

# Bloomberg Gender-Equality Index Disclosure, 2023

The following data represents at least 80% of the Prologis global workforce and meets the requirements of the Bloomberg Gender-Equality Index. The data is as of December 31, 2023. 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/>.

Key Performance Indicator	Prologis 2023 Response
<b>Leadership</b>	
Percentage of women on company board	27%
Chairperson is a woman	No
Gender balance in board leadership	25%
Chief executive officer (CEO) is a woman	No
Woman chief financial officer (CFO) or equivalent	No
Percentage of women executive officers	23%
Chief diversity officer (CDO)	Yes
<b>Talent pipeline</b>	
Percentage of women in total management	43%
Percentage of women in senior management	23%
Percentage of women in middle management	45%
Percentage of women in non-managerial positions	60%
Percentage of women in total workforce	50%
Percentage of women total promotions	53%
Percentage of women in IT/Engineering	45%
Percentage of women new hires	48%
Percentage of women attrition	54%
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	Women were paid within +/-3% of their male peers
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	16-18
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	No