

# 2021 UK Gender Pay Gap Report



## Our Commitment

2021 was a year filled with change for our teams. Following the upheaval to working and personal lives caused by the pandemic, our ways of working continued to evolve as we began to return to office settings and sought to learn from our remote-working experience. Also during 2021 the acquisition of BMO Global Asset Management (EMEA) by Ameriprise Financial, parent company of Columbia Threadneedle Investments, was announced and we commenced the transition to become an integrated part of Columbia Threadneedle.

With change comes opportunity. As our business transitions, we look forward to combining the strengths of both organisations in terms of talent and culture. We will integrate and advance our approach to diversity, inclusion and equity. As the evolution of our working lives continues post-pandemic, we must strive to build new, more inclusive working habits. We will continue to focus on actions which improve female representation at all levels and in all roles, in turn reducing the gender pay gap.

We are confident that we pay equally for equal work in our organisation but we are committed to doing more than this. We remain committed to closing the gender pay gap and accelerating progress towards this.

**David Logan**  
CEO, BMO Global Asset Management

## About this report

600+

### Employees

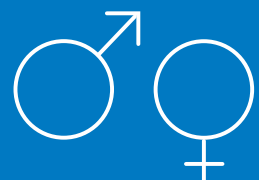
BMO Global Asset Management has in the UK

All organisations with 250 or more employees must publish and report figures about their gender pay gap.

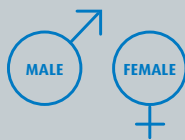
In line with the Gender Pay Gap reporting requirements, this report outlines the following figures:

- *mean gender pay gap in hourly pay*
- *median gender pay gap in hourly pay*
- *mean bonus gender pay gap*
- *median bonus gender pay gap*
- *proportion of males and females receiving a bonus payment*
- *proportion of males and females in each pay quartile*

**This report also outlines some of the progress made to date in addressing our gender imbalance, and so tackling the gender pay gap.**

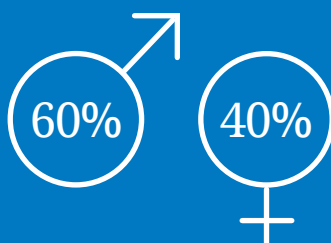


## Our numbers



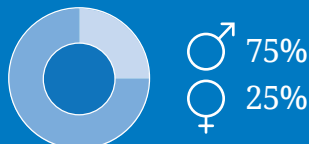
The Pay Gap of 28.0% (mean) and 28.1% (median), and Bonus Gap of 70.3% (mean) and 54.2% (median), is a direct result of the number of male to female employees in our business, particularly at senior management level, and the gender representation across pay quartiles.

## At a glance

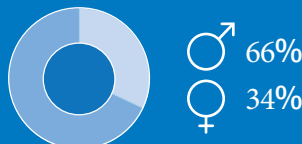


Employees in the UK

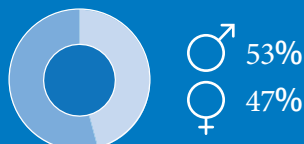
### Upper Quartile



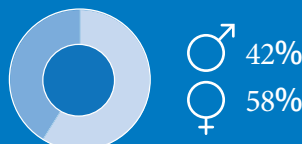
### Upper Middle Quartile



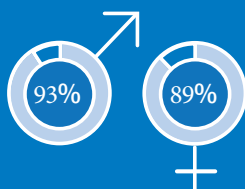
### Lower Middle Quartile



### Lower Quartile



UK employees by pay quartile



Employees who received a bonus

These figures indicate the pay gap / bonus gap between male and female employees for BMO Global Asset Management in the UK.

28.0%  
Mean

28.1%  
Median

The Pay Gap

70.3%  
Mean

54.2%  
Median

The Bonus Gap

## Our Action Plan

Build **inclusive leadership skills** through training & awareness

Strengthen our **pipeline of female leaders** and all underrepresented groups with continued focus on **development & engagement**

Maintain focus on **recruitment of female talent** & all underrepresented groups

Leverage **community partnerships** to engage internal & external stakeholders

### Statutory disclosure

I confirm the data reported in this document is accurate.

**David Logan**  
CEO, BMO Global Asset Management

All data represented in this report covers employees of BMO Asset Management Services Limited, the service company for BMO Global Asset Management in the United Kingdom, as at 5 April 2021. BMO Asset Management Services Limited is a wholly owned subsidiary of BMO Global Asset Management (Europe) Limited, the parent company for the group of entities trading as BMO Global Asset Management in EMEA. On 8 November 2021, Ameriprise Financial, Inc. acquired BMO Global Asset Management (Europe) Limited and all its subsidiaries from BMO Financial Group with the consequence that they now form part of its asset management business trading as Columbia Threadneedle Investments.