The Search for ESG Talent

The next generation of consumers expect businesses to have a point of view on societal and environmental issues, and to be doing the right thing for people, communities and the planet.1

With more focus than ever on progress over pledges, organizations must move beyond target-setting to accelerate meaningful advances against Environmental action, Social impact, and good Governance (ESG).2

Sustainability Commitments are Shaping In-Demand ESG Roles

We surveyed hiring decision makers across 41 countries to learn about their strategic talent management plans to meet their ESG priorities.

Employers are now recruiting across E, S and G.

<table>
<thead>
<tr>
<th>Roles that address Health &amp; Wellbeing (39%)</th>
<th>Corporate Sustainability (39%)</th>
</tr>
</thead>
</table>

Roles that address Health & Wellbeing (39%) are as in-demand as Corporate Sustainability (39%) as companies respond to louder calls on prioritizing employee wellbeing.

ESG is an Expectation – Not an Aspiration

Less than half of businesses surveyed have long-term ESG goals, yet 64% of workers want to work for organizations that positively contribute to society.3

Accessing Talent is Key to Walk the Talk on ESG Commitments

Talented teams are needed to shift the needle on ESG priorities and companies are taking action to develop through building, buying, borrowing or bridging the right blend of talent.

| Despite demand, 22% of employers indicate they don’t intend on developing an ESG strategy. |
| How many employers have already identified & developed long-term ESG goals? |
| How many employers are in the planning stages? |
| Do not intend to develop an ESG strategy |
| Unsure |
| Nearly 8 in 10 organizations have already developed their ESG strategy, and 94% of companies lack the necessary talent to implement their goals. |

To learn more about how ManpowerGroup is working to change the world, visit: www.manpowergroup.com/sustainability

Stay Connected:

1 Gen Z, Millennials Stand Out for Climate Change Activism, Social Media Engagement With Issue, Pew Research Center, 2021
2 Closing the Sustainability Skills Gap: Helping businesses move from pledges to progress, Microsoft 2022
3 What Workers Want to Thrive at Work, ManpowerGroup & Thrive Global, 2022

---

ManpowerGroup

Championing the Sustainability Skills Gap: Helping enterprises move from pledges to progress, Microsoft

ManpowerGroup

ManpowerGroup

ManpowerGroup