

City of Austin Employees' Retirement System Executive Summary

Capital Markets Review

- In Q4, most risk assets rebounded from subdued conditions in the previous quarter to finish the year with significant positive returns--a stark turnaround compared to performance in 2022.
- The labor market remained healthy as the unemployment rate finished the year at 3.7%.
- The December Consumer Price Index (CPI) report showed a higher than expected uptick in monthly inflation and annual inflation of 3.4%.
 The Federal Open Markets Committee (FOMC) anticipates further progress in bringing inflation down to target levels by the end of 2024.

Mark	Market Performance										
	QTD	1 Year	3 Years	5 Years	10 Years						
S&P 500 (Mkt Cap Wtd)	11.7	26.3	10.0	15.7	12.0						
Russell 2000	14.0	16.9	2.2	10.0	7.2						
MSCI EAFE (Net)	10.4	18.2	4.0	8.2	4.3						
MSCI Emg Mkts (Net)	7.9	9.8	-5.1	3.7	2.7						
Bbrg US Agg Bond	6.8	5.5	-3.3	1.1	1.8						
Bbrg Cmdty (TR)	-4.6	-7.9	10.8	7.2	-1.1						
NCREIF ODCE (Net)	-5.0	-12.7	4.0	3.3	6.3						

Total Fund Performance												
	QTD	CYTD	1 Year	3 Years	5 Years	7 Years	10 Years	2022	2021	2020	2019	2018
Total Fund	8.6	12.3	12.3	2.3	7.4	6.7	5.7	-15.6	13.0	10.8	20.7	-5.9
Policy Benchmark	10.8	16.0	16.0	3.1	8.1	6.9	5.9	-17.3	14.4	10.9	21.6	-6.8
Excess Return	-2.2	-3.7	-3.7	-0.8	-0.7	-0.2	-0.2	1.7	-1.4	-0.1	-0.9	0.9

Total Fund Risk Metrics										
	1 Year	3 Years	5 Years	7 Years	10 Years	2022	2021	2020	2019	2018
Sharpe Ratio	0.6	0.1	0.5	0.5	0.5	-1.2	1.9	0.6	2.3	-0.9
Standard Deviation	11.5	11.9	11.3	12.7	10.2	14.3	6.7	17.4	7.3	8.3
Tracking Error	1.4	1.8	1.8	1.7	1.8	2.1	1.2	2.0	1.0	1.8

Asset Clas	ss Po	erfori	nand	ce		
	QTD	CYTD	1 Year	3 Years		Inception Date
Total Fund	8.6	12.3	12.3	2.3	9.3	06/01/1982
Policy Benchmark	10.8	16.0	16.0	3.1	N/A	
Excess Return	-2.2	-3.7	-3.7	-0.8	N/A	
US Equity	11.6	20.1	20.1	7.0	10.6	06/01/1988
US Equity Benchmark	11.8	26.5	26.5	8.6	10.8	
Excess Return	-0.2	-6.4	-6.4	-1.6	-0.2	
Developed Markets Equity	11.5	17.0	17.0	1.6	5.0	01/01/2008
Developed Market Equity Benchmark	10.5	17.9	17.9	4.4	2.8	
Excess Return	1.0	-0.9	-0.9	-2.8	2.2	
Emerging Markets Equity	7.7	12.2	12.2	-7.1	1.0	03/01/2008
Emerging Market Equity Benchmark	7.9	9.8	9.8	-5.1	1.6	
Excess Return	-0.2	2.4	2.4	-2.0	-0.6	
Real Estate Equity	4.4	-1.4	-1.4	4.7	6.5	09/01/2004
Real Estate Equity Benchmark	16.2	13.7	13.7	7.2	8.0	
Excess Return	-11.8	-15.1	-15.1	-2.5	-1.5	
Infrastructure Equity	6.1	7.9	7.9	8.5	2.9	01/01/2020
Infrastructure Equity Benchmark	10.7	5.8	5.8	5.2	2.1	
Excess Return	-4.6	2.1	2.1	3.3	0.8	
Global Fixed Income	6.3	5.1	5.1	-4.4	5.0	02/01/1991
Global Fixed Income Benchmark	8.1	5.7	5.7	-5.5	4.7	
Excess Return	-1.8	-0.6	-0.6	1.1	0.3	
Asset Allocation	9.2	15.9	15.9	2.5	7.7	05/01/2020
Multi-Asset Benchmark	9.9	15.4	15.4	2.0	8.1	
Excess Return	-0.7	0.5	0.5	0.5	-0.4	
Commodities & Other	11.3	9.4	9.4	2.3	N/A	07/01/2017
Commodities & Other Benchmark	-4.6	-7.9	-7.9	10.8	4.7	
Excess Return	15.9	17.3	17.3	-8.5	N/A	

Performance Commentary

- The Total Fund returned 8.6% net of fees during the quarter, underperforming the Policy Benchmark which returned 10.8%.
- US Equity was the best performing asset class on an absolute basis, net of fees, returning 11.6%.
 Developed Markets Equity had strong relative returns, outpacing its benchmark in Q4 by 1.0%.

Asset Alloc	ation vs. Targe	t Allocation	
	Market Value (\$000)	Allocation (%)	Target (%)
US Equity	1,116,278	34.6	34.0
DM Equity	516,343	16.0	16.0
EM Equity	213,979	6.6	6.0
Real Estate Equity	281,925	8.7	10.0
Infrastructure Equity	162,833	5.1	5.0
Global Fixed Income	529,979	16.4	21.0
Asset Allocation	91,479	2.8	5.0
Commodities & Other	41,495	1.3	2.0
Cash & Equivalents	268,303	8.3	1.0
Total Fund	3,222,616	100.0	100.0

Schedule of Investable Assets									
Periods Ending	Beginning Market Value (\$)	Net Cash Flow (\$)	Gain/Loss (\$)	Ending Market Value (\$)	% Return				
CYTD	2,941,251,159	-74,832,390	356,197,050	3,222,615,819	12.30				



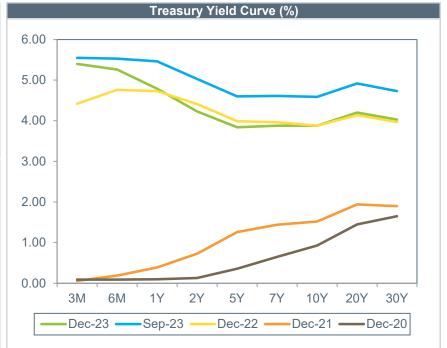
Capital Markets Review As of December 31, 2023

Fourth Quarter Economic Environment

measure, the PCE Price Inde	x, projecting a dec	Sep-23	by the en		20 Yr
remaining in expansionary tel expected. The labor market re year at 3.7%. The Dec. Consexpected uptick in monthly in represents a significant drop Federal Open Market Commit inflation down to target levels	emained healthy as umer Price Index (f flation and annual i compared to the C (ttee (FOMC) antici , with the current for	s the unemp CPI) report inflation of 3 PI measure pates furthe precast for t	bloyment r showed a 3.4%. The of 6.5% i er progres heir prefe	rate finishe higher tha annual lev n Dec. 202 s in bringin rred inflatio	d the n el 2. The g
Purchasing Managers' Index year. However, other econom	'				
have provided investors reas- energy stocks broadly decline	on for caution. For	example, co	ommodity	prices and	-
measure of the global stock r -18.4% in 2022. Fixed income Despite the positive market p	e markets also end	ed the year	firmly in p	ositive terr	itory.
finish the year with significant performance in 2022. For inst	t positive returns— tance, the MSCI Al	a stark turn: I Country W	around co orld Index	mpared to x, a broad	
In Q4, most risk assets rebou	ınded from subdue	d conditions	s in the pr	evious qua	rter to

	Key I	Economic Ind	icators	
16 7		120 7	70 7	160]
14 -	25 -	100 -	60	140 -
12 -	15 -		50 -	120 -
10 -	10 -	80 -	40 -	100 -
8 -	5 - 0 -	60 -	30 -	80 -
4 -	-5 -		20 -	60 -
	-10 - -15 -	40 -	10 -	40 -
	-20	20	0]	20
Unemployment Rate (%)	CPI Year-over- Year (% change)	US Govt Debt (% of GDP)	VIX Index (Volatility)	
Since 1948	Since 1914	Since 1940	Since 1990	Since 1967

Economic Indicators	Dec-23	Sep-23	Dec-22	Dec-20	20 Yr
Federal Funds Rate (%)	5.33 —	5.33	4.33	0.09	1.49
Breakeven Infl 5 Yr (%)	2.14	2.25	2.38	1.97	1.94
Breakeven Infl 10 Yr (%)	2.17	2.34	2.30	1.99	2.10
CPI YoY (Headline) (%)	3.4	3.7	6.5	1.4	2.6
Unemployment Rate (%)	3.7 ▼	3.8	3.5	6.7	5.9
Real GDP YoY (%)	3.1	2.9	0.9	-1.5	2.0
PMI - Manufacturing	47.2	49.0	48.4	60.5	53.4
USD Total Wtd Idx	118.77	122.77	121.40	111.33	103.87
WTI Crude Oil per Barrel (\$)	71.7	90.8	80.3	48.5	70.2
Gold Spot per Oz (\$)	2,068 🔺	1,872	1,824	1,898	1,238
Market Performance (%)	QTD	CYTD	1 Yr	5 Yr	10 Yr
S&P 500 (Cap Wtd)	11.69	26.29	26.29	15.69	12.03
Russell 2000	14.03	16.93	16.93	9.97	7.16
MSCI EAFE (Net)	10.42	18.24	18.24	8.16	4.28
MSCI EAFE SC (Net)	11.14	13.16	13.16	6.58	4.80
MSCI Emg Mkts (Net)	7.86	9.83	9.83	3.68	2.66
Bloomberg US Agg Bond	6.82	5.53	5.53	1.10	1.81
ICE BofAML 3 Mo US T-Bill	1.37	5.02	5.02	1.88	1.25
NCREIF ODCE (Gross)	-4.83	-12.02	-12.02	4.25	7.29
FTSE NAREIT Eq REIT (TR)	16.22	13.73	13.73	7.39	7.65
HFRI FOF Comp	3.41	6.35	6.35	5.14	3.25
Bloomberg Cmdty (TR)	-4.63	-7.91	-7.91	7.23	-1.11





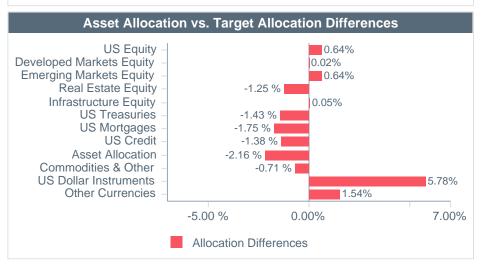
City of Austin Employees' Retirement System

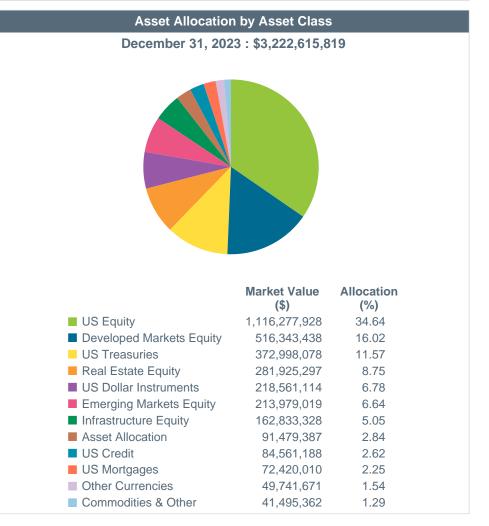
Composite: Total Fund

Asset Alloc. by Asset Class, Asset Alloc. vs. Target, and Schedule of Investable Assets

Schedule of Investable Assets									
Periods Ending	Beginning Market Value (\$)	Net Cash Flow (\$)	Gain/Loss (\$)	Ending Market Value (\$)	% Return				
CYTD	2,941,251,159	-74,832,390	356,197,050	3,222,615,819	12.30				
1 Year	2,941,251,159	-74,832,390	356,197,050	3,222,615,819	12.30				
3 Years	3,183,142,083	-177,870,129	217,343,865	3,222,615,819	2.31				

Asse	t Allocation vs.	Target Allo	cation		
	Market Value (\$)	Allocation (%)	Neutral (%)	Min. (%)	Max. (%)
Total Fund	3,222,615,819	100.00	100.00	-	-
US Equity	1,116,277,928	34.64	34.00	29.00	39.00
Developed Markets Equity	516,343,438	16.02	16.00	13.50	18.50
Emerging Markets Equity	213,979,019	6.64	6.00	4.00	10.50
Real Estate Equity	281,925,297	8.75	10.00	7.00	13.00
Infrastructure Equity	162,833,328	5.05	5.00	1.00	7.00
US Treasuries	372,998,078	11.57	13.00	11.00	21.00
US Mortgages	72,420,010	2.25	4.00	3.00	6.00
US Credit	84,561,188	2.62	4.00	2.50	7.00
Asset Allocation	91,479,387	2.84	5.00	3.50	7.50
Commodities & Other	41,495,362	1.29	2.00	1.00	5.00
US Dollar Instruments	218,561,114	6.78	1.00	0.00	5.00
Other Currencies	49,741,671	1.54	0.00	0.00	1.00



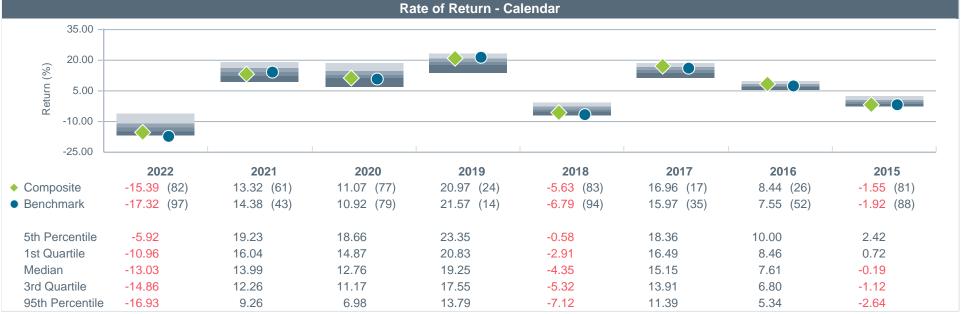


Performance shown is net of fees. Allocations shown may not sum up to 100% exactly due to rounding. Performance is annualized for periods greater than one year. Total Fund market value does not include \$359,404.03 in assets remaining at Northern Trust - representing accruals, cash, tax reclaims, and some assets that were restricted from being delivered due to a liquidation or pending corporate action.



Composite: Total Fund Benchmark: Policy Benchmark Peer Group: All Public DB Plans



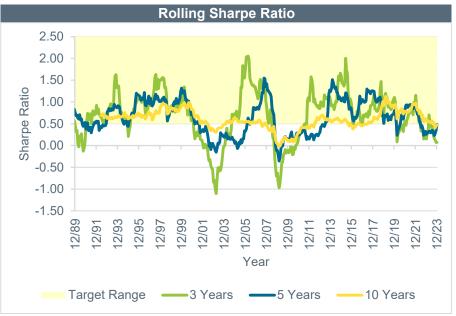


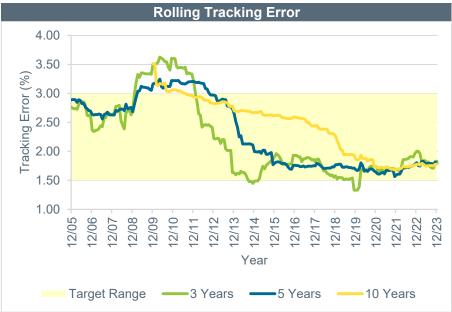
Performance shown is gross of fees and is annualized for periods greater than one year. Calculation is based on monthly periodicity. Parentheses contain percentile ranks.



Composite: Total Fund Rolling Risk Statistics (Net of Fees)









Performance shown is net of fees. Tracking Error and Info Ratio shown are relative to the Passive Benchmark.



Composite: Total Fund Asset Allocation & Performance - Net of Fees

	Allocation				Rate of Return (%)					
	Market Value (\$)	%	QTD	CYTD	1 Year	3 Years	5 Years	10 Years	Since Incep.	Inception Date
Total Fund	3,222,615,819	100.00	8.62	12.30	12.30	2.31	7.44	5.71	9.34	06/01/1982
Policy Benchmark			10.82	16.02	16.02	3.14	8.15	5.87	N/A	
Excess Return			-2.20	-3.72	-3.72	-0.83	-0.71	-0.16	N/A	
Passive Benchmark			9.88	15.43	15.43	1.25	7.01	5.05	N/A	
Excess Return			-1.26	-3.13	-3.13	1.06	0.43	0.66	N/A	
Global Equity	1,846,600,385	57.30	11.13	18.27	18.27	3.47	10.23	7.26	8.90	06/01/1988
Global Equity Benchmark			11.14	21.58	21.58	5.46	11.49	7.77	N/A	
Excess Return			-0.01	-3.31	-3.31	-1.99	-1.26	-0.51	N/A	
US Equity	1,116,277,928	34.64	11.64	20.12	20.12	7.04	12.83	9.69	10.60	06/01/1988
US Equity Benchmark			11.81	26.49	26.49	8.64	15.19	11.49	10.76	
Excess Return			-0.17	-6.37	-6.37	-1.60	-2.36	-1.80	-0.16	
Developed Markets Equity	516,343,438	16.02	11.47	16.96	16.96	1.60	8.75	5.34	5.04	01/01/2008
Developed Market Equity Benchmark			10.51	17.94	17.94	4.42	8.45	4.32	2.78	
Excess Return			0.96	-0.98	-0.98	-2.82	0.30	1.02	2.26	
Emerging Markets Equity	213,979,019	6.64	7.70	12.18	12.18	-7.09	2.60	2.11	1.04	03/01/2008
Emerging Market Equity Benchmark			7.86	9.83	9.83	-5.08	3.68	2.66	1.61	
Excess Return			-0.16	2.35	2.35	-2.01	-1.08	-0.55	-0.57	
Real Assets	444,758,625	13.80	5.01	1.74	1.74	5.91	4.46	6.18	5.97	09/01/2004
Real Assets Benchmark			14.36	11.10	11.10	6.69	7.22	6.83	7.63	
Excess Return			-9.35	-9.36	-9.36	-0.78	-2.76	-0.65	-1.66	
Real Estate Equity	281,925,297	8.75	4.39	-1.39	-1.39	4.67	4.21	7.29	6.53	09/01/2004
Real Estate Equity Benchmark			16.22	13.73	13.73	7.21	7.39	7.44	8.01	
Excess Return			-11.83	-15.12	-15.12	-2.54	-3.18	-0.15	-1.48	
Infrastructure Equity	162,833,328	5.05	6.10	7.91	7.91	8.49	2.32	N/A	2.90	01/01/2020
Infrastructure Equity Benchmark			10.71	5.78	5.78	5.16	6.46	4.82	2.12	
Excess Return			-4.61	2.13	2.13	3.33	-4.14	N/A	0.78	

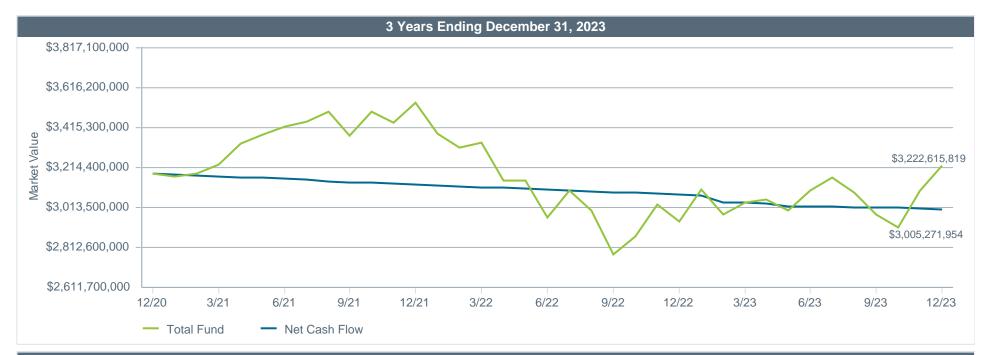


Composite: Total Fund Asset Allocation & Performance - Net of Fees

	Allocation			Rate of Return (%)						
	Market Value (\$)	%	QTD	CYTD	1 Year	3 Years	5 Years	10 Years	Since Incep.	Inception Date
Global Fixed Income	529,979,275	16.45	6.29	5.05	5.05	-4.40	0.53	1.55	4.96	02/01/1991
Global Fixed Income Benchmark			8.10	5.72	5.72	-5.51	-0.32	1.11	4.75	
Excess Return			-1.81	-0.67	-0.67	1.11	0.85	0.44	0.21	
US Treasuries	372,998,078	11.57	5.60	4.02	4.02	-5.22	N/A	N/A	0.36	05/01/2019
US Treasuries Benchmark			5.66	4.05	4.05	-3.82	0.53	1.27	0.18	
Excess Return			-0.06	-0.03	-0.03	-1.40	N/A	N/A	0.18	
US Mortgages	72,420,010	2.25	7.19	5.67	5.67	-2.75	N/A	N/A	-0.71	08/01/2019
US Mortgages Benchmark			7.48	5.05	5.05	-2.86	0.25	1.38	-0.73	
Excess Return			-0.29	0.62	0.62	0.11	N/A	N/A	0.02	
US Credit	84,561,188	2.62	8.65	9.26	9.26	-3.11	N/A	N/A	1.00	08/01/2019
US Credit Benchmark			8.15	8.18	8.18	-3.21	2.45	2.83	0.60	
Excess Return			0.50	1.08	1.08	0.10	N/A	N/A	0.40	
Multi-Asset	132,974,749	4.13	9.83	13.72	13.72	3.68	8.52	N/A	5.25	02/01/2014
Multi-Asset Benchmark			9.88	15.43	15.43	2.01	6.92	5.00	5.26	
Excess Return			-0.05	-1.71	-1.71	1.67	1.60	N/A	-0.01	
Asset Allocation	91,479,387	2.84	9.18	15.93	15.93	2.49	N/A	N/A	7.71	05/01/2020
Multi-Asset Benchmark			9.88	15.43	15.43	2.01	6.92	5.00	8.12	
Excess Return			-0.70	0.50	0.50	0.48	N/A	N/A	-0.41	
Commodities & Other	41,495,362	1.29	11.29	9.38	9.38	2.28	N/A	N/A	6.19	04/01/2021
Commodities & Other Benchmark			-4.63	-7.91	-7.91	10.76	7.23	-1.11	9.11	
Excess Return			15.92	17.29	17.29	-8.48	N/A	N/A	-2.92	
Cash & Equivalents	268,302,785	8.33	1.36	5.07	5.07	2.22	1.86	N/A	1.76	07/01/2017
Cash & Equivalents Benchmark			1.38	5.14	5.14	2.21	1.87	1.23	1.80	
Excess Return			-0.02	-0.07	-0.07	0.01	-0.01	N/A	-0.04	
US Dollar Instruments	218,561,114	6.78	1.34	5.01	5.01	2.21	1.85	1.20	1.44	09/01/2015
Bloomberg US T-Bills 1-3 Mo Index			1.38	5.14	5.14	2.21	1.87	1.23	1.47	
Excess Return			-0.04	-0.13	-0.13	0.00	-0.02	-0.03	-0.03	
Other Currencies	49,741,671	1.54	1.42	5.19	5.19	N/A	N/A	N/A	3.27	12/01/2021
Bloomberg US T-Bills 1-3 Mo Index			1.38	5.14	5.14	2.21	1.87	1.23	3.18	
Excess Return			0.04	0.05	0.05	N/A	N/A	N/A	0.09	

Performance shown is net of fees and is annualized for periods greater than one year. Indices show N/A for since inception returns when the fund contains more history than the corresponding benchmark.





Schedule of Investable Assets - Quarter To Date								
Periods Ending	Beginning Market Value (\$)	Contributions (\$)	Withdrawals (\$)	Net Cash Flow (\$)	Gain/Loss (\$)	Ending Market Value (\$)		
QTD	2,976,657,953	100,111,208	-110,221,939	-10,110,731	256,068,597	3,222,615,819		
Schedule of Investable Assets - Year To Date								

Schedule of Investable Assets - Year To Date								
Periods Ending	Beginning Market Value (\$)	Contributions (\$)	Withdrawals (\$)	Net Cash Flow (\$)	Gain/Loss (\$)	Ending Market Value (\$)		
CYTD	2,941,251,159	615,106,536	-689,938,926	-74,832,390	356,197,050	3,222,615,819		

Schedule of Investable Assets - 1 Year							
Periods Ending	Beginning Market Value (\$)	Contributions (\$)	Withdrawals (\$)	Net Cash Flow (\$)	Gain/Loss (\$)	Ending Market Value (\$)	
1 Year	2,941,251,159	615,106,536	-689,938,926	-74,832,390	356,197,050	3,222,615,819	

Schedule of Investable Assets - 3 Years							
Periods Ending	Beginning Market Value (\$)	Contributions (\$)	Withdrawals (\$)	Net Cash Flow (\$)	Gain/Loss (\$)	Ending Market Value (\$)	
3 Years	3,183,142,083	2,195,358,466	-2,373,228,595	-177,870,129	217,343,865	3,222,615,819	

Cash flows shown are net of fees. Net cash flow shown in the line chart represents the beginning market value, adjusted for cash flows. Contributions and withdrawals detail shown includes intra-portfolio cash flows.

