

ABSTRACT

Environmental disclosure, social and governance (ESG) is a measurement tool used in the development of information disclosure on impact of environmental practice, social and governance performed by the company. The purpose of this dissertation is to examine the effect of CEO narcissism, financial performance toward ESG disclosure onto all companies around South East Asia Region Country (ASEAN) with assigning organization visibility as an intervening variable. This dissertation uses population as much as 3.000 public companies around ASEAN during period 2014-2022. Sampling technique used in this research is purposive sampling, which resulted as much as 295 public companies around ASEAN with 2.655 annual and sustainability reports. The analytical tool used to examine the hypothesis is STATA version 17 statistic analytical tool.

The result of hypothesis examine reveal that four (4) of seven (7) hypothesis proposed are accepted. CEO narcissism and financial performance does have positive impact on organization visibility and ESG disclosure, whereas organization visibility has a negative impact toward ESG disclosure. Furthermore, organization visibility is not able to mediate the effect of CEO narcissism and financial performance toward ESG disclosure. All firm level control variable are able to leverage organization visibility and ESG disclosure. From the perspective of psychoanalytic theory, CEO narcissism has a negative effect toward organization visibility and ESG disclosure. CEO narcissism and financial performance has a positive impact toward organization visibility and ESG disclosure on every score. The result of GMM test consistent with previous analytic test. There are no difference on the research variable both during pre Covid and in time of Covid condition. On the A Panel, the highest NCEO is in Indonesia while the lowest is in Vietnam. The highest financial performance is in Philippine while the lowest is in Thailand. On the B Panel, the highest organization visibility is in Malaysia while the lowest is in Vietnam. Indonesia has the highest financial performance while Singapore has the lowest.

Theoretically, the finding on this research has an implication on the upper echelons theory and legitimation theory. Practically, the finding on this research can be use as reference for the companies around the ASEAN region to perform constant ESG disclosure; more over it can be use as a reference for the government to produce regulation of the importance of detailed ESG disclosure activities in companies' annual report as well as on their sustainability reports. It also can be use as a basis for the investor to establish decisions onto investment, especially those who aware with the social, environment and organization governance issues.

This research has some limitation such as some sample are not be able to be used during the research, the difficulty in accessing annual report, and researcher subjectivity regarding to the CEO measurement. There for the next agenda for future research are using research sample on the non ASEAN region companies, applying other measurement for the CEO narcissism, and utilizing content analytic separately in measuring CEO narcissism.

Keywords: *ASEAN region companies, CEO narcissism, ESG disclosure, financial performance, organization visibility.*