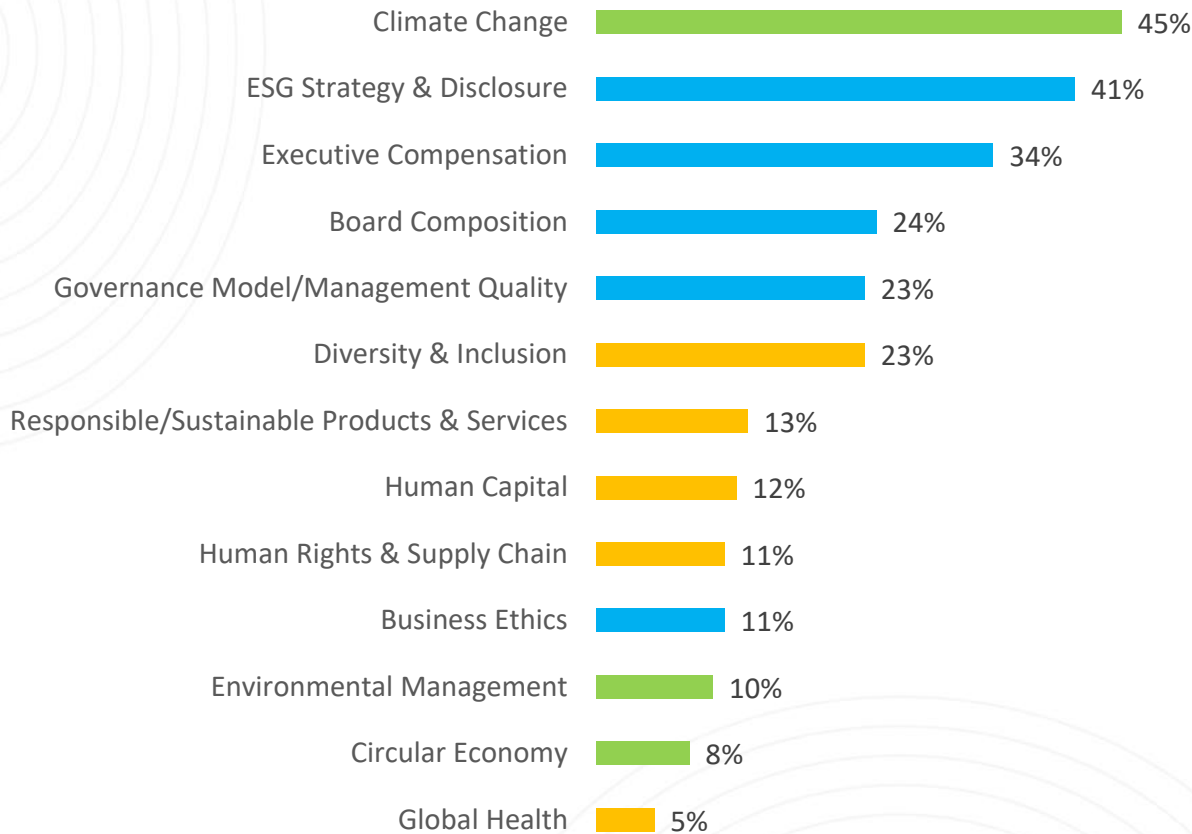


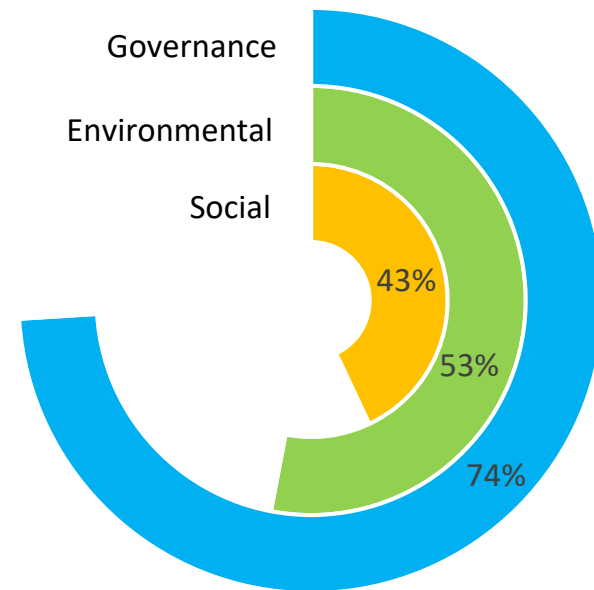
Invesco is an investment management firm with approx. **\$1.4 Trillion** in AUM as of August 31, 2022. In its most recent 2021 ESG Investment Stewardship Report published on July 22, 2022, the company highlights its engagements and proxy voting for the year. In 2021, Invesco conducted more than **3,000 engagements**, an increase of approximately 50% over 2020. Geographically, 68% of its engagements were conducted in North America, followed by companies in Europe (22%) and the UK (22%). A breakdown of the topics covered globally by Invesco can be seen in the charts below.

#### 2021 Engagement Breakdown (by theme)



Sourced from Stewardship Report 2021 (Pg 20)

#### 2021 Reported Engagements



Sourced from Stewardship Report 2021 (Pg 19).  
Note: % may not total 100%, as a company may be engaged multiple times covering multiple themes

## Proxy Voting Overview

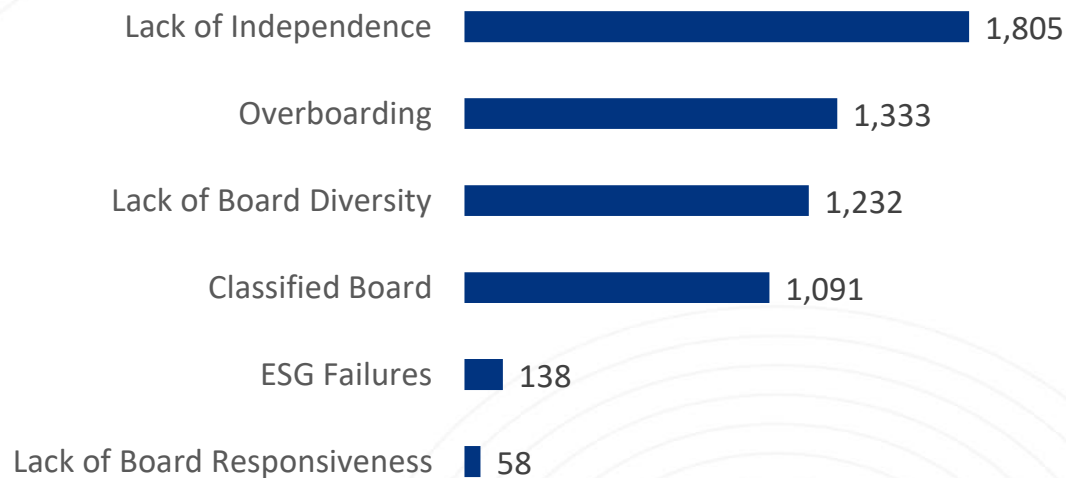
Invesco voted at **12,093 meetings** on **116,496 proposals** in 2021. The company voted AGAINST management at **58%** of shareholder meetings, which represents a 15% increase from 2020.

Invesco voting tendencies and preferences include:

- Voting AGAINST the chair of the nominating committee when the board is not sufficiently diverse
- Expecting a majority of the directors to be independent
- Opposing director nominations when the board:
  - Fails to take appropriate action to address items receiving significant voting opposition
  - Fails to implement shareholder proposals that receive a significant support
  - Is not responsive to engagement requests
- Holding director nominees accountable when financially material ESG risk oversight failures are determined

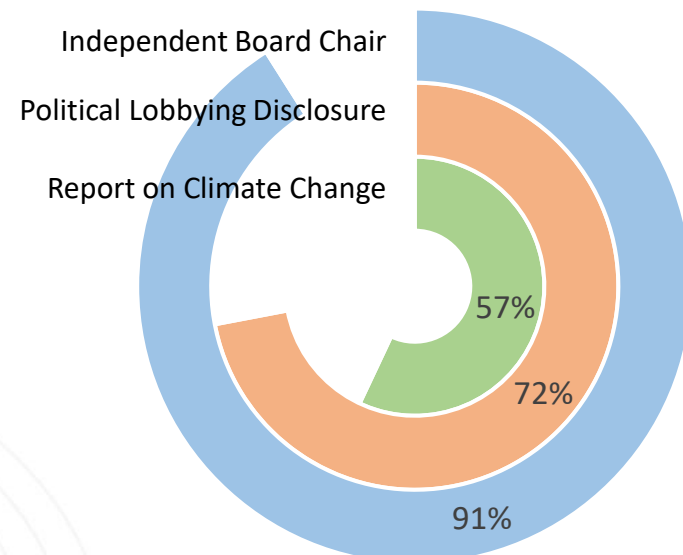
The primary reasons Invesco voted AGAINST directors and supported shareholder proposals in 2021 were as follows:

### 2021 Reasons for Voting Against Directors



Sourced from Stewardship Report 2021 (Pg 25)

### 2021 ESG Shareholder Proposal Support



Sourced from Stewardship Report 2021 (Pg 25)



Understand How ESG Weighs into Investor Considerations to Make Your Next Engagement More Successful.

[ESG Roadshows](#)

[Data-Driven ESG Strategy](#)

## What ZMH Can Do for You

*Our Proprietary **ESG Engagement Dashboard™** allows you to leverage technology and data to optimize your shareholder interactions.*

**ZMH Advisors LLC.** is a technology-based shareholder and ESG advisory firm. We combine two decades of corporate governance and investor engagement experience with next-gen data analytics to deliver customized solutions for clients ranging from pre-IPO to S&P 500 companies. Our data-driven approach is powered by a proprietary **ESG Engagement Dashboard™**, which provides unique insights on investors with \$50T AUM.

Know what could be asked during an engagement

Stay up to date on investor's ESG priorities

Access to 1000+ case studies & detailed analysis

Understand how investors will vote on your ballot

Gain access to 7M NPX voting records & governance policies

Contact information & key players at each firm

CONTACT US TO SCHEDULE A DEMO

[info@zmhadvisors.com](mailto:info@zmhadvisors.com) | <https://zmhadvisors.com>