

PRESS RELEASE

PRYSMIAN, €800 NET PER EMPLOYEE THANKS TO THE NEW INCOME SUPPORT WELFARE PLAN IN ITALY

MORE THAN 26,000 EMPLOYEES WORLDWIDE, ESPECIALLY BLUE-COLLAR WORKERS NOT ELIGIBLE FOR MANAGEMENT BONUSES, WILL ALSO RECEIVE SHARES IN THE FORM OF VARIABLE REMUNERATION

GROUP'S CEO VALERIO BATTISTA: SHARING THE VALUE GENERATED IN A RECORD YEAR LIKE 2022 IT'S THE RIGHT THING TO DO

Milan, 12th December 2022 – Prysmian Group, world leader in cable systems for energy and telecommunications, at a time of economic uncertainty and a rising cost of living, has decided to introduce tangible measures to support its employees in Italy, through a welfare plan that provides a contribution of up to €800 net per employee, and which follows the initiatives already launched during the pandemic.

In the coming days, the company will start distributing supplementary shopping vouchers to employees, the value of which will be regulated according to income and family composition with the aim of easing the strong inflationary increases of recent months. In May 2022, the company had already introduced an extensive nationwide petrol voucher scheme - an initiative accepted by 90 per cent of the approximately 2,300 employees in Italy. Previously, in May 2020, with a focus on sustainability, Prysmian had offered a contribution for the purchase of an E-bike to all employees who were preparing to return to the office after the lock-down, with more than 400 employees at the Milan headquarters signing up.

"We are living an extraordinary moment, immediately following a time in our lives that was no less challenging because of the pandemic. It is precisely at such times that we need to make an extra effort to make stronger and more concrete the feeling of being part of a big family," explains **Valerio Battista**, Group CEO of Prysmian. *"2022 will be remarkable for the Group's record results, and in this way, we aim to share with the entire organisation the great value generated."*

Alongside specific initiatives for each country in which it operates, the company has in fact also launched, globally, the innovative share incentive plan, called BE IN, potentially benefiting more than 26,000 employees, blue- and white-collar workers. The aim is to share the value created with all people working in the Group, not just a few. The plan, which will run over the three-year period 2022-2023-2024, has already been shared with local trade union representatives in many of the countries where Prysmian Group operates, such as Italy, France, Germany, Estonia, Romania, Scandinavia, New Zealand, Thailand, Poland, etc.

BE IN complements the **YES Plan** launched in 2013, which already allows Prysmian employees to buy shares in the Company on favorable terms. Currently, Prysmian employees, including top management, hold about 3% of the company's capital, a significant percentage in a public company with no majority shareholders able to exercise control.

Lastly, in partnership with Feltrinelli Education, the company has launched a series of weekly events dedicated to culture, in which authors, authors and experts entertain employees in short seminars on topics that cross both private and professional life. Emotions, experiences and stories for adults and children are part of this lecture series, which will run throughout 2023, including the donation of books on the individual topics addressed. "Investing in the culture of one's employees is an unmistakable sign of closeness to people and interest in their growth, first and foremost as individuals. I am certain that this cannot escape anyone," comments Fabrizio Rutschmann, Group CHRO.

Prysmian Group is world leader in the energy and telecom cable systems industry. With almost 150 years of experience, sales of over €12 billion, about 29,000 employees in over 50 countries and 108 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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