeks to replicate the benchmark's key characteristics, including duration, sector exposure, credit quality, and yield-curve positioning. This allows them to closely track index performance while reducing transaction costs, improving liquidity management, and enhancing overall efficiency of the portfolio.

The Investment Committee requested follow-up information on the topic of Total Portfolio Approach (TPA) to asset allocation. State Street will email Ed their research to be shared with the Committee.

Bank of America Purchase Card

Ed Jarvis discussed the purchase card (P-card) which allows purchasing and expense controls using a Bank of America business credit card. Mitali (and Matt) will research the possible use of the City's P-card program.

New Business

There was no new business presented during the meeting.

Mitali Shah motioned to adjourn at 10:00 a.m. and Robbie Honeycutt seconded the motion.

The motion carried unanimously.

The next Investment Committee Meeting is scheduled for Thursday, September 17, 2026, at 8:00 a.m.