

# Diversity

At Ameriprise Financial, our business is built on relationships and on understanding what inspires people — their dreams, their concerns and their goals. At our company, diversity is embedded in our values and our day-to-day working lives. Through diversity, we access talent, innovative ideas and varied perspectives to help us deliver financial solutions that meet our clients' needs and make a difference in their lives.

For us, diversity is a competitive strength and a fundamental part of our past and future. We were among the first firms to offer financial planning services to African Americans 90 years ago. At the time, we didn't view our actions as revolutionary; for us it was — and still is — smart business to treat all people fairly. Today, diversity is woven into our culture, and that means we:

- > Include and respect all people, from clients, advisors and employees to vendors and suppliers
- > Expect our leaders to pursue diversity and acceptance
- > Empower and encourage our employees to grow and develop
- > Welcome all employees to take a “seat at the table” to contribute ideas and add value to our strategies
- > Volunteer our time and contribute our resources to a wide spectrum of organizations and people in need

We are committed to fostering a spirit of inclusion, and we demonstrate this through more than a dozen employee networks. These networks provide opportunities for professional development and relationship building while promoting awareness and community service. They are open to any employee who wants to learn more about a particular dimension of diversity.

At Ameriprise Financial, diversity is reflected in everything that drives our success — our people, our corporate values, our business strategy, our culture and our investment in the communities in which we live and work.

