

Greater Possibilities Together

2020 Corporate Responsibility Report



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The possibilities of life and investing are greater when we come together.

Never has this been more true than in 2020—a year like no other—that saw the start of a global pandemic, a necessary focus on racial justice and the ongoing impacts of a changing climate.

Through it all, Invesco's employees showed resilience, determination and innovation and worked together like never before. Here's how we work together—across our company and beyond—to support each other, care for the planet and continue to deliver an investment experience that helps people get more out of life.

Greater Possibilities Together

A message from Invesco's President and CEO



Marty Flanagan

“In 2020 the health and safety of our employees was our top priority.”

At Invesco, our Purpose is to deliver an investment experience that helps people get more out of life. Our corporate responsibility strategy focuses on three pillars:

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

In our 2020 Corporate Responsibility Report, we share our response to the COVID-19 pandemic. Our top priority over the past year has been taking care of our people and serving our clients while supporting relief and recovery efforts in the communities where we live and work.

We also share our views regarding the importance of racial equity and highlight our efforts to further improve diversity, equity and inclusion. This includes our company's first global employee self-identification campaign “Count Me In,” which will help inform our diversity strategy while ensuring an inclusive culture for all.

At Invesco, we're committed to reducing our impact on the environment, and we work hard to ensure our people, our buildings and our operations are aligned to our goals. We also believe asset managers have a crucial role to play in supporting investment aligned with global efforts to reduce the impact of climate change on our planet. We recently signed the Net Zero Asset Managers initiative, joining other asset managers to support the global goal of reaching net zero greenhouse gas emissions by 2050 or sooner.

Looking ahead, we'll continue to deliver an investment experience that enhances quality of life with both people and our planet in mind.



Marty Flanagan
President and CEO
Invesco

About Invesco

We're committed to greater possibilities together.

8,444

employees

57

offices worldwide

Operating in

28

countries

\$1,349 billion

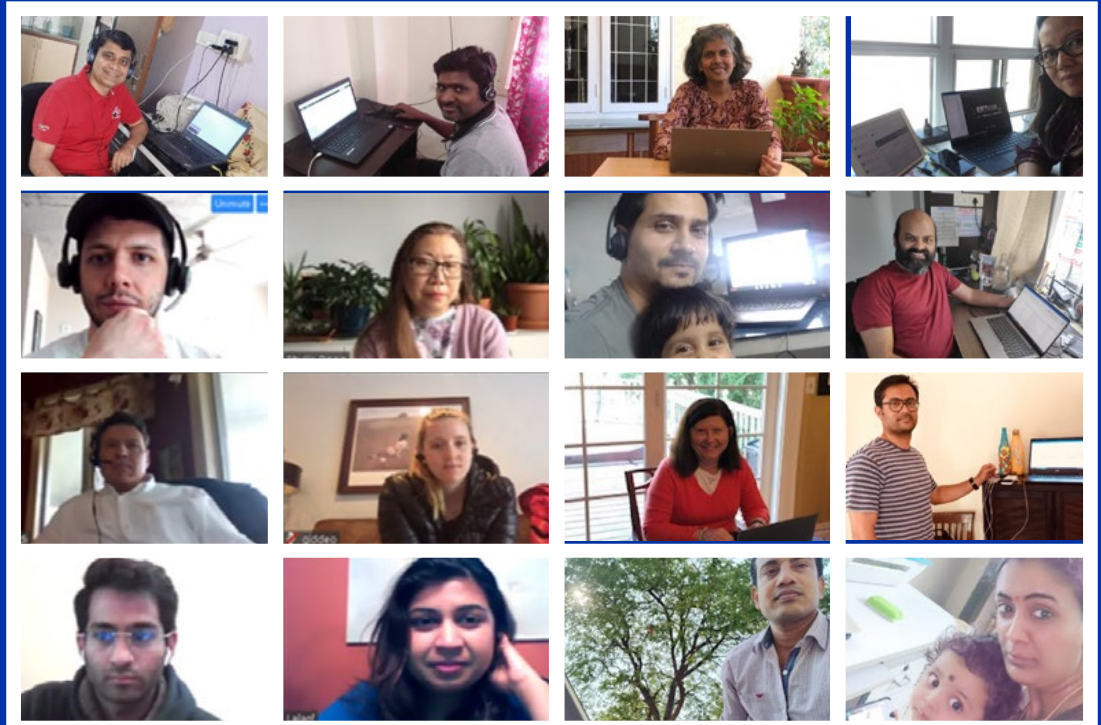
assets under management as of 12/30/2020

Individuals and institutions view Invesco as a trusted partner for a broad range of investment needs, thanks to our global presence, broad investment capabilities and devotion to helping people get more out of life. Our specialized investment teams manage investments across a broad range of asset classes, investment styles and geographies, and our significant presence in the retail and institutional markets in North America, Europe, Middle East and Africa (EMEA) and Asia-Pacific allows us to serve clients around the globe.

Our Purpose is to deliver an investment experience that helps people get more out of life. That's our single focus, and it's what drives our work every day:

The intersection of three attributes is the foundation of our Purpose

1. Pure focus on investment
2. Diversity of thought
3. Passion to exceed



Our response to COVID-19

Taking care of people—from clients to employees to communities—was Invesco's top priority in 2020. Here are some of the ways we provided support:



Ensured a coordinated response to COVID-19 by establishing a global emergency management team and regional task forces



Developed frequent communications to reach all employees, including weekly video and audio messages from President and CEO Marty Flanagan



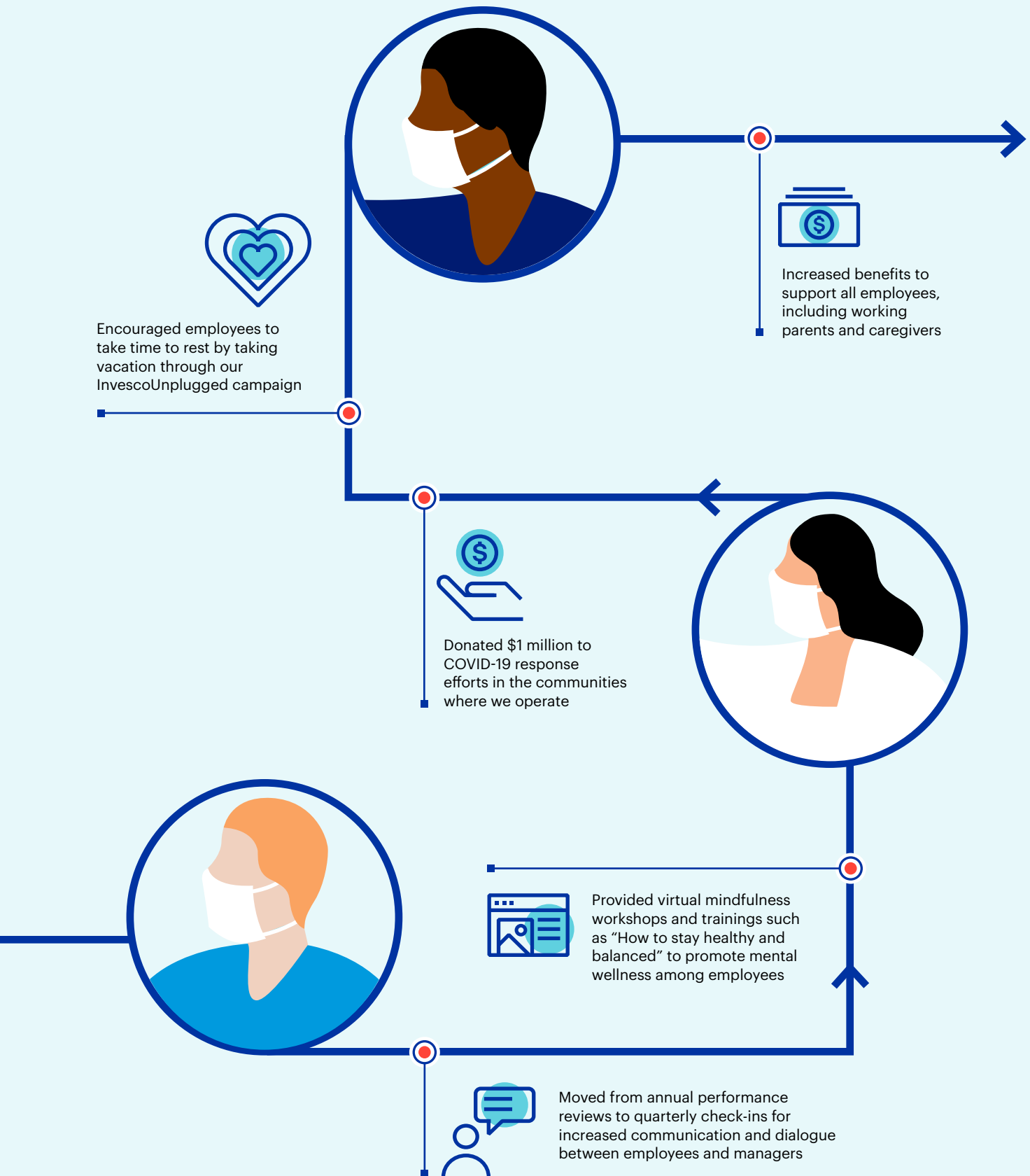
Maintained smooth and uninterrupted operations during and after our transition to remote working



Provided clients with thoughtful perspectives on the pandemic through regional COVID-19 resource sites



Created InvescoTogether, the hub of our COVID-19 employee engagement and communications



Supporting employee well-being during COVID-19



96%

of our employees believed that Invesco prioritized the health and safety of our employees and their families

0

in-office COVID-19 transmissions

5

employee 'check-in' surveys

COVID-19 Support Resources:

8

new Invesco workshops with 99 sessions and 3,400+ participants

11

new reference guides

51

trained mental health first-aiders (EMEA)



Read more about Invesco's COVID-19 [response](#)

Invesco commits to support the health and well-being of each and every one of our global employees. This commitment took on new meaning in 2020 during the COVID-19 pandemic. We introduced additional measures to address safety and health, ranging from providing ergonomic equipment to employees working at home, introducing global awareness training on COVID-19 safety measures for those entering an Invesco office and the launch of the InvescoTogether website, which provides tips and resources for employees to stay well, connected and productive while working remotely. These measures, coupled with efforts to support employee mental health and well-being, aim to address the holistic safety of our employees.

Our global, coordinated response

Invesco began responding to the COVID-19 pandemic in December 2019 when the virus was first reported in Asia-Pacific. Our response has been led by Invesco's senior leaders, who meet frequently with our Emergency Management Team and global and regional task forces. All COVID-19 response measures were rolled out while preserving our ability to serve clients and manage client assets by maintaining smooth and uninterrupted operations.

Our initial response in the Asia Pacific region included the relocation of a regional trading center, restrictions on employee travel to and from the region and remote working for most of our Asia-Pacific-based employees. By late February, as the virus began spreading across Europe and North America, all Invesco business travel was halted; we implemented visitor restrictions for our offices; and remote working requirements were established across continental Europe and the U.K. By early March, all global Invesco employees were working remotely. We adapted to a remote working environment with minimal interruption due to several factors, including our flexible work guidelines, robust technology platforms and dedicated security teams.





Keeping informed and staying connected

Although COVID-19 is creating physical distance among our employees, we are still implementing measures that foster connection.

Invesco conducted five check-in surveys in 2020 to gauge the general well-being of our employees, help inform Invesco's response to the COVID-19 pandemic and highlight topics of concern. The results of these surveys helped ensure employees were provided the support and resources to stay safe, healthy, connected and productive.

The InvescoTogether website serves as the dedicated hub for all COVID-19-related information, remote success resources and virtual connection point for Invesco employees. The site contains content that helps employees stay well, stay productive and stay connected, including:

- Resources and training on how to stay healthy and balanced, including links to COVID-19 specific benefits information, virtual mindfulness workshops and employee assistance information
- Tips, tools and resources for how to make the most of our new working environment—complete with working-from-home guides, caregiving and homeschooling resources
- Best practices for maintaining meaningful connections virtually
- Human Resource guides to assist employees and managers
- Workshops registration
- Invesco Benefits information
- Links to the #InvescoTogether Yammer feed, which provides virtual opportunities for employees to connect and share ideas to manage work, build resilience and navigate uncertainty

Due to its success and frequent use by employees across the globe, InvescoTogether will continue as a resource for employees after the pandemic.

Additionally, our senior managing directors regularly communicate COVID-19 updates through live video streams, recorded audio messages, casual digital question and answer forums and written communications. In addition to the InvescoTogether site, internal social media and mobile apps provide our employees with access to information anytime, anywhere, from any device.

A focus on well-being

The COVID-19 pandemic has fundamentally changed the way many of our employees work. For most, it has required a shift to at-home offices, often coupled with new caregiving responsibilities. Along with uncertainty, the pandemic has also brought feelings of isolation and anxiety to some of our employees.

At the start of the pandemic, Invesco created a focus group to understand how we can better support working parents, many of whom found themselves juggling their workload in addition to homeschooling or additional childcare responsibilities. As a result of the insights gathered during this focus group, we introduced more flexibility for working parents.

In response, Invesco has introduced several new benefits and initiatives to promote the health and well-being of our employees—specifically caregivers and those who are experiencing social isolation.

In our EMEA region, we trained 51 mental health first-aiders. Participants received over 15 hours of training providing an in-depth understanding of mental health and the factors that can affect well-being, practical skills to spot the triggers and signs of mental health issues, strategies to step in and support a person in distress and knowledge of available resources so that they can offer confidential mental health support in their offices. Our EMEA region also offered online

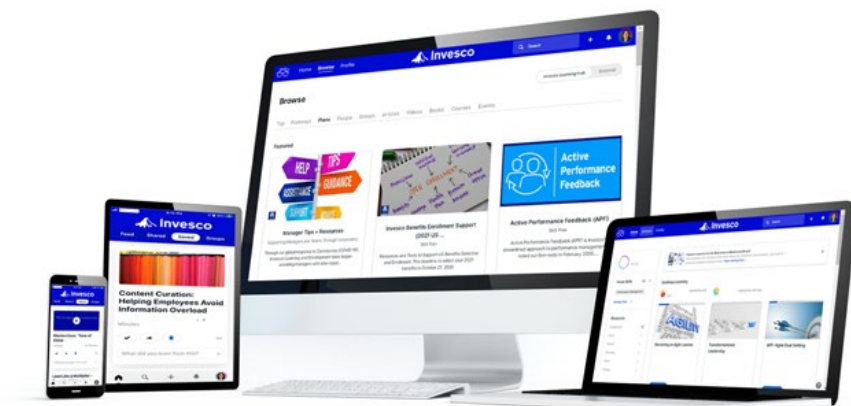


Weekly video and audio messages from President and CEO Marty Flanagan



The InvescoTogether response site received a Golden Flame Award from the International Association of Business Communicators—Atlanta Chapter

Invesco's Hyderabad office listed as Working Mother and Avtar 100 Best Companies for Women in India for the third consecutive year



Mental Health Awareness modules to managers, offering training and resources to support mental health in a virtual environment. Globally, we also developed an email series that included mental health tips for all managers to share with their teams to promote dialogue on the topic.



[Read more about Invesco's COVID-19 Response](#)

With many employees working from their homes, we recognize that it is more difficult to step away from "the office." Invesco initiated our InvescoUnplugged campaign, which encouraged employees to take their annual leave and paid time off, unplug from their work and be mindful of their mental health—even if this means doing so from home.



Supporting virtual learning with technology and supplies

Access to technology and school supplies has always been a vital need in underserved areas, but especially critical when the majority of schools have moved to virtual learning due to the COVID-19 pandemic. In a school year like no other, Invesco Cares chapters in North America partnered with Operation Backpack to help students thrive despite the move to virtual learning by providing needed technology devices and school supplies so that students could participate in their classes. Through Invesco Cares, we donated a collective \$54,000 to 11 schools through Operation Backpack.

Community support during COVID-19

In early 2020, Invesco mobilized our efforts to focus on providing a robust COVID-19 community response. We donated \$1 million in support of COVID-19 relief efforts globally across the communities in which we operate. This included a donation to the COVID-19 Solidarity Response Fund, Doctors Without Borders, Save the Children, and the Greater Atlanta, NYC and Houston COVID-19 Recovery Funds. Additionally, we increased donations to local charities in the local communities where we operate around the world.



Invesco donated over

\$1 million
to COVID-19 relief

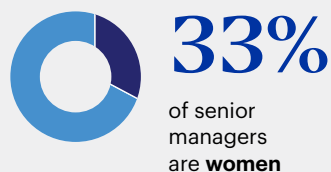
Each year, we give our employees paid time off to volunteer in their local communities through Invesco Cares activities. In 2020, we provided unlimited volunteer days for any employee with medical training to assist with COVID-19 support, and we encouraged all employees to volunteer by increasing paid days off so that they could provide assistance to their neighbors and community members.

Around the world, Invesco offices contributed by donating items to their local communities to help address COVID-19 issues. Some of those activities included donating 4,700 face masks to health care professionals, organizing fundraising drives to provide money, food and essential items to communities and reallocating and donating essential items from our offices to local foodbanks and first responders. Our offices across Invesco globally donated meals—particularly the fruit that is delivered to our offices weekly—to local hospitals so that front-line health care workers were fed during their 24-hour shifts.

Recognizing that in-person volunteering wasn't an option for many in 2020, our matching gift campaign provided employees with another means to give back. Our wealth management intermediaries distribution team in North America took this even further by raising \$30,000 for Feeding America to fight food insecurity during the COVID-19 pandemic.

2020 corporate responsibility highlights

Committed to Our People



Made Juneteenth a paid holiday in U.S.

Created InvescoTogether, a health, safety and well-being resource for employees

Formed Invesco Black Professionals Network and Invesco Pan-Asian Professionals Network



Launched #CountMeIn self ID campaign



9 **employee-led** business resource groups (BRGs)



Committed to Our Communities

18

racial justice organizations **supported**

19

Invesco Cares chapters globally



Signed the Confluence Belonging Pledge

\$250,000

matching gift campaign

\$1 million

donated for COVID-19 relief programs

Committed to Our Clients



\$34.5 billion
in ESG **assets**

Recognized as one of America's Most Responsible Companies by Newsweek



Received CFI.co's Capital Finance International Responsible Investing Award for Best ESG Responsible Investment Expert



4th

consecutive year Principles of Responsible Investment (PRI)

A+ rating¹

Committed to the Planet

CDP

discloser and member, score B in 2020



Offset business travel emissions through two ClimateCares projects

Committed to the **TCFD** first inaugural report published in July 2020

Net Zero Asset Managers Initiative²

signatory and IIGCC Net Zero Framework working member; active engagement in Climate Action 100+ and other climate initiatives

Leader in
Climate Action
100+

1. Source: 2020 Assessment Report for Invesco Ltd., PRI. *Direct and Active Ownership Modules. We were proud to be awarded an A+ rating in 2020 for our overall approach to responsible investment (Strategy and Governance) for the fourth consecutive year as well as achieving an A or A+ across all categories in the 2020 assessment period. The PRI carries out the annual assessment based on how a signatory has progressed year-on-year and relative to peers. This rating demonstrates our extensive efforts in terms of ESG integration, active ownership, investor collaboration and transparency.

2. Invesco is committed to our present pathway of % of Asset Under Management to commit to Net Zero. Member of Institutional Investors Group on Climate Change in Europe and Asia. Participant in the Net Zero Investment Framework working groups. Member of the World Economic Forum initiatives: Coalition for Climate Resilient Investment (CCRI) and Transition to Net Zero

Our corporate responsibility program

As a responsible investment firm, strong corporate responsibility is part of the Invesco culture. Trust is built with our clients and stakeholders through our actions, so we act with integrity and consider environmental, social and governance (ESG) factors in all of our decision-making.

Our CR priorities are vital to our company's Purpose to deliver an investment experience that helps people get more out of life

Our Corporate Responsibility Committee is represented by leaders across the globe, including 12 members of the Invesco Board

Our corporate responsibility (CR) program prioritizes building a diverse, inclusive, empowered workforce; supporting strong communities and a healthy planet; and responsible investment stewardship.

In 2020—an unprecedented year that saw a global pandemic and a heightened and necessary focus on racial justice—our CR efforts included increased initiatives to support employee health and well-being and build a culture of inclusion where all forms of diversity thrive. We gave back to communities in our key focus area of financial literacy, while also providing support to COVID-19 relief efforts and racial justice organizations. Sustainability and climate change also continue to be a key focus for us and our clients, and we incorporate ESG considerations in all of our investment capabilities and our processes.

CR is a journey and there is always more we can do. Invesco is devoted to continuously improving our CR program and investment stewardship, while fostering greater transparency of this work.

Corporate responsibility governance

We govern our CR efforts through the Invesco Corporate Responsibility Committee (CRC). The CRC is co-chaired by senior managing directors of EMEA and Investments, and includes our CEO and members of key functions of the company.

This committee oversees and drives the company's global corporate responsibility strategy and investment stewardship programs and policies. The CRC also provides direction to Invesco's investment

and corporate stewardship leaders on core CR topics, and leads Invesco's partnerships with charitable and community organizations, as well as our participation in industry advocacy and policy efforts. See [page 58](#) for information on Corporate Governance at Invesco.



Our corporate responsibility pillars

Invesco's CR program works toward progress in three main areas of focus, which have been updated to reflect our 2020 materiality assessment.



Invesco's Corporate Responsibility Pillars



Diverse & Inclusive Culture

Fostering a diverse and inclusive culture

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

- Employee engagement
- Fair labor practices
- Training and professional development
- Diversity and inclusion
- Corporate giving and employee volunteerism



ESG Investments

ESG investments that align with clients' long-term interests

Our greatest opportunity for impact is to integrate ESG across our products, investment stewardship and distribution while aligning with our clients' long-term interests. Our actions underscore our dedication to understanding the unique investment philosophies of our clients and confirming that our investments support their objectives.

- Active ownership/engagement
- Climate risk
- ESG integration in investment decision-making
- Proxy voting
- Sustainable investment products
- Systemic risk management
- Transparent information and fair advice for customers



Sustainable Operations & Governance

Sustainable operations and strong 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 protecting and enhancing results for our stakeholders.

- 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



Supporting the UN Sustainable Development Goals

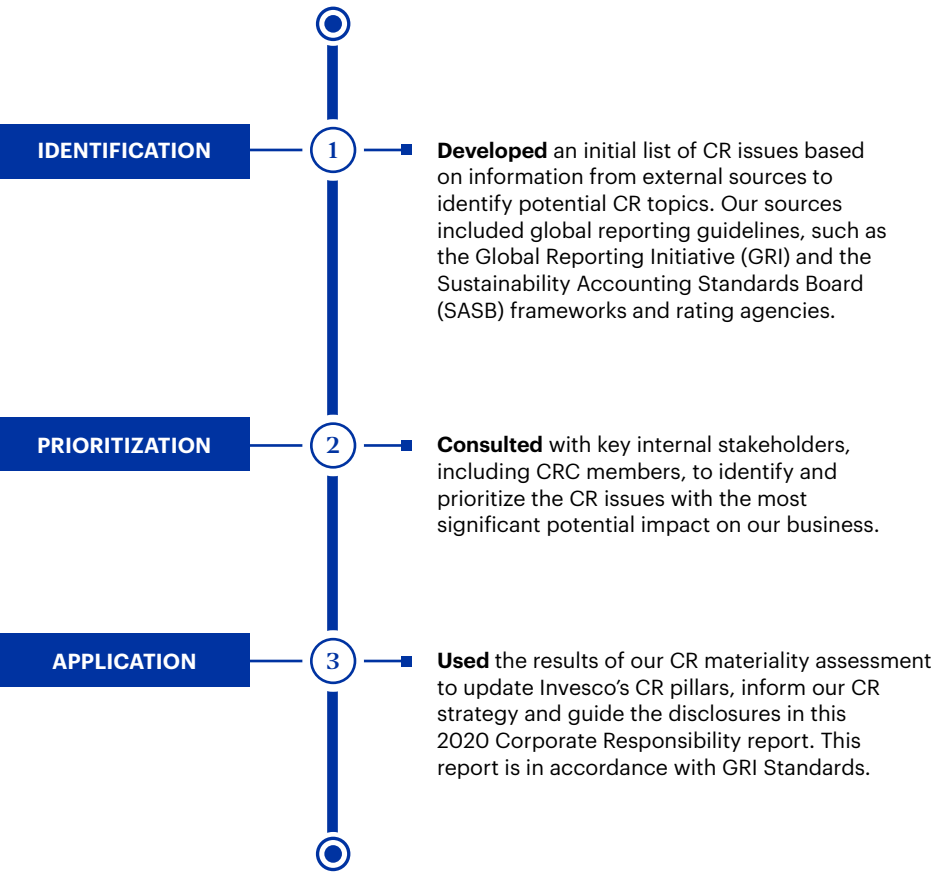
Given our global presence, we recognize that our work touches people and places across the globe. We strive to address the complex, ever-evolving issues that our planet and populations face by supporting the United Nations’ Sustainable Development Goals (SDGs). Invesco has mapped the SDG goals to our CR initiatives, and as we continue developing our CR goals, we will further align with the SDG goals and targets. Current alignment includes:



Establishing our corporate responsibility priorities

In early 2020, we conducted a materiality assessment to identify the most significant CR issues for Invesco and our key stakeholders, and the areas where Invesco can make the greatest impact.

The stages of our materiality assessment process were as follows:





Engaging our stakeholders

As a publicly traded company whose success depends on helping clients achieve their financial objectives, we have long defined shareholders, clients and employees as our key stakeholders. However, our stakeholders expand beyond this list to also include regulators, industry organizations, community organizations and charities, investment analysts, business partners and local communities.

One of our key priorities is to ensure regular outreach and engagement with our stakeholders. This is particularly true for our shareholders. Here are some of the ways we actively engage with them:



Institutional investors have many opportunities to provide feedback to senior management by participating in conferences, one-on-one meetings and group meetings throughout the year.



Representatives of our major shareholders participate in conference calls that occur outside of the proxy season. These exchanges cover our executive compensation program, risk management, CR, strategic planning processes and current and emerging governance practices, generally and specifically with respect to Invesco.



Our Board annually reviews its effectiveness as a group with a questionnaire and confidential and private one-on-one interviews coordinated by an independent external advisor who specializes in corporate governance and reports the results of the annual review in person to the Board.



Our Chairperson of the Board and the Chairperson of our Compensation Committee have participated in certain shareholder and proxy advisor meetings to provide Board perspective and gain insights. Both the participating directors and management provide feedback to our full Board, based on such meetings.



A culture where diverse people and ideas thrive

Invesco's success is a result of our people who come together every day with a shared purpose of doing what matters to deliver great outcomes for our clients.



We work hard every day to create an inclusive, diverse and balanced work environment centered on employee well-being.

Our efforts center on building a workplace for all employees—from investment, sales and distribution teams to our enterprise support functions around the world—that values their unique experiences and perspectives, puts their personal and professional well-being first, and offers opportunities for growth through new experiences and more traditional learning.

In 2020, our focus on employee well-being was demonstrated through health and wellness programs, more agile and personalized learning resources and encouragement of more flexible work arrangements. We also acknowledged that there is more we can do to advance social equity at Invesco. In 2020, we launched several new initiatives aimed to further support our Black colleagues and build a more diverse and inclusive workplace for everyone.

Committed to diversity and inclusion



100 score

on Human Rights Campaign's Corporate Equality Index and named as a "Top Employer for LGBTQ+ Inclusion"

Creating a diverse and inclusive culture is core to Invesco's Purpose. We know diversity and inclusion are both moral and business imperatives. A workplace with diverse people and perspectives, where everyone feels equally valued, means that our employees bring their whole selves to work and that we use our collective experience to create better outcomes for clients.

Invesco's leaders have annual performance goals that drive D&I priorities within their part of the organization, as well as across the firm. Our D&I strategy focuses on activities that have the greatest impact on creating a more inclusive culture for our employees in four key areas:

Invesco has made progress on many fronts. We have a low turnover rate. While positive from a cultural and engagement perspective, this presents challenges in how we change the racial and gender composition of our workforce. We have broadened our talent acquisition practices to include a more diverse candidate slate, but we are on a multiyear journey to see real progress.



Talent

Increasing diversity and representation



Purpose & Priorities

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



Client & Community

Moving our industry and our communities forward



Belonging

Ensuring an inclusive culture where all colleagues feel safe and supported

Informing our actions with data

No one is better positioned to inform our D&I priorities than the employees who come to work for Invesco every day. In 2020 we launched two surveys aimed at listening to employees to better understand their experiences, viewpoints and the issues that matter most to them. These insights are invaluable and will help us focus our future efforts in ways that have the largest positive impact on our employees.

Demographic Survey

In 2020, Invesco launched the #CountMeIn Demographic Survey, our first-ever global, demographic data-capture campaign to collect the demographic data of our employees beyond gender. The voluntary campaign asked employees to self-identify in terms of gender, sexual orientation, gender identity, race and ethnicity, veteran, neurodiversity and caregiver status. This data will help inform our future D&I activities and goals to improve racial diversity.

Inclusion Survey

We're committed to a culture that gives every employee a voice and an opportunity to contribute. As part of our regular employee survey, this year Invesco incorporated a focus on inclusion designed to gather our employees' perspectives, including how employees define inclusion and how they think Invesco measures up, so we might better understand what initiatives are working and where we need to improve. Results from this feedback are being used to inform our actions.



What inclusion means to Invesco employees

Across all of Invesco's operating regions, our employees ranked the same four actions as most important to them. They are:

- A culture where people of all backgrounds are welcome and valued
- Everyone has an equal opportunity to grow and progress in the company
- I can freely express my ideas, opinions and beliefs, and I feel heard
- I can voice an opposing or different view without fear of consequences





Attracting diverse talent



In 2020

59%

of our candidate slates
were gender diverse

78%

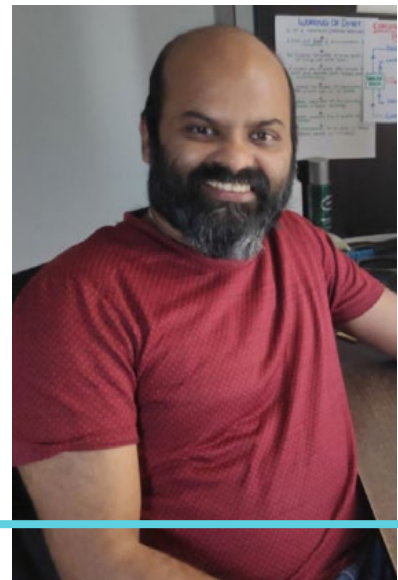
of our interview panels
were gender diverse

Attracting diverse candidates is a priority at Invesco, and we're looking at our hiring practices and strategies to increase the pipeline of diverse talent for our company and the industry at large.

Throughout the asset management industry, we struggle to attract female candidates in certain roles (for example investment, sales and technology), due to those areas being historically male dominated. This negative perception also extends to diverse or minority colleagues who may not view the asset management industry as a top career choice for them. We recognize that future success—for our clients, employees and communities—requires that we take concrete actions that result in attracting a more diverse pipeline of talent.

In addition to our own efforts, Invesco works with The Diversity Project in North America and the U.K. and other industry bodies to influence the perception of the industry to women and diverse job seekers in universities or who are early in their careers. In 2020, to further our reputation in the industry, we participated in industry pledges that we believe will make a difference, such as the Confluence Belonging Pledge and the Corporate Call to Action: Coalition for Equity & Opportunity. Invesco also remains invested in financial literacy programs in underserved communities, as well as partnerships with universities that educate and spark interest in careers in our industry. See [page 32](#) to learn more about our financial literacy commitments within our communities.

To ensure that our hiring practices deliver greater diversity, we implemented a number of activities in 2020. We have a new tool that removes biased language in our job advertisements and job descriptions. We also continued to press toward



our goal of having 95% of all candidate slates and interview panels be gender diverse. As of 2021, we are tracking all North American candidate slates for racial diversity in addition to gender, which will allow us to further track our performance in this area.

Invesco also runs an online course for employees involved in the hiring process called "Fostering Diversity of Thought Through Hiring Practices," which highlights the importance of hiring candidates with diverse perspectives, identifies how unconscious biases may show up in the interviewing process, and provides best practices to mitigate bias and select the best candidate.



Focusing on racial diversity

We recognize that the racism experienced by minorities, particularly our Black colleagues and communities, can be acute. Within our workplace, we're taking specific actions to contribute to racial equality and stop racism, with a heightened focus on increasing racial diversity within the workforce. For example, in North America we hold ourselves accountable by measuring our ability to increase hiring, promotion and retention of diverse colleagues.

In 2020, we implemented a series of listening sessions with our clients, the Invesco Black Professionals Network and other internal Business Resource Groups. Communications kits for managers encouraged dialogue within teams, and Juneteenth, a holiday celebrating the emancipation of those who had been enslaved in the U.S., was established as a paid holiday for U.S. employees.

Invesco continues to invest in education at all levels and includes an effort to address systemic racism and racial inequity, reducing unconscious bias and building an inclusive culture in our workplace. In 2020 and 2021 these efforts included:

The Race Card Project

Invesco's top leaders in North America will attend a training program with The Race Card Project. Focusing on personal perspective and connection, the training's goal is to enhance empathy and emotional understanding. The Race Card Project is designed to provide participants a chance to step into someone else's shoes and build more inclusive bonds as an organization.

Disrupting Everyday Bias

Senior leaders at Invesco participated in Disrupting Everyday Bias trainings, a half-day workshop designed to help leaders explore how bias functions in the brain and impacts business decisions, talent conversations and other interactions. The program began in our North America region and expanded to EMEA and Asia Pacific in 2020.

Unconscious Bias training

For people managers, Invesco introduced Unconscious Bias training, a two-part virtual course highlighting that bias is part of the human condition (how the brain works), and it affects how we make decisions, engage with others and respond to situations. The program includes scenarios and breakouts focused on building diverse connections with others through empathy and curiosity, encouraging diversity of thought and ways to engage and address biases. Nearly all Invesco people managers attended the program in 2020, and we are expanding the program with the goal that the entire company will complete Unconscious Bias training by September 2021.

Juneteenth

is a paid day off for Invesco's U.S. employees



Our strategy for increasing racial representation and inclusion follows a three-pillared approach:

- Deepening our understanding of systemic racism and racial inequity
- Driving progress in our communities and with clients—by addressing inequalities in where, and with whom, we do business
- Continuing to expand our D&I efforts with a focus on race

100%

of Invesco managers took Unconscious Bias training in 2020

Celebrating our Black colleagues

In February 2020 during Black History Month, Invesco launched the Invesco Black Professionals Network (IBPN) with an event at our Atlanta headquarters featuring Atlanta Mayor Keisha Lance Bottoms. More than 200 employees attended. The IBPN fosters connectivity and collaboration among our employees and engages them in personal and professional enrichment opportunities such as mentoring, community outreach and cultural awareness. As with all Invesco BRGs, all employees can join. In 2020, IBPN hosted ally training sessions aimed at building understanding of Black employees' experiences. The IBPN was also integral in how we responded to Black employees quickly and thoughtfully throughout the events of 2020 and will be instrumental in supporting our long-term plan to increase racial representation and inclusion at Invesco.



Women comprise
39%
of our total workforce

Our goal is to have
35%
women in senior
management positions
by 2022

A focus on gender diversity

Although many aspects of diversity are country- and culture-specific, the need for greater gender diversity is a constant across the globe, which is why we begin with a focus on gender diversity at the enterprise level.

We've committed to a goal of 35% women in senior management positions by the end of 2022. We are on our way to meeting this gender diversity goal with 33% of senior management positions being held by women at the end of 2020. Originally, we set a goal of 30% of women in senior operating roles by 2020, which we exceeded by the end of 2019 by reaching 32%.

Our CEO and senior managing directors (SMDs) lead and role model our main efforts around

gender diversity through a pledge based on the UK Women in Finance Charter, which includes the following components:

To promote an inclusive culture and provide development opportunities for our female colleagues, Invesco provides ongoing support to the Invesco Women's Network, our BRG focused on gender parity, which facilitates a mentoring program and hosts various internal and external events throughout the year. This year the Invesco Women's Network hosted a virtual workshop with PwC called "Communicating with Confidence" to explore the significant impact that confidence can have on work performance and how it varies for men and women.



We apply the UK Women in Finance Charter initiative to Invesco globally, with the CEO and each SMD responsible and accountable for gender D&I



We sponsor D&I activities that will aid in achieving the higher end of our female representation of senior managers target and will support having greater diversity across the globe



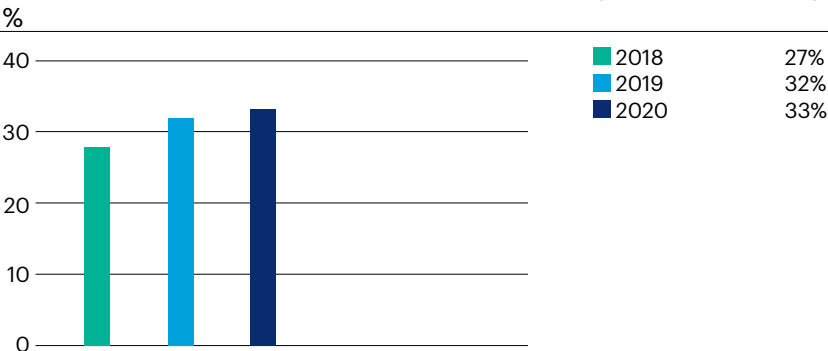
We established annual performance goals for our CEO and SMDs that are designed to support gender and broader diversity and inclusion activities



As part of our alignment to Sustainable Development Goal 5, Gender Equality, we actively promote gender diversity within our firm through Invesco's D&I goals. We periodically discuss with the Board ways that we can further increase diversity and inclusion, with the aim of increasing dialogue and initiatives around this important issue.



Female representation of Invesco senior managers, by reporting year



This year, we also offered a four-part Invesco Women's Webinar Series to replace our annual Women in Leadership program. More than 600 participants joined webinars on the following topics:

- Lift as You Climb: The Power of Community
- Rumbling Through Vulnerability
- Say What You Want—Say What You Mean
- Building Advocacy & Allyship

To help increase the female talent coming into the firm, we engage in partnerships with organizations such as the Forte Foundation, which works to launch

women into fulfilling, significant careers, and Rock The Street, Wall Street, a financial literacy program designed to spark the interest of high school girls in careers of finance.

We are also focused on increasing proactive management of our existing high-potential female talent, looking horizontally across the organization for development opportunities.



Working together to achieve diversity and inclusion



LGBTQ+ Pride at Invesco

In June 2020 Invesco celebrated LGBTQ+ employees around the globe during Pride month. Despite the challenges of COVID-19, employees stayed connected through a series of virtual events, ally trainings and ongoing communications throughout the month. During these events, employees shared their personal experiences as LGBTQ+ individuals and allies, discussed how to further build on Invesco's inclusive culture, and participated in ally trainings run by our external partners PFLAG and INvolve. The Invesco Proud Network also donated to five LGBTQ+ charities in the communities where we operate.

We achieve more when we work together. Invesco continues to build partnerships and networks internally and externally that optimize our D&I activities.

Business Resource Groups

Invesco supports a variety of Business Resource Groups (BRGs)—grassroots employee networks that represent the diversity of our employees. These BRGs build partnerships and networks internally, and drive a sense of belonging across the company. We invest in our BRGs with senior leadership support and funding which enables them to provide personal and professional enrichment opportunities for employees through external and internal events and initiatives. In the U.K., our team has published a monthly series called Diversity Diaries, which highlights a different BRG member each month and celebrates the diversity they bring to Invesco. Throughout 2020, as our employees shifted to working full-time from home, our BRGs played an active role in serving as a virtual connection point and place of community, providing personal awareness, professional development and social events.

Our BRGs focus on the different aspects of diversity at our firm, ranging from diversity of thought through our EMEA Neurodiversity Network to Invesco Proud Network for our LGBTQ+ employees and allies. In 2020 Invesco launched five new BRGs: the North America Black Professionals Network, North America Rising Career Network, the EMEA Neurodiversity Network, I-Able India and the Pan-Asian Professionals Network. Invesco's Women's Network celebrated its 10th year anniversary in 2020 and continues to be our largest and most popular BRG with 18 chapters globally.

- North America Black Professionals Network
- Pan-Asian Professionals Network
- Invesco Proud Network
- Invesco Women's Network



Invesco Women's Network

- EMEA Ethnicity Network
- EMEA Working Families Network
- North America Rising Career Network
- EMEA Neurodiversity Network
- I-Able India



Ideation Challenge

Invesco's Services, Technology and Systems (STS) team created a D&I ideation challenge, now in its second year, through which they test innovative ideas that have the potential to further our D&I strategy. In 2020, the STS team spoke with 150+ employees about their experiences, ideas and needs, in order to come up with ideas on how to develop more empathy at the company.



External partners

We actively engage with external partners and at industry D&I events to inform our strategy and planning and drive our initiatives forward. Invesco is a founding member of The Diversity Project in North America and the U.K., and we actively participate on each of The Diversity Project's workstreams. We also have partnerships with Diversity Best Practices; PFLAG; Rock The Street, Wall Street; The MOM Project; The Return Hub; CEO Action; Business in the Community; and the Women in Finance Charter, among others.

Supporting all types of diversity

In 2020 Invesco's Hyderabad office launched iAble, a BRG for employees with disabilities. iAble was developed to encourage an accessible and welcoming workplace for people with disabilities while creating awareness and greater understanding of disabilities among employees and in the community. The kick-off event for iAble included participants' signing a pledge wall to underscore their commitment to raise awareness of workplace equality challenges for people with disabilities.



Supporting and retaining top talent



96%

of respondents believed Invesco is concerned about their well-being

65%

of respondents believed Invesco provides a culture where people of all backgrounds are welcome

Invesco's ability to serve clients and deliver an investment experience that helps people get more out of life starts with our own dedicated employees. We recognize that employees are continuous learners, and that many are looking for more than just a job. To help them thrive both personally and professionally, we offer well-being programs, competitive benefits and training and development opportunities across all levels. These activities not only support our employees, they put Invesco in a stronger position to attract and retain the best talent.

Employee engagement

Listening to our employees is an important part of creating a culture that encourages collaboration, inclusivity and diversity of thought. We leverage surveys to gauge employee satisfaction and identify areas where we can improve. Historically this included a biannual engagement survey (last conducted in 2019) and has now shifted to more frequent pulse surveys. Overall, our survey results show that we have a very engaged workforce who are satisfied with their experience at Invesco. Our continued low voluntary turnover rate reflects the positive experience we strive to provide our employees.

Pulse Surveys

In an effort to maintain real-time awareness of employee sentiment and engagement during rapid changes, we implemented a pulse survey approach beginning in April 2020. We launched four quarterly Pulse Surveys in 2020, plus a fifth for caregivers, to gauge employee well-being overall and provide insights on our COVID-19 response.

Throughout the year, we added new topics to our Pulse Surveys. For example, our May survey focused on returning to the office; our July survey added questions regarding social and

racial justice; and our November survey included questions on the impact of long-term remote work and isolation. One recurring theme from Pulse Surveys in 2020 was that employees felt Invesco prioritized their well-being, yet they still felt stress around COVID-19 and other external factors. Insights from these surveys help us to identify where we are doing well, where we can improve, and are also helping to inform our 2021 D&I action plan.

Active performance feedback

In 2020, Invesco shifted from a traditional annual year-end performance review process to one that includes quarterly check-ins. These streamlined check-ins enhance listening between employees and managers and provide more opportunities to share feedback and update performance and development goals. This new process was successfully rolled out during the pandemic and proved invaluable as active listening became even more essential among employees working remotely.





Learning and Development
instructor-led sessions
offered

32 sessions:

General Professional
Development

195 sessions:

Active Performance Feedback
(Goal Setting, Feedback,
Effective Development and
Performance Conversations)

13 cohorts:

Leadership Programs

99 sessions:

COVID-19 Support

49 sessions:

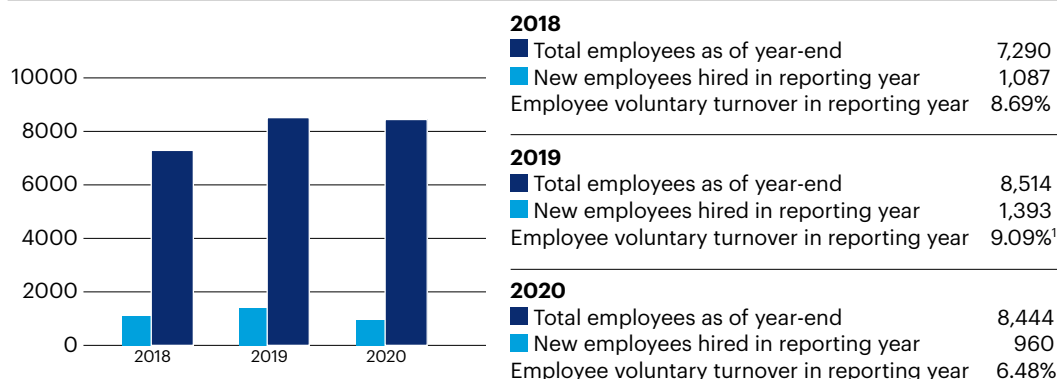
D&I and Unconscious
Bias Workshops

3,000+

Active Learning Hub users

- Top four skills searched in 2020: Management, Giving Feedback, Leadership and Performance Management
- 49,400+ views
- 20,500+ completions

Continued low voluntary turnover 2018-2020



1. In 2019 we acquired OppenheimerFunds and experienced a slight increase in voluntary turnover.

Training and professional development

Our employees understand that today's business environment is constantly growing and evolving. To aid their development, we provide access to many learning, training and development programs to keep their skills current and capabilities sharp. Training courses span topics such as ethics, integrity and trust, motivation, problem solving, decision-making and manager and leadership programs. In 2020, these instructor-led development efforts continued with training programs offered virtually.

In 2020, Invesco launched our new Learning Hub, a UX platform that leverages artificial intelligence to aggregate and deliver relevant learning that is unique to each employee, based on their role and skill development interests. All Invesco employees can use the Learning Hub to access online courses, articles, books, supplemental materials and podcasts through the company network.

We also support employees' development through business-led mentoring programs and rotation assignments. Through these programs, employees work with their mentors to discuss their career- and business-related goals and create development plans to help them meet those goals. In 2020, we launched Mutual Mentoring in EMEA, a new reverse mentoring program for senior leaders, where junior employees at Invesco mentor senior leaders on topics such as diversity and career development at the firm. This program increases shared knowledge and experiences among our employees at different levels of the company. The Mutual Mentoring program will expand to North America in 2021.

Invesco offers tuition and certification reimbursement for expenses incurred by employees who seek 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.

Leadership training

We provide leaders with a wide array of in-person and online learning opportunities. In 2020 we continued to provide our three main management training programs:

- **Becoming an Invesco Manager:** This global program is designed to help new Invesco people managers gain organizational knowledge and enable skills for them to make an impact during their first three months with the firm. In 2020 we completed four and launched three new cohorts.
- **Managing With Impact:** This global, four-month learning program equips our people managers with the essential foundational management skills and tools to lead individuals and teams to perform at their best. In 2020 we completed eight cohorts.
- **Leading With Impact:** This global, one-year leadership development program is designed to help leaders of functions and groups increase their impact and lead through increasing volatility, uncertainty, complexity and ambiguity (VUCA) and to produce stronger results with their teams and for Invesco. In 2020 we began one cohort (27 senior leadership participants).



Employee benefits



In 2020

117 employees

(54% female and 46% male) received paid parental leave in the U.S.



We believe in 'smart' working, not just 'flexible' working

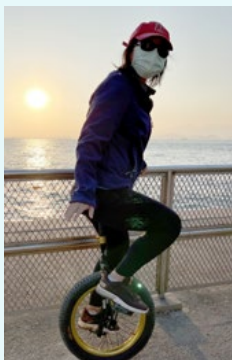
Invesco provides comprehensive, industry-competitive benefits, which include retirement, health and well-being programs and income protection, among others. These benefits are generally available to all full-time employees.

We always look for new ways to enhance our benefits to provide support to our employees in the ways that matter to them. In 2020, Invesco introduced Juneteenth as a paid holiday to all employees to demonstrate our commitment to an inclusive culture to our Black employees.

To support working parents, in addition to increasing flexibility amidst the COVID-19 pandemic, we introduced a new gender-neutral parental leave policy in EMEA, and a parental leave for domestic partners and foster parents. All Invesco employees are entitled to parental leave, either as provided by regulation and legislation or as a separate benefit offering provided by Invesco. In the U.S., where parental leave is not federally mandated, we provide for up to 18 weeks of paid parental leave for birth mothers and 10 weeks of paid parental leave for fathers/domestic partners and adoptive or

foster parents after the birth or adoption of a child. We also added leave for gender surgeries, and we expanded health care coverage to employees' partners in countries where domestic partners are not legally recognized.

Additionally, in 2020 we did more to support the different ways our employees like to work through our new Smart Working Policy. This policy recognizes that our employees' performance is measured by the quality of what they deliver and their positive behaviors, rather than by the hours they work. Smart working means we provide our employees with the tools, the culture and the technology that enables them to choose when, where and how they do their jobs. We commit to smart working and fostering a flexible and collaborative workplace that enables employees to better manage work and personal commitments. Through our smart working policy, we will also further normalize working from home post-COVID-19. Our focus is on ensuring that people can deliver what is expected of them in a way that is successful for both Invesco and for themselves.



Helping employees get more out of life

Invesco is proud to offer our employees the following total rewards:

- Compensation
- Retirement savings plans
- 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
- Rich opportunities to develop professional skills and knowledge

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 of 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 are receiving comparable wages, with bonuses determined on the merits of their performance. In addition, the CEO and SMDs receive the same benefits as all other employees (e.g., participation in the same 401(k) plan without supplemental retirement plans).

Pay equity reviews are also performed at Invesco throughout the regions in 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.





Supporting our communities

In 2020, we saw the world in turmoil due to a global pandemic and persistent, systemic racial injustice and inequity. As a company, we were steadfast in our Purpose to help people get more out of life.



We believe that doing what is right for our clients, employees and communities contributes to a healthier and more equitable society. Through investing in organizations, communities and individuals, we make a positive impact toward the causes that matter most to our stakeholders.

Throughout 2020 we continued to support existing community partnerships, including our financial literacy partners, a pillar of our corporate responsibility program which helps us to extend our expertise beyond our client base. Additionally, we supported new partners who provided critical support around the COVID-19 pandemic and organizations that advanced racial justice.

CAMPAIGN AGAINST LIVING MISERABLY CALM

Invesco Cares: Global reach, local impact

Around the world, our employees give back through Invesco Cares to the charities and causes that matter most to them. In 2020, our U.K. employees voted to select the Campaign Against Living Miserably (CALM) as their Charity of the Year. CALM is a leader in suicide prevention and mental health support, and their selection showcases our employees' support to this important cause. As charity of the year, CALM received 223,500 pounds sterling (US\$310,441) total from Invesco—raised by employees via a virtual triathlon, a salary sacrifice, Invesco Christmas donation and a grant from the Invesco Cares Foundation.



Invesco Cares

Invesco Cares is Invesco's philanthropy and volunteering organization, through which our employees raise funds, volunteer and share skills with nonprofits, startups and other corporations around the world to give back to the communities we serve.

Invesco Cares' corporate giving and employee volunteerism programming is managed through a unique grassroots structure. Each office is given its own charitable giving budget through Invesco Cares, and we empower our employees with the authority to collaboratively select which organizations they would like to see Invesco support in their local communities. This means that the organizations with which we work are a direct reflection of the interest of our employees and where they want to make an impact. We are proud to celebrate our employees' choice of nonprofits through Invesco Cares and find that this approach encourages engagement both with our employees and communities around the globe.

**2020 Invesco
Cares Impact**

128

nonprofits
supported

19

Invesco Cares
chapters globally

Invesco Cares programming focuses on:



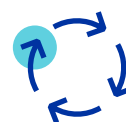
Improving
financial
education
globally



Supporting
healthy living
and promoting
wellness for all



Protecting the
environment
and promoting
environmental
sustainability



Supporting and
collaborating
with our local
civic and
community
organizations
to improve life
in our cities



Championing
diversity and
inclusion in our
industry and
our company

The Invesco culture encourages employees to make an impact in communities through various volunteer opportunities. However, because volunteering was not possible at scale in 2020, Invesco focused on helping local communities by increasing charitable giving. For example, Invesco launched a first-ever global, company-matching gift program for organizations specifically targeting COVID-19 relief and/or racial injustice. Invesco matched employee donations up to \$250,000.



Doing more for racial justice

At Invesco, we are united against racism, inequity and injustice. Black lives matter, and we have a zero-tolerance approach to racism. We are taking direct action to build a more inclusive culture for all Invesco employees and to increase diversity in our workforce. For example, in 2020 our STS team created a Tiger Team to inspire inclusion and encourage conversations about racial justice issues throughout the company. However, we recognize that our work can't stop within our walls. Systemic inequality and injustice in society are real, and we have a responsibility to address them. We are expanding our efforts for racial justice outward, as we know there is more we can and should do to challenge the status quo.

Invesco was quick to speak out and take action after the killing of George Floyd ignited global protests against racial inequity. We provided financial support to organizations that work tirelessly to advance racial justice, equality and an inclusive society, including a \$25,000 donation to the NAACP Legal Defense & Education Fund. Additionally, during 2020, employees in every Invesco office around the globe donated to racial justice organizations, including the ACLU Foundation, Anti-Defamation League, NAACP Legal Defense Fund and National Urban League. These donations were doubled through our matching gift campaign.

In order to become more involved with local progress in the communities in which we operate, Invesco, in coordination with our senior leaders, signed several pledges and joined initiatives that commit to improving racial equality, both internally and in our industry. These include:

Confluence Philanthropy 2020 Belonging Pledge

This pledge recognizes that we must all do our part to stand up for racial equity. For investors this means building systemic solutions that rebut racial inequity by changing the way we make decisions about the deployment of capital. The pledge acknowledges that this is no easy task, but it begins with a simple first step: committing to discuss racial and social inequity, no matter how uncomfortable those discussions may be.

Atlanta Committee for Progress Pledge

Invesco President and CEO Marty Flanagan is an active participant in the Atlanta Committee for Progress, a partnership between the Mayor of Atlanta and the city's top business, civic and academic leaders that aims to make positive change in the city. In 2020, Invesco signed a pledge with the Atlanta Committee for Progress, along with more than 40 CEOs from Atlanta-based companies, committing to address social injustice issues and do more within their own companies and communities to build a more inclusive and just society.

State of Connecticut corporate call to action

Invesco joined a new initiative stemming from a call to action by the Connecticut State Treasurer for corporations to do more to address economic and racial disparities in our industry. Members will develop and follow tangible, measurable actions to improve diversity within their companies and address racial and economic disparities in the U.S.

Commitment to support passage of Georgia Hate Crimes Bill

Invesco signed a joint letter from the Atlanta business community and the Metro Atlanta Chamber of Commerce to the Georgia General Assembly urging the swift passage of a Georgia Hate Crimes Bill. In June 2020 the bill was passed in a historic and overwhelming bipartisan vote.

Visit [page 16](#) to read more about the ways we address diversity and inclusion at Invesco and foster racial justice within our workplace.



[Learn more about our commitment to change](#)



[Click here](#) to see our CEO pledge support and address social injustice

Improving financial literacy

Financial inclusion and literacy protects consumers and fosters financial stability, benefiting both individuals and entire communities. For many, financial literacy can help break the cycle of poverty and lead to financial stability. Still, in the U.S. many people, particularly in underserved communities, lack access to financial literacy education or information on personal finance. Invesco supports partnerships that promote financial inclusion and literacy so that more people can learn these important skills. These partnerships also help promote understanding of how to pursue a career in investment management.



A lack of financial literacy is a growing issue for communities. As a result, we support educational programs and initiatives that enhance financial literacy. These efforts support Sustainable Development Goal 4: Quality Education



Our financial literacy partnerships and programs include:

Junior Achievement of Georgia

In 2020, Junior Achievement (JA) and Invesco collaborated on a dynamic learning experience designed to enhance sixth-grade students' financial literacy. Invesco created an interactive storefront in JA BizTown in Atlanta in which students interact within a simulated economy and take on the role of employee and consumer for an assigned business. By the end of the simulation, each student completes a day's work, develops a personal budget and makes purchasing decisions, giving them an authentic and relevant experience in business. Additionally, Invesco partners with 3DE by Junior Achievement. This partnership infuses business connectivity into all aspects of learning to deepen students' understanding of business concepts.

Workshops in Japan

This year Invesco employees in Japan organized online sessions targeting 10- to 15-year-old students, explaining the history and role of money, and its impact on our life and society. Students used social media-style chat functions, took quizzes and actively participated in two-way communication with the lecturers. The event is a part of "Kids' Workshop 2020" which Invesco's Tokyo office hosts every summer.

Rock The Street, Wall Street at Stuyvesant High School and Grady High School

Rock The Street, Wall Street supports the development of financial literacy programs for high school girls, providing programming that connects girls with female finance professionals who teach investing and budgeting in a classroom-based setting and provide mentoring opportunities. Through our corporate sponsorship, now in its third year, female executives from across Invesco's investment, strategy, marketing, distribution and real estate teams lead weekly classroom-based workshops with Stuyvesant High School and Grady High School girls. These executives also meet regularly with the girls as part of the ongoing mentorship element of the program. Students who participated in the program reported a 68% increase in financial literacy, with 93% of students indicating that they are likely to pursue a major or minor in either finance or economics. Our partnership went virtual in 2020, and in 2021 we will add a third school partnership in Houston.

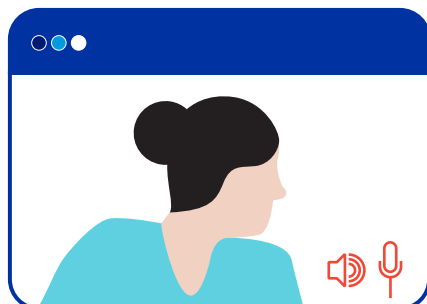
Training tomorrow's leaders

Invesco sponsors several initiatives geared toward training tomorrow's investment leaders, increasing interest in a career in asset management and building relationships with future talent. These programs include:



Invesco's summer internship program

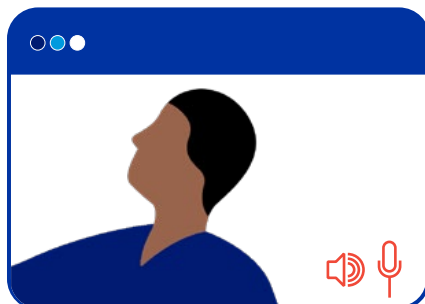
Our annual summer internship develops investment skills among university students. We conducted the program virtually in 2020, giving students opportunities to participate in ESG-related projects with our EMEA responsible investing team, as well as projects related to climate risk scenario analysis, portfolio modeling, accounting and financial planning and analysis. Additionally, we support Girls Who Invest internships every summer in our NYC office.



Cambridge Judge Business School

Invesco is in the third year of a 10-year collaboration with Cambridge Judge Business School (CJBS). 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 a globally renowned business school. Highlights of our partnership so far include:

- 50 Invesco client events attended by CJBS experts, reaching 2,000+ Invesco clients globally
- 20+ thought leadership items for collaboration
- Six studies published by CJBS's Centre for Alternative Finance through funding from Invesco
- Six global consulting projects supported, providing opportunities for 30 MBA and MFin students
- Numerous collaborations relating to climate risk, sustainable investing and environmental, social and governance (ESG) investing initiatives



Georgia Institute of Technology

Invesco partners with the Scheller College of Business located at the Georgia Institute of Technology (Georgia Tech) through their Financial Services Innovation Lab, which was established to serve as an interface between the financial services industry and Georgia Tech faculty and students. This collaboration supports financial literacy and increased dialogue regarding the challenges, disruption and opportunities in the asset management industry. In 2020 Invesco also entered into a three-year relationship with Dr. Sudheer Chava, Director of the Quantitative and Computational Finance Program (QCFP) at Georgia Tech. The program is 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.

A photograph of a modern glass building with a person walking inside, overlaid with a blue text box.

ESG investments aligned with long-term growth

Our fundamental belief is that environmental, social and governance (ESG) investing is an essential part of the solution to a sustainable future.



We see ESG investing as a strategic competitive differentiator that enables us to deliver sustainable, long-term performance to clients in ways that achieve our Purpose of helping people get more out of life. We embed the principles of ESG into our investment strategies and across our business.



Our goal is to have ESG risk integrated across

100%

of our investment capabilities by 2023¹

1. Invesco uses an internal framework to measure the level of ESG considerations as an influence in investment decision making. Currently approximately 75% of Invesco's investment teams have attained the ESG integration level defined as minimal but systematic integration.



ESG investments aligned with long-term growth

As one of the largest asset managers globally, we hold a deep understanding of the complex interactions between the financial markets, business, society and the environment. Given our size and expertise, we know that we are in a unique position to encourage change and drive positive impact through our investments, engagements and dialogue with companies. Today, our clients expect us to take the lead on how ESG will reshape the investment landscape. And for the next generation of investors, ESG will be a given.

Invesco's ESG philosophy is based on our belief that ESG factors have an impact on sustainable value creation as well as risk management, and our approach focuses on embedding ESG opportunity and risk factors into our investment decisions. In 2020 we published our position on ESG via our Statement of ESG Beliefs. This statement is signed by our CEO Marty Flanagan and Senior Managing Director of Investments, Greg McGreevey, and reiterates our focus on integrating ESG into the heart of our investment process. Read our full Statement of ESG Beliefs at [invesco.com/corporate](https://www.invesco.com/corporate).



Our ESG Investment Stewardship Report

Each year Invesco's global team of ESG experts publishes a report outlining our commitment to responsible investing and our recent achievements. Read the [2020 Invesco ESG Investment Stewardship Report](#).



Committed to the principles of responsible investment



A or A+

across all PRI categories
in 2020



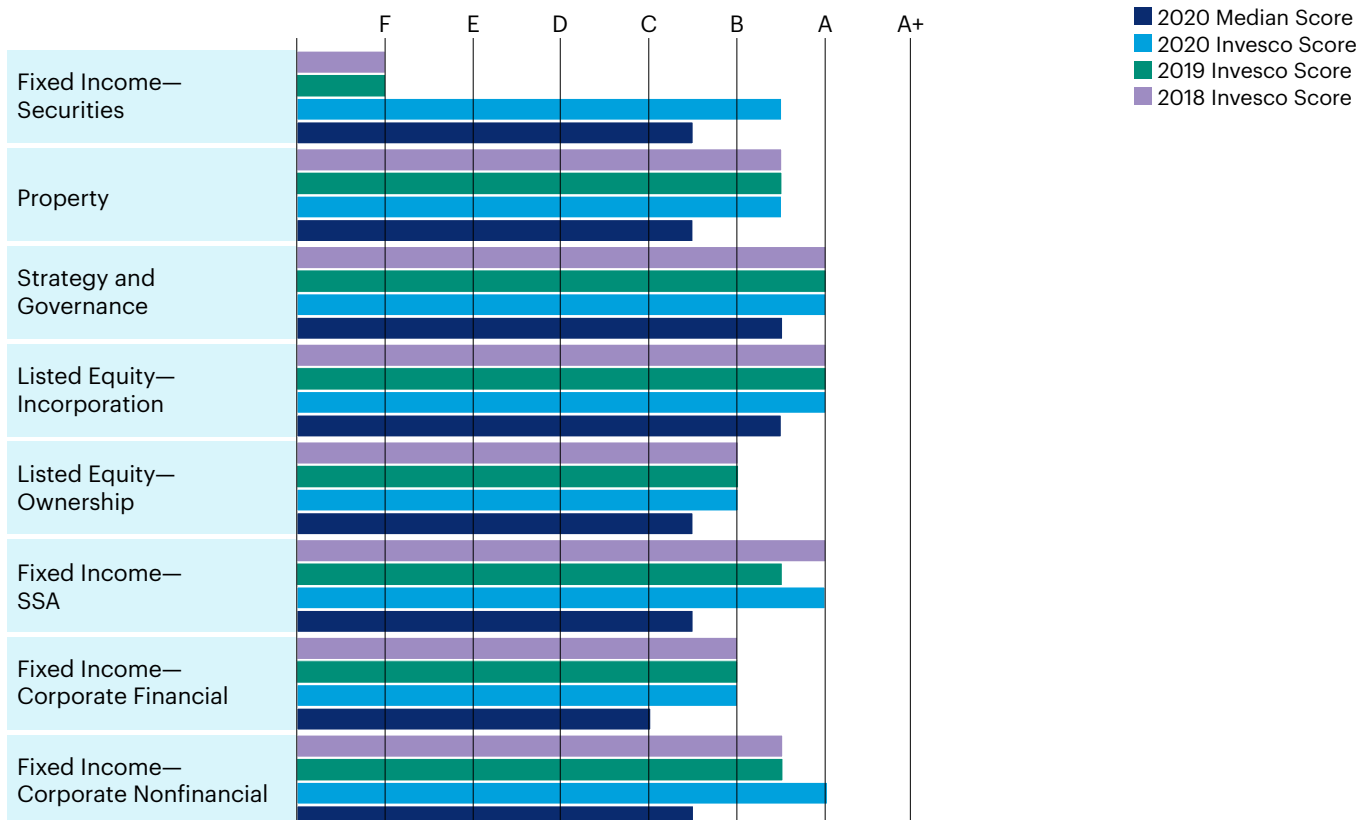
Invesco is a strong advocate of responsible investing practices. Our policies, processes and overall company approach value the spirit of the Principles of Responsible Investment (PRI) and demonstrate Invesco's commitment to stewardship.

The PRI carries out annual assessments based on how a signatory has progressed year-on-year and relative to peers. In 2020 Invesco achieved an A or

A+ across all categories, and we were awarded an A+ rating for our overall approach to responsible investment (Strategy and Governance) for the fourth consecutive year. This demonstrates our extensive efforts in terms of ESG integration, active ownership, investor collaboration and transparency. Further information about PRI, their assessment methodology and Invesco's Transparency Report can be found at unpri.org

Our PRI Summary Scorecard¹

2018-2020



1. 2020 Assessment Report for Invesco Ltd., PRI. *Direct and Active Ownership Modules



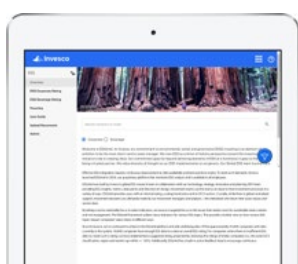
ESG integration with ESGintel

Effective ESG integration requires continuous improvement as data availability and best practices evolve. To meet such demands, Invesco launched ESGintel in 2020, our proprietary platform that maintains ESG analysis and is available to all employees.

ESGintel was built by Invesco's global ESG research team in collaboration with our technology, strategy, innovation and planning (SIP) team providing ESG insights, metrics, data points and direction of change. Investment teams use this tool as an input to their investment processes in a variety of ways. ESGintel provides users with an internal rating, a rating trend and a rank in GICS sectors. Crucially, while there is global centralized support, investment decisions are ultimately made by our investment managers and analysts—the individuals who know their asset classes and sectors best.

By taking a sector materiality focus to select indicators, we ensure a targeted focus on the issues that matter most for sustainable value creation and risk management. The ESGintel framework utilizes many indicators for various ESG topics. This provides a holistic view on how various ESG topics impact companies' value chains in different ways.

Since its launch, we've continued to enhance the ESGintel platform and add underlying data. Of the approximately 45,000 companies with data currently in the system, 16,500 companies have enough ESG data to create an overall ESG rating. For companies where there is insufficient ESG data to create such a rating, we have implemented a suggested rating, projected by reviewing the ratings of similar companies (i.e., the same GICS classification, region and market cap within +/- 20%). Additionally, ESGintel has a built-in active feedback loop to encourage continuous improvement, gathering users' feedback, including issues, observations and requests on sources, data and methodology.



45,000

companies with data
in ESGintel

16,500

companies with an
overall ESG rating

The ESGintel Framework



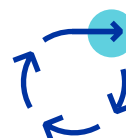
ESG Input

- Business ethics
- Board composition
- Capital allocation
- Compensation and alignment
- Audit and shareholder rights
- Social supply chain management



ESG Operations

- Energy management
- Environmental management system
- Circular business model
- Toxic emissions
- Water management
- Employee/management relations
- Data privacy and data security
- Health and safety
- Workforce retention
- Diversity



ESG Outputs

- Low carbon transition/ climate change
- Product quality and safety



ESG Value Chain



largest ESG ETF provider in
the United States

(Source: Bloomberg, as of
December 31, 2020)

ESG investing products

Invesco has provided ESG products and solutions for over 30 years, including exclusionary screenings, sustainability-focused solutions, impact investing and broad ESG integration. We deliver these capabilities through equities, fixed income, multiasset, alternatives, real estate, exchange traded funds (ETFs) and custom solutions.

Spotlight on ESG ETFs

We have managed ETFs for 15 years and are a pioneer in the industry, delivering a wide diversity of ETFs to clients because we know one size does not fit all.

Invesco's suite of ESG ETFs provides clients with a spectrum of opportunity to invest in trends related to the global economic transformation driven by decarbonization and pollution abatement. While the world braves the intensifying threat of flooding, drought, extreme weather events and wildfires, the discussion around sustainability and renewables continues to accelerate. Investors can choose broad exposure to renewable energy and/or water or target specific geographies and sub-sectors within Invesco's ESG ETFs.

Responsible active ownership and proxy voting



We take our responsibility as active investors very seriously and view proxy voting as an integral part of our investment management responsibilities. Engagement with company management and proxy voting plays a fundamental role in our efforts to help manage, bolster and enhance the value of Invesco clients' investments. Our investment-led proxy voting approach focuses on protecting clients' rights and promoting governance structures and practices that reinforce the accountability of corporate management and boards of directors to shareholders. Invesco's good governance principles outline our views on best practice in corporate governance and long-term investment stewardship.

Engaging companies

Active ownership is an integral part of our investment process at Invesco. We view engagement as an opportunity to encourage continuous improvement, including with regard to ESG issues. To make the most of limited time with management teams, we prioritize ESG risk factors and key issue relevance per internal and external resources.

We also take advantage of Invesco's scale, which increases the chance of meaningful engagement. We can draw on this collective power to capture management's attention and use our influence

to encourage stronger ESG-related behavior from the firms and entities in which we invest. Overall, our highly active approach of engaging management teams on the importance of ESG helps us achieve our clients' dual objectives of maximizing return on capital and delivering on ESG principles.

Proxy voting guiding principles

The voting decision lies with our portfolio managers and analysts, with input and support from our global ESG team and Proxy Operations functions, incorporating a number of factors and inputs, including the unique circumstances affecting companies, public disclosures, regional best practices, third-party research and any dialogue we have had with our portfolio companies. Our proprietary proxy voting platform, PROXYintel, facilitates implementation of voting decisions and rationales across global investment teams. We believe our good governance principles, governance structure and processes are designed to ensure that proxy votes are cast in accordance with clients' best interests. For more information, Invesco's Policy Statement on Global Corporate Governance and Proxy Voting is available on our Proxy Voting webpage at [invesco.com/corporate](https://www.invesco.com/corporate).

Promoting social equity with investments

Doing what is right for our people and the communities in which we operate helps us deliver positive outcomes for our shareholders. The far-reaching impacts of the COVID-19 pandemic highlight the persistence of social and economic inequality in the 21st century, and have forced us to take a hard look at the vulnerabilities in our local, state and national systems.

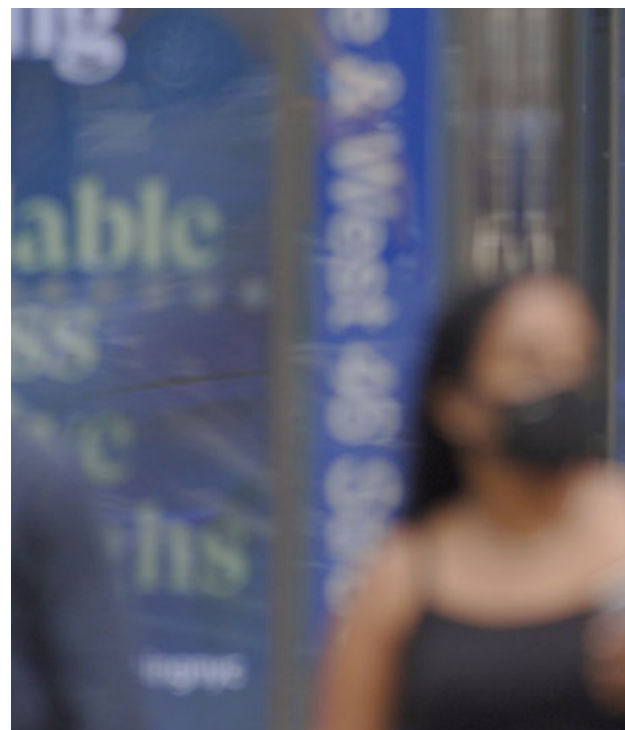
Investors can influence significant social change through responsible capital allocation and active ownership in pursuing outcomes with benefits that extend far beyond the bottom line. This further underlines the importance for us to facilitate discussion with companies on their specific responses to this situation.

As long-term investors, this is a crucial time to maintain pressure and push for real structural and institutional change, particularly in regard to health care, social support structures and gender equality. Striving for equality is about more than doing the right thing: it is also about acting in the best interests of an entity and its stakeholders—shareholders included. As asset managers, as with any element of ESG, our responsible allocation of capital can be fully aligned with our obligation to protect and grow clients' wealth.

In 2020 the COVID-19 pandemic motivated us to help our investment teams refocus on the "S" in ESG. Core social issues such as employee welfare, access to health care, consideration of corporate culture and supply chain sustainability are all directly related to this pandemic. We are providing investors with enhanced education on such factors through our Global Investors Council ESG Subcommittee.

With many of the world's largest companies adapting to remote working models due to the pandemic, flexible working and mental health support are increasingly important topics. Future working patterns are likely to change drastically, and corporate responses will become even more vital.

Active ownership is crucial to ensuring that the necessary organizational responses transcend mere box-checking and are genuinely geared toward the greater good. As investors, we have the opportunity to encourage policies that support



diversity, equity and fair treatment at our portfolio companies. If properly devised and implemented, socially responsible solutions square moral and fiduciary duties by potentially enhancing both ESG performance and financial performance.

Invesco continues to encourage our investee companies to take the steps they can to mitigate the social impacts caused by the global pandemic. We have been engaging on these topics as part of our ongoing one-on-one ESG engagements.



Interfaith Center on Corporate Responsibility's (ICCR) Investor Statement on Coronavirus Response

In 2020 Invesco signed onto the ICCR Investor Statement on Coronavirus Response. The statement urges the business community to take any steps possible with focus on the following:

- Providing paid leave
- Prioritizing health and safety
- Maintaining employment
- Maintaining supplier/customer relationships
- Financial prudence

As one of the largest investors supporting the ICCR's statement, Invesco joins more than 330 other institutional investors representing over \$9.5 trillion¹ in assets under management with global exposure across capital markets.

1. As of 12/30/20 (Source: iccr.org/investor-statement-coronavirus-response)





Our investment focus on climate

Climate change is the greatest societal and financial risk that people across the globe face. The transition to a low-carbon economy is already underway, but there is much work to do to reach net-zero greenhouse gas (GHG) emissions by 2050. We believe asset managers are uniquely positioned to make a significant impact in achieving this goal. As one of the largest asset managers in the world, we believe we can help accelerate the transition toward a global net-zero future.

That is why we have joined the global Net Zero Asset Managers Initiative—a global pledge focused on investment managers committing to reaching net-zero GHG emissions across our investment portfolios, in line with the Paris Agreement goal to limit warming to 1.5°C above pre-industrial levels. Invesco has not only pledged support to the Net Zero Asset Manager initiative, but we are also members of the Net Zero Asset Managers working group, where we will work directly with the United Nations-backed Principles for Responsible Investment (PRI), the Institutional Investors Group on Climate Change (IIGCC), CDP and other organizations alongside asset managers to develop net-zero methodologies for asset classes and foster industry standards.

This initiative is vital for the health and sustainability of our planet, but it will also be crucial to avoid the worst impacts of climate change on the investments we make on behalf of our clients.

We believe that it is becoming increasingly clear that long-term valuations may be impacted if companies do not have credible low-carbon transition strategies. Using our research, analysis, climate data and Vivideconomics's collaboration for analytical tools (such as PlanetView), we partner with our asset-owner clients to help them design net-zero goals for their portfolios and execute decarbonization strategies.

Invesco's other climate-related initiatives and engagements include:

TCFD

Our journey toward addressing climate change started in March 2019 when we became a supporter of the Task Force for Climate-Related Financial Disclosures (TCFD). In July 2020 we published our first inaugural report on Climate Change in line with the TCFD, and since then we committed to publish an annual report with progress and further actions. The TCFD framework aligns with our belief that climate change is a strategic business issue that can impact long-term financial performance. The TCFD report presents our analysis on carbon footprint and intensity, temperature alignment and climate scenario analysis for a significant part of our listed equities and corporate fixed-income holdings. In addition to our disclosure on climate change, we offer and continue to





Our inaugural report on Climate Change published in July 2020 in line with the TCFD

develop climate-related investment solutions in all asset classes and influence through engagement and advocacy on climate-related actions.

Climate analytics

Invesco's ESG integration process includes climate-related metrics. Invesco's propriety ESGIntel already incorporates CDP, Science Based Targets and Transition Pathway data into these ESG insight signals that, in turn, are incorporated into fundamental, active investment teams across Invesco. We commit to furthering these insights specifically aligned to Net Zero. In addition to the climate-related metrics available in ESGIntel, all investment centers have access to supplemental climate data, either directly or through the ESG data team. For specific climate analytics we use a suite of climate data providers and have partnered with Vivideconomic-Planetrics to enhance our climate analytics tools, such as PlanetView, to equip all our investment teams with the ability not only to use carbon footprinting metrics but to extend their analysis to scenarios, temperature alignment and cost impairment.

Climate solutions and products

Invesco will continue to expand our product suite and solutions to support Net Zero. As we continue to enhance our analytical capabilities by adding new data sets, we improve our ability to assess and manage the overall carbon footprint and scenario analysis of all our funds. Our goal to identify assets for the Net Zero pathway will be based on strong analytics and insights and be rooted in meeting our clients' needs.

Engagement and advocacy

As investors, we must be part of the solution to climate change through supporting and influencing companies that are adapting, transitioning and allocating capital toward future-proofing our planet. We acknowledge the opportunity to influence company behavior in our voting for climate resolutions and will consider their merits on an individual basis. We are intensifying our targeted engagement toward achieving Net Zero. We are a leading voice in climate change engagement with our investee companies and through collective actions like Climate Action 100+, an initiative where we are a co-lead investor with one company and actively participating with seven others. Our actions have already resulted in the companies' starting their climate disclosing journey. We will continue to contribute actively and reach out to corporations to promote and support the transition to Net Zero. We also align our voting policies to climate risk. We are investors members and active participants in policy and industry initiatives such as the World Economic Forum Investors Group on Climate Change (IIGCC) and global coalitions such as the World Economic Forum Coalition for Climate Resilient Investment.





Sustainable operations and environmental stewardship

Across every Invesco office, we take measures to ensure the health and safety of our employees and to be responsible stewards of the planet.



By continually reducing our environmental footprint and operating responsibly, we make our operations more sustainable today and into the future.

We carefully manage our operational activities with a focus on using natural resources wisely, increasing efficiencies wherever possible and providing a safe and healthy workplace for our employees and visitors. As an asset manager, we have a relatively small environmental footprint in comparison to many industries. Our greatest opportunity for impact is through the management of our investments and engagement with portfolio companies. These efforts are in the best interest of not only our business and employees, but also our clients, shareholders and communities.

Committed to operational excellence



Invesco has

57 offices

covering 2.3 million square feet around the world

Invesco is committed to ensuring the health, safety and well-being of employees, contractors and visitors to our offices and events.

The importance Invesco attaches to health and safety (H&S) demonstrates a determined and overriding commitment that includes:

- Upholding industry standards, promoting good practice and ensuring our efforts fully comply with local, national and international H&S legal and regulatory requirements.
- Providing a safe and healthy workplace for our employees and others who are affected by our activities and eliminating or reducing hazards to the extent reasonably practicable.
- Eliminating all injuries and occupational health-related illnesses. We promote a healthy lifestyle and encourage our employees to proactively manage their personal health.
- Working collaboratively, and acting in a responsible manner to ensure H&S management is an integral part of the culture of not only our collective business activities, but beyond our own occupied offices, encompassing our clients, supply chain and contractors.
- Measuring and communicating our H&S performance, sharing with our employees, investors, and clients and other interested stakeholders. We will incorporate H&S considerations across our business.
- Implementing and maintaining policies, procedures and systems dedicated to continuous improvement across our business, aligned to the principles of ISO45001 and ISO14001.

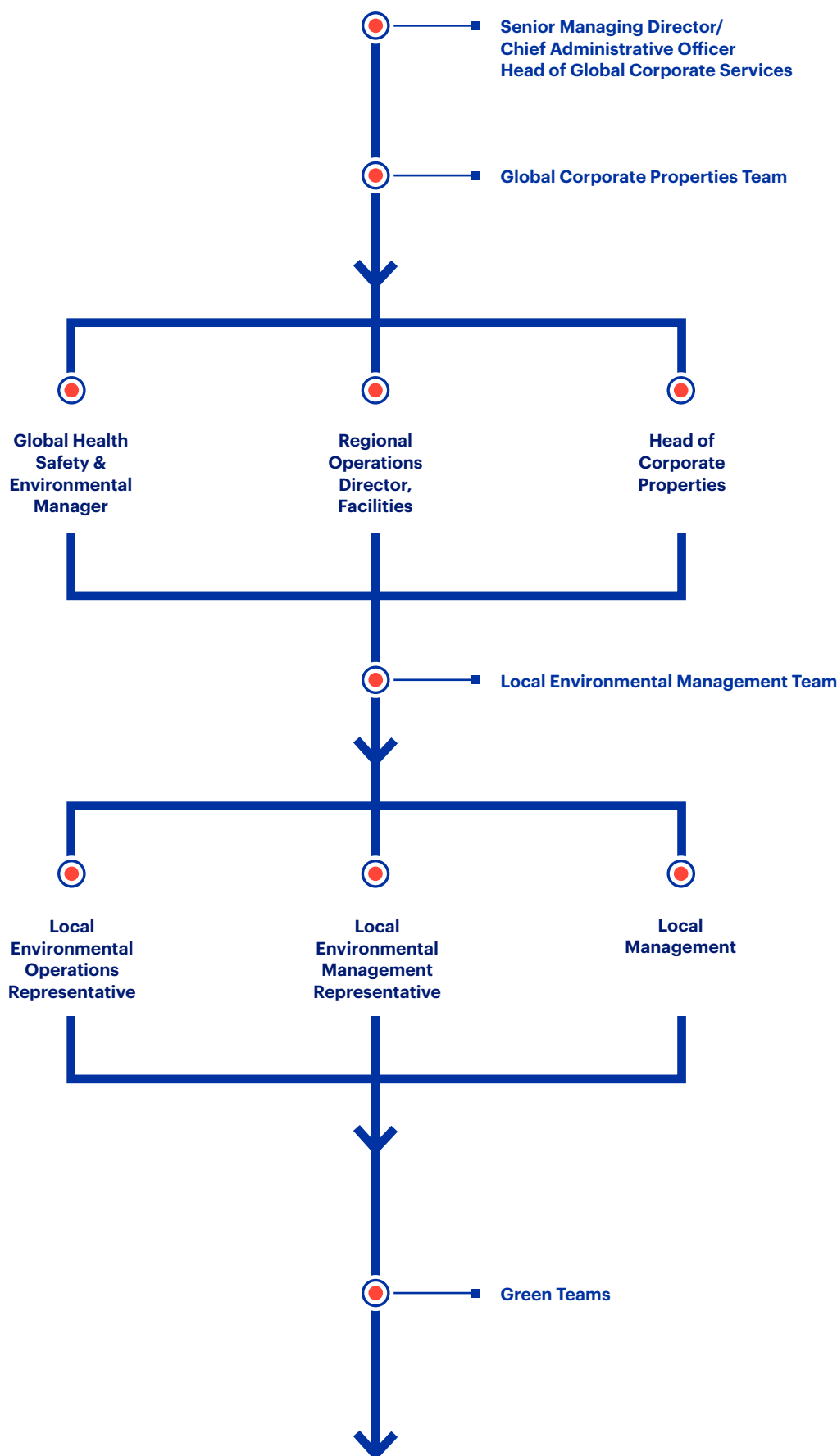
Additionally, Invesco has an Environmental Management System (EMS) that serves as

a framework for how we manage our environmental impact at our office locations, as well as globally. Our EMS also meets ISO 14001 requirements and other relevant compliance obligations. The system 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, operational EMS responsibilities are owned by Corporate Properties and supported by local facilities teams and subcontracted services.

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 2020, 99.5% of our risks were controlled, which is significantly higher than the U.K. national benchmark of 77%. S2 Partnership Ltd. also performs COVID-19 audits for Invesco to assess our offices for comprehensive COVID-19-related safety measures prior to employees' returning.

**EMS
Governance**





Invesco's Green Teams

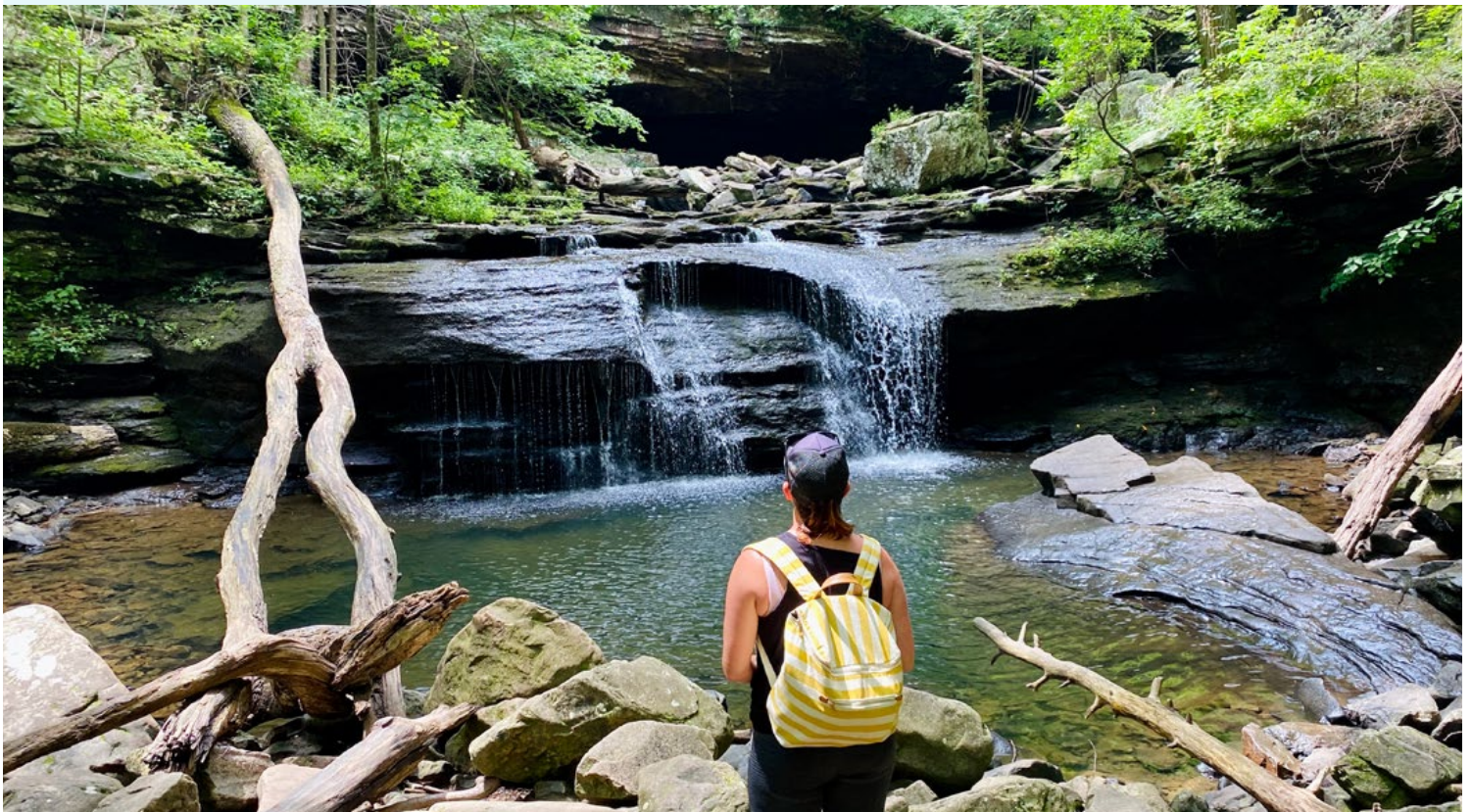
Many Invesco offices have Green Teams that are dedicated to environmental stewardship. In a typical year, our Green Teams volunteer in local communities, often conducting marine cleanups, tree planting campaigns and trash and litter cleanups in local parks. They also lead campaigns within our offices aimed at reducing paper and plastic consumption, recycling electronics and encouraging public transportation. In 2020, community volunteering was not possible for many Green Teams due to COVID-19, and we look forward to their renewed activity in 2021.

Environmental priorities

We prioritize operating methods that not only make Invesco a great place to work for employees, but also that minimize our impact on the environment while protecting and enhancing results for our stakeholders. Through effective carbon emissions and environmental management across our operations, Invesco is committed to:

- Protecting the environment and preventing pollution
- Meeting all applicable compliance obligations
- Implementing waste management and minimization practices through the hierarchy approach: reduce, reuse, recycle, energy recovery and disposal
- Reducing emissions arising from energy and transport use
- Earning ISO 14001 and LEED (Leadership in Energy and Environmental Design) certification, where practicable

Invesco has a Global Corporate Carbon Emissions and Environmental Policy, which outlines global environmental commitments and targets, including energy and carbon emissions reduction goals. We actively measure our environmental impact, such as energy use, GHG emissions, water consumption and waste production, to ensure that we achieve environmental commitments.





Commitments

2020 Status

Invesco's environmental commitments and progress toward them include:

Retain Global ISO 14001:2015 Certification.



Global ISO 14001:2015 Certification retained. As of 2020, 70% of our offices across the globe are ISO 14001.

Reduce carbon dioxide emissions resulting from corporate air and rail travel by a minimum of 10% through the implementation of carbon offsetting by 2020.



Air and rail emissions decreased by 74% when compared to 2019. This reduction was due to the reduced amount of business travel due to the COVID-19 pandemic.

2019-2020: 74%

Reduce corporate properties' carbon dioxide emissions at the local property level by 3% by 2020 through waste- water- or energy-reduction initiatives.



In 2020, Invesco exceeded the targets for energy use and GHG emissions, although these were impacted by global office closures.

2019-2020: 23% reduction

Continue to reduce corporate properties' emissions at the local property level through waste-, water- or utilities-reduction initiatives by a minimum of 10% until science-based targets are established.

Continue to support the UN Clean Seas Campaign through the removal of single-use plastic from corporate properties globally.



Efforts to remove single-use plastic from our properties continued in 2020. New hires receive a reusable water bottle to reduce reliance on plastic cups. In addition, some offices have moved to centralized bins to reduce single-use plastic bin bags. Furthermore, 54kg of pens were donated to U.K. schools by the marketing team.

Engage in and support environmental and community events and initiatives, including Earth Hour, with a minimum of one local event or initiative per office.



Due to the COVID-19 pandemic, we engaged in fewer events than in previous years. However, some offices donated dry, tinned and perishable food to local foodbanks where their local restaurant/pantries were closed.

1. Air and rail travel increased from 2018 to 2019 due to restrictions placed on travel in 2018.

Green buildings

Our commitment to operate responsibly and to continuously reduce our impact on the environment has led Invesco to prioritize leasing office space in green buildings as well as to achieve a mix of LEED and WELL in the buildings we operate. 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. Buildings meeting these requirements operate to a higher standard of environmental sustainability than conventional buildings. Currently, Invesco owns buildings located in Henley. Our Henley facility is powered by 100% renewable energy from sources that include solar panels and landfill gas and has three 7kW EV chargers. In 2020 we installed two 22kW EV chargers and energy-efficient windows in our employee gym. We are building a new global

headquarters in Atlanta, Georgia, which is set to open in 2022. The building will be LEED Silver, and the Invesco square footage is targeting both LEED and WELL Platinum certified. The rest of our offices are leased, which means Invesco has limited control on energy procurement, but we work with our landlords to encourage them to buy green energy whenever possible.



Green offices around the world

**Atlanta,
Georgia, U.S.**

We are building a new global headquarters in Atlanta, Georgia, which is set to open in 2022. The building will be LEED Silver, and the Invesco square footage is targeting both LEED and WELL Platinum certified.

**Frankfurt,
Germany**

LEED Gold

**Henley,
England**

100% renewable energy

**Houston,
Texas, U.S.**

LEED Silver

**Hyderabad,
India**

LEED Platinum

**New York,
New York, U.S.**

LEED Gold



Energy and emissions

Our largest environmental impacts are our greenhouse gas (GHG) emissions, which come from two main areas: energy usage in our offices, which we continually work to reduce, and employee travel.

Invesco has carbon targets that focus on reducing emissions at the property level and in our business travel. In 2020, we exceeded these targets. This was a result of ongoing energy efficiency initiatives at our offices, as well as significantly less corporate energy usage and travel, due to COVID-19. We are also working on developing ambitious targets that will align with Science Based Targets (SBTi) for energy and emissions reductions for our corporate operations, due to be introduced in 2021. These include a year-on-year reduction of 4.2%, achieving a 46% reduction by 2030 from a 2019 baseline.



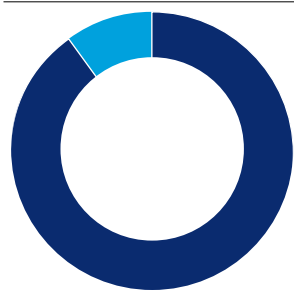
Measuring emissions

Our energy and GHG emissions data is calculated through the World Resources Institute Greenhouse Gas Protocol using the operational and Scope 2 location-based approach that considers headcount and a portion of our leased workspaces. In 2020, calculations covered 14 of our offices in Canada, Germany, India, Ireland, the U.K. and the U.S., which makes up 72% of Invesco's total headcount. We are currently working on expanding the scope and depth of our emissions reporting across our global properties.

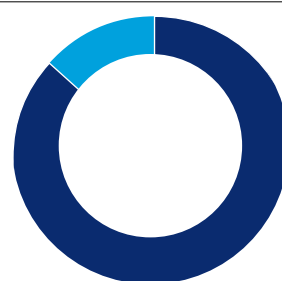
Energy Usage and Mix^{1,2} Unit Kilowatt hour (kWh)

2019

2020



■ Electricity (grid) 28,156,709
 ■ Natural Gas 4,193,603
 Total 32,350,312



■ Electricity (grid) 22,337,589
 ■ Natural Gas 3,425,941
 Total 25,763,530

Over the past year, electricity use decreased by 21% and natural gas reduced by 18%, for an overall energy use reduction of 20%.

1. Note that these metrics do not include OppenheimerFunds offices. These are not ISO 14001 certified facilities, and they did not have the resources in place at the time of reporting to provide the necessary data for the calculations.
2. 2019 figures have changed from the 2019 Invesco CR Report, due to revised figures provided by landlords.
3. CDP is a not-for-profit charity that runs the global disclosure system for investors, companies, cities, states and regions to manage their environmental impacts.



In 2020, our combined Scope 1 and 2 emissions totaled 9,117 tons, an overall reduction of 21% from the previous year. Air travel makes up 99% of our Scope 3 (business travel) emissions, while rail makes up the other 1%. In 2020 we also experienced a 74% decrease in Scope 3 emissions as a result of Invesco's policy to halt business travel at the start of the COVID-19 pandemic.



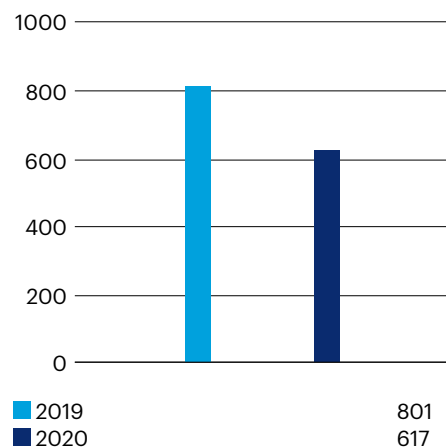
99%

of our Scope 3 emissions
are from air travel

Scope 1 Emissions¹ (natural gas)

Tons of carbon dioxide equivalent
(tCO₂e) units

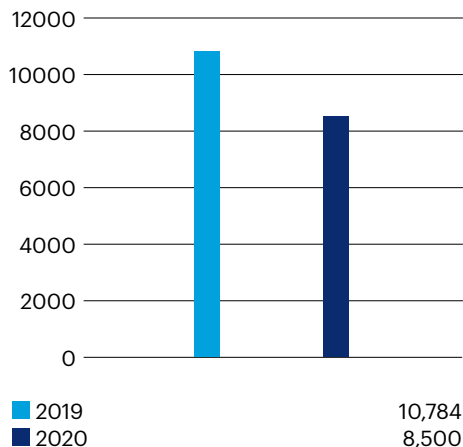
2019-2020



Scope 2 Emissions¹ (electricity)

Tons of carbon dioxide equivalent
(tCO₂e) units

2019-2020



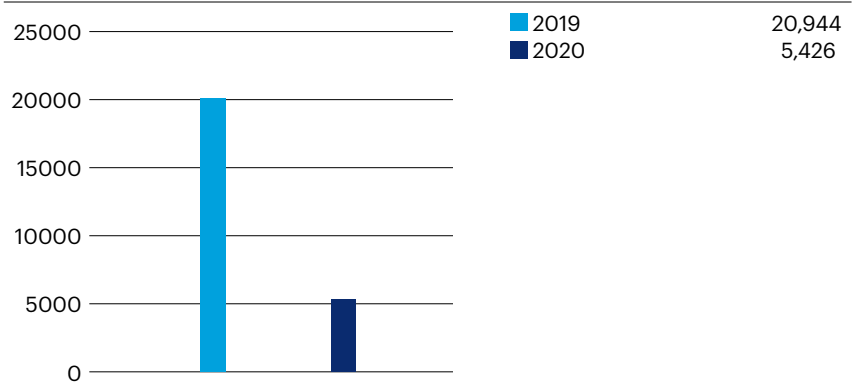
1. Note that these metrics do not include former OppenheimerFunds offices, which are not ISO 14001 certified facilities and did not have the resources in place at the time of reporting to provide the necessary data for the calculations.



Scope 3 Greenhouse Gas Emissions

Tons of carbon dioxide equivalent (tCO₂e) units

2019-2020



Travel decreased in 2020 due to COVID-19-related restrictions.

Offsetting carbon emissions for a healthier planet

To offset the Scope 3 emissions we create due to our corporate travel, Invesco partners with ClimateCare, an environmental and social impact company known for providing carbon offset services with a focus on using results-based finance to support its projects. Invesco currently supports two ClimateCares projects that offset 5,426 tCO₂e (tons of carbon dioxide equivalent) in 2020.

Rimba Raya Biodiversity Reserve in Indonesia

The Reserve had been slated by the regional government for conversion to four palm oil estates. By obtaining tenure rights to the area for the 30-year lifetime of the project, the Reserve is working to protect around 160,000 hectares of tropical rainforest and peat swamp. This project is expected to reduce more than 130 million tonnes of CO₂ over its 30-year span.



Cookstove access with the Bangladesh Bondhu Foundation

Fewer than 20% of Bangladeshi households have access to clean cooking, instead using open fires that release pollutants into the environment and cause respiratory and other diseases. This project, which works with microentrepreneurs who receive training to help sell the stoves, is helping to build a market for clean, sustainable cookstoves in Bangladesh.



Water use and waste reduction

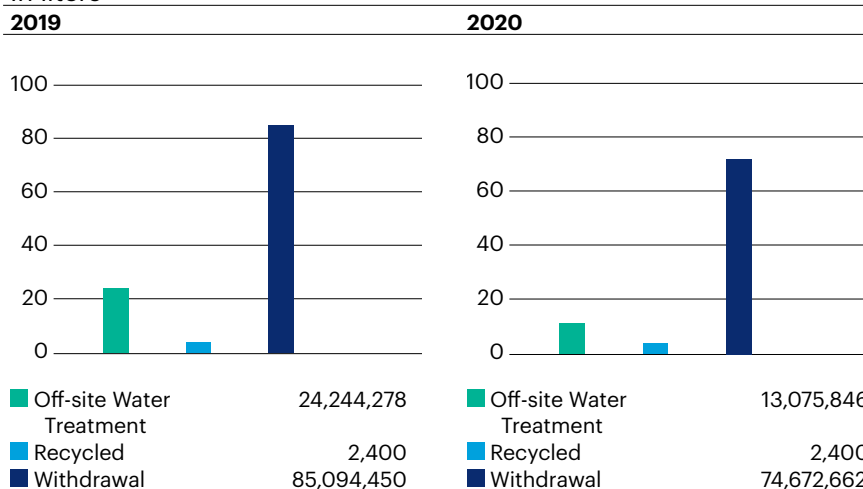
We aim to conserve water and reduce the waste we produce in our offices as much as possible. We focus on continuous improvement and achieving reductions year over year. Because many of our offices are green buildings with LEED or ISO 14001 certification, they follow stringent requirements for sustainability, including water use and waste management.

To further reduce waste in our offices, Invesco no longer purchases single-use items at our facilities, where practicable. Also, 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.

In 2020, our water use and waste generation were lower than in the previous year, due to fewer employees using Invesco facilities.

Water Consumption¹ by Type

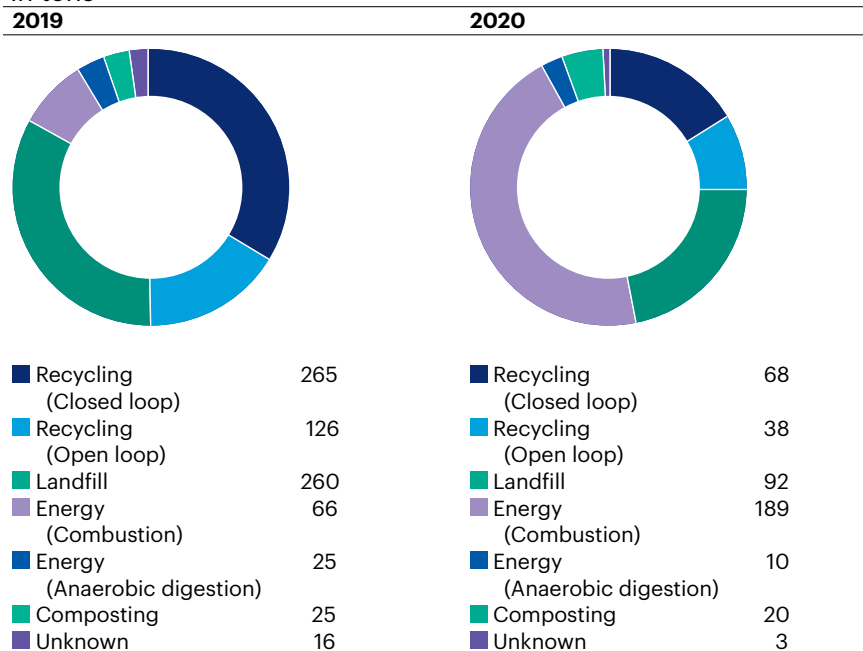
In liters



1. Note that these metrics do not include former OppenheimerFunds offices, which are not ISO 14001 certified facilities and did not have the resources in place at the time of reporting to provide the necessary data for the calculations.

Waste by Type

In tons



Environmental partnerships

Invesco and our employees continually look for ways we can extend our reach and help protect the environment through initiatives and partnerships with environmental organizations that operate in our communities. In 2020, environmentally focused partnerships and sponsorships included:



The Nature Conservancy Georgia

Our President and CEO Marty Flanagan became co-chair of The Nature Conservancy Georgia's 2020 "Nature Unites Us" campaign. The aim of the campaign was to raise \$36 million for two initiatives, one focused on building healthy cities that generate benefits for public health and the other focused on clean water.



Urban Green Jobs

This program is a partnership with The Nature Conservancy and HABESHA, a local organization that works in communities within Atlanta's South River watershed. Urban Green Jobs offers paid training and internships in green space management, urban agriculture and green jobs of the future to adult Atlantans who live on the city's south side.



Bee Downtown

Bee Downtown installs and maintains beehives on corporate campuses with the goal of rebuilding healthy honeybee populations, while simultaneously providing a way for employees to get involved in nature. Invesco partners with Bee Downtown to maintain an apiary at our Atlanta office. In 2020 this partnership resulted in 900+ hours of employee engagement and 300+ jars of honey produced.

Reducing the digital divide while reducing waste

Very often, used office furniture and business equipment ends up in landfills. During an office renovation or move, a company may dispose of desks, chairs, computers and other items without the knowledge that these items are needed by schools just a few miles away. That's why Invesco is a proud sponsor of Business2Schools, a U.K. charity that works to address this imbalance, close the digital divide and reduce unnecessary waste by diverting perfectly good furniture and technology away from landfills and into schools. In 2020, Invesco donated a variety of surplus items to schools through Business2Schools, including office furniture, pens and other office supplies.





Committed to ethics, security and governance

Operating with a high degree of integrity and responsibility is a fundamental principle at Invesco. We hold ourselves to the highest standards of ethics, integrity and accountability in how we conduct and operate our business.



Our clients choose us because they trust our brand, our people and our performance. We earn their trust by ensuring that everything we do is reliable, consistent and executed with the highest level of quality, integrity and sound governance. This includes not only our ethical practices and uncompromising commitment to product and service compliance, but also how we handle client data and conduct our own affairs.

We lead ethical integrity, risk management and fair and honest business conduct through strong corporate governance, comprehensive business principles, adherence to all laws and regulations where we operate, and policies and data security tools that guide employees' day-to-day activities.



Corporate governance highlights

All independent directors under applicable NASDAQ and SEC rules other than President and Chief Executive Officer

2

directors based in Europe

2

of 11 directors are women

Corporate governance

Commitment to stakeholder engagement

Invesco is committed to maintaining the highest standards of integrity and accountability in the stewardship of our affairs, and we recognize that proper and effective corporate governance is important to shareholders and other stakeholders. We have strong policies and standards, including Invesco's comprehensive Code of Conduct, which is designed to safeguard the interests of Invesco's clients, ensure compliance with applicable laws, and provide accountability and control systems commensurate with our firm's business activities.

Invesco is governed by a Board of Directors that meets throughout the year and has three established standing committees: Audit, Compensation, and Nominating and Corporate Governance. Board members are elected by the shareholders to oversee our management team and ensure that the long-term interests of the shareholders are being served.

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

Consolidation and automation

In 2020, Invesco continued to improve governance over policies by addressing gaps and timeliness of policy reviews to ensure alignment with regulatory change frameworks and industry best practice. For example, we consolidated a series of policies, including but not limited to the Code of Ethics and global policies surrounding incident management, to ensure alignment of practices at group level.

Invesco also continued to enhance the efficiency and effectiveness of monitoring controls by onboarding additional automated surveillance tools and rolling out an integrated incident reporting system.



Professional integrity and business ethics



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.

Our principles for managing any conflicts of interest, 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
- Director's Code of Conduct
- Code of Ethics
- Global Financial Crime Prevention Policy
- Global Fraud Escalation Policy
- Global Anti-Bribery and Corruption Policy
- Global Gifts and Entertainment Policy
- Global Outside Business Activities Policy



3

new business ethics trainings in 2020

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 contains our policies and standards, and 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 of Conduct 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.

Our Global Financial Crime Governance Committee is chaired jointly by our Chief Financial Officer and Global Assurance Officer 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.

We also 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. It is an anonymous, independent, confidential mechanism 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.

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. Compulsory Anti-Bribery and Corruption (ABC) 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.

In 2020, Invesco's compliance team engaged with senior management to consider new initiatives to promote and embed a good conduct mindset, where all employees can demonstrate the ability to identify conflict and conduct issues and act accordingly, especially in the new working environment brought on by the COVID-19 pandemic.

In addition to our standard trainings, Invesco rolled out additional trainings, with a focus on scenario-based instruction that increases awareness of good conduct principles:



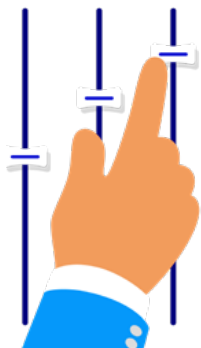
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annual business ethics trainings for all employees

Department	Name of course
Compliance	<ul style="list-style-type: none"> • Conflict of Interest Training—New in 2020 • 2020 Global Required Compliance Training • Anti-Money Laundering and Counter-Terrorist Financing Training • Preventing Market Abuse Training
Human Resources	<ul style="list-style-type: none"> • Fostering Diversity of Thought through Hiring Practices—New in 2020 • No Excuses—Prevention of Sexual Harassment • Respect in the Workplace
Information Security	<ul style="list-style-type: none"> • Privileged Access Training—New in 2020 • Global Privacy Training • Global Security Annual Training

In addition, Invesco made progress to increase the effectiveness of conflict identification and management through reviewing the scope and escalation process of potential and effective conflicts, consolidating policies and establishing a new governance framework.

Legal, risk and regulatory compliance



Our global procurement model focuses on fulfilling the following five categories of services:

- Business services (day-to-day operations)
- Professional services (consulting, legal advisors, auditing)
- Real estate (office leases)
- Information technology and data
- Travel (hotels, airlines, etc.)

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.

Given the pandemic in 2020, resulting in most of Invesco's employees working from home, regulators as well as clients increased their scrutiny of conduct rules surveillance performed by investment firms. This focused particularly on market abuse and insider trading controls.

Generally, in 2020, clients continued to 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 (ABC) 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 2020, we noted some areas of inherent higher risk, but no material, confirmed cases of corruption or policy breaches were identified.

Compliance checks and balances

Our compliance team regularly reviews, records and updates an assessment of key regulatory 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.

Political activities

We encourage employees and other 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 www.fec.gov. Invesco's lobbying disclosure reports are also available through the United States Lobbying Disclosure Act database.

Responsible sourcing and procurement

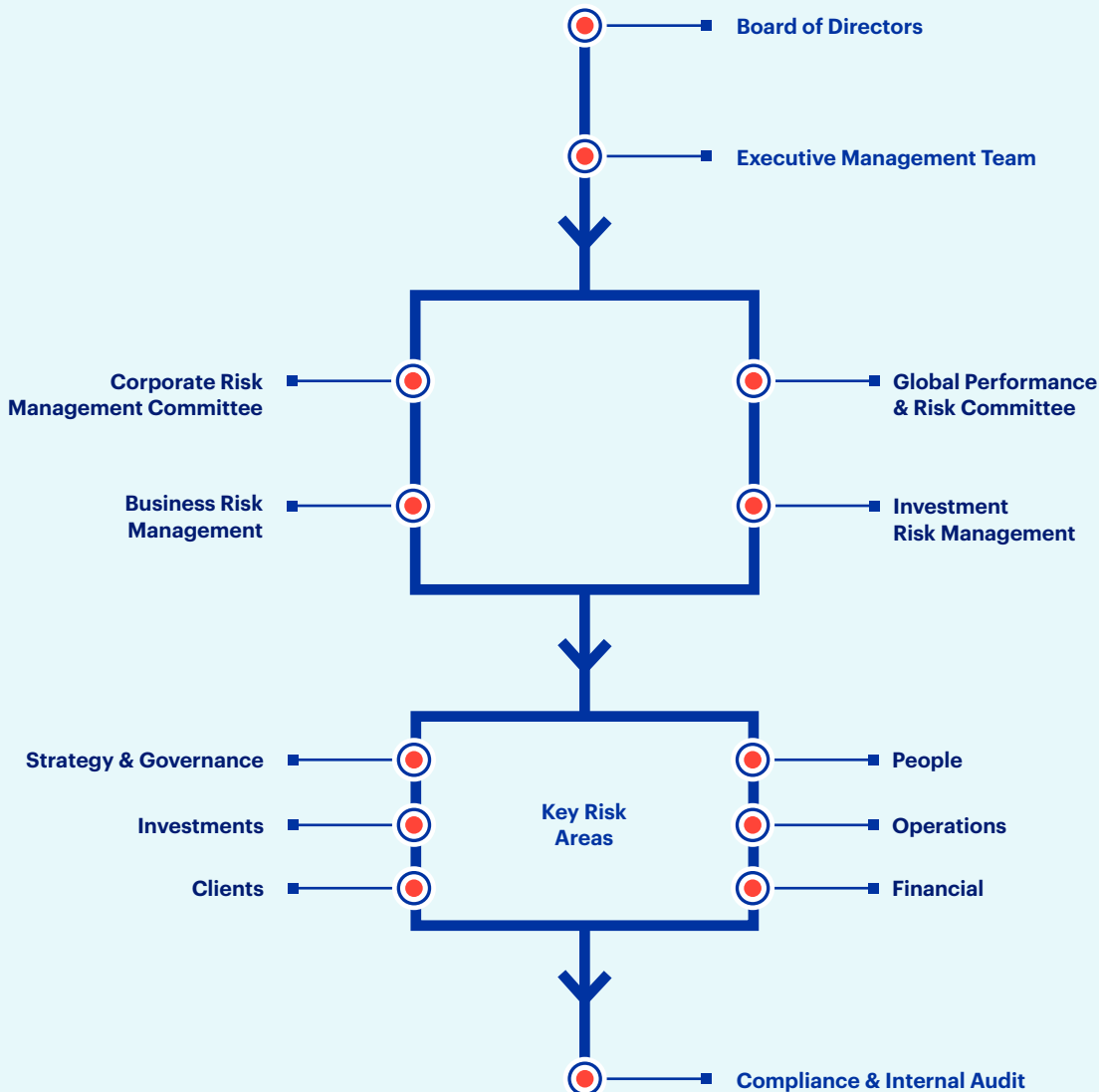
We consider our procurement relationships and seek to partner with high-quality vendors who share our values and commitment to client service and responsible business practices. This effort is led by our Global Procurement Department, which is charged with promoting fair and ethical business practices 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.

The ESGintel Framework





Global Security Department
with holistic approach to
privacy and security

Security and privacy

At a time when cyber threats are considered one of the most significant risks facing financial institutions, 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.

It is also our 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.

Security and privacy governance

Invesco's Global Security department includes Information Security, Global Privacy Office, Corporate Security, Business Security, Business Continuity and Resilience, and Strategy and Reporting under a single umbrella. 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 ensure that we can 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.

Information security and privacy policies and procedures

Our Global Security program oversees all aspects of information security risk and ensures the confidentiality, integrity and availability of information assets. 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 (NIST) Cybersecurity Framework and applicable industry frameworks (e.g., ISO, ASIS) 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.

Invesco's Privacy Principles

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

Transparency and privacy notices

We provide our clients with privacy notices/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 and privacy expectations for vendors and service providers

We expect vendors and service providers to abide by our information security and privacy standards. 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 aligned as part of the global vendor relationship management 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, 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 and privacy training

To keep our employees, contractors, 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 customer 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 ensure security and privacy awareness through periodic alerts, messages and/or in-person presentations. 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:

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

A man and a woman are sitting at a wooden table in a modern office. The man, on the left, is wearing a light blue button-down shirt and is smiling while looking towards the woman. He is holding a pen over an open notebook. The woman, on the right, is wearing a dark blue turtleneck sweater and is also smiling, looking down at some papers on the table. The background is a blurred office space with large windows and modern lighting fixtures. A blue rectangular box with the word "Appendix" in white serif font is overlaid on the image.

Appendix

About this report

Report boundaries

Unless otherwise noted, this report covers calendar year 2020 and provides qualitative and quantitative information on our approach to managing corporate responsibility (CR) issues. We intend to continue to report on CR issues annually. For additional information, you can 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, 2019

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 submissions to the Carbon Disclosure Project (CDP) and to the Principles for Responsible Investment (PRI).

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.

The scope of our report

All data presented in the report represents all wholly owned Invesco Ltd. operations, unless explicitly noted otherwise. For instance, the environmental metrics presented in the Sustainable Operations Environmental Stewardship section on [page 44](#) do not include former OppenheimerFunds offices.

Reporting guidelines and content

This report was prepared in accordance with the Global Reporting Initiative (GRI) standards and with the Sustainability Accounting Standards Board (SASB) standards for Asset Management and Custody Activities as guidance.

In early 2020, we engaged with internal stakeholders and conducted a benchmarking of external information and a CR materiality assessment to inform our CR priorities and the topics covered in this report. The process and results of the CR materiality assessment are described on [pages 11-12](#).

Reporting uncertainties

Non-financial information is subject to measurement uncertainties resulting from limitations inherent in the nature and the 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 2020 data. The report is for informational purposes only and is not an offer of any investment.



Results of our 2020 CR materiality assessment are described on [page 11](#).

CSR Indicators

Overall Indicators	2018	2019	2020
Organization			
Total country presence	25	26	28
UN PRI Score for strategy and governance	A+	A+	A+
CDP score	B	B-	B
Revenue	\$5.3b	\$6.1b	\$6.1b
AUM	\$959b	\$1,094b	\$1,349.9b
Number of confirmed cases of corruption	—	0	0

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

Social Indicators	2018	2019	2020
Workforce			
Total employees	7,290	8,514	8,444
New employees	1,087	1,393	960
Turnover rate	8.7%	9.1%	6.5%
Employees entitled to parental leave	—	8,514	8,444
Men who took parental leave	—	118	54
Women who took parental leave	—	127	63
Diversity			
Full-time employees	7,190	8,401	8,320
Men	59%	60%	60%
Women	36%	37%	37%
Unspecified ¹	5%	3%	3%
Part-time employees	100	113	124
Men	14%	12%	15%
Women	78%	88%	85%
Unspecified ¹	8%	—	0
APAC employees	829	871	894
Men	41%	42%	40%
Women	40%	37%	37%
Unspecified ¹	19%	21%	23%
EMEA employees	1,478	1,695	1,667
Men	60%	63%	62%
Women	34%	37%	38%
Unspecified ¹	6%	—	0%
India employees	1,364	1,537	1,627
Men	75%	73%	72%
Women	24%	27%	28%
Unspecified ¹	1%	—	0%

Social Indicators	2018	2019	2020
North America employees	3,619	4,411	4,256
Men	56%	57%	58%
Women	41%	42%	42%
Unspecified ¹	3%	1%	0%
EEO1 Data: Percentage of employees by ethnic group (U.S. only)			
American Indian/Alaska Native employees	0.18%	0.13%	0.12%
Asian employees	14.42%	14.93%	15.42%
Black employees	10.01%	9.62%	10.04%
Hispanic employees	6.96%	6.98%	7.10%
Native Hawaiian or other Pacific Islander employees	0.00%	0.08%	0.06%
Employees of two races or more	2.83%	3.46%	6.11%
White employees	65.60%	64.80%	61.16%
Percent of senior leaders who are women	27%	32%	33%
2022 Invesco target	—	30%	35%-40%
Total directors who are female	2 out of 9	2 out of 9	2 out of 11
Employee engagement			
Employee participation in engagement survey ²	N/A	91%	N/A
Employees receiving regular performance reviews	89%	91%	N/A
% of employees who feel accepted and comfortable being themselves	—	80%	—
Environmental Indicators ^{3,4,5,13}	2019	2020	
Organization			
Number of LEED certifications	5	5	
Employees working from ISO 14001 registered locations	83%	72%	
Greenhouse gas emissions and energy			
Total energy consumed (MWh) ⁶	32,350	25,764	
Scope 1—(Natural gas) (tCO ₂ e) ^{7,8,9}	801	617	
Scope 2—(Electricity (grid)) (tCO ₂ e) ^{5,7,9,10}	10,784	8,500	
Scope 3—Waste, water and business travel (tCO ₂ e) ^{5,7}	21,542	5,619	
Emissions intensity (tCO ₂ e/employee) ^{7,11}	5.36	1.71 ¹²	

Environmental Indicators ^{3,4,5,13}	2019	2020
Waste		
Waste to landfill (tonnes)	260	92
Waste to combustion (tonnes)	66	189
Waste to unknown disposal (tonnes)	16	3
Composted (tonnes)	25	20
Closed loop recycling (tonnes)	265	68
Open loop recycling (tonnes)	126	38
Water		
Water withdrawn (m3)	85,094	74,673
Water recycled (m3)	2.4	2.4
Water discharged (m3)	24,244	13,076

1 Employees who have not indicated their gender.

2 Employee engagement surveys are conducted every other year.

3 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.

4 Energy metrics do not include OppenheimerFunds offices. These are not ISO 14001 certified facilities, and they did not have the resources in place at the time of reporting to provide the necessary data for the calculations.

5 2017 and 2018 quantitative environmental information was updated to incorporate the same facilities as 2019 and therefore are not the same amounts disclosed in our 2018 CSR report.

6 MWh=megawatt hour.

7 tCO₂e=metric ton of carbon dioxide (CO₂) equivalent.

8 Environmental metrics have been calculated for the facilities that are ISO 14001 certified, which represent approximately 72% of Invesco facilities.

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 time 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 only includes emissions associated with waste generation, water consumption and business travel (air and rail). For more information, please reference the Environmental Stewardship section.

11 Only employees at ISO 14001 certified facilities are included in this calculation, so the denominator only includes 72% of employees.

12 Data as of October 2020.

13 Invesco will report environmental data from a 2019 baseline, moving forward, so that we can align with SBTi at our corporate properties.

GRI Index

This report covers calendar year 2020 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 2020 Annual Report, Form 10-K, 2020 Proxy Statement, 2020 CDP submission, Climate Change report, 2020 PRI submission, 2020 ESG Investment Stewardship report and our corporate website.

Disclosure Number	Disclosure Description	Disclosure / Location of Disclosures
102-1	Name of the organization	Invesco Ltd.
102-2	Activities, brands, products, and services	About Invesco
102-3	Location of headquarters	Invesco Ltd. Two Peachtree Pointe 1555 Peachtree Street N.E. Suite 1800 Atlanta GA 30309
102-4	Location of operations	Invesco corporate website
102-5	Ownership and legal form	About this Report
102-6	Markets served	About this Report
102-7	Scale of the organization	About this Report See Invesco's 2020 10-K (p. 4, 32) for information regarding Invesco's key financials, number of staff, operations, net sales, net revenues and debt.
102-8	Information on employees and other workers	About this Report
102-9	Supply chain	Legal, Risk and Regulatory Compliance
102-10	Significant changes to the organization and its supply chain	There were no significant changes regarding the organization's size, structure, ownership or its supply chain.
102-11	Precautionary Principle or approach	Our Corporate Responsibility Program Sustainable Operations and Environmental Stewardship

Disclosure Number	Disclosure Description	Disclosure / Location of Disclosures
102-12	External initiatives	World Economic Forum; Principles for Responsible Investment (PRI); ISO 14001; the Leadership in Energy and Environmental Design (LEED); CDP; Women in Finance Charter; The Nature Conservancy Georgia; ClimateCare; Globechain; Carbon Trust; Financial Services Council; The MOM Project; Engage Ventures; The Diversity Project; The Race Card Project; Forte Foundation; Rock The Street, Wall Street; PFLAG; INvolve; The Return Hub; CEO Action; Business in the Community; Junior Achievement of Georgia; Scheller College of Business at Georgia Institute of Technology; Cambridge Judge Business School; Urban Green Jobs; Bee Downtown
102-13	Membership of associations	Climate Action 100+, Institutional Investors Group on Climate Change (IIGCC), Financial Services Council, Quoted Companies Alliance, Global Real Estate Sustainability Benchmark, Asian Corporate Governance Association, Financial Reporting Council, Audit Quality Review Committee, Company Reporting and Auditing Group, UK Sustainable Investment and Finance Association, Deep Data Delivery Standards, PRI SDG Working Group for Active Ownership, PRI Macroeconomic Risks Advisory Group, PRI Fixed Income Advisory Committee, The PRI's Advisory Committee for ESG Engagements, PRI ESGE Advisory Committee, Net Zero Asset Managers Initiative
Strategy		
102-14	Statement from senior decision-maker	A Message from Invesco's President and CEO
102-15	Key impacts, risks, and opportunities	About this Report
Ethics and integrity		
102-16	Values, principles, standards, and norms of behavior	Our Corporate Responsibility Program Code of Conduct 2020 PRI report
102-17	Mechanisms for advice and concerns about ethics	Committed to Ethics, Security and Governance Code of Conduct
102-18	Governance structure	Committed to Ethics, Security and Governance Proxy Statement 2021 (p. 4, 5) 2020 Invesco 10-K (p. 10)
102-22	Composition of the highest governance body and its committees	Proxy Statement 2021 (p. 6)
102-23	Chair of the highest governance body	Marty L. Flanagan serves as president of the Board of Directors and chief executive officer.
102-24	Nominating and selecting the highest governance body	Criteria for Selection of Candidates for Membership on the Board of Directors.
102-25	Conflicts of interest	Committed to Ethics, Security and Governance

Disclosure Number	Disclosure Description	Disclosure / Location of Disclosures
102-26	Role of highest governance body in setting purpose, values, and strategy	The Board is elected by the shareholders to oversee our management team and to seek to assure that the long-term interests of the shareholders are being served.
102-28	Evaluating the highest governance body's performance	Our Board annually reviews its effectiveness as a group with a questionnaire and confidential and private one-on-one interviews coordinated by an independent external advisor specializing in corporate governance that reports results of the annual review in person to the Board.
102-29	Identifying and managing economic, environmental, and social impacts	Our Corporate Responsibility Program
102-30	Effectiveness of risk management processes	<p>Committed to Ethics, Security and Governance</p> <p>The Board has principal responsibility for oversight of the company's risk management processes and for understanding the overall risk profile of the company. Though Board committees routinely address specific risks and risk processes within their purview, the Board has not delegated primary risk oversight responsibility to a committee.</p> <p>Broadly, our approach includes two governance structures: (i) our Global Performance and Risk Committee assesses core investment risks; and (ii) our Corporate Risk Management Committee assesses strategic, operational and all other business risks. A network of business unit, geographic and specific risk management committees, under the auspices of the Corporate Risk Management Committee, maintains an ongoing risk assessment, management and monitoring process that provides a bottom-up perspective on the specific risks existing in various domains of our business.</p>
102-32	Highest governance body's role in sustainability reporting	Our Corporate Responsibility Program

Disclosure Number	Disclosure Description	Disclosure / Location of Disclosures
102-33	Communicating critical concerns	<p>Committed to Ethics, Security and Governance</p> <p>The company maintains the Invesco Compliance Reporting Line for its employees or individuals outside the company to report complaints or concerns on an anonymous and confidential basis regarding questionable accounting, internal accounting controls or auditing matters and possible violations of the company's Code of Conduct or law. Further information about the Invesco Compliance Reporting Line is available at www.invesco.com/corporate (the company's website). Additionally, any interested party may communicate with the Chairperson of our Board or to our nonexecutive directors as a group at the following address: Invesco Ltd. 1555 Peachtree Street N.E. Atlanta, Georgia 30309 Attn: Office of the Secretary Communications</p>
102-35	Remuneration policies	Our compensation remuneration practices for the highest governance body are disclosed in the Fair Compensation section and in the Proxy Statement 2021 (starting on p. 15).
102-36	Process for determining remuneration	The Invesco Compensation Committee's compensation consultant assists the committee in its analysis of our executive compensation programs. Details regarding the compensation consultant are disclosed in the Director compensation section of the Proxy Statement 2021 (starting on p. 15).
102-37	Stakeholders' involvement in remuneration	<p>Committed to Ethics, Security and Governance</p> <p>Invesco's legal team, human resources and members of our board conduct shareholder outreach in advance of remuneration policies.</p>
Stakeholder engagement		
102-40	List of stakeholder groups	Engaging Our Stakeholders
102-42	Identifying and selecting stakeholders	Engaging Our Stakeholders
102-43	Approach to stakeholder engagement	Our Corporate Responsibility Program Establishing our Corporate Responsibility Priorities
102-44	Key topics and concerns raised	Our Corporate Responsibility Program Establishing our Corporate Responsibility Priorities

Disclosure Number	Disclosure Description	Disclosure / Location of Disclosures
Reporting Practice		
102-45	Entities included in the consolidated financial statements	About this Report
102-46	Defining report content and topic Boundaries	About this Report
102-47	List of material topics	About this Report Our Corporate Responsibility Program
102-48	Restatements of information	2018 and 2019 quantitative environmental information was adjusted to reflect updated metrics from Invesco's property landlords.
102-49	Changes in reporting	The boundaries for the report have not changed from previous years.
102-50	Reporting period	January 1, 2020 to December 31, 2020
102-51	Date of most recent report	May 2020
102-52	Reporting cycle	Annual
102-53	Contact point for questions regarding the report	Kellie Schonberg Head of Corporate Social Responsibility Kellie.Schonberg@invesco.com
GRI 200: Economic		
GRI 201: Economic performance		
201	103-1/2/3: Management Approach	For information related to Invesco's economic performance, visit Invesco's 2020 10-K (p. 32)
201-1	Direct economic value generated and distributed	Invesco's 2020 10-K (p.32)
GRI 205: Anti-corruption		
205	103-1/2/3: Management Approach	Committed to Ethics, Security and Governance
205-1	Operations assessed for risks related to corruption	Committed to Ethics, Security and Governance
205-2	Communication and training about anti-corruption policies and procedures	Committed to Ethics, Security and Governance
205-3	Confirmed incidents of corruption and actions taken	Committed to Ethics, Security and Governance
GRI 302: Energy		
302	103-1/2/3: Management Approach	Committed to Operational Excellence
302-1	Energy consumption within the organization	Energy and Emissions
302-4	Reduction of energy consumption	Energy and Emissions
GRI 303: Water and effluents		
303	103-1/2/3: Management Approach	Committed to Operational Excellence
303-1	Interactions with water as a shared resource	Water Use and Waste Reduction
303-3	Water withdrawal	Water Use and Waste Reduction

Disclosure Number	Disclosure Description	Disclosure / Location of Disclosures
GRI 305: Emissions		
305	103-1/2/3: Management Approach	Committed to Operational Excellence
305-1	Direct (Scope 1) GHG emissions	Energy and Emissions
305-2	Energy indirect (Scope 2) GHG emissions	Energy and Emissions
305-3	Other indirect (Scope 3) GHG emissions	Energy and Emissions
305-4	GHG emissions intensity	Energy and Emissions
305-5	Reduction of GHG emissions	Energy and Emissions
GRI 306: Waste		
306	103-1/2/3: Management Approach	Committed to Operational Excellence
306-1	Waste generation and significant waste-related impacts	Water Use and Waste Reduction
306-2	Management of significant waste-related impacts	Water Use and Waste Reduction
GRI 307: Environmental compliance		
307	103-1/2/3: Management Approach	Committed to Operational Excellence
307-1	Non-compliance with environmental laws and regulations	None for this reporting period.
GRI 400: Social		
GRI 401: Employment		
401	103-1/2/3: Management Approach	A Culture Where Diverse People and Ideas Thrive
401-1	New employee hires and employee turnover	Employee Engagement
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Employee Benefits
401-3	Parental leave	Employee Benefits
GRI 403: Occupational health and safety		
403	103-1/2/3: Management Approach	Committed to Operational Excellence
403-1	Occupational health and safety management system	Committed to Operational Excellence
403-3	Occupational health services	Committed to Operational Excellence
403-6	Promotion of worker health	Committed to Operational Excellence Supporting Employee Well-Being During COVID-19

Disclosure Number	Disclosure Description	Disclosure / Location of Disclosures
GRI 404: Training and education		
404	103-1/2/3: Management Approach	Supporting and Retaining Top Talent
404-2	Programs for upgrading employee skills and transition assistance programs	Supporting and Retaining Top Talent
404-3	Percentage of employees receiving regular performance and career development reviews	Supporting and Retaining Top Talent
GRI 405: Diversity and equal opportunity		
405	103-1/2/3: Management Approach	Committed to Diversity and Inclusion
405-1	Diversity of governance bodies and employees	Committed to Diversity and Inclusion Corporate Governance
405-2	Ratio of basic salary and remuneration of women to men	Fair Compensation
GRI 406: Non-discrimination		
406	103-1/2/3: Management Approach	Committed to Diversity and Inclusion
406-1	Incidents of discrimination and corrective actions taken	Fair Labor Practices
GRI 413: Local communities		
413	103-1/2/3: Management Approach	Supporting Our Communities
413-1	Operations with local community engagement, impact assessments, and development programs	Supporting Our Communities
GRI 415: Public policy		
415	103-1/2/3: Management Approach	Legal, Risk and Regulatory Compliance
415-1	Political contributions	Legal, Risk and Regulatory Compliance
GRI 418: Customer privacy		
418	103-1/2/3: Management Approach	Security and Privacy
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Security and Privacy

SASB Index

Disclosure Topic	Disclosure Number	Disclosure Accounting Metric	Location
Asset Management & Custody Activities			
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	Qualitative information can be found in Professional Integrity and Business Ethics
	FB-AC-510a.2	Description of whistleblower policies and procedures	Qualitative information can be found in Professional Integrity and Business Ethics
Transparent information & fair advice for customers	FN-AC-270a.1	Number and percentage of covered employees with a record of investment-related investigations, consumer-initiated complaints, private civil litigations, or other regulatory proceedings	Not included in this report
	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.	Not included in this report
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 Invesco ESG Investment Stewardship Report Responsible Investing Products

Disclosure Topic	Disclosure Number	Disclosure Accounting Metric	Location
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 Culture Where Diverse People and Ideas Thrive
SASB Standards Application Guidance	SASB 5.0 Governance, Internal Control, and Assurance	<p>a. The entity's governance around the risks and opportunities related to the topic, including board oversight of and management's role in assessing and managing such risks and opportunities.</p> <p>b. The entity's strategic approach regarding actual and potential impacts of topic-related risks and opportunities on the organization's businesses, strategy, and financial planning, over the short, medium, and long term.</p> <p>c. The entity's process to identify, assess, and manage topic-related risks, and how these risks are integrated into the entity's overall risk management process.</p> <p>d. The entity's use of metrics or targets to assess and manage topic-related risks and opportunities.</p>	<p>Corporate Governance</p> <p>The Board has principal responsibility for oversight of the company's risk management processes and for understanding the overall risk profile of the company. Though Board committees routinely address specific risks and risk processes within their purview, the Board has not delegated primary risk oversight responsibility to a committee. Broadly, our approach includes two governance structures: (i) our Global Performance and Risk Committee assesses core investment risks; and (ii) our Corporate Risk Management Committee assesses strategic, operational and all other business risks. A network of business unit, geographic and specific risk management committees, under the auspices of the Corporate Risk Management Committee, maintains an ongoing risk assessment, management and monitoring process that provides a bottom-up perspective on the specific risks existing in various domains of our business.</p>



This report is a summary of 2020 data. It is for informational purposes only and is not an offer of any investment.

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