



THREADNEEDLE INVESTMENTS ANNOUNCES CEO SUCCESSION

LONDON, 12 DECEMBER 2012: Leading international investment manager Threadneedle Investments (Threadneedle) today announces that Chief Executive Officer Crispin Henderson will become Vice Chairman of Global Asset Management for Ameriprise Financial, the parent company of Threadneedle. Following Mr Henderson's transition and turnover of responsibilities, Campbell Fleming will become CEO of Threadneedle. In their new roles, both Mr Henderson and Mr Fleming will report to Ted Truscott, CEO of Global Asset Management for Ameriprise. The changes are subject to regulatory approvals.

Mr Henderson has served Threadneedle and its clients for more than a decade, since 2007 as Chief Executive. Under his leadership, and through the financial crisis to date, Threadneedle has continued to deliver strong, sustained investment performance, increased profitability and has grown its business, gaining market share in the UK and Europe and expanding into new markets of Asia Pacific and the Middle East. Over this period, Mr Henderson has put in place a strong team of leaders to take the business forward.

Mr Henderson joined Threadneedle in 2002 as Chief Operating Officer, leading the finance, operations, administration and IT functions. He became Managing Director in 2006 and was then appointed Chief Executive in 2007 with responsibility for overall management of the company. Before joining Threadneedle, Mr Henderson spent 35 years at PricewaterhouseCoopers and its predecessor firms, 24 of these years as a partner specialising in providing consulting, advisory and audit services to major financial services clients.

Mr Truscott said: "Over the past year, Crispin has had discussions about opportunities to transition to a role that offered broader input across our global asset management businesses. This new role is ideally suited for him – Crispin has a deep understanding of operations and will partner across our technology and operations functions to create a strategic blueprint that will increase efficiency and operational effectiveness. Crispin will also advise Campbell on certain of Threadneedle's larger and longer-term client and vendor relationships that he has been involved in forming and developing. Crispin has a strong record at Threadneedle, and I look forward to continuing to work with him through the transition and in his new role."

Mr Henderson commented: "I have enjoyed being part of Threadneedle's successful development over the past 10 years and am excited by this new opportunity. I am delighted that



Campbell will lead Threadneedle and have the greatest confidence in his leadership, business acumen and deep understanding of our clients and our business.”

Campbell Fleming joined Threadneedle in 2009 as Head of Distribution and is a member of the Threadneedle Executive Committee. In this role he has been responsible for leading Threadneedle’s global sales, marketing and product development efforts as the company has significantly expanded both its client base and geographic reach.

Prior to joining Threadneedle, Mr Fleming was Managing Director of JP Morgan Asset Management’s UK business. He had been with the group for 12 years, first joining Robert Fleming Asset Management in 1997. He has also held a variety of regulatory and legal roles in the UK and Australia. Mr Fleming is a board member of the Investment Management Association (IMA) and a governor of the Pensions Policy Institute.

Mr Fleming commented: “I am greatly appreciative of the opportunity to lead Threadneedle at this exciting time in the company’s development. Threadneedle is a world class investment manager with a diverse client base, a talented investment and leadership team and an outstanding performance record. We enjoy the support of a large and strong parent in Ameriprise Financial, and I look forward to working with Ted, Crispin and the team as we continue to strive to deliver out-performance for our clients and build our business globally.”

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