

2024

EEO1

Summary

This document provides a summary of the 2023 data Prologis provided to the federal Equal Employment Opportunity Commission.

- **People of Color:** Employees of color make up ~34% of Prologis' U.S. workforce
- **Gender:** Women make up ~51% of Prologis' U.S. workforce.

How we got here: Our focus on people

Our people are the foundation of our business. They implement our strategy and create value for our customers and shareholders. We actively recruit and retain talented employees with varied experiences and viewpoints and nurture an inclusive and diverse culture where every employee can do their best work and drive our collective success.

2023 Highlights:

- **Diversity, Equity, Inclusion and Belonging (DEIB) Strategic Plan:** Revamped DEIB Strategic Plan, focused on three pillars: People, Procurement and Philanthropy, which aim to drive business results.
- **Expanded Team:** Added two managers to operationalize our strategic plan.
- **DEIB Steering Committee:** We created a council of internal leaders, executives and Employee Resource Group (ERG) leaders to consult on initiatives and drive belonging globally.
- **Prologis Endowment to Morehouse College:** Our \$3 million donation supports the launch of the Morehouse Real Estate Institute (MREI), equipping students at the Atlanta University Center Consortium (Morehouse College, Spelman College and Clark Atlanta University) with skills for successful real estate careers and fostering a diverse talent pool for the commercial real estate industry.
- **Employee Resource Groups (ERGs):** We developed governance structure, operational playbook and allocated operating and philanthropic budget for five Employee Resource Groups (ERGs). These groups continue to foster a sense of belonging for everyone.
- **Measuring Our Culture of Inclusion:** Through our employee engagement survey, we continue to leverage industry benchmarked questions to measure progress.

For more information about our DEIB strategy and initiatives, please see our [latest ESG report](#) on prologis.com.

**U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC)
2023 EMPLOYER INFORMATION REPORT (EEO-1 COMPONENT 1)**

EEOC Standard Form 100 (SF 100)
Revised 08/2023
OMB Control Number: 3046-0049
Expiration Date: 11/30/2026

SECTION A – TYPE OF REPORT
CONSOLIDATED REPORT

SECTION B – EMPLOYER IDENTIFICATION

OFS COMPANY ID R602396	EMPLOYER NAME PROLOGIS			
ADDRESS Pier 1	CITY/TOWN SAN FRANCISCO	STATE CA	ZIP CODE 94111	

SECTION C – HEADQUARTERS OR ESTABLISHMENT-LEVEL IDENTIFICATION (if applicable)

HQ/ESTABLISHMENT-LEVEL UNIT ID	HEADQUARTERS OR ESTABLISHMENT-LEVEL NAME			
HEADQUARTERS OR ESTABLISHMENT-LEVEL ADDRESS	CITY/TOWN	STATE	ZIP CODE	

SECTION D – EMPLOYER IDENTIFICATION NUMBER (EIN)
943281941

SECTION E – EMPLOYER FILING ELIGIBILITY

YES (Employer Is Eligible to File) NO (Employer Is Not Eligible to File) EMPLOYER NO LONGER IN BUSINESS

SECTION F – FEDERAL CONTRACTOR DESIGNATION (if applicable)

Unique Entity ID (UEI): **UNAVAILABLE**

YES (Single-Establishment Employer is Federal Contractor) YES (Multi-Establishment Employer is Federal Contractor)
 YES (Headquarters is Federal Contractor) YES (Non-Headquarters Establishment is Federal Contractor)
 YES (One or More Non-Headquarters Establishments is Federal Contractor)

SECTION G – NAICS INFORMATION

531120 - Lessors of Nonresidential Buildings (except Miniwarehouses)

SECTION H – WORKFORCE DEMOGRAPHIC DATA

JOB CATEGORIES	Race/Ethnicity														Row Total
	Hispanic or Latino		Not Hispanic or Latino												
			Male						Female						
	Male	Female	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	
Executive/Senior Level Officials and Managers	3	0	63	0	3	0	0	3	18	1	4	0	0	0	95
First/Mid-Level Officials and Managers	32	31	263	16	30	2	0	6	181	9	33	1	1	6	611
Professionals	18	51	113	9	28	0	1	3	153	16	36	0	0	12	440
Technicians	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Sales Workers	3	0	22	0	1	0	0	1	4	0	1	0	0	0	32
Administrative Support Workers	6	62	23	1	2	0	0	2	114	23	14	1	1	8	257
Craft Workers	30	0	59	8	2	1	0	4	0	0	0	0	0	0	104
Operatives	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Laborers and Helpers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Service Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CURRENT 2023 REPORTING YEAR TOTAL	92	144	543	34	66	3	1	19	470	49	88	2	2	26	1539
PRIOR 2022 REPORTING YEAR TOTAL	80	136	551	30	60	2	1	20	457	46	72	2	2	23	1482

SECTION I – WORKFORCE SNAPSHOT PERIOD
12/18/2023 - 12/31/2023

SECTION J – HEADQUARTERS OR ESTABLISHMENT-LEVEL COMMENTS (optional)

Not Applicable

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SECTION K – OFFICIAL CERTIFICATION OF SUBMISSION

EMPLOYER IDENTIFICATION

OFS COMPANY ID
R602396

EMPLOYER NAME
PROLOGIS

ADDRESS

Pier 1

CITY/TOWN

SAN FRANCISCO

STATE

CA

ZIP CODE

94111

CERTIFICATION COMMENTS (optional)

No Certification Comments Provided

CERTIFICATION STATEMENT

"I certify that the information, including any workforce demographic data, provided in this report is correct and true to the best of my knowledge and was prepared in conformity with the directions set forth in the form and accompanying instructions."

Knowingly and willfully false statements on this report are punishable by law, US Code, Title 18, Section 1001.

DATE OF CERTIFICATION

5/24/2024 1:46 PM [EST]

EMPLOYER'S CERTIFYING OFFICIAL

Name of Employer's Certifying Official

Jim Chan

Title of Certifying Official

Manager, Global DEIB

Email Address of Certifying Official

jchan2@prologis.com

Telephone Number of Certifying Official

415-733-9537

PRIMARY POINT OF CONTACT (POC) FOR EEO-1 COMPONENT 1 REPORTING

Name of Primary POC

Jim Chan

Title and Employer of Primary POC

Manager, Global DEIB
Prologis

Email Address of Primary POC

jchan2@prologis.com

Telephone Number of Primary POC

415-733-9537