

Aberdeen Diversity, Equity & Inclusion mid-year data sheet

H2 2025

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

We believe that having diversity of thought across our global business improves decision-making, collaboration, innovation, and enables colleagues to speak up and share their ideas. All in service of our Aberdeen Purpose - to enable our clients to be better investors.

We are committed to the principles of transparency, and in our sustainability report (end of year) we publish a comprehensive data sheet of global data by Gender, Ethnicity, and other diversity characteristics.

Employees	Unit	EO June 2025	EO Dec 2024	EO June 2024
No of Employees	#	4510	4420	4703
By region UK	#	3688	3588	3847
By region EMEA (non-UK)	#	246	256	257
By region Asia pacific	#	366	366	380
By region Americas	#	210	210	219

Aberdeen Diversity, Equity & Inclusion mid-year data sheet

Measure	Global	Board	CEO-1/2	People Managers		
Female Representation	43%	38%**	40%	38%		
	(Target 50% ±3%)	(Target: 40%)	(Target: 40%)			
Minority Ethnic	See regional tables	1 member	9% UK			
Representation		(UK 2027 Target: 6%)				
Disability	6%					
	(44% disclosure)					
Non-heterosexual	3%					
colleagues	(58% disclosure)					
Non-cisgender colleagues	<1%					
	(55% disclosure)					

^{*}Targets are for 2025 unless stated otherwise.

Please note that due to data privacy limitations on data collection and reporting we are unable to report EMEA data excluding the UK.

Global data - Age	Unit	EO June 2025	EO Dec 2024	EO June 2024
16 to 24	%	6	6	6
25 to 34	%	28	28	27
35 to 44	%	29	29	30
45 to 54	%	27	27	27
55 to 64	%	9	9	9
65 and above	%	1	0	1
Prefer not to say	%	0	0	0
No response	%	0	0	1

Global Data - Employees	Unit	EO June 2025	EO Dec 2024	EO June 2024
Women in management position in revenue generating functions	%	35	34	37
Women in Enterprise Technology / Corporate COO	%	29	30	30
Women as new hires	%	47	45	43
Employee turnover - all	%	16	19	22
Voluntary turnover - all	%	10	10	10
Involuntary turnover - all	%	6	9	12
% of all part time roles held by women	%	85	83	82
Women in middle management (CEO-3 or lower line managers)	%	38	37	38
Women in non-managerial positions	%	45	44	44
Full time to part time FTE	%	96	94	87
Contractor versus employee FTE	%	1	1	2

 $^{^{**}}$ Board female representation 44% following Siobhan Boylan's appointment July 2025.

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Regional data – UK	Unit	EO June 2025	EO Dec 2024	EO June 2024
Female representation	%	42	42	41
Ethnicity - Asian	%	6	6	5
Ethnicity - Black	%	2	2	2
Ethnicity - Mixed Ethnicity	%	2	2	2
Ethnicity - Other	%	1	<1	<1
Ethnicity - White	%	65	63	57
Ethnicity - Prefer not to say	%	1	1	1
Ethnicity - Not disclosed	%	23	25	33
Ethnicity - Minority ethnic representation	%	11	11	9

Regional data - APAC	Unit	EO June 2025	EO Dec 2024	EO June 2024
Women	%	57	56	56
Ethnicity - Asian	%	67	67	68
Ethnicity - Black	%	0	0	0
Ethnicity - Mixed Ethnicity	%	1	1	1
Ethnicity - Other	%	1	1	1
Ethnicity - White	%	3	3	4
Ethnicity - Prefer not to say	%	1	1	<1
Ethnicity - Not disclosed	%	28	27	27

Regional data - Americas	Unit	EO June 2025	EO Dec 2024	EO June 2024
Female representation	%	41	40	41
Ethnicity - Asian	%	9	7	6
Ethnicity - Black	%	4	4	5
Ethnicity - Mixed Ethnicity	%	1	1	1
Ethnicity - Other	%	1	<1	<1
Ethnicity - White	%	74	76	75
Ethnicity - Hispanic or Latino	%	6	6	6
Ethnicity - Prefer not to say	%	1	1	<1
Ethnicity - Not disclosed	%	4	4	5
Ethnicity - Minority ethnic representation	%	21	19	20

Female representation - Investments	Unit	EO June 2025	EO Dec 2024	EO June 2024
Investments	%	41	41	41
Investments - CIO	%	33	33	32
Investments - Client Group	%	42	48	49
Investments - COO	%	45	50	48
Investments - Product & Marketing	%	52	41	45
Investments - Regional Management	%	55	50	51
Asset Class - Equities	%	37	39	41
Asset Class - Multi Asset and Alternative Investment Solutions	%	28	26 (Alternatives) 27 (MAS)	23 (Alternatives) 30 (MAS)
Asset Class - Fixed Income	%	28	24	25
Asset Class - Quantitative Investments	%	21	22	19
Asset Class - Real Estate	%	35	34	35
Asset Class - Infrastructure	%	29	NA	NA

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For more information visit aberdeenplc.com

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