

## **Transparency of remuneration policies in relation to the integration of sustainability risk pursuant to Article 5 of SFDR.**

The following entities are each “financial market participants” as that term is defined in Regulation (EU) 2019/2088 of the European Parliament and of the Council of 27 November 2019 on sustainability-related disclosures in the financial services sector (“**SFDR**”) and will be each taken to have severally published this document for the purpose of Article 5 of the SFDR.

1. LaSalle Investment Management of One Curzon Street, London, W1J HD (a MiFIDPRU firm regulated in the UK by the Financial Conduct Authority).
2. LaSalle Investment Management SAS of 112 Avenue Kléber, Paris Cedex 16, 75784, France (AIFMD firm (with MiFID top up) regulated in France by the Autorité des Marchés Financiers)
3. LaSalle AIFM Europe S.à r.l of 34–38 Avenue de la Liberté L–1930, Luxembourg (an AIFMD firm regulated by the Commission de Surveillance du Secteur Financier.
4. LaSalle Investment Management Kapitalverwaltungsgesellschaft mbH, Viktualienmarkt 8, 80331 (AIFMD firm regulated in Germany by the Bundesanstalt für Finanzdienstleistungsaufsicht

Reference herein to “**LaSalle Group**” means the business operating under and known generally by the name “LaSalle Investment Management” and each of the entities above are taken to be included when that term is used without referring to any one of the above separately.

### **LaSalle Group Remuneration Policy**

The LaSalle Group has adopted a European remuneration policy (collectively, the “**Remuneration Policy**”) applicable to all group entities (and accordingly all LaSalle employees that carry out certain activities for the benefit of the group’s European business).

The Remuneration Policy is subject to review and amendment by a number of business groups within the LaSalle Group. These include the following.

- (a) The governing body of each of the entities listed above.
- (b) The European Remuneration Committee.
- (c) The European Legal & Compliance group.

### **Principles of the Remuneration Policy**

LaSalle Group remuneration policies are designed to be consistent with the strategies, risk profiles, rules and objectives of LaSalle’s mandates (including and in–particular with respect to matters concerning sustainability linked undertakings and commitments).

The overall objective of the LaSalle Group is to provide strong investment performance over the long term for its investors having regard to the objectives of their mandates (whether on a collective investment basis or separate account basis). The Remuneration Policy of LaSalle Group recognises that “risk” is inherent to investment in any asset class and that investors elect to allocate capital based on different risk profiles linked to

strategies LaSalle Group offers its clients (these range from “core” to “opportunistic”, and differing debt related products) and recognises that the risks associated with each vary and as such, compensation structures should reflect this. In broad terms, the Remuneration Policy is supportive of the foregoing objectives and is designed to be consistent with the foregoing by:

- (a) aligning the interests of employees with clients;
- (b) the promotion of sound and effective risk management (both at an investment level and at an enterprise level (including sustainability risks in each case and having regard to sustainability matters promoted by LaSalle));
- (c) aligning the interests of employees and investors with shareholders of JLL;
- (d) attracting and retaining employees at each level within the business that are contributors and supportive of the LaSalle Group’s long-term objectives; and
- (e) incentivise global and regional leadership by rewarding performance as a combination of investment returns, risk management and appropriate behaviour.

LaSalle Group monitors the application of the above general remuneration principles and objectives and amongst other matters, demonstrated application of sustainability linked undertakings and commitments of LaSalle Group, together with integration of sustainability linked risks so far as they relate to investment decisions are taken into account when considering remuneration.