

AR & C ENNA

SUMMARY

Environmental, social, and governance (ESG) issues are no longer treated as an afterthought by

companies. Instead, they are now being treated as a core part of their business strategy.

set of internal stakeholders: its

CONTENTS



OVERVIEW: THE ESG LANDSCAPE

CHARACTERISTICS OF ESG

Environmental, social, and governance (ESG)

(QYLURQPHQWDO

6RFLDO

*RYHUQDQFH

THE RISE OF ESG

stakeholders:

- , QVWLWXWLRQDO LQYHVWRUV like
- /HQGHUV linked loans amounted to
- 5HJXODWRUV,
- & UHGLW UDWLQJ agencies are racing
- & RQVXPHUV , 64 percent of them choosing,

– its people?

RESULTS: ESG PERFORMANCE AND WORKFORCE SENTIMENT

the global average

higher ESG scores of top employers are driven by superior environmental

to produce better results for the

Exhibit 1: Average ESG and pillar scores of top employers by employee satisfaction and average employers
0-10 scale, 2019



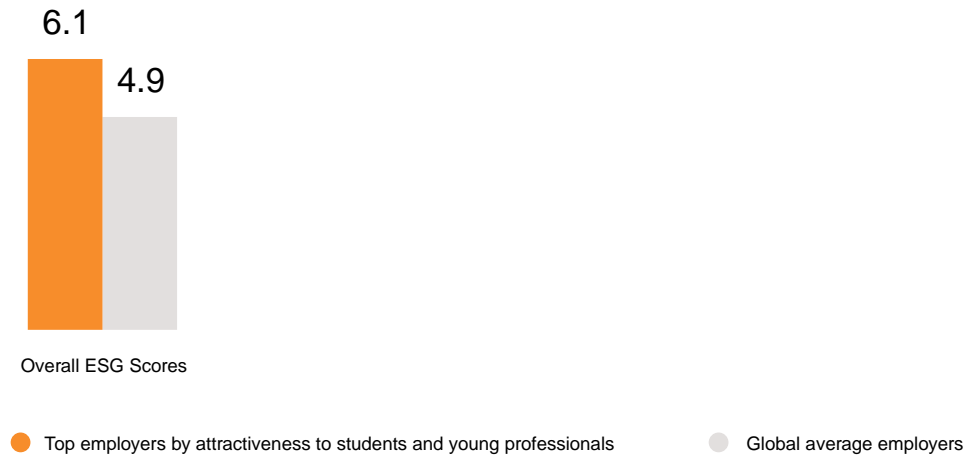
Source: MSCI, Marsh & McLennan Advantage Insights analysis

young talent

25 percent higher than the global average employers

suggests that higher ESG scores are driven to a great degree by superior environmental availability of human

Exhibit 2: Average ESG and pillar scores of top employers among young talent and average employers
0-10 scale, 2019



carbon emissions than their peers

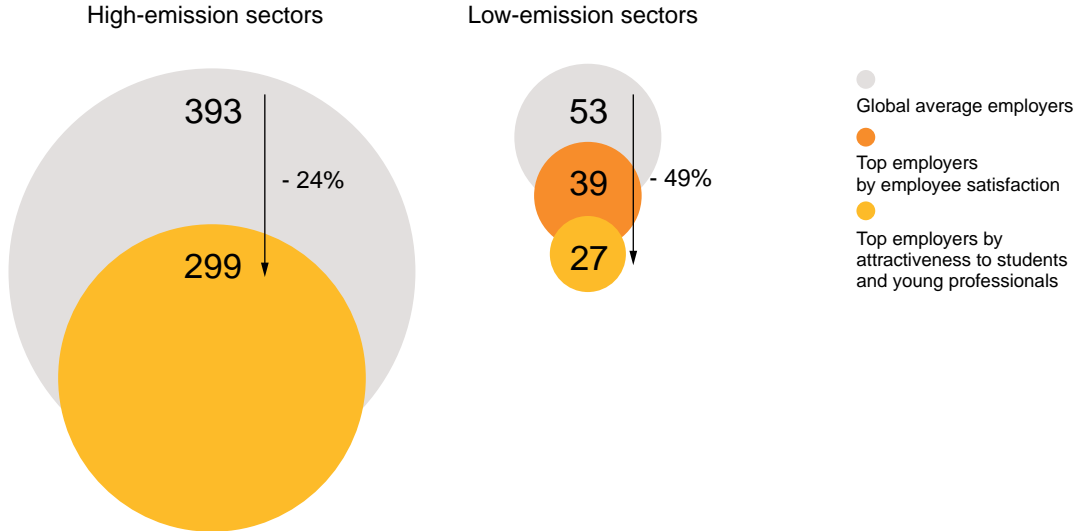
intensity – across all three employer groups ¹

apply across both high-emission ² 3

the most attractive companies to young

Exhibit 3: Average employer carbon emission intensity

Metric tons per USD million sales, 2019



Source: MSCI, Marsh & McLennan Advantage Insights analysis

¹ The employer groups used in this study can be found in the Part II: Methodology Document of this study

² High-emission sectors have a carbon emission intensity above the global average. These include the energy, materials, and utilities sectors.

³ Low-emission sectors consist of sectors whose carbon emission intensity is below the global average. These include industrials, real estate, consumer staples, information technology, telecommunication services, consumer discretionary, healthcare, and % Q D Q F L D O V

