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Supplementary ESG disclosures 2023

**WEF Stakeholder Capitalism Metrics
United Nations Sustainable Development Goals**



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WEF Stakeholder Capitalism Metrics (Core and 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	2023 Annual Report - pg. 11
Governance body composition (Board of Directors)	Competencies relating to economic, environmental and social topics	2024 Proxy Statement - pg.17
	Executive or non-executive	2024 Proxy Statement - pg.11
	Independence	2024 Proxy Statement - pg.11
	Tenure	2024 Proxy Statement - pg.11
	Number of the individual's other significant positions held	2024 Proxy Statement - pg.18-23
	Nature of those commitments	2024 Proxy Statement - pg.18-23
	Gender	2024 Proxy Statement - pg.18-23
	Membership of under-represented social groups	2024 Proxy Statement - pg.17
	Stakeholder representation	2024 Proxy Statement - pg.31
Material issues impacting stakeholders	A list of material topics	In 2023, JLL conducted a Double Materiality Assessment (DMA), detailed in JLL ESG Performance Report 2023 pg. 8. A sample of material Impact, Risk and Opportunity (IRO) statements are shared in the Climate Change section on pg. 17. Full results of the DMA will be published with the validation of results. For full description of past JLL materiality assessments please refer to: JLL ESG Performance Report 2022 - pg.15 2020 Global Sustainability Report - pg.15
	How the topics were identified	
	How stakeholders were engaged	

WEF Stakeholder Capitalism Metrics (Core and Expanded)

Core metric	Metric detail	Disclosure
Anti-corruption	% of governance body members who received training on anti-corruption, broken down by region	100%
	% of employees who received training on anti-corruption, broken down by region	122,404. This year's breakdown per region was not possible to disclose due to our data gathering methods. Includes ethics training, which covers anti-corruption topics. Single topics included are anti-bribery, money laundering, gifts, fraud, fair competition, and 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 Ethics Everywhere Report, published on the JLL website . 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 Ethics Everywhere Report, published on the JLL website . 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 Ethics Everywhere Report, published on the JLL website
Protected ethics advice and reporting mechanisms	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 Ethics Everywhere Report, published on the JLL website
	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 Ethics Everywhere Report, published on the JLL website

WEF Stakeholder Capitalism Metrics (Core and Expanded)

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)	2023 Annual Report - pg. 26-31
	The company's appetite with respect to these risks, how these risks and opportunities have moved over time and the response to those changes	2023 Annual Report - pg. 26-31
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 (CO ₂ e) GHG Protocol Scope 1 and Scope 2 emissions	JLL ESG Performance Report 2023 - pg. 38
	Estimate and report material upstream and downstream (GHG Protocol Scope 3) emissions, where appropriate	JLL ESG Performance Report 2023 - pg. 38
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 2023 - pg. 21
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 2023 - pg. 21, 38
	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 is usually provided by our landlords

WEF Stakeholder Capitalism Metrics (Core and Expanded)

Core metric	Metric detail	Disclosure
People		
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 2023 – pg. 39
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	Women to men (average wage): <ul style="list-style-type: none"> • EMEA: 0.72 • APAC: 1.07 • Americas: 1.03 Minor to major ethnic group (POC to white - average wage): <ul style="list-style-type: none"> • US only: 0.91
Wage level (%)	Ratios of standard entry level wage by gender compared to local minimum wage	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: <ul style="list-style-type: none"> • Australia: 2.09, 2.27 • China (Mainland) 3.31, 3.28 • France: 1.74, 1.73 • Germany: 1.66, 1.74 • Japan: 2.16, 2.39 • United Kingdom: 1.79, 1.90 • United States: 4.04, 4.00 Sources for minimum wages are as follows: <ul style="list-style-type: none"> • China: As minimum wage varies regionally, we have used the highest minimum wage for 2022 (most recent data), according to china-briefing.com • All other countries: OECD - Real minimum wages in 2022 constant prices, at 2022 USD exchange rates
	Ratio of the annual total compensation of the CEO to the median of the annual total compensation of all its employees, except the CEO	2024 Proxy Statement - pg.67

WEF Stakeholder Capitalism Metrics (Core and Expanded)

Core metric	Metric detail	Disclosure
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 2024 - pg.4
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: 1.07 • Americas: 1.03 <p>Minor to major ethnic group (POC to White - average wage):</p> <ul style="list-style-type: none"> • US only: 0.91
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 injuries; and the number of hours worked	JLL ESG Performance Report 2023 - pg. 39. There were zero high-consequence work-related injuries among employees. Main types of work-related injuries were: 1) fall or slip on same level; 2) cut from knife or sharp edge; 3) injured while lifting or carrying. There were 210,338,765 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)	<p>Average hours of training per person:</p> <ul style="list-style-type: none"> • Male: 22.7 • Female: 19.9 • People Managers: 20.7 • Building Operations: 30.4 • Business Support: 21.6 • Executive Leadership: 7 • Management: 18.6 • Producer: 9.7 • Professional: 20.2 • Specialist: 26.7
	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 2023 – pg. 39

WEF Stakeholder Capitalism Metrics (Core and Expanded)

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 and other indicators of diversity and region	Total new hires in 2023: 30,162
	Total number and rate of employee turnover during the reporting period, by age group, gender and other indicators of diversity and region	JLL ESG Performance Report 2023 – pg. 39. 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	2023 Annual Report - pg. 63-64
	Share buybacks plus dividend payments, supported by narrative to describe the company’s strategy for returns of capital to shareholders	2023 Annual Report - pg. 43
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	2023 Annual Report - pg. 95

WEF Stakeholder Capitalism Metrics (Core and Expanded)

Expanded metric	Metric detail	Disclosure
Governance		
Purpose-led management	How the company’s stated purpose is embedded in company strategies, policies and goals	2023 Annual Report - pg. 2-4
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 2023 – pg. 5, 13, 21, 25, 28, 34, 37, 38, 39
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	2024 Proxy Statement - pg. 39-70
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 purpose, stated policies, goals or other public positions	JLL ESG Performance Report 2023 – pg. 9

WEF Stakeholder Capitalism Metrics (Core and Expanded)

Expanded metric	Metric detail	Disclosure
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. This should include defining a date before 2050 by which you will achieve net-zero greenhouse gas emissions, and interim reduction targets based on the methodologies provided by the Science Based Targets Initiative, if applicable	JLL ESG Performance Report 2023 – pg. 34-37
Impact of GHG emissions	Report wherever material along the value chain (GHG Protocol Scope 1, 2 and 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 of basic plant, animal or mineral commodities	As a real estate professional services, this metric is not applicable to JLL
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

WEF Stakeholder Capitalism Metrics (Core and Expanded)

Expanded metric	Metric detail	Disclosure
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), sulfur 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), sulfur 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 tons 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 tons 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 2023 - pg. 38
	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 2023 – pg. 21, 38
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

WEF Stakeholder Capitalism Metrics (Core and Expanded)

Expanded metric	Metric detail	Disclosure
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. Potential metrics include (but are not limited to) the Circular Transition Indicators (WBCSD), indicators developed by the Ellen MacArthur Foundation and company developed metrics	Not currently reported. For further information on our approach to circularity, see JLL ESG Performance Report 2023 – pg. 21, 38
	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: 1,735 USD Minor to major ethnic group for US only (POC to White): 8,584 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: 4.3 China (Mainland): 38.6 France: 7.6 India: 49.6 Germany: 6.7 Japan: 6.5 United Kingdom: 9.5 United States: 12.5 Includes base compensation and allowances. Excludes commissions and bonuses
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

WEF Stakeholder Capitalism Metrics (Core and Expanded)

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	2023 Annual Report - 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 of the type of impacts	Not currently reported
	Number and percentage of operations and suppliers considered to have significant risk for incidents of child labor, forced or compulsory labor	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: \$6,701,661 (US only, excluding monopolistic states) Total incurred cost includes: First aid, medical, lost wages and indemnity benefits

WEF Stakeholder Capitalism Metrics (Core and Expanded)

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 2023 – pg. 39. 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 a) “Best practice” health and well-being programs, 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	0.22%
	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: 18%
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 benchmarks and stakeholder priorities (e.g. national and international standards, protocols, policy agendas)	Not currently reported

WEF Stakeholder Capitalism Metrics (Core and Expanded)

Expanded metric	Metric detail	Disclosure
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	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	2023 Annual Report - pg. 64
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

JLL's contribution to the UN Sustainable Development Goals

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 program.

Issue area	Sustainability program pillar	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	Climate action				✓	✓	✓
	Our offices				✓	✓	✓
	Waste and circularity				✓	✓	✓
	Water				✓	✓	✓
	Natural capital and biodiversity				✓		✓
Healthy spaces	Health and safety	✓		✓	✓		
	Healthy and sustainable spaces	✓		✓	✓		
	Employee well-being	✓	✓	✓			
Inclusive places	Diversity, equity, and inclusion	✓	✓	✓	✓		
	Employee engagement	✓	✓	✓	✓	✓	
	Community engagement	✓	✓	✓	✓	✓	✓

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