

Corporate Environmental Sustainability Policy Statement

As one of the world's leading independent global investment management companies, Invesco believes that the successful protection of our employees, workplace, visitors, and natural environment can be achieved through implementing and maintaining environmental management processes, which meet international standards such as ISO 14001, and comply with relevant compliance obligations. Our aim is to reduce utility consumption and carbon emissions from the Invesco property portfolio as a fundamental part of design, procurement, construction and maintenance.

This Global Policy defines the commitment Invesco is making to effectively manage and reduce carbon emissions and implement environmental management. To illustrate this commitment, Invesco will:

- Deliver all work activities in a safe and environmentally sustainable manner to protect the environment and prevent pollution whilst supporting the successful growth of our business
- Promote energy efficiency and avoidance of waste throughout its operations, including appropriate conservation measures in the design and use of buildings and equipment
- Procure 100% renewable electricity in the buildings we operate globally where practicable
- Comply with all applicable compliance obligations
- Implement waste management and minimization practices through the hierarchy approach; prevent, reduce, reuse, and recycle, energy recovery and disposal
- Utilize Invesco's Procurement Policy that establishes Sustainability matters as a specific selection criterion in the vendor selection process
- Reduce emissions arising from energy and transport use
- Implement ISO 14001 standards of environmental management and retain global certification with effective management of the Environmental Management System
- Incorporate LEED (Leadership in Energy and Environmental Design) and WELL Standard (advancing human health and well-being) into Corporate Properties Projects, and achieve certification, where practicable

These Global Objectives and regional targets are set and monitored, to ensure the continual improvement of our activities and prevent environmental pollution by reducing our impact on the environment:

1. Reduce our energy use and emissions output in line with Science Based Targets by 4.2% year on year, by 46% by 2030, and net zero by 2050 or sooner, to mitigate the effects of climate change
2. Continue to offset corporate air and rail travel emissions, at a global level
3. Align net zero and procurement strategies, to increase data quality and engage with the supply chain
4. Explore renewable energy certificates for scope 2 emissions, where green tariff electricity is not achievable
5. Limit the use of single use plastics at our corporate properties, as far as reasonably practicable
6. Engage and support in a minimum of 2 environmental and community events and initiatives at a local level, per year

Invesco encourages awareness through appropriate communications and awareness training to support the ongoing achievement of our environmental management system. A scheduled audit and review process have been devised to regularly and systematically evaluate corporate environmental procedures, operations and performance.

Invesco drives performance by participating in CDP demonstrating transparency and accountability with annual climate disclosures.

This policy is reviewed annually, endorsed by Invesco Senior Leadership, and is made available to all staff, shareholders, and the public via the website and upon request.

Al Williams
Global Chief Procurement Officer and Corporate Services