



abr dn Diversity, Equity & Inclusion mid-year data sheet

H2 2024

We are committed to building a business that attracts brilliant talent; a business where all our people can thrive and belong, learn and develop and do their best work.

Our belief is that diverse teams bring different perspectives, thoughts and ideas and help improve decision-making. This supports our strategy and purpose - to enable our clients to be better investors. We aim to be transparent about our actions and improve progress for abr dn and our industry.

We are committed to the principles of transparency, and to inclusion and DEI being business led.

In our sustainability report (end of year) we publish a comprehensive data sheet of global data by Gender, Ethnicity, and other diversity characteristics.

Provided here is a supplemental list of social metrics as of the end of June 2024, and for consideration for the Bloomberg Gender-Equality Index.

Employees	Unit	EO June 2024	EO 2023
No of Employees	#	4703	4805
By region... UK	#	3847	3914
By region... EMEA (non-UK)	#	257	268
By region... Asia pacific	#	380	394
By region... Americas	#	219	229

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Measure	Global	Board	CEO-1/2	People Managers
Female Representation	43% (Target 50% ±3%)	38% (Target: 40%)	40% (Target: 40%)	38%
Minority Ethnic Representation	See regional tables	13% (1 member) (Ambition: 2 members)	5% (UK Target 2027: 6%)	
Disability	2% (17% disclosure rate)			
Non-heterosexual colleagues	2% (Disclosure rate: 40%)			
Non-cisgender colleagues	<1% (40% disclosure rate)			

*Targets are for 2025 unless stated otherwise.

Global data - Age	Unit	EO June 2024
16 to 24	%	6
25 to 34	%	27
35 to 44	%	30
45 to 54	%	27
55 to 64	%	9
65 and above	%	1
Prefer not to say	%	0
No response	%	1

Global data - Age (Previous reporting format)	Unit	EO Dec 2023
22 and under	%	3
23-35	%	33
36-50	%	45
51-60	%	17
61 and over	%	2

Global Data - Employees	Unit	EO June 2024	EO 2023
Women in management position in revenue generating functions	%	37	35
Women in Enterprise Technology (IT / Engineering roles)	%	30	28
Women in new hires	%	43	46
Employee turnover	%	22	22
Voluntary turnover	%	10	11
Involuntary turnover	%	12	11
Women in part time roles	%	82	83
Women in middle management	%	38	37
Women in non-managerial positions	%	44	45
Full time to part time FTE	%	87	93
Contractor versus employee FTE	%	2	2
Female parental leave retention rate*	%	71	data not provided

*Female parental leave retention rate impacted due to known organisational change during time period (such as acquisitions and divestments).

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Regional data – UK	Unit	EO June 2024	EO 2023
Female representation	%	41	42
Ethnicity – Asian	%	5	4
Ethnicity – Black	%	2	1
Ethnicity – Mixed Ethnicity	%	2	1
Ethnicity – Other	%	<1	<1
Ethnicity – White	%	57	48
Ethnicity – Prefer not to say	%	1	1
Ethnicity – Not disclosed	%	33	45
Ethnicity – Minority ethnic representation	%	9	6

Regional data – APAC	Unit	EO June 2024	EO 2023
Female representation	%	56	55
Ethnicity – Asian	%	68	65
Ethnicity – Black	%	0	0
Ethnicity – Mixed Ethnicity	%	1	1
Ethnicity – Other	%	1	1
Ethnicity – White	%	4	4
Ethnicity – Prefer not to say	%	<1	<1
Ethnicity – Not disclosed	%	27	29

Regional data – Americas	Unit	EO June 2024	EO 2023
Female representation	%	41	41
Ethnicity – Asian	%	6	5
Ethnicity – Black	%	5	4
Ethnicity – Mixed Ethnicity	%	1	1
Ethnicity – Other	%	<1	1
Ethnicity – White	%	75	71
Ethnicity – Hispanic or Latino	%	6	6
Ethnicity – Prefer not to say	%	<1	<1
Ethnicity – Not disclosed	%	5	10
Ethnicity – Minority ethnic representation	%	20	18

Female Representation Investments	Unit	EO June 2024	EO 2023
Investments	%	41	42
Investments – CIO	%	32	33
Investments – Client Group	%	49	49
Investments – COO	%	48	50
Investments – Product	%	45	46
Investments – Regional Management	%	51	48
Asset Class – Equities	%	41	40
Asset Class – Alternative Investment Strategies	%	23	25
Asset Class – Fixed Income	%	25	25
Asset Class – Multi Asset Solutions	%	30	29
Asset Class – Quantitative Investments	%	19	20
Asset Class – Real Estate incl. infrastructure	%	35	31

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For more information visit abrdn.com

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