

Remuneration Policy

June 2022

This policy applies to the group of legal entities whose parent company is Columbia Threadneedle Investments UK International Limited and which formerly traded as BMO Global Asset Management EMEA. These entities are now part of Columbia Threadneedle Investments which is the asset management business of Ameriprise Financial, Inc.

Columbia Threadneedle Investments have integrated Environmental, Social and Governance Risk into the investment selection, monitoring process and performance assessments for Investment advisers and managers. Columbia Threadneedle Investments Remuneration Policy promotes sound and effective risk management with respect to sustainability risks and ensures that the approach to remuneration does not encourage excessive risk-taking with respect to sustainability risks and is linked to risk-adjusted performance.

To find out more visit columbiathreadneedle.com

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