

PRESS RELEASE

**PRYSMIAN GROUP SUPPORTS PARENTHOOD:
NEW GLOBAL PARENTAL POLICY LAUNCHED**

MINIMUM PARENTAL LEAVE FOR MOTHERS AND PRIMARY CAREGIVERS RAISED FROM 12 TO 16 WEEKS WITH A NEW TWO-WEEK MINIMUM PARENTAL LEAVE FOR FATHERS AND SECONDARY CAREGIVERS

A CHILD BENEFIT FOR EACH CHILD AND A DEDICATED PROGRAMME
FOR ALL NEW MOTHERS AND PRIMARY CAREGIVERS

Milan, 7 August 2023 - Prysmian Group, world leader in the energy and telecom cable systems industry, announced the launch at global level of a new Parental Policy, consisting of concrete measures to support new parents for optimal management of their work-life balance in the new chapter of their lives.

The main features of the new global Parental Policy include the raising of the minimum parental leave for mothers and for primary caregivers from 12 to 16 weeks at full salary, and the introduction of a two-week minimum standard parental leave for fathers and secondary caregivers at full salary. To support parenthood, Prysmian is committed to providing in all countries in which it operates a new child benefit (also called "baby bonus") as a family support measure granted and disbursed to new parents — whether biological or adoptive, members of a couple or single parents — for each child.

Moreover, Prysmian will reinforce the "Leave and Back to Work Programme"— a support programme for all mothers and for primary caregivers that begins as they approach parental leave and extends into their first few months back at work, so as to guarantee a gradual and successful return. Each new mother will be supported through a dedicated training, mentoring, and counselling programme.

Through this new Parental Policy, Prysmian Group aims to set a minimum global standard, focusing on aspects such as wellbeing and inclusion in all the countries where it operates, thus allowing its employees to enjoy the same opportunities and minimum benefits. The policy is highly appreciated by people throughout the Group, particularly in the United States where Prysmian has a strategic footprint and operates with more than 6,000 employees.

"Prysmian Group has always focused closely on Diversity, Equity, and Inclusion, in order to ensure a correct work-life balance for all its employees. In keeping with this approach, Prysmian Group is committed to supporting new parents, recognising the great value of parenthood," **stated Fabrizio Rutschmann, Chief HR Officer at Prysmian Group.** "Our aim is to make all of our employees feel free to have children and consider this option as an extraordinary opportunity. To this end, we provide concrete help to all those who want to become parents. This is also aimed to support the birth rate, as it has reached record low levels in in many countries where Prysmian operates".

Prysmian Group

Prysmian Group is world leader in the energy and telecom cable systems industry. With almost 150 years of experience, sales of over €16 billion, about 30,000 employees in over 50 countries and 108 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.

Media Relations

Lorenzo Caruso
Vice President Communications & Public Affairs
Ph. 0039 02 6449.1
lorenzo.caruso@prysmiangroup.com

Investor Relations

Maria Cristina Bifulco
Chief Sustainability Officer and Group IR VP
Ph. 0039 02 6449.1
mariacristina.bifulco@prysmiangroup.com