

PRESS RELEASE

**PRYSMIAN GROUP LAUNCHES THE EIGHTH EDITION OF "BUILD THE FUTURE",
THE INTERNATIONAL RECRUITMENT PROGRAM TO DEVELOP YOUNG TALENT**

**THROUGH "BUILD THE FUTURE" THE GROUP HAS RECRUITED ABOUT 300 YOUNG GRADUATES
FROM OVER 30 COUNTRIES IN 5 CONTINENTS SINCE 2012**

IN 2017, 42% OF NEW RECRUITS WERE WOMEN. THE TARGET IS TO REACH 50% WOMEN BY 2019

Milan, 11 September 2018 – **Prysmian Group**, world leader in the energy and telecom cables and systems industry, has launched the eighth edition of "**Build the future**", the international recruitment program which offers young graduates a highly professional training path through their integration into outstanding working environments.

Diversity, inclusion, dialogue and innovation are the founding values of the project which will select **50 new graduates** in **Economics, Business, Engineering, Physics, Chemistry, Mathematics and Information Technology** worldwide. All applicants to "Build the future" are required to demonstrate a good command of English and be willing to handle job challenges in international environments, in addition to possess leadership skills, passion for their work, strong motivation and openness to change within a context where **digitalisation** and **innovation** are becoming increasingly strategic growth drivers for the Group.

Since its inception in 2012, Prysmian has recruited approximately **300 young graduates from over 30 countries in 5 continents**. Sixty of them are currently employed at the **Milan headquarters**, for a total of **40 different job titles**, thus confirming the Company's strong **international** and **multicultural** vision and the wide range of opportunities the Group offers. "Build the future" also highlights Prysmian's commitment to promoting the value of **gender diversity**: **42%** of new recruits in 2017 were **women** and the **female** percentage is set to be raised to **50%** by 2019.

The induction program will envisage for the selected resources an initial **training** period at the Milan headquarters, in partnership with SDA Bocconi School of Management, followed by a one-year **job rotation** in the country of origin which includes a three-month warm-up period for their upcoming international role (R&D, Operations, Sales and Information Technology) and two years abroad within a specific department. The first months will allow the young participants to get to the heart of the Group's dynamics and operations. The subsequent years of experience will allow the new graduates to be fully integrated into the organisation, and thus to make their own significant contributions to business objectives.

The program's objective, after the first three years, is to assign the roles of **junior manager** or **specialist in a technical area**, in the country of origin or abroad, according to a merit-based approach based on performance, personal aptitudes, results and company needs.

Prysmian Group continues to stand out as a growth-oriented organisation, not only in terms of business, but also for its attention to enhancing the value of its **human capital**, which is of fundamental importance in this period marked by technological and social change. The Group's initiatives range from promotion of inclusion and **diversity**, such as the "Side by Side" project, to numerous global recruitment programs which, besides "**Build the future**", include also "**Make it**" and "**Sell it**" dedicated to the best talents among manufacturing and marketing professionals.

"We strongly believe that young people's contribution is fundamental in terms of ideas and innovation," commented **Fabrizio Rutschmann**, Chief Human Resources Officer, **Prysmian Group**. "They are also involved in accelerating our Company's growth, making it more competitive, as well as increasingly open to and integrated with the communities in which we operate. This is why we are committed to selecting and developing the best talents at international level, giving them the opportunity to immerse in an innovative and multicultural business as that of Prysmian."

The search for the 50 talents will continue until **December 2018**, through a thorough recruitment and evaluation process carried out at both the local and Group level. Their integration within the Company is planned by the first quarter of 2019.

All the details to **apply** for the **program** and the registration form are available on the website www.prysmiangroup.com under section www.prysmiangroup.com/graduate

About the Prysmian Group

Prysmian Group is world leader in the energy and telecom cable systems industry. With almost 140 years of experience, sales exceeding €11 billion (pro-forma as of 31.12.2017), about 30,000 employees in over 50 countries and 112 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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