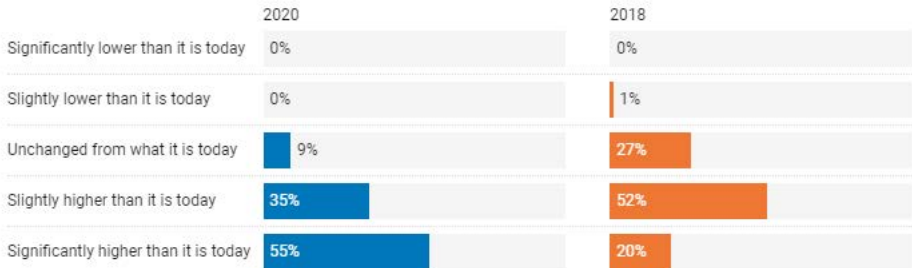


## Exhibit 29

In the next 5–10 years, I expect my firm's future commitment to the research of ESG and sustainability issues will be:

■ 2020 ■ 2018

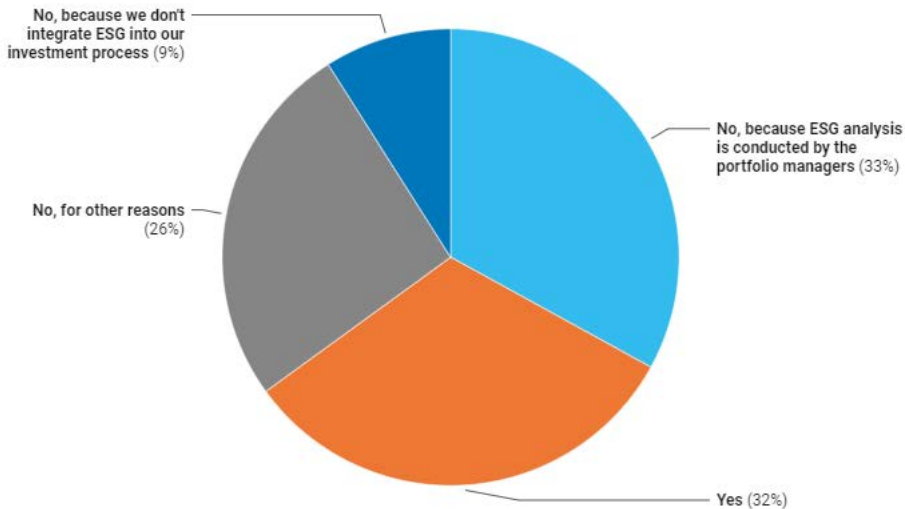


SOURCE: Practitioner survey (2020 results), Investment Firm of the Future CFA Institute member survey (2018 results)

Chart: CFA Institute • [Get the data](#) • Created with [Datawrapper](#)

## Exhibit 30

Does your organization employ dedicated ESG analysts?



N = 2,125

Chart: CFA Institute • Source: Practitioner Survey • [Get the data](#) • Created with [Datawrapper](#)

## Exhibit 31

Job Title Family	Job Posts on LinkedIn	Seeking Sustainability Skills	Ratio
Portfolio Manager	1,032	186	18%
Analyst	1,519	27	2%
Financial Advisor	7,571	364	5%
Chief Executive Officer	4	0	0%
Chief Investment Officer	31	3	10%
Total	10,157	580	6%

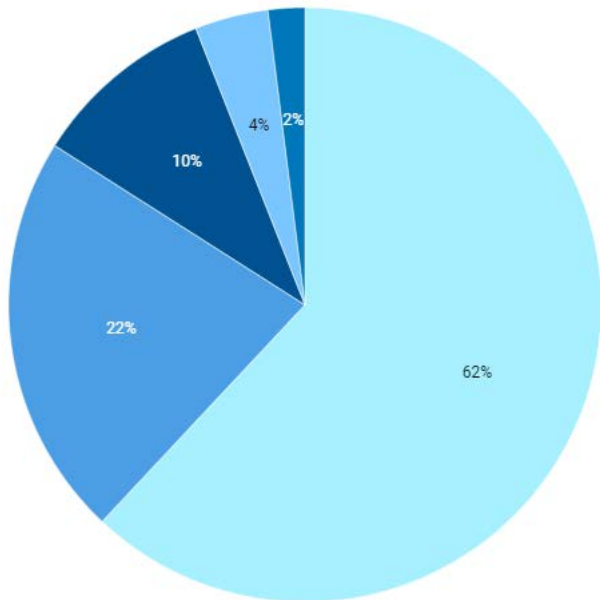
## Exhibit 32

Job Title Family	People on LinkedIn (rounded)	With Sustainability Skills	1-Year Sustainability Expertise Growth
Financial Advisor	630,000	0.5%	32%
Portfolio Manager	146,000	1.5%	32%
Analyst	180,000	0.7%	34%
Chief Executive Officer	37,000	1.9%	12%
Chief Investment Officer	15,000	2.0%	18%
Total	1,008,000	0.7%	26%

## Exhibit 33

Firms with employees that have sustainability expertise

- 1 employee (304)
- 2 to 5 employees (111)
- 6 to 10 employees (48)
- 11 to 20 employees (20)
- 21 or more (11)



Total = 494

Chart: CFA Institute • Source: LinkedIn Talent Insights • [Get the data](#) • Created with [Datawrapper](#)

## Exhibit 34

Percent saying employees receive training

2017 2020

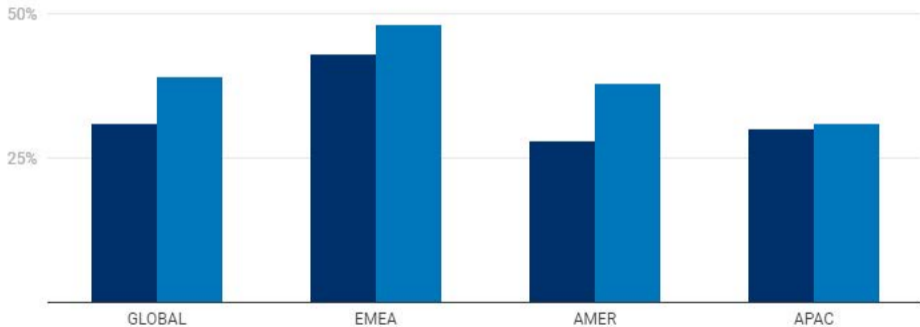


Chart: CFA Institute • Source: Practitioner survey • [Get the data](#) • Created with [Datawrapper](#)

## Exhibit 35

What is your interest level in building your skills and knowledge regarding ESG analysis?

Legend:  
■ Already proficient (Green)  
■ Getting training now (Dark Blue)  
■ Plan to pursue training within one year (Medium Blue)  
■ Might pursue training in 1+ years (Light Blue)  
■ I have no interest (Dark Grey)

