

The resume or employment application information that you provide through this website may include information about your education, training, qualifications, previous employment, contact details, personal identification information and other details ("Personal Data").

Unless otherwise stated below, such Personal Data may be used by Invesco

- to administer and evaluate your application for employment;
- to inform you about future job opportunities at Invesco that may be of interest for you;
- to the extent permitted by applicable law to verify your identity and carry out background checks on you in connection with your application;
- for various general human resources purposes, including planning and monitoring of recruitment campaigns; and
- as the basis for your employee record in the case of hire, including but not limited to provision of benefits, compensation and payroll, facilitating performance appraisals, promotion and career development activities, making tax returns; and the review of employment decisions.

Personal Data marked with * in this website are regarded as mandatory for selection purposes. Failure to provide these data may influence the processing and outcome of your application.

Invesco will not use the Personal Data to carry out any automated decision regarding your application.

Your email address may be used to communicate with you about receipt of your application, to request further information, to set up an interview or other purposes related to the job application process. When you provide us with your email address, you are consenting to receive communications in regard to your application from us via email.

Invesco is a global organization and your Personal Data may be shared between the members of the group and third party service providers, including but not limited to Workday, who will store it on Invesco's behalf. This may involve transfer of your Personal Data to jurisdictions outside of Singapore, in which case, we will take steps to ensure that your Personal Data continues to receive a standard of protection that is at least comparable to that provided under the Personal Data Protection Act of Singapore. In the case of hire, your Personal Data may also be transferred to other third party service providers for handling, including but not limited to insurers, banks, medical practitioners providing medical cover for employees, administrators or managers of our retirement scheme, and such other third party companies engaged in contractual activities on Invesco's behalf, for the abovementioned purposes for which the Personal Data are to be used. Your Personal Data may also be provided to government bodies upon regulatory requirement, including but not limited to tax reporting purposes.

At Invesco, we are committed to improving diversity of all types, at all levels, and in all functions across our global business. The diversity information that we collect from you as part of our online application will be kept confidential and will not be used as part of the selection process. However, in case you want us to delete the relevant information as a whole we will follow your request immediately and notify you when it is done. The information is used to better understand the diversity of job applicants and further enhance our work in championing gender [and racial] equality and inclusion. By providing this information you are helping us to ensure that our policies and practices do not discriminate.

We will generally keep your Personal Data on file for a period of 2 years so that you can make applications for employment at Invesco. When there are vacancies in our subsidiary or associate companies during that period, we may transfer your application to them for consideration of employment and your Personal Data may be used by our subsidiary or associate companies for employment related purposes; you can review, amend or update the Personal Data you submit through this website at any time by accessing your account with your user name and password. You can also deactivate your account at any time. If there has not been any activity on your candidate profile for 6 months, we may remove your account from the database, although we may retain your Personal Data in an archive in compliance with applicable law for legal and regulatory purposes.

We may also retain your Personal Data for such period as we may consider in our reasonable discretion necessary for legal or business purposes or residual employment related activities including, but not limited to: the provision of job references, processing applications for re-employment matters relating to retirement benefits and allowing us to fulfill contractual or statutory obligations.

When the abovementioned purposes of collecting and using the Personal Data have been fulfilled, we will destroy your Personal Data without delay pursuant to applicable law.

Under the applicable personal data protection law, you have a right to request access to, and to request correction of, your Personal Data in relation to your employment, and to withdraw your consent for the collection, use and disclosure of your Personal Data by giving us reasonable notice. If you wish to exercise these rights, please contact the Human Resources department at email address *HKG-HumanResources@hkg.invesco.com.

Upon receipt of your written request to withdraw your consent, we may require reasonable time (depending on the complexity of the request and its impact on our relationship with you) for your request to be processed and for us to notify you of the implications of such withdrawal. In general (and provided you

have given us sufficient information for us to process your request), we shall seek to respond/process your request within ten (10) business days of receiving it. Please note that withdrawing your consent does not affect our right to continue to collect, use and disclose Personal Data where such collection, use and disclose without consent is required/permitted under applicable laws.

We may revise the above policy from time to time without any prior notice. Your continuous employment or participation in our recruitment process constitutes your acknowledgment and acceptance of such changes.

By clicking "I Accept" below, you voluntarily consent and acknowledge the following:

1. You have read, understood and agreed to the above and consent to the collection, use and/or disclosure of your Personal Data by us for the purposes set out above.
2. In the event that we have received your job application or Personal Data from any third party pursuant to the purposes set out above, you warrant that such third party has been duly authorized by you to disclose your Personal Data to us for the purposes set out above.
3. You have the right to access your Personal Data at any time and have the right to correct any errors or to request to delete them.
4. You have the right to withdraw your consent to the above at any time.

If you do not agree to the electronic processing of your application information please provide us with your written employment application information by sending these by mail to your local Invesco office.