

# Clwyd Pension Fund Monitoring Report Quarter to 31 December 2023

Steve Turner

February 2024



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- The value of investments can go down as well as up and you may not get back the amount you have invested. In addition investments denominated in a foreign currency will fluctuate with the value of the currency.
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- When there is no (or limited) recognised or secondary market, for example, but not limited to property, hedge funds, private equity, infrastructure, forestry, swap and other derivative based funds or portfolios it may be difficult for you to obtain reliable information about the value of the investments or deal in the investments.
- Care should be taken when comparing private equity / infrastructure performance (which is generally a money-weighted performance) with quoted investment performance (which is generally a time-weighted performance). Direct comparisons are not always possible.

**Steve Turner**

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# Overview



# Executive Dashboard

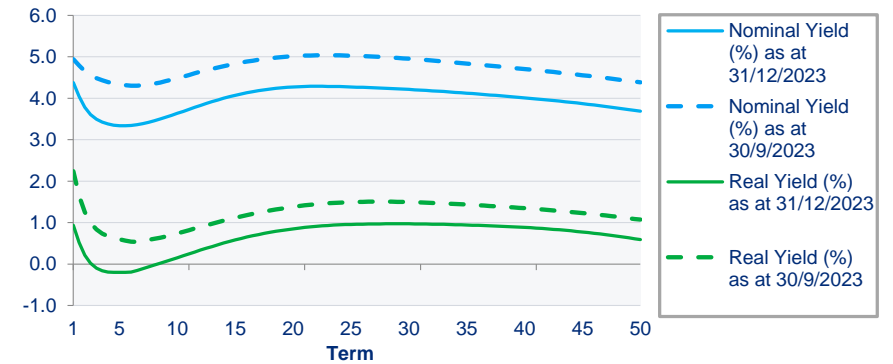
Page 8	Asset Allocation		Page 9	Investment Performance	
<p>Assets are predominately in line with their strategic target weights. WPP Sustainable Active Equity and WPP Multi-Asset Credit are the most underweight (-6.3% and -1.6% respectively). The actual overall exposure to equities is closer to the target position when allowing for synthetic equities.</p> <p>Cash and Risk Management Framework is the most overweight (6.2%) but within ranges.</p>	<p><b>Signal</b></p> <p>Previous Qtr </p> <p>Current Qtr </p>	<p>The Fund returned 7.8% over the quarter against a benchmark of 7.5%. Over the one year, three year and five year periods to 31 December 2023, the Fund returned 9.6%, 4.9% p.a. and 6.6% p.a. against a benchmark of 13.3%, 4.8% p.a. and 6.5% p.a., respectively.</p>	<p><b>Signal</b></p> <p>Previous Qtr </p> <p>Current Qtr </p>		
<p><b>Asset Allocation vs Ranges</b></p> <p>Global Equity is outside the range (1.3% below minimum range).</p>		<p><b>Performance vs Target</b></p> <p>The one year performance is behind benchmark performance but three and five year performance is ahead of benchmark performance.</p>			
Page 14	Manager Research		Additional Comments		
<p>No significant news to report over the quarter.</p>	<p><b>Signal</b></p> <p>Previous Qtr </p> <p>Current Qtr </p>		<p>The Fund transferred £40m from the Insight Cash And Risk Management portfolio with the proceeds moved to Cash to meet Cashflow requirements including drawdowns into private markets.</p>		

## Market Conditions

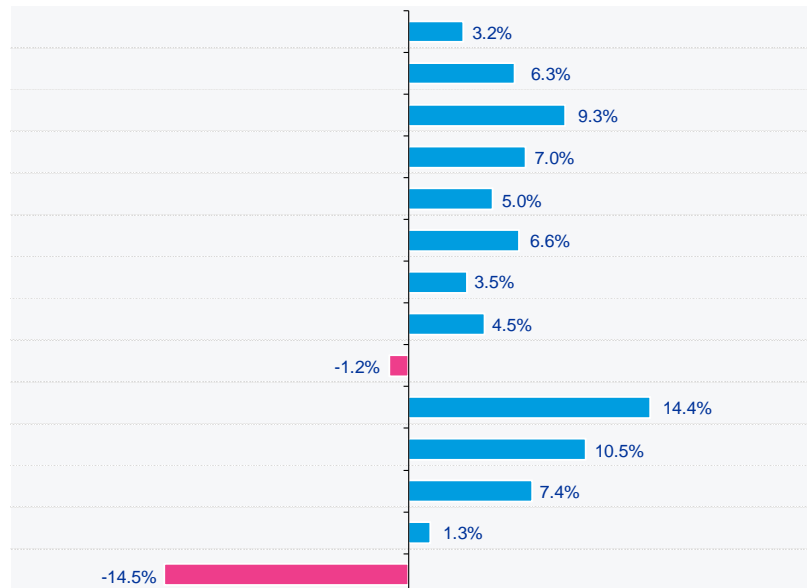
Yield / Spread	Values at (%)		Change (%)		
	31/12/2023	30/09/2023	3M	12M	3Y
Over 5Y Index-Linked Gilts Yield	0.72	1.23	-0.50	0.31	3.18
Over 15Y Fixed Interest Gilts Yield	4.05	4.79	-0.71	0.14	3.36
Over 10 Year Non-Gilts Yield	5.09	6.08	-0.93	-0.42	3.33
Over 10 Year Non-Gilts Spread	1.12	1.36	-0.24	-0.43	-0.06

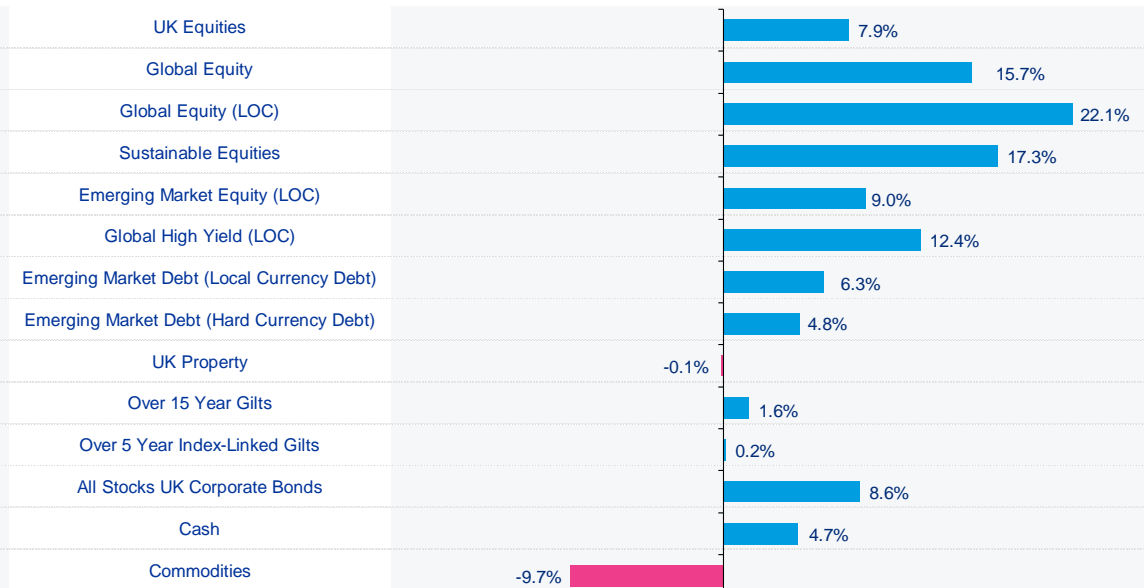
Exchange Rates	£1 is worth		Appreciation (%)		
	31/12/2023	30/09/2023	3M	12M	3Y
US Dollar (\$)	1.275	1.221	4.44	5.98	-2.30
Euro (€)	1.154	1.153	0.11	2.39	1.09
100 Japanese Yen (¥)	1.797	1.821	-1.33	13.23	8.40



3 months to 31/12/2023



12 months to 31/12/2023



Source: Refinitiv. All returns are shown in sterling unless otherwise stated. Local currency returns (LOC) are an approximation of a currency hedged return.

## Mercer's latest strategic investment insights



### Market Environment

Monthly capital market monitor: [October 2023](#) | [November 2023](#) | [December 2023](#)

Global Economics and DAA:

- **Q1 2024 quarterly economic & DAA webinars:** [January 25](#) | [February 1 - Asia Pacific](#)
- [Q4 2023 quarterly economic & DAA](#)
- [Global Economics & DAA Quarterly - Q1 2024](#)

[Quarterly market environment report – October 2023](#)

[Real estate global market summary - October 2023](#)

[Mercer's \*Institutional investor insights\* newsletter – November 2023](#)

[Quarterly Market Environment Report - Q4 2023](#)



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Quarterly alternatives report: [Q4 2023](#)

[How to approach a top-quartile private market portfolio- private market insights](#)

[Comparing public and private investment methodologies - private market insights](#)

[A guide to increasing allocations to private markets - private market insights](#)

[Private debt marries access with opportunity for insurers](#)

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### Strategic research

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**COP 28 Climate Transition:**

- [On the road to COP 28: Transition today](#)
- [Partnering for transition](#)
- [Evolving transition in portfolios: A better definition and tangible actions](#)

[Japanese equity: Entering a new regime](#)

[Working to advance investor frameworks to mobilize capital flows in Africa](#)

[Water – is there a problem and what can we do?](#)

[A five-pillar blueprint for global DC management](#)

[Weathering any storm - Developing a spending policy to help portfolios remain resilient across different market environments](#)

**Highlight video:** [How energy transition can help manage climate crisis](#)

[Large asset owner barometer 2024](#)

[Mercer CFA Institute global pension index](#)

[A holistic approach to managing risk and capital \(with Oliver Wyman\)](#)

[Calculating the return on governance for endowments and foundations](#)

[Asset allocation challenges for CIOs](#)

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### Mercer's investor podcast: *Critical Thinking, Critical Issues*<sup>SM</sup>

[Driving change: The role of investors in climate transition with Clwyd Pension Fund](#)

[What role can private credit play for insurers in the current environment?](#)

[Themes & opportunities 2024 - An age of agility](#)

[Navigating climate risks in today's economy with Guy Carpenter and Oliver Wyman](#)

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[Insurance and private credit: Assessing risks and managing regulations](#)

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### Themes & Opportunities 2024

An age of agility

**Paper:** [Themes & opportunities 2024: An age of agility](#)

**Podcast:** [Themes & opportunities 2024: An age of agility](#)



### Large asset owner barometer 2024

**Report:** [Large Asset Owner Barometer 2024](#)



### Economic and market outlook 2024

In sight of normalization

**Paper:** [Economic and market outlook 2024: In sight of normalization](#)

**January 25 webinar:** [Q1 2024 quarterly economic and DAA webinar](#)

**February 1 webinar:** [Q1 2024 quarterly economic and DAA webinar - Asia Pacific](#)



### Top investment considerations for endowments & foundations in 2024

**Paper:** [Top investment considerations for endowments & foundations](#)

**Survey findings:** [Gauging risk, building resilience: Findings from the 2023 Global Endowment and Foundation Investment Survey](#)



### Global asset manager survey 2023

Seeking to accelerate transition in emerging markets: overcoming barriers and increasing connectivity

**Report:** [COP28 - 2023 Global Asset Manager Survey](#)



### Top investment considerations for financial intermediaries in 2024

**Paper:** [Top investment considerations for financial intermediaries in 2024](#)

**Survey findings:** [Current realities and future directions: 2023 Global Wealth Management Investment Survey](#)



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# Dynamic Asset Allocation (DAA) - Q1 2024

## UK Economic Outlook

UK equities lagged behind global equities (GBP terms) in the final quarter of 2023. Global equities were boosted by expectations of looser central bank policy and the related decline in bond yields. Soft landing hopes rose, while the US tech giants performed well. Given the UK's low-tech exposure the index underperformed relative to global equities. UK 10-year nominal bond yields fell sharply over the quarter, declining 0.9% to 3.5%. However, looking simply at the total quarter decline masks much of the volatility witnessed during the quarter, as over 0.6% of the total decline happened in December alone. UK yields fell, broadly in line with a rally in global bond markets which was driven by softer inflation and the Fed discussing rate cuts. Two-year yields moved in a similar fashion which led to the curve moving parallel downwards. In terms of currencies, Sterling weakened versus most major currencies over the quarter with the exception of the US dollar, which sold off. Similar to a quarter ago, the UK economy is doing just about enough to maintain economic activity marginally in positive territory, despite tight fiscal and monetary policy.

## Dynamic Asset Allocation (DAA) Positioning

### Equities

In terms of UK equities, valuations are attractive, however, we think they are attractive for a good reason and given the mixed outlook for the UK economy we prefer to take risk elsewhere in the equity universe. We remain overweight emerging market (EM) equities versus Developed Market (DM) equities. EM economic growth is expected to be better than DM in 2024, driven by a recovery in China and decent growth across most other parts of EM. We are neutral on small cap equities, given the current position in the business cycle the global economy currently sits, where small cap equities may be vulnerable if there was any material change in the current economic narrative.

### Growth Fixed Income

We hold a favourable view on Emerging Market Debt (EMD) Local Currency (LC). EMD LC is attractive because first we expect local yields to decline as central banks cut interest rates and second we expect EM currencies to strengthen versus the US dollar as EM currencies are cheap in general and we expect the US dollar to decline. We expect this trend will continue and broaden in 2024 as EM inflation declines further. We retain a moderately negative view on global high yield, especially when compared with other growth fixed income assets.

### Defensive Fixed Income

We held a favourable overweight view on gilts in Q4 because we thought the sell-off was overdone and that inflation would fall and ultimately return to target. Following the rally at the end of last year we have reduced that view and the overweight gilt view is now much smaller. We prefer nominal bonds relative to real bond yields, expecting so-called break-even inflation rates to narrow.

Constrained	
<b>Equities</b>	<b>2%</b>
DM ex-UK	-1%
UK	0%
EM	3%
Small Cap	0%
<b>Growth Fixed</b>	<b>0%</b>
EM Debt (LC)	2%
Global HY	-2%
<b>Defensive Fixed</b>	<b>-2%</b>
Nominal Gov ex-UK	-2%
UK Gilts	2%
Real Gov ex-UK	0%
UK Index-Linked Gilts	-2%
IG Credit ex-UK	0%
UK IG Credit	0%

Source: Mercer. For illustrative purposes only. As at January 2024.

A constrained portfolio is one that is limited to core asset classes and cannot go underweight cash. Tracking error is the relative risk of the DAA positions. All assets are unhedged.

# Strategy Monitoring

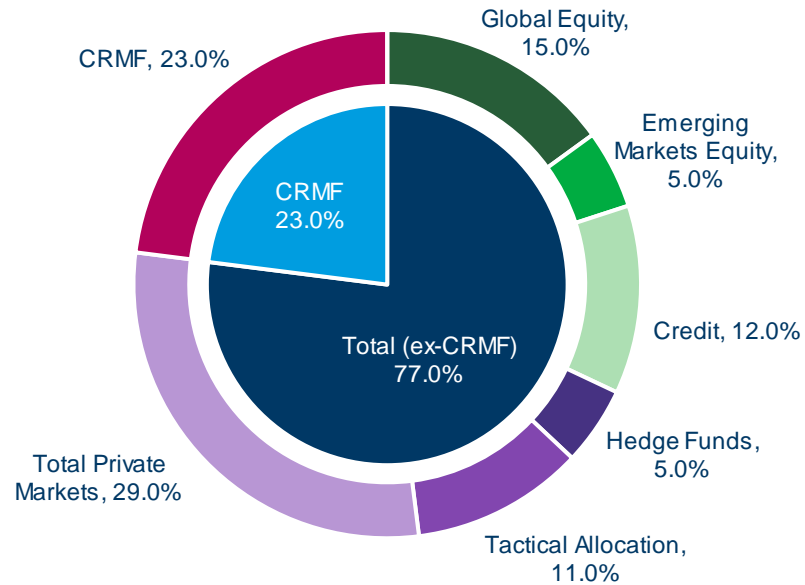


## Asset Allocation

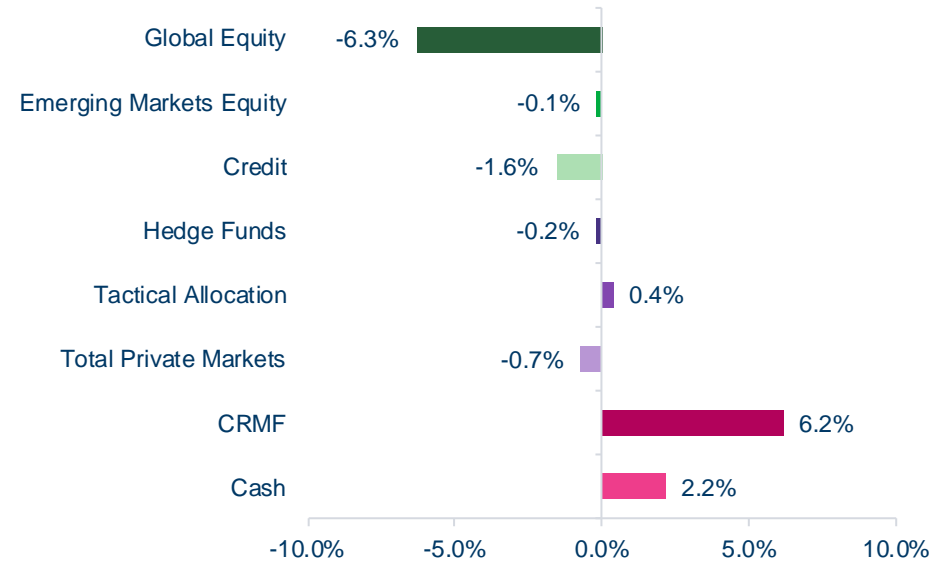
	30/09/2023 Market Value (£M)	Net Cash Flow (£M)	Investment Growth/ Decline (£M)	31/12/2023 Market Value (£M)	30/09/2023 Allocation (%)	31/12/2023 Allocation (%)	31/12/2023 B'mark (%)	31/12/2023 B'mark Range (%)
<b>Total</b>	<b>2,229.4</b>	<b>-8.2</b>	<b>169.1</b>	<b>2,390.2</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>--</b>
Total (ex-CRMF)	1,576.5	23.4	38.9	1,638.7	70.7	68.6	77.0	--
Total CRMF	608.1	-40.0	130.2	698.3	27.3	29.2	23.0	10.0 - 35.0
Cash	44.8	8.5	--	53.2	2.0	2.2	--	0.0 - 5.0

Source: Investment Managers and Mercer.  
 Figures may not sum to total due to rounding.

### Benchmark Asset Allocation as at 31 December 2023



### Deviation from Benchmark Asset Allocation

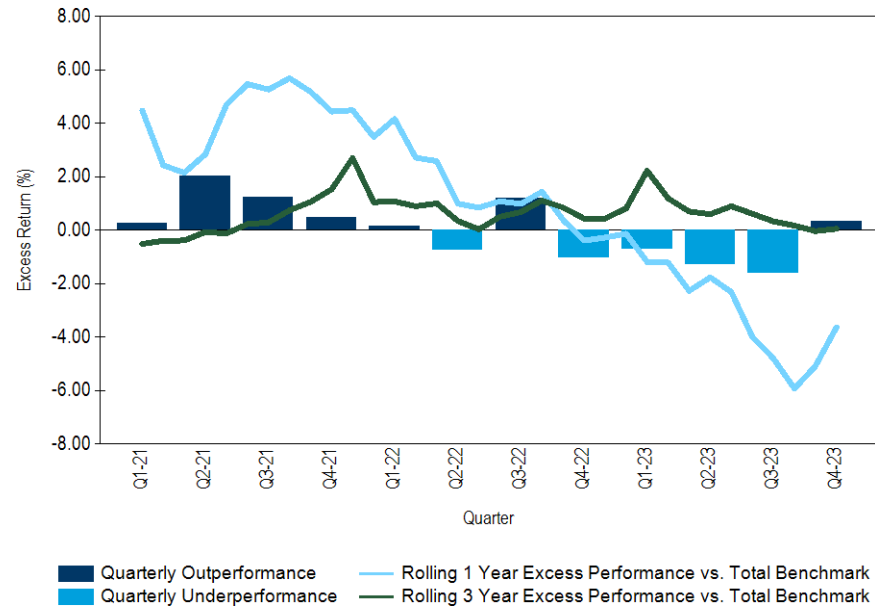


## Investment Performance

	2023 Q4 (%)	1 Yr (%)	3 Yrs (%)	5 Yrs (%)
<b>Total</b>	<b>7.8</b>	<b>9.6</b>	<b>4.9</b>	<b>6.6</b>
Total Benchmark	7.5	13.3	4.8	6.5

Figures shown are net of fees and based on performance provided by the Investment Managers, Mercer estimates and Refinitiv. For periods over one year the figures in the table above have been annualised.

### Relative Performance



# Investment Manager Summary



## Manager Allocation

	Investment Manager	30/09/2023 Market Value (£M)	Net Cash Flow (£M)	Investment Growth/Decline (£M)	31/12/2023 Market Value (£M)	30/09/2023 Allocation (%)	31/12/2023 Allocation (%)	31/12/2023 B'mark (%)	31/12/2023 B'mark Range (%)
<b>Total</b>		<b>2,229.4</b>	<b>-8.2</b>	<b>169.1</b>	<b>2,390.2</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>--</b>
<b>Total (ex-CRMF)</b>		<b>1,576.5</b>	<b>23.4</b>	<b>38.9</b>	<b>1,638.7</b>	<b>70.7</b>	<b>68.6</b>	<b>77.0</b>	<b>--</b>
<b>Total Equity</b>		<b>308.3</b>	<b>--</b>	<b>15.6</b>	<b>323.9</b>	<b>13.8</b>	<b>13.6</b>	<b>20.0</b>	<b>10.0 - 30.0</b>
<b>Global Equity</b>		<b>195.2</b>	<b>--</b>	<b>12.7</b>	<b>207.9</b>	<b>8.8</b>	<b>8.7</b>	<b>15.0</b>	<b>10.0 - 20.0</b>
WPP Sustainable Active Equity	Russell	195.2	--	12.7	207.9	8.8	8.7	15.0	10.0 - 20.0
<b>Emerging Markets Equity</b>		<b>113.1</b>	<b>--</b>	<b>2.8</b>	<b>116.0</b>	<b>5.1</b>	<b>4.9</b>	<b>5.0</b>	<b>2.5 - 7.5</b>
WPP Emerging Markets Equity	Russell	113.1	--	2.8	116.0	5.1	4.9	5.0	2.5 - 7.5
<b>Total Credit</b>		<b>235.8</b>	<b>--</b>	<b>13.6</b>	<b>249.4</b>	<b>10.6</b>	<b>10.4</b>	<b>12.0</b>	<b>10.0 - 14.0</b>
WPP Multi-Asset Credit	Russell	235.8	--	13.6	249.4	10.6	10.4	12.0	10.0 - 14.0
<b>Total Hedge Funds</b>		<b>113.6</b>	<b>--</b>	<b>1.9</b>	<b>115.5</b>	<b>5.1</b>	<b>4.8</b>	<b>5.0</b>	<b>2.5 - 7.5</b>
Hedge Funds	Man	113.6	--	1.9	115.5	5.1	4.8	5.0	2.5 - 7.5
<b>Total Tactical Allocation</b>		<b>261.5</b>	<b>--</b>	<b>12.0</b>	<b>273.5</b>	<b>11.7</b>	<b>11.4</b>	<b>11.0</b>	<b>9.0 - 13.0</b>
TAA	Various	261.5	--	12.0	273.5	11.7	11.4	11.0	9.0 - 13.0
<b>Total Private Markets</b>		<b>657.2</b>	<b>23.4</b>	<b>-4.1</b>	<b>676.5</b>	<b>29.5</b>	<b>28.3</b>	<b>29.0</b>	<b>15.0 - 37.0</b>
<b>Private Markets</b>		<b>651.1</b>	<b>-0.1</b>	<b>-4.7</b>	<b>646.3</b>	<b>29.2</b>	<b>27.0</b>	<b>29.0</b>	<b>--</b>
<b>WPP Private Markets</b>		<b>6.2</b>	<b>23.4</b>	<b>0.6</b>	<b>30.2</b>	<b>0.3</b>	<b>1.3</b>		<b>--</b>
Property	Various	124.8	-5.9	-3.4	115.5	5.6	4.8	4.0	2.0 - 6.0
Local / Impact	Various	101.1	7.9	-0.2	108.7	4.5	4.5	6.0	4.0 - 8.0
Timber/ Agriculture	Various	11.3	-1.6	-0.2	9.4	0.5	0.4	--	--
<b>Total Private Equity</b>		<b>202.0</b>	<b>7.5</b>	<b>0.9</b>	<b>210.4</b>	<b>9.1</b>	<b>8.8</b>	<b>8.0</b>	<b>6.0 - 10.0</b>
Private Equity	Various	202.0	-2.9	0.9	200.0	9.1	8.4	8.0	6.0 - 10.0
WPP Private Equity	Various	--	10.4	--	10.4	--	0.4		
<b>Total Private Debt</b>		<b>64.6</b>	<b>3.1</b>	<b>-4.1</b>	<b>63.6</b>	<b>2.9</b>	<b>2.7</b>	<b>3.0</b>	<b>1.0 - 5.0</b>
Private Debt	Various	62.0	1.0	-4.2	58.7	2.8	2.5	3.0	1.0 - 5.0
WPP Private Debt	Various	2.6	2.1	0.1	4.8	0.1	0.2		
<b>Total Infrastructure</b>		<b>153.6</b>	<b>12.4</b>	<b>2.9</b>	<b>168.9</b>	<b>6.9</b>	<b>7.1</b>	<b>8.0</b>	<b>6.0 - 10.0</b>
Infrastructure	Various	150.0	1.5	2.5	154.0	6.7	6.4	8.0	6.0 - 10.0
WPP Infrastructure	Various	3.6	10.9	0.5	15.0	0.2	0.6		

	Investment Manager	30/09/2023 Market Value (£M)	Net Cash Flow (£M)	Investment Growth/Decline (£M)	31/12/2023 Market Value (£M)	30/09/2023 Allocation (%)	31/12/2023 Allocation (%)	31/12/2023 B'mark (%)	31/12/2023 B'mark Range (%)
<b>Total CRMF</b>		<b>608.1</b>	<b>-40.0</b>	<b>130.2</b>	<b>698.3</b>	<b>27.3</b>	<b>29.2</b>	<b>23.0</b>	<b>10.0 - 35.0</b>
Cash and Risk Management Framework (CRMF)	Insight	608.1	-40.0	130.2	698.3	27.3	29.2	23.0	10.0 - 35.0
<b>Cash</b>		<b>44.8</b>	<b>8.5</b>	<b>--</b>	<b>53.2</b>	<b>2.0</b>	<b>2.2</b>	<b>--</b>	<b>0.0 - 5.0</b>
Cash		44.8	8.5	--	53.2	2.0	2.2	--	0.0 - 5.0

Source: Investment Managers and Mercer.

Figures may not sum to total due to rounding.

Net cashflows exclude the reinvestment of income.

Hedged Funds (Legacy) valuation includes the Liongate portfolios.

## Manager Performance

	Investment Manager	2023 Q4 (%)	B'mark (%)	1 Yr (%)	B'mark (%)	3 Yrs (% p.a.)	B'mark (% p.a.)	5 Yrs (%p.a.)	B'mark (%p.a.)
<b>Total</b>		<b>7.8</b>	7.5	<b>9.6</b>	13.3	<b>4.9</b>	4.8	<b>6.6</b>	6.5
<b>Total Equity</b>		<b>5.1</b>	6.0	<b>9.1</b>	12.6	<b>2.5</b>	4.9	<b>7.6</b>	9.7
WPP Sustainable Active Equity	Russell	6.5	6.8	--	--	--	--	--	--
WPP Emerging Markets Equity	Russell	2.5	3.7	6.0	5.2	--	--	--	--
<b>Total Credit</b>		<b>5.8</b>	2.3	<b>10.3</b>	8.9	<b>-0.2</b>	6.1	<b>1.9</b>	4.5
WPP Multi-Asset Credit	Russell	5.8	2.3	10.3	8.9	-0.4	6.1	--	--
<b>Total Hedge Funds</b>		<b>1.7</b>	2.2	<b>2.9</b>	8.3	<b>4.4</b>	5.6	<b>3.6</b>	5.0
Hedge Funds	Man	1.7	2.2	2.9	8.3	4.4	5.6	3.6	5.0
<b>Total Tactical Allocation</b>		<b>4.6</b>	1.5	<b>5.3</b>	6.0	<b>8.2</b>	6.9	<b>8.3</b>	5.7
TAA	Various	4.6	1.5	5.3	6.0	8.2	6.9	9.0	5.7
<b>Total Private Markets</b>		<b>-0.6</b>	1.9	<b>0.1</b>	8.2	<b>12.2</b>	6.5	<b>8.7</b>	5.7
<b>Private Markets</b>		<b>-0.7</b>	1.9	<b>0.0</b>	8.2	<b>12.1</b>	6.5	<b>8.7</b>	5.7
<b>WPP Private Markets</b>		<b>7.6</b>	2.3	--	--	--	--	--	--
Property	Various	-2.8	-1.2	-15.6	-0.1	-2.7	2.5	0.2	1.7
Local / Impact	Various	-0.2	2.5	8.2	9.9	23.9	7.1	--	--
Timber/ Agriculture	Various	-1.9	2.5	5.6	9.9	10.9	7.1	5.9	6.5
<b>Total Private Equity</b>		<b>0.4</b>	2.5	<b>2.6</b>	9.9	<b>18.0</b>	7.1	<b>13.2</b>	6.5
Private Equity	Various	0.5	2.5	2.6	9.9	18.0	7.1	13.2	6.5
WPP Private Equity	Various	0.0	0.8	--	--	--	--	--	--
<b>Total Private Debt</b>		<b>-5.7</b>	1.8	<b>3.0</b>	7.5	<b>11.0</b>	7.5	<b>5.6</b>	7.5
Private Debt	Various	-6.8	1.8	2.1	7.5	10.7	7.5	5.4	7.5
WPP Private Debt	Various	2.3	1.8	--	--	--	--	--	--
<b>Total Infrastructure</b>		<b>1.9</b>	2.5	<b>6.2</b>	9.9	<b>15.0</b>	7.1	<b>8.7</b>	6.5
Infrastructure	Various	1.7	2.5	5.8	9.9	14.9	7.1	8.6	6.5
WPP Infrastructure	Various	12.2	2.5	--	--	--	--	--	--
<b>Total CRMF</b>		<b>22.3</b>	22.3	<b>25.0</b>	25.0	<b>-3.0</b>	-3.0	<b>4.0</b>	4.0
Cash and Risk Management Framework (CRMF)	Insight	22.3	22.3	25.0	25.0	-3.0	-3.0	4.0	4.0

Figures shown are net of fees and based on performance provided by the Investment Managers, Mercer estimates and Refinitiv.

For periods over one year the figures in the table above have been annualised.

Prior to 30 November 2020, performance for all portfolios and sub-totals/total was estimated based on MWRR approach.

Russell Emerging Markets portfolios benchmark performance includes the outperformance target.

Total hedge funds performance includes performance of the legacy Liongate portfolio.

Hedge funds, TAA and private markets portfolios performance has been estimated by Mercer.

WPP Private Equity: performance shown since inception. Inception date taken as 30 November 2023 for performance measurement purposes.

Private Debt benchmark was revised to Absolute Return 7.5% p.a. in Q4 2020 and for all preceding periods.



# Appendix

4

## Appendix A

### Benchmarks

Name	Investment Manager	30/09/23 B'mark (%)	31/12/23 B'mark (%)	Performance Benchmark
<b>Total</b>		<b>100.0</b>	<b>100.0</b>	-
<b>Total (ex-CRMF)</b>		<b>77.0</b>	<b>77.0</b>	-
<b>Total Equity</b>		<b>20.0</b>	<b>20.0</b>	<b>Composite Weighted Index</b>
WPP Sustainable Active Equity	Russell	15.0	15.0	MSCI AC World (NDR) Index +2.0% p.a.
WPP Emerging Markets Equity	Russell	5.0	5.0	MSCI Emerging Markets Index + 1.5%
<b>Total Credit</b>		<b>12.0</b>	<b>12.0</b>	<b>SONIA +4.0% p.a.</b>
WPP Multi-Asset Credit	Russell	12.0	12.0	SONIA +4.0% p.a.
<b>Total Hedge Funds</b>		<b>5.0</b>	<b>5.0</b>	<b>SONIA +3.5% p.a.</b>
Hedge Funds	Man	5.0	5.0	SONIA +3.5% p.a.
<b>Total Tactical Allocation</b>		<b>11.0</b>	<b>11.0</b>	<b>UK Consumer Price Index +2.5% p.a.<sup>1</sup></b>
TAA	Various	11.0	11.0	UK Consumer Price Index +2.5% p.a. <sup>1</sup>
<b>Total Private Markets</b>		<b>29.0</b>	<b>29.0</b>	<b>Composite Weighted Index</b>
Property	Various	4.0	4.0	MSCI UK Monthly Property Index
Private Equity	Various	8.0	8.0	SONIA +5.0% p.a.
WPP Private Equity	Various	--	8.0	SONIA +5.0% p.a.
Local / Impact	Various	6.0	6.0	SONIA +5.0% p.a.
Private Debt	Various	3.0	3.0	Absolute Return +7.5% p.a.
WPP Private Debt	Various	3.0	3.0	Absolute Return +7.5% p.a.
Timber/ Agriculture	Various	--	--	SONIA +5.0% p.a.
Infrastructure	Various	8.0	8.0	SONIA +5.0% p.a.
WPP Infrastructure	Various	8.0	8.0	SONIA +5.0% p.a.
<b>Total CRMF</b>		<b>23.0</b>	<b>23.0</b>	<b>Composite Liabilities &amp; Synthetic Equity</b>
Cash and Risk Management Framework (CRMF)	Insight	23.0	23.0	Composite Liabilities & Synthetic Equity

Figures may not sum to total due to rounding.

Performance benchmark for WPP Global Opportunities and Russell Emerging Markets portfolios include the outperformance target.

Private Debt benchmark was revised to Absolute Return 7.5% p.a. in Q4 2020 and for all preceding periods.

Cash & Risk Management Framework benchmark is assumed equal to fund performance for calculation purposes.

<sup>1</sup> UK Consumer Price Index +2.5% p.a. based on the 20 year breakeven inflation spot rate.



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