

PRESS RELEASE

PRYSMIAN GROUP BETS ON DIVERSITY & INCLUSION TO ENHANCE ITS "HUMAN CAPITAL"

MANAGERS' VARIABLE REMUNERATION LINKED TO THE INCREASE IN THE NUMBER OF WOMEN HIRED FOR THE IMPROVEMENT OF THE GENDER BALANCE

NEW INTERNATIONAL STEERING COMMITTEE FORMED

FROM 17 TO 21 MAY, PRYSMIAN WILL HOST ITS "eNCLUSION WEEK": A FIVE-DAY DIGITAL EVENT WITH OVER 50 MEETINGS AND WORKSHOPS AT GLOBAL LEVEL

Milan, 12 May 2021 - Prysmian Group strengthens its commitment to Diversity & Inclusion with the aim of further enhancing its human capital made up of around 28,000 employees worldwide. The increase in the percentage of women, both among white-collar workers and at the level of top managers, is among the sustainability parameters to which the payment of the company managers' variable remuneration has been linked.

As evidence of the strategic importance of gender and cultural diversity, Prysmian has also set up a new global Diversity & Inclusion Steering Committee, tasked with overseeing the achievement of the objectives that the Group has set itself. The Diversity & Inclusion Steering Committee has the responsibility to define D&I objectives at each organisational level and support the definition of the actions to achieve and to promote a cultural change to facilitate Diversity & Inclusion within the work environment. The Committee is composed by Prysmian Turkey Human Resources Director Aysun Kalmik, acting as Leader, and Product Development Manager of the Lincoln (Rhode Island) plant Prasha Sarwate, as Deputy Leader.

In order to improve the gender balance in its workforce, the Group has committed to achieving the following Diversity & Inclusion objectives by 2022:

- Ensuring 40% of women hired (female white collars hired with a permanent contract) on total hirings (34% in 2020 compared to 30% in 2016);
- Increasing from 21.9% to 25% the percentage of women managers (from junior to top positions);
- Improving gender balance with regard to executive positions: from 6% in 2016 to 18% in 2022.

In addition, fundamental indicators (e.g., security) have been implemented in all the Groups' 104 plants.

The D&I parameters are part of the sustainability objectives, to which the payment of the company managers' variable remuneration has been linked.

In addition, the Group's first Global eNclusion Week, a five-day digital event, will take place from 17 to 21 May, featuring a series of digital panels and workshops on the importance and advantages of building diverse and inclusive workspaces. The programme will focus on four main themes: Gender Diversity; Diversity & Inclusion in all its forms; Inclusive Culture in the workplace; and Generational D&I.

The Global eNclusion Week will be opened on 14 May by Fabrizio Rutschmann, Prysmian Group CHRO, followed by speeches by: Valerio Battista, Prysmian Group CEO; Mimi Kung, Prysmian Group Independent Board Member; Eric Rondolat, Signify CEO; Sabrina Ritossa Fernandez, Sycamore Asset Management; Maria Cristina Bifulco, Chief Sustainability Officer & IR Director Prysmian Group; and Massimo Battaini, Prysmian Group COO. For further details on all the events [click here](#). The Global eNclusion Week will offer the opportunity to know more about how Countries, Companies and Associations are promoting Diversity & Inclusion around the world.

With the participation of an international and multicultural community, this initiative will feature one week of events open to everyone, where speakers from different industries and with different background will share their knowledge and best practices related to Diversity & Inclusion.

“We strongly believe that leveraging on gender, age and cultural diversity means creating more value and we are constantly building a work environment where all our employees can feel understood, respected and included, just as they are. This event is more than an aspiration: it is a necessity, or better, a business case for a Group that has to work with customers, suppliers and shareholders with different backgrounds and cultures. In order to improve this approach, it is necessary to raise awareness and build a positive dialogue, which can contribute to advancing the Group’s corporate culture”, commented Fabrizio Rutschmann, Chief HR Officer Prysmian Group.

Prysmian Group believes in the value of individuals, backgrounds, leadership styles and attitudes because each person has the potential to generate value to the Company. Its global footprint enables the Group to promote an inclusive environment, encouraging the development of corporate culture and identity. Side by Side is Prysmian Group’s project that promotes Diversity & Inclusion across the organisation.

Prysmian Group

Prysmian Group is a world leader in the energy and telecom cable systems industry. With almost 140 years of experience, sales of €10 billion, about 28,000 employees in over 50 countries and 104 plants, the Group is strongly positioned in high-tech markets and offers the widest possible range of products, services, technologies and know-how. It operates in the businesses of underground and submarine cables and systems for power transmission and distribution, of special cables for applications in many different industries and of medium and low voltage cables for the construction and infrastructure sectors. For the telecommunications industry, the Group manufactures cables and accessories for voice, video and data transmission, offering a comprehensive range of optical fibres, optical and copper cables and connectivity systems. Prysmian is a public company, listed on the Italian Stock Exchange in the FTSE MIB index.

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