

2022 UK Gender Pay Gap Report for Columbia Threadneedle Investments

Comprising: Threadneedle Management Services Limited Columbia Threadneedle (Services) Limited

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

Increasing inclusivity and diversity throughout our employee population is one of our strategic imperatives. We recognise that improving the representation of women across every level of the organisation supports our aims of fostering an inclusive culture and changing the profile of our employee base over time to better reflect our clients and the broader population while supporting business growth.

In November 2021 Ameriprise acquired BMO's Global Asset Management business in EMEA to incorporate into the Columbia Threadneedle group. Our 2022 Gender Pay Gap Report reflects data from both legacy organisations with the majority of the population acquired employed by Columbia Threadneedle (Services) Limited.

Taking strengths and learnings from each business we launched a refreshed Diversity, Equity and Inclusion (DEI) Action Plan in late 2022. To build upon our existing actions of inclusive hiring, flexible working and enhanced maternity and parental leave we have continued to focus on and accelerate progress. This includes:

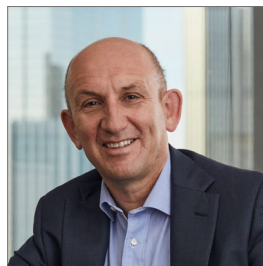
- The appointment of a dedicated Global Diversity, Equity and Inclusion (DEI) Director for Columbia Threadneedle based in the UK, to drive and embed the organisation's DEI strategy and support the delivery of tangible outcomes
- Elevating accountability for DEI with the creation of individual DEI plans for each senior leader informed by data and tailored to the gaps and opportunities within their business line
- Continuing to enhance and leverage our DEI tools, capabilities and programmes with a focus on talent development, succession planning and building a diverse pipeline of talent

We remain committed to improving representation of women and reducing the gender pay gap to achieve our ultimate goal of gender balance, and we recognise that we still have more work to do to realise this ambition.

We confirm the data reported is accurate.




Nick Ring
CEO EMEA
Columbia Threadneedle Investments




David Logan
Director
Columbia Threadneedle (Services) Limited

Gender pay and bonus gap

Threadneedle Management Services Limited* pay and bonus gap (April 2022)

	Mean	Median
Women's hourly rate is:	29.7% lower	27.7% lower
Women's bonus pay is:	64.5% lower	56.6% lower

*Threadneedle Management Services Limited is a UK employing entity for Columbia Threadneedle Investments' UK business.

Columbia Threadneedle (Services) Limited** pay and bonus gap (April 2022)

	Mean	Median
Women's hourly rate is:	27.1% lower	25.2% lower
Women's bonus pay is:	74.0% lower	50.0% lower

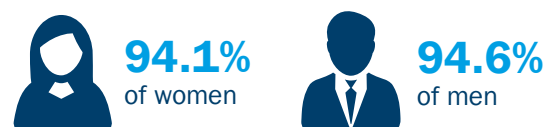
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The tables above show:

- The **hourly rate** is calculated using ordinary and bonus pay paid in the month of 5 April 2022.
- The **bonus pay** is calculated using bonus pay paid in the 12-month period to 5 April 2022.
- 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.

Proportion of staff receiving bonus

Threadneedle Management Services Limited



Columbia Threadneedle (Services) Limited



Proportion of men and women in each pay quartile

The quartile analysis shows the number and proportion of men and women at each level of the company split by hourly pay.

Threadneedle Management Services Limited

Upper Quartile



Upper Middle Quartile



Columbia Threadneedle (Services) Limited

Upper Quartile



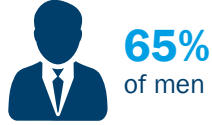
Upper Middle Quartile



Threadneedle Management Services Limited

Columbia Threadneedle (Services) Limited

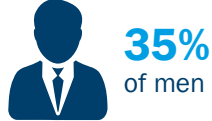
Lower Middle Quartile



Lower Middle Quartile



Lower Quartile



Lower Quartile



What does the data mean?

The main driver of the gap remains the under representation of women at senior levels of the organisation where pay levels are higher, and a high number of women relative to men in lower-paid roles. It is important to note that the gender pay gap is not the same as equal pay which relates to men and women doing similar roles being paid equitably.

All data as at 5 April 2022.

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

Issued by Threadneedle Management Services Limited and Columbia Threadneedle (Services) Limited. Columbia Threadneedle Investments is the global brand name of the Columbia and Threadneedle group of companies.
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