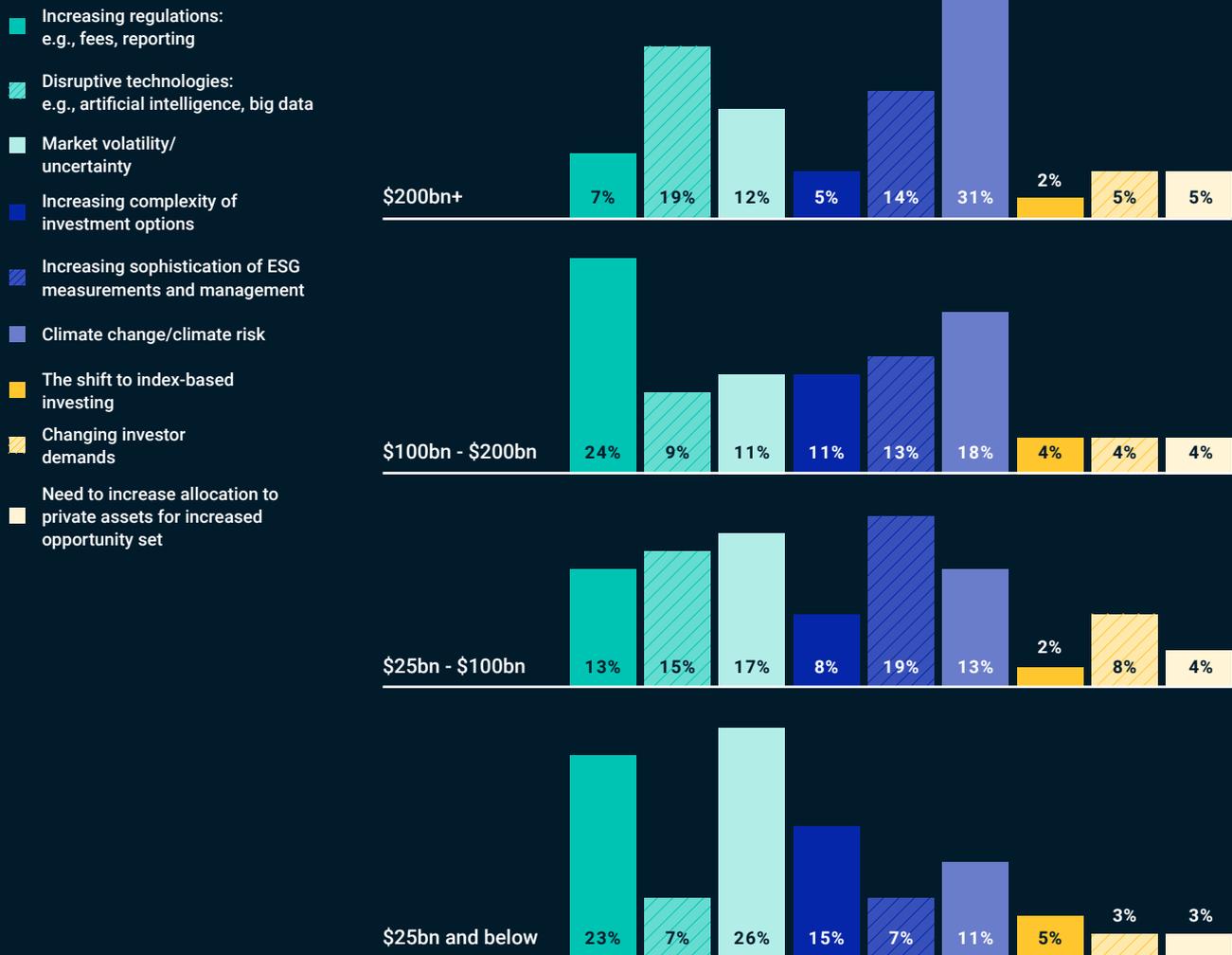


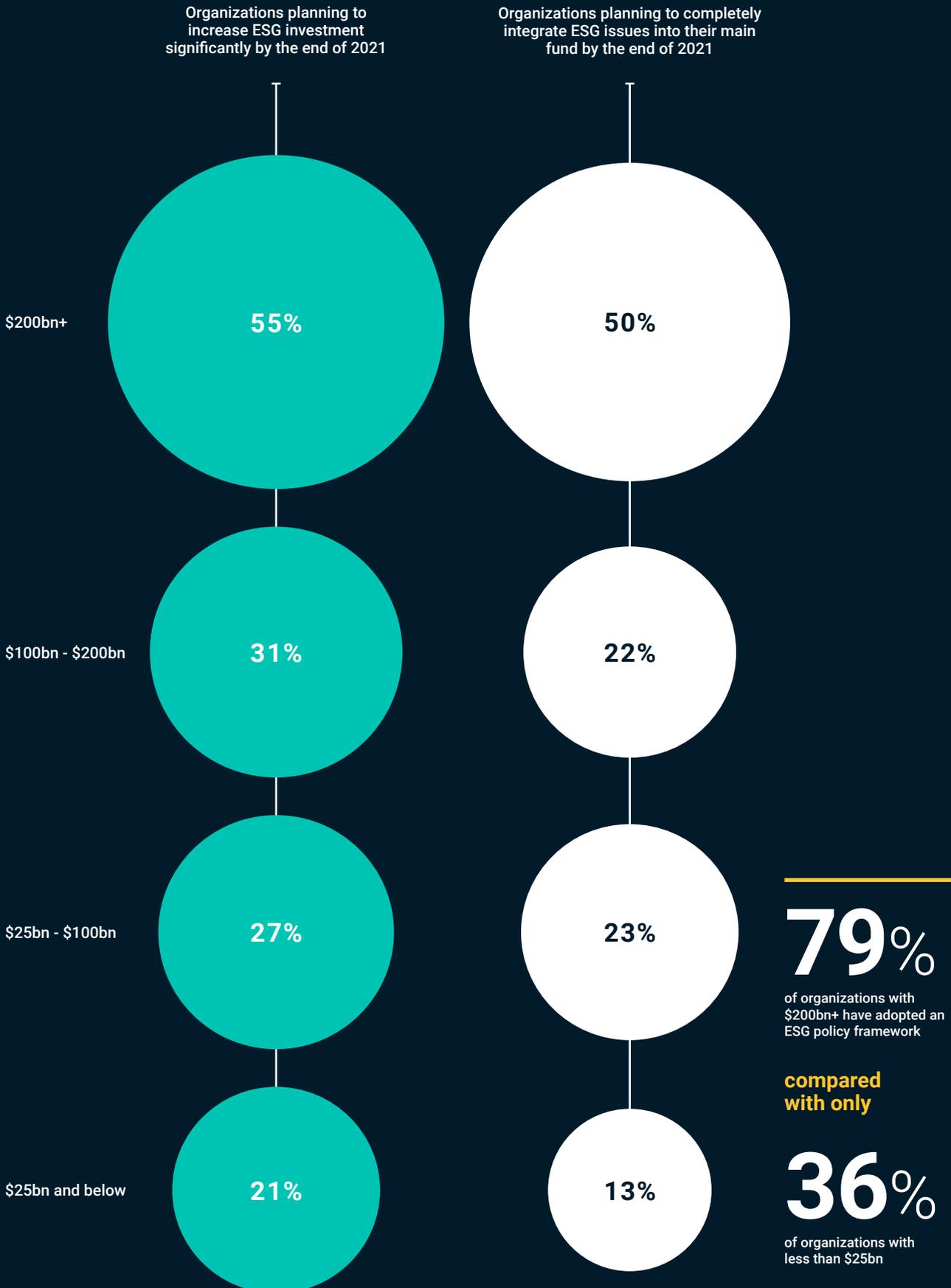
How scale makes a difference

The largest firms have the resources to lead the industry on major issues like ESG. Smaller ones are under pressure to keep up

Trends ranked no. 1 for impact on investment over the next 3-5 years

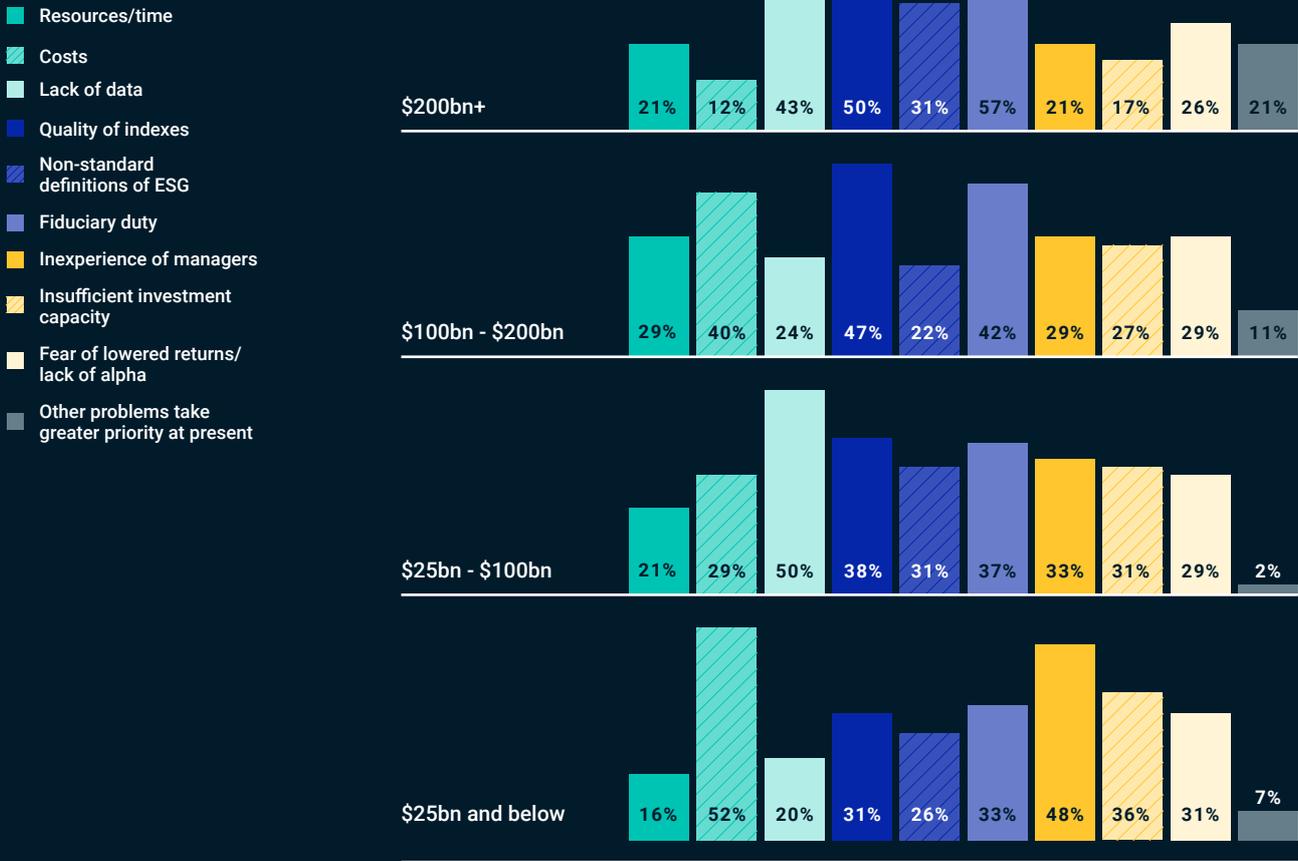


Plans for ESG investing based on assets owned



► Smaller organizations are more impacted by costs and skills shortages

Perceived barriers to ESG integration, according to assets managed



► Investment constraints are very different for large and small investors

Constraints on investment strategies over time

