

PEOPLE ENHANCEMENT



People are the most important resource for creating, within a global company such as Prysmian, the cohesion needed to compete at the highest level in the business sectors addressed, while also pursuing the objective of generating lasting and sustainable value.

Within the social dimension of our business, Prysmian recognises its commitment and responsibility towards the persons who work for the Group, as well as those who form the local communities in the territories in which we are active.

Over more than 130 years, the Group has built its history and successes on the abilities of its employees. Individuals who have been leading actors in the achievement of these results, thanks to their ability to transmit to younger colleagues, generation after generation, their values, experience and attachment to the firm.

The “human capital strategy”, launched at the end of 2011 to integrate the distinct realities found within Prysmian and Draka, seeks to continue along this road: fire the passion, motivation and skills of employees, so they become a true and lasting source of sustainable value, guaranteeing the best ideas, products and performance available in the marketplace and satisfying the needs of the most demanding customers. To this end, the Group’s human resources strategy is founded on the following pillars:

- Develop and spread a shared common identity: all individuals must feel part of a joint Prysmian project in which they believe;
- Inspirational leadership model: managers of high moral and professional standing are essential when aspiring to make major progress and obtain consistent results over the long term;
- Attract individuals of value available on the market, presenting a professional, intellectual and career alternative that is challenging and dynamic, but capable of offering long-term prospects;
- Develop and manage talent: in order to prepare the Group for future challenges, it is necessary to define a way to train, stimulate and make best use of the most qualified individuals;
- International and multi-cultural working environment, consistent with the Group’s industrial and commercial presence throughout the world.



Human capital is a determining factor for a Group called upon to compete at the highest level in such a challenging environment, while maintaining market leadership and creating lasting and sustainable value.





COMMITMENTS FOR THE FUTURE

The Prysmian Group will launch a series of employee-related initiatives during 2015:

- Recognising the importance of equal opportunities within the Group's multiple realities, in 2015 Prysmian plans to adopt a Diversity and Inclusion Policy that states the principles applying to all employees.
- In 2015, the Group launched a project to identify and implement parameters and data collection systems intended to broaden the monitoring of HR activities.
- The Group expects to implement an Engagement Survey during 2015, in order to evaluate the ties existing between Prysmian and our personnel, the sense of belonging felt by employees and their degree of satisfaction with their daily work. This survey, covering all white-collar personnel worldwide, will be delivered on-line and will include measurement parameters that describe the working environment, personnel management practices and internal communications. Also representing important follow-up after the purchase of Draka by Prysmian, the survey will provide a structured way to listen to the Group's employees. Prysmian will consider turning this initiative into standard practice throughout the Group.
- The Group is also revising the international mobility policy and the related mobilisation processes, for application during 2015. The purpose of this revision is to align Prysmian policy with the most advanced market practices, in order to facilitate expatriation from the Group's headquarters, align the conditions and segment the various types of assignment.
- In 2015, Group actions will increase the transparency of communications on remuneration matters, as well as strengthen further the link between salary adjustments, variable remuneration plans and the evaluation of individual performance.



PEOPLE

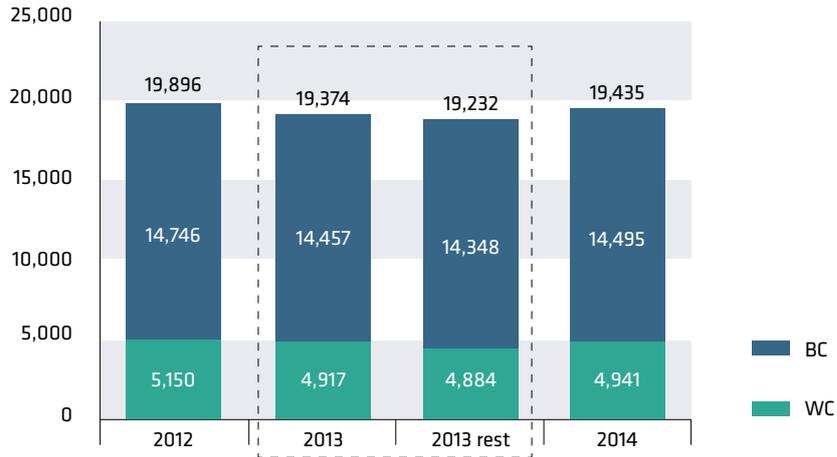
TOTAL EMPLOYEES AS OF 31 DECEMBER 2014*

The Prysmian Group employs 19,435 persons, comprising 4,941 white-collar staff including executives and 14,495 blue-collar workers.

Following the deconsolidation of the Malaysia PCM (from 1 January 2014), the chart shows 2013 employment as restated after excluding the personnel concerned, in order to ensure

comparability with 2014 on a consistent basis.

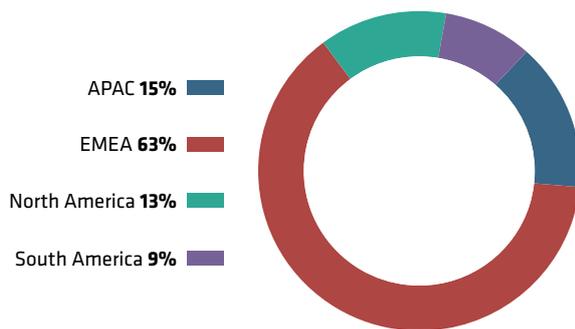
The number of employees rose by 203 during 2014, due to the selective replacement of the personnel that left during the last quarter of 2013 and expansion in the countries benefiting from new investment. In addition, the “Graduate Program” saw its third intake (42 new graduates) during 2014.



EMPLOYEES BY GEOGRAPHICAL AREA AS OF 31 DECEMBER 2014*

In 2014, 63% of personnel are located in EMEA (Europe, Middle East and Africa), including about 20% in Italy. North America (United States, Canada and Mexico) and South

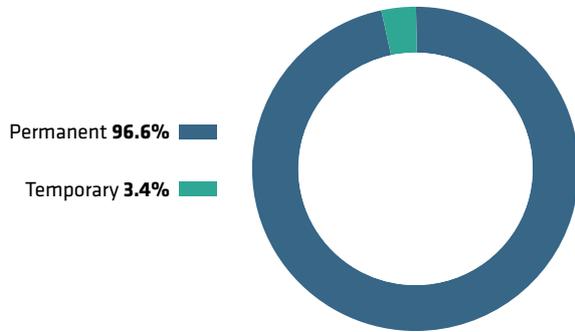
America employ respectively 13% and 9% of personnel, while APAC (Australia, Asia and China) account for 15%.



* Data expressed in FTE (Full Time Equivalents), including the employees and temporary staff of companies that are Group subsidiaries or subject to management and control.

EMPLOYEES BY TYPE OF CONTRACT AS OF 31 DECEMBER 2014**

The Group had 17,602 permanent employees at the end of 2014, comprising 12,731 blue collar and 4,871 white collar, which represented 96.6% of the total work force.



TURNOVER - VOLUNTARY DEPARTURES OF WHITE-COLLAR STAFF

There were 222 voluntary departures during 2014 (4.5% of the white-collar population), which was slightly lower than in prior years (5% in 2012 and 5.1% in 2013).



** Headcount data at year end, including solely the employees of companies that are Group subsidiaries or subject to management and control. This data represents 100% of total employment by the Prysmian Group.

