

**CITY OF SAN JOSE
DEFERRED COMPENSATION PLANS**

Independent Auditor's Report,
Management's Discussion and Analysis, and
Basic Financial Statements

For the Years Ended June 30, 2025 and 2024

CITY OF SAN JOSE
DEFERRED COMPENSATION PLANS
For the Years Ended June 30, 2025 and 2024

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Independent Auditor's Report

Deferred Compensation Advisory Committee
City of San José Deferred Compensation Plans
San José, California

Opinions

We have audited the financial statements of the 457 and the PTC Deferred Compensation Plans (Plans) of the City of San José, California (City), as of and for the years ended June 30, 2025 and 2024, and the related notes to the financial statements, which collectively comprise the Plans' basic financial statements as listed in the table of contents.

In our opinion, the accompanying financial statements referred to above present fairly, in all material respects, the respective financial positions of the Plans as of June 30, 2025 and 2024, and the respective changes in financial positions for the years then ended in accordance with accounting principles generally accepted in the United States of America.

Basis for Opinions

We conducted our audit in accordance with auditing standards generally accepted in the United States of America (GAAS). Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of the Plans and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audit. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinions.

Responsibilities of Management for the Financial Statements

The Plans' management is responsible for the preparation and fair presentation of the financial statements in accordance with accounting principles generally accepted in the United States of America, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plans' ability to continue as a going concern for twelve months beyond the financial statement date, including any currently known information that may raise substantial doubt shortly thereafter.

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinions. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with GAAS will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher

than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with GAAS, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Plans' internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plans' ability to continue as a going concern for a reasonable period of time.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control-related matters that we identified during the audit.

Required Supplementary Information

Accounting principles generally accepted in the United States of America require that the management's discussion and analysis be presented to supplement the basic financial statements. Such information is the responsibility of management and, although not a part of the basic financial statements, is required by the Governmental Accounting Standards Board who considers it to be an essential part of financial reporting for placing the basic financial statements in an appropriate operational, economic, or historical context. We have applied certain limited procedures to the required supplementary information in accordance with GAAS, which consisted of inquiries of management about the methods of preparing the information and comparing the information for consistency with management's responses to our inquiries, the basic financial statements, and other knowledge we obtained during our audit of the basic financial statements. We do not express an opinion or provide any assurance on the information because the limited procedures do not provide us with sufficient evidence to express an opinion or provide any assurance.

Macias Gini & O'Connell LLP

Walnut Creek, California
September 26, 2025

CITY OF SAN JOSE
DEFERRED COMPENSATION PLANS
Management's Discussion and Analysis
For the Years Ended June 30, 2025 and 2024
(Unaudited)

The following discussion and analysis of the City of San José's (City) 457 and PTC Deferred Compensation Plans' (Plans) financial performance provides an overview of their basic financial activities for the fiscal years ended June 30, 2025 and 2024. Please read it in conjunction with the Plans' financial statements, which begin on page 7. Responsibility for both the accuracy of the data, and the completeness and fairness of the presentation, including all disclosures, rest solely with the management of the Plans. To the best of our actual knowledge and belief, the financial statements, as presented, are accurate in all material respects.

Financial Highlights – 2025

457 Plan

- At the close of the fiscal year, June 30, 2025, the net position due to the 457 Plan participants was \$1.6 billion. This represents an increase of \$145.4 million from the prior year's ending balance.
- Investment income and contributions exceeding payments to participants were the primary reasons for an increase to net position.

PTC Plan

- At the close of the fiscal year, June 30, 2025, the net position due to the PTC Plan participants was \$35.0 million. This represents an increase of \$2.0 million from the prior year's ending balance.
- Investment income and contributions exceeding payments to participants were the primary reasons for an increase to net position.

Financial Highlights – 2024

457 Plan

- At the close of the fiscal year, June 30, 2024, the net position due to the 457 Plan participants was \$1.4 billion. This represents an increase of \$164.4 million from the prior year's ending balance.
- Investment income and contributions exceeding payments to participants were the primary reasons for an increase to net position.

PTC Plan

- At the close of the fiscal year, June 30, 2024, the net position due to the PTC Plan participants was \$33.0 million. This represents an increase of \$2.1 million from the prior year's ending balance.
- Investment income and contributions exceeding payments to participants were the primary reasons for an increase to net position.

CITY OF SAN JOSE
DEFERRED COMPENSATION PLANS
Management's Discussion and Analysis (Continued)
For the Years Ended June 30, 2025 and 2024
(Unaudited)

Financial Statements

The financial reports for the Plans include management's discussion and analysis (MD&A), a statement of net position due to participants, a statement of changes in net position due to participants, and notes to the financial statements. These financial statements are prepared using the economic resources measurement focus and the accrual basis of accounting.

The following table indicates the net position due to participants as of June 30, 2025, 2024 and 2023 (dollars in thousands):

	<u>2025</u>	<u>2024</u>	<u>2023</u>
<i>457 Plan</i>			
Investments at fair value	\$ 1,580,245	\$ 1,435,293	\$ 1,271,556
Loans receivable from participants	12,140	11,710	11,081
Net position due to participants	<u>\$ 1,592,385</u>	<u>\$ 1,447,003</u>	<u>\$ 1,282,637</u>
<i>PTC Plan</i>			
Investments at fair value	\$ 35,040	\$ 32,989	\$ 30,852
Loans receivable from participants	1	3	6
Net position due to participants	<u>\$ 35,041</u>	<u>\$ 32,992</u>	<u>\$ 30,858</u>

The following table indicates the changes in net position for the fiscal years ended June 30, 2025, 2024 and 2023 (dollars in thousands):

	<u>2025</u>	<u>2024</u>	<u>2023</u>
<i>457 Plan</i>			
Additions	\$ 241,258	\$ 243,291	\$ 187,195
Deductions	<u>(95,876)</u>	<u>(78,925)</u>	<u>(63,428)</u>
Net increase	145,382	164,366	123,767
Net position, beginning of year	<u>1,447,003</u>	<u>1,282,637</u>	<u>1,158,870</u>
Net position, end of year	<u>\$ 1,592,385</u>	<u>\$ 1,447,003</u>	<u>\$ 1,282,637</u>
<i>PTC Plan</i>			
Additions	\$ 3,692	\$ 3,835	\$ 3,654
Deductions	<u>(1,643)</u>	<u>(1,701)</u>	<u>(1,773)</u>
Net increase	2,049	2,134	1,881
Net position, beginning of year	<u>32,992</u>	<u>30,858</u>	<u>28,977</u>
Net position, end of year	<u>\$ 35,041</u>	<u>\$ 32,992</u>	<u>\$ 30,858</u>

CITY OF SAN JOSE
DEFERRED COMPENSATION PLANS
Management's Discussion and Analysis (Continued)
For the Years Ended June 30, 2025 and 2024
(Unaudited)

2025 Analysis

457 Plan

The net position due to participants increased by \$145.4 million, or 10.0 percent, in fiscal year 2024-2025. This change in net position is mainly due to investment income and contributions exceeding payments to participants.

Total additions to net position of \$241.3 million in fiscal year 2024-2025 decreased by \$2.0 million from \$243.3 million in fiscal year 2023-2024. The decrease was mainly due to a \$6.2 million decrease in net investment income and fair value adjustments, offset by a \$4.2 million net increase in contributions and rollover from other institutions additions. The decrease in net investment income is mainly due to decreases in investment returns in fiscal year 2024-2025. Total deductions from net position of \$95.9 million in fiscal year 2024-2025 increased by \$17.0 million from \$78.9 million in fiscal year 2023-2024. The change is mainly due to an increase in the number of participants that terminated their employment during the fiscal year, resulting in an increase in distributions to participants.

PTC Plan

The net position due to participants increased by \$2.1 million, or 6.2 percent, in fiscal year 2024-2025. This change in net position is mainly due to investment income and contributions exceeding payments to participants.

Total additions to net position of \$3.7 million in fiscal year 2024-2025 decreased by \$0.1 million from \$3.8 million in fiscal year 2023-2024. The decrease was due primarily to the decreases in contributions in fiscal year 2024-2025. Total deductions from net position of \$1.6 million in fiscal year 2024-2025 decreased by \$0.1 million from \$1.7 million in fiscal year 2023-2024. The change is mainly due to a decrease in the number of participants who took distributions.

2024 Analysis

457 Plan

The net position due to participants increased by \$164.4 million, or 12.8 percent, in fiscal year 2023-2024. This change in net position is mainly due to investment income and contributions exceeding payments to participants.

Total additions to net position of \$243.3 million in fiscal year 2023-2024 increased by \$56.1 million from \$187.2 million in fiscal year 2022-2023. The increase was mainly due to a \$52.9 million increase in net investment income and fair value adjustments, and a \$3.2 million net increase in contributions and rollover from other institutions additions. The increase in net investment income is mainly due to increases in investment returns in fiscal year 2023-2024. Total deductions from net position of \$78.9 million in fiscal year 2023-2024 increased by \$15.5 million from \$63.4 million in fiscal year 2022-2023. The change is mainly due to an increase in the number of participants that terminated their employment during the fiscal year, resulting in an increase in distributions to participants.

PTC Plan

The net position due to participants increased by \$2.0 million, or 6.9 percent, in fiscal year 2023-2024. This change in net position is mainly due to investment income and contributions exceeding payments to participants.

CITY OF SAN JOSE
DEFERRED COMPENSATION PLANS
Management's Discussion and Analysis (Continued)
For the Years Ended June 30, 2025 and 2024
(Unaudited)

Total additions to net position of \$3.8 million in fiscal year 2023-2024 increased by \$0.1 million from \$3.7 million in fiscal year 2022-2023. The increase was due primarily to the increases in contributions in fiscal year 2023-2024. Total deductions from net position of \$1.7 million in fiscal year 2023-2024 decreased by \$0.1 million from \$1.8 million in fiscal year 2022-2023. The change is mainly due to a decrease in the number of participants who took distributions.

CITY OF SAN JOSE
DEFERRED COMPENSATION PLANS
Statements of Net Position Due to Participants
June 30, 2025 and 2024
(Dollars in Thousands)

<i>457 Plan</i>	<u>2025</u>	<u>2024</u>
Assets		
Investments at fair value	\$ 1,580,245	\$ 1,435,293
Loans receivable from participants	<u>12,140</u>	<u>11,710</u>
Total assets	<u>1,592,385</u>	<u>1,447,003</u>
Net position due to participants	<u>\$ 1,592,385</u>	<u>\$ 1,447,003</u>
<i>PTC Plan</i>	<u>2025</u>	<u>2024</u>
Assets		
Investments at fair value	\$ 35,040	\$ 32,989
Loans receivable from participants	<u>1</u>	<u>3</u>
Total assets	<u>35,041</u>	<u>32,992</u>
Net position due to participants	<u>\$ 35,041</u>	<u>\$ 32,992</u>

See accompanying notes to the financial statements.

CITY OF SAN JOSE
DEFERRED COMPENSATION PLANS
Statements of Changes in Net Position Due to Participants
For the Years Ended June 30, 2025 and 2024
(Dollars in Thousands)

457 Plan	2025	2024
Additions		
Employee contributions	\$ 51,952	\$ 48,394
Rollover from other institutions	5,486	4,779
Miscellaneous	-	47
Net investment income and adjustments to fair value	<u>183,820</u>	<u>190,071</u>
Total additions	241,258	243,291
Deductions		
Payments to participants	(94,188)	(77,206)
Administration fees	<u>(1,688)</u>	<u>(1,719)</u>
Total deductions	<u>(95,876)</u>	<u>(78,925)</u>
Change in net position	145,382	164,366
Net position due to participants		
Beginning of year	<u>1,447,003</u>	<u>1,282,637</u>
End of year	<u>\$ 1,592,385</u>	<u>\$ 1,447,003</u>
PTC Plan	2025	2024
Additions		
Contributions		
Employer	\$ 1,405	\$ 1,524
Employee	1,405	1,524
Miscellaneous	<u>18</u>	<u>14</u>
Total contributions	2,828	3,062
Net investment income and adjustments to fair value	<u>864</u>	<u>773</u>
Total additions	3,692	3,835
Deductions		
Payments to participants	(1,621)	(1,677)
Administration fees	<u>(22)</u>	<u>(24)</u>
Total deductions	<u>(1,643)</u>	<u>(1,701)</u>
Change in net position	2,049	2,134
Net position due to participants		
Beginning of year	<u>32,992</u>	<u>30,858</u>
End of year	<u>\$ 35,041</u>	<u>\$ 32,992</u>

See accompanying notes to the financial statements.

CITY OF SAN JOSE
DEFERRED COMPENSATION PLANS
Notes to the Financial Statements
For the Years Ended June 30, 2025 and 2024

NOTE 1 – PLANS DESCRIPTION

The following description of the City of San José Deferred Compensation Plan (457 Plan) and the City of San José PTC Deferred Compensation Plan (PTC Plan) (collectively, Plans) provides only general information. Participants should refer to the Plans' agreements and the Municipal Code for a more complete description of the Plans' provisions.

The City of San José (City) maintains two eligible deferred compensation plans in accordance with Section 457 of the Internal Revenue Code (IRC 457). The Plans permit employees to defer a portion of their compensation until future years. Under the Plans, participants are not generally taxed on the deferred portion of their compensation until distributed to them; distributions may be made only at death, retirement, termination, disability or certain unforeseen emergencies.

The following is a brief description of the City's two deferred compensation plans:

- The City of San José, California, Deferred Compensation Plan is described in Chapter 3.48 of the San José Municipal Code. The 457 Plan is available to all City employees on a voluntary basis. An employee who elects to participate must enter into a participation agreement that specifies the amount of the deferral and the investment options selected by the participant. The 457 Plan currently utilizes Voya Retirement Insurance and Annuity Company (VRIAC) as its investment administrator. Effective January 1, 2013, 457 Plan participants can choose to make contributions on a pre-tax basis to the traditional 457 Plan, on an after-tax basis to the Roth 457 Plan, or a combination of the two contributions basis.
- The City of San José, California, PTC Deferred Compensation Plan is described in Chapter 3.50 of the San José Municipal Code. The PTC Plan is a mandatory plan in lieu of Social Security for those employees who are not eligible for membership in either the Federated City Employees' Retirement System or the Police and Fire Department Retirement Plan. The participants defer 3.75% of salary and the City makes a matching contribution (with the total capped by the maximum allowed under IRC 457). The PTC Plan currently utilizes VRIAC as its investment administrator. PTC Plan participants can only make contributions on a pre-tax basis.

Benefited part-time employees who were hired before October 1, 2006 were given the option to invest PTC contributions in the same investment options as the 457 Plan participants based on their Participation Agreements. After October 1, 2006 when the City transitioned the investment administrator services to VRIAC, those part-time employees' PTC accounts were transferred to the 457 Plan in order for them to continue having the ability to invest in various investment options, instead of only the Stable Value Fund offered in the PTC Plan.

For all new part-time employees hired on and after October 1, 2006, their PTC contributions are deposited and invested in the Stable Value Fund in the PTC Plan.

The assets of the Plans are held in trust and administered by the City Manager and the Deferred Compensation Advisory Committee (DCAC). The DCAC is comprised of seven members – one member representing management employees, one member representing police department employees, one member representing fire department employees, two members representing the other five employee organizations, and two members appointed by the City Manager.

CITY OF SAN JOSE
DEFERRED COMPENSATION PLANS
Notes to the Financial Statements (Continued)
For the Years Ended June 30, 2025 and 2024

NOTE 1 – PLANS DESCRIPTION (Continued)

Contributions – During each payroll period in which an employee is a participant in the Plans, the City will defer payment of the employee’s compensation (as specified by the participating employee). The maximum that each participant may defer under the Plans for any taxable year shall not exceed the lesser of:

1. The dollar amount permitted under IRC 457; or
2. The percentage limitation applied to the participant’s includible compensation.

In addition, the maximum deferral described above is not applicable for one or more of the participant’s last three taxable years ending before the attainment of normal retirement age. In that instance, the maximum shall be the lesser of:

1. Twice the dollar amount permitted under IRC 457; or
2. The sum of:
 - a. The maximum deferral amount established for the purposes of Section 3.48.040.A or 3.50.040.B of the Municipal Code for the taxable year (determined without regard to Section 3.48.040.B or 3.50.040.C); plus
 - b. The maximum deferral amount established for the purposes of Section 3.48.040.A or 3.50.040.B of the Municipal Code for taxable years beginning after December 31, 1978, and before the taxable year as has not previously been used under Section 3.48.040.A or 3.50.040.B, or under Section 3.48.040.B or 3.50.040.C.

Furthermore, beginning January 1, 2002, a participant who has attained the age of fifty years before the close of the tax year, and with respect to whom no other elective deferrals may be made to the plan for the year by reason of the limitations set forth under Section 3.48.040A, may specify in the participation agreement that the participant elects to make deferrals in addition to those permitted by Section 3.48.040A in the amount not to exceed:

1. The dollar amount permitted under Section 414(v)(2)(B) of the Internal Revenue Code (IRC) as adjusted for the cost-of-living in accordance with Section 414(v)(2)(C) of the IRC; or
2. The portion of the participants compensation (as defined in Section 415(C)(3) of the IRC) that is in excess of any other elective deferrals of the participant for such year as are made without regard to Section 3.48.040.B.

Participants in the 457 Plan may also contribute amounts representing distributions from other qualified IRC 457 deferred compensation plans of any local government, state or tax-exempt organization.

Participant Accounts – The account of each participant is credited with the participant’s contribution and allocations of the Plans’ earnings and charged with an allocation of administrative expenses. Allocations are based on participant earnings on account balances. The account of each PTC participant is also credited with the City’s matching contribution.

Vesting – Participants are immediately vested in the employee and employer contributions plus actual earnings thereon.

CITY OF SAN JOSE
DEFERRED COMPENSATION PLANS
Notes to the Financial Statements (Continued)
For the Years Ended June 30, 2025 and 2024

NOTE 1 – PLANS DESCRIPTION (Continued)

Payment of Benefits – On termination of service due to death, disability, or retirement, a participant (or a participant’s beneficiary) may elect to receive either a lump-sum amount equal to the value of the participant’s interest in his or her account or periodic installments during the lifetime of the participant, less any federal or state income tax required to be withheld.

NOTE 2 – SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Basis of Presentation – The accompanying statements of net position due to participants and changes in net position due to participants present only the Plans and are not intended to present the financial position of the City and the changes in its financial position in conformity with accounting principles generally accepted in the United States of America.

Basis of Accounting – The financial statements of the Plans are reported using the economic resources measurement focus and the accrual basis of accounting. Contributions are recognized as additions when due (at the end of each pay period). Payments to participants are recognized as deductions when due and payable under the provisions of the Plans.

Investment Valuation – The Plans’ investments are stated at fair value. Investments valued at the net asset value (NAV) are investments in the VRIAC separate accounts and pooled separate accounts. The VRIAC separate accounts are valued based on fair value of the underlying investments without an expense adjustment.

Loans Receivable from Participants – The IRC permits and the City allows participants in the 457 Plan to participate in a loan program. The loans are secured by the remaining balance in the participant’s account and must be repaid over a period that does not exceed five years, except that if the loan is for the purchase of a principal residence, the loan may be repaid over a period not to exceed twenty years. The maximum amount of loans to participants is the lesser of \$50,000 or 50% of the participant’s vested account balance as of the day immediately preceding the date on which the loan is approved. The maximum number of loans that can be outstanding at one time for a participant is two.

Estimates – The preparation of the financial statements in conformity with accounting principles generally accepted in the United States requires the Plans’ administrators to make estimates and assumptions that affect certain reported amounts and disclosures. Accordingly, actual results may differ from those estimates.

CITY OF SAN JOSE
DEFERRED COMPENSATION PLANS
Notes to the Financial Statements (Continued)
For the Years Ended June 30, 2025 and 2024

NOTE 3 – INVESTMENTS

457 Plan participants may direct contributions into any of the investment options offered by the Plans' investment administrator, which include various VRIAC separate and pooled separate accounts. It is the 457 Plan's policy to permit participants to establish different investment strategies, which have varying return and volatility characteristics to meet each participant's long-term retirement savings strategy.

The Plans categorize their fair value measurements within the fair value hierarchy established by accounting principles generally accepted in the United States of America. The following levels indicate the hierarchy of inputs used to measure fair value and the primary valuation methodologies used for financial instruments measured at fair value on a recurring basis:

- Level 1 – Investments whose values are based on quoted prices (unadjusted) for identical assets in active markets that a government can access at the measurement date.
- Level 2 – Investments with inputs – other than quoted prices included within Level 1 – that are observable for an asset, either directly or indirectly.
- Level 3 – Investments classified as Level 3 have unobservable inputs for an asset and may require a degree of professional judgment.

All investments are valued at NAV. Descriptions for each fund type are listed on pages 15 and 16.

CITY OF SAN JOSE
DEFERRED COMPENSATION PLANS
Notes to the Financial Statements (Continued)
For the Years Ended June 30, 2025 and 2024

NOTE 3 – INVESTMENTS (Continued)

The following presents investments at June 30, 2025 with the information related to interest rate risk, credit risk, concentration of credit risk and fair value measurement within the fair value hierarchy established by generally accepted accounting principles on its investments (dollars in thousands):

<u>Investments</u>	<u>Average Effective Maturity</u>	<u>Credit Rating</u>	<u>June 30, 2025</u>		
457 Plan					
Investments measured at the net asset value (NAV)					
Short-Term Funds					
Stable Value Option Fund	4.13 years	AA	\$ 237,038	*	**
Bonds Funds					
Loomis Sayles Core Plus Bd F N	9.26 years	AA-	24,723		**
Fidelity US Bond Index Fund	5.93 years	AAA	20,748		**
Global International Funds					
Vanguard Tot Intl St Indx Fd Inst	n/a	n/a	31,825		**
American Funds EuroPacific R6	n/a	n/a	35,226		**
Vanguard Intl Value Fund Inv	n/a	n/a	2,459		**
Asset Allocation Funds					
Vangrd Trgt Retire Inc Tr II	7.01 years	A	23,347		**
Vangrd Trgt Retire 2020 Tr II	7.13 years	A	8,949		**
Vangrd Trgt Retire 2025 Tr II	7.47 years	A	133,728	*	**
Vangrd Trgt Retire 2030 Tr II	8.35 years	A	24,431		**
Vangrd Trgt Retire 2035 Tr II	8.35 years	A	20,804		**
Vangrd Trgt Retire 2040 Tr II	8.35 years	A	147,357	*	**
Vangrd Trgt Retire 2045 Tr II	8.35 years	A	23,317		**
Vangrd Trgt Retire 2050 Tr II	8.35 years	A	29,050		**
Vangrd Trgt Retire 2055 Tr II	8.35 years	A	38,120		**
Vangrd Trgt Retire 2060 Tr II	8.35 years	A	13,345		**
Vangrd Trgt Retire 2065 Tr II	8.35 years	A	5,155		**
Vangrd Trgt Retire 2070 Tr II	8.35 years	A	1,223		**
Large Cap Growth Funds					
T. Rowe Price Large Cap Growth D	n/a	n/a	214,446	*	**
Large Cap Value Funds					
Vanguard FTSE Social Index Fund Inst	n/a	n/a	29,355		**
Vanguard Institutl Index Inst Plus	n/a	n/a	184,191	*	**
Vanguard Equity Income Fund Adm	n/a	n/a	67,970		**
Small-Cap/Mid-Cap Funds					
Vanguard Sml-Cap Index-Instl	n/a	n/a	34,734		**
Vanguard Mid-Cap Index-Instl	n/a	n/a	49,424		**
DFA U.S. Targeted Value Portfolio I	n/a	n/a	5,359		**
Janus Henderson Enterprise Fund N	n/a	n/a	25,481		**
MFS Mid Cap Value Class R6	n/a	n/a	5,697		**
Hood River Small-Cap Growth Fund Ret	n/a	n/a	11,481		**
Total investments measured at the NAV			<u>1,448,983</u>		
Other assets - Charles Schwab PCRA			131,262	*	
Total 457 Plan investments measured at fair value			<u>\$ 1,580,245</u>		
PTC Plan					
Stable Value Option Fund	4.13 years	AA	<u>\$ 35,040</u>	*	**

* Represents 5% or more of the Plan's total investments.

** Represents funds holding international investments

CITY OF SAN JOSE
DEFERRED COMPENSATION PLANS
Notes to the Financial Statements (Continued)
For the Years Ended June 30, 2025 and 2024

NOTE 3 – INVESTMENTS (Continued)

The following presents investments at June 30, 2024 with the information related to interest rate risk, credit risk, concentration of credit risk and fair value measurement within the fair value hierarchy established by generally accepted accounting principles on its investments (dollars in thousands):

Investments	Average Effective Maturity	Credit Rating	June 30, 2024		
457 Plan					
Investments measured at the net asset value (NAV)					
Short-Term Funds					
Stable Value Option Fund	4.57 years	AA	\$ 241,658	*	**
Bonds Funds					
Loomis Sayles Core Plus Bd F N	9.80 years	AA-	25,686		**
Fidelity US Bond Index Fund	5.93 years	AA	15,289		**
Global International Funds					
Vanguard Tot Intl St Indx Fd Inst	n/a	n/a	24,775		**
American Funds EuroPacific R6	n/a	n/a	33,096		**
Vanguard Intl Value Fund Inv	n/a	n/a	1,495		**
Asset Allocation Funds					
Vangrd Trgt Retire Inc Tr II	7.15 years	A	22,295		**
Vangrd Trgt Retire 2020 Tr II	7.33 years	A	6,862		**
Vangrd Trgt Retire 2025 Tr II	7.81 years	A	131,206	*	**
Vangrd Trgt Retire 2030 Tr II	8.59 years	A	19,445		**
Vangrd Trgt Retire 2035 Tr II	8.59 years	A	17,093		**
Vangrd Trgt Retire 2040 Tr II	8.59 years	A	134,334	*	**
Vangrd Trgt Retire 2045 Tr II	8.59 years	A	19,444		**
Vangrd Trgt Retire 2050 Tr II	8.59 years	A	22,770		**
Vangrd Trgt Retire 2055 Tr II	8.59 years	A	30,119		**
Vangrd Trgt Retire 2060 Tr II	8.59 years	A	9,410		**
Vangrd Trgt Retire 2065 Tr II	8.59 years	A	3,562		**
Vangrd Trgt Retire 2070 Tr II	8.59 years	A	669		**
Large Cap Growth Funds					
T. Rowe Price Large Cap Growth D	n/a	n/a	201,500	*	**
Large Cap Value Funds					
Vanguard FTSE Social Index Fund Inst	n/a	n/a	23,755		**
Vanguard Institutl Index Inst Plus	n/a	n/a	164,712	*	**
Vanguard Equity Income Fund Adm	n/a	n/a	63,692		**
Small-Cap/Mid-Cap Funds					
Vanguard Sml-Cap Index-Instl	n/a	n/a	31,911		**
Vanguard Mid-Cap Index-Instl	n/a	n/a	45,313		**
DFA U.S. Targeted Value Portfolio I	n/a	n/a	4,716		**
Janus Henderson Enterprise Fund N	n/a	n/a	25,452		**
MFS Mid Cap Value Class R6	n/a	n/a	5,524		**
Hood River Small-Cap Growth Fund Ret	n/a	n/a	9,504		**
Total investments measured at the NAV			<u>1,335,287</u>		
Other assets - Charles Schwab PCRA			<u>100,006</u>	*	
Total 457 Plan investments measured at fair value			<u>\$ 1,435,293</u>		
PTC Plan					
Stable Value Option Fund	4.57 years	AA	<u>\$ 32,989</u>	*	**

* Represents 5% or more of the Plan's total investments.

** Represents funds holding international investments

CITY OF SAN JOSE
DEFERRED COMPENSATION PLANS
Notes to the Financial Statements (Continued)
For the Years Ended June 30, 2025 and 2024

NOTE 3 – INVESTMENTS (Continued)

457 Plan's Investments

Short-Term Funds. This type includes investments in one pooled separate account that invests in a diversified portfolio of fixed income assets and short-term money market instruments. The fair value of the investments in this type have been determined using the NAV per share of the investments. The VRIAC pooled separate accounts are valued at NAV. Investments in this type do not have any unfunded commitments. Investments in this type can be redeemed daily, and there is not any restriction on the redemption notice period.

Bond Funds. This type includes investments in two pooled separate accounts that invest in bonds and grade securities. Under normal market conditions, the funds will invest at least 80% of its net assets in bonds. The funds might invest some of its net assets in foreign securities. The VRIAC pooled separate accounts are valued at NAV. Investments in this type do not have any unfunded commitments. Investments in this type can be redeemed daily, and there is not any restriction on the redemption notice period.

Global International Funds. This type includes investments in three pooled separate accounts that invest in common stocks of issuers throughout the world. The VRIAC pooled separate accounts are valued at NAV. Investments in this type do not have any unfunded commitments. Investments in this type can be redeemed daily, and there is not any restriction on the redemption notice period.

Assets Allocation Funds. This type includes investments in twelve pooled separate accounts that invest in funds according to their asset allocation strategies designed for investors planning to retire at their respective target years. The fair value of the investments in this type have been determined using the NAV per share of the investments. The VRIAC pooled separate accounts are valued at NAV. Investments in this type do not have any unfunded commitments. Investments in this type can be redeemed daily, and there is not any restriction on the redemption notice period.

Large Cap Growth Funds. This type includes investments in one pooled separate account that invests primarily in common stocks and seek to invest in companies that appear to offer superior opportunities for growth of capital. The VRIAC pooled separate accounts are valued at NAV. Investments in this type do not have any unfunded commitments. Investments in this type can be redeemed daily, and there is not any restriction on the redemption notice period.

Large Cap Value Funds. This type includes investments in three pooled separate accounts that invests primarily in domestic equity securities of large and medium companies regularly traded on the New York Stock Exchange and NASDAQ. The management of each fund may invest its assets in foreign equity securities. The VRIAC pooled separate accounts are valued at NAV. Investments in this type do not have any unfunded commitments. Investments in this type can be redeemed daily, and there is not any restriction on the redemption notice period.

CITY OF SAN JOSE
DEFERRED COMPENSATION PLANS
Notes to the Financial Statements (Continued)
For the Years Ended June 30, 2025 and 2024

NOTE 3 – INVESTMENTS (Continued)

Small-Cap/Mid-Cap Funds. This type includes investments in six pooled separate accounts that invest primarily in equity securities of small and medium U.S. companies. The VRIAC pooled separate accounts are valued at NAV. Investments in this type do not have any unfunded commitments. Investments in this type can be redeemed daily, and there is not any restriction on the redemption notice period.

Other Assets. This type includes investments in one separate account that allow investments outside of the core retirement offering such as mutual funds, ETFs, stocks, and bonds, to supplement a retirement plan's offering. Investments in this type can be redeemed daily, and there is not any restriction on the redemption notice period. The fair value of the investments in this type have been determined using the market price of the investments.

Annuities. This includes two types of annuities, fixed annuities and variable annuities. The fixed annuities invest through a group annuity contract issued by VRIAC. The value of the Fixed Accounts is determined by the daily crediting of interest which is subject to minimum contractual guarantees. The Fixed Accounts do not have a maturity date. Variable annuities invest in the following investment portfolios: Voya Growth and Income, Voya Index Plus Large Cap Growth, Voya Balanced and Voya Intermediate Bond. The fair value of the investments in this type have been determined using the NAV per share of the investments. Investments in this type do not have any unfunded commitments. Investments in this type can be redeemed daily, and there is not any restriction on the redemption notice period. There were no annuities held in the 457 Plan as of June 30, 2025.

PTC Plan's Investments

Stable Value Option Fund. This fund invests in a diversified portfolio of fixed income assets in order to preserve participant account balances and to return steady growth over time without daily functions. The VRIAC pooled separate accounts are valued at NAV. Investments in this fund do not have any unfunded commitments. Investments in this fund can be redeemed daily, and there is not any restriction on the redemption notice period.

Interest Rate Risk

Interest rate risk is the risk that changes in interest rates will adversely affect the fair value of an investment. Since all investments are participant directed, all risks exist at the participant level. The maturities of the Plans' investments are identified on pages 13 and 14.

Credit Risk

Credit risk is defined as the risk that an issuer or other counterparty to an investment will not fulfill its obligations. Since all investments are participant directed, all risks exist at the participant level. The credit ratings of the Plans' investments are identified on pages 13 and 14.

Foreign Currency Risk

Foreign currency risk is the risk that changes in exchange rates will adversely affect the fair value of an investment. The Plans allow the option of investment in the separately managed accounts that invest outside the U.S. The individual funds which hold foreign investments are identified on pages 13 and 14.

CITY OF SAN JOSE
DEFERRED COMPENSATION PLANS
Notes to the Financial Statements (Continued)
For the Years Ended June 30, 2025 and 2024

NOTE 3 – INVESTMENTS (Continued)

Custodial Credit Risk

Custodial credit risk is the risk that, in the event of the failure of a depository financial institution, the Plans will not be able to recover deposits or will not be able to recover collateral securities that are in the possession of an outside party. All deposits of the Plans are held on behalf of the Plans by VRIAC in accordance with the formal deposit policy for custodial credit risk and are not exposed to custodial credit risk.

Concentration of Credit Risk

Concentration of credit risk is the risk of loss attributed to the magnitude of the Plans' investments in a single issuer. The Plans' investments are managed by several fund managers. The concentrations of investments are determined by the participants' elections to invest in the available investment options as selected by the DCAC. The investments that exceed 5% of the Plans' total investments are identified on pages 13 and 14. Since all investments are participant directed, all risks exist at the participant level.