



2018 Corporate Social Responsibility Report



Our
commitment
to the environment,
our communities and
our people

Table of Contents

A message from Invesco's President and CEO	03
Our company and approach to Corporate Social Responsibility	04
Operating sustainably and responsibly	05
Supporting the environment	06
Valuing our people and their diverse perspectives	08
Investing in our people	13
Commitment to our communities	15
GRI Index	20



A commitment to helping people get more out of life

Dear Fellow Invesco Stakeholders,

At Invesco, our Purpose is to deliver an investment experience that helps people get more out of life. A key element of this commitment is our dedication to responsible investing, serving as good stewards of the environment, supporting a diverse and inclusive workplace and strengthening the communities where we live and work.

As a Responsible Investment firm, our commitment to strong corporate social responsibility practices is part of our fiduciary responsibility to act in the best interest of our clients at all times. We encourage the companies we invest in to be good corporate citizens and develop behaviors that embrace Environmental, Social and Governance (ESG) considerations. We achieve this through active ownership and direct engagement with companies to promote responsible policies and practices.

At the same time, we work to sustain a healthy and clean environment through continuous improvement in our environmental management efforts and dedication to international standards and initiatives focused on reducing Invesco's impact on the environment. For example, as part of our 2018 commitment to the UN Clean Seas Campaign, Invesco removed more than four tons of single-use plastic from our corporate properties. We achieved this progress thanks to the daily commitment our employees make to living and working sustainably.

In our 2018 Corporate Social Responsibility report, we share the highlights of our dedication to operating sustainably and responsibly, supporting the environment, creating an inclusive culture where our employees feel valued and engaged, and creating long-term value for our clients, stakeholders and communities for generations to come. As always, we remain committed to delivering an investment experience that helps people get more out of life.

A handwritten signature in black ink that reads "Marty L. Flanagan". The signature is fluid and cursive, with the first letters of the first and last names being capitalized and prominent.

Marty L. Flanagan
President and CEO
Invesco

Our company and approach to Corporate Social Responsibility

Invesco is an independent investment management firm dedicated to delivering an investment experience that helps people get more out of life. We have:

- 1

Specialized investment teams managing investments across a comprehensive range of asset classes, investment styles and geographies.
- 2

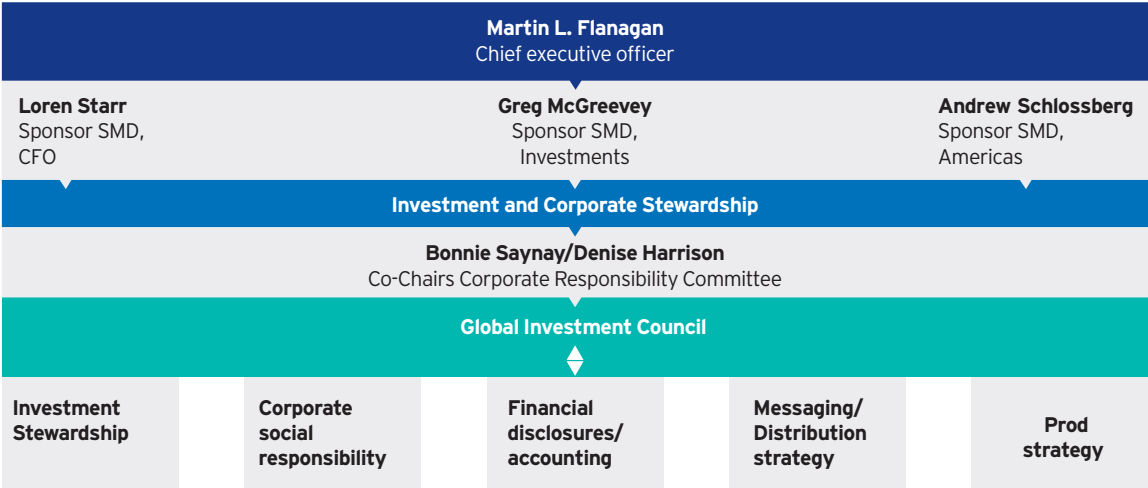
More than 7,000 employees focused on client needs across the globe.
- 3

Proximity to our clients with an on-the-ground presence in 25 countries.
- 4

Solid financials, an investment grade debt rating, and a strong balance sheet.

Governance

Our governance structure supports our focus on keeping corporate social responsibility at the forefront of our operating focus. Our corporate responsibility efforts are governed through the Invesco Corporate Responsibility Committee (“CRC”), which includes executive management sponsorship and representation, oversees and drives the company’s global corporate and investment stewardship programs and policy. The committee, working in coordination with global workstreams, drives the strategy, oversight and governance of our internal programs and demonstrates Invesco’s broad executive leadership commitment to responsible investment. The CRC provides direction to Invesco’s investment and corporate stewardship leaders on core ESG topics, participation in industry advocacy and policy efforts, and participation in charitable and community organizations to enhance our impact in sustainable global efforts.



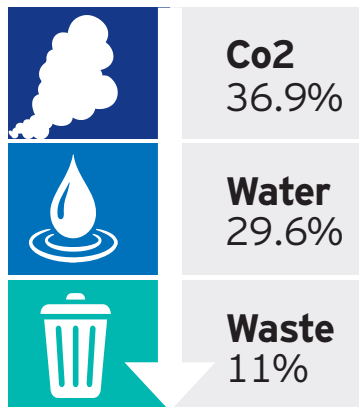
Risk Management

In order to ensure that we operate responsibly and sustainably, Invesco has a risk management structure in place to ensure compliance and ethical conduct. In addition to its general oversight of management, our board of directors helps to ensure that processes are in place for maintaining the integrity of the company - the integrity of financial statements, the integrity of compliance with law and ethics, the integrity of relationships with clients and other business partners, and the integrity of relationships with other stakeholders. In addition to our [code of conduct](#) for all employees, we maintain a code of conduct for our board of directors to assist the Board and each director on areas of ethical risk.

Invesco also maintains a [Whistleblower Hotline/website](#) to provide employees a vehicle to report possible violations of the Invesco Code of Conduct.

Operating sustainably and responsibly

Reducing our carbon footprint



Environmental stewardship

Operating sustainably and responsibly is fundamental to our corporate social responsibility mission. We maintain environmental management processes which meet international standards such as ISO 14001 and comply with other relevant compliance obligations as part of our commitment to continuous improvement in environmental management.

In keeping with our Global Corporate Carbon Emissions and Environmental Policy, our global objectives and regional targets, are set and closely monitored, to ensure the continual improvement of our efforts to prevent environmental pollution and reduce our impact on the environment. Our objective is to reduce utility consumption and carbon emissions from the Invesco property portfolio as a fundamental part of our design, procurement, construction and maintenance.



Reducing our Co2 footprint is a primary focus. We participate in the Carbon Disclosure Project, the world's leading independent certification of an organization's achievements in taking action on climate change by managing and reducing greenhouse gas (Co2e) emissions.



In keeping with the Carbon Trust Standard, a voluntary certification and mark of excellence that enables organizations to demonstrate their success in cutting their carbon footprint, Invesco set a goal to reduce our Co2 impact by 3% globally, based on headcount, by 2019. In 2018, we exceeded that target, measuring a 36.9% reduction in carbon. We also measured an 11% reduction in waste and a 29.6% reduction in water use.



Invesco is a constituent of the FTSE4 Good Index series, which seeks to help investors identify organizations with good track records of corporate social responsibility. We've achieved significant progress in reducing our impact on the environment at a number of our global locations. Our Atlanta, Dublin, Frankfurt, Henley, Houston, Hyderabad, London, New York, Prince Edward Island and Toronto locations, which comprise approximately 80% of Invesco's employees around the world, are ISO 14001 registered - a certification that confirms Invesco has the framework in place to effectively manage its environmental responsibilities.



Invesco has five certifications in the Leadership in Energy and Environmental Design (LEED) program. LEED certification is globally recognized as the premier mark of achievement in green building. Our Hyderabad office achieved the highest platinum standard, while our New York office Frankfurt office achieved the gold standard. Our Atlanta headquarters and Houston office achieved the silver standard.



Signatory of:



As part of our Clean Seas campaign commitment and in conjunction with World Environment Day, in 2018, we removed 4.05 tonnes of single use plastic from our corporate properties.

The firm is a member of the UN Principles for Responsible Investment (PRI) Plastics Advisory committee. In this capacity, we work to raise investor awareness about the damage that single-use plastics cause to the environment. As an advisory committee member, Invesco also provides input on the resources PRI develops to support understanding and engagement on plastics.

Invesco became a signatory to the United Nations Principles for Responsible Investment ("PRI"), in 2013. PRI is the leading global responsible investment network of investment managers.

Our company's most recent annual rating from PRI on Strategy and Governance was an "A+," representing a score of 95 percent or higher. In all eight categories tracked by PRI, Invesco matched or outperformed our peer group, reflecting our commitment and success in this area.

In 2018, Invesco joined more than 40 companies to discuss how they are implementing the UN's 17 Sustainable Development Goals. The Sustainable Development Goals are the blueprint to achieve a better and more sustainable future for all. In a video, featured on the Reuters '17' Goals website, Invesco leaders spoke about how we apply the SDG principles as a responsible global employer and as a responsible investor.

Partnership Spotlight: Globechain

Globechain is an online reuse marketplace that connects businesses to charities and people to redistribute unwanted items to social causes, rather than ending up in a landfill. Invesco offices, including Houston, London, Johannesburg, Henley, Downer's Grove and Toronto, partner with Globechain to donate items of redundant equipment and furniture to local charities using the online platform, available through our partnership.

“*Invesco is the first asset manager to work with GlobeChain. Like us, they are achieving tangible results. We're seeing impacts such as reuse, upskilling and employment.”*

May Al-Karooni Founder and CEO, Globechain

Spotlight on Invesco's commitment to bees and sustainability

Invesco has joined the movement to save the honey bee from the threats of disease and human habitation. As a company focused on social and environmental responsibility, it's our goal to build healthy, sustainable, honey bee communities around the world. In collaboration with partners in Australia, Canada and the U.S., Invesco is giving bees temporary homes on our corporate properties, helping to raise the number of bees in our communities and building an army of healthy pollinators in response to some of the challenges that bees are facing around the world.

Invesco Head of Community Relations, Kellie Schonberg says, "We are excited that our Invesco hives allow us to play a direct role in stabilizing honeybee populations while continuing to cultivate a great workplace environment for our Invesco employees."



Valuing our people and their diverse perspectives

We believe in the power of diversity and inclusion

Our aspiration is for our workforce to continually reflect the diversity of people and perspectives in today's evolving society, which we believe is fundamental to our efforts to help our clients and employees get more out of life.

Our business success relies on engaging a highly diverse team of people across the globe who are client-focused, think differently and draw on a range of backgrounds and experiences to contribute their unique perspective.

All of our employees are encouraged to add their perspective - because we each come to the table with a unique point of view shaped by our life experience, culture and aspirations. Ensuring a broad range of different experiences and backgrounds helps us create the diversity of thought needed to deliver a compelling investment experience for clients and ensure an engaging work environment for our people. This approach is a core attribute of our firm's culture, which actively encourages our people to collaborate to find the best ideas and solutions for clients, leveraging the tremendous diversity of thought that exists across our global organization.

At Invesco, we're committed to improving diversity at all levels and in all functions and we are making great strides across our global business.

Promoting diversity and inclusion in recruitment



Forte Foundation forum

Invesco's Betsy Warrick, Chief Administrative Officer, North America Institutional, spoke to a group of standout undergraduate women about the value of an MBA during a recent Forte Foundation forum in Atlanta.

Several Invesco Women's Network members joined forums in Houston and Toronto to share how their MBAs have helped them make their mark in the asset management industry. In partnership with organizations like Forte, we are committed to attracting, retaining, developing, and advancing women at all levels and across all functions at Invesco.



ENGAGE - Goizueta

We were proud to be a silver sponsor of the Goizueta ENGAGE Women's conference. Our pre-conference event at Invesco's Atlanta office, welcomed Emory MBA students and graduates for a panel discussion with members of our investment teams. The conversation covered career opportunities in the Asset Management industry, lessons learned from their career journeys and why Invesco's commitment to diversity and inclusion makes the firm a great place to work.

Meet Lindsay Hudson and Anna Penn



Lindsay Hudson

Diversity & Inclusion Manager, EMEA

Lindsay Hudson has worked at Invesco for the last three years as the EMEA Operations Governance Manager and is actively involved on both the Global and UK Women's Network. Lindsay has more than 20 years' experience in Financial Services, serving 10 years as the Head of Operations for a DFM and in various operational and project roles for Invesco Perpetual.

In this new role, Lindsay will build on her deep knowledge of our organization to further accelerate progress and maintain focus on our diversity and inclusion priorities. Initially, she'll focus on managing the initiatives already underway and ensuring we are meeting the EMEA Executive's diversity objectives, which we committed to earlier this year when we signed the Women in Finance Charter.

Tell us about your job in 140 characters.

I have always had a passion for diversity and the benefits diversity of thought brings to business. Working with Anna to give Diversity and Inclusion a 100% focus is a huge privilege that I am really looking forward to.

How have you "climbed the ladder" in your career over the years?

I have never really thought of it as climbing the ladder. I love change and people, so my focus has always been on keeping variety in my work and making sure I surround myself with a great group of different people. I have also been very lucky with managers who have had my back and supported my progression.

If you had to give up your desk job, what would you do instead?

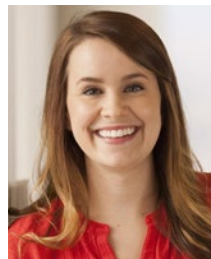
I would be a property developer.

What do you consider to be your best investment?

A cliché, but my family and friends. I am lucky enough to have a large family who are all very close to me - my grandparents are in their 90's now and have been married for 70 years. I get to see them every week and they are a constant leveller, a source of inspiration, and provide a refreshing and amusing insight on today's world.

What is the best career advice that you've received?

"Don't Let Your Possessions Possess You." Remembering this mantra has given me much greater personal freedom of choice both in and out of the office.



Anna Penn

Diversity & Inclusion Manager, North America

Anna Penn joined Invesco in 2018, as the Diversity and Inclusion Manager for our North America region. Prior to joining the company, she supported diversity and inclusion efforts at McKinsey & Company, a global management consulting firm serving private, public, and social sector institutions. Through her experiences, Anna has developed a deep passion for designing fully inclusive cultures.

In this new role, Anna will bring fresh insights to the team and help to build our global Diversity and Inclusion strategy, programs, priorities.

Tell us about your job in 140 characters.

I'll be partnering with HR, senior leaders, and Lindsay Hudson and our global diversity team to design and implement programs and strategies in the D&I space.

How have you "climbed the ladder" in your career over the years?

I'd say it's a combination of passion and ambition. Prior to Invesco, I spent four years at McKinsey & Company, where I first entered the field of Diversity & Inclusion. My time was largely focused on managing our employee resource groups and translating diverse employee experiences into global and regional strategies. I always knew I'd end up in a people-focused role (my Myers Briggs is called "The Advocate"), but I was completely humbled by the experience of being invited to play a small part in someone else's story. It fueled the passion I have for people-focused advocacy, and increased my ambition to spend my career helping companies navigate the path to a fully inclusive culture. I truly believe that we are stronger, better, and more creative when we invite all perspectives to the table and enable all colleagues to have a voice.

If you had to give up your desk job, what would you do instead?

I'd be a national park ranger (but somewhere with cell reception!)

What do you consider to be your best investment?

My relationships - my spouse, friends, siblings - all of whom would roll their eyes at that cheesy answer.

What is the best career advice that you've received?

Early in my career, before I felt like I was an expert in anything, one of the senior women pulled me aside after a meeting and said, "You're never invited to a meeting to observe - you're invited for your input. Always find something to contribute." And that really stuck with me. Having a seat at the table is only part of the equation.

Invesco Named one of the 100 Best Companies for Women in India



100 BEST COMPANIES
FOR WOMEN
2018

Although diversity is very country and culturally specific, gender diversity is a constant across the globe, which is why we are focusing on this at the enterprise level. Today we have a diverse, talented pool of women across our global firm, but we aspire to have more women at senior levels and across all functions within our firm.

In 2018, Invesco was named one of the 100 best companies for women in India. The Best Companies for Women in India Study recognizes companies for driving sustained initiatives to increase women's participation in the workforce. More than 345 companies participated in the Study and 100 were named to the list.



Invesco Women's Network

The Invesco Women's Network

Across the globe, we continue to build our Invesco Women's Network, which aims to create opportunities and forums for the development, network and engagement of Invesco women. IWN's mission is to provide leadership and advocacy to strengthen Invesco's diverse and inclusive culture while supporting opportunities to engage, develop and attract women.



Suzanne Christensen
Chair of the IWN global
Governance Council

“Studies show that organizations with more women in senior leadership are more successful and have higher employee engagement. The IWN is an important part of Invesco's commitment to enhancing diversity. We do this by engaging, developing and attracting women at all levels of the firm.”



Invesco Women's Network

events and activities

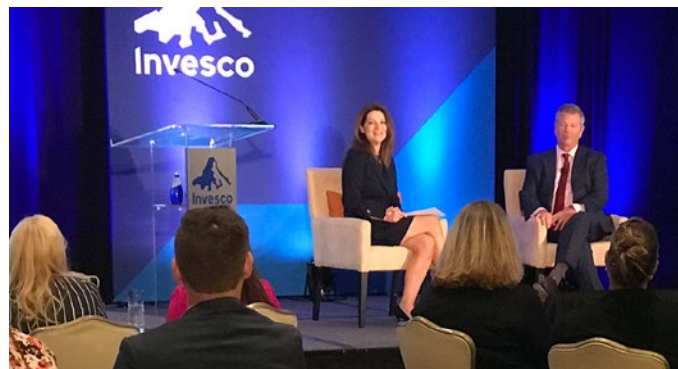
IWN Toronto



Exploring imposter syndrome and confidence gap

IWN's Toronto chapter invited employees to hear the insights of panelists Jasmit Bhandal of ETF Product Strategy & Development, Annie Chong of Global Portfolio Services and Bora Han of the North America Transfer Agency. The panelists shared how the imposter syndrome has influenced their careers and personal development and the importance of risk taking, highlighting that taking a chance on tackling something that could fail is a part of personal and professional growth.

IWN Atlanta



Discussing ways we embrace diversity and inclusion

In 2018, Invesco held the Ameriprise Advisor Summit brought nearly 40 top women advisors together for two days of interactive sessions focused on global investment strategy insights, Invesco practice management and the power of diversity. Kim Carney, Invesco Divisional Sales Director, moderated a Q&A with President and CEO Marty Flanagan. Among the broad range of topics discussed, Marty highlighted the changing and pivotal role that women play in the financial services industry, as well as Invesco's enhanced focus on gender diversity across the firm.

IWN India - Hyderabad



Why Diversity and Inclusion matters

IWN Hyderabad welcomed Loren Starr, Managing Director & Chief Financial Officer, Management - Finance & Accounting and Suzanne Christensen, Chief Risk Officer, as panelists on the topic "Diversity and Inclusion Matters."

IWN India - Mumbai



Invesco Women's Network Advocates for Health at the Mumbai Pinkathon

This is the fourth year that IWN Mumbai has participated in the Mumbai Pinkathon, a woman-only run designed to encourage and promote health and fitness for women. 13 Invesco women runners joined more than 10,000 registered participants in the 3km, 5km and 10km.

IWN New York



Members of the Invesco Women's Network attended a Women's Bond Club event in New York. The night featured a panel discussion, *Wealth & Markets: A Changing Perspective*, which included insights from Meggan Walsh, senior portfolio manager and head of Dividend Value.

IWN EMEA



To celebrate their one year anniversary, the Dublin chapter of the EMEA Women's Network held a Clothes Drive in aid of Dress for Success.

IWN Hong Kong



Invesco Women's Network Hong Kong presented A Career Journey Panel Discussion for colleagues around the Asia Pacific region.

IWN Australia



Invesco Women's Network (IWN) Australia hosted a "Bring Your Kids to Work Day" in Melbourne.

Community Involvement: U.S.



The Invesco Cares team took a tour of the Chastain Horse Park, a premier accredited Professional Association of Therapeutic Horsemanship (PATH) center and helped to maintain the grounds.



Listening to Our Employees

We value our employees' opinions and engagement. Every-other-year, we measure engagement through an anonymous all-employee survey. Invesco's survey engagement scores have steadily increased over the past decade and continue to exceed relevant benchmarks. In 2017, we had our highest participation rate ever, at 89%. Our next survey will be distributed in 2019.

However, in 2018, based on a survey of our US employees, conducted by Pensions & Investments magazine, Invesco was selected as one of 69 Best Places to Work in Money Management. The anonymous employee survey, which aimed to evaluate employee engagement and satisfaction, accounted for 75% of a firm's score; an employer survey, which evaluated workplace policies, practices, benefits and demographics, made up 25%.

Training and development

Valuing our employees means providing them with the professional tools and resources they need to get more out of life and reach their full potential personally and professionally at Invesco.

Through our internal development programs, employees can search hundreds of educational online training materials on a variety of management and general development topics, such as communication, leadership, team building and decision making.

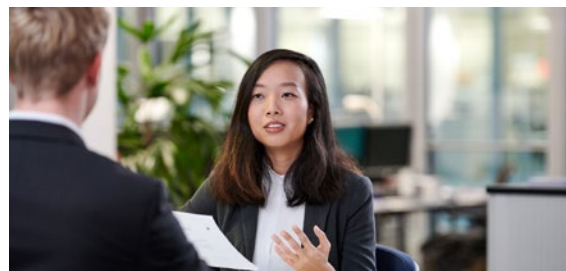
Additionally, instructor-led sessions are delivered to meet the varied development needs of managers and individual contributors, and are offered to employees across Invesco. In addition to training, we look to other avenues for development such as mentoring, coaching, and stretch assignments. Employees meet with their manager to discuss their career interests, and create an annual development plan to help them meet their goals.

In addition to classroom, virtual and online courses offered through Invesco resources, we offer tuition and certification reimbursement for expenses incurred by employees who are seeking to improve their knowledge in job-related (current or near-future) areas. This may be done through industry and professional accreditations, as well as college-level classes taken at a nationally recognized, accredited institution.

Programs Supporting Diversity & Inclusion Focus in 2018:

During 2018, Invesco integrated Diversity & Inclusion topics into a number of our foundational programs. We also expanded the delivery of the following two programs in support of Invesco's Diversity & Inclusion priorities:

- **Women in Leadership** - A three-day event designed to help Invesco women explore their unique strengths and provide the knowledge and support they need to enhance their ability to contribute as Invesco corporate leaders.
- **Disrupting Everyday Bias** - A half-day workshop designed to help senior Invesco leaders explore how bias functions in the brain and impacts business decisions, talent conversations, and interactions with others. Participants practice mitigation strategies and specific actions to reduce the negative impact of bias in decision-making and to promote a more inclusive work environment.



Total Rewards to help our employees get more out of life

Through total rewards that help our employees plan for retirement, stay healthy and maintain work-life balance. We support our employees with awareness, education and prevention to promote their ongoing health and wellbeing. Invesco provides a range of programs and plans to assist employees in maintaining or addressing their physical and mental wellbeing both inside and outside of work.

We provide a comprehensive benefit package to all employees that is competitive both within our industry and various geographies while supporting our Invesco Purpose to help employees and their eligible family members get more out of life.

We encourage employees to be actively involved in their ongoing health and well-being. We utilize a global view considering all employees in all countries when designing benefit programs while taking into account local laws, regulations, customs and practices.

More out of Life

Our Invesco Purpose includes our employees as well as our clients. The More out of Life program is one way we help our employees experience our Purpose by focusing on their own financial wellbeing (and their family's) through existing and new financial education opportunities, time off to plan, and an array of tools and financial benefits.

We believe that achieving financial wellness starts with having a sound financial plan and the proper access to resources to support this plan.



Commitment to our Communities



Invesco Hong Kong was named Caring Company from the Hong Kong Council of Social Service. The award recognizes commitment to service and efforts to engage with the community through employee programs such as Invesco Connects and Invesco Women's Network Hong Kong.

Invesco continues to be a force for good in our communities. Through Invesco Cares, we partner with charitable organizations and around the globe to volunteer our time, skills and leadership to address critical needs and make a positive impact. Our volunteers donated nearly 8,000 volunteer hours in North America alone.

Community Involvement: Asia-Pacific

Hong Kong



Invesco Connects Hong Kong organized the Pei Ho charity event on June 30, 2018. 14 staff together with their family members and friends joined this event to distribute meal boxes to the elderly and under-served people in Sham Shui Po.

Invesco Cares worked with 117 charity organizations



7,900+

Volunteer hours

Taipei



As a part of the "1919 Food Bank" charity program, 21 Invesco staffs and their families volunteered to spend the Saturday morning on Nov 10 packing rice which was to be donated to unprivileged families. Total 2,832 kg of rice was packaged and delivered to more than 900 families in need.

Australia



On a cold Sunday, ten Invesco Australia employees supported the Breast Cancer Network Australia charity event, Field of Women. Invesco was a sponsor of the event. Held prior to the start of an Australian Rules Football match, thousands of women, men and children come together in the shape of a Pink Lady on the field of the iconic Melbourne Cricket Ground.

Hyderabad, India



Around 20 Invesco Cares volunteers from our Hyderabad office joined the cause by partnering with Robin Hood Army (RHA), a volunteer organization that provides food to less fortunate people.

Community Involvement: EMEA



Invesco UK honoured Helen & Douglas House as their Charity of the Year in 2018, and on 21 September, they hosted a triathlon race to raise vital funds for this children's hospice based near to the UK headquarters in Oxfordshire. 20 colleagues canoed, cycled and walked between UK offices covering a total of 74km in just one day and raised over £18,000 in the process.



Working with Helen & Douglas House children's hospice during 2018 was transformative for both them and us. UK staff raised the most we have ever raised for one charity and the charity received the most funding they have ever had from a corporate partner too - enough to fund 4 nurses at the hospice for an entire year!.

Claire Myers, Invesco Cares Manager, UK



The EMEA Real Estate team tackled painting, landscaping and fencing projects around the Ways and Means Trust's property. The local charity, now in its 50th year, helps adults with learning disabilities, physical disabilities, or poor mental health by teaching the social and practical skills needed to live independently.

Community Involvement: UK



Colleagues in the UK collectively raised more than £184,000 for Helen & Douglas House in 2018 and spent many hours volunteering their time for the hospice too.

Community Involvement: Canada

Toronto



Toronto employees raised more than \$21,000 to benefit charitable causes in 2018.

The Fill a backpack/back to school supplies initiative and Invesco Blue Jays Day, in support of the Jays Care Foundation, were two highlights.

Charlottetown



Charlottetown volunteers gave back to their local food bank and donated \$1,050 worth of food items.

Community Involvement: U.S.

Dallas



Invesco Dallas employees volunteered and donated to pack over 1.5 million food packs for Feed My Starving Children. Feed My Starving Children (FMSC) is a Christian non-profit organization committed to feeding God's starving children around the world. At least 6,200 children die each day from hunger-related causes (UNICEF).

New York



The annual J.P. Morgan Corporate Challenge is a two-night event drawing almost 15,000 participants to run the 3.5-mile-long race. Invesco Cares volunteers participated with 23 runners and raised \$1,300 to benefit the Central Park Conservancy.

Chicago



Invesco Cares Chicago partnered with the Northern Illinois Food Bank to bring a mobile food pantry to 133 low-income families in Aurora, IL. The food served 469 household family members.

Houston



More than 100 Houston employees volunteered for the SBP USA, (formerly the St. Bernard Parish Project), Rebuild Week. Volunteers helped two homeowners rebuild their homes, which were impacted by Hurricane Harvey. The team donated 412 volunteer hours.

27 volunteers from offices across North America hosted backpack drives to support local schools and organizations in at-risk or low-income areas. Students and teachers received much needed supplies to help them start the school year strong.



Atlanta

Invesco Cares Atlanta volunteers donated 1,445 hours in 2018 and held many community engagement events.



GRI Content Index

GRI References and Management Approaches		
General Disclosures		Information
Organizational Profile		
102-1	Name of the organization	Invesco Ltd.
102-2	Activities, brands, products, and services	We are an independent investment management firm managing investments on behalf of our clients across a comprehensive range of asset classes, investment styles and geographies. We offer a wide range of single-country, regional and global capabilities across major equity, fixed income and alternative asset classes, delivered through a diverse set of investment vehicles. See What we do for additional information.
102-3	Location of headquarters	Invesco Two Peachtree Pointe 1555 Peachtree Street, N.E. Suite 1800 Atlanta, GA 30309
102-4	Location of operations	We have an on-the-ground presence in 25 countries and serve clients in more than 120 countries. For a list of office locations, see the About us section on www.invesco.com
102-5	Ownership and legal form	Invesco Ltd. is an independent investment management organized under the laws of Bermuda. Our common shares are listed and traded on the New York Stock Exchange.
102-6	Markets served	We serve the retail and institutional markets within the investment management industry in North America, EMEA (Europe, Middle East and Africa) and Asia-Pacific in more than 120 countries.
102-7	Scale of the organization	See Form 10-K 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 by full-time and part-time and region	<ul style="list-style-type: none"> ■ Female employees: <ul style="list-style-type: none"> - Full-time: 2,582 - Part-time: 78 ■ Male employees: <ul style="list-style-type: none"> - Full-time: 4,275 - Part-time: 14 ■ Unspecified: <ul style="list-style-type: none"> - Full-time: 333 - Part-time: 8 <p>Region:</p> <ul style="list-style-type: none"> ■ Female employees: <ul style="list-style-type: none"> - North America: 1,498 - EMEA: 509 - APAC: 331 - India: 322 ■ Male employees: <ul style="list-style-type: none"> - North America: 2,034 - EMEA: 886 - APAC: 341 - India: 1,028 ■ Unspecified: <ul style="list-style-type: none"> - North America: 87 - EMEA: 83 - APAC: 157 - India: 14

102-9	Supply chain	<p>Invesco has a relatively simple supply chain model that is built around supporting its core asset management practice. The contracting with third party vendors is primarily based upon services not performed by Invesco itself or to secure the intellectual property or goods required to support the asset management practice. Broadly there are five categories of vendor engagements as follows: (1) business services (day-to-day operations); (2) professional services (consulting; legal advisers; auditing); (3) real estate (office leases); (4) Information Technology and Data; (5) travel (hotels, airlines, etc.).</p> <p>Our sourcing process allows Invesco to optimize the value it receives when selecting vendors to deliver our requirements. Procurement promotes a competitive bidding process amongst qualified vendors through the release of a Request for Proposal (RFP) or Request for Quote (RFQ). Procurement and the business unit evaluate proposals and vendor capabilities and make recommendations for award based upon capability, quality, price, reliability, risk and other applicable criteria to include the following:</p> <p>Adherence to Invesco 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.</p>
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	<p>Operating sustainably and responsibly is fundamental to our corporate social responsibility mission. We maintain environmental management processes which meet international standards such as ISO 14001 and comply with other relevant compliance obligations as part of our commitment to continuous improvement in environmental management.</p> <p>In keeping with our Global Corporate Carbon Emissions and Environmental Policy, our global objectives and regional targets, are set and closely monitored, to ensure the continual improvement of our efforts to prevent environmental pollution and reduce our impact on the environment. Our objective is to reduce utility consumption and carbon emissions from the Invesco property portfolio as a fundamental part of our design, procurement, construction and maintenance.</p> <p>We participate in the Carbon Disclosure Project, the world's leading independent certification of an organization's achievements in taking action on climate change by managing and reducing greenhouse gas (Co2e) emissions.</p> <p>In keeping with the Carbon Trust Standard, a voluntary certification and mark of excellence that enables organizations to demonstrate their success in cutting their carbon footprint, Invesco set a goal to reduce our Co2 impact by 3% globally, based on headcount, by 2019. In 2018, we exceeded that target, measuring a 36.9% reduction in carbon. We also measured an 11% reduction in waste and a 29.6% reduction in water use.</p> <p>Our company is a constituent of the FTSE4 Good Index series, which seeks to help investors identify organizations with good track records of corporate social responsibility.</p> <p>Invesco also has five certifications in the Leadership in Energy and Environmental Design (LEED) program. LEED certification is globally recognized as the premier mark of achievement in green building. Our Hyderabad office achieved the highest platinum standard, while our New York office Frankfurt office achieved the gold standard. Our Atlanta headquarters and Houston office achieved the silver standard.</p>
102-12	External initiatives	World Economic Forum, Principles for Responsible Investment (PRI), ISO 14001, FTSE4 Good Index Series, the Leadership in Energy and Environmental Design (LEED), CDP, Women in Finance Charter, The Nature Conservancy, Clean Seas Initiative, Globechain, Carbon Trust, Financial Services Council, The MOM Project, Engage Ventures, The Diversity Project
102-13	Membership of Associations	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

Strategy		
102-14	Statement from senior decision-maker	Letter from Marty Flanagan, Chairman and CEO
Ethics and integrity		
102-16	Values, principles, standards, and norms of behavior	<p>Our principles help to define our culture and reinforce our purpose. They inform how we work, engage and collaborate each day in more than 25 countries across the globe:</p> <ul style="list-style-type: none"> ■ We are purely focused on delivering an investment experience that helps people get more out of life. ■ We earn trust by acting with integrity. ■ We value our employees and their diverse perspectives ■ We achieve more by working together across the office and around the globe. ■ Passionate in our continuous pursuit of excellence
102-17	Mechanisms for advice and concerns about ethics	Our Whistleblower Hotline provides all internal and external stakeholders with a mechanism for seeking advice and reporting concerns and violations
Governance		
102-18	Governance structure	Form 10-K
102-22	Composition of the highest governance body and its committees	See 2019 Proxy Statement concerning Invesco's composition of the highest governance body and its committees.
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	See Corporate Governance Guidelines concerning processes for the highest governance to ensure conflicts of interest are avoided and managed.
102-26	Role of the 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 collective 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 the economic, environmental and social impacts	<p>The Invesco Corporate Responsibility Committee ("CRC"), which includes executive management sponsorship and representation, oversees and drives the company's global corporate and investment stewardship programs and policy. The committee, working in coordination with global workstreams, drives the strategy, oversight and governance of our internal programs and demonstrates Invesco's broad executive leadership commitment to responsible investment.</p> <p>The CRC provides direction to Invesco's investment and corporate stewardship leaders on core ESG topics, participation in industry advocacy and policy efforts and participation in charitable and community organizations to enhance our impact in sustainable global efforts.</p>
102-30	Effectiveness of risk management processes	<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	<p>The Invesco Corporate Responsibility Committee ("CRC"), which includes executive management sponsorship and representation, oversees and drives the company's global corporate and investment stewardship programs and policy.</p> <p>The committee, working in coordination with global workstreams, drives the strategy, oversight and governance of our internal programs and demonstrates Invesco's broad executive leadership commitment to responsible investment. The CRC provides direction to Invesco's investment and corporate stewardship leaders on core ESG topics, participation in industry advocacy and policy efforts and participation in charitable and community organizations to enhance our impact in sustainable global efforts.</p>
102-33	Process for communicating critical concerns to the highest governance body	<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 (the "company's website").</p> <p>Additionally, any interested party may communicate with the Chairperson of our Board or to our non-executive directors as a group at the following address:</p> <p>Invesco Ltd. 1555 Peachtree Street N.E. Atlanta, Georgia 30309 Attn: Office of the Secretary Communications will</p>
102-35	Remuneration policies	Our compensation remuneration policies for the highest governance body are disclosed in the 2019 Proxy Statement
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 2019 Proxy Statement
102-37	Stakeholder's involvement in remuneration	Invesco's legal, human resources and members of our board, conduct shareholder outreach in advance of remuneration policies.
Stakeholder Engagement		
102-40	List of stakeholder groups	Shareholders, clients, employees, NGOs, investment analysts, business partners.
102-42	Identifying and selecting stakeholders	"As a publicly traded company whose success depends on the supporting the success of our clients with financial services, we have for a long time defined shareholders, clients and employees as key stakeholders. Further stakeholders are important as they provide expert perspectives or impact our reputation in the marketplace."
102-43	Approach to stakeholder engagement	<p>One of our key priorities is ensuring robust outreach and engagement with our shareholders. For example:</p> <ul style="list-style-type: none"> ■ We provide institutional investors with many opportunities to provide feedback to senior management by participating in conferences, one-on-one and group meetings throughout the year. ■ Consistently for many years, we have engaged with representatives of our major shareholders through conference calls that occur outside of proxy season. These exchanges cover our executive compensation program, risk management, ESG, strategic planning processes and current and emerging governance practices generally and specifically with respect to Invesco. ■ 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.
Reporting Practice		
102-45	Entities included in the consolidated financial statements	All data presented in the report represents all wholly owned Invesco Ltd. Operations, unless explicitly noted otherwise.
102-46	Defining report content and topic boundaries	Report content was defined based on priorities set by the Corporate Responsibility Committee.
102-48	Restatements of information	No restatements
102-49	Changes in reporting	The boundaries for the report have not changed from previous years.
102-50	Reporting period	January 1 to December 31, 2018

102-51	Date of most recent report	September 2018
102-52	Reporting cycle	Annual reporting
102-53	Contact point for questions regarding the report	Bonnie Saynay, Global Head of Responsible Investing +1 713 214 4774 Bonnie.saynay@invesco.com
102-54	Claims of reporting in accordance with the GRI Standards	The report has been prepared referencing the Global Reporting Initiative Standards for corporate reporting
GRI Topic-Specific Disclosures: 201 Economic Performance		
201-1	Direct economic value generated and distributed	Form 10-K
GRI Topic-Specific Disclosures: 204 Procurement Practices		
Management Approach		
Invesco's Global Procurement Department is responsible for promoting fair and ethical business practices in selecting vendors, mitigating risk, negotiating commercial transactions and delivering value to Invesco and its clients. This is accomplished by partnering with Invesco business units in executing their respective strategies in accordance with the Global Procurement Policy. In addition to the Code of Conduct expected of all Invesco employees, Procurement personnel abide by the Procurement Code of Ethics and conduct themselves in a manner which avoids the appearance of impropriety, conflicts of interest or issues of influence when interacting with vendors.		
GRI Topic-Specific Disclosures: 302 Energy		
302-1	Energy consumption within the organization	30,734,145 kWh
302-2	Energy consumption outside of the organization	Not applicable
302-4	Reduction of energy consumption	Not applicable
GRI Topic-Specific Disclosures: 303: Water and Effluents		
303-1	Interactions with water as a shared resource	Not applicable
303-2	Management of water discharge-related impacts	Not applicable
303-3	Total water withdrawal	57,148m3
303-4	Water discharge	26,486m3
303-5	Water consumption	32,662m3
GRI Topic-specific Disclosures: 305 Emissions		
305-1	Direct (Scope 1) GHG emissions	638 tCO2e (2018 ISO 14001 certified buildings)
305-2	Energy indirect (Scope 2) GHG emissions	11292 tCO2e (2018 ISO 14001 certified buildings)
305-3	Other indirect (Scope 3) GHG emissions	175 tCO2e (2018 ISO 14001 certified buildings)
305-4	GHG emissions intensity	6.26 tCO2e (2018 ISO 14001 certified buildings)
305-5	Reduction of GHG emissions	6.26 tCO2e (2018 ISO 14001 certified buildings)
305-6	Emissions of ozone-depleting substances (ODS)	Not applicable
305-7	Nitrogen oxides (Nox). Sulfur oxides (Sox). and other significant air emissions	Not applicable
GRI Topic-Specific Disclosures: 306 Effluents and Waste		
306-1	Water discharge by quality and destination	Total water discharge in 2018: with 100% discharged to off-site water treatment
306-2	Waste by type and disposal method	Composting: 251 tons Energy (combustion): 264 tons Landfill tons: 1,009 tons Recycling (closed loop): 574 tons Recycling (open loop): 712 tons Unknown: 26.5 tons
306-3	Total number and volume of significant spills	Zero
306-5	Water bodies affected by water discharges and/or runoff	Not applicable
GRI Topic-Specific Disclosures: 307 Environmental Compliance		
307-1	Non-compliance with environmental laws and regulations	Not applicable

GRI Topic-Specific Disclosures: 401 Employment

401-1	New employee hires and employee turnover	Invesco has more than 7,200 employees located in our global offices in over 20 countries (as of December 31, 2018)																		
		<table> <tr> <th></th><th>Turnover*</th><th>New employee Hires</th></tr> <tr> <td>Dec. 31, 2014:</td><td>8.26%</td><td>1,009</td></tr> <tr> <td>Dec. 31, 2015:</td><td>7.90%</td><td>941</td></tr> <tr> <td>Dec. 31, 2016:</td><td>8.38%</td><td>909</td></tr> <tr> <td>Dec. 31, 2017:</td><td>7.65%</td><td>933</td></tr> <tr> <td>Dec. 31, 2018:</td><td>8.69%</td><td>1,087</td></tr> </table>		Turnover*	New employee Hires	Dec. 31, 2014:	8.26%	1,009	Dec. 31, 2015:	7.90%	941	Dec. 31, 2016:	8.38%	909	Dec. 31, 2017:	7.65%	933	Dec. 31, 2018:	8.69%	1,087
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		*Turnover is well below the industry average of approximately 15%																		

GRI Topic-Specific Disclosures: 404 Training and Education

404-1	Programs for upgrading employee skills and transition assistance programs	<ul style="list-style-type: none"> ■ Funding support for external training or education ■ The provision of sabbatical periods with guaranteed return to employment ■ Change/Transition Support Training Programs offered through People Development include: <p>Change Leadership This 8-hour, foundational leadership program is designed to help leaders of functions and groups to further understand how to successfully lead through change. The course introduces best practices, a change methodology and offer leaders resources and techniques to support them and their teams through change.</p> <p>Individual Transition (Managing Myself through Change) This half-day workshop assists individual contributors whose roles, careers, and lives are being impacted by change. It helps participants learn personal survival skills needed in these times of constant change. By the end of the workshop participants will be able to differentiate between change and transition, identify the three stages of transition, create and implement strategies to successfully move through the stages of transition, and effectively manage the impacts of constant change.</p>
404-3	Percentage of employees receiving regular performance and career development reviews	Invesco Global Annual Performance Review - 89%

GRI Topic-Specific Disclosures: 405 Diversity and Equal Opportunity

Fundamentally, we believe that in order to best help our clients and employees get more out of life, our workforce should reflect the diversity of people and perspectives of today's evolving society. Our business success relies on engaging a highly diverse team of people across the globe who are client-focused, innovative and draw on a range of backgrounds and experiences to contribute their unique perspective. Ensuring a broad range of different experiences and backgrounds helps us create the diversity of thought needed to deliver a compelling investment experience for clients and ensure an engaging work environment for our people. This approach is a core attribute of our firm's culture, which actively encourages our people to collaborate to find the best ideas and solutions for clients, leveraging the tremendous diversity of thought that exists across our global organization.

At Invesco, we're committed to improving diversity at all levels and in all functions across our global business. Although diversity is very country and culturally specific, the need for greater gender diversity is a constant across the globe, which is why we are focusing on gender at the enterprise level. Today we have a diverse, talented pool of women across our global firm, but we aspire to have more women at senior levels and across all functions within our firm.

The CEO and senior managing directors of Invesco - the most senior leaders for key parts of our business - have adopted several principles for achieving our gender diversity targets. To demonstrate our commitment to senior-level accountability globally, the firm has adopted a four-point pledge (modelled on the UK Women in Finance charter). Specifically, the CEO and senior managing directors have pledged that:

- We are supportive of this initiative and will apply the initiative to Invesco globally with the CEO and each senior managing director responsible and accountable for gender diversity and inclusion;
- Globally, we have set a target for female representation of senior managers to be between 30% - 40% by 2020. We started at 26% in 2017. As of Q1 2019, we are at 28%.
- We will share high-level diversity and inclusion activities that will aid our achievement of the target and support having greater diversity across the globe; and
- Goals on gender diversity will be included for our CEO and the senior managing directors, as part of their overall performance goals, and to be in support of gender diversity and inclusion activities.

In support of our wider diversity and inclusion aspirations beyond gender, we have a variety of activities focused on engaging and developing the many talented people who work for Invesco, while also ensuring that we attract new talent from a broad range of backgrounds. These initiatives include programs focused on developing the next generation of leaders, training efforts intended to strengthen our inclusive culture and more robust recruitment practices to attract diverse talent into the firm. All of these efforts are sponsored by the senior managing directors, supported by our senior leaders across the business, cascaded to our employees and captured in the firm's business plans and leadership objectives.

405-1	Diversity of governance bodies and employees	<p>As of Q4 2018, 39% of the employee base was female.</p> <ul style="list-style-type: none"> ■ 28% of Senior Leaders are women (we have a goal of 30-40% female leaders by 2020) ■ 2 of 9 directors are female
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This report is a summary of 2018 data. It is for informational purposes only and is not an offer of any investment. Invesco. Ltd.

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