Survey casts wider net to gain deeper detail

w in its fifth year, PWM's European sub-advisory annual survey can count on a well established and diversified panel of decision-makers of major retail and private banks, insurance companies and fund houses. This year we have also extended the geographical coverage of the study.

The 90 respondents and interviewees to our questionnaires and in-depth telephone interviews are from institutions covering all the major Western and Central European countries, including Austria, Belgium, Czech Republic, France, Greece, Italy, Luxembourg, Poland, Spain, Switzerland and UK. Senior managers of firms in the Scandinavian countries, Hungary, Israel and Latvia also gave their valuable contribution.

In addition to naming sub-advisers and disclosing what asset classes they currently outsource and are planning to outsource in the future, respondents were asked to rank their criteria for selecting sub-advisers and the major barriers to outsourcing.

Fifty-four of this year's panellists employ external managers on a sub-advisory basis to manage a total sum of around \in 135bn.

} AUSTRIA

Company name	Type of company	Use sub-advisers?	AUM/size of assets outsourced	Top drivers for sub-advisory	Top three selection criteria	Outsourced products
Carl Spängler KAG	Investment Funds Company (KAG)	Yes	€3.9bn/ €1.3bn	Focus on core competency; search for higher alpha; enhanced offering to clients	Management team; investment style; product development	Bonds; mixed assets
Sub-advisers: Cré	dit Agricole AM, ERST	E Sparinvest, IN	NOVEST, Oppenhe	im		
C-Quadrat KAG	Asset manager	Yes	€5bn/€65om	Competitive differentiator; search for higher alpha; enhanced offering to clients	Investment style; product development; management team	Equity; bonds
Sub-advisers: ART	S Asset Management					
Erste Sparinvest	Asset manager	Yes	€28.9bn/ n/a	Focus on core competency; enhanced offering to clients; competitive	n/a	n/a
Sub-advisers: n/a						
Hypo- Kapitalanlage GmbH	Asset manager & mutual fund company	Yes	€4.1bn/ €4.1bn	Focus on core competency; reduced fixed costs; competi- tive	n/a	Bonds; equity; hedge funds; mixed assets
Hypo-Alpe-Adria, H	lypo-Alpe-Adria Bank,	Invesco Asset	Management Osterr	ngler & Co, Dr. Jens Ehrhardt Kapi eich, LBBW Asset Management, (rarlberger Landes-und Hypotheke	Oppenheim Capital Manag	ement, Portfolio Invest
Innovest KAG	Asset manager	Yes	€4bn/ n/a	Reduced fixed costs; reduced investment management risk; enhanced offering to clients	n/a	None
Sub-advisers: n/a						
Raiffeisen Capital Management	Asset manager	Yes	€40bn/ €2.5bn	Focus on core competency; enhanced offering to clients; funds specifically tailored to client's needs	Investment style; long- term consistent fund performance; manage- ment team	Global, regional & sec- tor equity; emerg. mkts equity; emerg. mkts fixed income; hedge funds

Sub-advisers: AIG, Capital International, K2 Investment Management, Wellington

>> BELGIUM

Company name	Type of company	Use sub-advisers?	AUM/size of assets outsourced	Barriers to sub-advisory	Top three selection criteria	Outsourced products
КВС	Asset manager	No	€153bn/ n/a	Concerned about loss of control	n/a	n/a

Sub-advisers: n/a



>> CZECH REPUBLIC

Company name	Type of company	Use sub-advisers?	AUM/size of assets outsourced	Barriers to sub-advisory	Top three selection criteria	Outsourced products
ATLANTIK Asset Management	Asset manager	No	€16om/ n/a	Happy with in-house invest- ment management capability; cost for setting up sub-adviso- ry operation is too high; fees are too high	n/a	n/a
Sub-advisers: n/a	1					
Conseq Investment Management	Asset manager	No	n/a / n/a	Happy with in-house invest- ment management capability; prefer the flexibility of fund distribution; client demand is not so large	n/a	n/a
Sub-advisers: n/a	1					
Investicni kapitalova spolecnost (IKS)	Asset manager	No	€3.2bn (Czech Rep.)/ n/a	No barriers in outsourcing within the group	n/a	Strategic allocation and global stocks excl.CEE; guaranteed funds; principle pro- tected funds
Sub-advisers: Inte	ernal: LYXOR AM, Soci	été Générale AN	, Société Générale /	AM Alternative Investments		
Investicni spolecnost Ceske sporitelny	Asset manager	No	€5bn/ €410m	n/a	Parent company	Guaranteed products; total return
Sub-adviser: Inter	rnal: Erste Sparinvest	KAG				
Pioneer Investments	Asset manager	No	€643m (Czech Rep. & Lux.)/ n/a	Happy with in-house invest- ment management capability	n/a	n/a
Sub-advisers: n/a	1					

} FRANCE

Company name	Type of company	Use sub-advisers?	AUM/size of assets outsourced	Top drivers for sub-advisory	Top three selection criteria	Outsourced products
Aviva Gestion d'Actifs	Life insurance company	Yes	€75bn/€1.2bn	Competitive differentiator; focus on core competency; funds specifically tailored to client's needs	Long-term consistent fund performance; man- agement team; invest- ment style	Balanced funds; inter- national equities
Sub-advisers: Op	ensfer, UFF multi taler	nts, Victoire mul	tigestion, Victoire m	ultigestion actions internationals		
BNP Paribas FUNDQUEST	Asset manager	Yes	€47bn (global)/ €2.6bn	Enhanced offering to clients; focus on core competency; funds specifically tailored to client's needs	Good reputation and track record; long-term consistent fund perform- ance; investment style	Emerg. mkt bonds; US eq.: Mid cap, small, value; US bonds: high yield; Europe eq.: all cap blend, value, core; Equities: Glob, Ger, Australia, Jap small cap; Sector equities: glob tech & environ- ment
	ance Bernstein, AXA R Investment Advisors			ardt, Hyperion AM, Impax, IT Ass	et Management, Lehman Bro	others MFS, Neuberger
Crédit Agricole Asset Management	Asset manager	Yes	€508.2bn (glob- al)/ n/a	Search for higher alpha; focus on core competency; funds specifically tailored to client's needs	Search for higher alpha; focus on core competen- cy; funds specifically tai- lored to client's needs	n/a
Sub-advisers: n/a	1					
LCF Rothschild	Private bank/wealth manager	No	n/a / n/a	Barriers: Prefer the flexibility of fund distribution	n/a	n/a
Sub-advisers: n/a	1					
Louvre Gestion	Asset manager	Yes	€3bn / n/a	Search for higher alpha; focus on core competency; enhanced offering to clients	Long-term consistent fund performance; Management team; Investment style	Bond; equity; alterna- tive fund
Sub-advisers: Bla Polunin Capital Pa		Comgest, Gartm	ore IM, Goldman Sa	chs AM, HRIL (HSBC Republic Inv	estments Limited), Legg Ma	son, Odey AM, PIMCO,
Natexis Asset	A	N.		Focus on core competency;	Long-term consistent fund performance: manage-	Equity: US and

Natexis Asset
ManagementAsset managerYes€374bn/€1.1bnFocus on core competency;
search for higher alpha;
enhanced offering to clientsEntitient and the second se

Sub-advisers: Delaware Investments, Metropolitan West CM, (internal: Westpeak)

Company name	Type of company	Use sub-advisers?	AUM/size of assets outsourced	Top drivers for sub-advisory	Top three selection criteria	Outsourced products		
OFI Asset Management	Asset manager	Yes	€17.6bn/ €844m	Search for higher alpha; enhanced offering to clients; Ucits III legislation	Management team; investment style; long- term consistent fund per- formance	Equity: Global Chinese, Japanese, East European, US, India, Brazil, Russia; Japanese Convertible Europe SRI		
Sub-advisers: Baron Capital Management, Charlemagne Capital, Comgest, de Pury Pictet Turrettini & Cie, Dreman Value Management, Driehaus CM, East Capital, Edgewood Management, F&C Investments, Invest Asia AM, Kempen CM, Kinetics AM, Lloyd George, MACIF Gestion, Raiffeisen Capital Management (RCM), Stelphia AM, Third Avenue Management, Turner Investment Partners								
				Enhanced offering to clients:	Good reputation and			

Société Générale Asset Management	Asset manager	Yes	€34obn/ €6.8bn	Enhanced offering to clients; funds specifically tailored to client's needs; search for higher alpha	Good reputation and track record; management team; long-term consis- tent fund performance	Hedge fund; multi- manager; global equi- ty; alternative
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Sub-advisers: Arnhold & S. Bleichroeder, Caxton, Highbridge, Renaissance, Russell Investments

} GREECE

Company name	Type of company	Use sub-advisers?	AUM/size of assets outsourced	Barriers to sub-advisory	Top three selection criteria	Outsourced products
Alpha Trust Investment Services	Asset manager and investment services	No	€1.3bn (Greece & UK)/ n/a	Happy with in-house invest- ment management capability; concerned about implications to brand and client relation- ship; prefer the flexibility of fund distribution	n/a	n/a
Sub-advisers: n/a	I					
Eurobank EFG	Private bank/ wealth manager	No	€8.2bn (Greece & Lux)/ n/a	Fees are too high; concerned about implications to brand and client relationship; con- cerned about loss of control	n/a	n/a
Sub-advisers: n/a	I					
Eurobank EFG Asset Management SA	Asset manager	No	€1.5bn (Greece & SEEurope)/ n/a	Client demand is not so large; concerned about loss of con- trol; happy with in-house investment management capability	n/a	n/a
Sub-advisers: n/a	I					
Emporiki Asset Management MFMC	Asset manager	No	€2bn/ n/a	No barriers	n/a	n/a
Sub-advisers: n/a	I					
New Mellon Asset & Wealth Management SA	Asset manager	No	€30m/ n/a	No barriers	n/a	n/a
Sub-advisers: n/a	I					
Piraeus Asset Management MFMC	Asset manager	No	€1.1bn/ n/a	Prefer the flexibility of fund distribution; concerned about implications to brand and client relationship	n/a	n/a
Sub-advisers: n/a	I					

)) HUNGARY

Company name	Type of company	Use sub-advisers?	AUM/size of assets outsourced	Top drivers for sub-advisory	Top three selection criteria	Outsourced products
Generali Asset Management Co.	Asset manager	Yes	€1.9bn (global)/ €113m	Funds specifically tailored to client's needs; focus on core competency	Long-term consistent fund performance; prod- uct development; fee level	Structured product; Equity: global and Balkan
Sub-advisers: BN	P Paribas AM, Crédit S	uisse AM, DWS,	East Capital, ING, JI	P Morgan AM, Société Générale A	M	
ING Investment Management	Asset manager	No	€3.5bn/ n/a	Barriers: Happy with in-house investment management capability; prefer the flexibility of fund distribution; con- cerned about loss of control	n/a	n/a
Sub-advisers: n/a	l					

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SUB-ADVISORY SUPPLEMENT 2008

Company name	Type of company	Use sub-advisers?	AUM/size of assets outsourced	Top drivers for sub-advisory	Top three selection criteria	Outsourced products
K&H Investment Fund Management	Asset manager	No	€2.7bn/ n/a	Barriers: Happy with in-house capability; client demand is not so large; buying funds is most efficient; cost for setting up sub-advisory operation is too high	n/a	n/a
Sub-advisers: n/a	l					
OTP Fund Management	Asset manager	Yes	€6bn/€210m	Enhanced offering to clients; funds specifically tailored to client's needs; focus on core competency	Top quartile and long term consistent fund performance; fee level; good reputation and track record	Equity: global and global emerging mar- kets
Sub-advisers: n/a	I					

>> ISRAEL

Company name	Type of company	Use sub-advisers?	AUM/size of assets outsourced	Top drivers for sub-advisory	Top three selection criteria	Outsourced products		
Excellence Nessuah Mutual Funds	Asset manager	No	€o.64bn/ n/a	Barriers: Concerned about loss of control; fees too high; cost for setting up sub-advi- sory operation is too high	n/a	n/a		
Sub-advisers: n/a								
Meitav Investment House	Asset manager	No	€2bn/ n/a	Barriers: Happy with in- house capability; concerned about implications to brand and client relationship; client demand is not so large	n/a	n/a		
Sub-advisers: n/a								
Poalim Asset Management (PAM)	Asset manager/ global distributor	Yes	€1.5bn/€700m	Focus on core competency; reduced investment manage- ment risk; enhanced offering to clients	Long-term consistent fund performance; investment style; risk management	Multi-manager		
Sub-adviser: Russell Investments								
PRISMA Investment House	Asset manager	Yes	€9bn/€15.6m	Enhanced offering to clients; search for higher alpha; funds specifically tailored to client's needs	Fund rating; manage- ment team; long-term consistent fund perform- ance	Equity: European large cap, Japanese, US large cap; European bonds		

Sub-advisers: Capital International, Credit Suisse AM, Goldman Sachs AM, UBS, Wellington

>> ITALY

Company name	Type of company	Use sub-advisers?			Top three selection criteria	Outsourced products
ARCA SGR	Asset manager	Yes	€30.5bn/ €412m	Funds specifically tailored to client's needs; focus on core competency; enhanced offering to clients	Product development; product range; good rep- utation and track record	Total return; global bond; equity; capital guarantee
Sub-advisers: BNP	Paribas AM, Crédit A	gricole AM-Cred	t Suisse AM, General	i AM, Julius Baer AM, Morgan Sta	anley IM, Pictet	
BNP Paribas Asset Management SGR	Asset manager	No	€17.4bn (Italy & sub-adviser assets)/ (€4bn)	Barriers: Cost for setting up sub-advisory operation is too high; fees are too high	ESG (Environment, Social, Governance) fee level; risk management	(Foreign equities; total return; funds of hedge funds; multi- manager platform)
Sub-advisers: Inter	mal: BNP Paribas AM,	Fauchier Partne	rs, Fischer Francis Tre	es & Watts, Fundquest		
Crédit Agricole Asset Management SGR	Asset manager	No	€26bn (global/crossbor der)/ n/a	Barriers: Happy with in- - house investment manage- ment capability	n/a	n/a
Sub-advisers: n/a						
Carige SGR	Retail bank	Yes	€7bn/€274m	Search for higher alpha; competitive differentiator; enhanced offering to clients	Long-term consistent fund performance; top quartile fund perform- ance; management team	Balanced; interna- tional bond; interna- tional equity
Sub-advisers: CDC	IXIS, West Asset Mar	nagement				
Eurizon Capital	Asset manager	Yes	€191bn/€40m	Search for higher alpha; enhanced offering to clients; competitive differentiator	Partnership; manage- ment team; long-term consistent fund perform- ance	Equity: Asia Pacific ex-Japan
Sub-adviser: Fulle	rton					

Company name	Type of company	Use sub-advisers?	AUM/size of assets outsourced	Top drivers for sub-advisory	Top three selection criteria	Outsourced products
Fideuram Investimenti	Asset manager	Yes	€6obn/ €3bn	Search for higher alpha; enhanced offering to clients; funds specifically tailored to client's needs	Long-term consistent fund performance; good reputation and track record; fund rating	Global stock picker, tactical asset alloca- tion, 130/30 fund; Balanced fund with top down approach; funds of hedge funds
Sub-advisers: GLO	G, Goldman Sachs AM	, Man Investmer	nts			
Generali Investments	Asset manager	No	€100bn (global) /n/a	Barriers: none	n/a	n/a
Sub-advisers: n/a						
Intesa Sanpaolo Private Banking	Private bank/ wealth manager	No	€78bn (Italy, Lux, Switz)/ n/a	Barriers: Prefer the flexibility of fund distribution; happy with in-house capability; delega- tion of fund management a weakness	n/a	n/a
Sub-advisers: n/a	1					
Monte Paschi Asset Management SGR	Asset manager	Yes	€33.3bn (Italy & Ireland)/€24.9m	Focus on core competency; reduced fixed costs; enhanced offering to clients	Good reputation and track record; brand; fund rating	Real estate equity
Sub-adviser: Mor	gan Stanley IM					
Optima	Asset manager	No	€4.5bn (Italy)/ n/a	Barriers: Prefer the flexibility of fund distribution; client demand is not so large; fees are too high	n/a	n/a
Sub-advisers: n/a	1					
Pioneer Investment Management	Asset manager	Yes	€136bn/€374m	Focus on core competency; competitive differentiator; search for higher alpha	Long-term consistent fund performance; good reputation and track record; investment style	Equity: Latin America and global ex Europe
Sub-advisers: Bar	nco Santander, Capita	l International				

>> LATVIA

Company name	Type of company	Use sub-advisers?	AUM/size of assets outsourced	Barriers to sub-advisory	Top three selection criteria	Outsourced products	
Parex Asset Management IPAS	Asset manager	No	€647.3m/ n/a	Barriers: none	n/a	n/a	
Sub-advisers: n/a							

>> LUXEMBOURG

Company name	Type of company	Use sub-advisers?	AUM/size of assets outsourced	Top drivers for sub-advisory	Top three selection criteria	Outsourced products
CMI Asset Management (Luxembourg) S A	Life insurance company/ asset manager	No	€6bn (global)/ €6bn	Barriers: Reduced fixed costs; search for higher alpha; reduced investment manage- ment risk	Management team; investment style; fee level	(Equity: German, Cont European, Global, UK, US, Jap, Pac basin; Bond: Jap, UK, Euro, US, global; Global mixed; Currency reserve: USD, Euro, Sterling: Equity index tracking: US, UK, Euro, Jap; 80% guar- anteed (equity/cash))
Sub-adviser: Interr	nal: Insight Investmen	t				
Ikano Fund Management (Luxembourg)	Multi-manager investment company	Yes	€4bn (global)/ n/a	Monitoring of external man- agers gives access to a greater universe; focus on core com- petency; reduced fixed costs	Investment style; long- term consistent fund per- formance; management team	Equity: value orient- ed, active US small cap, US mid cap, US growth oriented, UK mid cap, active Jap, core oriented EU; Bonds; active short term, active global, active EU, active US High yield; Danish mortgage bonds; active unconstrained

Sub-advisers: Brandes Investment Partners, Brandywine, Cortina AM, Crédit Agricole AM, Dexia Asset Management, Eagle Asset Management, Kinetics AM, Lord Abbett, New Star, Nykredit, OFI Asset Management, Post Advisory Group, Putnam Investments, Sands Capital Management, SVM Asset Management, T&D Asset Management, TCW Cowen Asset Management, TT International IM, Wells Capital Management

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Company name	Type of company	Use sub-advisers?	AUM/size of assets outsourced	Top drivers for sub-advisory	Top three selection criteria	Outsourced products
ING Private Capital Management	Asset manager	Yes	€4bn / €1.5bn	Search for higher alpha; focus on core competency; enhanced offering to clients	Investment style; top quartile fund perform- ance; long-term consis- tent fund performance	Equity: mid cap Europ, US large and mid cap; multistrate- gy/multimanager fund of hedge fund; multimanager L/S equity FoHF and rela- tive value FoHF; pas- sive currency overlay
Sub-advisers: n/a						
Nordea Investment Funds	Asset manager	Yes	€4.7bn (Lux)/ €2.8bn	Search for higher alpha; enhanced offering to clients; focus on core competency	Product range; manage- ment team; good reputa- tion and track record	Equity: European GARP, North American value all-cap, IT sec- tor, European value all cap: European High Yield
Sub-advisers: Ash	burton, Capital Four N	Aanagement, Eu	ropean Value Partne	rs, Private Capital Management,	Wellington	
Sparinvest S.A. Luxembourg	Asset manager	No	€16.3bn (global/cross-bor- der)/ n/a	n/a	n/a	n/a
Sub-advisers: n/a						

>> NORDIC

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Company name	Type of company	Use sub-advisers?	AUM/size of assets outsourced	Top drivers for sub-advisory	Top three selection criteria	Outsourced products
Danske Capital	Asset manager	Yes	€76bn/€10bn	Focus on core competency; enhanced offering to clients; funds specifically tailored to client's needs	Long-term consistent fund performance; manage- ment team; top quartile fund performance	n/a
	rdeen, AllianceBernste MCO, Raiffeisen Capit			ts, Franklin Templeton, Gartmore roders, SSgA, Sterling	IM, Generation, HSBC, ING,	JP Morgan AM, Martin
Evli Investment Management	Private bank/wealth man- ager/life insurance company/asset manager	Yes	€5.9bn/€44om	Focus on core competency; funds specifically tailored to client's needs; enhanced offering to clients	Investment style; long- term consistent fund per- formance; management team	Equities, global infra- structure, climate change equity; emerging markets bonds
Sub-advisers: Axa	a Rosenberg, Lazard A	M, Sustainable	Asset Management	(SAM), Sydbank		
Handelsbanken Asset Management	Asset manager	Yes	€28bn/€64.2m	Search for higher alpha; funds specifically tailored to client's needs; reduced investment management risk	Long-term consistent fund performance; top quartile fund performance; good reputation and track record	Fund of hedge funds; Private Equity; Funds of funds
Sub-adviser: Part	ners Group					
Länsförsäkringar	Asset manager	Yes	€16bn/ €16bn	Reduced fixed costs; search for higher alpha; reduced investment management risk	Management team; investment style; invest- ment structure	Equity: Asia ex Jap, Europe, UK, US, Sweden, emerg mar- kets; Bond: UK, EMU, Sweden, US; alterna- tives; real estate
Sub-advisers: Abe Générale AM, Van		, Crédit Agricole	AM, Charlemagne C	apital, Handelsbanken, ING, Laza	ard AM, Legg Mason, Martin	Currie, Rexiter, Société
Pohjola Asset Management	Asset manager	Yes	€31bn (Finland)/ €910m	Focus on core competency; enhanced offering to clients; competitive differentiator	Long-term consistent fund performance; top quartile fund performance; man- agement team	Emerging equity and debt; capital guaran-teed funds
Sub-advisers: Cré	dit Agricole AM, Fideli	ty, JP Morgan Al	M, PIMCO			
SEB Wealth Management	Private bank/ wealth manager	Yes	€110bn (cross- border)/ €1.2bn	Focus on core competency; enhanced offering to clients; reduced fixed costs	Management team; investment style; top quartile fund performance	Equity: Asia, emerg mkts, Jap, US large cap, Swedish; Hedge funds of funds; Hedge funds

Sub-advisers: Catella Kapitalförvaltning, DLIBJ Asset Management (DIAM), Enter Kapitalförvaltning, Partners Group, Schroder IM, Treesdale, Wellington

>> POLAND

Company name	Type of company	Use sub-advisers?	AUM/size of assets outsourced	Top drivers for sub-advisory	Top three selection criteria	Outsourced products			
ldea TFI	Asset manager	Yes	€1.1bn/€110m	Reduced fixed costs; enhanced offering to clients; focus on core competency	Brand; fee level; fund rat- ing	Equity: Polish and international; global ETF			
Sub-adviser: Dom	Sub-adviser: Dom Maklerski IDMSA								

Company name	Type of company	Use sub-advisers?	AUM/size of assets outsourced	Top drivers for sub-advisory	Top three selection criteria	Outsourced products
KBC Towarzystwo Funduszy Inwestycyjnych	Asset manager	No	€2.2bn/n/a	n/a	Happy with in-house investment management capability; delegation of fund management is a weakness; concerned about loss of control	n/a
Sub-advisers: n/a	1					
Noble Bank	Private bank/ wealth manager	Yes	€1.03bn/ n/a	Search for higher alpha; funds specifically tailored to client's needs; competitive differen- tiator	Good reputation and track record; fee level; fund rating	n/a
Sub-advisers: n/a	1					
Skarbiec TFI	Asset manager	No	€1.3bn (global) /n/a	Barriers: Happy with in-house investment management capability	n/a	n/a
Sub-advisers: n/a	1					

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>> SPAIN

Company name	Type of company	Use sub-advisers?	AUM/size of assets outsourced	Top drivers for sub-advisory	Top three selection criteria	Outsourced products			
Ahorro Corporación Gestión	Financial services group	Yes	€14bn/€900m	Enhanced offering to clients; funds specifically tailored to client's needs; focus on core competency	Product range; brand; value added services such as marketing sup- port and education	All asset classes			
Sub-advisers: BNF	Sub-advisers: BNP Paribas AM, Crédit Agricole AM, Credit Suisse AM, Fidelity, Franklin Templeton, JP Morgan AM, Pictet, Schroders, Société Générale AM								
Allfunds Bank	Global distributor	No	€3obn/n/a	n/a	n/a	n/a			
Sub-advisers: n/a									
Allianz Seguros	Life & non-life insurance	No	€9bn (Spain) /n/a	Barriers: Happy with in-house capability (Allianz Group Top Asset Mgr); complexity of lia- bilities + accounting restric- tions to be met; concerned about loss of control	n/a	n/a			
Sub-advisers: n/a									
Altae Banco Privado	Private bank/ wealth manager	No	€5.6bn (Spain)/ n/a	Barriers: Happy with in-house investment management capa- bility; prefer the flexibility of fund distribution; concerned about implications to brand and client relationship	n/a	n/a			
Sub-advisers: n/a									
Banco Banif	Private bank/ wealth manager	Yes	€25bn/n/a	Enhanced offering to clients; competitive differentiator; search for higher alpha	Long-term consistent fund performance; man- agement team; good rep- utation and track record	Equity: European value, global growth; Funds of hedge funds			
Sub-advisers: All F	Funds Bank/Goldman	Sachs AM, Fairf	ield Greenwich Grou	ıp (FGG), Goldman Sachs AM, Inv	esco AM, Optimal				
BBVA Asset Management	Asset manager	No	€130bn/ n/a	Barriers: Client demand is not so large; prefer the flexibility of fund distribution; delegation of fund management is a weakness	n/a	n/a			
Sub-advisers: n/a									
Ibercaja Gestion SGIIC SA	Asset manager	Yes	€6bn/€4om	Capital guarantee with active management	Top quartile fund per- formance; risk manage- ment; value added serv- ices such as marketing support and education	Mixed (bonds, equi- ties and FX)			

Sub-adviser: Crédit Agricole AM

} SWITZERLAND

Altis Investment ManagementAsset managerYes€14bn/n/aWe are a dedicated multi- managerLong-term consistent fund performance; manage- ment team; investment style	Company name	Type of company	Use sub-advisers?	AUM/size of assets outsourced	Top drivers for sub-advisory	Top three selection criteria	Outsourced products
		Asset manager	Yes	€14bn/n/a		performance; manage- ment team; investment	

Sub-advisers: n/a

Company name	Type of company	Use sub-advisers?	AUM/size of assets outsourced	Top drivers for sub-advisory	Top three selection criteria	Outsourced products
Bank Julius Baer	Private bank/ wealth manager/ asset manager	Yes	€11obn (BJB AM global))/€81obn	Enhanced offering to clients; focus on core competency; competitive differentiator	Top quartile fund perf; good rep and track record; no public funds under advisers' name distributed publicly in Contl Europe	Equity: US, Emerging Europe Commodity; infrastructure; natural resource
Sub-advisers: n/a	1					
Bank Sarasin & Co.	Private bank/ wealth manager	Yes	€50bn (global)/ €455m	Search for higher alpha; funds specifically tailored to client's needs; enhanced offering to clients	Long-term consistent fund performance; man- agement team; invest- ment style	Value-based Swiss small and mid caps
Sub-adviser: VV V	/orsorge Vermögensv	erwaltung AG				
Banque SYZ & Co.	Private bank/ wealth manager	Yes	€19.1bn (global)/€529m	Superior investment perform- ance to complement our in- house strengths and enhance our brand; search for higher alpha; focus on core compe- tency	Long-term consistent fund performance; man- agement team; good rep- utation and track record	Equity: US, Japan, Emerging markets, global, Italian, Technology, Oncology
	amant Biomedical, Al nent Management	liance Capital, A	rtisan Partners, Ban	ca Ifigest, F. Pictet & Partners, Mo	rant & Wright, Nuveen NWQ	, OppenheimerFunds,
BSI	Private bank/ wealth manager	Yes	€40.1bn (glob- al/cross-border)/ €2.2bn	Enhanced offering to clients; funds specifically tailored to client's needs; focus on core competency	n/a	Equity: global and US; Funds of hedge funds
Sub-advisers: Bla	ckRock, Investec IM,	Thalia				
LGT Capital Management	Asset manager	Yes	€15.3bn (global)/€1.9bn	Focus on core competency; search for higher alpha; enhanced offering to clients	Management team; investment style; risk management	Multimanager: Bond emerg mkts, high yield, Asia ex Jap, emerg market, Eur, Jap, North America
Sub-advisers: n/a	1					
Lombard Odier Darier Hentsch & Cie	Private bank/ wealth manager	Yes	€100bn/n/a	Search for higher alpha; enhanced offering to clients; competitive differentiator	Management team; investment style; risk management	Equity: glob, gold eq, Asia ex Jap, US growth, US blend, Glob sustainable, glob growth, glob value, emerg, Jap eq core, Infrastructure, Healthcare
Sub-advisers: Abe Partners, Van Eck,		AM, Generation	, Konwave, Legg Mas	son, Lloyd George, Lotsoff, Macqu	arie, Pzena IM, Tocqueville,	Turner Investment
Pictet & Cie	Private bank/ wealth manager	Yes	€26obn(global)/ €2.7bn	Focus on core competency; reduced investment manage- ment risk; search for higher alpha	Long-term consistent fund performance; good reputation and track record; investment style	Equity: US large cap growth, biotech
Sub-advisers: Sec	toral AM, Waddell &	Reed				
Swisscanto Asset Management	Asset manager	Yes	€37.9bn (Switz & Ger)/€1.4bn	Focus on core competency; enhanced offering to clients; reduced fixed costs	Good reputation and track record; risk man- agement; fee level	Equity: Europe, America, Jap, emerg markets, passive, Europ. real estate, greater China, global real estate; Fund of Hedge Funds

Sub-advisers: Cadogan, Kempen CM, LaSalle, Martingale, Olympia Capital, Pictet, Raiffeisen Capital Management (RCM), Sparx Asset Mgmt., SSgA, Treesdale

>> UNITED KINGDOM

Company name	Type of company	Use sub-advisers?	AUM/size of assets outsourced	Top drivers for sub-advisory	Top three selection criteria	Outsourced products
AEGON Scottish Equitable	Life insurance com- pany	Yes	€59.2bn/ €11.6bn	Enhanced offering to clients; competitive differentiator; focus on core competency	Management team; assets under manage- ment; investment style	Equity, bonds, man- aged funds; protect- ed guaranteed fund; property securities
	ernal: AEGON), Artemi ewton, Schroders, Soc			delity, First State, Gartmore IM, In	sight Investment, Invesco, I	nvestec IM, JP Morgan
Citi Private Bank	Private bank/ wealth manager	No	€1.20trn (glob- al)/ n/a	Barriers: Multi-asset class approach requires multiple investment strategies which does not lend itself to sub-ad business; prefer flexibility of fund distribution; client demand not so large and/or stable	n/a	n/a
Sub-advisers: n/a	l .					
Fidelity International	Asset manager	No	€208bn (glob- al)/ n/a	Barriers: Happy with in-house investment management capa- bility; no barriers; client demand is not so large and/or stable	n/a	n/a
Sub-advisers: n/a	L					

RESEARCH



Company name	Type of company	Use sub-advisers?	AUM/size of assets outsourced	Top drivers for sub-advisory	Top three selection criteria	Outsourced products		
HSBC Group Investment Businesses	Asset manager	Yes	€265.1bn (glob- al)/ around €20.3bn	Enhanced offering to clients; focus on core competency; funds specifically tailored to client's needs	Long-term consistent fund performance; investment style; management team	A variety of assets		
Sub-advisers: n/a								
Norwich Union Life	Life insurance com- pany	Yes	€208.1bn (glob- al)/ €2bn	Enhanced offering to clients; focus on core competency; search for higher alpha	Investment style; long- term consistent fund per- formance; management team	UK growth, value, special situations; mixed assets		
Sub-advisers: Close Investments, IMS, JP Morgan AM, New Star, Schroders								
RBC Wealth Management	Private bank/ wealth manager	Yes	€427.8bn (glob- al)/ €823m	Enhanced offering to clients; reduced investment manage- ment risk; focus on core com- petency	Long-term consistent fund performance; risk management; good reputation and track record	Equity: Asia Pacific, UK, Canadian, European, Global, U EAFE, North America money market; bal- anced		
	erdeen, Baillie Gifford, ers, Sarasin Investment			ec IM, Markston International, Ma	artin Currie, Mondrian Invest	ment Partners, New		
Rensburg Sheppards Investment Management	Private bank/ wealth manager	No	€15bn/n/a	n/a	n/a	n/a		
Sub-advisers: n/a	a							
RMB Asset Management	Asset manager	Yes	€2.3bn/€2.06bn	Enhanced offering to clients; funds specifically tailored to client's needs; reduced invest- ment management risk	Consistency and repeatability of invest- ment philosophy and process; high calibre individuals; teams aligned with their product, and supported by that same working environment	n/a		
Sub-advisers: n/a	a							
Royal London Asset Management	Asset manager	No	€40.3bn (UK)/n/a	Barriers: Happy with in-house investment management capa- bility; fees are too high; opaqueness of process and pricing	n/a	n/a		
Sub-advisers: n/a	a							
Russell Investments	Asset manager	Yes	€137.9bn (glob- al)/ €27.1bn	n/a	Management team; investment style; risk management	A large variety of bonds, equity, alter- natives, cash, cash plus		
Balanced Equity M Management, Del Concepts, Gartmo Asia, Investec IM, Majedie, Marsico, Principle Global II SSgA, Stone Harb	Aanagement (BEM), BG aware Investments, De re IM, Genesis, GMO, C Jacobs Levy, Jardine Fl Mellon, Metropole, Mi vvestors, Raiffeisen Cap our, Suffolk, Sustainab	II, BlackRock, B Prince, Race & Goldman Sachs eming, JF Asset FS, Montag & Ca bital Manageme Ie Growth Advis	andywine, ClariVest Zollo, Drake, FDO Pa AM, Gould Investme Management, Legg aldwell, Morgan Stai nt (RCM), Rexiter, Ri sors (SGA), Systema	Bleichroeder, Aronson + Jonson + , Colchester, Columbus Circle, Co rtners, Fidelity, First Quadrant, Fo ent, Harding Loevner, Harris, Insti Mason, Liontrust, Lloyd George, L Idey IM, Morley, Next Century, Nur bbeco, S.W. Mitchell, Schroders, S tic, T Rowe Price, T&D Asset Mana s, UBS, Wells Capital Managemen	rnerstone, David J. Greene, E rtis, Franklin Templeton, (int utional Capital (ICap), Integ ogan Circle, Loomis Sayles, neric, OFI, PanAgora, Panthe cociété Générale AM, Sound gement, Taube Hodson Stor	DDJ Capital ernal: FRIMCO), FX rity AM, Invesco, Invesi Lord Abbott, M&G, con, Perennial, PIMCO, Shore, Standard Life,		
Schroder Investment Management	Asset manager	No	€189.4bn (glob- al)/n/a	Barriers: Happy with in-house capability; prefer the flexibility of fund distribution; client demand is not so large and/or stable to justify fund delega- tion	n/a	n/a		
Sub-advisers: n/a	a							
Skandia Investment Management	Asset manager	Yes	€12.5bn/n/a	Search for higher alpha; reduced investment manage- ment risk; funds specifically tailored to client's needs	Investment style; man- agement team; long-term consistent fund perform- ance	n/a		
Sub-advisers: n/a	a							
Standard Life Investments	Asset manager	Yes	€197.8bn(glob- al)/€540m	Enhanced offering to clients; competitive differentiator; funds specifically tailored to client's needs	Good reputation and track record; assets under management; long-term consistent fund perform- ance	Equity: UK, Euro, US, Japan, Pac Basin; Bond: UK		

Sub-advisers: Acadian, AllianceBernstein, Baillie Gifford, Clay Finlay, Delaware Investments, Neptune, New Star, Newton, Nomura, Principle Global Investors, Royal London, Systematic, UBS, Victory