



Ameriprise Financial

Responsible Business Report

Spring 2022

Table of contents

A message from our Chairman and CEO	2	Responsible Investor	17
Recognized as an industry leader	3	Governance	23
Recognized for managing our business responsibly	4	Environmental Steward	26
Strong record of delivering for our stakeholders	5	Community Impact	29
Financial strength and stability	6	SASB Index	33
Our sustainability approach	7	Ameriprise and our global reach	34
Values-Driven Firm	8	Appendix	35



Dear fellow stakeholders,

I'm pleased to report that Ameriprise delivered a record year in 2021, demonstrating the strength of our relationships with clients, our values and extensive capabilities as a diversified business. We achieved new highs for assets under management and administration, client flows and financial results. Importantly, Ameriprise was named the #1 most trusted wealth manager in the U.S.*, which is high praise and reflects our client-focused culture and dedication to meeting their evolving needs.

Our decisions and actions are based on our unwavering commitment to stand behind clients to provide a differentiated level of service and value. Throughout the challenges of the pandemic, we have remained focused on our clients while also prioritizing the health and safety of the Ameriprise team.

We continued to earn meaningful recognition for our client engagement and service, as well as our employee engagement. And Ameriprise was again included in ESG indices, including the FTSE4Good Index Series. In addition, our progress resulted in multiple respected ESG research firms increasing their ratings for Ameriprise.

In this 2022 Responsible Business Report, we discuss our sustainability approach in five segments: values-driven firm, responsible investor, governance, environmental steward and community impact. The report outlines how we have kept the interests of all our stakeholders front and center during the ongoing pandemic. The report also highlights our efforts to evolve our reporting through a new SASB Index, advance our human capital disclosures, evolve our response to climate change, and expand our Responsible Investment capabilities with the strategic acquisition of BMO Financial Group's European-based asset management business.

In closing, I hope you find this report informative. At Ameriprise, we work diligently to manage our business responsibly and are committed to building on our legacy.

Sincerely,



James M. Cracchiolo
Chairman and Chief Executive Officer



JAMES M. CRACCHIOLO

* Investor's Business Daily.
Data as of Dec. 31, 2021.



Recognized as an *industry leader*



Clients rate Ameriprise

4.9 out of 5

in overall satisfaction and
“always putting my interests first”

96%

say their advisor provided advice
that addressed their needs*

For the third consecutive year,

J.D. Power recognized Ameriprise

for providing "An Outstanding Customer Service
Experience" for phone support for advisors

#1 Most Trusted Wealth Manager

Investor's Business Daily



Hearts & Wallets Top Performer™

Clients say Ameriprise is “unbiased
and puts my interests first”

Columbia Threadneedle

**133 ★★★★★ and ★★★★★
Morningstar-rated funds**

* Source: Ameriprise Financial Goal-Based Advice Survey. Results from July 2018 through June 2021, reflecting 5,969 client responses. The percentages cited reflect those who agree or strongly agree with each statement (on a 5-point scale). Clients may complete a survey via the secure site after their goals are published online.

Recognized for *managing our business responsibly*



FTSE4Good

FTSE4Good



MSCI ESG Rating

As of 2021, Ameriprise received an MSCI ESG Rating of A.



Beyond the Yellow Ribbon

Supporting service members and military families



Disability Equality Index



Military Friendly Employer



Brandon Hall Group

Excellence in Learning & Development

The use by Ameriprise Financial of any MSCI ESG Research LLC or its affiliates ("MSCI") data, and the use of MSCI logos, trademarks, service marks or index names herein, do not constitute a sponsorship, endorsement, recommendation, or promotion of Ameriprise Financial by MSCI. MSCI services and data are the property of MSCI or its information providers, and are provided 'as-is' and without warranty. MSCI names and logos are trademarks or service marks of MSCI.

See [appendix](#) for additional source and disclosure information.

A powerful business with a strong track record of delivering for our stakeholders

At Ameriprise, we help people feel confident about their financial future. Our diversified business is built on long-term relationships and centered on advice.

- We are a leading wealth manager and a longstanding leader in financial planning and advice in the U.S., serving more than 2 million individual, small business and institutional clients.
- We are a global asset manager investing on behalf of individuals and some of the most sophisticated institutional investors in the world.
- Our insurance and annuity businesses are differentiated and help meet clients' retirement income and protection needs.

- Our bank adds to the capabilities our clients and advisors can deploy to reach their goals.

We remain focused on delivering long-term sustainable value to our shareholders while recognizing the interests of all our stakeholders.

Given our extensive capabilities, distribution reach and leadership positions, we engage with multiple stakeholders. These include Ameriprise shareholders, investors, research organizations and others who are increasingly seeking to better understand performance factors that underpin long-term business success and sustainability. Many want to work with companies to advance causes they consider important, especially those related to ESG topics.

For Ameriprise, priority topics related to sustainability include talent development and retention, compliance and governance, as well as data privacy and security, as these help demonstrate that our clients' trust is well-placed and can endure. Initiatives such as managing climate risk and helping solve domestic hunger through more than a decade of support for Feeding America® are also important to us and our stakeholders.

We believe that all of these elements are important to understand about Ameriprise, as our collective actions contribute to our sustainability, and ultimately our reputation and ability to help our clients feel confident about their financial future.

Stakeholders

- Clients and policyholders
- Employees and contractors
- Ameriprise financial advisors
- Investors in Columbia Threadneedle and RiverSource products
- Shareholders of Ameriprise
- Portfolio companies of Columbia Threadneedle
- Regulators and rating agencies
- Suppliers
- Community organizations, grantees and non-governmental organizations
- Other financial institutions and businesses

"The company maintains a great balance of customer, employee and shareholder interests. All three are equally valued."

2021 AMERIPRISE EMPLOYEE ENGAGEMENT SURVEY RESPONSE



Our *financial strength* differentiates Ameriprise

Ameriprise stands tall as one of the strongest firms in the industry, with a proven record of generating and protecting shareholder value across market cycles.

This enables us to stay focused on meeting the needs of our clients, advisors, employees, shareholders and other stakeholders in both the near and long term.

- Strong ratings and risk management
- High-quality investment portfolio
- Strong liquidity
- Effective hedging program
- Conservative debt level, strong fixed charge coverage
- Strong RBC, excellent free cash flow generation of ~90% of adjusted operating earnings
- Ability to invest for growth and return capital to shareholders at a differentiated rate

Our financial strength underpins our commitments and allows us to continue to invest in the business across market cycles.

\$1.4 trillion
in assets under management
and administration

*Strong, attractive shareholder
value creation*

Our sustainability approach

In this report, we summarize how Ameriprise manages our business responsibly to serve our clients and deliver long-term, sustainable value.

Values-Driven Firm

Ameriprise is a values-driven firm. Our values of client focus, integrity always, excellence in all we do, and respect for individuals and communities in which we live and work guide our actions. Our culture and our people are central to our long-term sustainability.

[Read more.](#)



Responsible Investor

Our financial strength, steady investment and robust enterprise risk management program are critical elements of **preserving and creating sustainable, long-term shareholder value.** We are committed to the prudent management principles that underpin our firm.

[Read more.](#)



Governance

From our tone at the top and culture of compliance to the extensive corporate governance framework of independent oversight by our Board of Directors, **Ameriprise and our stakeholders are well served by our strong governance capabilities, systems and policies.**

[Read more.](#)



Environmental Steward

As a financial services firm, Ameriprise is a low greenhouse gas (GHG) emitter. **We incorporate responsible environmental practices in the management of our facilities,** have earned top ENERGY STAR ratings for the actions we've implemented to improve energy efficiency and continue to evolve our overall approach.

[Read more.](#)



Community Impact

We strive to improve the communities where we live and work. Through strategic grantmaking, volunteerism and global gift matching, Ameriprise supports a diverse group of 7,600 nonprofits across the U.S., UK and other markets.

[Read more.](#)



We update this report annually. Data reported herein is as of Dec. 31, 2021. For more information and previous reports, visit ameriprise.com.



Values-Driven Firm

Guided by our *values*

From our business decisions to the training we conduct and the leadership expectations we foster, our values guide our actions and shape our client-focused culture. We actively nurture our culture through our daily interactions and decisions, and we will continue to do all that we can to protect it.

Client focused

Ameriprise is built on serving and satisfying clients; meeting their needs is our top priority.

Integrity always

We strive to uphold the highest standards of integrity and stand behind what we say and do.

Excellence in all we do

We provide world-class service and innovative products and solutions; we hold ourselves accountable for our actions and the company's results.

Respect for individuals and for the communities in which we live and work

We respect each other, value diversity and inclusion, and work as a team to achieve our goals. Our people are key to our success. We develop our people, reward performance and strengthen our communities by giving to organizations that our employees and advisors support through their money and time.

"I feel connected to our mission and vision. We are a good company with good people throughout the company. Our team is engaged, collaborative and respectful."

2021 AMERIPRISE EMPLOYEE ENGAGEMENT SURVEY RESPONSE

Consistently achieving high levels of employee and advisor engagement

Each year, we survey our employees and advisors to understand the employee and advisor experience, and level of engagement. Since our engagement survey debuted in 2005, *our employee and advisor results have consistently exceeded external benchmarks across all of our dimensions.*

That was true again in 2021, where we saw particular strength in the metrics of Integrity, Leader Effectiveness, Client Focus, Respect, Teamwork & Collaboration, and Growth & Development. We were also pleased with the high rate of participation — especially given the pandemic — *93% of employees participated, the same as in 2020.*

A culture of learning — training our employees and advisors

Ameriprise is committed to the growth and development of our people. We view all employees as leaders and risk managers. Our training programs and courses build leadership skills and help employees grow professionally and advance within the company. We also work closely with our field leadership team to engage our employee and franchise advisors in training programs, conferences and coaching opportunities that help grow their practices while reinforcing our commitment to clients and our corporate values.

In addition to annual training requirements at the firm level and for those who maintain regulatory designations, we encourage all employees to

take advantage of our professional development programs, including online courses, workshops, mentoring, networking and peer-to-peer programs.

Reinforcing our values-based, inclusive culture during the pandemic

Throughout the pandemic, we've executed our strategy and delivered solid performance, reflecting the strength and resiliency of our values-based, inclusive culture and strong technology infrastructure to maintain connections in an increasingly virtual world.

Our teams continue to adjust well to the evolving environment, and we are being thoughtful and measured in our approach to returning to our offices while maintaining our focus on clients, each other, shareholders and other stakeholders.

We also know that flexibility is increasingly important to employees and a key driver of satisfaction. Flexibility has always been a tenet of our operating model, and that will continue. Employees have support from their leaders to ensure they maintain balance with flexibility through both formal and informal work arrangements. Going forward, we are building on our learnings from the pandemic and listening to our clients, advisors, employees and shareholders to continue to reinforce our culture, strengthen relationships, meet our business objectives and serve our clients well.



See pages 15-16 of our 2021 Responsible Business Report for more information about actions we've taken to support employees during the COVID-19 pandemic.

We are an *industry leader in employee engagement*

91% of employees received *development training* in 2021 despite working largely virtually

We delivered an estimated *8.3 training hours* per employee in 2021

Serving our clients' best interests

As a longstanding leader in financial planning and advice in the U.S., a global asset manager and an insurer, *understanding and meeting clients' needs is our top priority*. Clients value the personalized advice and informed perspective they receive from Ameriprise — especially during periods of uncertainty and at important moments in their lives.

Our clients, advisors and the firm benefit from the ongoing investment we make in our client experience. We are committed to offering a broad choice of products and services to help clients reach their goals, with services supported by a strong compliance foundation of appropriate policies, supervision and disclosures.

Our financial advisors operate under very high standards of care, including applicable standards from the SEC, DOL, FINRA and state regulators, and we will continue to adapt to an evolving regulatory landscape. We are proud to adhere to the consumer protection and transparency principles of putting our clients' interests first. When we provide clients with recommendations as a broker-dealer or act as an investment adviser, we act in our clients' best interests and put clients' best interests ahead of ours. *Ameriprise is committed to clearly informing clients* about the benefits, costs and material risks of the financial solutions we recommend.

We provide our Client Relationship Summary, [Working in Your Best Interest](#) document ([Regulation Best Interest and your brokerage relationship with Ameriprise](#)) and [Client Relationship Guide](#) to all new wealth management clients in the U.S. to help them understand how we serve them. Together,

these documents describe our commitment to clients, the actions we take to safeguard their accounts, products available, the way our company and our advisors are compensated and how we can help answer questions. Our advisors also explain how they manage their practices and the pricing of various services they deliver.

In addition to our holistic and robust client relationship materials, clients receive timely notification of transaction confirmations, account statements and other communications.

Delivering high-quality client service

The Ameriprise service experience begins with listening to our clients and advisors and earning their trust, one interaction at a time. We gather their feedback through ongoing satisfaction surveys that help us prioritize our resources and continuously improve their experience through increased personalization, automation and innovation. Our outstanding customer service sets us apart from competitors and we have been recognized by J.D. Power for providing "An Outstanding Customer Service Experience" to advisors over the phone for three consecutive years.

Teams across our global footprint work together to be the best in the industry. We continually improve tools and services, digitize our processes, make it easier to do business virtually — and use our award-winning training programs to ensure our employees provide the right answer the first time, process transactions precisely and in a timely manner, and swiftly handle escalations and complex issues. This culture of continuous improvement and innovation enables us to deliver a distinct experience for clients.

"Ameriprise is great at continually improving and implementing new technology that helps advisors service clients more efficiently. The resources that they have added over the past 10+ years have been great, and I am appreciative of the continued forward thought process the company has provided."

**AMERIPRISE ADVISOR —
2021 ENGAGEMENT SURVEY RESPONSE**



Ameriprise Diversity, Equity and Inclusion

Vision

Belong, grow and contribute in a culture that unleashes potential

Mission

We foster an inclusive culture where we embrace the unique contributions of everyone at Ameriprise and empower them to deliver value for our diverse clients, community and shareholders

Our aspirations

1. A workforce that reflects the diverse clients and markets we aspire to serve around the world
2. Deliver shareholder value through industry-leading business initiatives by a diverse and engaged ecosystem of employees, advisors and suppliers
3. To be a leading firm in the financial services industry as measured by external recognition, engagement and external representation benchmarks

Fostering an environment to attract, develop and retain talented people

Our business is driven by the capabilities and commitment of our people, the effectiveness of our processes, the performance of products we offer and our technology. Creating an outstanding

employee experience, and thereby retaining and developing our people, is essential to our long-term success. That includes our corporate office employees as well as our advisors across the U.S. and the talented staff they employ.

Our professional development programs are designed to help employees reach their potential through challenging and rewarding work, training and recognition. This includes **competitive compensation, benefits and rewards**, programs to support physical and emotional health, sustainable practices and the ability to participate in company-sponsored volunteer activities.

Championing a diverse, equitable and inclusive culture

We believe that through diversity, we access talent, innovative ideas and varied perspectives to deliver financial solutions that meet clients' needs and make a difference in their lives.

Our diversity, equity and inclusion (DEI) vision, mission and aspirations are key to our sustainability. DEI is embedded in our culture, values, and how we operate as a firm. We are proud of our accomplishments and remain committed to making progress through intentional plans and actions that help us achieve our mission of maximizing the unique contributions of everyone at Ameriprise. This empowers us to deliver value for our diverse clients, community and shareholders.

Our commitment to DEI starts with strong engagement with our Executive Leadership Team (ELT) and our Global Diversity Steering Committee, which guides and champions our DEI

strategy and plan. The DEI Steering Committee is comprised of global senior leaders and executives who are members of the Executive Leadership Team (ELT), who report to the Chairman and CEO. The committee provides input and guidance on our initiatives and regularly reviews DEI metrics and progress toward our goals to ensure continued focus on accountability.

We are committed to building the inclusive leadership skills of everyone at Ameriprise. We believe that it is a business imperative to foster an environment where everyone at Ameriprise feels like they belong and can bring their whole self to work. In 2021, the ELT significantly increased resources on the DEI team. We added four team members focused on developing business-unit specific programs and resources to enhance our measurement and diagnostic capabilities. We have updated our DEI curriculum to give leaders and employees more practical tools focused on awareness to provide a foundational knowledge about the many facets of diversity and on allyship. We promote the ideas and principles of inclusive allyship with content that encourages inclusive leadership behaviors, builds skills needed to navigate difficult conversations and focuses on valuing differences.

- We continue to evolve and enhance this content to mitigate bias in all key talent processes, including recruitment and performance management.
- We launched a new gender inclusion training pilot that leverages behavioral science research and industry best practices to provide all levels of leadership with the needed competencies and behaviors to help increase gender representation and a culture of inclusion.

- We continued our Global Diversity Speaker Series focused on current diversity and inclusion topics that foster dialogue among our leaders and employees.
- For the fourth consecutive year, we hosted our Global Diversity and Inclusion Week to engage global employees about the shared role we have in building a culture of learning and inclusion that helps the firm achieve our DEI aspirations and deliver business results. We expanded our content to include sessions on how to be an ally, bring your whole self to work and increase awareness of people with disabilities.

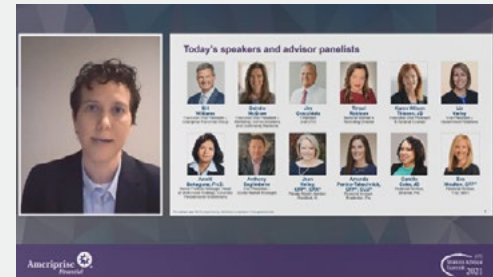
We are committed to inclusion in every part of the employee experience so that all Ameriprise employees and advisors feel like they belong, and can grow and develop in their careers.

This includes:

- Investing in training to increase awareness of the interviewer’s role in shaping a strong candidate experience, including training on unconscious bias in the recruitment process.
- Recruiting diverse talent through targeted outreach to engage diverse applicants; this includes participating in recruiting events with organizations that reach women, people of color, veterans and people with disabilities.
- Continued focus on our successful “returner” program, which recruits women who have taken a break in their career and are returning to the workforce.

- Investing in leadership development training by ensuring employees have individual development plans, including targeted learning opportunities, as well as mentoring and peer learning groups.
- Expanding our focus on diversity within our advisor force, including our continued sponsorship of the Conference of African American Financial Advisors and the launch of our Black Empowerment Advisor Community focused on helping recruit, retain and engage more Black advisors.
- Engaging passionate leaders who help lead our business resource networks or volunteer to lead business-unit specific diversity initiatives. We have seven employee-led Diversity & Inclusion Groups that help to drive deeper engagement and address business-unit and regional diversity priorities.
- Hiring a new, dedicated DEI analytics leader to enhance our reporting and diagnostic capabilities. Through our increased resources, expertise and funding, we developed a new DEI dashboard that we review with business unit and ELT leaders quarterly to identify trends and drive accountability.

Our DEI Strategy includes clear policies to build upon our inclusive culture. We are committed to a work environment free from discrimination and maintain the following policies that are included in our **Global Code of Conduct**: Equal Employment Opportunity; Individual Treatment; Affirmative Action; and Anti-Discrimination. More on our company values and employment practices is available at ameriprise.com/careers.



2021 Women Advisor Summit brings Ameriprise women together in a virtual world

For the fourth consecutive year, Ameriprise held an event in partnership with the Women’s Empowerment (WE) Network that brings together a dynamic group of speakers who share perspectives on driving practice growth, helping clients navigate the external landscape and tips for personal and professional development.

Columbia Threadneedle

Our asset management business, Columbia Threadneedle Investments (Columbia Threadneedle), adopted a global DEI framework in 2020 to further support regional DEI action plans. Increasing inclusivity and diversity is one of Columbia Threadneedle's priorities, with a strategic objective to change the profile of our employee base over time. The goal is to better reflect our client base and the broader population by increasing the percentage of women, Black, ethnic and all underrepresented groups across every level of the organization.

As part of our commitment to fostering a diverse workforce, we sponsor and support multiple industry initiatives, including The Diversity Project in both the UK and North America, an initiative to achieve a diverse and inclusive investment and savings industry. In 2021, Columbia Threadneedle joined The Equity Collective, a diversity-driven partnership among 23 wealth and asset management firms. This group of industry leaders has committed to educating, empowering and developing the next generation of diverse leaders in the finance industry by participating in education and awareness events. And we began participating in the 10,000 Black Interns program, offering two front office internships in 2021. In addition, five senior executives from Columbia Threadneedle, including our CEO, joined other industry leaders to participate in LGBT Great's flagship Project 1000 campaign — a five-year effort to spotlight 1,000 LGBT+ and supportive allies working in, or with, the buy-side.

In the UK, we publish our gender pay gap report on columbiathreadneedle.co.uk. The gender pay gap data reflects the fact that women hold fewer senior positions at Columbia Threadneedle in the UK, including in higher-paying specialist areas such as investments and front-line sales. Gender pay gap is not the same as equal pay (which has been a legal requirement in the UK since 1970).

Ameriprise conducts an annual compensation equity analysis for all employees, including a specific review of compensation by gender and race. Our goal is to deliver compensation programs that are fairly administered when considering performance and experience to ensure that all employees receive equivalent pay for equivalent work.

Supporting supplier diversity

Our supplier diversity initiatives encourage all suppliers, including those owned by minorities, women, veterans, LGBTQ+ individuals and people with disabilities, to participate in our program.

Including diverse suppliers in our sourcing process allows us to develop the most innovative, high-quality and cost-effective business solutions while strengthening local economies.

In addition to sourcing suppliers directly, we participate in industry events, which helps us identify diverse suppliers, benchmark with industry peers and evolve our program in alignment with industry best practices.

Through the combination of our direct efforts, participation in industry initiatives and improved visibility of our Tier 2 supplier diversity results, we have increased our Tier 1 and Tier 2 supplier diversity spend since 2017. We also increased the number of supplier diversity projects identified for participation in sourcing bids by establishing a systematic RFP process. We welcome suppliers to register through the supplier diversity portal on ameriprise.com.

Ameriprise continues to evolve its human capital disclosures. Since 2017, we have increased the transparency of our DEI progress and metrics. This year, we are adding comprehensive Equal Employment Opportunity (EEO) data to our existing human capital disclosures. With these new disclosures we hold ourselves accountable to continue to increase representation at all levels of the organization.

Ameriprise Financial, Inc. employee, advisor and board demographic representation

BOD and Leadership (%)	Global Women		U.S. POC ¹
Board of Directors	22%		11%
Executive Leadership Team	21%		7%
CEO Senior Management Direct Reports	33%		20%
	Women		POC
	U.S.	Global	U.S.
Senior Management ²	29%	26%	11%
Total employees (non-advisors) ³	48%	45%	20%
Total employees (includes employee advisors) ⁴	41%	40%	18%
Total advisors ⁵	20%	–	9%
New hires	43%	42%	31%

Data as of Dec. 31, 2021.

¹ People of color (POC), U.S. only, includes people who identify as racially and ethnically diverse based on U.S. Equal Employment Opportunity (EEO) classifications: Hispanic or Latino, Black or African American, Native Hawaiian or Pacific Islander, Asian, American Indian or Alaska Native and Two or More Races.

² Senior Management includes Ameriprise officers and senior investment leaders.

³ Total employees (non-advisor), excludes all advisors.

⁴ Total employees (includes employee advisors), excludes independent advisors that are not employees.

⁵ Total advisors includes employee advisors and independent advisors.

U.S. EEO Data*	Female							Male							Total
	American Indian or Alaska Native	Asian	Black or African American	Hispanic or Latino	Native Hawaiian or Pacific Islander	Two or More Races	White	American Indian or Alaska Native	Asian	Black or African American	Hispanic or Latino	Native Hawaiian or Pacific Islander	Two or More Races	White	Total POC
Executive/Senior Official and Managers	0.00%	1.41%	1.41%	0.00%	0.00%	0.00%	23.94%	0.00%	8.45%	0.00%	2.82%	0.00%	0.00%	61.97%	14.09%
First/Mid-Level Officials and Managers	0.09%	3.08%	1.78%	0.94%	0.12%	0.36%	35.36%	0.03%	5.74%	1.33%	0.85%	0.09%	1.00%	49.23%	15.43%
Professionals	0.12%	6.41%	2.41%	1.12%	0.06%	1.00%	32.00%	0.12%	10.00%	2.29%	1.00%	0.00%	0.94%	42.53%	25.47%
Sales Workers	0.00%	2.16%	0.94%	2.09%	0.14%	0.59%	25.24%	0.17%	2.76%	1.36%	1.64%	0.10%	0.66%	62.12%	12.61%
Administrative Support Workers	0.51%	2.98%	10.83%	3.50%	0.09%	2.98%	42.54%	0.00%	1.36%	4.09%	2.47%	0.09%	1.19%	27.37%	30.16%
Total	0.12%	3.39%	2.80%	1.66%	0.11%	0.89%	32.39%	0.09%	5.06%	1.86%	1.35%	0.08%	0.90%	49.31%	18.30%

* The data provided uses U.S. EEO race and ethnicity classifications and job categories. Job categories with five or less employees have been omitted. The percent calculations are determined on the percent of representation of employees' gender and ethnicity within each of the EEO job categories in each row. Each row adds up to approximately 100% (variations due to rounding), excluding the Total POC column.

Ameriprise Business Resource Networks



Black Employee Network

Founded in 1987, the Black Employee Network (BEN) is a forum for employees to enhance their personal and professional growth from an African American perspective and maximize their contributions to Ameriprise Financial and the community.



Jewish Interest Network

Through a variety of programs and events, CHAI provides a forum for employees to experience Jewish tradition and practices and promotes involvement within the wider Jewish community.



Asian-American Employee Network

EastWest Exchange (EWEx) is the Asian-American Employee Network, which champions the importance of diversity in the workplace by focusing on issues of interest to the Asian and Asian-American community at Ameriprise.



Family & Life Stages

The Family & Life Stages Network offers support and resources to help employees from hire to retire and across life's transitions — from raising children to providing care for our family and friends.



Hispanics, Latinos & Amigos Network

Hispanics, Latinos & Amigos Network (HOLA) is organized to provide a forum at Ameriprise Financial for engagement with Hispanic and Latino culture.



Muslim Employees Connecting and Contributing to Ameriprise

Muslim Employees Connecting and Contributing to Ameriprise (MECCA) provides a forum for employees to develop personally and professionally and promotes engagement with the wider American Muslim community.



Gay, Lesbian, Bisexual, Transgender, Questioning Network

The PRIDE Network fosters a work environment that is inclusive and supportive of gay, lesbian, bisexual, transgender and questioning employees so they may all perform freely to their fullest potential.



Christian Employee Network

SALT serves as a network and resource group for the Christian employee community at Ameriprise Financial and strives to make a positive impact on the workplace.



South Asian Network of Ameriprise

The South Asian Network of Ameriprise (SANA) was created by and for people and cultures originating from Bangladesh, Bhutan, India, Maldives, Nepal, Pakistan and Sri Lanka.



Abilities Network

The Abilities Network, STRIVE, seeks to foster innovation and demonstrate business value through education, advocacy, branding and engagement, positioning Ameriprise Financial as a company of choice for people of all abilities.



Veteran's Employee Network

Veteran's Employee Network (VETNET) provides a forum for employees to increase understanding of veterans, active duty, National Guard and military reservists, while enhancing professional skills and maximizing contributions to Ameriprise and the community.



Women's Interest Network

Women's Interest Network (WIN) Ameriprise is committed to promoting professional development by providing mentorship and leadership opportunities, and providing insight on women's perspectives.



Young Professionals Network

Young Professionals Network (YPN) provides leadership development and networking opportunities for emerging leaders within the company.

- Open to all employees, our networks engage over 11,000 participants each year
- Members focus their actions around four core areas: leadership engagement and development, Ameriprise business support, community involvement and cultural awareness
- Networks provide employees with additional resources to support a healthy work-life balance and to develop professionally
- In addition to enhancing our inclusive culture, we believe that active participation in these networks serves as a strong Leadership Development and Engagement opportunity, providing access and visibility to senior leaders within the enterprise

Aligning pay with performance

Our employee compensation program is designed to attract, retain and motivate employees, and we assess it annually to ensure competitiveness. Our compensation programs are directly aligned with performance, and we work to ensure internal equity when considering an employee’s skills and contributions.

We assess performance from both *Goals* and *Leadership* perspectives. *Goals* measure what is accomplished against stated objectives; *Leadership* measures how the work is accomplished consistent with our leadership competencies. Many employees are eligible for annual incentive awards and long-term incentives, in addition to their base pay.

We provide extensive information about our executive compensation program through our annual [proxy statement](#) available at ir.ameriprise.com. *Our executive compensation program operates within a corporate governance framework* designed to ensure independent oversight, objective advice and analysis, appropriate risk management and transparency.

What do you like best about working at Ameriprise Financial?

"Open and collaborative culture that provides opportunity for each individual to achieve their potential and learn and grow while doing so."

2021 AMERIPRISE EMPLOYEE ENGAGEMENT SURVEY RESPONSE

U.S. Benefits Program and other resources

Physical

- Onsite Health Services Clinic*
- Health coaching
- National fitness center discounts; virtual and on-demand fitness classes
- Onsite fitness center*
- Telemedicine
- Flu vaccinations
- Onsite breast cancer screenings
- Ergonomic desk workspace adjustments

Social

- Flexible work arrangements
- Childcare discounts
- Maternity and parental programs
- Adoption, childcare and elderly care support
- Mothers rooms
- 8 hours of PTO to volunteer

Emotional

- Employee Assistance Program (EAP)
- Resiliency and stress management tools and resources
- Support groups
- Business Resource Networks
- Onsite behavioral health clinician*
- Meditation rooms
- Virtual behavioral health counseling

Financial

- Financial education and finance calculators
- Financial planning subsidy
- Tuition reimbursement and student loan refinancing
- Discount programs
- Legal services
- Student loan financing program

Supporting total well-being

Ameriprise offers a comprehensive and competitive benefits program and resources to support our employees’ physical and emotional health. Our benefits include medical, dental, vision, life and disability insurance, flexible work arrangements, tuition reimbursement, commuting assistance and programs to support a healthy work-life balance.

We provide health and wellness resources beyond traditional comprehensive benefits. Our Health Matters well-being program supports employees’ physical, emotional, financial and social wellness. The program offers information about exercise, nutrition, financial preparedness, self-development and managing stress and anxiety.

As part of this approach, teams from Security, Human Resources, Real Estate/Facilities and Business Continuity collaborate to ensure the health, safety and well-being of employees, contractors and clients; leverage effective models to prevent injuries and incidents and drive compliance with legal and regulatory requirements.

This coordination has been critical during the pandemic, as we focused on ensuring we could continue to meet the needs of clients and advisors while maintaining the health and safety of our people.

*Minneapolis corporate offices only



Responsible Investor

Managing our business prudently

One of our key management principles is prudent management of the business. *We are proud of our financial strength, steady investment and record of never taking a government bailout.*

- This strength was also clearly demonstrated during the volatility and economic dislocation from the pandemic. Ameriprise was one of the few firms with the financial strength and broad capabilities to deliver an exceptional client experience with approximately 95% of employees working from home in 2021, while also maintaining growth investments and returning capital to shareholders at a differentiated rate.
- During the financial crisis of 2008-2009, these principles ensured we could decline the U.S. government’s assistance. We also helped thousands of clients who were impacted by the closure of the Reserve Fund (a large money market fund) — advancing clients more than \$700 million to meet their liquidity needs and stepping in to preserve assets for all investors.

Benefiting from our diversified business

A key benefit of our diversified business is the intellectual capital and insights we draw from across our businesses. It is essential to how we manage risk across the firm. Whether it’s the holdings within our asset management business or our successful variable annuity hedging program, we view risk and related opportunities at multiple levels: enterprise, entity, product and suppliers.

Effectively managing enterprise risk

As a diversified financial services company, Ameriprise is subject to risks and uncertainties that reflect an evolving market, business and regulatory environment. *We believe a robust enterprise risk management program is critical to preserving and creating sustainable, long-term shareholder value and delivering for all our stakeholders, including shareholders, clients and employees.* We devoted significant resources to develop our policies, procedures and controls to identify, monitor and manage risk.

Our enterprise risk program encompasses financial and non-financial risk components, and our corporate values foster a culture of compliance and risk awareness.

Strong financial foundation

- Never taken a government bailout
- Maintained strong RBC of 400%+ through volatile markets
- Excellent free cash flow generation of ~90% of adjusted operating earnings
- High-quality, diversified investment portfolio with very limited credit losses
- Strong liquidity
- Annually return ~90% of operating earnings to shareholders while maintaining growth investments
- Increased our quarterly dividend 16 times since becoming a public company in 2005
- Strong ratings:

As of Dec. 31, 2021	S&P	Moody's	AM Best	Fitch
Ameriprise Financial credit rating	A-	A3	a-	A-
RiverSource Life Insurance financial strength rating	A+	Aa3	A+	

Ratings shown are the same for both RiverSource Life Insurance Company and RiverSource Life Insurance Co. of New York. They each receive separate ratings from the independent rating agencies. Issuer ratings are S&P/Moody's/AM Best/Fitch respectively. A security rating is not a recommendation to buy, sell or hold securities and should be evaluated independently of any other rating. The rating is subject to revision or withdrawal at any time by the assigning rating organization.

For the most current ratings, go to ir.ameriprise.com

Risk management is incorporated into the day-to-day operations and decision-making of the company. Our program reflects specific tolerances and regulatory requirements that we monitor to ensure we meet client and company needs. Our objectives include:

- Minimizing or avoiding impacts from capital/liquidity, market, investment, operational and reputational issues
- Proactively meeting capital, liquidity, earnings and operational requirements for each line of business and the enterprise
- Effectively identifying and minimizing company exposures within a reasonable timeframe
- Continually improving our risk management capability and infrastructure within decision processes and reporting
- Providing value to clients and shareholders by focusing on strong cybersecurity programs

Our senior management is responsible for identifying and managing our exposure to risk. In addition, the Ameriprise Financial Board of Directors (Board) plays an important oversight role, with the Audit and Risk Committee in particular. See the [Governance](#) section of this report for related information.

Generating, allocating and preserving capital

Our diversified business generates substantial free cash flow that we invest in the business (organic and through acquisitions) and return to shareholders. As we grow, our less capital-intensive, more fee-based businesses

are becoming a larger percentage of our total business.

Investing in low-income housing initiatives

As part of our large, diversified investment portfolio, Ameriprise Financial maintains investments in pooled vehicles focusing on low-income housing properties and initiatives. These investments provide certain tax benefits to Ameriprise and our shareholders, while supporting the development and maintenance of affordable housing. Historically, the investments have delivered adequate returns with low default levels. At year-end 2021, the portfolio held more than \$157 million of low-income housing investments.

Within our wealth management business, we are focused on meeting client needs related to sustainable and impact investing while providing advisors with capabilities to confidently offer ESG solutions within the Ameriprise Client Experience

In addition to the Responsible Investment (RI) capability within Columbia Threadneedle, *Ameriprise offers products and solutions tailored to meet the requests of clients interested in environmental, social and governance (ESG) and value-based investing.*

In our wealth management business, we define RI/ESG investing to include three distinct areas:

- ESG integration that looks to integrate ESG factors within the portfolio management process

- Impact investing that seeks to generate positive, measurable impact
- Value-based investing that seeks alignment with one's values, typically by excluding certain sectors or companies

We have a highly curated set of RI/ESG solutions that are available for advisors and clients. The Ameriprise Investment Research Group (IRG) uses rigorous due diligence practices to carefully review all RI/ESG solutions, including mutual funds, exchange-traded funds (ETFs), separate accounts (SMAs) and models. The IRG incorporates DEI metrics into this process to evaluate asset managers on our platform.

ESG and sustainable or impact investing adds a layer of complexity to portfolio construction and management. To support our advisors, we provide research materials such as white papers, ESG recommended lists and investment perspectives. We are establishing a consistent proprietary ESG rating system and adding resources to simplify portfolio construction and management. We also collaborate with asset management partners to deliver education regarding ESG solutions and resources that offer their point of view alongside our own perspectives from the IRG.

RI/ESG assets in our wealth management business are growing. However, they still remain a small part of our overall client assets. *We have seen an increase in advisor interest around understanding the opportunities and risks related to RI/ESG strategies*, recognizing that the field is evolving from one where the driver has traditionally been alignment between a client's personal values and their investments,

to one that combines an expectation of improved performance related to sustainability factors and alignment with one's values. As ESG investment trends evolve, we expect clients will be interested in allocating a higher percentage of their investments to RI/ESG strategies and solutions, and therefore our advisors will be increasingly interested in solving their clients' needs through RI strategies.



Striving to be responsible stewards of our clients' assets within a framework of good governance and transparency

Ameriprise, through Columbia Threadneedle, manages the assets of individual investors and some of the world's most prominent institutional clients, governments, corporations, endowments and foundations.

Being a responsible investor is integral to our business proposition, as we believe well-governed companies are better positioned to adapt and manage the risks and challenges inherent in business and to capture opportunities that foster sustainability and long-term value creation.

As an active manager of global equities, fixed income, and alternative assets, we seek opportunities that help deliver sustainable growth and returns for our clients. *Asset management plays an important role in the*

economy by helping to transfer today's savings into investment for tomorrow that will enhance productivity, support opportunity and enable future growth.

To improve productivity and capture growth opportunities, businesses (and investors) need to invest for the long term. Long-term investment — in companies and in assets such as infrastructure, research and development, factories, equipment and real estate, as well as in the capabilities required for a knowledge-based economy — is needed to expand the productive capacity of a modern economy.

Identifying and benefiting from the value generated by well-run companies

The rationale for long-term responsible investment is clear — stronger economies and well-run or improving businesses that look to the future should deliver stronger, more sustainable investment returns. We believe responsible investment may help to generate better informed investment decisions and outcomes for clients.

Our investment approach is underpinned by its research intensity and belief that sharing insights across asset classes and geographies generates a richer perspective on global, regional and local investment landscapes.

Consistent with this core belief, RI research and data are integrated and embedded into our global fundamental research capability facilitating the integration of material ESG factors into our research processes. We call this

process Research Intensity, as it facilitates a collaborative, insight-driven approach to research.

Our ESG research, including consideration of companies' compliance with global norms such as the United Nations Global Compact, assessments of climate and transition risk, and review of the companies' contribution to proprietary thematic outcomes, is integrated by portfolio managers at the security and the portfolio level, using a combination of thematic research, tools and review profiles. In fact, in 2019 *Columbia Threadneedle added to its extensive fundamental research effort by launching an innovative, proprietary RI ratings tool* that combines an assessment of a company's financial stewardship with a view on how well it manages ESG risks as identified by the Sustainability Accounting Standards Board (SASB). By combining both aspects into a single, forward-looking score, the tool reflects our conviction that prudent management of financial and ESG factors are important to a company's ability to create long-term, sustainable value. Read our [SASB case study](#) for more information.

Alongside traditional financial analysis, we serve as a steward of client assets by analyzing and engaging with companies. Targeted engagement with portfolio companies on ESG issues forms an important part of our stewardship activities and our investment approach. Depending on the circumstances and consistent with applicable law and our fiduciary duties, we may also engage with other shareholders or collaborative networks to discuss and address considerations for a company in which we invest.

Our stewardship commitment is integral to our active management approach and aims to enhance the quality of engagement with companies to help improve long-term returns to investors and the efficient exercise of governance responsibilities, including voting client proxies.

We believe corporate boards should have appropriate independent membership and an effective balance and diversity (re: skills, knowledge, experience, gender, approach and perspectives) that complements the strategy, operations and footprint of the business and helps drive long-term, sustainable success. One of our stewardship priorities is enhancing the diversity of thought on corporate boards, with an emphasis on appropriate levels of gender, racial and ethnic diversity. In support of that focus, we are engaging with companies and exercising voting rights where diversity was observed to be low.

We would note that *Threadneedle Asset Management Limited was an initial signatory to the United Nations-backed Principles for Responsible Investment in 2006, and Columbia Management Investment Advisers, LLC became a signatory in 2014.* All PRI signatories are required to report on their investment activities annually. Each affiliate has filed a separate Public Transparency Report. The 2021 reports are available through the PRI website, linked below.

- Threadneedle Asset Management Limited
- Columbia Management Investment Advisers, LLC

We also offer specialist RI solutions via pooled vehicles and client-specific segregated mandates. These solutions aim to empower clients to use their capital to fund development and deliver innovative solutions.

Columbia Threadneedle Responsible Investment policies and practices

Our RI policies are the foundation for our approach to responsible investment and stewardship activities.

The following links provide additional information:

Responsible Investment policies: **U.S. EMEA**
 Proxy voting: **U.S. EMEA**
 Stewardship Principles: **U.S. EMEA**

Recognition of our work

We have received a variety of awards for our work, and our people are proud of the recognition for the innovative solutions we bring to clients. This includes our U.S., UK and European Social Bond strategies, which target capital to organizations and projects that help address social needs. Their focus on areas such as healthcare, education, housing, employment, and access to services and the infrastructure to support them enables us to embrace the principle of doing well by doing good. It also reflects our belief, and that of a growing number of our clients, in aligning investment choices with the aims of the U.N. Sustainable Development Goals (SDGs) agreed upon by world leaders in 2015.




Responsible Investment Recognition

No. 1 Cross-Border Asset Manager
 most aligned with Nordic ESG preferences on Fundrella — 2021

IMPower Wisdom of the Selectors Fund Award — European ESG Bonds Award — 2021 and 2020
 Threadneedle European Social Bond Fund

Financial News — Asset Management Awards Europe 2018

Our Head of Responsible Investment and Solutions was named a Rising Star of Asset Management

Mutual Fund Awards 2016 Nominee for Fund Innovation of the year — Columbia U.S. Social Bond Fund

Investment Week Sustainable Investment Awards 2016
 Best New Entrant
 (Threadneedle Ethical UK Equity Fund)

Expanding our Responsible Investment capabilities through strategic acquisition

On Nov. 8, 2021, Ameriprise announced the successful completion of the acquisition of BMO Financial Group's European-based asset management business (BMO GAM EMEA). In coming together, Columbia Threadneedle and BMO GAM EMEA combine complementary strengths to form a differentiated RI capability based on creating value through research intensity, driving real-world change through active ownership and partnering with clients to deliver innovative RI solutions.

RI is central to the values and culture of the combined asset management business. Both organizations have a strong heritage in RI embedded across teams and processes. We are energized by the opportunity to combine our considerable resources, bringing greater depth and breadth to Columbia Threadneedle's RI capabilities and offering and enriching the scale and sophistication of our expertise on ESG issues across all sectors and geographies.

**COLUMBIA
THREADNEEDLE**
INVESTMENTS

BMO **Global Asset Management**

Together

\$53.8 billion in RI AUM

\$414 billion RI engagement overlay service

45-person team in London, Minneapolis and New York

Both firms are founding members of the UNPRI in 2006

Columbia Threadneedle Investments Global Responsible Investment Capability					BMO GAM EMEA Responsible Investment Capability				
LONG ESTABLISHED RESPONSIBLE INVESTMENT FUNCTION									
ESG CENTRAL TO INVESTMENT PHILOSOPHY AND APPROACH									
SHARED BELIEF IN THE ROLE OF STEWARDSHIP									
Experienced team of RI analysts	Sophisticated proprietary tools	Range of leading RI strategies	Well respected thematic and policy analysts	Dedicated stewardship team	Experienced team of RI analysts	Market leading Engagement Overlay Service (REO)	Responsible Investment Advisory Council	Award winning ESG capabilities	Range of dedicated RI products (Article 8 & 9)

Retirement and protection solutions – benefitting from the RI capabilities within asset management

Ameriprise's asset management business, Columbia Threadneedle, manages the portfolio of our retirement and protection business, RiverSource Life. This high-quality portfolio is invested in fixed income instruments with investment grade corporate bonds and mortgage-backed securities as sizable percentages. We manage the portfolio within specific investment and risk parameters to achieve its goal of meeting the current and long-term claims-paying requirements of the business.

As part of this long-standing relationship, investment teams purposefully and thoughtfully incorporate our RI approach within the investment process. Portfolio managers have access to Columbia Threadneedle's RI Issuer Dashboard, which contains relevant SASB risk factors for that particular issuer's industry and its own Columbia Threadneedle RI Rating, Financial Stewardship Rating and ESG Materiality Rating. In addition, the dashboards incorporate leading third-party ESG research as external inputs.

Within our stewardship, we engage directly and proactively with management teams on ESG factors. These engagements include discussion of key ESG topics, including emissions, executive compensation, board composition and human capital/workplace diversity.



Since 2018, our investment team has thoughtfully and strategically reduced the carbon intensity of the corporate bond allocation within the RiverSource Life portfolio by 33% and by 26% since the end of 2019 while maintaining the overall portfolio's quality.

RiverSource Life's portfolio is a large, well-established book with high-performing investments managed over many years. As changes are made to tactical allocations those decisions are informed by the Columbia Threadneedle's RI research.

In fact, the reduction of the carbon intensity of the portfolio reflects not only portfolio management actions, but also the issuers' own steps to reduce their carbon footprints.

In 2021, we created a framework to make sense of investments in the energy transition space — from the impacts on transportation, construction and manufacturing to power producers — identifying key themes that may drive performance.

To learn more, click here: [**Investing in the global energy transition**](#)



Governance

Protecting clients and meeting evolving regulatory expectations

Our enterprise compliance and risk management programs are core to our decision-making process, and serve to ensure compliance with applicable laws and regulations and to identify, measure, manage and monitor risk.

Regulatory developments in the U.S., Europe and other countries have resulted in greater oversight and compliance obligations for the financial services industry, and we continually assess our programs to meet evolving regulations and mitigate risks.

We have a strong tone at the top and a culture of compliance. We closely review and monitor legislative and regulatory changes for future impact to our clients, business, shareholders and governance. We also have a strong Risk and Control Services internal audit function, which reinforces our compliance and risk management capabilities and serves as a “third line of defense.” We continue to invest in technology that strengthens our oversight.

Our Global Code of Conduct requires all advisors and employees to strictly adhere to our values and ethical principles, applicable laws and regulations, and our policies and procedures – an important step as our business has become increasingly global. We’ve also

focused on enhancing the governance of our domestic and foreign subsidiaries, using common principles that are complementary to the applicable laws and regulations. And we’ve embedded risk management processes in our day-to-day operations. Ongoing compliance and fraud prevention training for our employees, and a culture of a “risk manager in every seat,” are foundational components of our operating model.

Management regularly updates the Board on the regulatory environment, the strength of our compliance program and emerging risks. The Board discusses with management, the general auditor and independent auditors the company’s enterprise-wide risk assessment and risk management processes, including:

- Prevailing material risks and exposures, including cybersecurity and data protection
- Actions being taken to mitigate these risks
- The design and effectiveness of our processes and controls in light of evolving market, business, regulatory and other conditions

Ameriprise Financial is committed to maintaining the highest standards of ethical business conduct. We promote a work environment that fosters mutual respect, openness and integrity. We provide Ethics Hotline resources that are comprehensive and confidential for leaders, employees, advisors,

independent contractors and vendors to report any suspected ethics violations. The Hotlines are run by independent third parties and allow callers to remain anonymous.



We view all employees as risk managers regardless of their role

All employees, contractors and financial advisors are required to complete mandatory compliance training annually and attest to their fulfillment of regulatory and company-wide requirements. Mandatory compliance education and training covers topics, including:

- **Global Code of Conduct** and Code of Ethics
- Anti-Money Laundering, Anti-Fraud and Anti-Bribery
- Privacy and Information Security
- Internal Fraud Awareness and Reporting
- Workplace Health & Safety
- Life Safety and Business Continuity Management

Operating with effective Board oversight

The Board operates within a corporate governance framework of independent oversight and integrity outlined in our bylaws, Corporate Governance Principles, Categorical Standards of Director Independence and Code of Business Conduct for Board of Directors.

As part of its governance responsibilities, the Board actively monitors the performance of our leaders, the management of risk, effectiveness of policies and controls, and execution of our business strategies. This includes the **Nominating and Governance Committee** overseeing our Corporate Social Responsibility efforts.

This corporate governance structure promotes sound decision-making and encourages transparency and management accountability, including maintaining a culture of integrity and respect. The Board and its committees hold regular executive sessions with management, our independent auditors and our general auditor. The independent directors also meet regularly in executive session.

With regard to our executive compensation, our program, which the Board’s independent Compensation and Benefits Committee oversees, is informed by evolving regulatory trends as well as market best practices, the advice of its independent consultant and feedback gained through interaction with shareholders.

As part of our ongoing shareholder engagement, in 2018 the Board approved bylaw amendments providing proxy access on terms generally consistent with market practices.

In 2019, the Board’s Compensation and Benefits Committee approved an expanded clawback policy that covers more executives and gives the Committee the authority to recoup incentive compensation if the executive is found to have engaged in an intentional and material violation of law that has resulted in significant reputational harm or financial loss to the company.

In 2021 and 2020, Ameriprise hosted virtual shareholder meetings due to the COVID-19 pandemic, ensuring the health and safety of all participants.

Our Board is led by our chairman and CEO. The Board believes that this leadership structure best serves its needs and those of our shareholders.

The role of the Board’s presiding director is also an important part of the Board’s leadership structure. The presiding director leads executive sessions of independent directors and serves as principal liaison between the Board and the chairman and CEO on certain issues.

Our chairman and CEO and the Board’s presiding director work closely together on the Board’s annual performance evaluation, director succession and recruitment, and other important corporate governance matters.

The Board believes that maintaining and enhancing diversity are important corporate governance goals. Currently, eight of nine directors are independent, two are women and one identifies as ethnically or racially diverse.

Tenure of Directors

- 0-4 years
- 5-9 years
- 10+ years



8 of 9
directors are independent

Additional information may be found on ir.ameriprise.com and in our annual proxy statement.

Maintaining our clients’ privacy and data security

We devote significant management time and resources to protect our clients’ privacy and data security. Our privacy protection activities are unified under a single, globally applicable policy and program overseen by our Chief Global Privacy Officer. That global policy accounts for country and regional differences in the obligations imposed by law or regulation, including the EU’s General Data Protection Regulation. We also implemented an enhanced privacy risk assessment tool and process that allows us to report on the state of our privacy

program at points in time. Periodically these reports and related discussions are available to board members and the leaders of the various business units being assessed. Our information security program is based upon and aligns with the industry standard frameworks such as ISO 27001, NIST 800-53 and NIST Cyber Security Framework.

We continually work to safeguard clients' privacy and the data entrusted to us in accordance with applicable laws and our internal data protection policies. This includes taking steps to reduce the potential for identity theft or other improper use or disclosure of personal information, while seeking to collect only the data that is necessary to best serve clients and achieve our business objectives.

Our wealth management business has implemented comprehensive caller verification procedures and tools to protect the identities of our clients and ensure their accounts are secure. In 2021, we introduced a multi-factor authentication solution that uses voice biometrics and behavioral analysis to improve client and advisory security and enhance fraud detection capabilities. An Ameriprise representative will not call and ask for personal information on an unsolicited basis, and we do not request personal information via email.

We disclose how Ameriprise collects, uses, shares and protects personal information and how to report privacy incidents in our online [Privacy, Security and Fraud Center](#). Guidance on how to limit the sharing of personal information is available in our [Privacy Notice](#).

We invest in critical capabilities to keep clients' accounts safe and secure. This includes providing clients with a two-step verification, which is an extra layer of protection when logging into the secure site on [ameriprise.com](#) and helps prevent someone else from accessing their account using a stolen or compromised password. In 2021, we were one of the first firms in the industry to make this feature easier to use, with a new app-based push authentication option.

Other systems and processes in place to safeguard clients' privacy include:

- Multi-layer authentication
- Limiting systems and information access
- Secure technology to encrypt information sent between a client's computer or mobile device and Ameriprise Financial
- Ongoing surveillance and fraud monitoring
- Encouraging the use of secure email through our systems
- Ongoing and comprehensive training
- Annual and ongoing audits and tests of our systems, controls and policies, including at the enterprise and subsidiary levels. These include verifications completed by third parties and through our internal function in collaboration with our independent registered accounting firm that are designed within and aligned with federal cybersecurity compliance frameworks.

Strong focus and continued investment in cybersecurity

While we have established extensive cybersecurity capabilities, we, like other financial services firms, are not immune to online threats. To date we have not experienced any material breaches of or interference with our centrally controlled systems and networks. *We regularly audit and enhance our corporate security capabilities across the firm and assess our ability to identify, protect against, detect, respond to and recover from cyber threats.* We also maintain policies and procedures in response to applicable legal requirements concerning the use and protection of personal information by various regulators throughout the U.S., the European Union and other global regions in which we operate.

To that end, we regularly refresh our cybersecurity response playbook to ensure that leaders charged with public company reporting and protecting against inappropriate trading by insiders are promptly made aware in the event we have a credible belief that a cybersecurity event is occurring or has occurred.

See additional information on our [2021 Form 10-K](#) and on [ameriprise.com](#).



Online security guarantee

At Ameriprise Financial, we're committed to protecting clients' online security. Our efforts are backed by our Online Security Guarantee, which covers 100% of the value of losses in client *Ameriprise*® account(s) due to unauthorized online activity, if we conclude that losses were incurred through no fault of the client.



Environmental Steward

Ameriprise is committed to responsible environmental practices

Reducing greenhouse gas emissions

As a financial services firm, we generate low levels of greenhouse gas (GHG) emissions relative to other industries. The main contributor to those emissions is our corporate real estate.

Since 2016, we have calculated our emissions annually within corporate offices that we independently manage and where we are the sole tenant. We use this data in our submission to CDP (formerly the Carbon Disclosure Project) via their Climate Change questionnaire. *And we work with Lloyd's Register Quality Assurance to provide third-party assurance of our emissions data, ensuring transparency and integrity of the data.*

From 2016 to 2020, *our Scope 1 emissions decreased by 13% and our Scope 2 market-based emissions decreased by 100%* within our 1.8 million square foot Minneapolis campus. In addition, we began purchasing renewable energy certificates (RECs) in 2020 to offset the energy consumption there. In fact, the purchase of 22 million kWh of Minnesota-sourced RECs in 2021 offset our Scope 2 market-based emissions.

For more information about our GHG emissions, please review our [2021 CDP submission](#).

Ameriprise is a
low GHG emitter

Our Minneapolis buildings are
ENERGY STAR certified

We are focused on
**operating buildings
efficiently and reducing waste**

We continue to advance our
**climate change strategy
and approach**

Operating within energy-efficient buildings

Within the real estate Ameriprise controls, *we are focused on operating our buildings efficiently.* Our corporate-controlled real estate, the Ameriprise Financial Center and the Ameriprise Client Service Center, are **ENERGY STAR certified**.

The Ameriprise Financial Center was the first building in Minneapolis to receive the U.S. Green Building Council's Leadership in Energy and Environmental Design (LEED) – Existing Building certification. The Financial Center received LEED Silver Certification and our Client Service Center received LEED Gold Certification.

We partner with our local utilities in Minneapolis and participate in load shedding to help reduce overall demand. We also reduce energy consumption by installing automatic light sensors, reducing heating and cooling, and upgrading to lower wattage light bulbs. And we participate in Xcel Energy's Commercial Efficiency Program to evaluate and implement energy efficiency projects.

Managing waste with innovative solutions

Ameriprise has long prioritized digital document adoption for our advice and wealth management clients. Since 2008, more than a million clients have switched to electronic delivery, saving both millions of pounds of paper and the added cost of printing and mailing statements and confirmations. *And at year-end 2021, more than 60% of our clients were receiving statements by e-delivery.* Separately, Ameriprise was among

the first public companies in the U.S. to allow our shareholders to access proxy materials online instead of receiving paper materials. This initiative reduced the number of printed proxies from 250,000 in 2007 to fewer than 12,000 in 2021. In addition, in 2021 we worked with a certified e-waste service provider to securely recycle more than 1,500 pieces of technology equipment that were no longer in use at our Minneapolis headquarters.

At our Financial Center and Client Service Center in Minneapolis, recyclable materials are transported to a local provider where more than 90% are sold to markets in the Midwest and 100% stay in North America. In the fall of 2021, we also rolled out a comprehensive composting program within our Minneapolis and Boston locations. As a result, all compostable waste is being diverted from landfills and incinerators. At our Minneapolis sites, any remaining waste that cannot be recycled or composted is taken to a local mass burn Waste to Energy facility. The waste is burned with the heat used to generate steam, which in turn powers turbines that generate enough electricity to supply over 26,000 homes with their annual energy needs. Emissions from this facility are extremely low and considerably below permitted amounts.

1.5 million+
*client groups are registered
for e-delivery*

Encouraging the use of public transportation

We are a long-term supporter of public transportation for employees across our locations. We encourage employees to use public transportation and subsidize the cost through our Commuter Choice Program. In collaboration with Minneapolis Metro Transit, we subsidize the Metropass® program — encouraging employees to use public transportation and reduce commuter traffic. Prior to the COVID-19 pandemic, 59% of our Minneapolis-based employees enrolled in this pre-tax benefit as an alternative to driving. During the pandemic, we suspended costs to employees associated with these benefits, recognizing that a majority of our workforce was working from home. We also offer free carpooling, EV chargers and scooter and bicycle parking in Minneapolis. We expect these benefits will continue to be in high demand as we return to the office.

In 2021, our asset management business launched its Cycle to Work program in the UK. The program allows employees to save money on bikes from a network of participating retailers, encouraging a healthier commute. Employees can save up to 47% on the cost of a new bike, or £1,000 in value, and are then able to utilize the designated bike storage areas at our London and Swindon offices.

Energy efficient real estate across our corporate footprint

Highlights:

- **In 2021, Columbia Threadneedle moved its Boston Headquarters to a LEED Platinum certified building at Atlantic Wharf**
- **Ameriprise Financial Center — Minneapolis**
 - Certified LEED Silver in 2017
 - 2018 ENERGY STAR Certified (81)
- **Ameriprise Client Service Center — Minneapolis**
 - Certified LEED Gold in 2009
 - 2018 ENERGY STAR Certified (86)
- **Tenant at One World Trade Center — New York City**
 - Certified LEED Gold in 2019
- **Tenant at the award-winning Cannon Place — London**
 - BREEAM Recognized

Considering climate change impacts

As a responsible environmental steward, we manage the related risks and opportunities of climate change across our physical footprint and within our industry and global economy.

Our enterprise risk management process includes assessing, protecting against and mitigating the physical risks of catastrophic weather events affecting the company, our clients and our policyholders. And we are cognizant of the long-term transitional challenges and opportunities that reflect evolving consumer preferences and regulatory regimes.

Ameriprise considers climate as a long-term strategic risk within our Enterprise Risk Management process. Overall, we approach climate issues as a wealth manager, global asset manager and insurer.

- Within wealth management, we continue to develop our ESG capabilities and offer a broad range of products and services to our advisors and clients as they consider the impact of climate change on their investments.
- Our asset management business, Columbia Threadneedle, is an RI leader, and our extensive fundamental research reflects our belief that prudent management of financial and ESG factors are important to a company's ability to create long-term, sustainable value.
- At RiverSource, our retirement and protection business, our efforts related to climate change strategy are both part of Ameriprise's engagement process, and as a responsible investor within our portfolio.

As an asset manager operating in Europe and the UK, where regulators and policymakers are introducing new sustainable finance requirements, climate considerations are a priority. They are part of our RI capabilities, and we have been calculating and reporting our UK carbon footprint for 10 years. In fact, in 2021 Columbia Threadneedle signed on to multiple initiatives to support the transition toward a low-carbon economy, including the **Net Zero Asset Managers Initiative** and **Climate Action 100+**. Columbia Threadneedle will build upon these commitments in 2022 and align with their work to report consistent with the Task Force on Climate-related Financial Disclosures (TCFD).

The acquisition of BMO Financial Group's European-based asset management business in 2021 provides important and complementary capabilities to further evolve our climate change strategy and capabilities. As our teams come together, we will benefit at the enterprise level in continuing to develop our perspective and actions to actively manage the risks and opportunities related to climate change, both in terms of our corporate emissions and goal setting, as well as the work ahead to meet those goals.

We have been an active industry participant in climate topics through our well-established processes and industry participation, including through the Investment Company Institute (ICI), as we advocate for global policy coordination and other topics. This includes both regional and global coordination through our trade organizations.

Building off the work in asset management, we have started the process to calculate a complete carbon footprint for Ameriprise, including scope 1 and 2 GHG emissions from all real estate that we occupy, and scope 3 emissions where we have the relevant data. *This work will inform future decisions related to how we appropriately manage the risks and opportunities of climate change.*



Community Impact

Committed to strengthening our communities

We are dedicated to utilizing the firm's resources and talents to improve the lives of individuals and build strong communities. Through grants, volunteerism, and employee and advisor gift matching programs, we support a diverse group of over **7,600** nonprofits. We focus on helping individuals struggling to meet basic needs achieve economic stability by funding efforts to solve domestic hunger, end homelessness, and build strong and active communities.

U.S.

In 2021, we awarded 224 grants, including national grants to Feeding America and the American Red Cross, as well as local grants in 29 states and Washington, D.C. Since 2009, *Ameriprise employees, advisors and clients have provided more than 107 million meals and more than 355,000 volunteer hours* through Ameriprise National Days of Service to support Feeding America and other hunger-relief organizations nationwide. In addition, last fall *we again matched public donations (up to \$250,000) to Feeding America.*

UK and Europe

We contribute to the broader community through philanthropic and cultural partnerships via the Columbia Threadneedle Foundation. The Foundation works with long-term charity partners to improve individual lives while also driving fundamental social change. *We seek to address critical social issues – inclusion, opportunity, employment, empowerment and mental health – using the power of art, sport and education as catalysts for change, and through funding, specialist advice and support, pro bono assistance, employee volunteering and advocacy.* In 2021 we supported charities and cultural organisations through major partnerships in the UK, Spain and Germany.

India

Our business in India supports seven local NGOs to meet the basic needs of children and older adults and provide educational opportunities to underserved youth. Since 2016, *Ameriprise Gurugram/Noida has partnered with Udayan Care on an academic excellence and personality development program*, Udayan Shalini Fellowships (USF), for deserving and talented female students from economically disadvantaged backgrounds. *Ameriprise employees coach and mentor the students on career and personality development.*

Volunteerism

In a rapidly changing environment, the company continued to offer its employees and advisors multiple ways to participate in its signature National Days of Service and other volunteer programs.

- Volunteer hours in 2021 were up 43% over 2020.
- In partnership with Feeding America, the nation’s largest domestic hunger-relief organization, Ameriprise advisors and employees either volunteered in person at nonprofits (depending on their comfort and individual circumstance), hosted in-person or virtual food drives or conducted random acts of kindness such as dropping off groceries for an elderly neighbor.
- Random acts of kindness were again counted as volunteerism in 2021.
- Ameriprise continues to offer employees eight hours of paid time off for volunteerism each year.
- Eleven volunteer councils operate in Ameriprise employee center communities.
- Each quarter, Ameriprise recognizes 60 volunteers (employees, advisors and franchise staff) through our Volunteer Rewards Program. Recipients receive \$250 or \$150 to donate to an eligible nonprofit of their choice.



Employees in the UK participate in female leadership training with Clean Break.

Common Impact

During Pro Bono Week in October 2021, Ameriprise supported Skills for Cities through Common Impact. Employees spent a day taking action to advance racial and digital equity, in visible and tangible ways in collaboration with corporate peers and BIPOC nonprofit leaders from across the country. Nonprofits receiving capacity building assistance from our employees included YW Boston and 100 Black Men.

The collective impact of individual giving

When matched by Ameriprise, advisors and employees generously donated more than \$8.75 million in 2021 to causes they care about. *And 58% of U.S. employees donated to nonprofits of their choice around the globe.* Unique within

the financial industry, Ameriprise also offers a separate gift matching program for eligible franchise advisors.

Disaster relief

As a company focused on financial planning, *Ameriprise is committed to helping people plan for unexpected events in all aspects of their lives.* In 2021, Ameriprise increased its commitment to the American Red Cross, supporting the organization through its Disaster Responder Program. Donating to the American Red Cross each year in advance of disasters helps the Red Cross prepare to respond at a moment’s notice while also preparing people and communities for disasters yet to come. Ameriprise also supports the international relief efforts of Red Cross and SBP, formerly St. Bernard Project. Disasters disproportionately impact the most vulnerable residents of a community and SBP helps solve these challenges — scaling impact, creating resilient communities and streamlining disaster recovery.



In India, Ameriprise employees serve as mentors to students.

Supporting healing and rebuilding in Minneapolis

With our headquarters in Minneapolis, we are part of a community that continues to heal from the trauma and civil unrest of 2020. As the community rebuilds, we made several new grants in 2021 to support organizations working to help residents and small businesses. This included grants to the Latino Economic Development Center and to Seward Redesign, helping provide relief along the Lake Street Corridor, the area hit hardest by the civil unrest. Additionally, Ameriprise Bank made a \$4 million Equity Equivalent Investment to Project for Pride in Living for the redevelopment of a significant property in the Lake Street Corridor destroyed during the civil unrest which will become an affordable housing site with 110 units and community gathering space.

North Minneapolis also was heavily damaged during the civil unrest. For the eighth consecutive year, Ameriprise supported Northside Achievement Zone, a nonprofit working to permanently close the achievement gap and end generational poverty in North Minneapolis.



Ameriprise employees support hunger relief organizations during our National Days of Service.

Rock the Street Wall Street

Ameriprise provided a grant supporting Rock the Street Wall Street, a financial and investment literacy program designed to spark the interest of a diverse population of high school girls into finance careers. Ameriprise is sponsoring the curriculum at South High School, a Minneapolis public school just blocks from Lake Street. Ameriprise women volunteers taught the five-week curriculum followed by a field trip to Ameriprise headquarters in November where students explored various corporate work groups and heard from a panel of women leaders. In 2022, participating girls will receive one-on-one mentoring from women leaders at Ameriprise.



Female youth visited the Ameriprise headquarters as part of the Rock the Street Wall Street program.

Ameriprise supports Feeding America during the holiday season

We know that no one thrives on an empty stomach, especially when the winter weather and colder temperatures take hold across many parts of the U.S. Ameriprise remains dedicated to helping reduce domestic hunger and donated

an additional 750,000 meals to Feeding America at the end of 2021 on behalf of our employees. Since our work with Feeding America began in 2009, we have provided more than 107 million meals to those in need.



In 2021, *Ameriprise continued its support as a founding partner of The Angel Foundation's Financial Cancer Care program.* The pilot has shown incredible results when patients are connected with Certified Financial Planners to help them navigate the financial challenges that almost always accompany a cancer diagnosis.

"Ameriprise advisors have been critical to the success of the pilot and make up more than half of all of the pro bono advisors serving these clients. We could not be more pleased with the results of the program and the impact it is having on families facing cancer."

DAVE BECKER, PRESIDENT AND CEO OF ANGEL FOUNDATION

Supporting our communities

Ameriprise continued supporting many nonprofits in our employee center locations where we have longstanding relationships. Our steadfast commitment to supporting these nonprofit organizations and the stability of our grant and volunteer support was especially impactful during the pandemic. This included nine grants in Boston and 15 grants in New York City.

Since becoming a public company, Ameriprise has supported arts and culture nonprofits, providing access and education, because we believe the arts bring communities together, help break down barriers and create new conversations. Despite closures and limited hours, during 2021 Ameriprise continued to support 37 arts organizations, including Carnegie Hall, Brooklyn Academy of Music, and The Smithsonian National Museum of the American Indian in New York; Boston Children’s Museum; the Guthrie Theatre, Walker Art Center, Mia and The Minnesota Orchestra in Minneapolis.

Ameriprise Bank, FSB

Throughout 2021, Ameriprise Bank, FSB engaged in numerous activities to support the bank’s Minneapolis-St. Paul, MN (Twin Cities) Community Reinvestment Act (CRA) assessment area and ensure we are in full compliance with obligations of the CRA. Ameriprise Bank supported the Twin Cities community through the following activities:

Lending: We continued our relationship with Embrace Home Loans to deliver home mortgage financing solutions to Ameriprise clients

throughout the Twin Cities. Additionally, to further support home mortgage financing needs of low and moderate-income (LMI) households and LMI geographies, Ameriprise Bank entered agreements to purchase LMI loans from other institutions.

Investments: Ameriprise Bank made significant investments to support affordable housing and Twin Cities area nonprofits during 2021. As noted, Ameriprise Bank made a \$4 million investment in Project for Pride in Living’s redevelopment of a mixed use space which includes affordable housing, a small-business incubator and a community center/green space. This redevelopment replaces a building destroyed during the civil unrest following the murder of George Floyd. Project for Pride in Living has been deeply engaged with the community to ensure the redevelopment becomes a true community asset. The bank also invested more than \$20 million in affordable housing mortgage-backed securities during the year and another \$1 million to provide loan capital support and technical training to local nonprofit organizations.

Service: The COVID-19 pandemic continued to hamper in-person volunteer opportunities for much of 2021, but during late summer and early fall Ameriprise Bank employees were able to assemble over 1,500 hygiene kits for Second Harvest Heartland, a Feeding America affiliate. Bank employees also volunteered to assist in the construction of homes with Habitat for Humanity, provided financial literacy training and served on area nonprofit boards of directors.

What do you like best about working at Ameriprise Financial?

"The support the firm has for its employees to be engaged with the broader community, annually in the giving campaign, and national days of service, and consistently throughout times of crisis. Ameriprise walks the walk when it comes to living company values, and I appreciate it!"

2021 AMERIPRISE EMPLOYEE ENGAGEMENT SURVEY RESPONSE

Sustainability Accounting Standards Board (SASB) Index

We are pleased to provide a SASB Index, which offers context to Ameriprise Financial's diversified business and related reporting. The disclosures are based on the SASB industry sectors that are most relevant for our business: Asset Management & Custody Activities (covering our Advice & Wealth Management and Asset Management businesses) and Insurance (Retirement & Protection Solutions). We will continue to evaluate our disclosures annually as we advance our reporting capabilities.

[Click here](#) to view the full 2022 Ameriprise SASB index on the Responsible Business page of ameriprise.com.

Insurance (Retirement and Protection Solutions – represented 22% of 2021 total net revenue)				
Topic	Accounting Metric	Category	Code	Ameriprise Financial Disclosure
Transparent Information & Fair Advice for Customers	Total amount of monetary losses as a result of legal proceedings associated with marketing and communication of insurance product-related information to new and returning customers	Quantitative	FN-IN-270a.1	Material legal disclosures are discussed in Part II, Item 8, Note 26 to the Consolidated Financial Statements of the 2021 Form 10-K . For other legal matters, we do not currently disclose this level of information.
	Complaints-to-claims ratio	Quantitative	FN-IN-270a.2	Information on this metric can be found by reviewing the NAIC Closed Complaint ratio for our insurance subsidiary, RiverSource Life.
	Customer retention rate	Quantitative	FN-IN-270a.3	We don't currently disclose the customer retention rate for our insurance subsidiary, RiverSource Life. However, our Retirement and Protection Solutions products are only sold through Ameriprise Financial Advisors, where clients rate

AMERIPRISE FINANCIAL SASB DISCLOSURE INDEX				
This SASB index provides context to Ameriprise Financial's diversified business and related reporting. The disclosures are based on the industry sectors that are most relevant for our business: Asset Management & Custody Activities (that covers our Advice & Wealth Management and Asset Management businesses) and Insurance (Retirement & Protection Solutions). We do not currently disclose all metrics included in the related SASB standards; however, we will continue to evaluate our disclosures annually as we advance our reporting capabilities. All data provided here is for the year ending December 31, 2021.				

Asset Management and Custody Activities (Advice & Wealth Management and Asset Management represented 80% of Ameriprise 2021 adjusted operating earnings)				
Topic	Accounting Metric	Category	Code	Ameriprise Financial Disclosure
Transparent Information & Fair Advice for Customers	(1) Number and (2) percentage of covered employees with a record of investment-related investigations, consumer-initiated complaints, private civil litigations, or other regulatory proceedings	Quantitative	FN-AC-270a.1	Material legal disclosures are discussed in Part II, Item 8, Note 26 to the Consolidated Financial Statements of the 2021 Form 10-K . For other legal matters, we do not currently disclose this level of information. Our financial advisors operate under very high standards of care, including applicable standards from the SEC, FINRA, DOL and state regulators, and we will continue to adapt to evolving regulatory landscapes.
	Total amount of monetary losses as a result of legal proceedings associated with marketing and communication of financial product-related information to new and returning customers	Quantitative	FN-AC-270a.2	Material legal disclosures are discussed in Part II, Item 8, Note 26 to the Consolidated Financial Statements of the 2021 Form 10-K . For other legal matters, we do not currently disclose this level of information.
Employee Diversity & Inclusion	Description of approach to informing customers about products and services	Discussion and Analysis	FN-AC-270a.3	We provide extensive information about our approach to informing customers about products and services on page 10 of the 2022 Responsible Business Report .
	Percentage of gender and racial/ethnic group representation for (1) executive management, (2) non-executive management, (3) professionals, and (4) all other employees.	Quantitative	FN-AC-330a.1	Ameriprise Financial workforce demographics and policies and programs for fostering equitable employee representation across our operations are on pages 11-16 of our 2022 Responsible Business Report .

Ameriprise and our global reach



- **Founded in 1894**
- **Headquartered in Minneapolis**
- **#253 in FORTUNE 500®**
- **A longstanding leader in financial planning and advice**
- **Top 35 global asset manager (AUM)**
- **More than 2 million clients**
- **More than 10,000 advisors**
- **10,000+ employees**

Corporate locations*

Albany	Copenhagen	Edinburgh	Hong Kong	London	Milan	Noida	Santiago	Stamford	Troy	Washington, D.C.
Amsterdam	Dorking	El Segundo	Houston	Luxembourg City	Minneapolis	Paris	Scottsdale	Stockholm	Udyog Vihar,	Zurich
Boston	Dubai	Frankfurt	Las Vegas	Madrid	New Windsor	Portland	Seoul	Swindon	Gurgaon	
Chicago	Eagan	Geneva	Lisbon	Menlo Park	New York	Providence	Singapore	Sydney	Vienna	

* As of Dec. 31, 2021.

See appendix for source and disclosure information.

Appendix

Regulatory oversight

Ameriprise Financial is regulated by the following entities:

Board of Governors for the Federal Reserve System	
Ameriprise Financial, Inc.	
Broker-dealers registered under the Exchange Act	
American Enterprise Investment Services, Inc. (clearing B-D)	Columbia Management Investment Distributors, Inc. (limited purpose B-D)
Ameriprise Financial Services, LLC (introducing B-D)	RiverSource Distributors, Inc. (limited purpose B-D)
Investment Advisers regulated by the SEC	
Ameriprise Financial Services, LLC	Columbia Cent CLO Advisers, LLC
Columbia Management Investment Advisers, LLC	BMO Asset Management Limited (FCA is primary regulator)
Columbia Wanger Asset Management, LLC	LGM Investments Limited (FCA is primary regulator)
Threadneedle International Ltd (FCA is primary regulator)	Pyrford International Limited (FCA is primary regulator)
Lionstone Partners, LLC	
Investment Companies registered under the Investment Company Act	
Ameriprise Certificate Company	In addition, we advise numerous '40 Act funds
Entity	Regulator
Commodities, Futures and Options Regulators	
Ameriprise Enterprise Investment Services, Inc.	Commodity Futures Trading Commission (CFTC): Options Clearing Corporation
Ameriprise Financial Services, LLC	CFTC; National Futures Association (NFA)
Columbia Management Investment Advisers, LLC	CFTC; NFA
Threadneedle International Ltd.	CFTC; NFA
Banking and Trust-related entities	
Ameriprise Trust Company	Minnesota Department of Commerce
Ameriprise Bank, FSB	Office of the Comptroller of the Currency
Primary State Regulators for Insurance Companies/Agencies	
RiverSource Life Insurance Company	Minnesota Department of Commerce is domiciliary regulator
RiverSource Life Insurance Co. of New York	New York State Department of Financial Services is domiciliary regulator
Ameriprise Captive Insurance Company	State of Vermont Department of Banking, Insurance, Securities and Health Care Administration is domiciliary regulator

Primary UK Entities regulated by the Financial Conduct Authority in the UK

Threadneedle International Ltd	BMO Asset Management Limited
Threadneedle Pensions Ltd (also regulated by Prudential Regulatory Authority in UK)	BMO Fund Management Limited
Threadneedle Asset Management Ltd	BMO Investment Business Limited
Threadneedle Portfolio Services Limited	BMO REP Asset Management plc
Threadneedle Investment Services Ltd	Pyrford International Limited
Thames River Capital LLP	BMO AM Multi-Manager LLP
	LGM Investments Limited

Entity

Regulator

Jurisdiction

Additional Primary International Regulators

Threadneedle Investments Singapore (Pte.) Ltd.	Monetary Authority of Singapore	Singapore
Threadneedle Management Luxembourg S.A.	Commission de Surveillance du Secteur Financier (CSSF)	Luxembourg
BMO Asset Management Luxembourg S.A.	CSSF	Luxembourg
Threadneedle Portfolio Services Hong Kong Limited	Securities and Futures Commission (SFC)	Hong Kong
BMO Global Asset Management (Asia) Limited	SFC	Hong Kong
Columbia Threadneedle Investments (ME) Limited	Dubai Financial Services Authority	Dubai
BMO Asset Management Netherlands B.V.	Dutch Central Bank; Netherlands Authority for the Financial Markets	Netherlands
BMO Asset Management Limited	Swiss Financial Market Supervisory Authority	Switzerland

In addition to the regulators summarized above, we are also subject to regulation by self-regulatory organizations such as the Financial Industry Regulatory Authority ("FINRA"), as well as various federal and state securities, insurance and financial regulators (such as regulatory agencies and bodies like the U.S. Department of Labor) in the U.S. and foreign jurisdictions where we do business.

Key elements of our executive compensation program

What we do:

- Adhere to high levels of independence for the Compensation Committee of the Ameriprise Financial Board of Directors and its independent consultant
- Incorporate sound risk management and risk avoidance in our incentive plan design
- Require executives to hold a significant portion of Ameriprise stock once vested
- Require a “double trigger” to vest in long-term awards following a change in control
- Regularly review the governance of our programs and make revisions to align with market best practices

What we don't do:

- No employee contracts
- No gross ups for potential excise taxes
- No repricing of Ameriprise stock options without shareholder approval
- No hedging against the decline in the value of Ameriprise stock
- No pledging of stock as security for a loan

(For more information about our executive compensation program, please review our 2021 proxy statement.)

This Responsible Business Report reflects the views and opinions of Ameriprise Financial, Inc. as of December 31, 2021 and is provided for information only. Nothing in this Report may be relied upon in making investment or other decisions with respect to Ameriprise Financial, Inc. or the securities of any other company or fund. This Report is not intended to provide legal, financial, or investment advice and you are strongly cautioned not to rely upon it in making any investment or other decisions. This Report is not an invitation to subscribe for shares in a fund nor is it to be construed as an offer to buy or sell any financial instruments. As with all investments, there are associated inherent risks. Past performance does not guarantee future results. This Report contains “forward-looking” statements that are subject to risks and uncertainties. Actual results may differ from any statement in this Report.

The information and views contained in this Report are not guaranteed as to accuracy or completeness. The contents of this Report are subject to change at any time without notice.

Page 3:

Clients rate Ameriprise 4.9 out of 5: Clients can respond to an internal Ameriprise survey and rate an advisor or practice based on their overall satisfaction with the team or practice, on a scale of 1 to 5 (1 = extremely dissatisfied to 5 = extremely satisfied). Client experiences may vary and working with any Ameriprise practice is not a guarantee of future financial results. Investors should not consider this rating a substitute for their own research and evaluation of a financial practice's qualifications. Not all clients may respond to these questions, and only clients with access to the Ameriprise Secure Client Site may submit a rating. Ratings reflect an average of all client responses received between 3/13/18 and 12/31/2019.

#1 Most Trusted Wealth Manager: The Most Trusted Financial Companies Survey is issued by Investor's Business Daily and TechnoMetrica Market Intelligence, ranking financial companies based on consumer trust. The study was conducted in two phases between July 9 and Aug. 11, 2021, with 343 individuals responding to Phase 1 and 6,578 participants in Phase 2. Seventy-four companies met the requirements for inclusion in the rankings, i.e., 100 or 125 respondents, depending on the category.

Phase 1 identified attributes of financial institutions that are most important to consumers in terms of “trust.” Phase 2 used the attributes defined in Phase 1 and respondents evaluated companies on a five-point scale based on how much they trusted the company regarding that attribute. Scores were computed by taking the difference between the percentage of respondents giving high and low scores. Percentages were weighted and used to produce the Trust Index rating.

See <https://www.investors.com/news/most-trusted-financial-companies-survey-methodology/> for the full methodology.

Ameriprise Financial Goal-Based Advice Survey: Results from July 2018 through March 2020, reflecting 3,232 client responses. The percentages cited reflect those who agree or strongly agree with each statement (on a 5-point scale). Clients may complete a survey via the secure site after their goals are published online. © 2021 Ameriprise Financial, Inc. All rights reserved.

Hearts & Wallets: Wants & Pricing Report (April 2021, the most recent report) from the Hearts & Wallets Investor Quantitative™ Database. In this annual syndicated survey respondents are asked to rate their financial services providers in a variety of areas on a scale of 0 (not at all satisfied) to 10 (extremely satisfied). 5,920 respondents provided 10,163 sets of ratings. The report designates Hearts & Wallets Top Performers in areas where customer ratings for one or more providers are “distinctively higher than customer ratings of other providers.” For each area there may be several Top Performers or none. The analysis does not seek to designate any provider as “first” or rank Top Performers.

This rating is not indicative of future performance and may not be representative of any one client's experience, as the rating is an average of a sample of client experiences. Ameriprise paid a fee to Hearts & Wallets to cite the results of the survey.

J.D. Power: Certified as of December 2021. J.D. Power 2020 Certified Customer Service ProgramSM recognition is based on successful completion of an evaluation and exceeding a customer satisfaction benchmark through a survey of recent servicing interactions. Our advisors evaluated our performance in these factors: satisfaction with the IVR routing process, and the customer service representative which includes knowledge, courtesy, concern, call duration/transfers/hold time, and timeliness of resolution in addition to overall satisfaction. Ameriprise engaged J.D. Power to be independently evaluated through this program and cite the results. For more information, visit www.jdpower.com/ccc.

Morningstar as of 12/31/21. **Columbia funds are available for purchase by U.S. customers. Out of 91 Columbia funds (Inst. shares) rated, 16 received a 5-star Overall Rating and 37 received a 4-star Overall Rating.** Out of 92 Threadneedle funds (highest rated share class) rated, 19 received a 5-star Overall Rating and 35 received a 4-star Overall Rating. The Overall Morningstar Rating is derived from a weighted average of the performance figures associated with its 3-, 5- and 10-year (if applicable) Morningstar Rating metrics. Not all funds are available in all jurisdictions, to all investors or through all firms.

For each fund with at least a three-year history, Morningstar calculates a Morningstar RatingTM used to rank the fund against other funds in the same category. It is calculated based on a Morningstar Risk-Adjusted Return measure that accounts for variation in a fund's monthly excess performance, without any adjustments for loads (front-end, deferred, or redemption fees), placing more emphasis on downward variations and rewarding consistent performance. Exchange-traded funds and open-ended mutual funds are considered a single population for comparative purposes. The top 10% of funds in each category receive 5 stars, the next 22.5% receive 4 stars, the next 35% receive 3 stars, the next 22.5% receive 2 stars and the bottom 10% receive 1 star (Each share class is counted as a fraction of one fund within this scale and rated separately, which may cause slight variations in the distribution percentages).

© 2022 Morningstar. All rights reserved. The Morningstar information contained herein: (1) is proprietary to Morningstar and/or its content providers; (2) may not be copied or distributed; and (3) is not warranted to be accurate, complete or timely. Neither Morningstar nor its content providers are responsible for any damages or losses arising from any use of this information.

Page 4:

The FTSE4Good Index Series is designed by FTSE Russell to measure the performance of companies demonstrating strong Environmental, Social and Governance (ESG) practices. Transparent management and clearly defined ESG criteria make FTSE4Good indexes suitable tools to be used by a wide variety of market participants when creating or assessing sustainable investment products.

The Disability Equality Index (DEI) is a national, transparent benchmarking tool that offers businesses an opportunity to self-report their disability inclusion policies and practices. It was developed by two national leaders, American Association of People with Disabilities (AAPD) and Disability:IN, in consultation with the appointed DEI Advisory Committee, a diverse group of experts in business, policy, and disability advocacy. Learn more at: www.DisabilityEqualityIndex.org.

The term Military Friendly® is a registered trademark of Viqtory, Inc., and is used with permission. For more information, visit www.militaryfriendly.com or www.viqtory.com. The firm is within 30% of the organizations ranked 10th in the Top 10 award category for similar organizations.

The Brandon Hall Group Organization Excellence Program examines an organization's entire Human Capital Management program, expanding beyond individual Excellence Awards. Based on the capabilities of the candidate program, BHG certifies an organization at the Gold, Silver or Bronze Award Level. For more information, visit the BHG Organizational Excellence Program site.

The Brandon Hall Group Human Capital Management Excellence Awards are part of an annual program that offers recognition in one of 86 categories across seven program areas. An organization nominates its own program through an application process and the payment of an entry fee. Winning programs are determined by judges within the Brandon Hall Group using the following criteria: 1. The extent to which the program fits the needs of the organization; 2. The design of the program, including vision, mission, strategy, and governance; 3. Deployment of the program within the organization; 4. Measurable benefits of the program to the organization; and 5. The overall positive impact of the program on the organization. Programs may be awarded a Gold, Silver or Bronze designation for each category and there may be multiple winners of each designation (e.g., 11 Gold designations were awarded for Best Advance in Creating a Learning Strategy). [Click here for more information.](#)

Page 34:

#32 global asset manager (AUM). Source: Pensions & Investments/Thinking Ahead Institute World 500: World's largest money managers – Oct. 18, 2021 issue. Data as of Dec. 31, 2020.

Fortune: FORTUNE magazine, June 2021.

Ameriprise Financial Services, LLC. Member FINRA and SIPC.

Investment advisory products and services are made available through Ameriprise Financial Services, LLC, a registered investment adviser.

In UK Issued by Threadneedle Asset Management Limited. Registered in England and Wales, Registered No. 573204, Cannon Place, 78 Cannon Street, London EC4N 6AG, United Kingdom. Authorised and regulated in the UK by the Financial Conduct Authority.

Issued by RiverSource Life Insurance Company, Minneapolis, Minnesota, and in New York only, by RiverSource Life Insurance Co. of New York, Albany, New York.

Investment products offered through Columbia Management Investment Distributors, Inc., member FINRA. Advisory services provided by Columbia Management Investment Advisers, LLC.

Ameriprise Bank, FSB provides deposit, lending, and personal trust products and services to its customers, including clients of Ameriprise Financial Services, LLC ("AFS"). Ameriprise Bank, FSB and AFS are subsidiaries of Ameriprise Financial, Inc. AFS financial advisors may receive compensation for selling bank products.

Ameriprise Bank, FSB. Member FDIC.

Columbia Threadneedle Investments is the global brand name of the Columbia and Threadneedle group of companies.

Investment advisory products and services are made available through Ameriprise Financial Services, LLC., a registered investment adviser.

Ameriprise Financial Services, LLC. Member FINRA and SIPC.

© 2022 Ameriprise Financial, Inc. All rights reserved.