

## **Bloomberg Gender-Equality Index Disclosure, 2022**

The following data represents at least 80% of the Prologis global workforce and meets the requirements of the Bloomberg Gender-Equality Index.

For more on DEIB at Prologis, please see our <u>latest ESG report</u>. For more on these metrics, please see <u>https://www.bloomberg.com/professional/gender-equality-index/.</u>

Leadership   Percentage of women on company board   27%   Chairperson is a woman   No   No   Gender balance in board leadership   0%   O%   Chief executive officer (CEO) is a woman   No   No   Woman chief financial officer (CFO) or equivalent   No   Percentage of women executive officers   12.5%   Chief diversity officer (CDO)   Yes   Talent pipeline   Talent pipeline   Percentage of women in total management   42%   Percentage of women in senior management   20%   Percentage of women in middle management   20%   Percentage of women in middle management   44%   Percentage of women in middle management   44%   Percentage of women in middle management   44%   Percentage of women in total workforce   49%   Percentage of women in total promotions   55%   Percentage of women in total promotions   55%   Percentage of women in total promotions   55%   Percentage of women end that promotions   55%   Percentage of women new hires   47%   Percentage of women attrition   50%   Percentage of women promotions   55%   Percentage of women promotions   50%   Percentage of women promotions   70%   Percentage of women   70%   Pe	Key Performance Indicator	Prologis 2022 Response
Chairperson is a woman Gender balance in board leadership O% Chief executive officer (CEO) is a woman No Woman chief financial officer (CFO) or equivalent No Percentage of women executive officers 12.5% Chief diversity officer (CDO) Talent pipeline Percentage of women in total management Percentage of women in total management Percentage of women in senior management Percentage of women in management Percentage of women in non-management Percentage of women in non-management Percentage of women in non-managerial positions Percentage of women in total workforce Percentage of women in total workforce Percentage of women in Itale workforce Will not disclose Decentage of women and workforce Prescutive compensation linked to gender diversity or diversity, equity and inclusion (DEI)  Inclusive culture Number of weeks of fully paid primary parental leave offered Number of weeks of fully paid primary parental leave offered Data not available for at least 80% of workforce  Back-up family care services or subsidies through the company Data not available for at least 80% of workforce  Back-up family care services or subsidies through the company Pres		
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Chief executive officer (CEO) is a woman  Woman chief financial officer (CFO) or equivalent  No  No  Percentage of women executive officers  Chief diversity officer (CDO)  Talent pipeline  Percentage of women in total management  Percentage of women in senior management  Percentage of women in senior management  Percentage of women in middle management  Percentage of women in non-managerial positions  Percentage of women in total promotions  Percentage of women in total vertical positions  Percentage of women in total workforce  Percentage of women in total workforce  Percentage of women in IT/Engineering  Percentage of women in IT/Engineering  Percentage of women whires  Percentage of women attrition  Time-bound action plan with targets to increase the representation of women in leadership positions  Time-bound action plan with targets to increase the representation of women in the company  Pay  Adjusted mean gender pay gap  Global mean (average) raw gender pay gap  Will not disclose  Time-bound action plan to close gender pay gap  Will not disclose  Executive compensation linked to gender diversity or diversity, equity and inclusion (DEI)  Inclusive culture  Number of weeks of fully paid primary parental leave offered  Number of weeks of fully paid primary parental leave offered  Back-up family care services or subsidies through the company  Pay  Data not available for at least 80% of workforce  Back-up family care services or subsidies through the company  Pay  Parental leave retention rate  Data not available for at least 80% of workforce  Parental leave resource groups for women  Ves  Unconscious bias training		No
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Percentage of women executive officers Chief diversity officer (CDO) Talent pipeline Percentage of women in total management Percentage of women in senior management Percentage of women in middle management Percentage of women in middle management Percentage of women in non-managerial positions Percentage of women in non-managerial positions Percentage of women in total workforce Percentage of women in total workforce Percentage of women total promotions Percentage of women in IT/Engineering 40% Percentage of women new hires Percentage of women attrition Forward women attrition Fine-bound action plan with targets to increase the representation of women in leadership positions Time-bound action plan with targets to increase the representation of women in the company Pay Adjusted mean gender pay gap Adjusted mean gender pay gap Global mean (average) raw gender pay gap Fine-bound action plan to close gender pay gap Fine-bound action plan to close gender pay gap Fine-bound action plan to close gender diversity or diversity, equity and inclusion (DEI) Inclusive culture Number of weeks of fully paid primary parental leave offered Number of weeks of fully paid secondary parental leave offered Parental leave retention rate  Back-up family care services or subsidies through the company Pes Unconscious bias training Yes Unconscious bias training Yes	Woman chief financial officer (CFO) or equivalent	No
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Percentage of women in non-managerial positions Percentage of women in total workforce Percentage of women total promotions Percentage of women in IT/Engineering Percentage of women in IT/Engineering Percentage of women new hires Percentage of women new hires Percentage of women new hires Percentage of women attrition Time-bound action plan with targets to increase the representation of women in leadership positions Time-bound action plan with targets to increase the representation of women in the company  Pay Adjusted mean gender pay gap Adjusted mean gender pay gap Will not disclose Time-bound action plan to close gender pay gap Will not disclose Time-bound action plan to close gender pay gap Ves Time-bound action plan to close gender diversity or diversity, equity and inclusion (DEI) Inclusive culture Number of weeks of fully paid primary parental leave offered Number of weeks of fully paid secondary parental leave offered Data not available for at least 80% of workforce Back-up family care services or subsidies through the company Data not available for at least 80% of workforce Flexible working policy Fes Unconscious bias training Yes	Percentage of women in senior management	20%
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Percentage of women in IT/Engineering Percentage of women new hires Percentage of women new hires Percentage of women new hires Percentage of women attrition Time-bound action plan with targets to increase the representation of women in leadership positions Time-bound action plan with targets to increase the representation of women in the company  Pay Adjusted mean gender pay gap Adjusted mean gender pay gap Adjusted mean (average) raw gender pay gap Will not disclose Time-bound action plan to close gender pay gap Will not disclose Time-bound action plan to close gender diversity or diversity, equity and inclusion (DEI) Inclusion (DEI) Inclusive culture Number of weeks of fully paid primary parental leave offered Number of weeks of fully paid secondary parental leave offered Parental leave retention rate Data not available for at least 80% of workforce Back-up family care services or subsidies through the company Data not available for at least 80% of workforce Flexible working policy Yes Employee resource groups for women Yes Unconscious bias training Yes	Percentage of women in total workforce	49%
Percentage of women new hires Percentage of women attrition Fercentage of women attrition Time-bound action plan with targets to increase the representation of women in leadership positions Time-bound action plan with targets to increase the representation of women in the company  Pay  Adjusted mean gender pay gap Global mean (average) raw gender pay gap Time-bound action plan to close gender pay gap Will not disclose Time-bound action plan to close gender pay gap Executive compensation linked to gender diversity or diversity, equity and inclusion (DEI)  Inclusive culture  Number of weeks of fully paid primary parental leave offered Number of weeks of fully paid secondary parental leave offered Parental leave retention rate  Back-up family care services or subsidies through the company  Percentage of women attrition  Will not disclose Will not disclose Will not disclose  Yes  The bound disclose  Time-bound action plan to close gender pay gap Will not disclose  Time-bound action plan to disclose  Time-bound action plan to close gender pay gap  Will not disclose  Time-bound action plan to disclose  Will not disclose  Time-bound action plan to disclose  Time-bound action plan to disclose  Time-bound action plan to disclose  Time-bound ac	Percentage of women total promotions	55%
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Time-bound action plan with targets to increase the representation of women in leadership positions  Time-bound action plan with targets to increase the representation of women in the company  Pay  Adjusted mean gender pay gap  Global mean (average) raw gender pay gap  Time-bound action plan to close gender pay gap  Executive compensation linked to gender diversity or diversity, equity and inclusion (DEI)  Inclusive culture  Number of weeks of fully paid primary parental leave offered  Number of weeks of fully paid secondary parental leave offered  Parental leave retention rate  Back-up family care services or subsidies through the company  Executive companies the representation of women in leadership positions.  Will not disclose	Percentage of women new hires	47%
in leadership positions Time-bound action plan with targets to increase the representation of women in the company  Pay  Adjusted mean gender pay gap  Adjusted mean (average) raw gender pay gap  Fime-bound action plan to close gender pay gap  Executive compensation linked to gender diversity or diversity, equity and inclusion (DEI)  Inclusive culture  Number of weeks of fully paid primary parental leave offered  Number of weeks of fully paid secondary parental leave offered  Parental leave retention rate  Back-up family care services or subsidies through the company  Employee resource groups for women  Uvill not disclose  Will not disclose  Will not disclose  Will not disclose  Will not disclose  16  Nound in clusion (DEI)  Tes	Percentage of women attrition	50%
Time-bound action plan with targets to increase the representation of women in the company  Pay  Adjusted mean gender pay gap  Global mean (average) raw gender pay gap  Time-bound action plan to close gender pay gap  Executive compensation linked to gender diversity or diversity, equity and inclusion (DEI)  Inclusive culture  Number of weeks of fully paid primary parental leave offered  Number of weeks of fully paid secondary parental leave offered  Parental leave retention rate  Back-up family care services or subsidies through the company  Employee resource groups for women  Will not disclose  ### Will not disclose  Will not disclose  ### Will not disclose	Time-bound action plan with targets to increase the representation of women	Will not disclose
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Executive compensation linked to gender diversity or diversity, equity and inclusion (DEI)  Inclusive culture  Number of weeks of fully paid primary parental leave offered  Number of weeks of fully paid secondary parental leave offered  Parental leave retention rate  Back-up family care services or subsidies through the company  Flexible working policy  Employee resource groups for women  Unconscious bias training  Yes  Yes  Yes		
Inclusive culture  Number of weeks of fully paid primary parental leave offered  Number of weeks of fully paid secondary parental leave offered  Parental leave retention rate  Back-up family care services or subsidies through the company  Flexible working policy  Employee resource groups for women  Unconscious bias training  Yes		Will not disclose
Inclusive culture         Number of weeks of fully paid primary parental leave offered       16         Number of weeks of fully paid secondary parental leave offered       10         Parental leave retention rate       Data not available for at least 80% of workforce         Back-up family care services or subsidies through the company       Data not available for at least 80% of workforce         Flexible working policy       Yes         Employee resource groups for women       Yes         Unconscious bias training       Yes		Yes
Number of weeks of fully paid primary parental leave offered  Number of weeks of fully paid secondary parental leave offered  Parental leave retention rate  Data not available for at least 80% of workforce  Back-up family care services or subsidies through the company  Data not available for at least 80% of workforce  Plexible working policy  Flexible working policy  Employee resource groups for women  Ves  Unconscious bias training  Yes		
Number of weeks of fully paid secondary parental leave offered  Parental leave retention rate  Data not available for at least 80% of workforce  Back-up family care services or subsidies through the company  Data not available for at least 80% of workforce  Flexible working policy  Find the company  Yes  Unconscious bias training  Yes		
Parental leave retention rate  Back-up family care services or subsidies through the company  Data not available for at least 80% of workforce  Data not available for at least 80% of workforce  Flexible working policy  Yes  Employee resource groups for women  Unconscious bias training  Yes		I .
Back-up family care services or subsidies through the company  Data not available for at least 80% of workforce  Flexible working policy  Yes  Employee resource groups for women  Unconscious bias training  Yes		
Flexible working policy Employee resource groups for women Unconscious bias training Yes  Yes	Parental leave retention rate	
Flexible working policy Employee resource groups for women Yes Unconscious bias training Yes	Back-up family care services or subsidies through the company	
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Unconscious bias training Yes		
		Yes
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