



Paul R. Johnston

Executive Vice President, Chief Legal Officer, General Counsel and Secretary

Paul Johnston is executive vice president, chief legal officer, general counsel and secretary of Thrivent, a Fortune 500 diversified financial services organization.

In his role, Johnston leads nine essential business functions that are responsible for ensuring Thrivent delivers on its strategic priorities and maintains a strong and trusted reputation. His team encompasses enterprise legal and compliance (asset management, workforce, commercial & distribution, insurance, shared services), enterprise operations (new business, underwriting, contact center, inforce operations, service operations), government affairs, corporate real estate, procurement and enterprise governance.

Johnston leads efforts to transform the organization's risk culture to one that promotes and supports smart risk-taking. This involves developing the necessary skills, capabilities and practices to align leaders with Thrivent's risk tolerances and appetite, ultimately advancing risk culture for the organization.

Before coming to Thrivent in 2006, Johnston was vice president and group counsel at American Express Company/Ameriprise Financial, where he served as corporate secretary for 70 affiliated corporate entities, as well as vice president of government affairs. Previously, he also served as chief counsel for three insurance companies, and risk management counsel and legal officer for affiliated life insurance companies and broker-dealers.

In addition to his corporate experience, Johnston was an adjunct professor of financial services law and regulation at the University of Minnesota Law School, general counsel of a New York-based financial services trade association and a business law associate of a Minneapolis law firm. Johnston is currently President of ALIC (Association of Life Insurance Counsel) and serves on the board of directors for the Northside Achievement Zone in Minneapolis.

He holds a Juris Doctor from the University of Minnesota Law School and a bachelor's degree from Saint John's University.

About Thrivent

Thrivent is a financial services company that puts generosity at the heart of saving and investing. We are member-owned, founded more than a century ago when neighbors came together to insure each other. We help build, grow and protect financial well-being through purpose-driven advice, investments, insurance, banking and generosity programs.

Today we serve over two million clients, manage more than \$170 billion in assets and hold superior financial health ratings from Moody's and S&P. For more than a decade, Ethisphere has recognized Thrivent as one of the World's Most Ethical Companies.

"World's Most Ethical Companies" and "Ethisphere" names and marks are registered trademarks of Ethisphere LLC. For details, visit worldsmoethicalcompanies.com.

