

Sustainability

Our commitment to a better future



Prysmian
Group

Linking
the Future



Global strategy

We are committed to ensuring the sustainability of our processes and to safeguarding the environment. We work alongside local communities to ensure that the areas in which we operate are protected and to guarantee workplace safety.






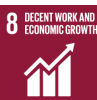

In 2015, the United Nations set Sustainable Development Goals (SDG) — a collection of 17 interlinked global goals designed to be a blueprint to achieve a better and more sustainable future for all by 2030. The UN has defined tangible solutions to all the challenges posed by the SDGs. The first and most important objective is to make electrical energy production clean — a transition is required from the current model to one based on energy from renewable sources. Prysmian Group is contributing to building and upgrading infrastructures for energy transmission and distribution, and for telecommunications.

Prysmian Group also adheres to the UN's Global Compact, the principles and spirit of which are reflected in the culture, values and practices of the group. Environmental, Social and Governance (ESG) values are deeply embedded in the group's

DNA, inspiring its strategic priorities and influencing day-by-day behaviours. Among our tools are the Sustainability Policy, which provides guidelines for all group companies and operations, and the group implements these guidelines through a set of annual targets aligned with the SDGs. These targets are laid out in the group's Sustainability Scorecard as a set of 16 clear and measurable indicators, against which the company's progress is monitored annually in order to ensure continuous improvement. These targets are included in the annual Sustainability Report, which is a consolidated disclosure of non-financial information combining the group's sustainability related efforts. The document is prepared in accordance with GRI Sustainability Reporting Standards.

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PRYSMIAN GROUP SCORECARD

SDGs	KPI	Baseline 2019	2020	2021	Target 2022
	Percentage of product families covered by the carbon footprint measurement	70%	84%	89%	85%
	Percentage of annual revenues from low carbon-enabling products	48%	48%	44%	48% - 50%
	Percentage reduction in the emissions of greenhouse gases	870 ktCO ₂	-17.4%	-22.1%	-16 -21%
	Percentage reduction in energy consumption	9,845 TJ	-6%	-2.9%	-3%
	Percentage of plants certified ISO 14001	83%	83%	90%	95%
	Percentage of waste recycled	63%	69%	69%	65%
	Percentage of drums (tonnes) reused during the year	46%	48% 6	50%	Maintain
	Number of sustainability audits carried out based on risks in the supply chain	15	22	27	30
	Percentage of cables assessed using Ecolabel criteria developed internally by Prysmian	0%	1%	20.9%	20%
	Employee Engagement Index (EI)	65%	65%	60%	67-70%
	Leadership Impact Index (LI)	57%	57%	54%	59-65%
	Average hours of training per employee each year	26 h	18 h	18 h	30 h
	Percentage of women executives	12%	13%	13.5%	14-18%
	Percentage of white-collar women with permanent contracts	33%	34%	39%	40%
	Frequency rate (IF) - Internal employees	IF: 1.30	IF: 1.30	IF: 1.49	IF: 1.2
	- Internal and external employees	IF: 1.31	IF: 1.25	IF: 1.55	
	Severity rate (IG) - Internal employees	IG: 41.54	IG: 46.40	IG: 46.98	IG: 41
	- Internal and external employees	IG: 41.94	IG: 44.76	IG: 47.19	

In the Baltics

Prysmian Group Baltics monitors regional sustainability based on the group's Sustainability Scorecard. The Baltics' scorecard can be found below and shows that the region is performing well in multiple areas. For 2022, from the 16 indicators, we have selected 4 focus areas in which we seek to find opportunities and realise improvement:

- **percentage of waste recycled**
- **percentage of drums (tonnes) reused during the year**
- **accident frequency rate (IF)**
- **accident severity rate (IG)**

Improvements in these focus areas would have the biggest impact on local markets. For example, drum return percentage is high. However, if together with our partners we narrow the gap between return and re-

use, then we will buy fewer new drums and reduce the use of different resources.

Sustainability is in our DNA so, next to the scorecard indicators, the Keila plant also works with other CO2-reducing and sustainability increasing practices — the plant operates on green energy, coil packaging is 30% recycled plastic, we promote greener choices through CableApp, we hire female operators to reduce gender balance in the plant, etc. Sustainability is a commitment for us; therefore, sustainability indicators in one way or another constitute part of performance indicators for all employees.

Visit the page:

baltics.prysmiangroup.com/en/sustainability

Economic sustainability - we enable affordable energy and telecom innovation and infrastructure.

Environmental sustainability - we seek out a responsible and sustainable supply chain.

Social sustainability - we contribute to both people and community development.

BALTICS SCORECARD

KPI	2020	2021
Percentage of product families covered by the carbon footprint measurement	100%	100%
Percentage of annual revenues from low carbon-enabling products	Calculated on group level	Calculated on group level
Percentage reduction in the emissions of greenhouse gases	To be confirmed	To be confirmed
Percentage reduction in energy consumption (absolute (value in the group, energy units per tonne in the Baltics))	-5,7%	-0,15%
Percentage of plants certified ISO 14001	On	On
Percentage of waste recycled	58%	70%
Percentage of drums (tonnes) reused during the year (methodology changed from 2021: percentage of re-use of drums sold to third parties in the Baltics)	56%	74%
Number of sustainability audits carried out based on risks in the supply chain	Carried out on group level	Carried out on group level
Percentage of cables assessed using Ecolabel criteria developed internally by Prysmian	0%	0%
Employee Engagement Index (EI)	Calculated on group and region levels	Calculated on group and region levels
Leadership Impact Index (LI)	Calculated on group and region levels	Calculated on group and region levels
Average hours of training per employee each year	7 (year 2020 hours were affected by the COVID-19 pandemic)	18
Percentage of women executives (percentage of female managers in the management team in the Baltics)	45%	38%
Percentage of white-collar women with permanent contracts	38%	39%
Frequency rate (IF)	4.28	5.25
Severity rate (IG)	172.05	185

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