



Invesco Asset Management Ltd

Firm Brochure

(Part 2A of Form ADV)

This brochure provides information about the qualifications and business practices of Invesco Asset Management Ltd ("IAML", "the Company" or "the Firm"). If you have any questions about the contents of this brochure, please contact a member of our Compliance Department at:

Invesco Asset Management Ltd

Compliance Department

Perpetual Park

Perpetual Park Drive

Henley-on-Thames

Oxfordshire

RG9 1HH

United Kingdom

Telephone number: +44 (0) 1491 416 458

Facsimile number: +44 (0) 1491 417 309

Email: UK-ComplianceInvestmentAdvisory@invesco.com

Website Address: www.invesco.co.uk

The information contained in this brochure has not been approved or verified by the U.S. Securities and Exchange Commission ("SEC"), or by any State Securities Regulator.

Additional information about IAML is available on the SEC's website at: www.adviserinfo.sec.gov

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

March 31, 2023

Material Changes

Material Changes since the Last Update

The following material changes have occurred since the previous release of the Firm Brochure in 2022.

Material changes to senior management

Michael Holmes was appointed as EMEA Head of Enterprise Risk on November 25th 2022.

Katiuscia Whitmore was appointed as Head of Internal Audit on November 25th 2022.

Whenever you would like to receive a complete copy of the Firm Brochure, please contact a member of our Compliance Department by telephone at: +44 (0) 1491 416 458 or alternatively email: UK-ComplianceInvestmentAdvisory@invesco.com

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Advisory Business

Firm Description

Invesco Asset Management Ltd (“IAML”)

IAML is an indirect wholly owned subsidiary of Invesco Ltd. Further details on Invesco Ltd. can be found below.

The principal activity of IAML is the provision of investment management services on both a discretionary and non-discretionary basis to pension and profit sharing plans, educational institutions, investment companies, insurance companies, individuals and holding companies. IAML also acts as investment advisor for a number of mutual funds on a sub-advised basis.

IAML is authorized and regulated by the Financial Conduct Authority (“FCA”) in the UK. Additionally, IAML is registered with the U.S. Securities and Exchange Commission (“SEC”) as a registered Investment Adviser.

Invesco Ltd. (“Invesco”)

Invesco Ltd. (“Invesco”) is an independent global investment management organization serving retail, institutional and high-net-worth clients around the world and whose sole focus is investment management. With no distractions from competing interests, all global resources and local commitment can be focused on providing clients with the investment expertise and client service they seek.

Specialized investment teams with distinct perspectives deliver diversified investment strategies ranging from major equity and fixed income asset classes to other alternative asset classes including real estate, private equity and commodities. These strategies are managed across investment centers worldwide, each of which focus on distinct asset classes, investment styles or regional expertise and adhere to clearly defined investment philosophies aligned with client expectations.

Through a distinctive combination of independent thought within individual investment centers and collaboration across investment centers, Invesco Ltd. provides clients the reach and resources of a global organization and the focus and attention of a boutique firm. Invesco’s investment capabilities are diverse and specialized, global in reach yet local in presence. Processes are disciplined yet can be delivered in customized ways.

History

IAML was incorporated on 7th March 1969 as Cavalier Securities Limited. The name of the Company was changed to Drayton Portfolio Management Limited on 11th October 1973, to Drayton Montagu Portfolio Management Limited on 2nd May 1974, to Montagu Investment Management Limited 29th October 1982, to MIM Limited on 1st August 1985, to Invesco MIM Management Ltd on 1st January 1991 and to Invesco Asset Management Limited on 21st June 1993.

Types of Advisory Services

IAML is an investment advisor that manages segregated institutional accounts and other mutual pooled funds on a direct or sub-advised basis. IAML also provides investment advisory services to structured funds such as Collateralized Loan Obligations ("CLOs"). Advisory services are provided in accordance with the applicable investment guidelines, including applicable restrictions on investing in certain securities, or types of securities or other financial instruments, that are customized by the client, or in accordance with the mandate selected by the client.

Investment teams may consider data and analysis on environmental, social and governance (ESG) considerations developed by Invesco Advisers or its affiliates, or a third party. While IAML provides ESG data to its investment teams, any use of ESG considerations in an investment process or pursuit of an ESG focused investment strategy is determined by independent portfolio management teams, each of which may incorporate ESG considerations into its investment process or pursue its investment strategy in differing manners.

IAML operates a number of different investment centers. These include:

Invesco Henley Investment Center

The Henley Investment Center manages assets for institutional investors and mutual funds (both onshore and outside the UK) through a broad product range.

Through a specialist institutional division, it is able to deliver multi-product, style and process solutions to institutions including public bodies, local authorities, corporate bodies, charities and other sophisticated investors.

Located in Henley-on-Thames, UK, the team structure exhibits many typical boutique firm advantages. Small, high quality teams, and a location away from the main UK investment centers, foster a culture of

independent thought in an environment where challenge and discussion are encouraged.

Invesco Global Liquidity London (Global Liquidity)

Invesco Global Liquidity London ("Global Liquidity") is a specialist Money Market Fund manager based in the UK since 1994 managing a series of Irish domiciled money market funds (mutual funds) and segregated mandates.

As a specialist in cash management, Global Liquidity sub-advises on a range of money market pooled investment vehicles which actively invest their assets in a diversified portfolio of high grade, short-term money market instruments.

Invesco Fixed Income London (IFI)

The Invesco Fixed Income London ("IFI") investment management team operates worldwide, with operations in the US, the UK, Continental Europe and Australia.

Product offerings cover an array of investor needs including money market funds, global bond funds, European focused funds, and specialty sectors such as broad alpha funds and emerging market funds.

IFI provides a full range of investment solutions for institutional clients including pension funds, insurance companies and sovereign wealth funds worldwide. It also sub-advises on a range of mutual pooled funds on behalf of IAML.

Please note that Global Liquidity and IFI form part of the same business area but are two distinct units. For the purposes of this document they have been referred to individually.

Invesco Real Estate (IRE)

Invesco Real Estate ("IRE") is Invesco's property investment management arm. It operates in the UK as a division of IAML. IRE has been providing full service investment solutions in the US since 1983, in Europe since 1996 and in Asia since 2006. Expertise ranges from fund management and structuring finance, acquisitions and asset management.

Through a network of 14 offices around the globe, IRE is ideally placed to provide a wide range of cross border real estate investment products and services to international institutional clients. Clients include:

- Insurance Companies
- Pension Funds
- Banks
- Asset Managers

- Fund of funds

IRE manages real estate assets on a separate account and a pooled fund basis. The choice of vehicle depends on the investor's requirement and investment goals. IRE currently manages real estate investment solutions for clients via a range of fund strategies investing in the office, retail, industrial and hotel sectors and in all European property markets.

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Invesco Bank Loans (ISSM)

Invesco Bank Loans provides advisory services to certain U.S. and non-U.S. privately placed investment funds including, collateralized loan obligations ("CLOs"), as well as to affiliated open-end investment companies (collectively "Funds" or "Fund Clients" and separate managed accounts for institutional investors. Bank Loans manages various bank loan strategies seeking current income with a short duration profile and low correlated returns.

Invesco Exchange Traded Funds & Indexed Strategies (ETF)

The Exchange Traded Funds and Indexed Strategies Investment Center was established to help meet investor demand for fixed income funds thereby increasing the Invesco ETF presence in London. The addition of experienced, knowledgeable and skilled investment professionals as well as the expansion of the ETF business development team has deepened Invesco's ETF footprint in EMEA. Over 100 UCITS ETFs are offered by Invesco in EMEA as well as various ETCs.

Invesco Investment Solutions

Invesco Investment Solutions delivers tailored investment solutions to help clients drive better results. Investment Solutions are structured to work with advisers and clients to provide solutions across the entire portfolio spectrum.

Asset Management

Assets under management for IAML have been calculated as at December 31, 2022 and are detailed below:

U.S. Dollar Amount

Discretionary:	\$ 155,202,042,016
Non-Discretionary:	\$ 0.00
Total:	\$ 155,202,042,016

Please Note:

Where necessary the information detailed throughout this brochure has been answered in respect of each investment center:

- Invesco Henley Investment Center (HIC)
- Invesco Global Liquidity London (Global Liquidity)
- Invesco Fixed Income London (IFI)
- Invesco Real Estate (IRE)
- Invesco Bank Loans (ISSM)
- Invesco Exchange Traded Funds (ETF)
- Invesco Investment Solutions (IIS)

Fees and Compensation

The fees described in this section are strictly for the provision of investment advisory services and do not include other fees that a client account may incur, such as custody fees or fees charged by other service providers retained by the accounts. IAML does not receive, or participate in the sharing of custody fees or otherwise receive any benefit as a result of custodial arrangements entered into by its clients' accounts.

Description

Institutional Segregated Accounts

Where IAML manages segregated institutional accounts, management and performance fees are charged. Management fees are negotiated with the client and charged on a monthly basis or quarterly subject to agreement.

Performance fees are charged on an annual basis although subject to agreement can be charged quarterly.

Fees are negotiated on a case by case basis; factors taken into consideration include asset size, the requested servicing level, if the client is an existing investor and the firm's overall relationship with the client.

Sub-Advised Accounts

Where IAML provides investment management services on a sub-advised basis i.e. on behalf of another investment adviser within the Invesco group, IAML will typically receive 40% of the net management and performance based fees charged (net management fees are fees net of any rebates).

Management fees are paid out of fund assets to the fund's investment adviser (or its affiliates) for managing the fund's investment portfolio. Clients are therefore not invoiced and do not have fees deducted from their accounts.

Fees are not charged in advance of any investment management service being provided.

Invesco Henley Investment Center

Negotiations with the client will center on the mandate's investment guidelines, client reporting requirements and access to the investment team.

Fees are agreed at the point of completing the Investment Management Agreement for an institutional mandate.

Invesco Fixed Income London

For the institutional market in the US, IFI will typically provide global or international bond solutions on a separate account basis. A standard fee schedule for such Global Aggregate strategies (those comprising government bonds and non-government bonds) is detailed below.

0.25% on the first \$50 million
0.22% on the next \$50 million
0.20% on the next \$150 million
0.16% on the next \$250 million
0.14% on the next \$500 million
0.12% for additional amounts thereafter

For institutional separate accounts, fees can be negotiated based on other commercial factors which may include pricing trends observed within the competitive peer group for similar strategies, the strength of the client relationship and potential for asset growth going forward.

Fees are agreed upfront and may be reassessed at the end of the contract period or in exceptional circumstances i.e. where the mandate is at risk due to underperformance, lower fees may be considered.

Further details on fees can be found in the relevant fund prospectus.

Invesco Real Estate

Fees are not standard for IRE and are based on assets under management either calculated based on the net or the gross asset value. Property acquisition, disposal and performance fees may also be charged.

Fund fees vary and are set out clearly in each fund prospectus. Please refer to the relevant fund prospectus for further information.

Fees on separate accounts are negotiated with the client and agreed up front in the investment management agreement. Negotiations are dependent on a number of variables including:

- size of mandate
- risk return criteria
- return targets
- level of discretion
- scope (geography)

Fees may be reassessed at the end of the mandate unless there is a change to the mandate or the scope of work.

Invesco Bank Loans

The fee arrangements with clients can vary depending on a variety of factors such as the structure of the fund or vehicle; the size of the account; the investment strategy and the client strategy. Bank Loans typically receive fees for services based on a percentage of the amount of assets or capital commitments in the client's account, which are referred to as "asset-based fees". Fees are generally in an amount equal to a percentage of the net assets of the client account or percentage of invested capital as applicable that is assessed according to the current fee schedule

set forth in the applicable investment management agreement or within the fund governing documents, which may include side letter agreements, if any, and may vary among clients.

Invesco ETFs and Indexed Strategies

IAML receives fees from each of the funds for which the ETF Investment Center provides investment advisory services. Advisory fees for certain funds are expressed as a management fee and are based on a fraction of a percent of assets under management. For further detail and a more detailed description of the fee structure please see the fund's prospectus.

Potential Conflicts Generated from Varying Fee Structures

IAML does not operate a standard charging structure. IAML undertakes discretionary portfolio management for more than one client or fund and different fee structures e.g. performance related fees and fixed annual management charges may exist for client portfolios, which may potentially affect incentive for allocation of trades and opportunities.

How are Conflicts Addressed

IAML endeavours to take all appropriate steps to identify, record and manage Conflicts.

Our Conflicts of Interest Policy details how conflicts are identified and managed. Various controls are in place to manage inherent conflicts that may arise from the activities conducted by IAML. Examples include order execution policy and associated procedures covering aggregation, allocations / re-allocations procedures, cross trade procedures and associated monitoring of all these activities.

A detailed conflicts assessment is conducted where exceptions or non-standard scenarios arise to ensure all potential conflicts can be appropriately managed ahead of proceeding with the activity. IAML always seeks to act in the best interests of clients as a whole.

Performance-Based Fees and Side By Side Management

Invesco Henley Investment Center

Performance fees will be negotiated on a case by case basis with the client and only typically on accounts over \$100m.

In addition, fund managers are compensated predominantly based on their three year performance returns. This system is designed specifically to avoid short-term risks being taken to achieve performance goals.

Invesco Global Liquidity London

Not applicable.

Invesco Fixed Income London

In new business proposals for institutional mandates, IFI is periodically required to submit a suggested performance fee or acknowledge a client's methodology for performance fees. IFI does not routinely charge performance fees but it is prepared to consider such fee structures on a client by client basis.

IFI's investment process is structured to minimize the potential for conflicts in the way that the portfolio manager approaches the management of accounts with performance and flat fees. The portfolio design process clearly sets out how each portfolio should be invested with reference to its excess return objective.

The portfolio manager then implements this considering all relevant investment recommendations from the analyst group according to each design. In this way, all accounts can be simultaneously managed as a group and in accordance with their different performance objectives. No preference is given to accounts with performance-based fees versus those with standard flat fee structures.

In instances where full allocation is not possible i.e. the final allocation of bonds may be less than originally put in for, the approach of the credit portfolio management team is allocate pro-rata across all of the funds that can accept the bonds without breaching the mandate's constraints or guidelines. This allocation process is subject to de minimus limits such as whether the effective position size is an efficiently tradable size. Funds receive the same investment management approach regardless of

whether the fund incurs a performance fee or flat fee, as the investment platform only stores each portfolio's investment constraints.

We do not pay fees to brokers however we may pay execution fees to external vendors as part of the bid/offer if traded on an electronic platform. This varies by product and platform used.

Invesco Real Estate

Dependent on the investment selected and the criteria of the mandate set up, performance fees may be charged. These will be negotiated and agreed in the investment management agreement.

No two strategies are the same therefore conflicts as a result of differing fees are broadly mitigated. A detailed conflicts assessment is conducted where exceptions or non-standard scenarios arise to ensure all potential conflicts can be appropriately managed ahead of proceeding with the activity.

Invesco Bank Loans

The Bank Loans team may accept performance-based fees for certain privately placed pooled investment fund clients, CLOs, and separately managed accounts, which may be managed side-by-side according to the same investment strategy with other client accounts that do not pay such fees. These arrangements can create an incentive for Bank Loans to favor Clients with performance-based fees when allocating desirable investment opportunities that would otherwise be suitable for Clients that are not charged a performance-based fee managed under the same strategy. Performance-based fees may also create an incentive for Bank Loans to make investments that are riskier or more speculative than those that might have been made in the absence of such fees. The Bank Loans team have aggregation and allocation policies to ensure that each of its advisory clients is treated in a manner consistent with its fiduciary obligations and that prohibit Bank Loans from favouring any particular account. A detailed conflicts assessment is conducted where exceptions or non-standard scenarios arise to ensure all potential conflicts can be appropriately managed ahead of proceeding with the activity.

Invesco ETFs and Indexed Strategies

Not applicable.

Types of Clients

Henley Investment Center

Clients include: pooled vehicles and institutional investors including public bodies, local authorities, corporate bodies, charities and other sophisticated investors.

The minimum opening account size for each strategy that would be considered for a segregated institutional mandate is negotiated on a case by case basis, as described under Fees and Compensation.

Invesco Global Liquidity London

This investment team provides investment management services to pooled vehicles, series of Irish domiciled money market funds (mutual funds), and institutional investors.

Clients of the underlying fund include: Insurance companies, Corporates, Banks, Pension Funds, Asset Management companies, Charities and Educational establishments.

Initial opening balance, minimum account size: US \$150,000; EURO € 150,000; Sterling £100,000. There are no minimum balance requirements thereafter.

Invesco Fixed Income London

Clients include: institutional clients including pension funds, insurance companies, mutual funds on a sub-advised basis and sovereign wealth funds.

Initial opening balance, account size for global bond strategies for example is: US \$100 million for institutional clients seeking separate accounts.

Invesco Real Estate

IAML manages funds and segregated accounts on both a direct and sub-advised basis.

Clients include: international institutional clients including insurance companies, pension funds, banks, asset managers and fund of funds.

Minimum investment into a fund is typically €5-10m although there is discretion to waive this. The minimum investment for a separate account is not typically below €50-100m.

Invesco Bank Loans

Bank Loans provides investment advisory services to privately placed pooled investment funds including CLOs, as well as mutual funds, ETFs and SMAs. Bank Loans views the funds to which it provides investment advisory services as its Fund Clients. Bank Loans also enters into separately managed account engagements to provide investment advisory services to a range of institutional clients.

Invesco ETFs & Indexed Strategies

The ETF Investment Center serves as the Investment Adviser to certain ranges of Invesco UCITS funds and ETCs that are domiciled in Ireland

Investment Solutions

Investment Solutions strategies focus on evaluating capabilities across the Invesco Investment Centers and combining them in a broad range of global, multi-asset, multiplatform products to meet specific client goals. The investment strategies are implemented through affiliated and unaffiliated products that consistently seek diversification and higher risk adjusted returns.

Methods of Analysis, Investment Strategies and Risk of Loss

Henley Investment Center

Investment Teams

- UK Equities
- European Equities
- Global Equities

- Asian & Emerging Market Equities
- Multi Asset
- Henley Fixed Interest

Risk of Loss

The following risks apply to Henley Investment Center UK strategies and will be managed by it and/or its fund managers, unless otherwise stated, on behalf of their investors.

Market Risk

An investment in one or more of the Sub-Funds of a Company will involve exposure to those risks normally associated with investment in securities as general economic conditions, market events and the performance of the underlying investments. As such, the price of securities and the income from them can go down as well as up and an investor may not get back the full amount invested. There is no assurance that the investment objectives of any Sub-Fund will actually be achieved.

Currency Exchange Risk

Changes in exchange rates may adversely affect the value of any investment, which will have a related effect on the price of securities.

Use of Financial Derivative Instruments for Efficient Portfolio Management

Strategies may make use of derivatives for efficient portfolio management ("EPM"). These techniques aim to reduce risk, reduce costs and/or produce additional capital or income in the strategies. It is not intended that using derivatives for EPM will increase the volatility of the strategies. In adverse situations, however, a strategy's use of derivatives for EPM may become ineffective and a strategy may suffer significant loss as a result. A strategy's ability to use EPM strategies may be limited by market conditions, regulatory limits and tax considerations. It is not intended that the use of derivatives for EPM within a strategy will materially alter the overall risk profile of the Sub-Fund.

Any income or capital generated by EPM techniques will be paid to the relevant strategy.

Use of Financial Derivatives Instruments for investment purposes

Some strategies may use financial derivative instruments for investment purposes. The use of financial derivatives instruments might be unsuccessful and incur losses for the strategy, due to market conditions. A strategy's ability to use financial derivatives instruments may be limited by market conditions, regulatory limits and tax considerations. Investments in financial derivative instruments are subject to normal market fluctuations and other risks inherent in investment in securities.

In addition, the use of financial derivative instruments involves certain risks, including: dependence on the Investment Adviser's ability to accurately predict movements in the price of the underlying security; imperfect correlation between the movements in securities or currency on which a financial derivative instrument's contract is based and movements in the securities or currencies in the relevant strategy; the absence of a liquid market for any particular instrument at any particular time which may inhibit the ability of a strategy to liquidate a financial derivative instrument at an advantageous price; a leverage risk which exists when a strategy purchases or sells an instrument or enters into a transaction without investing cash in an amount equal to the full economic exposure of the instrument or transaction and a Sub-Fund could lose more than it invested. Leveraged transactions multiply the risk of potential losses when position results are contrary to expected market directions, compared to direct holdings, and may add significant risks because of added payment obligations; and possible impediments to efficient portfolio management or the ability to meet repurchase requests or other short term obligations because a percentage of a strategy's assets may be segregated to cover its obligations.

Counterparty Risk

The strategies may enter into derivatives transactions, securities financing transactions or place cash in bank deposit accounts, which would expose the strategies to the credit risk of their counterparties and their ability to satisfy the terms of such contracts. In the event of a bankruptcy or insolvency of a counterparty, a strategy could experience delays in liquidating positions and significant losses, including declines in the value of investments during the period in which a strategy seeks to enforce its rights, inability to realise any gains on its investments during such period and fees and expenses incurred in enforcing its rights.

The taking of collateral may reduce counterparty risk but it does not eliminate it entirely. There is a risk that the value of collateral held by a strategy may not be sufficient to cover the exposure to an insolvent counterparty. This could for example be due to the issuer of the collateral itself defaulting (or, in the case of cash collateral, the bank with whom such cash is placed becoming insolvent), lack of liquidity in the relevant collateral meaning that it cannot be sold in a timely manner on the failure of the collateral giver, or price volatility due to market events. In the event that a strategy attempts to realise collateral following the default by a counterparty, there may be no or limited liquidity or other restrictions in respect of the relevant collateral and any realisation proceeds may not be sufficient to off-set the exposure to the counterparty and the strategy may not recover any shortfall.

Emerging Markets Risk

Emerging markets are generally subject to greater market volatility, political, social and economic instability, uncertain trading markets and more governmental limitations on foreign investment than more developed markets. Emerging markets are more likely to experience hyperinflation and currency devaluations. In addition, companies operating in emerging markets may be subject to lower trading volume and greater price fluctuations than companies in more developed markets. Securities law and the enforcement of systems of taxation in many emerging market countries may change quickly and unpredictably. In addition, investments in emerging markets securities may also be subject to additional transaction costs, delays in settlement procedures, and lack of timely information.

Market Liquidity Risk

A strategy may be affected by a decrease in market liquidity for the securities in which it invests which may mean that the Adviser may not be able to sell shares in those securities at their true value.

Invesco Global Liquidity London

Methods of Analysis & Investment Strategies

The strategy is to provide investors with as high a level of current income as is consistent with the preservation of capital and liquidity by investing in a diversified portfolio of high quality short-term money market instruments. The account sub-advised is managed in a modified barbell structure.

The structure is part cash investments (approximately 30%) and part core investments (approximately 70%). The cash investments provide liquidity as these are held for 1-7 days. The core investments have a maturity between 7 – 397 days and these provide return.

There is a credit approval process, structured to include initial screening, analytical research and the decision process. This is then followed by a daily credit monitoring process to ensure minimal credit risk.

Risk of Loss

Key risks are credit defaults and liquidity risk, however, a fund is managed with preservation of principle as the first priority.

The daily credit monitoring will highlight if issuers no longer meet minimal credit requirements and following analysis issuers may be taken off the approved purchase list.

Trading of Securities

The funds tend to invest in short-term money market instruments which are held to maturity.

Invesco Fixed Income London

Methods of Analysis & Investment Strategies

IFI invests across global fixed income and currency markets employing a full spectrum of analysis techniques from macroeconomic and fundamental analysis, technical analysis to bottom-up credit analysis. Specialist decision-makers are assigned specific top down investment decisions that directly feed through to each portfolio which is permitted to gain exposure to that area. In credit research, individual analysts follow and make recommendations on an assigned list of bond issuers. Again, investment recommendations about the prospects for each issuer and its bonds are reflected in client accounts, which permit the portfolio manager to take positions in non-government debt.

Risk of Loss

Our portfolios are built around an assumption of long term investment skill at the overall investment strategy and individual decision level. Clearly, the risk, as with any investment approach, is that the level of investment skill is lower than expected. Within the process, investment decision-making is monitored daily with various safeguards built in though the investment technology platform and management oversight functions.

Interest rate risk is typically the most material risk that fixed income investment strategies face. Rising interest rates lead to falls in bond prices. The proportional impact on each investment strategy depends on the level of duration or interest rate sensitivity inherent in the portfolio. Duration risk may be actively managed by selling down longer maturity holdings in favor of short-dated securities or through the use of derivatives such as bond futures or interest rate swaps. Global fixed income strategies may also invest in bonds not issued or guaranteed by governments and as a result, are exposed to credit risk. Credit risk reflects the creditworthiness of the bond issuing entity. Changes in investors' perceptions of credit risk can cause non-government bonds to

exhibit greater price volatility than government bonds. Credit risk can be mitigated in numerous ways such as selling down corporate bond exposures and investing in government bonds, allocating more assets to higher credit quality, more defensive issues or by buying protection against default through credit default swaps ("CDS"). Finally, global fixed income approaches invest in securities denominated in different currencies, exposing the investor to currency risk if the investment strategy is un-hedged. Currency risks can be eliminated to an extent by using currency forward contracts to lock in current exchange rates for a specific period.

Trading of Securities

We do not believe that our process involves materially higher levels of turnover than other fixed income approaches practiced in the market. Where permitted by client or prospectus guidelines, positions are implemented or adjusted using derivatives (currency forward contracts, futures, interest rate swaps etc.) to minimize transaction costs.

Emerging Markets Risk

Emerging markets are generally subject to greater market volatility, political, social and economic instability, uncertain trading markets and more governmental limitations on foreign investment than more developed markets. Emerging markets are more likely to experience hyperinflation and currency devaluations. In addition, companies operating in emerging markets may be subject to lower trading volume and greater price fluctuations than companies in more developed markets. Securities law and the enforcement of systems of taxation in many emerging market countries may change quickly and unpredictably. In addition, investments in emerging markets securities may also be subject to additional transaction costs, delays in settlement procedures, and lack of timely information.

Invesco Bank Loans

Methods of Analysis & Investment Strategies

Bank Loans employs fundamental bottom up credit analysis that evaluates default risk and recovery value among other factors such as management, cash flow, industry position and dynamics, sponsors and arrangers, capital structure, asset quality and divisibility, recovery and loan-to-value.

Risk of Loss

Investing in any Bank Loan strategy involves risk of loss that clients should be prepared to bear. Most client investments are highly illiquid, and there can be no assurance that a client will be able to realize these investments in a timely manner. The realizable value of a highly illiquid investment at any given time may be less than its intrinsic value. Although certain of these investments may generate current income, the return of capital, and the realization of gains, if any, with respect to these investments will occur only upon the partial or complete disposition of the investment. While an investment may be sold at any time, typically this will occur a number of years after the investment is made and there can be no assurance that a client will be able to dispose of an investment at the price and time it wishes to do so.

Collateralized Loan Obligations are subject to the risks of substantial losses due to actual defaults by underlying borrowers, which will be greater during periods of economic or financial stress. CLOs may also lose value due to collateral defaults and disappearance of subordinate tranches, market anticipation of defaults, and investor aversion to CLO securities as a class. The risks of CLOs will be greater if the investments in CLOs that hold loans of uncreditworthy borrowers or if the strategy holds subordinate tranches of the CLO that absorbs losses from the defaults before senior tranches.

Trading of Securities

Bank Loans invests in public and private debt instruments, primarily floating rate corporate loans and corporate bonds. Strategies include investments in the "Broadly Syndicated Loan" segment, stressed and distressed debt, as well as the Private Debt / Direct Lending segment of the Corporate Debt markets. In addition, ISSM invests in the CLO market on behalf of its clients.

Invesco Real Estate (IRE)

Methods of Analysis & Investment Strategies

IRE implements a variety of different strategies depending on the nature of the mandate, but the common theme is that they are largely invested in private (unlisted) European real estate. IRE is research led and the real estate market research provides the basis for the strategic view which is then supplemented by the "on the ground" execution by the local European transaction and asset management teams.

IRE's investment philosophy is underpinned by two fundamental principles – to maximize the predictability and consistency of investment

returns and to control risk at every step of the investment process and portfolio design. This is achieved through a systematic approach that incorporates top-down economic and market research as well as in-depth bottom-up analysis based on the knowledge and skills of our experts in our well-established platform of local offices across Europe.

IRE's investment mandates are spread across geography, risk return spectrum and sectors. This provides experience and access to most European markets across a range of strategies.

IRE's experience and resources for managing both direct real estate and deal structuring and financing provides the ability to adopt different strategies depending on the mandate. However, at the core of all investments is the belief that it is the real estate that will ultimately underpin returns and therefore transactions will only be undertaken if the fundamental real estate investment is a sound one.

There is also a small Real Estate securities team that invests in REITs and other listed securities.

Risk of Loss

Direct Real Estate

Invesco Real Estate ("IRE") has several methodologies and systems in place to manage risk and to ensure consistent application of IRE's investment philosophy and process.

The first process is our House View. On a semi-annual basis, our investment teams undertake a formal review of our House view and submit this to the investment committee for approval. The House View combines the empirical and anecdotal evidence from our investment disciplines, research, asset management and acquisitions and sets forth where we see the best relative value from both a property type allocation and market selection standpoint – two very key decisions in providing strong relative returns. Portfolio management then incorporates the House View into the clients'/funds' investment plans and is charged with implementation.

In addition, IRE utilizes a team-oriented investment process. The team includes members from Portfolio Management, Research, Acquisitions, Underwriting, Closing Services, and Asset Management. Each member of the investment team must sign-off on an investment. A potential investment may be vetoed at any time by one member of the team. The investment review process requires unanimous preliminary and final investment committee approval. We believe it is extremely important to provide several independent checks throughout our due diligence of each potential investment, and it is important to provide structural controls within the ownership documents which limit risk exposure.

To further manage and minimize risk within the account, IRE will take the following measures:

- Purchase assets in IREs qualified markets
- Acquire assets that possess institutional-quality physical and locational attributes that provide reasonable assurance of an adequate pool of potential purchasers upon sale of the property
- Structure the investment to maximize the account's control
- Place restrictions on the maximum size of any one investment
- Diversify the strategies employed within the program
- Put all investments through IREs rigorous investment and due diligence process
- Carefully monitor leverage levels and maturities consistent with the risk expectations
- Carefully monitor tenant and industry exposure
- IREs Asset Management resources establish processes throughout the holding period to mitigate risk and maximize value of each investment

The proposed account is also governed by the account documents which include the investment guidelines. The account's portfolio management team reviews compliance to guidelines as part of the quarterly reporting process. Any potential issues related to investment guidelines would be shared with the account's Advisory Committee as well as Compliance. Should a revision be needed, the change would be reflected as an amendment to the account document and all investors would be notified of the change. All account personnel are subject to IAML Compliance policies.

It is not possible to trade direct real estate frequently; assets are typically held on average for 5 years.

For a comprehensive discussion on risk factors of the account, see the 'Risk Factors & Potential Conflicts of Interest' section in the fund documents

Invesco ETF & Indexed Strategies

Methods of Analysis & Investment Strategies

The ETF Investment Center seeks to track the investment results, before fees and expenses, of an underlying index. For many of the Index-Based ETFs and certain Self-Indexed ETFs, the ETF Investment Center employs a "full replication" methodology, meaning the ETF generally invests in all of the securities comprising its underlying index in proportion to the weightings of the securities in the underlying index. However, under various circumstances, it may not be possible or practicable to purchase

all of those securities in those same weightings. In those circumstances such ETFs may purchase a sample of securities in its underlying index. A “sampling” methodology means that the ETF Investment Center uses quantitative analysis to select securities from an underlying index universe to obtain a representative sample of securities that have, in aggregate, investment characteristics similar to the underlying index in terms of key risk factors, performance attributes and other characteristics.

For Actively Managed ETFs, the ETF Investment Center does not seek to track the investment results of an Underlying Index but may use a quantitative-rules based investment strategy designed to provide returns that correspond to the performance of an index. Methods of security analysis employed may include proprietary stock screening, charting, fundamental analysis, technical analysis and credit analysis. Each Actively Managed ETF seeks a stated investment objective as described in the applicable Actively Managed ETF’s prospectus.

Risk of Loss

Unlike actively managed funds, many ETF funds do not utilize an investing strategy that seeks returns in excess of an underlying index as such they are exposed to Index Risk. A Fund would not necessarily buy or sell a security unless that security is added or removed, respectively, from its underlying index, even if that security generally is underperforming. Additionally, a Fund rebalances its portfolio in accordance with its underlying index, and, therefore, any changes to the underlying index’s rebalance schedule will result in corresponding changes to the Fund’s rebalance schedule.

Investing in securities involves risk of loss that clients should be prepared to bear.

The following risks are additionally applicable to IAML Investment Centres and the teams that operate within them.

Cyber Security Risk: Invesco Advisers and its service providers may be prone to operational and information security risks resulting from cyber-attacks. Cyber-attacks include, among other behaviors, stealing or corrupting data maintained online or digitally, denial of service attacks on websites, the unauthorized release of confidential information or various

other forms of cyber security breaches. Cyber-attacks affecting Invesco Advisers, or its service providers may adversely impact client accounts. For instance, cyber-attacks may interfere with the processing of investor transactions, impact the ability to calculate the value of securities and/or the account cause the release of private shareholder information or confidential business information, impede trading, subject Invesco Advisers and/or an advisory account to regulatory fines or financial losses and/or cause reputational damage. Similar types of cyber security risks are also present for issuers of securities in which a client account may invest, which could result in material adverse consequences for such issuers and may cause an account's investment in such companies to lose value. While Invesco Advisers has risk management systems to prevent such cyber-attacks, there are inherent limitations in such plans and systems including the possibility that certain risks have not been identified. Furthermore, Invesco Advisers cannot control the cyber security plans and systems put in place by service providers to client accounts and issuers in which the account invests. Similar types of operational and technology risks are also present for the companies in which the strategies invest, which could have material adverse consequences for such companies, and may cause the strategies' investments to lose value. In addition, Invesco Advisers may incur substantial costs related to the investigation of the origin and scope of a cybersecurity incident, increasing and upgrading cybersecurity, protections including its administrative, technical, organizational and physical controls, acts of identify theft, unauthorized use or loss of proprietary information, adverse investor reaction, increased insurance premiums or difficulties obtaining insurance coverage, or litigation, regulatory actions or other legal risks.

Geopolitical Risk: Strategies are subject to the risk that geopolitical events will disrupt securities markets and adversely affect global economies and markets. Due to the increasing interdependence among global economies and markets, conditions in one country, market, or region might adversely impact markets, issuers and/or foreign exchange rates in other countries, wars, terrorism, global health crises, pandemics and other geopolitical events have led, and in the future may lead, to increased market volatility. The extent and duration of geopolitical risks are impossible to predict.

Environmental, Social and Governance (ESG) Considerations Risk: ESG considerations that may be assessed as part of the investment process or credit research process may vary across types of eligible investments and issuers, and not every ESG factor may be identified or evaluated for every investment. Strategies that use ESG factors to exclude certain investments for non-financial reasons may forego some market opportunities available to other strategies that do not use these criteria. There is no guarantee that the Adviser will successfully implement and make investments in issuers that creates positive ESG impact while enhancing long-term shareholder value and achieving

financial returns. Strategies will not be solely based on ESG considerations, and therefore the issuers in which a strategy invests may not be considered ESG-focused companies. The incorporation of ESG factors may affect exposure to certain companies or industries and may not work as intended. A strategy may underperform other strategies that do not assess an issuer's ESG factors or that use a different methodology to identify and/or incorporate ESG factors. Information used to evaluate such factors may not be readily available, complete or accurate, and may vary across providers and issuers as ESG is not a uniformly defined characteristic. ESG-related practices differ by region, industry and issue and are evolving accordingly, and an issuer's ESG-related practices or the Adviser's assessment of such practices may change over time. There is no guarantee that the evaluation of ESG considerations will be additive to performance.

London Interbank Offered Rate (LIBOR) Risk: On March 5, 2021, the U.K. Financial Conduct Authority ("FCA"), the regulator that oversees the London Interbank Bank Offered Rate ("LIBOR"), announced that the majority of LIBOR rates would cease to be published or would no longer be representative on January 1, 2022. Consequently, the publication of most LIBOR rates ceased at the end of 2021, but a selection of widely used USD LIBOR rates continues to be published until June 2023 to allow for an orderly transition away from these rates. Actions by regulators have resulted in the establishment of alternative reference rates to LIBOR in many major currencies. The Federal Reserve Board, based on the recommendations of the New York Federal Reserve's Alternative Reference Rate Committee (comprised of major derivative market participants and their regulators), has begun publishing a Secured Overnight Funding Rate ("SOFR") that is intended to replace U.S. dollar LIBOR. Proposals for alternative reference rates for other currencies have also been announced or have already begun publication. On December 16, 2022, the Board of Governors of the Federal Reserve System published a final rule to implement the Adjustable Interest Rate (LIBOR) Act. The final rule became effective on February 27, 2023. The final rule establishes benchmark replacements for contracts governed by U.S. law that reference certain tenors of U.S. dollar LIBOR (the overnight and one-, three-, six-, and 12-month tenors) and that do not have terms that provide for the use of a clearly defined and practicable replacement benchmark rate following the first London banking day after June 30, 2023. Discontinuance of LIBOR and adoption/implementation of alternative rates pose a number of risks, including among others whether any substitute rate will experience the market participation and liquidity necessary to provide a workable substitute for LIBOR; the effect on parties' existing contractual arrangements, hedging transactions, and investment strategies generally from a conversion from LIBOR to alternative rates; the effect on a Portfolio's existing investments (including, for example, fixed-income investments; senior loans; CLOs and CDOs; and derivatives transactions), including the possibility that

some of those investments may terminate or their terms may be adjusted to the disadvantage of the Portfolio; and the risk of general market disruption during the period of the conversion. The effects of such uncertainty and risks in "legacy" USD LIBOR instruments held by a Portfolio could result in losses to the Portfolio.

Natural Disaster and Epidemic Risk: Any public health emergency, including any outbreak of COVID-19, SARS, H1N1/09 flu, avian flu, other coronavirus, ebola or other existing or new epidemic diseases, or the threat thereof, could have a significant impact on Invesco Asset Management Limited and its client accounts. The extent of the impact of COVID-19 or any other public health emergency on the operational and financial performance of Invesco Asset Management Limited client accounts will depend on many factors, including the duration and scope of such public health emergency, the extent of any related travel advisories and restrictions implemented, the impact of such public health emergency on overall supply and demand, goods and services, investor liquidity, consumer confidence and levels of economic activity and the extent of its disruption to important global, regional and local supply chains and economic markets, all of which are highly uncertain and cannot be predicted. The effects of a public health emergency may materially and adversely impact the value and performance of the investments held in any client accounts as well as the ability of Invesco Asset Management Limited to source, manage and divest investments and achieve the investment objectives of its clients, all of which could result in significant losses to such clients. In addition, the operations of Invesco Asset Management Limited and/or its affiliates may be significantly impacted, or even halted, either temporarily or on a long-term basis, as a result of government quarantine and curfew measures, voluntary and precautionary restrictions on travel or meetings and other factors related to a public health emergency, including its potential adverse impact on the health of any such entity's personnel. The full effects, duration and costs of COVID-19 are impossible to predict, and the circumstances surrounding the COVID-19 will continue to evolve.

Climate Change Risk: Clients may acquire investments that are located in, or have operations in, areas that are subject to climate change. Any investments located in coastal regions may be affected by any future increases in sea levels or in the frequency or severity of hurricanes and tropical storms, whether such increases are caused by global climate changes or other factors. There may be significant physical effects of climate change that have the potential to have a material effect on business and operations. Physical impacts of climate change may include increased storm intensity and severity of weather (e.g., floods or hurricanes), sea level rise, fires, and extreme and changing temperatures. As a result of these impacts from climate-related events, the accounts may be vulnerable to the following: risks of property damage to the investments; indirect financial and operational impacts

from disruptions to the operations of the investments from severe weather; increased insurance premiums and deductibles or a decrease in the availability of coverage for investments in areas subject to severe weather; decreased net migration to areas in which investments are located, resulting in lower than expected demand for both investments and the products and services of the investments; increased insurance claims and liabilities; increase in energy costs impacting operational returns; changes in the availability or quality of water, food or other natural resources on which the Funds' business depends; decreased consumer demand for consumer products or services resulting from physical changes associated with climate change (e.g., warmer temperature or decreasing shoreline could reduce demand for residential and commercial properties previously viewed as desirable); incorrect long-term valuation of an equity investment due to changing conditions not previously anticipated at the time of the investment; and economic distributions arising from the foregoing.

Custody and Banking Risks: Client funds may be maintained with one or more banks or other depository institutions ("banking institutions"), which may include US and non-US banking institutions, and may enter into credit facilities or have other financial relationships with banking institutions. The distress, impairment or failure of one or more banking institutions, whether or not holding client funds, may inhibit the ability of clients or others to access depository accounts or lines of credit at all or in a timely manner. In such or similar cases, investments may be delayed or forgone, or capital may be called when it is not desirable to do so, which could result in lower performance. In the event of such a failure of a banking institution, access to such accounts could be restricted and U.S. Federal Deposit Insurance Corporation (FDIC) protection may not be available for balances in excess of amounts insured by the FDIC (and similar considerations may apply to banking institutions in other jurisdictions not subject to FDIC protection). In such instances, clients may not recover such excess, uninsured amounts and instead, would only have an unsecured claim against the banking institution and participate pro rata with other unsecured creditors in the residual value of the banking institution's assets. The loss of amounts maintained with a banking institution or the inability to access such amounts for a period of time, even if ultimately recovered, could be materially adverse to client accounts or investments. One or more investors or a Fund's General Partner could also be similarly affected and unable to fund capital calls, further delaying or deferring new investments. In addition, a Fund's General Partner or similar party may not be able to identify all potential solvency or stress concerns with respect to a banking institution or to transfer assets from one bank to another in a timely manner in the event a banking institution comes under stress or fails.

Disciplinary Information

Legal and Disciplinary

On October 11, 2022, IAML was fined \$45,000 by COFECE (Comision Federal De Competencia Economic) the Mexican competition regulatory agency for clerical errors in relation to a pre-merger clearance filing made in 2021. COFECE have requested IAML submit a new filing in respect to all Invesco funds and accounts involved in the transaction.

On May 31, 2021, Invesco Ltd., the ultimate parent company of Invesco Asset Management Ltd, agreed to a settlement with the Federal Financial Supervisory Authority ("BaFin") in the amount of 260,000 Euros (approximately \$309,595) for a matter related to ownership filings with the German regulator in relation to German listed companies. BaFin alleged Invesco Ltd. and AIM international mutual funds failed to submit voting rights notifications to BaFin and issuers by the required deadline. BaFin issued a Notice of Hearing on July 30, 2020 to Invesco Ltd. alleging that violations of the voting rights requirements occurred on 26 occasions related to the voting rights notifications of Invesco Ltd. and on 28 occasions relating to the voting rights notifications of AIM international mutual funds between 05/2019 and 10/2019. Invesco Ltd. paid the administrative fine on June 30.

On March 19, 2015, Finanstilsynet, the Financial Supervisory Authority of Norway, issued a violation penalty on Invesco Asset Management Limited, pursuant to section 4-3, ref. section 17-4, of the Securities Trading Act ("STA").

The issue related to the late notification of a sale of stock that took the relevant holding below 5% reporting threshold. The penalty to be paid to the Norwegian Treasury was 100,000 Norwegian Krone.

On April 28, 2014, the Financial Conduct Authority ("FCA"), the UK Financial Services Regulator, announced the settlement of an investigation of Invesco Asset Management Limited and Invesco Fund Managers Limited that included the imposition of a financial penalty of £18.6 million.

The issues identified by the FCA related to the period May 2008 to November 2012 and included the following:

(1) Investment restriction breaches in UK-domiciled retail funds managed by Invesco Perpetual. Such breaches had been identified by

Invesco Perpetual and reported to FCA, and the funds were promptly reimbursed where necessary.

(2) Disclosures regarding the use of, and risks associated with, derivatives were not made or inadequately made in disclosure documents for two UK-domiciled retail funds managed by Invesco Perpetual. These disclosure failings were corrected in August 2012.

(3) Invesco Perpetual failed to adequately document allocations of fixed income securities when aggregating client orders. A review by Invesco Perpetual determined there was no evidence that this impacted investors.

(4) Certain fixed income transactions were not posted on a timely basis. This did not result in any need to re-price funds.

Other Financial Industry Activities and Affiliations

Financial Industry Activities

IAML is a registered Investment Adviser with the U.S. Securities and Exchange Commission ("SEC") and also authorized and regulated by the Financial Conduct Authority ("FCA") in the UK.

IAML does not recommend or select third party investment advisers for our clients nor does it receive compensation directly or indirectly from those advisers.

IAML is an indirect, wholly-owned subsidiary of Invesco Ltd. Invesco Ltd is publicly traded on the New York Stock Exchange as IVZ.

Affiliations

By virtue of Registrant's common ownership by Invesco Ltd, IAML is a related person to the broker/dealers listed below. From time to time these broker/dealers may distribute funds, limited partnerships or other private placement offerings IAML advises or sub-advises.

Invesco Distributors, Inc
Invesco Capital Markets, Inc

IAML has entered into various advisory and sub-advisory arrangements with affiliated investment advisers. Several of these agreements are with affiliates that are fund management companies.

IAML provides investment advisory services to structured funds such as Collateralized Loan Obligations ("CLOs"). CLOs invest in public and private debt instruments, primary floating rate corporate loans.

Related to CLOs, IAML's affiliate Invesco Senior Secured Management, Inc. ("ISSM") provides certain administrative and support services, including operational and accounting, to IAML. ISSM is a SEC registered Investment Adviser.

In November 2012, IAML entered into a sub-advisory agreement with Invesco National Trust Company ("INTC"). INTC is the trust company and institutional investment manager for certain US collective retirement trusts ("CRT") which are managed by IAML.

Invesco Real Estate (the property management arm of Invesco) operates in the UK as a division of IAML and in the US as a division of Invesco Advisers, Inc. The portfolio management team manages assets for certain US portfolios from the UK (London) office. For further information about Invesco Real Estate funds, please refer to filings made with the SEC by Invesco Advisers, Inc.

Other registered investment adviser subsidiaries of Invesco Ltd. may from time to time have other arrangements not specified in this filing. For more complete information regarding these related persons, please refer to filings made with the SEC by the related persons listed in the ADV filing associated with this brochure.

Conflicts

Trades Executed Via Counterparties

IAML manages the segregated mandates of approved counterparty firms and may, at the same time, use such a firm for the execution of investment trades which will result in the payment of commissions. This could incentivise the favoring of a particular broker or client when trading. Dealers have a fiduciary responsibility to obtain best possible results for clients when executing orders and have full discretion for placing deals on behalf of clients with a particular broker to ensure that best execution obligations are met. Fund managers cannot exert any influence and the dealing teams are typically segregated from the fund managers. IAML has policies and procedures in place to ensure that best execution is achieved.

Fair Allocation and Participation in Investment Opportunities

The process involved in the research of securities, execution of trades, allocation of securities forming part of a trade, participation in Initial Public Offerings ("IPOs") and private placements could result in unfair trade execution or allocation across clients' accounts of investment

opportunities and trades being executed in priority to favour one or more clients at the disadvantage of other clients. Additionally, IAML undertakes discretionary portfolio management for more than one client or fund and different fee structures (e.g. performance related fees and fixed annual management charges) may exist for client portfolios, which may potentially affect incentive for allocation. Where a portfolio manager is managing multiple client portfolios “side-by-side”, a potential conflict of interest may arise if the portfolio manager has an incentive to favour the allocation of investment opportunities to one or more clients over the other clients. Such an incentive could potentially arise as a result of difference between portfolios in the structure of and method used to determine the compensation of the portfolio manager, and as a result of the portfolio manager’s ownership in any fund they manage.

IAML has in place strict allocation procedures to ensure fair allocation of investment opportunities to clients. This is subject to monitoring. In addition, when carrying out client transactions, IAML will arrange to execute orders in due turn but may combine orders where this is believed to be in the best interest of the clients as a whole. If there is insufficient liquidity for either purchases or sales, a pre-formulated allocation policy automatically attributes available liquidity proportionately across all client orders. This is also subject to monitoring. A detailed conflicts assessment is conducted where exceptions or non-standard scenarios arise to ensure all potential conflicts can be appropriately managed ahead of proceeding with the activity. In addition, from time to time IAML may, where permitted by mandate, sell an investment from one client to another. Appropriate procedures are in place to ensure potential conflicts arising from such activities are managed and recorded appropriately.

Code of Ethics, Participation or Interest in Client Transactions and Personal Trading

Code of Ethics – Overview

The employees of IAML have committed to a Code of Ethics (“the Code”). The firm will provide a copy of the Code to any client or prospective client upon request.

The Code applies to all employees and certain related parties (covered accounts) and covers the following topics:

- Prohibitions related to material, non-public information;
- Personal securities investing;

The Code also imposes on employees certain personal account dealing restrictions and reporting obligations. Adherence to the Code, both letter and spirit, is a fundamental and absolute condition of employment with IAML.

It is appreciated that no Code of Ethics can address every circumstance that may give rise to a conflict, a potential conflict or an appearance of a conflict of interest. As a consequence, we request that every employee should be alert to any actual, potential or appearance of a conflict of interest with IAML's clients and we ask that they conduct themselves with good judgment. Failure to exercise good judgment, as well as violations of the Code, may result in the imposition of sanctions on an employee, including suspension or dismissal.

Statement of General Principles

A statement of general principles found in the Code denotes that;

As a fiduciary, IAML owes an undivided duty of loyalty to its clients. It is IAML's policy that all employees conduct themselves so as to avoid not only actual conflicts of interest with IAML's clients, but also that they refrain from conduct which could give rise to the appearance of a conflict of interest that may compromise the trust our clients have placed in us.

The Code is designed to ensure, among other things, that the personal securities transactions of all employees are conducted in accordance with the following general principles:

- A duty at all times to place the interests of IAML's clients first and foremost;
- The requirement that all personal securities transactions be conducted in a manner consistent with the Code and in such a manner as to avoid any actual, potential or appearance of a conflict of interest or any abuse of an employee's position of trust and responsibility; and
- The requirement that employees should not take inappropriate advantage of their positions.

IAML's policy is to avoid conflicts of interest and, where they unavoidably occur, to resolve them in a manner that clearly places our clients' interests first.

No employee should have ownership in or other interest in or employment by any outside concern which does business with IAML. This does not apply to stock or other investments in a publicly held company, provided that the stock and other investments do not, in the aggregate, exceed 5% of the outstanding ownership interests of such company. IAML may, following a review of the relevant facts, permit ownership interests which exceed these amounts if management or the Board of

Directors, as appropriate, concludes that such ownership interests will not adversely affect IAML's business interests or the judgment of the affected staff.

Preclearance of Personal Account Trading and Blackout Restrictions

All transactions by employees which are subject to preclearance requirements through Compliance are also subject to certain trading restrictions.

Blackout Restrictions – transactions generally will not be permitted during a specific period before and after a client account trades in the same security or instrument.

Certain employees may generally not buy or sell a security or any instrument within 3 days before or after the day on which any client account trades in the same security or instrument or in a security convertible into or exchangeable for such security or instrument.

Conflicts

Fund Managers' Investments into Funds

Fund Managers can personally invest in the funds that they, or their colleagues, run; this is considered to be a positive thing and encouraged by IAML. However, such investment raises the potential for there to be an incentive for these funds to be managed to meet the personal objectives of the Fund Manager(s) rather than in the best interests of the other investors, and for the Fund Manager to favor the fund he has invested in over other funds he manages. IAML has arrangements in place to identify, record and manage potential / actual conflicts of interest. Examples include strict allocation procedures to ensure the fair allocation of orders across funds, maintenance of conflicts registers and logs, conflicts identification and management procedures, detailed conflicts assessments, oversight and reporting of conflicts to the relevant governance forums (e.g. management committees, Boards), a Chief Investment Officer Challenge process, and a Dilution Policy with the ability to swing the price where necessary. These controls are subject to compliance review.

Inside Information

A potentially significant conflict that arises on a permanent basis is that some of our employees, to varying degrees, have access to material, non-public information concerning companies which may be price sensitive. We mitigate this by explicit disclosure and approval through a restricted list and strict personal account dealing rules which are detailed

in our Code of Ethics which applies to all employees. In addition, periodic compliance monitoring checks are carried out.

Personal Account Dealing

IAML operates personal account dealing procedures which details requirements for pre-clearance and/or notification, blackout periods and restrictions, and annual declarations. These transactions are recorded and monitored. In addition, periodic reports are produced identifying any violations and, where appropriate, making recommendations for procedural changes.

Business Entertainment and Gifts

Gifts and entertainment (including non-monetary gifts) are received and given that may influence behaviour in a way that conflicts with the interests of IAML's clients. The EMEA Inducements (non-monetary benefits) Policy details what is acceptable. Only non-monetary benefits which do not impair IAML's duty to act in the best interests of our clients are allowed. Records are maintained and monitoring undertaken of gifts and entertainment both received and given. In addition, IAML will make any disclosures necessary under the UK's Inducements regulations.

Outside Business Activities

Employees may not engage in an outside business activity unless they have obtained prior approval from compliance. An outside business activity refers to any activity in which an employee is engaged in that is outside of the employee's duties and responsibilities to IAML, regardless of whether the employee received compensation/ remuneration or not. IAML has a Global Business Activity Policy which details what is acceptable.

Code of Conduct

Invesco operates in highly regulated and complex global environment. The Global Code of Conduct Policy (the "COC Policy") provides IAML and IAML employees with a clear statement of our ethical and cultural standards. First and foremost, Invesco serves our clients as fiduciaries. The COC Policy outlines Invesco's key principles, reporting and compliance with the COC Policy, and is meant to supplement Invesco's broader global compliance policies.

No less than annually employees are required to certify to the COC Policy and they are expected to abide both the letter and the spirit of the COC Policy.

Political Contributions

The Global Political Contributions Policy (the “PC Policy”) was established to comply with applicable U.S. federal, state and local regulations. Under the PC Policy, Invesco and its employees are prohibited from making or soliciting political contributions or engaging in political activities for the purpose of procuring and retaining business with U.S. government entities. Non-U.S. nationals are prohibited, as a matter of law, from making contributions to political candidates in U.S. federal, state and local elections. The PC Policy applies to all Invesco employees, the employee’s spouse and dependent children under the age of 26 who live at home and are eligible to vote in U.S. elections. All political contributions must be pre-cleared prior to making any political contribution, and employees are prohibited from making any political contributions on behalf of IAML or any of its affiliates.

Brokerage Practices

Selecting Brokerage Firms / Best Execution

Trading counterparties are approved and monitored by the EMEA Counterparty Risk Committee (“ECRC”)

Entities or execution venues that IAML chooses to transmit orders to or execute orders (as applicable), are selected on the basis of the quality of execution provided by that venue or entity. As such, IAML has assessed a number of venues and entities to ensure they can provide the best possible result, which are measured for consistency for transactions over the long term. Alternative entities or venues may be considered where in the view of IAML the best possible result can be obtained and where the relevant execution factors are taken into account. Selection of a venue or entity that provides the best possible result over a significant period will be made on the overall basis of general prices available; nature of the orders; depth of liquidity of venues; volatility of the markets; speed of execution; cost of execution; quality and cost of clearing and settlement. Different execution techniques will be employed by certain entities, including trading on a regulated exchange or multilateral trading facility, crossing orders with another client of that entity, or executing orders outside a regulated market or multilateral trading facility. Entities may also use Smart Order Routing and Algorithmic strategies, the nuances of which can differ from entity to entity. Such tools may either be owned by the entity in question or sourced from a third party. IAML’s list of selected venues and entities is reviewed periodically, but any significant changes to any previously assessed venue or entity, or addition of a new venue or entity will be updated as soon as identified.

IAML will, based on its experience, market judgement, the nature of the orders and the particular instruments, at all times undertake to obtain the best possible execution result. The following execution factors will be taken into account by IAML when seeking to obtain the best possible result for its clients:

- Price;
- Costs;
- Speed of execution;
- Likelihood of execution and settlement;
- Size of order;
- Nature of order; and
- Any other consideration relating to the execution of the order.

The relative importance of above factors will be influenced by the characteristics of the client order – any limitations or specific instructions; characteristics of the financial instrument – quoted on-exchange, or bespoke product; any characteristics of the venues or entities used. Where IAML places or transmits orders with entities for execution, IAML will generally give the highest priority to total consideration. Total consideration represents the price of the financial instrument, plus any costs related to execution. Costs include all directly related to the execution of that order. However, IAML may at its discretion and in accordance with the Policy, prioritise other factors outside of price and costs that are considered more important for any given order and which should be taken into account. Factors will vary according to the different venues selected, however, the best possible result will always be our foremost consideration. Execution factors and client characteristics will be taken into account for orders IAML places or transmits with its chosen entities.

Brokerage Fees

Henley Investment Center

Brokerage fees are paid to the trading counterparties which we deal with for execution are confirmed on an annual basis. We assess peer research / benchmarking to ensure that our brokerage costs are not significantly different from other asset managers. This determines the reasonableness of broker fees. The overriding control is ensuring that best execution is achieved for our clients.

Invesco Global Liquidity London & Invesco Fixed Income London

There is no transaction fee or commission paid on fixed income or cash management securities. The brokers involved in these transactions charge bid/ask spreads on the securities. Futures trades are subject to both a clearing and execution fee.

Invesco Real Estate

Not applicable to Direct Real Estate

Research and Other Soft Dollar Benefits

Soft Dollar benefits are typically not permitted in the UK under the rules of the FCA. IAML has determined that it will pay from its own resources for third party research procured for all IAML managed accounts across equity, fixed income, derivatives and currency securities.

The Research Provision Committee ("RPC") provides oversight for all the processes concerned with the provision of research, the committee is independent of the fund management teams and has its authority delegated from IAML's Board of Directors.

Directed Brokerage

IAML does not accept directed commission or commission recapture arrangements, as these do not allow it to ensure that commissions pay for only execution services allowable under the United Kingdom Financial Conduct Authority rules.

Trade Aggregation

Invesco Asset Management Limited

IAML teams are responsible for implementing investment decisions for various portfolios. These portfolios may have differing investment objectives, strategies and/or targeted portfolio characteristics. Accordingly, at any time, investment centers may trade a specific security differently for different portfolios based on unique aspects of a portfolio's objectives, strategies and/or current or anticipated positioning.

Additionally, portfolios may have similar investment objectives, strategies and/or targeted characteristics or may be interested in purchasing or disposing of the same securities at the same time. Accordingly, IAML may aggregate orders for securities for multiple portfolios in an effort to achieve best execution. Aggregated trades, including financing transactions, are allocated among the portfolios in a fair and equitable manner over time. Although aggregation is undertaken with a view to achieving the best possible result for all clients, occasionally the effect of aggregation may work to clients' disadvantage in relation to a particular order or orders.

Generally, when allocating an aggregated trade across multiple portfolios, IAML will seek to allocate partially executed trades across the participating portfolios on a pro rata basis.

Invesco Global Liquidity London

A number of trades may be placed at one time but amounts are determined with the broker at the time of placing the trade.

Review of Accounts

Henley Investment Center

Client Account Reviews

IAML has in place systems to monitor the investment guidelines and restrictions of all accounts it manages. A check is performed of each fund or mandate on a daily basis and any exceptions are investigated and rectified.

The Chief Investment Officer ("CIO") challenge process provides oversight of the fund management processes. The challenge process takes the form of a meeting between the CIO, a senior member of the Investment Oversight Team and the Fund Manager or Investment Team under review. The objective is to review each manager at least annually although where particular issues are identified with performance or investment process these take precedence. The Investment Oversight Team prepare papers and chairs the CIO Challenge Meetings including but not limited to; performance, attribution and/or contribution, risk, portfolio positioning and where warranted individual trading patterns. Based on the information in the papers and from knowledge of the portfolios the team then prepares questions on the investment process, the portfolio strategy and portfolio construction. This enables the CIO to

have focussed meetings with each of the Fund Managers. The meetings are minuted and retained for internal use only. Any action points or issues are recorded and reviewed at the subsequent meeting.

Client Reporting

IAML offer either a standard account pack or client factsheet to their clients, there is however flexibility should additional bespoke reporting be required. Reporting would typically be quarterly, but subject to agreement could be more or less frequent.

These reports will typically contain performance data, valuations, commentary on markets and the portfolio. The clients can again, subject to agreement determine the level of reporting they need to suit their requirements. These reports will be provided in written format.

Invesco Global Liquidity London

Client Account Reviews

Global Liquidity London is the sub-adviser of a series of Collective Investment Schemes and manage segregated mandates. Global Liquidity review client accounts on an ongoing basis.

Invesco Fixed Income London

Client Account Reviews

Client accounts are monitored on an ongoing basis by the portfolio manager responsible for implementing the portfolio design.

Formal reviews of all accounts by the investment team take place on a quarterly basis, led by the CEO of Invesco Fixed Income, Head of Global Macro and various heads of business.

Client Reporting

For separate accounts for institutional clients, valuation and administration reports are sent out on a monthly basis. Quarterly reports on investment performance and strategy complete the standard reporting suite.

Our monthly valuation and administration report includes, where appropriate:

- Month end net asset value
- Previous month's net asset value
- Country / asset allocation

- Securities holdings
- Transactions over the month
- Performance data
- Performance attribution
- Cash reconciliation
- Income information

The quarterly report will cover, where appropriate:

- Current investment strategy
- Market and portfolio review including outlook and strategy
- Full valuation of portfolio assets
- Asset allocation review
- Reconciliation of cash balances
- Report of income received
- Review of portfolio activity
- Analysis of portfolio performance

Reports for institutional clients are delivered in writing, either by hard copy or electronically.

Invesco Real Estate

Client Account Reviews

Direct Real Estate: At least every six months each fund/mandate is subject to review by the Fund Strategy Review Committee ("FSRC"). The FSRC is a sub-set of the Investment Committee. For each review the portfolio manager is required to provide a full update of the fund and its proposed future strategy in accordance with a closely defined set of criteria. Prior to the update, the portfolio manager will have had to liaise with the asset management, research and acquisition teams in order to assess the overall fund strategy, individual asset business plans and then develop proposals for the fund's future strategy. The proposals are critically reviewed by the FSRC and if accepted, approved.

Indirect Real Estate (REITS and other Real Estate securities): This team utilise Invesco's compliance framework for daily traded investments to ensure investment restrictions compliance. Additionally, the assigned Portfolio Managers review each account's investment guidelines monthly. Any accounts that are found to be in contravention of their mandate are immediately remedied.

Client Reporting

At a minimum, client reports are delivered in writing on a quarterly basis although at times more frequently. The reports contain the profile of the portfolio plus an associated commentary.

Invesco Bank Loans

Client Account Reviews

ISSM Client accounts are typically monitored and reviewed by the investment personnel who handle the strategy on an ongoing basis and the applicable investment committee. Details of the monitoring vary based on the nature of the investment strategy. Additionally, the group reviews each proposed investment to seek to ensure compliance with the applicable Client's governing documents and side letters, if any. Client investments are generally private and illiquid as such reviews are not directed toward a short term decision but rather an ongoing review of the portfolio of each Client to monitor performance and gauge the market for an optimal exit strategy

Client Reporting

Bank Loan clients receive written reports monthly, quarterly or annually as required by each client's governing documents. These reports generally provide performance metrics, sector classifications, yield, income, portfolio composition and value, and purchases and sales. Reporting frequency and content may be tailored to Clients' particular needs. Bank Loan fund investors are also provided with annual audited financial statements or requested financial information as applicable.

Invesco ETF & Indexed Strategies

Client Account Reviews

The ETF Investment Center review funds and accounts on a daily basis.

Client Reporting

Client reports for the UCITS funds and for physical ETCs are available monthly. The reports contain the profile of the fund/ETC plus details on the performance of the fund.

Client Referrals and Other Compensation

Incoming Referrals

IAML receives a referral fee from its affiliate, Invesco Advisers, Inc. for introducing IAML clients into certain Invesco Advisers, Inc products. Such fees are paid by Invesco Advisers rather than by the client. These fees typically involve Invesco Advisers, Inc. paying a portion of its investment management fee to IAML. Invesco Advisers will not charge the referred client a higher fee to compensate for the fee it pays to the referring party.

For further information please refer to filings made with the SEC by Invesco Advisers, Inc.

Other

In addition, IAML may contract to pay third party solicitors if, following an invitation from a solicitor to participate in a search process, IAML agrees to participate in the search and a client appoints IAML as their appointed portfolio manager.

Custody

Account Statements

IAML does not have custody of client assets. All assets are held by custodians appointed by the clients, who provide account statements directly to clients.

For segregated institutional accounts, the client selects the custodian whereas for mutual funds; each fund has its own custodian/depository.

Investment Discretion

Invesco Henley Investment Center

For institutional clients with segregated managed accounts, this center will typically have full discretion for all buying and selling investment decisions made. The discretionary investment decisions must be made in accordance with the investment objectives and restrictions agreed with

the client who can include geographical, asset type, weightings and specific stock restrictions, within the Investment Management Agreement.

On occasion, clients may choose to retain the discretion to exercise the voting rights attached to their share-holdings rather than delegating this responsibility to the investment manager.

Invesco Global Liquidity London

The investment objective and policies for each Portfolio, and the investment restrictions and distribution policies in relation thereto, will be formulated in all cases subject to the requirements of the UCITS Regulations by the Board of Directors in consultation with the Manager at the time of creation of each Portfolio and will be disclosed in the relevant prospectus.

Any changes to the investment objective or policies of a Portfolio will be the responsibility of the Board of Directors. The investment objective of a Portfolio may be changed with the approval of the shareholders of the relevant Portfolio by way of Ordinary Resolution. This also includes changes to the investment policies that are material in their nature.

Institutional clients with separately managed accounts may set constraints on portfolio composition that must be adhered to but Global Liquidity typically operates with full discretion from the client for all buy and sell decisions within these constraints.

Invesco Fixed Income London

Institutional clients with separately managed accounts may set constraints on portfolio composition that must be adhered to but IFI typically operates with full discretion from the client for all buy and sell decisions within these constraints.

These constraints typically more closely define the exact nature of the investment risks that the client is prepared to be exposed to. Common limitations for fixed income clients include:

- active duration exposures relative to benchmark
- currency risk (whether non-base currency positions are fully hedged, partially hedged or un-hedged)
- credit rating limits

For pooled funds offered to retail investors, IFI will operate with full discretion within the limits set out in the funds prospectuses.

Invesco Real Estate

There are different levels of discretion depending on the nature of the account. Some accounts and pooled funds have full discretion although it is more common for there to be some set constraints on the portfolio dependent on the investor's requirements and investment goal. For direct Real Estate such constraints can include:

- size of the building that can be purchased
- markets permitted to buy in

Pooled funds are managed with discretion in line with the limits set out in the fund prospectus.

For advisory mandates all decisions need to be ratified by the client.

Invesco Bank Loans

Bank Loans have discretionary authority to invest Client portfolios including the amounts to be bought and sold, which broker-dealers to use, acceptable bid/ask spreads, or commission rates charged. Contract restrictions might include concentration limits, diversification criteria, liquidity requirements, maximum rates of turnover, specific asset allocations, prohibitions on investing in an issuer, class or sector, and direction to use specific broker dealers.

Invesco ETF & Indexed Strategies

The ETF Investment Center accepts discretionary authority to manage securities on behalf of all the accounts that it manages. ETF Investment Center has the authority to determine the securities to be bought or sold, and the amount of the securities to be bought or sold. However, for accounts that seek to track the investment results of an underlying index, the buying and selling of securities is undertaken to track the investment results of the underlying index.

Voting Client Securities

Invesco Ltd ("Invesco"), the ultimate parent company of Invesco, has adopted a global policy statement on global corporate governance and proxy voting (the "Invesco Global Proxy Policy" or "Policy"). The Policy, which Invesco believes describes policies and procedures reasonably designed to ensure that proxies are voted in the best interests of its

clients, is intended to help Invesco's clients understand its commitment to responsible investing and proxy voting, as well as the good governance principles that inform Invesco's approach to engagement and voting at shareholder meetings.

The Policy sets forth the framework of Invesco's corporate governance approach, broad philosophy and guiding principles that inform the proxy voting practices of Invesco's investment teams around the world. Invesco's good governance principles, governance structure and processes are designed to ensure that proxy votes are cast in accordance with clients' best interests, including Invesco Funds and their shareholders.

Invesco views proxy voting as an integral part of its investment management responsibilities. The proxy voting process at Invesco focuses on protecting clients' rights and promoting governance structures and practices that reinforce the accountability of corporate management and boards of directors to shareholders. The voting decision lies with Invesco's portfolio managers and analysts with input and support from its Global ESG team and Proxy Operations functions. Invesco's proprietary proxy voting platform ("PROXYintel") facilitates implementation of voting decisions and rationales across global investment teams.

A copy of the Invesco Global Proxy Policy is available on Invesco's web site: <https://www.invesco.com/corporate/about-us/esg>. Invesco makes available its proxy voting records publicly in compliance with regulatory requirements and industry best practices in accordance with the US Securities and Exchange Commission regulations, Invesco will file a record of all proxy voting activity for the prior 12 months ending June 30th for each U.S. registered fund. That filing is made on or before August 31st of each year and available on Invesco's web site: <https://www.invesco.com/corporate/about-us/esg>. Clients can obtain the policy by calling Invesco's Client Services department at 1-800-959-4246.

Applicability of Policy

Invesco may be granted by its clients the authority to vote the proxies of securities held in client portfolios. Invesco's investment teams vote proxies on behalf of Invesco-sponsored funds and both fund and non-fund advisory clients that have explicitly granted Invesco authority in writing to vote proxies on their behalf. In the case of institutional or sub-advised clients, Invesco will vote the proxies in accordance with the Policy unless the client agreement specifies that the client retains the right to vote or has designated a named fiduciary to direct voting.

Global Proxy Voting Operational Procedures

Invesco's global proxy voting operational procedures are in place to implement the provisions of this Policy (the "Procedures"). At Invesco, proxy voting is conducted by its investment teams through PROXYintel.

Invesco's investment teams globally are supported by Invesco's centralized team of ESG professionals and proxy voting specialists. Invesco's Global ESG team oversees the proxy policy, operational procedures, inputs to analysis and research and leads the Global Invesco Proxy Advisory Committee ("Global IPAC"). Invesco's global proxy services team is responsible for operational implementation including vote execution oversight.

Invesco aims to vote all proxies where we have been granted voting authority in accordance with the Policy as implemented by the Procedures. Invesco's portfolio managers and analysts review voting items based on their individual merits and retain full discretion on vote execution conducted through our proprietary proxy voting platform. Invesco may supplement its internal research with information from independent third-parties, such as proxy advisory firms.

Proprietary Proxy Voting Platform

Invesco's proprietary proxy voting platform is supported by a dedicated team of internal proxy specialists. PROXYintel streamlines the proxy voting process by providing Invesco's investment teams globally with direct access to meeting information and proxies, external proxy research and ESG ratings, as well as related functions, such as management of conflicts of interest issues, significant votes, global reporting and record-keeping capabilities. Managing these processes internally, as opposed to relying on third parties, is designed to provide Invesco greater quality control, oversight and independence in the proxy administration process.

Historical proxy voting information is stored to build institutional knowledge across the Invesco complex with respect to individual companies and proxy issues. Certain investment teams also use PROXYintel to access third-party proxy research and ESG ratings.

Invesco's proprietary systems facilitate internal control and oversight of the voting process. Invesco may choose to leverage this capability to automatically vote proxies based on its internally developed custom voting guidelines and in circumstances where Majority Voting applies.

Global Invesco Proxy Advisory Committee

Guided by its philosophy that investment teams should manage proxy voting, Invesco has created the Global IPAC. The Global IPAC is an investments-driven committee comprised of representatives from various investment management teams globally, Invesco's Global Head of ESG and chaired by its Global Proxy Governance and Voting Manager. The Global IPAC provides a forum for investment teams to monitor, understand and discuss key proxy issues and voting trends within the Invesco complex, to assist Invesco in meeting regulatory obligations, to review votes not aligned with our good

governance principles and to consider conflicts of interest in the proxy voting process, all in accordance with this Policy.

In fulfilling its responsibilities, the Global IPAC meets as necessary, but no less than semi-annually, and has the following responsibilities and functions: (i) acts as a key liaison between the Global ESG team and local proxy voting practices to ensure compliance with this Policy; (ii) provides insight on market trends as it relates to stewardship practices; (iii) monitors proxy votes that present potential conflicts of interest; (iv) the Conflict of Interest sub-committee will make voting decisions on submissions made by portfolio managers on conflict of interest issues to override the Policy; and (v) reviews and provides input, at least annually, on this Policy and related internal procedures and recommends any changes to the Policy based on, but not limited to, Invesco's experience, evolving industry practices, or developments in applicable laws or regulations.

In addition to the Global IPAC, for some clients, third parties (e.g., U.S. fund boards) provide oversight of the proxy voting process.

Market and Operational Limitations

In the great majority of instances, Invesco will vote proxies. However, in certain circumstances, Invesco may refrain from voting where the economic or other opportunity costs of voting exceeds any benefit to clients. Moreover, ERISA fiduciaries, in voting proxies or exercising other shareholder rights, must not subordinate the economic interests of plan participants and beneficiaries to unrelated objectives. These matters are left to the discretion of the relevant portfolio manager. Such circumstances could include, for example:

- In some countries the exercise of voting rights imposes temporary transfer restrictions on the related securities ("share blocking"). Invesco generally refrains from voting proxies in share blocking countries unless Invesco determines that the benefit to the client(s) of voting a specific proxy outweighs the client's temporary inability to sell the security.
- Some companies require a representative to attend meetings in person to vote a proxy, additional documentation or the disclosure of beneficial owner details to vote. Invesco may determine that the costs of sending a representative, signing a power-of-attorney or submitting additional disclosures outweigh the benefit of voting a particular proxy.
- Invesco may not receive proxy materials from the relevant fund or client custodian with sufficient time and information to make an informed independent voting decision.
- Invesco held shares on the record date but has sold them prior to the meeting date.

In some non-U.S. jurisdictions, although Invesco uses reasonable efforts to vote a proxy, proxies may not be accepted or may be rejected due to changes

in the agenda for a shareholder meeting for which Invesco does not have sufficient notice, due to a proxy voting service not being offered by the custodian in the local market or due to operational issues experienced by third-parties involved in the process or by the issuer or sub-custodian. In addition, despite the best efforts of Invesco and its proxy voting agent, there may be instances where our votes may not be received or properly tabulated by an issuer or the issuer's agent.

Securities Lending

Invesco's funds may participate in a securities lending program with affiliated and unaffiliated lending agents. In circumstances where shares are on loan, the voting rights of those shares are transferred to the borrower. If the security in question is on loan as part of a securities lending program, Invesco may determine that the benefit to the client of voting a particular proxy outweighs the benefits of securities lending. In those instances, Invesco may determine to recall securities that are on loan prior to the meeting record date, so that we will be entitled to vote those shares. There may be instances where Invesco may be unable to recall shares or may choose not to recall shares. The relevant portfolio manager will make these determinations.

Conflicts of Interest

There may be occasions where voting proxies may present a perceived or actual conflict of interest between Invesco, as investment manager, and one or more of Invesco's clients or vendors.

Firm-Level Conflicts of Interest

A conflict of interest may exist if Invesco has a material business relationship with either the company soliciting a proxy or a third party that has a material interest in the outcome of a proxy vote or that is actively lobbying for a particular outcome of a proxy vote. Such relationships may include, among others, a client relationship, serving as a vendor whose products / services are material or significant to Invesco, serving as a distributor of Invesco's products, a significant research provider or broker to Invesco.

Invesco identifies potential conflicts of interest based on a variety of factors, including but not limited to the materiality of the relationship between the issuer or its affiliates to Invesco.

Material firm-level conflicts of interests are identified by individuals and groups within Invesco globally based on criteria established by the global proxy services team. These criteria are monitored and updated periodically by the global proxy services team so as to seek to ensure an updated view is available when conducting conflicts checks. Operating procedures and associated governance are designed to seek to ensure conflicts of interest are appropriately considered ahead of voting proxies. The Global IPAC Conflict of Interest Sub-committee maintains oversight of the process.

Companies identified as conflicted will be voted in line with the good governance principles as implemented by Invesco's internally developed voting guidelines. To the extent a portfolio manager disagrees with the Policy, Invesco's processes and procedures seek to ensure justification and rationales are fully documented and presented to the Global IPAC Conflict of Interest Sub-committee for approval by a majority vote.

As an additional safeguard, persons from Invesco's marketing, distribution and other customer-facing functions may not serve on the Global IPAC. For the avoidance of doubt, Invesco may not consider Invesco Ltd.'s pecuniary interest when voting proxies on behalf of clients. To avoid any appearance of a conflict of interest, Invesco will not vote proxies issued by Invesco Ltd. that may be held in client accounts.

Personal Conflicts of Interest

A conflict also may exist where an Invesco employee has a known personal or business relationship with other proponents of proxy proposals, participants in proxy contests, corporate directors, or candidates for directorships. Under Invesco's Global Code of Conduct, Invesco entities and individuals must act in the best interests of clients and must avoid any situation that gives rise to an actual or perceived conflict of interest.

All Invesco personnel with proxy voting responsibilities are required to report any known personal or business conflicts of interest regarding proxy issues with which they are involved. In such instances, the individual(s) with the conflict will be excluded from the decision-making process relating to such issues.

Voting Fund of Funds

There may be conflicts that can arise from Invesco voting on matters when shares of Invesco-sponsored funds are held by other Invesco funds or entities. The scenarios below set out how Invesco votes in these instances.

- In the United States, as required by law, proportional voting applies.
 - Shares of an Invesco-sponsored fund held by other Invesco funds will be voted in the same proportion as the votes of external shareholders of the underlying fund, where required by law.
 - Shares of an unaffiliated registered fund held by one or more Invesco funds will be voted in the same proportion as the votes of external shareholders of the underlying fund where the thresholds are met as required by federal securities law or any exemption therefrom.
 - To the extent proportional voting is required by law, but not operationally possible, Invesco will not vote the shares.

- For US fund of funds where proportional voting is not required by law, Invesco will still apply proportional voting. In the event this is not operationally possible, Invesco will vote in line with our internally developed voting guidelines.
- For non-US fund of funds Invesco will vote in line with our above-mentioned firm-level conflicts of interest process unless local policies are in place.

Use of Advisory Services

Invesco may supplement its internal research with information from independent third-parties, such as proxy advisory firms to assist us in assessing the corporate governance of investee companies. Globally, Invesco leverages research from Institutional Shareholder Services Inc. (“ISS”) and Glass Lewis (“GL”). Invesco generally retains full and independent discretion with respect to proxy voting decisions.

ISS and GL both provide research reports, including vote recommendations, to Invesco and its portfolio managers and analysts. Invesco retains ISS to provide written analysis and recommendations based on Invesco’s internally developed custom voting guidelines. Updates to previously issued proxy research reports may be provided to incorporate newly available information or additional disclosure provided by the issuer regarding a matter to be voted on, or to correct factual errors that may result in the issuance of revised proxy vote recommendations. Invesco’s global proxy services team may periodically monitor for these research alerts issued by ISS and GL that are shared with our investment teams. Invesco will generally endeavor to consider such information where such information is considered material, provided it is delivered in a timely manner ahead of the vote deadline.

Invesco also retains ISS to assist in the implementation of certain proxy voting-related functions, including, but not limited to, operational and reporting services. These administrative services include receipt of proxy ballots, vote execution through PROXYintel and vote disclosure in Canada, the UK and Europe to meet regulatory reporting obligations.

As part of its fiduciary obligation to clients, Invesco performs extensive initial and ongoing due diligence on the proxy advisory firms it engages globally. This includes reviews of information regarding the capabilities of their research staff, methodologies for formulating voting recommendations, the adequacy and quality of personnel and technology, as applicable, and internal controls, policies and procedures, including those relating to possible conflicts of interest.

The proxy advisory firms Invesco engages globally complete an annual due diligence questionnaire submitted by Invesco, and Invesco conducts annual due diligence meetings in part to discuss their responses to the questionnaire.

In addition, Invesco monitors and communicates with these firms and monitors their compliance with Invesco's performance and policy standards. ISS and GL disclose conflicts to Invesco through a review of their policies, procedures and practices regarding potential conflicts of interests (including inherent internal conflicts) as well as disclosure of the work ISS and GL perform for corporate issuers and the payments they receive from such issuers. As part of our annual policy development process, Invesco engages with external proxy and governance experts to understand market trends and developments and to weigh in on the development of these policies at these firms, where appropriate. These meetings provide Invesco with an opportunity to assess the firms' capabilities, conflicts of interest and service levels, as well as provide investment professionals with direct insight into the advisory firms' stances on key governance and proxy topics and their policy framework/methodologies.

Invesco completes a review of the System and Organizational Controls ("SOC") Reports for each proxy advisory firm to ensure the related controls operated effectively to provide reasonable assurance.

In addition to ISS and GL, Invesco may use regional third-party research providers to access regionally specific research.

Review of Policy

The Global IPAC and Invesco's Global ESG team, global proxy services team, compliance and legal teams annually communicate and review the Policy and its internally developed custom voting guidelines to seek to ensure that they remain consistent with clients' best interests, regulatory requirements, investment team considerations, governance trends and industry best practices. At least annually, this Policy and Invesco's internally developed voting guidelines are reviewed by various groups within Invesco to ensure that they remain consistent with Invesco's views on best practice in corporate governance and long-term investment stewardship.

Invesco's Good Governance Principles

Invesco's good governance principles outline its views on best practice in corporate governance and long-term investment stewardship. These principles have been developed by Invesco's global investment teams in collaboration with the Global ESG team. The broad philosophy and guiding principles in this section inform Invesco's approach to long-term investment stewardship and proxy voting. These principles are not intended to be exhaustive or prescriptive.

Invesco's portfolio managers and analysts retain full discretion on vote execution in the context of our good governance principles and internally developed custom voting guidelines, except where otherwise specified in the

Policy. The final voting decisions may consider the unique circumstances affecting companies, regional best practices and any dialogue we have had with company management. As a result, different portfolio management teams may vote differently on particular votes for the same company. To the extent a portfolio manager chooses to vote a proxy in a way that is not aligned with the good governance principles, such manager's rationales are fully documented.

The principles apply to operating companies. Invesco applies a separate approach to open-end and closed-end investment companies and unit investment trusts. Where appropriate, these guidelines are supplemented by additional internal guidance that considers regional variations in best practices, disclosure and region-specific voting items.

Invesco's good governance principles may be reviewed in Invesco's Global Proxy Voting Policy, a copy of which is available on Invesco's web site: <https://www.invesco.com/corporate/about-us/esg>.

Additional voting considerations applicable to various Investment Centres are detailed below.

Invesco Henley Investment Center

Options for Clients on Voting

Clients either give us the full discretion to exercise voting rights on their behalf or retain that discretion to make their own arrangements to exercise voting rights.

Obtaining Information on Voting

Clients with institutional segregated mandates, or investors in our pooled funds, can request voting information from their usual sales contacts. IAML will provide the record of votes that will reflect the voting instruction of the relevant fund manager. This may not be the same as votes actually cast as IAML is entirely reliant on third parties complying promptly with such instructions to ensure that such votes are cast correctly. Accordingly, the provision of information relating to an instruction does not mean that a vote was actually cast, just that an instruction was given in accordance with a particular view taken.

Invesco Global Liquidity London and Invesco Fixed Income London

Short-term money market instruments and other fixed income securities do not typically attract proxy voting rights. Corporate actions may arise from the ownership of certain fixed income securities.

Conflicts

IAML has a responsibility for making investment decisions that are in the best interests of its clients. As part of the investment management process, IAML may exercise its voting rights where authorized by clients, or in the collective interests of investors in a fund, to vote in respect of the shares/units for which the clients are beneficial owners.

Financial Information

Financial Condition

IAML does not have any financial impairment that will preclude the firm from meeting contractual commitments to clients.

A balance sheet is not required to be provided because IAML does not serve as a custodian for client funds or securities, and does not require prepayment of fees of more than \$1,200 per client, and six months or more in advance.

Business Continuity Plan

General

IAML has a Business Continuity Plan in place that provides detailed steps to mitigate and recover from the loss of office space, communications, services and key people.

A disruptive event is classified as any event that materially limits the operations of IAML thereof by denying critical infrastructure or business process. The declaration of a disruptive event is made by designated management on site, at the time, depending on the nature of the event.

Business Continuity is a standing department within IAML and its personnel are dedicated full-time to IAML's business continuity goals.

IAML has established recovery teams that cover all departments within the company. Each team has responsibilities when it comes to business continuity:

- To participate in Business Continuity plan exercises and maintenance procedures.
- To understand and be able to follow the Business Continuity plan in times of disaster.
- For IT Services teams, to provide the technology needed to support a recovery effort.
- Major components of disaster recovery/ business continuity planning include:
 - Incident notification procedures
 - Disaster hotline
 - Recovery Plans
 - Recovery Facilities
 - Backing up IT Systems and Data
 - Recovery Exercises

Information Security Program

Information Security

Invesco has a well-defined set of information security policies in place addressing areas including but not limited to:

- Acceptable Use
- Access Control
- Electronic Messaging Systems
- Asset ID and Access Control
- Physical Security
- Employment/Terminations
- Information Security Incident Response
- Third Party Security Risk

Policies

These policies are developed, reviewed and approved in accordance with a defined Security Policy Lifecycle to ensure they remain in line with current security related risks and the direction of the business overall.

IAML has an Information Security function made up of dedicated security professionals with the specific responsibility of overseeing and maintaining all aspects of information security for Invesco globally. Invesco Information Security closely coordinates its efforts with the business/functional units, Information Technology, Legal, Compliance and Human Resources. The information security and privacy programs within

Invesco are reviewed regularly by internal and/or external auditors to ensure best practices are in place within the company.

As Invesco is a global company operating in many jurisdictions, our security and privacy programs are regularly reviewed by various regional/local regulatory agencies to verify compliance with relevant regulation and legislation relating to the safeguard of our investors and employee sensitive information.