

September 16, 2022

BY ELECTRONIC MAIL
Indiana Department of Workforce Development
Workforce Transition Unit, SE308
10 North Senate Avenue
Indianapolis, IN 46204-2277
Warn-notice@dwd.in.gov

Re: Duke Realty Corporation – WARN Act Notice

To Whom it May Concern:

This letter is being issued to you pursuant to the federal Worker Adjustment and Retraining Notification (“WARN”) Act.

Contingent upon the successful closing of a merger between Duke Realty Corporation (the “Company”) and Compton Merger Sub LLC, a wholly owned subsidiary of Prologis, Inc. (the “Merger”), a number of employees employed by the Company at 8711 River Crossing Boulevard, Indianapolis, IN 46240 are being laid off (the “Layoff”). The separations for the affected employees are expected to begin on or about the date of the closing of the Merger (currently scheduled for October 3, 2022). Subsequent separations may occur following the Merger through January 1, 2023.

The Layoff will be permanent, and the affected employees will not have any “bumping rights.” The Layoff will not constitute a “plant closing” within the meaning of the WARN Act. A list identifying the job titles and number of individuals within each job classification that the Company reasonably anticipates will be included in the Layoff is enclosed herewith as Exhibit A. None of the affected employees are represented by a union.

I shall serve as the contact person for further information and as the liaison for purposes of providing assistance to affected employees. Please feel free to contact me at 317-808-6126.

Sincerely,

A handwritten signature in black ink that reads "Laura A. Sylak". The signature is written in a cursive, flowing style.

Laura A. Sylak
Senior Vice President, Human Resources

Enclosures

Exhibit A

Layoffs commencing October 3, 2022 through January 1, 2023

Impacted Positions	Number of Employees
Accounting	43
Capital Transactions & JV	4
Construction	4
Corporate Services	3
Corporate Strategic Initiatives	1
Development	1
Executive	8
Financial Analysis	7
Human Resources	2
Information Technology	16
Internal Audit	3
Investor Relations	1
Leasing	2
Legal	9
Maintenance	2
Marketing	5
Property Management	1
Property Operations	4
Tax	1
Treasury	3