



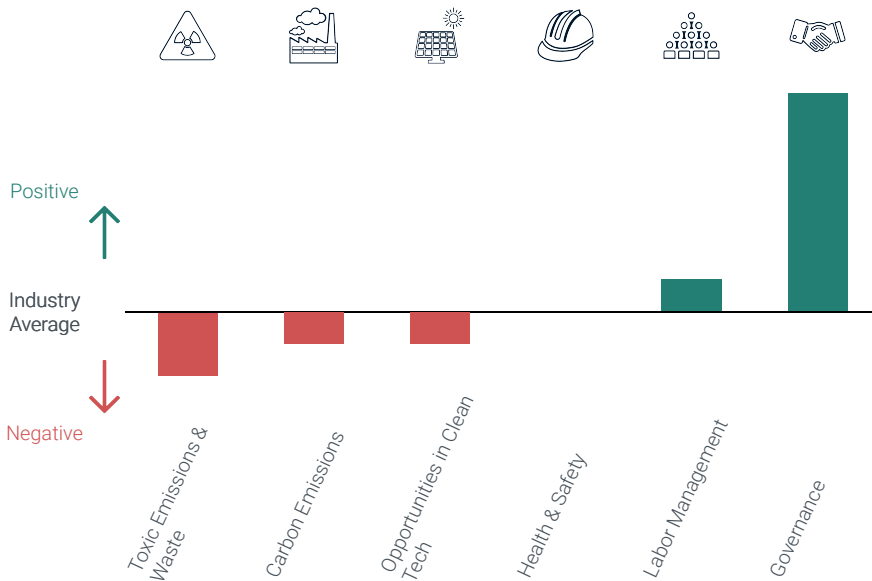
CCC	B	BB	BBB	A	AA	AAA
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RATING ACTION DATE: October 07, 2021

LAST REPORT UPDATE: March 03, 2022

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 March 03, 2022.



Last ESG Rating action

Rating action date: October 07, 2021

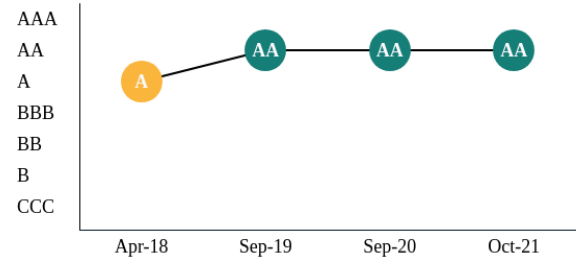
Munters Group's rating is unchanged at 'AA'.

Munters Group's governance structures lead those of peers. We found a detailed anti-corruption framework, implemented with compliance mechanisms such as audits, training programs for employees, and legal protection for whistleblowers. The company also has an independent-majority board with separate CEO and chairman roles, and three women directors (37.5%). Our research also factors its manufacturing profile, which has lower exposure to environmental and safety-related risks than industry peers.

- Munters Group manufactures climate control systems; this may help it tap the growing demand for improved indoor air quality. In FY 2019, the company derived an estimated 22.08% of total revenues from VOC-abatement products and gas scrubbers (vs. the industry average of 11.82% revenues from environmentally-friendly products, as of July 2021.) In 2020, the company developed split cooling systems for data centers, which consume less water and energy compared to conventional cooling approaches. However, unlike with peers, we found no evidence of quantitative R&D investment targets.
- Munters Group's small workforce (2020: 3,214 vs. 34,254 industry average, July 2021) may reduce labor management complexities. We found relatively robust employee management programs, which include formal engagement channels and development opportunities—comparing favorably with those of peers.
- Safety management includes ISO 45001 certifications for some sites, and a zero accident target. Its TRIR also halved from 2.7 (2019) per 200,000 hours to 1.2 in 2020.

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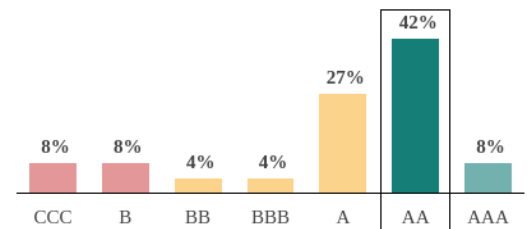
ESG Rating history



ESG Rating history shows five most recent rating actions

ESG Rating distribution

Universe: MSCI ACWI Index constituents, Building Products, n=26



Key scores

	Weight	Score (0-10)
Industry-Adjusted Score (Last Updated: October 07, 2021)		7.7
Weighted-Average Key Issue Score (Last updated: October 22, 2021)		6.0
Environmental Pillar Score	40%	5.2
Social Pillar Score	25%	5.9
Governance Pillar Score	35%	7.0

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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.