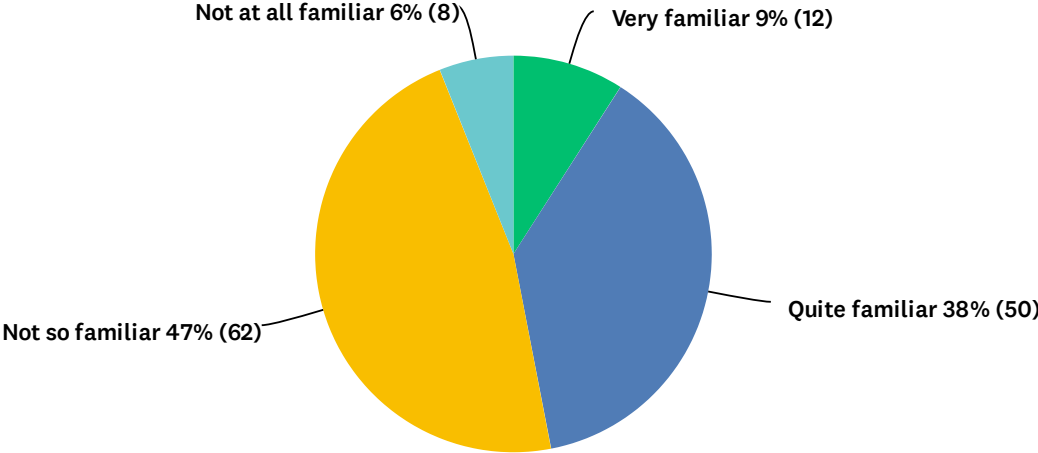


Q1 How familiar would you say you are with ESG (Environmental, Social, Governance)?

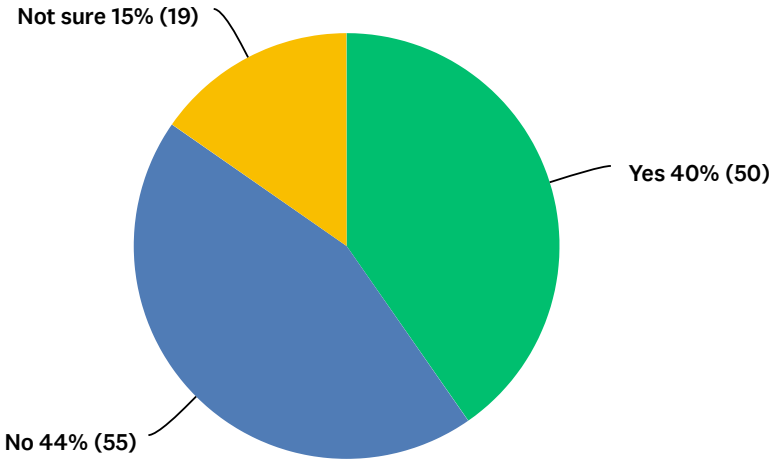
Answered: 132 Skipped: 0



ANSWER CHOICES	RESPONSES	
Very familiar	9%	12
Quite familiar	38%	50
Not so familiar	47%	62
Not at all familiar	6%	8
TOTAL		132

Q2 Does your company have any written policy related to ESG?

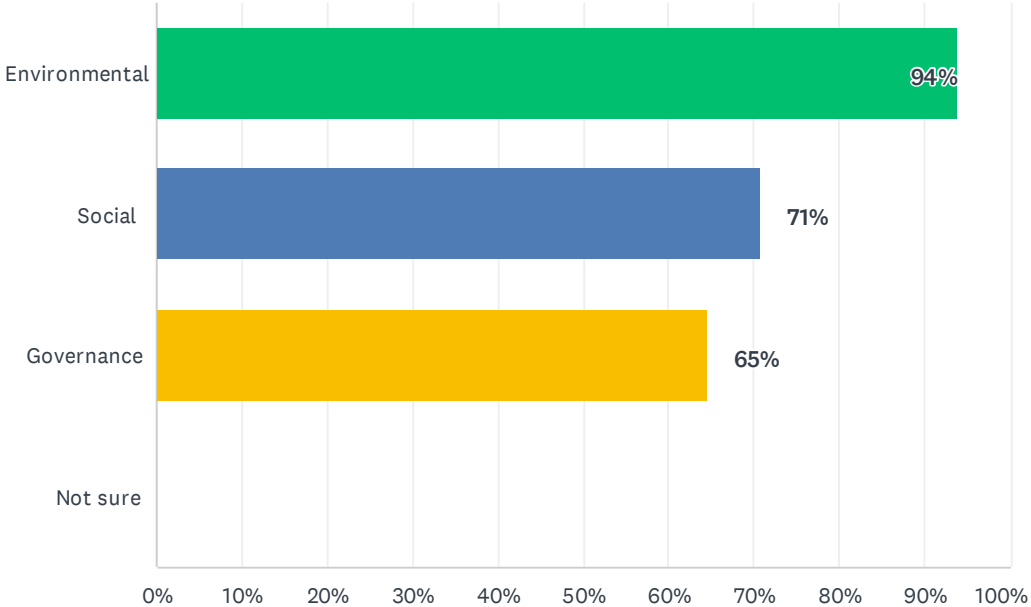
Answered: 124 Skipped: 8



ANSWER CHOICES	RESPONSES	
Yes	40%	50
No	44%	55
Not sure	15%	19
TOTAL		124

Q3 Which of the following ESG aspects is the written policy about? Please select all that apply.

Answered: 48 Skipped: 84



ANSWER CHOICES	RESPONSES	
Environmental	94%	45
Social	71%	34
Governance	65%	31
Not sure	0%	0
Total Respondents: 48		

Q4 How would you rate the importance of the following three ESG aspects with respect to your organisation’s business strategy in 2023?

Answered: 108 Skipped: 24

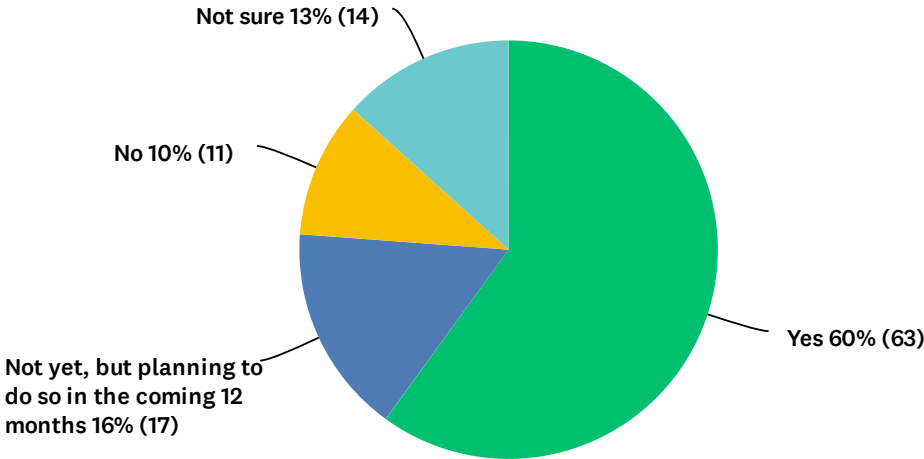


■ Very import...
 ■ Quite impo...
 ■ Not so imp...
 ■ Not at all i...

	VERY IMPORTANT	QUITE IMPORTANT	NOT SO IMPORTANT	NOT AT ALL IMPORTANT	TOTAL
Environmental	47% 51	35% 38	18% 19	0% 0	108
Social	44% 47	44% 47	13% 14	0% 0	108
Governance	52% 56	37% 40	11% 12	0% 0	108

Q5 Does your company adopt any ESG initiatives currently?

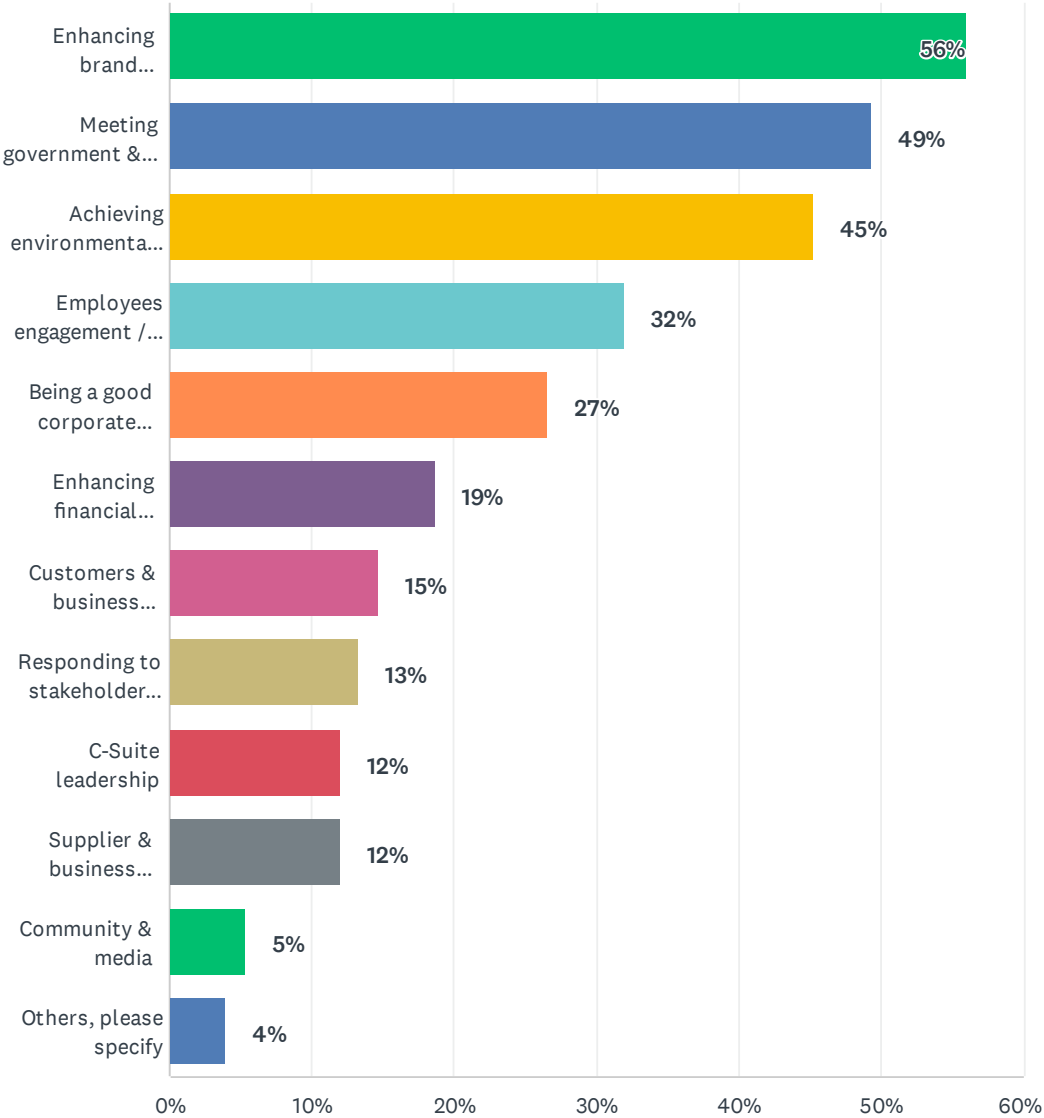
Answered: 105 Skipped: 27



ANSWER CHOICES	RESPONSES	
Yes	60%	63
Not yet, but planning to do so in the coming 12 months	16%	17
No	10%	11
Not sure	13%	14
TOTAL		105

Q6 What are the key driving forces for your company to adopt and implement ESG initiatives? Please select at most 3 answers.

Answered: 75 Skipped: 57

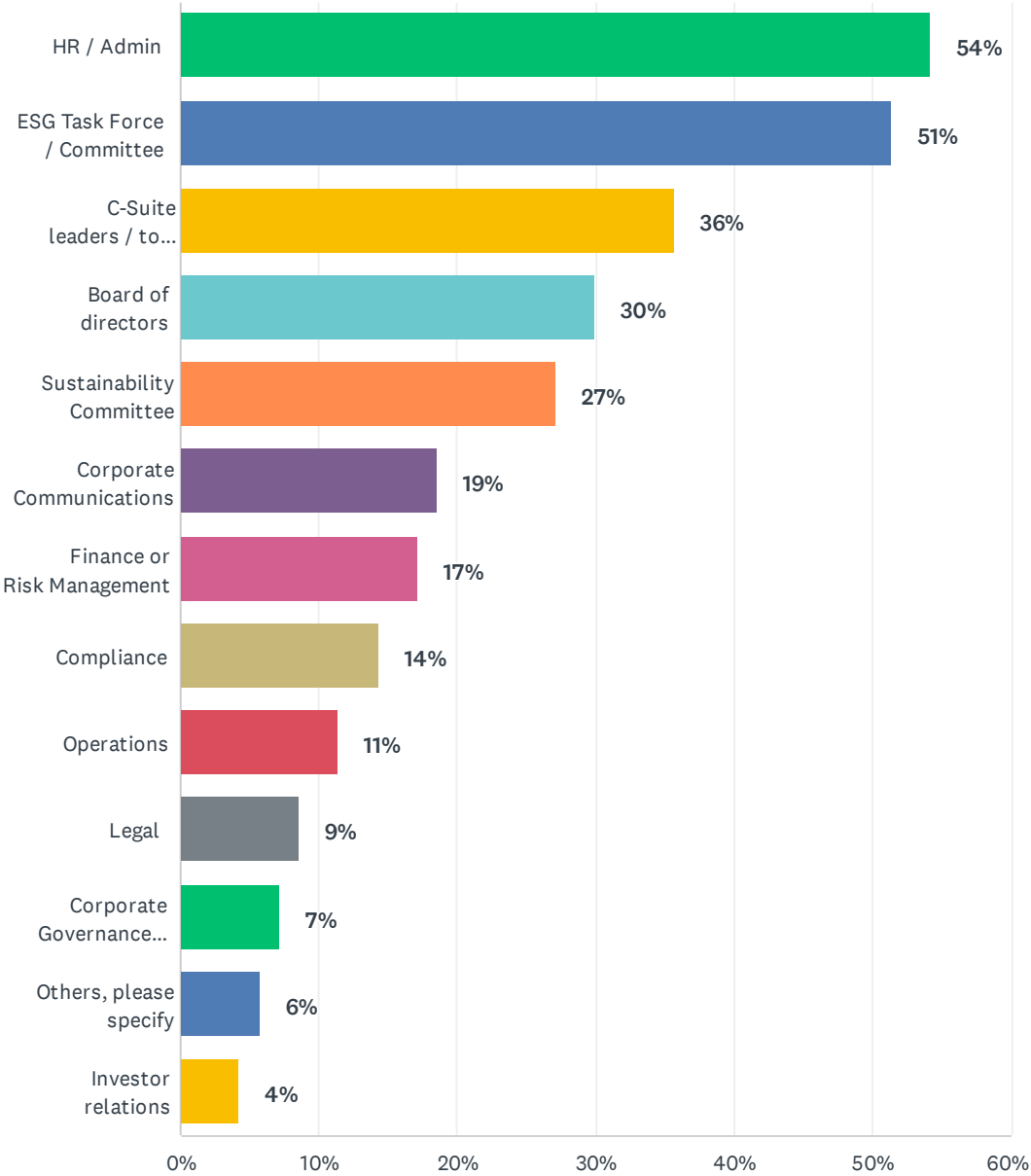


HR Pulse Check on ESG

ANSWER CHOICES	RESPONSES	
Enhancing brand reputation	56%	42
Meeting government & regulators requirement	49%	37
Achieving environmental goals	45%	34
Employees engagement / hiring / retention	32%	24
Being a good corporate citizen	27%	20
Enhancing financial performance	19%	14
Customers & business competitors	15%	11
Responding to stakeholder pressure for transparency and accountability	13%	10
C-Suite leadership	12%	9
Supplier & business partner	12%	9
Community & media	5%	4
Others, please specify	4%	3
Total Respondents: 75		

Q7 Which unit(s) / function(s) is / will be responsible for overseeing the implementation of ESG initiatives at your company? Please select all that apply

Answered: 70 Skipped: 62

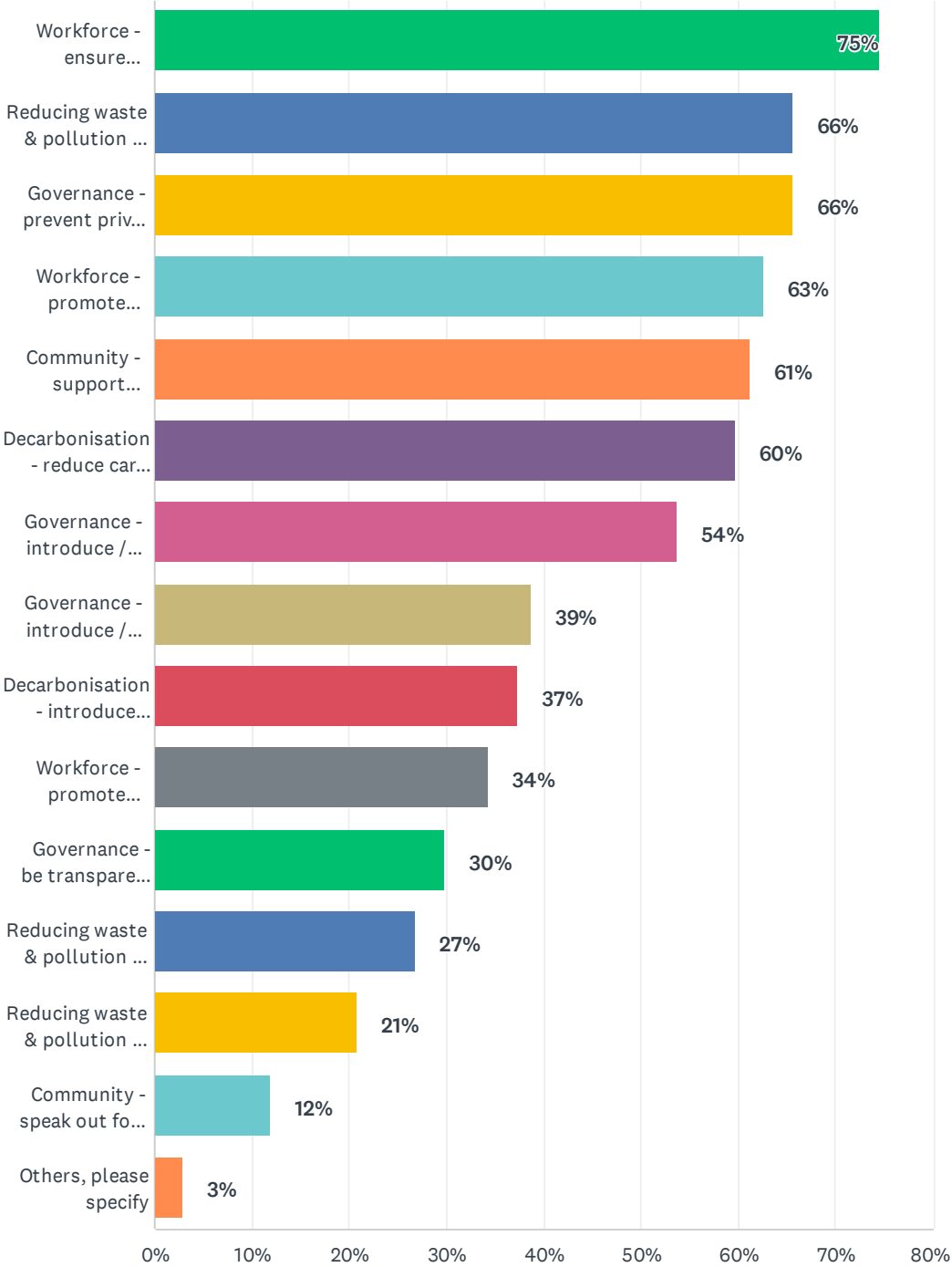


HR Pulse Check on ESG

ANSWER CHOICES	RESPONSES	
HR / Admin	54%	38
ESG Task Force / Committee	51%	36
C-Suite leaders / top management	36%	25
Board of directors	30%	21
Sustainability Committee	27%	19
Corporate Communications	19%	13
Finance or Risk Management	17%	12
Compliance	14%	10
Operations	11%	8
Legal	9%	6
Corporate Governance Committee	7%	5
Others, please specify	6%	4
Investor relations	4%	3
Total Respondents: 70		

Q8 Which of the following ESG initiatives are currently / will soon be adopted by your company?

Answered: 67 Skipped: 65

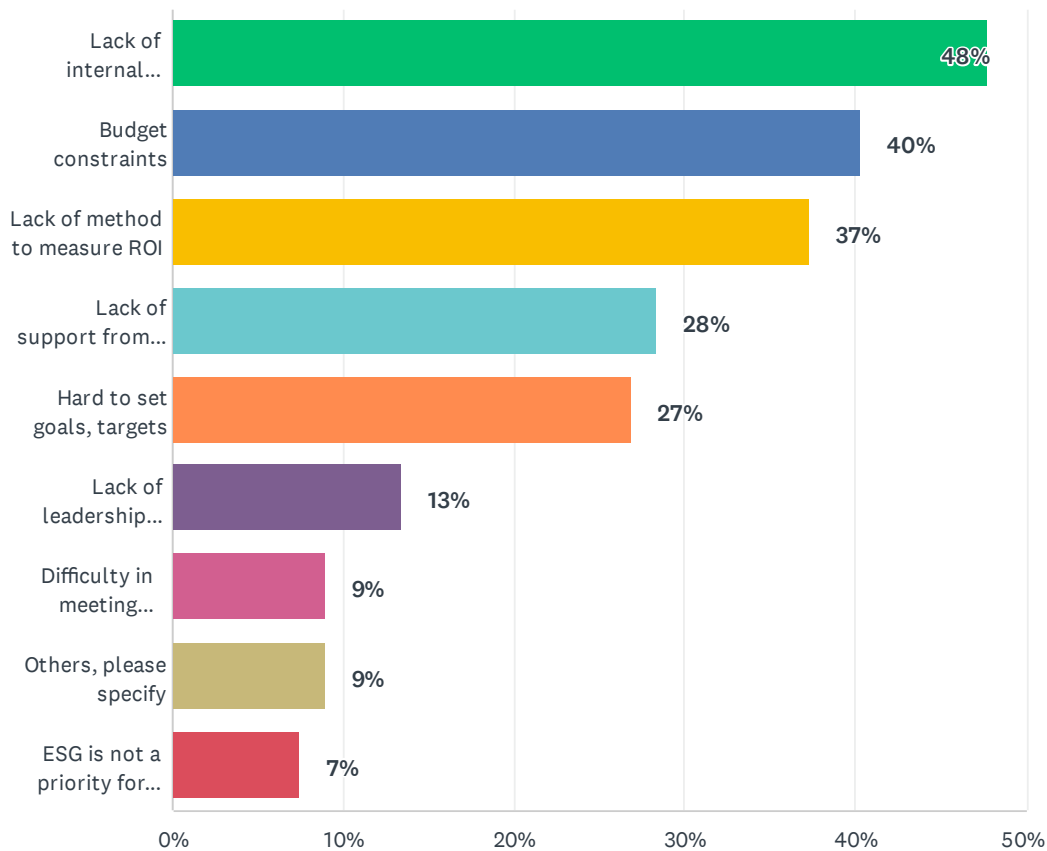


HR Pulse Check on ESG

ANSWER CHOICES	RESPONSES	
Workforce - ensure occupational safety & health	75%	50
Reducing waste & pollution - increase recycling / use sustainable materials	66%	44
Governance - prevent privacy breaches and misuse of personal data	66%	44
Workforce - promote diversity and inclusion	63%	42
Community - support charities or communities in need	61%	41
Decarbonisation - reduce carbon emission	60%	40
Governance - introduce / improve mechanism to prevent corruption	54%	36
Governance - introduce / strengthen ethical business model	39%	26
Decarbonisation - introduce (more) green products / green operations	37%	25
Workforce - promote equality in pay	34%	23
Governance - be transparent about company's decision, actions and impacts	30%	20
Reducing waste & pollution - be transparent about environmental impacts	27%	18
Reducing waste & pollution - use (more) renewable energy	21%	14
Community - speak out for vulnerable groups	12%	8
Others, please specify	3%	2
Total Respondents: 67		

Q9 Which are the key challenges encountered when implementing / planning to implement ESG initiatives in your organisation / company? Please select all that apply.

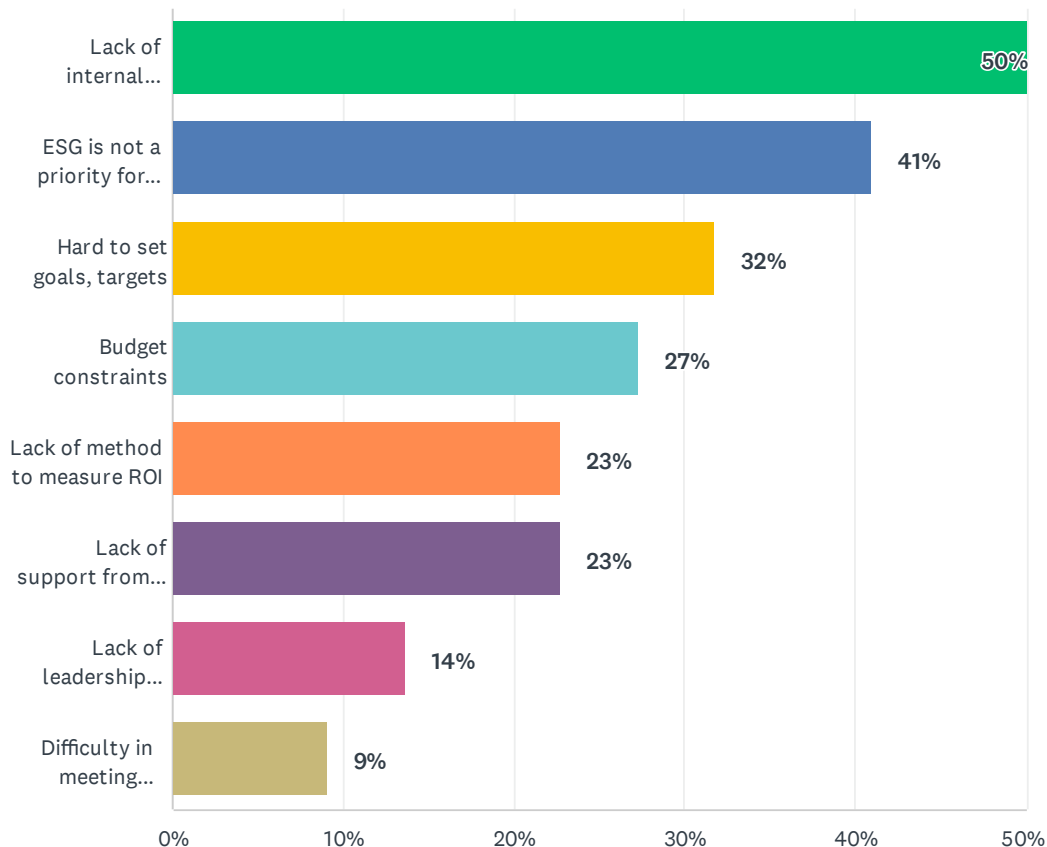
Answered: 67 Skipped: 65



ANSWER CHOICES	RESPONSES	
Lack of internal expertise / relevant knowledge among staff responsible for	48%	32
Budget constraints	40%	27
Lack of method to measure ROI	37%	25
Lack of support from employees	28%	19
Hard to set goals, targets	27%	18
Lack of leadership buy-in	13%	9
Difficulty in meeting regulations or standards	9%	6
Others, please specify	9%	6
ESG is not a priority for my company	7%	5
Total Respondents: 67		

Q10 What are the key obstacles preventing your company from adopting / implementing ESG initiatives? Please select at most 3 answers.

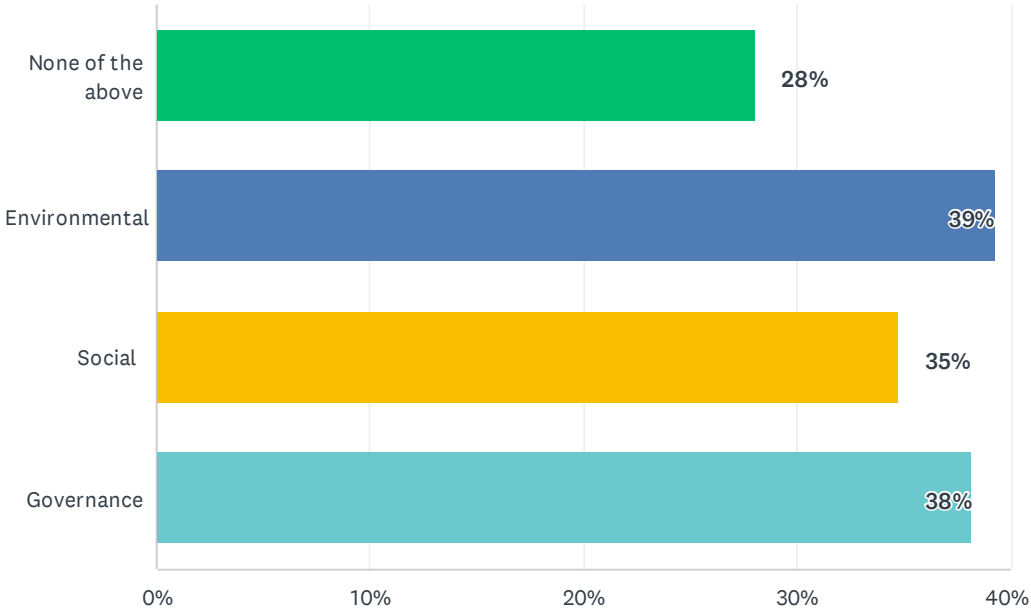
Answered: 22 Skipped: 110



ANSWER CHOICES	RESPONSES	
Lack of internal expertise / relevant knowledge	50%	11
ESG is not a priority for my company	41%	9
Hard to set goals, targets	32%	7
Budget constraints	27%	6
Lack of method to measure ROI	23%	5
Lack of support from employees	23%	5
Lack of leadership buy-in	14%	3
Difficulty in meeting regulations or standards	9%	2
Total Respondents: 22		

Q11 Which aspect of ESG does your company find most lacking in relevant knowledge / expertise? Please select all that apply.

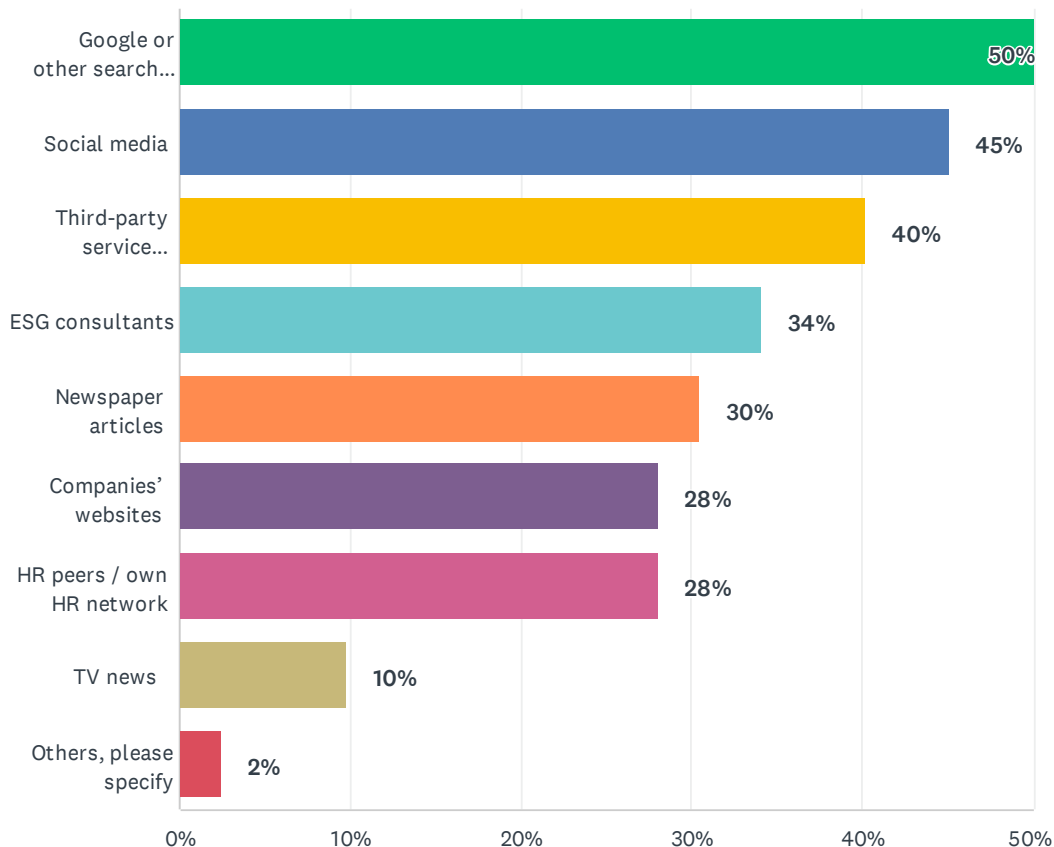
Answered: 89 Skipped: 43



ANSWER CHOICES	RESPONSES	
None of the above	28%	25
Environmental	39%	35
Social	35%	31
Governance	38%	34
Total Respondents: 89		

Q12 Through what channels do you usually seek further information related to ESG in general or ESG programme implementation?

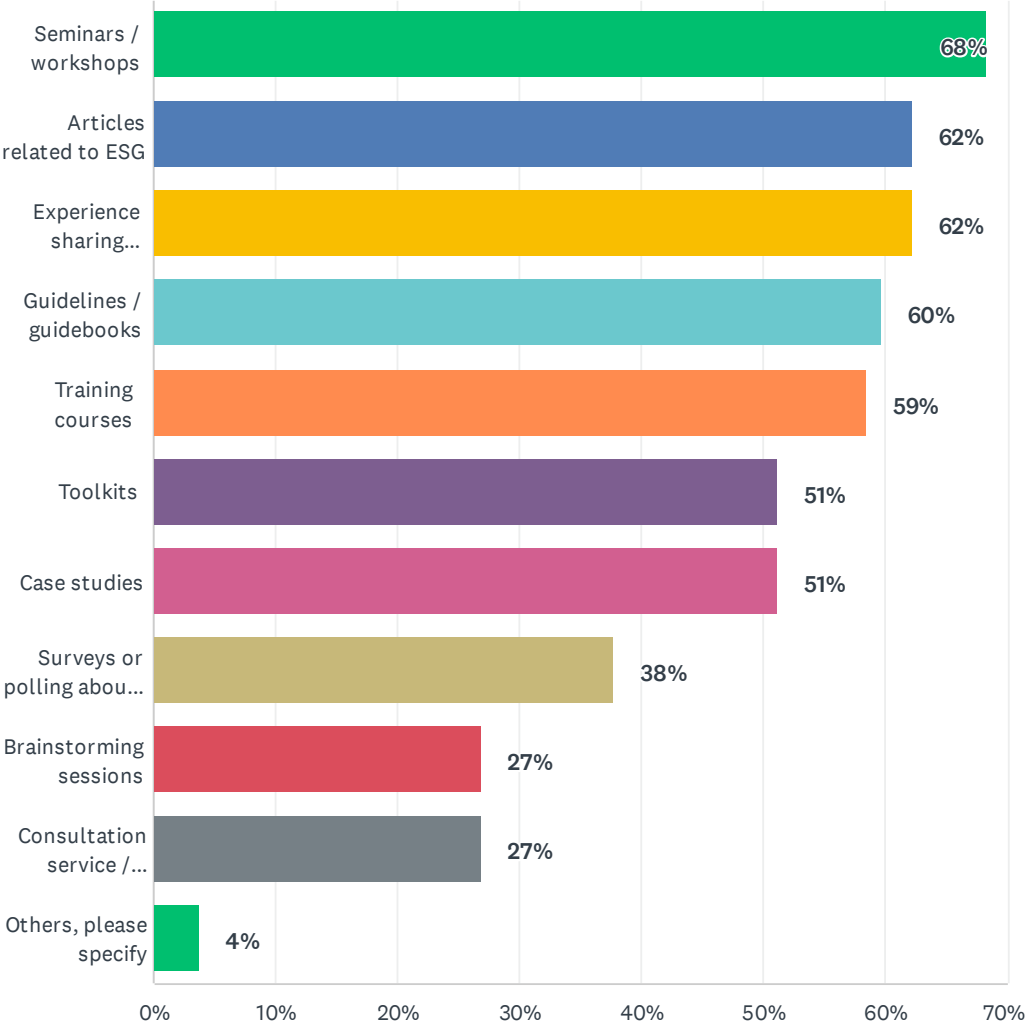
Answered: 82 Skipped: 50



ANSWER CHOICES	RESPONSES	
Google or other search engines	50%	41
Social media	45%	37
Third-party service providers	40%	33
ESG consultants	34%	28
Newspaper articles	30%	25
Companies' websites	28%	23
HR peers / own HR network	28%	23
TV news	10%	8
Others, please specify	2%	2
Total Respondents: 82		

Q13 What type of resources on ESG should the HKIHRM provide to its members? Please select all that apply.

Answered: 82 Skipped: 50

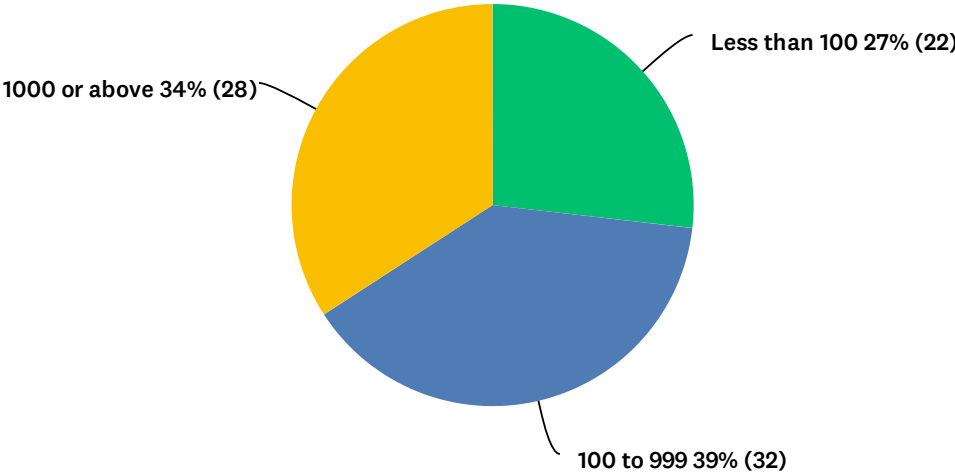


HR Pulse Check on ESG

ANSWER CHOICES	RESPONSES	
Seminars / workshops	68%	56
Articles related to ESG	62%	51
Experience sharing communities	62%	51
Guidelines / guidebooks	60%	49
Training courses	59%	48
Toolkits	51%	42
Case studies	51%	42
Surveys or polling about ESG	38%	31
Brainstorming sessions	27%	22
Consultation service / Implementation support	27%	22
Others, please specify	4%	3
Total Respondents: 82		

Q14 What is the size of your company?

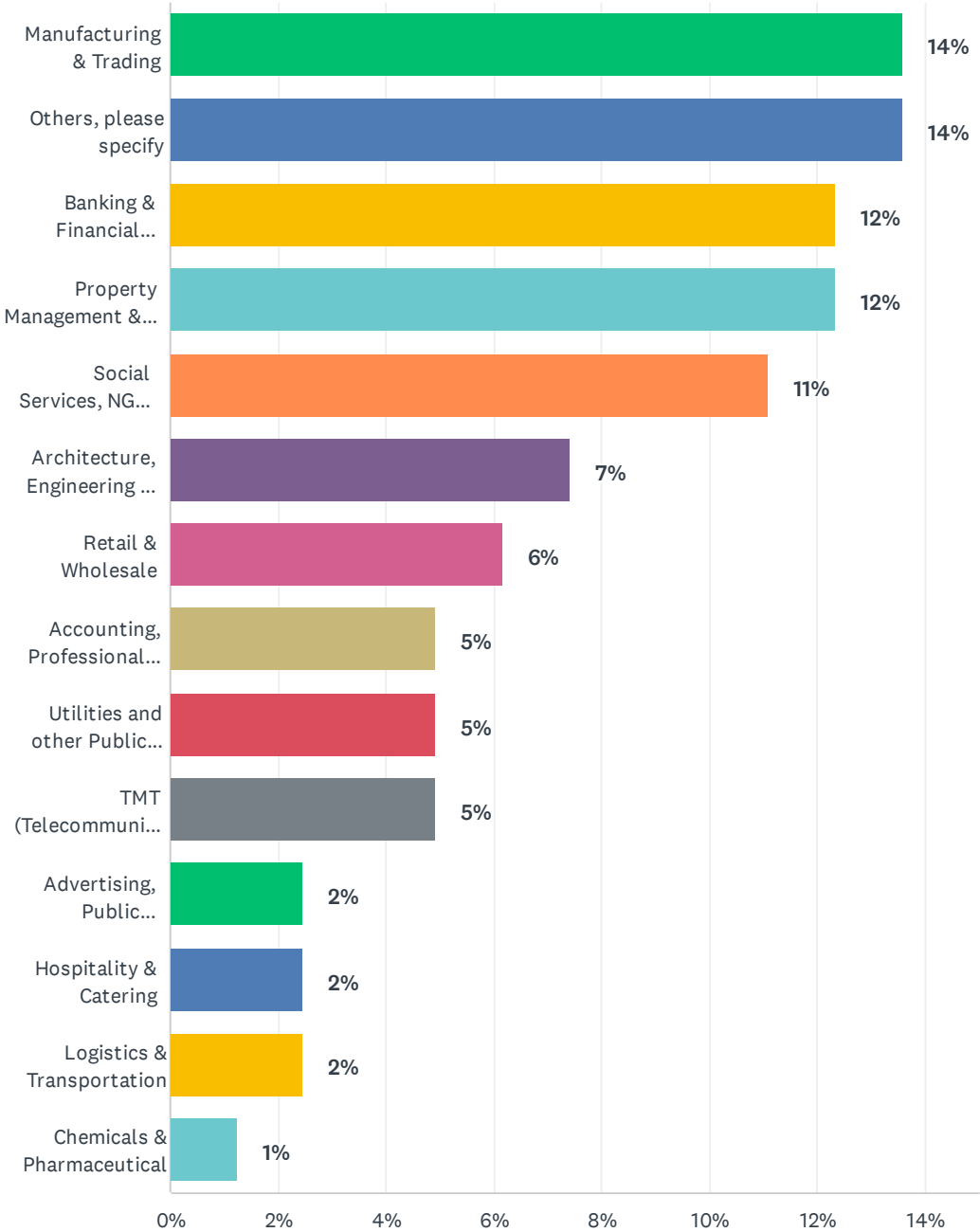
Answered: 82 Skipped: 50



ANSWER CHOICES	RESPONSES	
Less than 100	27%	22
100 to 999	39%	32
1000 or above	34%	28
TOTAL		82

Q15 What is the main business sector of your company?

Answered: 81 Skipped: 51

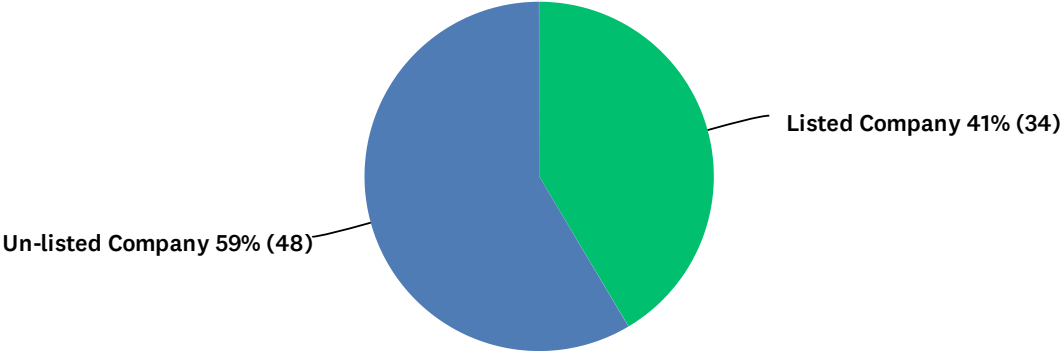


HR Pulse Check on ESG

ANSWER CHOICES	RESPONSES	
Manufacturing & Trading	14%	11
Others, please specify	14%	11
Banking & Financial Services (including Asset Management, Insurance)	12%	10
Property Management & Real Estate Development	12%	10
Social Services, NGOs, Non- profit organisations / Charities, Education	11%	9
Architecture, Engineering & Construction	7%	6
Retail & Wholesale	6%	5
Accounting, Professional Services	5%	4
Utilities and other Public / Statutory Bodies	5%	4
TMT (Telecommunication, Multi-Media & Technology)	5%	4
Advertising, Public Relations & Marketing	2%	2
Hospitality & Catering	2%	2
Logistics & Transportation	2%	2
Chemicals & Pharmaceutical	1%	1
TOTAL		81

Q16 Which of the following best describes the ownership structure of your company?

Answered: 82 Skipped: 50



ANSWER CHOICES	RESPONSES	
Listed Company	41%	34
Un-listed Company	59%	48
TOTAL		82