



Wales Pension Partnership

Joint Governance Committee – Q4 2024 Review

12th March 2025

Presented by James Zealander



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Corporate Update

Waystone Management (UK) Limited (WMUK) oversees £100bn AUM across more than 80 Investment Managers and Sponsors comprising 236 funds. The total AUM of Waystone's global Authorised Corporate Director (ACD) and Management Company (ManCo) business is now in excess of £330bn.

This landmark achievement highlights WMUK's continued growth in the UK and further underscores the growing demand for independent ACDs/ManCos. The UK's investment landscape continues to evolve with growing complexity, meaning Asset Managers and Sponsors are increasingly turning to third-party specialists like WMUK to provide a scalable, cost-efficient, risk managed and compliant solution.

The Government Consultation 'LGPS Fit for the future' – WMUK is fully committed to working with WPP and have responded to the Consultation that was published. Five workstreams have been created to assist with the new proposed Operating Model that will come into effect in the Spring of 2026. Waystone Compliance Solutions (WCS) is assisting WPP with obtaining the necessary approvals.

We are pleased to announce Pervaiz Panjwani has joined Waystone as Chief Product Officer. Pervaiz will form part of the Executive Leadership Committee and will be based in London.

With over 30 years of experience in investor services and banking, Pervaiz will be responsible for leading Waystone's product strategy globally. His focus will be on driving product development and market competitiveness, including pricing, data and digital innovation. Pervaiz will also lead on integration across our three product lines and geographies, ultimately enhancing our clients' experience and driving business growth.

Prior to joining Waystone, Pervaiz had a long-standing career at Citi, where he held several global and regional senior roles in product, operations, sales and relationship management in asset servicing. This included Co-Global Head of Funds Services where he was responsible for a large global team across 20+ funds domiciles. He played a key role in defining Citi's global funds strategy and winning and executing significant large asset management mandates across multi-product portfolios including ETFs, Middle Office, Transfer Agency, Accounting and Depository.

Following recent integrations and our continued focus on product and service excellence for our clients in 2025, Pervaiz's appointment comes at a time for Waystone that with his expertise, will help build on the incredible momentum achieved to date and support Waystone in its responsible growth journey.

Compliance Update

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
SDR investment labels: FCA publishes additional pre-contractual disclosure examples	Immediate	Medium	Medium	
FCA publishes consultation on some amendments to the anti-greenwashing rule and SDR	Immediate	Medium	Medium	
Sustainable Finance Package - Mansion House	Immediate	To Note	To Note	
Chancellor sets out plans for financial services in first Mansion House speech	Immediate	To Note	To Note	
Mansion House and UK Pensions Reform	Immediate	High	High	

Following the Chancellor's Mansion House Speech, HMT and DWP have published several documents relating to the Pensions Investment Review:

The report sets out the initial findings of phase one of the review and confirms that a final report will be published next Spring:

- Wide support and agreement that scale leads to economies and efficiencies, as well as greater expertise and diversification.
- Clear evidence that larger consolidated schemes are more able to invest in more productive asset classes.
- Wide variation in member outcomes and limited diversity in how pension providers can and do invest remains in DC market.
- Many schemes are either not making use of scale, or are not of sufficient scale, to seek better returns in productive assets.
- The DC market is not operating effectively, with an excessive focus on low costs at the expense of higher-risk/higher return asset classes, with negative consequences for scheme members and for investment in the economy.
- Pooling in LGPS has delivered some benefits to date, but the Government's required degree of consolidation has not yet been achieved and a stronger and consistent approach to pooling is needed.
- Where pension schemes are managing private market portfolios, they tend to operate a significantly higher domestic weighting than in more liquid asset classes.
- The government is concerned that UK pension funds are investing significantly less in the domestic economy than overseas counterparts.
- At this stage there are no specific recommendations in relation to UK investment, beyond those outlined in the LGPS consultation relating to local investments.
- The Review will consider whether further interventions may be needed to ensure that pension reforms are benefiting UK.

Relationship Overview

Relationship Overview

Investment Manager	Wales Pension Partnership	AUM (as at 31 December 2024)	£13,401,386,793	Product Suite	ACS – UK
Contract Start Date	December 2017	Contract Expiry	December 2029 (with further 2-year extension provision)	Tenure of Relationship	7 years

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	
Fund	AUM (£)*
Equities	
WS WPP Global Growth Fund	£3,703,328,443
WS WPP Global Opportunities Equities Fund	£3,474,246,261
WS Wales PP UK Opportunities Fund	£758,315,572
WS Wales PP Emerging Markets Equity Fund	£273,743,417
WS Wales PP Sustainable Active Equity Fund	£1,602,593,170
Fixed Income	
WS Wales PP Multi Asset Credit Fund	£ 839,933,781
WS Wales PP Global Credit Fund	£1,011,398,718
WS Wales PP Global Government Bond Fund	£492,776,127
WS Wales PP Absolute Return Bond Fund	£ 525,898,648
WS Wales PP Sterling Credit Fund	£719,152,656
Total	£13,401,386,793

* As at 31 December 2024

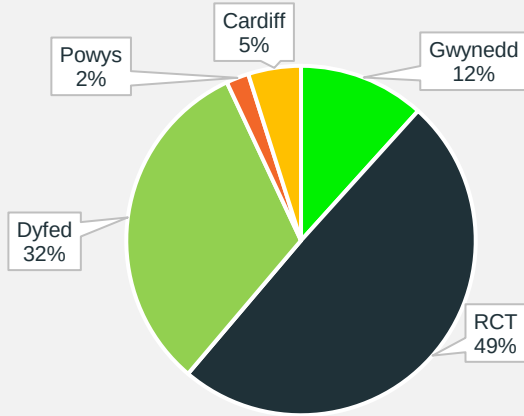
WPP Sub Fund Values & Percentage Ownership*

Fund name	Gwynedd	Powys	Clwyd	Swansea	Cardiff	Torfaen	RCT	Dyfed	Sub Fund Total
Equities									
	£444,399,413	£74,066,569			£185,166,422		£1,814,630,937	£1,185,065,102	£3,703,328,443
WS WPP Global Growth Fund	(12%)	(2%)			(5%)		(49%)	(32%)	(100%)
	£451,652,014			£1,215,986,191	£590,621,864	£694,849,252	£521,136,939		£3,474,246,261
WS WPP Global Opportunities Equities Fund	(13%)			(35%)	(17%)	(20%)	(15%)		(100%)
					£159,246,270	£599,069,302			£758,315,572
WS Wales PP UK Opportunities Fund					(21%)	(79%)			(100%)
	£62,960,986	£16,424,605			£120,447,103	£73,910,723			£273,743,417
WS Wales PP Emerging Markets Equity Fund	(23%)	(6%)			(44%)	(27%)			(100%)
	£336,544,566	£80,129,659	£384,622,361	£160,259,317	£144,233,385	£176,285,249	£128,207,454	£192,311,180	£1,602,593,170
WS Wales PP Sustainable Active Equity Fund	(21%)	(5%)	(24%)	(10%)	(9%)	(11%)	(8%)	(12%)	(100%)
Fixed Income									
	£235,181,459	£33,597,351	£335,973,512	£67,194,702	£167,986,756				£ 839,933,781
WS Wales PP Multi Asset Credit Fund	(28%)	(4%)	(40%)	(8%)	(20%)				(100%)
	£232,621,705	£30,341,962			£151,709,808	£262,963,667		£333,761,577	£1,011,398,718
WS Wales PP Global Credit Fund	(23%)	(3%)			(15%)	(26%)		(33%)	(100%)
					£236,532,541	£256,243,586			£492,776,127
WS Wales PP Global Government Bond Fund					(48%)	(52%)			(100%)
	£399,682,972	£73,625,811		£52,589,865					£ 525,898,648
WS Wales PP Absolute Return Bond Fund	(76%)	(14%)		(10%)					(100%)
							£719,152,656		£719,152,656
WS Wales PP Sterling Credit Fund							(100%)		(100%)
Constituent Authority Total	£2,163,043,115	£308,185,956	£720,595,873	£1,496,030,076	£1,755,944,150	£2,063,321,778	£3,183,127,986	£1,711,137,859	£13,401,386,793

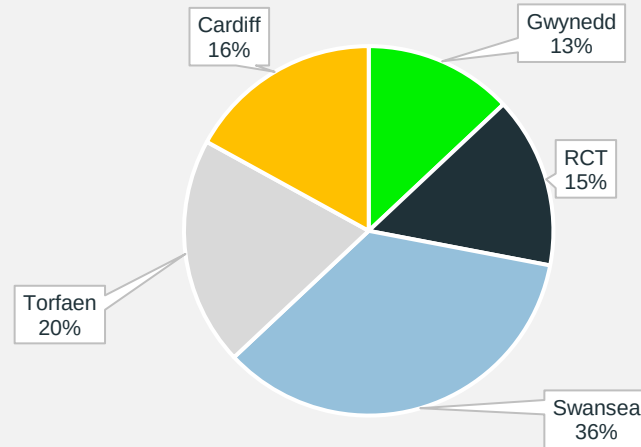
* As at 31 December 2024

Fund Snapshot* – Equities

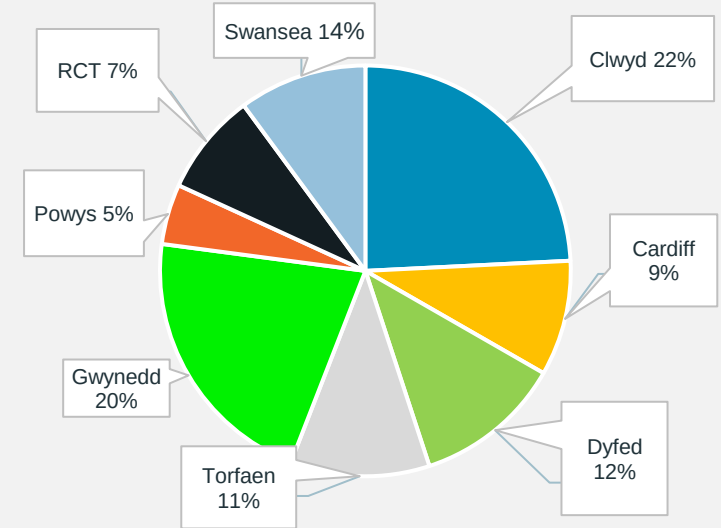
Global Growth



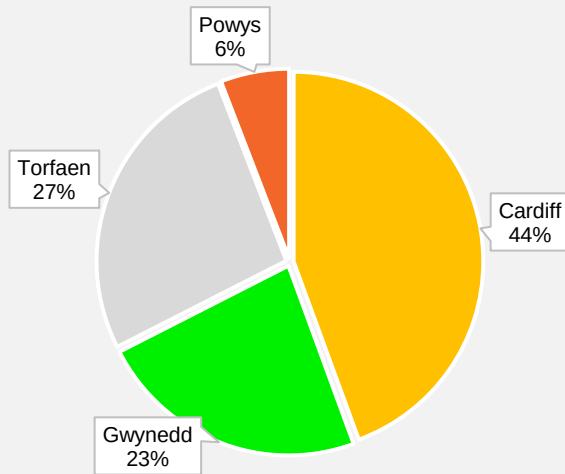
Global Opportunities



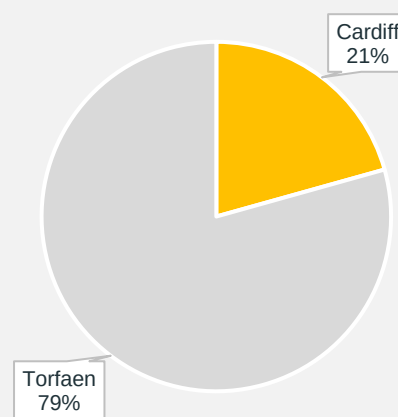
Sustainable Active Equity



Emerging Markets

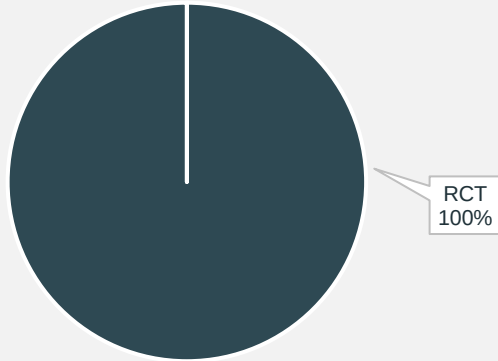


UK Opportunities

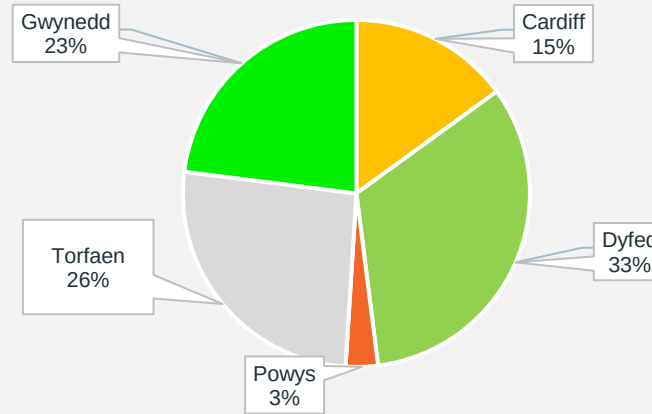


Fund Snapshot* - Fixed Income

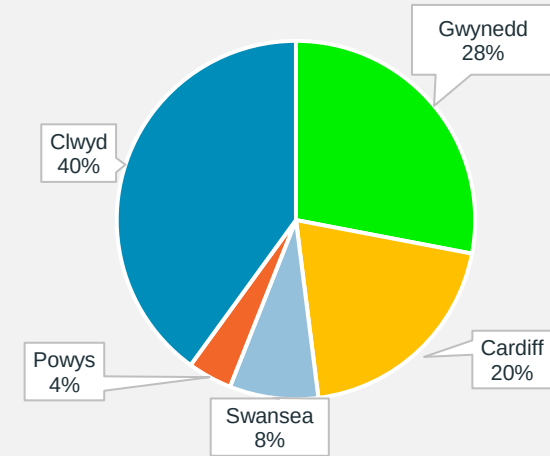
Sterling Credit



Global Credit



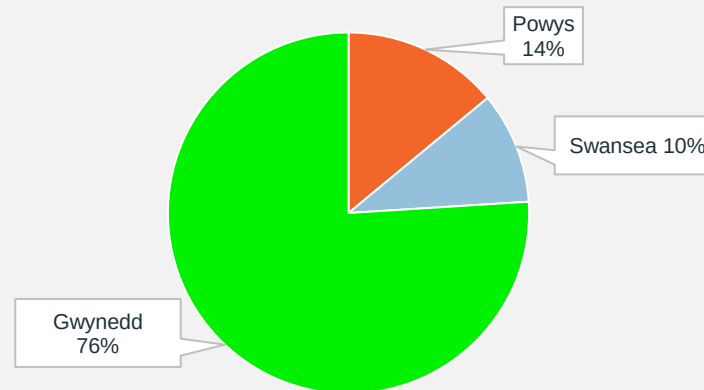
Multi Asset Credit



Global Gov. Bond



Absolute Return Bond



* As at 31 December 2024

Initiatives

Key Achievements & Updates

Global Growth completed transition to Russell Investment on 4 November 2024

New Agreement agreed, effective 23 December 2024

Project Snowdon – 5 workstreams created

Fund Launches/Wind ups & Changes

	Overview	Status	Details	Owner
Sub Fund Manager Update	WS Wales PP Global Credit Fund - Change of Sub Manager, removing Western, replacing with Coolabah	Ongoing	- Western's weight reduced to c.1% of the sub-fund and proceeds moved to the other managers in the sub-fund, Fidelity, MetLife and Robeco, as well as lesser allocations to the sub-fund's liquidity reserve. - This event is the culmination of RI's continuous manager review process in which they were already working towards replacement options for Western. - The recent events with SEC have sped up this process. - Change delayed due to Depositary requiring additional due diligence on RI's selection of Coolabah. - Expected approval, February 2025.	RI/WMUK
Sub Fund Manager Update	WS Wales PP Absolute Return Bond Fund - Change of Sub Manager, removing Insight, replacing with Oaktree and DNCA.	Ongoing	- RI's decision to replace Insight in the Absolute Return Bond fund follows an extensive review of Insight's strategy and the broader manager universe. - Oaktree and DNCA were identified due to their higher conviction, more specialised focus in credit and rates/fx markets, respectively. Introducing Oaktree at a 15% weight and DNCA at a 24% weight into the fund. - This would also reduce the weight to the incumbent managers, Aegon and Wellington, with whom the sub-fund was more concentrated following Putnam's removal last year. - Change delayed due to Depositary requiring additional due diligence on RI's selection of DCNA. - Expected approval, February 2025.	RI/WMUK

Initiatives continued...

Fund Launches/Wind ups & Changes

	Overview	Status	Details	Owner
Sub Fund Manager Update	Addition of Investment Manager for the WS Wales PP Emerging Markets Equity Fund	Ongoing	• Proposed Manager change, in relation to the WS Wales PP Emerging Markets Equity Fund. • This would be an addition to the current line up as opposed to a swap to add Sands Capital at a 6% strategic target weight. • A high conviction in this strategy, RI believe it will diversify the growth exposure in the fund. This would also modestly reduce the weight to the incumbent managers, and RI believe it will improve the risk/return profile of the fund. • With WPP for approval.	RI/WMUK

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	Currently 3 securities held in direct Israeli companies across two sub funds; Global Opportunities Fund - 2 companies with 0.21% exposure. Global Government Bond Fund – 1 company with 0.07% Total value of approx. £8.2m. Situation currently being monitored as part of the BAU oversight process. Figures from end of December 2024.

Oversight – Third Party Monitoring

Q4 2024

Third Party Provider	Reporting Period	Sub Fund	Matters Raised	Status
Northern Trust				
Transfer Agency	Q4 2024	All	Consumer Duty review completed Q4 2024. Review undertaken on all dealing and processing functions by NT.	Complete
Fund Administration	Q4 2024	All	No scheduled visits in Q4 2024.	N/A
Due Diligence Visits - Northern Trust	Q4 2024	All	No scheduled visits in Q4 2024	N/A
Russell Investments				
Due Diligence Visits	Q4 2024	All	No scheduled visits in Q4 2024	N/A

Oversight – Third Party Monitoring

2025 Plan

Third Party Provider	Reporting Period	Sub Fund	Location	Status
Northern Trust				
Transfer Agency	2025	All	Onsite, London – September 2025	N/A
Fund Administration	2025	All	Onsite, London – May 2025	N/A
Price Analysis	2025	All	Onsite, Limerick – May 2025	N/A
Other 'Party' Questionnaire	2025	All	Questionnaire – February 2025	To commence
IT Security Questionnaire	2025	All	Questionnaire – March 2025	N/A
Annual Due Diligence	2025	All	Questionnaire – June 2025	N/A
Russell Investments				
Annual Due Diligence	2025	All	Onsite, London - 3 February 2025	To commence

WMUK Engagement

Key Q4 and future WPP Engagement

Waystone attendance at OWG/JGC meetings in period:

- OWG 5 November 2024
- JGC 10 December 2024

Waystone attendance at OWG/JGC meetings in next quarter:

- OWG 12 Feb 2025
- WPP JGC 12 March 2025

Waystone attendance at Strategic Relationship Review:

- 7 January 2025

Waystone - Pension Committee attendance in period:

- Powys Pension Meeting - 13 December 2024

Waystone - Pension Committee attendance in next quarter :

- Rhonda Pension Meeting – 26 March 2025

WPP Pension Board Chairs Engagement meeting

- None at Present

Other meetings in period

- Host Authority update – occurs bi-weekly

Other meetings in next quarter

- Host Authority update – occurs bi-weekly
- Conference Attendances to be confirmed

Meeting Schedule

Executive Review	Frequency – Bi-annual – Next: July 2025	Objective – Ensure strategic alignment – Mutual review of business and strategic goals, priorities and objectives
Attendees WPP ▪ Chris Moore, Anthony Parnell & Two Section 151 / Deputy Section 151 officers		Waystone Management (UK) Limited – Karl Midl, Country Head, UK and CEO, Waystone Management UK – Rachel Wheeler, Global Product Head – Regulated Fund Solutions
Joint Governance Committee Meetings	Frequency – Quarterly – Next: 12 March 2025	Objective – Key metrics – Pertinent matters – Strategic deliverables
Attendees WPP ▪ Joint Governance Committee (JGC)		Waystone Management (UK) Limited – Karl Midl, Country Head, UK and CEO, Waystone Management UK – Richard Thornton, Head of Relationship Management, Asset Owners – James Zealander, Senior Relationship Manager – Russell Investments
Officers Working Group Meetings	Frequency – Quarterly – Next: 12 Feb 2025	Objective – Identify and deliver on opportunities to improve and expand the relationship – Provide update on open projects or issues – Monthly KPI Review (Data supplied quarterly)
Attendees WPP • Officers Working Group (OWG)		Waystone Management (UK) Limited – James Zealander, Senior Relationship Manager – Richard Thornton, Head of Relationship Management, Asset Owners – Heidi Robinson, Relationship Manager – Ad-hoc Waystone attendance from functional departments (as required): - Chief Investment Officer - Head of Product - Head of Compliance - Head of Oversight – Russell Investment

Meeting Schedule continued

Host Authority Update	Frequency – Bi-weekly	Objective – Regular Host Authority – WMUK to discuss deliverables and business updates
Attendees WPP ▪ Anthony Parnell ▪ Tracey Williams		Waystone Management (UK) Limited – Richard Thornton, Head of Relationship Management, Asset Owners – James Zealander, Senior Relationship Manager – Heidi Robinson, Relationship Manager – Client Service Manager (as required)
Pension Fund Committees	Frequency – Annual	Objective – General update on the ACS and planned initiatives
Attendees WPP ▪ Individual Pension Fund Committee meetings		Waystone Management (UK) Limited – Richard Thornton, Head of Relationship Management, Asset Owners – James Zealander, Senior Relationship Manager – Heidi Robinson, Relationship Manager – Russell Investments
Pension Board Engagement	Frequency – Bi-Annual	Objective – General update on the ACS and planned initiatives
Attendees WPP ▪ Chairpersons of the Individual Pension Boards ▪ Host Authority		Waystone Management (UK) Limited – Waystone Relationship Team – Russell Investment
Manager Engagement Days	Frequency – Annual	Objective – Open day for presentations on strategy and performance (with IM)
Attendees WPP ▪ Open to all involved parties with WPP		Waystone Management (UK) Limited – Waystone Relationship Team including Exec Team – Northern Trust – Russell Investments and other Investment Managers – Other consultants as required (e.g. bFinance/Hymans)



waystone

Appendix 1

Waystone Group

Waystone is the leading provider of institutional governance, administration, distribution and compliance services to the global asset management industry.

Partnering with a diverse range of clients worldwide including asset managers, institutional investors and investment funds, Waystone builds and supports investment structures and strategies.

What distinguishes Waystone is our seamless blend of people, expertise, technology and scale to provide our clients with tailored solutions and quality service so they can focus on managing their investment goals with confidence.



Waystone – In Numbers



AUM:
€375bn



AUA:
€252bn

1,700+

PEOPLE BASED IN

27

LOCATIONS WORLDWIDE



GLOBAL BUSINESS

WITH

18

REGULATORY LICENSES
IN KEY JURISDICTIONS



20+ YEARS OF EXPERIENCE
& AWARD-WINNING EXPERTISE
SPANNING ALL DISCIPLINES

Our recent awards include Best Regulatory and Compliance Advisory Firm, Best Outsourced Management Company, Best Administrator, and Best UCITS Platform

REGULATED FUNDS SOLUTIONS

- Management Company & Governance services
 - **~1600 Funds** with a total **€365bn AUM**

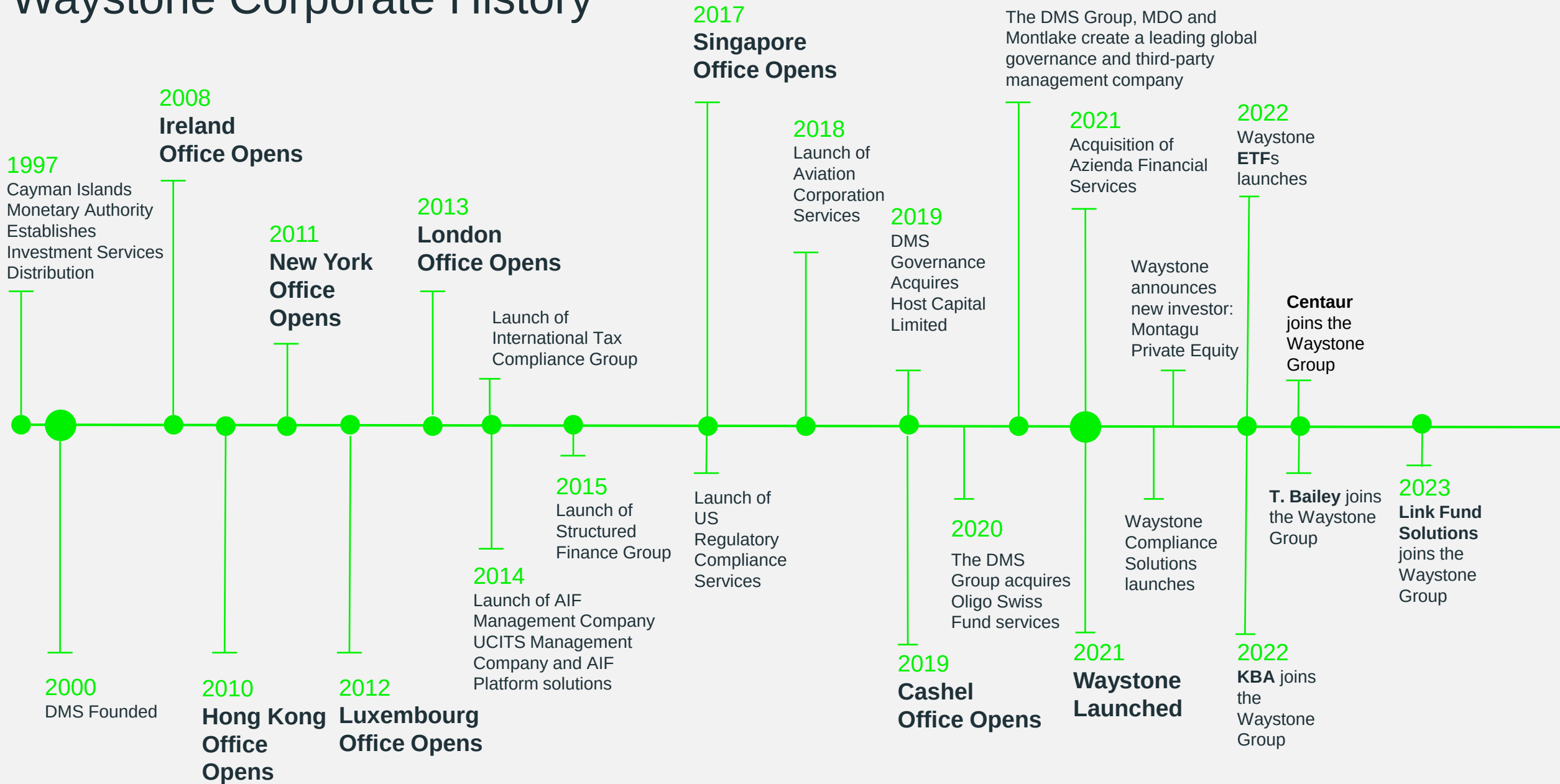
ADMINISTRATION SOLUTIONS

- Fund Administration & Accounting Solutions
- **~1750 Funds / SPVs** with a total **€91bn AUA**

COMPLIANCE SOLUTIONS

- Compliance consultancy services & outsourced CCO & CFO functions to both Asset Managers and Investment Funds
 - **750 active engagements globally**

Waystone Corporate History



Waystone - Core Products by Location

Regulated Fund Solutions

Ireland

Manco/AIFM
MiFID IM
MiFID Distribution Support
Market Access Solutions
Distribution Advisory

Luxembourg

Manco/AIFM

UK

ACD
AIFM

Cayman

Manco/AIFM
Fund Governance
Economic Substance

Switzerland

Swiss Rep

Administration Solutions

Ireland

Administration & Corporate Services

Luxembourg

Administration & Corporate Services

UK

Administration & Transfer Agency

Cayman

Administration & Corporate Services

Bermuda / Canada / U.S.

Administration

Global Compliance Solutions

UK, Ireland, Luxembourg

Compliance Services & Regulatory Advisory
Manco Support
Outsourced Compliance Officer Cyber Security / Data
Protection Solutions

U.S.

Compliance Services & Regulatory Advisory

APAC

Compliance Services & Regulatory Advisory

Middle East

Compliance Services & Regulatory Advisory

Global Capability Centres

Cashel, Leeds, Philippines, India

UK Expertise – Largest UK Independent ACD

c.£100bn
AUM

c.44%
market share

75+ IM
partners

236+ Funds

UK open-ended funds

UK alternative funds

Services

- Independent Authorised Corporate Director
- ISA Plan Manager
- Risk & Performance
- Distribution Solutions
- Transfer Agency
- Delegated Fund Admin
- Tax Services
- Document Production

- Independent Alternative Investment Fund Manager
- Transfer Agency
- Fund Administration
- Tax Services
- Document Production
- Company Secretarial

Fund Structures

- UCITS
- NURS
- QIS
- PAIF
- ACS
- LTAF

- Investment Companies
- VCT
- REITs
- Limited Partnerships
- ICC & PCC

Product Suite

Service	Ireland	Luxembourg	UK	Cayman	North America	EU Passport/ Switzerland	APAC/UAE*
AIFM, UCITS ManCo, ACD	•	•	•	•		•	
Hosted Fund Platforms	•	•		•			
Investment Management Services Full Service, Middle Office Trade Execution, Share Class Hedging, CPO	•	•	•	•	•		
Distribution Solutions	•	•	•	•	•	•	•
Exchange Traded Funds	•	•					
Director Services/Board Support/Fund Governance Solutions	•	•	•	•	•		•
Corporate Secretarial Services	•	•	•	•	•		•
Regulatory Reporting Annex IV, Form PF, Form PQR, Solvency II, KIIDs, PRIIPs	•	•	•	•	•		•

*UAE Management Company & Distribution Support availability anticipated H1 2025

Product Suite continued

Service	Ireland	Luxembourg	UK	Cayman	North America	EU Passport/ Switzerland	APAC/UAE
Fund passporting / Registration Service	•	•	•	•	•	•	•
Valuation Services	•	•	•	•	•		•
Registered office / Domiciliation / European Agent / Swiss Rep	•	•	•	•		•	
Fund Administration Fund Accounting and Investor Servicing	•	•	•	•	•		•
Special Purpose Vehicles / Structured Finance / Aviation Leasing	•	•	•	•	•	•	•
Compliance Services, Cyber and Data Protection Advisory	•	•	•	•	•		•
AML Services	•	•	•	•	•		•
Depository Lite				•			

Thank you

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