



Pillar 3 Disclosures as at 31st December 2019

BACKGROUND

LaSalle Investment Management (LaSalle) is an unlimited liability company registered in England (registered number 2597050) and is authorised and regulated by the Financial Conduct Authority (FCA) Firm Reference Number 179466. Under the FCA's financial rules LaSalle reports its financial affairs on a non-consolidated basis.

The FCA's regulatory capital framework consists of three pillars:

Pillar 1 – defines the minimum level of capital that a regulated firm needs to maintain.

Pillar 2 – requires firms to assess whether additional capital is required over and above the minimum requirement.

Pillar 3 – requires firms to publish information regarding the firm's risk management arrangements, risk exposures, its capital position and make certain remuneration code related disclosures.

This document fulfils our disclosure obligations under Pillar 3.

RISK MANAGEMENT ARRANGEMENTS AND EXPOSURES

LaSalle is run by a UK Board (the Board) made up of the Head of UK Directs, the European CFO/COO, the Head of Debt and Special Situations and the CEO of LaSalle GPS. The Board is responsible for strategic direction, risk management and the overall good governance of the firm.

We have an Enterprise Risk Management Committee which is responsible for identifying the risks we are subject to and ensuring that appropriate action is taken to mitigate against such risks. The output from this process is documented in the form of a Risk Register which is regularly reviewed by the Enterprise Risk Management Committee.

Through the Internal Capital Adequacy Assessment Process, the Board has identified the following main risks to LaSalle's business:

- Business risk
- Operational risk
- Liquidity risk
- Pension obligation risk

Each risk has been assessed and a determination has been made as to whether or not LaSalle needs to allocate additional capital in respect of these risks. The ICAAP concluded that LaSalle was well capitalised and it was not necessary for any additional capital to be allocated in respect of these risks.