

## LAMPIRAN

Lampiran 1. Data Mentah

Nama Perusahaan	ESG	CEO	KOMPENSASI	SIZE	AGE	IND	YEAR	ESG_MOWN
Adaro Energy Indonesia Tbk	50.8	0.06179688	18.88	22.69972	2.708050201	0.00	1.00	3.13928
AKR Corporindo Tbk.	51.42	0.00655866	18.04	21.15663	3.091042453	0.00	1.00	0.33725
Aneka Tambang Tbk.	71.24	0	18.22	21.50049	3.931825633	0.00	1.00	0.00000
Astra Agro Lestari Tbk	37.8	0	17.97	21.38769	3.044522438	1.00	1.00	0.00000
Astra International Tbk	44.35	0.000173033	21.00	23.95633	4.127134385	0.00	1.00	0.00767
Barito Pacific Tbk	13.52	0.7182278	18.81	22.69490	3.688879454	0.00	1.00	9.71044
Bukit Asam Tbk	61.66	1.77156E-05	18.96	21.35468	3.63758616	0.00	1.00	0.00109
Bumi Serpong Damai Tbk	29.3	0.003281083	17.35	22.09177	3.555348061	0.00	1.00	0.09614
Charoen Pokphand Indonesia Tbk	21.75	0	19.43	21.46388	3.828641396	1.00	1.00	0.00000
Global Mediacom Tbk	25.54	0.002036324	18.67	21.49916	3.63758616	0.00	1.00	0.05201
Gudang Garam Tbk	13.18	0.000888569	20.12	22.45779	4.110873864	1.00	1.00	0.01171
HM Sampoerna Tbk	58.76	0	20.23	22.02273	4.48863637	1.00	1.00	0.00000
Indah Kiat Pulp & Paper Tbk	27.62	0	19.50	22.86357	3.761200116	0.00	1.00	0.00000

Indo Tambangra ya Megah Tbk	76.1 1	0.0009456 2	17.45	20.913 09	3.4657359 03	0.0 0	1.00	0.07197
Indocement Tunggal Prakarsa Tbk	52.7 1	0	18.67	21.414 53	3.7841896 34	0.0 0	1.00	0.00000
Indofood CBP Sukses Makmur Tbk	37.5 3	0.0004090 65	20.09	21.748 90	2.4849066 5	1.0 0	1.00	0.01535
Indofood Sukses Makmur Tbk	39.5 9	0.0001514 47	20.25	22.659 23	3.3672958 3	1.0 0	1.00	0.00600
Kalbe Farma Tbk	59.3 1	0.0007521 22	19.11	21.101 70	3.9702919 14	0.0 0	1.00	0.04461
Media Nusantara Citra Tbk	20.1 2	0.0319706 57	18.71	20.974 06	3.0910424 53	0.0 0	1.00	0.64325
Merdeka Copper Gold Tbk.	24.9 2	0.0002055 02	17.18	20.673 29	1.9459101 49	0.0 0	1.00	0.00512
Pabrik Kertas Tjiwi Kimia Tbk	35.8 8	0	18.81	21.842 44	3.8501476 02	0.0 0	1.00	0.00000
Pakuwon Jati Tbk	22.4 8	0.0002202 68	18.19	21.354 57	3.6109179 13	0.0 0	1.00	0.00495
Sarana Menara Nusantara Tbk	31.3 5	0.0002128 61	19.13	21.413 01	2.3978952 73	0.0 0	1.00	0.00667
Semen Indonesia (Persero) Tbk	43.3 5	0	19.07	22.472 43	4.1271343 85	0.0 0	1.00	0.00000
Summarec on Agung Tbk	26.8 5	0.0093756 95	16.68	21.289 11	3.7841896 34	0.0 0	1.00	0.25174
Surya Citra Media Tbk	54.0 6	0.0001624 4	18.22	19.997 42	2.9957322 74	0.0 0	1.00	0.00878
Telkom Indonesia	52.7 3	1.16791E- 05	21.47	23.491 92	4.0253516 91	0.0 0	1.00	0.00062

(Persero) Tbk								
Tower Bersama Infrastruktur Tbk	17.68	0.000789095	18.15	21.52266	2.708050201	0.00	1.00	0.01395
Unilever Indonesia Tbk	73.17	0	20.05	21.12050	4.454347296	1.00	1.00	0.00000
United Tractors Tbk	65.27	0.001053206	19.81	22.80875	3.850147602	0.00	1.00	0.06874
Vale Indonesia Tbk	82.82	0	18.23	21.52198	3.931825633	0.00	1.00	0.00000
XL Axiata Tbk	69.5	0.000356628	17.09	22.23158	3.135494216	0.00	1.00	0.02479
Adaro Energy Indonesia Tbk	60.52	0.061796882	20.75	22.69972	2.708050201	0.00	1.00	3.73995
AKR Corporindo Tbk.	54.69	0.00655866	18.19	21.15663	3.091042453	0.00	1.00	0.35869
Aneka Tambang Tbk.	72.7	0	18.69	21.50049	3.931825633	0.00	1.00	0.00000
Astra Agro Lestari Tbk	36.9	0	18.79	21.38769	3.044522438	1.00	1.00	0.00000
Astra International Tbk	41.04	0.000319265	21.31	23.95633	4.127134385	0.00	1.00	0.01310
Barito Pacific Tbk	43.4	0.721775403	19.51	22.69490	3.688879454	0.00	1.00	31.32505
Bukit Asam Tbk	64.29	1.77156E-05	20.15	21.35468	3.63758616	0.00	1.00	0.00114
Bumi Serpong Damai Tbk	48.4	0.004554581	18.50	22.09177	3.555348061	0.00	1.00	0.22044
Charoen Pokphand Indonesia Tbk	21.22	0	19.35	21.46388	3.828641396	1.00	1.00	0.00000
Global Mediacom Tbk	37.34	0.001909556	18.96	21.49916	3.63758616	0.00	1.00	0.07130

Gudang Garam Tbk	23.38	0.000888569	19.79	22.45779	4.110873864	1.00	1.00	0.02077
HM Sampoerna Tbk	76.05	0	20.03	22.02273	4.48863637	1.00	1.00	0.00000
Indah Kiat Pulp & Paper Tbk	26.84	0	20.08	22.86357	3.761200116	0.00	1.00	0.00000
Indo Tambangraya Megah Tbk	76.78	0.001211125	19.98	20.91309	3.465735903	0.00	1.00	0.09299
Indocement Tunggal Prakarsa Tbk	62.56	0	18.65	21.41453	3.784189634	0.00	1.00	0.00000
Indofood CBP Sukses Makmur Tbk	35.52	0.000409065	20.13	21.74890	2.48490665	1.00	1.00	0.01453
Indofood Sukses Makmur Tbk	42.2	0.000151447	20.49	22.65923	3.36729583	1.00	1.00	0.00639
Jasa Marga Tbk	72.28	2.12183E-05	17.93	22.69478	3.713572067	0.00	1.00	0.00153
Kalbe Farma Tbk	54.63	0.000744655	19.24	21.10170	3.970291914	0.00	1.00	0.04068
Media Nusantara Citra Tbk	15.88	0.000453543	19.03	20.97406	3.091042453	0.00	1.00	0.00720
Merdeka Copper Gold Tbk.	28.43	0.000205502	17.32	20.67329	1.945910149	0.00	1.00	0.0058
Pakuwon Jati Tbk	26.93	0.000220268	18.51	21.35457	3.610917913	0.00	1.00	0.00593
Sarana Menara Nusantara Tbk	33.3	0.000212861	19.30	21.41301	2.397895273	0.00	1.00	0.00709
Semen Indonesia (Persero) Tbk	54.6	0	18.82	22.47243	4.127134385	0.00	1.00	0.00000

Summarecon Agung Tbk	30.69	0.009375695	17.47	21.28911	3.784189634	0.00	1.00	0.28774
Surya Citra Media Tbk	39.46	0.000284185	18.36	19.99742	2.995732274	0.00	1.00	0.01121
Telkom Indonesia (Persero) Tbk	43.98	1.16791E-05	21.59	23.49192	4.025351691	0.00	1.00	0.00051
Tower Bersama Infrastrukture Tbk	25.18	0.001006776	18.54	21.52266	2.708050201	0.00	1.00	0.02535
Unilever Indonesia Tbk	74.01	0	19.82	21.12050	4.454347296	1.00	1.00	0.00000
United Tractors Tbk	65.21	0	20.43	22.80875	3.850147602	0.00	1.00	0.00000
Vale Indonesia Tbk	83.07	0	18.93	21.52198	3.931825633	0.00	1.00	0.00000
XL Axiata Tbk	63.82	0.000642576	18.32	22.23158	3.135494216	0.00	1.00	0.04101
Adaro Energy Indonesia Tbk	67.26	0.061796882	21.76	22.69972	2.708050201	0.00	1.00	4.15646
AKR Corporindo Tbk.	51.68	0.00655866	18.89	21.15663	3.091042453	0.00	1.00	0.33895
Aneka Tambang Tbk.	70.33	0	19.32	21.50049	3.931825633	0.00	1.00	0.00000
Astra Agro Lestari Tbk	43.36	0	18.56	21.38769	3.044522438	1.00	1.00	0.00000
Astra International Tbk	46.07	0.000150678	21.68	23.95633	4.127134385	0.00	1.00	0.00694
Barito Pacific Tbk	51.29	0.708457444	17.29	22.69490	3.688879454	0.00	1.00	36.33678
Bukit Asam Tbk	65.12	0	20.53	21.35468	3.63758616	0.00	1.00	0.00000
Bumi Serpong Damai Tbk	42.78	0.004554581	18.96	22.09177	3.555348061	0.00	1.00	0.19484

Charoen Pokphand Indonesia Tbk	26.9	0	19.05	21.46388	3.828641396	1.00	1.00	0.00000
Global Mediacom Tbk	42.86	0.001909556	18.70	21.49916	3.63758616	0.00	1.00	0.08184
Gudang Garam Tbk	24.45	0.000888569	19.00	22.45779	4.110873864	1.00	1.00	0.02173
HM Sampoerna Tbk	71.12	0	19.82	22.02273	4.48863637	1.00	1.00	0.00000
Indo Tambangraya Megah Tbk	83.02	0.001211125	20.91	20.91309	3.465735903	0.00	1.00	0.10055
Indocement Tungal Prakarsa Tbk	66.71	0	18.59	21.41453	3.784189634	0.00	1.00	0.00000
Indofood CBP Sukses Makmur Tbk	29.41	0.000409065	19.72	21.74890	2.48490665	1.00	1.00	0.01203
Indofood Sukses Makmur Tbk	69.69	0.000151447	20.20	22.65923	3.36729583	1.00	1.00	0.01055
Jasa Marga Tbk	68.76	2.12183E-05	18.82	22.69478	3.713572067	0.00	1.00	0.00146
Kalbe Farma Tbk	69.49	0.000733242	19.22	21.10170	3.970291914	0.00	1.00	0.05095
Media Nusantara Citra Tbk	16.92	0.000398677	18.79	20.97406	3.091042453	0.00	1.00	0.00675
Merdeka Copper Gold Tbk.	28.69	0	17.99	20.67329	1.945910149	0.00	1.00	0.00000
Pabrik Kertas Tjiwi Kimia Tbk	27.64	0	19.95	21.84244	3.850147602	0.00	1.00	0.00000
Pakuwon Jati Tbk	40.99	0.000220268	18.58	21.35457	3.610917913	0.00	1.00	0.00903
Sarana Menara	42.67	0.000212861	19.23	21.41301	2.397895273	0.00	1.00	0.00908

Nusantara Tbk								
Semen Indonesia (Persero) Tbk	54.22	0	18.89	22.47243	4.127134385	0.00	1.00	0.00000
Summarecon Agung Tbk	34.9	0.013753169	17.72	21.28911	3.784189634	0.00	1.00	0.47999
Surya Citra Media Tbk	51.71	0.000540756	17.59	19.99742	2.995732274	0.00	1.00	0.02796
Telkom Indonesia (Persero) Tbk	47.19	1.16791E-05	21.30	23.49192	4.025351691	0.00	1.00	0.00055
Tower Bersama Infrastructure Tbk	27.99	0.000985327	18.50	21.52266	2.708050201	0.00	1.00	0.02758
Unilever Indonesia Tbk	75.36	0	19.66	21.12050	4.454347296	1.00	1.00	0.00000
United Tractors Tbk	64.27	0	21.11	22.80875	3.850147602	0.00	1.00	0.00000
Vale Indonesia Tbk	80.34	0	19.12	21.52198	3.931825633	0.00	1.00	0.00000
XL Axiata Tbk	57.36	0.00094232	18.09	22.23158	3.135494216	0.00	1.00	0.05405
Adaro Energy Indonesia Tbk	63.18	0.061796882	21.34	22.69972	2.708050201	0.00	1.00	3.90433
AKR Corporindo Tbk.	58.5	0.010142967	19.11	21.15663	3.091042453	0.00	1.00	0.59336
Aneka Tambang Tbk.	76.45	0	19.11	21.50049	3.931825633	0.00	1.00	0.00000
Astra Agro Lestari Tbk	42.21	0	18.07	21.38769	3.044522438	1.00	1.00	0.00000
Astra International Tbk	58.95	0.000150678	21.78	23.95633	4.127134385	0.00	1.00	0.00888

Barito Pacific Tbk	47.05	0.711512299	18.42	22.69490	3.688879454	0.00	1.00	33.47665
Bukit Asam Tbk	75.75	0	19.83	21.35468	3.63758616	0.00	1.00	0.00000
Bumi Serpong Damai Tbk	50.52	0.005016705	18.80	22.09177	3.555348061	0.00	1.00	0.25344
Charoen Pokphand Indonesia Tbk	28.63	0	18.83	21.46388	3.828641396	1.00	1.00	0.00000
Global Mediacom Tbk	42.84	0.001909556	18.05	21.49916	3.63758616	0.00	1.00	0.08181
Gudang Garam Tbk	23.36	0.000888569	19.66	22.45779	4.110873864	1.00	1.00	0.02076
HM Sampoerna Tbk	74.64	0	20.08	22.02273	4.48863637	1.00	1.00	0.00000
Indo Tambangraya Megah Tbk	83.3	0.001211125	20.03	20.91309	3.465735903	0.00	1.00	0.10089
Indocement Tunggul Prakarsa Tbk	65.64	0	18.66	21.41453	3.784189634	0.00	1.00	0.00000
Indofood CBP Sukses Makmur Tbk	49.64	0.000409065	20.13	21.74890	2.48490665	1.00	1.00	0.02031
Indofood Sukses Makmur Tbk	66.78	0.000151447	20.43	22.65923	3.36729583	1.00	1.00	0.01011
Jasa Marga Tbk	60.65	2.12183E-05	19.90	22.69478	3.713572067	0.00	1.00	0.00129
Kalbe Farma Tbk	72.91	0.000460543	19.01	21.10170	3.970291914	0.00	1.00	0.03358
Media Nusantara Citra Tbk	22.64	0.000398677	18.08	20.97406	3.091042453	0.00	1.00	0.00903
Merdeka Copper Gold Tbk.	47.44	7.37427E-06	15.55	20.67329	1.945910149	0.00	1.00	0.00035

Pakuwon Jati Tbk	51.5	0.000220268	18.86	21.35457	3.610917913	0.00	1.00	0.01134
Sarana Menara Nusantara Tbk	51.82	0.000212861	19.18	21.41301	2.397895273	0.00	1.00	0.01103
Semen Indonesia (Persero) Tbk	70.39	0	18.82	22.47243	4.127134385	0.00	1.00	0.00000
Summarecon Agung Tbk	44.33	0.01443659	18.05	21.28911	3.784189634	0.00	1.00	0.63997
Surya Citra Media Tbk	61.83	0.000540756	16.13	19.99742	2.995732274	0.00	1.00	0.03343
Telkom Indonesia (Persero) Tbk	53.14	1.16791E-05	21.46	23.49192	4.025351691	0.00	1.00	0.00062
Tower Bersama Infrastructure Tbk	26.92	0.000985327	18.47	21.52266	2.708050201	0.00	1.00	0.02653
Unilever Indonesia Tbk	82.83	0	19.56	21.12050	4.454347296	1.00	1.00	0.00000
United Tractors Tbk	67.25	0	21.09	22.80875	3.850147602	0.00	1.00	0.00000
Vale Indonesia Tbk	81.88	0	19.43	21.52198	3.931825633	0.00	1.00	0.00000
XL Axiata Tbk	54.12	0.000769785	18.24	22.23158	3.135494216	0.00	1.00	0.04166

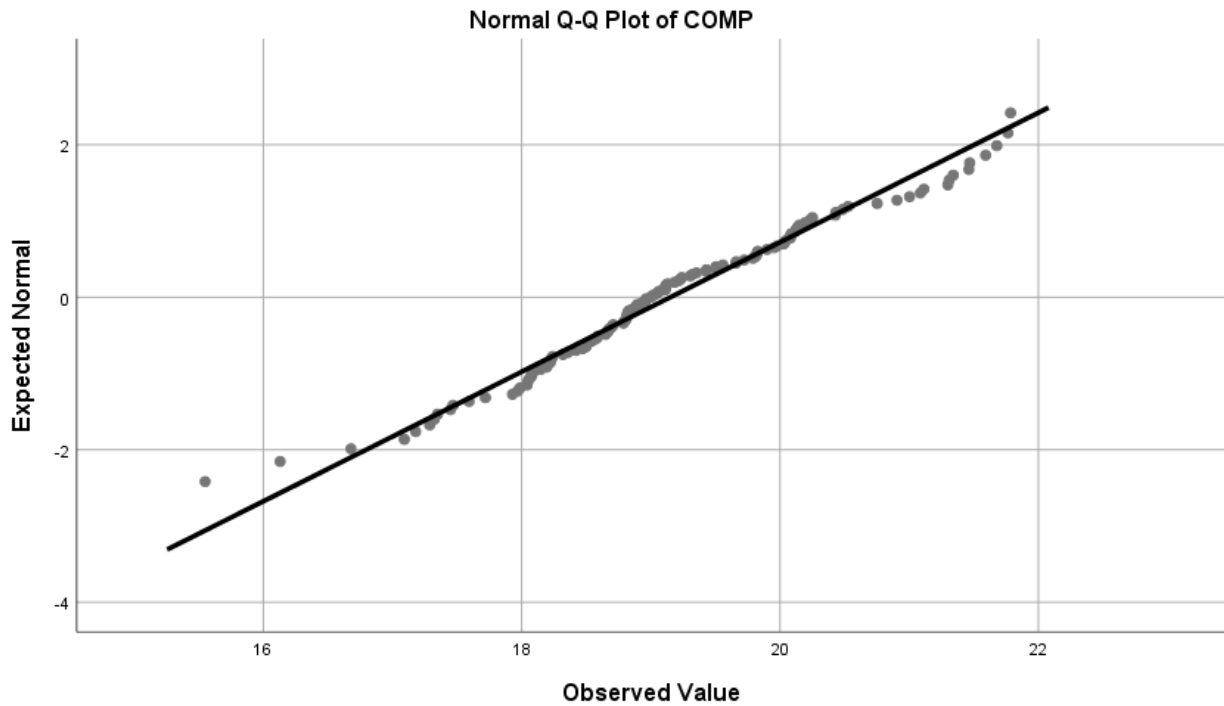
## Lampiran 2. Uji Statistik Deskriptif

	Descriptive Statistics								
	N Statistic	Minimum Statistic	Maximum Statistic	Mean Statistic	Std. Deviation Statistic	Skewness Statistic	Std. Error	Kurtosis Statistic	Std. Error
ESG	127	13.18	83.30	49.8056	19.01699	-.044	.215	-1.078	.427
M_OWN	127	.00000000000000 00	.7217754026174 90	.0257285785026 84	.1252970664728 82	5.364	.215	27.429	.427
COMP	127	15.54982098288 8145	21.78473471639 9445	19.15110140368 4578	1.177316980176 008	.067	.215	.317	.427
SIZE	127	19.99741742839 9505	23.95632873216 5012	21.80688488301 5996	.8390619642196 35	.506	.215	.160	.427
AGE	127	1.945910149055 310	4.488636369732 140	3.514061043559 264	.6011878015414 11	-.724	.215	.006	.427
IND	127	0	1	.22	.416	1.365	.215	-.140	.427
YEAR	127	1	1	1.00	.000	.	.	.	.
ESG_MOWN	127	.00000	36.33678	1.0395909	5.22346558	6.026	.215	36.134	.427
Valid N (listwise)	127								

## Lampiran 3. Tests Normality

	Tests of Normality					
	Kolmogorov-Smirnov <sup>a</sup>			Shapiro-Wilk		
	Statistic	df	Sig.	Statistic	df	Sig.
KOMPENSASI	0,082	127	0,036	0,982	127	0,093

#### Lampiran 4. Normal Q-Q Plot



#### Lampiran 5. Uji Normalitas

##### One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		127
Normal Parameters <sup>a,b</sup>	Mean	0,0000000
	Std. Deviation	0,84024368
Most Extreme Differences	Absolute	0,068
	Positive	0,034
	Negative	-0,068
Test Statistic		0,068
Asymp. Sig. (2-tailed)		0,200 <sup>c,d</sup>

- a. Test distribution is Normal.
- b. Calculated from data.
- c. Lilliefors Significance Correction.
- d. This is a lower bound of the true significance.

## Lampiran 6. Uji Autokolerasi

**Model Summary<sup>e</sup>**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	0,648 <sup>a</sup>	0,420	0,406	0,90724071746 9712	
2	0,678 <sup>b</sup>	0,460	0,442	0,87919245551 4529	
3	0,698 <sup>c</sup>	0,488	0,466	0,85998483901 4797	
4	0,700 <sup>d</sup>	0,491	0,465	0,86099356327 5759	2,176

a. Predictors: (Constant), IND, SIZE, AGE

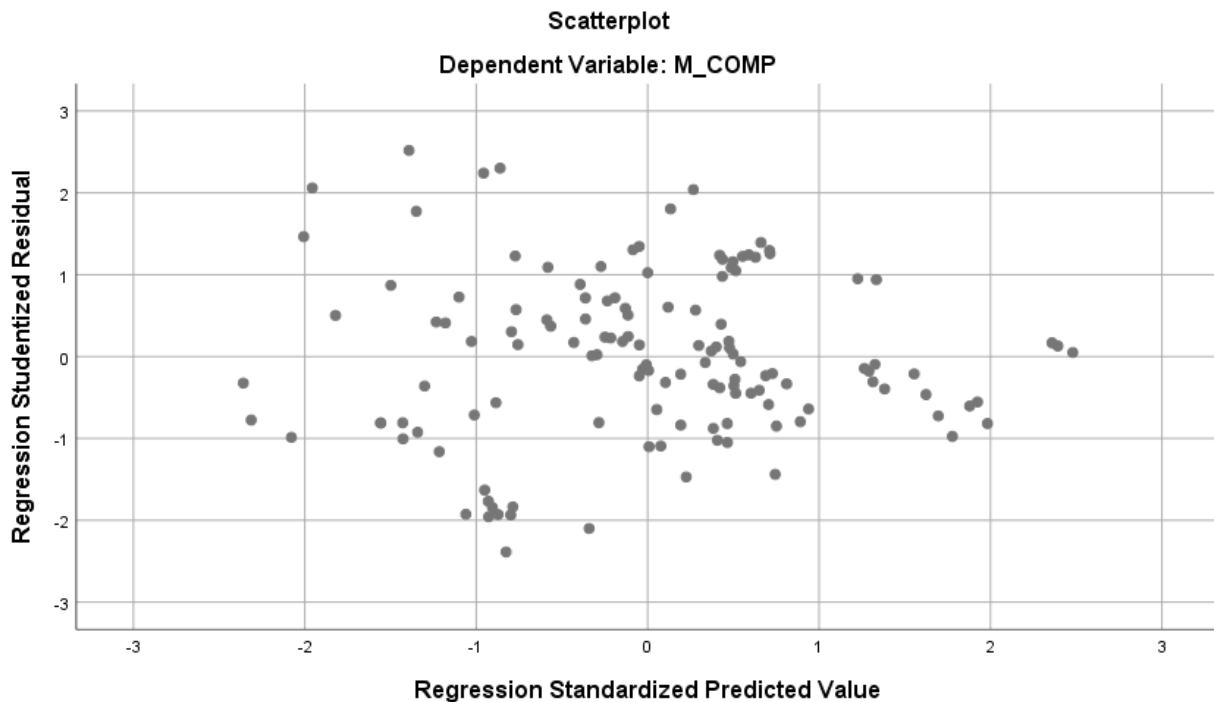
b. Predictors: (Constant), IND, SIZE, AGE, ESG

c. Predictors: (Constant), IND, SIZE, AGE, ESG, M\_OWN

d. Predictors: (Constant), IND, SIZE, AGE, ESG, M\_OWN, ESG\_MOWN

e. Dependent Variable: COMP

## Lampiran 7. Uji Heteroskedastisitas



Lampiran 8. Uji Multikolinieritas

		Coefficients <sup>a</sup>						
		Unstandardized Coefficients		Standardized Coefficients			Collinearity Statistics	
Model		B	Std. Error	Beta	t	Sig.	Tolerance	VIF
1	(Constant)	0,925	2,121		0,436	0,664		
	SIZE	0,797	0,103	0,568	7,746	0,000	0,876	1,141
	AGE	0,208	0,145	0,106	1,434	0,154	0,857	1,167
	IND	0,523	0,197	0,185	2,662	0,009	0,976	1,024
2	(Constant)	-0,018	2,080		-0,009	0,993		
	SIZE	0,836	0,101	0,596	8,314	0,000	0,862	1,161
	AGE	0,038	0,152	0,020	0,253	0,801	0,737	1,356
	IND	0,617	0,193	0,218	3,195	0,002	0,951	1,052
	ESG	0,013	0,004	0,216	2,996	0,003	0,852	1,173
3	(Constant)	-0,970	2,068		-0,469	0,640		
	SIZE	0,884	0,100	0,630	8,828	0,000	0,831	1,203
	AGE	0,045	0,148	0,023	0,305	0,761	0,737	1,356
	IND	0,555	0,190	0,196	2,914	0,004	0,935	1,069
	ESG	0,012	0,004	0,195	2,744	0,007	0,841	1,189
	M_OWN	-1,616	0,633	-0,172	-2,552	0,012	0,933	1,072
4	(Constant)	-1,064	2,074		-0,513	0,609		
	SIZE	0,889	0,100	0,634	8,852	0,000	0,828	1,207
	AGE	0,031	0,149	0,016	0,211	0,834	0,729	1,373
	IND	0,559	0,191	0,198	2,932	0,004	0,935	1,070
	ESG	0,013	0,004	0,206	2,851	0,005	0,811	1,233
	M_OWN	-0,266	1,716	-0,028	-0,155	0,877	0,127	7,858
	ESG MOWN	-0,035	0,041	-0,153	-0,847	0,399	0,129	7,746

a. Dependent Variable: COMP

### Lampiran 9. Variabel Entered/Removed

**Variables Entered/Removed<sup>a</sup>**

Model	Variables Entered	Variables Removed	Method
1	IND, AGE, SIZE <sup>b</sup>	.	Enter
2	ESG <sup>b</sup>	.	Enter
3	M_OWN <sup>b</sup>	.	Enter
4	ESG_MOWN <sup>b</sup>	.	Enter

a. Dependent Variable: M\_COMP

b. All requested variables entered.

### Lampiran 10. Uji Regresi Berganda

**Coefficients<sup>a</sup>**

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	0,925	2,121		0,436	0,664		
	SIZE	0,797	0,103	0,568	7,746	0,000	0,876	1,141
	AGE	0,208	0,145	0,106	1,434	0,154	0,857	1,167
	IND	0,523	0,197	0,185	2,662	0,009	0,976	1,024
2	(Constant)	-0,018	2,080		-0,009	0,993		
	SIZE	0,836	0,101	0,596	8,314	0,000	0,862	1,161

	AGE	0,038	0,152	0,020	0,253	0,801	0,737	1,356
	IND	0,617	0,193	0,218	3,195	0,002	0,951	1,052
	ESG	0,013	0,004	0,216	2,996	0,003	0,852	1,173
3	(Constant)	-0,970	2,068		-0,469	0,640		
	SIZE	0,884	0,100	0,630	8,828	0,000	0,831	1,203
	AGE	0,045	0,148	0,023	0,305	0,761	0,737	1,356
	IND	0,555	0,190	0,196	2,914	0,004	0,935	1,069
	ESG	0,012	0,004	0,195	2,744	0,007	0,841	1,189
	M_OWN	-1,616	0,633	-0,172	-2,552	0,012	0,933	1,072
4	(Constant)	-1,064	2,074		-0,513	0,609		
	SIZE	0,889	0,100	0,634	8,852	0,000	0,828	1,207
	AGE	0,031	0,149	0,016	0,211	0,834	0,729	1,373
	IND	0,559	0,191	0,198	2,932	0,004	0,935	1,070
	ESG	0,013	0,004	0,206	2,851	0,005	0,811	1,233
	M_OWN	-0,266	1,716	-0,028	-0,155	0,877	0,127	7,858
	ESG_MOWN	-0,035	0,041	-0,153	-0,847	0,399	0,129	7,746

a. Dependent Variable: COMP

## Lampiran 11. Uji Hipotesis

		Coefficients <sup>a</sup>					Collinearity Statistics	
		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Tolerance	VIF
Model		B	Std. Error	Beta				
1	(Constant)	0,925	2,121		0,436	0,664		
	SIZE	0,797	0,103	0,568	7,746	0,000	0,876	1,141
	AGE	0,208	0,145	0,106	1,434	0,154	0,857	1,167

	IND	0,523	0,197	0,185	2,662	0,009	0,976	1,024
2	(Constant)	-0,018	2,080		-0,009	0,993		
	SIZE	0,836	0,101	0,596	8,314	0,000	0,862	1,161
	AGE	0,038	0,152	0,020	0,253	0,801	0,737	1,356
	IND	0,617	0,193	0,218	3,195	0,002	0,951	1,052
	ESG	0,013	0,004	0,216	2,996	0,003	0,852	1,173
3	(Constant)	-0,970	2,068		-0,469	0,640		
	SIZE	0,884	0,100	0,630	8,828	0,000	0,831	1,203
	AGE	0,045	0,148	0,023	0,305	0,761	0,737	1,356
	IND	0,555	0,190	0,196	2,914	0,004	0,935	1,069
	ESG	0,012	0,004	0,195	2,744	0,007	0,841	1,189
	M_OWN	-1,616	0,633	-0,172	-2,552	0,012	0,933	1,072
4	(Constant)	-1,064	2,074		-0,513	0,609		
	SIZE	0,889	0,100	0,634	8,852	0,000	0,828	1,207
	AGE	0,031	0,149	0,016	0,211	0,834	0,729	1,373
	IND	0,559	0,191	0,198	2,932	0,004	0,935	1,070
	ESG	0,013	0,004	0,206	2,851	0,005	0,811	1,233
	M_OWN	-0,266	1,716	-0,028	-0,155	0,877	0,127	7,858
	ESG_MOWN	-0,035	0,041	-0,153	-0,847	0,399	0,129	7,746

a. Dependent Variable: COMP