

Nasdaq recently commissioned an independent research firm, Verdantix, to assess the integration of ESG (Environmental, Social, and Governance) factors and sustainability considerations into the strategic planning of various decision-makers within corporations. The “NASDAQ 2023 ESG and Climate Survey” highlights several interesting findings about the status of ESG in corporate America and Europe.

Who Took the Survey?

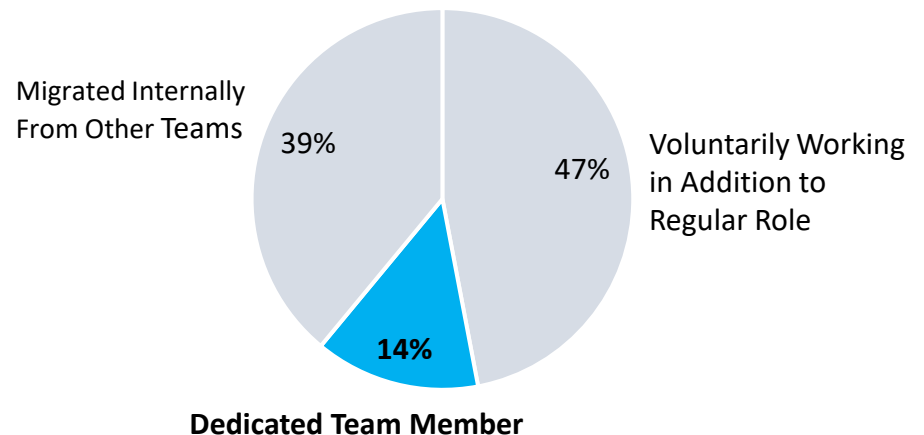
The survey involved anonymous phone interviews with **100 executives** in senior ESG/sustainability, real estate operations and finance roles split evenly between North America and Europe.

- Respondents worked for publicly listed organizations with annual revenues greater than \$250 million.
- Job titles spanned 4 separate roles: VPs, Department Heads, Directors, and Senior Managers.
 - **Department Heads and Directors made up the majority of respondents.**

Survey Result: Who Makes up ESG Teams?

- Only **14%** of senior ESG team members are actually **dedicated to that role full-time.**
- Furthermore, nearly **half** of the most senior ESG team members are voluntarily taking on the responsibilities of leading the team in addition to their existing roles.
- This suggests a potential skills deficit at the leadership level of ESG in many organizations, while also pointing to difficulties with hiring skilled ESG and sustainability personnel.

“How was your most senior team member responsible for ESG and sustainability sourced?”



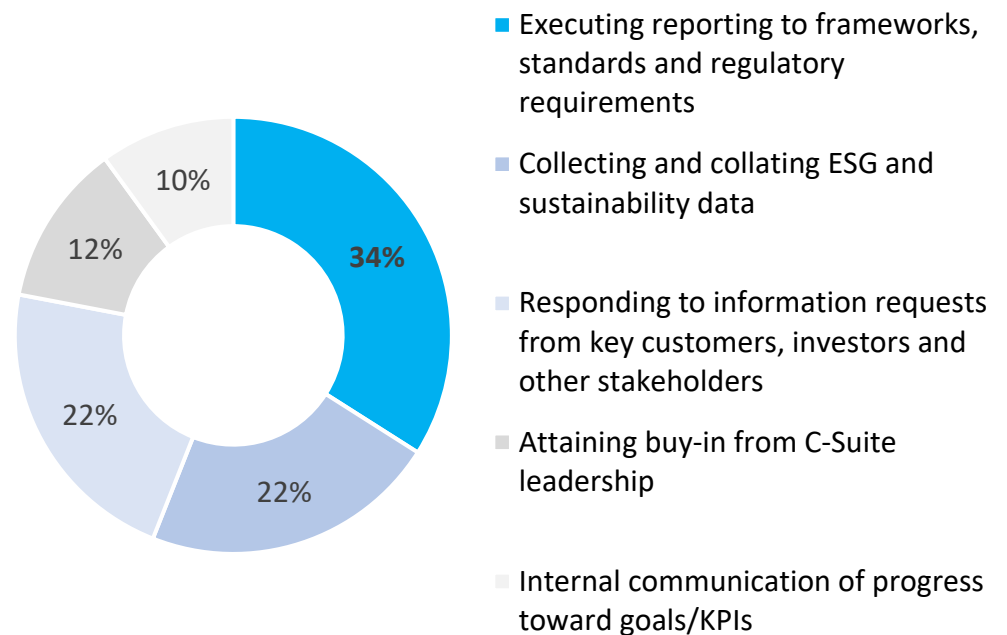
Survey Result: What are the Biggest Business Challenges of ESG?

- Respondents were asked to rank a list of challenges based on how significant they are to effectively implementing an ESG and sustainability strategy.
- The most significant challenges revolve around reporting, collecting data, and ability to respond to information requests from stakeholders.

At the conclusion of the survey, NASDAQ provided four clear recommendations for companies looking to improve their ESG program:

1. Appoint a dedicated ESG executive to lead sustainability efforts
2. Seek partnerships with ESG specialists providing tailored consulting services
3. Establish data collection processes in advance of regulations
4. Focus investments to meet and demonstrate progress towards ESG goals

*“Rank the following challenges based on how significant they are to effectively implementing an ESG and sustainability strategy”**



*This figure shows the % of responses that were considered “Most Significant.”

ZMH Advisors uses several tools to ensure that client’s data is easily accessible, integrated with broader ESG strategy and shareholder engagement, and aligned with relevant frameworks. [Contact us](#) to see how we can help you with this!



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