

ABRDN PLC (ABDN)

Asset Management & Custody Banks | GB

Strong governance; improved workforce management practices

Score attribution by key issue

This chart highlights the company's positioning relative to the industry average for each Key Issue that contributed to its ESG Rating as of April 07, 2022.



Last ESG Rating action

Rating action date: April 07, 2022

ABRDN has been upgraded to 'AAA' from 'AA'.

Improvements in ABRDN's talent management programs drive the upgrade. The company has grievance reporting mechanisms and promotes inclusion at workplace through strong diversity initiatives; these may help talent retention. The upgrade is also supported by increased emphasis on Governance in our assessment, following a methodology enhancement—the company leads global peers on corporate governance and business ethics practices.

- ▶ ABRDN has an independent-majority board and separate CEO and chair roles; these may support management oversight. Also, evidence indicates the company's executive pay policies factor in sustainability performance. Further, its ethics framework includes policies against corruption, strengthened by board-level oversight. It also undertakes ethics-related trainings and offers whistleblower protection; these may help mitigate risks related to potential unethical conduct.
- ▶ ABRDN is a global investment company. It leads peers in integrating ESG factors into its investment process. It continues to demonstrate commitment to sustainability by being a signatory to initiatives such as the UN PRI. Further, we note a dedicated ESG investment team and engagement policies with investee companies.
- ▶ Due to its acquisitions, ABRDN has high exposure to human capital risks such as employment redundancy. Further, its reliance on an inorganic growth strategy through acquisitions may entail the risk of decreased employee morale.

Analysts: Caroline Sia, Ipshita Roy

MSCI

ESG RATINGS



CCC B BB BBB A AA AAA

RATING ACTION DATE: April 07, 2022

LAST REPORT UPDATE: April 07, 2022

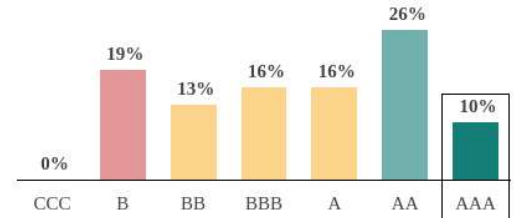
ESG Rating history



ESG Rating history shows five most recent rating actions

ESG Rating distribution

Universe: MSCI ACWI Index constituents, Asset Management & Custody Banks, n=31



Key scores

	Weight	Score (0-10)
Industry-Adjusted Score (Last Updated: April 07, 2022)		10.0
Weighted-Average Key Issue Score (Last updated: April 07, 2022)		6.9
Environmental Pillar Score	5%	10.0
Social Pillar Score	53%	5.2
Governance Pillar Score	42%	8.7

Report table of contents

ESG Rating tearsheet		Data report	
Rating model details	P02	Corporate governance data	P11
Recent developments	P03	Key issue details	P34
Corporate governance summary	P05	Appendix	P51
Analyst insights	P06	Glossary	P94
ESG Rating drill down	P07		

What is an ESG Rating? MSCI ESG Ratings aim to measure a company's resilience to long-term ESG risks. Companies are scored on an industry-relative AAA-CCC scale across the most relevant Key Issues based on a company's business model.