Prysmian Academy 2025
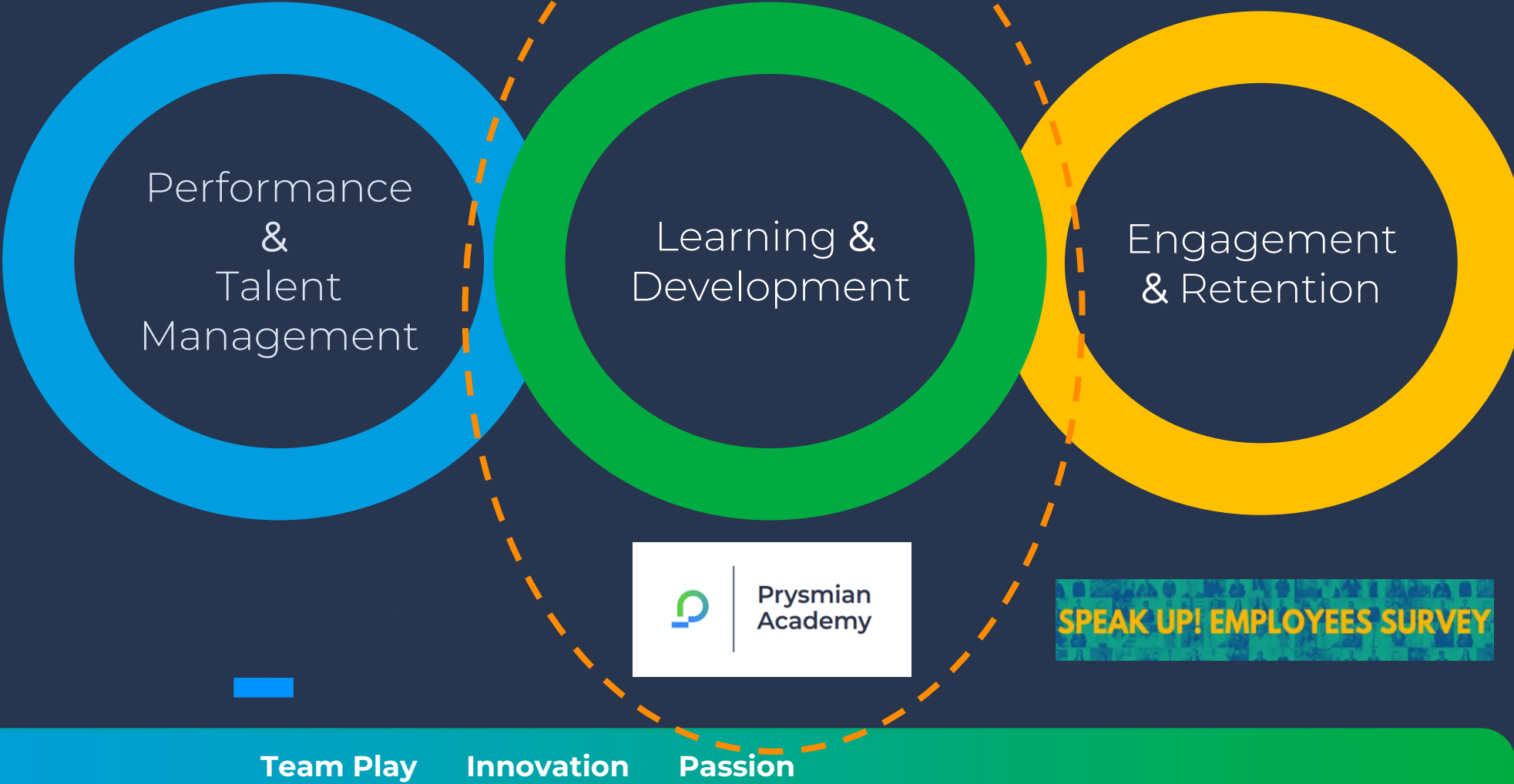
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2025

Talent Management & People Development

Vision & Actions

Supporting the business and enhancing the leadership of our company by attracting, developing and engaging talents. We want to contribute to make Prysmian an employer of choice, while reinforcing our managerial and technical skills and valuing our diversities. Our Function is key for the achievement of Prysmian's Sustainability Targets

Performance & Talent Management

Learning & Development

Engagement & Retention

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SPEAK UP! EMPLOYEES SURVEY

Team Play   **Innovation**   **Passion**

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3.3.1 - Training & Development Inputs
Average hours per FTE of training and development

2024 Virtual & In-Person Training Hours	1.208.184
2024 On The Job Training Hours	247.991
2024 FTE (HC) AVG	31020
2024 Average training hours per FTE	47

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3.3.1 - Training & Development Inputs
Average amount spent per FTE on training and development

2024 Spent Corporate Training	1.361.000,00 €
2024 Spent Internal Trainers	19.852,46 €
2024 Spent Regional Training	4.784.781,60 €
2024 FTE (HC) AVG	31020
2024 Average Spent per FTE	**199 €**

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3.3.1 - Training & Development Inputs

Data Breakdown – Training Hours per Gender

Total 2024	Number of training hours	Aveage hours of training
Woman	273,423	43
Man	934,429	38
Other	241	25
Not disclosed	91	46
Total	1,208,184	39

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3.3.1 - Training & Development Inputs

Data Breakdown – Training Hours per Management Level

Training 2024	Blank	Diverse	Female	Male	Non-Binary	Not Declared	Grand Total
Associate			48583,5	56026,1			104609,6
Blue Collar	50,7	41,4	145373,8	715033,1	22,5	60,8	860582,2
Executive			5512,5	17639,3			23151,8
Lead		23,1	24987,1	58618,5			83628,8
Professional	18,9	6,2	48966,3	87111,8	78,2	30,6	136211,9
Grand Total	69,5	70,7	273423,2	934428,8	100,7	91,4	1208184,2

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3.3.1 - Training & Development Inputs

Data Breakdown – Training Hours per Type of Training

Total 2024	Male	Female	Other	Not Disclosed	Total
Total hours of training - **Regional Academy***	873933	239489	224	85	1113731
Average training hours provided - Regional Academy	35	38	24	42	36
Total hours of training - **Leadership Academy**	17757	9190	1	0	26947
Average training hours provided - Leadership Academy	1	1	0	0	1
Total hours of training - **Technical Academy**	8804	5758	2	0	14565
Average training hours provided - Technical Academy	0	1	0	0	0
Total hours of training - **Digital Academy***	33934	18986	14	6	52941
Average training hours provided - Digital Academy	1	3	1	3	2

*including mandatory training

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3.3.2 - Employee Development Programs – Coaching or Mentorship

MyMentorship Program is a voluntary developmental partnership, through which a person with relevant experience (the mentor) shares skills and experience to support someone else (the mentee) in achieving career objectives.· It is not "training", but rather the construction of a trusting relationship that helps people navigate their working life.

2024 Figure

361 Prysmian Mentors
192 MyMentorship Path active:

- 162 Leadership Development
- 4 Experienced Program
- 5 Graduate Program
- 12 Technical Development

**Mandatory training to be certified

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VOCE is an Employee Resource Group (ERG), which aims to foster creativity, well-being, and personal growth by sharing passions and talents in an inclusive environment. VOCE wants to help inspire a corporate culture that enhances creativity, free expression and inclusiveness. The aim is to create an environment conducive to motivation and a sense of belonging through:

- Self-affirmation and confidence in one's own means;
- The contribution to innovation through one's talents;
- Interpersonal relationships that create a sense of community

VOCE is an internal company magazine which gives space to our employees short stories, poems, paintings, drawings, photography, reviews, interviews, essays, but it can be also a corporate event where public figures and internal employees are invited to give their testimony on topics of common interest: e.g. relationships, emotions , passions, etc.

- 600 copies printed and distributed in HQ and plants
- 123 members joined the WhatsApp group
- Approximately 200 participants at events (in-person and remote)
- 10-15 employees involved in each edition of the magazine
- 7 members of the editorial staff

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Post Graduate Program

The purpose of the PGP training is to develop graduates' potential at 360° by training them not only on technical side, but also investing on business and leadership skills with the aim of providing the next generation of our future leaders:

- SDA Bocconi as unique provider
- 5-year program | 2 paths: Global and Regional
- 1 year job rotation program
- 3 years International Assignment for Global Program
- Graduates with STEM background
- Around 50 participants per edition
- Consistency with Pry Employee Value Proposition
- 76 training hrs per hc
- 2 editions ongoing

Regional Leadership Program

The Regional Leadership Program is a fast-track development path that enables a wider population of Managers, in key positions at regional level, to be quickly involved in the flow of change and to contribute to the achievement of the strategic goals of the Region:

- SDA Bocconi as corporate provider
- Local Universities and Business Schools as regional provider
- 1-year program
- Key People with regional exposure
- 30 participants per edition
- 2 editions ongoing, Meart and North America

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Journey to International Leadership

This program is designed to prepare emerging leaders to succeed in global roles by strengthening their ability to lead across cultures, manage international teams, and align diverse perspectives. It focuses on developing cross-cultural communication, adaptability, and strategic thinking to help participants navigate complex global environments:

- Polimi GSoM as unique provider
- 12-month blended program
- Middle Managers
- General Management Content
- Project work related to business strategic priorities
- 80 participants per edition
- Consistency with Pry Talent Management
- 138.5 hours over 12 months per edition
- 1 edition on-going

Journey to Advanced Leadership

This program helps senior executives evolve into enterprise-level leaders by enhancing their strategic thinking, empowering them to lead with influence, strengthening their ability to navigate complex environments, refining their personal leadership style, and encouraging a culture of innovation and collaboration:

- Dual-Program in partnership with SDA Bocconi & Polimi GSoM
- 15-month close-to-business development program
- Executives Key People
- Consistency with Pry Talent Management
- Transformative path of empowerment
- 50 participants per edition
- 147 training hours
- 2 editions on-going

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PROFESSIONAL SCHOOL

Our Professional School aims to develop high-level technical knowledge in top performers of every functional area.
It offers opportunities to share know-how with our functional leaders, to boost career opportunities, to be part of a worldwide community.

We have a technical Academy for each function and trainings divided in 3 different levels: essentials, advance and excellence.

We also have an Academy dedicated to Sustainability covering technical and leadership mindset to integrate sustainability in all our business operations.

STEM IT - SELL IT - SUM IT PROGRAMS

Launched in 2016, the professional programs are designed for experienced professionals pursuing careers in technical, controlling, or sales roles.
It offers valuable networking opportunities and specialized training pathways dedicated to each program in collaboration with business schools.

Here it follows an example of modules contained in every training pathway:

- Pillars of Sustainability
- Industrial Controlling and Planning
- Product Management
- Innovating Operations
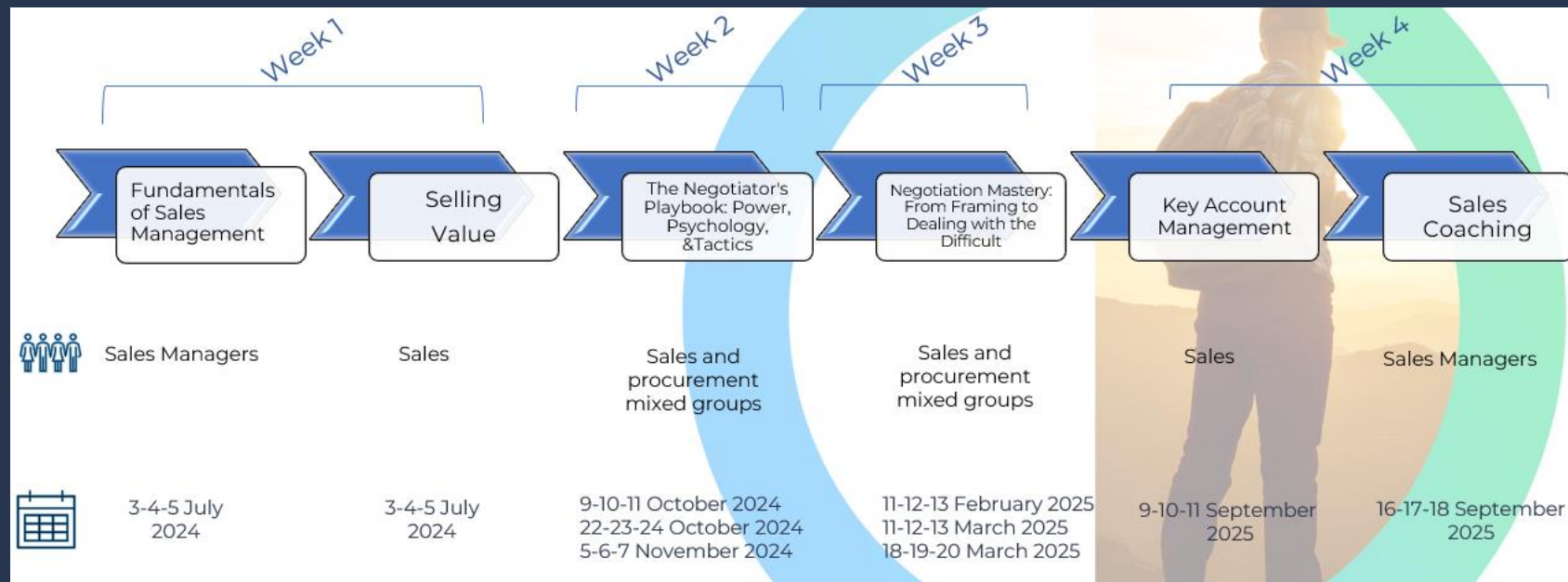- Selling Strategically
- Global Induction

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Central East Europe Sales School

CEE Sales School is a strategic initiative designed to boost sales performance by empowering our people to be aligned with Prysmian's Business Scenario and CEE Mission 2027 Ebitda Target.

- Addressed to Salespeople
- 30 participants per edition
- 1 editions ongoing started in 2024

	Week 1		Week 2	Week 3	Week 4	
	Fundamentals of Sales Management	Selling Value	The Negotiator's Playbook: Power, Psychology, &Tactics	Negotiation Mastery: From Framing to Dealing with the Difficult	Key Account Management	Sales Coaching
Participants	Sales Managers	Sales	Sales and procurement mixed groups	Sales and procurement mixed groups	Sales	Sales Managers
Dates	3-4-5 July 2024	3-4-5 July 2024	9-10-11 October 2024 22-23-24 October 2024 5-6-7 November 2024	11-12-13 February 2025 11-12-13 March 2025 18-19-20 March 2025	9-10-11 September 2025	16-17-18 September 2025

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The Digital Week 2024 was a four-day global initiative designed to align our teams with Prysmian's digital strategy, fostering a culture of continuous learning, innovation, and sustainability. Covering key topics from digital tools and transformation strategies to AI ethics, it empowered our people for a digital-first future

+900 participants
In presence and online

+750 participants
In presence and online

+600 participants
In presence and online

+600 participants
In presence and online

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Employee Retention Rate

The **Employee Retention Rate** reflects the proportion of individuals who choose to continue their professional journey within our company, rather than pursuing external opportunities. It is a key indicator of our investment in talent development and employee engagement. In 2024, a total of 1,153 employees participated in our corporate leadership programs*, demonstrating our commitment to nurturing internal growth. During the same period, 129 participants resigned, resulting in a retention rate of approximately **88.8%**.

$$\text{Retention Rate} = \left(\frac{\text{Total Participants} - \text{Resignations}}{\text{Total Participants}} \right) \times 100$$

Internal Promotion Rate

The Internal Promotion Rate measures the percentage of employees who receive a promotion either during their participation in a development program or shortly after its completion. This metric highlights the effectiveness of our talent development initiatives and our commitment to recognizing and supporting internal talent. In 2024, a total of 1,053 employees experienced a role change, of which 165 were actively participating in one of our corporate leadership programs.**. The promotion rate is approximately 15.67%

$$\text{Promotion Rate} = \left(\frac{\text{Number of Promotions in Program}}{\text{Total Role Changes}} \right) \times 100$$

*Post Graduate Program, Journey to Advanced Leadership, Journey to International Leadership, Professional Programs.
** We consider the Post Graduate Program from the 1st to the 11th edition, already concluded. The path includes role changes as part of the program structure, so we exclude current editions, to avoid role changes not related to performance. The other programs being considered are: the Journey to Advanced Leadership, Journey to International Leadership, Professional Programs.
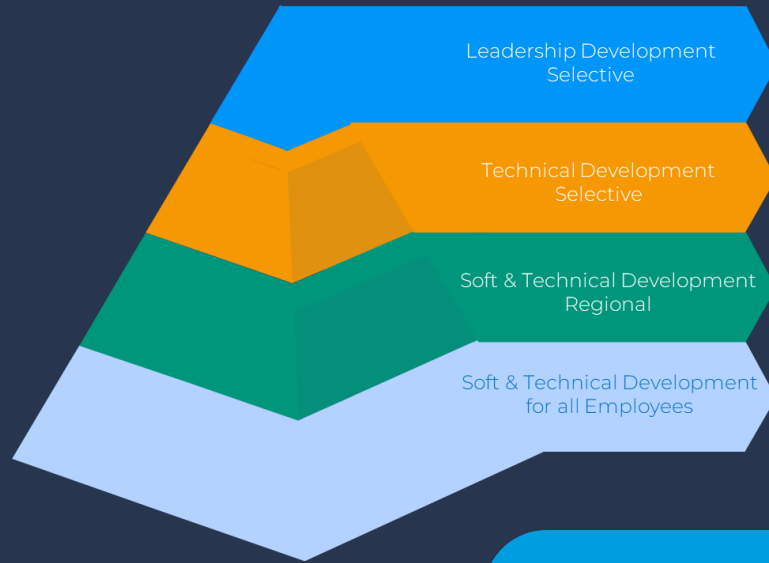
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2024 Overview

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Leadership Development Selective

Technical Development Selective

Soft & Technical Development Regional

Soft & Technical Development for all Employees

Business School – 26.946,85 training hrs 2024

Professional School – 14.564,77 training hrs 2024

Local School – 1.113.731,33 training hrs 2024

Digital School – 52.940,73 training hrs 2024

SUSTAINABLE DEVELOPMENT GOALS

39/HC
2024 Training Hours

40/HC
2030 Social Ambition Target

40% eligible FTEs participating in the Business School Programs*

132 participants

35% eligible FTEs participating in the Professional School Programs**

888 participants

92% FTEs participating in the Local Schools Programs

30656 participants

%48 FTEs participating in the Digital School Programs

15789 participants

Schools cover part time employees in company's own workforce

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