



# Greater Possibilities Together

2022 Corporate Responsibility Report







By **reducing our environmental footprint** through green construction practices and incorporating state-of-the-art efficiencies into our buildings, we're creating greater possibilities together.

HOW NOT TO SUCK AT MONEY

 Invesco QQQ



The Official Financial Education Program of the NCAA



Through partnerships and volunteerism that **foster financial stability and enable the future leaders of our industry to thrive**, we're creating greater possibilities together.





Through **inclusive learning and development opportunities** that empower all of our employees to grow and advance new skills, we're creating greater possibilities together.



# A message from Invesco's President & CEO

At Invesco, we're committed to creating greater possibilities for our clients, our employees and our communities. For more than 30 years, Invesco has offered a broad range of environmental, social and governance (ESG) capabilities for clients seeking strategies that align with their interests and investment objectives.

Our corporate responsibility (CR) strategy focuses on three pillars:

- Fostering a culture where diverse people and ideas thrive;
- Making responsible investments that align with the long-term interests of our clients; and
- Ensuring sustainable operations and strong governance.

In our 2022 Corporate Responsibility Report, we highlight our efforts to ensure the well-being of our people through a culture of inclusion and innovation. We also share details on our new hybrid work model that provides greater flexibility and work-life balance for employees while they continue to provide excellent service to our clients.

Professional development and ongoing learning opportunities empower our people to build and sharpen their skills while creating a pathway to advance and grow in their careers. Last year, we offered more than 140 programs tailored to employees at every step of their career and guidance on how to adapt to our hybrid workplace, with popular topics including personal effectiveness, time management and how to stand out and share their career aspirations.

Diversity, equity and inclusion (DE&I) continues to be a focus across our global business. We are pleased to have achieved 37 percent senior female managers across the company (up from 24 percent in 2018) and increased the diversity of the Invesco Ltd. Board to 36 percent. We remain focused on making further progress.

Additionally, we expanded our business resource groups (BRGs), which comprise an internal support network of individuals representing the expanding diversity of our firm. Across our global organization, we support 12 BRGs, which held more than 100 programs in 2022 honoring key holidays and observances and building connections and opportunity for professional development.

We also formalized our supplier diversity efforts through an inclusive procurement process that provides fair and equal opportunity for diverse suppliers, as well as joined advocacy organizations to help us benchmark and strengthen our practices.

We are committed to reducing the impact we have on the environment and shaping a more sustainable future by aligning our people, our buildings and our operations to our goals. This includes our new global headquarters in Atlanta, which is slated to be the first commercial interior project in the state of Georgia to achieve both LEED (Leadership in Energy and Environmental Design) Platinum and WELL Building Standard Platinum certification.

In this year's report, we also celebrate our commitment to the communities in which we operate, supporting 128 nonprofits globally. Our 20 global Invesco Cares chapters through active engagement and volunteering, have brought positive, lasting change where it is needed most.

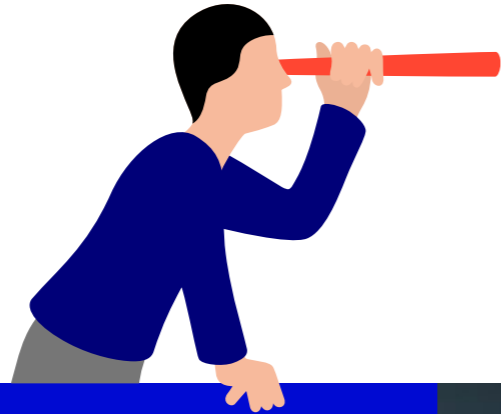
**Looking ahead, we remain focused on delivering an investment experience that enhances quality of life for our clients, employees and communities.**



**Marty L. Flanagan**  
President & CEO  
Invesco







**8,600 employees**

focused on client needs across the globe



Serving clients in **120+ countries**

in North America, EMEA and APAC



More than **\$1.4 trillion** in assets under management



Solid financials, **investment-grade debt rating** and a strong balance sheet



A range of **ESG capabilities** aligned to clients' interests and investment objectives

# About Invesco<sup>1</sup>

Invesco is one of the world's largest independent investment management firms, delivering a comprehensive range of portfolio solutions.

For more than 30 years, Invesco has been associated with responsible investing, thanks to our global presence, broad investment capabilities and dedication to achieving greater possibilities together. Our specialized investment teams manage investments across a range of asset classes, investment styles and geographies, and our significant presence in the retail and institutional markets in North America, Europe, the Middle East and Africa (EMEA), and Asia-Pacific (APAC) allows us to serve clients around the globe.



<sup>1</sup> As of December 31, 2022.



# Making history at our Midtown Union headquarters

In 2022, Invesco completed construction on our new global headquarters at Midtown Union in Atlanta, a state-of-the-art building that prioritizes environmental sustainability and our team members' health and well-being. **We aim to obtain LEED and WELL Platinum certifications and WELL Equity Rating<sup>1</sup> in 2023—which would make our headquarters the first in Georgia and seventh in the United States to receive both recognitions for a commercial interior project.** We obtained the WELL Health Safety Rating, a subset of the WELL standard, which ensures we have taken steps to address a post-COVID-19 environment and mitigate any health and safety-related issues.

We're excited to welcome our colleagues, clients and community members into our new headquarters, and proud to call it Invesco's new home.



## Environmental sustainability features include:



Water use is designed to be **40%** less than a code-compliant space

Recycling and composting bins are located throughout to reduce operational waste



Energy use is **18%** more energy efficient than a code-compliant space

Emissions will be offset through the purchase of renewable energy certificates



Over **75%** of construction materials have been recycled or reused

Strict material requirements mean that materials (flooring, paint, furniture, drywall, etc.) used in the space are not harmful to occupants or the environment

The building is walking distance to public transport, electric vehicle (EV) charging stations and bike storage

<sup>1</sup> According to rating info as listed in [LEED](#) and [WELL](#) project deliverables.

## Well-being features include:

Ergonomic workstations

Mothers' rooms and serenity rooms

Nutritious food and beverages and options for those with allergies and dietary restrictions

Outside terraces and natural light

Presence of biophilia—plants and Invesco's signature fish tank

Cleaning products that have met WELL requirements to ensure high air quality

Acoustic materials to mitigate sound travel between spaces





# 2022 CR highlights<sup>1,2</sup>



## Committed to people



**37%**  
of senior managers are women

**12**  
employee-led BRGs

**36%**  
Board diversity in terms of gender and race

**55%**  
of 2022 U.S.-based hires were people of color

Enhanced flexible working model introduced, including hybrid and remote working

## Committed to communities



**20**  
Invesco Cares chapters globally

**Seven**  
memberships with supplier diversity organizations

**128**  
nonprofits supported globally

**3.5 million**  
viewers on How Not To Suck at Money

Supported Ronald McDonald House Charities throughout the Americas for second consecutive year

## Committed to the environment



**CDP**  
discloser and member

2030 goal:<sup>3</sup>  
**46%**  
reduction in energy use and emissions output

**18**  
Green Teams globally

**76%**  
of occupied properties have an International Organization for Standardization (ISO) 14001 certification

Signatory to the Net Zero Asset Managers initiative

1 Any reference to a ranking, a rating or an award provides no guarantee for future performance results and is not constant over time.

2 As of December 31, 2022.

3 There can be no assurance that stated objectives will be realized.



# Our CR program

We believe that CR is foundational in creating greater possibilities together for a sustainable future.

Our CR program takes a holistic approach that supports stakeholders inside and outside our company walls—while also minimizing our impact on the environment.

## Our CR program priorities



### Our people

supporting the mental and physical health of our employees, building skills for the future of work and fostering a diverse, inclusive and empowered workforce



### Our clients

providing a broad range of ESG capabilities aligned to client interests and investment objectives



### Our communities

supporting the local communities in which we live and work



### Our environment

being good stewards of the Earth and its resources





## 1 Introduction

To us, CR is rooted in responsible investing, transparent governance, ethical operations and inclusive hiring and development. As we continue on our CR journey, we are always learning and identifying new ways we can become more effective in our mission.

### Our CR pillars

#### Diverse, equitable & inclusive culture

Our actions create an environment where diversity can thrive. Our broad definition of diversity promotes employee well-being and inclusion across our organization.

##### Focus areas:

- Corporate giving and volunteerism
- DE&I
- Employee engagement and sense of belonging
- Fair labor practices
- Fostering psychological safety
- Training and professional development

#### ESG capabilities

Our ESG approach is investment-team led and client-focused. As a result, our actions and investment decision-making are in alignment with our client's values, goals and objectives.

##### Focus areas:

- ESG insights in our investment decision-making
- Active ownership
- Innovation and data
- Client partnerships
- Industry engagement

#### Sustainable operations & governance

We govern ourselves in an ethical, transparent and responsible manner. We conduct our operations in a way that minimizes our impact on the environment while striving to protect and enhance results for our stakeholders.

##### Focus areas:

- Board diversity
- Business ethics and professional integrity
- Corporate governance and risk management
- Cybersecurity
- Data privacy and protection
- Environmental stewardship
- Financial performance
- Human rights
- Legal and regulatory compliance
- Public policy involvement
- Responsible sourcing and procurement
- Transparency and disclosure

### CR governance

Oversight of CR issues occurs within Invesco's existing Board governance framework. The Board drives the strategy, oversight and governance of our CR internal programs and operations, including participation in industry advocacy and policy efforts, and charitable and community organizations to enhance our impact in sustainable global efforts.

The Global Investment Council (GIC), made up of chief investment officers and managing directors from Invesco's global investment centers and asset classes, is co-chaired by Invesco's CEO, Marty Flanagan, and Head of Investment Senior Managing Director, Greg McGreevey. The GIC provides oversight to our specialized investment teams and offers a balance of global expertise, support and connectivity. In this way, it helps provide better outcomes for clients with greater consistency over the long term. The GIC ESG Sub-Committee focuses on ESG investment topics, including climate change.

[See page 49 for information on Corporate Governance at Invesco.](#)







# People

We empower employees through a culture of inclusion, innovation and excellence.

**Invesco employees participating in the Invesco Thames Challenge 2022 in the U.K.**

# Our approach to people management



## Our shared values

Our shared values define who we are and how we work together to deliver for our clients, our colleagues and our business.

## Mutual support

Our culture is stronger when we all feel we belong, and we respect each other's identities, lives, health and well-being.

## Our work matters

We act with integrity and do meaningful work that has an enduring, positive impact on our clients, our colleagues and our communities.

## Power of teamwork

We believe we achieve more together. It is fundamental to our culture, and it is a part of what makes Invesco a great place to work.

## Collective growth

We want the best for our people—both personally and professionally. We nurture and encourage our employees to grow new skills, experiences and perspectives. We nurture and encourage our employees every step of the way.





# Diversity, equity & inclusion

We're cultivating a diverse, equitable and inclusive culture for all employees.

Over the last few years, our global focus on DE&I has grown exponentially. We have continued to embed DE&I goals across the business and engaged employees in our BRGs. Along our journey there has been a strong focus on creating a truly inclusive workplace—to increase a sense of belonging and create a culture where anyone can flourish, and to enable us to deliver the best outcomes for our clients. We work to ensure that DE&I is appropriately reflected by who we are and how we operate.

## 2022 highlights

**37%**

women in senior management

**Best Places to Work**

for LGBTQ+ Equality by the Human Rights Campaign

**55%**

of 2022 U.S.-based hires were people of color

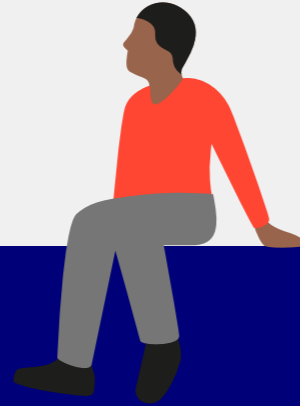
**Best for Working Parents**

Award in EMEA by Management Today, based on our Enhanced Paid Parental Leave offering<sup>1</sup>

**100%**

score on Human Rights Campaign's Corporate Equality Index for the third consecutive year

<sup>1</sup> Any reference to a ranking, a rating or an award provides no guarantee for future performance results and is not constant over time.



### Our DE&I focus areas

#### People

Increasing diversity and representation through recruitment and development

#### Purpose & priorities

Making diversity and inclusion integral to who we are and how we operate

#### Client & community

Making progress in our industry and our communities

#### Belonging

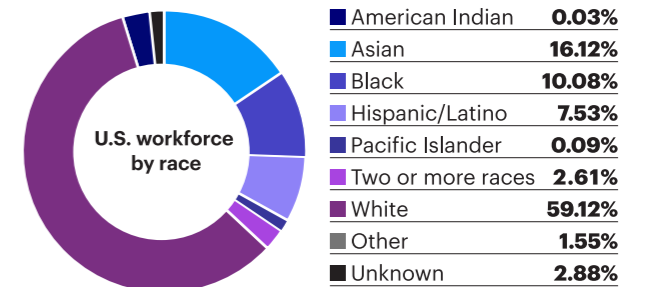
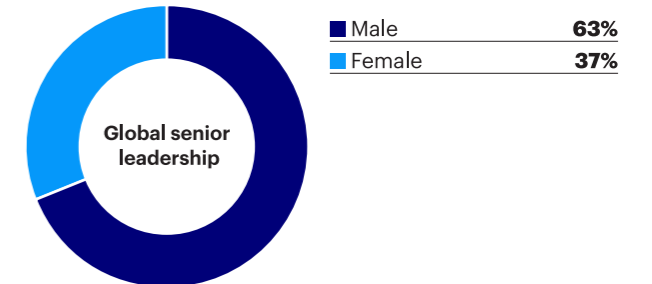
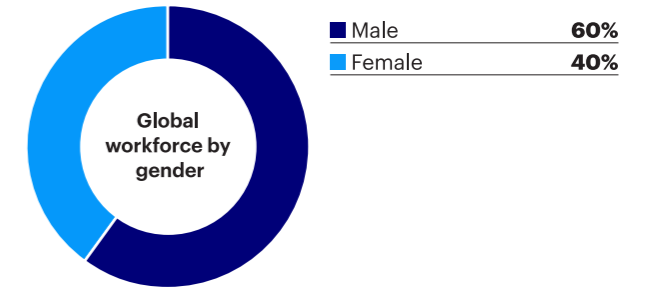
Ensuring an inclusive culture where all colleagues feel safe and supported

### DE&I governance

Our commitment to DE&I starts from the top. Our DE&I Executive Committee is led by our CEO, with membership consisting of the full Invesco executive team, Chief Human Resources Officer, head of communications and the DE&I team. Invesco leaders have annual performance goals that drive DE&I priorities within their business units and across the firm.

Additionally, each year we give employees the opportunity to shape our DE&I efforts through our global “Your Voice” pulse surveys. We analyze the survey results based on gender and race, as well as the intersection of the two dimensions. We are proud to report that results showed no meaningful discrepancies between population groups in 2022. We will continue to measure across these dimensions in 2023.

### Diversity in our workforce



### #CountMeIn

Our #CountMeIn self-identification campaign gathers a more complete picture of our workforce and helps ensure we are supporting all of our employees. The voluntary campaign captures employee demographic data across dimensions including race/ethnicity, sexual orientation, gender identity, disability, neurodiversity, caregivers, veterans, workplace returners and first-generation college graduates. All new employees have the opportunity to share their data with us at the time of joining the company. Globally, 63 percent of all employees have completed the survey, with 70 percent in EMEA, 64 percent in North America, 63 percent in India and 37 percent in APAC regions.





## 2 People



View video on how  
“Together we grow”.

**Invesco India recognized as a Top Employer by the India Workplace Equality Index for the third year in a row and Avtar & Seramount 100 Best Hall of Fame—Best Companies for Women**



### Our culture of inclusion

Invesco celebrates the unique experiences and perspectives of our employees and recognizes that our differences help us deliver greater outcomes for our clients. We strive to cultivate a safe working environment where all employees can feel comfortable being their authentic selves—without fear of discrimination or retaliation. We support several programs and initiatives to drive this forward:

#### Focus on psychological safety

Psychological safety is a critical foundation for an inclusive culture. In EMEA, we have focused on driving improved psychological safety over the past three years as part of our culture development work. We have trained our leaders on the concept of psychological safety and the essential interpersonal skills of humility, curiosity and empathy through our leadership conferences. We have also actively supported many teams across the firm to improve their local climate of safety.

Pulse survey results indicate we are making positive progress, with notably improved scores for:

- “While at work, I am comfortable expressing opinions that diverge from my team”: up six points (11 percent in favorability) from March 2021 to July 2022.
- “My team values diverse perspectives”: up four points (7 percent in favorability) from July 2021 to November 2022.

#### Unconscious bias training

Each person’s unique lifetime of experiences has created certain built-in biases that shape our behaviors and how we see the world. In many cases, they are difficult to realize and overcome. Unconscious bias training is designed to help employees throughout our organization recognize, understand and manage hidden biases that can lead to poor decision-making and undermine our DE&I initiatives and goals. Our aim is to create a workplace culture where everyone is treated fairly and feels valued.

Invesco’s companywide unconscious bias training, which all employees were required to take, was first introduced to employees in 2020. Invesco will deliver an updated course to ensure equitable employee experiences continue to be prioritized.

#### DE&I learning and development

Ongoing learning and development opportunities that advance DE&I across our organization are a core part of our strategy. In 2022, we hired a Learning & Development Senior Program Manager to lead these efforts. We also rolled out a refreshed set of Invesco Competencies and introduced a diverse high-potential talent initiative designed to create greater exposure, development and progression opportunities for high-potential diverse talent through senior leadership sponsorship.

#### Celebrating neurodiversity

Neurodiversity is an important aspect of our diversity programming. Neurodiverse individuals have talents, perspectives and skills that can be distinctly beneficial in many ways. In 2022, we continued to offer specific internship opportunities for neurodiverse individuals in EMEA.

In addition, our Neurodiversity Champions in EMEA ensure we foster an environment of inclusion for all types of information processing, learning and communication styles. In 2022, we trained 52 Neurodiversity Champions across EMEA. We also launched a North American chapter of our [Invesco Neurodiversity Network BRG](#). In addition, we hosted several external speaker sessions on topics related to neurodiversity—exploring intersectionalities with our Invesco Working Families Network BRG, as well as our Ethnicity and Social Mobility workstreams.

As our Invesco Neurodiversity Network has grown, we have taken steps to better support our employees on the spectrum. We are working to create workplace adjustments as well as guidelines for requesting such

adjustments. We have also partnered with the Business Disability Forum, an organization that advises businesses on how to become more disability-smart. They will help to ensure that our neurodiversity guidelines meet the highest standards and will be supporting us in achieving Disability Confident Leader (Level 3) status—the highest ranking under the U.K. government scheme.

#### Talks That Matter

In 2022, we laid the groundwork for Talks That Matter, a series of candid conversations based on the PwC model of “Days of Understanding,” which will launch in 2023. These facilitated, small-group discussions allow employees to safely discuss their views on real-world topics and help build a sense of inclusion and belonging among one another.

#### Racial equity assessment

In our U.S. offices, we announced the launch of a racial equity audit to better understand the progress we’ve made, gaps in our business practices and how we can further improve. The assessment will include the following elements:

- Assess Invesco’s diversity efforts and the progress we’re making toward building a more diverse, equitable and inclusive workplace (e.g., hiring practices, retention, culture of inclusion).
- Understand our business practices, including diversity among third parties that do business with us (e.g., vendors) as well as the impact of our proxy voting approach.
- Research how Invesco interacts with and supports the communities in which we operate.

An employee steering committee will oversee the assessment, and the Invesco Ltd. Board and its Nomination and Corporate Governance Committee will oversee the assessment on behalf of the Board. Given the depth and breadth of the assessment we plan to undertake, we anticipate the entire process will take approximately one and a half years to complete. However, we will take proactive action on key learnings from the assessment as we make progress toward the final report.

#### University of Cambridge research

Invesco has partnered with the University of Cambridge to complete a landmark research project that looks to build a holistic understanding of DE&I, specifically within the context of the investment management industry. This research commenced in 2022 with findings expected by the end of 2023.



### Bringing unique viewpoints together

To help us embed DE&I values throughout every aspect of our organization, Invesco invests in a variety of BRGs—grassroots employee networks that represent our diverse cultures and identities. These BRGs create opportunities for employees to connect, learn and develop; engage in our local communities; and support diverse recruitment.

We invest in our BRGs with senior leadership support and funding, enabling BRGs to provide personal and professional enrichment opportunities for employees. BRG events and initiatives in 2022 included:

- The EMEA Invesco Women’s Network menopause group was very active in 2022 campaigning for changes to policy and securing senior leader commitment to provide menopause awareness education for managers.
- The Invesco Rising Career Network hosted a month of interactive events dedicated to building personal brand and self-awareness. Events included happy hours, speed networking, executive fireside chat, L&D Disc® behavioral assessment and workshop as well as other opportunities to develop Invesco’s professionals through engagements that leverage peer support and create leadership opportunities.
- The EMEA Invesco Working Families BRG relaunched in 2022, with the aim to create an inclusive environment and support for all types of working families at Invesco. They conducted a questionnaire to gather colleagues’ priorities for the BRG, which will shape future activities and events. The relaunch event covered topics such as caring for elderly relatives, male colleagues taking enhanced paid parental leave, parents who have children with additional needs and balancing work and family life.
- Several collaborative events across BRGs included showcase events in our Atlanta, Houston, Henley and London offices—the first BRG events to occur in person since the pandemic. These events featured games, lunch and showcases to highlight each BRG—as a way to re-engage colleagues after returning to the office. Each BRG had a table with information on what the BRG’s goals were, how to join their network and get involved. The events attracted over 400 attendees in North America and close to 200 attendees in EMEA.

In 2022, we placed a heightened focus on external partnerships with BRGs to help ensure they provide personal and professional development to their members. These included the National Black MBA Association, Association of Latino Professionals for America, Black Women in Asset Management, Women in Technology and Reaching Out MBA.

Employees across  
**26**  
countries and  
**50+**  
cities

### BRGs by the numbers

**12** BRGs around the world

**100+** events in 2022

**11** external BRG partnerships

### Our BRGs:

- Invesco Pan-Asian Professionals Network
- Invesco ¡HOLA! (Hispanic or Latino Association)
- Invesco Rising Career Network
- Invesco Black Professionals Network
- Invesco Proud Network (LGBTQ+ and allies)
- Invesco Women’s Network
- Invesco Ethnicity Network (EMEA)
- Invesco Working Families Network (EMEA)
- Invesco Neurodiversity Network (EMEA and North America)
- Invesco Social Mobility Network (EMEA)
- Invesco i-Able India (Disability)
- Invesco Veterans Network







## Upholding a fair & equitable workplace

Equity is central to our DE&I mission—and that includes equal opportunities for success. We work to create a level playing field for everyone we employ and serve.

### Fair labor practices

We maintain clear policies and procedures to proactively support our commitment to diversity, equal opportunity and a safe, inclusive workplace. We are committed to upholding a work environment that is free from discrimination and harassment, and we expect every employee to show respect for colleagues, clients, employees and vendors.

In addition, as an employer that strives for equality of opportunity, we make employment and promotion decisions based on clear, job-related criteria and an individual's experience and aptitude to perform the role, as well as ensuring that they display behaviors and values that correspond with Invesco's.

### Fair compensation

We review pay equity at all levels to ensure that individuals with similar roles and responsibilities receive comparable wages, with bonuses determined on the merits of their performance. In addition, the CEO and our senior managing directors receive the same benefits as all other employees.

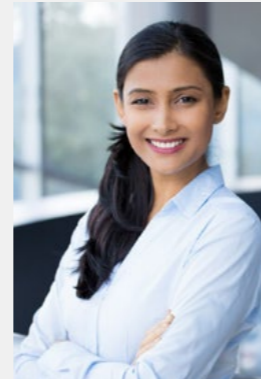
Pay equity reviews are also performed at Invesco offices in all regions of the world. These reviews look at pay bands by role and gender. As needed, third-party vendors are engaged for the reviews. Regular checks for pay equity are performed when running offer scenarios for candidates.

Invesco U.K. provides additional fair compensation practices, including the Gender Pay Gap report for U.K. offices.





# Celebrating diversity all year long



## Asian and Pacific Islander Heritage Month

Invesco's Pan-Asian Professionals Network hosted a month of activities centered around the theme: Celebrating our Togetherness. Events throughout the month shared the cultures, traditions and customs of the community, including a live cook-along, cultural trivia games and a panel of speakers discussing cultural connection.



## Black History Month

Invesco's Ethnicity Network in EMEA and Invesco's Black Professionals Network in North America celebrated Black History Month with the themes "From Awareness to Action" and "Lift Every Voice," respectively. The networks hosted events focused on influential voices, leadership in action and equity. This included activities to highlight Black-owned businesses, a book club, interactive sessions with guest speakers, launching a cookbook with recipes from employees, supporting charities focused on Black communities and sharing favorite poems.

## Invesco i-Able India

Invesco Hyderabad launched i-Able, an equitable platform for Persons with Disabilities (PwD)—representing the latest addition to Invesco's inclusion charter. The inclusive program brings together all PwD employees and their allies and encourages an accessible and welcoming workplace environment.



## Hispanic Heritage Month

Spearheaded by the Invesco ¡HOLA! BRG, Invesco celebrated Hispanic Heritage Month with the theme, and well-known slogan in Hispanic and Latino communities: ¡Sí, Se Puede! (Yes, you can!). The month featured dynamic speakers, including U.S. soccer legend Claudio Reyna, and in-person cultural events in the Atlanta, New York and Houston offices. We also partnered with Ronald McDonald House Houston to collect donations benefiting local Hispanic communities.



## Invesco Rising Career Network

The Invesco Rising Career Network created a month of activities with a focus on self-awareness and building skills for job roles and stronger relationships. Activities included building your personal brand, networking tips, how to navigate a multigenerational workplace and learning about Disc® behavioral styles.



## Juneteenth

On Juneteenth, a paid holiday in North America at Invesco, the Invesco Black Professionals Network (IBPN) partnered with Invesco Cares to provide children's books from local Black-owned bookstores to Ronald McDonald House partners. IBPN also facilitated five community outreach opportunities in Atlanta, Houston, New York, Dallas and Toronto.



## Pride Month

The Invesco Proud Network hosted events throughout Pride Month with a goal to ensure LGBTQ+ colleagues feel personally supported and poised for professional growth. These events included a panel discussion exploring the state of the workplace for the LGBTQ+ community in financial services, BRG pop-ups and networking socials across regions.



## Women's History Month

The Invesco Women's Network created a month of global programs featuring internal and external speakers around the 2022 International Women's Day theme, #BreakTheBias. Events included professional development programs on communications, executives sharing their career journeys and virtual networking sessions to build connections across the company.



# Inclusive talent pipeline

We're taking concrete action to attract a diverse pipeline of talent and support diversity within our industry.

Attracting a diverse candidate pool—and building an inclusive place to work and grow—are priorities at Invesco. We implement a number of activities and partnerships to change the racial and gender composition of our workforce and build the pipeline of diverse talent for our company and the industry at large.



In 2022, we expanded our inclusive hiring practices in the following ways:

- Trained our human resources (HR) team to support managers during talent assessments and discussions, focusing on how to identify potential unconscious bias in the talent review process and open up discussions.
- Launched a new global hiring manager guide to support our hiring managers to attract and select high-potential diverse talent through a competency-based approach focused on hiring for potential and not just education and experience.
- Introduced competency-based hiring in EMEA, a program through which Invesco partners with nonprofits to train diverse groups in technical skills, with the ambition to hire talent over experience.
- Utilized partnerships to expand our reach to diverse candidate pools.
- Launched our Early Access program, which supports educational diversity by hiring candidates who do not have a formal college education.



## Advancing DE&I in our industry through collaboration

We believe we can maximize our impact when we develop and leverage strategic partnerships that harness the passion and expertise of external organizations. To this end, in 2022 we:

- Broadened our relationships with Atlanta-based historically Black colleges and universities (HBCUs) and became a sponsor of the 2022 National Black MBA Conference.
- Continued to build on our partnerships with Investment 2020 (i20/20), #TalkAboutBlack.
- Signed up for the Diversity Project U.K. Pathway Program targeted toward the development of female fund managers.
- Partnered with the U.K.'s Business Disability Forum to help Invesco move from a Disability Confident Employer (Level 2) to a Disability Confident Leader (Level 3), as per the U.K. government scheme.
- Partnered with Evenbreak, an organization that focuses on recruitment of disabled job seekers.
- Signed up to the Inclusive Employer Standard and City Hive's ACT Framework to seek accreditation on Invesco's diversity and inclusion policies and progress.
- Participated in City Hive's cross-company mentoring program and the Black Leaders Development Programme.
- Started engagements with local senior schools in more underprivileged communities near Henley to introduce 16- to 18-year-olds to the potential of an asset management career and to build a pipeline of school leavers for our i20/20 program intake.

To build our pipeline of diverse talent, we also invest in financial literacy programs in underserved communities and partner with universities that educate and spark interest in investment-industry careers. Learn more about our [financial literacy commitments](#) and our [education partnerships](#).

# Professional development

We're focused on helping employees build dynamic careers at Invesco.

We understand that providing robust learning and development programs is key to retaining talent and driving performance so we can better serve our clients. We continue to focus on ensuring that Invesco is able to attract and bring in desired candidates by implementing programs and initiatives to develop and grow talent and making sure that all employees have clear paths to advance within the organization.



## Invesco's Early Career Investor Program

1. 10-week Summer Internships
2. 12-month rotational program throughout Invesco's Investments Organization
3. Permanent Placement with Investment Team

**Mission**

Find the best talent, enabling us to foster the careers of our early investors.



**What you get**

- Broad Exposure to Asset Management
- Ongoing Mentorship
- Peer Support
- Jump Start Your Career
- Clear Career Path

**What you bring**

- interest in Asset Management
- Creative problem solvers and analytical thinking
- Junior or senior with a cumulative GPA of at least 3.2



For more information, please contact [molly.harrell@invesco.com](mailto:molly.harrell@invesco.com)

In 2022, we continued to build a culture of continuous learning through the following programs:

### Manage Your Career Like a Business

After our successful pilot, we launched Manage Your Career Like a Business globally in 2022. This development program teaches employees how to use Career Intelligence® to take ownership of their careers with the support of their managers to increase their performance, development and satisfaction within their current role, as well as to identify ways to progress. We take a “know yourself, grow yourself, show yourself” approach—to help employees know what their career aspirations might be, grow their skills to get them there and then show up to exhibit behaviors and build networks that positively influence their career progression.

### Learning Hub

Invesco's Learning Hub is an independent learning tool that uses artificial intelligence (AI) to aggregate and deliver relevant learning to employees, based on their individual roles and interests. The more an employee uses the system, the more the AI refines its recommended content. In 2022, Invesco employees used the Hub to access online courses, articles, books, supplemental material and podcasts. Invesco also launched a partnership with LinkedIn Learning to provide employees with additional bespoke, on-demand learning opportunities to develop current skills and build new capabilities. In addition to LinkedIn Learning, employees can access content from numerous partners, including Franklin Covey, Ted@Work, getAbstract, Intuition and others.

### Early career support

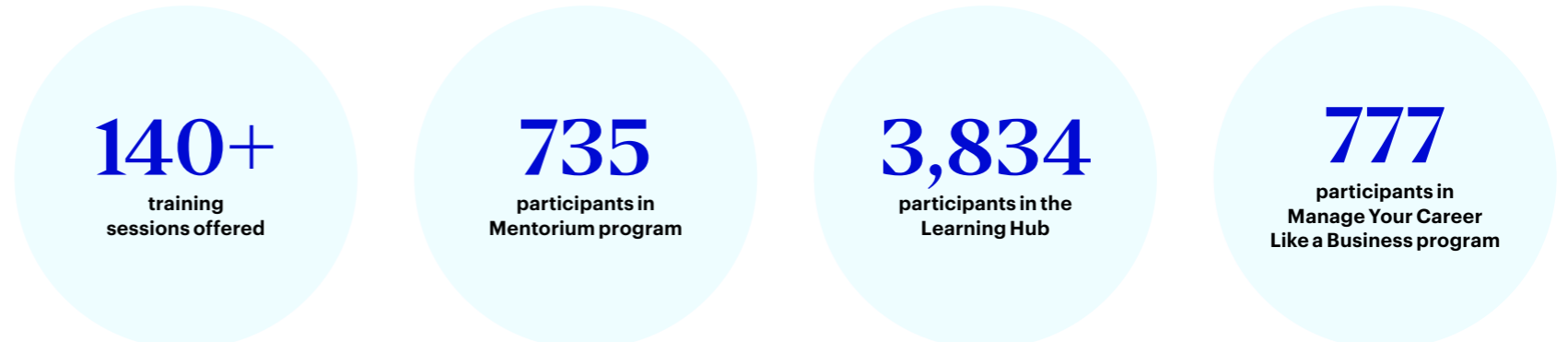
In 2022, we increased our focus on early career professionals—hiring an Early Career Program Manager with the goal of optimizing our retention and development of talent in the critical first two years of employment. We provide cross-functional early career resources, such as foundational training programs and early networking opportunities, to help retain entry-level professionals and turn them into long-term career professionals at Invesco.

### Investment 20/20 (i20/20)

In 2022, we completed our eighth cohort and onboarded our ninth cohort of i20/20 trainees in the U.K. i20/20 was founded as a social enterprise by senior investment management leaders in the U.K. in 2013, with a focus on creating a more diverse and inclusive investment industry. Invesco has been participating since 2014.

Our year-long development program focuses on supporting young adults that are beginning their career in the financial services industry. They work under contract as Invesco employees while completing personal and professional trainings and mentoring and networking programs. From our 2021–22 intake, eight out of 15 became permanent Invesco employees.

## 2022 highlights





### Mentorium

We expanded our internal, open-mentoring program, Mentorium, from EMEA into North America—with plans to make it a global program in 2023. Mentorium gathers mentor and mentee profile preferences and development objectives, creates mentoring matches based on alignment of these criteria and provides access to virtual workshops as well as online mentoring training and support resources.

In 2022, our BRGs also began to use Mentorium as a platform for mentorship to learn how to be a better mentor, create mentorship matches and establish peer mentoring within the groups.

### High-potential programs

We offer a Next Generation Leaders Program that puts a special lens on high-potential, diverse employees from teams in North America and APAC. This program allows participants to engage with Invesco experts on how business units work while focusing on executive presence/presenting skills, coaching and 360 degree performance feedback from a leadership aspect. In 2022, North America had one cohort with 18 participants.

### Women in Leadership program

In 2022, we brought back our Women in Leadership program—a two-month, nomination-based program consisting of a three-day residential session, self-study and two virtual workshops. Fifty-four participants gathered to receive coaching and support to enhance their ability to contribute as Invesco's business leaders, understand their unique strengths, learn negotiation skills critical to their career success and build a stronger network with their global colleagues.

### Invesco reading series

In 2022, we launched a new program where leaders, employees and BRGs across the firm share their recommended reading. This has proven to be an engaging way for employees to get a snapshot of our company culture. It includes books that inspire growth and continued development in professional and leadership behaviors, well-being and technical expertise. The series has had over 2,820 page views.

### Invesco L&D newsletter

Launched in 2022, Invested Development is a monthly learning and development (L&D) newsletter promoting our regional and global resources, offerings and initiatives. This newsletter shares tips, relevant resources, reminders on upcoming events and promotions of educational offerings, along with highlights from recent L&D events. Open enrollment workshops are marketed in the newsletter to provide continual and consistent communication across Invesco's global community.

### Tuition reimbursements

Invesco offers tuition and certification reimbursement for employees who pursue external education to improve their knowledge in job-related subject matters. This benefit includes industry and professional accreditations, as well as college-level classes taken at nationally recognized, accredited institutions. In 2022, 134 Invesco employees in eight countries received tuition reimbursements.

### Active performance feedback

Instead of traditional annual year-end performance reviews, Invesco promotes streamlined, quarterly check-ins between employees and managers to enhance listening and provide a greater opportunity to share feedback and update performance and development goals. Our quarterly check-in process was successfully rolled out in 2020 during the pandemic and has proven invaluable as active listening, ongoing feedback and agile goal setting become even more essential among employees working remotely or in a hybrid environment. This success can be seen in our quarterly metrics—reporting more than 75 percent of employees and managers submitting their quarterly summaries upon completion of their quarterly conversations and 91 percent of the firm submitting goals.



**121** employees completed Becoming an Invesco Manager in 2022.

## Turning talent into leadership

We provide leaders with a wide array of in-person and online learning opportunities. In 2022, we continued to provide our main management training programs and piloted one new program:

- **Becoming an Invesco Manager**—This global program is designed to help new Invesco managers gain organizational knowledge and skills to make an impact during their first three months. In 2022, we completed four new cohorts, with 121 managers completing the program.
- **Managing with Impact**—This global, four-month learning program equips managers with the essential foundational management skills and tools to lead individuals and teams to perform at their best. In 2022, we completed two cohorts, with 49 managers completing the program.
- **Essentials of Leadership**—In our Hyderabad office, we piloted a new manager-to-leadership transition program for 23 participants, which is an additional development step between Managing with Impact and Leading with Impact. We plan to expand this program globally in 2023.
- **Leading with Impact**—This global, one-year leadership development program helps leaders to increase their impact and effectively lead through increasing volatility, uncertainty, complexity and ambiguity and to produce stronger results with their teams and for Invesco. In 2022, we completed one cohort, with 34 global senior leaders completing the program.
- **Leadership Connect**—Typically, Invesco's top senior leaders attend an annual leadership conference. Due to COVID travel restriction in 2022, we held three regional events called Leadership Connect. In-person gatherings were held in New York, U.S., Windsor, U.K. and a virtual event in Hong Kong. These two-day sessions enabled our leaders, some of which were new joiners, to connect and re-energize. Leadership Connect was also focused on aligning around our key priorities.

### Evolving our skills for the future

While our new hybrid work environment creates a more flexible way to work, it has also changed the way we work in sometimes unpredictable ways. Information now comes at employees through more channels, which can be challenging to manage. Virtual meetings create new opportunities for disruption from other computer activity, such as emails and chats. Employees take fewer breaks—jumping from one task to the next, without having the built-in downtime of walking to their next meeting or chatting with colleagues in the hall.

#### New Normal/Flexible Work Environment Series

One way we are working to help our employees adapt is by launching Developing Your Career in the New Normal—a program focused on helping employees understand what career progression looks like since the pandemic has changed where and how we work. It examines how jobs and interviewing have changed, as well as how employees can make themselves stand out and make their aspirations known in this new working environment. It also includes training topics such as personal effectiveness, personal organization and time management in a hybrid environment—which have been especially popular among employees. In 2022, the New Normal Speaker Series had 11 sessions and was attended by 4,041 Invesco employees. In addition, the series hosted two workshops that had 487 participants.



### Exploring the business merits of virtual reality

Invesco is now in the Metaverse, utilizing 3D camera technology, AI, digital twins and virtual reality (VR) tours to showcase the art of the possible in the metaverse for next-generation investors. We are harnessing VR to generate unlimited workforce training, Metaverse events and development solutions. This technology enables Invesco to create secure and unique applications that build intuitively. Invesco’s access to this training platform reduces time and energy and increases performance and output. By leveraging these technologies and building extensive experience in VR development and immersive training software, Invesco can deliver effective solutions that meet each client’s and employee’s needs.

In 2022, we examined ways in which the Metaverse can enhance the employee experience in virtual meetings. Company leaders in our Atlanta headquarters attended a virtual panel discussion about Metaverse technology—which took place in the Metaverse. We created a digital twin of the office meeting space, and attendees had a simulated 3D experience of being in the conference room, engaging with their colleagues as avatars. We are exploring this technology further as a means of enhancing collaboration internally and creating more equitable representation at meetings where not everyone can attend in person.



[View video on Metaverse: A weapon of mass disruption?](#)

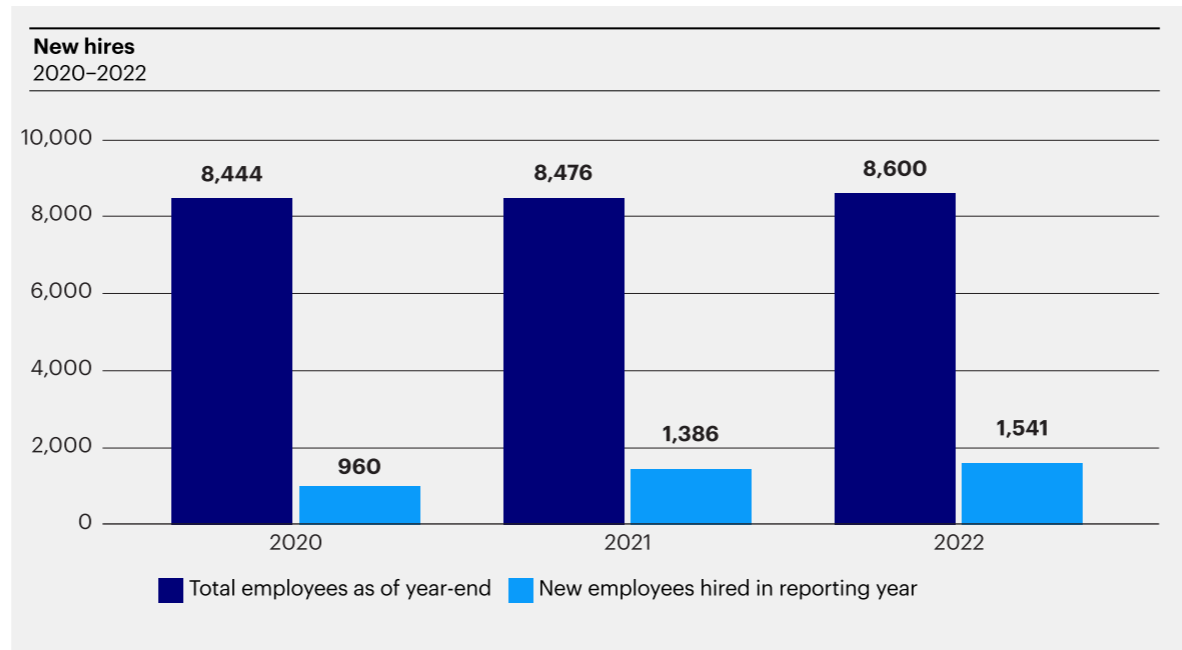




# Employee engagement & well-being

We work hard every day to create a supportive and engaging work environment centered on employee satisfaction, health and well-being.

Invesco’s success is a result of our dedicated employees who come together every day with a shared purpose of delivering great outcomes for clients. We undertake a variety of efforts to support our employees and provide them with resources to help them stay healthy, connected and productive.



## A healthy culture starts with listening

When we learn what our employees love about working at Invesco—and where we have room to grow—it gives us the opportunity to take action to make the work experience better for everyone. Some of the ways we foster listening, engagement and well-being at Invesco include:

### Your Voice pulse survey

For the second year in a row, Invesco rolled out three Your Voice engagement surveys, powered by third-party vendor Glint, to measure employee satisfaction as well as other topics that drive engagement. These surveys, which allow employees to provide comments and recommendations, give managers and senior leaders the insights to drive engagement and keep a pulse on how employees are experiencing Invesco. Participation in the survey continues to climb with every survey.

Our greatest strengths as a firm:

- **Respectful Treatment**—Employees indicate they are treated with respect and dignity, which has remained strong during the duration of the pandemic and our transition to new ways of working. (Score: 82)
- **Inclusion (within team)**—Employees indicate their team values diverse perspectives. (Score: 80)
- **Recognition (by manager)**—Items that reference managers continue to have strong scores. Employees indicate that their managers let them know that their contributions are meaningful. (Score: 81)

Our greatest improvements:

- **Work Life Balance**—Ability to successfully balance work and personal lives improved steadily throughout 2022. (Score: 72, up from 67 in July 2021)
- **Speak My Mind**—Employees indicate feeling more free to speak their mind without fear of negative consequences. (Score: 74, up from 70 in July 2021)



### Employee benefits

In 2022, we introduced the following enhancements to our current benefit offerings to meet the needs and expectations of employees, while focusing on affordability and access:

- Transform Oncology to our Aetna medical plans
- LifeScan Diabetes Program through our Express Scripts RX plans
- Life Coaching through Aetna
- Enhanced Maternity and Fertility Benefits to our Aetna medical plans

To help employees realize greater possibilities inside and outside the workplace, we proudly offer the following total rewards:

- Compensation
- Retirement savings plans including 401(k)
- Life insurance plans and income-protection benefits
- Opportunities to become an Invesco shareholder
- Competitive health and wellness programs for employees and their families
- Flexibility to help employees balance work and family/personal responsibilities more effectively
- Holiday and paid time-off benefits
- Opportunities to develop professional skills and knowledge

Invesco's employee 401(k) plan was recently recognized by PLANSPONSOR magazine's 2022 "Best in Class" awards. Among the more than 2,400 entries, Invesco joins a short list of distinguished winners. Invesco's plan was specifically recognized for: high employee participation rate (97 percent), robust financial education offerings and plan design elements that are correlated with participants' retirement readiness, such as immediate eligibility, matching with immediate vesting upon hire and discretionary supplemental employer contributions.



### 2022 highlights

**Three**

firm-wide employee pulse surveys; average 2022 participation rate:

**79%**

**75%+**

employee participation in quarterly active performance feedback sessions with their managers



### Enhancing our human resources (HR) system to support our employees

A positive HR experience plays a tremendous role in employee satisfaction. In 2022, we worked to completely revamp our internal HR system—making it globally consistent, more transparent and more efficient to use.

The new program, called iNEXT, launched in February of 2023 and involves the implementation of two technologies: Workday and Service Now. iNEXT is designed with the employee experience in mind: it offers more automation and functionality—enabling employees to easily locate data, get answers to questions, file service tickets, execute transactions or chat with an agent either live or virtually. It also creates a more streamlined HR process by putting everything in one place.





# Resilient Communities

Our culture of caring strives to make a positive impact in the communities where we live and work.

Atlanta employees unite to support **Children's Healthcare of Atlanta and Ronald McDonald House Charities**

# Financial literacy

We're inspiring youth and equipping communities with financial literacy skills for the future through award-winning, financial education programming.

Financial literacy is a skillset that can benefit everyone—but one that is infrequently taught. When people understand how to manage their money, they can make better financial decisions, reduce stress and equip themselves for financial success. As a leading asset management firm, we believe it is our responsibility to help not just our clients—but our larger communities—create greater financial possibilities.

## How Not to Suck at Money makes a splash<sup>1</sup>

Invesco QQQ, the official exchange-traded fund of the NCAA®, continues to run its financial education platform: How Not to Suck at Money. This free platform, based on choice-based game play, offers players an interactive learning experience with real-world financial situations. Players learn about topics such as budgeting, building credit, investing and moving out as they encounter and solve various money dilemmas while navigating a 3D semi-surreal college town.

Since its launch in November 2021, over 3.5 million people have visited the financial education platform. In 2022, How Not to Suck at Money won a STAR award from the Investment Management Education Alliance and was also recognized in several categories, including best Investor Communications—Digital Experience. In total, the platform has received 12 awards for creative and educational excellence from organizations including the Financial Communications Society and Clio Sports. Invesco also launched a TikTok channel as part of its new social influencer campaign.

For illustrative purposes only.

## 2022 highlights

**3.5 million+**  
How Not to Suck at Money visitors

**125,000**  
How Not to Suck at Money game plays

**1.56 billion**  
How Not to Suck at Money media impressions

**30,000**  
annual visitors to Junior Achievement BizTown from Atlanta Public Schools, DeKalb County Schools, Fulton County Schools and Marietta City Schools

**71%**  
average increase in financial and investment literacy among Rock The Street, Wall Street alumnae

<sup>1</sup> How Not To Suck at Money (HNTSAM) is sponsored by Invesco QQQ and distributed by Invesco Distributors, Inc., an indirect, wholly owned subsidiary of Invesco Ltd. The game is provided for educational and informational purposes only and is not an offer of investment advice or financial products, nor does it constitute a recommendation or suitability of any investment strategy or product for a particular individual.



Invesco supports partnerships that promote financial inclusion and literacy, with a focus on underserved communities, so that more people can learn important personal finance skills and achieve financial stability. We do this through several key initiatives:



### Equity Collective

At the end of 2021, we began a collaboration with 26 other wealth and asset management firms to implement the Equity Collective—a multiyear commitment that focuses on building a pool of interested and qualified high school students from underserved communities to pursue careers in the financial sector. This outreach involves key sponsorships with Team IMPACT, HIVE Diversity and the Boys & Girls Clubs of America, with programs geared toward raising awareness about our industry and increasing access for young talent in our field.



### Rock The Street, Wall Street

Rock The Street, Wall Street supports financial literacy for high school girls by providing programming focused on investing and budgeting—and by connecting students and female finance professionals through mentorships. Through our corporate sponsorship, 71 female executives from across Invesco’s investment, strategy, marketing, distribution and real estate teams lead weekly, classroom-based workshops with girls at high schools in Houston, Atlanta and New York.

On average, alumnae of the program have shown a 78 percent increase in financial and investment literacy. In addition, one in four alumnae go on to pursue degrees or professions in the areas of finance, economics or related business fields.



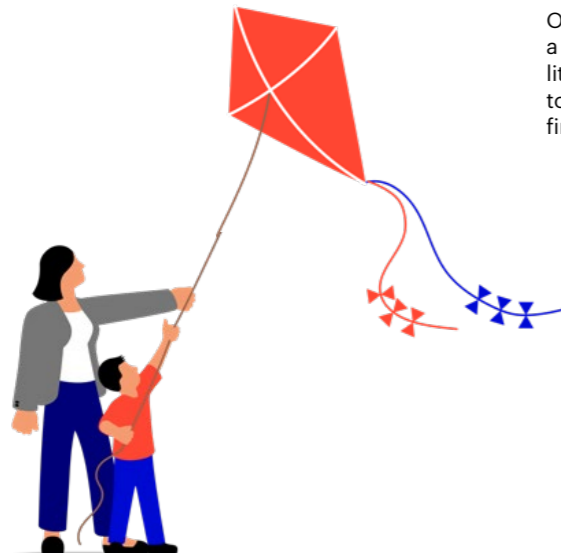
### Junior Achievement

We partner with Junior Achievement of Georgia (JA) to provide a dynamic learning experience designed to enhance students’ financial literacy and build skills for personal and professional success. Invesco now has an interactive storefront in JA BizTown, one of two simulations located within the JA Chick-fil-A Foundation Discovery Center in Atlanta. JA BizTown gives sixth graders the opportunity to interact within a simulated economy and take on the challenge of fueling a business. The students not only discover the intricacies of being a professional member of the community, but also the abundance of opportunities available within their city.



### 100 Black Men of America

100 Black Men of America (100 BMOA) is recognized as the nation’s top African American-led mentoring organization. In 2022, Invesco QQQ partnered with 100 BMOA and the organization’s Collegiate 100 Atlanta Chapter to host an event that was designed to inspire and educate local college students around the importance of building a strong financial education foundation. Over 100 students from across four HBCUs joined Invesco QQQ for an engaging conversation and post-event reception headlined by NCAA® legend Grant Hill, HBCU alumnus Justin Lawson, Invesco’s Ron Robertson and moderated by Turner Sports and Amazon NFL reporter, Taylor Rooks.



# Invesco Cares

We empower and provide opportunities for our employees to make a positive impact in communities.

At Invesco, we all want to take meaningful action that creates a positive impact in the world around us. Our belief in serving and strengthening our communities is central to our culture and purpose to help people get more out of life. We also recognize that when we invest in communities, we are also investing in our talent pipeline, clients, employees and the well-being of everyone where we live and work.

Through Invesco Cares, our philanthropy and volunteering organization, Invesco employees can raise funds, volunteer and share skills with nonprofits and local organizations. Each office has its own charitable giving budget, allowing employees the power to collaboratively select which organizations they would like to see Invesco support in their communities. This encourages employee engagement and means that the organizations we work with are a direct reflection of employee interest and where they want to make an impact.



## 2022 highlights

**20**  
Invesco Cares  
chapters globally

**128**  
nonprofits supported

**Nine**  
Ronald McDonald  
House location  
cities supported in  
North America



# A year of giving

Supporting those around us is integral to our success. In 2022, we engaged in fundraising and community-building activities around the globe. These efforts included:



Employees in North America supported **Ronald McDonald House Charities** as their Charity of the Year for the second straight year. Invesco has donated over \$500,000 to the organization, and employees volunteered nearly 250 hours on unique activities focused on mental health awareness, DE&I and Earth Day in 2022.



In the U.K., employees selected **Dementia UK** as their charity partner for 2022/23—with a goal of raising £200,000 to fund two specialist dementia care nurses in the south of England. In 2022, staff raised over £116,000, and our first fully funded dementia care nurse is already in post.



Invesco Cares chapters across North America banded together for the fifth consecutive year to donate a total of \$54,000 to nine schools and nonprofits benefiting local students through **Operation Backpack**. Each chapter received \$6,000 to donate to organizations of their choice to support basic technology and school supply needs.



Invesco Women's Network in Taiwan held an event with the **Boyo Social Welfare Foundation**, encouraging colleagues to donate stationary to rural area schools. We were proud to collect more than 6,400 items. Our Women's Network in Hyderabad volunteered in a clothes donation drive in Khajaguda, helping to sort and distribute clothing and snacks for children.



In support of **Children's Healthcare of Atlanta**, Invesco committed to a \$1 million donation to the Never Settle campaign to transform pediatric healthcare. Employees also gave back through Invesco's annual Halloween fundraiser and volunteering to make craft kits for the children who were sick in the hospital.



In November, Invesco teamed up with the Atlanta Management Council to host the **Invesco QQQ Thanksgiving Day races**. These included half marathon, 5K, mile and dash races for all ages and capabilities.





# Education support

**We invest in training tomorrow’s asset management leaders for Invesco and our industry.**

Training the next generation of financial professionals is important for our industry and for our future. It’s also critical that we support equitable access to careers in asset management and invest in programs that address educational inequities and enable underresourced students to participate.

## 2022 highlights

**6-year**

partnership with the Cambridge Judge Business School

**124**

summer interns at Invesco offices

### This training and support includes:

#### Invesco internship programs

Our internships help develop investment skills among high school and university students. Our interns have the opportunity to participate in impactful, real-world projects on topics such as climate risk scenario analysis and portfolio modeling. We provide an annual summer internship program, and we also run internships through partner organizations to help us target a more diverse candidate pool. These include Girls Who Invest, Investment 20/20 and Cristo Rey Jesuit High Schools in Atlanta, Dallas, Houston and New York.

#### Cambridge Judge Business School

Invesco completed the sixth year of a 10-year collaboration with Cambridge Judge Business School (CJBS) in 2022. Through this relationship, we support research activities in long-term asset management, alternative finance and data analytics—all while Invesco’s clients benefit from access to cutting-edge insights and research from this globally renowned business school.

In collaboration with CJBS, we developed Game Changers, a video series that brings together thought leaders from around the globe to shed new light on how rapid innovation and disruption are increasingly transforming economic and financial activity at the global, national, firm and household levels. Highlights of our partnership in 2022 include:

- 30+ thought leadership items created in collaboration with CJBS.
- Nine Invesco-sponsored studies published by CJBS.
- Founding sponsor for Centre for Alternative Finance through funding from Invesco.
- Eight global consulting research projects supported, providing opportunities for 40 MBA and MFin students.
- Numerous collaborations relating to climate risk, sustainable investing and ESG investing initiatives.
- CJBS speakers at 60 Invesco client events, held across 19 different locations globally, attended by over 3,700 Invesco clients.
- Invesco became official sponsor of the Cambridge Digital Assets Programme.
- Invesco became official sponsor of the Regulatory Genome Project.



### Georgia Institute of Technology

Invesco partners with the Scheller College of Business, part of the Georgia Institute of Technology (Georgia Tech), through their Financial Services Innovation Lab—established to serve as an interface between the financial services industry and Georgia Tech faculty and students. Our collaboration supports financial literacy and increased dialogue regarding the challenges, disruption and opportunities in the asset management industry.

We also support a program run by Dr. Sudheer Chava, Director of the Quantitative and Computational Finance Program (QCFP) at Georgia Tech, focused on providing a foundation in qualitative skills for complex mathematical modeling, coupled with a practical understanding of finance theory. This rigorous combination ensures that students develop proficiencies in programming languages and modeling techniques, thus preparing them for a career in investment management. By engaging with Dr. Chava’s QCFP Master’s program, Invesco has an opportunity to identify talent and develop relationships for future opportunities.



# Supplier diversity

**We're fostering an innovative, diverse and competitive supply chain.**

We believe that the primary goal of corporate responsibility is for corporations to understand and assume responsibility for their impact on customers, employees, shareholders, communities and the environment—in every aspect of their operations. Having a robust supplier diversity program is a key measure of our commitment to the growth and development of minority-owned businesses and economic development in underserved communities. Developing mutually beneficial partnerships with certified minority, women, LGBTQ+, veteran and small-business suppliers makes a positive impact on the communities we serve.



## 2022 highlights

Full-time  
**supplier diversity manager**  
hired

**\$147 million**  
spent with diverse suppliers

Enhanced accuracy of our  
**supplier diversity spend**  
metrics

**Seven**  
memberships with  
supplier diversity  
advocacy organizations



**Crossmedia becomes Invesco’s highest-spend, minority-owned company**

In March 2021, Invesco’s procurement organization, in conjunction with marketing, issued a request for proposal for media planning and buying services for North America. After a thorough review process, Invesco selected Crossmedia—a minority-owned agency—due to their demonstrated ability to deliver a superior media strategy and provide a robust media measurement system. In 2022, Invesco’s spend with Crossmedia was more than \$112 million.

In 2022, we formalized our supplier diversity program by hiring a full-time Supplier Diversity Manager and developing key program objectives to:

- Expand supplier diversity awareness and education corporatewide.
- Increase diverse spend and vendors.
- Track and report diverse spend throughout the organization.
- Continue to meet with internal business units and our sourcing team to identify opportunities to partner with diverse suppliers and vendors.

We renewed our memberships with national supplier diversity advocacy organizations National Minority Supplier Development Council and the Women’s Business Enterprise National Council and became members of three additional national advocacy organizations: National Veterans Business Development Council, National Gay & Lesbian Chamber of Commerce and Financial Service

Roundtable Supplier Diversity. Invesco also joined the Georgia Minority Supplier Development Council and Greater Women’s Business Council. These memberships add value to our organization by expanding our database of qualified diverse suppliers, giving us benchmarking capabilities against industry peers and keeping us apprised of new industry developments within supplier diversity programming.

We are proud of the progress we made in 2022, including our diverse spend exceeding the national average for financial corporations<sup>1</sup> and refining our supplier diversity spend metrics, which allows us to accurately report our diverse spend and the number of diverse vendors with whom we do business.

In 2023, we plan to conduct an Economic Assessment Study to quantify the economic benefits of doing business with minority and small businesses—in terms of jobs created, taxes generated and increase in household income.

<sup>1</sup> Based on the Financial Service Roundtable Supplier Diversity 2022 benchmarking survey.





# ESG Investing

Our ESG approach is investment-led and client-centric. Our Global ESG team provides support and analysis, while our investment managers maintain discretion on portfolio decisions.

Burgeoning bee population at our Henley campus



# Our ESG approach

We integrate financially material considerations in our investment capabilities, taking into account critical factors that help us deliver strong outcomes to clients.

As investors in global equities, corporate and sovereign fixed-income instruments, as well as real estate and multiasset strategies, we recognize the differences between asset classes and geographies. We apply ESG principles in a variety of ways, depending on the asset class and strategy.



## Active ownership

We exercise our rights and responsibilities as stewards of capital and use our expertise to cast voting decisions in our clients' best interests.

## Innovation & data

We believe having quality data on ESG factors is critical for effective investment analysis. We are enhancing our ESG data and analytics capabilities by building out and updating our proprietary tools, including ESGintel, PROXYintel and ESGCentral. These tools assist with research, portfolio reviews, portfolio optimization, engagement and proxy voting.

## Client partnerships

Invesco has a client-centric ESG approach focused on customizing solutions to client needs and objectives. We provide a comprehensive range of ESG-focused capabilities that enable clients to express their values through investing. At the same time, there are clients that have requested ESG investment guidelines and restrictions be placed on their portfolios. Our investment solutions are designed to help clients remain aligned with what they value most.

## Industry engagement

Invesco participates in relevant industry initiatives to promote the continued improvement of functioning financial markets. We are involved in industry bodies, including Principles for Responsible Investment (PRI), the Net Zero Asset Managers initiative (NZAM), the Global Real Estate Sustainability Benchmark (GRESB) and the Task Force on Climate-related Financial Disclosures (TCFD). We engage policymakers on the latest ESG regulations and have academic partnerships with the University of Cambridge and Tsinghua University. View the full list of industry organizations we engage with in [the GRI index](#).





# Environment

We take responsibility for our environmental impacts by integrating environmental considerations into our operations around the world.

[Our Midtown Union headquarters features an orchid-inspired biophilic wall to show our support for the Atlanta Botanical Garden and its orchid collections](#)



# Green buildings

**We make long-term investments in our buildings that promote environmental efficiency and employee health and well-being.**

When it comes to our buildings and facilities around the world, we know there's a greener way. Managing our facilities responsibly presents a large opportunity to reduce our environmental footprint; so, when we build or retrofit buildings, we utilize green construction practices and incorporate state-of-the-art efficiencies. We also undertake efforts to promote biodiversity around our facilities and engage our employees along the way.

## **Our new Midtown Union headquarters**

In 2022, Invesco completed construction on our new global headquarters at Midtown Union in Atlanta, which incorporates sustainability and well-being factors or elements. The project will contribute to Invesco's target of reducing our energy use and emissions output by 46 percent by 2030.

The building is LEED Silver. The Invesco square footage is aspiring to obtain both LEED Platinum and WELL Platinum certification in 2023, which would make our headquarters the first in Georgia to receive both recognitions for a commercial interior project. LEED certification is a globally recognized symbol of sustainability achievement and leadership in construction and design. WELL certified buildings also include features that impact human health and well-being, through air, water, nourishment, light, fitness, comfort and mind.



## 2022 highlights

**LEED  
and WELL  
Platinum**

targets for new global  
headquarters in  
Atlanta

**WELL  
Health &  
Safety and  
WELL Equity**

rating achieved at new  
global headquarters  
in Atlanta

**LEED and  
WELL Gold**

targets for new Hong Kong  
office space

**ISO 14001**

recertification





Living moss wall at our Hong Kong office

Our efforts create a more pleasant work space for Invesco employees and clients, while ensuring our buildings will have a lower impact on the environment over time and yield significant cost savings. In addition to our new headquarters in Atlanta, our green building initiatives include:

- **Henley, England:** powered by 100 percent renewable gas and electricity, including self-supplied electricity generated by site-based solar panels. The facility also has five EV chargers and a shuttle bus service to support sustainable commuter journeys.
- **Dublin, Ireland:** LEED Platinum facility that features 100 percent renewable energy, rainwater harvesting and water-reduction fixtures, photovoltaic panels and tenant submetering for accurate consumption data.
- **Paris, France:** moss green wall installed as part of a refurbishment project, improving air quality, reducing noise levels and creating a mood-enhancing environment.
- **Hong Kong:** will be targeting LEED and WELL Gold in 2023, as part of the relocation project that commenced in 2022.

To further operate responsibly and to continuously reduce our impact on the environment, Invesco prioritizes leasing office space in green buildings. While we have limited control on energy procurement in our leased offices, we work with our landlords to encourage them to buy green energy whenever possible.

Our leased offices meet the following certifications:

- Dallas, Texas, U.S., LEED Silver
- Denver, Colorado, U.S., LEED Gold
- Dublin, Ireland, LEED Platinum
- Downers Grove, Illinois, U.S., Earth Flag Certification
- Frankfurt, Germany, LEED Gold
- Henley, England, 100 percent renewable energy
- Houston, Texas, U.S., LEED Silver
- Hyderabad, India, LEED Platinum
- New York, New York, U.S., LEED Gold
- Vancouver, B.C., Canada, LEED Gold and BOMA

U.S. EPA Energy Star certified buildings:

- Atlanta, Georgia, U.S.
- Boston, Massachusetts, U.S.
- Dallas, Texas, U.S.
- Denver, Colorado, U.S.
- Downers Grove, Illinois, U.S.
- New York, New York, U.S.
- Newport Beach, California, U.S.
- San Francisco, California, U.S.
- Toronto, Canada
- Washington D.C., U.S.



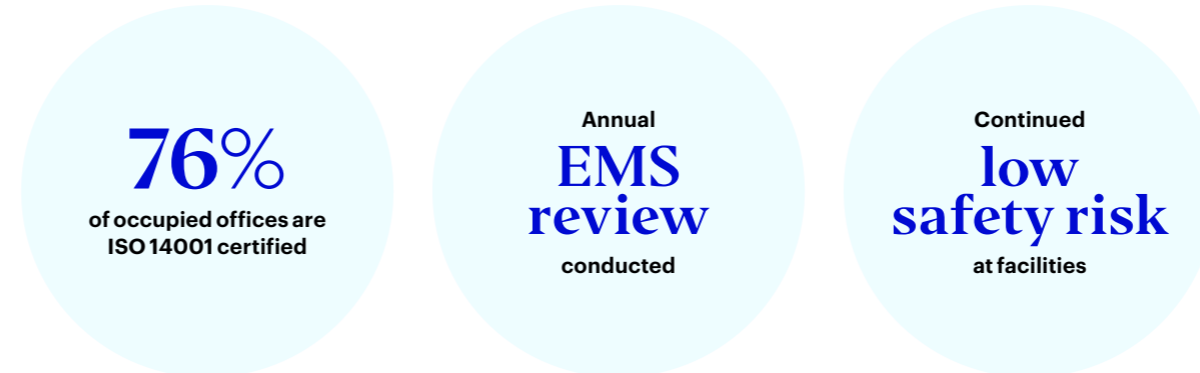


# EHS management

**Our commitment is to protect all Invesco employees and contractors and minimize risk through prevention of illness, injury and environmental impact.**

Invesco protects the environment and the health and safety of our employees, contractors, clients and the public by conducting business in a safe and environmentally sustainable manner. This is the foundation of our environmental, health and safety (EHS) management approach.

## 2022 highlights



Our Global Corporate Occupational Health and Safety Policy and our Global Corporate Carbon Emissions and Environmental Policy outline our commitment. These policies apply to every site and employee where we operate and articulate our ambitions to:

- Deliver all work activities in a safe and environmentally sustainable manner to protect the environment and prevent pollution while supporting the successful growth of our business.
- Promote energy efficiency and avoidance of waste, including through appropriate conservation measures in the design and use of buildings and equipment.
- Procure 100 percent renewable electricity, where practicable, in the buildings where we operate.
- Comply with all applicable compliance obligations.
- Implement waste management and minimization practices through the hierarchy approach; reduce, reuse and recycle, energy recovery and disposal.
- Utilize Invesco's Procurement Policy that establishes ESG matters as a specific selection criterion in the vendor selection process.
- Reduce emissions arising from energy and transport use.
- Implement ISO 14001 standards of sustainability and LEED in the spaces we occupy and achieve a certification where practicable.

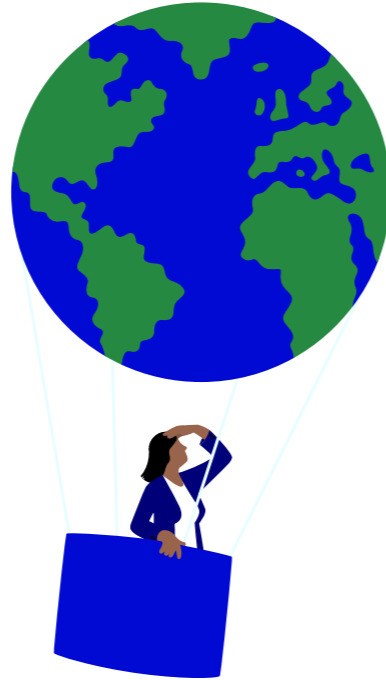
In 2022, Invesco achieved ISO 14001:2015 recertification, which affirms our efforts to improve our environmental performance through more efficient use of resources and a reduction of waste.



### Global environmental targets

We recognize the need to set global targets to reduce our environmental impact, then continuously implement opportunities to achieve them. Progress against our targets is reviewed on an annual basis by Invesco's senior management.

Our environmental reporting boundary includes all owned offices in our global corporate properties' portfolio. Having a comprehensive measurement of our environmental impact across offices helps us deliver on our commitments and drive environmental performance in the areas of energy use, greenhouse gas (GHG) emissions, water consumption and waste production.



### 2022 Global environmental targets

Target	2022 Progress
Reduce our energy use and emissions output in line with Science Based Targets by 4.2% year-on-year and by 46% by 2030	<p><b>43% reduction in Scope 1 and 2 emissions (location-based) against 2019 baseline year</b></p> <p><b>23% reduction in Scope 1 and 2 emissions (location-based) against 2021</b></p> <p><b>33% increase in Scope 1, 2 and 3 emissions (location-based) against 2021</b></p> <p><b>7.8% increase in Scope 1, 2 and 3 emissions (market-based) against 2021</b></p>
Retain Global ISO 14001: 2015 Certification	<b>Annual third-party continuous assessments completed with zero major nonconformances raised globally</b>
Continue to offset corporate air and rail travel emissions	<b>Annual corporate travel offset completed, offsetting 2,567 tonnes CO2e</b>
Engage in and support a minimum of two environmental and community events and initiatives per year	<b>Events completed through Invesco Cares, Green Teams programming and other initiatives</b>



Well-being walking path at our Henley campus

### Environmental Management System

Our Environmental Management System (EMS) serves as a framework for how we manage our environmental impact at our Henley, London, Dublin, Frankfurt, Toronto, Atlanta, Dallas, Houston, New York, Charlottetown, Downers Grove and Hyderabad offices. Our EMS meets ISO 14001 requirements and other relevant compliance obligations and is assured by the British Standards Institute through continuing assessments on an annual basis, with recertification audits taking place every three years. We also conduct an annual internal review of our EMS at both the global and location levels. These environmental assessments take into consideration risks, opportunities and compliance obligations associated with environmental aspects. Results from reviews are used to identify the areas for improvement and environmental control procedures.

To ensure the effective management and continuous improvement of Invesco's EMS, we assigned operational EMS responsibilities to Corporate Properties, supported by local facilities teams and subcontracted services.

Invesco is committed to ensuring the occupational health, safety and well-being of its employees, contractors and visitors to its offices and events. The health and safety of our staff, clients, contractors and visitors is of paramount importance. Invesco also uses an independent consultant S2 Partnership Ltd. and its IT operating platform RiskWise to perform audits in all facilities around the world for safety risk and to ensure that our operations are in line with local regulations and international best practices. In 2022, 100 percent of our risks were controlled.





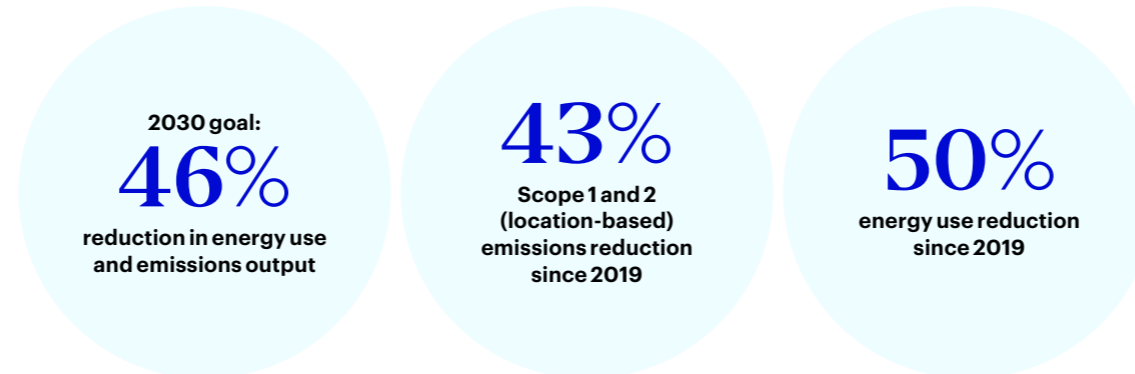
# Energy & emissions

**We're minimizing our impact on climate change by continually reducing energy use and GHG emissions in our facilities and operations.**

We take action to continually reduce energy use and GHG emissions in our facilities and operations. This includes setting reduction targets, tracking our emissions, achieving reductions and reporting our progress publicly.

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## 2022 highlights



In 2021, Invesco set a goal to reduce our energy use and emissions output in line with the Science Based Targets initiative by 4.2 percent year-over-year, reaching 46 percent by 2030, and net zero by 2050, or sooner, to help mitigate the effects of climate change.

In 2022, we began the development of a global decarbonization strategy for our corporate properties, beginning with audits of our higher-emission locations. This strategy will likely result in an increased use of renewable energy and green leasing in our leased properties, providing Invesco with a foundation for reaching net zero emissions.

In our corporate operations, our largest environmental impacts are our GHG emissions, which come from three main areas: Scope 1, direct emissions from sources owned or controlled by Invesco; Scope 2, indirect emissions from purchased electricity, steam, heat and cooling; and Scope 3, all other emissions associated with our activities, such as purchased goods and services, capital goods, waste, business travel, employee commuting and investments (not included in the scope of the operations emissions).

Since our 2019 baseline year, electricity use has decreased by 39 percent and natural gas use reduced by 69 percent, for an overall energy use reduction of 39.5 percent (market-based) and 50 percent (location-based). Additionally, our Scope 1 and 2 (location-based) emissions have decreased by 43 percent. These reductions are a result of ongoing energy efficiency initiatives at our offices and increased use of renewable energy, reduced office space and significantly less corporate energy usage and travel in 2020 and 2021. Our emissions assurance statement for our 2022 emissions will be published upon completion.

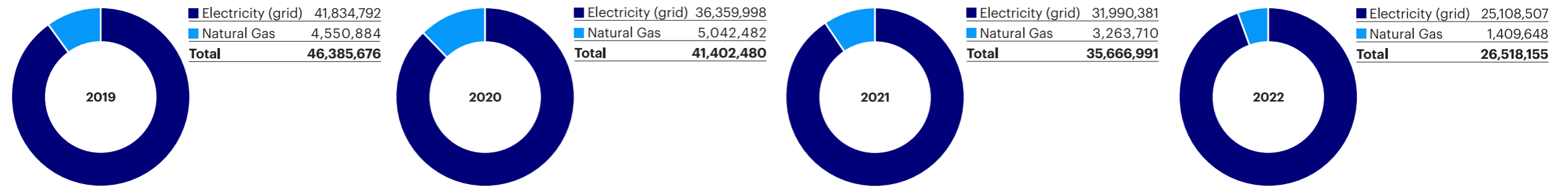


## 5 Environment

Invesco has disclosed data and actions to the CDP Climate Change Disclosure recommendations since 2016. We received a B score for the 2022 CDP Climate Change Disclosure, demonstrating management and coordinated action on climate issues. We received an A- score for the 2022 CDP Supplier Engagement Rating, which indicates that Invesco is effectively engaging our suppliers on climate issues.

### Energy usage and mix<sup>1,2</sup>

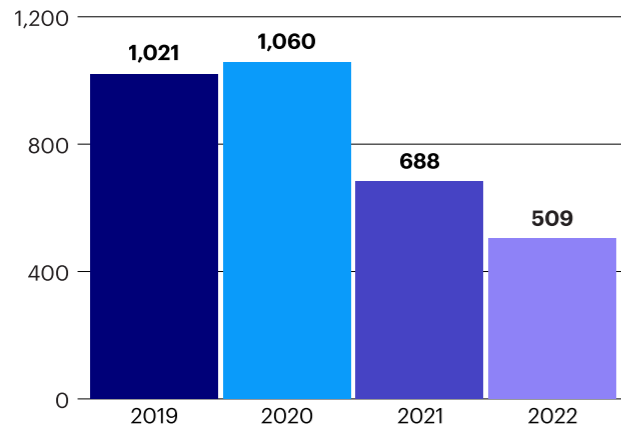
Kilowatt hour (kWh) units



Over the past 4 years, electricity use decreased by 39 percent and natural gas reduced by 69 percent, for an overall energy use reduction of 39.5 percent (market-based) and 43 percent (location-based).

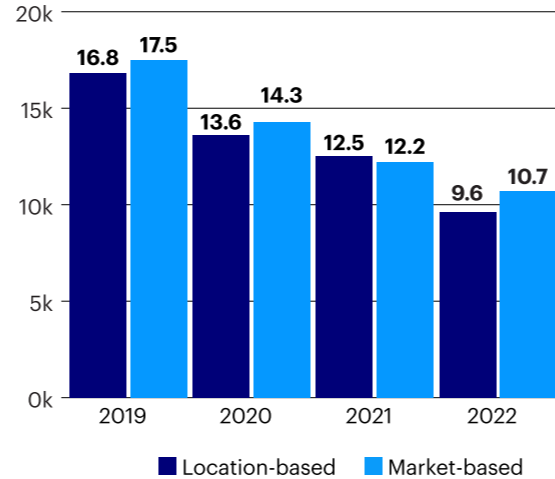
### Scope 1 emissions (diesel, fuel oil, gas, vehicle fuel, refrigerants)<sup>1,2</sup>

Tonnes of carbon dioxide equivalent (tCO<sub>2</sub>e) units



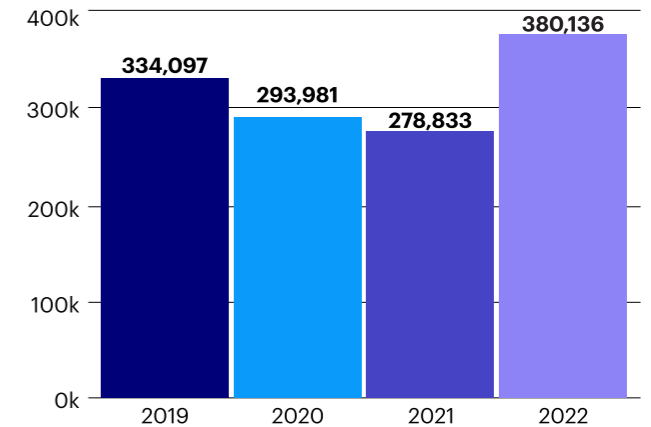
### Scope 2 emissions (electricity)<sup>1,2</sup>

Tonnes of carbon dioxide equivalent (tCO<sub>2</sub>e) units (in thousands)



### Scope 3 emissions (purchased goods and services, capital goods, waste, business travel, employee commuting)<sup>1,2,3</sup>

Tonnes of carbon dioxide equivalent (tCO<sub>2</sub>e) units



<sup>1</sup> Actual data (e.g., utility bills, invoices, meter readings) is used where available. Where data gaps exist, estimations and assumptions have been made to provide a complete data set, where practicable.

<sup>2</sup> We have restated data in the reporting years, 2019–2021 to align with the data assurance process.

<sup>3</sup> Scope 3 increased in 2022 as a result of travel returning to pre-pandemic levels and the purchase of goods and services associated with our new, sustainable headquarters in Atlanta.



# Water & waste

Through efficient buildings, we make progress toward water conservation and waste diversion.

At Invesco, we aim to improve our environmental performance year over year. This includes conserving water and reducing waste in our offices as much as possible. Because many of our offices are green buildings with LEED or ISO 14001 certification, they follow stringent requirements for sustainability, including water use and waste management.

On an ongoing basis, we find innovative ways to drive water efficiencies and reduce our waste and continue to focus on eliminating single-use plastic (SUP) from our offices. Most Invesco sites in the APAC region are now SUP-free. In 2022, we conducted SUP-free pilots at select offices in North America and EMEA. Many of our offices have recycling programs for e-waste, batteries and other items, in addition to common items such as aluminum, glass and paper.

## 2022 highlights

**62%**

water withdrawal and discharge reduction since 2019

**52%**

waste reduction since 2019

Nearly no  
**single-use plastic**

used in our APAC offices





In addition, our North America offices partner with Green Standards—an organization dedicated to responsible office decommissioning. Through this partnership, we have reduced waste and maximized ESG impact.

Since 2021:

**222 tons**  
of office waste converted into \$27,210  
of in-kind charitable donations

**222.5 tons**  
diverted from landfills

**100%**  
landfill diversion rate with 6 nonprofit  
and community beneficiaries

**588 metric tons**  
of CO<sub>2</sub>e emissions reduced

Which is equal to:

**65,834**  
gallons of gasoline not burned

**15,048**  
tree seedlings grown for 10 years



**Making waste a thing of the past in the U.K.**

We strive to make the most of every material and find new uses for objects and equipment that are no longer needed at Invesco. With these principles in mind, our U.K. offices have achieved zero waste to landfill by:

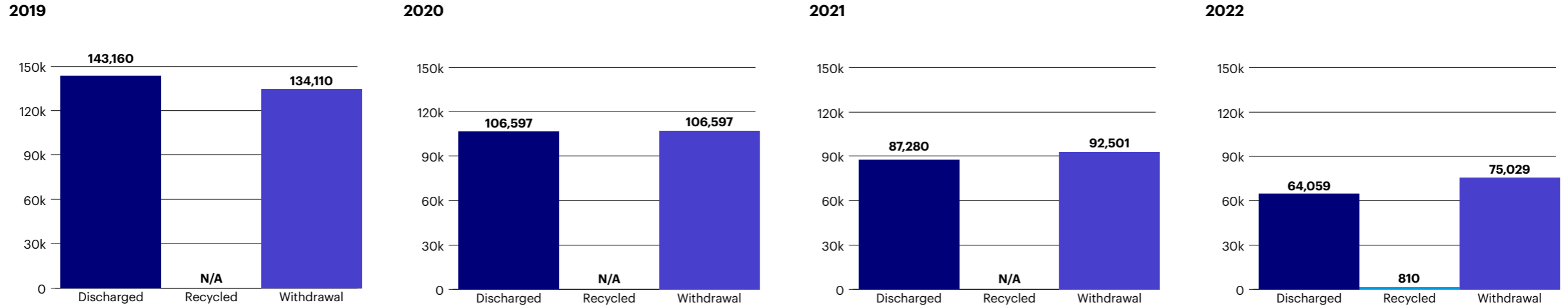
- Donating unused furniture and computer monitors to nonprofits, such as Business2Schools, for reuse by local schools.
- Recycling waste electrical equipment, stationery, printer toners and batteries through TerraCycle.
- Sending nonrecyclables (general waste) to an energy recovery plant, generating enough electricity for approximately 50,000 homes per year.
- Sending food waste to an anaerobic digestion plant, generating biogas and nutrient-rich fertilizer.
- Composting veggie and fruit peelings from the restaurant to on-site composters.





**Water consumption<sup>1</sup>**

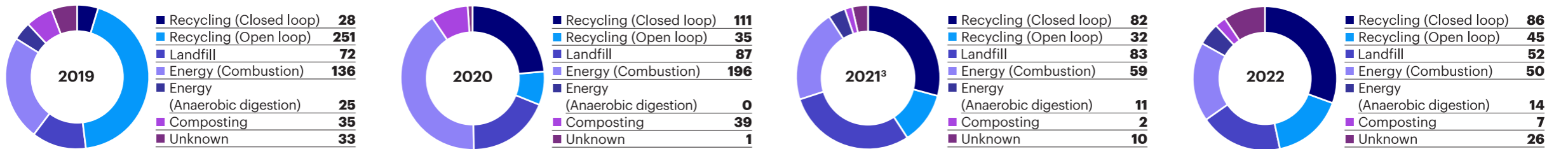
by type in cubic meters (m3)



<sup>1</sup> Actual data (e.g., utility bills, invoices, meter readings) is used where available. Where data gaps exist, estimations and assumptions have been made to provide a complete data set, where practicable.

**Waste by treatment type<sup>2</sup>**

In tonnes



<sup>2</sup> Data has been rounded to the nearest one.

<sup>3</sup> Waste emissions data is based on actual consumption data, where data gaps exist, estimations and assumptions may have been made.



# Local impact

Through local employee action, we promote sustainable practices and make an impact inside and outside the office.

A key part of Invesco's sustainability strategy is engaging employees through our global Green Teams and several external collaborations. Green Teams across 18 offices lead grassroots initiatives to build employee awareness and promote sustainable practices, including waste minimization and promoting local biodiversity.

Invesco was awarded the Leader Level of recognition by the British Conservancy in the U.K. and by the Bruce Trail Conservancy in Ontario.

## 2022 highlights

- 18**  
Green Teams across our offices
- Employees participated in **Plastic Free July** campaign, globally
- Fruits and herbs **grown on-site** in Henley and used in the restaurant
- Received **Leader Level** of recognition by the British Conservancy



### Spotlight on Toronto: Teaming up with the Bruce Trail Conservancy

The Bruce Trail Conservancy (BTC) is one of Ontario's largest land trusts and the steward of Canada's longest marked footpath. In 2022, the Toronto Green Team selected the BTC as its charity of the year, providing a \$10,000 donation. This built on a donation of \$12,000 in 2021 that was used to conserve, restore and manage land along the Niagara Escarpment UNESCO World Biosphere. Invesco employees also enjoy the trails we protect by organizing monthly hikes on different sections of the trail.







Our Green Teams organized 13 events in 2022, with overall participation from Invesco employees worldwide. Key highlights include:

### Plastic Free July

Spearheaded by the Houston Green Team and rolled out globally, Invesco employees promoted ways to cut down on single-use plastics (SUP) throughout the month. Results included Invesco Dublin reducing SUP in the canteen and vending machines. At the Henley campus, employees worked with catering to reduce SUP items in the restaurant and began procuring biodegradable bin bags for site waste. In Taipei, employees have been provided with their own reusable utensils.

### World Humanitarian Day

To celebrate this day of people helping people, activity step challenges were hosted in Louisville and Dublin, with case studies of local heroes posted on internal Yammer pages.

### World Wildlife Day

Invesco Frankfurt hosted a youth art competition held for staff children to promote awareness and importance of biodiversity/ecosystem conservation.

### Earth Day

Invesco colleagues in Taiwan held a clean-up hike at the Xiangshan Trail in Taipei, hiking and picking up garbage along the trail.



### Expanding our impact in Frankfurt

In 2022, our Frankfurt office was particularly active in giving back to the local community. In recognition of World Water Day, our facilities team organized a vegan brunch for the office, raising awareness about the global environmental impact of meat and dairy consumption. As part of the Green Team's Global Awareness Calendar, Frankfurt employees also partnered with Die Welle to collect trash in green spaces, as part of World Cleanup Day. The office also organized a collection of groceries for the Frankfurter Tafel, a food shelf supporting families in need.



### Protecting pollinators

Across Invesco offices, we take action to protect biodiversity and the pollinators that play a critical role in our environment.

#### World Bee Day

World Bee Day workshops were organized in Henley and Frankfurt. This included donating insect and bee hotels to nurseries in Frankfurt and expanding beekeeping and gardening programs at the Henley campus.

#### Protecting biodiversity in Henley

Invesco’s Henley campus has long been recognized for promoting biodiversity, with a focus on protecting bee populations. The campus also features four beehives, bee and insect hotels, a flower garden and more than 20 fruit trees. In 2022, the Henley hives produced 205 jars of Invesco honey that were sold to generate £1,025, which will be donated to the U.K. Charity of the Year, Dementia UK. The campus also features a nature pond, providing an essential water source for birds, animals, amphibians and insects.

#### The Honeybee Man, Henley

André Cardona, also known as the “Honeybee Man,” is the beekeeper for the four new beehives on the Henley campus—and for hives all over the south of England. He visits our hives weekly during the eight-month main season and monthly over the winter period. We began the project with roughly 10,000 bees in each box. Once these were transferred to larger apiaries, the population grew over the summer to an estimated 60,000.



**100+**  
employees donated to Invesco Cares by purchasing an Invesco honey jar

**\$2,000+**  
for Invesco Cares which was donated to local environmental charities



#### Collaborating with Bee Downtown Atlanta

For the past five years, Invesco has partnered with Bee Downtown, a nonprofit that installs and maintains beehives on corporate campuses with the goal of rebuilding healthy honeybee populations, while simultaneously providing a way for people to get involved in nature. Together Invesco employees and Bee Downtown maintain an apiary at Piedmont Park, near our Atlanta headquarters. In 2022, more than 250 employees spent over 280 hours of collective engagement with Bee Downtown, through interactions and programming. Our hives produced 90 jars of honey in 2022 and won first place for the best-tasting Georgia honey.





# Ethical Business & Governance

We maintain the highest standards of integrity and accountability in how we conduct and operate our business.



# Corporate governance

Good business starts with good governance.

Good governance is the foundation of Invesco's business and critical to our success. We are guided by robust governance processes and policies that reflect our ongoing commitment to responsible conduct and transparent and accountable engagements with stakeholders.



Invesco is governed by a Board of Directors that establishes the long-term strategic direction of the company and the framework of principles and practices that ensure accountability, responsibility and fairness. The Board of Directors provides independent oversight of the management of the organization with the best interests of our stakeholders in mind.

Our Board of Directors meets throughout the year and has three established standing committees: Audit, Compensation, and Nominating and Corporate Governance. Invesco's directors are elected annually by the company's shareholders, and 10 of the 11 directors are independent. The only nonindependent director is Invesco's President and CEO. All directors are independent under applicable NASDAQ and SEC rules, other than the President and CEO.

Invesco's leadership team is responsible for ensuring that we successfully carry out our purpose: to deliver an investment experience that helps people get more out of life.

Each of our senior managing directors leads a regional or functional line and collaborates with colleagues across the globe, drawing on local expertise while taking advantage of the firm's global insights, resources and platform.

For more information on our global corporate governance structure and policies, please visit our website at [invesco.com/corporate](https://www.invesco.com/corporate).

## Consolidation & automation

Invesco continues to improve governance over policies by addressing gaps and timeliness of policy reviews to ensure alignment with regulatory change and risk frameworks and industry best practices. We have further refined policies, including our Code of Ethics and global policies surrounding incident management, to ensure alignment of practices across Invesco.

## 2022 highlights

**Two**  
directors  
based outside  
of the U.S.

**3 of 11**  
directors are women



# Ethics & compliance

Our clients choose us because they trust our products, our people and our performance.

When it comes to professional integrity, we take a client- and employee-first approach. In practice, this means that our clients' interests must always come first and that all officers and other employees of Invesco and its subsidiaries should treat each other with respect and consideration. Together, these beliefs are a vital part of how we achieve our principal responsibility as a publicly held company: producing a fair return on our shareholders' capital.



## 2022 highlights



Our principles for managing any conflicts of interest or financial crime (including fraud, bribery and corruption), which are in accordance with regulatory principles, are outlined in the following guidelines, among others:

- Code of Conduct
- Code of Ethics and Personal Trading Policy
- Conflict of Interest Policy
- Director's Code of Conduct
- Global Anti-Bribery and Corruption Policy
- Global Anti-Money Laundering/Counter-Terrorist Financing Policy
- Global Financial Crime Prevention Policy
- Global Fraud Escalation Policy
- Global Gifts and Entertainment Policy
- Global Outside Business Activities Policy
- Global Political Contributions
- Global Remuneration
- Global Violation Escalation
- Identity Theft Prevention Program
- Insider Trading Policy





Guiding our professional integrity are our Code of Conduct and Code of Ethics, which apply to all employees and officers of Invesco and its subsidiaries. The policies, standards and general principles in the Code of Conduct and Code of Ethics are designed to help define the expected conduct of an Invesco representative.

Our Code of Conduct drives our commitment to business ethics, professional integrity and compliance. It sets out essential guiding principles for workplace conduct, compliance with applicable laws and regulations, anti-discrimination and protection of Invesco’s assets, among other standards and expectations.

Our Code outlines our expectations of everyone at Invesco and our policies and standards against discrimination and sexual harassment, which encourage the reporting of all incidents of discrimination, harassment or retaliation, regardless of the offender’s identity or position. Any employee who engages in harassment or discrimination will be subject to disciplinary action, up to and including termination of employment.

In 2022, Invesco engaged in several initiatives that further promote a culture of ethics and integrity across our firm. They include:

- Technology enhancements overseeing employee behavior on compliance requirements.
- Transformation of Conflicts of Interest through the embedding of a Conflict of Interest framework in the EMEA region.
- Additional and refreshed trainings on conflicts and conduct.

Our Global Financial Crime Governance Committee is chaired jointly by our Chief Financial Officer and Global Head of Compliance and includes representation from a regional and functional lead. This Committee oversees financial crime, fraud, anti-corruption and anti-bribery programs and ensures that policies are actively followed.

## 2022 trainings

Department	Name of Course
<b>Compliance</b>	<ul style="list-style-type: none"> <li>• Conflict of Interest Training</li> <li>• Global Required Compliance Training</li> <li>• Anti-Money Laundering and Counter-Terrorist Financing Training</li> <li>• Preventing Market Abuse Training</li> <li>• Culture &amp; Conduct at Invesco</li> <li>• Fraud Prevention Training</li> </ul>
<b>Human Resources</b>	<ul style="list-style-type: none"> <li>• Fostering Diversity of Thought Through Hiring Practices</li> <li>• No Excuses: Prevention of Sexual Harassment (India only)</li> <li>• Respect in the Workplace</li> </ul>
<b>Global Security</b>	<ul style="list-style-type: none"> <li>• Privileged Access Training</li> <li>• Global Privacy Training</li> <li>• Global Security Annual Training</li> </ul>

### Reporting concerns & addressing violations

We provide all internal and external stakeholders with a mechanism for seeking advice and reporting concerns and violations via the Invesco Whistleblower website and a toll-free Compliance Reporting Line. These are anonymous, independent, confidential mechanisms for reporting complaints or concerns pertaining to questionable accounting, internal accounting controls or auditing matters and possible violations of the company’s Code of Conduct or law. Our Compliance Reporting Line allows employees and external stakeholders to act on managing risk and unethical behavior on behalf of Invesco.

In 2022, the firm clearly noted the continued benefits of implementing the enhanced escalation procedure relating to violations surrounding ethics policies with a further decrease in violations from the previous year.

### Business ethics training

All employees, officers and directors are required to take mandatory trainings annually, covering such topics as Security, Market Abuse, Code of Ethics, Anti-Money Laundering and other key conduct subjects. Anti-Bribery and Corruption and Fraud Prevention trainings are mandatory and administered every other year.

We also offer a series of nonmandatory trainings focused on ethical conduct through professional training and development channels. All trainings focus on scenario-based instruction to increase awareness of good conduct principles.

### Legal, risk & regulatory compliance

Our ethical conduct and compliance policies, standards and procedures are reinforced by Invesco’s overarching risk management framework. The risk framework structures investment and business risk management, with particular focus on key risk areas: strategy and governance, investments, clients, people, operations and financial.





Invesco's Board of Directors has principal responsibility for oversight of the company's risk management processes, including those set forth in the risk management framework, and for understanding the overall risk profile of the company.

In 2022, we incorporated specific feedback from the Board and senior leaders, industry best practices and global regulatory expectations to enhance Invesco's enterprise risk management framework. This modernized global approach is more data-driven, supports proactive and action-oriented risk management and will enable us to further identify, assess, manage and report on risks and opportunities that could impact Invesco's ability to successfully achieve its strategic objectives meet our clients' needs.

Generally, our clients integrate ethical standards as a key component of the analysis of the quality of an asset manager. The due diligence carried out is focused on the controls put in place, but also on the trend observed in terms of compliance with ethical standards and policies reflected in the number of violations reported, notably around personal transactions.

### Risk assessments

We conduct periodic Anti-Bribery and Corruption risk assessments that cover all business lines and regions globally. Our assurance functions undertake control effectiveness testing through a risk-based approach. After assessing our business for risks related to corruption in 2022, we noted some areas of inherent higher risk, but no material, confirmed cases of corruption or policy breaches were identified.

### Compliance checks & balances

Our compliance team regularly reviews, records and updates an assessment of key regulatory and business risks to determine ongoing areas of focus. Compliance policies and procedures are subject to ongoing monitoring and periodic testing, the results of

which are reviewed, escalated and remediated to further mitigate risk and/or control weaknesses. Exceptions and errors noted during the normal course of business, as well as periodic regulatory interactions, contribute to the overall view of effectiveness. The firm's Internal Audit group also conducts regular reviews of compliance activities as part of its independent testing procedures.

During the course of 2022, our compliance team continued to improve monitoring systems and processes and supported broader improvements at the firm, all in line with the firm's goal, "Simplify to Succeed." Notably, we established a working group to develop a global approach to trade surveillance with the Center of Excellence, based in Hyderabad. Additionally, we implemented a new global restricted list management platform, which further automated controls and improved the books and records attached to material nonpublic information.

### Political activities

We encourage employees of Invesco and its subsidiaries, as private citizens, to exercise their rights and duties in any political or civic process. This includes voting in elections or making contributions supporting candidates or parties of their choice.

However, as a corporate policy, Invesco does not give direct payments to political activities in the U.S. As outlined in our Code of Conduct, no covered person may, under any circumstances, use company funds to make political contributions, nor are they allowed to represent their personal political views as being those of the company. While we do not give direct payments to political activities in the U.S., we do support political activities through our Political Action Committee (PAC). For Invesco's PAC details, see reporting available on the Federal Election Commission website at [fec.gov](https://www.fec.gov). Invesco's lobbying disclosure reports are also available through the United States Lobbying Disclosure Act database.

In 2022, Compliance completed its onboarding of a new political contribution surveillance system, which enables further monitoring of political contribution records and compares those records to Invesco's list of Covered Associates.

### Responsible sourcing & procurement

We consider our procurement relationships and seek to partner with high-quality vendors who share our values and commitment to client service and responsible business practices. This effort is led by our Global Procurement Department, which is charged with promoting fair and ethical business practices in selecting vendors, mitigating risk, negotiating commercial transactions and delivering value to Invesco and our clients. Our Global Procurement Policy also outlines our responsible sourcing and procurement practices and expectations for our vendors.

To ensure that we are procuring the best vendors for business needs, our Global Procurement Department team partners with Invesco's business units to execute their respective strategies. Together, the procurement team and business unit make recommendations for selecting a vendor based on capability, quality, price, reliability, risk and other applicable criteria, including the vendor's adherence to Invesco's standard contract terms and conditions, which obligate our vendors to comply with all applicable country, regional and local laws, rules and regulations, including, but not limited to, laws prohibiting bribery, slavery and human trafficking.

In addition, all procurement personnel are required to abide by Invesco's Code of Conduct and Procurement Code of Ethics and conduct themselves in a manner that avoids the appearance of impropriety, conflicts of interest or issues of influence when interacting with vendors.

# Security & privacy

Safeguarding privacy and protecting business, employee and client information is a top priority at Invesco.

We take seriously our responsibility to protect the personal information of our employees and clients, which has become increasingly important in recent years as we shift to cloud-based data management applications. We continue to invest in our security and privacy capabilities to help keep clients, employees and critical assets safe, uphold privacy rights and enable a secure and resilient business.



## Security & privacy governance

Invesco has a fiduciary responsibility to maintain the confidentiality of information relating to our clients and comply with the data protection requirements imposed by relevant jurisdictions. As such, we've established the proper maintenance, controls, processes and protection for our clients' assets.

The Global Security Department brings together Information Security, Global Privacy Office, Business Continuity & Operational Resilience, Corporate Security, Business Security Officers and Strategy, Projects & Governance in collaboration with Global Intelligence & Threat Analysis. This structure provides a comprehensive, holistic approach to keeping our clients, employees and critical assets safe while enabling a secure and resilient business.

The department is distributed globally to most efficiently provide the appropriate level of support anywhere in the world at any time, while simultaneously maintaining strong working relationships with industry peers, regulators, and intelligence and law enforcement agencies in those locations.

## 2022 highlights

100%

employees completed global security annual training

Maintained global overview of Invesco offices to promote **secure work conditions** for areas and locales able to work in the office



### Information security & privacy policies & procedures

Protecting data is imperative to maintaining our stakeholders' trust. Our Global Security program promotes all aspects of information security risk and considers the confidentiality, integrity and availability of information assets in order to protect them. Our security controls, which identify threats, detect attacks and protect these information assets, are aligned with industry guidelines and applicable statutes and regulations. We have an incident response program that includes periodic testing and is designed to restore business operations in a secure manner.

We also have a privacy oversight and governance framework that includes our privacy strategies, privacy policy, guidance for maintaining compliance with privacy regulatory obligations and our approaches to managing risks related to privacy.

All security policies and standards align with the National Institute of Standards & Technology Cybersecurity Framework and applicable industry frameworks (e.g., ISO, FFIEC) and have been developed, reviewed and approved to support appropriate management of identified risks, align with regulatory and industry guidelines and safeguard Invesco's assets. In addition, Privacy Impact Assessments are carried out as part of risk management for certain higher-risk processes undertaken by, or on behalf of, Invesco.

### Transparency & privacy notices

We provide our clients with privacy notices and policies aligned to the services we offer and applicable local regulations. Our privacy notices outline aspects such as personal data we collect, why we collect it, how we use it and any and all rights applicable to such data. Our privacy notices are published in the privacy section of our various global websites.

### Security & privacy expectations for vendors & service providers

Our global vendor relationship management program standardizes our approach for security and privacy risks related to the relationships we have with vendors and service providers.

As part of the global vendor relationship management program, our Global Security department has a defined third-party security and privacy risk program. Third-party security and privacy due diligence is performed during onboarding of a service and on a defined frequency, based on the risk tiers. The due diligence covers information (cyber) security, business recovery, privacy, technology management, and physical and personnel security expectations. We employ a robust process of questionnaires, third-party follow-ups and site visits when needed to evaluate and monitor these key risk areas.

### Security & privacy training

To keep our employees, contract consultants and temporary employees abreast of security and privacy best practices and protocols, we provide them with regular training, including an annual mandatory security and privacy awareness training. Employees in business functions that interact regularly with client data also participate in tailored security and privacy training.

We also require new employees, contractors, consultants and temporary employees to formally acknowledge Invesco's Acceptable Use Policy and Code of Conduct, in addition to completing mandatory security and privacy awareness training upon hire. Existing employees, contractors, consultants and temporary employees must reconfirm acceptance of Invesco's Code of Conduct on a regular basis.

We continuously promote security and privacy awareness through periodic alerts, messages and/or in-person presentations. Invesco security awareness promotes a culture that advocates for employees to report a security concern immediately, at any time. Building on these initiatives, we implement security and privacy tools and exercises that provide additional concentrated messages and training. These include phishing tests, which are designed to simulate security and privacy events and incidents. These tools and exercises allow us to better assess our employees' recognition of such events and inform new training and awareness programs that further our cyber and information security.

### Invesco's Privacy Principles

Our internal privacy policy applies globally to all processing activities involving personal data and establishes and outlines our core Privacy Principles:

- Transparency
- Purpose Limitation
- Minimization
- Accuracy
- Security
- Rights
- Storage Limitation
- Accountability





# Appendix



# About this report

This report covers calendar year 2022 and provides qualitative and quantitative information on our approach to managing CR issues.

It aligns with the Global Reporting Initiative (GRI) reporting guidelines and its core reporting option and Sustainability Accounting Standards Board (SASB) metrics for Asset Management & Custody Activities. While most information is found in this report, other primary sources include: Invesco's 2022 Annual Report, Form 10-K, 2022 Proxy Statement, 2022 CDP submission, Climate Change Report, 2022 ESG Investment Stewardship Report and our corporate website. We intend to continue to report on CR issues annually.

For additional information, please visit:

- Invesco's Environmental, Social and Governance webpage
- Environmental, Social and Governance Investment Stewardship Report
- Invesco's Policy Statement on Global Corporate Governance and Proxy Voting
- Form 10-K for the fiscal year ending on December 31, 2022

For information related to how Invesco addresses climate change risks and opportunities, please visit Invesco's Climate Change Report. Additional information can be found through our submission to the CDP.

When we use the terms "Invesco," "we," "us," "our" and "the company," we mean Invesco Ltd. Inc., a Bermuda corporation, and its consolidated subsidiaries, taken as a whole, unless the context otherwise indicates. All data presented in the report represents all wholly owned Invesco Ltd. operations, unless explicitly noted otherwise.

## Reporting guidelines & content

This report was prepared with reference to the GRI and SASB standards for Asset Management and Custody Activities.

## Reporting uncertainties

Nonfinancial information is subject to measurement uncertainties resulting from limitations inherent in the nature and methods used for determining such data. The selection of different but acceptable measurement techniques can result in materially different measurements. The precision of different measurement techniques may also vary.

## Disclaimer

This report is a summary of 2022 data. The report is for informational purposes only and is not an offer of any investment.

# Sustainability & other reporting

[ESG Investment Stewardship Reports](#)

[Annual Reports and Proxy Statements](#)

[Statement on Modern Slavery and Human Trafficking](#)

[Anti-Money Laundering](#)

[Anti-Bribery and Corruption](#)

[Code of Business Conduct and Ethics](#)

[Global Corporate Carbon Emissions and Environmental Policy](#)

[Global Corporate Occupational Health and Safety Policy](#)





# CR indicators

Overall Indicators	2019	2020	2021	2022
<b>Organization</b>				
Total country presence	26	28	25	26
CDP score	B-	B	B-	B
Revenue	\$6.1B	\$6.1B	\$6.8B	\$6.0B
Assets under management (AUM)	\$1,094B	\$1,349.9B	\$1,610.9B	\$1,409.2B
Number of confirmed cases of corruption	0	0	0	0

Social Indicators	2019	2020	2021	2022
<b>Workforce</b>				
<b>Total Employees</b>	8,514	8,444	8,476	8,600
New employees	1,393	960	1,386	1,541
Turnover rate	9.1%	6.5%	11.4%	14.0%
<b>Employees entitled to parental leave</b>	8,514	8,444	8,476	8,600
Men who took parental leave <sup>1</sup>	74	64	56	101
Women who took parental leave <sup>1</sup>	42	63	46	62
<b>Diversity</b>				
<b>Full-time employees</b>	8,401	8,320	8,210	8,478
Men	60%	60%	59%	59%
Women	37%	37%	38%	38%
Unspecified <sup>2</sup>	3%	3%	3%	3%
<b>Part-time employees</b>	113	124	112	110
Men	12%	15%	14%	14%
Women	88%	85%	86%	86%
Unspecified <sup>2</sup>	—	0%	0%	0%

Note: Cells that include a “—” mean that the data was not provided, not available or not applicable.

Social Indicators	2019	2020	2021	2022
<b>APAC employees</b>	871	894	938	963
Men	42%	40%	38%	37%
Women	37%	37%	35%	34%
Unspecified <sup>2</sup>	21%	23%	27%	30%
<b>EMEA employees</b>	1,695	1,667	1,606	1,650
Men	63%	62%	62%	61%
Women	37%	38%	38%	39%
Unspecified <sup>2</sup>	—	0%	0%	0%
<b>India Employees</b>	1,537	1,627	1,831	1,947
Men	73%	72%	70%	69%
Women	27%	28%	30%	31%
Unspecified <sup>2</sup>	—	0%	0%	0%
<b>North America Employees</b>	4,411	4,256	4,101	4,040
Men	57%	58%	57%	57%
Women	42%	42%	43%	43%
Unspecified <sup>2</sup>	1%	0%	0%	0%
<b>EEO1 Data: Percentage of employees by ethnic group (U.S. only)</b>				
American Indian/Alaska Native employees	0.13%	0.12%	0.09%	0.03%
Asian employees	14.93%	15.42%	15.76%	16.12%
Black employees	9.62%	10.04%	10.20%	10.08%
Hispanic employees	6.98%	7.10%	7.20%	7.53%
Native Hawaiian or other Pacific Islander employees	0.08%	0.06%	0.03%	0.09%
Employees of two races or more	3.46%	6.11%	2.25%	2.61%
White employees	64.80%	61.16%	60.46%	59.12%
Any other ethnicity	—	—	1.49%	1.55%
Unknown	—	—	2.52%	2.88%
<b>Percent of senior leaders who are women</b>	32%	33%	35%	37%
2022 Invesco target	30%	35–40%	35–40%	35–40%
Total directors who are women	2 out of 9	2 out of 11	3 out of 11	3 out of 11

# CR indicators

Social Indicators	2019	2020	2021	2022
<b>Employee engagement</b>				
Average of employees participating in employee engagement pulse surveys <sup>3</sup>	91%	67%	73%	79%
Employees participating in annual, year-end performance conversation	91%	85%	86%	80%

Environmental Indicators <sup>4,5,6</sup>	2019	2020	2021	2022
<b>Organization</b>				
Number of LEED certifications	5	5	9	9
Employees working from ISO 14001 registered locations	83%	72%	76%	79%
<b>Greenhouse gas emissions and energy</b>				
Total energy consumed (kWh) <sup>7</sup>	46,385,676	41,402,480	35,666,991	26,518,155
Scope 1—(tCO <sub>2</sub> e) <sup>8</sup> (diesel, fuel oil, gas, vehicle fuel, refrigerants)	1,021	1,060	688	509
Scope 2—(tCO <sub>2</sub> e) <sup>8,9</sup> (electricity/location-based)	16,768	13,554	12,466	9,621
Scope 2—(tCO <sub>2</sub> e) <sup>8,9</sup> (electricity/market-based)	17,527	14,281	12,228	10,715
Scope 3—(tCO <sub>2</sub> e) <sup>8,10</sup> (purchased goods and services, capital goods, waste, business travel, employee commuting)	334,097	293,981	278,833	380,136
Emissions intensity (tCO <sub>2</sub> e/employee) <sup>8,11</sup>				
Location-based Scope 1, 2 and 3	41	37	34 <sup>12</sup>	45
Market-based Scope 1, 2 and 3	41	38	34 <sup>12</sup>	45
<b>Waste</b>				
Waste to landfill (tonnes)	71.8	87.3	82.9	51.5
Waste to combustion (tonnes)	136	195.7	58.9	50.3
Waste to unknown disposal (tonnes)	33	1.4	9.6	25.7

Environmental Indicators <sup>4,5,6</sup>	2019	2020	2021	2022
Composted (tonnes)	34.5	38.8	2.0	6.5
Closed loop recycling (tonnes)	27.7	110.5	81.9	85.6
Open loop recycling (tonnes)	251	34.6	31.5	45.1
<b>Water</b>				
Water withdrawal (m3)	134,110	106,597	92,501	60,364
Water recycled (m3)	—	—	0	2.4
Water discharged (m3)	143,160	106,597	87,280	44,764

Wherever possible we seek to enhance and expand the monitoring, measuring and reporting of our GHG emissions. Data may be updated, over time, as more accurate data becomes available.

- 1 U.S. only numbers.
- 2 Employees who have not indicated their gender.
- 3 2019 was Annual Employee Engagement surveys; 2020 forward transitioned to periodic pulse surveys.
- 4 GHG emissions and other environmental information reported in this table represents data for entities under operational control of Invesco. The definition of operational control is consistent with that used by the GHG Protocol; a company has operational control over an operation if the former or one of its subsidiaries has the full authority to introduce and implement its operating policies at the operation.
- 5 Invesco will report environmental data from a 2019 baseline, moving forward, in alignment with our science-based reduction targets at our corporate properties.
- 6 Due to improved data accuracy, 2019–2021 data has been updated from previous, publicly reported data.
- 7 kWh=kilowatt hour.
- 8 tCO<sub>2</sub>e=metric ton of carbon dioxide (CO<sub>2</sub>) equivalent.
- 9 According to the GHG Protocol Scope 2 Guidance, a location-based method reflects the average emissions intensity of grids on which energy consumption occurs (using mostly grid-average emission factor data). A market-based method reflects emissions from electricity that companies have purposefully chosen (or their lack of choice). It derives emissions factors from contractual instruments, which include any type of contract between two parties for the sale and purchase of energy, bundled with attributes about the energy generation, or for unbundled attribute claims.
- 10 This category includes all Scope 3 categories. For more information, please reference [the Environment section](#).
- 11 Only employees at ISO 14001 certified facilities are included in this calculation, so the denominator includes only 76 percent of employees.
- 12 Data as of March 2022, unless otherwise stated. Invesco reserves the right to update its measurement techniques and methodologies in the future, as more accurate data becomes available.



# GRI index

This report covers calendar year 2022 and aligns with the Global Reporting Initiative (GRI) reporting guidelines and its core reporting option and Sustainability Accounting Standards Board (SASB) metrics for Asset Management & Custody Activities. The table below shows where you can find the information related to the various metrics. While most information is found in this report, other primary sources include: Invesco's 2022 Annual Report, Form 10-K, 2022 Proxy Statement, 2022 CDP submission, Climate Change Report, 2022 ESG Investment Stewardship Report and our corporate website.

Disclosure Number	Disclosure	Location/Response
<b>General Disclosures</b>		
<b>GRI 2: General Disclosures 2022</b>		
<b>The organization and its reporting</b>		
2-1	Organizational details	Invesco Ltd. Atlanta, GA, USA
2-2	Entities included in the organization's sustainability reporting	<a href="#">2022 Form 10-K</a> , pg. 2
2-3	Reporting period, frequency and contact point	Annually Year end: December 31, 2022 <a href="mailto:kellie.schonberg@invesco.com">kellie.schonberg@invesco.com</a>
2-4	Restatements of information	We restated environmental data (pgs. 43, 46) from years 2019, 2020 and 2021 following updates to methodology as a result of the data assurance process in 2022.
2-5	External assurance	Invesco seeks limited assurance for Scope 1 and Scope 2 data.
<b>Activities and workers</b>		
2-6	Activities, value chain and other business relationships	<a href="#">2022 Form 10-K</a> , Business, pgs. 2-8
2-7	Employees	<a href="#">CR indicators&gt;Social Indicators</a>
2-8	Workers who are not employees	<a href="#">CR indicators&gt;Social Indicators</a>
<b>Governance</b>		
2-9	Governance structure and composition	<a href="#">2022 Proxy</a> , Committee Membership and Meetings, pgs. 14-15
2-10	Nomination and selection of the highest governance body	<a href="#">2022 Proxy</a> , Director Recruitment, pgs. 19-20
2-11	Chair of the highest governance body	Marty L. Flanagan serves as president of the Board of Directors and chief executive officer.
2-12	Role of the highest governance body in overseeing the management of impacts	<a href="#">2022 Proxy</a> , Our Risk Management Framework pg. 23 <a href="#">2022 Proxy</a> , Board's Role in Risk Oversight, pg. 22
2-13	Delegation of responsibility for managing impacts	<a href="#">2022 Proxy</a> , Environmental, Social and Governance (ESG) responsibility, pgs. 24-28
2-14	Role of the highest governance body in sustainability reporting	<a href="#">Our CR program</a>
2-15	Conflicts of interest	<a href="#">Ethics &amp; compliance</a>

# GRI index

Disclosure Number	Disclosure	Location/Response
2-16	Communication of critical concerns	<a href="#">2022 Proxy</a> , Communications with the Chair and other non-executive directors, pg. 22
2-17	Collective knowledge of the highest governance body	<a href="#">2022 Proxy</a> , Director orientation and continuing education and development, pg. 20
2-18	Evaluation of the performance of the highest governance body	<a href="#">2022 Proxy</a> , Board evaluation process, pg. 20
2-19	Remuneration policies	<a href="#">2022 Proxy</a> , Our compensation framework, pgs. 45-50
2-20	Process to determine remuneration	<a href="#">2022 Proxy</a> , The committee's process for determining executive compensation, pgs. 57-58
2-21	Annual total compensation ratio	<a href="#">2022 Proxy</a> , CEO pay ratio, pg. 72
<b>Strategy, policies and practices</b>		
2-22	Statement on sustainable development strategy	<a href="#">A message from Invesco's President &amp; CEO</a>
2-23	Policy commitments	<ul style="list-style-type: none"> <li>• Code of Conduct</li> <li>• Code of Ethics and Personal Trading Policy</li> <li>• Conflict of Interest Policy</li> <li>• Director's Code of Conduct</li> <li>• Global Anti-Bribery and Corruption Policy</li> <li>• Global Anti-Money Laundering/Counter-Terrorist Financing Policy</li> <li>• Global Financial Crime Prevention Policy</li> <li>• Global Fraud Escalation Policy Global Gifts and Entertainment Policy</li> <li>• Global Outside Business Activities Policy</li> <li>• Global Political Contributions</li> <li>• Global Remuneration</li> <li>• Global Violation Escalation</li> <li>• Identity Theft Prevention Program</li> <li>• Insider Trading Policy</li> </ul>
2-24	Embedding policy commitments	<a href="#">Ethics &amp; compliance</a>
2-25	Processes to remediate negative impacts	<a href="#">Ethics &amp; compliance</a>
2-26	Mechanisms for seeking advice and raising concerns	<a href="#">Ethics &amp; compliance</a>
2-27	Compliance with laws and regulations	There were zero instances of non-compliance in 2022.



# GRI index

Disclosure Number	Disclosure	Location/Response
2-28	Membership associations	<p>A member of:</p> <ul style="list-style-type: none"> <li>• 30% Club Japan Investors Group</li> <li>• Asian Corporate Governance Association (ACGA)</li> <li>• Asia Investor Group on Climate Change (AIGCC)</li> <li>• Better Building Partnership (BBP)</li> <li>• Bipartisan Policy Center ESG Task Force</li> <li>• Carbon Disclosure Project</li> <li>• Climate Action 100+</li> <li>• Coalition for Climate-Resilient Investment (CCRI) (founding member)</li> <li>• Climate Bonds Initiative</li> <li>• Confluence Philanthropy (Associate Advisor Menu)</li> <li>• Corporate Responsibility Interface Center (CRIC) (DACH countries)</li> <li>• Council of Institutional Investors (CII) (US)</li> <li>• Disclosures and Labels Advisory Group (DLAG)</li> <li>• Farm Animal Investment Risk &amp; Return Initiative (FAIRR)</li> <li>• Global Real Estate Sustainability Benchmark (GRESB)</li> <li>• EFAMA Sustainable Finance Committee</li> <li>• ESG Disclosure Study Group (Japan)</li> <li>• Hong Kong Green Finance Association (HKGFA)</li> <li>• Investment Company Institute (ICI) (ICI Fund Disclosure Working Group, ICI Global ESG Task Force, and ICI Proxy Issues Working Group)</li> <li>• Investment Association (UK)</li> <li>• Investor Forum (UK)</li> <li>• Institutional Investors Group on Climate Change (IIGCC), including Net Zero Investment Framework working group</li> <li>• Italian Sustainable forum (ItaSIF)</li> <li>• Investment Management Education Alliance (IMEA)</li> <li>• Irish Funds ESG Legal committee</li> </ul> <ul style="list-style-type: none"> <li>• One Planet Asset Manager Initiative</li> <li>• Quoted Companies Alliance (QCA)</li> <li>• Responsible Investment Association (RIA) (Canada)</li> <li>• Responsible Investment Association Australasia (RIAA)</li> <li>• SASB Alliance</li> <li>• Task force on Climate-Related Financial Disclosures (TCFD) (Supporter and Discloser), TCFD Consortium</li> <li>• Transition Pathway Initiative</li> <li>• Task force on Nature-Related Financial Disclosures' (TNFD) Forum</li> <li>• UK Sustainable Investment and Finance Association (UKSIF), including Board of Directors</li> <li>• World Economic Forum Financing the Transition to a Net Zero Future Working Group</li> </ul> <p>A signatory to:</p> <ul style="list-style-type: none"> <li>• Principles for Responsible Investment (PRI)</li> <li>• EFAMA Stewardship Code</li> <li>• Indian Stewardship Code</li> <li>• Japan's Stewardship Code</li> <li>• UK Stewardship Code</li> <li>• Net Zero Asset Managers Initiative</li> </ul> <p>Additionally, GRESB provides the basis for the reporting, scoring and peer ranking of Invesco Real Estate's (IRE's) ESG management and policies:</p> <ul style="list-style-type: none"> <li>• IRE has submitted data to GRESB since 2012 and has been a GRESB member since 2014</li> <li>• In 2022, five IRE-managed strategies achieved five out of five Green Stars, placing them in the top 20% of all global submissions in 2022</li> </ul>
<b>Stakeholder engagement</b>		
2-29	Approach to stakeholder engagement	<a href="#">Our CR program</a>
2-30	Collective bargaining agreements	Invesco retains strong relationships with its employees and does not disclose collective bargaining agreements at this time.

# GRI index

Disclosure Number	Disclosure	Location/Response
<b>Material topics</b>		
<b>GRI 3: Material Topics 2022</b>		
3-1	Process to determine material topics	<a href="#">Our CR program</a>
3-2	List of material topics	<a href="#">Our CR program</a>
3-3	Management of material topics	<a href="#">Our CR program</a>
<b>GRI 200: Economic</b>		
<b>GRI 201: Economic performance</b>		
3-3	Management of material topic	<a href="#">2022 Form 10-K</a> , Item 7. Management's Discussion and Analysis of Financial Condition and Results of Operations, pgs. 27-59
201-1	Direct economic value generated and distributed	<a href="#">2022 Form 10-K</a> , Item 7. Management's Discussion and Analysis of Financial Condition and Results of Operations, pgs. 27-59
201-2	Financial implications and other risks and opportunities due to climate change	<a href="#">2022 Form 10-K</a> , Risks Related to Operations and Technology, pg. 13
201-3	Defined benefit plan obligations and other retirement plans	<a href="#">2022 Form 10-K</a> , Retirement Benefit Plans, pgs. 89-93
201-4	Financial assistance received from government	No financial assistance was received from the government in 2022.
<b>GRI 205: Anti-corruption</b>		
3-3	Management of material topic	<a href="#">Ethics &amp; compliance</a>
205-1	Operations assessed for risks related to corruption	<a href="#">Ethics &amp; compliance</a>
205-2	Communication and training about anti-corruption policies and procedures	<a href="#">Ethics &amp; compliance</a>
205-3	Confirmed incidents of corruption and actions taken	Anti-Bribery and Corruption and Fraud Prevention trainings are mandatory for all employees and directors and administered every other year. Zero incidents of corruption took place in 2022.
<b>GRI 302: Energy</b>		
3-3	Management of material topic	<a href="#">Energy &amp; emissions</a>
302-1	Energy consumption within the organization	<a href="#">Energy &amp; emissions</a>
302-2	Energy consumption outside of the organization	<a href="#">Energy &amp; emissions</a>
302-3	Energy intensity	3,083.51 kWh/employee
302-4	Reduction of energy consumption	<a href="#">Energy &amp; emissions</a>



# GRI index

Disclosure Number	Disclosure	Location/Response
<b>GRI 303: Water and effluents</b>		
3-3	Management of material topic	<a href="#">Water &amp; waste</a>
303-1	Interactions with water as a shared resource	<a href="#">Water &amp; waste</a>
303-2	Management of water discharge-related impacts	<a href="#">Water &amp; waste</a>
303-3	Water withdrawal	<a href="#">Water &amp; waste</a>
303-4	Water discharge	<a href="#">Water &amp; waste</a>
303-5	Water consumption	<a href="#">Water &amp; waste</a>
<b>GRI 305: Emissions</b>		
3-3	Management of material topic	<a href="#">Energy &amp; emissions</a> <a href="#">EHS management</a>
305-1	Direct (Scope 1) GHG emissions	<a href="#">Energy &amp; emissions</a>
305-2	Energy indirect (Scope 2) GHG emissions	<a href="#">Energy &amp; emissions</a>
305-3	Other indirect (Scope 3) GHG emissions	<a href="#">Energy &amp; emissions</a>
305-4	GHG emissions intensity	<a href="#">2022 CDP Climate Change</a> , C6.1, C6.2, 6.3, 6.4, 6.5, 6.10
305-5	Reduction of GHG emissions	<a href="#">Energy &amp; emissions</a> <a href="#">EHS management</a>
305-6	Emissions of ozone-depleting substances (ODS)	N/A
305-7	Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	N/A
<b>GRI 306: Waste</b>		
3-3	Management of material topic	<a href="#">Water &amp; waste</a>
306-1	Waste generation and significant waste-related impacts	<a href="#">Water &amp; waste</a>
306-2	Management of significant waste-related impacts	<a href="#">Water &amp; waste</a>
306-3	Waste generated	<a href="#">Water &amp; waste</a>
306-4	Waste diverted from disposal	<a href="#">Water &amp; waste</a>
306-5	Waste directed to disposal	<a href="#">Water &amp; waste</a>

# GRI index

Disclosure Number	Disclosure	Location/Response
<b>GRI 400: Social</b>		
<b>GRI 401: Employment</b>		
3-3	Management of material topic	<a href="#">People</a>
401-1	New employee hires and employee turnover	<a href="#">CR indicators</a>
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	<a href="#">Employee engagement &amp; well-being</a>
401-3	Parental leave	<a href="#">CR indicators</a>
<b>GRI 403: Occupational health and safety</b>		
3-3	Management of material topic	<a href="#">EHS management</a>
403-1	Occupational health and safety management system	<a href="#">EHS management</a>
403-2	Hazard identification, risk assessment, and incident investigation	<a href="#">EHS management</a>
403-3	Occupational health services	<a href="#">EHS management</a>
403-4	Worker participation, consultation, and communication on occupational health and safety	Trained assessors audit each employee's work space, and a third-party risk assessment is executed annually for each office site. All offices are required to have an Invesco health and safety representative to manage the on-site occupational health and safety program and work with facilities and employees to ensure proper execution.  <a href="#">EHS management</a>
403-5	Worker training on occupational health and safety	Occupational Health and Safety training is required for every Invesco employee.  <a href="#">EHS management</a>
403-6	Promotion of worker health	<a href="#">EHS management</a> <a href="#">Employee engagement &amp; well-being</a>
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	<a href="#">EHS management</a>
403-8	Workers covered by an occupational health and safety management system	All employees, contractors and clients are covered by our EHS management system.
403-9	Work-related injuries	For 2022, the total recordable injury rate (TRIR) was 0.01, and the lost time case (LTC) incident rate was 0.



# GRI index

Disclosure Number	Disclosure	Location/Response
<b>GRI 404: Training and education</b>		
3-3	Management of material topic	<a href="#">Professional development</a>
404-1	Average hours of training per year per employee	<a href="#">Professional development</a>
404-2	Programs for upgrading employee skills and transition assistance programs	<a href="#">Professional development</a>
404-3	Percentage of employees receiving regular performance and career development reviews	<a href="#">CR indicators</a>
<b>GRI 405: Diversity and Equal Opportunity</b>		
3-3	Management of material topic	<a href="#">Diversity, equity &amp; inclusion</a> <a href="#">Inclusive talent pipeline</a>
405-1	Diversity of governance bodies and employees	<a href="#">CR indicators</a> <a href="#">Inclusive talent pipeline</a>
405-2	Ratio of basic salary and remuneration of women to men	<a href="#">Fair compensation</a> <a href="#">UK Fair Gender Pay Gap Report</a>
<b>GRI 406: Non-discrimination</b>		
3-3	Management of material topic	<a href="#">Diversity, equity &amp; inclusion</a>
406-1	Incidents of discrimination and corrective actions taken	<a href="#">Fair labor practices</a>
<b>GRI 413: Local Communities</b>		
3-3	Management of material topic	<a href="#">Resilient Communities</a>
413-1	Operations with local community engagement, impact assessments, and development programs	<a href="#">Financial literacy</a> <a href="#">Invesco Cares</a> <a href="#">Education support</a>
413-2	Operations with significant actual and potential negative impacts on local communities	<a href="#">Resilient Communities</a>
<b>GRI 415: Public Policy</b>		
3-3	Management of material topic	<a href="#">Ethics &amp; compliance</a>
415-1	Political contributions	<a href="#">Ethics &amp; compliance</a>
<b>GRI 418: Customer Privacy</b>		
3-3	Management of material topic	<a href="#">Security &amp; privacy</a>
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Zero substantiated complaints concerning breaches of customer privacy received in 2022.

# SASB index

Disclosure Topic	Disclosure Number	Disclosure Accounting Metric	2022 Response
<b>Asset Management &amp; Custody Activities</b>			
Business ethics	FB-AC-510a.1	Total amount of monetary losses as a result of legal proceedings associated with fraud, insider trading, anti-trust, anti-competitive behavior, market manipulation, malpractice, or other related financial industry laws or regulations	<a href="#">2022 Form 10-K</a> , Commitments and Contingencies, pgs. 98–99  Qualitative information can be found in <a href="#">Ethics &amp; compliance</a>
	FB-AC-510a.2	Description of whistleblower policies and procedures	Qualitative information can be found in <a href="#">Ethics &amp; compliance</a>
Transparent information & fair advice for customers	FN-AC-270a.1	Number and percentage of covered employees with a records of investment-related investigations, consumer-initiated complaints, private civil litigations, or other regulatory proceedings	Zero employees are involved in regulatory proceedings.
	FN-AC-270a.2	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.	<a href="#">2022 Form 10-K</a> , Commitments and Contingencies, pgs. 98–99

Disclosure Topic	Disclosure Number	Disclosure Accounting Metric	2022 Response
Incorporation of Environmental, Social, and Governance Factors in Investment Management and Advisory	FN-AC-410a.1	Amount of assets under management, by asset class, that employ (1) integration of environmental, social and governance (ESG) issues, (2) sustainability themed investing and (3) screening	Not included in this report
	FN-AC-410a.2	Description of approach to incorporation of environmental, social, and governance (ESG) factors in investment and/or wealth management processes and strategies	Qualitative information can be found in the <a href="#">Invesco ESG Investment Stewardship Report</a> and <a href="#">ESG Investing</a> .
	FN-AC-410a.3	Description of proxy voting and investee engagement policies and procedures	Qualitative information can be found in the <a href="#">Invesco ESG Investment Stewardship Report</a> and <a href="#">ESG Investing</a> .
Employee diversity & inclusion	FN-AC-330a.1	Percentage of gender and racial/ethnic group representation of (1) executive management, (2) non-executive management, (3) professionals, and (4) all other employees	<a href="#">Diversity, equity &amp; inclusion CR indicators</a>

Activity Metric	Disclosure Number	Category	Unit of Measure	2022 Response
Total registered assets under management (AUM)	FN-AC-000.A	Quantitative	Reporting Currency	\$1.409 billion



# UN SDG index

Invesco recognizes the importance of the United Nations 2030 Agenda for Sustainable Development and the UN Sustainable Development Goals (SDGs), which call for governments, business and civil society organizations to take action to advance equitable and inclusive sustainable development.

Given our global presence, we recognize that our work touches people and places across the globe and that we have an important role to play in addressing the complex, ever-evolving issues that impact society. Invesco has mapped five SDG goals to our CR initiatives, and as we continue developing our CR goals, we will further align with the SDG goals and targets.

Sustainable Development Goal	How We Are Contributing
3: Good Health & Well-Being	<a href="#">Employee engagement &amp; well-being</a> <a href="#">EHS management</a> <a href="#">Invesco Cares</a>
4: Quality Education	<a href="#">Professional development</a> <a href="#">Financial literacy</a>
5: Gender Equality	<a href="#">Diversity, equity &amp; inclusion</a> <a href="#">Financial literacy</a>
13: Climate Action	<a href="#">ESG Investing</a> <a href="#">Environment</a>
15: Life on Land	<a href="#">Environment</a>



This report is a summary of 2022 data. It is for informational purposes only and is not an offer of any investment.

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