

Disclosure Examples: ESG Oversight

BOARD OVERSIGHT OF SUSTAINABILITY

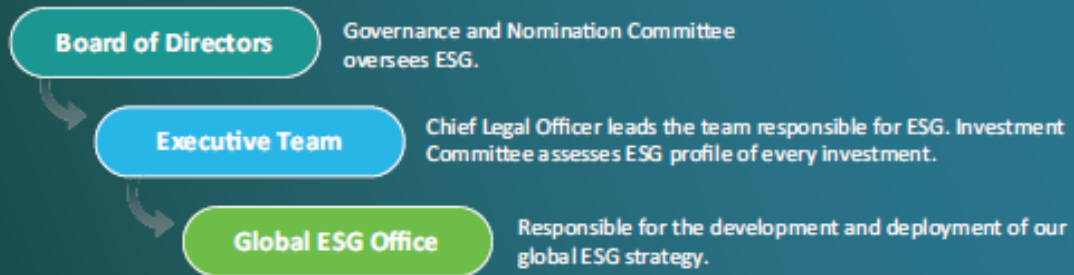
Corporate Citizenship & Sustainability Committee

- Oversight responsibility regarding our corporate citizenship initiatives is embedded in the Corporate Citizenship & Sustainability Committee. The Committee reports to the full Board on the Company's ongoing ESG-related activities. The Committee provides oversight and strategic direction for our sustainability program.

Human Capital Management & Compensation Committee

- The Human Capital Management & Compensation Committee provides oversight on overall management of human capital, which includes culture, diversity, equity and inclusion; executive compensation programs; benefits and well-being strategy; talent management (attraction, development, and retention); performance management; and, in collaboration with the Nomination & Corporate Governance Committee, succession planning.

CLEAR ESG GOVERNANCE CREATES ACCOUNTABILITY AND DRIVES ACTION



DELIVERING ON OUR ESG ASPIRATIONS IS EVERYONE'S BUSINESS



Cross-Functional Leaders

- Global leaders from business functions such as HR, Prologis Ventures, IT, Corporate Communications, and Construction and Development.
- Integrate ESG principles into their function and set ESG goals.



Regional ESG Committees

- Drive and coordinate ESG programs across regions.



Employees

- Bring energy, dedication and creativity to implement our activities across our global platform.

Our History of Commitment to Inclusion and Diversity

2009

Among first to fund the construction of The Smithsonian National Museum of African American History and Culture, which opened in 2016.

2012

Early adopter of a "ban the box" policy, removing job application requirements for non-positions.

1978

Launched Prudential Foundation to eliminate barriers to financial and social mobility for underserved and under-represented populations.

1993

Launched the first of eight employee business resource groups with more than 32% of U.S. employees participating in 2021.

2008

Began national policy advocacy for Multiple Employer Plans to increase access to retirement plans for small business workers, many of whom are women and people of color.

2010

Established an Office of Veterans Initiatives and a VETalent Program to prepare our servicemen and women for civilian careers after completing their service to our country.