

Ford Foundation

COMMITTEE CHARTER FOR THE INVESTMENT COMMITTEE

Mission Statement

The Investment Committee will assist the Board of Trustees in fulfilling its oversight responsibility for the investment assets of the foundation exclusive of the invested portion of the MRI Endowment, as defined below (the "Endowment"). The committee monitors the management of the Endowment for compliance with the foundation's investment policies and guidelines. The committee also tracks the foundation's compliance with performance objectives over time.

Organization

- a. All members of the committee must meet standards 5 and 6 of the Board of Trustees Standards of Independence.
- b. Membership on the committee will overlap with membership on the Mission-Related Investment Committee, such that a majority of the trustees serving on the committee at any given time will also serve on the Mission-Related Investment Committee.

Roles and Responsibilities

The committee shall:

- a. Set the overall investment policies of the foundation subject to board approval; and establish investment guidelines for the Endowment, including the Endowment Policy Portfolio, regarding asset classes, asset allocation ranges and prohibited investments. The committee shall inform the board periodically of changes made to the investment guidelines for the Endowment.
- b. Oversee investment and reinvestment of the Endowment. The committee may delegate investment functions to officers and employees of the foundation and to external investment managers.
- c. Monitor the management of the Endowment by reviewing written reports from investment staff and by discussions with investment staff at committee meetings that focus on the primary determinants of returns, including asset allocation and investment strategy.

- d. Evaluate investment performance of the Endowment and the MRI Endowment based on a comparison of actual returns with the foundation's absolute return objective, and with such other benchmarks as the board or committee may from time to time select. The evaluation will take into account compliance with investment policies and guidelines and risk levels.
- e. Determine the annual incentive compensation pool, if any, for professional investment staff based on the recommendation of the president and in accordance with the foundation's Investment Division Incentive Award Plan.

Approved as of June 17, 2026