

Press Release

Disbursement of incentives linked to the LTI Grow Plan 2023-2025 and start of the sell-to-cover

In line with the attainment of the performance conditions set out in the three-year LTI Grow incentive plan for the period 2023-2026 (“**Grow Plan**”) for Prysmian’s management, the relevant incentives are being disbursed, consisting of newly issued ordinary shares of Prysmian S.p.A. obtained from a capital increase. This disbursement will take place within the time frame and in the means set out in the regulations of the Grow Plan, which includes the sale of part of the shares granted to the participants according to a sell-to-cover mechanism – and, therefore, through market transactions carried out independently by the plan managers – for the sole purpose of fulfilling part of the tax charges tied to this transaction.

The Grow Plan was approved on April 19, 2023 by the Shareholders’ Meeting and includes CEO Massimo Battaini, Vice-Chairman Valerio Battista, board member and CFO Pier Francesco Facchini and the other five managers with strategic responsibilities among the participants. The transactions carried out by these individuals shall be communicated to the market pursuant to and within the terms set out in Article 19, paragraph 3, of Regulation (EU) 596/2014.

Prysmian is the leading provider of solutions for energy and digital connections, delivering major electrical transmission projects on land and at sea, modernizing power grids, and unlocking renewable energy, electrification, and digital connectivity worldwide. The company combines engineering excellence with sustainability-driven innovation, enabled by its 34,000 employees, 109 production facilities and 30 R&D centers in over 50 countries. Prysmian is a public company, listed on the Italian stock exchange and recorded 2025 revenues of approximately €20 billion.

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