

## 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 [latest ESG report](#). For more on these metrics, please see <https://www.bloomberg.com/professional/gender-equality-index/>.

<b>Key Performance Indicator</b>	<b>Prologis 2022 Response</b>
<b>Leadership</b>	
Percentage of women on company board	27%
Chairperson is a woman	No
Gender balance in board leadership	0%
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)	Yes
<b>Talent pipeline</b>	
Percentage of women in total management	42%
Percentage of women in senior management	20%
Percentage of women in middle management	44%
Percentage of women in non-managerial positions	60%
Percentage of women in total workforce	49%
Percentage of women total promotions	55%
Percentage of women in IT/Engineering	40%
Percentage of women new hires	47%
Percentage of women attrition	50%
Time-bound action plan with targets to increase the representation of women in leadership positions	Will not disclose
Time-bound action plan with targets to increase the representation of women in the company	Will not disclose
<b>Pay</b>	
Adjusted mean gender pay gap	+/- 3%
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)	Yes
<b>Inclusive culture</b>	
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
Annual anti-sexual harassment training	Yes