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How would you describe the attributes of a successful employee at Invesco?

A successful employee at Invesco is collaborative, driven, engaging, supportive and respectful of their fellow colleagues with the recognition that “together, we achieve more”. Employees who understand that our clients are at the heart of everything we do and stay focused on how we can deliver exceptional results to enhance the client experience will be successful employees. I also believe that it boils down to the fundamental belief that mutual respect is the foundation of any strong partnership and a critical driver of success. A successful employee must lead by example and be an inspiration to others around them – true leadership is contagious. Leadership does not require direct reports; it is the unique ability to influence those around you in

meaningful and impactful ways to endear them to your goals and strategy.

How does Invesco’s culture help deliver a superior client experience? What are the elements of a strong investment-led culture?

Passion. Invesco’s purpose helps people get more out of life – whether an employee, a shareholder, a client, an internal stakeholder or a member of our local community, we exist to deliver this experience for the greater good. Our purpose is the foundation of what we stand for, what we are committed to, and drives our ability to deliver exceptional results and a client experience that is differentiated. As a large global asset manager, our culture is very much one of a smaller, entrepreneurial organization – we can be agile and quick to address key topics that we believe will drive better results for our firm and the clients and communities we serve. That truly is the hallmark of Invesco’s culture – authentic, committed, agile and entrepreneurial.

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What it's like to work at Invesco?

I am excited to come to work every morning and quite frankly, I don't know how many people in earnest can say that. Every day brings new experiences and new opportunities. I have been part of the Invesco family for 18 years, and when I look back on my journey here, the thing that strikes me is how each year offered new prospects for growth and development and a recognition. Invesco operates as a true meritocracy...you can create your own path, build long-lasting partnerships and develop your personal and career aspirations with a sense of pride and accomplishment.

What excites you most about the future of Invesco?

Our strategy and purpose is always clearly communicated, enabling employees to rally behind the firm and the direction ahead. From our boards, executive team and our broad and diversified employee base, we work towards the same goal, on the same journey, together. We offer our clients a broad range of investment products and services and can create custom bespoke solutions for our clients globally across multiple market segments. Our future is defined by our clients and what is meaningful and important to them. Our success is marked by their success and that to me, is very exciting.

What is one of your proudest career moments?

During the course of my 18 years here at the firm, the most gratifying experience I have had is the honour and privilege of serving as a mentor through the Invesco women's network in Hyderabad, India. I was fortunate in my career to have mentors who helped guide and inspire me. The ability to serve in the same capacity was not only professionally but personally gratifying for me. I believe that as a mentor and guide, you stand to actually learn more through the journey about yourself - it gives you an opportunity to reflect on your own journey, your own learnings and your own achievements.... truly a humbling experience. There is no prouder moment for me than being able to cultivate and promote key talent in the firm and give our next generation of leaders a platform to do so. Their desires and their dreams – truly an inspiration, they are our future and will continue Invesco's strong legacy.