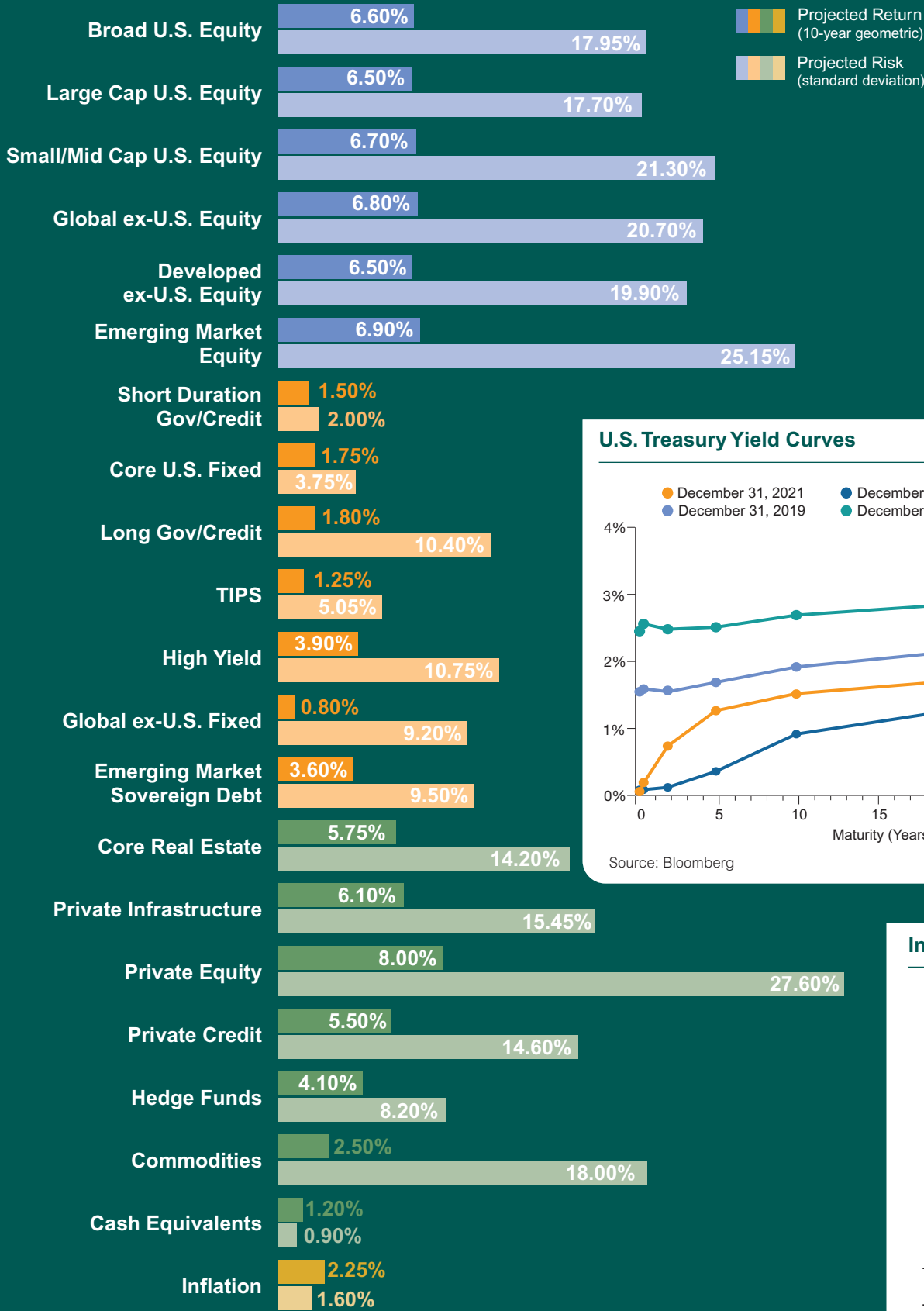


Capital Markets Assumptions: 2022-2031

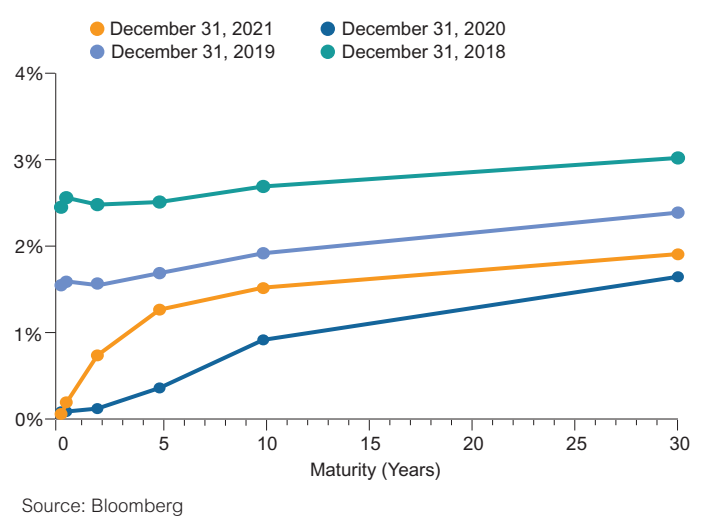


Each year, Callan develops long-term capital markets assumptions, detailing expected returns, standard deviations, and correlations for major asset classes. These forecasts are the cornerstone for strategic planning. This charticle summarizes key figures from Callan's 2022-2031 capital markets assumptions.

10-Year Return and Risk Projections



U.S. Treasury Yield Curves



Callan's 10-Year Return Expectations

Broad U.S. Equity 6.60% Earnings growth is not sufficiently strong enough to support starting valuations, leading to muted capital gains and subdued dividend yields.

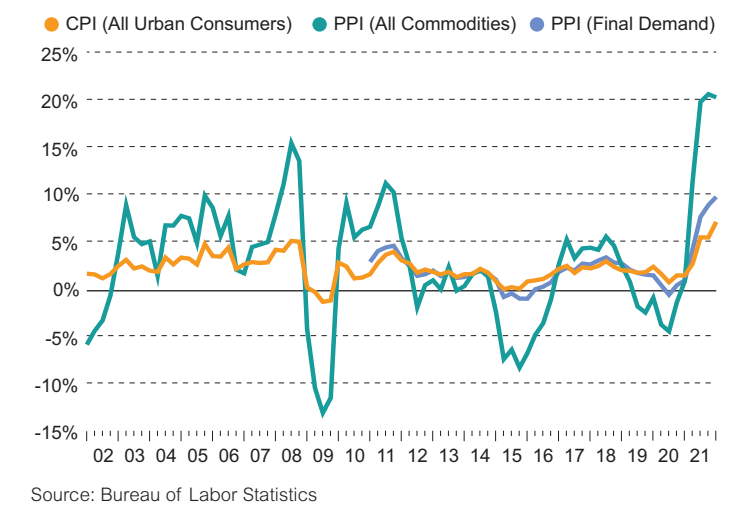
Global ex-U.S. Equity 6.80% Sustainable initial valuations along with monetary policy should undergird returns in spite of slightly diminished dividends in developed markets. Emerging markets expected to slightly outperform developed markets even in the face of economic headwinds.

Core U.S. Fixed Income 1.75% Low starting yields provide minimal carry to counteract capital losses from our rising rate forecast. However, higher yields in later years will enable higher fixed income returns.

Core Real Estate 5.75% Low interest rates should help real estate garner interest from investors, supporting returns. Weak expectations for office and retail are offset by growth in industrial and residential.

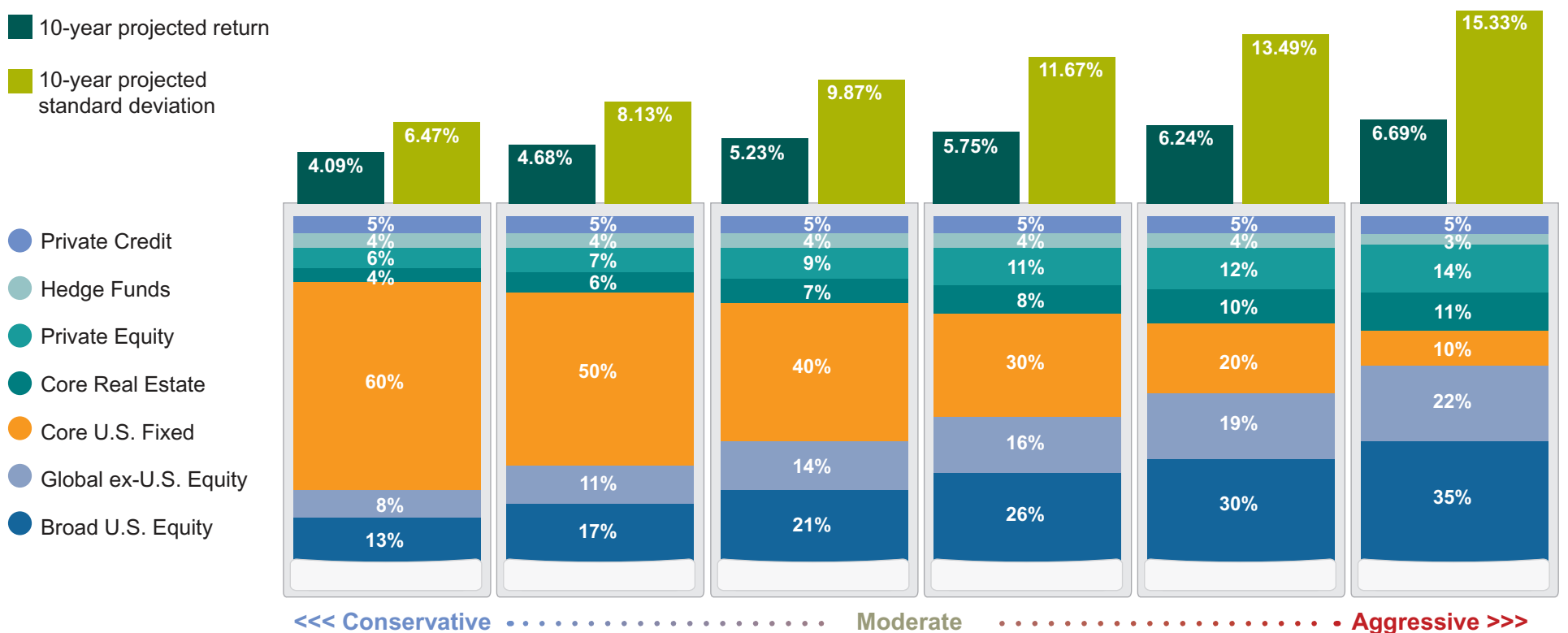
Private Equity 8.00% Private equity performance expectations are unchanged relative to last year. The projection for standard deviation for private equity is consistent with risk of loss rather than a measure of observed volatility.

Inflation Year-Over-Year



Projected Risk and Return of Different Asset Mixes

This exhibit uses Callan's assumptions to create a range of efficient portfolios on a spectrum from conservative to aggressive.



Note: Charts may not sum to 100% due to rounding. Source: Callan

