

# 2023 Benchmark Report

## About the Survey

Since formally launching in 2022, the ESG Professionals Group has grown to over 500 members. Our inaugural 2023 Benchmark Report provides an analysis of our members, the challenges they face, the tools they use, and many other ESG professional insights.

## About the ESG Professionals Group

The ESG Professionals Group is a community of professionals actively involved in reporting on environmental, social, or governance impact.

The purpose of the community is to foster networking, provide industry knowledge, and discuss practical application of best practices within ESG.

Membership is free and limited to in-house sustainability reporters.

The ESG Pro Group is proudly and nationally sponsored by Workiva.

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# Demographics



## What industry do you work in?

Banks 14%

Consumer Services 8%

Energy 16%

Health Care Equipment and Services 9%

Materials 8%

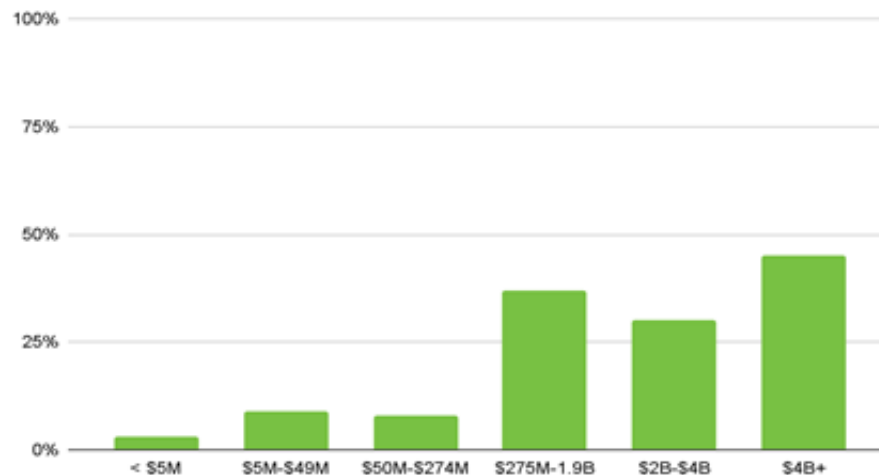
Pharmaceuticals, Biotechnology and Life Sciences 12%

Retailing 12%

Software and Services 15%

Other 6%

## What is your company's annual revenue?



# Demographics



## Career

We asked members about their experience in ESG and if they enjoy their job. Over 50% of those surveyed have less than one year of experience with ESG, but would recommend this career path to others. This aligns with the massive growth seen within organizations as they build or expand their ESG strategies.

Members generally commented that ESG provides lots of opportunity for growth and that they find their work fulfilling because they are creating a positive impact on the environment and society—something most people can get behind!

### How many years of experience do you have in ESG?

< 1 year	53%
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1–3 years	33%
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4–5 years	9%
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6–10 years	4%
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10+ years	1%
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### How likely would you be to recommend your career path to others?

Extremely likely	34%
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Somewhat likely	52%
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Neither likely nor unlikely	12%
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Somewhat unlikely	1%
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Extremely unlikely	1%
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# Demographics

## Why would you recommend ESG as a career opportunity?

“Expanding market that more and more companies will be seeking expertise in. Fulfilling work—noble purpose.”

“It's dynamic and growing and touches every aspect of the company.”

“We need to get to a world where everyone is working together against climate change, and we need more people in ESG in order to do that.”

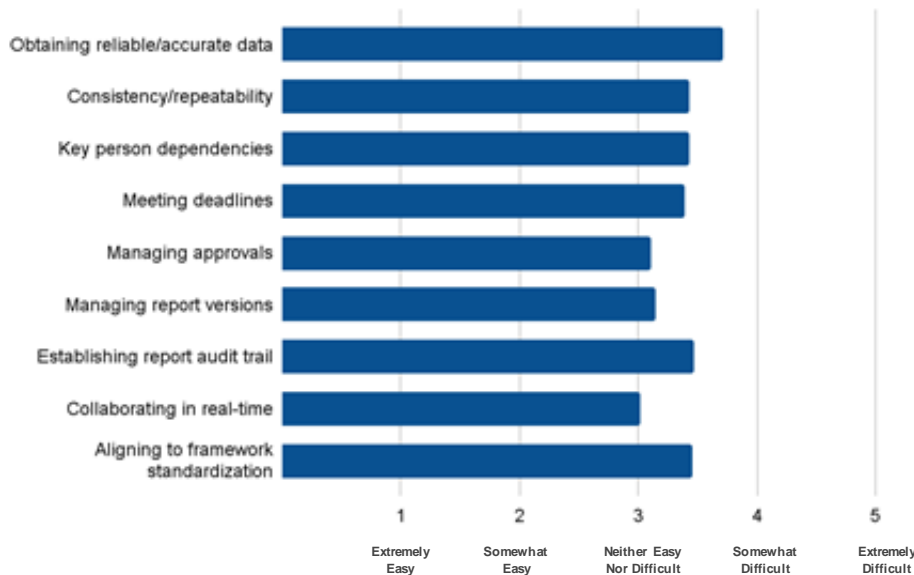
“I think having purpose-led businesses is the way of the future and that we can always use more people who care about creating a more responsible business.”

“This is a growing field and most organizations have to put in a lot of efforts in this area for the foreseeable future.”

# Reporting Process



How would you describe your ESG reporting process today?



When we think of ESG professionals' demographics, it's no surprise that ESG reporting processes are somewhat difficult as many have one year or less of experience.

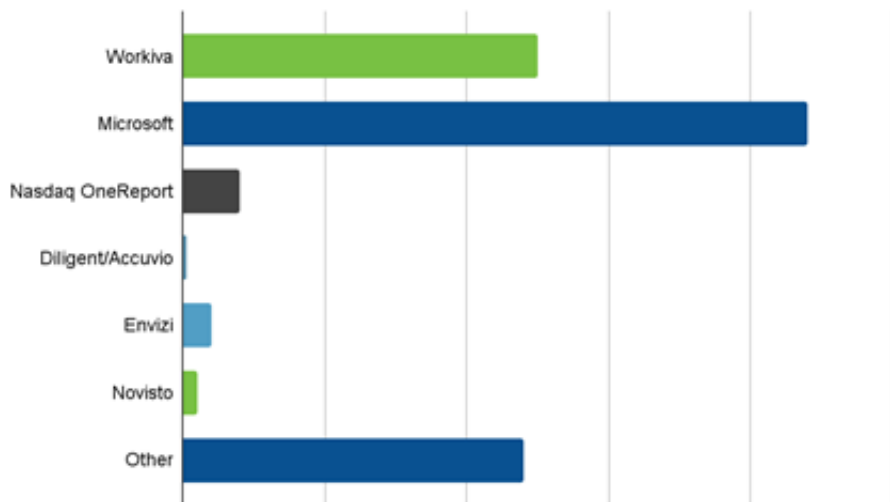
Top challenges included data reliability and auditability because of disperse data spread across organizations. Additionally, numerous frameworks and standards with varying requirements can be difficult to navigate.

**Questions for your peers?**

Join the [ESG Pro Group Community](#) to ask away!

# Tools

Which of the following tools do you currently use for ESG reporting?

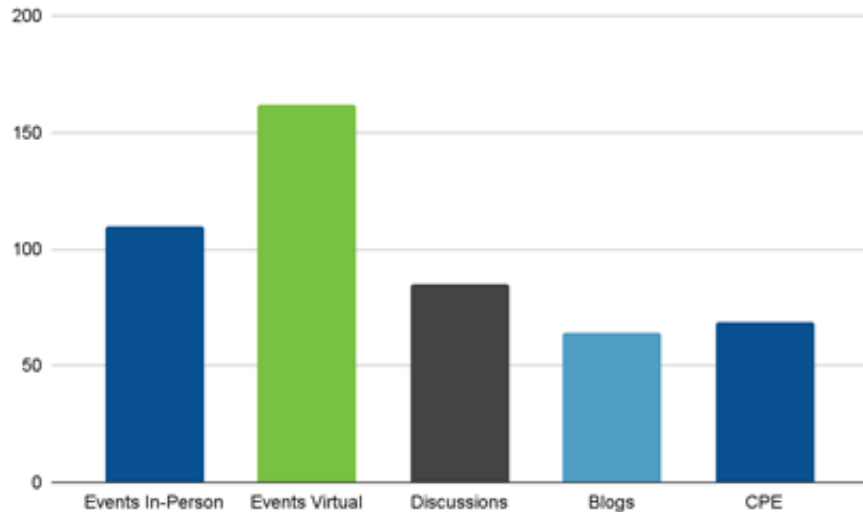


To help overcome some of the challenges within the ESG reporting process, many organizations are utilizing tools and technology. We asked ESG Pro Group members which tools they use and here's how they responded.

Traditional word processing and spreadsheet technology helps organize and gather information for disclosure but many lack real-time collaboration capabilities. Additionally, organizations are looking for additional ways to improve auditability based on the potential for regulated ESG disclosure.



## What resources are you looking for as an ESG practitioner?



We have many plans for virtual events, networking, and thought-provoking discussions in 2023.

Make sure you are receiving [email notifications](#) from the ESG Pro Group Community page to stay up to date on the latest.

Our ESG Pro Group National Team of subject matter experts is interested in knowing more about what you want out of this community. Please provide any feedback or suggestions [here](#).



[progroups.org/esgprogroup](http://progroups.org/esgprogroup)

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