

Prologis, Inc.

Executive Officer Cash Severance Policy (“Cash Severance Policy”)

Effective as of November 20, 2025

Prologis, Inc. (the “Company”) will not enter into any new employment agreement, severance agreement or separation agreement with any Executive Officer of the Company, or establish any new severance plan or policy covering any Executive Officer of the Company, in each case, that provides for Cash Severance Benefits to any Executive Officer of the Company that exceed 2.99 times the sum of (a) the Executive Officer’s Base Salary, plus (b) the greater of (i) the Executive Officer’s target annual bonus opportunity for the year that includes the date of termination or (ii) the average actual annual bonus payments made to the Executive Officer over the three completed years prior to the year of termination; without seeking stockholder approval or ratification of such agreement, plan or policy.

For purposes of this Cash Severance Policy:

- “Executive Officer” means the executive officers of the Company as defined by Rule 3b-7 under the Securities Exchange Act of 1934, as amended (17 C.F.R. § 240.3b-7).
- “Base Salary” means the annualized base salary in effect immediately prior to the Executive Officer’s termination date (or, if higher, the highest annualized base salary in effect during the 12-month period prior to the termination date).
- “Cash Severance Benefits” means cash payments in connection with and on account of the termination of the Executive Officer’s employment and any payments to offset the tax liabilities relating to such payments.

For the avoidance of doubt and notwithstanding any other provision of this Cash Severance Policy, “Cash Severance Benefits” do not include: (i) accrued but unpaid base salary or vacation pay or any other amounts earned or accrued for periods through the termination date and reimbursement for any business expenses validly incurred prior to the termination date; (ii) any payment in respect of the Executive Officer’s annual bonus for the year of termination or other unpaid bonus or award owed by the Company to the Executive Officer under any compensation plan, program, policy, arrangement, agreement or practice, or any unpaid bonus for any previously completed performance or service period required to be paid pursuant to the terms of any Company plan, policy, or agreement; (iii) any payment in consideration for services provided to the Company following the termination date (e.g., consulting or advisory services); (iv) any payment arising from the Executive Officer’s death or disability; (v) payments (including cash payments in lieu of accelerated equity vesting) in respect of or relating to the vesting,

acceleration, settlement, and payment of equity awards granted under the Company's stockholder-approved plans, including, without limitation, the Prologis, Inc. 2020 Long-Term Incentive Plan, and also including, for the avoidance of doubt, any equity granted in connection with the Company's bonus exchange program; (vi) any payment made in respect of awards to the Executive Officer under the Fourth Amended and Restated Prologis Promote Plan, the Prologis, Inc. Amended and Restated 2018 Outperformance Plan, or any similar plan adopted by the Company, including in any case, cash payments in lieu of equity payments that would otherwise be made under such arrangements; (vii) payments to settle any litigation or claim asserted against the Company by the Executive Officer; (viii) payment of deferred compensation, earned retirement benefits or other vested employee benefits, in each case pursuant to the terms of the Company's compensation or employee benefit plans; (ix) the provision of perquisites, insurance, disability, health and welfare plan coverage and other non-cash benefits generally available to similarly-situated employees; (x) payments to individuals who are retiring from employment with the Company; (xi) payments that the Company is required to make by applicable law; or (xii) arrangements assumed by the Company in the context of an acquisition or other corporate transaction. Company plans, programs, policies, arrangements, agreements or practices referenced for determination of "Cash Severance Benefits" include any amendments thereto or successor plans.