

JLL GRI content index 2023

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Statement of use	JLL has reported the information cited in this GRI content index for the period January 1 - December 31, 2023 with reference to the GRI Standards
GRI 1 used	GRI 1: Foundation 2021

GRI standard	Disclosure	Location
GRI 2: General Disclosures 2021	2-1 Organizational details	Jones Lang LaSalle Incorporated Form 10-K pg. 3-17
	2-2 Entities included in the organization’s sustainability reporting	JLL ESG Performance Report 2023 pg. 34
	2-3 Reporting period, frequency and contact point	Our ESG report covers the calendar year, and is aligned with our financial reporting. The 2023 report was published in July 2024
	2-4 Restatements of information	JLL ESG Performance Report 2023 pg. 18
	2-5 External assurance	JLL ESG Performance Report 2023 pg. 33
	2-6 Activities, value chain and other business relationships	Jones Lang LaSalle Incorporated Form 10-K pg.4-13
		JLL ESG Performance Report 2023 pg. 12-13
	2-7 Employees	Jones Lang LaSalle Incorporated Form 10-K pg. 22
		JLL ESG Performance Report 2023 pg. 6 and 38
	2-9 Governance structure and composition	Notice of 2024 Annual Meeting of Shareholders and Proxy Statement pg. 15-38
		JLL ESG Performance Report 2023 pg. 9-10
	2-10 Nomination and selection of the highest governance body	Notice of 2024 Annual Meeting of Shareholders and Proxy Statement pg. 15-38
	2-11 Chair of the highest governance body	Notice of 2024 Annual Meeting of Shareholders and Proxy Statement pg. 21
	2-12 Role of the highest governance body in overseeing the management of impacts	Notice of 2024 Annual Meeting of Shareholders and Proxy Statement pg. 15-38
		JLL ESG Performance Report 2023 pg. 9 -10
	2-13 Delegation of responsibility for managing impacts	JLL ESG Performance Report 2023 pg. 9
2-14 Role of the highest governance body in sustainability reporting	JLL ESG Performance Report 2023 pg. 9	
2-15 Conflicts of interest	Notice of 2024 Annual Meeting of Shareholders and Proxy Statement pg. 34	
2-16 Communication of critical concerns	Notice of 2024 Annual Meeting of Shareholders and Proxy Statement pg. 27	

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GRI standard	Disclosure	Location
	2-17 Collective knowledge of the highest governance body	Notice of 2024 Annual Meeting of Shareholders and Proxy Statement pg. 29
	2-18 Evaluation of the performance of the highest governance body	Notice of 2024 Annual Meeting of Shareholders and Proxy Statement pg. 29
	2-19 Remuneration policies	Notice of 2024 Annual Meeting of Shareholders and Proxy Statement pg. 34
	2-20 Process to determine remuneration	Notice of 2024 Annual Meeting of Shareholders and Proxy Statement pg. 34-37 and 40-44
	2-21 Annual total compensation ratio	Notice of 2024 Annual Meeting of Shareholders and Proxy Statement pg. 67
	2-22 Statement on sustainable development strategy	JLL ESG Performance Report 2023 pg. 3
	2-23 Policy commitments	Our policies are available to download from our website
	2-24 Embedding policy commitments	JLL ESG Performance Report 2023 pg. 9
	2-25 Processes to remediate negative impacts	JLL ESG Performance Report 2023 pg. 8
	2-26 Mechanisms for seeking advice and raising concerns	JLL ESG Performance Report 2023 pg. 11
	2-27 Compliance with laws and regulations	Jones Lang LaSalle Incorporated Form 10-K pg. 106
	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"> • Ceres: Business for Innovative Climate and Energy Policy Network and Company Network • United Nations Global Compact • World Economic Forum Partnering Against Corruption Initiative • World Green Building Council (Corporate Advisory Board member)
	2-29 Approach to stakeholder engagement	JLL ESG Performance Report 2023 pg. 8
	2-30 Collective bargaining agreements	Jones Lang LaSalle Incorporated Form 10-K pg. 22

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GRI standard	Disclosure	Location
GRI 3: Material Topics 2021	3-1 Process to determine material topics	2020 Global Sustainability Report pg. 15
	3-2 List of material topics	JLL ESG Performance Report 2023 pg. 15
	3-3 Management of material topics	JLL ESG Performance Report 2023 pg. 15
GRI 201: Economic Performance 2016	201-2 Financial implications and other risks and opportunities due to climate change	JLL 2022 TCFD Report
GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	Please see our ESG Supplementary Disclosures, available on our ESG Reporting Hub
GRI 205: Anti-corruption 2016	205-2 Communication and training about anti-corruption policies and procedures	JLL ESG Performance Report 2023 pg. 11
	205-3 Confirmed incidents of corruption and actions taken	Ethics Everywhere Annual Report, available to download from our website
GRI 302: Energy 2016	302-1 Energy consumption within the organization	JLL ESG Performance Report 2023 pg. 38
	302-2 Energy consumption outside of the organization	JLL ESG Performance Report 2023 pg. 38
	302-3 Energy intensity	JLL ESG Performance Report 2023 pg. 38
	302-4 Reduction of energy consumption	JLL ESG Performance Report 2023 pg. 38
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	JLL ESG Performance Report 2023 pg. 21
	303-5 Water consumption	JLL ESG Performance Report 2023 pg. 38
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	JLL ESG Performance Report 2023 pg. 21
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	JLL ESG Performance Report 2023 pg. 34 and 38
	305-2 Energy indirect (Scope 2) GHG emissions	JLL ESG Performance Report 2023 pg. 34 and 38
	305-3 Other indirect (Scope 3) GHG emissions	JLL ESG Performance Report 2023 pg. 34 and 38
	305-5 Reduction of GHG emissions	JLL ESG Performance Report 2023 pg. 34 and 38
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	JLL ESG Performance Report 2023 pg. 38

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GRI standard	Disclosure	Location
	306-2 Management of significant waste-related impacts	JLL ESG Performance Report 2023 pg. 21
	306-3 Waste generated	JLL ESG Performance Report 2023 pg. 38
	306-4 Waste diverted from disposal	JLL ESG Performance Report 2023 pg. 38
	306-5 Waste directed to disposal	JLL ESG Performance Report 2023 pg. 38
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	JLL ESG Performance Report 2023 pg. 12
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	JLL ESG Performance Report 2023 pg. 39
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	JLL ESG Performance Report 2023 pg. 24
	403-2 Hazard identification, risk assessment, and incident investigation	JLL ESG Performance Report 2023 pg. 24-25
	403-3 Occupational health services	JLL ESG Performance Report 2023 pg. 24-25
	403-4 Worker participation, consultation, and communication on occupational health and safety	JLL ESG Performance Report 2023 pg. 24-25
	403-5 Worker training on occupational health and safety	JLL ESG Performance Report 2023 pg. 25
	403-6 Promotion of worker health	JLL ESG Performance Report 2023 pg. 27
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	JLL ESG Performance Report 2023 pg. 24-25
	403-8 Workers covered by an occupational health and safety management system	JLL ESG Performance Report 2023 pg. 24
	403-9 Work-related injuries	JLL ESG Performance Report 2023 pg. 37 and 39
	403-10 Work-related ill health	JLL ESG Performance Report 2023 pg. 37 and 39
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	JLL ESG Performance Report 2023 pg. 31
	404-2 Programs for upgrading employee skills and transition assistance programs	JLL ESG Performance Report 2023 pg. 31

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GRI standard	Disclosure	Location
	404-3 Percentage of employees receiving regular performance and career development reviews	JLL ESG Performance Report 2023 pg. 31
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	JLL ESG Performance Report 2023 pg. 39
	405-2 Ratio of basic salary and remuneration of women to men	UK Gender & Ethnicity Pay Gap Report
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	JLL ESG Performance Report 2023 pg. 32
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	JLL ESG Performance Report 2023 pg. 12
GRI 415: Public Policy 2016	415-1 Political contributions	JLL ESG Performance Report 2023 pg. 8

About JLL

For over 200 years, JLL (NYSE: JLL), a leading global commercial real estate and investment management company, has helped clients buy, build, occupy, manage and invest in a variety of commercial, industrial, hotel, residential and retail properties. A Fortune 500® company with annual revenue of \$20.8 billion and operations in over 80 countries around the world, our more than 108,000 employees bring the power of a global platform combined with local expertise. Driven by our purpose to shape the future of real estate for a better world, we help our clients, people and communities SEE A BRIGHTER WAYSM. JLL is the brand name, and a registered trademark, of Jones Lang LaSalle Incorporated. For further information, visit jll.com