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Supplementary ESG disclosures

WEF Stakeholder Capitalism Metrics

SASB disclosures

Sustainable Development Goals

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WEF Stakeholder Capitalism Metrics (Core & Expanded)

Core metric	Metric detail	Disclosure
Governance		
Setting purpose	The company's stated purpose, as the expression of the means by which a business proposes solutions to economic, environmental and social issues.	2022 Annual Report pg. 5-6
Governance body composition (Board of Directors)	Competencies relating to economic, environmental and social topics	Notice of 2023 Annual Meeting of Shareholders and Proxy Statement pg.15
	Executive or non-executive	Notice of 2023 Annual Meeting of Shareholders and Proxy Statement pg.10
	Independence	Notice of 2023 Annual Meeting of Shareholders and Proxy Statement pg.10
	Tenure	Notice of 2023 Annual Meeting of Shareholders and Proxy Statement pg.10
	Number of the individual's other significant positions held	Notice of 2023 Annual Meeting of Shareholders and Proxy Statement pg.16-19
	Nature of those commitments	Notice of 2023 Annual Meeting of Shareholders and Proxy Statement pg.16-19
	Gender	Notice of 2023 Annual Meeting of Shareholders and Proxy Statement pg.16-19
	Membership of under-represented social groups	Notice of 2023 Annual Meeting of Shareholders and Proxy Statement pg.15
	Stakeholder representation	Notice of 2023 Annual Meeting of Shareholders and Proxy Statement pg.31
Material issues impacting stakeholders	A list of material topics	JLL ESG Performance Report 2022 pg. 15
	How the topics were identified	2020 Global Sustainability Report pg. 15

Core metric	Metric detail	Disclosure
	How stakeholders were engaged	2020 Global Sustainability Report pg. 15
Anti-corruption	% of governance body members who received training on anti-corruption, broken down by region	Not currently reported.
	% of employees who received training on anti-corruption, broken down by region	APAC: 59%; EMEA: 32%; AMER: 9%. Includes ethics training, which covers anticorruption topics. Single topics included are antibribery, money laundering, gifts, fraud, fair competition, reporting suspicious activity.
	% of business partners who received training on anti-corruption, broken down by region	Not currently reported.
	Total number and nature of incidents of corruption confirmed during current year, but related to previous years	Public reporting on ethics matters is available in our 2022 Ethics Everywhere Report, published on the JLL website in 2023. We do not break out incidents of corruption separately.
	Total number and nature of incidents of corruption confirmed during current year, related to this year.	Public reporting on ethics matters is available in our 2022 Ethics Everywhere Report, published on the JLL website in 2023. We do not break out incidents of corruption separately.
	Discussion of initiatives and stakeholder engagement to improve the broader operating environment and culture, in order to combat corruption.	Public reporting on ethics matters is available in our 2022 Ethics Everywhere Report, published on the JLL website in 2023.
Protected ethics advice and reporting mechanisms	Description of internal and external mechanisms for seeking advice about ethical and lawful behavior and organizational integrity	Public reporting on ethics matters is available in our 2022 Ethics Everywhere Report, published on the JLL website in 2023.
	Description of internal and external mechanisms for reporting concerns about unethical or unlawful behavior and lack of organizational integrity.	Public reporting on ethics matters is available in our 2022 Ethics Everywhere Report, published on the JLL website in 2023.

Core metric	Metric detail	Disclosure
Integrating risk and opportunity into business process	Company risk factor and opportunity disclosures that clearly identify the principal material risks and opportunities facing the company specifically (as opposed to generic sector risks)	Jones Land LaSalle Incorporated Form 10-K pg. 26-30
	The company appetite in respect of these risks, how these risks and opportunities have moved over time and the response to those changes.	Jones Land LaSalle Incorporated Form 10-K pg. 26-30
Planet		
Greenhouse gas emissions	For all relevant greenhouse gases (e.g. carbon dioxide, methane, nitrous oxide, F-gases etc.), report in metric tons of carbon dioxide equivalent (tCO ₂ e) GHG Protocol Scope 1 and Scope 2 emissions.	JLL ESG Performance Report 2022 pg. 72
	Estimate and report material upstream and downstream (GHG Protocol Scope 3) emissions. where appropriate	JLL ESG Performance Report 2022 pg. 72
TCFD implementation	Fully implement the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD).	An updated TCFD index will be published on JLL website .
Land use and ecological sensitivity	Report the number and area (in hectares) of sites owned, leased or managed in or adjacent to protected areas and/or key biodiversity areas (KBA)	JLL ESG Performance Report 2022 pg. 43
Water consumption and withdrawal in water-stressed areas	Report for operations where material: megaliters of water withdrawn, megaliters of water consumed and the percentage of each in regions with high or extremely high baseline water stress, according to WRI Aqueduct water risk atlas tool.	JLL ESG Performance Report 2022 pg. 42
	Estimate and report the same information for the full value chain (upstream and downstream) where appropriate.	As a predominantly office-based organization, we do not have a significant water footprint. Most water use across our portfolio is related to sanitation and catering, plus cooling usually provided by our landlords.
People		

Core metric	Metric detail	Disclosure
Diversity and inclusion (%)	Percentage of employees per employee category, by age group, gender and other indicators of diversity (e.g. ethnicity).	JLL ESG Performance Report 2022 pg. 74
Pay equality (%)	Ratio of the basic salary and remuneration for each employee category by significant locations of operation for priority areas of equality: women to men, minor to major ethnic groups, and other relevant equality areas.	<p>Women to men (average wage):</p> <ul style="list-style-type: none"> • EMEA: 0.72 • APAC: 1.05 • Americas: 1 <p>Minor to major ethnic group (POC to White - average wage):</p> <ul style="list-style-type: none"> • US only: 0.9
Wage level (%)	Ratios of standard entry level wage by gender compared to local minimum wage.	<p>We report this for our eight largest markets by revenue, except India due to the level of variation in minimum wage across region and job-type. Ratios for females and males elsewhere are:</p> <ul style="list-style-type: none"> • Australia: 2.13, 2.29 • China (Mainland) 3.18, 3.05 • France: 1.73, 1.71 • Germany: 1.55, 1.74 • Japan: 2.25, 2.38 • United Kingdom: 1.82, 1.91 • United States: 3.87, 3.85 <p>Sources for minimum wages are as follows:</p> <ul style="list-style-type: none"> • China: As minimum wage varies regionally, we have used the highest minimum wage for 2020 (most recent data), according to SGS.com. • Japan: OECD data for 2020 was used, due to no update in 2021. • All other countries: OECD - Real minimum wages in 2021 constant prices, at 2021 USD exchange rates.

Core metric	Metric detail	Disclosure
	Ratio of the annual total compensation of the CEO to the median of the annual total compensation of all its employees, except the CEO.	Notice of 2023 Annual Meeting of Shareholders and Proxy Statement pg.61
Risk of incidents of child, forced or compulsory labor	An explanation of the operations and suppliers considered to have significant risk for incidents of child labor, forced or compulsory labor.	Modern Slavery Statement 2023 pg.4
Health and safety (%)	The number and rate of fatalities as a result of work-related injury; high-consequence work-related injuries (excluding fatalities); recordable work-related injuries; main types of work-related injury; and the number of hours worked.	JLL ESG Performance Report 2022 pg. 74. There were zero high-consequence work-related injuries among employees. Main types of work-related injury were: 1) slip, trip & fall on same level; 2) cut from knife or sharp edge; 3) fall from height. There were 158,464,514 hours worked.
	An explanation of how the organization facilitates workers' access to non-occupational medical and healthcare services, and the scope of access provided for employees and workers.	Not currently reported.
Skills for the future	Average hours of training per person that the organization's employees have undertaken during the reporting period, by gender and employee category (total number of hours of training provided to employees divided by the number of employees).	Average hours of training per person: •Male: 11.6 •Female: 10.09 •People Managers:11.48 •Building Operations: 14.83 •Business Support: 10.08 •Executive Leadership: 29.43 •Management: 10.14 •Producer: 4.96 •Professional: 10.58 •Specialist: 13.75
	Average training and development expenditure per full time employee (total cost of training provided to employees divided by the number of employees).	JLL ESG Performance Report 2022 pg. 75

Core metric	Metric detail	Disclosure
Prosperity		
Absolute number and rate of employment	Total number and rate of new employee hires during the reporting period, by age group, gender, other indicators of diversity and region.	Total new hires in 2022: 34,291
	Total number and rate of employee turnover during the reporting period, by age group, gender, other indicators of diversity and region.	JLL ESG Performance Report 2022 pg. 75. Not currently disclosed by age or other indicators of diversity.
Economic contribution	Direct economic value generated and distributed (EVG&D), on an accruals basis, covering the basic components for the organization's global operations, ideally split out by: Revenues; Operating costs; Employee wages and benefits; Payments to providers of capital; Payments to government; Community investment	Included in annual and quarterly earning reports, available on the JLL website .
	Financial assistance received from the government: total monetary value of financial assistance received by the organization from any government during the reporting period.	Included in annual and quarterly earning reports, available on the JLL website .
Financial investment contribution	Total capital expenditures (CapEx) minus depreciation, supported by narrative to describe the company's investment strategy.	Jones Land LaSalle Incorporated Form 10-K pg. 69-70
	Share buybacks plus dividend payments, supported by narrative to describe the company's strategy for returns of capital to shareholders.	Jones Land LaSalle Incorporated Form 10-K pg. 40
Total R&D expenses	Total costs related to research and development.	Not currently reported.
Total tax paid	The total global tax borne by the company, including corporate income taxes, property taxes, non-creditable VAT and other sales taxes, employer-paid payroll taxes, and other taxes that constitute costs to the company, by category of taxes.	Jones Land LaSalle Incorporated Form 10-K pg. 102

Expanded metric	Metric detail	Disclosure
Governance		
Purpose-led management	How the company's stated purpose is embedded in company strategies, policies and goals	Jones Land LaSalle Incorporated Form 10-K pg. 5-6
Progress against strategic milestones	Disclosure of the material strategic economic, environmental and social milestones expected to be achieved in the following year, such milestones achieved from the previous year, and how those milestones are expected to or have contributed to long-term value.	Partially reported. JLL ESG Performance Report 2022 pg. 8, 24, 34, 38, 40, 42, 51, 58, 63, 66 & 67
Remuneration	How performance criteria in the remuneration policies relate to the highest governance body's and senior executives' objectives for economic, environmental and social topics, as connected to the company's stated purpose, strategy and long-term value	Not currently reported.
	Remuneration policies for the highest governance body and senior executives for the following types of remuneration: Fixed pay and variable pay, including performance-based pay, equity-based pay, bonuses and deferred or vested shares; Sign-on bonuses or recruitment incentive payments; Termination payments; Clawbacks; Retirement benefits, including the difference between benefit schemes and contribution rates for the highest governance body, senior executives and all other employees	Notice of 2023 Annual Meeting of Shareholders and Proxy Statement pg. 35-64
Alignment of strategy and policies to lobbying	The significant issues that are the focus of the company's participation in public policy development and lobbying; the company's strategy relevant to these areas of focus; and any differences between its lobbying positions and its	JLL ESG Performance Report 2022 pg. 14

Expanded metric	Metric detail	Disclosure
	purpose, stated policies, goals or other public positions	
Monetary losses from unethical behavior	Total amount of monetary losses as a result of legal proceedings associated with fraud, insider trading, anti-trust, anti-competitive behavior, market manipulation, malpractice or violations of other related industry laws or regulations.	We do not currently report this information, except to the extent that material litigation would be disclosed in our public company filings with the SEC.
Economic, environmental and social topics in capital allocation framework	How the highest governance body considers economic, environmental and social issues when overseeing major capital allocation decisions, such as expenditures, acquisitions and divestments.	Not currently reported.
Planet		
Paris-Aligned GHG emissions	Define and report progress against time-bound science-based GHG emissions targets that are in line with the goals of the Paris Agreement – to limit global warming to well below 2°C above pre-industrial levels and pursue efforts to limit warming to 1.5°C.	JLL ESG Performance Report 2022 pg. 30-35
Impact of GHG emissions	Report wherever material along the value chain (GHG Protocol Scope 1, 2 & 3) the valued impact of greenhouse gas emissions.	Not currently reported.
	Disclose the estimate of the societal cost of carbon used and the source or basis for this estimate.	Not currently reported.
Land use and ecological sensitivity	Report for operations (if applicable) and full supply chain (if material): Area of land used for the production of basic plant, animal or mineral commodities (e.g. the area of land used for forestry, agriculture or mining activities); Year-on-year change in the area of land used for the production	As a real estate professional services, this metric is not applicable to JLL.

Expanded metric	Metric detail	Disclosure
	of basic plant, animal or mineral commodities.	
Impact of land use and conversion	Report wherever material along the value chain: the valued impact of use of land and conversion of ecosystems.	As a real estate professional services, this metric is not applicable to JLL.
Impact of freshwater consumption and withdrawal	Report wherever material along the value chain: the valued impact of freshwater consumption and withdrawal.	As a real estate professional services, this metric is not applicable to JLL.
Air pollution	Report wherever material along the value chain: nitrogen oxides (NOx), sulphur oxides (SOx), particulate matter and other significant air emissions.	As a real estate professional services, this metric is not applicable to JLL.
	Wherever possible estimate the proportion of specified emissions that occur in or adjacent to urban/densely populated areas.	As a real estate professional services, this metric is not applicable to JLL.
Impact of air pollution	Report wherever material along the value chain: the valued impact of air pollution, including nitrogen oxides (NOx), sulphur oxides (SOx), particulate matter and other significant air emissions	As a real estate professional services, this metric is not applicable to JLL.
Nutrients	Estimate and report wherever material along the value chain: metric tonnes of nitrogen, phosphorous and potassium in fertilizer consumed.	As a real estate professional services, this metric is not applicable to JLL.
Impact of water pollution	Report wherever material along the value chain: the valued impact of water pollution, including excess nutrients, heavy metals and other toxins.	As a real estate professional services, this metric is not applicable to JLL.
Single-use plastics	Report wherever material along the value chain: estimated metric tonnes of single-use plastic consumed.	JLL has set a target to remove single-use plastics from all JLL offices by 2023. Total waste data is available in the JLL ESG Performance Report 2022 pg. 40-41

Expanded metric	Metric detail	Disclosure
	Disclose the most significant applications of single-use plastic identified, the quantification approach used and the definition of single-use plastic adopted.	JLL ESG Performance Report 2022 pg. 40
Impact of solid waste disposal	Report wherever material along the value chain, the valued societal impact of solid waste disposal, including plastics and other waste streams	Not currently reported.
Resource circularity	Report the most appropriate resource circularity metric(s) for the whole company and/or at a product, material or site level as applicable.	Not currently reported. For further information on our approach to circularity, see JLL ESG Performance Report 2022 pg. 40
	Disclose the methodological approach used to calculate the chosen circularity metric(s) and the rationale for the choice of metric(s).	Not currently reported.
People		
Pay gap (% , #)	Mean pay gap of basic salary and remuneration of full-time relevant employees based on gender (women to men) and indicators of diversity (e.g. BAME to non-BAME) at a company level or by significant location of operation.	Mean pay gap of basic salary: Women to Men for all JLL: -1,764 USD Minor to major ethnic group for US only (POC to White): -8,952 USD
	Ratio of the annual total compensation for the organization's highest-paid individual in each country of significant operations to the median annual total compensation for all employees (excluding the highest-paid individual) in the same country.	Australia: 6.3 China (Mainland): 40.0 France: 7.4 India: 45.8 Germany: 7.2 Japan: 6.7 United Kingdom: 8.2 United States: 13.2 Includes base compensation and allowances. Excludes commissions and bonuses.

Expanded metric	Metric detail	Disclosure
Discrimination and harassment incidents (#) and the total amount of monetary losses	Number of discrimination and harassment incidents, status of the incidents and actions taken, and the total amount of monetary losses as a result of legal proceedings associated with: a) law violations; and b) employment discrimination.	We do not currently report the monetary loss information, except to the extent that material litigation would be disclosed in our public company filings with the SEC.
Freedom of association and collective bargaining at risk (%)	Percentage of active workforce covered under collective bargaining agreements.	Jones Land LaSalle Incorporated Form 10-K pg. 22
	An explanation of the assessment performed on suppliers for which the right to freedom of association and collective bargaining is at risk, including measures taken by the organization to address these risks.	Not currently reported.
Human rights review, grievance, impact and modern slavery (#, %)	Total number and percentage of operations that have been subject to human rights reviews or human rights impact assessments, by country.	Not currently reported.
	Number and type of grievances reported with associated impacts related to a salient human rights issue in the reporting period and an explanation on type of impacts.	Not currently reported.
	Number and percentage of operations and suppliers considered to have significant risk for incidents of child labour, forced or compulsory labour.	Not currently reported.
Living wage (%)	Current wages against the living wage for employees and contractors in states and localities where the company is operating.	Not currently reported.
Monetized impacts of work-related incidents on organization (#, \$)	By multiplying the number and type of occupational incidents by the direct costs for employees, employers per incident (including actions and/or fines from regulators, property damage, healthcare costs, compensation costs to employees).	Total Incurred Cost: \$5,321,389 (US only, excluding monopolistic states).
		Total incurred cost includes: first aid, medical, lost wages and indemnity benefits.

Expanded metric	Metric detail	Disclosure
Employee well-being	The number of fatalities as a result of work-related ill-health, recordable work-related ill-health injuries, and the main types of work-related ill-health for all employees and workers.	JLL ESG Performance Report 2022 pg. 74. Data related to cases of work-related ill health are collected but we do not currently separate illness from injury data. The main type of work-related ill-health is incorrect ergonomic posture.
	Percentage of employees participating in “best practice” health and well-being programmes, and b) Absentee rate (AR) of all employees.	Not currently reported.
Number of unfilled skilled positions (#, %)	Number of unfilled skilled positions (#).	Not currently reported.
	Percentage of unfilled skilled positions for which the company will hire unskilled candidates and train them (%).	Not currently reported.
Monetized impacts of training - increased earning capacity as a result of training intervention (% , #)	Investment in training as a percentage (%) of payroll.	0.28%
	Effectiveness of the training and development through increased revenue, productivity gains, employee engagement and/or internal hire rates.	Percentage of open positions filled by internal candidates available in the JLL ESG Performance Report 2022 pg. 63
Prosperity		
Infrastructure investments and services supported	Extent of development of significant infrastructure investments and services supported.	Not currently reported.
	Current or expected impacts on communities and local economies, including positive and negative impacts where relevant.	Not currently reported.
	Whether these investments and services are commercial, in-kind or pro bono engagements.	Not currently reported.
Significant indirect economic impacts	Examples of significant identified indirect economic impacts of the organization, including positive and negative impacts.	Not currently reported.
	Significance of the indirect economic impacts in the context of external	Not currently reported.

Expanded metric	Metric detail	Disclosure
	benchmarks and stakeholder priorities (e.g. national and international standards, protocols, policy agendas).	
Social value generated (%)	Percentage of revenue from products and services designed to deliver specific social benefits or to address specific sustainability challenges.	Not currently reported.
Vitality index	Percentage of gross revenue from product lines added in last three (or five) years calculated as the sales from products that have been launched in the past three (or five) years divided by total sales, supported by narrative that describes how the company innovates to address specific sustainability challenges.	Not currently reported.
Total social investment	Total Social Investment (TSI) sums up a company's resources used for "S" in ESG efforts defined by CECP Valuation Guidance.	Not currently reported.
Additional tax remitted	The total additional global tax collected by the company on behalf of other taxpayers, including VAT and employee-related taxes that are remitted by the company on behalf of customers or employees, by category of taxes.	Jones Land LaSalle Incorporated Form 10-K pg. 69
Total tax paid by country for significant locations	Total tax paid and, if reported, additional tax remitted, by country for significant locations.	Not currently reported.

SASB disclosures

Sustainability services







Metric	Code	Response
Revenue from energy and sustainability services.	IF-RS-410a.1	We do not itemise revenue from energy and sustainability services as these are integrated into our segmental reporting, and which is provided in our Form 10-K.
Floor area and (2) number of buildings under management provided with energy and sustainability services.	IF-RS-410a.2	We utilize a number of technology platforms, both inhouse and externally sourced, to help deliver our clients' sustainability objectives. Our Canopy platform is used to manage the ever-increasing volume of sustainability data on behalf of our clients. In 2022, we featured 119,667 assets, representing a total floor area of 2,313 million s.f.
(1) Floor area and (2) number of buildings under management that obtained an energy rating.	IF-RS-410a.3	In 2022, JLL achieved 2,469 Energy Star ratings for clients, representing 155,113,483 s.f of property. Of these, 106 were Energy Star certified, representing 45,506,061 s.f. JLL occupied 60 offices with fit-out certifications, including LEED, WELL, BREEAM and Fitwel. This equals a total of 2,143,008 s.f.

Transparent Information & Management of Conflict of Interest

Metric	Code	Response
Brokerage revenue from dual agency transactions.	IF-RS-510a.1	We are unable to provide brokerage revenue from dual agency transactions.
Revenue from transactions associated with appraisal services.	IF-RS-510a.2	Our 2022 valuations revenue was \$374.9m, of which substantially all was associated with appraisal services.
Total amount of monetary losses as a result of legal proceedings associated with professional integrity, including duty of care.	IF-RS-510a.3	From time to time JLL is involved in claims and litigation, all such cases are consistent with a business of our type and size. However, there have been no judgements that have posed a threat to our reputation or financial stability. For current information on material legal and regulatory proceedings, please refer to JLL's Investor Relations webpage and our Form 10-K report.

JLL's contribution to the Sustainable Development Goals (SDGs)

JLL supports the SDGs and their successful delivery by 2030. We have undertaken a value chain mapping exercise to identify the SDGs most relevant to our business. The exercise led JLL to align with six SDGs where we have the greatest potential to make a positive contribution and mitigate any negative impacts. The table illustrates how we contribute to the six SDGs through our sustainability & ESG program.

Issue area	Material ESG topic	3 GOOD HEALTH AND WELL-BEING 	5 GENDER EQUALITY 	8 DECENT WORK AND ECONOMIC GROWTH 	11 SUSTAINABLE CITIES AND COMMUNITIES 	12 RESPONSIBLE CONSUMPTION AND PRODUCTION 	13 CLIMATE ACTION 
Climate action	Energy & climate				•	•	•
	Sustainable buildings				•	•	•
	Adaptation & resilience				•		•
	Waste & circularity				•	•	
	Natural capital				•		•
	Business travel				•		•
Health spaces	Health, safety & security	•			•		•
	Healthy buildings	•			•		
	Employee well-being	•	•	•			
Inclusive places	Diversity, equity & engagement		•	•	•		
	Employee engagement	•	•	•	•	•	•
	Community engagement	•	•	•	•	•	•
Governance	Responsible procurement		•	•		•	•
	Human & labour rights	•	•	•			