

2023 UK Gender Pay Gap Report for Columbia Threadneedle Investments

This Gender Pay Gap Report represents our two largest UK employing entities, Threadneedle Management Services Limited and Columbia Threadneedle (Services) Limited.

Advancing diversity, equity and inclusion is a strategic priority for Columbia Threadneedle Investments and our goal is to change the profile of our employee base over time to better reflect our client base and the broader population.

By creating an inclusive environment that values ideas and perspectives from different backgrounds and commends teamwork, we leverage the varied skills and insights of our people to generate our best investment thinking and business results.

We know the main driver of our gender pay gap is the under representation of women at senior levels of the organisation and a high number of women relative to men in lower-paid roles. We remain committed to narrowing our gender pay gap through achieving better representation of women, especially in leadership positions, working towards our ultimate ambition of gender balance.

We continue to drive progress through a range of initiatives to support women at different stages of their career, including:

- > Supporting and working with Girls are Investors (GAIN), a charity with a mission to improve gender diversity in investment management by developing a strong pipeline of female and non-binary talent at the entry-level.
- > Embedding inclusive recruitment to ensure we consider the widest range of candidates for vacant positions, including the use of gender-neutral language to support attraction and drawing upon different perspectives to support assessment.
- > Focusing on the retention and progression of our high-performing women through our Women's Leadership Academy. This provides both individual and group learning to help participants fulfil their professional potential.
- > Continuing to evolve our Women's Interest Network for our EMEA employees to build a strong internal community of women and allies. This group raises awareness of issues to help champion change and supports personal development.

As a signatory to His Majesty's Treasury's Women in Finance Charter, we have set 2028 targets to grow the representation of women at all levels of our business. We regularly review data, including insights from our annual engagement survey to drive accountability and support progress.

We recognise removing barriers and driving long-term change across our industry and firm will take time and strategic focus. While we have more work to do to achieve our ambition, we remain fully committed to taking the actions needed to support positive change.

I confirm the data reported is accurate.





David Logan
Head of EMEA and Global Business Operations
Columbia Threadneedle Investments



Gender pay and bonus gap

There are two employing entities within our organisation with a statutory obligation to report, **Threadneedle Management Services Limited** and **Columbia Threadneedle (Services) Limited**, and pay data is shown below for each.

Threadneedle Management Services Limited pay and bonus gap (April 2023)

Pay Gap	Mean	Median
 Women's hourly rate is:	28.6% lower	27.5% lower
 Women's bonus pay is:	67.4% lower	59.5% lower

Columbia Threadneedle (Services) Limited pay and bonus gap (April 2023)

Pay Gap	Mean	Median
 Women's hourly rate is	27.7% lower	24.0% lower
 Women's bonus pay is	71.1% lower	58.1% lower

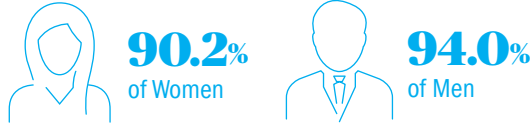
The pay and bonus gap tables above are based upon:

- > The **hourly rate** is calculated using ordinary and bonus pay paid in the month of 5 April 2023.
- > The **bonus pay** is calculated using bonus pay paid in the 12-month period to 5 April 2023.
- > The **median gender pay gap** figure compares the pay of the man and woman who are at the mid-points of the hourly or bonus pay for each group, ranked from smallest to largest.
- > The **mean gender pay gap** figure is produced by dividing the total hourly or bonus pay by the number of employees in each group.

The gender pay gap shows the difference in average pay between women and men. This is different to equal pay that is women and men receiving the same pay for work of equal value.

Proportion of staff receiving bonus

Threadneedle Management Services Limited



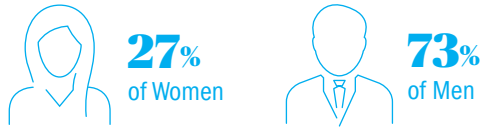
Columbia Threadneedle (Services) Limited



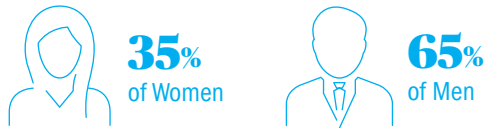
Proportion of men and women in each pay quartile

Threadneedle Management Services Limited

Upper Quartile



Upper Middle Quartile



Lower Middle Quartile



Lower Quartile



Columbia Threadneedle (Services) Limited

Upper Quartile



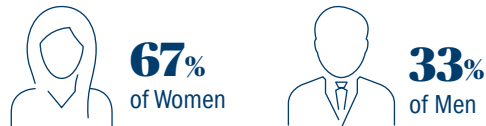
Upper Middle Quartile



Lower Middle Quartile



Lower Quartile



For more on gender pay gap reporting see the UK Government website: <https://gender-pay-gap.service.gov.uk/>

To find out more visit columbiathreadneedle.com