



Doug Sharp
Senior Managing Director &
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We are committed to improving diversity, equity and inclusion in all areas of our business, creating a culture where all our employees flourish and their contributions are valued. One of our four strategic priorities is “creating an environment where talented people thrive” by attracting and developing high-performing, diverse talent with skills aligned to deliver against business objectives.

We want to create an inclusive and engaging culture and we value diversity of thought which enables us to work as one team to deliver better outcomes. As a result, having strong representation of women across our business is an organizational priority.

Invesco EMEA signed up to the UK Government’s Women in Finance Charter in 2018. The Charter encourages financial services firms to take specific actions to improve their gender balance. Signing up to the Charter was a public pledge to strive for a gender balance across our business that better reflects society and enables us to continue to be one of the best investment managers in our industry.

Our commitments

01

We are supportive of this initiative and will apply this to the whole of EMEA with Doug Sharp as the senior executive who is responsible & accountable for gender diversity, equity & inclusion

02

Set a target for female representation of Senior Managers to be between 30% – 40% by the end of 2027

03

Implement high level diversity and inclusion activities that will aid our achievement of the target and support having better diversity across the board

04

Goals on diversity have been included for Senior Managers since 2018 which support the actions in the areas of focus

Where are we now?

When Invesco EMEA signed up to the Charter in early 2018, 26% of our senior management roles were held by women. As of June 2024, we have updated our methodology and definition of Senior Manager, now defined as our true enterprise leaders. The new methodology shrinks this population from a group of 148 leaders to a group of 25. As a result, our representation has dropped from 29% to 24%. This new definition allows us to focus on the most senior roles and concentrate our efforts on diversifying those in decision-making leadership positions.

We are confident that we will be able to progress further in the coming years and still feel 30–40% of women in senior management positions is an appropriate and attainable goal for the EMEA business in the medium term.

We recognise we still have a lot of work to do but believe we have the right strategy in place and the engagement across the business to realise our aspirations.



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Our partnerships



Focusing on gender – part of our wider inclusion strategy

At Invesco encouraging diversity of thought and listening to varied perspectives sits at the heart of our culture and purpose. One of the key aims of our DE&I strategy is to improve the gender balance and representation of women across all areas of our business. Our initiatives are supported by our DE&I framework and are focused on actions that are widely accepted as having a positive impact on gender diversity in particular. Some of our key accomplishments in 2024 include:

Diversity Project UK's Pathway Programme

For the past 2 years, we have participated in the Pathway Programme, putting through 3 talented female colleagues, each year, with aspirations to become future fund managers.

Continued delivery of "Talks That Matter" series

After over 20 successful sessions in 2023, we are hosting another round of safe space conversations this year, along with our external partner Talking Talent, focusing on decision making and empowerment as themes to continue to assess our progress towards creating a culture that gives our employees a voice.

Industry collaboration

Continued active participation in and executive sponsorship of several Diversity Project -UK workstreams. We also participated in research projects with the University of Cambridge and Warwick University, developing manager training sessions based on the research findings to embed learnings into practice.

Inclusive Leadership Training for all People Managers

Launched an Inclusive Leadership training for all people managers on how to increase belonging on teams, where everyone feels valued and can thrive.

Mentorium

We continue to offer our in-house global mentoring program, with demographic matching, to all employees. We had over 1000 mentor-mentee pairs participate in 2023-2024.

Business Resource Groups (BRGs) bring together diverse networks

Our BRGs continue to be a big driver of engagement for our employees. Our 8 EMEA BRGs have over 1000 active members and hosted more than 50 development and networking events in 2023-2024. These include Invesco Women's Network; Invesco Proud; Ethnicity Network; Working Families Network; Neurodiversity Network; the Rising Career Network, Social Mobility Network and Sustainability Network.

Enhanced parental leave

Our enhanced parental leave policy continues to be one of the best in practice with increased support offered to all parents in the workplace. In addition, our Working Families BRG supports parents through training sessions, discussion forums and helpful resources throughout the year.

Regional and industry mentoring programmes

In addition to our internal Mentorium program, we also participate in industry mentoring through our partnership with Black Women in Asset Management, Investment Association and the Diversity Project UK.



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