

How to get employees engaged in Sustainability

Training & Awareness

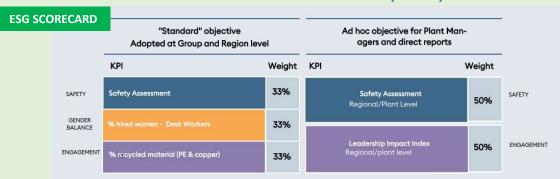


Launched in 2023 for All Employees, mainly Digital

- Raising awareness of and drawing attention to sustainability
- Educating the population on the main sustainability matters, both of an environmental and social nature
- Engaging all leadership roles that can drive change

Rewarding

2023 Annual Incentive Plan (MBO)



GROW

	КРІ	Weight	Baseline	Thr	Tgt	Max
ENVIRONMENT	Reduction of GHG emissions (Scope 1 and 2)	25%	25.0%	33.0%	35.0%	37.0%
ENVIRONMENT	% of recycled content on PE Jackets & Copper	25%	10.1%	13.3%	14.8%	16.2%
HUMAN CAPITAL	% of Women in Executive positions	25%	15.7%	21.0%	22.5%	24.0%
HUMAN CAPITAL	Leadership Index (Speak Up Survey results)	25%	55%	57.0%	59.0%	61.0%

SAFETY is an underpin: zero payout for ESG target in case of fatality fo the relevant year/years

Sustainability Academy

2023

15.000 online completions 3,672 Colleagues



30 hours | 14 pills

ALL EMPLOYEES

Internal and external influential speeches to enhance a culture of sustainable profitability

3 hours | 8 pills

Thereof **Prof.Carlo Carraro** Professor of Environmental Economics at Ca' Foscari University & Vice-Chair of WG III and Member of the Bureau of the **IPCC**



Clips and podcasts on core topics and climate change by PoliMi

Global Training path and Team Building for general Sustainability Ambassadors by PoliMi









~100 Colleagues trained



40 hours | 5 days

2.000 MANAGERS

A three-day in presence/digital program for Managers and Leaders on

how to innovate and embed sustainability in the organization - led by the PoliMi

A two day program on Sales run by SDA





200 Managers + **100** Global Programs



40 hours | 3 days

500 MANAGERS & **LEADERS**

Core modules in our new P4 Leadership programs JIL and JAL by SDA Bocconi and PoliMi on Sustainability

The Leader of Sustainability: two modules on how sustainability impacts on business models and on leadership principles by PoliMi



TO BE LAUNCHED IN SEPTEMBER 2023



3 hour | 2 pills

ALL EMPLOYEES

An e-learning on Prysmian main ESG KPIs to spread a culture of measurability against sustainability targets.



Rewarding Strategy as part of our Sustainability Journey

- Ownership also means Engagement
- Aligning interests of all categories of stakeholders, employees included
- Creating shared value for employees, as well as for all other stakeholders



INCLUSION & DIVERSITY



DIGITAL



HEALTH & SAFETY

LOCAL EMPOWERMENT



ENGAGEMENT & UPSKILLING

Gender Equality

- 50/50 in Recruiting of Desk Workers
- 30% of Women in Senior Leadership roles
- · 25% of Women in the Total Workforce
- Zero Pay Gap Desk Workers
- + 500 women in a fully dedicated STEM program

Up-Skilling and Engagement

- 40 yearly hours per capita of experienced learning for all employees,
- More than 25% of employees is involved in mobility/growth experience every year
- 50% of employees as stable shareholders through share ownership plans (YES)
- Higher than 80% response rate to Engagement Survey
- Leadership Impact Index improved to 70-80%

Digital Inclusion

 Connecting 100% (30,000) of our employees through global platforms, achieving a proper level of adoption

Empower Local Communities

Health & Safety At least a project per year, very developing countries and very developing countries and very developing countries.

- Injuries Index towards 0 (employees & contractors)
- At least a project per year, with focus on developing countries and vulnerable communities
- Local projects with donation of optic and electric cables

Race/ Ethnicity Inclusion

- More than 30% of Executives from under-represented nationalities /ethnicities/ origins
- Local mentoring programs for 500 students coming from minoritiespoverty