



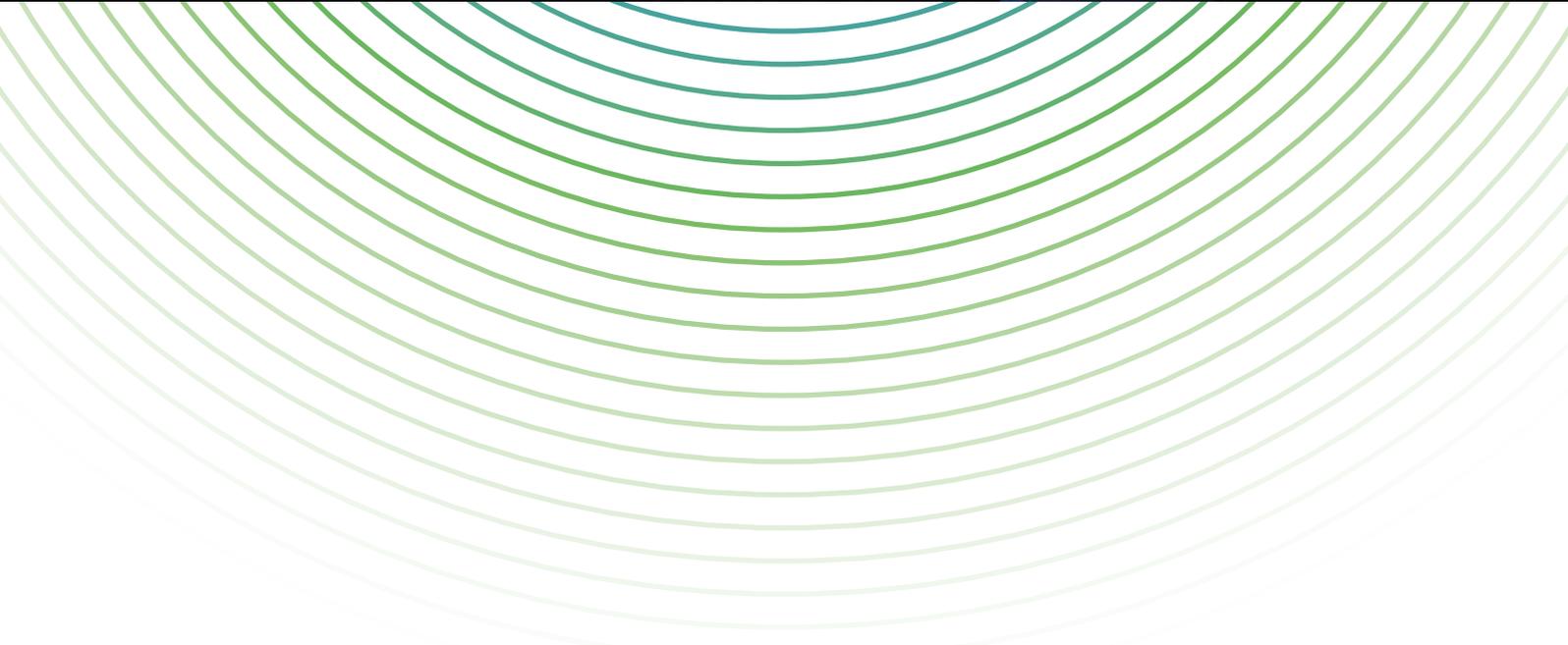
# PASSION INNOVATION TEAM PLAY

SUSTAINABILITY HIGHLIGHTS  
2024



PASSION  
INNOVATION  
TEAM PLAY

SUSTAINABILITY HIGHLIGHTS  
2024





## INDEX

- 08 Climate
- 14 Biodiversity
- 18 Circular economy
- 22 Our people
- 26 The value chain
- 30 Local communities





## Dear readers,

In the current context, as the sectoral leader, we are fully aware of the increasing impact of our decisions and actions. Our commitment to sustainable development is more central than ever: sustainability guides our approach to business management while also representing a shared responsibility to future generations. We are determined to lead the change towards a greener and more prosperous future for all.

For us, sustainability and innovation are closely linked. Innovation will drive the energy transition, energy security, digitalization and sustainability. And not only that, it will inspire our growth, as sustainable solutions are central to our new strategic plan. We aim to achieve 55% of our revenues from sustainable solutions by 2028.

We are accelerating our climate strategy, which has led us to anticipate the Net Zero emissions goal, and also set a new biodiversity goal: to achieve a Net Gain approach across all of our priority areas of operation. Two milestones that will inspire us to be ambitious and challenge ourselves to do more, while boosting resilience and also making a positive impact for our customers, society and the planet.

As far as the climate is concerned, 2024 was an extraordinary year: we decreased our Scope 1 and 2 greenhouse gas emissions by 37% from the 2019 baseline, a major achievement. We also achieved considerable results in the area of Scope 3 emissions, the most significant for Prysmian, which decreased by 54% compared to the same baseline.

On biodiversity, we have taken a holistic approach to managing the installation phase of our solutions. As part of

the Neu Connect project, one example is the promotion of safeguarding protected species nesting sites: a synergistic collaboration between the national power grid and biodiversity monitoring in marine environments. Prysmian has also made great strides for the local communities in which it operates, ensuring that millions of households have access to renewable energy and fast connectivity.

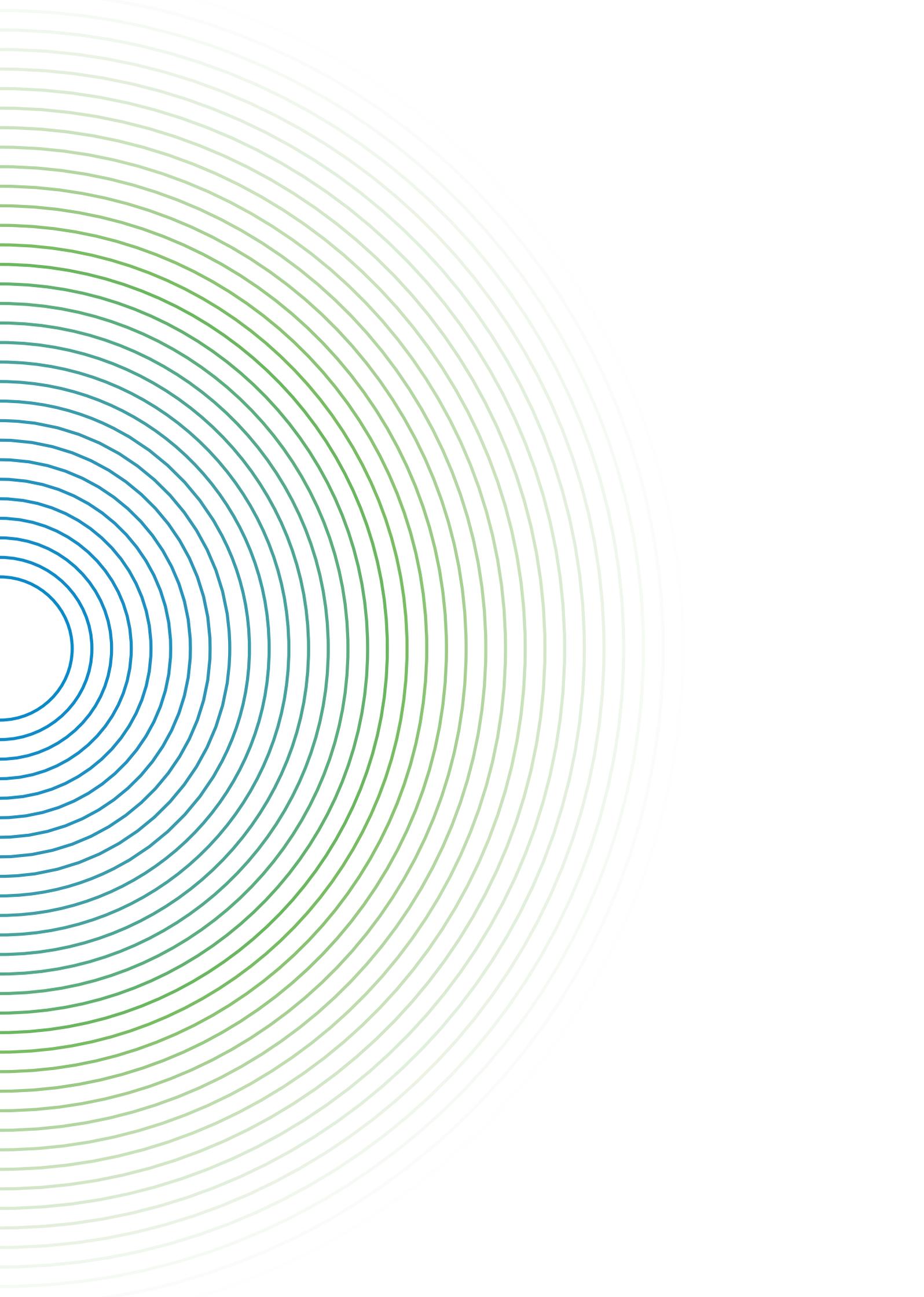
We are aware of how challenging our goals are. We define ourselves as a company that offers solutions, because we are always looking to the future, to anticipate the emergence of any critical issues. Spreading our culture and promoting sustainable growth is more important than ever, and we intend to do so by demonstrating that we have solid values and an effective strategy.

The path to a sustainable future has been set, and we do not intend to stop now. Our ambition is to make efforts every day to strengthen our connection with people, communities and the environment in which we operate, and always leave a positive impact. For us, the energy transition means just that: building a deeper connection to the time and spaces that define our lives.

We encourage our stakeholders to embark on this journey together and partner with us to improve everyone's lives.

**Maria Cristina Bifulco**

Chief Investor Relations, Sustainability and Communication Officer



# PASSION INNOVATION TEAM PLAY

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Prysmian is an organization made up of people, united by a desire to connect the world and lead the energy transition and the digital transformation.

Passion, innovation and team play are what unites Prysmian every day with all of its stakeholders, working towards sustainable growth.

The passion of responsible commitment, innovation as the mantra guiding every choice and team play as a model for thought, action and behavior.



# Climate

Our commitment to climate is achieved through a structured and ambitious strategy: **the Prysmian Climate Ambition.**

We have set clear and measurable goals, based on science and in line with the Paris Agreement along the 1.5°C trajectory, with the aim of reducing greenhouse gas emissions throughout our value chain. Through the Science-Based Targets initiative (SBTi), we ensure that **our pathway is credible and aligned with global best practices.**

We use all available decarbonization levers to reduce GHG emissions in manufacturing and installation activities, directly intervening in the design and development of our products and solutions to facilitate decarbonization along the value chain.

## 2024 RESULTS

**-37%**

**SCOPE 1 AND 2 GHG EMISSIONS MARKET BASED VS BASELINE 2019**

**-54%**

**SCOPE 3 GHG EMISSIONS VS BASELINE 2019<sup>1</sup>**

1. The value has been updated from what was published in the 2024 Integrated Annual Report following SBTi validation, received after the Report's publication, which includes: the restatement of the 2019 baseline with Encore Wire and the update of the emission factors of the power grids.



A2

A1

## 2024 actions at a glance

### Reduction of energy consumption at Prysmian sites

During 2024, we adopted a set of initiatives aimed at improving the efficiency of our production sites, including process optimization and the adoption of more efficient technologies, and as a result achieved a **3% reduction in energy consumption** from the previous year.

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### Photovoltaic systems at Prysmian sites

In addition to the 5 plants already developed in 2023 (Kistelek in Hungary, Arco Felice in Italy, Vilanova in Spain, Neustadt in Germany, and Morelena in Portugal), **3 new photovoltaic plants were activated** in 2024. Along with many other initiatives carried out by Prysmian, this represents part of our contribution to the transition to cleaner, more sustainable energy and a low-emissions future.

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### Innovation in electrical cables

We are accelerating the development of the electricity grid with global initiatives to expand its capacity, improve its reliability and ultimately reduce greenhouse gas emissions. We have implemented recycled polyethylene in cable sheathing worldwide and introduced green aluminum-based overhead conductors, achieving a **carbon footprint reduction of up to 70%**.

In addition, we promote Prysmian's E3X technology, which improves cable reliability and supports growing energy demand through advanced coating solutions that optimize power transmission and reduce energy losses.

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### Innovation in electrical infrastructure

Among our activities, we globally launched **PrySolar**, the innovative cable for solar panels, and **Pry-ID**, the solution for digitizing electrical infrastructure. With these technologies, we meet the growing demand for electrification and support the transition to renewable energy, helping to build a more sustainable and efficient future.

## PPA planning for power generation

We have chosen off-site **power purchase agreements (PPAs)** as one of the strategic levers to accelerate our decarbonization by significantly increasing the use of renewable energy in plants directly from renewable technology facilities, such as solar PV and wind power. Overall, the renewable electricity that will be delivered with the start of supply through off-site PPAs signed in 2024 is 46.3 GWh per year for Europe and 63.9 GWh per year for Latin America, reinforcing our commitment to a more sustainable energy future.

## Measures to reduce direct emissions associated with SF6 gas emissions

In 2024, we consolidated our achievements in reducing SF6 emissions, confirming the success of the strategies initiated in previous years. Sites still affected by gas use now account for less than 6% of the total perimeter, reflecting a transition that is now structural. The drastic reduction from the 2019 baseline was made possible by R&D efforts, which introduced new dry technology that would allow HV tests to be performed without using inert gases, and the introduction of alternative gases with **99 times less environmental impact**.

## The road ahead

We will accelerate the achievement of the Net Zero goal to 2035 across the entire value chain by setting solid medium- and long-term targets:

- » By 2030, we will reduce **Scope 1 and 2 emissions** by 60%, a step up from -37% in 2024, with the ultimate goal of a 90% reduction by 2035 from the 2019 baseline.
- » Through innovative sustainable solutions and increasing use of low-impact materials, we will decrease our **Scope 3 emissions** by 65% by 2030, compared to the 2019 baseline. By 2024, we had already cut emissions by 54% compared to 2019, demonstrating our concrete commitment to combating climate change. Again, the ultimate target will be a 90% reduction by 2035.

**-60%**

**SCOPE 1 AND 2 GHG EMISSIONS MARKET BASED VS BASELINE 2019 BY 2030**

**-65%**

**SCOPE 3 GHG EMISSIONS VS BASELINE 2019 BY 2030**

**Net Zero**

**ALONG THE ENTIRE VALUE CHAIN BY 2035**

2. Achieving the Net Zero target by 2035 is subject to exogenous factors such as, for example, the decarbonization of the power grids on which we install our products and solutions.



# 02

## Biodiversity

Biodiversity represents a key resource for the well-being of our planet and the survival of all species, including humans.

In a world where pressures on ecosystems and natural resources are constantly increasing, safeguarding biodiversity becomes a priority goal for companies of all sizes, including those active in the industrial sector, such as Prysmian, and an **opportunity to make our processes more resilient and efficient.**

### 2024 RESULTS

## WWF Biodiversity Risk Filter

PERFORMED PRELIMINARY ANALYSIS OF FACTORS RELATED TO BIODIVERSITY IN OUR PLANTS AND INSTALLATION ACTIVITIES

# 18%

PRYSMIAN SITES POTENTIALLY EXPOSED TO BIODIVERSITY-RELATED FACTORS



## 2024 actions at a glance

### Integration of biodiversity risks in the ERM system

We thoroughly analyzed the resilience of our strategy and business model with respect to environmental risks, including biodiversity. By integrating this assessment into our **Enterprise Risk Management (ERM) system**, we ensure consistency with short-, medium- and long-term strategies.

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### Assessment according to WWF Biodiversity Risk Filter

We conducted a preliminary analysis of biodiversity-related risks in our facilities and installation activities, using WWF Biodiversity Risk Filter. This tool allowed us to assess key factors such as protected areas and essential ecosystems. The analysis involved all the Group's production facilities, some close to sensitive areas. **The results show that 18% of our sites could potentially** be in biodiversity-sensitive areas.

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### Biodiversity management in marine and terrestrial installation projects

The installation of land and sea cables can impact biodiversity, especially with operations such as dredging and trenching. Therefore, **we take a holistic approach**: avoid, reduce, restore and compensate. Our HSEE policy, updated in 2024, regulates all activities, ensuring a concrete commitment to a more sustainable future.

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### New practices for the protection of marine ecosystems

We adopt best practices to protect offshore cables and marine ecosystems. **We have begun to use natural or artificial stone** to promote the growth of epibenthic species, and we use bioactive concrete to strengthen erosion protection. Thus, our infrastructure can become marine habitats, offering a more sustainable and effective solution than the traditional concrete.

## The road ahead

Net Gain by 2035: we generate a positive impact on ecosystems and biodiversity.

We aim for Net Gain in biodiversity by 2035, by adopting strategies and practices aimed at improving biodiversity overall in all priority areas, not only compensating and repairing any biodiversity losses, but also creating a net benefit to the ecosystem.

This approach will be reinforced by our active involvement in local communities, through initiatives such as those planned in the **Eastern Green Link projects in the United Kingdom** - which will link England to Scotland - that include: a plan for marine mammals and invasive alien species, adoption of a design that minimizes and prevents negative environmental impacts, and compensation for any alteration of the initial state through actions that improve biodiversity.

## Net Gain in 2035

**ADOPTION OF TARGETED STRATEGIES AND PRACTICES TO IMPROVE BIODIVERSITY OVERALL IN ALL PRIORITY AREAS**

Not only by compensating and repairing any biodiversity losses, but also by creating a net benefit to the ecosystem.

## TNFD guidelines adoption from 2025

**REPORTING ON PRYSMIAN'S PROGRESS ON BIODIVERSITY IN LINE WITH THE "TASKFORCE ON NATURE-RELATED FINANCIAL DISCLOSURES"**

# 03

## Circular economy

As we strive to achieve a more sustainable future, we embrace the principles of circular economy, transforming the way we use resources and reduce waste.

This means rethinking the entire product life cycle, from the use of recycled materials to designing more sustainable solutions and to responsible waste management. **We are constantly investing in innovation** to develop cables and components with reduced environmental impact, prioritizing recyclable raw materials and more efficient production processes, reducing the consumption of virgin resources, enhancing industrial waste recycling, and collaborating with suppliers and customers. For us, the circular economy is a driver of innovation and a key pillar of our sustainability strategy.

### 2024 RESULTS

**43.1%**

**REVENUES FROM SUSTAINABLE SOLUTIONS<sup>3</sup>**

**16.2%**

**RECYCLED CONTENT ON PE JACKETS AND COPPER**

3. By sustainable solutions we mean those with low environmental impact according to our definition, such as the E-Path range and the E3X technology.



## 2024 actions at a glance

### Internal programs for designing and marketing products from a circular economy perspective

In 2022, we launched the **Design for Sustainability (D4S) program**, aiming to revolutionize our approach to innovation in research and development. Each new product we develop is designed not only to meet the needs of the market, but also to comply with the sustainability principles, thanks to the E-Path criteria that guide the entire process, using recycled polyethylene and copper, and expanding the use of P-Laser technology for medium- and high-voltage cables. In 2023, we also created the **Sustainability for Business (S4B) program**, with the mission of facilitating the marketing of our sustainable products.

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### Design-to-cost program to reduce product weight and size

The **Design-to-cost program** aims to reduce costs by optimizing the design of products, decreasing their size and weight. This approach is based on research and development, with a strong focus on the selection and use of materials that perform well for this purpose.

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### Analysis of the environmental performance of products

The product environmental performance analysis project has advanced rapidly in 2024 and is a key step in our sustainability efforts. We use tools such as the **Environmental Product Declaration (EPD)**, which analyzes the entire product life cycle, and the Carbon Footprint (CFP), which measures the impact in terms of greenhouse gas emissions. We have started the project in pilot countries such as France, Italy, Spain and the Nordics, where demand is already high.

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### Reuse of reels

As new laws on deforestation come into effect, especially in the European Union, we are strengthening our procurement processes for wood reels and packaging, favoring reused materials with low environmental impact and tracking their life cycle. To reduce the use of virgin materials and minimize waste, by 2024 **we reused 53% of cable reels**, of which nearly 75% were made of wood and the rest of metal, plastic and other materials.

## The road ahead

One of the main levers of Prysmian's sustainability strategy is the circular economy.

Our goal is to increase the use of recycled materials and biomaterials. We promote sustainability through innovation, optimizing processes and materials to concretely and measurably reduce our environmental impact. By 2028, revenues from sustainable solutions will be more than 55% of total revenues.

**55%**

**REVENUES FROM  
SUSTAINABLE  
SOLUTIONS BY 2028**

**14.5% -15.7%**

**RECYCLED CONTENT  
ON PE JACKETS AND  
COPPER BY 2025**

# 04

## Our people

At Prysmian we place people at the center of our strategy, promoting an inclusive, safe and growth-oriented work environment.

Through global and local initiatives, **the Group invests in welfare, training, human rights protection and digital transformation.** Business success comes from developing the people who are part of the organization, enhancing their talents, diversity and potential.

### 2024 RESULTS

**46%**

EMPLOYEE  
SHAREHOLDERS  
OF PRYSMIAN

**47.5%**

WOMEN DESK  
WORKERS HIRED

**19.2%**

WOMEN EXECUTIVES



## 2024 actions at a glance

### Promotion of diversity and inclusion

In 2024, we continued to strengthen global and local Diversity, Equity, and Inclusion (DE&I) campaigns to raise employee and stakeholder awareness. We offer courses on inclusive leadership and unconscious bias, with mandatory training in some regions. In addition, new **Employee Resource Groups (ERGs)** have been created on issues such as gender equality and LGBTQ+, and we are **founding members of the “PARI” Association** against gender-based violence.

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### Employees' well-being

In 2024, Prysmian consolidated its commitment to employee wellness with global initiatives dedicated to mental health and physical well-being, such as webinars, sports activities, and prevention programs. The **Well-being Index**, based on positive psychology, was launched to measure and improve individual and team well-being. These actions reinforce a corporate culture that puts people at the center in concrete and sustainable ways.

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### Human rights due diligence

In 2024, Prysmian strengthened its commitment to human rights protection by completing, through the Human Rights Due Diligence process, the assessment of 100% of its production sites initiated in 2023. As a result of this analysis, **audits were conducted in 9 plants** identified as high-risk, to verify the actual presence of critical issues and ensure full compliance with fundamental rights throughout the Group's operations.

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### Training and development

In 2024, training was a strategic lever for the growth of people and the entire Group. Educational offerings are structured through the School of Management, the Professional School and the Digital School that cover a global scope, and the Local Schools that meet the specific educational needs of individual regions. Through this commitment, the Group has promoted the development of technical, managerial and digital skills from a global perspective, including consolidating the **Global Sustainability Academy** to spread the culture of sustainability at all levels of the company.

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### Digital inclusion

In 2024, Prysmian gave a strong stimulus to the digital transformation of the Transmission Business Unit with the **Road to 2030 program**, aimed at optimizing processes and tools through the adoption of advanced technologies such as AI and Business Information Modelling (BIM) methodology. With more than 200 people involved, 50 initiatives mapped and a Euro 15 million investment, the program aims to simplify work, reduce inefficiencies and enhance digitalization.

## The road ahead

We create value through a culture of participation and sharing, based on the principles of diversity, equity and inclusion. We set an ambitious goal of engaging at least half of our global workforce as shareholders in the company by 2028, making them active participants in our journey toward a more sustainable future.

We also actively promote gender balance, striving to increase the presence of women in both new hires and leadership roles, because we believe that gender diversity is a strategic lever for innovation, growth, and a more equitable and inclusive corporate culture.

**>50%**

**EMPLOYEE  
SHAREHOLDERS OF  
PRYSMIAN BY 2028**

**46% - 48%**

**WOMEN DESK WORKERS  
HIRED AS AT 2025**

**20% - 23%**

**WOMEN EXECUTIVES  
AT 2025**

# 05

## The value chain

We evaluate our value chain in a structured and continuous way, recognizing it as a strategic lever to promote sustainability, transparency and resilience.

Through due diligence activities, engagement programs and collaboration with suppliers, **the Group aims to integrate ESG criteria at all stages of the procurement cycle**, helping to prevent risks and promote ethical, transparent and resilient practices throughout the supply chain.

### 2024 RESULTS

# 44

AUDITS OF SUSTAINABILITY IN THE SUPPLY CHAIN PERFORMED SINCE 2017

# 500

SUPPLIERS EXAMINED THROUGH DESK & RISK ANALYSIS



Prysmian  
Group

## 2024 actions at a glance

### Supply chain due diligence

We conduct due diligence on the group compliance with sustainability requirements, including human rights, through **Desk & Risk analysis of our suppliers** to identify ESG risks. Suppliers with unsatisfactory scores undergo sustainability audits that assess human rights and worker welfare, followed by improvement plans and corrective actions to ensure ethical practices throughout the supply chain.

In 2024, there were 500 providers screened through the Desk & Risk Analysis. Since the initiative was launched in 2017, 44 suppliers have been audited. The audits are carried out by an independent body accredited as a third party. The audit checklist was based on the Responsible Business Alliance (RBA), the world's largest industry coalition dedicated to responsible business conduct in global supply chains.

### Participation in Copper Mark Initiative

Prysmian in 2024 joined the Copper Mark Initiative, a common framework aimed at promoting best practices across the copper value chain, linking different organizations of miners, producers and consumers. In addition to the environmental dimension, the **Copper Mark initiative** particularly promotes the exchange of knowledge and know-how in the social sphere and in particular the protection of workers' rights, welfare and occupational health and safety, critical aspects of the mining industry.

### Supplier Engagement Program

In 2024, Prysmian initiated a **revamp of the Vendor Management portal** with the aim of improving vendor evaluation processes to increase the focus on risk management in multiple dimensions, including ESG performance. The suppliers involved are selected based on their strategic relevance and criticality of supply, and the program aims to motivate them to continuously improve sustainable practices.

### Stakeholder Engagement

In 2024, Prysmian strengthened stakeholder engagement and training for suppliers, focusing on strategic and complex suppliers. Through initiatives such as the Supplier Conference, the Company shares developments and innovations, helping suppliers adapt quickly to new technical requirements. Prysmian engages key suppliers in workshops and collaborations to develop more sustainable products, many of which, for base metals, are members of initiatives such as Copper Mark and Aluminum Stewardship Initiative. Preference in supplier selection is given to those who are members of such initiatives and meet their ESG requirements.

## The road ahead

Prysmian operates in a highly competitive and dynamic environment. To maintain and strengthen its market position, it is critical for the company to consider the entire ecosystem of its value chain.

This approach not only promotes more efficient resource management, but also ensures better alignment between the different stages of the production and distribution process, contributing to greater sustainability and innovation, and creating shared value for all parties involved.

**50**

**SUSTAINABILITY AUDITS  
IN THE SUPPLY CHAIN TO  
BE CARRIED OUT FROM  
2017 TO 2025**

**500**

**SUPPLIERS EXAMINED  
THROUGH DESK & RISK  
ANALYSIS IN 2025**

# 06

## Local communities

A key element of Prysmian’s sustainability strategy is a strong commitment to local communities, which are one of the key stakeholders for the company.

By actively contributing to the socioeconomic development of the areas in which it operates, **we aim to promote a positive and lasting impact** for people and the surrounding environment. Our activities affect different types of communities, from local terrestrial to marine to industrial communities.

### 2024 RESULTS

**78.4 mln**

HOUSEHOLDS ENABLED TO ACCESS GREEN ELECTRICITY SINCE 2022

**17.1 mln**

HOUSEHOLDS TO WHICH FAST DIGITAL ACCESS HAS BEEN ENABLED SINCE 2022



## 2024 actions at a glance

### Green energy and fast digital access in local communities

In 2024, we committed **to improving access to renewable energy and digital connectivity in local communities**. We have developed wind and solar power solutions, expanded the grid with HVDC technologies, and collaborated with governments to promote inclusion.

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### Project activities for local communities

In 2024, Prysmian continued to promote social and economic development in local communities by integrating people management into its project strategy. **The Group hires local professionals and consultants to support local economies** and contribute to the achievement of the UN Sustainability Development Goals, such as gender equality, decent work, and reducing inequality. Activities carried out on local communities are managed and monitored through stakeholder engagement, due diligence to identify and manage risks and impacts, and specific evaluation methodologies to analyze the effects of actions taken and ensure their effectiveness in relation to community development goals.

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### Partnership for training young students

In 2024, Prysmian continued to cooperate with local universities and technical colleges to train young students in the areas where it operates. Activities include seminars, factory visits and specific programs such as those with the Universities of Caserta and Bari, where engineering and chemistry students receive technical training. In addition, the **Women in STEM program** supports young women interested in careers in science, technology, engineering and mathematics, promoting inclusiveness and safety in the field.

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### Donations to local communities

In 2024, we continued to support disadvantaged communities and regions affected by natural disasters. **We have donated about Euro 1.3 million**, contributing with money, products and hours of work of our employees. Our commitment focuses on making a tangible impact by providing real support to those in need during the most challenging situations.

## The road ahead

Expanding access to green energy and fast connectivity for local communities.

We continue to pursue high and challenging goals to provide access to renewable energy and fast digital access to millions of households through our innovative technologies, thereby promoting the energy transition and fostering large-scale digital inclusivity.

**110 mln**

**HOUSEHOLDS TO WHICH  
ACCESS TO GREEN  
ELECTRICITY CAN BE  
PROVIDED FROM 2022  
TO 2025**

**15 mln**

**HOUSEHOLDS TO WHICH  
FAST DIGITAL ACCESS  
CAN BE PROVIDED FROM  
2022 TO 2025<sup>4</sup>**

4. The target was exceeded early and is currently under review.





 prysmian



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