



**TO: MEMBERS, BOARD OF DIRECTORS**

<b>I. AGENDA ITEM # AND TITLE:</b>	Open Agenda Item 3c: Consent Calendar: Approval of Investment Policy Statement and Guidelines Resolution
<b>II. NAME AND PROGRAM:</b>	Treasury and Investments
<b>III. ACTIVITY:</b>	<input type="checkbox"/> Informational <input type="checkbox"/> Request for Direction <input checked="" type="checkbox"/> Action Proposed <input type="checkbox"/> Exploratory
<b>IV. JUSTIFICATION:</b>	<input checked="" type="checkbox"/> Standard/Required Item <input type="checkbox"/> Board Request – New Item <input type="checkbox"/> New Topic from Staff

**V. EXECUTIVE SUMMARY:**

Resolution No. 2341 will replace Investment Policy Statement and Guidelines Resolution No. 2303 which was created for the investment criteria and management of long-term investments.

**ANALYSIS:**

The Investment Policy Statement and Guidelines Resolution is being revised to remove the issuer and sector limitations in the green bond portfolio. The fixed income issuer and sector limits will also be applied to the green bond investments. Add the subset equity portfolio’s objective, limitations and benchmark.

Section	Changes
Page 2, A.2	Update the Equity Portfolio objective to include subset portfolio
Page 3, A.5	Add “and Risk” to the Committee
Page 5, D.14	Add NAIC designation for rating pre-refunded bonds
Page 6, D.24	Update issuer and sector limits to include green bond investments
Page 6, D.26	Add “years” for the duration range
Page 7, F.1	Add growth-oriented investment limitations
Page 7, F.4	Add notes to clarify trade process for each strategy
Page 11, L.2	Change WACI metric from 50% to 75%
Page 13, N.3, N.4, N.5	Remove corporate limitations
Page 13, N.8 thru N10	Remove limitations for municipal securities
Page 13-14, N.11, N.18	Remove MBS and international financial institutions’ limitations
Page 14, N.15, N.16	Update issuer and sector limits and remove minimum investments in maturities of five or less years
Page 14, N.17	Change duration from 7.0 to 10.0 to 3.0 to 10.0 years and remove (2020-2021)
Page 15, P.2	Add growth-oriented benchmark

**VI. RECOMMENDATION:** To approve attached Investment Policy Statement and Guidelines Resolution #2341 as presented.



**BOARD OF DIRECTORS**

**STATE COMPENSATION INSURANCE FUND**

**INVESTMENT POLICY STATEMENT & GUIDELINES RESOLUTION**

Approved by the Investment and Risk Committee: May 19, 2021  
[Proposed] Revisions to Be Approved  
Board of Directors: August 25, 2021

WHEREAS, the Board of Directors of the State Compensation Insurance Fund (State Fund) is required to invest and reinvest the moneys of the State Fund which are in excess of current requirements in securities authorized by law for the investment of funds of private insurance carriers, in accordance with Sections 11787 and 11797 of the Insurance Code; and

WHEREAS, the State Fund is a public enterprise fund and is exempt under federal and California law from paying income taxes; and

WHEREAS, the opportunities to acquire or dispose of such securities are such that it is impracticable to obtain the advice and determination of the Board in advance of each separate transaction; and

WHEREAS, the Board deems it to be prudent policy to establish standards which can be applied administratively to the selection and purchase of securities; and

RESOLVED, by the Board of Directors of the State Fund in regular meeting on May 19, 2021 that:

A. Investment Philosophy and Strategy

All Portfolios are structured and managed in a manner consistent with prudent and conservative investment practices. The objective is to enhance optimal investment return and extract long-term value creation from the entire investment portfolio. All purchases must meet the following criteria and any further detailed criteria for the specific mandate.

Environmental, Social, and Governance (ESG) Principles:

Consideration of Environmental, Social, and Governance (“ESG”) risks is a key component in the investment management process. To achieve the investment objectives set forth in the Investment Policy Statement, the portfolio investment decisions will be actively guided by an environmental focus and relevant ESG criteria. Focusing on climate change and the environment in investment decisions is beneficial to driving long-term value creation for the policyholders, and is beneficial to the economy, society, employees and other stakeholders as well.

ESG Incorporation: All portfolios shall be structured and managed in a manner consistent with prudent investment practices. The Investment Manager will have an ESG framework as part of its investment process that incorporates State Fund’s ESG goals. The framework shall be used in security

selection decisions and more broadly across the portfolio management practices. The Investment Manager will use care and discretion as to how this framework will be applied in meeting State Fund's primary investment objectives and ESG goals. All else equal, the Investment Manager shall prefer securities which, in his/her assessment, show superior environmental, social and governance practices.

1. Fixed Income Portfolio:

The objective of the Fixed Income Portfolio is to preserve State Fund's principal and surplus, while maximizing current income and exceeding established benchmarks over the long-term.

2. Equity Portfolio:

The objective of the Equity Portfolio is to preserve State Fund's principal and surplus by adding diversity to the portfolio and reducing volatility of the results over the long term. The objective is to seek long-term total return and current income by investing primarily in large cap, high quality dividend paying stocks of United States and Canada companies that show a consistent history of strong dividend growth and sustainability or are expected to produce sustainable growing dividends. **A subset of the Equity portfolio will seek long-term total return by investing in growth-oriented stocks of United States and Canada companies.** The Portfolio is expected to exceed the performance of its established benchmark over the long term.

3. Federal Home Loan Bank Portfolio:

The objective of the Federal Home Loan Bank (FHLB) Portfolio is to preserve State Fund's principal and surplus and to create a readily available funding source to help manage State Fund's liquidity and emergency needs as well as to add incremental income by matching loans (or advances) to the reinvestment of cash in fixed income securities maturing in 5 years or less. The target spread over the FHLB advance rate should exceed the established benchmark.

4. California Organized Investment Network (COIN) Portfolio:

The objective of the COIN portfolio is to preserve State Fund's principal and surplus and enable State Fund to purchase and sell COIN approved investments, including both equity and debt securities as allowed by Sections 926 through 926.3 of the Insurance Code. COIN is a program administered by the California Department of Insurance that is intended to identify potential investment opportunities for State Fund and admitted California insurers with an emphasis on investments that promote social, economic, and environmental benefits for people living in California.

5. Cash and Cash Equivalents:

The objective of the cash portfolio is to preserve State Fund's surplus and principal, to maintain liquidity, and to provide a readily available funding source for settlement of trades, claims payments, and other necessary operational expenses.

The cash and cash equivalent portfolio shall be managed in accordance with the Short-Term Investment Policy Statement & Guidelines Resolution that is periodically adopted and approved by the Investment **and Risk** Committee and the Board of Directors.

B. Delegation of Authority

1. The Investment Manager may purchase and sell securities on behalf of State Fund per the terms, limitations and guidelines set forth in this Investment Policy Statement & Guidelines Resolution

under the primary direction of the Chief Investment Officer and, in his/her absence, at the direction of the officers listed in Paragraph 2 of this Section.

2. In accordance with Sections 926.1, 11787 and 11797 of the Insurance Code, the President or Chief Investment Officer, and in their absence, either the Chief Financial Officer or Chief Risk Officer, are hereby authorized to purchase or sell, exchange, or otherwise dispose of at the market, securities which are authorized by law for the investment of the funds of private insurance carriers provided the type of security to be acquired is described hereafter in this section and meets the conditions and standards set forth in Sections C through J as approved by the Board of Directors.
3. Whenever the President and the Chief Investment Officer, the Chief Financial Officer and the Chief Risk Officer are unavailable or absent, the State Fund Vice President of Investments and the State Fund Senior Investment Manager are hereby authorized to approve a written request made by an Investment Manager to sell equity securities at a price lower than the actual price originally paid for the equity security.

C. Fixed Income Portfolio Attributes

Allowable securities include the following assets and with Board approval can include other asset classes as allowed under applicable regulations:

1. Bonds, notes, certificates of indebtedness, or other obligations for which the faith and credit of the United States of America are pledged.
2. Obligations of US Government Agencies and Government Sponsored Entities (GSEs).
3. Obligations of the Dominion of Canada, or of any province of the Dominion of Canada, or obligations for which are pledged the faith and credit of the Dominion of Canada, or of any province or city of the dominion which are payable in US dollars.
4. Mortgage-backed securities (MBS) issued by the US Government Agencies and GSEs, including pass-throughs, PAC CMOs (Planned Amortization Class Collateralized Mortgage Obligations), TAC CMOs (Targeted Amortization Class Collateralized Mortgage Obligations), VADM CMOs (Very Accurately Defined Maturity Collateralized Mortgage Obligations) and Sequential pay CMOs, but excluding such mortgage derivatives as inverse floaters, interest only strips, principal only strips, and "support bonds." No direct sub-prime or Alt-A MBS are allowed.
5. Pursuant to Insurance Code sections 926.1, 1192 and 1196.1(f)(5) publicly traded, interest bearing, fixed income securities issued by a corporation or business trust or limited partnership organized under the laws of the United States or any State thereof, or of the Dominion of Canada, or of any province of the Dominion of Canada which are payable in US dollars.
6. Pursuant to Insurance Code sections 926.1, 1192 and 1196.1(f)(5) non-registered, privately placed, interest bearing, fixed income securities issued by a corporation organized under the laws of the United States or any State thereof, or the Dominion of Canada or any province of the Dominion of Canada which are payable in US dollars and which securities can be purchased or sold pursuant to SEC Rule 144A.

7. Pursuant to Insurance Code sections 1192 and 1196.1(f)(5) non-registered, privately placed, interest bearing, fixed income securities issued by a corporation organized under the laws of the United States or any State thereof for the express purpose of financing an infrastructure project or projects located in the United States. For this investment guideline, “infrastructure projects” are transactions entered into by corporations to operate or maintain or rebuild utility networks, water, conventional power generation, renewable power generation, gas pipelines transport, LNG terminals or transactions providing essential services such as toll roads, bridges, tunnels, rail roads, seaports, airports, bus networks parking, storage, communications towers, waste management, fiber or data centers.
8. General obligations of any State for which the faith and credit of the State are pledged for the payment of principal and interest.
9. Obligations issued under authority of law by any county, municipality, or school district in any State, or in any province of the Dominion of Canada or in any political subdivision of the Commonwealth of Puerto Rico, including bonds of any county water district.
10. Asset-backed securities (ABS) publicly traded and issued by a corporation organized under the laws of the United States or any State thereof and securitized by credit card receivables or auto loans are allowed. No other type of ABS is allowed. No privately placed ABS is allowed.
11. Commercial mortgage-backed securities (CMBS) issued by the US Government Agencies and GSEs and non-Agency CMBS.
12. Investments may be made in bonds, notes or other obligations issued, assumed or guaranteed by the following international financial institutions: the International Bank for Reconstruction and Development, the Inter-American Development Bank, the Asian Development Bank, the International Finance Corporation, or the African Development Bank.

#### D. Fixed Income Portfolio Characteristics and Limitations

1. To monitor compliance, the Investment Manager will assign a credit rating to each security using the following logic: a) If one nationally recognized statistical rating organization (NRSRO) rates the security, the rating will apply; b) If two NRSRO rate the security, the lower rating will apply; c) If all three NRSRO rate the security, the second lowest will apply; d) When considering the credit rating of the municipal securities, the higher of the financial guarantor or the underlying credit will be used.
2. The weighted credit rating of the fixed income portfolio shall average at least Aa3/AA-/AA-, at Moody's, S&P and Fitch, respectively, at all times.
3. There is no per issuer limit of US Treasuries and US Agencies.
4. The Investment Manager shall not purchase corporate securities rated below BBB- or the equivalent as defined in Section D.1. Split rating is allowed, e.g. Baa3/BBB/BBB-. The total amount of corporates rated below A3/A- shall not exceed 15% of the book value of this portfolio. Corporates rated below investment grade (i.e. Ba1/BB+/BB-) are considered out of compliance.
5. Single corporate issuer rated Aa3/AA- or better may not exceed 1.5% of the book value of this portfolio. Single corporate issuer rated A or the equivalent (A1/A+, A2/A, or A3/A-) may not

- exceed 1.25% of the book value of this portfolio. Single corporate issuer rated below A or the equivalent may not exceed 0.75% of the book value of this portfolio.
6. Corporate fixed income securities authorized for purchase pursuant to Insurance Code section 1192 shall in aggregate not exceed 65% of the book value of this portfolio, including the Cash Management Holdings.
  7. All securities purchased for infrastructure projects shall have a credit rating of BBB- or higher rating assigned by any NRSRO and/or a NAIC 2 rating or higher rating assigned by the SVO of the NAIC at the time of commitment to purchase.
  8. The maximum dollar amount of any single investment in an infrastructure project is \$25 million and the investment amount shall not exceed 10% of the total financing cost of the infrastructure project.
  9. Investment in infrastructure projects are limited to utility and transportation transactions as described in C7. The Investment Manager shall endeavor to balance investments in infrastructure projects so that neither the utility or transportation transactions exceed 50% of the infrastructure project portfolio.
  10. The maximum legal maturity for each debt security to finance an infrastructure project at the time of purchase is 30 years. The average life of the infrastructure projects portfolio is expected to be between 10-15 years.
  11. The infrastructure debt portfolio shall not exceed 2.5% of the aggregate fixed income portfolio.
  12. Each debt security in the infrastructure project portfolio will have a spread to the 10yr UST (or Libor if floating rate coupon) of at least 150 bps at the time of purchase.
  13. The Investment Manager shall not purchase municipal securities rated below A3/A- by any NRSRO.
  14. Single municipal issuer rated Aa3/AA- or better may not exceed 1.00% of the book value of this portfolio. Single municipal issuer rated below Aa3/AA- may not exceed 0.75% of the book value of this portfolio. **Pre-refunded bonds that are backed by Treasury securities with no NRSRO ratings shall have NAIC 2 designation or higher assigned by the SVO of the NAIC.**
  15. Municipals in aggregate shall not exceed 20% of the book value of this portfolio, including the Cash Management Holdings.
  16. Notwithstanding sections D.6. and D.15, the aggregate total of corporates and municipals shall not exceed 70% of the book value of this portfolio, including the Cash Management Holdings.
  17. The Investment Manager shall not purchase any Build America Bonds issued directly by the State of California.
  18. MBS issued by the US Government Agencies and GSEs shall comprise no more than 45% of the total fixed income portfolio, including the Cash Management Holdings. No single MBS pool may exceed 1% of the book value of this portfolio. MBS will include all Agency MBS, CMOs and CMBS for the aforementioned limits.
  19. Securities issued and/or guaranteed by the Government of Canada and political subdivisions must be rated Aa3/AA- or better by a NRSRO. No single Canadian political subdivision may exceed 1.5% of the book value of this portfolio. Canadian political subdivisions in aggregate

shall not exceed 5% of the book value of this portfolio, including the Cash Management Holdings.

20. Securities issued and/or guaranteed by the US Government, US Agencies, and GSEs that have not been rated by a NRSRO will apply the rating assigned by the NRSRO to the issuer or the guarantor of the security.
21. ABS and non-Agency CMBS must be rated Aaa/AAA by a NRSRO at the time of purchase. The aggregate total value of ABS and non-Agency CMBS shall be no more than 1% of the book value of this portfolio, including the Cash Management Holdings.
22. Zero coupon bonds shall not be purchased without the prior approval of the Chief Investment Officer.
23. The portfolio shall not invest in issuers whose concentration of business risk is similar to that of State Fund (i.e. catastrophic risk). A pre-approved list of insurance and reinsurance issuers that can be purchased will be established and mutually agreed upon in writing (including electronic communications) by the Investment Manager and Chief Investment Officer. The list may be amended from time to time in writing.
24. Each of the Fixed Income Investment Managers will calculate the **issuer and** sector limits based on the book value of their respective portfolio, **(including their respective green bond portfolio)**. However, when calculating the **issuer and** sector limits at month-end, the Treasury & Investments staff will include both the book value of the total portfolio and the Cash Management Holdings.
25. 15% or more of the portfolio shall be maintained in securities maturing in five years or less.
26. The duration of the portfolio will be managed within a strategic range of 3.0 to 6.5 **years**, which is reviewed and approved by the Board annually. An operational target within the duration range will be established and reviewed by the Chief Investment Officer periodically.
27. If any of the above mentioned rules are breached, the Investment Manager will conduct an analysis and present it with a recommendation to the Chief Investment Officer.
28. Investments made in bonds, notes or other obligations issued, assumed or guaranteed by the international financial institutions identified in Section C-12 shall not exceed \$65 million book value per entity at any one time.

#### E. Equity Portfolio Attributes

The following types of equity securities are permissible:

1. Federal Home Loan Bank stock purchased directly by State Fund.
2. Pursuant to Insurance Code section 1191 common and preferred stock of corporations domiciled in the US or Canada, and denominated in US Dollars. Stock and other equity securities issued by foreign domiciled companies shall not be purchased for the Equity Portfolio.

#### F. Equity Portfolio Characteristics and Limitations

1. The aggregate market value of all common and preferred stock or other equity securities owned by State Fund of any individual company in the dividend-oriented investment approach shall not exceed 5% of the market value of the equity portfolio. The aggregate market value of all common and preferred stock or other equity securities owned by State Fund of any individual company in the growth-oriented investment approach shall not exceed 5% of the market value of the equity portfolio or the company's benchmark weight +3%, whichever is greater. Provided however, that State Fund is authorized to purchase and hold up to \$50 million of shares of stock in REIT(s) even if \$50 million exceeds 5% of the market value of the equity portfolio.
2. Equity holdings in any one industry shall not exceed 15% of the market value of the equity portfolio, or +/- 10% of that of the benchmark index, whichever is greater.
3. The portfolio shall invest in companies with market capitalization of \$2 billion or above at the time of purchase.
4. The portfolio shall hold approximately 40 to 120 different issuers of securities. On the date of purchase, such equity security shall be characterized as either a dividend-oriented investment or growth-oriented investment. Such characterization shall be used for performance benchmark evaluation.
5. The portfolio shall not invest in issuers whose concentration of business risk is similar to that of State Fund (i.e. catastrophic risk). A pre-approved list of insurance and reinsurance issuers that can be purchased will be established and mutually agreed upon in writing (including electronic communications) by the Investment Manager and Chief Investment Officer. The list may be amended from time to time in writing.
6. The portfolio shall not invest in stock of debt issuers whose underlying rating is below investment grade (Baa3/BBB-) by any NRSRO and/or below NAIC 2 rating assigned by the SVO of the NAIC at the time of commitment to purchase. Any exceptions must be pre-approved by the Chief Investment Officer.
7. No American depository receipts ("ADRs") are allowed.
8. Pursuant to Insurance Code Section 1191, excess funds investments may be made in the stock of any corporation organized and carrying on business under the laws of this or any other state, or of the United States, or of the District of Columbia, or of the Dominion of Canada or any province of the Dominion of Canada.
9. All investment income of the equity portfolio and capital gains, if any, will be added to the assets of the portfolio, unless otherwise directed by the Chief Investment Officer.
10. If any of the above mentioned rules are breached, the Investment Manager is not necessarily required to dispose of all or part of the investment immediately. The Investment Manager will, however, inform the Chief Investment Officer without delay and make a proposal on the best way to bring the portfolio back into compliance with the limits.
11. The Investment Manager must obtain written approval from the Chief Investment Officer or State Fund Vice President of Investments, and in their absence, the State Fund Senior Investment Manager, prior to selling any equity securities at a price lower than the actual price originally paid for the equity security.



#### G. Federal Home Loan Bank Portfolio Attributes

The following types of assets are allowable:

1. Bonds, notes, certificates of indebtedness, or other obligations for which the faith and credit of the United States of America are pledged.
2. Obligations of US Government Agencies and Government Sponsored Entities (GSEs).
3. Publicly traded fixed income securities issued by a corporation organized under the laws of the United States or any State thereof, or of the Dominion of Canada, or of any province of the Dominion of Canada which are payable in US dollars, including securities issued under SEC Rule 144A.
4. General obligations of any State for which the faith and credit of the State are pledged for the payment of principal and interest.
5. Obligations issued under authority of law by any county, municipality, or school district in any State, or in any province of the Dominion of Canada or in any political subdivision of the Commonwealth of Puerto Rico, including bonds of any county water district.

#### H. Federal Home Loan Bank Portfolio Characteristics and Limitations

1. To monitor compliance, the Investment Manager will assign a credit rating to each security using the following logic: a) If one NRSRO rates the security, the rating will apply; b) If two NRSRO rate the security, the lower rating will apply; c) If all three NRSRO rate the security, the second lowest will apply; d) When considering the credit rating of the municipal securities, the higher of the financial guarantor or the underlying credit will be used.
2. The Investment Manager shall not purchase corporate securities rated below A3/A- by any NRSRO.
3. The Investment Manager shall not purchase municipal securities rated below A3/A- by any NRSRO.
4. There is no per issuer limit of US Treasuries, US Agencies, and general obligation bonds issued by the State of California.
5. Except for those mentioned in H.4., any other issuer may not exceed \$50 million in actual cost (excluding accrued interest) at the time of purchase.
6. Per the Insurance Code Section 1194.7, and for the purpose of the Federal Home Loan Bank Portfolio investments, there is no limitation on the purchase of municipal bonds issued by the State of California.
7. All purchases of debt securities for the Federal Home Loan Bank portfolio shall have a maximum maturity of 5 years and shall if possible have a maturity that matches the maturity of the FHLB Advance(s) used to purchase the debt securities. The Investment Manager is allowed a mismatch not to exceed 30 days between the maturity of the debt security and the maturity of the FHLB Advance used to purchase the debt security.

8. The Investment Manager shall not purchase any Build America Bonds issued directly by the State of California.

I. COIN Portfolio Attributes

The following types of investments and securities are permissible:

1. Investments in equity or debt investment, or loan, or deposit obligation, or other investment or investment transaction allowed by the Insurance Code and identified by COIN as potential investment opportunities.
2. Investments can be made in low-to-moderate income housing, community development needs, environmental and social needs and infrastructure rehabilitation and improvements in California and includes all the types of investments that are described in Section 926.1 of the Insurance Code.
3. Investments can be made in community development infrastructure debt securities including all debt issued by the State of California or a California state or local government agency, if all or a portion of the debt has as its primary purpose community development for, or that directly benefits, underserved or low-to-moderate-income communities or includes affordable housing, or community facilities or community services providers (including providers of education, health, or social services) or promotes economic development that demonstrates benefits, including, but not limited to, job creation, retention, or improvement, or provision of needed capital, to underserved or low-to-moderate-income individuals, families, or communities, including urban or rural communities, or businesses or nonprofit community service organizations.
4. Investments can be green investments that emphasize renewable energy projects, economic development, and affordable housing focused on infill sites so as to reduce the degree of automobile dependency and promote the use and reuse of existing urbanized lands supplied with infrastructure for the purpose of accommodating new growth and jobs. "Green investments" also means investments that can help communities grow through new capital investment in the maintenance and rehabilitation of existing infrastructure so that the reuse and reinvention of city centers and existing transportation corridors and community space, including projects offering energy efficiency improvements and renewable energy generation, including, but not limited to, solar and wind power, water and waste management, sustainable agriculture, mixed-use development, affordable housing opportunities, multimodal transportation systems, and transit-oriented development, can advance economic development, jobs, and housing.
5. Investments can be "Impact Investments" that provide a social or environmental benefit to underserved or low-to-moderate-income individuals, families, or communities in California.

J. COIN Characteristics and Limitations

1. COIN investments must meet the Fixed Income Portfolio requirements in sections D.1. thru D.28 or the Equity Portfolio requirements in sections F.1 thru F.11.
2. The objective of the COIN investment program is to select fixed income securities that have similar credit quality and duration target to the Fixed Income Portfolio and/or equity securities that have same or similar investment style, including large-cap, dividend paying stock.

## K. ESG Goals and Attributes

State Fund has outlined the following goals to guide its consideration of ESG-related matters in the investment process:

1. Improve overall portfolio ESG score. Using the ESG overall rating score as well as each of the E, S and G pillar scores, we can assess the ESG performance of the portfolio and measure sustainability and ethical impact of a company.
2. Reduce Carbon Footprint. A carbon footprint is the total amount of greenhouse gas emissions that come from the production, use and end-of-life of a product or service. Global policymakers and regulatory bodies will seek to curb the effect of climate change through various carbon reduction and mitigation initiatives and transition from fossil fuels to alternative energy sources, such as renewables.
3. Increase green bond holdings (# of issuers). Green Bonds are fixed income instruments for which the proceeds will be exclusively applied toward new and existing “green” projects. The primary purpose of Green Bonds is to raise capital and investment for projects with environmental benefits. “Green” can include renewable energy, sustainable resource use, conservation, clean transportation or adaptation to climate change.

## L. ESG Characteristic and Limitations

State Fund’s investment process shall consider the following ESG investment criteria:

1. State Fund leverages data and metrics from a variety of data providers. Currently, State Fund uses MSCI and from time to time may change data providers. Investment Managers may use State Fund’s current ESG provider or an equivalent ESG data provider or their own ESG rating scale. State Fund applies a “Best of Sector” approach, segmenting issuers above a specific rating threshold. State Fund has classified issuers with a BBB or above rating as “Best of Sector”, a BB rating as “Average”, and any rating below BB as “Laggards”.
  - a. Issuers in the “Laggards” category are added to a watch list for further analysis and monitoring by the Investment Managers and State Fund investment team. In addition, Investment Managers will provide credit commentaries and recommendations on the watch list.
  - b. The Investment Managers shall not invest in below BB rated issuers. They are not required to dispose of all or any of the issuers in the current “Laggards” list. The Investment Manager will, however, inform the Chief Investment Officer without delay and make proposal on the disposal of the investment.
  - c. State Fund shall maintain an aggregate Corporate and Equity portfolio ESG score (currently 6.5) above the benchmark for those corporate issuers rated by MSCI. The aggregate BB ratings may not exceed 30% and anything below BB ratings may not exceed 5%.
2. State Fund has incorporated MSCI’s Weighted Average Carbon Intensity (WACI) metric which measures portfolio’s exposure to carbon-intensive companies, expressed in tons CO<sub>2</sub>e/\$M revenue. Reduce WACI by ~~50~~75% below 2019 levels by 2030.
3. State Fund shall employ an ESG avoid screen, a revenue-based screen, and a controversy screen for specific types of issuers.
  - a. Exclude coal mining and utilities with 30% or more in their generation mix.

- b. Tobacco company related securities are a prohibited investment. Tobacco company related securities are defined as: securities of a company that derives over 25% of its revenues from the manufacturing or sale of tobacco products. A restricted list of such tobacco company issuers that shall not be purchased for the Account will be established and mutually agreed upon in writing (including electronic communications) by the Investment Manager and Chief Investment Officer. The list may be amended from time to time in writing.
  - c. Exclude companies with significant opioid businesses and companies with negative publicity. Specific names will be identified and provided by State Fund.
4. State Fund will consider investment in Green and Social bonds that meet desired financial and social return requirements. Increase the number of green bond holdings and issuers to at least 30 issuers.
  5. State Fund will generate a report on the ESG profile of the investment portfolio on a quarterly basis and distribute to State Fund’s Board of Directors. The ESG report may include, but is not limited to the following information:
    - a. ESG ratings distribution for the aggregate portfolio;
    - b. ESG ratings distribution for the asset classes; and
    - c. The carbon footprint of the portfolio, expressed as the Weighted Average Carbon Intensity (WACI).
  6. Specific reporting metrics may change in the future as State Fund further integrates or evolves its ESG investment strategies.
  7. State Fund will continue to explore ESG risk measures appropriate for measuring and monitoring adherence to the ESG investment objectives as new or better data and metrics become available to the marketplace

M. Green Bond Portfolio Attributes

Allowable securities include the following assets and with Board approval can include other asset classes as allowed under applicable regulations:

1. Obligations of US Government Agencies and Government Sponsored Entities (GSEs).
2. Mortgage-backed securities (MBS) issued by the US Government Agencies and GSEs, including pass-throughs, PAC CMOs (Planned Amortization Class Collateralized Mortgage Obligations), TAC CMOs (Targeted Amortization Class Collateralized Mortgage Obligations), VADM CMOs (Very Accurately Defined Maturity Collateralized Mortgage Obligations) and Sequential pay CMOs, but excluding such mortgage derivatives as inverse floaters, interest only strips, principal only strips, and “support bonds.” No direct sub-prime or Alt-A MBS are allowed.
3. Pursuant to Insurance Code sections 1192 and 1196.1(f)(5) publicly traded, interest bearing, fixed income securities issued by a corporation or business trust or limited partnership organized under the laws of the United States or any State thereof, or of the Dominion of Canada, or of any province of the Dominion of Canada which are payable in US dollars.
4. Pursuant to Insurance Code sections 1192 and 1196.1(f)(5) non-registered, privately placed, interest bearing, fixed income securities issued by a corporation organized under the laws of the

United States or any State thereof, or the Dominion of Canada or any province of the Dominion of Canada which are payable in US dollars and which securities can be purchased or sold pursuant to SEC Rule 144A.

5. Pursuant to Insurance Code sections 1192 and 1196.1(f)(5) non-registered, privately placed, interest bearing, fixed income securities issued by a corporation organized under the laws of the United States or any State thereof for the express purpose of financing an infrastructure project or projects located in the United States. For this investment guideline, “infrastructure projects” are transactions entered into by corporations to operate or maintain or rebuild utility networks, water, conventional power generation, renewable power generation, gas pipelines transport, LNG terminals or transactions providing essential services such as toll roads, bridges, tunnels, rail roads, seaports, airports, bus networks parking, storage, communications towers, waste management, fiber or data centers.
6. General obligations of any State for which the faith and credit of the State are pledged for the payment of principal and interest.
7. Obligations issued under authority of law by any county, municipality, or school district in any State, or in any province of the Dominion of Canada or in any political subdivision of the Commonwealth of Puerto Rico, including bonds of any county water district.
8. Commercial mortgage-backed securities (CMBS) issued by the US Government Agencies and GSEs.

#### N. Green Bond Characteristic and Limitations

1. To monitor compliance, the Investment Manager will assign a credit rating to each security using the following logic: a) If one nationally recognized statistical rating organization (NRSRO) rates the security, the rating will apply; b) If two NRSRO rate the security, the lower rating will apply; c) If all three NRSRO rate the security, the second lowest will apply; d) When considering the credit rating of the municipal securities, the higher of the financial guarantor or the underlying credit will be used.
2. The weighted credit rating of the fixed income portfolio shall average at least A3/A-/A-, at Moody’s, S&P and Fitch, respectively, at all times.
3. The Investment Manager shall not purchase corporate securities rated below BBB- or the equivalent as defined in Section E.1. Split rating is allowed, e.g. Baa3/BBB/BBB-. ~~There will be no limit to the total amount of corporates rated below A3/A- for the green bond portfolio.~~ Corporates rated below investment grade (i.e. Ba1/BB+/BB-) are considered out of compliance.
4. ~~Single corporate issuer of any rating may not exceed \$50 million or 10% of the book value of this portfolio. Each individual CUSIP may not to exceed \$15 million or 3% of the book value of the portfolio.~~
5. ~~There will be no book value limit on the aggregate corporate bond holdings in the green bond portfolio.~~
6. All securities purchased for infrastructure projects shall have a credit rating of BBB- or higher rating assigned by any NRSRO and/or a NAIC 2 rating or higher rating assigned by the SVO of the NAIC at the time of commitment to purchase.

7. The Investment Manager shall not purchase municipal securities rated below A3/A- by any NRSRO.
8. ~~All municipal security purchases to be pre-approved by State Fund.~~
9. ~~Single municipal issuer of any rating may not exceed \$50 million or 10% of the book value of this portfolio. Each individual CUSIP may not exceed \$15 million or 3% of the book value of the portfolio.~~
10. ~~There will be no book value limit on the aggregate municipal bond holdings in the green bond portfolio.~~
11. ~~MBS issued by the US Government Agencies and GSEs shall comprise no more than \$150MM or 30% of the book value of this portfolio. No single MBS pool may exceed \$15MM or 3% of the book value of this portfolio. MBS will include all Agency MBS, CMOs and CMBS for the aforementioned limits.~~
12. Securities issued and/or guaranteed by the US Government, US Agencies, and GSEs that have not been rated by a NRSRO will apply the rating assigned by the NRSRO to the issuer or the guarantor of the security.
13. Zero coupon bonds shall not be purchased without the prior approval of the Chief Investment Officer.
14. The portfolio shall not invest in issuers whose concentration of business risk is similar to that of State Fund (i.e. catastrophic risk). A pre-approved list of insurance and reinsurance issuers that can be purchased will be established and mutually agreed upon in writing (including electronic communications) by the Investment Manager and Chief Investment Officer. The list may be amended from time to time in writing.
15. Each of the Fixed Income Investment Managers will calculate the **issuer and** sector limits based on the book value of their respective portfolio, **(including their respective fixed income portfolio)**. However, when calculating the **issuer and** sector limits at month-end, the Treasury & Investments staff will include both the book value of the total portfolio and the Cash Management Holdings.
16. ~~There will be no minimum amount of the green bond portfolio which must be maintained in securities maturing in five years or less.~~
17. The aggregate duration of the portfolio will be managed within a strategic range of **7.0 to 10.0 years**, ~~for 2020-2021~~. This strategic range will be reviewed and approved by the Board annually. An operational target within the duration range will be established and reviewed by the Chief Investment Officer periodically.
18. ~~Investments made in bonds, notes or other obligations issued, assumed or guaranteed by the international financial institutions identified in Section C-12 for this portfolio may not exceed \$50 million per entity or 10% of the book value of this portfolio. Each individual CUSIP may not to exceed \$15 million or 3% of the book value of the portfolio.~~

19. Given the role that green bonds play in off-setting carbon emissions, green bonds will be exempt from any current and future environmentally tied screens (for example the coal mining and utility screens).
  20. Manager will seek to increase the number of green bond holdings and issuers to at least 30 issuers over an appropriate time horizon.
  21. If any of the above mentioned rules are breached, the Investment Manager will conduct an analysis and present it with a recommendation to the Chief Investment Officer.
- O. Insurance Code Section 11797(a) Limitation
1. The combined value of Equity Portfolio, Asset-Backed Securities (ABS), non-Agency Commercial Mortgage Backed Securities (CMBS) and Federal Home Loan Bank stock shall not exceed 20% of surplus.
- P. Performance Benchmarks

The benchmarks are for individual mandates. At a minimum, the benchmark will be reviewed and reauthorized by the Board on an annual basis.

1. The benchmark for the Fixed Income portfolio is ICE BofAML, 1-10 Year US Treasury Index: 2.5%, ICE BofAML 1-10 Year US Composite Agency Index: 5%, ICE BofAMLBroad US Taxable Municipal Securities Index: 12.5%, ICE BofAML US Bullet Corporate Excluding Yankees Index: 20%, ICE BofAML 1-5 Year AAA-A US Bullet Corporate Excluding Yankees Index: 15%, ICE BofAML 5-10 Year AAA-A US Bullet Corporate Excluding Yankees Index: 10%, and ICE BofAML US Mortgage Backed Securities Index: 35%.
2. The benchmark for the Equity portfolio's **dividend-oriented allocation** is the Russell 1000 index. **The benchmark for the Equity portfolio's growth-oriented allocation is the Russell 1000 Growth index.**
3. The performance objective of the FHLB portfolio is to achieve a spread in excess of the FHLB advance rate that is greater than 40 basis points on each trade.
4. The ESG benchmark is the Corporate sector of the benchmark on #1 above.
5. The yield target for the Green Bond portfolio will be the benchmark market yield of the ICE BofAML 5-10 Yr Single-A US Corporate Index (MLC6A3USD). The benchmark of the green bond portfolio will be reviewed on an ongoing basis as the green bond market continues to evolve to ensure it is representative of the USD green bond universe.

RESOLVED, that this Resolution No. 2341 shall replace Resolution No. 2303 effective August 25, 2021.

#### BOARD of DIRECTORS of the STATE COMPENSATION INSURANCE FUND