JLL

Sustainability



Cautionary note regarding forward-looking statements

Statements in this news release regarding, among other things, future financial results and performance, achievements, plans, objectives and shares repurchases may be considered forward-looking statements within the meaning of the Private Securities Litigation Reform Act of 1995. Such statements involve known and unknown risks, uncertainties, and other factors, including but not limited to, the material adverse effect that the pandemic is having on JLL's business, which may cause the company's actual results, performance, achievements, plans, and objectives to be materially different from those expressed or implied by such forward-looking statements. For additional information concerning risks, uncertainties, and other factors that could cause actual results to differ materially from those anticipated in forward-looking statements, and risks to the company's business in general, please refer to those factors discussed under “Business,” “Management’s Discussion and Analysis of Financial Condition and Results of Operations,” “Quantitative and Qualitative Disclosures about Market Risk,” and elsewhere in the company's Annual Report on Form 10-K for the year ended December 31, 2020, and other reports filed with the Securities and Exchange Commission. Any forward-looking statements speak only as of the date of this release, and except to the extent required by applicable securities laws, management expressly disclaims any obligation or undertaking to publicly update or revise any forward-looking statements contained herein to reflect any change in expectations or results, or any change in events.

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Our sustainability conversation

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Commitments and strategy
Richard Batten

02

Evolving our ESG reporting
Cynthia Curtis

03

Diversity & Inclusion
Ingrid Jacobs



2020 Global Sustainability Report

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2020 Sustainability Report highlights

Performance Highlights

20,627
Metric tons CO_2e averted by advising on renewable energy projects

7,959
days of employee time contributed to community causes



35%
Of global workforce are women



$7.7m
Contributions to community causes



79
JLL offices with sustainable building certifications



Achieved
295
sustainable building certifications for clients

01

Commitments & Strategy



Our purpose is to shape the future of real estate for a better world.

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Milestones on our road to net zero

We have two major milestones on our path to net zero:

- **Science-based target** aligned to 1.5°C pathway
  - 68% reduction in scopes 1 and 2 emissions by 2034
  - Accompanying scope 3 target to reduce in-scope client emissions by 53% per sq ft by 2034

SCIENCE BASED TARGETS

DRIVING AMBITIOUS CORPORATE CLIMATE ACTION

- **World Green Building Council Net Zero Carbon Buildings Commitment** - net zero carbon emissions from operation across all JLL-occupied buildings by 2030 (scope 2)

WORLD GREEN BUILDING COUNCIL

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JLL Net Zero 2040 Commitment

JLL has committed to achieve net zero carbon emissions by 2040 across all areas of our operations, including the client sites we manage globally.

We will achieve this by eliminating carbon emissions across all areas of operations (scopes 1 and 2), and scope 3, which includes our clients, our own supply chain and operational activities.

Our partnership with our clients is fundamental; **over 95% of our emissions are from our client portfolios**.



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How we will deliver our Net Zero 2040 Commitment

We will deliver on our Scope 1 & 2 target through four main actions:

1. **Energy efficiencies** in our existing and future office portfolio
2. **Electrifying** our vehicle fleet
3. Moving our offices onto **renewable energy** wherever possible
4. Purchasing **Renewable Energy Certificates** (RECs), or equivalent, where necessary

95% of JLL's Scope 3 emissions are from the sites we manage for our clients, our supply chain and operational activities. Our four main actions are to achieve our commitment are:

1. **Partner with clients** to decarbonize their portfolios via innovative products, tools and strategies
2. Minimize **business travel**
3. Collaborate with our **suppliers**
4. Provide **employees** necessary tools to minimize emissions from home working

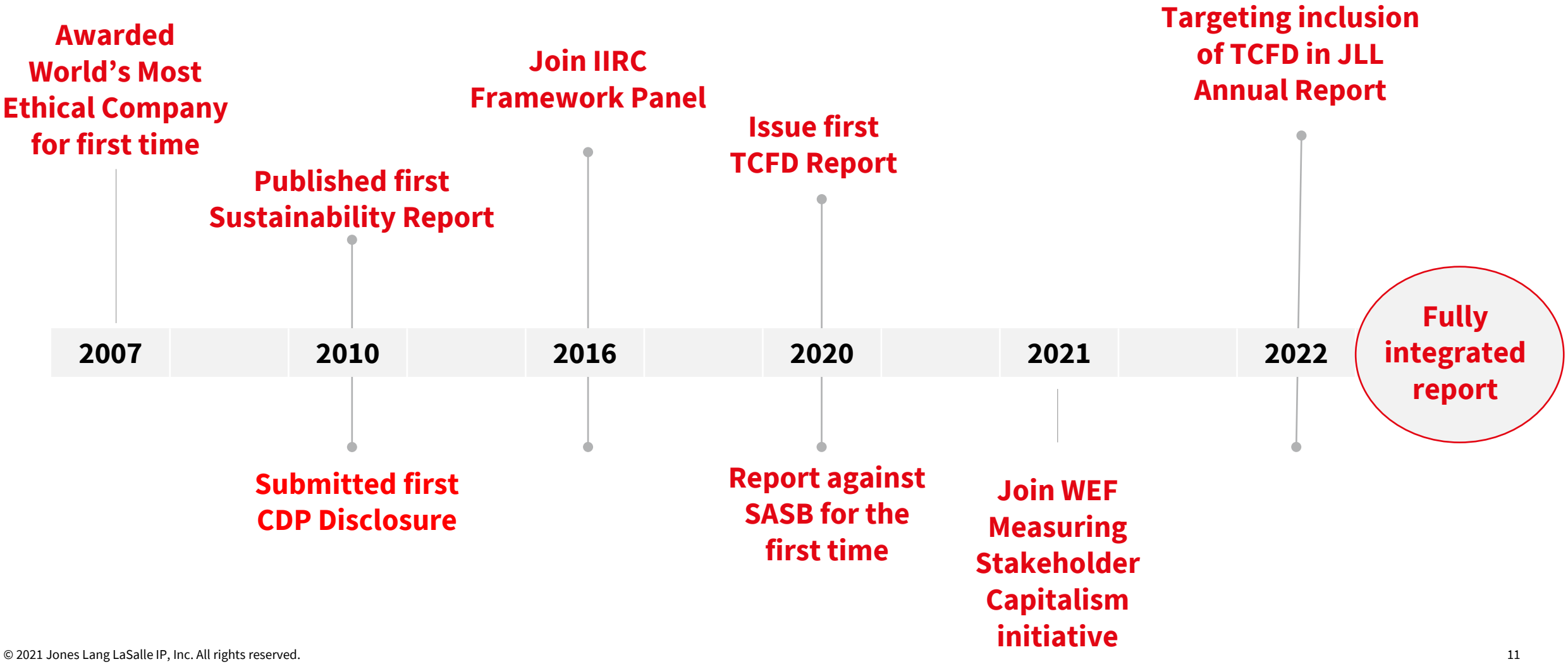
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02

Evolving our Reporting

JLL's move toward integrated reporting

Key milestones along our journey



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Initial TCFD report: Climate impacts by scenario

- Qualitative assessment
- Evaluated using JLL's ERM criteria
- Key takeaway: more opportunity than risk
- Identified need for more targeted risk assessment

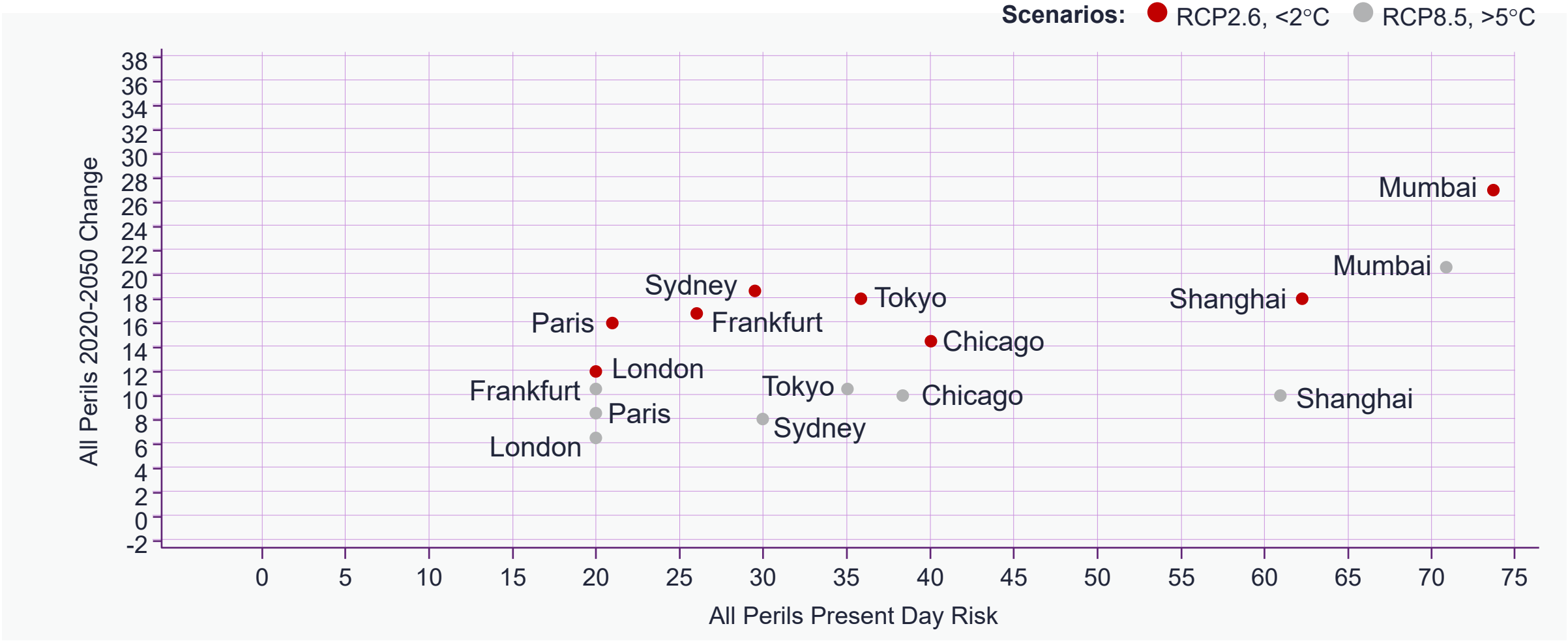




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Deep dive into climate physical risk

Combined Perils risk score for JLL country headquarters present day and change over time, relative to all JLL office locations globally, under best-case (RCP2.6) and worst-case (RCP8.5) scenarios



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03

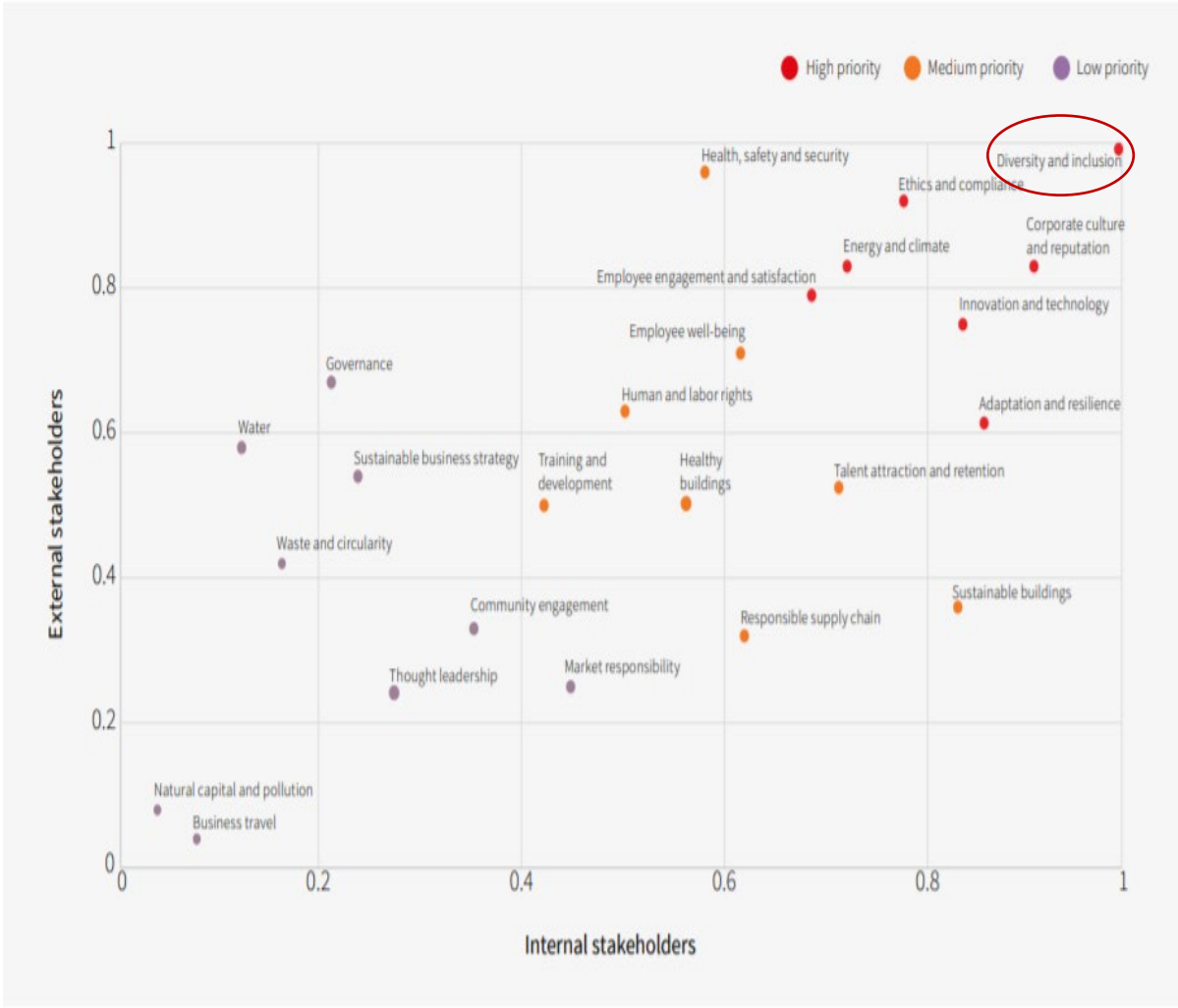
Diversity & Inclusion

Diversity & Inclusion Increasingly Important to Stakeholders

Materiality Matrix



2019



2020

Embedding Diversity & Inclusion as core part of business



Select Actions:

- Launching enterprise – wide D&I strategy
- Expanded our internal team dedicated to D&I initiatives and launched leadership development programs and leadership summits, specifically for high potential women, Black professionals and Latino/Latina professionals
- Continued training for all employees in unconscious bias, microaggressions and launched the JLL inclusive behaviors program
- Partnered with organizations supporting different aspects of diverse talent including: Best Buddies, Hiring our Heroes, Year Up, Changing the Face of Property, Girls in Property, Women in Property and more
- In the U.S., Canada, and Australia maintain formal Supplier Diversity Program. In the EMEA region expanded on our diversity organization memberships by partnering with WEConnect International to drive supplier diversity

Select Awards:

- 9th on Forbes America's Best Employers for Diversity 2020
- Listed on Forbes Americas Best Employers for Women 2020
- Best Places to Work for Disability Inclusion-scored 90% on the Disability Equity Index 2019-2020
- Rated as a Military Friendly Employer 2017-2020
- Top 100 in Stonewall's Diversity Champion Program and top 10 in Stonewall's Top Trans Employers
- Top 100 in Ethos Institute's Diversity Guide

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