



# Wales Pension Partnership

**Joint Governance Committee – Q3 2025 Review**

8 December 2025

Presented by James Zealander



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# Corporate Update

Waystone continue to support WPP for the creation of the new Investment Company as part of the Government's "Fit for the Future" consultation.

Waystone successfully closed its acquisition of BIL Manage Invest, a leading Luxembourg-based ManCo, following regulatory approval. This move strengthens Waystone's position in Continental Europe and expands its capabilities in fund services and third-party management company offerings.

Waystone has launched COMPASS, a client onboarding and delegate due diligence workflow tool. It is an enterprise-wide automation platform, powered by Appian. Focus on enhancing the client experience, service delivery, and scalability through digitalisation. COMPASS is an exciting first step in our broader Digital Strategy. Designed to make interactions with Waystone more intuitive and effective. The due diligence element will be rolled out to Russell Investments in due course.

Strategic Leadership Appointments, Waystone announced several key leadership changes:

Diarmuid Ryan has joined Waystone as our new Global Head of Administration Solutions. This appointment aligns with our strategic goal to build and strengthen our administration offering, ensuring we continue to evolve in line with client needs and deliver exceptional service across our global platform.

Jamie Dean (UK) and Clive Short (Lux) joined as Managing Directors, Business Development. These moves are part of Waystone's strategic expansion of its real assets fund administration services, aiming to meet growing client demand in this sector.

Brand Unification Strategy whereby Waystone are undergoing a global reorganisation to create a unified brand. This includes opening new offices (e.g., Paris) and appointing country heads in key regions like Singapore and Hong Kong.



# Compliance Updates

The table below details recent regulatory compliance developments that are relevant to WMUK. Featured items are gathered from a variety of sources including consultation papers, press releases and speeches.

A full regulatory update is issued to The Host Authority on monthly basis but can also be obtained by signing up to the Waystone Website. [UK/EU updates Archives - Waystone Compliance](#)

Title	Timing	WMUK Impact	WPP Impact	Status
Assessment of Value - FCA proposes amended and simplified AoV rules	Immediate	Low	Low	
Consultation on the updated LGPS Code of Transparency	Immediate	To note	To note	
CP25/17: Supporting consumers’ pensions and investment decisions: proposals for targeted support	Immediate	To note	To note	

## Assessment of Value - FCA proposes amended and simplified AoV rules

On 6 June 2025, the FCA published quarterly consultation paper, No. 48, CP25/16.

In a welcome move Chapter 7 of the CP sets out the FCA's proposals to amend and simplify the Collective Investment Schemes sourcebook (COLL) in respect of the assessment of value (AoV) reporting requirements.

The FCA believes that a reduction in the level of disclosure which an authorised fund manager (AFM) is required to make will lead to a significant cost saving for it.

These requirements will apply equally to the AFM of a UK UCITS, a Non-UCITS Retail Scheme (NURS), a Qualified Investor Scheme (QIS) and a Long-term Asset Fund (LTAF).

## Consultation on the updated LGPS Code of Transparency

The Local Government Pension Scheme Advisory Board has launched a consultation on proposed changes to the LGPS Code of Transparency. The Code was launched in 2017 and details the obligations for its signatories to provide consistent data to funds and pools on investment management fees and costs. It subsequently developed the Cost Transparency Initiative (CTI), and a centralised data system for the associated CTI templates.

These gave a means for the Board to have oversight of compliance with the Code.

At present, the Board is exploring the replacement of the centralised data system with a framework approach and is also taking the opportunity to review the Code itself. This comes from a belief that, under these revised arrangements, some changes are needed to the Code itself to ensure it continues to deliver on its intended aims.

As such, it is holding the consultation which is limited to the LGPS funds and pools as clients and signatories to the Code – with this closing on 15 August.

## CP25/17: Supporting consumers’ pensions and investment decisions: proposals for targeted support

The FCA has consulted on a new regulatory proposition for targeted support in pensions and retail investments.

Pensions and retail investments have a vital function allowing people to build wealth and provide income for later life. The FCA wants people to invest for their future with confidence, understanding the rewards, risks and protection they will get.

Decisions about pensions and retail investments are complex and consumers need support. The consultation sets out the FCA's proposals to introduce a new form of support, called targeted support. The targeted support proposals will enable firms to provide suggestions designed for groups of consumers with common characteristics to help them make financial decisions.

# Relationship Overview

## Relationship Overview

Client	Wales Pension Partnership	AUM (as at 30 September 2025)	£14,468,288,533	Product Suite	ACS – UK
Contract Start Date	December 2017	Contract Expiry	December 2029 (with further 2-year extension provision)	Tenure of Relationship	7 years, 10 months
Contract Renewal	December 2024				

## Fund Range

### Wales Pension Partnership Sub-Fund Range

#### Equities

WS WPP Global Growth Fund  
WS WPP Global Opportunities Equities Fund  
WS Wales PP UK Opportunities Fund  
WS Wales PP Emerging Markets Equity Fund  
WS Wales PP Sustainable Active Equity Fund

#### Fixed Income

WS Wales PP Multi Asset Credit Fund  
WS Wales PP Global Credit Fund  
WS Wales PP Global Government Bond Fund  
WS Wales PP Absolute Return Bond Fund  
WS Wales PP Sterling Credit Fund

# WPP Sub Fund Values

## AUM & Quarterly

Fund	AUM (£)*
<b>Equities</b>	
WS WPP Global Growth Fund	£3,970,577,022
WS WPP Global Opportunities Equities Fund	£3,882,166,537
WS Wales PP UK Opportunities Fund	£ 862,335,790
WS Wales PP Emerging Markets Equity Fund	£ 334,776,946
WS Wales PP Sustainable Active Equity Fund	£ 1,680,059,258
<b>Fixed Income</b>	
WS Wales PP Multi Asset Credit Fund	£ 892,158,056
WS Wales PP Global Credit Fund	£ 1,043,404,325
WS Wales PP Global Government Bond Fund	£ 517,748,699
WS Wales PP Absolute Return Bond Fund	£ 533,645,010
WS Wales PP Sterling Credit Fund	£ 751,416,890
<b>Total</b>	<b>£14,468,288,533</b>

\* As at 30 September 2025

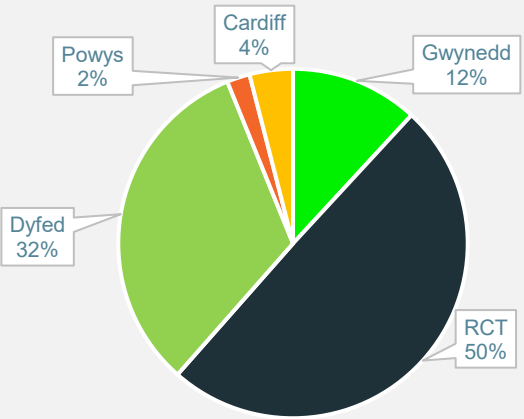
# WPP Sub Fund Values & Percentage Ownership\*

Fund name	Gwynedd	Powys	Clwyd	Swansea	Cardiff	Torfaen	RCT	Dyfed	Sub Fund Total
<b>Equities</b>									
	£469,696,074	£84,041,471			£170,364,635		£1,965,096,300	£1,281,378,542	£3,970,577,022
WS WPP Global Growth Fund	(12%)	(2%)			(4%)		(50%)	(32%)	(100%)
	£525,567,355			£1,348,156,635	£647,294,474	£781,877,930	£579,270,143		£3,882,166,537
WS WPP Global Opportunities Equities Fund	(13%)			(35%)	(17%)	(20%)	(15%)		(100%)
					£178,189,247	£684,146,543			£ 862,335,790
WS Wales PP UK Opportunities Fund					(21%)	(79%)			(100%)
	£77,282,033	£19,704,037			£148,619,297	£89,171,579			£ 334,776,946
WS Wales PP Emerging Markets Equity Fund	(23%)	(6%)			(44%)	(27%)			(100%)
	£350,119,225	£81,592,700	£401,634,024	£175,466,918	£156,905,623	£188,307,090	£125,532,953	£200,500,725	£ 1,680,059,258
WS Wales PP Sustainable Active Equity Fund	(21%)	(5%)	(24%)	(11%)	(9%)	(11%)	(7%)	(12%)	(100%)
<b>Fixed Income</b>									
	£254,204,637	£37,171,391	£351,317,167	£74,856,754	£174,608,107				£ 892,158,056
WS Wales PP Multi Asset Credit Fund	(29%)	(4%)	(39%)	(8%)	(20%)				(100%)
	£237,281,819	£28,746,269			£164,125,925	£270,677,561		£342,572,751	£ 1,043,404,325
WS Wales PP Global Credit Fund	(23%)	(3%)			(15%)	(26%)		(33%)	(100%)
					£248,222,421	£269,526,278			£ 517,748,699
WS Wales PP Global Government Bond Fund					(48%)	(52%)			(100%)
	£403,876,232	£54,137,331		£75,631,447					£ 533,645,010
WS Wales PP Absolute Return Bond Fund	(77%)	(9%)		(14%)					(100%)
							£751,416,890		£ 751,416,890
WS Wales PP Sterling Credit Fund							(100%)		(100%)
<b>Constituent Authority Total</b>	£2,230,202,672	£289,407,259	£713,573,013	£1,550,419,228	£1,739,517,313	£2,144,972,930	£3,230,559,081	£1,703,133,097	£14,468,288,533

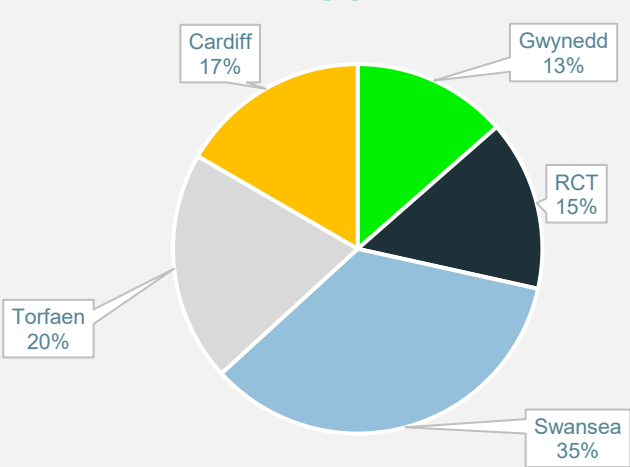
\* As at 30 September 2025

# Fund Snapshot\* – Equities

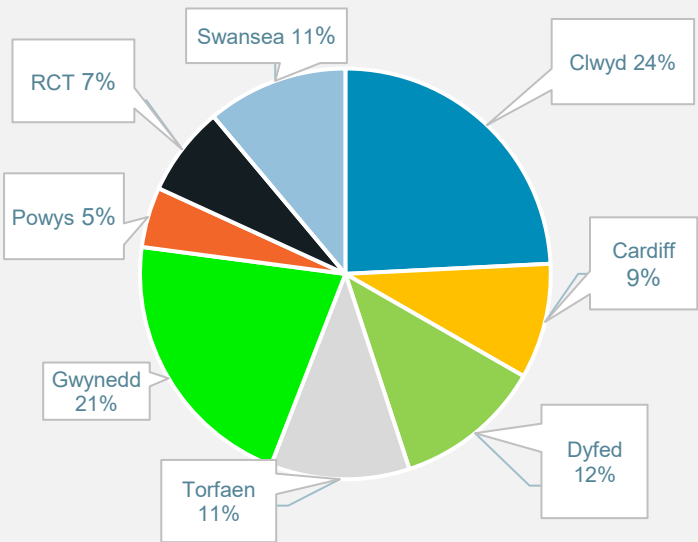
Global Growth



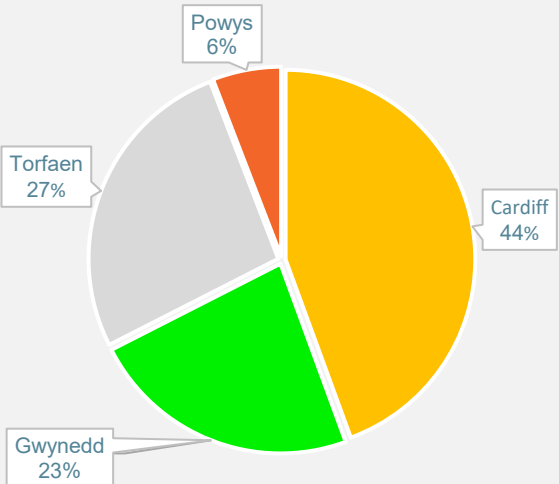
Global Opportunities



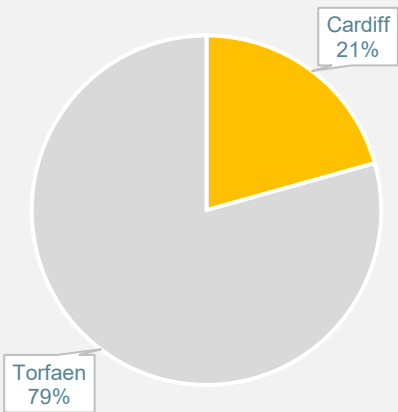
Sustainable Active Equity



Emerging Markets



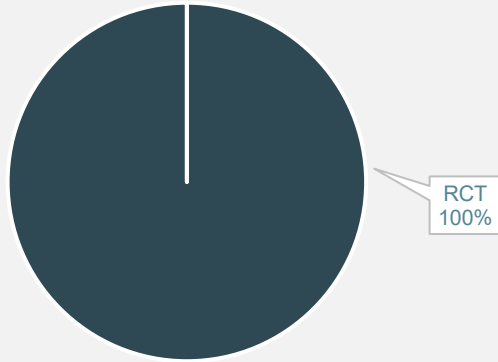
UK Opportunities



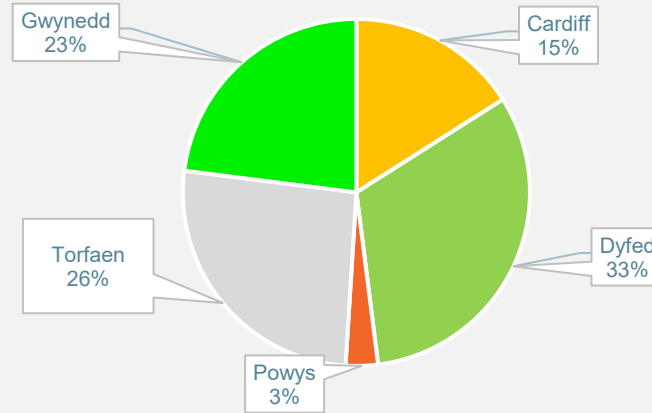


# Fund Snapshot\* - Fixed Income

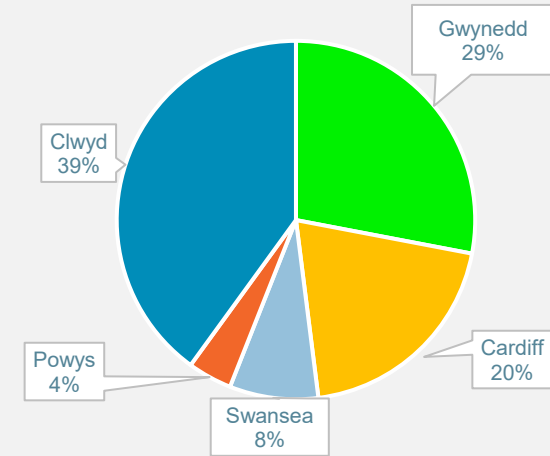
## Sterling Credit



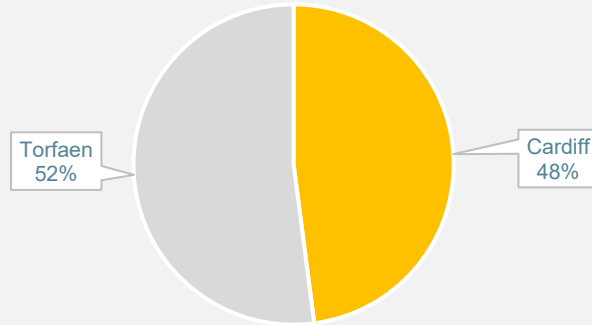
## Global Credit



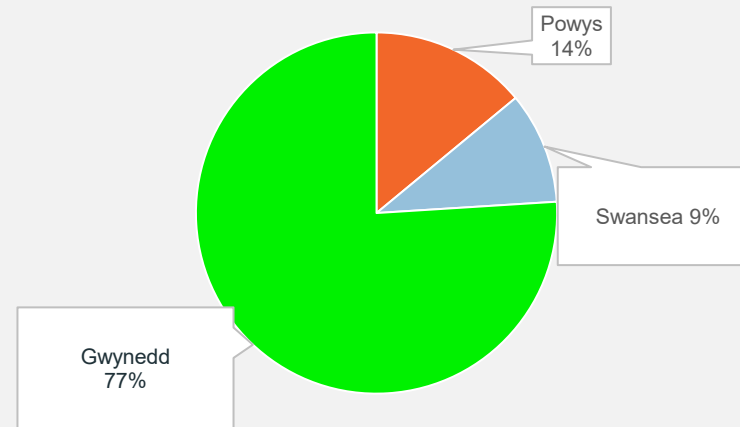
## Multi Asset Credit



## Global Gov. Bond



## Absolute Return Bond



\* As at 30 September 2025

# Initiatives

## Key Achievements & Updates

WS Wales PP UK Opportunities Equity Fund – removal of JO Hambro, replacing with Jupiter Asset Management completed Aug 2025.

Fund Launches/Wind ups & Changes				
	Overview	Status	Details	Owner
No current live changes				

# Market Updates

	Activity	Status	Commentary
Russia / Ukraine	Impact to ACS sub-funds holding Russian companies	Ongoing	WMUK continue to monitor the situation and will advise Constituent Authorities of any developments. WMUK's Fair Value Pricing Committee regularly discuss this, and assets are still priced accordingly. There are no Russian holdings in any of the WPP funds.
	Activity	Status	Commentary
Middle East	Impact to ACS sub-funds holding Israeli companies	Ongoing	<p>Currently 4 securities held in direct Israeli companies across the sub funds and 1 bond;  Global Opportunities Fund - 4 companies with 0.142% exposure across the total AUM.  Global Growth Fund – 3 companies with 0.036% exposure across the total AUM.  Global Government Bond Fund – 1 company with holding being a de minimis position.</p> <p>Total value of approx. £25m.</p> <p>Situation currently being monitored as part of the BAU oversight process.</p> <ul style="list-style-type: none"> <li>Figures from end of September 2025.</li> </ul>

# Oversight – Third Party Monitoring

## 2025 Plan

Third Party Provider	Reporting Period	Sub Fund	Location	Status
Northern Trust				
Transfer Agency	2025	All	Onsite, London – October 2025	Onsite fieldwork to be completed on 14th and 15th October.
Fund Administration	2025	All	Onsite, London – May 2025	Final Report Issued (1High, 6 Medium and 1 Low rated findings). High level findings to be shared.
Price Analysis	2025	All	Onsite, Limerick – May 2025	Final Report Issued (No findings).
Other 'Party' Questionnaire	2025	All	Questionnaire – February 2025	Final Report Issued (No findings).
IT Security Questionnaire	2025	All	Questionnaire – March 2025	Initial response received from NT which has been reviewed by Waystone IT. Following review, follow up queries have been raised with NT to respond by end of Q3.
Annual Due Diligence	2025	All	Questionnaire – June 2025	Final Report Issued (No findings).
Russell Investments				
Annual Due Diligence	2026	All	Onsite, London – Date to be agreed	N/a

# WMUK Engagement

## Key Q3 and future WPP Engagement

### Waystone attendance at OWG/JGC meetings in period:

- OWG 21 July 2025
- JGC 16 July 2025
- JGC 17 September 2025

### Waystone attendance at OWG/JGC meetings in next quarter:

- OWG 22 October 2025
- JGC 08 December 2025

### Waystone attendance at Strategic Relationship Review:

- To be confirmed

### Waystone - Pension Committee attendance in period:

- None planned for this period

### Waystone - Pension Committee attendance in next quarter:

- Powys – 27 November 2025

### WPP Pension Board Chairs Engagement meeting

- 29 October 2025

### Other meetings in period

- Host Authority update – occurs bi-weekly
- LGC Investment & Pension Summit, Birmingham - Sept 2025

### Other meetings in next quarter

- WPP Manager Day 15 & 16 October

# Meeting Schedule

<u>Executive Review</u>	<b>Frequency</b> <ul style="list-style-type: none"> <li>- Semi-annual</li> <li>- Next: To be confirmed</li> </ul>	<b>Objective</b> <ul style="list-style-type: none"> <li>- Ensure strategic alignment</li> <li>- Mutual review of business and strategic goals, priorities and objectives</li> </ul>
<b>Attendees</b> <b>WPP</b> <ul style="list-style-type: none"> <li>▪ Chris Moore, Anthony Parnell &amp; Two Section 151 / Deputy Section 151 officers</li> </ul>		<b>Waystone Management (UK) Limited</b> <ul style="list-style-type: none"> <li>- Karl Midl, Country Head, UK and CEO, Waystone Management UK</li> <li>- Rachel Wheeler, Global Product Head – Regulated Fund Solutions</li> </ul>
<u>Joint Governance Committee Meetings</u>	<b>Frequency</b> <ul style="list-style-type: none"> <li>- Quarterly</li> </ul>	<b>Objective</b> <ul style="list-style-type: none"> <li>- Key metrics</li> <li>- Pertinent matters</li> <li>- Strategic deliverables</li> </ul>
<b>Attendees</b> <b>WPP</b> <ul style="list-style-type: none"> <li>▪ Joint Governance Committee (JGC)</li> </ul>		<b>Waystone Management (UK) Limited</b> <ul style="list-style-type: none"> <li>- Karl Midl, Country Head, UK and CEO, Waystone Management UK</li> <li>- Richard Thornton, Head of Relationship Management, Asset Owners</li> <li>- James Zealander, Senior Relationship Manager</li> <li>- Russell Investments</li> </ul>
<u>Officers Working Group Meetings</u>	<b>Frequency</b> <ul style="list-style-type: none"> <li>- Quarterly</li> </ul>	<b>Objective</b> <ul style="list-style-type: none"> <li>- Identify and deliver on opportunities to improve and expand the relationship</li> <li>- Provide update on open projects or issues</li> <li>- Monthly KPI Review (Data supplied quarterly)</li> </ul>
<b>Attendees</b> <b>WPP</b> <ul style="list-style-type: none"> <li>• Officers Working Group (OWG)</li> </ul>		<b>Waystone Management (UK) Limited</b> <ul style="list-style-type: none"> <li>- James Zealander, Senior Relationship Manager</li> <li>- Richard Thornton, Head of Relationship Management, Asset Owners</li> <li>- Heidi Robinson, Relationship Manager</li> <li>- Ad-hoc Waystone attendance from functional departments (as required): <ul style="list-style-type: none"> <li>- CIO Investment Management Supervision</li> <li>- Head of Product</li> <li>- Head of Compliance</li> <li>- Head of Oversight</li> </ul> </li> <li>- Russell Investment</li> </ul>



# Meeting Schedule continued

<b>Host Authority Update</b>	<b>Frequency</b> – Semi-weekly	<b>Objective</b> – Regular Host Authority – WMUK to discuss deliverables and business updates
<b>Attendees</b> WPP <ul style="list-style-type: none"> <li>▪ Anthony Parnell</li> <li>▪ Tracey Williams</li> </ul>		Waystone Management (UK) Limited <ul style="list-style-type: none"> <li>– Richard Thornton, Head of Relationship Management, Asset Owners</li> <li>– James Zealander, Senior Relationship Manager</li> <li>– Heidi Robinson, Relationship Manager</li> <li>– Client Service Manager (as required)</li> </ul>
<b>Pension Committee Meetings</b>	<b>Frequency</b> – Annual	<b>Objective</b> – General update on the ACS and planned initiatives
<b>Attendees</b> WPP <ul style="list-style-type: none"> <li>▪ Individual Pension Fund Committee members</li> </ul>		Waystone Management (UK) Limited <ul style="list-style-type: none"> <li>– Richard Thornton, Head of Relationship Management, Asset Owners</li> <li>– James Zealander, Senior Relationship Manager</li> <li>– Heidi Robinson, Relationship Manager</li> <li>– Russell Investments</li> </ul>
<b>Pension Board Chairs Engagement</b>	<b>Frequency</b> – Semi-Annual	<b>Objective</b> – General update on the ACS and planned initiatives
<b>Attendees</b> WPP <ul style="list-style-type: none"> <li>• Pension Board Chairs of the Constituent Authorities</li> <li>• Host Authority</li> </ul>		Waystone Management (UK) Limited <ul style="list-style-type: none"> <li>– Waystone Relationship Team</li> <li>– Russell Investments</li> </ul>
<b>Manager Engagement Days</b>	<b>Frequency</b> – Annual – 15 / 16 October 2025	<b>Objective</b> – Open day for presentations on strategy and performance (with IM)
<b>Attendees</b> WPP <ul style="list-style-type: none"> <li>▪ Open to all involved parties with WPP</li> </ul>		Waystone Management (UK) Limited <ul style="list-style-type: none"> <li>– Waystone Client Team including Exec Team</li> <li>– Northern Trust</li> <li>– Russell Investments and other Investment Managers</li> <li>– Other consultants as required (e.g. bFinance/Hymans)</li> </ul>

# Thank you

## Relationship Team

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