

Environmental, Social and Governance (ESG) Policy

Policy Scope

This policy applies to all Prologis operations and assets including all Prologis Strategic Capital funds, without regard to ownership.

Purpose

This policy formalizes Prologis' longstanding commitment to responsible environmental, social and governance (ESG) practices, including integration into our investment processes.

Key Principles

- **Business integration** – By integrating ESG into our business strategy, goals, policies and systems, we manage risk, promote resilience and create business value: Environmental, social and governance performance drives innovation, expands our value proposition, deepens stakeholder relationships, attracts and retains top talent, and reduces our capital costs through ESG-related financing.
- **Value creation and innovation** – Our ESG strategy is to improve the resilience and efficiency of the global supply chain, which creates significant value for our customers, investors and the communities where we operate. This includes innovating and investing in sustainable building materials and developing and delivering sustainable logistics products and services.
- **Opportunity and risk management** – Our ESG performance creates a range of business opportunities, including in customer-focused innovation; community resilience; economic impact; recruitment and retention; and diversity, equity, inclusion & belonging. Our approach to risk management is guided by ESG principles including review of key investment decisions, development and implementation of company policies, and our company's focus on assessing potential climate risk impacts.

Oversight and Implementation

By charter, the Board Governance and Nomination Committee oversees ESG matters and updates the Prologis board of directors on ESG developments. The Global ESG department reports to our chief energy and sustainability officer, who reports to our chief operating officer. Delivering on our ESG aspirations includes our global leaders; regional ESG leaders and committees; and every Prologis employee.

Our ESG goals are: informed by input from our stakeholders, including through a periodic materiality assessment; reviewed and approved by senior management; and implemented by teams across our organization. We use data systems to track progress toward and publicly report on our performance.

To drive accountability, a portion of our employee bonus scorecard is linked to quantitative environmental, social and governance metrics. Details may be found in our latest Proxy Statement.

Environmental Sustainability

Our focus: Build a portfolio with modern, efficient assets in strategic locations; stay ahead of our customers' needs; minimize our impact on the environment; and address climate change risk, including through our use of science-based net-zero targets. Within new developments and existing assets, help our customers reduce their energy use and emissions, and provide them with onsite energy generation, energy storage and mobility solutions.

Our actions:

- **Customer decarbonization solutions.** We provide our customers with decarbonization solutions such as on-site solar, battery storage and electric vehicle (EV) mobility to help them reduce carbon from their operations.
- **Management system.** We work to ensure compliance with relevant environmental laws and regulations. We use a global Environmental Management System (EMS) for our development activities that is implemented, maintained and continually improved on in accordance with the requirements of ISO 14001:2015. We report on GHG emissions across our value chain, and set and work to achieve science-based net-zero targets.
- **Sustainable buildings.** We achieve sustainable building certifications for eligible new developments and redevelopments and incorporate cutting-edge, efficient technology to benefit our customers. Measures include the use of responsibly sourced materials, decreased water and energy usage, reduced carbon footprints.
- **Biodiversity.** We manage impacts on biodiversity, including identifying opportunities to enhance biodiversity across our portfolio and in the communities where we operate. This includes completing Environmental Impact Assessments as part of the land procurement and entitlement process and performing appropriate assessments of impacts to ecologically significant habitats.
- **Climate risk.** We complete physical risk assessments across our portfolio to identify actions that can increase resilience and reduce potential impact, including impacts on our customers. We identify and deploy innovative measures to enhance the resilience of our buildings to potential changes in the climate or the environment.

Social Impact

Our focus: Strengthen relationships with our key stakeholders by investing in our employees and partnering with our customers, communities, investors and suppliers. Work with local leaders and organizations to provide job training programs; promote community health and safety; and enhance recreation and transit infrastructure.

Our actions:

- **Stakeholder engagement.** We consult with stakeholders and incorporate their feedback, including through investor and customer meetings, ESG materiality assessments and entitlement processes.
- **Inclusive workforce.** We engage with our employees to provide a challenging, dynamic, inclusive and diverse work environment that supports their professional development and promotes their well-being. Our commitment and policies related to diversity, equity, inclusion and belonging (DEIB), including policies on non-discrimination and anti-harassment, are outlined in our [Code of Ethics & Business Conduct](#) and [Global Human Rights Policy](#).
- **Health and Safety.** We engage suppliers, customers and employees around safety, health and wellness. We develop disaster response plans.

- **Human Rights.** We promote the protection of human rights and welfare within our own operations and across our supply chain in accordance with our Global Human Rights Policy, Code of Ethics & Business Conduct, Supplier Code of Conduct and our UK Modern Slavery & Human Trafficking Act Policy.
- **Community Impact.** We support initiatives that benefit economic development, the environment, human welfare and education. This includes skills training programs that build workforce talent pipelines for our customers; economic development that makes the communities where we operate more resilient; and employee volunteering and philanthropy.

Governance and Ethics

Our focus: Promote strong oversight, transparency and risk management at all levels of our organization, ensuring the resilience and long-term preservation of business value.

Our actions:

- **Oversight and accountability.** We maintain strong corporate governance practices through board stewardship, management accountability and proactive risk management. We establish clear and effective ESG governance.
- **Ethics and compliance.** We maintain high ethical standards through our Code of Ethics & Business Conduct, regular review of our ethics policies and performance, required annual ethics training for all employees and executive leadership that promotes a culture of integrity.
- **Charitable contributions and political accountability.** We subject all charitable contributions to pre-clearance according to the Prologis Policy on Charitable and Other Non-Profit Giving. The Prologis “Participation in the Political Process” Policy outlines our governance and disclosure approach and prohibits the use of corporate funds or assets to support U.S. federal or state candidates or political parties.
- **Risk management.** We mitigate risk exposure and build resilience to climate change, cybersecurity threats, natural disasters and other uncertainties.
- **Stakeholder engagement.** We build strong stakeholder relationships through transparency and open, two-way communication.
- **Responsible tax.** We comply with tax law in all operating countries. We support the principles of openness and transparency with tax authorities.

Responsible Investment

Our focus: Integrate the fundamental principles of ESG, as stated in this policy, when considering investment decisions and managing our investments.

Our actions:

- **Integration.** We incorporate ESG principles into investment due diligence and analysis; decision-making processes; and ownership policies and practices. This includes incorporating ESG considerations, such as our net-zero commitment, in our standard Investment Committee evaluation process for all significant developments, acquisitions and dispositions.
- **Operation.** We operate established assets efficiently to help our customers reduce costs, attract qualified workers and reduce negative environmental impacts.
- **Transparency.** We disclose our own ESG policies and performance and seek appropriate disclosure of ESG policies and performance by the entities in which we invest. This includes

the evaluation and disclosure of sustainability risks in accordance with the relevant articles of the EU Sustainable Finance Disclosure Regulation (2019/2088).

- **Industry leadership.** We promote acceptance and implementation of ESG principles within our industry and across our value chain (i.e. suppliers, customers, employees, communities, etc.).

Monitoring and Enforcement

- Prologis seeks to proactively prevent and mitigate instances of non-compliance with this policy. We make this policy available to our stakeholders to raise awareness of our ESG commitments and commitment to sustainability. If an employee or external party has an ethics- or human rights-related question or concern, they are encouraged to contact the Ethics Helpline, a confidential 24-hour hotline and grievance mechanism. More information can be found in our [Code of Ethics and Business Conduct](#). If an employee or external party has a safety-related question or concern, they are encouraged to contact our Safety Helpline: 1-833-SAFE-PLD in the U.S. and Canada; additional numbers are listed on our company intranet.