

## PRESS RELEASE

**PRYSMIAN HONORED AT GEO AWARDS 2024 FOR ITS SHARE OWNERSHIP PLANS****The Group wins in the “Best use of Employee Share Plans in an Emerging Market” category**

Milan, 11 April 2024 – Prysmian, world leader in the energy transition and digital transformation, was recognised last night at the **GEO Awards 2024**, bestowed every year by Global Equity Organization, for its share ownership plan BE IN, part of the Value4All program, underscoring its commitment to the offer of profit-sharing plans for its employees.

Profit sharing has been part of Prysmian's DNA since 2013, when the Group launched the first employee share purchase plan for its employees, called *YES – Your Employee Shares*, with the aim of promoting value creation and profit sharing among Prysmian people, and participation to the company share ownership. The Value4All plan includes 3 remuneration and incentive plans created to ensure utmost inclusion based on the participants' geographical, organisational or local diversity.

Prysmian aims to have at least 50% of its employees (including non-desk workers) become company shareholders by 2027. 46% of employees are Group shareholders, for a total of over 13,400 people at the end of 2023. To strengthen its inclusion strategy, in 2022 Prysmian launched the **BE IN** plan, which for the first time included the non-desk workers to a share ownership plan.

*“We are extremely proud to be recognised at the GEO Awards 2024, as this confirms our commitment to aligning the interests of all our stakeholders — from employees to shareholders — towards the common goal of creating long-term sustainable value.”* stated Prysmian CEO designate Massimo Battaini *“This award, for the Best use of Employee Share Plans in an Emerging Market, further validates our efforts for sharing value with our people and for achieving a truly inclusive governance, with at least 50% of our employees as shareholders by 2027.”*

For over twenty years, the Geo Awards have honoured companies in all sectors that stand out for their leadership and commitment, with the aim of helping them improve and evolve their share ownership plans, so as to share expertise, tools and best practices. Winning companies are recognised for excellence in designing, communicating, or offering programmes that allow employees worldwide to participate in their company's share plan.

**Prysmian**

Prysmian is a global cabling solutions provider leading the energy transition and digital transformation. By leveraging its wide geographical footprint and extensive product range, its track record of technological leadership and innovation, and a strong customer base, the company is well-placed to capitalise on its leading positions and win in new, growing markets. Prysmian's business strategy perfectly matches key market drivers by developing resilient, high-performing, sustainable and innovative cable solutions in the segments of Transmission, Power Grid, Electrification and Digital Solutions. Prysmian is a public company listed on the Italian Stock Exchange, with almost 150 years of experience, about 30,000 employees, 108 plants and 26 R&D centres in over 50 countries, and sales of over €15 billion in 2023.

For more information:

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