

**Local Public Service Mutual
Aid Associations**

Fiscal Year 2024

Review of Operations

Annuity Retirement Benefit Fund



地方公務員共済組合連合会

Pension Fund Association for Local Government Officials

[DISCLAIMER] When there are any discrepancies between the original Japanese version and the English translation version, the original Japanese version shall prevail.

[Abbreviations]

Local Public Service Mutual Aid Associations: Collectively means the Mutual Aid Association of Prefectural Government Personnel, the Japan Mutual Aid Association of Public School Teachers, the Japan Police Personnel Mutual Aid Association, the Mutual Benefit Association for Tokyo Metropolitan Government Employees, the National Federation of Mutual Aid Associations for Municipal Personnel and the Pension Fund Association for Local Government Officials.

Member associations: Collectively means the Mutual Aid Association of Prefectural Government Personnel, the Japan Mutual Aid Association of Public School Teachers, the Japan Police Personnel Mutual Aid Association, the Mutual Benefit Association for Tokyo Metropolitan Government Employees and the National Federation of Mutual Aid Associations for Municipal Personnel.

National Federation: National Federation of Mutual Aid Associations for Municipal Personnel

Association: Pension Fund Association for Local Government Officials

KKR: Federation of National Public Service Personnel Mutual Aid Associations

PMAC: Promotion and Mutual Aid Corporation for Private Schools of Japan

GPIF: Government Pension Investment Fund

EPI Act: Employees' Pension Insurance Act (Act No. 115 of 1954)

Local Public Officers, etc. Mutual Aid Association Act: Local Public Officers, etc. Mutual Aid Association Act (Act No. 152 of 1962)

Order for Enforcement of Local Public Officers, etc. Mutual Aid Association Act: Order for Enforcement of Local Public Officers, etc. Mutual Aid Association Act (Cabinet Order No. 352 of 1962)

Regulation for Enforcement of Local Public Officers, etc. Mutual Aid Association Act: Regulation for Enforcement of Local Public Officers, etc. Mutual Aid Association Act (Ministerial Order of Ministry of Home Affairs No. 20 of 1962)

Implementation Procedures for Local Public Officers, etc. Mutual Aid Association Act: Implementation Procedures for Local Public Officers, etc. Mutual Aid Association Act (Ministerial Order of Prime Minister's Office, Ministry of Education, Science and Culture and Ministry of Home Affairs No. 1 of 1962)

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Fiscal Year 2024 Investment Results (Overview)



Investment return:

0.57%
(Realized return)



Investment income:

¥14.4 billion
(Realized income)



Value of investment assets:
(As of the end of March 2025)

¥2,687.2 billion
(Book value)

As pension investment funds are intended for long-term investment, the investment status must be judged from the long-term perspective.

The Annuity Retirement Benefit Fund is based on book value as the funds are invested in domestic bonds on the premise of continued holding until maturity.

Section 1

Administration and Investment of Funds in FY2024

1 Investment results

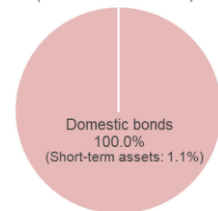
(1) Asset mix

The shares in the asset mix were as follows:

(Unit: %)

	End of FY2023	Fiscal Year 2024				Benchmark portfolio
		End of Q1	End of Q2	End of Q3	End of FY	
Domestic bonds	100.0	100.0	100.0	100.0	100.0	100.0
Short-term assets	(1.1)	(1.8)	(1.0)	(1.6)	(1.1)	
Total	100.0	100.0	100.0	100.0	100.0	100.0

Composition by Investment Asset Class
(as of end of FY2024)



(2) Investment return

The realized return (book value basis) came to 0.57%.

Domestic bonds held by the Annuity Retirement Benefit Fund were evaluated based on book value on the premise of continued holding until maturity.

(Unit: %)

	Fiscal Year 2024				
	Q1	Q2	Q3	Q4	FY Total
Realized return (book value basis)	0.13	0.14	0.15	0.15	0.57
Domestic bonds	0.13	0.14	0.15	0.15	0.57
Short-term assets	(0.00)	(0.01)	(0.01)	(0.02)	(0.03)

(Reference)

(Unit: %)

	Fiscal Year 2024				
	Q1	Q2	Q3	Q4	FY Total
Modified total returns	-2.66	1.67	-1.47	-3.10	-5.58

(Note 1) The return in each quarter is the period rate.

(Note 2) The realized return (book value basis) and modified total return represent the figures after the deduction of fees, etc.

(Note 3) The modified total return represents the realized return (book value basis) adjusted for the effects of changes in valuation gains/losses based on market value.

(3) Investment income

The realized income (book value basis) was ¥14.4 billion.

(Unit: JPY100M)

	Fiscal Year 2024				
	Q1	Q2	Q3	Q4	FY Total
Realized income (book value basis)	32	35	37	40	144
Domestic bonds	32	35	37	40	144
Short-term assets	(0)	(0)	(0)	(0)	(0)

(Reference)

(Unit: JPY100M)

	Fiscal Year 2024				
	Q1	Q2	Q3	Q4	FY Total
Investment income (market value basis)	-607	385	-354	-764	-1,340

(Note 1) The realized income (book value basis) represents the sum of trading profits/losses and interest income, etc.

(Note 2) The realized income (book value basis) and investment income (market value basis) represent the figures after the deduction of fees.

(Note 3) The investment income (market value basis) represents the realized income (book value basis) adjusted for the effects of changes in valuation gains/losses based on market value.

(Note 4) Due to rounding, the total sum of individual figures may not necessarily add up to the FY total.

(4) Value of assets

The value of investment assets (book value basis) was ¥2,687.2 billion.

(Unit: JPY100M)

	End of FY2023			Fiscal Year 2024											
				End of Q1			End of Q2			End of Q3			End of FY		
	Book value	Market value	Valuation gains/losses	Book value	Market value	Valuation gains/losses	Book value	Market value	Valuation gains/losses	Book value	Market value	Valuation gains/losses	Book value	Market value	Valuation gains/losses
Domestic bonds	23,729	22,517	-1,212	24,416	22,597	-1,819	25,189	23,695	-1,494	26,023	24,169	-1,853	26,872	24,175	-2,696
Short-term assets	(263)	(263)	(0)	(439)	(439)	(0)	(252)	(252)	(0)	(404)	(404)	(0)	(286)	(286)	(0)
Total	23,729	22,517	-1,212	24,416	22,597	-1,819	25,189	23,695	-1,494	26,023	24,169	-1,853	26,872	24,175	-2,696

(5) Fees

There are no fees related to investment because the full amount of funds of the Annuity Retirement Benefit Fund is invested in domestic bonds through in-house investment.

2 Risk management

(1) Approach to risk management

Generally speaking, "risk" refers to the "possibility of an incident that could have a negative impact on an organization's goals and objectives." In the field of asset investment, "risk" refers to the range of fluctuations of expected return on investment. Risk in this sense includes not only the possibility of failing to secure the required yield but also the range of fluctuations of return on investment due to various risks, such as interest rate risk, price fluctuation risk, credit risk, and liquidity risk.

Therefore, for asset investment, it is important to consider various risks commensurate with investment from a long-term perspective.

The Local Public Service Mutual Aid Associations (the "Associations") appropriately implement risk management for investment in accordance with the "implementation policy for risk management concerning investment of the fund" in consideration of the following points: that investment of funds should be made safely and efficiently from a long-term perspective and the characteristics of a cash balance-type pension plan that links the benefit level to the government bond yield or other benchmarks.

Implementation policy for risk management concerning investment of the fund (excerpt)

1 Basic approach concerning risk management

The Mutual Aid Association of Prefectural Government Personnel, the Japan Mutual Aid Association of Public School Teachers, the Japan Police Personnel Mutual Aid Association, the Mutual Benefit Association for Tokyo Metropolitan Government Employees, the National Federation of Mutual Aid Associations for Municipal Personnel, and the Pension Fund Association for Local Government Officials (the "Association") appropriately conduct risk management related to the investment of their funds in light of the following matters.

- (i) Investment of funds should be made safely and efficiently from a long-term point of perspective.

2 Risk management implementing entities and subjects of management

(2) Annuity Retirement Benefit Fund

- (i) The Association conducts risk management for investment of the Annuity Retirement Benefit Adjustment Fund and the Annuity Retirement Benefit Association Reserve Fund (hereinafter referred to as "Annuity Retirement Benefit Fund").
- (ii) The member associations conduct risk management for investment of the Annuity Retirement Benefit Association Reserve Fund (in the case of the Association, the Annuity Retirement Benefit Adjustment Fund).

(2) Risk management efforts

■Management of the deviation of the asset mix

Investment based on the benchmark portfolio requires the management of various risks. Therefore, in order to secure profits in line with the benchmark portfolio from the long-term perspective, it is important, in particular, to manage the degree of deviation of the asset mix of the actual portfolio from that of the benchmark portfolio.

Specifically, for their assets as a whole, the Associations keep track of and manage the status of the deviation of the actual portfolio from the benchmark portfolio in terms of the asset mix.

■Management of asset administration institutions

The Associations require asset administration institutions to improve systems to fulfill the fiduciary responsibilities and ensure compliance and appropriately manage them by keeping track of their status of asset administration.

■Reporting on the status of risk management and improvement measures implemented

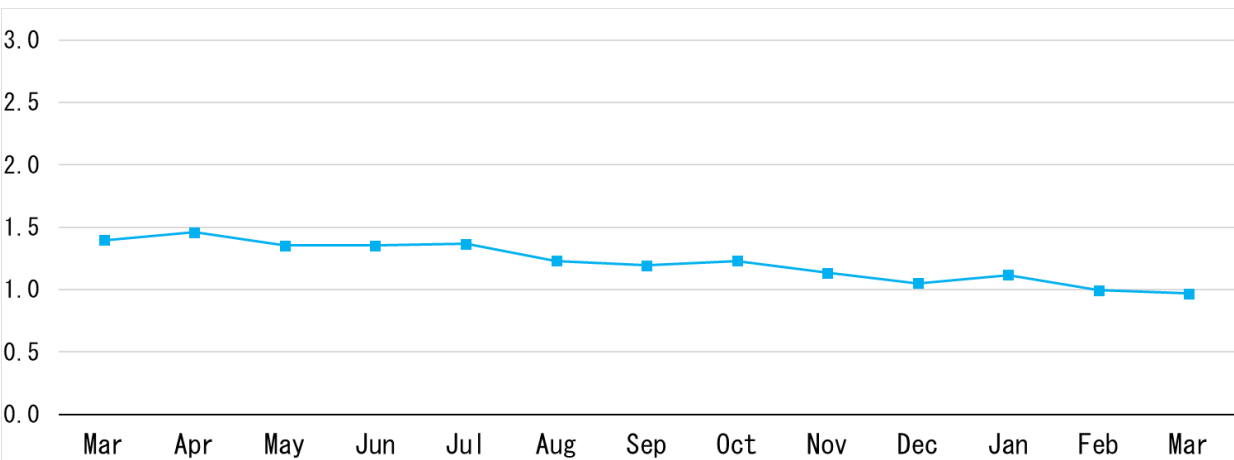
The status of risk management and improvement measures implemented are reported to the committees of specialists and the Governing Council.

(3) Status of risk management

The full amount of funds of the Annuity Retirement Benefit Fund is invested in domestic bonds.

The duration deviation from NOMURA-BPI Overall ranged from 0.9 years to 1.5 years.

【Change in deviation of domestic bonds durations against NOMURA-BPI Overall】



Section 2

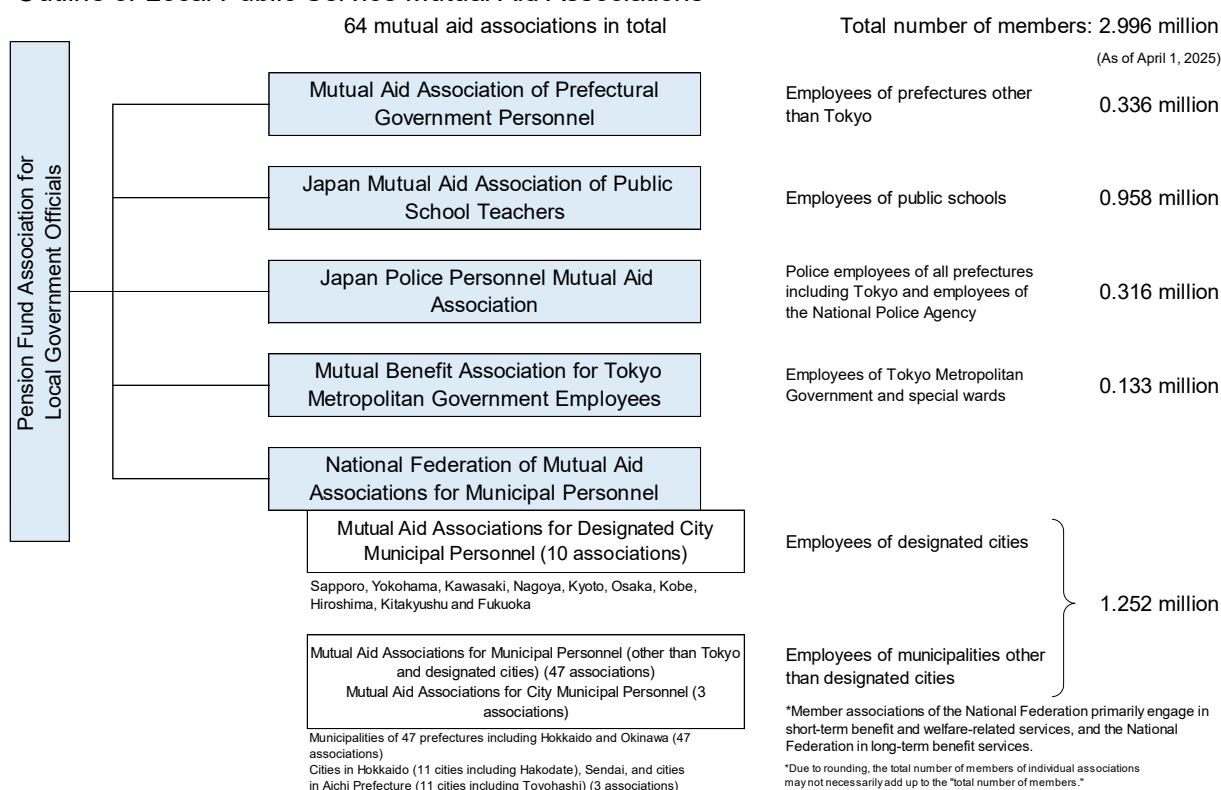
Businesses and Fund Management of Local Public Service Mutual Aid Associations

1 Establishment

Article 43 of the Local Public Service Act provides "A mutual aid system shall be implemented in order to provide appropriate benefits in cases of employees' illness, injury, childbirth, involuntary leave, calamity, retirement, disability or death, or their dependents' illness, injury, childbirth, death or calamity." Based on this provision, the Local Public Officers, etc. Mutual Aid Association Act has been enacted.

The pension fund system for local government officials was established in December 1962 as a system to comprehensively manage the long-term benefits program, short-term benefits program and welfare services program for local government employees and their families, for the purpose of providing mutual aid for local government employees.

Outline of Local Public Service Mutual Aid Associations



2 Organization

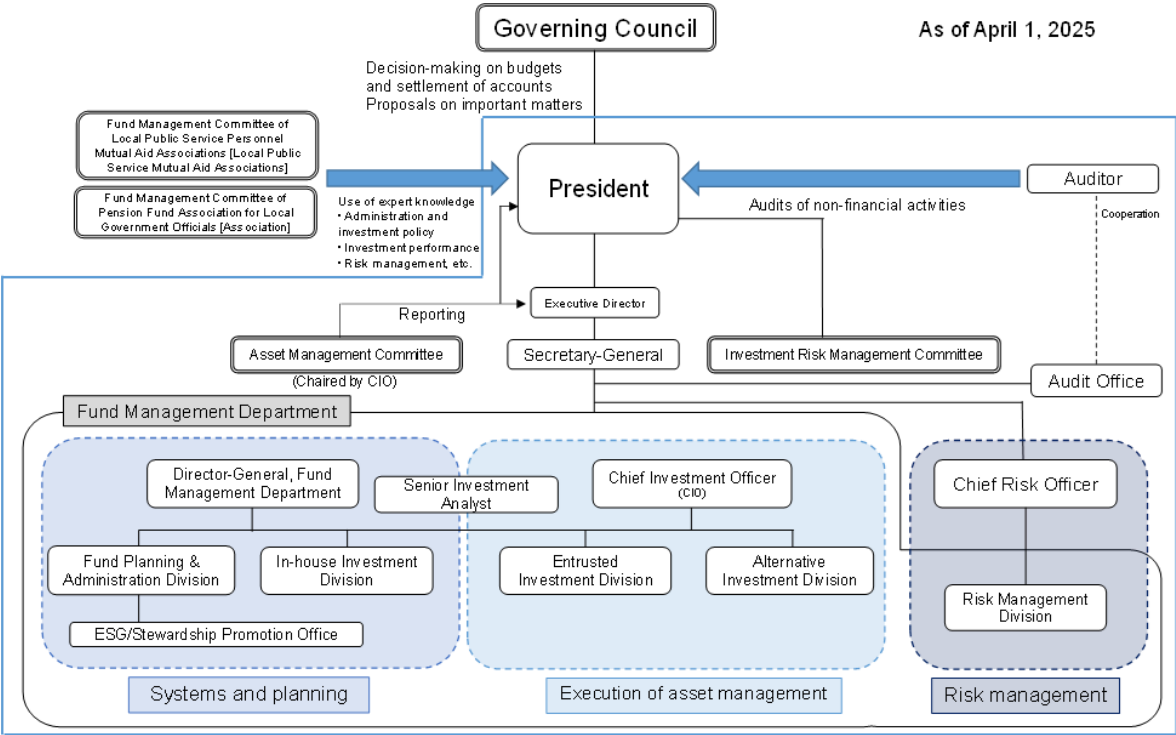
(1) Governing Council

Pursuant to the provisions of the Local Public Officers, etc. Mutual Aid Association Act, the Associations are required to establish a Governing Council. Revision of the articles of incorporation, the formulation and revision of the rules of operations, annual business plans, budgets and account settlement, disposal of important assets and assumption of significant debt are subject to deliberation by the Governing Council.

The designations of the governing councils and other committees at the Associations are as follows.

- Governing Council (Articles 6, 7, and 8 of the Local Public Officers, etc. Mutual Aid Association Act)
Mutual Aid Association of Prefectural Government Personnel (Prefectural Mutual Aid Secretary Office), Japan Mutual Aid Association of Public School Teachers, Japan Police Personnel Mutual Aid Association
- Governing Council (Articles 38-4 and 38-5 of the Local Public Officers, etc. Mutual Aid Association Act)
Pension Fund Association for Local Government Officials
- Associations Committee (Articles 6, 9 and 10 of the Local Public Officers, etc. Mutual Aid Association Act)
Mutual Benefit Association for Tokyo Metropolitan Government Employees, Mutual Aid Associations for Designated City Municipal Personnel, Mutual Aid Associations for Municipal Personnel (other than Tokyo and designated cities), Mutual Aid Associations for City Municipal Personnel
- General Committee (Articles 30, 31 and 32 of the Local Public Officers, etc. Mutual Aid Association Act)
National Federation
- Management Board of Trustees (Articles 144-5, 144-6 and Article 144-7 of the Local Public Officers, etc. Mutual Aid Association Act)
Group Mutual Aid Department of Prefectural Mutual Aid Association

■(Reference) Governance structure for Pension Fund Association for Local Government Officials



(2) Fund Management Committee of Local Public Service Personnel Mutual Aid Associations

■Outline of Fund Management Committee of Local Public Service Personnel Mutual Aid Associations

To study expert matters pertaining to the administration and investment of funds based on the "Basic Policy for Management and Investment of Annuity Retirement Benefit Adjustment Fund," the Fund Management Committee of Local Public Service Personnel Mutual Aid Associations has been established, which is comprised of individuals who possess academic knowledge or practical experience in areas such as economics, finance, and fund management (the "Fund Management Committee").

The Fund Management Committee can discuss and receive reports concerning expert matters related to the administration and investment of each fund and can express its opinions on important matters upon request from the President of the Pension Fund Association for Local Government Officials.

Secretaries general of the Local Public Service Mutual Aid Associations attend meetings of the committee as observers. In addition, a working group of practitioners from the Local Public Service Mutual Aid Associations established under the committee deliberates matters to be studied by the committee and reports the results to the Fund Management Committee.

■Matters for deliberation and report by the Fund Management Committee

Deliberation matters	Reporting matters
- Matters concerning formulation and revision of the model portfolio - Matters concerning establishment and revision of administration and investment policy - Matters concerning establishment and revision of risk management implementation policy - Matters concerning establishment and revision of investment policy for new investment instruments - Other expert matters concerning the administration and investment of each fund	- Investment performance - Status of risk management - Investment status of new investment instruments - Status of training and nurturing of expert personnel - Other matters required by the Fund Management Committee concerning the administration and investment of each fund

■List of Fund Management Committee Members (As of April 1, 2025)

Hidetaka Kawakita	Kyoto University, Professor Emeritus
Konosuke Kita	Former Senior Advisor to Russell Investments Japan Co., Ltd. Director, Consulting/Executive Consultant
Hisae Sato	Councilor, International Christian University
Toshio Serita	Professor, Department of Economics, Aoyama Gakuin University
Yoshiko Takayama	J-Eurus IR Co., Ltd. Vice Chairperson
Hitoshi Takehara	Professor, Waseda Business School (Graduate School of Business and Finance)
Katsuyuki Tokushima	NLI Research Institute Senior Managing Director, Member of the Board Head of Pension Research, CMA Financial Research Department
Akiko Nomura	Senior Fellow, Nomura Institute of Capital Markets Research
Teppey Hayashi	All-Japan Prefectural and Municipal Workers Union General Manager, Central Executive Committee Bureau of Labor
Chairperson Takaaki Wakasugi	The University of Tokyo, Professor Emeritus Chairman, Japan Corporate Governance Research Institute

■Past Meetings of the Fund Management Committee

Meeting number	Meeting date	Main theme
40th	June 25, 2024	- Review of Operations reports concerning administration and investment of individual funds in FY2023 - Status of risk management of individual funds in FY2023 - Examination of the benchmark portfolio of the Annuity Retirement Benefit Adjustment Fund - Review of Model Portfolio and benchmark portfolio Subject to the 2024 Actuarial Valuation - Responses to the Policy Plan for Promoting Japan as a Leading Asset Management Center
41st	September 3, 2024	- Status of investment of individual funds in the first quarter of FY2024 - Status of risk management of individual funds in the first quarter of FY2024 - Policy for Strengthening Investment Capabilities - Status of Review of Model Portfolios Subject to Actuarial Verification
42nd	December 9, 2024	- Status of investment of individual funds in the second quarter of FY2024 - Status of risk management of individual funds in the second quarter of FY2024 - Review of Model Portfolios and benchmark portfolio concerning EPI benefits - Review of benchmark portfolio concerning transitional long-term benefits
43rd	February 17, 2025	- Proposed change to the target asset mix of funds (model portfolio) - Review of benchmark portfolio (proposal) - Overseas Research Report in FY2024
44th	March 11, 2025	- Status of investment of individual funds in the third quarter of FY2024 - Status of risk management of individual funds in the third quarter of FY2024 - Revision to the Management and Investment Policy

(3) Committee of specialists

For expert matters pertaining to the administration and investment of implementing organization funds, including the formulation and revision of basic policy, the Associations utilize and consider expert knowledge of committees of experts comprised of individuals who possess academic knowledge or practical experience in areas such as economics, finance and fund investments.

Names of associations	Names of committees
Mutual Aid Association of Prefectural Government Personnel	Pension Asset Management Committee
Japan Mutual Aid Association of Public School Teachers	Asset Management Committee
Japan Police Personnel Mutual Aid Association	Study Group on Fund Management Issues, Japan Police Personnel Mutual Aid Association Headquarters
Mutual Benefit Association for Tokyo Metropolitan Government Employees	Study Group on Fund Management
National Federation of Mutual Aid Associations for Municipal Personnel	Fund Management Committee
Pension Fund Association for Local Government Officials	Fund Management Committee of Pension Fund Association for Local Government Officials

3 Investment of funds

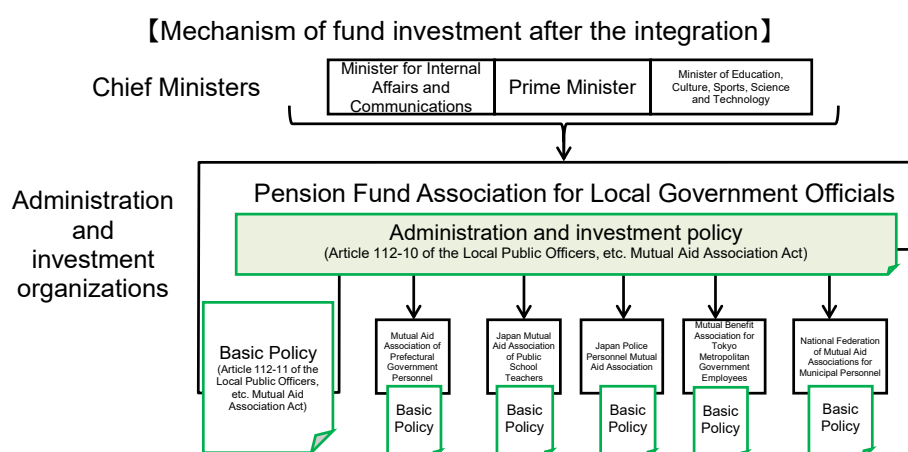
(1) Mechanisms

The Pension Fund Association for Local Government Officials formulates Administration and Investment Policy, which serves as the common policy for administration and investment organizations (the Local Public Service Mutual Aid Associations) subject to approval from the Minister for Internal Affairs and Communications. (Article 112-10 of the Local Public Officers, etc. Mutual Aid Association Act)

A Basic Policy pertaining to administration and investment of funds is formulated by the administration and investment organizations so as to conform to the Administration and Investment Policy set by the Pension Fund Association for Local Government Officials. (Article 112-11 of the Local Public Officers, etc. Mutual Aid Association Act)

Under these statutory provisions, the Pension Fund Association for Local Government Officials and the Associations conduct specific investment activities independently based on their respective basic policies, while taking into account the common management and investment policies, including the basic portfolio. At the same time, in order to ensure consistency with the management and investment policies across the Associations as a whole, the Pension Fund Association for Local Government Officials is responsible for overseeing the investment status of the Associations. Furthermore, the Federation prepares and discloses an annual Business Report for each fiscal year, as well as quarterly disclosure materials, concerning the status of management and investment of the reserve funds of the scheme as a whole.

In addition, the Associations endeavors to achieve safe and efficient long-term management and investment of reserve funds across the scheme as a whole by promoting the exchange of information and necessary coordination related to the management and investment of reserve funds.



(2) Basic approach to investment

As a basic policy, investment shall be made for the purpose of contributing to the stable management of the annuity retirement benefit operations in light of the characteristics of a cash balance-type pension program, whose benefit level is linked to the government bond yield or other benchmarks.

The benchmark portfolio shall be determined and appropriately managed so as to secure the necessary investment return on funds (meaning the assumed return (the assumed return as stipulated in Article 28, Paragraph (5) of the Order for Enforcement of Local Public Officers, etc. Mutual Aid Association Act)) at the minimum risk.