

Board Notes

December 2025



The **SHEPP Board of Trustees** (Board) met on December 10 & 11, 2025.

Investment Performance Review

The Board reviewed the investment performance of the Fund to September 30, 2025.

The table below is a summary of the total annual Fund return (net of investment manager fees) over the last quarter and one-year period.

September 30, 2025	Quarter	One-Year
Total Fund	5.0%	11.4%
Benchmark	4.9%	10.7%
Value Added*	0.1%	0.8%

*Figures may not total due to rounding.

In a robust quarter for global markets, nearly all major asset classes delivered positive returns, with real estate being the lone exception. Performance was supported by accelerating AI-driven productivity gains, rising energy demand and a more stable geopolitical backdrop.

Meeting Highlights

The Board reviewed and approved:

- Audit Plan for 2025 Year End
- 2026 Operating Budget
- Board Terms of Reference
- Updates to four policies including the Statement of Investment Policies and Procedures
- Service Provider Annual Reviews
- Initiation of new Asset/Liability Study
- Exemption of one investment manager from PRI Signatory requirements

The Board received as information:

- Quarterly reports from each Senior Leadership Team member
- Q3 Financial Statements
- Q3 Balanced Scorecard
- Updated Board Workplan
- CEM Pension Administration Benchmarking education and 2024 survey results
- Responsible Investment Annual Report

The Board also:

- Discussed utilization of 2024 surplus
- Met with a new law firm
- Met with one investment manager
- Discussed replacement for one of three Ninth Trustee appointments
- Met in-camera with the Board's Investment Consultant
- Confirmed the 2026 Chair and Vice Chair of the Board

The next regular meeting of the Board of Trustees will be held on March 25 & 26, 2026.