

2022

SASB Report



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1. METHODOLOGICAL NOTE

The SASB Report 2022 of Prysmian Group (hereinafter “the Report”) is aligned to the Sustainability Accounting Standards Board (SASB) framework, published in 2018, for the sector denoted as “Resource Transformation — Electrical & Electronic Equipment” (SASB code RT-EE). However, given the diversified nature of Prysmian Group’s business, also accounting metrics associated with the sector denoted as “Infrastructure - Engineering & Construction Services” (SASB code IF-EN) have been included. Prysmian Group will continuously evaluate the disclosure of additional topics as these emerge, considering relevance, availability of high-quality data and consistency with Prysmian Group’s business. The “SASB disclosure index”, containing details of the accounted metrics, is reported at the end of the Report.

The Report refers to the 2022 financial year (from January 1st to December 31st) and includes the most recent year-end figures available. The data and information reported refer to all companies of Prysmian Group on December 31, 2022, consolidated on a line-by-line basis. Within the report are included figures of 2021 as a comparison year.

For more information regarding the Group’s approach to the dimension included in the following disclosure, please refer to the information contained in the section “Consolidated Non-Financial Statement” of the 2022 Annual Report (prepared in accordance with articles 3 and 4 of the Italian Legislative Decree 254/16) and in the 2022 Sustainability Report.

This document has been subjected to a limited examination, according to the principle of the International Standard on Assurance Engagement (ISAE 3000 Revised), undertaken by EY S.p.A. The audit was performed according to the procedures indicated in the “Independent Auditors’ Report”, included in this document.

For comments, requests, opinions, and suggestions for improvement on Prysmian’s operations and on the information reported in this Report, please contact Sustainability Department at the following e-mail address: sustainability@prysmiangroup.com

2. PRYSMIAN GROUP IN THE WORLD

With a direct presence in more than 50 countries around the world, 108 plants, 26 R&D centers and more than 30,000 employees, Prysmian is a global leader in cable systems for energy and telecommunications. The Group HQ in Milan, Italy, employing around 800 persons, is supported by regional headquarters in North America, LATAM, EMEA and APAC.

Prysmian was established in 2005 following acquisition of the Energy Cables and Systems and Telecom Cables and Systems businesses of Pirelli by the Goldman Sachs group. The Company was listed on 3 May 2007, on the market placement of 46% of the shares held by the Goldman Sachs group and was added to the main FTSE MIB index in the following September. The Goldman Sachs group exited completely in 2010. Prysmian is one of the few Italian industries with global reach to achieve public company status: shares are held by international institutional investors and the creation of shareholder value is a key factor when making strategic decisions at all levels.

From the start, the DNA of Prysmian Group has included a commitment to the environment and the communities in which operations are carried out. This core value is integral to the entire organization, which strives constantly to deliver technology in support of the energy transition.

Prysmian works every day to guarantee the sustainability of production processes and safeguard the environment, working alongside local communities to ensure that their territories are protected and that workplaces are safe. This commitment was strengthened in 2021 with the launch of the Climate Change Ambition and the Social Ambition. These new challenging climate and social objectives are designed to promote the transition to a low-carbon world and a fair and inclusive working environment. The goal of the Group is to become a global leader in Sustainability.

BUSINESS AREAS

Prysmian Group has implemented a targeted strategy, including acquisitions, to evolve over the years from cable manufacturer to network solution provider. By drawing on the ability to combine engineering, installation, network monitoring and after-sales services ever more closely, the Group provides the value-added to ensure recurring revenue streams and build long-term partnerships with customers. The Group is organized in a matrix structure by reference market and business unit, identifying three differentiated macro-areas of activity. The Energy area is the largest, delivering long-term stability, while the Projects and Telecom areas have been characterized by greater dynamism linked, in part, to major market development and technological advance. The Group's acquisition policy has always been guided by a strategy of balanced geographical and market expansion. Indeed, the acquisition of General Cable in 2018 enabled the Group to diversify geographically with strong exposure to the North American market, which is structured differently with more consolidated dynamics.

Energy

This area comprises business segments offering a complete and innovative portfolio of products designed to satisfy the many needs of the markets served. This macro-area is organized as follows:

1. **Energy & Infrastructure**, which includes Trade & Installers and Power Distribution;
2. **Industrial & Network Components**, which includes Specialties, Renewable & OEMs (inclusive of the Crane, Mining, Railway, Rolling Stock, Marine, Solar and Wind sectors), Elevators & Escalators, Automotive, Network Components, Oil & Gas, and EOSS (Electronics and Optical Sensing Solutions).

The ENERGY business area generated 12.033 million euro in 2022, representing 75% of the total revenues of the Group.

Projects

The Projects area comprises terrestrial and submarine HV power cables, submarine cables for telecommunications and Offshore Specialties.

The Group designs, produces and installs high and ultra-high voltage cabling systems for the transmission of electricity from generating stations and within the primary transmission and distribution grids. These highly specialized, technological products include cables sheathed in oil or mass impregnated paper for voltages up to 700 kV and sheathed in extruded polymers for voltages up to 600 kV. In addition, cable-laying and installation services are available, together with network monitoring and preventive maintenance, the repair and maintenance of cable connections and emergency services that include prompt action in the event of damage. Taken together, this means that Prysmian is fully able to install turnkey systems. The Group is responsible for major terrestrial and submarine links, as well as for the submarine cable connections of large offshore wind farms, both fixed and floating.

The PROJECT business area generated 2.161 million euro in 2022, representing 13% of the total revenues of the Group.

Telecom

As a partner of the world's main telecom operators, Prysmian Group is active in the development and production of a wide range of cabling systems and connectivity products used in telecommunication networks. This area comprises the following market segments:

1. Telecom Solutions;
2. MMS Multimedia Specials;
3. Optical fibre.

The TELECOM business area generated 1.873 million euro in 2022, representing 12% of the total revenues of the Group.

VALUES, MISSION, VISION

Prysmian has identified the Values, Mission and Vision that guide the operations of the Group. These translate into products made and fuel the ambitions for our role in tomorrow's world.

VISION

We believe in the efficient, effective and sustainable supply of energy and data as the main driver for community development.

MISSION

We offer our customers worldwide cables and solutions for the transport of energy and telecommunications, using state-of-the art technological solutions.

VALUES

- **Drive** - Our objective is to guide the evolution of our industry: we develop our human capital and our business, by following a clear strategy while anticipating customer needs.
- **Trust** - We aim to create an environment that inspires trust, where diversity and collaboration are valued and people are empowered to make decisions with integrity.
- **Simplicity** - Our challenge is to simplify all that we can, focusing on activities that generate high value and timely decisions that enhance the Group's results.

3. PRYSMIAN GROUP'S STRATEGY

During 2022 the world faced complex economic, social, and political risks that were often interlinked, such as the war in Ukraine, the isolation of China, the slowdown in global growth and high rates of inflation, not to mention extreme climate events. The challenges associated with the sourcing of energy and food, the scarcity of raw materials and the strategic role of cyber security caused businesses to adopt increasingly flexible and resilient business models. In a brittle, anxious, non-linear, and incomprehensible world (the BANI model), it is essential to understand the direction of changes and transform them into opportunities for growth.

FIVE IMMEDIATE CHALLENGES

Therefore, we have identified five global trends that Prysmian must address in the near future:

- **Growth of renewables:** there will be a progressive move away from fossil fuels to sustainable sources of energy, such as wind, solar and hydro power. To reduce CO₂ emissions and tackle climate change, ever more ambitious economic plans are being prepared at international level in support of these renewable sources. Estimates expect them to cover 70% of global needs by 2050, which is more than double the current figure of 30%;
- **Electrification,** being the rise of electricity as the main source of power. Population growth, the steady increase in electricity consumption - stemming from new habits, such as the use of electric vehicles and heat pumps - and the proliferation of energy-intensive infrastructure for telecommunications, are just some of the drivers that will cause electricity consumption to rise by 25% by 2030;
- **Cloudification,** being the migration away from applications installed locally towards web-based solutions. The ongoing need for additional cloud capacity is contributing to an exponential increase in the number of data centers, which are becoming ubiquitous. These centers - forecast to absorb annual investment exceeding US\$ 300 billion in 2030 - need an enormous quantity of energy to operate. Already, taken together, the world's DCs consume more than 300 TWh, which is the equivalent of a country like Italy;
- **Data booming,** being the exponential growth of data consumption due to the development of fixed and mobile networks. This exponential increase in data consumption will be evident by 2030, due to the greater quality and quantity of the infrastructure that carries it. It is estimated, for example, that much more than two-thirds (85%) of the world's homes will have a fiber broadband connection (FTTx) by 2030;
- **Somatization and Servitisation,** being growth on the Internet of Things (IoT) in daily use and a focus on "Solutions" rather than "Products". The growth of technologies and in the speed of data transfers has facilitated the development of remote monitoring, tracking and control systems. Costs are expected to fall even further (for example, the cost of bandwidth is 40 times lower than in 2010) and new solutions (like autonomous driving) will be developed.

Each of these trends brings strong convergence and interdependence between energy and digitalization. Just think of the data centers or 5G towers, where suppliers, distribution channels, customers and value chains all intersect.

PRYSMIAN'S COMPETITIVE ADVANTAGES

Faced with these continual complex changes, Prysmian can count on a solid business model founded on several strategic pillars:

Diversification

A broad product portfolio and diversified geographical coverage capable, respectively, of exploiting the convergence of Energy and Telecom and reducing the amplitude of business cycles in the various Regions.

Technological Excellence

Technological leadership, being at the forefront technically with innovative products and solutions, while possessing highly qualified and experienced human capital.

Decentralised Supply Chain

A global footprint, with plants distributed around the world that can develop customized solutions that meet customer needs and exploiting the benefits of a decentralized supply chain.

Aggregation Hub

Ability to complete acquisitions and mergers, acting as a sector aggregator to release major cost and revenue synergies.

OUR STRATEGY FOR THE FUTURE

Leveraging these solid competitive advantages, the Prysmian strategy is focused on:

The Consolidation Of Leadership

Consolidation of our leadership of core sectors (e.g., interconnections, strengthening of networks, FTTx), in which the Company is already a protagonist with clear and concrete signs of further major structural growth over the long term.

Research And Development/Innovation

Development and evolution of skills and the product portfolio in sectors undergoing rapid expansion, such as Solar, Wind, EV Charging, Data Centers and 5G.

Solution Provider

Expansion of the offer to customers by combining the supply of cables with the delivery of solutions to become a “solution provider for the energy transition and digitalization”.

The pillars of the Prysmian strategy designed to seize these growth opportunities thus comprise an efficient and flexible supply chain, closeness to customers, technological innovation and the advancement of knowledge and skills, as well as focus on the environment and the wellbeing of our people and the communities in which the Group operates. Spanning all these factors, we find financial strength and the ability of the Group to generate the resources needed to sustain investment in value-added businesses with a high technological content, as well as constant improvements in the sustainability of our production processes and products.

SUSTAINABILITY IS IN OUR DNA

The Sustainability Strategy of Prysmian Group is based on an Impact Value Creation Model comprising two main elements:

1. **IMPACTS:** positive or negative, real, or potential, short/medium, or long-term impacts on specific financial parameters may be generated by Prysmian throughout the value chain;
2. **LONG-TERM AMBITIONS:** defined by Prysmian as concrete responses to these impacts.

The contents of the Group’s ambitions and the objectives defined, are based on:

- The constant analysis of sustainability macro-trends, including by the use of AI tools; (<https://www.prysmiangroup.com/en/sustainability/strong-commitment/stakeholder-engagement-and-materiality-matrix/materiality-analysis>);
- The constant study of the main international standards for non-financial reporting;
- Active listening to all Group stakeholders, involving various activities designed to map their requirements and identify any needs in advance.

The link between Ambitions and Impacts is represented by the Group’s constant monitoring and measurement of specific KPIs that help to identify the key areas of innovation (in terms of processes, products, and services) and development.

4. CLIMATE CHANGE & SOCIAL AMBITION

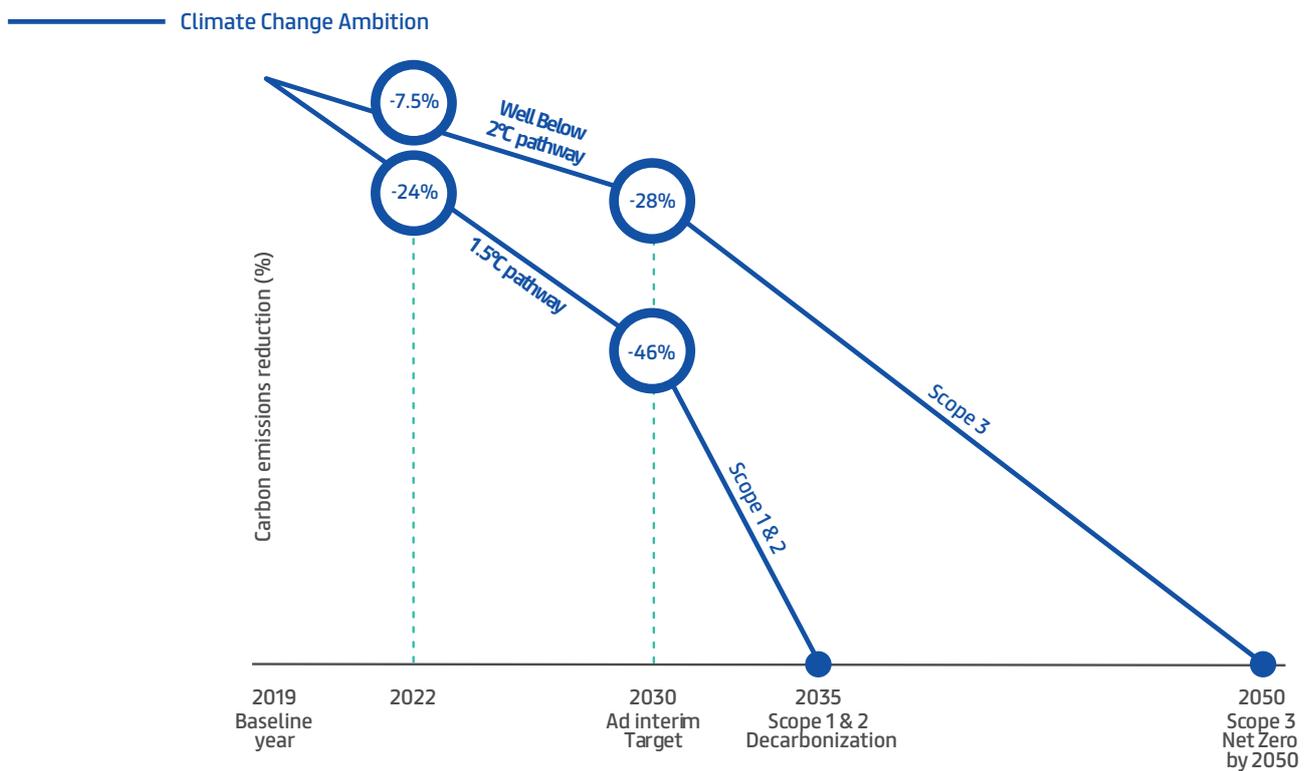
Prysmian Group seeks to become a global leader in Sustainability. This ambition has led the Group to establish challenging climate and social objectives that promote the transition towards a low-emissions world and a more equal and inclusive working environment.

During 2021, Prysmian Group introduced two strategic ambitions that will guide the actions of the Group over the medium-long term: the Climate Change Ambition and the Social Ambition. Associating the Social Ambition with the achievement of environmental objectives is a fundamental element of Prysmian’s Sustainability Strategy.

CLIMATE CHANGE AMBITION

The climate strategy of Prysmian Group adopts science-based targets aligned with the Paris Agreement climate objectives. In particular, the Science-Based Targets initiative (SBTi) defines the requirements for an effective Net-Zero strategy:

- reduction of Scope 1, 2 and 3 emissions to zero, or at least to a residual level consistent with achievement of the global or sector objectives set in line with the Paris Agreement (1.5°C);
- neutralisation of any residual and GHG emissions released into the atmosphere.



PRYSMIAN GROUP PLEDGES

1. Decarbonisation of 90% of our Scopes 1 and 2 carbon footprint by 2035:

- gradually eliminating the emissions of SF6 gases;
- using 100% renewable energy;
- neutralising residual emissions.

2. Be Net Zero throughout the entire value chain (Scopes 1 + 2 + 3) by 2050.

In order to honour its pledges, Prysmian has taken the following action:

- definition of a short-term emissions-reduction target;
- definition of a long-term emissions-reduction target;
- launch of projects for the neutralisation of residual emissions.

1. Short-term SBTs: targets to lower emissions over 5-10 years in line with the 1.5°C limitation scenario

Initially, in 2021 - first year of membership - the following short-term targets were defined by Prysmian and approved by the SBTi:

- Scope 1 & 2 target in line with the hypothesis of containing the rise in average global temperature to less than 1.5°C: -46% by 2030;
- Scope 3 target in line with the hypothesis of containing the rise in average global temperature to less than 2°C: -21% by 2030.

Subsequently, in 2022, Prysmian committed to a further reduction in Scope 3 emissions, aligning the Group with the "Well Below 2°C" trajectory and updating the 2030 target from -21% to -28%.

2. Long-term SBT: targets to reduce emissions to a residual level by 2050

Given that the Corporate Net-Zero Standard calls for businesses to work on the decarbonisation of at least 90% of their Scope 1, 2 and 3 emissions, Prysmian Group has presented the following targets:

- decarbonisation of 90% of its Scope 1 and 2 emissions by 2035;
- decarbonisation of 90% of its Scope 3 emissions by 2050.

These targets represent a greater commitment than before, requiring a greater decarbonisation of operations and envisaging a reduction in the allowed offset percentage.

3. Neutralisation of residual emissions:

Residual GHG emissions must be counterbalanced using methods that remove climate-altering gases from the atmosphere over a long period of time. These methods fall into three main categories: biological (planting of trees, reforestation), engineering (cement hardened with CO₂, systems for the direct capture of CO₂ from the atmosphere) and hybrid (Biocarbon, Bioenergy with carbon capture and storage - CCS).

Prysmian Group presented these new and more ambitious targets for validation in November 2022, with approval expected by mid-2023.

SOCIAL AMBITION

The Social Ambition of the Group mainly concentrates on the commitment to improve diversity, equality, and inclusion (DE&I), digital inclusion, the empowerment of communities, employee engagement and upskilling. The Group promotes programmes designed to enhance the digital inclusion of all employees, eliminating at the same time discrimination based on their role or position. By adopting a pro-active approach, the Group is evolving into an organisation that recognises diversity, inclusion, and gender equality at all levels, committed to facilitating the empowerment of a larger number of women, so that they can further their careers even in technical and scientific roles within Prysmian.

The targets for 2030 promote achievement of the social ambition objectives of Prysmian and further align the Group with the UN Social Development Goals.

2030 SOCIAL AMBITION TARGETS

HEALTH & SAFETY	GENDER EQUALITY	RACE/ ETHNICITY INCLUSION	EMPOWER LOCAL COMMUNITIES	DIGITAL INCLUSION	UPSKILLING & ENGAGEMENT
Injuries Index towards 0 (employees & contractors)	50/50 in Recruiting of Desk Workers	More than 30% of Executives from under-represented nationalities/ ethnicities/origins	At least a project per year, with focus on developing countries and vulnerable communities	Connecting 100% (over 30,000) of our employees through global platforms, achieving a proper level of adoption	40 yearly hours per capita of experienced learning for all employees
	30% of Women in Senior Leadership roles	Local mentoring programs for 500 students coming from minorities-poverty	Local projects with donation of optic and electric cables		More than 25% of employees involved in mobility/growth experience every year
	25% of Women in the Total Workforce				50% of employees as stable shareholders through share ownership plans (YES)
	+ 500 women in a fully dedicated STEM program				
	Zero Pay Gap Desk Workers				Higher than 80% response rate to Engagement Survey
					Leadership Impact Index improved to 70-80%

5. ENVIRONMENTAL DIMENSION

Prysmian Group has made a strict long-term commitment to reduce the environmental impact throughout the entire value chain.

Prysmian strives actively to safeguard and protect the environment and conserve natural resources, to create sustainable value for both the Group and its Stakeholders. The Group's commitment to these aspects is expressed not only by the intrinsic characteristics of Prysmian's products, but also by how the production systems are managed. In particular, prevention and reduction of their environmental impacts are achieved, for example, by the efficient use of natural resources, the optimization of logistics flows and the responsible management of waste. Prysmian's commitment is highlighted, both internally and externally, by communicating and applying its Health, Safety, Environment and Energy (HSEE) policy.

To address its commitments the Group manages environmental topics by implementing Environmental Management Systems (EMS) compliant with international standard ISO 14001:2015. Application of the EMS makes it possible to define plans, processes and practices intended to improve the environmental performance of the Group. Great attention has been given to the collection and analysis of HSE data, in accordance with Group-level criteria. Data deemed "material" is reported by business units monthly, thus allowing for a more reliable and up-to-date database. This allows the HSE functions at Regional and Corporate level to analyze this data throughout the year. HSE functions, thanks to this activity can:

- monitor HSE data;
- ensure compliance with local legislative requirements;
- make forecasts;
- launch (or extend) actions and/or projects coordinated at central level, including initiatives aimed at achieving Group-level targets.

For further information, see the section "Consolidated Non- Financial Declaration- Environmental responsibility" of the 2022 Annual integrated report.

Notable in this context are the energy efficiency projects to reduce energy consumption and greenhouse gas emissions (GHG) at Group level, the waste management improvement initiatives to increase recycled percentages, and the continuous improvement of Health, Safety, Environment and Energy management systems and tools. Note that from 2021 onwards, the performance indicators used by operational functions to evaluate investments and industrial projects include GHG savings, where applicable, as an indicator of their actual environmental benefit, in addition to their energy and economic efficiency. The energy efficiency projects launched or progressed in 2022 covered several areas of interest. Some of them had been previously studied and analyzed by the HSE function jointly with other central functions, with the goal of implementing the already validated initiatives in an increasing number of the Group's Regions and plants. Prysmian is working on projects that address various topics, including: SF6 reduction, LED replacement in lighting systems, efficiency of compressors and compressed air circuits, motors, heating/cooling systems, optimization of fuels use and photovoltaics.

The following table reports the 2022 Prysmian Group's performance related to energy management.

ENERGY MANAGEMENT

Topic	SASB Code	Accounting Metric	2022	2021
		Total energy consumed in GJ	9,971,915	10,020,131
Energy Management ¹	RT-EE-130a.1.	Percentage of energy consumed supplied from grid electricity ²	41.2%	35.8%
		Percentage of renewable energy consumed ³	19.2%	26.6%

¹ Figures are related to energy consumed. The term "Energy Consumed" means the number of Gigajoules (GJ) of energy consumed within the organization. This comprises energy acquired from sources external to the organization (e.g., electricity, heating, cooling, and steam purchased for consumption) or generated by the latter (e.g., fuel used in self-generation activities). Chiplun plant (India): the data included in the reporting boundary are the result of these linear data for the years 2020 and 2021, while they are estimated on the basis of actual production in 2022. Sohar plant (Oman): the data, included in the reporting boundary, for the years 2020 and 2021 were estimated on a linear basis, while in 2022 they are actual.

² Calculation methodology: purchased grid electricity consumption divided by total energy consumption. The term "energy consumed from grid electricity" means the percentage of energy consumed coming from the grid.

³ The term "renewable energy consumed" means the percentage of electric energy consumed coming from renewable sources.

In 2022, the Group's total energy consumption shows an increase compared to 2021 partly due to improved reporting of the EHC sites (acquired in 2021), and to the perimeter extension due to new vessels of the Prysmian Fleet, whose data are now fully integrated in the Group energy consumption. Moreover, we still observe an effect on the production increase due to post-pandemic Covid-19.

The total energy consumption of the Group, shown in the table reported above, includes that of the fleet. For this reason, the comparative data for 2021 differs slightly from that reported in the published 2021 SASB Report, in which the fleet data was not included.

In 2022, Group investment dedicated to all HSE projects, including work on energy efficiency, the reduction of direct GHG emissions and optimisation of both the management of water-based cooling systems and the management of waste, amounted to about Euro 37 million. Of this, about Euro 16 million was invested in initiatives for the improvement of environmental management. Notable in this context:

- the energy efficiency projects designed to reduce energy consumption and greenhouse gas (GHG) emissions at Group level;
- the initiatives to improve waste management by increasing the portion recycled;
- the optimal use of water resources via the addition of partial or total recirculation mechanisms as part of the Group's cooling systems;
- the constant improvement of the systems and tools for managing Health, Safety, Environmental and Energy matters at both production unit and organisational level.

In compliance with the HSEE policy, Prysmian Group also monitors environmental data related to waste management. The main types of waste generated by productive activities have been split into specific categories, classifying their level of danger (hazardous waste and non-hazardous waste) according to the related EU classification, regardless of the country of origin and disposal of the waste.

An exception is made for certain types of waste (such as laboratory chemicals), whose allocation among the categories depends on local regulatory requirements. Various initiatives to improve the management of waste were implemented during the year. In terms of reducing the production of waste, attention is drawn to the numerous efforts made to improve production efficiency (Lean Six Sigma projects) at individual plants, with coordination provided by the Manufacturing function.

The objective of these practices is to reduce waste rates in production in order, mainly, to enhance efficiency but also, indirectly, to reduce the volume of waste.

The Company intends to become a sector leader in the use of recycled materials and the design of products that can be recycled more easily. For this purpose, greater care is dedicated to supplier selection, both up and downstream of the value chain. On the one hand, this has resulted in increased purchases of recycled materials and, on the other, in the activation of commercial relations with waste managers that share Prysmian's vision in terms of sustainability and circularity.

Upstream, Prysmian Group has decided to address this issue by including more specific HSE requirements in its processes for the selection of new commercial partners. To achieve this, a project was activated in 2021 to implement a vendor management portal to standardize various purchasing processes. This project will make it possible to structure the supplier qualification processes using questionnaires, with questions that cover many topics including HSE matters.

Downstream, regarding relations with the various waste management contractors, Prysmian has introduced specific requirements and/or performance indicators applicable to the various types of suppliers, with HSE sample audits to verify waste operations, in accordance with contractual agreements and regulatory requirements. Among the performance indicators to be included in the requirements for tender competitions, Prysmian is considering addition of the recycled materials percentage. At last, some units have already taken advance action.

The following results are provided as examples:

- **Sorocaba** (Brazil): by improving production efficiency, bleed-out scrap from the production of compounds was reduced by 32%, while waste from the production of sheathing was reduced by 21%;
- **Presov** (Slovakia): tin-plated copper scrap was reduced by 31% (the initial target for this project was 15%);
- **Merlino** (Italy): production scrap was reduced from 6.9 % to 1.17%, exceeding the initial target of 1.2%;
- **Kistelek** (Hungary): start-up scrap was reduced by 50%, compared with the initial objective of 20%;
- **Berlin** (Germany): conductor insulation scrap was reduced by 35%, compared with the original objective of 30%.

The following table reports the 2022 Prysmian Group's performance related to hazardous waste management.

HAZARDOUS WASTE MANAGEMENT

Topic	SASB Code	Accounting Metric	2022	2021
Hazardous Waste Management¹	RT-EE-130a.1.	Amount of hazardous waste generated in metric tons	14,050	13,924
		Percentage of hazardous waste recycled ²	47.1%	46.6%

¹ Chiplun plant (India): the data included in the reporting boundary are the result of these linear data for the years 2020 and 2021, while they are estimated on the basis of actual production in 2022. Sohar plant (Oman): the data, included in the reporting boundary, for the years 2020 and 2021 were estimated on a linear basis, while in 2022 they are actual.

² Calculation methodology: total weight of hazardous waste generated that was recycled, divided by the total weight of hazardous waste generated.

Overall, the quantity of waste produced by Prysmian Group in 2022 considering both hazardous and non-hazardous waste has been about 234,406 metric tons, up 9.7 % with respect to 2021; hazardous waste represented 6% of the total waste produced.

Topic	SASB Code	Accounting Metric	2022	2021
Hazardous Waste Management	RT-EE-150a.2.	Number an aggregate quantity of reportable spills ¹ , quantity recovered	Information not available for 2022	Information not available for 2021

¹ The term "quantity of reportable spills" means discharge of one or more hazardous substances that adversely impact, or threaten to adversely impact, human health, welfare, or the environment and requires an immediate response.

Spills and incidents with potential environmental impact are managed locally as part of the ISO 14001 Management Systems. This indicator falls under the procedure "Management, analysis and registration of events" that governs the process of identifying, analyzing, and reporting the so-called "events", including spills.

In 2022 the Group recorded no spills in the Operating Units.

6. HUMAN CAPITAL DIMENSION

Prysmian Group is people-centric, supporting and recognizing the abilities of those who work for the Group and for the community in which it operates.

Prysmian Group implements invests in human capital and in the local territory. Via the Social Ambition, the Group has continued to pursue objectives intended to improve the level of diversity, equality, and inclusion (DE&I) - including digital inclusion - within the organization, employee engagement and upskilling, and respect for human rights throughout the entire value chain. This is because the primary drivers for the creation of value are the respect of people, their well-being, and the socio-economic development of the communities in which Prysmian Group operates. The Group promotes programmes designed to enhance the digital inclusion of all employees, eliminating at the same time discrimination based on their role or position. By adopting a pro-active approach, the Group is committed to facilitating the empowerment of women, so that they can further their careers even in technical and scientific roles within Prysmian.

The targets for 2030 promote achievement of the Social Ambition objectives of Prysmian Group, in coherence with the UN Sustainability Development Goals (SDGs). To achieve this, continuous multi-disciplinary and specialist training programmes have been developed for employees. Out of around 30,000 employees, about one third are stable shareholders. Together with management, these employees own more than 3% of the share capital, investing directly in the Company.

The Group has built its history and successes on the abilities of its employees, who have been leading actors in the achievement of these results. Their ability to transmit values, experience, and attachment to the firm to younger colleagues, generation after generation, has proved to be a fundamental driver in the creation of value for the Group for almost 140 years. Specifically, regarding Occupational Health and Safety, Prysmian's organizational approach comprises clear and applicable set-up rules, training, and enforcement. For this reason, in addition to the activities carried out at local level to determine and manage risks and prevent injuries, the corporate HSE function recommends how specific matters should be approached and assessed following statistical analyses and discussion with the Regions. To ensure compliance with current regulations, the local HR and H&S functions, prepare training plans for their personnel and develop specific training paths for the various categories of workers, depending on their roles, duties, levels of responsibility and working environment. At corporate level, the H&S function carries out training based on the Group procedures to be applied locally, as well as training via the HSE Academy. Prysmian Group considers safety as a priority, it is indeed a key, cross-functional element of the organization, both in terms of corporate value and in terms of the positive and negative impacts generated on all other key elements: Human Capital, Production, Property, Quality, relations with Customers and Suppliers. For this reason, since 2020 Prysmian has pursued a "Zero & Beyond" mission, based on a vision and guided by values. "Zero and Beyond" is a philosophy that includes safety in every aspect of life and in everything that is done, at home and in the community, as part of responsibility towards people and planet. Zero is the final objective in terms of deaths, injuries, events, and professional diseases, while "Beyond" is the limit to be reached with this philosophy. To ensure a systematic and concrete approach to safety, the Group adopts the ISO 45001 "Occupational health and safety management system" for 73% of plants. Prysmian aims to certify all plants ISO 45001 by 2025.

In the Health & Safety cultural strategy, the following goals are set:

- **TO IMPROVE the commitment and involvement of the MANAGEMENT LINE;**
- **TO IMPROVE THE SOFT SKILLS of HSE leaders and professionals;**
- **TO REDUCE CULTURAL DIFFERENCES and align practices;**
- **TO ENSURE that everyone TAKES CARE of THEMSELVES AND OTHERS.**

WORKFORCE HEALTH & SAFETY

Topic	SASB Code	Accounting Metric	2022	2021
Workforce Health & Safety	I F-EN-320a.1.	Total Group Frequency rate (IF) ¹	1.40	1.55
		Total recordable incident rate (IF) for direct employees	1.32	1.49
		Total recordable incident rate (IF) for contract ³ employees	2.39	2.44
		Total Group fatality rate ²	-	0.007
		Fatality rate for direct employees	-	0.004
		Fatality rate for contract ³ employees	-	0.005

¹ Frequency rate (IF): ratio of injuries with loss of working days in excess of 24 hours to hours worked, multiplied by factor of 200,000. The calculation of injuries only considers those suffered in the workplace and not during travel between home and work unless transportation was organized by the Company.

² Fatality rate: ratio of the number of deaths to hours worked, multiplied by a factor of 200,000. Contract employees are defined as "temporary agency workers". While employees defined as "contractors" within the section "Non Financial Declaration" of 2022 Annual Integrated Report and the 2022 Sustainability Report are not included in this ratio.

³ Contract employees are defined as "temporary agency workers". While employees defined as "contractors" within the section "Non Financial Declaration" of 2022 Annual Integrated Report and the 2022 Sustainability Report are not included in this ratio.

Group's deep commitment to safety is concrete and the IF rate is calculated in accordance with the OSHA LTA. This rate was approximately 1.40 at the end of 2022. The number of injuries was 457, of which 360 involving internal staff directly employed by Prysmian and 97 involving external staff (of which 52 temporary agency workers and 45 contractors).

In 2022 health & safety figures also include the Group's fleet (the Giulio Verne, the Ulisse, the Cable Enterprise, the Leonardo da Vinci and the Barbarossa I).

7. BUSINESS MODEL & INNOVATION DIMENSION

Prysmian Group seeks to be the go-to technology player, facilitating the production and transmission of cleaner, more intelligent, more efficient, and more competitive energy.

Sustainable Innovation & Lean Manufacturing represent a strategically important pillar in pursuing the creation of sustainable value. In 2022, Prysmian increased investment in support of being an enabler of the energy transition, responding to the acceleration in demand for digitalization and electrification solutions. The geographical distribution and capabilities of the various plants allowed Prysmian Group to consolidate its industrial strategy even further during 2022.

This strategy is based on the following factors:

1. creation of products with higher added value and technological content in a limited number of establishments destined to become centers of excellence with high technological skills and, where possible, the ability to leverage economies of scale, with consequent improvement in production efficiency and reduction of capital invested;
2. constant search for greater manufacturing efficiency in the commodities sector, while maintaining a well-diversified geographical presence in order to minimize distribution costs.

The value of gross investments in 2022 was Euro 454 million, which represents an increase on the previous year (Euro 283 million). This reflects the greater investment in manufacturing and installation capacity needed to keep pace with the growing demand for digitalization and electrification solutions, that are among the most important requirements of the energy transition.

Group R&D is responsible for the overall innovation strategy, aimed at making Prysmian a key player in the value chain supporting energy transition, digitalization and Sustainability. Globally, Prysmian Group R&D counts 26 Research & Development Centers. The R&D HQ, located near the Milan headquarters, coordinates the activities of local R&D centers, and adopts a medium/long-term approach to special projects dedicated to revolutionary innovations.

The R&D office, located close to Milan headquarters, coordinates the activities carried out in the local R&D centers and promotes innovative revolutionary projects, oriented towards a medium- and long-term perspective. It includes laboratories where it is possible in full autonomy to operate on to the development of new cables and technologies, thanks to an experimental prototype room to produce cables and compounds, a facility for electrical tests, equipped with the most advanced testing systems for EHV cables, and a chemical-physical laboratory equipped with cutting-edge instruments for in-depth analysis of cables and material properties. Local R&D centers participate actively in new product development, the Design to Cost (DTC) program and the rationalization of product families.

2022 was another record year for the Design to Cost, both in activities and results achieved. The final result (Euro 53.5 Mln) is the highest ever achieved, 10.5% higher than the previous year (2021: Euro 48.4 Mln). The DTC program helped reduce inefficiencies associated with cost variations (mainly due to material shortages and raw material price volatility), improving product competitiveness in several segments.

PRODUCT DESIGN & LIFECYCLE MANAGEMENT

Topic	SASB Code	Accounting Metric	2022	2021
Hazardous Waste Management	RT-EE-410.a.1.	Percentage of products by revenue that contain IEC 62474 declarable substances ¹	0%	0%

¹ The term "Products that contain IEC 62474 declarable substances" means the percentage of substances and substance groups present in the products.

In order to better manage the information and indicators regarding products that contain declarable substances, in line with several European regulations and standards, Prysmian is tracking the presence of hazardous substances in cables. Within the perimeter covered so far, that includes the whole European perimeter plus UK, China, and Australia, about 13% of cable items contain SVHC substances in a percentage above the level indicated by REACH Regulation. Duly plans are in place involving central and local levels of the Group, for their gradual phase out or substitution with alternative solutions after proper qualification. This number (13%) is significantly lower than those recorded in 2021 (20%) due to the R&D activity, aimed to significantly reduce the use of SVHC substances for cable production in PG factories.

Topic	SASB Code	Accounting Metric	2022	2021
Product Lifecycle Management	RT-EE-410.a.3.	Revenue (in million Euros) from renewable energy-related and energy efficiency related products ²	7,283	5,928

² Calculation methodology: annual revenues from "low-carbon enabling" products, has been calculated based on the sales of Prysmian Group's different business areas on 31 December 2022. All business areas, or those among them, that are classified as "low carbon enabling" have been identified by applying the taxonomy defined by the Climate Bond Initiative.

In 2022 the revenues attributable to products, using the Climate Bond Initiative taxonomy, that facilitate the energy transition and achievement of the COP 21 targets, as well as the digitalization of grids, are 45.3% of total Group revenues.

MATERIAL SOURCING

Topic	SASB Code	Accounting Metric
Hazardous Waste Management	RT-EE-440.a.1.	Description of the management of risks associated with the use of critical material

The Group's business model, with a global presence in over 50 countries and a high level of diversification of product applications, is based on a complex supply chain that requires a continuous interface with numerous suppliers of different sizes and cultural backgrounds. Therefore, managing a complex supply chain can lead the Group to source from suppliers that do not comply with the guidelines of the Group's Code of Business Conduct, with the risk of supporting suppliers that do not operate in line with international standards. Furthermore, the Group believes that it has a responsibility that goes beyond the perimeter of the organization and therefore managing the sustainability of its supply chain (upstream or downstream activities and clients) allows it to limit any reputational risks that may arise.

In addition to its commitment of assessing counterparties, the Group has guidelines and policies that suppliers are required to comply with (such as the Code of Ethics and the Code of Business Conduct). An immediate reaction is foreseen in case of behaviors that do not comply with the principles of environmental and social sustainability by third parties involved in the supply chain, which would expose the Group to potentially significant image and reputation risks. The Group may activate a resolution approach for existing business activities and the exclusion of Group suppliers. The assessment of risks related to the sustainability of third parties is a fundamental element of the entire supply chain management process that defines clear rules for:

- introduction of new suppliers;
- periodic assessment of the supply chain;
- monitoring and improvement of the supply chain management strategy.

With respect to critical materials that the Group sources specifically, Prysmian Group enforces a Conflict Minerals Policy, with the aim of guaranteeing a "Conflict-free" supply chain that doesn't contribute to the on-going armed clashes in conflict-affected and high-risk areas. This is possible throughout the following activities:

- identification of purchased materials/semi-finished products containing 3TG (tin, tungsten, tantalum, and gold);
- requesting all incumbent and new recurring suppliers of products containing said materials to provide the Conflict Minerals Reporting Template (CMRT), as per the latest version developed by the Responsible Minerals Initiative (RMI);
- analysis of information received for red-flags and inconsistencies and implementation of corrective actions.

In 2022, considering the 4 minerals covered by the Conflict Materials Policy, the Group purchased limited quantities of tin. Analysis of 40 suppliers of tin to the Group identified their original sources, comprising 41 different smelters. Out of these, 37 are determined to be Conformant with the Responsible Minerals Assurance Process (RMAP) developed by the RMI. The other 3 are currently participating in the RMAP and are being audited by an independent third-party auditor. For the last smelter an investigation with the RMI has been initiated to understand the reason for the changed smelter status, as it was considered conformant with RMI standards for the previous reporting year. Overall, the investigation did not identify any risk in this area.

In 2022 Group's activities have been supported by the Vendor Management portal, a modular web-based application adopted to increase efficiency in managing relationships with suppliers and eventually track ESG factors. The platform consists of 4 modules and aims to harmonize and enhance the performance of company processes:

- Supplier Management: unique repository for data collection, supplier qualification process that also includes the assessment of sustainability aspects;
- Contract: standard templates available on the platform, dynamic contract repository;
- Sourcing: integrated tool for tender analysis;
- Long Term Supplier Declarations (LTSD): correct tracking and management of goods' origin to comply with customs' requirements.

Furthermore, to manufacture certain safety cables and make them fire resistant, Prysmian purchases limited quantities of a few types of glass-based tape that contain small quantities of mica through both producers and distributors. The Mica mineral is not used directly in the Group's products and production processes. The extraction process for this mineral takes place in geographical areas where a variety of factors contribute to poor working conditions and the use of child labor (For Prysmian Group, Mica mines are tier 4/5). Prysmian has been tackling this issue since 2016, by requesting that all suppliers provide sufficient information about Mica mineral sources and related "Child-Labor Free" Certificates. From 2021, Prysmian Group is the first company in the cable sector to join the Responsible Mica Initiative (RMI), a non-profit coalition working to eliminate child labor and poor working conditions in mica supply chains. By joining the RMI, Prysmian Group is moving forward with its commitment to social responsibility and promoting ethical conduct by taking concrete action. Membership in RMI will help Prysmian be even more effective in increasing its control of its supply chain.

PRODUCT SAFETY

Topic	SASB Code	Accounting Metric	2022	2021
Product Safety	RT-EE-250.a.2.	Total amount of monetary losses because of legal proceedings associated with product safety	-	-

The Group has carried out an investigation together with the Regions' Legal Directors to identify any monetary losses, excluding legal fees or expenses, paid by the Group during 2022 because of provisional and/or final judgement/award arising from a judicial/arbitral litigation concerning product safety. No monetary losses were identified.

8. LEADERSHIP & GOVERNANCE DIMENSION

Prysmian Group seeks to uphold the highest standards of fair and ethical practice in every action taken across all areas in which operates. Prysmian Group is a public company with a broad shareholder base and, as such, it is fundamental to align the interests of the Group with those of all stakeholders. This special nature requires an ability to develop open and transparent dialogue with shareholders, employees, customers, and suppliers, with the institutions and with the communities in which we work. Prysmian Group has always invested in these values, striving to comply with the highest international standards of governance. For example, 75% of Board members are independent and 42% are women. Ethics and Integrity as corporate values are expressed using a series of instruments and policies disseminated throughout the entire organization, including: the Code of Ethics, the Anti-Corruption policy, privacy and data protection, and the Helpline programme.

This is supported by Group Compliance Policies (including an Anti-Bribery Policy and Antitrust Code of Conduct, among others) designed to ensure adherence from employees, suppliers, business partners, sales agents, sub-contractors, and distributors on the Prysmian way of doing business.

BUSINESS ETHICS

- ETHICS in BUSINESS ACTIVITIES;
- ETHICS in INTERNATIONAL RELATIONS;
- ETHICS in ENVIRONMENTAL and SOCIAL MATTERS.

Prysmian Group strives constantly to promote business integrity and transparency throughout the entire value chain. The complexity of business operations and the international scale of the Group mean that Prysmian is exposed to possible infringements of applicable laws and regulations, with possible repercussions for stakeholders, including employees, customers, contractors, and suppliers. In addition, these infringements might damage the reputation of the Company, adversely affect the socio-economic development of the communities in which it operates and restrict market competition. Partly to mitigate these risks, Prysmian Group has defined governance rules and implemented a system of internal controls that promote integrity and transparency among all commercial partners and stakeholders, as well as strict processes that must be followed. The actions and procedures comprising the system of internal controls are designed inter alia to provide credible, truthful information to the market about the activities of the Group, thus increasing current and future investor confidence in the business and encouraging them to adopt a long-term approach to their investments.

Internally, Prysmian Group has adopted a series of initiatives to define the ethical-social and behavioral responsibilities of its personnel: from the Code of Ethics to the Anti-corruption Policy, from the Antitrust Code of Conduct to the Helpline Policy, to name but a few. These documents establish how to conduct activities and work with colleagues, as well as pursue the ambitions of the Group.

Among these documents, the Code of Ethics¹ represents the Group's "Constitution", being the CHARTER OF RIGHTS AND MORAL DUTIES that defines the ETHICAL-SOCIAL RESPONSIBILITIES of each participant in the organization. The Code of Ethics (hereinafter "Code") establishes the principles of conduct that all must follow, consistent with the vision and mission of Prysmian. Acting as a veritable guide to daily behavior, the Code plays a strategic role for the Group as a tool for preventing irresponsible or illegal conduct by those who work in the name and on behalf of Prysmian. In fact, the Code covers all areas of compliance and applies to business partners that work with the Group and are required to read it.

¹ The Code of Ethics of Prysmian Group was updated and approved by the Board of Directors in 2019. It is made known to all stakeholders – external and internal – by publication on the corporate website www.prysmiangroup.com, in the Ethics and Integrity section, and on the "Prysmian People" intranet <https://www.prysmiangroup.com/sites/default/files/atoms/files/Code%20of%20Ethics.PDF>

The Code lives and evolves in parallel with the development of the business in a competitive context. It is always open to receive and accept requests for legality and propriety received from stakeholders.

The Code complies with international best practices and adopts the principles embodied in the UN Universal Declaration of Human Rights and the Fundamental Conventions of the International Labor Organization (ILO).

The Group has implemented a series of preventive actions relevant to the fight against corruption. The most important was the adoption of an Anti-Corruption Policy² that prohibits the corruption of both public officials and private individuals and requires Prysmian's employees to respect it and, if more restrictive, to observe and comply with all the anti-corruption laws in force in the countries where the Group operates.

With regard to anti-competitive behavior and in compliance with the priorities defined in the ERM process, the Group has adopted an Antitrust Code of Conduct³ that all directors, executives, and employees of the Group are expected to know and follow in the performance of their duties and in relations with third parties. In addition, more detailed documents were also adopted covering current antitrust regulations in the European Union, North America, China, and Australia.

Given the ambitions stated by Prysmian Group with a view to conducting business in an ethical and transparent manner, a series of actions have been implemented to guarantee respect for the pledges made.

In this context, every two years the Group holds specific on-line training dedicated to the Code of Ethics. This training session was completed by 96% of the employed population during 2022. In addition, a Due Diligence process has been implemented since 2018, enabling Prysmian to map the potential impact on human rights of Group activities. Applying this due diligence process, the assessment of all production locations that commenced in 2020 was completed during 2021. Following this assessment, 8 plants found to be at high risk of violating human rights were audited in 2022 to check if there was any substance to this analysis. The audit did not identify any human rights issues.

Specific actions by Prysmian to prevent corrupt practices within the Group include:

- on-site monitoring combined with an audit of sample transactions, as part of the annual plan of the Compliance function;
- in line with the objectives set in prior years, during 2022 Prysmian Group continued to monitor anti-corruption compliance, with the maintenance of ISO 37001:2016 "Anti-Bribery Management Systems" certification by Prysmian S.p.A. (obtained in 2021) and certification for the first time by Prysmian PowerLink S.r.l., the subsidiary dedicated to the Projects segment. Alongside these certifications, top management and each Regional CEO have signed Declarations of Conformity confirming their commitment to ensure: (i) understanding of the Group's compliance policies and (ii) completion of the training activities and initiatives. This commitment has also been extended to the first hierarchical reporting levels of the Regional CEOs;
- specific training has been delivered on compliance with the anti-corruption rules applicable to all Group personnel, with the direct involvement of top management;
- the "Third Party Program" was implemented during 2019. This Group policy is intended to prevent and manage the risk of corruption deriving from relations with agents, distributors and certain categories of supplier ("Third Parties"). In particular, before establishing business relations with any Third Party, the Policy establishes that due diligence must be carried out in relation to that party using a dedicated on-line platform. As a result of the above activity, a level of risk (high, medium, low) is assigned to each Third party that, consequently, is subjected to an approval procedure responsive to the identified risks. Additionally, the due diligence work must be repeated every 18, 24 or 36 months, depending on the level of risk identified and the type of Third Party concerned. Further, the Code of Ethics (which includes an anti-corruption clause) is accepted and signed by all contractors,

² The Anti-Corruption Policy of Prysmian Group was approved in 2019 and updated by the Board of Directors in 2021. It is made known to all stakeholders – external and internal – by publication on the corporate website www.prysmiangroup.com, in the Ethics and Integrity section, and on the "Prysmian People" intranet <https://www.prysmiangroup.com/sites/default/files/atoms/files/1-Anti-Corruption-Policy.pdf>

³ The Antitrust Code of Conduct of Prysmian Group was updated and approved by the Board of Directors in 2019. It is made known to all stakeholders – external and internal – by publication on the corporate website www.prysmiangroup.com, in the Ethics and Integrity section, and on the "Prysmian People" intranet https://www.prysmiangroup.com/sites/default/files/atoms/files/1.%20Antitrust%20Code%20of%20Conduct_%20Feb%202018.pdf

suppliers and agents and, following introduction of the new Third-Party Program Policy, all new Third Parties must also sign the anti-corruption certificate. With regard to Antitrust matters, the nature of Prysmian’s business means the competition is an inherent part of the activities of the Group’s commercial functions. For this reason, the Compliance function assists with the delivery of relevant training sessions. Employees in the commercial functions have received classroom, video conference and on-line training over the past 12 months, together with personnel from various other functions and organizational levels

- On the topic of Whistleblowing, Prysmian has adopted a specific Helpline Policy (Prysmian Group Helpline System | Prysmian Group) and, during 2022, Prysmian S.p.A. obtained ISO 37002:2021 “Whistleblowing Management Systems” certification, which confirms the soundness of the Group’s approach.

With regard to Export Control, the Compliance function supports the Group by implementing specific IT applications for this purpose. Commencing from 2020, the Compliance function periodically delivers training sessions to employees on this topic. In addition, given geopolitical changes and the application of severe international sanctions, commencing from 2018 Prysmian identifies those products with both civil and military (“dual use”) applications, checking all commercial and procurement transactions on a daily basis to avoid matches with the various economic sanctions lists (USA, EU, UN etc.).

In addition, commencing from 2020, the Company runs questionnaire campaigns regarding “Conflicts of interest”. See the section on “Conflicts of interest and key communications” in the Annual integrated report for further information.

Lastly, the Fraud Risk Management Policy was introduced in 2022 and communicated to all functions that might be affected significantly. The Compliance function is delivering worldwide training on this topic.

All compliance policies adopted by Prysmian Group (including, in addition to the above, the following policies: Global Compliance, Gifts & Entertainment, Donations, Sponsorship, Third-Party Programme, Conflicts of Interest and Export Control) are published on the corporate intranet and are available in all official languages of Prysmian Group, as they apply to every employee. The following policies are published on Prysmian Group’s corporate website in the Ethics and Integrity section: Code of Ethics, Human Rights, Helpline, Anti-corruption, and Antitrust Code of Conduct, as they also apply to various external stakeholders.

Topic	SASB Code	Accounting Metric	2022	2021
Business Ethics	RT-EE-130a.1.	Total amount of monetary losses as ses as of legal proceedings associated with bribery or corruption	-	-
	RT-EE-510.a.3	Total amount of monetary losses as a result of legal proceedings associated with anti-co anti-competitive behavior regulations ¹	-	112 million
	IF-EN-510.a.2	Total amount of monetary losses as a result of legal proceedings associated with charges of bribery or corruptio	-	-
		Total amount of monetary losses as a result of legal proceedings associated with charges of anti-competitive practices ¹	-	112 million

¹For more details with respect to the amount of monetary losses as a result of legal proceedings associated with charges of anti-competitive practices during 2021, please refer to 2021 SASB Report.

Anti-corruption

There were no cases of corruption within Prysmian Group during the three-year period 2020-2022. Prysmian Group has implemented a series of actions aimed at managing corruption issues on a preventive basis; the first of these is the adoption of an Anti-Corruption Policy that prohibits the corruption of both public officials and private individuals and requires Prysmian's employees to abide by it and to observe and comply with all anti-corruption legislation in force in the countries in where they are employed or active, if these are more restrictive. It is confirmed that the Anticorruption policy of Prysmian Group strictly forbids making any political contributions. In fact, the expenditure on political contributions during FY22 was exactly € 0.

Anti-trust

Competition law on restrictive practices and the abuse of dominant positions now plays a central role in governing the activities of firms operating in all sectors of economic life. Prysmian's strong international presence in more than 50 countries subjects the Group to the competition law in force in all countries in which we operate globally.

Prysmian, potentially exposed to the risk of being involved in conduct that could be considered anticompetitive and result in extremely high economic sanctions, with negative repercussions on the reputation and credibility of the Group's governance system, operates on the market in compliance with competition law.

Consistent with the priorities defined in the ERM process, the Board of Directors has adopted an Antitrust Code of Conduct that all directors, executives, and employees of the Group are expected to know and comply with in the performance of their duties and in relations with third parties.

In addition, more detailed documents were also adopted covering the antitrust regulations in force within the European Union, North America, China, and Australia. In 2017, Prysmian introduced an antitrust training programme - Integrity First (IF Training) - designed to increase awareness among those who work in the name and on behalf of the Group, so that during their activities they comply with the rules safeguarding competition.

The Antitrust Code of Conduct, which is an integral part of this training programme, seeks to describe the issues relating to the application of the competition policy with regard to cartels and the abuse of dominant positions.

With regard to the Antitrust investigations in progress and the disputes promoted by third parties against Group companies consequent to and/or connected with decisions adopted by the competent authorities, details of which are outlined in the note on Provisions for risks and expenses in the Explanatory Notes to the Consolidated Financial Statements, it should be noted that the Group has recorded a provision for risks and expenses of about Euro 179 million on 31 December 2022.

Although the outcome of the outstanding investigations and related disputes is uncertain, this provision is deemed to represent the best estimate of liabilities based on the information available at the time of preparing this document.

ANNEX

SASB DIMENSION REPORTED IN THE REPORT

Environment	This dimension includes environmental impacts, either using nonrenewable, natural resources as inputs to the factors of production or through harmful release into the environment that may result in impacts to the company's financial condition or operating performance.
Human Capital	This dimension addresses the management of a company's human resources (employees and individual contractors) as key assets to delivering long-term value. It includes issues that affect the productivity of employees, management of labor relations, and management of the health and safety of employees and the ability to create a safety culture.
Business Model and Innovation	This dimension addresses the integration of environmental, human, and social issues in a company's value-creation process, including resource recovery and other innovations in the production process; as well as in product innovation, including efficiency and responsibility in the design, use phase, and disposal of products.
Leadership and Governance	This dimension involves the management of issues that are inherent to the business model or common practice in the industry and that are in potential conflict with the interest of broader stakeholder groups, and therefore create a potential liability or a limitation or removal of a license to operate. This includes regulatory compliance, risk management, safety management, supply-chain and materials sourcing, conflicts of interest, anticompetitive behavior, and corruption and bribery.

SASB DISCLOSURE INDEX

The SASB's sector Standard "Resource Transformation – Electrical & Electronic Equipment" (SASB code RT-EE) is the primary SASB standard relevant for Prysmian according to SICs® Look-up Tool¹. In addition, three accounting metrics of the SASB's sector Standard "Infrastructure – Engineering & Construction Services" (SASB code IF-EN), considered relevant for the Group to be reported, have been identified. All other accounting metrics part of the "Infrastructure – Engineering & Construction Services" sector is omitted due to lack of applicability or relevance. The tables below contain the list of accounting metrics reported in the Report.

TABLE 1. "RESOURCE TRANSFORMATION – ELECTRICAL & ELECTRONIC EQUIPMENT" SUSTAINABILITY TOPICS & ACCOUNTING METRICS²

Topic	SASB Code	Accounting Metric	Chapter and page	Comments
Energy management	RT-EE-1-30a.1.	<ul style="list-style-type: none"> Total energy consumed, percentage grid electricity, percentage renewable 	Environmental dimension, page 9	
Hazardous waste management	RT-EE-50a.1.	Amount of hazardous waste generated; percentage recycled	Environmental dimension, page 11	
Hazardous waste management	RT-EE-1-50a.2.	Number and aggregate quantity of reportable spills, quantity recovered	Environmental dimension, page 11	

¹The tool (<https://www.sasb.org/find-your-industry/>) allows to determine the primary industry for companies listed around the world, enabling investors and corporations to determine which SASB sustainability accounting standard is applicable to that company.

²Reference: SASB Materiality Map.

Topic	SASB Code	Accounting Metric	Chapter and page	Comments
Product safety	RT-EE-250a.1.	Number of recalls issued; total units recalled	ND ³	Not applicable to Prysmian Business
Product safety	RT-EE-250a.2.	Total amount of monetary losses as a result of legal proceedings associated with product safety	Business Model & Innovation Dimension, page 16	
Product lifecycle management	RT-EE-410a.1.	RT-EE-410a.1. Percentage of products by revenue that contain IEC 624 74 declarable substances	Business Model & Innovation Dimension, page 14	
Product lifecycle management	RT-EE-410a.2.	Percentage of eligible products, by revenue, that meet ENERGY STAR® criteria	ND ³	Not applicable to Prysmian Business
Product lifecycle management	RT-EE-410a.3.	Revenue from renewable energy-related and energy efficiency related products	Business Model & Innovation Dimension, page 15	
Materials sourcing	RT-EE-440a.1.	Description of the management of risks associated with the use of critical materials	Business Model & Innovation Dimension, page 15	
Business ethics	RT-EE-510a.1.	Description of policies and practices for prevention of: 1. corruption and bribery and 2. anti-competitive behavior	Leadership & Governance dimension, page 19	
Business ethics	RT-EE-510a.2.	Total amount of monetary losses as a result of legal proceedings associated with bribery or corruption	Leadership & Governance dimension, page 19	
Business ethics	RT-EE-510a.3.	Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations	Leadership & Governance dimension, page 19	

TABLE 2. "RESOURCE TRANSFORMATION – ELECTRICAL & ELECTRONIC EQUIPMENT" ACTIVITY METRICS

Topic	SASB Code	Accounting Metric	Chapter and page	Comments
	RT-EE-000.A	Number of units produced by product category	Prysmian Group in the world, page 2-3	Covered with the revenues by business area as more relevant metric for Prysmian business
	RT-EE-000.B	Number of employees	Prysmian Group in the world, page 2	

³ND = not disclosed.

TABLE 3. "INFRASTRUCTURE – ENGINEERING & CONSTRUCTION SERVICES" SUSTAINABILITY TOPICS & ACCOUNTING METRICS DISCLOSED IN THE REPORT AS RELEVANT FOR THE GROUP

Topic	SASB Code	Accounting Metric	Chapter and page	Comments
Business ethics	IF-EN-510a.2.	Total amount of monetary losses as a result of legal proceedings associated with charges of: bribery or corruption and anti-competitive practices	Leadership & Governance dimension, page 19	
Business ethics	IF-EN-510a.3.	Description of policies and practices for prevention of: 1. bribery and corruption, and 2. anti-competitive behavior in the project bidding processes	Leadership & Governance dimension, page 19	
Workforce health and safety	IF-EN-320a.1.	<ol style="list-style-type: none"> 1. Total recordable incident rate (TRIR) and 2. fatality rate for: <ul style="list-style-type: none"> • direct employees and • contract employees 	Human Capital dimension, page 19	

INDEPENDENT AUDITOR'S REPORT



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Independent auditors' report on the "SASB Report 2022"

To the Board of Directors of
Prysmian S.p.A.

We have been appointed to perform a limited assurance engagement on the "SASB Report 2022" of Prysmian Group (hereinafter also "the Group") for the year ended on 31st December 2022 (hereinafter "SASB Report").

Responsibilities of Directors for the SASB Report

The Directors of Prysmian S.p.A. are responsible for the preparation of the SASB Report in accordance with the "Engineering & Construction Services Sustainability Accounting Standards 2018" and with the "Electrical & Electronic Equipment Sustainability Accounting Standards 2018" defined by SASB - Sustainability Accounting Standards Board (hereinafter "SASB Standards"), as described in the paragraph "Methodological Note" of the SASB Report.

The Directors are also responsible for that part of internal control that they consider necessary in order to allow the preparation of a SASB Report that is free from material misstatements caused by fraud or not intentional behaviors or events.

Auditors' independence and quality control

We are independent in accordance with the ethics and independence principles of the *International Code of Ethics for Professional Accountants (including International Independence Standards) (IESBA Code)* issued by *International Ethics Standards Board for Accountants*, based on fundamental principles of integrity, objectivity, professional competence and diligence, confidentiality and professional behavior. Our audit firm applies the International Standard on Quality Control 1 (ISQC Italia 1) and, as a result, maintains a quality control system that includes documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable laws and regulations.

Auditors' responsibility

It is our responsibility to express, on the basis of the procedures performed, a conclusion about the compliance of the SASB Report with the requirements of the SASB Standards. Our work has been performed in accordance with the principle "International Standard on Assurance Engagements ISAE 3000 (Revised) - Assurance Engagements Other than Audits or Reviews of Historical Financial Information" (hereinafter "ISAE 3000 Revised"), issued by the International Auditing and Assurance Standards Board (IAASB) for limited assurance engagements. This principle requires the planning and execution of work in order to obtain a limited assurance that the SASB Report is free from material misstatements.

Therefore, the extent of work performed in our examination was lower than that required for a full examination according to the ISAE 3000 Revised ("reasonable assurance engagement") and, hence, it does not provide assurance that we have become aware of all significant matters and events that would be identified during a reasonable assurance engagement.

EY S.p.A.
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The procedures performed on the SASB Report were based on our professional judgment and included inquiries, primarily with company's personnel responsible for the preparation of the information included in the SASB Report, documents analysis, recalculations and other procedures in order to obtain evidences considered appropriate.

In particular, we have performed the following procedures:

1. analysis of the identification process of the applicable SASB Standards' Topics and Accounting Metrics performed by the Prysmian Group;
2. analysis and evaluation of the criteria for identifying the consolidation area, in order to evaluate its compliance with the provisions of the SASB Standards;
3. comparison of the economic and financial data and information included in the SASB Report with those included in the Prysmian Group's consolidated financial statements;
4. understanding of the processes that lead to the generation, detection and management of significant qualitative and quantitative information included in the SASB Report. In particular, we have conducted interviews and discussions with the management of Prysmian S.p.A. and we have performed limited documentary evidence procedures, in order to collect information about the processes and procedures that support the collection, aggregation, processing and transmission of non-financial data and information to the management responsible for the preparation of the SASB Report.

Furthermore, for significant information, considering the Group activities and characteristics, at group level:

- o with reference to the qualitative information included in the SASB Report, we carried out inquiries and acquired supporting documentation to verify its consistency with the available evidence;
- o with reference to quantitative information, we have performed both analytical procedures and limited assurance procedures to ascertain on a sample basis the correct aggregation of data.

Conclusion

Based on the procedures performed, nothing has come to our attention that causes us to believe that the SASB Report of the Prysmian Group for the year ended on 31st December 2022 has not been prepared, in all material aspects, in accordance with the requirements of the SASB Standards, as described in the paragraph "Methodological Note" of the SASB Report.

Milan, 17 March 2023

EY S.p.A.

Massimo Meloni
(Auditor)

