

PRESS RELEASE

PRYSMIAN CELEBRATES TEN YEARS OF BUILD THE FUTURE, A GRADUATE PROGRAMME DEDICATED TO THE WORLD'S TOP TALENT

300,000 APPLICATIONS RECEIVED AND AROUND 500 GRADUATES HIRED FROM THE MOST PRESTIGIOUS UNIVERSITIES IN 35 COUNTRIES

"ATTRACTING THE WORLD'S TOP TALENT IS A CHALLENGE EVEN FOR ITALY'S ECONOMIC SYSTEM," COMMENTED VALERIO BATTISTA, CEO PRYSMIAN GROUP

Milan, 31 January 2022 - Prysmian Group, world leader in the energy and telecom cable systems industry, is celebrating ten years of Build the Future, the Group's graduate programme launched in 2012 to hire the most talented individuals at the international level with different backgrounds and experiences who are interested in new professional challenges at Prysmian. Since 2012, nearly 300,000 applications have been received and around 500 graduates from the world's most prestigious universities have been hired.

Now in its 11th edition, Build the Future contributes to making a mark in the energy transition and the digitalisation of communities, with an increasingly close focus on STEM professions and gender equality.

"We are proud to share the results of this programme ten years from its launch: they show how competing on a global scale to attract the top talent from the most prestigious universities is a challenge that can be overcome. At the same time, they are recognition of international excellence and an important sign for Italy's economic system and the country's future," commented Valerio Battista, CEO Prysmian Group.

The Prysmian Graduate Programme offers the selected young people an immersive experience from the first day. The programme starts with a two-week Global Induction with training and activities led by the Prysmian Group Academy in collaboration with a top-ranking business school. The Induction is followed by a one-year job rotation in the country of employment in 3 different departments: Research and Development, Operations in a production site and Sales Support. After the first year of rotation, a three-year international assignment is organised in a technical role closely linked to the Company's core business. At the end of the assignment abroad, participants return to their country of employment and take on new responsibilities in the technical or business areas.

Fully utilizing the global expertise of its people is an integral part of Prysmian's long-term sustainability strategy. Prysmian is proactively developing as an organisation which recognises the need for diversity, inclusion and gender equality at all levels, and is committed to empowering more women to pursue careers within Prysmian in technical and scientific roles. The Group is also promoting programmes to expand the digital inclusion of all its employees, while eliminating discrimination by role or position.

Notes

To further align Prysmian with the United Nations Sustainable Development Goals, the Group has recently launched its Social Ambition and set the following targets for 2030 to support delivery of its Social Ambition objectives:

- **Diversity, Equality & Inclusion**
 - A 50/50 split between women and men in new hires.
 - Commitment to at least 30% senior leadership roles to be held by women.
 - Zero Pay Gap - with equality in pay across all roles.
 - Commitment to hiring more than 500 women in a dedicated science, technology, engineering and maths (STEM) recruitment programme.
 - At least 30% of executives to be from under-represented nationalities/ethnicities.
 - Local mentoring programmes for 500 students coming from minorities.
- **Digital Inclusion**
 - Connecting all employees through global digital platforms, ensuring significant progress in adoption levels.
- **Empowering local communities**
 - Developing educational-training programmes dedicated to local schools and communities with a focus on the most vulnerable and developing regions.
 - Encouraging young children of all ages to explore and embrace a technical and scientific career, through knowledge-sharing programmes which build on Prysmian Group's extensive global expertise.
- **Employee Engagement and Upskilling**
 - 40 hours of learning per year for all employees.
 - More than 25% of employees involved in rotation/career growth experience every year.
 - At least 50% of employees as stable shareholders through our share ownership plans.
 - Higher than 80% response rate to the annual Engagement Survey.
 - Leadership Impact Index improved to 70-80%.

Prysmian Group

Prysmian Group is world leader in the energy and telecom cable systems industry. With 140 years of experience, sales of over €10 billion, about 30,000 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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