



Invesco Asset Management Limited

Brochure Supplement (Part 2B of Form ADV)

This brochure supplement provides information about the supervised persons of Invesco Asset Management Limited, which supplements Part 2A of Form ADV. You should have already received a copy of Part 2A Form ADV. If you have not received this or if you have any questions about the contents of this brochure supplement, please contact a member of our Compliance Department at:

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The information contained in this brochure has not been approved or verified by the United States Securities and Exchange Commission, or by any state securities authority.

Additional information about Invesco Asset Management Limited is available on the SEC's website at: www.adviserinfo.sec.gov

Registration does not imply a certain level of skill or training.

MARCH 30, 2018

Table of Contents

Invesco Asset Management Ltd Investment Centres	3
Supervision	3
Education and Business Standards	4
Professional Certifications.....	4
Directors.....	14
Invesco Perpetual (IP)	15
Fixed Income Team	15
European Equities Team	18
Asian Equities Team.....	22
Japanese Equities Team	25
Emerging Market Equities Team	27
Global Equity Group (GEG)	29
Global Targeted Returns Team	30
Invesco Global Liquidity London (Global Liquidity).....	34
Invesco Fixed Income London (IFI)	36
Invesco Real Estate (IRE).....	39
Invesco Senior Secured Management (ISSM).....	40

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Invesco Asset Management Limited (IAML)

Invesco Asset Management Limited (IAML) operates a number of different investment centers. These include:

- Invesco Perpetual (IP)
- Invesco Global Liquidity London (Global Liquidity)
- Invesco Fixed Income London (IFI)
- Invesco Real Estate (IRE)
- Invesco Senior Secured Management (ISSM) – an affiliate of IAML which provides certain administrative and support services including operational and accounting to IAML

The supervised persons in each area have been disclosed in this brochure supplement.

SUPERVISION

Each investment centre adheres to clearly defined investment strategies and philosophies intended to be aligned with client expectations. Within each team, the portfolio manager determines, and has sole responsibility for, the investments in their portfolios.

The respective Chief Investment Officers, or equivalent roles, are responsible for the portfolio managers' adherence to their mandates. The objective of their oversight role is to understand the investment philosophy and process; confirm consistency of investment decisions with investment philosophy and process; and understand performance in light of current market conditions. They are supported in this role by the Invesco Global Performance Measurement & Risk group and/or local risk teams which provide oversight reports on the Portfolios advised by Invesco on a quarterly basis. Investment professionals typically spend a minimal amount of time servicing clients. Clients typically interact with Sales professionals and Client Portfolio Managers. Additionally, presentations and other client materials are subject to oversight by the Invesco Compliance Communication department.

EDUCATION AND BUSINESS STANDARDS

IAML requires that individuals involved in determining or giving investment advice to clients, have a Bachelor's degree and/or advanced degrees, suitable experience, or other qualifications necessary for analyzing securities investments.

These individuals are also required to meet training and competency standards set by the UK regulator, the Financial Conduct Authority (FCA).

Professional Certifications

A number of IAML employees have earned various certifications and credentials. These are explained in further detail below.

Please note that other accreditations have been awarded to certain employees through exams provided by regulators which are no longer in existence and thus not now forming part of the UK regulatory governance structure. We have not provided an exhaustive description of such accreditations or examinations.

Chartered Financial Analyst

The Chartered Financial Analyst (CFA) charter is a globally respected, graduate-level investment credential established in 1962 and awarded by CFA Institute, the largest global association of investment professionals.

Minimum Requirements

To earn the CFA charter, candidates must:

- Pass three sequential, six-hour examinations;
- Have at least four years of qualified professional investment experience;
- Join CFA Institute as members; and
- Commit to abide by, and annually reaffirm, their adherence to the CFA Institute Code of Ethics and Standards of Professional Conduct.

High Ethical Standards

The CFA Institute Code of Ethics and Standards of Professional Conduct, enforced through an active professional conduct program, require CFA charter holders to:

- Place their clients' interests ahead of their own
- Maintain independence and objectivity

- Act with integrity
- Maintain and improve their professional competence
- Disclose conflicts of interest and legal matters

Global Recognition

Passing the three CFA exams is a difficult feat that requires extensive study (successful candidates report spending an average of 300 hours of study per level). Earning the CFA charter demonstrates mastery of many of the advanced skills needed for investment analysis and decision making in today's quickly evolving global financial industry. As a result, employers and clients are increasingly seeking CFA charter holders and often making the charter a prerequisite for employment.

Additionally, regulatory bodies in 19 countries recognize the CFA charter as a proxy for meeting certain licensing requirements, and more than 125 colleges and universities around the world have incorporated a majority of the CFA Program curriculum into their own finance courses.

Comprehensive and Current Knowledge

The CFA Program curriculum provides a comprehensive framework of knowledge for investment decision making and is firmly grounded in the knowledge and skills used every day in the investment profession. The three levels of the CFA Program test a proficiency with a wide range of Portfolioamental and advanced investment topics, including ethical and professional standards, fixed-income and equity analysis, alternative and derivative investments, economics, financial reporting standards, portfolio management, and wealth planning.

The CFA Program curriculum is updated every year by experts from around the world to ensure that candidates learn the most relevant and practical new tools, ideas, and investment and wealth management skills to reflect the dynamic and complex nature of the profession.

To learn more about the CFA charter, visit www.cfainstitute.org

Accountancy Qualifications

Accountancy Qualifications include:

- ACA – Association of Chartered Accountants (ICAEW) , Associate
- Chartered Accountant ACA (pass)
- Certified Accountant FCCA (pass)
- Chartered Institute of Public Finance and Accounting

To use the description "Chartered Accountant" a person must be members of one of the following organizations:

- the Institute of Chartered Accountants in England & Wales (ICAEW) (designatory letters ACA or FCA);
- the Institute of Chartered Accountants of Scotland (ICAS) (designatory letters CA); or
- the Institute of Chartered Accountants in Ireland (ICAI) (which is a UK body as it operates in Northern Ireland, designatory letters ACA or FCA).

Please note that three other UK accounting bodies were also formed by Royal Charter, which grant separate designations to their members.

Minimum Requirements

As an example to earn the ICAEW Chartered Accountant status, members must:

- pass 15 relevant examinations
- Complete 450 days of relevant work experience
- Complete continued professional development
- Comply with the Institutes ethical guidelines

After 10 years membership, members are invited to apply for fellowship of their Institute and earn the designation FCA (Fellow Chartered Accountant).

Fellow of the Institute of Actuaries (FIA)

Members of the Actuarial profession who wish to continue their studies to an advanced level, or who specialize in a particular actuarial field, may take further specialist exams to qualify as a Fellow. Fellows use the letters FIA or FFA and are highly sought after as experts in their chosen field.

Members will be admitted to the class of Fellow on successful completion of the Associate exams (Core technical and Core applications subjects), two of the Specialist technical subjects, one of the Specialist applications subjects, and having met the work-based skills requirement.

The work-based skills requirement does not apply to students who joined the profession before 1 July 2004. However, Institute students who joined before this date will need to have met the work experience requirement.

Newly qualified Fellows of the Institute and Faculty of Actuaries are required to attend a two-day professionalism course within 12 months of being admitted as a Fellow.

Minimum Requirements

To earn Fellow of the Institute of Actuaries, candidates in the United Kingdom must complete a combination of exams and courses provided by the professional bodies:

- Institute of Actuaries based in London, England,
- Faculty of Actuaries based in Edinburgh, Scotland.

Students and actuaries in any part of the UK may be a member of either or both bodies.

Exams are split into four sections:

- Core Technical (CT)
- Core Applications (CA)
- Specialist Technical (ST)
- Specialist Applications (SA)

For students who joined the Profession after June 2004, a further requirement that the student carry out a "Work-based skills" exercise has been brought into effect. This involves the student submitting a series of essays to the Profession detailing the work that he or she has performed.

In addition to exams, essays and courses, it is required that the candidate have at least three years experience of actuarial work under supervision of a recognized actuary in order to qualify as a Fellow of the Institute of Actuaries (FIA) or of the Faculty of Actuaries (FFA) (Faculty and Institute of Actuaries 2006).

Actuaries can also gain partial credit towards Fellowship of either the Faculty or Institute of Actuaries by following an actuarial science degree at an accredited university.

Investment Management Certificate (IMC)

The Investment Management Certificate (IMC) is an FCA (Financial Conduct Authority, UK Regulator) approved threshold competency examination that aims to test candidates' basic knowledge of the regulations and practices of financial markets, the categories of securities and the principles of investment management.

The qualification is currently held by over 15,000 investment professionals. It is recognized by the portfolio management industry as the entry level qualification of choice for those working in financial analysis and investment management in the UK. The IMC is often quoted as a prerequisite for posts in investment management companies.

The examination is specifically designed for those individuals involved in:

- managing investments
- advising clients in investments and/or derivatives
- dealing for clients in investments and/or derivatives
- advising on investments in the course of corporate finance business
- managing investments in relation to venture capital investments
- the activity of a broker Portfolio advisor

The IMC offers a good introduction to the financial services industry and provides a solid foundation for the Chartered Financial Analyst (CFA) Program.

The Investment Management Certificate (IMC) is administered by the CFA Society of the UK.

The IMC is open to individuals both inside and outside the financial services industry. No entry qualification criteria, has been set.

Minimum Requirements

The qualification is typically taken as a 7 day course with completion of two, 2 hour computer based assessments covering two units.

Unit 1 – Investment Environment covers:

- Financial Markets and institutions

- Ethics
- Regulation and legal concepts
- Clients
- Taxation

Unit 2 – Investment Practice covers:

- Quantitative Methods
- Economics
- Accounting
- Asset classes
- Investment theory

The Chartered Institute for Securities & Investment (CISI)

The Chartered Institute for Securities & Investment (CISI) Diploma is one of the UK's leading postgraduate finance qualifications and covers the areas of securities, investment, compliance, derivatives and operations.

The diploma is offered by the **Chartered Institute for Securities & Investment (CISI)**; a City of London-based professional body for those who work in the financial and investment industry.

The CISI was formed in 1992 as the **Securities Institute** by the members of the London Stock Exchange. It changed its name to the **Securities and Investment Institute** in November 2004. It became the **Chartered Institute for Securities & Investment** when it was granted a Royal Charter in October 2009.

The Institute offers qualifications, training and industry membership for some 40,000 finance professionals. Over 40,000 CISI qualifications are taken every year in over 70 countries at Computer Based Test (CBT) centers worldwide.

The CISI offers five grades of membership, the highest three carrying designatory letters. Members are now able to apply for Individual Chartered status where appropriate:

- Fellow (FCSI)
- Member (MCSI)
- Associate (ACSI)
- Student
- Affiliate

The CISI offers several Certificate and Diploma qualifications. The qualifications follow a three tier structure as below:

Foundation Level

- Introduction to Investment

Professional/Regulatory/Qualifying Examinations

- IT in Investment Operations (ITIO)
- Investment Operations Certificate (IOC)
- International Certificate in Financial Advice (ICFA)
- Islamic Finance Qualification (IFQ)
- Risk Management in Financial Services
- CISI Certificate in Corporate Finance
- CISI Certificate Programmes in Derivatives/Investment Management/Securities

Advanced Examinations

- Advanced Certificates in Operational Risk/Global Securities Operations/Investment Schemes Administration
- Specialist Diplomas in Investment Compliance/Investment Operations
- CISI Diploma (equivalent to CFA charter holder)
- CISI Masters Programme in Wealth Management

Minimum Requirements

To earn the CISI Diploma, candidates must:

- Pass three modules of examinations allowing candidates to concentrate on areas relevant to their chosen career path. A high level of knowledge is required.
- Partake in CISI's CPD scheme to retain competence and professionalism. This requires a minimum annual commitment of 35 hours. This may involve reading publications and workbooks, attending conferences, seminars and in-house training.
- Adherence to the global code of conduct aimed at promoting investor trust and confidence.

Investment Operations Certificate (IOC)

The CISI's Investment Operations Certificate (IOC) was, up until January 2011 known as the Investment Administration Qualification (IAQ).

For the past 20 years the IAQ has been a leading industry qualification

made up of a number of well-established technical units which collectively provide excellent coverage of the securities and investment industry. This gives candidates the opportunity to develop knowledge and skills to enhance their performance and aid progression within their chosen career path.

The IAQ has been run principally as a UK exam. However, since 2010, almost 40% of IAQ exams have been taken internationally.

The IAQ/IOC is a practitioner-led programme aimed at administration and operations staff. It equips individuals with a basic overview of the financial services industry and its regulation, as well as providing a detailed picture of this particular industry sector.

Minimum Requirements

To complete the IOC qualifications candidates must pass a multiple choice computer based examination in three units:

- Introduction to Securities & Investment, which is the introductory unit and a foundation qualification in its own right
- Regulatory unit (either FCA Financial Regulation or Principles of Financial Regulation)
- Technical unit of the candidates choice

Series 7 Exam

The General Securities Representative Exam, commonly referred to as the Series 7 Exam, is a required exam to become a Registered Representative of a broker-dealer in the United States.

Minimum Requirements

To pass the exam and be granted a Series 7/General Securities License a candidate must:

- Sit a 6 hour exam comprised of 250 questions covering a broad range of investments. At least 70% of questions must be correctly answered to pass.

The exam covers the following subjects:

- Prospecting for and Qualifying Customers
- Evaluating Customer Needs and Objectives
- Providing Customers with Investment Information and Making Suitable Recommendations

- Handling Customer Accounts and Account Records
- Understanding and Explaining the Securities Markets' Organization and Participants to Customers
- Processing Customer Orders and Transactions
- Monitoring Economic and Financial Events, Performing Customer Portfolio Analysis and Making Suitable Recommendations

Institute of Chartered Secretaries and Administrators

The organization was founded in 1891 and incorporated by Royal Charter in 1902. The initial objective of the Institute of Secretaries was the development of the profession of company secretary and the creation of high standards in the Profession. Membership was limited to those successful in the examinations and those who demonstrated the standard of experience set by the Institute.

In 1902, coincident with receiving its Royal Charter, the Institute changed its name to the Chartered Institute of Secretaries of Joint Stock Companies and Other Public Bodies. In 1971 it was recognized formally by an amendment to the Institute's Charter which gave it the name of the Institute of Chartered Secretaries and Administrators.

Profile

There are two classes of membership of the Institute, Fellows and Associates. All qualified members of the Institute are entitled to describe themselves as Chartered Secretaries and use the post-nominal, FCIS or ACIS as appropriate. Fellowship is the senior grade of membership. Another grade, Grad ICSA, comprises those who have successfully completed the examinations but have not yet gained sufficient qualifying service for Associateship. Students have the option of distance learning or going to college or university in order to qualify. The ICSA's International qualification is recognized in over 70 countries; in some jurisdictions, Associateship or Fellowship in the ICSA is one of the legislatively allowed credentials to be company secretary in a publicly-traded company.

Chartered Secretaries work in the public, private and not-for-profit sectors as company or corporate secretaries, general counsel and in other senior positions. In addition, some of the Institute's members hold practice certificates, entitling them to be Chartered Secretaries in public practice, and provide company secretarial services on a contractual basis to a wide range of organizations.

Minimum Requirements

<https://www.icsa.org.uk/study/chartered-qualifications>

In the UK, the ICSA offers several paths to membership. Generally, an individual with no university degree begins by taking the Certificate and Diploma in Business Practice or Offshore Finance and Administration, and progresses to the International Qualifying Scheme (IQS), which has two levels. Those with degrees may, upon approval, proceed directly to the IQS. Some Divisions (see below) do not offer the Certificate and Diploma Programmes; entrants to the IQS must have suitable academic credentials. The Institute does not recognize experience as equivalent to a degree, and does not conduct prior learning assessment.

The two levels of IQS consist of four modules each.

Level 1 modules are:

- Financial reporting and analysis
- Applied business law
- Corporate governance or health service governance
- Corporate law

Level 2 modules are:

- Financial decision making
- Strategy in practice
- Corporate secretarial practice
- Chartered secretary's case study

Upon completion of the ICSA IQS, graduates become chartered secretaries.

Directors

Andrew Ryan Schlossberg

Biographical Information:

- Year of Birth: 1974

Educational Background:

- Attained: BS degree in finance and international business from the University of Delaware.
- Attended: September 1992 – June 1996
- Attained: MBA from Kellogg School of Management at Northwestern University
- Attended: September 2000 to June 2002

Business Background:

- CEO of Invesco Asset Management Ltd, January 2016 – present
- Head of US Retail Distribution Invesco Advisers Inc., June 2012 – December 2015
- Head of Invesco PowerShares, Invesco PowerShares Capital Management LLC, December 2009 – December 2015

Disciplinary Information:

- None

Other Business Activities:

- None

Additional Compensation:

- None

Supervision:

- Andrew Ryan Schlossberg is supervised by Marty Flanagan, President and Chief Executive Officer of Invesco Ltd. Marty

Flanagan is based at the Atlanta office and can be reached on (404) 479 2927 or via email at: marty.flanagan@invesco.com

Nicholas Mustoe**Biographical Information:**

- Year of Birth: 1961

Educational Background:

- Attained: BSc Honors degree in Business Studies from Bradford University
- Attended: September 1982 – June 1985

Business Experience:

- Chief Investment Officer, Invesco Asset Management Ltd, June 2010 – present
- Sabbatical taken, April 2008 – June 2010
- Chief Investment Officer, Pictet Asset Management, June 2006 – April 2008
- Qualifications: Certified Accountant FCCA (pass)

Disciplinary Information:

- None

Other Business Activities:

- None

Additional Compensation:

- None

Supervision:

- Nicholas Mustoe is supervised by Andrew Ryan Schlossberg, CEO. Andrew Ryan Schlossberg is based at the Henley-on-Thames office and may be reached on +44 (0) 1491 416285 or via email at: andrew.schlossberg@invescopetpetual.co.uk

Invesco Perpetual - Fixed Income Team

Paul Causer**Biographical Information:**

- Year of Birth: 1960

Educational Background:

- Attained: BSc degree in Economics from the London School of Economics
- Attended: September 1980 to July 1983

Business Experience:

- Portfolio Manager, Invesco Asset Management Ltd, May 1994 - present

Disciplinary Information:

- None

Other Business Activities:

- None

Additional Compensation:

- None

Supervision:

- Paul Causer is supervised by Nicholas Mustoe, Chief Investment Officer. Nicholas Mustoe is based at the Henley-on-Thames office and can be reached on +44 (0) 1491 417480 or via email at: nick.mustoe@invescoperpetual.co.uk

Paul Read

Biographical Information:

- Year of Birth: 1961

Educational Background:

- Attained: BA degree in Economics and History from the University of Toronto and an MBA from INSEAD
- Attended: September 1979 – June 1984 and September 1985 – July 1986 respectively

Business Experience:

- Portfolio Manager, Invesco Asset Management Ltd, February 1995 - present

Disciplinary Information:

- None

Other Business Activities:

- Became Director of Personal Assets Investment Trust from November 2017

Additional Compensation:

- None

Supervision:

- Paul Read is supervised by Nicholas Mustoe, Chief Investment Officer. Nicholas Mustoe is based at the Henley-on-Thames office and can be reached on +44 (0) 1491 417480 or via email at: nick_mustoe@invescoperpetual.co.uk
-

Michael Matthews

Biographical Information:

- Year of Birth: 1972

Educational Background:

- Formal education was not attended after high school

Business Experience:

- Fixed Interest Portfolio Manager, Invesco Asset Management Ltd
- Qualifications: Associate Examinations of the AIMR (pass)

Disciplinary Information:

- None

Other Business Activities:

- None

Additional Compensation:

- None

Supervision:

- Michael Matthews is supervised by Nicholas Mustoe, Chief Investment Officer. Nicholas Mustoe is based at the Henley-on-Thames office and can be reached on +44 (0) 1491 417480 or via email at: nick_mustoe@invescoperpetual.co.uk
-

Stuart Edwards

Biographical Information:

- Year of Birth: 1972

Educational Background:

- Attained: BSc degree in Business Economics with Computing from the University of Surrey and MSc degree in Finance from Birbeck College, University of London
- Attended: September 1993 to May 1997 and September 2000 to June 2002 respectively

Business Experience:

- Portfolio Manager, Invesco Asset Management Ltd, March 2010 – present
- Fixed Interest Strategist, Invesco Asset Management Ltd, January 2006 – February 2010

Disciplinary Information:

- None

Other Business Activities:

- None

Additional Compensation:

- None

Supervision:

- Stuart Edwards is supervised by Nicholas Mustoe, Chief Investment Officer. Nicholas Mustoe is based at the Henley-on-Thames office and can be reached on +44 (0) 1491 417480 or via email at: nick_mustoe@invescopetual.co.uk

Julien Eberhardt

Biographical Information:

- Year of Birth: 1980

Educational Background:

- Attained: Master in Finance from University of Montpellier I
- Attended: 1st September 2004 to 30th June 2005
- Attained: Master in Management from Montpellier Business School (ESC Montpellier)
- Attended: 1st September 2001 to 30th June 2005

Business Experience:

- Portfolio Manager/Senior Analyst, Invesco Asset Management Ltd, February 2017 – present
- Deputy Portfolio Manager/Senior Analyst, Invesco Asset Management Ltd, February 2014 – February 2017

- Senior Analyst, Invesco Asset Management Ltd, August 2008 – February 2016
- Analyst, Moodys, May 2006 – July 2008

Disciplinary Information:

- None

Other Business Activities:

- None

Additional Compensation:

- None

Supervision:

Julien Eberhardt is supervised by Nicholas Mustoe, Chief Investment Officer. Nicholas Mustoe is based at the Henley-on-Thames office and can be reached on +44 (0) 1491 417480 or via email at:

nick.mustoe@invescopetual.co.uk

Thomas Moore

Biographical Information:

- Year of Birth: 1975

Educational Background:

- Attained: AB at Harvard College
- Attended: September 1994 – June 1998
- Attained: MSt at Oxford University
- Attended: October 1998 – July 1999
- Attained: MBA at Columbia Business School
- Attended: August 2002 – May 2004

Business Experience:

- Portfolio Manager/Senior Analyst, Invesco Asset Management Ltd, June 2006 – present
- Managing Director , Morgan Stanley & Co, August 2004 – January 2016
- Qualifications: CFA

Disciplinary Information:

- None

Other Business Activities:

- None

Additional Compensation:

- None

Supervision:

Thomas Moore is supervised by Nicholas Mustoe, Chief Investment Officer. Nicholas Mustoe is based at the Henley-on-Thames office and can be reached on +44 (0) 1491 417480 or via email at:

nick.mustoe@invescopetual.co.uk

Jack Parker

Biographical Information:

- Year of Birth: 1983

Educational Background:

- Attained: First Class Honours (BA) at Exeter University
- Attended: September 2003 – July 2007

Business Experience:

- Deputy Portfolio Manager/Senior Macro Analyst, Invesco Asset Management Ltd, July 2005 – present
- Macro Analyst/Dealer, Invesco Asset Management Ltd, August 2010 – June 2015
- Qualifications: CFA / IMC

Disciplinary Information:

- None

Other Business Activities:

- None

Additional Compensation:

- None

Supervision:

Jack Parker is supervised by Nicholas Mustoe, Chief Investment Officer. Nicholas Mustoe is based at the Henley-on-Thames office and can be reached on +44 (0) 1491 417480 or via email at:

nick.mustoe@invescopetual.co.uk

Invesco Perpetual - European Equities Team

Jeffrey Taylor

Biographical Information:

- Year of Birth: 1963

Educational Background:

- Attained: BA/MA degree in Modern Languages (German and French) from St. Anne's College, University of Oxford
- Attended: September 1981 – June 1985

Business Experience:

- Head of European Equities, Portfolio Manager, Invesco Asset Management Ltd, June 1997 - present
- Qualifications: IMC and Stock Exchange certificate

Disciplinary Information:

- None

Other Business Activities:

- None

Additional Compensation:

- None

Supervision:

- Jeffrey Taylor is supervised by Nicholas Mustoe, Chief Investment Officer. Nicholas Mustoe is based at the Henley-on-Thames office and can be reached on +44 (0) 1491 417480 or via email at: nick.mustoe@invescopetual.co.uk

John Surplice

Biographical Information:

- Year of Birth: 1970

Educational Background:

- Attained: MA Honors degree in Economics and Accounting from Edinburgh University
- Attended: October 1988 – June 1992
- Qualifications: Institute of Chartered Accountants, Qualified ACA

Business Experience:

- European Portfolio Manager, Invesco Asset Management Ltd, December 1995 - present

Disciplinary Information:

- None

Other Business Activities:

- None

Additional Compensation:

- None

Supervision:

- John Surplice is supervised by Nicholas Mustoe, Chief Investment Officer. Nicholas Mustoe is based at the Henley-on-Thames office and can be reached on +44 (0) 1491 417480 or via email at: nick.mustoe@invescopetual.co.uk

Stephanie Butcher

Biographical Information:

- Year of Birth: 1971

Educational Background:

- Attained: MA (Cantab.) degree in History from Cambridge University
- Attended: October 1990 – July 1993

Business Experience:

- European Portfolio Manager, Invesco Asset Management Ltd, July 2003 – present
- Qualifications: AIMR (pass)

Disciplinary Information:

- None

Other Business Activities:

- None

Additional Compensation:

- None

Supervision:

- Stephanie Butcher is supervised by Nicholas Mustoe, Chief Investment Officer. Nicholas Mustoe is based at the Henley-on-Thames office and can be reached on +44 (0) 1491 417480 or via email at: nick.mustoe@invescopetual.co.uk

Adrian Bignell**Biographical Information:**

- Year of Birth: 1971

Educational Background:

- Attained: French Single Honors degree from St Andrews University, Scotland
- Attended: August 1990 – June 1994
- Qualifications: Member of Securities Institute, diploma (pass)

Business Experience:

- Portfolio Manager, Invesco Asset Management Ltd, January 2004 – present

Disciplinary Information:

- None

Other Business Activities:

- None

Additional Compensation:

- None

Supervision:

- Adrian Bignell is supervised by Nicholas Mustoe, Chief Investment Officer. Nicholas Mustoe is based at the Henley-on-Thames office and can be reached on +44 (0) 1491 417480 or via email at: nick.mustoe@invescopetual.co.uk

Matthew Perowne**Biographical Information:**

- Year of Birth: 1983

Educational Background:

- Attained: BA (Hons) Combined Arts from Durham University and MSc Estate Management from London Southbank University
- Attended: October 2002 – July 2006 and September 2006 – June 2007 respectively

Business Experience:

- Analyst / Portfolio Manager, Invesco Asset Management Ltd, June 2010 – present

- Surveyor, Jones Lang LaSalle, October 2007 – May 2010
- Qualifications: IMC (Merit)

Disciplinary Information:

- None

Other Business Activities:

- None

Additional Compensation:

- None

Supervision:

- Matthew Perowne is supervised by Nicholas Mustoe, Chief Investment Officer. Nicholas Mustoe is based at the Henley-on-Thames office and can be reached on +44 (0) 1491 417480 or via email at: nick_mustoe@invescopetual.co.uk

Oliver Collin

Biographical Information:

- Year of Birth: 1978

Educational Background:

- Attained: Economics & Politics BA Hons 2:1 from The London School of Economics
- Attended: September 1997 – August 2000

Business Experience:

- Portfolio Manager, Invesco Asset Management Ltd, January 2016 – present
- Analyst, Invesco Asset Management Ltd, July 2014 – December 2015
- Equity Sales, Exane BNP Paribas, October 2010 – June 2014
- Qualifications: IMC (Pass)

Disciplinary Information:

- None

Other Business Activities:

- None

Additional Compensation:

- None

Supervision:

- Oliver Collin is supervised by Nicholas Mustoe, Chief Investment Officer. Nicholas Mustoe is based at the Henley-on-Thames office and can be reached on +44 (0) 1491 417480 or via email at: nick.mustoe@invescopetual.co.uk

Invesco Perpetual - Asian Equities Team

Stuart Parks

Biographical Information:

- Year of Birth: 1962

Educational Background:

- Attained: MA degree in Modern History from Worcester College Oxford
- Attended: September 1980 – June 1983

Business Experience:

- Head of Asian Equities, Portfolio Manager, Invesco Asset Management Ltd, February 1994 - present

Disciplinary Information:

- None

Other Business Activities:

- None

Additional Compensation:

- None

Supervision:

- Stuart Parks is supervised by Nicholas Mustoe, Chief Investment Officer. Nicholas Mustoe is based at the Henley-on-Thames office and can be reached on +44 (0) 1491 417480 or via email at: nick.mustoe@invescopetual.co.uk

Tim Dickson

Biographical Information:

- Year of Birth: 1972

Educational Background:

- Attained: BSc degree in Economics from City University and MSc degree in Economics from Birbeck College, University of London
- Attended: 1990 – 1993 and 1995 – 1997 respectively

Business Experience:

- Portfolio Manager, Invesco Asset Management Ltd, August 2008 – present
- Investment Director, Scottish Widows Investment Partnership, June 2005 – May 2008
- Qualifications: CFA (pass)

Disciplinary Information:

- None

Other Business Activities:

- None

Additional Compensation:

- None

Supervision:

- Tim Dickson is supervised by Nicholas Mustoe, Chief Investment Officer. Nicholas Mustoe is based at the Henley-on-Thames office and can be reached on +44 (0) 1491 417480 or via email at: nick.mustoe@invescopetual.co.uk

Ian Hargreaves

Biographical Information:

- Year of Birth: 1971

Educational Background:

- Attained: BA Honors degree in Chinese Studies from Durham University
- Attended: September 1990 – July 1994

Business Experience:

- Portfolio Manager, Invesco Asset Management Ltd, January 2005 – present
- Qualifications: CFA

Disciplinary Information:

- None

Other Business Activities:

- None

Additional Compensation:

- None

Supervision:

- Ian Hargreaves is supervised by Nicholas Mustoe, Chief Investment Officer. Nicholas Mustoe is based at the Henley-on-Thames office and can be reached on +44 (0) 1491 417480 or via email at: nick.mustoe@invescopetual.co.uk

William Lam

Biographical Information:

- Year of Birth: 1972

Educational Background:

- Attained: BA Honors degree in Psychology and Philosophy from Oxford University and MSc degree in Music Technology from York University
- Attended: October 1992 – July 1995 and September 1997 – July 1998 respectively

Business Experience:

- Portfolio Manager, Invesco Asset Management Ltd, May 2006 - present
- Qualifications: CFA (pass)

Disciplinary Information:

- None

Other Business Activities:

- None

Additional Compensation:

- None

Supervision:

- William Lam is supervised by Nicholas Mustoe, Chief Investment Officer. Nicholas Mustoe is based at the Henley-on-Thames office and can be reached on +44 (0) 1491 417480 or via email at: nick.mustoe@invescopetual.co.uk

Charles Bond**Biographical Information:**

- Year of Birth: 1988

Educational Background:

- Attained: Bachelor of Social Science (Hons) Politics & International Relations at University of Manchester
- Attended: September 2007 – June 2010

Business Experience:

- Portfolio Manager, Invesco Asset Management Ltd, July 2017 – present
- Analyst, Invesco Asset Management Ltd, April 2012 – July 2017
- Qualifications: IMC

Disciplinary Information:

- None

Other Business Activities:

- None

Additional Compensation:

- None

Supervision:

- Charles Bond is supervised by Nicholas Mustoe, Chief Investment Officer. Nicholas Mustoe is based at the Henley-on-Thames office and can be reached on +44 (0) 1491 417480 or via email at: nick.mustoe@invescopetpetual.co.uk

Invesco Perpetual - Japanese Equities Team

Paul Chesson**Biographical Information:**

- Year of Birth: 1967

Educational Background:

- Attained: MA degree in Law from Oxford University
- Attended: October 1986 – June 1989

Business Experience:

- Head of Japanese Equities, Portfolio Manager, Invesco Asset Management Ltd, January 2000 – present
- Qualifications: AIIMR (ASIP) (pass)

Disciplinary Information:

- None

Other Business Activities:

- None

Additional Compensation:

- None

Supervision:

- Paul Chesson is supervised by Nicholas Mustoe, Chief Investment Officer. Nicholas Mustoe is based at the Henley-on-Thames office and can be reached on +44 (0) 1491 417480 or via email at: nick.mustoe@invescopetual.co.uk

Antony Roberts

Biographical Information:

- Year of Birth: 1971

Educational Background:

- Attained: BSc Honors degree in Mathematics from Southampton University
- Attended: 1990 - 1992

Business Experience:

- Japanese Equities Portfolio Manager, Invesco Asset Management Ltd, April 2000 – present
- Qualifications: ASIP

Disciplinary Information:

- None

Other Business Activities:

- None

Additional Compensation:

- None

Supervision:

- Anthony Roberts is supervised by Nicholas Mustoe, Chief Investment Officer. Nicholas Mustoe is based at the Henley-on-

Thames office and can be reached on +44 (0) 1491 417480 or via email at: nick.mustoe@invescopetual.co.uk

Andy Tidby**Biographical Information:**

- Year of Birth: 1973

Educational Background:

- Formal education was not attended after high school

Business Experience:

- Portfolio Manager, Invesco Asset Management Ltd, January 2015 - Present
- Analyst/Product Manager, Invesco Asset Management Ltd, January 2011 – December 2014
- Product Manager, Investment Communications, Invesco Asset Management Ltd, September 2008 – December 2010
- Senior Investment Communications Manager, HSBC Global Asset Management, August 2003 – September 2008
- Qualifications: IMC (pass), Certificate for Financial Advisers (pass), CFA Level 1

Disciplinary Information:

- None

Other Business Activities:

- None

Additional Compensation:

- None

Supervision:

- Andy Tidby is supervised by Nicholas Mustoe, Chief Investment Officer. Nicholas Mustoe is based at the Henley-on-Thames office and can be reached on +44 (0) 1491 417480 or via email at: nick.mustoe@invescopetual.co.uk

Invesco Perpetual - Emerging Market Equities Team

Dean William Newman**Biographical Information:**

- Year of Birth: 1964

Educational Background:

- Attained: BA Honors degree in Economics and Politics from Durham University
- Attended: September 1982 – July 1985

Business Experience:

- Head of Emerging Markets Equities, Invesco Asset Management Ltd, April 2007 – present
- Emerging Markets Equities Portfolio Manager, Invesco Asset Management Ltd, October 1993 – April 2007
- Qualifications: Stock Exchange Exam (pass)

Disciplinary Information:

- None

Other Business Activities:

- None

Additional Compensation:

- None

Supervision:

- Dean Newman is supervised by Nicholas Mustoe, Chief Investment Officer. Nicholas Mustoe is based at the Henley-on-Thames office and can be reached on +44 (0) 1491 417480 or via email at: nick_mustoe@invescopetual.co.uk

Nicholas Mason

Biographical Information:

- Year of Birth: 1973

Educational Background:

- Attained: BSc degree in Political Sciences from the Massachusetts Institute of technology and a MSc (Research) degree in Political and Social Studies from the University of Edinburgh
- Attended: September 1991 – February 1999 and September 2004 – August 2006 respectively

Business Experience:

- Portfolio Manager, Invesco Asset Management Ltd, August 2008 – present

- Senior Analyst/Trainee Portfolio Manager, Invesco Asset Management Ltd, September 2006 – August 2008
- Qualifications: Investment Management Certificate (pass)

Disciplinary Information:

- None

Other Business Activities:

- None

Additional Compensation:

- None

Supervision:

- Nick Mason is supervised by Nicholas Mustoe, Chief Investment Officer. Nicholas Mustoe is based at the Henley-on-Thames office and can be reached on +44 (0) 1491 417480 or via email at: nick.mustoe@invescopetual.co.uk

Invesco Perpetual - Global Equity Group (GEG)

Stephen Anness

Biographical Information:

- Year of Birth: 1980

Educational Background:

- Attained: BSc degree in Economics from the University of Wales, Swansea
- Attended: September 1999 – June 2002

Business Experience:

- Portfolio Manager, Invesco Asset Management Ltd, September 2004 - present
- Qualifications: IMC (pass), Securities Institute Diploma (pass)

Disciplinary Information:

- None

Other Business Activities:

- None

Additional Compensation:

- None

Supervision:

- Stephen Anness is supervised by Nicholas Mustoe, Chief Investment Officer. Nicholas Mustoe is based at the Henley-on-Thames office and can be reached on +44 (0) 1491 417480 or via email at: nick.mustoe@invescopetual.co.uk

Andrew Hall

Biographical Information:

- Year of Birth: 1978

Educational Background:

- Attained: BSC Economics from the Nottingham University
- Attended: September 1997 – June 2000

Business Experience:

- Portfolio Manager, Invesco Perpetual, May 2013 - present
- Analyst, Bramshott Capital LLP, May 2011 – April 2013
- Analyst, Moore Europe Capital Management LLP, April 2009 – May 2011
- Equity Sales, Merrill Lynch UK, June 2007 – April 2009
- Qualifications: IMC (pass)

Disciplinary Information:

- None

Other Business Activities:

- None

Additional Compensation:

- None

Supervision:

- Andrew Hall is supervised by Nicholas Mustoe, Chief Investment Officer. Nicholas Mustoe is based at the Henley-on-Thames office and can be reached on +44 (0) 1491 417480 or via email at: nick.mustoe@invescopetual.co.uk
-

Team also includes (previously mentioned):

- John Surplice
- Tony Roberts
- Dean Newman

- Ian Hargreaves
- Nicholas Mustoe

Invesco Global Targeted Returns

David Millar

Biographical Information:

- Year of Birth: 1967

Educational Background:

- Attained: BSC (Hons) from the University of Cape Town
- Attended: January 1985 – December 1988

Business Experience:

- Head of Multi Asset, Invesco, January 2013 – present
- Investment Director, Standard Life Investments, January 2008 – December 2012
- Qualifications: Fellow of the Institute and Faculty of Actuaries (Pass)

Disciplinary Information:

- None

Other Business Activities:

- Director of Lowgate Property Management, a company which owns the freehold of the building in which he resides

Additional Compensation:

- None

Supervision:

- David Millar is supervised by Nicholas Mustoe, Chief Investment Officer. Nicholas Mustoe is based at the Henley-on-Thames office and can be reached on +44 (0) 1491 417480 or via email at: nick_mustoe@invescoperpetual.co.uk

Richard Batty

Biographical Information:

- Year of Birth: 1968

Educational Background:

- Attained: BSc (Econ) Hons Economics from University of London
- Attended: October 1987 – October 1990
- Attained: MSc Business Finance and PhD Financial Economics from Brunel University
- Attended: October 1990 – October 1994

Business Experience:

- Portfolio Manager, Invesco, March 2013 – present
- Global Investment Strategist, Standard Life Investments, July 2003 – March 2013
- Qualifications: Investment Management Certificate – Unit 2 – Investment Practice, UK Society of Investment Professionals (Pass)

Disciplinary Information:

- None

Other Business Activities:

- None

Additional Compensation:

- None

Supervision:

- Richard Batty is supervised by Nicholas Mustoe, Chief Investment Officer. Nicholas Mustoe is based at the Henley-on-Thames office and can be reached on +44 (0) 1491 417480 or via email at: nick.mustoe@invescoperpetual.co.uk

David Jubb

Biographical Information:

- Year of Birth: 1960

Educational Background:

- Attained: BSc Hons, Mathematics from St Andrews University
- Attended: October 1978 – May 1982

Business Experience:

- Multi Asset Portfolio Manager, Invesco, March 2013 – present
- Multi Asset, Standard Life Investments, March 2009 – March 2013
- Qualifications: Fellow of Institute and Faculty of Actuaries (Pass)

Disciplinary Information:

- None

Other Business Activities:

- None

Additional Compensation:

- None

Supervision:

- Richard Batty is supervised by Nicholas Mustoe, Chief Investment Officer. Nicholas Mustoe is based at the Henley-on-Thames office and can be reached on +44 (0) 1491 417480 or via email at: nick.mustoe@invescoperpetual.co.uk

Gwilym Satchell

Biographical Information:

- Year of Birth: 1982

Educational Background:

- Attained: MSc Computer Science from Warwick University
- Attended: October 2001 – May 2006

Business Experience:

- Portfolio Manager/Risk Manager, Invesco, November 2016 – present
- Risk Manager, Invesco Asset Management Ltd, March 2013 – November 2016
- Quantitative Analyst, Standard Life Investments, September 2008 – March 2013
- Qualifications: Professional Risk Manager (Pass)

Disciplinary Information:

- None

Other Business Activities:

- None

Additional Compensation:

- None

Supervision:

- Gwilym Satchell is supervised by Nicholas Mustoe, Chief Investment Officer. Nicholas Mustoe is based at the Henley-on-

Thames office and can be reached on +44 (0) 1491 417480 or via email at: nick_mustoe@invescopetual.co.uk

Sebastian Mackay**Biographical Information:**

- Year of Birth: 1975

Educational Background:

- Attained: MA Economics from Edinburgh University
- Attained: MSc Financial Economics from London University
- Attended: October 1993 – June 1997 and October 2004 – June 2005 respectively

Business Experience:

- Portfolio Manager, Invesco Asset Management Ltd., August 2016 – present
- Investment Director, Standard Life investments, May 2011 – August 2016

Disciplinary Information:

- None

Other Business Activities:

- None

Additional Compensation:

- None

Supervision:

- Sebastian Mackay is supervised by Nicholas Mustoe, Chief Investment Officer. Nicholas Mustoe is based at the Henley-on-Thames office and can be reached on +44 (0) 1491 417480 or via email at: nick_mustoe@invescopetual.co.uk

Invesco Global Liquidity London (Global Liquidity)

Paul Mueller**Biographical Information:**

- Year of Birth: 1966

Educational Background:

- Attained: BA Honors degree in Economics, Finance & Accountancy from the University of Essex
- Attended: September 1983 - June 1986

Business Experience:

- Senior Portfolio Manager Global Liquidity, Invesco Asset Management Ltd, July 2014 - Present
- Portfolio Manager, Invesco Asset Management Ltd, December 2003 - June 2014
- Qualifications: Chartered Institute of Public Finance and Accountancy (pass)

Disciplinary Information:

- None

Other Business Activities:

- None

Additional Compensation:

- None

Supervision:

- Paul Mueller is supervised by Greg McGreevey, CEO of Invesco Fixed Income. Greg McGreevey is based at the Atlanta office and can be reached on (404) 479 2932 or via email at: greg.mcgreevey@invesco.com

Michelle Randall

Biographical Information:

- Year of Birth: 1978

Educational Background:

- N/A

Business Experience:

- Portfolio Manager Global Liquidity, Invesco Asset Management Ltd, February 2017 - Present
- Associate Portfolio Manager, Invesco Asset Management Ltd, January 2012 - January 2017
- Senior Treasury Analyst, Invesco Asset Management Ltd, January 2007 - December 2011

- Treasury Analyst, Invesco Asset Management Ltd, February 1999 – December 2016
- Qualifications: IMC (Pass)

Disciplinary Information:

- None

Other Business Activities:

- None

Additional Compensation:

- None

Supervision:

- Michelle Randall is supervised by Greg McGreevey, CEO of Invesco Fixed Income. Greg McGreevey is based at the Atlanta office and can be reached on (404) 479 2932 or via email at: greg.mcgreevey@invesco.com

Warren Clayton-Howe

Biographical Information:

- Year of Birth: 1984

Educational Background:

- Attained: Bachelor in Commerce: International Business at Curtin University of Technology
- Attended: February 2004 to December 2006

Business Experience:

- Associate Portfolio Manager, Invesco Asset Management Ltd, October 2015 to present
- Portfolio Manager Assistant, Schroders Asset Management Ltd, March 2011 to October 2015
- Qualifications: IMC (Pass)

Disciplinary Information:

- None

Other Business Activities:

- None

Additional Compensation:

- None

Supervision:

Warren Clayton-Howe is supervised by Greg McGreevey, CEO of Invesco Fixed Income. Greg McGreevey is based at the Atlanta office and can be reached on (404) 479 2932 or via email at: greg.mcgreevey@invesco.com

Invesco Fixed Income London (IFI)

Luke Greenwood

Biographical Information:

- Year of Birth: 1974

Educational Background:

- Formal education was not attended after high school

Business Experience:

- Portfolio Manager, Invesco Asset Management Ltd, April 2004 - present
- Qualifications: IAQ, IMC (pass) and MBA (pass)

Disciplinary Information:

- None

Other Business Activities:

- None

Additional Compensation:

- None

Supervision:

- Luke Greenwood is supervised by Greg McGreevey, CEO of Invesco Fixed Income. Greg McGreevey is based at the Atlanta office and can be reached on (404) 479 2932 or via email at: greg.mcgreevey@invesco.com

Lyndon Man

Biographical Information:

- Year of Birth: 1977

Educational Background:

- Attained: Physical Science/Chemistry masters degree from Oxford University
- Attended: October 1997 – July 2001

Business Experience:

- Portfolio Manager, Invesco Asset Management Ltd, April 2011 – present
- Portfolio Manager, GIC, May 2005 – March 2011
- Qualifications: CFA (pass), Securities Financial Derivatives Regulation (pass)

Disciplinary Information:

- None

Other Business Activities:

- None

Additional Compensation:

- None

Supervision:

- Lyndon Man is supervised by Greg McGreevey, CEO of Invesco Fixed Income. Greg McGreevey is based at the Atlanta office and can be reached on (404) 479 2932 or via email at: greg.mcgreevey@invesco.com

Sean Connery

Biographical Information:

- Year of Birth: 1970

Educational Background:

- Formal education not attended after high school

Business Experience:

- Portfolio Manager, Invesco Asset Management Ltd, March 2006 – present
- Qualifications: CFA

Disciplinary Information:

- None

Other Business Activities:

- None

Additional Compensation:

- None

Supervision:

- Sean Connery is supervised by Greg McGreevey, CEO of Invesco Fixed Income. Greg McGreevey is based at the Atlanta office and can be reached on (404) 479 2932 or via email at: greg.mcgreevey@invesco.com

Stuart Stanley**Biographical Information:**

- Year of Birth: 1961

Educational Background:

- Attained: BA degree in Arts/Masters of Science from the University of Wisconsin-Madison
- Attended: September 1981 – December 1988

Business Experience:

- Portfolio Manager, Invesco Asset Management Ltd, April 2005 - present
- Qualifications: CFA (pass)

Disciplinary Information:

- None

Other Business Activities:

- None

Additional Compensation:

- None

Supervision:

- Stuart Stanley is supervised by Greg McGreevey, CEO of Invesco Fixed Income. Greg McGreevey is based at the Atlanta office and can be reached on (404) 479 2932 or via email at: greg.mcgreevey@invesco.com

Josef Portelli**Biographical Information:**

- Year of Birth: 1978

Educational Background:

- Attained: BA Honors degree in Commerce and BA Honors degree in Accountancy from University of Malta

- Attended: October 1996 – June 1999 and October 1999 – June 2001 respectively

Business Experience:

- Portfolio Manager, Invesco Asset Management Ltd, January 2012 – present
- Head of Discretionary Fixed Income, Royal Bank of Canada Investment Management (UK) Ltd, November 2010 – December 2011
- Portfolio Manager, ACPI investment Managers Ltd, November 2005 – October 2010
- Qualifications: CFA (pass), Investment Management Certificate (pass)

Disciplinary Information:

- None

Other Business Activities:

- None

Additional Compensation:

- None

Supervision:

- Josef Portelli is supervised by Greg McGreevey, CEO of Invesco Fixed Income. Greg McGreevey is based at the Atlanta office and can be reached on (404) 479 2932 or via email at: greg.mcgreevey@invesco.com

Invesco Real Estate (IRE)

James Cowen

Biographical Information:

- Year of Birth: 1975

Educational Background:

- Attained: BA Honors and Masters degree in Town & Country Planning from the University of Manchester and a Masters degree in Philosophy from Cambridge University
- Attended: October 1993 – July 1997 and October 1998 – July 1999 respectively

Business Experience:

- Portfolio Manager, Invesco Asset management Ltd, January 2008 – present
- Securities Analyst, Invesco Asset Management Ltd, April 2004 – January 2008
- Qualifications: SFA Securities Representative Examination (pass), IMC (pass)

Disciplinary Information:

- None

Other Business Activities:

- None

Additional Compensation:

- None

Supervision:

- James Cowen is supervised by Mark Blackburn, Director of Investments. Mark Blackburn is based at the Dallas office and can be reached on (972) 715 7494 or via email at: mark.blackburn@invesco.com

Invesco Senior Secured Management (ISSM)

Michael Craig

Biographical Information:

- Year of Birth: 1975

Educational Background:

- Attained: BA in Law and a BA in Management Studies, majoring in Finance from Waikato University, New Zealand
- Attended: February 1992 – November 1997

Business Experience:

- Senior Portfolio Manager, Invesco Senior Secured (Invesco Asset Management Ltd), June 2010 – present
- Portfolio Manager, Morgan Stanley, July 2006 – June 2010
- Qualifications: CFA

Disciplinary Information:

- None

Other Business Activities:

- None

Additional Compensation:

- None

Supervision:

- Michael Craig is supervised by Greg McGreevey, CEO of Invesco Fixed Income. Greg McGreevey is based at the Atlanta office and can be reached on (404) 479 2932 or via email at: greg.mcgreevey@invesco.com

Nuno Caetano

Biographical Information:

- Year of Birth: 1977

Educational Background:

- Attained: MSc in Business Administration degree from Universidade Catolica Portuguesa
- Attended: September 1995 – June 2000

Business Experience:

- Senior Analyst/Portfolio Manager, Invesco Senior Secured (Invesco Asset Management Ltd), June 2010 – present
- Director and Portfolio Manager, Morgan Stanley, November 2006 – June 2010
- Qualifications: CFA (pass) and Chartered Financial Analyst (pass)

Disciplinary Information:

- None

Other Business Activities:

- None

Additional Compensation:

- None

Supervision:

- Nuno Caetano is supervised by Greg McGreevey, CEO of Invesco Fixed Income. Greg McGreevey is based at the Atlanta office and can be reached on (404) 479 2932 or via email at: greg.mcgreevey@invesco.com