

Baltic sustainability report 2022



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.

Our contribution to the UN Sustainable Development Goals



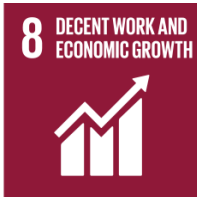
Develop innovative products and services that improve telecommunication and energy infrastructures.



Enable energy and telecommunications infrastructures that make entire communities more sustainable.



Facilitate access to clean energy, via continuous investments in related research.



Promote the socio-economic development of the communities in which the Group operates.



Pursue efficient and sustainable use of resources by reducing and recycling.



Promote inclusive ethical conduct that respects the diversity of each person, protect the rights of workers, develop a healthy work environment, encourage the growth of all personnel.



Carry out activities in a manner respectful of natural habitats.



Promote sustainable business practices with our partners and develop effective, transparent, and responsible communications with stakeholders.

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.

Visit the page:
prysmiangroup.com/sustainability

We support UN's three pillars of sustainability for economic, environmental and social development:

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

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





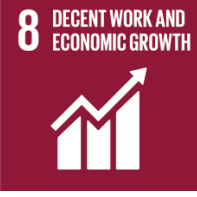


Social sustainability – we contribute to both people and community development.

Sustainability indices








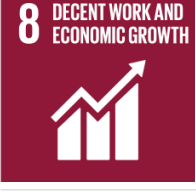




As a market leader, Prysmian Group has disclosed data and been rated in all major ESG indices.



PRYSMIAN GROUP SCORECARD 2020-2022

SDGs	KPI	Baseline 2019	2020	2021	2022	Target 2022
	Percentage of product families covered by the carbon footprint measurement	70%	84%	89%	92%	85%
	Percentage of annual revenues from low carbon-enabling products	48%	48%	44%	45%	48% - 50%
	Percentage reduction in the emissions of greenhouse gases	870 ktCO ₂	-17.4%	-22.1%	-24%	-16 -21%
	Percentage reduction in energy consumption	9,845 TJ	-6%	-2.9%	-7.7%	-3%
	Percentage of plants certified ISO 14001	83%	83%	90%	97%	95%
	Percentage of waste recycled	63%	69%	69%	71%	65%
	Percentage of drums (tonnes) reused during the year	46%	48% 6	50%	50%	Maintain
	Number of sustainability audits carried out based on risks in the supply chain	15	22	27	30	30
	Percentage of cables assessed using Ecolabel criteria developed internally by Prysmian	0%	1%	20.9%	37%	20%
	Employee Engagement Index (EI)	65%	65%	60%	61%	67-70%
	Leadership Impact Index (LI)	57%	57%	54%	55%	59-65%
	Average hours of training per employee each year	26 h	18 h	18 h	29 hours	30 h
	Percentage of women executives	12%	13%	13.5%	15.7%	14-18%
	Percentage of white-collar women with permanent contracts	33%	34%	39%	44.9%	40%
	Frequency rate (IF) - Internal employees	IF: 1.30	IF: 1.30	IF: 1.49	IF: 1.32	IF: 1.2
	- Internal and external employees	IF: 1.31	IF: 1.25	IF: 1.55	IF: 1.40	
	Severity rate (IG) - Internal employees	IG: 41.54	IG: 46.40	IG: 46.98	IG: 54.20	IG: 41
	- Internal and external employees	IG: 41.94	IG: 44.76	IG: 47.19	IG: 53.46	

Commencing from the end of 2022, Prysmian Group has defined a new three-year scorecard (2023-2025, baseline 2022), revising and simplifying the KPIs used (11 impact KPIs) to make the measurement, monitoring and communication of results more effective.

SCORECARD 2023-2025				
SDGs	Categoria	KPI	Baseline 2022	Target 2025
 11 SUSTAINABLE CITIES AND COMMUNITIES	 7 AFFORDABLE AND CLEAN ENERGY	Impacts on Society	Enable access to green electricity to households	21m  110m
			Enable fast digital access to households	3m  15m
 13 CLIMATE ACTION	 12 RESPONSIBLE CONSUMPTION AND PRODUCTION	Climate	Percentage reduction of GHG emissions (Scope 1&2 Marked Based) vs 2019 baseline	-24% -35%/-37%
			Percentage reduction of Scope 3 GHG Emissions vs 2019 baseline	-7.5% -11.5%/-15%
 12 RESPONSIBLE CONSUMPTION AND PRODUCTION		Green & Circular Economy	Share of revenues linked to Sustainable Products – in EU/RoW	-52%/5% 57%/19%
			Share of recycled content on PE jackets and copper	10% 15%/16%
 8 DECENT WORK AND ECONOMIC GROWTH	 5 GENDER EQUALITY	Diversity & Inclusion	Percentage of Desk Workers women hired	44.9% 47%/49%
			Percentage of Executive women	15.7% 21%/24%
 11 SUSTAINABLE CITIES AND COMMUNITIES		People Wellbeing	Safety Assessment Plan	- 2.75/5
			Leadership Impact Index	55% 57%/61%
 11 SUSTAINABLE CITIES AND COMMUNITIES	 12 RESPONSIBLE CONSUMPTION AND PRODUCTION	Solid Governance & Ownership	Percentage of shareholders employees	37% 44%/45%
			Completion rate for compliance e-trainings promoting anticorruption	75% 90%

In the Baltics

Prysmian Group Baltics monitors regional sustainability based on the group's Sustainability Scorecard. The Baltics' scorecard shows that the region is performing well in multiple areas. For 2022, from the 16 indicators, we selected 4 focus areas in which we sought 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)**

Regarding waste, we look for possibilities to recycle more of our waste. Since 2022, we send some waste to incineration. This change did not improve the result on the scorecard as it's not recycling but it is a better alternative to previously used land-filling. Some additional advancements are in process.

Regarding drums, we look for possibilities to increase return and decrease scrap. In 2022, we developed and introduced to the market a drum handling guide and training. Unfortunately, our reuse percentage decreased. Drum return decreased

due to long-term projects and scrap increased due to previous high inventories. There are plans in process to deal with those challenges.

Regarding work safety, we continued with previously implemented activities and improved our work safety. Our focus is to continue with proactive activities on all levels of the organization.

In 2023, we will continue work with all 4 focus areas plus focus to increase the average hours of training per employee. In 2023, we will also take into use the new scorecard. Additionally, we enclose and continue work on additional sustainability related activities that are described next.

Visit the page:
baltics.prysmiangroup.com/en/sustainability

Additional sustainability efforts

Sustainability is in our DNA so, next to the scorecard indicators, the Keila plant also works with other CO2-reducing and sustainability increasing practices.

Responsible use of resources is one of the focus areas. We focus on the reduction of production waste and look for ways to reuse waste, e.g. we will test plastic waste reuse in drums. We aim to decrease the use of virgin materials; hence our coil packages are from 30-50% recycled plastic. We also try to increase reuse of materials in products, currently we are using ECO tapes but try to expand reuse of materials. Keila plant operates on green energy.

Sustainable and innovative solutions are part of our everyday business. In 2021 we launched CableApp which promotes environmentally conscious choice of cables and in 2022 we will launch ECO CABLE, a transparent cable assessment concept. We continue to actively discuss mentioned and other sustainable actions with our stakeholders.

Development of people and community is our responsibility. We track the percentage of women in the office and plant to support gender balance in the organization. In 2022 we developed regional sponsorship principles to further support electrical education and local community. See more: baltics.prysmiangroup.com/we-support

Sustainability is a commitment for us; therefore, sustainability indicators in one way or another constitute part of performance indicators for all employees.

Through our sustainability goals and actions, we are committed to creating a better future for ourselves, our partners, our customers and our community.

BALTICS SCORECARD

KPI	2020	2021	2022
Percentage of product families covered by the carbon footprint measurement	100%	100%	100%
Percentage of annual revenues from low carbon-enabling products	Calculated on group level	Calculated on group level	Calculated on group level
Percentage reduction in the emissions of greenhouse gases	Calculated on group level	Calculated on group level	Calculated on group level
Percentage reduction in energy consumption (absolute (value in the group, energy units per tonne in the Baltics))	-5,7%	-0,15%	-7,3%
Percentage of plants certified ISO 14001	On	On	On
Percentage of waste recycled	58%	70%	71%
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%	64%
Number of sustainability audits carried out based on risks in the supply chain	Carried out on group level	Carried out on group level	Carried out on group level
Percentage of cables assessed using Ecolabel criteria developed internally by Prysmian	0%	0%	100%
Employee Engagement Index (EI)	Calculated on group and region levels	Calculated on group and region levels	64%
Leadership Impact Index (LI)	Calculated on group and region levels	Calculated on group and region levels	57%
Average hours of training per employee each year	7 (year 2020 hours were affected by the COVID-19 pandemic)	18	25
Percentage of women executives (percentage of female managers in the management team in the Baltics)	45%	38%	57%
Percentage of white-collar women with permanent contracts	38%	39%	43%
Frequency rate (IF)	4.28	5.25	3,3
Severity rate (IG)	172.05	185	54,4

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