

# JLL GRI content index

<b>Statement of use</b>	JLL has reported the information cited in this GRI content index for the period January 1 - December 31 2022 with reference to the GRI Standards.
<b>GRI 1 used</b>	GRI 1: Foundation 2021

<b>GRI STANDARD</b>	<b>DISCLOSURE</b>	<b>LOCATION</b>
<b>GRI 2: General Disclosures 2021</b>	2-1 Organizational details	<a href="#">Jones Land LaSalle Incorporated Form 10-K pg.3-7</a>
	2-2 Entities included in the organization's sustainability reporting	<a href="#">JLL ESG Performance Report 2022</a> pg. 68
	2-3 Reporting period, frequency and contact point	Our ESG report covers the calendar year, and is aligned with our financial reporting. The 2022 report was published in June 2023.
	2-4 Restatements of information	<a href="#">JLL ESG Performance Report 2022</a> pg. 68-71
	2-5 External assurance	<a href="#">JLL ESG Performance Report 2022</a> pg. 78-79
	2-6 Activities, value chain and other business relationships	<a href="#">Jones Land LaSalle Incorporated Form 10-K pg.4-12</a>
	2-7 Employees	<a href="#">JLL ESG Performance Report 2022</a> pg. 22 <a href="#">Jones Land LaSalle Incorporated Form 10-K pg.22</a>
	2-9 Governance structure and composition	<a href="#">JLL ESG Performance Report 2022</a> pg. 11 & 74 <a href="#">Notice of 2023 Annual Meeting of Shareholders and Proxy Statement</a> pg. 13-31
	2-10 Nomination and selection of the highest governance body	<a href="#">JLL ESG Performance Report 2022</a> pg. 17-19 <a href="#">Notice of 2023 Annual Meeting of Shareholders and Proxy Statement</a> pg. 13-31
	2-11 Chair of the highest governance body	<a href="#">Notice of 2023 Annual Meeting of Shareholders and Proxy Statement</a> pg. 21
	2-12 Role of the highest governance body in overseeing the management of impacts	<a href="#">Notice of 2023 Annual Meeting of Shareholders and Proxy Statement</a> pg. 13-31 <a href="#">JLL ESG Performance Report 2022</a> pg. 17-19
	2-13 Delegation of responsibility for managing impacts	<a href="#">JLL ESG Performance Report 2022</a> pg. 16
	2-14 Role of the highest governance body in sustainability reporting	<a href="#">JLL ESG Performance Report 2022</a> pg. 16
	2-15 Conflicts of interest	<a href="#">Notice of 2023 Annual Meeting of Shareholders and Proxy Statement</a> pg. 22
	2-16 Communication of critical concerns	<a href="#">Notice of 2023 Annual Meeting of Shareholders and Proxy Statement</a> pg. 27

GRI STANDARD	DISCLOSURE	LOCATION
	2-17 Collective knowledge of the highest governance body	<a href="#">Notice of 2023 Annual Meeting of Shareholders and Proxy Statement</a> pg. 24
	2-18 Evaluation of the performance of the highest governance body	<a href="#">Notice of 2023 Annual Meeting of Shareholders and Proxy Statement</a> pg. 25
	2-19 Remuneration policies	<a href="#">Notice of 2023 Annual Meeting of Shareholders and Proxy Statement</a> pg. 29
	2-20 Process to determine remuneration	<a href="#">Notice of 2023 Annual Meeting of Shareholders and Proxy Statement</a> pg. 29-31 & 36-40
	2-21 Annual total compensation ratio	<a href="#">Notice of 2023 Annual Meeting of Shareholders and Proxy Statement</a> pg. 61
	2-22 Statement on sustainable development strategy	<a href="#">JLL ESG Performance Report 2022</a> pg. 4
	2-23 Policy commitments	Our policies are available to download from our <a href="#">website</a>
	2-24 Embedding policy commitments	<a href="#">JLL ESG Performance Report 2022</a> pg. 16
	2-25 Processes to remediate negative impacts	<a href="#">JLL ESG Performance Report 2022</a> pg. 14
	2-26 Mechanisms for seeking advice and raising concerns	<a href="#">JLL ESG Performance Report 2022</a> pg. 20
	2-27 Compliance with laws and regulations	<a href="#">Jones Land LaSalle Incorporated Form 10-K</a> pg.112
	2-28 Membership associations	JLL engages actively with many industry associations, other membership associations, and national or international advocacy organizations both globally and locally. Some of our global memberships include: <ul style="list-style-type: none"> <li>• Ceres: Business for Innovative Climate and Energy Policy Network and Company Network</li> <li>• CoreNet Global</li> <li>• Greenprint/Urban Land Institute</li> <li>• United Nations Global Compact</li> <li>• World Economic Forum Partnering Against Corruption Initiative</li> <li>• World Green Building Council (Corporate Advisory Board member)</li> </ul>
	2-29 Approach to stakeholder engagement	<a href="#">JLL ESG Performance Report 2022</a> pg. 14
	2-30 Collective bargaining agreements	<a href="#">Jones Land LaSalle Incorporated Form 10-K</a> pg.22
<b>GRI 3: Material Topics 2021</b>	3-1 Process to determine material topics	<a href="#">2020 Global Sustainability Report</a> pg. 15
	3-2 List of material topics	<a href="#">JLL ESG Performance Report 2022</a> pg. 15
	3-3 Management of material topics	<a href="#">JLL ESG Performance Report 2022</a> pg. 15
<b>GRI 201: Economic Performance 2016</b>	201-2 Financial implications and other risks and opportunities due to climate change	<a href="#">JLL 2022 TCFD Report</a>

GRI STANDARD	DISCLOSURE	LOCATION
<b>GRI 202: Market Presence 2016</b>	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	ESG Annexes: WEF Stakeholder Capitalism Metrics (Core) available to download from our <a href="#">website</a>
<b>GRI 205: Anti-corruption 2016</b>	205-2 Communication and training about anti-corruption policies and procedures	<a href="#">JLL ESG Performance Report 2022</a> pg. 20
	205-3 Confirmed incidents of corruption and actions taken	Ethics Everywhere Annual Report, available to download from our <a href="#">website</a>
<b>GRI 302: Energy 2016</b>	302-1 Energy consumption within the organization	<a href="#">JLL ESG Performance Report 2022</a> pg. 73
	302-2 Energy consumption outside of the organization	<a href="#">JLL ESG Performance Report 2022</a> pg. 73
	302-3 Energy intensity	<a href="#">JLL ESG Performance Report 2022</a> pg. 73
	302-4 Reduction of energy consumption	<a href="#">JLL ESG Performance Report 2022</a> pg. 73
<b>GRI 303: Water and Effluents 2018</b>	303-1 Interactions with water as a shared resource	<a href="#">JLL ESG Performance Report 2022</a> pg. 42
<b>GRI 304: Biodiversity 2016</b>	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	<a href="#">JLL ESG Performance Report 2022</a> pg. 43
<b>GRI 305: Emissions 2016</b>	305-1 Direct (Scope 1) GHG emissions	<a href="#">JLL ESG Performance Report 2022</a> pg. 72
	305-2 Energy indirect (Scope 2) GHG emissions	<a href="#">JLL ESG Performance Report 2022</a> pg. 72
	305-3 Other indirect (Scope 3) GHG emissions	<a href="#">JLL ESG Performance Report 2022</a> pg. 72
	305-5 Reduction of GHG emissions	<a href="#">JLL ESG Performance Report 2022</a> pg. 72
<b>GRI 306: Waste 2020</b>	306-1 Waste generation and significant waste-related impacts	<a href="#">JLL ESG Performance Report 2022</a> pg. 40
	306-2 Management of significant waste-related impacts	<a href="#">JLL ESG Performance Report 2022</a> pg. 40
	306-3 Waste generated	<a href="#">JLL ESG Performance Report 2022</a> pg. 73
	306-4 Waste diverted from disposal	<a href="#">JLL ESG Performance Report 2022</a> pg. 73
	306-5 Waste directed to disposal	<a href="#">JLL ESG Performance Report 2022</a> pg. 73
<b>GRI 308: Supplier Environmental Assessment 2016</b>	308-1 New suppliers that were screened using environmental criteria	<a href="#">JLL ESG Performance Report 2022</a> pg. 22
<b>GRI 401: Employment 2016</b>	401-1 New employee hires and employee turnover	<a href="#">JLL ESG Performance Report 2022</a> pg. 75
<b>GRI 403: Occupational Health and Safety 2018</b>	403-1 Occupational health and safety management system	<a href="#">JLL ESG Performance Report 2022</a> pg. 48
	403-2 Hazard identification, risk assessment, and incident investigation	<a href="#">JLL ESG Performance Report 2022</a> pg. 50
	403-3 Occupational health services	<a href="#">JLL ESG Performance Report 2022</a> pg. 53

GRI STANDARD	DISCLOSURE	LOCATION
	403-4 Worker participation, consultation, and communication on occupational health and safety	<a href="#">JLL ESG Performance Report 2022</a> pg. 49
	403-5 Worker training on occupational health and safety	<a href="#">JLL ESG Performance Report 2022</a> pg. 49
	403-6 Promotion of worker health	<a href="#">JLL ESG Performance Report 2022</a> pg. 53
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	<a href="#">JLL ESG Performance Report 2022</a> pg. 48
	403-8 Workers covered by an occupational health and safety management system	<a href="#">JLL ESG Performance Report 2022</a> pg. 48
	403-9 Work-related injuries	<a href="#">JLL ESG Performance Report 2022</a> pg. 74
	403-10 Work-related ill health	<a href="#">JLL ESG Performance Report 2022</a> pg. 74
<b>GRI 404: Training and Education 2016</b>	404-1 Average hours of training per year per employee	<a href="#">JLL ESG Performance Report 2022</a> pg. 62
	404-2 Programs for upgrading employee skills and transition assistance programs	<a href="#">JLL ESG Performance Report 2022</a> pg. 62
	404-3 Percentage of employees receiving regular performance and career development reviews	<a href="#">JLL ESG Performance Report 2022</a> pg. 62
<b>GRI 405: Diversity and Equal Opportunity 2016</b>	405-1 Diversity of governance bodies and employees	<a href="#">JLL ESG Performance Report 2022</a> pg. 74
	405-2 Ratio of basic salary and remuneration of women to men	<a href="#">UK Gender &amp; Ethnicity Pay Gap Report</a>
<b>GRI 413: Local Communities 2016</b>	413-1 Operations with local community engagement, impact assessments, and development programs	<a href="#">JLL ESG Performance Report 2022</a> pg. 64
<b>GRI 414: Supplier Social Assessment 2016</b>	414-1 New suppliers that were screened using social criteria	<a href="#">JLL ESG Performance Report 2022</a> pg. 22
<b>GRI 415: Public Policy 2016</b>	415-1 Political contributions	<a href="#">JLL ESG Performance Report 2022</a> pg. 74