

QUALITY POLICY

APPROVED BY PRYSMIAN CEO ON 08/04/2025

TABLE OF CONTENTS

TABLE OF CONTENTS	1
LEADERSHIP MESSAGE	2
1. Purpose and Objective	3
2. Policy Owner	3
3. Applicability	3
4. Our Responsibility as Employees	3
5. Policy Requirements – Rules of Conducts	5
6. Consequences of Policy Violation	6
7. Reporting a Policy Violation	6
8. Audit, Monitoring and Continuous Improvement	6
9. Related Documents	7
APPENDIX A	7

LEADERSHIP MESSAGE

At Prysmian, our commitment to quality is unwavering. As the global leader in the energy and telecom cable systems industry, we recognize that our success is built on the trust and satisfaction of our Customers. Our Quality Policy is not just a document; it reflects our dedication to excellence and continuous improvement.

We prioritize understanding and meeting the needs of our customers, ensuring that every product and service we deliver adheres to the highest standards of quality, reliability and safety.

Sustainability is also at the core of our operations. We are committed to developing innovative solutions that reduce environmental impact and support our Customers in achieving their decarbonization goals.

Our Quality Policy provides a framework for setting and reviewing our quality objectives, aligning them with our strategic direction and fostering a culture of accountability and excellence throughout the organization. By adhering to this policy, we aim to enhance Customer satisfaction, drive operational efficiency, and achieve sustainable growth.

I am confident that with the collective efforts of our dedicated team, we will continue to lead the industry in quality and innovation, creating value for all our stakeholders.

Thank you for your continued trust and support.

Massimo Battaini
Prysmian CEO

1. Purpose and Objective

The purpose of this Quality Policy is to affirm our commitment to delivering products and services that meet or exceed customer expectations and comply with all relevant regulatory requirements.

Our objective is to establish a framework for setting and reviewing quality objectives, ensuring continuous improvement in our processes and systems. We aim to align our quality initiatives with our strategic direction, fostering a culture of excellence and accountability throughout the organization. By doing so, we strive to enhance customer satisfaction, drive operational efficiency, and achieve sustainable growth.

2. Policy Owner

Group Quality Function owns this Policy and is responsible for periodically reviewing and updating it to ensure it accurately reflects company's mission and long-term goals, organizational updates or legal and regulatory changes.

3. Applicability

This Policy applies to all employees, interns, external consultants, officers, directors and administrators of all legal entities of Prysmian.

4. Our Responsibility as Employees

All employees shall be aware of their roles in maintaining and improving quality.

This Policy requires you to:

- a) Read, understand, and comply with the requirements included in this Policy;
- b) Comply with Prysmian's Code of Ethics and any other applicable policies or procedures;

- c) Report immediately to the appropriate channels outlined in Section 6 of the [Helpline Policy](#) any alleged violation of this Policy, both if committed by a Prysmian employee or an external stakeholder;
- d) Ask questions or report any concerns related to this Policy;
- e) Complete assigned training related to this Policy when required.

5. Policy Requirements – Rules of Conducts

Our aim is to exceed our Customers' expectations, and meet commitments to our people, partners, suppliers and shareholders, while reinforcing our position as a solid market leader.

This target shall be achieved engaging all Prysmian stakeholders to pursue Customer success as the goal, while increasing Company value creation by consistently improving processes and performances. We therefore commit to:

- consider the **Customer needs** as our unquestioned priority
- prioritize **Sustainability** as a key factor in creating value for all stakeholders, continuing to drive innovation by developing products with a lower environmental impact to support our Customers in their decarbonization goals
- adopt a “zero defect” and “right the first time” approach in all our activities, to pursue **excellence** in our operations and support Prysmian commitment to climate change
- increase our **company value** through the **relentless improvement** of our operations, developing a company culture **committed to Continuous Improvement**, constantly questioning the status quo and setting ambitious targets
- invest on **upskilling** and **engagement** of our people at all levels, as strategic elements of the group's ambitions for **inclusiveness and value creation**
- cultivate a **positive, inclusive workplace** and promote operational excellence
- use our **market leadership**, **vast knowledge** and **long-lasting experience** and **reputation** to pave the way for the **Innovation** of tomorrow
- ensure the adoption of a **Risk-based** approach during the planning and the execution of our activities
- comply with applicable requirements ensuring **safety** of our products and services and uphold the highest standards of **fair and ethical practice** in every action we take, every day, across all our locations

All people within Prysmian shall feel the importance of their contribution and play an active role in pursuing these targets, being resilient in front of challenges, supported by the continuous guidance of the Management Team and the Quality Team.

Everyone has the power to create, promote and guarantee Quality, a strength to be nurtured day after day.

6. Consequences of Policy Violation

As a Prysmian employee, you are agreeing to uphold our commitment to ethical conduct and integrity and to abide by our Code of Ethics. Prysmian employees have the responsibility to comply with this policy. If a non-compliance is detected, local legislation and local disciplinary procedures apply and will be followed, in order to protect the interest and reputation of Prysmian.

7. Reporting a Policy Violation

As a Prysmian employee, you are required to report any Policy violation to:

- a) the [Integrity First Helpline](#); or
- b) your Regional Compliance Team or the other designated subjects mentioned in Section 6.1 of the [Helpline Policy](#).

Any form of retaliation, including threats and attempts of retaliation, is strictly prohibited. Prysmian is committed to ensuring that all employees are free to disclose any violation, either real or suspected, of the Prysmian's Code of Ethics or any other Company policy or procedure, to the extent they have reasonable grounds to believe that the matters reported are true. You will not be adversely impacted or retaliated upon in the workplace, either personally or professionally, for raising a valid and legitimate concern.

8. Audit, Monitoring and Continuous Improvement

The Owner of this Policy is responsible to perform periodic reviews and updates of this document, examining, in particular, revisions to be made based on internal organizational updates, changes to external legislation and best practices.

Using a risk-based approach, monitoring or audit activities may be carried out by competent departments to verify the correct enforcement of this Procedure within the organization.

9. Related Documents

The following Documents are related to this Policy and must be consulted by all Prysmian employees for further guidance.

- a) QM-GQ-QS-001 PQMS Manual

APPENDIX A

None