



**Joseph Boateng**  
Chair of Investment Committee

Thank you for choosing Seattle Foundation as your partner in philanthropy. We know that you share our commitment to creating a region of shared prosperity, belonging, and justice. We appreciate your confidence in us to manage your assets in service of a greater goal: fostering a community where everyone can thrive. We are pleased to share these results from Q4 and we welcome any questions or feedback.

### Market Conditions

The fourth quarter of 2025 saw international and emerging markets outperform U.S. equities amid a notable regime shift, with investor sentiment remaining positive as the Federal Reserve enacted expected rate cuts. Non-U.S. assets gained support from favorable liquidity conditions and a weaker dollar, which helped reduce the valuation gap between the U.S. and foreign markets. Value-style equities experienced multiple expansion, while growth-style equities saw compression.

Investment-grade corporate bonds experienced modest gains for the quarter, with income from coupons balanced by pressures from rising Treasury yields and slightly wider spreads. Higher-quality bonds outperformed their lower-quality counterparts. High-yield corporate bonds also delivered positive returns, driven by coupon income and tighter spreads. U.S. Treasury yields reflected divergent movements during the quarter, with shorter-term yields declining and longer-term yields edging higher, resulting in a wider yield-curve spread (approaching its historical norm). The shape of the yield curve reflects strong, ongoing economic growth, persistent inflation, and fiscal imbalances, alongside signs of labor market softness and disinflationary trends driven by technology advancements.

The U.S. economy ended the year with modest job gains, though employment growth was noticeably slower compared to the preceding year. Sectors like healthcare, social assistance, and food service saw expansion, while the federal government experienced notable job losses. The unemployment rate remained steady alongside subdued wage growth while inflation persisted, with the most significant price increases seen among utilities, energy, food, and medical services.

Achieving mission-aligned returns will require navigating uncertainty while accepting complexity. The Foundation is positioned for lasting achievement by spreading investments across different assets, carefully evaluating valuations, and performing its own research, particularly as new information emerges that challenges commonly held viewpoints.

### Portfolios

The Balanced Pool is the Seattle Foundation's primary investment pool and is actively managed to deliver returns at 5% plus CPI over the long-term; it maintains a diversified portfolio that includes exposure to global equity markets, alternative investments, and more conservative asset classes such as U.S. Fixed Income. Over the last 10 years, the Balanced Pool has gained 8.3% annualized. The Pool's diversified strategy makes a compelling case for its positioning, supporting its north star of preserving capital while pursuing long-term growth.

In addition to the Balanced Pool, we offer other investment options to meet our fundholders' needs. Our Socially Responsible Pool, designed to meet ESG (Environmental, Social, and Governance) requirements while also providing competitive economic returns, returned 2.5% for the quarter. Our Intermediate-Term Pool, designed to meet the expectations of donors with a grantmaking horizon in the 2-7-year range, returned 1.5% for the quarter. The Foundation also manages a Short-Term Pool for donors with very short grantmaking horizons; this pool is intended to preserve capital as best as possible and returned 1.0% for the quarter. Lastly, the Foundation offers an Index Pool, which is fully passive, and a Growth Pool; these pools returned 2.6% and 2.8%, respectively, for the quarter.

We are thankful for the opportunity to support you in creating powerful, rewarding philanthropy to make our region a stronger, more vibrant community for all. We welcome your questions and comments.

Sincerely,



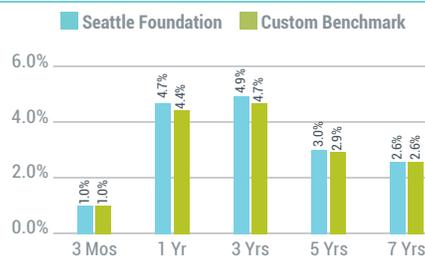
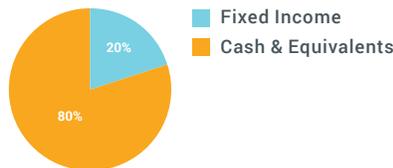
Joseph Boateng  
Chair of Investment Committee

LOWER VOLATILITY

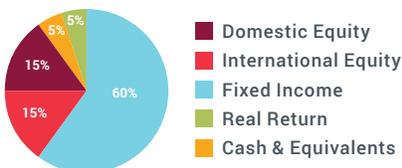
HIGHER VOLATILITY


**Investment Pool**
**Target Asset Allocation**
**Performance**
**Short-Term Pool**

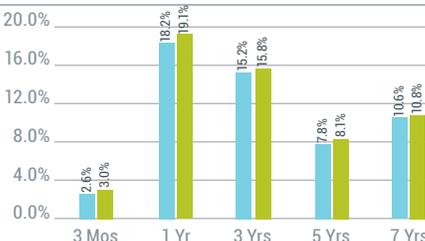
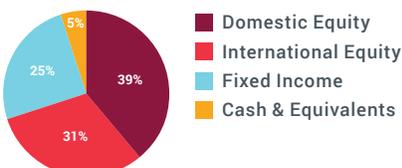
0-2 year giving horizon


**Intermediate Pool**

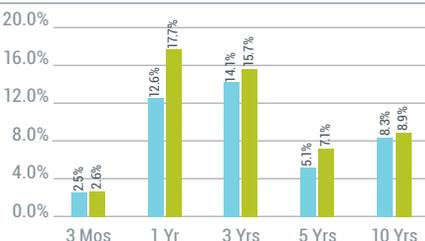
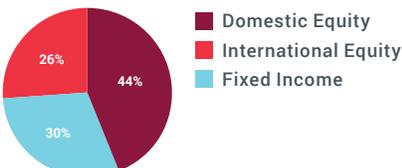
3-7 year giving horizon


**Index Pool**

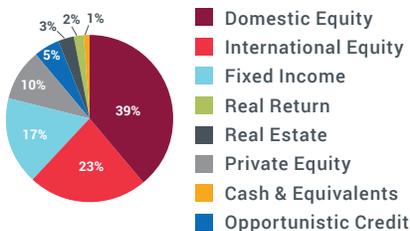
10+ year giving horizon


**Socially Responsible Investment Pool**

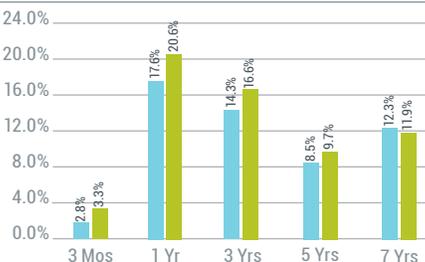
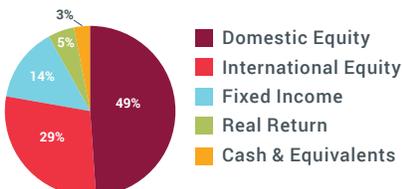
10+ year giving horizon


**Balanced Pool**

10+ year giving horizon


**Growth Pool**

10+ year giving horizon



Seattle Foundation returns are net of investment management fees. The fee schedules for each investment pool vary based on the pool's holdings, performance, and size. Current management fees range from 0.08 to 0.98% and generally will not exceed 1.5% in any investment pool. Returns are not net of fees for investment consulting and custodial services. Individual fund performance may vary due to the timing of contributions and grants. The Balanced Pool has a number of private asset investments that periodically provide valuation updates too late to be reflected in this report.

Seattle Foundation Philanthropic Partners may request a change to their investment pools no more than once in a 12-month period during two windows annually. The current window closes March 31, 2026 and transfers will occur no later than May 31, 2026. Please note endowed funds are solely invested in the Balanced Pool. If you have any questions, please contact your Philanthropic Advisor or our Philanthropic Services team at [ps@seattlefoundation.org](mailto:ps@seattlefoundation.org) or 206.515.2111.

## Investment Philosophy and Strategy

Effective stewardship of assets is key to Seattle Foundation's ability to fulfill its mission of igniting powerful and rewarding philanthropy to make Greater Seattle a stronger, more vibrant community for all. Reflecting the infinite life of a community foundation, we take a long-term approach to our investment management to maximize the philanthropic resources available over time to meet community needs. Our long-term return objective is to generate annual returns of 5% plus inflation over a full market cycle of 10+ years through prudent management of a diversified portfolio.

We are oriented towards a total-return approach to investing, which aims to blend income and capital appreciation to address the challenge of preserving long-term purchasing power while dealing with unanticipated inflation. This approach to investment management is consistent with the Uniform Prudent Management of Institutional Funds Act (UPMIFA), as implemented by Washington State.

As a prudent steward, the Foundation has the following main priorities for our Balanced Pool: **maximize total return and protect principal**. In addition to the Balanced Pool, the Foundation offers five other pools for philanthropists with different investment interests (Socially Responsible Investment and Index), risk profiles (Growth) and giving horizons (Intermediate and Short-Term). Outside management for funds larger than \$750,000 is also available.

## Investment Committee

The Investment Committee, a standing committee of the Board of Trustees, is charged with overseeing the investment activities of the Foundation. This includes advising the Board of Trustees on the investment policy, asset allocation strategies to meet the return objectives, and monitoring portfolio performance. The committee consists of members selected for their investment expertise and judgment.

### Joseph Boateng, CHAIR

Joseph Boateng joined **Casey Family Programs** as its first Chief Investment Officer in 2007 and is responsible for overseeing the foundation's \$2.6 billion endowment. Before joining Casey, he was a member of the Johnson & Johnson Investment Committee, responsible for managing over \$17 billion. Joseph received his MBA from UCLA and is an alumnus of the Said Business School at Oxford. He is a CFA Charterholder, CPA/PFS, and Chartered Global Management Accountant designee.

### Sheng-Sheng Foo

Sheng-Sheng Foo is Director of Investments at **Casey Family Programs**, where she has investment responsibilities across asset classes globally in supporting the foundation's endowment. Prior to this, she worked at The University of California Investment Office and previously oversaw the Public Markets portfolio at The California Endowment. She has an MBA from The Wharton School at the University of Pennsylvania and is a CFA charter holder and earned the Certificate in Quantitative Finance (CQF).

### Jason Malinowski

Jason Malinowski is the Chief Investment Officer of the **Seattle City Employees' Retirement System**. Prior to joining the City of Seattle, he was a Managing Director at BlackRock, serving as the Head of Risk and Quantitative Analysis for Alternative Investments. He received a BA in Economics and Mathematics from New York University and a MA in Policy Studies at the University of Washington, Bothell.

### Patrick Martinell

Patrick Martinell is an Investment Officer and Director of Research with the **University of Washington**. He also spent two years at the Washington State Investment Board (WSIB) on the Risk Management and Asset Allocation team and 14 years at Cascade Asset Management. Patrick holds a double degree in Economics and Mathematics from Claremont McKenna College. He is a member of the Seattle Society of Financial Analysts and a CFA Charterholder.

### Kenla Torres-Sibley

Kenla Torres-Sibley is a member of the asset allocation division and leads the external public manager team for the **Bill & Melinda Gates Foundation Trust** and **Cascade Investment**. Prior to joining Cascade, she was an Investment Director at Brown University's endowment. Kenla holds an MS in Investment Management from Boston University and a BS in Finance and Economics from the University of South Florida. She is a member of the investment committee of the United Negro College Fund's Gates Millennium Scholars program.

### Greg Wilson

Greg Wilson is a Portfolio Manager at **Pugh Capital Management**. He has spent his career analyzing, trading, and developing strategies supporting the mortgage-backed, asset-backed, and commercial mortgage-backed sectors across Pugh Capital's products. Greg earned his MS in Finance from Seattle University and his BA in Economics and Psychology from Claremont McKenna College.