

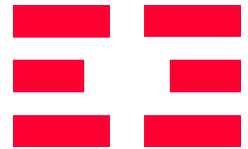


Invesco

Locations: Georgia (HQ)

Industries: Diversified Financials

RISK LEVEL:



High Risk

DESCRIPTION:

By complying with Human Rights Campaign controversial demands, Invesco increases the risk of dividing employees, alienating customers and harming shareholders. The company covers transgender-related medical costs for its employees and their children. It also uses sex and gender ideology criteria in employee recruitment, vendor selection, and philanthropic support. Invesco uses its corporate funds to support controversial sex and gender ideologies and organizations. The company provides a benefits package for employees which covers travel/lodging costs for an abortion and transgender medical procedures for covered employees and dependents, including children. Invesco integrates ESG into all its business practices and investments. This includes commitments to Glasgow's Net Zero Alliance (NZAM) and Climate Action 100+. The company is a corporate partner of the National LGBT Chamber of Commerce. For these reasons, Invesco receives a High Risk rating.

Corporate Weaponization

Has denied service to customers, suppliers, or vendors due to their political views or religious beliefs OR corporately boycotts, divests, or sanctions regions, people groups, or industries. **High Risk**

Invesco scored a 70 on the 2023 Corporate Equality Index (CEI) from the Human Rights Campaign (HRC), a political stakeholder group. The company recruits employees based on sexual identity issues. The company discriminates against vendors that do not promote divisive sex and gender policies, indicating it prioritizes sexual issues over merit (1)(2). Invesco purports to offer ESG investment opportunities "that align with clients' long-term interests," however, Invesco also says that it embeds "ESG principles into our investment strategies" and business operations (3). Invesco is a member of many ESG advocacy groups and commitments, including the Net Zero Asset Managers initiative, Climate Action 100+, and the UK Stewardship Code (4). Invesco has not publicly terminated business relationships or investments due to ESG, but its commitments to climate advocacy groups likely lead to the exclusion of various businesses or industries. The company is a signatory of the Principles for Responsible Investment, incorporating ESG issues into investment analysis, decision-making, and other business practices (5)(6).

Charitable giving (including employee matching programs) policies or practices discriminate against charitable organizations based on views or religious beliefs. **High Risk**

[1\)\(2\).](#)

Employment policies fail to protect against discrimination based on political affiliation/views and/or religion. **High Risk**

Invesco does not provide viewpoint protections for its employees (1)(2). Invesco's CEO signed the CEO Action for Diversity &

Inclusion pledge, which includes a commitment to promote DEI through bias education training in the workplace (3)(4).

Corporate Governance and Public Policy

Uses corporate reputation to support ideological causes and/or organizations hostile to freedom of expression. High Risk

Invesco is part of the Net Zero Asset Managers initiative, committed to carbon neutrality with its investments by 2050 (1). Invesco is a member of Climate Action 100+, committed to carbon neutrality by 2050 (2)(3). The company is also a signatory of the UK Stewardship Code (4).

Uses corporate funds to advance ideological causes, organizations, or policies hostile to freedom of expression. High Risk

Invesco provides a benefits package for employees which covers travel/lodging costs for an abortion and transgender medical procedures for covered employees and dependents, including children (1)(2)(34)(5). By allowing a political stakeholder group to dictate operations, the company increases health care costs and risks dividing employees, alienating customers and harming shareholders. Invesco uses its corporate funds to advance ESG criteria including DEI, climate risk, proxy voting, and ESG integration in investment decision-making (6). The company also covers costs for gender surgeries for employees (7). Invesco is a contributing member of the World Economic Forum Investors Group on Climate Change (IIGCC) (8). The company is a corporate partner of the National LGBT Chamber of Commerce (9).

Uses corporate political contributions for ideological, non-business purposes. Lower Risk

Invesco has not used its PAC donations for ideological purposes and has not reported on its lobbying (1)(2)(3).

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