prysmian

ACCELERATING
GROWTH

INTEGRATED ANNUAL REPORT 2025



Letter from the CEO IV

Letter from the Chairman of the BoD V

Letter from the Chair of the Sustainability Committee VI

DIRECTORS' REPORT

SUSTAINABILITY STATEMENT

1. Premise **2**

2. Financial and Sustainability highlights **4**

3. ESRS 2 – General disclosures **8**

4. E – Environmental disclosures **50**

EU Taxonomy 50
E1 – Climate change 66
E2 – Pollution 94
E3 – Water and marine resources 106
E4 – Biodiversity and ecosystems 114
E5 – Resource use and circular economy 130

5. S – Social disclosures **149**

S1 – Own workforce 152
S2 – Workers in the value chain 198
S3 – Affected communities 214
S4 – Consumers and end-users 232

6. G – Governance disclosures **247**

G1 – Business conduct 250

7. Appendices **276**

8. Certification of the Sustainability Statement pursuant to art. 81-ter, paragraph 1, of Consob Regulation no. 11971 of May 14, 1999 as amended and supplemented **314**

9. Audit report on Sustainability Consolidated Statement **315**

Contents

FINANCIAL STATEMENT

1. Significant events during the year 326
2. Business environment and financial markets 334
3. Group performance and results 338
4. Risk factors 362
5. Other information 384
6. Business outlook 385
7. Certification pursuant to art. 2.6.2 of the Italian stock exchange market regulations 386

CONSOLIDATED FINANCIAL STATEMENTS

1. Consolidated Financial Statements Schemes 390
2. Explanatory Notes 396
3. Certification of the Consolidated Financial Statements pursuant to art. 81-ter of Consob Regulation 11971 dated May 14, 1999 as amended 501
4. Auditors' report 502

PARENT COMPANY FINANCIAL STATEMENT

1. Directors' report 514
2. Financial Statements Schemes 522
3. Explanatory Notes 528
4. Certification of the Separate Financial Statements Pursuant to art. 81-ter of Consob Regulation 11971 dated May 14, 1999 as amended 583
5. Auditors' report 585
6. Report of the board of statutory auditors 592

GUIDE TO NAVIGATING THE REPORT

To facilitate navigation, hyperlinks have been integrated into the document.

Return to main menu

Search

Download

LETTER FROM THE CHAIRMAN OF THE BoD



Francesco Gori
Chairman, Prysmian

I would like to thank each and every one of our stakeholders for the interest and trust you have placed in Prysmian.

As a public company, we take our responsibility to ensure clear, transparent, and accountable governance very seriously. It forms the foundation of what makes Prysmian a successful company as we look to create sustainable long-term value.

2025 has been a year of value-creation for Prysmian and its stakeholders, underlined by the excellent results – both financial and in terms of sustainability – that you will read about throughout this report.

One of the distinctive attributes of this company is the positive impact it makes through its business. This company's engineering excellence, coupled with its vision for introducing new, sustainable solutions, goes a long way toward unlocking many of the challenges our world so desperately needs to tackle.

From developing secure and reliable energy networks to integrating renewables for energy independence; from new electrification use cases to decarbonizing the industry and creating the digital connections that define our modern way of life, Prysmian is part of the solution, also as the energy and digital spheres increasingly intertwine.

Our corporate governance, starting from our Board of Directors and Board Committees, ensures that the company and its management are in the right condition to take full advantage of these opportunities and overcome any challenges our quickly evolving world may present in the meantime.

Prysmian's leadership is underpinned by its capacity to innovate to create a real impact for customers and society through its solutions. This is why we decided, starting this year, to expand the scope of the former Sustainability Committee. It has become the Innovation and Sustainability Committee, in line with the approach the company shared last March at Capital Markets Day in New York City. We have revised our governance toward business priorities and the company's core conviction that sustainability-driven innovation can unlock long-term value creation.

Thanks to the activities carried out by our Committees, the Board also oversees succession plans and the development and retention of talent, which are essential pillars to ensure growth and strengthen the Group's leadership. There can be no long-term value creation without valued people.

Therefore, in closing I would like to take a moment to thank our talented Prysmian employees around the world. I have been a member of Prysmian's Board of Directors for a few years now – and this is my second year as Chair – but I never stop learning. I never stop meeting new people here, tapping into new energy. Everyone I have met has left me with the confidence that we have the right culture, and the right determination to keep building on this platform.

I would also like to thank my colleagues on the Board, the Vice-Chairman and the CEO. Their skill, strategic vision and dedication to this company are fundamental in supporting Prysmian's growth. Their contribution has provided essential support for achieving the results we have achieved and will continue to be a key factor in our future success.

LETTER FROM THE CEO

When we closed 2025 – a significant year for Prysmian – I took a moment to reflect on what we have achieved. Our progress has been remarkable. We have exceeded our goals, set new records and strengthened our leadership position around the world.

Progress isn't just about financial results: 2025 marked a profound cultural and organizational evolution. We have accelerated. I'm not just referring to numbers or sustainability targets, crucial as they are. I'm talking about an acceleration in our ability to seize market opportunities, to create value by listening to our customers, to develop solutions and services that make Prysmian truly unique. All of this has been possible thanks to the commitment of our almost 34,000 colleagues, active in 109 plants, 30 research centers, and all our offices around the world.

As we shared in New York last March, the opportunities that await us remain significant. Accelerating digitalization, the roll-out of data centers, and the application of artificial intelligence – to name only a few – are also generating new demand: a need for safe, reliable, and resilient electrical and digital infrastructures. In this context, Prysmian's role is increasingly strategic.

Our position comes with significant responsibility. We are the market leader because we lead in technology and innovation, and because we place great value on the growth of our people and the communities in which we operate. We hold a responsibility to collaborate with suppliers and customers who share our values, contributing to the sustainable development of the entire value chain.

Our financial strength and track record of delivery represent a growth platform that we will continue to strengthen. In 2025, we accelerated both organically and through targeted M&A transactions. I'm referring to the acquisition of Channell, which expanded our presence in the world of Digital Solutions in North America, and to the acquisition of Xtera and ACSM. These last two companies will further strengthen our leadership in the Transmission business through both vertical integration and expanding the service portfolio our Group can offer. This path runs parallel to the progressive repositioning of Prysmian, as we evolve from cable producer to a global world-class solutions provider capable of offering unique, high value-added systems and services.

Acceleration was the cornerstone of the "Accelerating Growth" plan presented in New York last year and shares the title of this Annual Integrated Report, and I am proud to have seen it take shape in 2025. But 2025 is only the beginning of a new growth cycle.

The results demonstrate this, both financially and in terms of sustainability: we have achieved record levels of revenue, profitability, and free cash flow. We have made significant progress in reducing greenhouse gas emissions across the entire value chain, increasing the use of recycled materials in our products, and have grown revenues from sustainability-linked solutions.

But there is a single number – 50 – that best sums up the value of our journey. At the end of the year, 50% of our employees were shareholders in the company. It's tangible proof that the value we generate is truly earned and shared by all.

The results that we have achieved are undoubtedly worth celebrating. They will take on even deeper meaning if we can transform these results into new growth in the months and years to come. That's our commitment.



Massimo Battaini
Chief Executive Officer, Prysmian

LETTER FROM THE CHAIR OF THE SUSTAINABILITY COMMITTEE

True leadership is hard-won and harder to sustain. It demands more than strong financial performance – it demands accountability for our impact on people, communities, and the planet.

Prysmian takes that responsibility seriously. As a global leader in the development and modernization of energy infrastructure and digital connectivity, our reach is vast – and so is our obligation to the communities we serve.

Our role as members of the Innovation and Sustainability Committee is to ensure innovation and sustainability is not a footnote to strategy – it is the strategy. Long-term value creation and positive, measurable impact are one and the same.

This approach was most clearly expressed through our decision to place innovation and sustainability at the heart of Prysmian's Capital Markets Day in New York in March 2025. The ambitious targets set for reducing greenhouse gas emissions, sustainability-linked revenues, the circular economy, and the development of new solutions demonstrate how these principles are now an integral part of the Group's business model, strengthening its position as a responsible company oriented on the long-term.

In the past year we delivered real, measurable results: carbon emissions were reduced by 40.2% in Scope 1 and 2, and by 59.7% in Scope 3. Prysmian has committed to achieving Net Zero by 2035 – fifteen years ahead of our previous target.

We are also targeting Net Gain on biodiversity by 2035. Starting in 2025, the Group became a TNFD (Taskforce on Nature-related Financial Disclosures) adopter, aligning our strategy and reporting with international standards for managing nature-related risks and opportunities.

To support the circular economy, the company has increased its use of recycled materials – polyethylene jackets and copper in particular – to 21.3% of all material acquired. Sustainability-linked revenues have reached 44.2%, providing a clear indicator of our ability to develop, together with our customers and suppliers, innovative and sustainable solutions. Our target of 55% sustainability-linked revenues by 2028 reflects how deeply sustainability-driven innovation is embedded in what we do.

From 2026, our Committee becomes the Innovation and Sustainability Committee. Not a rebranding – a statement of intent: innovation and sustainability are inseparable.

These objectives are steps along a development path that will lead the Group even further into the future. Prysmian has continued to grow, including through acquisitions. The ability to successfully integrate acquired companies is part of Prysmian's DNA and will continue to be a key factor in ensuring that all newcomers share our compliance with transparency, integrity and responsibility that have always set our company apart.

My thanks go to the Group's management, my colleagues on the Board of Directors, and members of the Innovation and Sustainability Committee for their passion, sense of belonging and dedication. Together, we are generating lasting value and a positive impact - for our stakeholders, and for the planet.



Ines Kolmsee

Chairwoman - Sustainability Committee







prysmian

DIRECTORS' REPORT

SUSTAINABILITY STATEMENT

PREMISE

2025 was an extraordinary year for Prysmian. The company achieved its best Adjusted EBITDA, Net Income, and Free Cash Flow yet. An integrated focus on revenue-driving innovation and sustainability strengthened its business model and accelerated its growth strategy.

This Integrated Annual Report combines financial and sustainability disclosures in a transparent and consistent manner, aligning with a strategic vision that permeates every aspect of Prysmian's operations, creating shared value for all its stakeholders and for society as a whole.

The integration of economic results, social outcomes and environmental impacts has been embedded into Prysmian's corporate decision-making processes. By publishing a unified report, Prysmian presents the overall effects of the Group's activities in a clear and detailed manner, reflecting a management approach that combines responsibility, innovation, and a focus on seizing global opportunities.

This report, prepared by Prysmian to meet its legal obligation to provide integrated financial and non-financial disclosures, fulfills regulatory requirements and shares insights into key strategies. Consequently, the document has been prepared not only for compliance purposes, but also to play a key role in demonstrating how the Group combines sustainability and financial considerations to achieve its long-term vision.

In this context, the report demonstrates how investments and actions orchestrate a balance between competitiveness and sustainable growth. Integrated presentation of the financial and non-financial data contained in the report reveals how the Group views the reciprocity of sustainability and innovation as decisive factors in the creation of value over time. These synergies reinforce Prysmian's commitment to a future in which social and environmental responsibility guide the Group's actions, creating benefits for the local communities in which it operates and protecting the global environment, even as it continues to deliver strong profits.

The separate and consolidated financial statements have been prepared in compliance with IAS/IFRS international financial reporting standards issued by the International Accounting Standards Board and published in the Official Journal of the European Union. The sustainability reporting complies with the European Sustainability Reporting Standards (ESRS), introduced by European Union Directive 2022/2464 on Corporate Sustainability Reporting (the CSRD).

ESEF (European Single Electronic Format) requirements

This PDF version supplements the official report prepared in accordance with the requirements of Delegated Regulation (EU) 2019/815 (the ESEF Regulation). The compliant version is available on the company's website and on the authorized storage mechanism, "eMarket STOR[1]".

1 www.emarketstorage.com



1. Premise
2. Financial and Sustainability highlights
3. ESRS 2 - General disclosures
4. E - Environmental disclosure
5. S - Social disclosures
6. G - Governance disclosures
7. Appendices
8. Certification
9. Audit report on Sustainability Consolidated Statement

FINANCIAL HIGHLIGHTS

REVENUES (M€)



19,650

17,026 (2024)

% Change: 15.41

ADJUSTED EBITDA [1] (M€)



2,398

1,927 (2024)

% Change 24.44

NET PROFIT/(LOSS) (M€)



1,294

748 (2024)

% Change 73.00

DILUTED EARNINGS/(LOSS) PER SHARE (€)



4.30

2.52 (2024)

NET INVESTED CAPITAL (M€)



10,056

9,903 (2024)

Change: 153

NET FINANCIAL DEBT (M€)



3,097

4,296 (2024)

Change: -1,199

1 **Adjusted EBITDA** is defined as EBITDA before income and expenses for business reorganization, non-recurring items and other non-operating income and expense.

SUSTAINABILITY HIGHLIGHTS [1]

REDUCTION IN MARKET-BASED SCOPE 1 AND 2 GHG EMISSIONS VS 2019 BASELINE [2]

40.2%

37% (2024)

REDUCTION IN SCOPE 3 GHG EMISSIONS VS 2019 BASELINE [3]

59.7%

54% (2024)

SHARE OF RECYCLED CONTENT IN PE JACKETS AND COPPER VS TOTAL PURCHASED [4]

21.3%

16.2% (2024)

SUSTAINABILITY-LINKED REVENUES [5]

44.2%

43.1% (2024)

PERCENTAGE OF WOMEN EXECUTIVES [6]

22.6%

19.2% (2024)

EMPLOYEE SHAREHOLDERS [7]

50%

46% (2024)

1 Channell is not included in the data shown, as set out in detail in the section ESRS 2 – General Disclosures and in the Methodological Note in this report.

2 Reduction in GHG emissions linked to operational sites (Scope 1 and 2) versus 2019, in line with SBTi target. Scope 2 is calculated using a Market-based method.

3 Reduction in GHG emissions linked to the upstream and downstream value chain (Scope 3) versus 2019, in line with the SBTi target. The reduction has been calculated taking into account the methodological update; for further details, please refer to the Target section of the ESRS E1 chapter in this document.

4 Percentage by weight of recycled content in certain materials purchased. The scope of the indicator includes 1) copper purchased at Group level, excluding occasional suppliers and semi-finished products and 2) polyethylene used for cable jackets, excluding applications for which customers do not allow the use of secondary materials. For further details, please refer to the Methodological Note section of this document.

5 Percentage of total Revenues generated by products and solutions with a net positive environmental impact, or a reduced negative environmental impact compared with industry standards. Sustainability-linked revenues, as defined in the OI-R&D-CD-002 operating procedure, are revenues from products and solutions that meet E Path, E3X, Green Overhead Lines, Green Al Rod & Strip, Sirocco and Transmission BU criteria. The classification of the lines is not carried out as required by EU Regulation. For further details, please refer to the Methodological Note section of this document.

6 Women executives (job grade 20 and above) as a share of the total number of executive employees. Job grades of 20 and over refer to the most senior management and leadership positions within the organization. This generally regards key management personnel with broad responsibility for decision-making and resource management and a significant impact on the entity's financial, social and environmental performance. These management grades make a decisive contribution to defining the entity's policies and governance and to implementing sustainability goals. The KPI demonstrates the Group's ability to both promote people to leadership roles from within the organization and to hire them in the market, in addition to its ability to retain talent.

7 Number of employees who hold Prysmian shares held in the Company's administrative accounts through the GROW, YES and BE IN plans as at December 31, divided by the total number of employees eligible to participate in at least one of the plans.

1. Premise
2. **Financial and Sustainability highlights**
3. ESRS 2 - General disclosures
4. E - Environmental disclosure
5. S - Social disclosures
6. G - Governance disclosures
7. Appendices
8. Certification
9. Audit report on Sustainability Consolidated Statement



ESRS 2 – GENERAL DISCLOSURES

ESRS 2 – GENERAL DISCLOSURES

Basis of preparation

Scope of reporting

Prysmian's integrated reporting enables a holistic approach that factors in strategy, governance, production activities, financial performance and interactions with relevant social, environmental and economic dimensions. Integration of Prysmian's sustainability and financial reporting not only fulfills its compliance requirements; it is of strategic importance for the Group.

The Integrated Annual Report, approved by the Board of Directors on February 25, 2026, consists of Prysmian's Report on Operations (combining financial disclosures and the Sustainability Statement, which includes also disclosures required by the EU Taxonomy Regulation EU 852/2020), and Consolidated and Separate Financial Statements. The data and disclosures reported in the Sustainability Statement refer to all companies forming part of Prysmian as of December 31, 2025, consolidated on a line-by-line basis, with the exception of Channell, acquired by Prysmian in June 2025. It should be noted that Channell, although consolidated within the Prysmian's financial perimeter for a period of seven months, is not included in the reporting perimeter of this Consolidated Sustainability Report[1]. This exclusion is due to the fact that the company's integration into Prysmian's North American structure and into the related sustainability reporting systems will begin in January 2026. Given the limited materiality of the company in relation to the overall size of Prysmian, Channell is therefore excluded from the ESG reporting perimeter for the 2025 reporting year.

Metrics related to companies liquidated during the year are reported through to the liquidation date. Companies liquidated in 2025 are:

Liquidated companies	Nation	Date
Rodco Ltd	UK	April 8, 2025
Prysmian Projects North America, LLC	USA	November 5, 2025
P.O.R. S.A.S.	France	December 19, 2025
General Cable Investments, SGPS, Sociedade	Portugal	December 29, 2025

The Consolidated Sustainability Statement 2025 is subject to a limited review conducted in compliance with Italy's Standard on Sustainability Assurance Engagements (SSAE) by PwC S.p.A. In addition, for 2025, Prysmian has voluntarily subjected a selection of performance indicators (please refer to the Appendices section and the Methodological Note in the section "Indicators subject to reasonable assurance") to a full reasonable assurance review in accordance with International Auditing Standard ISAE 3000 Revised.

In addition, subsidiaries are exempt from producing their own sustainability statements under article 29a(8) of Directive 2013/34/EU (please refer to Appendix A for a full list of companies). As of December 31, 2025, no further companies, other than the listed company, Prysmian S.p.A., are required to publish reports under the CSRD.

This Sustainability Statement covers the Group's upstream and downstream value chain, as considered in the materiality assessment conducted to identify material impacts, risks and opportunities. The actions, metrics and targets related to Scope 3 emissions and the percentage of recycled content in PE jackets and copper, described in this document, also include data for the value chain. Please refer to the specific sections of this document for further details.

1 Please note that Channell was included in the Group's financial consolidation scope for a period of seven months, and its potential impacts were assessed as part of the double materiality analysis. This assessment showed that the IROs already reported are adequate to also cover the newly acquired entity and that its contribution to the related quantitative metrics is not material. Therefore, Channell is not included in the scope of this consolidated sustainability reporting, as this does not entail any significant impact on the reported results.

Figures for CapEx and OpEx related to certain "Actions" described in the various sections of this document have not been reported. This reflects both financial significance and confidentiality requirements, given the sensitive nature of the information. Situations in which such data are not disclosed are clearly indicated in relation to the relevant action. In certain cases, figures for CapEx and OpEx are provided, even if not financially significant. This has been done to give greater substance to the initiatives undertaken.

Disclosure on specific circumstances

The Group defines time horizons in line with ESRS 1 requirements as follows:

- short term: one year;
- medium term: one to five years;
- long term: over five years.

In this document, specific metrics include estimated figures for the upstream and/or downstream value chain, based on indirect sources such as industry averages or other proxy data. Each section includes information on the methods used to calculate KPIs and, where necessary, the related estimates.

It should be noted that, in particular, certain Scope 3 data have been estimated using information from industry studies, industry databases, proxy-based calculation models, and data provided by third parties. The accuracy of these estimates depends on the availability and quality of the sources used, the reliability of the parameters applied, and the methodological assumptions used. Details of the estimates are provided in relation to the relevant metrics.

With regard to certain categories of estimated emissions with a more material impact, Prysmian gathers primary data directly from suppliers. This is done to adjust calculation methods to bring them up to date and develop monitoring and tracking systems to reduce dependence on indirect estimates. This approach aims to ensure greater transparency and reliability of the information shown, in compliance with regulatory requirements.

Further information on environmental topics is provided in the following sections dealing with each of the thematic ESRS.

Global leadership

With a direct presence in over 50 countries worldwide, 109 plants, 30 research and development centers and a workforce of approximately 34,000[2], Prysmian is the leading provider of solutions for energy and digital connections. The Group is headquartered in Milan, Italy, where it employs approximately 1,000 people. Regional headquarters are located in North America, South America, EMEA and APAC. The total employees is distributed among the different geographic areas as follows:

EMEA
~17,000

NORTH AMERICA
~10,200

SOUTH AMERICA
~3,400

APAC
~3,000

Further details are provided in section ESRS S1-Own workforce.

2 The reported figures also include Channell, which has a total headcount of 953.

1. Premise
2. Financial and Sustainability highlights
3. **ESRS 2 - General disclosures**
4. E - Environmental disclosure
5. S - Social disclosures
6. G - Governance disclosures
7. Appendices
8. Certification
9. Audit report on Sustainability Consolidated Statement

PRYSMIAN: GLOBAL LEADERSHIP

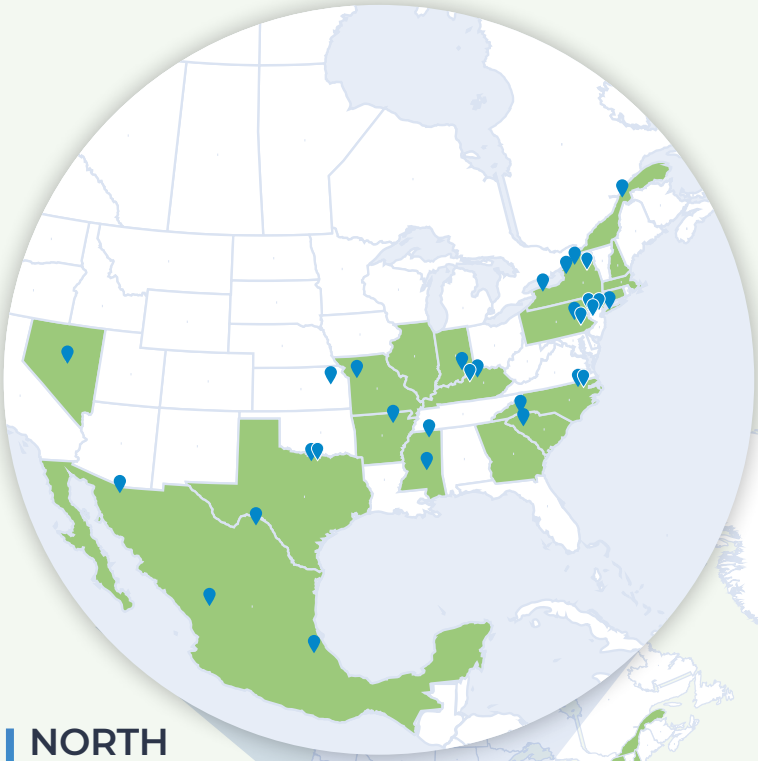
Countries >50

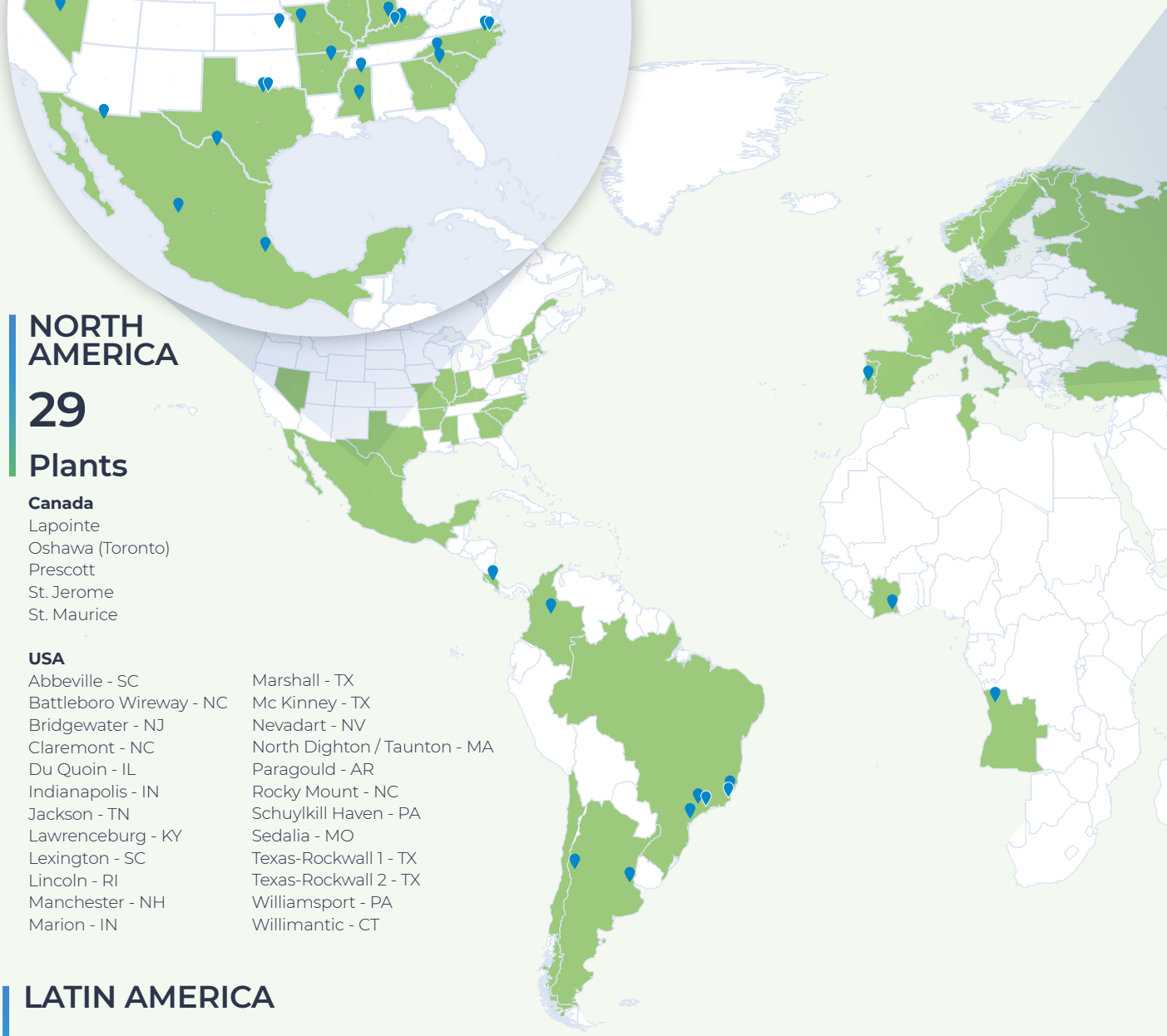
Employees ~34,000

Plants 109

Cable-laying vessels 7

R&D centers 30





NORTH AMERICA

29

Plants

Canada
Lapointe
Oshawa (Toronto)
Prescott
St. Jerome
St. Maurice

USA
Abbeville - SC
Battleboro Wireway - NC
Bridgewater - NJ
Claremont - NC
Du Quoin - IL
Indianapolis - IN
Jackson - TN
Lawrenceburg - KY
Lexington - SC
Lincoln - RI
Manchester - NH
Marion - IN
Marshall - TX
Mc Kinney - TX
Nevadart - NV
North Dighton / Taunton - MA
Paragould - AR
Rocky Mount - NC
Schuylkill Haven - PA
Sedalia - MO
Texas-Rockwall 1 - TX
Texas-Rockwall 2 - TX
Williamsport - PA
Willimantic - CT

LATIN AMERICA

13

Plants

Argentina
La Rosa

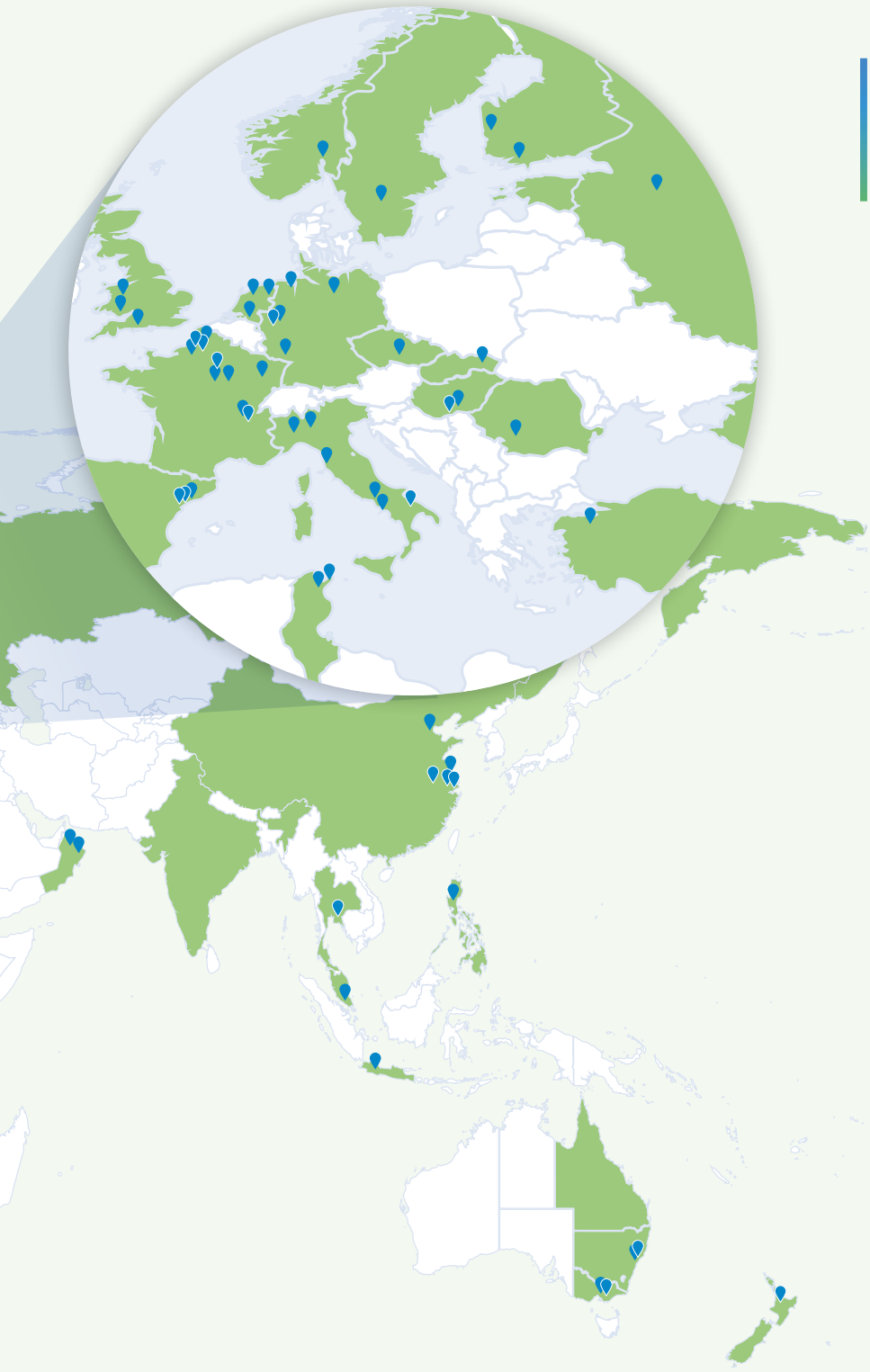
Brazil
Joinville
Poços de Caldas
Sorocaba Boa Vista
Sorocaba Eden
Vila Velha

Chile
Santiago

Colombia
Bogota

Costa Rica
Heredia

Mexico
Durango
Nogales
Piedras Negras
Tetla



EMEA
50
Plants

Angola
Luanda

Czech Republic
Velké Mezirící

Estonia
Keila

Finland
Ouli EN & TLC
Pikkala

France
Amfreville
Charvieu
Chavanoz
Cornimont
Douvrin
Gron
Montereau
Paron
Sainte Geneviève

Germany
Neuernberg & Koeln
Neustadt
Nordenham
Schwerin
Wuppertal

Hungary
Balassagyarmat
Kistelek

Italy
Arco Felice
Giovinazzo
Livorno Mare
Merlino
Pignataro Maggiore
Quattordio

Ivory Coast
Sicable

Netherlands
Delft
Eindhoven
Emmen
Nieuw Bergen

Norway
Drammen

Oman
Muscat - OCI
Sohar - OAPIL

Portugal
Morelena

Romania
Slatina

Russia
Rybinsk

Slovakia
Prešov

Spain
Abrera
Santa Perpetua
Santander
Vilanova

Sweden
Nässjö

Tunisia
Grombalia
Menzel

Turkey
Mudanya

UK
Aberdare
Bishopstoke
Wrexham

APAC
17
Plants

Australia
Amapro
Dee Why
JCS
Liverpool
W&BT

China
Nantong ZD
Shangai 1
Shangai 2
Suzhou
Tianjin
Yixing

Philippines
Manila

India
Chiplun

Indonesia
Cikampek

Malaysia
Melaka

New Zealand
Auckland

Thailand
Rayong

1. Premise
2. Financial and Sustainability highlights
3. **ESRS 2 - General disclosures**
4. E - Environmental disclosure
5. S - Social disclosures
6. G - Governance disclosures
7. Appendices
8. Certification
9. Audit report on Sustainability Consolidated Statement

Prysmian: Accelerating Growth

Prysmian is the global leader in energy and digital connections. Originally founded as Pirelli Cavi e Sistemi in 1879, the company became Prysmian in 2005 following its acquisition by Goldman Sachs. Prysmian debuted on the Milan Stock Exchange in 2007, becoming a fully public company. Today it is controlled by international institutional investors and the company's primary strategic objective is to create value over the long term.

Since its foundation in 2005, Prysmian has established itself as the global leader in its industry, thanks in part to major acquisitions including the purchase of Draka in 2011 and General Cable in 2017. In 2024 the company's growth journey accelerated, allowing Prysmian to consolidate its global leadership position and build on efforts from the previous year, when the company presented its strategic targets at its first-ever Capital Markets Day in Naples.

In 2024 Prysmian acquired Encore Wire, a leading US manufacturer of electrical cables. The transaction significantly enhanced Prysmian's position in the US market, making it the overall market leader, and strengthened its product range and geographical portfolio in North America. Encore Wire is known for its integrated, cost-effective operating model, providing quality and rapid service from its standalone, highly efficient manufacturing and distribution center in Texas. In 2024, Prysmian also acquired Warren & Brown, an Australian company specialized in telecom connectivity solutions.

These strategic inorganic investments, united with solid long-term secular market trends in the energy and digital sectors, allowed Prysmian to communicate new mid-term targets and update its strategy at a second Capital Markets Day, held in New York City in March 2025.

The company's strategic plan – **Accelerating Growth** – underpins Prysmian's evolution from cable manufacturer to global solutions provider, and informs the company's commitment to creating sustainability-driven innovation. The Group is developing new, high-added-value solutions to drive additional value creation, while taking full advantage of its unique market position thanks to its unmatched synergistic portfolio, which enables it to capture growth faster than its competition.

This commitment is also backed by ambitious financial and sustainability targets – including a commitment to achieving **Net Zero** in Scopes 1, 2 and 3 by 2035, fifteen years ahead of the company's original target.

In 2025, the company also supplemented its position as a solutions provider through the acquisition of Channell, an American company and leader in connectivity solutions.

Through Accelerating Growth, Prysmian seeks out both organic and inorganic growth opportunities as ways to enhance its global leadership position, while at the same time continuing to create value for customers and stakeholders as the company seizes opportunities arising from the energy transition, energy security, electrification, decarbonization and digitalization.

Targets for 2028

Through "Accelerating Growth", Prysmian aims to further consolidate its global leadership, leveraging:

- organic and inorganic growth;
- enhancing its offer to customers as a solutions provider through sustainability-driven innovation;
- Prysmian's unmatched synergetic portfolio;
- talented and committed people.

Prysmian's 2028 Targets:

Adjusted EBITDA between **€2,950 and €3,150 million** (versus €1,927 million in 2024);

EPS growth, with **CAGR** rising between **15% and 19%** to €4.60 – €5.20;

Free Cash Flow between **€1,500 and €1,700 million** with an **EBITDA** conversion rate of over **50%**;

ROCE between **20% and 22%** (up from 16% in 2024)

Workforce engagement: over 50% of the workforce to be shareholders by 2028 (achieved 3 years early in 2025), thanks to widely available schemes such as **GROW**, **YES** and **BE IN**.

Business model

Prysmian's business model is built on a strategy centered around sustainable growth, advanced R&D, expansion into new markets, and the acquisition of new technical know-how.

The Group's activities are divided into four operating segments:

- **1. Transmission**: includes the Submarine Power and Land HVDC business units. This operating segment focuses on the transmission of renewable energy through innovative cable solutions. It includes the following high-tech and high value-added businesses: High Voltage Direct Current (HVDC), Network Component High Voltage, Submarine Power, Submarine Telecom, Offshore Specialties and EOSS High Voltage.
- **2. Power Grid**: includes the HVAC (High Voltage Alternate Current), Power Distribution and Overhead Lines business units. These businesses support the modernization of power grids using innovative technologies. The segment is organized into the following business lines: High Voltage Alternate Current (HVAC), Power Distribution, Overhead Lines, Network Component Medium Voltage/Low Voltage and EOSS Medium Voltage/Low Voltage.
- **3. Electrification**: includes various energy-related businesses, with an innovative end-to-end product range, designed to meet the growing need for electricity in different market segments, specifically: Industrial and Construction; Specialties, in turn including OEM, Renewables, Elevators, Automotive, Oil & Gas and Downhole technologies (DHT). Other: sales of remaining products produced on an occasional basis.
- **4. Digital Solutions**: includes the Fiber and Optical Cables, Connectivity, Multimedia & Inside Plant Cables (MMS) businesses, and regards the manufacture of connectivity cables and solutions used in telecommunications networks. The segment is organized into the following business lines: fiber optics, optical cables, connectivity components and accessories, OPGW (Optical Ground Wire) cables and copper cables.

In accordance with IFRS 8[3], this below is a breakdown of the Group's 2025 revenues by operating segment:

Revenues by segment – ESRS	Revenues by segment – IFRS 8	UdM	2025
Energy Production & Utilities sector	Power Grid	Euro M	3,811
Energy Production & Utilities sector	Electrification	Euro M	10,959
Energy Production & Utilities sector	Transmission	Euro M	3,262
Media & Communication sector	Digital Solutions	Euro M	1,618
Total		**Euro M**	**19,650**

Prysmian serves customers in the energy, telecommunications infrastructure, and industrial sectors, providing solutions ranging from power transmission to data management. Here is an overview of the company's four operating segments and the customer categories each segment addresses:

- **1. Transmission:**
  - TSOs (Transmission System Operators)
  - Utilities
  - Major power generation plants
  - Governments and public agencies that are responsible for energy infrastructure.

  Customers in this segment primarily focus on high-voltage power transmission solutions and connections between power plants and distribution networks.
- **2. Power Grid:**
  - DSOs (Distribution System Operators)
  - Utilities (both public and private)
  - Industrial plants with the need to manage electricity distribution.

  Customers in this segment are involved in managing and maintaining electricity distribution networks, with a focus on low- and medium-voltage solutions.

3 In order to address data point SBM-1 40(b), the sectors set out in the draft document "EFRAG Sector Classification Standard" were used as a reference.

1. Premise
2. Financial and Sustainability highlights
3. ESRS 2 - General disclosures
4. E - Environmental disclosure
5. S - Social disclosures
6. G - Governance disclosures
7. Appendices
8. Certification
9. Audit report on Sustainability Consolidated Statement

- **3. Electrification:**
  - Industrial sector (above all for high-capacity electrical systems)
  - Construction companies (infrastructure and construction)
  - Automotive, marine and rail sectors
  - E-mobility sector (e.g., EV charging infrastructure).

  Customers in this segment are firms seeking solutions for the supply of electricity to industrial plants, buildings, and other facilities.
- **4. Digital Solutions:**
  - Major telecommunications businesses
  - Data centers
  - Internet and cloud service providers
  - Wireless and fiber optic communications providers.

  Customers in this segment are primarily firms seeking advanced data management and transmission solutions, such as telecommunications infrastructure and data centers.

The Group does not operate in the following sectors: fossil fuels, chemical production, "controversial" arms production (as defined by the ESRS: landmines, cluster munitions, chemical and biological weapons) or tobacco farming and production.

Key aspects of Prysmian's business model include:

- **1. Leadership in sustainability-driven innovation**

  Prysmian constantly invests in research and development to create sustainability-driven innovative solutions that respond to global challenges, such as the energy transition, digitalization, and sustainability. The company is at the forefront of the development of cables for renewable energy, smart grids, and high-speed communications, while thinking about the long-term positive impact its solutions can achieve. Prysmian is committed to innovating its products to better meet its customers' needs, with constant attention to the environment and society. This includes the use of low environmental impact materials, the reduction of CO_2 emissions, and the improvement of energy efficiency in its factories and production processes. In carrying out its activities, the Group takes particular account of ESG issues and the impacts, risks, and opportunities generated and experienced. In this regard, Prysmian integrates these elements into its strategy.
- **2. Diversification of products and services**

  The ability to diversify and adapt to the needs of different sectors is a distinctive feature of the Group's model. This has been further strengthened by the acquisitions of Encore Wire, Warren & Brown and Channell. Prysmian is also constantly engaged in expanding its service offering to ensure the company's ability to provide a full range of energy and communications cable solutions.
- **3. Global manufacturing and commercial footprint**

  Prysmian's worldwide manufacturing and distribution network enables the Group to serve a global customer base, with special focus placed on emerging markets and rapidly developing economies.
- **4. Vertical integration throughout the value chain, from design to production, and from installation to maintenance**

  The aim is to ensure full control over quality, timing, and costs. This approach allows the Group to respond to customer needs rapidly and efficiently by offering reliable, tailor-made solutions. Vertical integration enables the Group to optimize production processes, innovate more rapidly, and boost competitiveness in its core energy and telecommunications markets.

Sustainability strategy: Net Zero and Net Gain by 2035 plus new economic and social targets for 2028

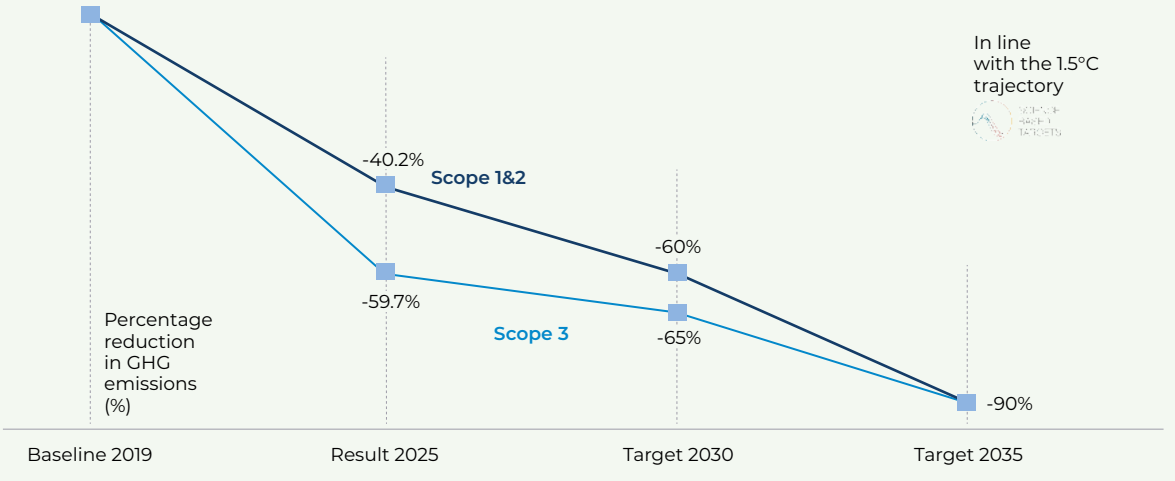
During the Capital Markets Day held in New York in March 2025, Prysmian presented an **ambitious and structured sustainability strategy, fully integrated with the "Accelerating Growth" strategic plan**. This confirms the Group's desire to responsibly lead the global energy and digital transition.

At the heart of Prysmian's sustainability strategy is its focus on **climate**, setting the ambitious target of achieving **Net Zero throughout the value chain by 2035**. This is one of the most challenging goals at an international level and is fully aligned with the standards set by the **Science Based Targets initiative (SBTi)**. The plan targets a significant reduction in direct emissions, cutting **Scope 1 and 2 emissions by 60% by 2030** and **90% by 2035**, compared with the 2019 baseline. This will be achieved through a series of measures designed to optimize energy efficiency in factories and increase the use of renewable energy.

For **Scope 3** (emissions involving suppliers and customers), Prysmian has set an industry-leading emission reduction target of **65% by 2030, extending the Net Zero by 2035 goal to the entire value chain**. This part of the plan is particularly complex and challenging, as it requires active engagement and collaboration from the entire supplier ecosystem. Prysmian is committed to establishing lasting partnerships based on sustainability criteria, promoting transparency and the sharing of environmental best practices. Innovation plays a key role in enabling the adoption of low impact production processes and more sustainable materials, driving the supply chain towards more responsible, circular models. Prysmian's climate strategy also includes a focus on **avoided emissions**. This reflects the development and deployment of innovative technologies, enabling more efficient and sustainable management of energy and digital infrastructures. These innovations include the energy transition activities undertaken by Transmission, the **E3X** robot used in the smart upgrade of networks, and the **Sirocco Extreme** compact optical solutions and digital systems for use in predictive and smart maintenance, such as **PryID, Alesea, All-Ground, EOSS** and **Elaspeed S**.

More details on the Group's climate strategy are provided in chapter ESRS E1 of this report.

ACCELERATION OF PRYSMIAN'S DECARBONIZATION COMMITMENT



1. Premise
2. Financial and Sustainability highlights
3. **ESRS 2 - General disclosures**
4. E - Environmental disclosure
5. S - Social disclosures
6. G - Governance disclosures
7. Appendices
8. Certification
9. Audit report on Sustainability Consolidated Statement

Another key pillar of the sustainability strategy is **protecting biodiversity**[4], where Prysmian has set a goal of achieving **Net Gain**[5] **by 2035** in areas of high ecological value in which the Company operates. To do this, the Group has mapped production sites and infrastructure projects using geographical surveys and industry benchmarks. Prysmian has engaged with local communities and drawn up prevention, compensation and ecosystem restoration plans. Prysmian was one of the first manufacturers in the world to adopt the **TNFD (Taskforce on Nature-related Financial Disclosures)** framework. This commits the Group to provide transparent and standardized disclosures of nature-related risks and opportunities. As a result, this statement includes specific indicators on the presence of sensitive areas, impacts on terrestrial and marine ecosystems, and environmental mitigation projects (further information on this topic is provided in section ESRS E4).
Environmental sustainability is accompanied by ambitious **economic and social targets**. The Group aims to ensure that **over 55% of revenues are sustainability-linked** by 2028, and to boost the use of recycled materials in production processes as part of a **circular economy** approach.

In social terms, the Group considers inclusion and active participation to be strategic pillars for the company. **By 2028, over 50% of the workforce will be shareholders in the company thanks to widely available programs** such as **GROW, YES** and **BE IN**. This confirms a corporate culture founded on shared value. In recent years, Prysmian has also strengthened the **mapping and measurement of ESG performance throughout its value chain**. This has led to adoption of a holistic, proactive approach involving not only direct production activities, but also suppliers, partners and customers. In this way, the Group is reinforcing its competitiveness, improving quality, innovation and market reactiveness. This confirms the Group's role as a credible and responsible player in the global drive towards a low-carbon economy with a highly positive impact.

Prysmian's Sustainability Impact Scorecard 2023-2025

To set a credible path to sustainability and give substance to the long-term commitments assumed, Prysmian has set clear, measurable short-term goals, with progress monitored annually. To this end, the Group has introduced a **three-year impact scorecard** (2023–2025, with a 2022 baseline). This includes **12 impact KPIs** designed to strengthen measurement, monitoring and disclosure of the results achieved.

Each KPI in the scorecard is associated with the **European Sustainability Reporting Standards (ESRS)** provided for in the **CSRD**, and reflects the Group's **material topics, which were** identified following a **double materiality assessment**. KPIs were monitored regularly by the **Sustainability** and **Investor Relations** teams, and communicated every three months to the **Sustainability Committee, ensuring oversight of the progress achieved**.
Despite the complexities linked to expansion of the scope and the post-acquisition transition, non-financial indicators have, in certain specific cases, recorded a major improvement, with many exceeding various targets set for 2025.

4 The term "Biodiversity", as used by Prysmian in the 2025 Integrated Annual Report, refers to: "The variability among living organisms from all sources, including terrestrial, marine and other aquatic ecosystems, and the ecological complexes of which they are a part. This includes variation in genetic, phenotypic, phylogenetic and functional attributes, as well as changes in abundance and distribution over time and space within and among species, biological communities and ecosystems."
Sources: Convention on Biological Diversity (CBD, 1992); biodiversity_ga1_sua_ipbes-ipccco-sponsoredworkshoponbiodiversityandclimatechange_ama_afa_eca_nxs_tca | IPBES secretariat; ESRS glossary.

5 The term Net Gain refers to a situation in which after all negative impacts, mitigation measures and improvements have been taken into account, the quantity and quality of habitats, species and ecological functions are measurably better than before.

IMPACT SUSTAINABILITY SCORECARD 2023-2025

SDG	Related ESRS topic	KPI	Baseline 2022	Result 2023	Result 2024	Result 2025	Target 2025
1, 7, 9, 11	S3-Affected Communities	Number of households provided with access to electricity from renewable sources [1]	21 mln	55 mln	78.4 mln	**111 mln**	**110 mln**
		Number of households provided with fast digital access [2]	3 mln	9 mln	17.1 mln	**20.6 mln**	**15 mln**
9, 12, 13	E1-Climate Change	Percentage reduction in Scope 1 and 2 emissions (market-based) vs 2019 baseline [3]	24%	33%	37%	**40.2%**	**38%/ 40%**
		Percentage reduction in Scope 3 emissions vs 2019 baseline [4]	7.5%	10%	54%	**59.7%**	**11.5%/ 15%**
9, 12, 13, 14, 15	E5-Circular Economy	Sustainability-linked revenues [5]	30%	37%	43.1%	**44.2%**	**40%**
		Share of recycled content in PE jackets and copper [6]	10%	12.8%	16.2%	**21.3%**	**13.4%/ 15.7%**
5, 8	S1-Own workforce	Percentage of female desk workers hired [7]	44.9%	46%	47.5%	**48.4%**	**46%/ 48%**
		Percentage of women executives [8]	15.7%	18.8%	19.2%	**22.6%**	**20%/ 23%**
3, 5, 8	S1-Own workforce	Safety Assessment Plan [9]		3.4	4.01	**N/A**	**2.75/5**
		Leadership Impact Index [10]	55%	57%	N/A	**57%**	**57%/ 61%**
8	S1-Own workforce	Percentage of employee shareholders [11]	37%	46%	46%	**50%**	**44%/ 45%**
4, 8, 12	G1-Business Conduct	Percentage completion of e-training on topics related to ethics and integrity [12]	75%	89.3%	90%	**90%**	**90%**

(1) **Number of households provided with access to electricity from renewable sources:** Estimated number of households connected to renewable energy through Prysmian products. This includes installed capacity through photovoltaic panels, onshore and offshore wind turbines, and interconnections associated with renewable energy production.

(2) **Number of households provided with fast digital access:** Estimated number of households with fast digital access (defined as FTTH, FTTB, DOCSIS 3.0) thanks to Prysmian products.

(3) **Percentage reduction in GHG emissions (market-based Scope 1 and 2) vs 2019 baseline:** Reduction in GHG emissions linked to operational sites (Scope 1 and 2) versus 2019, in line with SBTi target. Scope 2 is calculated using a Market-based method.

(4) **Percentage reduction in Scope 3 emissions vs 2019 baseline:** Reduction in GHG emissions linked to the upstream and downstream value chain (Scope 3) versus 2019, in line with the SBTi target.

(5) **Sustainability-linked revenues:** Percentage of total revenues generated by products and solutions with a net positive environmental impact, or a reduced negative environmental impact compared with industry standards. Sustainability-linked revenues, as defined in the OI-R&D-CD-002 operating procedure, are revenues from products and solutions that meet E Path, E3X, Green Overhead Lines, Green Al Rod & Strip, Sirocco and Transmission BU criteria. The figure of 44.2% is calculated excluding Channell; including this entity in the scope (in the denominator) the KPI is 43.7%.

(6) **Share of recycled content in PE jackets and copper:** Percentage by weight of recycled content in certain materials purchased. The scope of the indicator includes 1) copper purchased at Group level, excluding occasional suppliers and semi-finished products and 2) polyethylene used for cable jackets, excluding applications for which customers do not allow the use of secondary materials.

(7) **Percentage of female desk workers hired:** Share of women desk workers on permanent contracts out of the total number of desk workers on permanent contracts. This indicator includes all desk workers hired externally (including recruitment programs) and all conversions from agency/ fixed-term to permanent contracts.

(8) **Percentage of women executives:** Women executives (job grade 20 and above) as a share of the total number of executive employees. Job grades of 20 and over refer to the most senior management and leadership positions within the organization. This generally regards key management personnel with broad responsibility for decision-making and resource management and a significant impact on the entity's financial, social and environmental performance. These management grades make a decisive contribution to defining the entity's policies and governance and to implementing sustainability goals. The KPI demonstrates the Group's ability to both promote people to leadership roles from within the organization and to hire them in the market, in addition to its ability to retain talent.

(9) **Safety Assessment Plan:** This indicator scores the Group's various plants based on the maturity of their safety management systems, calculated following an audit conducted by a specialist external company. The indicator consists of four categories with different weightings (governance, employee engagement, risk assessments, injury frequency rate). At the end of the audit, an overall score is assigned on a scale of 1 (minimum) to 5 (maximum). From 2025, this figure is no longer reported, as the previous KPI has been replaced by the "severity rate", an indicator deemed to better reflect safety levels in Prysmian's plants. This decision reflects the desire to focus on reducing the most serious injuries, taking a broader view rather than focusing only on the total number of injuries.

(10) **Leadership Impact Index:** Index calculated as the percentage of employees who declared a level of engagement with the company of at least 5 out of 7 points in the Speak Up survey conducted by the Company.

(11) **Percentage of employee shareholders:** Number of employees who hold Prysmian shares held in the Company's administrative accounts through the GROW, YES and BE IN plans as at December 31, divided by the total number of employees eligible to participate in at least one of the plans.

(12) **Percentage completion of e-training on topics related to ethics and integrity:** Includes e-learning conducted through the Group's business management system and is for all desk workers (excluding business partners, consultants, contractors, employees on leave of 30 days or more and trainees on fixed-term contracts). It is subject to annual approval of the compliance plan by the Board of Directors. Topics may include one or more of the following: code of ethics, anti-corruption, gifts, conflicts of interest, Helpline or commercial policy.

1. Premise
2. Financial and Sustainability highlights
3. ESRS 2 - General disclosures
4. E - Environmental disclosure
5. S - Social disclosures
6. G - Governance disclosures
7. Appendices
8. Certification
9. Audit report on Sustainability Consolidated Statement

New Sustainability & Innovation Scorecard 2026-2028

From 2026, Prysmian will introduce a new **Sustainability & Innovation Scorecard 2026–2028**. This is an impact scorecard covering a three-year period with a baseline of 2025 and targets set for 2028. The new scorecard forms a key part of the Group's sustainability roadmap and is a strategic tool for translating ESG commitments and innovation priorities into measurable, monitorable goals that can be integrated into decision-making processes.

The Sustainability & Innovation Scorecard 2026–2028 reinforces Prysmian's approach to **sustainable value creation over the medium/long term**. It will allow the Group to align sustainability and innovation priorities with business strategy and stakeholder expectations. By setting clear targets and performance indicators, the scorecard supports effective management of ESG performance and innovation drivers, facilitating transparency, accountability and continuous improvement.

In devising the new scorecard, Prysmian has chosen to **ensure continuity with the previous version**. The Group has kept key indicators and the previously monitored areas of intervention communicated during the Capital Markets Day (March 26, 2025). These KPIs are fully aligned with the four-year strategic plan and coordinated with the financial targets set for the same time horizon.

This approach allows Prysmian to ensure consistency in measuring and reporting performance over time. It ensures comparability of the results and effective monitoring of the Group's progress. The scorecard also includes **ESG KPIs that will be reflected in remuneration starting in 2026** (the MBO plan and three-year GROW plan), consolidating the link between sustainability, innovation and incentive schemes.

At the same time, the Sustainability & Innovation Scorecard 2026-2028 introduces **new KPIs specifically focused on innovation and sustainability**. These have been devised to reflect the growing role that technology, research and the development of advanced solutions play in the Group's transformation. Integration of these new indicators will enable Prysmian to further expand its sustainability vision, harnessing human capital, promoting solid and responsible governance and strengthening the Group's ability to deliver innovation to support the energy and digital transition.

The Sustainability & Innovation Scorecard 2026–2028 was defined through a **structured, collaborative process**. This involved those corporate functions associated with the various KPIs, guaranteeing an integrated approach. The scorecard was then submitted to the Sustainability Committee for approval, before being presented to the Board of Directors, confirming its importance for both strategy and governance. The Strategy and Sustainability team is responsible for overall management of the scorecard, as for coordinating its definition and monitoring.

IMPACT SUSTAINABILITY & INNOVATION SCORECARD 2026 - 2028

SDG	Related ESRS topic	KPI	Result 2025	Target 2028
1, 7, 9, 11	S3-Affected Communities	Cumulative number of households provided with access to electricity from renewable sources in the 2025-2028 period [1]	**28.9 mln**	115 mln
		Cumulative number of households provided with fast digital access in the 2025-2028 period [2]	**3.5 mln**	15 mln
9, 12, 13	E1-Climate Change	Percentage reduction in Scope 1 and 2 emissions (market-based) vs 2019 baseline [3]	**40.2%**	50%
		Percentage reduction in Scope 3 emissions vs 2019 baseline [4]	**59.7%**	63%/ 65%
		Avoided emissions in Transmission business during 2025-2028 period [5]	**752,321 tCO_2e**	6,500,000 tCO_2e
9, 12, 13, 14, 15	E5-Circular Economy	New Product & Solutions vitality [6]	**28.3%**	32%
		Sustainability-linked revenues [7]	**43.7%**	55%
		Percentage of recycled content in addressable materials [8]	**21.8%**	26%/ 29%
5, 8	S1-Own workforce	Percentage of women executives [9]	**22.6%**	25%
		Percentage of employee shareholders [10]	**50%**	> 50%
4, 8, 12	G1-Business Conduct	Percentage completion of e-training on topics related to ethics and integrity [11]	**90%**	95%

(1) **Cumulative number of households provided with access to electricity from renewable sources in the 2025-2028 period:** Cumulative number of households potentially connected to renewable energy through Prysmian products and solutions. This includes installed capacity through photovoltaic panels, onshore and offshore wind turbines for use in renewable energy production. Unlike the 2023-2025 scorecard, in the 2026-2028 scorecard, the method of calculation has been revised by inputting data from the International Energy Agency (IEA) recalibrated with Prysmian's market share; this has resulted in a slight change in the result for 2025.

(2) **Cumulative number of households provided with fast digital access in the 2025-2028 period:** Cumulative number of households with access to fast digital access (defined as FTTH, FTTB, DOCSIS 3.0) thanks to Prysmian products and solutions.

(3) **Percentage reduction in GHG emissions (market-based Scope 1 and 2) vs 2019 baseline:** Reduction in GHG emissions linked to operational sites (Scope 1 e 2) versus 2019, in line with the SBTi target. Scope 2 is calculated using a market-based method.

(4) **Percentage reduction in Scope 3 emissions vs 2019 baseline:** Reduction in GHG emissions linked to the upstream and downstream value chain (Scope 3) versus 2019, in line with the SBTi target.

(5) **Avoided emissions in Transmission business during 2025-2028 period:** Emissions avoided thanks to installation of solutions enabling the development of renewable energy by the Transmission business unit, in line with WBSD (World Business Council for Sustainable Development) guidelines.

(6) **New Product & Solutions vitality:** Turnover generated by sales of new products/solutions as a percentage of total turnover over a time-scale of 3 years, starting from the first customer order. The time-scale for the Transmission BU is 6 years. New products/solutions consist of market-ready products, systems or services that have required a major commitment in terms of R&D in order to be developed and that contain new elements.

(7) **Sustainability-linked revenues:** Percentage of total revenues generated by products and solutions with a net positive environmental impact, or a reduced negative environmental impact compared with industry standards. Sustainability-linked revenues, as defined in the OI-R&D-CD-002 operating procedure, are revenues from products and solutions that meet E Path, E3X, Green Overhead Lines, Green Al Rod & Strip, Sirocco and Transmission BU criteria. The figure of 43.7% includes the Channell Group in the KPI's denominator.

(8) **Percentage of recycled content in addressable materials:** Share of recycled content with respect to total purchases of the following materials: copper, PE for jackets, steel and lead. The addressable volume for lead is limited to the market for extruded submarine cable in Transmission BU; the addressable volume for steel is limited to the market for Overhead Lines in North America; the addressable volume for polyethylene is limited to the market for low and medium voltage cable's jackets.

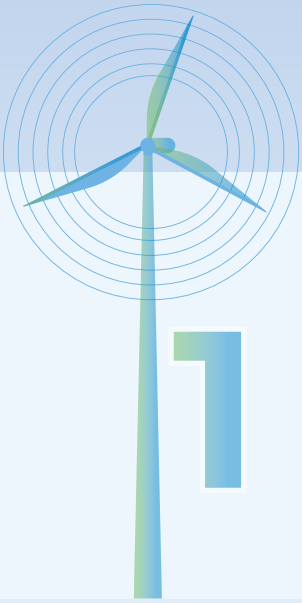
(9) **Percentage of women executives:** Women executives (job grade 20 and above) as a share of the total number of executive employees. Job grades of 20 and over refer to the most senior management and leadership positions within the organization. This generally regards key management personnel with broad responsibility for decision-making and resource management and a significant impact on the entity's financial, social and environmental performance. These management grades make a decisive contribution to defining the entity's policies and governance and to implementing sustainability goals. The KPI demonstrates the Group's ability to both promote people to leadership roles from within the organization and to hire them in the market, in addition to its ability to retain talent.

(10) **Percentage of employee shareholders:** Number of employees who hold Prysmian shares held in the Company's administrative accounts through the GROW, YES and BE IN plans as at December 31, divided by the total number of employees eligible to participate in at least one of the plans.

(11) **Percentage completion of e-training on topics related to ethics and integrity:** Includes e-learning courses on the Code of Ethics, anti-corruption, antitrust issues and the Helpline, conducted through the Group's business management system and aimed at all at-risk functions.

1. Premise
2. Financial and Sustainability highlights
3. **ESRS 2 - General disclosures**
4. E - Environmental disclosure
5. S - Social disclosures
6. G - Governance disclosures
7. Appendices
8. Certification
9. Audit report on Sustainability Consolidated Statement

PRYSMIAN'S VALUE CHAIN





1 UPSTREAM

Procurement of raw materials and services

High-quality, readily available raw materials form the basis of the final product. Prysmian takes a responsible approach to procurement, building solid, long-term relationships with suppliers.

2 OWN OPERATIONS

Direct operations

Research and development (R&D): cable innovation underpins our competitiveness. Our worldwide R&D centers develop new power transmission and telecommunications solutions.

Production: our state-of-the-art plants guarantee quality, security and reliability. Automation and process optimization cut costs and boost efficiency.

3 DOWNSTREAM

Product use, maintenance and end of life

Distribution and logistics: a global network of factories and warehouses guarantees rapid, affordable delivery.

Installation and customer care: Prysmian doesn't just sell cables: we provide technical advice and support for maintenance and the management of complex projects. Our underground and subsea cables incorporate advanced monitoring and preventive and corrective maintenance, covering everything from fault detection through to repair.

Life cycle management: Enhanced focus on sustainability: efficient design to reduce losses, recycle materials and manage waste to limit the environmental impact.



Supply of processed materials:

- Base metals (copper, aluminum)
- Semi-finished products (paper, insulators, cable jackets, plastics)

Supply of ancillary goods and services:

- Cable-laying ships
- Utilities (electricity, water, gas)
- Packaging
- Logistics and transport services
- Other technical and industrial services

Research and development (R&D):

- Materials and cable technology innovations
- Development of digital solutions
- Sustainability and decarbonization projects

Design and testing:

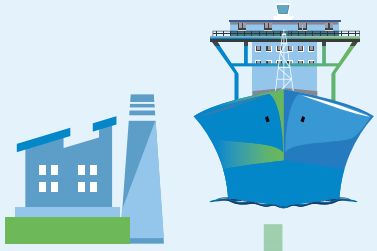
- Power transmission systems
- Urban and industrial power grids
- Applications for home appliances and electric mobility
- Digital solutions and smart grids

Production:

- Power cables (HV, MV and LV)
- Telecommunications cables (fiber, data)
- Cables for subsea connections and offshore wind farms

Installation:

- Subsea domestic and international interconnectors
- Offshore wind farm projects
- Subsea telecommunications





Installation at customer site:

- Energy and telecommunications infrastructure
- Industrial and civil solutions

Use and maintenance:

- Performance monitoring
- Preventive and corrective maintenance
- After-sales technical support



1. Premise
2. Financial and Sustainability highlights
3. **ESRS 2 - General disclosures**
4. E - Environmental disclosure
5. S - Social disclosures
6. G - Governance disclosures
7. Appendices
8. Certification
9. Audit report on Sustainability Consolidated Statement

An integrated sustainability strategy encompassing the entire value chain: active stakeholder engagement

Prysmian's sustainability strategy is based on an extended, integrated, and systemic vision of the value chain. The aim is to promote sustainable innovation and reduce environmental impacts throughout the product lifecycle, while also reinforcing the organization's competitiveness and resilience.

Prysmian uses a structured approach that combines **innovation, collaboration, and digitalization**, and leverages the active contributions of all internal and external stakeholders.

In this context, ongoing dialogue with suppliers, customers, employees, local communities, and other stakeholders represents a strategic driver of growth and a key channel for developing shared solutions. Engagement activities aim to:

- gather suggestions for the innovation of processes, products and communication channels;
- map and understand the impacts generated and incurred by the Group, to more effectively manage risks and reputation;
- inform, educate and engage all stakeholders regarding material topics for the Group and the areas in which it operates;
- identify needs, expectations and issues to be reflected in the sustainability strategy, building relationships based on trust and transparency.

Prysmian's people are at the heart of this process: through training initiatives, dialogue and direct involvement, they actively contribute to creating more sustainable, innovative and inclusive solutions.

The engagement process is structured in accordance with the latest 2015 version of the **AA1000SES international standard**, developed by AccountAbility. The approach is implemented through a series of both formal and informal physical and digital instruments and channels, capable of harnessing contributions from each actor in the value chain.

STAKEHOLDER VALUE CREATION



Stakeholder	Type of engagement	Purpose of engagement
Customers	— Field visits by technical and commercial teams — Customer satisfaction surveys and interviews to gather insights — User data analysis using integrated sensors and software — Cable apps and customer portal	Listen to and work with customers to offer tailor-made solutions and drive sustainable innovation. The CRM system centralizes interactions and segments the market, facilitating increasingly sustainability-based offerings
Shareholders and investors	— Conferences and roadshows — Meeting — Shareholders and investors	Prysmian is a publicly traded company with a large shareholder base. This means maintaining regular and open dialogue with stakeholders on ESG issues plays a key role in the Company's integrated strategy and value creation process
Schools, universities and research centers	— Prysmian Academy — Local student mentoring programs	Invest and promote learning and training as key drivers of improvement and innovation, facilitating the development of innovative ideas resulting in actual products
Local communities	— Local training activities — Donations — Sponsorships	Promote and contribute to the social and economic development of the communities in which the Group operates
Employees and contractors	— Town Hall meetings — Office open days	Create and foster a work environment based on diversity, inclusion and equal opportunity, in which merit plays a central role
Suppliers	— Sustainability audits — Supplier Conference — Digital assessments — Long-term partnerships	Promote supply chain sustainability by embedding environmental and social factors in supplier selection processes and monitoring suppliers, incentivizing circularity practices and helping to achieve Scope 3 targets
Trade bodies, public organizations	— Dialogue with institutions and industry experts	Play an active role in international forums as an industry leader and trend-setter in the sector

Shareholder dialogue

Prysmian's strategic and financial communication policy aims to meet the very highest standards of fairness, clarity, and transparency. Corporate activities and procedures are designed to give credibility to the Company's market communication, with the goal of increasing and consolidating investor trust. This seeks to foster a long-term investment approach to the Company's shares and avoid information asymmetry. The Group prioritizes making sure that every investor, both current and potential, has access to the same information to make informed investment decisions. Prysmian organizes conference calls with institutional investors and financial analysts timed to coincide with the publication of quarterly reports. In addition, the Company promptly informs the market about any action or decision that could have a material impact on its share price and/or performance.

Investor relations activity was continuous and intense, with **over 600 conference calls and one-to-one or group meetings** held both remotely or in person at the Milan headquarters and in leading global financial centers such as London, Paris, New York and Milan.

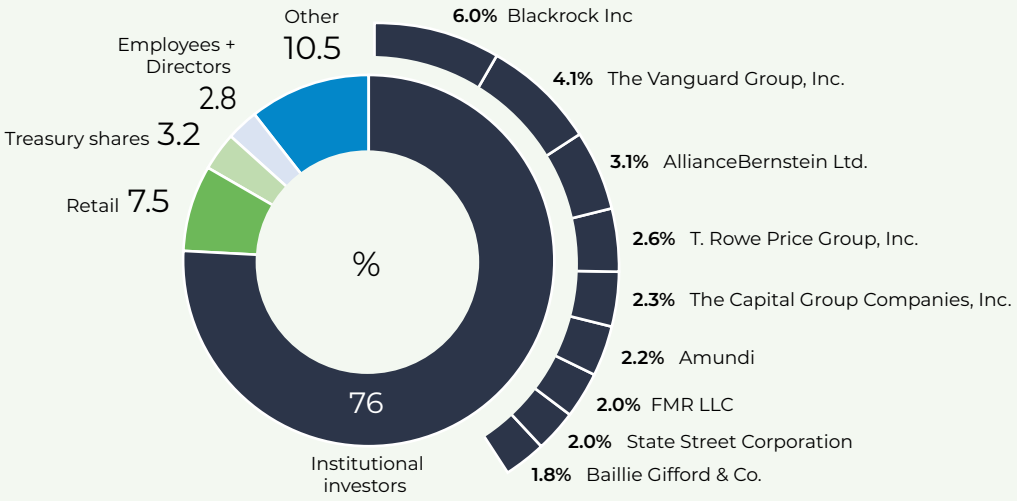
Prysmian also participated in numerous industry conferences organized by leading international brokers, as well as roadshows and thematic events focused on specific topics such as energy transition, digitalization, sustainable innovation and the circular economy. The Group is also increasingly devoting special attention to relations with ESG investors, who focus their investment strategies on environmental, social and governance issues. Ongoing engagement by the Company and senior management, with various activities organized, including the Capital Markets Day and meetings specifically dedicated to such investors, has further contributed to increasing the weight these investors hold in Prysmian's ownership structure.

The Investor Relations team maintained ongoing relations with institutional investors through the website www.prysmian.com, where recordings of conference calls and presentations to the financial community, corporate documents, press releases, and all other information regarding the Group are available in Italian and English.

1. Premise
2. Financial and Sustainability highlights
3. **ESRS 2 - General disclosures**
4. E - Environmental disclosure
5. S - Social disclosures
6. G - Governance disclosures
7. Appendices
8. Certification
9. Audit report on Sustainability Consolidated Statement

Composition of the shareholder base

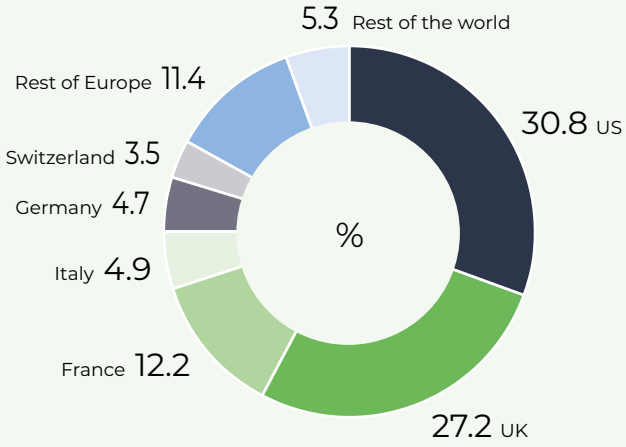
Institutional investors account for over 76% of the shareholder base.



Source: internal computations based on Nasdaq data.

Institutional investors by geographical area

A third of institutional investors are from the United States (31%). UK (27%) and French (12%) funds have a major presence.

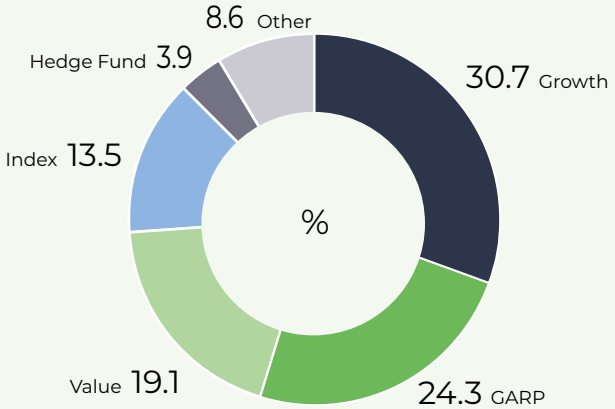


Source: internal computations based on Nasdaq data.

Growth and value as drivers of investment

Over two thirds (74%) of the share capital is held by investment funds that follow Value, Growth or GARP (Growth at Reasonable Price) strategies. These investors expect share price growth over the medium/long-term and consider the current share price to be undervalued given the prospects offered by the company's fundamentals.

INSTITUTIONAL INVESTORS BY INVESTMENT STYLE

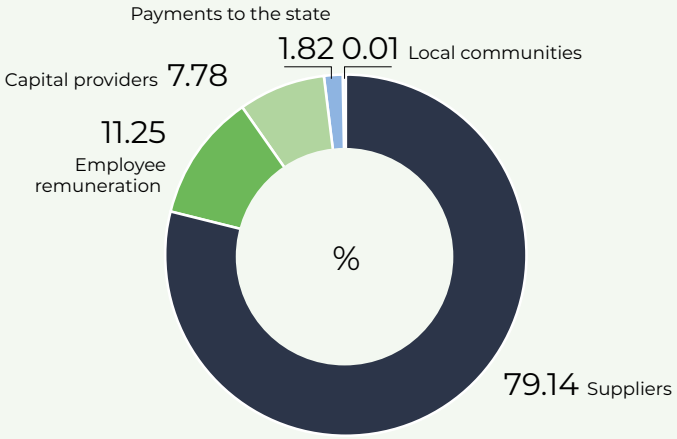


Source: internal computations based on Nasdaq data.

The creation of value for all stakeholders is represented by the indicator **"economic value generated and distributed"**. This indicator, based on the re-aggregation of data from the audited financial statements, measures the overall economic wealth created by the Group.

The economic value generated in 2025 amounted to €20,951 million, compared with €17,818 million in 2024. Most of this value, amounting to €19,657 million (€17,069 million in 2024), was redistributed to:

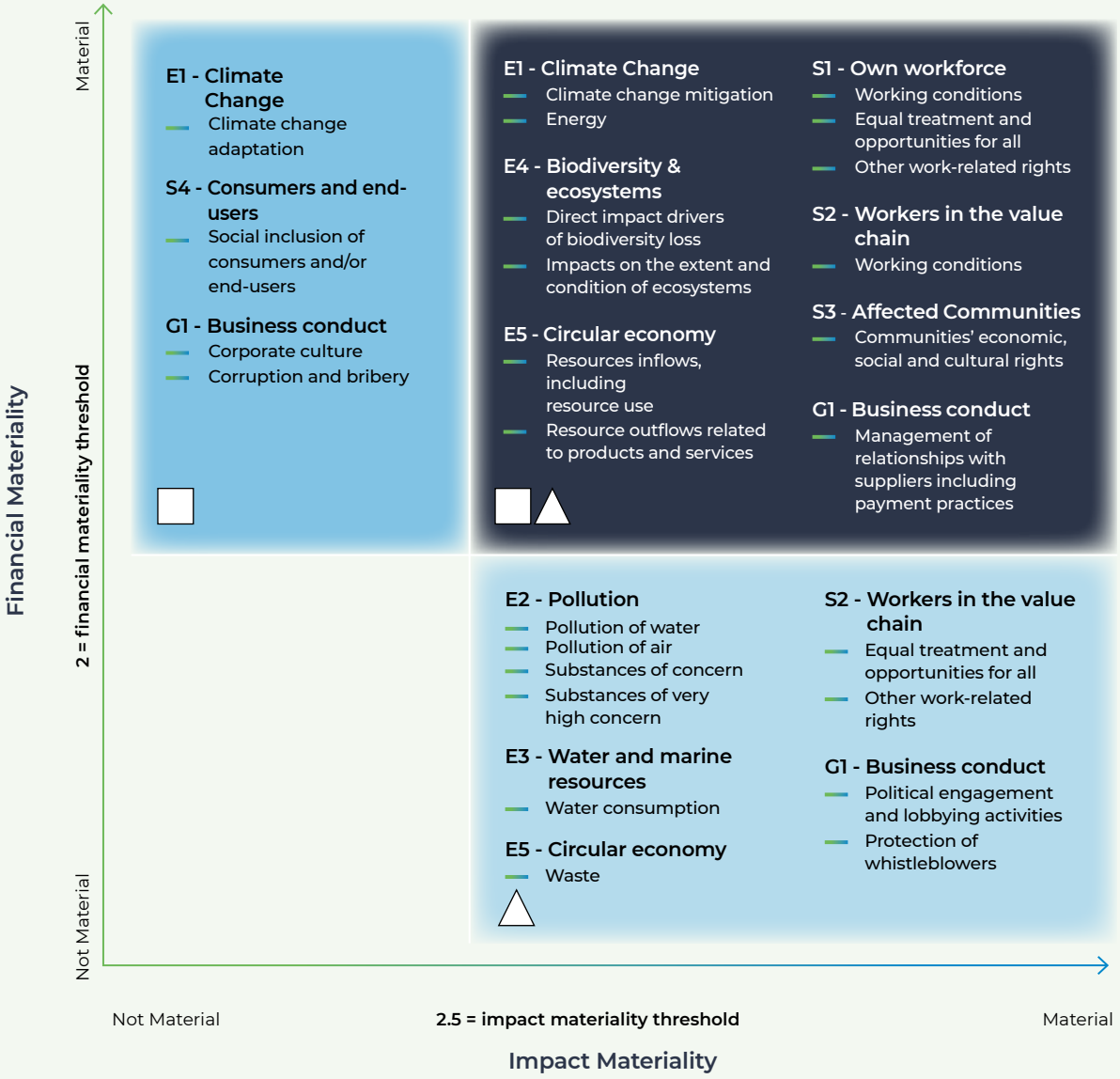
REDISTRIBUTION OF ECONOMIC VALUE GENERATED



1. Premise
2. Financial and Sustainability highlights
3. **ESRS 2 - General disclosures**
4. E - Environmental disclosure
5. S - Social disclosures
6. G - Governance disclosures
7. Appendices
8. Certification
9. Audit report on Sustainability Consolidated Statement

Integrated assessment of impacts, risks and opportunities according to the double materiality principle

2025 DMA representation with topics and sub-topics



Double materiality as a strategic lever to accelerate growth opportunities

Prysmian further developed and reinforced its approach to the assessment of impacts, risks and opportunities (IROs) in 2025. This involved a complete review of the **Double Materiality Assessment (DMA)** in line with requirements provided in the **Corporate Sustainability Reporting Directive (CSRD)** and the **European Sustainability Reporting Standards (ESRS 1 – General Requirements)**.

For Prysmian, **double materiality** is not just a question of regulatory compliance. It is also **a strategic governance tool** that enables the Group to integrate sustainability into the development of its "Accelerating Growth" strategy.

Under this approach, the Group carries out a combined assessment of:

- **the impact of its own operations on the environment and on people** (impact materiality);
- **the risks and opportunities associated with sustainability that may influence the Group's operating and financial performance** (financial materiality).

This double perspective allows the Group to **identify topics that can influence strategic decisions**, leading to a dynamic balance between the creation of economic value and the generation of positive impacts for stakeholders.
Prysmian uses an **integrated, structured, and cyclical** approach to managing double materiality, with the active involvement of key functions, senior management, and the most representative categories of external stakeholders.
The review conducted in 2025 resulted in the **"Double Materiality Assessment" Procedure**. This sets out the responsibilities, timings, assessment criteria, and uniform operational rules for all business units and corporate functions, ensuring process consistency and traceability.
ESG topics are positioned in the materiality matrix based on an assessment conducted jointly by internal and external stakeholders. This process takes into account scores related to impacts, risks and opportunities, as well as factors like scale, irremediable character and likelihood of occurrence.

The matrix makes it possible to clearly visualize **areas of greatest strategic importance**, guiding investment decisions, innovation and risk management.
All topics included in the matrix are deemed material: although they have been prioritized, each topic contributes to definition of the Group's operational and strategic priorities. Non-material topics were initially assessed but have been excluded from the matrix in order to maintain a clear and consistent focus on areas that are high-impact and financially material.

The **2025 double materiality assessment** confirmed the materiality of three topics already identified in 2024. These continue to have a major influence on the Group's strategy:

- **E1 – Climate change**
- **S1 – Own workforce**
- **G1 – Business conduct**

The 2025 double materiality assessment not only systematically highlighted **ESG risks**, but above all **strategic opportunities** with the potential to broaden the economic value the Group generates. Those linked to the **Transmission and Power Grid business units**, essential enablers of the global energy transition, play a central role in this regard.
The increased financial materiality of topics **S3 (Affected Communities)** and **S4 (Consumers and End-users)**, compared with 2024, is directly linked to **growing demand for high and extra high voltage electricity infrastructure, submarine interconnectors** and innovative technological solutions that Prysmian is able to offer in rapidly growing markets.
Topics E5 (Circular Economy) and S2 (Workers in the Value Chain) continue to appear in the top-right quadrant as being most material, despite a slight reduction in impact materiality compared with 2024. Finally, topics E2 (Pollution), E3 (Water and Marine Resources) and E4 (Biodiversity and Ecosystems) appear in the same quadrant as last year, with perceptions of the related impacts, risks and opportunities remaining broadly stable.

Double materiality shows how the opportunities identified – backed by structural trends such as **the electrification of consumption, massive development of renewable energy and energy security** – can give rise to:

- **new revenue streams**, linked to the expansion of onshore and offshore network projects;
- **enhanced long-term economic returns**, thanks to high-value contracts with lengthy duration;
- **distinctive competitive advantages**, through technological innovation, quality and delivery capabilities.

These elements now form the **basis for developing Prysmian's strategy**, guiding:

- industrial and investment priorities;
- market positioning and commercial strategy;
- dialogue with customers, government bodies and local communities;
- the integration of ESG criteria into project management.

1. Premise
2. Financial and Sustainability highlights
3. **ESRS 2 - General disclosures**
4. E - Environmental disclosure
5. S - Social disclosures
6. G - Governance disclosures
7. Appendices
8. Certification
9. Audit report on Sustainability Consolidated Statement

Overall, while in line with the approach followed in the previous year, **the results of Prysmian's 2025 assessment reflect an increasingly integrated assessment process, designed to create sustainable value** and strengthen the link between sustainability and financial performance.

Double materiality thus acts as **a strategic compass for Prysmian**, guiding corporate decision-making, anticipating emerging risks and identifying opportunities that result from the transition to a more sustainable future.

The methodology used for the DMA: steps in the process

The review process consisted of five main steps, each designed to ensure a full and coherent assessment in compliance with European standards:

1. Planning and context analysis

During the initial stages, the **Sustainability Reporting** team, in coordination with the **Strategy & Investor Relations Office**, conducted an analysis of the regulatory and industry context. This involved analyzing changes in European legislation and best practices adopted by international peers, with the aim of applying any methodological improvements and ensuring alignment with the latest guidance from the European Financial Reporting Advisory Group (EFRAG).

2. Impact assessment:

- **Review of the long list of impacts**
  Based on the outcome of the context analysis, Prysmian proceeded with an in-depth review of the long list of impacts – defining them as: actual/potential, positive/negative. short/medium/long term – based on their position in the value chain (upstream, own operations, downstream). Each impact was categorized on the basis of four key parameters:
- **scale** (severity and magnitude of the impact)
- **scope** (geographical extent and duration)
- **irremediable character** (ability to repair or reverse the damage, for negative impacts)
- **likelihood of occurrence**.
  In conducting the materiality assessment, Prysmian considered preventive, mitigation or remedial actions with relation to the "likelihood of occurrence" parameter.
  Segmentation of the Group's value chain was also redefined as part of this step, distinguishing between **cable production** and **underground and submarine installation**. This was done to provide a more accurate representation of the specific nature of operations and the related environmental and social impacts.
  The assessment scales have been broadened with respect to 2024, introducing specific options and details depending on the topic linked to each impact, and aligned with the structure of the **topics and subtopics in the ESRS** (E1–E5, S1–S4, G1). This change has improved granularity and data traceability within the assessment, ensuring consistency with the risk matrix used in the Group's **Enterprise Risk Management (ERM)** system.
- **Involvement of internal and external stakeholders**
  Between July and September 2025, Prysmian conducted a widespread **engagement** program to gather the views of its most representative internal and external stakeholders.
  Various **corporate functions** were involved in this process and tasked with validating, modifying or adding to the long list of impacts, as well as assigning scores to the defined parameters.
  Externally, the process included **institutional investors, key customers, suppliers, academics and industry experts**, all of whom were invited to participate via workshops, interviews, and questionnaires.
  Each stakeholder gave an assessment based on a **four-level scale** (where 1 = "not significant" and 4 = "high impact"), as well as on the three key parameters described above: scale, scope and irremediable character. The average of the resulting scores determined the **severity of the impact**. This was then weighted with the likelihood of occurrence in order to achieve a final score.
  Impacts scoring higher than the materiality threshold of 2.5 (out of a total of 4) were considered "material" and included in the scope of reporting. Impacts scoring below this threshold were excluded, in compliance with ESRS 1. The table below outlines the meanings assigned to the different impact categories that determine their materiality.

Rating system		Description	Meaning of impact categories
1	Low	Non-significant impact	Impact generally characterized by limited and localized effects on stakeholders, short in duration and easily reversible, without significantly affecting their rights, well-being, or the surrounding environment.
2	Medium- low	Moderate impact	Impact generally characterized by moderate effects on people and the environment, occurring across a limited number of phases of the Group's value chain and remediable through moderate efforts in terms of time and costs.
3	Medium - high	High impact	Impact generally characterized by moderately broad consequences at the geographical level, involving multiple stakeholders and Group's value chain phases and requiring significant mitigation or management efforts due to the difficulty of remediation.
4	High	Very high impact	Impact generally characterized by widespread consequences at a geographical or systemic level, or over the long term, involving multiple stakeholders and requiring structural mitigation or management measures due to the difficulty of remediation.

3. Risk and opportunities assessment

In addition to the impact assessment, the **Group Risk Management team** also conducted a review of **ESG risks** within the ERM system, ensuring methodological consistency with impact and financial materiality. This process involved not only the Group's senior management, but also regional heads and business unit and head office team leaders via interviews.

Each risk is associated with the relevant ESRS and assessed in terms of its potential financial impact, with particular regard to the impact on **EBITDA and Free Cash Flow**.

The **opportunities** assessment was coordinated by the Sustainability Reporting team, in collaboration with **Administration, Finance and Control Department**. Interviews were conducted with the Group's key executives, enabling them to help define and validate strategic ESG opportunities, which were subsequently classified as follows:

- **relevant ESG topic** (environmental, social or governance);
- **time horizon** (short-, medium- or long-term),
- **position in the value chain** (upstream, own operations, downstream);
- **magnitude and financial nature of the expected impact**.

This assessment made it possible to quantify the potential contribution these sustainability opportunities can make to value creation within the Group, facilitating their integration into strategic and financial planning processes.

The following scale was used to assess the financial impact of risks and opportunities:

Level	Description	Magnitude	Financial impact - Absolute number (based on following year's outook)
1	Minor/ Insignificant	Minor/insignificant effect on Ebitda/Free Cash Flow	< 10 M Euro Ebitda/Free Cash Flow
2	Moderate	Moderate effect on Ebitda/Free Cash Flow	10 - 50 M Euro Ebitda/Free Cash Flow
3	High	High effect on Ebitda/Free Cash Flow	50 - 100 M Euro Ebitda/Free Cash Flow
4	Very high	Very high effect on Ebitda/Free Cash Flow	> 100 M Euro Ebitda/Free Cash Flow

1. Premise
2. Financial and Sustainability highlights
3. **ESRS 2 - General disclosures**
4. E - Environmental disclosure
5. S - Social disclosures
6. G - Governance disclosures
7. Appendices
8. Certification
9. Audit report on Sustainability Consolidated Statement

In line with the adopted methodology, **risks and opportunities with a financial impact equal to or higher than 2 – corresponding with a moderate or higher level on the assessment scale – were considered material for reporting purposes. These opportunities are deemed to have the potential to generate tangible or predictable financial benefits over the medium to long term**.

4. Consolidation, validation and integration within reporting systems

On completion of the assessment, the results were consolidated by the Sustainability Reporting team and subjected to **cross-validation** by the Administration and Risk Management teams, ensuring consistency and robustness of the methodologies applied.
The **revised materiality matrix** was then approved by **senior management** and distributed to the **Board of Directors' Sustainability Committee**.

Results and outlook

The 2025 DMA process has reinforced the **strategic importance** of the double materiality principle in driving the integration of ESG and financial performance.

The adopted approach ensures full **methodological traceability**, from definition of the impacts through to quantitative assessment of their financial impacts. This allows the Group to have a dynamic, forward-looking vision of risks and opportunities linked to sustainability.

In line with guidance provided by the CSRD, the assessment is revisited annually through internal audits, methodological reviews, and industry benchmarks. This ensures a process of **continuous improvement**, and methodologies are constantly updated to reflect changes in legislation and the market.

This structured methodology enables Prysmian to strengthen its commitment to making sustainability a pillar of its business model and a key **factor in competitiveness and resilience**. It also ensures consistency between the management of ESG risks, the creation of value for stakeholders and the Group's integrated reporting.

Operations Management and Continuous Monitoring

Over the course of 2025, the second year in which the double materiality process was implemented, Prysmian further consolidated integration of financial and non-financial impacts within the Group's operations management and strategy. The Company continues to take a proactive, integrated approach, designed to anticipate challenges linked to ESG aspects and take advantage of the resulting opportunities to support solid, resilient, and sustainable growth.

Further information on the decision-making process and internal control procedures related to the assessment of risks and opportunities can be found in the section **"Risk management and internal controls"**.

Internal documentation

The following were consulted and revised:

- **Supply Chain Vendor Management Strategy**;
- **Desk & Risk Analysis** as part of the human rights' due diligence process;
- **Environmental Impact Assessment** and technical project documents related to installation and maintenance work;
- revised **operational plans** and ESG risk assessments for the main business areas.

External documentation

The following were consulted and amended:

- **EFRAG Sector Classification Standard** (latest 2024–2025 versions);
- **SASB Materiality Finder**, with particular regard to the Electrical & Electronic Equipment, Engineering & Construction Services and Telecommunication Services sectors;
- guidelines and recommendations published by **EFRAG** in connection with application of the **European Sustainability Reporting Standards (ESRS)**.

Prysmian's management, supervisory and control bodies are regularly engaged in structured, ongoing dialogue designed to keep them informed on the results of the assessment process and stakeholder opinions. Prysmian periodically organizes multi-stakeholder engagement events including customers, suppliers, universities, research centers, investors, and union representatives. This is done to identify needs, expectations, and views to be addressed by the business strategy.

The revised impact, risk and opportunities assessment was presented to members of the **Sustainability Committee**, the **Control and Risks Committee** and the **Board of Statutory Auditors**. This ensures cross-cutting alignment between governance, sustainability, and financial performance.

In line with the ESRS, by considering both the entity's impact on the environment and society **(impact materiality)** and the resulting financial risks and opportunities **(financial materiality)**, the double materiality assessment allows governance bodies to make informed decisions in the pursuit of increasingly sustainable and responsible strategies.

Governance

Prysmian ensures that its corporate governance is constantly aligned with the relevant recommendations and regulations, applying both Italian and international best practices. The Group has also adopted principles, rules and procedures governing the conduct of all its organizational and operational structures, in addition to guaranteeing that every transaction is completed in an effective, transparent manner. In 2025, Prysmian continued to adhere to the Corporate Governance Code for listed companies approved by the Corporate Governance Committee.

Further information on the below two aspects is provided in the "Report on Corporate Governance and Ownership Structures," approved by the Board of Directors and available for consultation on the company's website in the company/Governance section[6]:

- compliance with the principles and recommendations in the Corporate Governance Code and the reasons for non-compliance with one or more of its provisions;
- corporate governance practices applied by the company that go beyond the related legal or regulatory requirements.

Corporate governance structure

Prysmian applies traditional forms of governance and control, including Shareholders' Meetings, a Board of Directors and a Board of Statutory Auditors. Prysmian's corporate governance structure assigns a central role to the Board of Directors (as the most senior body responsible for managing the company in the interests of shareholders) in providing strategic guidance; in ensuring the transparency of decision-making processes; and in establishing an effective system of internal control and risk management. This covers decision-making processes for both internal and external matters. To complete its corporate governance structure, the company has also established a Control and Risks Committee, a Remunerations and Nominations Committee, a Sustainability Committee and a Supervisory Board set up pursuant to Italian Legislative Decree 231/2001.
Further details regarding Prysmian S.p.A.'s corporate governance system and its ownership structure, as required by art.123-bis of Italy's Consolidated Law on Finance, can be found in the "Report on Corporate Governance and Ownership Structures", available for consultation on the company's website in the company/Governance section[7], prepared pursuant to art. 123-bis of Italy's Consolidated Law on Finance. The following chart shows a summary of the corporate governance structure applied by the company as of December 31, 2025.

6 https://www.prysmian.com/en/Company/Governance
7 https://www.prysmian.com/en/Company/Governance

1. Premise
2. Financial and Sustainability highlights
3. ESRS 2 - General disclosures
4. E - Environmental disclosure
5. S - Social disclosures
6. G - Governance disclosures
7. Appendices
8. Certification
9. Audit report on Sustainability Consolidated Statement

Corporate Governance Structure



Shareholders' Meetings

Independent Auditor [3]

PwC S.p.A.

Board of Directors [1]

Francesco Gori [*] [4] *(Chair)*
Valerio Battista Deputy Chair
Massimo Battaini CEO
Paolo Amato [*] [5] Independent
Jaska de Bakker [*] [5] Independent
Pier Francesco Facchini CFO
Richard K. Palmer [*] [4] Independent
Ines Kolmsee [*] [6] Independent
Emma Marcegaglia [*] [6] Independent
Susannah H. Stewart [*] [6] Independent
Tarak Mehta [*] [5] Independent
Annalisa Stupenengo [*] [4] Independent

Board of Statutory Auditors [2]

Stefano Sarubbi *(Chair)*
Cecilia Andreoli
Nadia Valenti

Lead Independent Director

Emma Marcegaglia

Control and Risks Committee

Jaska Bakker *(Chair)*
Paolo Amato
Tarak Mehta

Remunerations and Nominations Committee

Richard K. Palmer *(Chair)*
Francesco Gori
Annalisa Stupenengo

Sustainability Committee

Ines Kolmsee *(Chair)*
Emma Marcegaglia
Susannah H. Stewart

Supervisory Board (Legislative Decree 231/01)

Silvano Corbella *(Chair)*
Jean-Paule Castagno
Paola Pulidori

Chief Reporting Officers

Alessandro Brunetti
Stefano Invernici

Chief Internal Audit Officer

Paola Pulidori

(*) Independent Director pursuant to Legislative Decree 58/1998 and the Corporate Governance Code for listed companies (January 2020 edition) approved by the Corporate Governance Committee established by trade bodies (ABI, ANIA, Assonime, Confindustria), Borsa Italiana S.p.A. and Assogestioni.
(1) Elected by the Annual General Meeting of shareholders held on April 18, 2024.
(2) Appointed by the shareholders' meeting on April 16, 2025.
(3) Elected by the Annual General Meeting of shareholders held on April 18, 2024.
(4) Members of the Remunerations and Nominations Committee.
(5) Members of the Control and Risks Committee.
(6) Members of the Sustainability Committee.

Board of Directors

Composition of the Board of Directors: Under the provisions of art. 14 of the company's bylaws, the company is managed by a Board of Directors, currently consisting of twelve Directors. Non-executive Directors are of sufficient number and have appropriate authority to guarantee that their views carry significant weight in the Board's decision-making.

Gender: Seven members of the Board of Directors are men and five are women (equal to 42%), in compliance with the rules governing gender requirements for the composition of corporate bodies, as applicable at the time of the election of the current Board of Directors.

Age: No Director is less than 50 years old, eight are aged between 55 and 60 and four are aged over 60.

Election: Two members of the Board of Directors were elected from the slate of candidates nominated by a group of institutional investors and asset management funds coordinated by Assogestioni and voted for by a minority of shareholders with voting rights attending the annual general meeting (12.8%). The other ten Directors were elected from a slate of candidates submitted by the outgoing Board of Directors and voted for by a majority of shareholders with voting rights attending the annual general meeting (86.2%).

Powers: The Board of Directors is vested with the broadest powers for ordinary and extraordinary administration, except for matters reserved solely for shareholders. The Board of Directors has elected a Chief Executive Officer from among its members. The CEO also holds the role of General Manager. He is vested with the authority and powers of ordinary administration necessary or useful to conduct the Company's business. The Directors are responsible for managing the Company, carrying out the transactions needed to fulfil its business purpose. The Board of Directors is also responsible for the Group's internal control and risk management system. As a result, they are required to assess its adequacy and establish system guidelines. They may avail themselves of the support of the other bodies involved in the internal control and risk management system, namely the Control and Risks Committee, the Director with responsibility for the internal control and risk management system, the Chief Audit Officer, the Board of Statutory Auditors and the Chief Reporting Officers.

Independent members: 75% of the members of the Board of Directors are independent.

Further information on the composition, election and functions of the Board of Directors is provided on the Company's website[8], in the section 'Corporate Bodies' and in the "Report on Corporate Governance and Ownership Structures".

1. Premise
2. Financial and Sustainability highlights
3. **ESRS 2 - General disclosures**
4. E - Environmental disclosure
5. S - Social disclosures
6. G - Governance disclosures
7. Appendices
8. Certification
9. Audit report on Sustainability Consolidated Statement

8 https://www.prysmian.com/en/Company/Governance

The following is a list of Directors qualifying as independent under art. 148, paragraph 3 of Legislative Decree 58 of February 24, 1998 (Consolidated Law on Finance) and art. 2 of recommendation 7 in the Corporate Governance Code.

Members [1] **Year of birth**	**First elected** [2]	**Current term** [3]	**Executive Independent**	**Meetings** [4]
Francesco Gori [*] Chair – 1952	9/18/2018	from 4/18/2024 to 2027	Independent	11/11
Valerio Battista [*] Deputy Chair - 1957	12/15/2005	from 4/18/2024 to 2027	Non-independent and non-executive	10/11
Massimo Battaini [*] CEO and General Manager – 1961	2/25/2014	from 4/18/2024 to 2027	Executive	11/11
Paolo Amato [**] Director – 1964	4/12/2018	from 4/18/2024 to 2027	Independent	9/11
Jaska Marianne de Bakker [*] Director - 1970	4/28/2021	from 4/18/2024 to 2027	Independent	11/11
Pier Francesco Facchini [*] Director and CFO – 1967	2/28/2007	from 4/18/2024 to 2027	Executive	11/11
Richard Keith Palmer [*] [2] Director – 1966	4/18/2024	from 4/18/2024 to 2027	Independent	10/11
Ines Kolmsee [*] Director – 1970	4/28/2021	from 4/18/2024 to 2027	Independent	11/11
Emma Marcegaglia [*] Director – 1965	4/18/2024	from 4/18/2024 to 2027	Independent	11/11
Tarak Mehta [*] Director – 1966	4/28/2021	from 4/18/2024 to 2027	Independent	8/11
Susannah Hall Stewart [**] Director – 1968	4/18/2024	from 4/18/2024 to 2027	Independent	10/11
Annalisa Stupenengo [*] Director – 1971	4/28/2021	from 4/18/2024 to 2027	Independent	11/11

(*) Director elected from the slate submitted by the outgoing Board and obtaining a majority of votes.
(**) Director elected from the slate submitted jointly by a group of shareholders consisting of asset management companies and institutional investors.
(1) The Control and Risks Committee consists of: Jaska Marianne De Bakker (Chairperson); Paolo Amato; Tarak Mehta. The Remunerations and Nominations Committee Committee consists of: Richard Keith Palmer (Chairperson); Francesco Gori; Annalisa Stupenengo. The Sustainability Committee consists of: Ines Kolmsee (Chairperson); Emma Marcegaglia; Susannah Stewart.
(2) Date on which the Director was elected to the Board of Directors for the very first time.
(3) Term of office due to expire with the Annual General Meeting called to approve the financial statements for the year ended December 31, 2026.
(4) Attendance at Board meetings in 2025 (meetings attended /total number of meetings held).

In keeping with the approach adopted by most of the English-speaking world and without affecting compliance with regulations from time to time in force, the Board of Directors has decided to use a Board Skills Matrix. This enables the Board to identify existing expertise within the Board and address any gaps. The results are then utilized to indicate the skills that candidates included in slates for election as Directors should possess.

The **Board Skills Matrix** is as follows:



Board of Statutory Auditors

The Board of Statutory Auditors is responsible for monitoring compliance with the law and the company's bylaws. It also oversees application of good governance principles in conducting the company's business and the adequacy of the company's organizational structure, internal control system and administrative and accounting system. In accordance with art. 21 of the bylaws, the Board of Statutory Auditors consists of three Standing Auditors, including a Chair, and two Alternate Auditors. The current members will remain in office until the annual general meeting of shareholders called to approve the financial statements for the year ending December 31, 2027. All members of the Board of Statutory Auditors are independent (100%) under both art. 148, paragraph 3 of Italian Legislative Decree 58 of February 24, 1998 (Italy's Consolidated Law on Finance) and art. 2 of recommendation 7 of the Corporate Governance Code.
As of December 31, 2025, two Standing Auditors and one Alternate Auditor are women, while one standing auditor (the Chair) and an alternate are men (equal to 40% of members of the Board of Statutory Auditors). This is in compliance with the rules governing gender requirements for the composition of corporate bodies, as applicable at the time of the election of the current Board of Statutory Auditors.
The three Standing Auditors, including the Chair, and the two Alternate Auditors were elected from the sole slate of candidates submitted by a group of institutional investors and asset management funds coordinated by Assogestioni and voted for by a majority of shareholders with voting rights attending the annual general meeting (95.8%).

Further information on the composition, election and functions of the Board of Statutory Auditors is provided on the company's website[9], in the section Corporate Bodies and in the "Report on Corporate Governance and Ownership Structures".

Members Year of birth	First elected (1)	Current term (2)	Independent Code/CLF	Meetings (3)
Stefano Sarubbi Chair - 1965	4/12/2022	from 4/16/2025 to 2028	yes/yes	18/19
Cecilia Andreoli Standing Auditor – 1980	4/16/2025	from 4/16/2025 to 2028	yes/yes	11/11
Nadia Valenti Standing Auditor - 1974	4/16/2025	from 4/16/2025 to 2028	yes/yes	11/11
Monica Romanin Alternate Auditor – 1969	4/16/2025	from 4/16/2025 to 2028	yes/yes	N/A
Vieri Chimenti Alternate Auditor – 1966	4/12/2024	from 4/16/2025 to 2028	yes/yes	N/A

All the Statutory Auditors were elected from a sole slate of candidates submitted by a group of shareholders consisting of asset management companies and institutional investors.
(1) Date on which the Auditor was elected to the Board of Statutory Auditors for the very first time.
(2) Term of office due to expire with the Annual General Meeting called to approve the financial statements for the year ended December 31, 2027.
(3) Attendance at Board of Statutory Auditors' meetings (13) and at joint meetings with Board committees (6) in 2025 (meetings attended /total number of meetings held; N/A: not in office during the period).

Employee and worker representation in administrative, management and supervisory bodies is not applicable to Prysmian, as the company utilizes the traditional Italian form of governance, which does not envisage such representation.

Board committees

The Board of Directors has set up the following Board committees: the Sustainability Committee, the Control and Risks Committee, and the Remunerations and Nominations Committee. The Board elected the committees' respective members, including chairs. The committees are tasked with conducting in-depth examinations, making recommendations, and providing advice.

The committees' composition, roles and terms of reference are governed by the Corporate Governance Rules adopted by the Board of Directors and available for consultation on the company's website in the company/Governance/Committees section[10].

9 https://www.prysmian.com/en/Company/Governance
10 https://www.prysmian.com/en/Company/Governance/Committees

1. Premise
2. Financial and Sustainability highlights
3. ESRS 2 - General disclosures
4. E - Environmental disclosure
5. S - Social disclosures
6. G - Governance disclosures
7. Appendices
8. Certification
9. Audit report on Sustainability Consolidated Statement

The current committees consist of three non-executive and independent Directors in accordance with the Corporate Governance Code and Consolidated Law on Finance. The term of office of each member corresponds with their term of office as a Director.

Sustainability governance

Prysmian further strengthened its internal sustainability governance structure in 2025, establishing the new role of Chief Sustainability, R&D and Innovation Officer. This reflects the Group's commitment to embedding **sustainability and innovation** – broadening its impact across all areas of business, from product development and technological progress to operational efficiency – as a way to continuously enhance stakeholder value.
By combining the leadership of sustainability and innovation, Prysmian aims to accelerate development of solutions supporting the energy transition, the circular economy, and the digital transformation. This will also ensure that sustainability becomes an intrinsic driver of long-term competitiveness and growth.

Prysmian's sustainability governance is organized as follows:

1. **The Chief Sustainability, R&D & Innovation Officer and the Sustainability team** are responsible for:
   - working with the Chief Strategy Officer to lead development of the Environmental Strategy, proposing objectives and setting priorities by identifying and monitoring the Group's material impacts and opportunities;
   - supporting the regions and business units in their implementation of actions and initiatives aimed at achieving the Group's environmental goals;
   - integrating sustainability and innovation, thereby contributing to achievement of the objectives set;
   - coordinating the Local Sustainability Ambassadors' Network.
2. **The Chief Strategy Officer and the Investor Relations team** are responsible for:
   - working with the Chief Sustainability, R&D & Innovation Officer and the Chief HR & Organization Officer to lead development of the ESG Strategy, defining and proposing objectives and setting priorities by identifying and monitoring the Group's material impacts and opportunities;
   - managing sustainability indices;
   - ensuring the execution of stakeholder engagement activities;
   - supervising and coordinating definition of the content and preparation of the Sustainability Statement, in collaboration with the Group's Administrative department.

   The Chief Strategy Officer also serves as the Secretary to the Board's Sustainability Committee.
3. **The Chief HR & Organization Officer** is responsible for:
   - working with the Chief Strategy Officer to lead development of the social strategy, proposing objectives and setting priorities by identifying and monitoring the Group's material impacts and opportunities;
   - supporting the regions and business units in their implementation of actions and initiatives aimed at achieving the Group's social goals.
4. **The Administrative and Supervisory departments and Chief Reporting Officers** are responsible for:
   - coordinating the collection of non-financial quantitative data;
   - preparing the Integrated Report;
   - contributing to ongoing development of the internal control system for non-financial reporting, ensuring data accuracy and quality;
   - ensuring that the sustainability statement included in the Report on Operations is prepared in compliance with the reporting standards applied pursuant to Directive 2013/34/EU of the European Parliament and Council dated June 26, 2013, and Italian Legislative Decree 125 of September 6, 2024, and with the specifications adopted in accordance with art. 8, paragraph 4 of Regulation (EU) 2020/852 of the European Parliament and Council dated June 18, 2020.
5. **The Communication team** is responsible for:
   - developing communication campaigns focused on ESG topics;
   - collaborating with the Investor Relations team on the organization of stakeholder engagement.

6. **The Local Sustainability Ambassadors' Network** promotes a culture of sustainability, in addition to local and global ESG initiatives and actions at regional level.
7. **The Sustainability Committee**, consisting of three non-executive and independent directors, oversees sustainability issues related to the company's business activities and its interactions with all its stakeholders. The Committee has been assigned the following tasks:
   - promoting a policy, to be submitted to the Board of Directors, designed to embed sustainability within business processes, with a view to ensuring the creation of sustainable value over time for shareholders and all other stakeholders;
   - disseminating a culture of sustainability among employees, shareholders, customers and, more generally, stakeholders;
   - assessing the environmental, economic and social impacts of business activities;
   - issuing opinions on the annual and multi-year sustainability targets to be achieved, with specific reference to the management of related medium- and long-term risks regarding the company and its subsidiaries;
   - monitoring the Group's ranking in leading sustainability indices;
   - providing opinions on initiatives and programs promoted by the Group or subsidiaries related to Corporate Social Responsibility (CSR);
   - examining the Sustainability Statement, containing sustainability data pursuant to Italian Legislative Decree 125 of September 6, 2024, as prepared by the relevant departments.
8. **The Board of Directors**, with the support and on the recommendation of the Sustainability Committee, approves the ESG strategy and the most significant ESG goals.

Prysmian applies an evolutionary risk management system that promotes proactive management of risks and opportunities via a structured and systematic tool designed to support key corporate decision-making processes. This Enterprise Risk Management (ERM) model, developed in line with internationally-recognized models and best practices, such as the Committee of Sponsoring Organizations of the Treadway Commission (COSO) and the ISO 31000 standard, enables the Board of Directors and management to make an informed assessment of risk scenarios that might jeopardize the achievement of strategic objectives. It also allows for the adoption of additional tools to anticipate, mitigate or manage significant exposures, and to pursue opportunities in line with the Group's risk appetite (the type and extent of the risks that Prysmian is able and willing to assume).

This system, called the Group Risk Model, covers all types of risk that are potentially relevant to the Group. Risks have been subdivided into five main categories:

- Strategic risks relating to the business and sector in which Prysmian operates,
- Operational, environmental, social and governance risks,
- Legal and compliance risks,
- Financial risks,
- Planning and reporting risks.

Together with management, the Group Chief Risk & Compliance Officer (CR&CO), appointed to oversee the ERM process, is responsible for ensuring that the main risks affecting Prysmian and its subsidiaries are promptly identified, assessed, managed and monitored over time by the risk owners designated for each specific risk. Moreover, new, emerging or evolving risks are identified and assessed each year via sector reports and interviews with management.

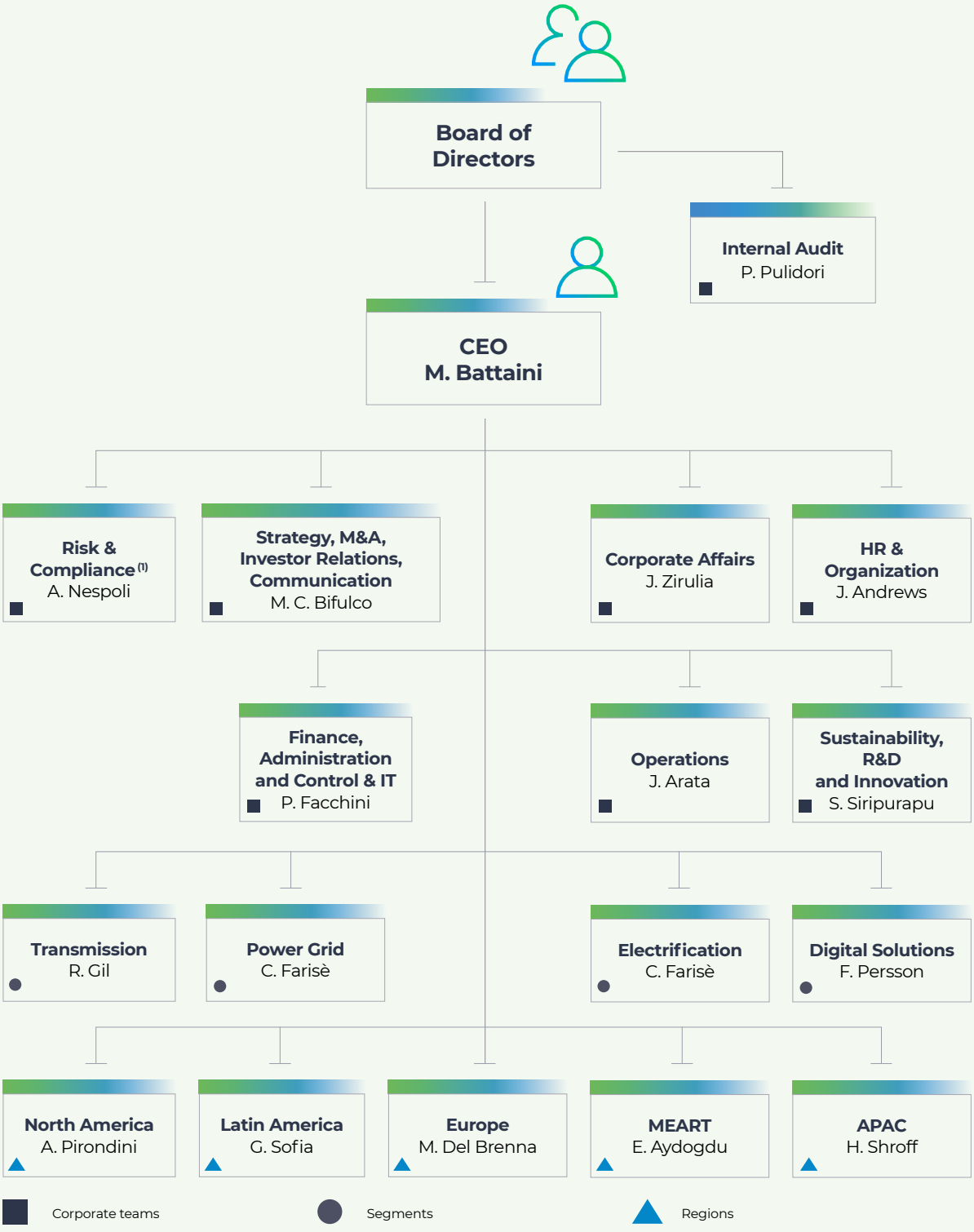
At periodic meetings with the Control and Risks Committee, consisting of non-executive members of the Board of Directors, the CR&CO updates the Committee on the outcomes of analyzes, risk assessments and risk mitigation actions, as well as on any developments in the Group's ERM program. The CR&CO first reports to an internal risk management committee, consisting of the Group's senior management.

Within the scope of the Control and Risks Committee, the committee is also updated, at least once a year, on any new topics for which more in-depth training is required, including new risk management and monitoring tools and methodologies.
Identification of the main impacts generated by the Group's activities on the environment, people, communities and economies is managed by the Investor Relations team, which is responsible for preparing the Sustainability Statement, in

1. Premise
2. Financial and Sustainability highlights
3. **ESRS 2 - General disclosures**
4. E - Environmental disclosure
5. S - Social disclosures
6. G - Governance disclosures
7. Appendices
8. Certification
9. Audit report on Sustainability Consolidated Statement

cooperation with other departments, including Sustainability, Purchasing, Business Divisions, Manufacturing and Innovation.
At regular meetings with the Sustainability Committee, the Chief Strategy Officer and the Chief Sustainability Officer update the Committee on the outcomes of assessments and actions carried out, as well as on any ongoing developments. In the case of topics of mutual interest, joint meetings may be scheduled between the Control and Risks Committee and the Sustainability Committee.

Organizational structure
from January 1, 2025



(1) Reports also to the Control and Risks Committee on the Compliance Program.

Annual General Meeting of shareholders

The Annual General Meeting of Prysmian S.p.A.'s shareholders was held in a single call on April 16, 2025. The AGM was called to deliberate on the following agenda items: approval of the financial statements for the year ending December 31, 2024; appropriation of profit for the year and payment of the dividend; the election and remuneration of the Board of Statutory Auditors for the three-year period 2025-2027; authorization for the buyback and disposal of own shares; renewal of the equity-based plans for employees, named YES and BE IN, for an additional three years, authorizing the Board of Directors to issue new shares to service the plans; approval of the Remuneration Report; advisory vote on the report on remuneration paid; and, finally, elimination of the indication of the nominal value of ordinary shares. The AGM, which was attended by 3,828 shareholders in person or by proxy, representing 66.7% of the issued capital, approved all the agenda items by large majorities, while voting against the report on remuneration paid in 2024.

The AGM also approved payment of a dividend of €0.80 per share. The dividend was paid on April 24, 2025 and amounted to a total of approximately €229 million.

Financial calendar

Integrated Annual Report 2025 (consolidated and separate financial statement)	Board of Directors' meeting	February 25, 2026
	Press release and conference call	February 26, 2026
AGM to approve the Annual Report for the year ending December 31, 2025		April 16, 2026
Results for Q1 2026	Board of Directors' meeting	April 29, 2026
	Press release and conference call	April 30, 2026
Half-year interim report for the six months ended June 30, 2026	Board of Directors' meeting	July 29, 2026
	Press release and conference call	July 30, 2026
Results for 9M 2026	Board of Directors' meeting	October 28, 2026
	Press release and conference call	October 29, 2026



1. Premise
2. Financial and Sustainability highlights
3. **ESRS 2 - General disclosures**
4. E - Environmental disclosure
5. S - Social disclosures
6. G - Governance disclosures
7. Appendices
8. Certification
9. Audit report on Sustainability Consolidated Statement

Information provided to administrative, management and supervisory bodies

The way Prysmian's management, supervisory, control bodies and their committees were informed about the following matters in 2025 is described below:

1. Material impacts, risks and opportunities

- **Frequency**: Information on risks and opportunities is presented to the Board of Directors and the relevant committees on a six-monthly or annual basis, depending on the nature of the matter in question.
- **Content**: Information relates to an overview of the main risks, and the related financial, operational and sustainability-related impacts, resulting from external factors, such as changes in legislation, and/or internal factors. Information also relates to opportunities deriving from, among other things, technological innovations or expansion into new markets. These updates also include assessments of financial risk (including risk planning and reporting), legal risk, and compliance risk.
- **Responsibilities**: The Group's Chief Risk and Compliance Officer, designated to oversee the ERM process, is tasked with guaranteeing, together with management and the functions responsible for second-level controls (e.g., Compliance, Legal Affairs, Sustainability, Finance), that the main risks/opportunities related to Prysmian and its subsidiaries are identified, assessed, managed and monitored over time, in line the Group's Risk Appetite.

2. Implementation of due diligence

- **Frequency**: The Board of Directors is updated regularly, generally at its six-monthly or annual meetings, on legal compliance. In certain cases, the updates may also take place on a quarterly basis.
- **Content**: The updates regard implementation of governance policies, due diligence practices in daily transactions and aspects of compliance with international regulations related to sustainability, safety and social responsibility.
- **Responsibilities**: The Sustainability team, in collaboration with the Investor Relations, Risk Management, Compliance, Legal Affairs and Finance teams, is responsible for monitoring sustainability-related matters. The purpose is to embed sustainability in business processes, ensuring the creation of sustainable value over time. The Sustainability Committee is tasked with supervising sustainability-related matters linked to conduct of the Group's business and the process of engaging with all stakeholders.

3. Outcomes and effectiveness of the policies, actions, metrics and targets used to address impacts, risks and opportunities

- **Frequency**: Updates on the effectiveness of the policies adopted and the outcomes of the actions taken are presented regularly on a six-monthly or annual basis. Committees, such as the Remunerations and Nominations Committee, the Control and Risks Committee and the Sustainability Committee, receive specific updates on metrics related to sustainability targets, monitor the effectiveness of policies and the related actions, and assess the Group's performance with respect to long-term targets.
- **Content**: Updates include detailed information on how the company's policies are positively or negatively influencing performance with respect to strategic objectives such as growth, profitability, innovation and sustainability. KPIs and the related metrics are presented, alongside the results achieved with respect to the targets set.
- **Responsibilities**: The Sustainability, Finance, HR & Organization and Operations teams are responsible for gathering and presenting this information, and ultimately for reporting it to the administrative, management and supervisory bodies.

Sustainability-related performance in incentive schemes

The remuneration policy provides for schemes designed to ensure a tangible and verifiable link between remuneration and performance, at both individual and Group levels. Performance is also assessed with reference to ESG goals. The above-mentioned Sustainability Impact Scorecard (2023-2025) has been integrated into both the short-term (MBO) and long-term (GROW) remuneration schemes described below. From 2026, the new scorecard will be similarly integrated into remuneration schemes, ensuring a continuing link between ESG performance and incentives.

A portion of the short- and long-term variable remuneration of all managers, including executive Directors and key management personnel, is linked to the achievement of sustainability targets, monitored using ESG indicators. Variable short-term remuneration (the MBO plan) rewards annual performance, based on objective and measurable indicators. The targets for 2025 break down as follows:

- financial targets, with a relative weighting for the purpose of determining a bonus of 60%;
- team/business unit targets with a weighting of 20%;
- the ESG target (measured through the specific scorecard described below) with a weighting of 20%.

Variable long-term remuneration (the GROW plan) rewards medium-term performance based on three-year targets. It fosters a convergence of interests in the creation of sustainable value over the medium to long term, strengthening retention of key personnel. The GROW Plan has two components: Performance Shares and Deferred Shares with related Matching Shares.

1. **Performance Shares:** The free grant of shares subject to the following performance conditions:
   - Cumulative Adjusted EBITDA (20%);
   - Cumulative Free Cash Flow (20%);
   - Average Return On Capital Employed (ROCE) (20%);
   - Prysmian's relative Total Shareholder Return (rTSR) compared with a peer group consisting of 11 constituents (companies/indexes) (20%);
   - ESG, measured through the specific scorecard described below (20%).
2. **Deferred Share:** The free grant of deferred shares representing 50% of the vested amount under the MBO Plans 2023, 2024 and 2025;
   - Matching Shares: The grant, for each deferred share granted, of a further 0.5 free shares; the matching share component for the CEO and senior management must meet the ESG performance condition.

Integration of ESG KPIs into incentive schemes: MBO 2026 and GROW 2026-2028

In 2026, Prysmian confirmed the integration of ESG factors into short- and long-term incentive schemes, in keeping with the Group's sustainability strategy and stakeholder expectations.
In terms of the annual incentive scheme **(MBO) for 2026**, the ESG targets will continue to have an overall weighting of **20%,** with **two KPIs linked to circular economy and safety**, each with a weighting of 10%:

- **Severity Rate (SR)**, a key health and safety performance indicator;
- **Percentage of recycled content in addressable materials** (copper, PE for jackets, steel and lead).

In the **long-term incentive plan, GROW 2026-2028**, the overall weighting of ESG metrics remains **20%**, with a focus on:

- **% of sustainability-linked revenues**[11], representing the percentage of revenues from the sale of products and solutions resulting in a net environmental gain or a reduced net environmental loss compared with industry standards.

11 Sustainability-linked revenues, as defined in the operating procedure OI R&D CD 002, are revenues from products or solutions that meet E Path, E3X, Green Overhead Lines, Green Al Rod & Strip, Sirocco and Transmission BU criteria. E Path is the label used by Prysmian for eco-friendly cable solutions, based on six known and measurable criteria: carbon footprint (Scope 1 & 2); substances of very high concern; circularity; recycling input rate; environmental benefits; transmission efficiency (Scope 3). The E Path framework is certified by Bureau Veritas, an external certification body. Further details on KPIs are provided in the Note on Methodology in this document.

1. Premise
2. Financial and Sustainability highlights
3. **ESRS 2 - General disclosures**
4. E - Environmental disclosure
5. S - Social disclosures
6. G - Governance disclosures
7. Appendices
8. Certification
9. Audit report on Sustainability Consolidated Statement

Prysmian has opted to rationalize the ESG targets included in remuneration schemes to focus on metrics with a greater strategic impact on the business. This will ensure that market changes and investor expectations are reflected. The revamped form of ESG KPIs for 2026-2028 fosters ever closer alignment between the creation of sustainable value and management remuneration. It has also been confirmed that, in the event of a fatal accident, the payout linked to ESG KPIs will be zero for the year in question, for both annual and long-term incentives. This reflects the importance Prysmian places on safety as one of its guiding principles. 2028 fosters ever closer alignment between the creation of sustainable value and management remuneration. It has also been confirmed that, in the event of a fatal accident, the payout linked to ESG KPIs will be zero for the year in question, for both annual and long-term incentives. This reflects the importance the Group gives to safety as one of its guiding principles.

ESG KPIs included in the MBO Plan 2025

Prysmian's **MBO Plan** has included ESG targets since 2021. In keeping with 2023 and 2024, the ESG target for 2025 consisted of a scorecard aligned with the Group's sustainability strategy that focuses on three key areas: safety, gender balance and environment. The latter is represented by an indicator linked to the circular economy and the use of recycled materials.

	KPI	Weighting	Target	Max
SAFETY	Severity rate[12]	**33%**	**57**	**53**
GENDER BALANCE	% of women hired - Desk workers	**33%**	**46%**	**48%**
ENVIRONMENT	% recycled material (PE Jacketing and copper)	**33%**	**14.5%**	**15.7%**

ESG KPIs included in the GROW Plan 2023-2025

The ESG component of the long-term variable remuneration plan, **GROW 2023-2025**, is measured using a scorecard that includes the following indicators. Each of the targets shown has been assigned the same weighting of 20%, with thresholds, targets and maximums, against which performance is measured.

	KPI	Threshold 2025	Target 2025	Max 2025
ENVIRONMENT	Reduction in greenhouse gas emissions (Scope 1 and 2)	**36%**	**38%**	**40%**
	% of recycled content in PE and copper jackets	**13.4%**	**14.5%**	**15.7%**
SOCIAL	% of women in executive roles	**20%**	**21.5%**	**23%**
	Leadership Index (results of the Speak Up Survey)	**57.0%**	**59.0%**	**61.0%**

12 The ESG indicator for 2025 included in the MBO plan linked to Safety is the Severity Rate. This measures the severity of injuries, defined by the standard formula: number of days lost / hours worked * 200,000.

Both plans (MBO and GROW) include a mechanism by which, in the event of a fatal accident (involving either an own worker or a non-employee) during the performance period, the bonus linked to ESG KPIs will be zero for the year in question, regardless of the performance achieved.

The Group's remuneration policy provides for central governance combined with local implementation of the programs, in line with the applicable regulatory framework.

The remuneration policy for executive Directors and key management personnel is determined following a joint and transparent process, in which both the Remunerations and Nominations Committee and the Board of Directors play a central role. The Committee periodically submits the Remuneration Policy to the Board of Directors for approval and during the year reviews its implementation, regularly engaging with investors to gather feedback and input. Their opinions are considered in the formulation of the Remuneration Policy, which is put to a vote at annual general meetings.

Statement on due diligence

Core elements of due diligence	Sections of the sustainability statement
a) Integrate due diligence into governance, strategy and the business model	ESRS 2
b) Involve stakeholders in all the key phases of due diligence	ESRS S2
c) Identify and assess negative impacts	ESRS 2 IRO-1 - ESRS S2
d) Address negative impacts	ESRS S2
e) Monitor the effectiveness of actions and report	ESRS S2

The complex nature of the Group's business transactions and its global footprint mean that it is exposed to potential breaches of applicable laws and regulations. This could lead to repercussions for its stakeholders, including employees, customers, contractors, and suppliers. These breaches could also damage the Group's reputation, have a negative impact on the socio-economic development of the communities in which it operates and restrict market competition. Partly to mitigate such risks, Prysmian has established a governance framework and implemented an internal control system designed to promote integrity and transparency among all business partners and stakeholders, together with rigorous obligatory processes. Among other things, the actions and procedures constituting the internal control system are designed to provide the market with accurate and credible information on the Group's activities and increase trust in the Group among existing and potential investors, encouraging a long-term approach to investment.

In keeping with a risk-based approach, the Group Compliance and Corporate Affairs teams conducted specific antitrust risk assessments in certain regions in 2025. At the same time, they organized training in the form of classroom and videoconference sessions for several functions that have the highest exposure to the risk of breaches of competition law.

Export controls and international economic sanctions: to prevent and mitigate export-related risks, Prysmian has adopted an Export Control Policy and Procedure. Among other things, these provide for the following actions:

- monitoring of the list of red flag countries, including those subject to restrictions on trade or those deemed to be subject to triangulation risk by the relevant authorities;
- enhanced due diligence on transactions with red flag countries, including specific documentary requirements, such as the collection of end-user statements and/or other documentation providing information on the identity of end-users and on the final use of products;
- due diligence on trade and financial partners to avoid transactions with sanctioned parties;
- classification of products to identify any restrictions on the export of products (from export bans to the obligation to contact relevant authorities to obtain an export license);

1. Premise
2. Financial and Sustainability highlights
3. **ESRS 2 - General disclosures**
4. E - Environmental disclosure
5. S - Social disclosures
6. G - Governance disclosures
7. Appendices
8. Certification
9. Audit report on Sustainability Consolidated Statement

- basic training on the issue for all employees and targeted training for personnel in the functions most exposed to the application of export controls and international economic sanctions

The Compliance team, which includes personnel specializing in international economic sanctions, provides support for the Group, partly through the implementation of IT applications, integrated into management systems. These have the following functions:

(i) 24/24 screening of the names of trade partners to promptly identify parties on blacklists issued by the relevant authorities (e.g., the UN, EU, UK and USA);

(ii) identify at-risk transactions involving banned products with resulting export bans.

In response to the stricter international sanctions introduced by the EU and USA, starting in 2018 Prysmian began to classify products with the aim of identifying any dual use products and/or technologies. From 2020, and on a periodic basis, the Compliance team provides personnel with training on this matter.

All the compliance policies adopted by Prysmian are published on the company's website[13] and on the intranet, and are available in all of Prysmian's official languages, as it is applicable to the entire employee population.

Risk management and internal controls

Prysmian has adopted a framework for establishing and maintaining a Sustainability Reporting Control System designed to ensure the reliability of non-financial reporting and its adherence to relevant regulations and reporting standards.

As in the case of financial reporting, this framework is based on the CoSO Framework, defined by the Committee of Sponsoring Organizations of the Treadway Commission, used as an international benchmark for establishing, revising, assessing and evaluating internal control systems.

1. Scoping

The process of designing, establishing, applying, managing and evaluating the Group's internal control and risk management system involves definition of its scope of application, using a top-down, risk-based approach. This ensures appropriate identification and adequate oversight of the areas and activities most exposed to the risk of fraud or of unintentional errors related to sustainability reporting.
Scoping of the companies, disclosures, and data to which the system applies is conducted on the basis of an assessment and evaluation process. This considers both quantitative and dimensional aspects and qualitative aspects, linked to the risk profile deriving from external and internal factors for each company or process.

Continues >>

13 https://www.prysmian.comen/en/Company/Ethics & Integrity

>> Continued

2. Risk assessment and definition of controls

Entity Level Controls (ELCs)

Audit and assessment of the adequacy and effective operation of Entity Level Controls are an essential component of Prysmian's control framework. ELCs are controls designed to mitigate risks that cut across multiple business areas, the absence or failure of which could undermine the reliability of sustainability reporting.

To ensure that the defined ELCs are fully effective, they are assessed and/or audited periodically, or when major changes in the organization or business occur. This process is conducted by the relevant corporate functions with reference to the design and operational effectiveness of the ELCs.

Information Technology General Controls (ITGCs)

The purpose of ITGCs is to reduce the risk of malfunctions in the information systems relevant to sustainability reporting to an acceptable level. This indirectly reduces the risk of potential errors.

The scope of the ITGCs consists of the information systems used in the processing of data presented for sustainability reporting purposes.

Assessment of ITGCs uses tools similar to those used in the audit of information systems used for financial reporting purposes.

The methodological framework used as the basis for definition and assessment of the IT internal control system, and in particular the ITGCs, is CObIT (Control Objectives for Information and related Technology, drawn up by the IT Governance Institute).

Process Level Controls (PLCs)

PLCs are specific process controls defined in relation to the processes underlying sustainability reporting and, consequently, to the indicators being reported, including those associated with the European Taxonomy. The aim is to prevent, detect, and correct any material errors concerning sustainability reporting. PLCs are controls performed throughout the data generation, collection, aggregation and calculation process.

An audit of PLCs requires mapping the activities involved in collecting, communicating, consolidating and reporting sustainability data, as well as identifying and assessing risks related to sustainability reporting and related control objectives. It also requires identification and assessment of existing process controls to mitigate the identified risks.

Audit of the control system related to the processes underlying sustainability reporting is mapped out in the "Risk & Control Matrix" (RCM) and in specific procedures.

3. Monitoring

Divisions and functions within Group companies included in the scope of reporting are responsible for the correct operation, revision and application of the operating procedures used to gather and process the data provided and the related controls.

The Internal Audit team also conducts periodic monitoring in the form of specific audits. The results are then shared with the people tasked with overseeing implementation, the Chief Sustainability, Innovation and R&D Officer, and the Chief Reporting Officer.

Continues >>

1. Premise
2. Financial and Sustainability highlights
3. **ESRS 2 - General disclosures**
4. E - Environmental disclosure
5. S - Social disclosures
6. G - Governance disclosures
7. Appendices
8. Certification
9. Audit report on Sustainability Consolidated Statement

>> Continued

4. Audits and reporting

The Chief Reporting Officer receives reports on the outcome of the above audit activities.
Where audit activities reveal shortcomings, related to inadequacies in the design of the control being audited or the failure to carry out the control as intended, specific assessments of the controls are conducted. Corrective actions are then implemented to eliminate the shortcomings. The person responsible for implementing each corrective action is chosen and the related timeline established.
Follow-up audits are conducted to verify effective implementation of the actions taken to address any shortcomings and to ensure that the identified shortcomings in the internal control system over sustainability reporting have been resolved.
Periodic reports on audits of the internal control and risk management system are provided to the Control and Risks Committee, the Board of Statutory Auditors and, where deemed appropriate, the Sustainability Committee.

5. Data validation and internal assurance

In addition, the Group's internal control system provides for the following activities to be carried out periodically, and at least annually:

- validation within the reporting system of the data and disclosures provided by the relevant functions for sustainability reporting purposes, to be carried out by the designated parties;
- issuance of appropriate internal assurance regarding the accuracy and completeness of the data and disclosures provided for sustainability reporting purposes.

Finally, it should be noted that Prysmian has adopted a specific procedure governing the sustainability reporting process.
Specific training is also provided to parties involved in the sustainability reporting process to raise their awareness of the importance of providing complete and accurate data and disclosures.



1. Premise
2. Financial and Sustainability highlights
3. **ESRS 2 - General disclosures**
4. E - Environmental disclosure
5. S - Social disclosures
6. G - Governance disclosures
7. Appendices
8. Certification
9. Audit report on Sustainability Consolidated Statement

E – ENVIRONMENTAL DISCLOSURES

E – ENVIRONMENTAL DISCLOSURES

EU Taxonomy

The EU Taxonomy, introduced by EU Regulation 852/2020 and in force since January 1, 2022, is a classification system aimed at identifying environmentally sustainable economic activities. The Taxonomy was created to boost development of sustainable investments and help to achieve goals set in the European Green Deal.

The purpose of the Taxonomy is to ensure the reliability, consistency and comparability of economic activities that are considered sustainable. It is designed to protect investors from greenwashing, assist companies in the sustainable transition, mitigate market fragmentation and close the sustainable investment gap.

The following disclosure also makes reference to:

- Delegated Regulation 2021/2139 (also referred to as the "Climate Delegated Regulation"), which introduces a list of economic activities eligible for the EU Taxonomy for the first two climate objectives, and related technical screening criteria;
- EU Regulation 2021/2178 (hereinafter also referred to as the "Article 8 Delegated Regulation" or "Delegated Regulation on Disclosure");
- EU Delegated Regulation 2022/1214 as regards economic activities in certain energy sectors, amending the Climate Delegated Regulation and the Article 8 Delegated Regulation;
- Delegated Regulation 2023/2485 amending EU Delegated Regulation 2021/2139 by establishing additional technical screening criteria;
- Regulation 2023/2486 (hereinafter also referred to as the "Regulation on remaining environmental objectives"), supplementing EU Regulation 2020/852, and its technical screening criteria, and amending the Article 8 Delegated Regulation;
- Delegated Regulation EU 2026/73, amending EU Regulation 2021/2178 with regard to the simplification of content and presentation of information on sustainable activities to be disclosed, and Delegated Regulations (EU) 2021/2139 and (EU) 2023/2486, regarding simplification of certain technical screening criteria.

Regarding the last point, it should be noted that the Group has chosen not to apply the materiality threshold set out in the new Delegated Regulation (equal to 10% of the denominator of the relevant KPI) to any of the three KPIs.

The process for determining eligibility

The EU Taxonomy defines as eligible any economic activities described in the Climate Delegated Regulation and in the Delegated Regulation on remaining environmental objectives. To identify Prysmian's eligible activities, the company conducted a full review of all economic activities it has conducted, determining which fall within the scope of the Delegated Regulations with reference to the six environmental objectives[1].

In June 2025, Prysmian acquired Channell, a leading supplier of telecommunications network solutions. Unlike the approach used for non-financial data and information, this company was included in the scope of reporting for the purpose of measuring the taxonomy KPIs, in line with the approach used in the financial statements.

1 Climate Change Mitigation, Climate Change Adaptation, Sustainable Use and Protection of Water and Marine Resources, Transition to a Circular Economy, Pollution Prevention and Control, Protection and Restoration of Biodiversity and Ecosystems.

With respect to two climate-related objectives, some of the Group's economic activities, namely activities 3.1, 3.6 and 4.9, have the same descriptions for both objectives. For this reason, they are considered eligible for both the Climate Mitigation and Adaptation objectives.

Activities 3.18 and 3.20, introduced by Delegated Regulation 2023/2485, are only eligible for the Mitigation objective. No activities linked to Prysmian's core business were identified for the remaining four environmental objectives, and there were no activities related to the fossil gas and nuclear energy sectors.

Below are all the eligible activities as described in the Regulation, whether they generate revenue or relate to capital expenditures:

TABLE 1 – ELIGIBLE ECONOMIC ACTIVITIES

Eu Taxonomy/Economic Activity	Description of Prysmian's activities	Environmental objective
3.1 Manufacture of renewable energy technologies	Manufacture of cables and accessories for use in renewable energy production (wind and solar)	Mitigation and Adaptation
3.6 Manufacture of other low carbon technologies	Manufacture of cables and accessories in the following categories with the ability to cut greenhouse gas emissions in the sectors that use them: — fiber, fiber optic cables and fiber optic subsea cables for the telecommunications sector; — PRY-CAM technology for the accurate remote measurement of key diagnostic parameters, identifying malfunctions and overheating in real time to monitor and optimize energy consumption; — E Path(1) labeled cables, the first green label in the cables sector	Mitigation and Adaptation
3.18 Manufacture of automotive and mobility components	Manufacture of cables and accessories for vehicles	Mitigation
3.20 Manufacture, installation and servicing of high-, medium- and low-voltage electrical equipment for transmission and distribution of electricity that contributes or allows substantial contributions to the mitigation of climate change	Manufacture of cables and accessories for use in power transmission and distribution	Mitigation
4.9 Transmission and distribution of electricity	Manufacturing, installation, and maintenance projects for HV onshore and submarine systems, HV submarine interconnections and offshore wind farm connection systems	Mitigation and Adaptation
7.3 Installation, maintenance and repair of energy efficiency devices systems	Activities involving the replacement of lighting systems and tradition lamps with energy-efficient systems	Mitigation and Adaptation
7.6 Installation, Maintenance and Repair of Renewable Energy Technologies	Activities related to the installation of photovoltaic systems to produce electricity from renewable sources	Mitigation and Adaptation

(1) E Path is Prysmian's proprietary program designed to identify low-environmental-impact solutions that support the global expansion of clean energy and the deployment of high-efficiency communication systems. For further details, please refer to the company website: https://www.prysmian.com/en/sustainability/e-path

1. Premise
2. Financial and Sustainability highlights
3. ESRS 2 - General disclosures
4. **E - Environmental disclosure**
5. S - Social disclosures
6. G - Governance disclosures
7. Appendices
8. Certification
9. Audit report on Sustainability Consolidated Statement

The process for determining alignment

An economic activity is defined as Taxonomy-aligned when it contributes substantially to at least one of the six environmental objectives, does no significant harm to the other five environmental objectives, and complies with the minimum safeguards.

Following identification of the eligible economic activities, the company conducted specific assessments and applied the technical screening criteria established by the Regulation and Annexes I and II of the Climate Delegated Regulation. This verified the alignment of each of the identified economic activities. As the descriptions for activities 3.1, 3.6 and 4.9 also coincide with the purposes of the Climate Mitigation and Adaptation objectives, an alignment assessment was carried out with respect to both objectives.

Regarding the activities[2] introduced by Delegated Regulation 2023/2485 (3.18 and 3.20), the assessment was conducted in line with the approach used in previous years for all identified activities.

The following sections provide feedback on the technical screening criteria for aligned activities.

Substantial contribution to the Climate Mitigation objective

Assessment of substantial contribution for activity 3.1

Prysmian manufactures cables and accessories for use in the renewable energy sector, in particular wind and solar. These types of cable therefore satisfy the substantial contribution criterion for activity 3.1.

Assessment of substantial contribution for activity 3.6

The substantial contribution criterion for activity 3.6 requires that the technology concerned be designed to substantially reduce GHG emissions over its life cycle. It also requires that such reduction with respect to the best alternative technologies/solutions/products available on the market be calculated using Commission Recommendation 2013/179/EU (or, alternatively, standard ISO 14067:2018, or standard ISO 14064-1:2018) and checked by an independent third party. None of the cable families covered by this activity meet the above criterion of substantial contribution. Therefore, in line with previous years, activity 3.6 is not Taxonomy-aligned.
It should be noted that, as indicated in the FAQs published by the European Commission in December 2022, application of the substantial contribution criterion for activity 3.6 leaves room for flexibility and is strictly dependent on the sector/activity to which it is applied. Any differences in the reporting of this activity may therefore depend on flexibility of interpretation.

Assessment of substantial contribution for activity 3.18

Requirements for the substantial contribution for activity 3.18 state that the components must be for road passenger vehicles (categories M1[3], M2[4] and M3[5]), the direct CO_2 emissions (from exhaust) of which are zero.

Given the difficulty of accurately assessing satisfaction of the alignment criteria, the Group has adopted a prudent and conservative approach to this assessment, considering cables for vehicles not to be aligned.

2 Activity 3.18 (Manufacture of automotive and mobility components) and Activity 3.18 (Manufacture of automotive and mobility components) and Activity 3.20 (Manufacture, installation and maintenance of high-, medium- and low-voltage electrical equipment for transmission and distribution of electricity that contribute or enable a substantial contribution to climate change mitigation).
3 Vehicles with no more than 8 seats, excluding the driver's seat.
4 Vehicles with more than 8 seats, excluding the driver's seat, and weighing not more than 5 tons.
5 Vehicles with more than 8 seats, excluding the driver's seat, and weighing more than 5 tons.

Assessment of substantial contribution for activity 3.20

The substantial contribution related to activity 3.20 requires that the activity consist of the manufacture, installation or maintenance of current-carrying cabling products and equipment for power transmission and distribution, intended for cabling electrical circuits and transformers provided that such equipment and transformers contribute to increasing the share of renewable energy in the system or improve energy efficiency.

It is important to note that the cables related to this activity, intended for use in power transmission and distribution, improve energy efficiency by definition. They are used both to replace outdated cables and systems, thus reducing power losses, and to strengthen the HV, MV and LV networks that are needed to connect new, mostly renewable, installed capacity in countries where the Group operates.

As stated in criterion 2a, the substantial contribution of this activity also specifies elements of non-compliance, for example, where equipment is directly used to connect or strengthen the connection to a power plant with a greenhouse gas intensity greater than 100 g CO_2eq/kWh, measured on a life-cycle basis.

This requirement leads to critical information retrieval issues due to the peculiarities of operation in the various markets. In most cases, these are based on framework agreements for standard products with predefined purchase volumes and the installation of which is not managed by Prysmian. Therefore, a precautionary approach has been adopted for verification purposes that best reflects current developments in improvements in the power distribution sector in each country.

The approach adopted was to calculate new renewable installed capacity as a percentage of total new installed capacity for each country in which Prysmian operates, extracting data from the database available on the IRENA website. Turnover was then considered in proportion to the average figure for new renewable installed capacity as a percentage of total new installed capacity for each country in the last two years for which data is available (2023 and 2024).

Furthermore, as required in criterion 2a, where Prysmian has evidence of the use of cables for connecting or strengthening the connection of a non-renewable source, such turnover is deemed to be unaligned and therefore excluded from the methodology described above. Specifically, for 2025, the criterion is not applicable as no such cases arose. Regarding 2b, cables for use in the fossil fuel sector were considered ineligible.

Finally, regarding criterion 4, Directive 2009/125 CE does not apply.

Assessment of substantial contribution for activity 4.9

As required by the substantial contribution criterion in the Climate Delegated Regulation, consideration is only given to "turnkey projects" for electricity transmission and distribution.

The criterion is deemed satisfied for all projects entailing installation of infrastructure in the interconnected European system, as required by point 1)a) of the substantial contribution criterion specified in the Climate Delegated Regulation for activity 4.9.

On the other hand, for projects developed in non-European countries, compliance is established via point 1)c) of the substantial contribution criterion of the aforementioned regulation:

"*1. Transmission and distribution infrastructure or equipment is within an electricity system that meets at least one of the following criteria: [...]*
(c) the average system grid emissions factor, calculated as total annual emissions from power generation connected to the system, divided by total annual net electricity production in that system, is below the threshold value of 100 g CO_2e/kWh, measured on a life-cycle basis in accordance with electricity generation criteria, over a rolling five-year period."
Only projects that respect the above criteria meet the substantial contribution criterion for activity 4.9.

1. Premise
2. Financial and Sustainability highlights
3. ESRS 2 - General disclosures
4. **E - Environmental disclosure**
5. S - Social disclosures
6. G - Governance disclosures
7. Appendices
8. Certification
9. Audit report on Sustainability Consolidated Statement

Assessment of substantial contribution analysis for activity 7.3

The substantial contribution criterion requires that the activity consist of one of the individual measures listed in the Delegated Regulation; the activity is considered aligned with point (d) 'installation and replacement of energy efficient light sources.'efficient

Assessment of substantial contribution analysis for activity 7.6

The substantial contribution criterion requires that the activity consist of one of the individual measures listed in the Delegated Regulation; the activity is considered aligned with point (a) 'installation, maintenance and repair of photovoltaic systems.'

Substantial contribution to the Climate Adaptation objective

Assessment of substantial contribution for activities 3.1, 3.6 and 4.9

The substantial contribution criteria set forth in the Climate Adaptation objective are the same for activities 3.1, 3.6 and 4.9. For these activities, it is possible to say that physical and non-physical solutions ("adaptation solutions") have been identified as substantially reducing the most important physical climate risks weighing on the activity (further details on the identification of physical risks and climate-related risk and vulnerability assessment are provided in "Climate adaptation" in this section).
However, such solutions have not yet been implemented, or there is no possibility of accurately identifying the value of associated financial KPIs (i.e., CapEx and OpEx).
Therefore, it was not possible to consider these activities aligned with the Climate Adaptation objective.

Verification of the Do No Significant Harm ("DNSH") criteria for the other five environmental objectives

Compliance with DNSH (Do No Significant Harm) criteria was verified using a top-down approach. The analysis started at Group level, followed by more in-depth work and specific requests at business line, geographical segment and plant levels, as well as with regard to individual activities where necessary. Potential areas of non-compliance were then identified and isolated using a consistent and uniform approach.

Climate adaptation

The DNSH criterion regarding climate adaptation is the same for activities 3.1, 3.6, 3.18, 3.20 and 4.9, requiring compliance with Appendix A of Delegated Regulation 2021/2139. This calls for a thorough climate risk and vulnerability assessment, as well as adaptation solutions. Prysmian has devised an Enterprise Risk Management (ERM) plan, applying models and best practices recognized at an international level, that also assesses climate risks, opportunities and the related actions. As in prior years, a careful analysis of climate- and energy transition-related matters was also carried out in 2025.
The climate risks/opportunities considered material for Prysmian have been identified from among those contained in Appendix A of Delegated Regulation 2021/2139. A climate scenario analysis was developed to determine the impacts associated with these risks/opportunities over a 10-year time horizon. (The analysis started from an optimistic scenario, then moved on to consider the worst case.)
Here below are the scenarios considered for physical risk assessment purposes

Best-case scenario	Worst-case scenario
IPCC RCP 2.6 ("Very Stringent Scenario")	IPCC RCP 8.5 ("Business as Usual")

The procedures used to manage climate-related risks include implementation of adaptation solutions that seek to limit the impact of the risks identified and ensure business continuity. These solutions include constant monitoring of more significant risks, preparation of preventive actions, and measures capable of managing sudden or unexpected events.
The approach developed by the Group is deemed to satisfy the requirements of the DNSH criteria on climate adaptation.

Sustainable use and protection of water and marine resources

Regarding the "Sustainable use and protection of water and marine resources" objective, verification of compliance with Appendix B of the Climate Delegated Regulation is required. This was verified with respect to production facilities and related procedures, certifications and assessments related to activities 3.1, 3.6, 3.18, and 3.20, as there is no DNSH criterion for activity 4.9 related to this environmental objective.
96% of the Group's plants operate ISO 14001-certified environmental management systems, through which the sustainable use and protection of water and marine resource is guaranteed and monitored. Mapping the sites showed that no more than 12% of the sites are located close to the sea (i.e., within two kilometers), and that about 5% of sites located close to the sea could pose a potential hazard to the marine environment. For these sites, the assessment of environmental aspects and impacts, performed through the HSE Management System, enabled implementation of measures to prevent and protect various environmental aspects, including above all surface and marine water. Furthermore, in addition to compliance with legal requirements and the requirements of specific environmental permits, the sites involved implemented a monitoring and control plan, which in many cases is subject to periodic verification by the relevant authorities.
The organization's commitment to preventing and managing the potential negative impacts on water resources is reiterated in specific policies for water management plans and confirmed by completion of the CDP Water Security Questionnaire.
The DNSH criterion related to the "Sustainable use and protection of water and marine resources" objective is therefore deemed to have been met for all activities to which it applies (3.1, 3.6, 3.18 and 3.20).
Further information on the Group's management of water resources is provided in section ESRS E3 in this document.

Transition to a circular economy

For activities 3.1, 3.6, 3.18 and 3.20, it is necessary to implement techniques that foster a circular economy, from product design to waste management, as outlined below:
"*The activity shall assess the availability of and, where feasible, adopt techniques that support:*

a) *reuse and use of secondary raw materials and reused components in products manufacture;*
b) *design for high durability, recyclability, easy disassembly and adaptability of products manufactured;*
c) *waste management that prioritizes recycling over disposal, in the manufacturing process;*
d) *information on and traceability of substances of concern throughout the life cycle of the manufactured products.*"

Prysmian has developed internal procedures for the selection of materials and raw materials, the traceability of substances throughout the production process and the management of environmental impacts. Policies are also implemented at production plant level for the proper collection and disposal of waste, in accordance with Group best practices and the regulatory requirements of the country concerned.
Further information on projects and research carried out to foster the transition to a circular economy is provided in section ESRS E5 in this document.
Regarding activity 4.9, a waste management plan must guarantee maximum reuse or recycling at the end of the life cycle. The Group has developed a waste management plan that, for projects analyzed and included in activity 4.9, ensures a high level of recycling and reuse during manufacturing and installation phases. Further information on the waste generated and its recycling and disposal is provided in section ESRS E5 in this document.

1. Premise
2. Financial and Sustainability highlights
3. ESRS 2 - General disclosures
4. **E - Environmental disclosure**
5. S - Social disclosures
6. G - Governance disclosures
7. Appendices
8. Certification
9. Audit report on Sustainability Consolidated Statement

For the five economic activities indicated above, the techniques, assessments, procedures and management systems adopted by the Group are deemed compliant with all the DNSH requirements for the transition to a circular economy.

Pollution prevention and control

The criteria in Appendix C of Delegated Regulation 2021/2139 were first amended by Delegated Regulation 2023/2485, before being replaced by the criteria set out in Appendix C of Delegated Regulation 2026/73: "Generic DNSH criteria for pollution prevention and control regarding the use and presence of chemicals".
The requirements specified in Appendix C state that economic activities 3.1, 3.6, 3.18 and 3.20 do not lead to the manufacture, placing on the market or use of any of the chemical substances listed in specific European Regulations and Directives referred to in the Appendix. Prysmian promptly assessed all reported criteria (letters a[6],b[7],c[8],d[9],e[10],f[11]).
The assessment was carried out first at central level and then at individual production facilities and for individual material codes. This was done by circulating detailed questionnaires to report the totality of the substances to be verified, with the aim of isolating and excluding any cables containing one or more of the chemicals included in the relevant Regulations and Directives from the scope of alignment.
Despite the complexity of requirements set out in Appendix C, Prysmian has undertaken to identify all expected substances and has manually verified their presence in its production processes and end products.
To facilitate and automate substance verification as far as possible, in the near future the Group will consider the potential introduction of IT solutions and systems to support these activities.
Assessments of activities 3.1, 3.18 and 3.20 that satisfy the substantial contribution criterion found that the majority of cables and accessories analyzed met the requirements, and that Substances of Very High Concern ("SVHC"), identified in criterion f), were only found in a limited number of cases.
In addition, certain cable families were found to have other substances included in the list of substances required in the additional section.
Regarding metallic lead, which in some cases is used in the production of submarine cables, it has been demonstrated that there are currently no suitable alternative substances available in the market to replace it. As a result, as provided for in point f), cables containing this substance can, under this exception, be classed as compliant.
Accordingly, satisfaction of the DNSH criterion relating to pollution prevention and control was not verified for the cables identified as containing one or more of the substances listed by the EU Commission, except as mentioned in the previous paragraph.
Regarding activity 4.9, eligible projects are limited solely to those involving underground or submarine cables; accordingly, the DNSH requirements referring to overground lines are not applicable. In addition, no polychlorinated biphenyls (PCBs) are used.
As a result, activity 4.9 is deemed to comply with the DNSH criterion for pollution prevention and control.

6 Substances, whether on their own, in mixtures or in articles, listed in Annexes I or II to Regulation (EU) 2019/1021 of the European Parliament and Council, except in the case of substances present as an unintentional trace contaminant.

7 Mercury and mercury compounds, their mixtures and mercury-added products as defined in Article 2 of Regulation (EU) 2017/852.

8 Substances, whether on their own, in mixture or in articles, listed in Annexes I or II to Regulation (EU) 2024/590, except for any of the following: i) substances listed in Annex I to that Regulation under the conditions of exemptions that apply under that Regulation; ii) substances listed in Annex II to that Regulation for the type of uses permitted for substances listed in Annex I to that Regulation; iii) substances listed in Annex II to that Regulation that are used in fire extinguishers on aircraft or in fire protection systems on aircraft.

9 Substances, whether on their own, in mixtures or in articles, listed in Annex II to Directive 2011/65/EU, except where there is full compliance with the applications listed in Annexes III and IV of that Directive.

10 Substances, whether on their own, in mixtures or in an article, listed in Annex XVII to Regulation (EC) No 1907/2006, except where there is full compliance with the conditions specified in that Annex.

11 Substances, whether on their own, or in mixtures or in an article, in a concentration above 0.1 % weight by weight (w/w), that meet the criteria laid down in Article 57 of Regulation (EC) No 1907/2006, and that were identified in accordance with Article 59(1) of that Regulation for a period of at least 18 months, except if it is assessed and documented by the operators that no other suitable alternative substances or technologies are available on the market, and that they are used under controlled conditions.

Protection and restoration of biodiversity and ecosystems

The DNSH criterion refers to Appendix D of the Climate Delegated Regulation, which requires the impact of economic activities on biodiversity and ecosystems to be taken into account.
At manufacturing plant level (activities 3.1, 3.6, 3.18 and 3.20), for the purposes of compliance with the criterion and in view of the plants' proximity to highly sensitive areas, positive consideration was given to the environmental management systems implemented to mitigate potential adverse effects, as indicated for the DNSH criterion relating to the sustainable use of water.
Eligible projects included in activity 4.9 were subjected to specific Environmental Impact Assessments and were found to be compliant with Appendix D. Specifically, environmental action plans were prepared in accordance with the relevant legislation (both local and international) for all projects deemed eligible, in order to protect the variety of animal and plant species affected by the Group's activities and infrastructure. Where necessary, or as agreed with the local authorities, Prysmian plants participate in protection and restoration of the areas concerned.
In all cases, independent of whether or not manufacturing plants or individual projects were considered eligible, environmental assessments were carried out in compliance with the regulations in force in the territories concerned.
In addition, the Group has begun a process of mapping areas of environmental concern to create an updated database of the main characteristics and any critical issues in each area. This initiative is part of a Group project to increase the importance of biodiversity issues in the risk management system and in the corporate sustainability strategy.
Further details regarding the Group's impact on biodiversity are provided in section ESRS E4 in this document.
The requirements of this criterion are therefore considered to be satisfied by both manufacturing sector activities (3.1, 3.6, 3.18 and 3.20) and energy sector activities (4.9).
With regard to the capital expenditures considered eligible (activities 7.3 and 7.6), the DNSH criterion related to climate change adaptation (Appendix A) is deemed to be met for both activities, as all plants involved are subject to climate risk analysis. An exception is the United Kingdom Headquarter, which was not included in the aforementioned assessment and, consequently, does not comply with the criterion set out in Appendix A for activity 7.3. For activity 7.6, this criterion is the only applicable among the Do No Significant Harm requirement; conversely, for activity 7.3, adopting a cautious and prudent approach, and in the absence of sufficient elements to verify compliance, the activity is considered not aligned with the DNSH criterion related to pollution prevention and reduction (Appendix C), and is therefore not considered aligned.

Minimum safeguards

Regarding compliance with art. 3.c) of Regulation 2020/852, the Group assessed compliance with the minimum safeguards relating to human rights and workers' rights, corruption, taxation, and fair competition.
The assessment considered the design of the Group's processes and their adequacy in identifying and preventing possible negative impacts, as well as their compliance with the standards and effectiveness with which any events were managed by recourse to corrective actions.
In the absence of further clarification from the European Commission regarding compliance with minimum safeguards, the Group has taken into consideration guidelines presented in the "Final Report on Minimum Safeguards" published by the Platform on Sustainable Finance in October 2022. Furthermore, in the FAQs published in June 2023[12], the European Commission identified a connection between minimum safeguards in the Taxonomy and the Do No Significant Harm principle in the Sustainable Financial Disclosure Regulation (SFDR).

Accordingly, this connection involves compliance with Principal Adverse Impact (PAI) indicators with respect to social and worker-related issues, respect for human rights, and issues related to anti-corruption and anti-

12 Communication on interpretation and implementation of certain legal provisions under the EU Taxonomy Regulation and links with the Sustainable Finance Disclosure Regulation (2023/C 211/01).

1. Premise
2. Financial and Sustainability highlights
3. ESRS 2 - General disclosures
4. **E - Environmental disclosure**
5. S - Social disclosures
6. G - Governance disclosures
7. Appendices
8. Certification
9. Audit report on Sustainability Consolidated Statement

bribery. This introduces the possibility of adding indicators to the minimum safeguards, including:

- the unadjusted gender pay gap;
- gender diversity in the Board of Directors;
- exposure to controversial weapons (landmines, cluster munitions, chemical and biological weapons).

Information on the first indicator is provided in section ESRS S1 in this document.
As per the last point above, Prysmian is not involved in the production or sale of controversial weapons.

Human rights, including those of workers

The commitments Prysmian has made for responsible business conduct in terms of human rights are embodied in the Code of Ethics and the Human Rights Policy, which was revised in 2025. The Group conducts regular due diligence of its suppliers in order to guarantee respect for this principle throughout the supply chain and within the organization. This maps risks throughout the supply chain by analyzing the risk factors attributable to three macro areas: sustainability and management systems; environmental criteria; and human and workers' rights. Based on the results obtained, the Group arranges for a third party to carry out specific audits of critical suppliers. 50 audits have been conducted between 2017, the year the onsite sustainability audit program was launched, and 2025. Further information is provided in sections ESRS S2 and ESRS G1.

Taxation

The Group is committed to managing taxation both at parent company level and in each tax jurisdiction. Prysmian has developed a tax strategy founded on transparency and cooperation with tax authorities and third parties, to minimize the substantial impacts of any tax and reputational risks. This strategy is a key element in its Tax Control Framework (TCF), the system for managing tax risks already applied by the Group's Italian companies. In addition to the tax strategy, Prysmian has developed policies (such as the Transfer Pricing Policy), tax notes and training courses on the subject. Further information is provided in section ESRS G1.

Fair competition

Prysmian provides adequate training on the subject of fair competition to increase awareness among those who work in the name and on behalf of the Group, and ensure compliance with competition laws. Further information is provided in section ESRS G1 and in the Antitrust Policy.

Anti-corruption

The procedures adopted by Prysmian to mitigate the risk of corruption include applying an ISO37001-certified anti-corruption management system and an anti-corruption policy. The company also provides periodic employee training for Third Party Program and Process, Gifts & Entertainment and Conflicts of Interest procedures. A policy for management of relations with public organizations was introduced in 2023. In order to ensure respect for the principle throughout the supply chain, the Group provides a Code of Ethics that must be accepted by each supplier and implements the due diligence procedures described above in relation to "Human rights, including those of workers", that includes consideration of corruption risk factors.

Disputes

As identified in the above assessments, Prysmian has not received a final conviction for breaches of labor or human rights, corruption and taxation laws, and has not been involved in any cases reviewed by an OECD National Contact Point (NCP) or interrogated by the Business and Human Rights Resource Center (BHRRC). On the subject of taxation, the Group was not ordered to pay any significant penalties by the tax authorities of the various countries in which it operates. In the past, the Group has (and continues to be) involved in antitrust investigations and disputes initiated by third parties, resulting from and/or connected with decisions adopted by certain authorities. Details of these proceedings are outlined in the note on "Provisions for risks and charges" in the Notes to the Consolidated Financial Statements. In response to these investigations and disputes, the Group has implemented a series of internal controls, described in the section on "Fair competition", to reduce the probability of infringements in this area.
Therefore, in line with the requirements of Art. 3.c) of Regulation 2020/852, Prysmian carries out its economic activities in compliance with the specified minimum safeguards.

With regard to the activities classified as CapEx c (7.3 and 7.6), since no specific assessment has been carried out on the respective suppliers, both activities are considered not aligned with the minimum safeguards criteria.

KPI calculation criteria and background information

The Key Performance Indicators (KPIs) specified in the Taxonomy cover Turnover, capital expenditure (CapEx) and operating expenditure (OpEx)).

In compliance with Delegated Regulation (EU) 2026/73, which amends Delegated Regulation (EU) 2021/2178 and replaces the reporting frameworks previously established in Delegated Regulation (EU) 2023/2486, KPIs are now presented in the new formats included in the annexes to Delegated Regulation (EU) 2026/73.

The proportion of the Group's taxonomy-eligible and -aligned economic activities was calculated with respect to Turnover, CapEx and OpEx in accordance with legal requirements and the accounting criteria amended by Delegated Regulation (EU) 2026/73, which amends Annex I of Delegated Regulation (EU) 2021/2178.

Turnover

Definition and reconciliation

Taxonomy-eligible/aligned turnover reflects the ratio of net revenues derived from eligible/aligned activities (numerator) to total net revenues (denominator). The denominator of the Turnover KPI references the "Revenues" line item in the Consolidated Income Statement for the year ending December 31, 2025, as consolidated in accordance with IAS 1.82(a). Further information is provided in the consolidated accounts contained in the Group's Annual Financial Statements and in the section "Accounting policies".

Allocation

The numerator of the Turnover KPI consists of the net revenues associated with the Group products linked to eligible/aligned activities. The allocation of net revenues to the numerator was made possible by the Group's highly detailed management and financial accounting system, which made it possible to identify eligible/aligned projects precisely and reconcile them with the activities concerned, thus making the use of estimates unnecessary.

Other background information

The revenues indicated in the numerator are all linked to contracts with customers. No changes in the composition and reconciliation of revenues compared with 2024 have taken place.

CapEx

Definition and reconciliation

Taxonomy-aligned CapEx reflects the ratio of CapEx deriving from eligible/aligned activities (numerator) to total CapEx (denominator). The denominator of the CapEx KPI consists of increases in property, plant and equipment and intangible assets during the year before depreciation, amortization, impairments and reversals of impairments, including those deriving from business combinations. Total CapEx can be reconciled with the Group's Consolidated Financial Statements by reference to "Gross Capital Expenditure".

The eligible/aligned share of CapEx includes:

- CapEx related to assets or processes associated with taxonomy-eligible/aligned economic activities (category A pursuant to section 1.1.2.2., Annex I to the Article 8 Delegated Regulation);
- CapEx that is part of a plan ("CapEx plan") intended to expand taxonomy-aligned economic activities or enable taxonomy-eligible economic activities to become aligned (category b pursuant to section 1.1.2.2., Annex I to the Article 8 Delegated Regulation);
- CapEx related to the purchase of products deriving from taxonomy-eligible economic activities, as well as to individual measures that enable the Group's activities to be less carbon intensive or to reduce its GHG emissions (category C pursuant to section 1.1.2.2., Annex I to the Article 8 Delegated Regulation).

1. Premise
2. Financial and Sustainability highlights
3. ESRS 2 - General disclosures
4. **E - Environmental disclosure**
5. S - Social disclosures
6. G - Governance disclosures
7. Appendices
8. Certification
9. Audit report on Sustainability Consolidated Statement

Allocation

CapEx on assets or processes associated with taxonomy-eligible/aligned economic activities was allocated after a precise analysis of each expenditure item, using the classification adopted when consolidating the Group's investments. When calculating eligibility, Prysmian referenced the activities identified as eligible when allocating turnover to the associated investment categories. On the other hand, when calculating alignment, a detailed analysis of each cost item was carried out to identify those associated with aligned activities. Regarding economic activities 3.1 and 3.20, a timely allocation of expenditure related to the sites responsible for these activities was carried out. In the case of sites where both taxonomy-eligible and/or aligned and/or non-aligned economic activities are carried out, the share of CapEx was calculated with reference to the site's sales, considering the ratio of taxonomy-eligible/aligned sales to the site's total sales. This allocation methodology is a refined version of the calculation method that improves the transparency and meaningfulness of the CapEx KPI.

Other background information

CapEx included in a CapEx plan concerns investment of approximately €600 million over six years (2022-2027) in the construction of cable-laying ships for projects involving the installation of power cables connecting the grid to offshore wind farms. This will expand alignment of activity 4.9 "Electricity transmission and distribution", thus helping achieve the "Climate Mitigation" objective.

CapEx relating to the purchase of products deriving from taxonomy-eligible economic activities, as well as to individual measures that enable the Group's activities to be less carbon intensive or to reduce GHG emissions, is completed and enters service within 18 months of its recognition in the financial statements. It is attributable to the economic activity 7.3 Installation, maintenance and repair of energy efficiency devices, and 7.6 Installation, maintenance and repair of renewable energy technologies. To avoid double counting, any CapEx identified in category C, pursuant to section 1.1.2.2., Annex I to the Article 8 Delegated Regulation, also associated with CapEx included in the denominator relating to assets or processes associated with taxonomy-eligible/aligned economic activities (category A pursuant to section 1.1.2.2., Annex I of the Article 8 Delegated Regulation), was included in the latter category.

CapEx associated with the above economic activities is treated solely as eligible. The Group did not proceed with the alignment assessment, in part because of the amount of expenditure involved and the time required for further verification with suppliers. In line with the requirements of the Article 8 Delegated Regulation, the Group provides the amounts included in the numerator of the alignment KPI below.

Compared to last year, no investments were made relating to the installation of charging stations for electric vehicles (activity 7.4 – Climate Change Mitigation objective)

QUANTITATIVE BREAKDOWN OF AMOUNTS INCLUDED IN THE NUMERATOR OF THE ALIGNMENT KPI BY ECONOMIC ACTIVITY (EURO M)

Activity	Increases in property, plant and equipment	Increases in internally generated intangible assets	Of which part of a CapEx plan
3.1	3.4	–	–
3.6	–	–	–
3.18	–	–	–
3.20	29.23	–	–
4.9	428.5	12.6	98.4

Please note that there were no increases in assets arising from business combinations during the year.

OpEx

Definition and reconciliation

Taxonomy-eligible/aligned OpEx reflects the proportion of eligible/aligned OpEx included in non-capitalized direct costs incurred on R&D, short-term rentals, maintenance and repairs, and the cost of personnel tasked with internal maintenance of plant and equipment with respect to total OpEx for those categories.

Allocation

To ensure a linear process and avoid the risk of double counting, operating expenses were deemed eligible/aligned if they related directly to taxonomy-eligible/aligned economic activities. Where the direct allocation of operating expenditure was not possible, the eligible/aligned portion was calculated with reference to the corresponding percentage of turnover.

Other background information

As required by the Article 8 Delegated Regulation, amounts included in the numerator of the alignment KPI are detailed below by type of cost.

QUANTITATIVE BREAKDOWN OF AMOUNTS INCLUDED IN THE NUMERATOR OF THE ALIGNMENT KPI BY ECONOMIC ACTIVITY (EURO M)

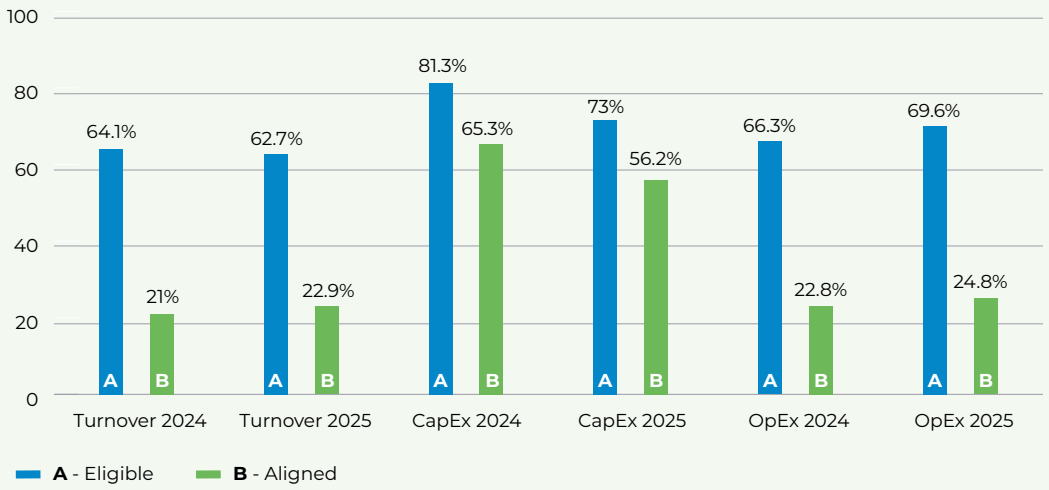
	OpEX
R&D costs	37.2
Short-term leases	15.8
Maintenance and repairs	42.9
Other direct costs connected with routine maintenance of property, plant and equipment	27.8
Total	**123.7**

1. Premise
2. Financial and Sustainability highlights
3. ESRS 2 - General disclosures
4. **E - Environmental disclosure**
5. S - Social disclosures
6. G - Governance disclosures
7. Appendices
8. Certification
9. Audit report on Sustainability Consolidated Statement

Note on performance trends and future developments

The percentage of eligible Turnover in 2025 was 62.7%, down slightly on 2024 (64.1%). This trend primarily reflects inclusion of McKinney's turnover for the full annual reporting period (in 2024 only the second half was included).
In contrast, the percentage of aligned Turnover is up to 22.9%, compared to 21% in 2024. Turnkey installations in Europe and outside the EU exclusively related to renewable energy (activity 4.9 are one of the main reasons for the increase). Regarding Capex, both the eligible share (73%) and the aligned share (56.2%) are down compared with 2024 (when the figures were 81.3% and 65.3%, respectively). This reflects lower investment in activities linked to the Transmission business unit and the installation of HV cables. In addition to this factor, a small part of Encore Wire 2025 CapEx was eligible (represented by E Path cables) but not aligned.

NOTE ON PERFORMANCE TRENDS AND FUTURE DEVELOPMENTS

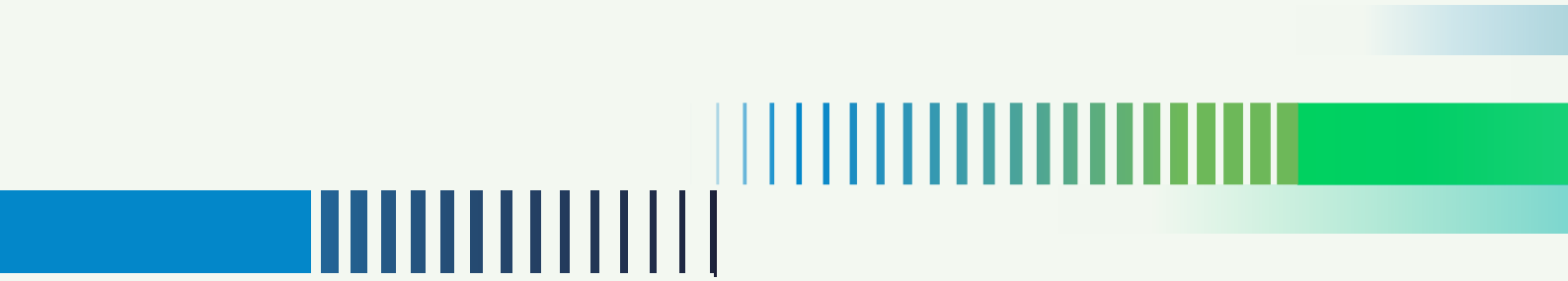


Prysmian has chosen to adopt a transparent and conservative approach, interpreting the requirements of the Regulation as strictly as possible. The Company has continuously monitored European Commission publications and the interpretations and guidance provided by the Platform on Sustainable Finance, and has also participated in working groups and discussions with other industry players, particularly within Europacable.

To date, the European Taxonomy remains a recent and continually evolving regulation. Further updates and more guidance on interpretation and applicability of the technical screening criteria can therefore be expected for future reporting periods. This could also significantly impact the company's results in terms of eligibility and alignment.



1. Premise
2. Financial and Sustainability highlights
3. ESRS 2 - General disclosures
4. **E - Environmental disclosure**
5. S - Social disclosures
6. G - Governance disclosures
7. Appendices
8. Certification
9. Audit report on Sustainability Consolidated Statement



ESRS E1 – CLIMATE CHANGE

E1 – CLIMATE CHANGE

Governance

Thanks to its own business, Prysmian is at the heart of adoption of clean energy, that is an essential enabler of long-term sustainable energy security and energy independence for countries. This is why sustainability governance and topics related to climate-related impacts are firmly embedded in the Group's organizational structure.

The **Board of Directors** formally approves the Group's climate ambition and the related decarbonization targets. The transition plan that forms the basis of this strategy is also due to be approved in 2026.

Through the **Sustainability Committee**, the Board monitors and guides the Group's climate strategy. The Board is also, with the support of the **Remuneration & Nominations Committee**, responsible for approving the climate targets included in the Group's remuneration policies.

The **Chief Sustainability Officer (CSO)**, an internal executive, is responsible for implementing the climate strategy. The CSO is directly involved in decision-making processes at the senior management level. The CSO works closely with the **Chief Strategy Officer**, and they share responsibility for drawing up the Group's climate strategy.

The Chief Strategy Officer coordinates the various departments involved in ESG-related issues, reporting regularly, in collaboration with the Chief Sustainability Officer, to the Sustainability Committee, the Control and Risks Committee and members of the Board of Directors.

Finally, climate-related risk management is embedded in the Group's **Enterprise Risk Management (ERM)** process. This ensures a structured, cross-cutting, and proactive approach to assessing and managing climate-related impacts throughout the value chain. As a result, executive responsibility for overseeing these risks has been assigned to the **Chief Risk & Compliance Officer and the Chief Sustainability, R&D, and Innovation Officer**. These officers coordinate identification, assessment and monitoring of climate-related risk through the Enterprise Risk Management and Sustainability teams, ensuring their integration into the Group's strategic decision-making and control mechanisms.

This governance structure ensures that the Group's strategic goals are fully aligned with its commitment to decarbonization

Strategy

Prysmian has adopted an ambitious climate strategy designed to help the company achieve **Net Zero emissions throughout the value chain by 2035**. This pathway is based on intermediate five-year and long-term targets validated by the **Science Based Targets initiative (SBTi)**, in line with the **Paris Agreement**[13] goals. The latest strategy update was officially announced by Prysmian in March 2025 during **Capital Markets Day** in New York, following its approval by the **Board of Directors**.

The Group's transition to a low-carbon model forms an integral part of its strategic plan, **"Accelerating Growth"**. The Group has drawn up a structured action plan that gets key stakeholders, including production sites, corporate functions, customers and core suppliers actively involved.

Prysmian's SBTi-approved decarbonization targets are as follows.

- **Short-term targets**: Prysmian is committed to delivering a 60% cut in Scope 1 and 2 greenhouse gas emissions (compared with the 2019 baseline) by fiscal 2030 and cutting absolute Scope 3 emissions by 65% in the same period.
- **Long-term targets**: Prysmian is committed to delivering a 90% cut in absolute Scope 1, 2

13 As a market leader, Prysmian is included in the EU Paris Benchmark Agreement and the MCSI index (EU-Paris Aligned Benchmark index), with a score of AA in 2025. MSCI ESG Research ranks companies on a scale of "AAA to CCC" based on their exposure to ESG risks and how they manage such risks relative to peers.

and 3 emissions by 2035, using 2019 as the baseline, and maintaining this reduction through 2050 and beyond.

- **Overall Net Zero target**: Prysmian is committed to getting to Net Zero greenhouse emissions throughout the value chain by 2035.

Achievement of these long-term and Net Zero objectives are subject to external factors, such as decarbonization of the power grids in which the Company's products and solutions are installed. Prysmian is currently developing a Group Climate Transition Plan, expected to be approved and published in 2026. The Plan aim is to provide detailed information on key emission reduction levers – and related investments – already identified in recent years as part of the decarbonization pathway linked to the Group's SBTs. Work on developing the Plan is due to be completed during the current year, enabling the Group to prepare and approve a transition plan that organically incorporates Scope 1, 2 and 3 emissions.

Decarbonization levers

Prysmian has identified and implemented a series of decarbonization levers to help the company achieve its targets, including:

- **Product and solution design**, reducing climate-related impacts throughout the life cycle;
- **Decarbonization of the supply chain**, involving engagement programs and sharing sustainable practices with core suppliers[14];
- **Procurement and self-production of renewable energy**, above all for production plants, but also for the fleet of cable-laying ships;
- **Energy efficiency and electrification** of production and installation processes.

Greenhouse gas emissions linked to the use of products sold (Scope 3 – Category 11) are fully accounted for, avoiding the presence of other locked-in emissions that could prevent the Company from achieving its targets. The Group's locked-in emissions are predominantly concentrated in Scope 3, particularly in the use phase of products and the associated losses, which are calculated on the basis of the emission factors of the electrical grids. Although certain production plants and cable-laying ships remain partially dependent on fossil fuels, the Group has begun to take corrective actions and does not consider these assets an impediment to achieving decarbonization targets.

Actions taken in 2025 reduced direct emissions (market-based Scope 1 and 2) by 40.2% and indirect emissions (Scope 3) by 59.7% compared with the 2019 baseline.

Integration of climate scenarios into strategic planning

In response to global climate-related trends, marked by an increase in renewable energy use and the process of electrification, Prysmian has conducted a **quantitative analysis of climate scenarios**. The aim is to assess the impact of various transition trajectories toward a resilient, low-carbon economy, keeping macroeconomic implications in mind.

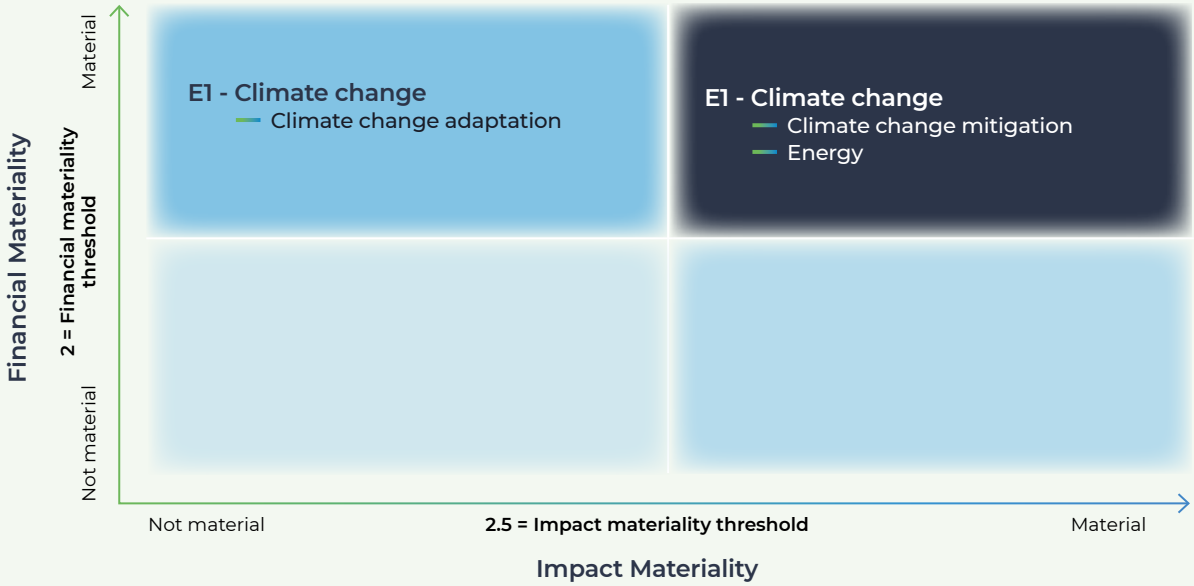
The results of these analyzes are integrated into **strategic planning, capital allocation, and business development** processes, helping identify risks and opportunities. The assessments conducted also support analysis of the financial sustainability of assets, with particular regard to the **impairment tests** in progress, which take into account climate-related impacts on expected cash flows.

14 Suppliers are segmented on the basis of four criteria:
– Level of expenditure: total annual expenditure over a specific threshold for each product category;
– Supplier dominance: high market share with respect to Prysmian, or significant growth potential;
– Supplier uniqueness: sole supplier / with distinctive capabilities;
– Level of innovation / quality: presence of innovative elements and duration of the relationship.

1. Premise
2. Financial and Sustainability highlights
3. ESRS 2 - General disclosures
4. **E - Environmental disclosure**
5. S - Social disclosures
6. G - Governance disclosures
7. Appendices
8. Certification
9. Audit report on Sustainability Consolidated Statement

Further details on climate-related risks are provided in the **"Risks"** section in the Report on Operations.

Identification of IROs related to climate



To explore and assess the business's resilience to climate related challenges, Prysmian conducted an analysis involving various climate-related scenarios, including those linked to the Company's Net Zero goal and those of a +3°C rise in temperature compared with pre-industrial levels. The aim was to model how the impact and likelihood of the identified material risks and opportunities might change over time. The following models were used:

IPCC RCP **IPCC RCP (Representative Concentration Pathway) SCENARIOS combined with SSP (Shared socioeconomic pathway) SCENARIOS**	**IEA** **(International Energy Agency) SCENARIOS**
To assess physical risks	For transition risks and opportunities

The risk and opportunity analysis was performed over three time horizons and was based on external data sets on climate drivers and internal data sets on the Group's activities. This information was used to create advanced measurement models, based on time series and cross-sectional iterations using Monte Carlo simulations.

1. **Short-term time horizon**: this refers to a time frame of one year. This horizon is mainly focused on daily operations and annual goals. In this period, planning focuses on operational efficiency, cash flow management and optimizing existing business resources. The lifespan of major short-term assets is closely linked to this planning, which also includes capital allocation plans for short-term investments
2. **Medium-term time horizon**: this covers two to five years and reflects Prysmian's strategic goals, including expanding its market share and adopting new technologies or initiatives. In this period, the Company's assets (such as production infrastructure, machinery, and technologies) are planned to be optimally utilized during their life cycle, contributing to sustainable business growth. Capital allocation decisions include investments in innovation, plant modernization, and geographical expansion.
3. **Long-term time horizon**: this covers periods of more than five years through to 2050. In this period, Prysmian focuses on long-term strategic developments, such as entry into new markets, developing technologies, and sustainability at a global level. The long-term horizon is closely linked to the lifespan of the company's major industrial and infrastructure

assets, which can have very long-life cycles. Capital allocation decisions in this period include investments in research and development, new acquisitions, and long-term strategic projects.

The climate scenarios and time horizons used are, therefore, compatible with the horizons and outlooks on which the financial budget is based. The scenarios related to medium-term time horizons are consistent with the plan used by management to test the sustainability of the carrying amounts of the company's main assets in the financial statements. These tests did not provide evidence of any impairment of these assets. Further details are provided in the notes on "Property, plant and equipment" and "Goodwill and other intangible assets" in the Consolidated Financial Statements.
The scope of the analysis covers the Group's operations in 2025, including corporate changes that took place during the year. The analysis focused on physical and transition risks, with the exception of regulatory risks, to which scenario-related projections are difficult to apply.

The above scenarios and the related analyzes led to the following results:

- **Physical risks** identified include a chronic risk linked to sea level rise, which has the potential to impact the Group's business; a chronic risk linked to water stress, which could affect the business continuity of the plants exposed to this risk; and, finally, an acute physical risk regarding the increased severity and frequency of extreme weather events that may impact the Group's business (including risks linked to flooding, heavy rainfall and tornadoes).
- With regard to **transition risks**, the main risks relate to the scarcity of critical minerals along the supply chain and to the impact of having an inadequate climate strategy — a condition that affects the company both from a reputational standpoint and in its ability to win tenders issued by clients who are particularly attentive to climate matters.
- In terms of **climate-related opportunities**, the Group identified opportunities in taking advantage of global cable market trends, accessing lower-cost financing, and the development and deployment of low-carbon solutions.

In addition, Prysmian has not identified any business assets or activities that are incompatible with this transition, or that would require significant efforts to make them compatible with said transition.
The following table shows the impacts, risks and opportunities connected with the topic dealt with in this section, indicating actual risks and opportunities and the related current financial effects.

Detailed analysis: physical risks

Three key physical risks were identified and assessed:

- **Increased severity of extreme weather events**
- **Rising sea levels**
- **Water stress**

To assess its exposure to climate-related physical risks, Prysmian used the following two scenarios put forward by the IPCC:

1. **IPCC RCP 8.5**: high-emissions, "business as usual" scenario, in which society makes no concerted efforts to reduce greenhouse gas emissions, the use of fossil fuels continues to grow and global warming becomes more intense exceeding 3°C, with a resulting major intensification of natural events;
2. **IPCC RCP 2.6**: a scenario in which global emissions gradually decline, clean technologies and sustainable climate policies are adopted and global warming stays within 2°C by 2100. Physical risk exposure remains close to current levels.

The analysis conducted using specific tools (CatNet®, a geo-specific risk exposure profiling tool developed by SwissRe and Aqueduct, a web-based platform developed by the World Resources Institute), led the Group to assess its exposure to these risks as limited. A specific climate-related risk assessment is conducted for new operations.

1. Premise
2. Financial and Sustainability highlights
3. ESRS 2 - General disclosures
4. **E - Environmental disclosure**
5. S - Social disclosures
6. G - Governance disclosures
7. Appendices
8. Certification
9. Audit report on Sustainability Consolidated Statement

The following table details the three physical risks identified:

TCFD classification	Sub-topic	Physical risk	Description	Comment	Positioning in the value chain	Time horizon	Current financial effect
Acute	**Climate change adaptation**	**Increased severity of extreme natural events (e.g., river flooding, hurricanes, cyclones, etc.), made worse by climate change in progress, causing damage to the Group's production sites/critical assets and halting production and/or distribution**	Failure to adapt to climate-related events could have an impact on the Group's business continuity in terms of property damage (e.g., damage to plants) and business interruption (e.g., halts to production). At the same time, these extreme events could lead to disruption of Prysmian's upstream value chain, causing difficulties for the supply of key materials	Risk assessed in the short (2025/2026), medium (2030) and long term (2050), with moderate exposure for a limited number of production plants	Upstream, Own operations, Downstream	Long term	N/A
Chronic	**Climate change adaptation**	**Risk linked to availability of the water needed for the Group's production activities, e.g., due to changes in rainfall models**	Risk linked to availability of the water needed for the Group's production activities, e.g., due to changes in rainfall models, which could lead to an increase in operating costs to fund improvements to the resilience of plants and the need to adopt/ implement new practices and processes	Risk assessed in the short (2025/2026), medium (2030) and long term (2050), with moderate exposure for a limited number of production plants	Own operations	Long term	See the section "Risk factors" in the Report on Operations, describing the risk and the impacts on the Group's operations
Chronic	**Climate change adaptation**	**Risk linked to rising sea levels that could have an impact on the Group's activities**	Rising sea levels, resulting in flooding and damage to infrastructure over the life cycle of assets, leading to an increase in operating costs to fund improvements to the resilience of plants, and to costs linked to retained losses	Risk assessed in the short (2025/2026), medium (2030) and long term (2050), with moderate exposure for a limited number of production plants	Own operations	Long term	See the section "Risk factors" in the Report on Operations, describing the risk and the impacts on the Group's operations

Detailed analysis: transition risks

Two key transition risks that are considered potentially significant for the business were identified and assessed:

- **Shortages of critical minerals in the supply chain**
- **Inadequate climate strategy**

In addition, the Group's Double Materiality assessment identified and examined further transition risks. Although these were deemed to be less strategic, scenario analyzes were still conducted. These risks are linked to **the entry of new players into the HV market** and/or **new emerging technologies**, and to the **taxation of greenhouse gas emissions**.

Prysmian conducted an advanced analysis of two possible scenarios recommended by the International Energy Agency (IEA). These are based on the energy outlook for the medium to long term and examine energy market trends in the coming years. In the agency's World Energy Outlook 2025, unlike the previous year's version, the APS scenario was removed because there was too much uncertainty over developments in international climate commitments.

.01 STEPS	.02 NZE
The Stated Policies Scenario: a conservative benchmark based on climate policies adopted or put forward by governments, as well as policy intentions not yet codified into law but supported by markets, infrastructure and financial conditions, consistent with a temperature rise of approximately 2.5°C by 2100, with the 2°C threshold expected to be exceeded around 2060.	**Net Zero Emissions**: pathway for the global energy sector to achieve Net Zero CO_2 emissions by 2050, consistent with limiting the rising temperatures to 1.65°C by around 2050 and, thanks to rapid transformation and large-scale use of carbon removal technologies, with a subsequent fall to 1.5°C by 2100.

1. Premise
2. Financial and Sustainability highlights
3. ESRS 2 - General disclosures
4. **E - Environmental disclosure**
5. S - Social disclosures
6. G - Governance disclosures
7. Appendices
8. Certification
9. Audit report on Sustainability Consolidated Statement

The following table details the risks identified:

TCFD classification	Sub-topic	Transition risk	Description	Comment	Positioning in the value chain	Time horizon	Current financial effect
Competition	**Climate change mitigation**	**Risk of failure to adopt a climate strategy**	The risk relates to potential reductions in EBITDA due to both the failure to achieve emission reduction targets by 2035, and the impossibility of new contract awards due to progressively stricter ESG requirements	Risk assessed in the short (2025/2026), medium (2030) and long term (2050). Without appropriate management, the exposure was assessed as potentially high in the medium to long term	Upstream, Own operations, Downstream	Medium/ Long term	N/A
Market	**Climate change mitigation**	**Shortages of critical minerals in the supply chain**	The risk of increased costs, delays or disruption to production linked to the limited availability of copper, aluminum and other materials key for Prysmian's business	Risk assessed in the short (2025/2026), medium (2030) and long term (2050). Without appropriate management, the exposure was assessed as potentially high only in the long term	Upstream, Own operations, Downstream	Long term	N/A
Market	**Climate change mitigation**	**Entry of new players into the HV market**	The risk relates to the impact of the potential entry of new players into the market and the resulting increase in market competition	Risk assessed in the short (2025/2026), medium (2030) and long term (2050). Without appropriate management, the exposure was assessed as potentially high in the long term	Upstream, Own operations, Downstream	Long term	N/A
Technology	**Climate change mitigation**	**Emerging technologies (hydrogen, batteries, nuclear)**	The risk relates to the impact of emerging technological innovations in the energy market, leading to a potential reduction in Prysmian's business. It covers the risks linked to hydrogen, batteries, nuclear and 5G (wireless technologies)	Risk assessed in the short (2025/2026), medium (2030) and long term (2050). Without appropriate management, the exposure was assessed as potentially high in the long term	Upstream, Own operations, Downstream	Long term	N/A
Policy & Legal	**Climate change mitigation**	**Carbon taxes**	The risk quantifies the impacts linked to changes in legislation regarding carbon taxes	Risk assessed in the short (2025/2026), medium (2030) and long term (2050). Without appropriate management, the exposure was assessed as potentially high in the long term	Upstream, Own operations, Downstream	Long term	N/A

The identified transition risks are deemed to be significant for the Group as a whole and **only at an inherent level**, meaning without appropriate management. As the Company has already addressed such risks in its strategy, transition risks are deemed not to have a material impact on the Company's assets.

Detailed analysis: internal control and risk management system

To identify and assess risks and opportunities, Prysmian uses an **internal control and risk management system** based on tools and information flows that enable the Board of Directors to make informed strategic decisions and draw up system guidelines. This approach takes into account the Group's operating environment and the related risks and opportunities. These include those linked to sustainability and climate-related challenges, in line with the Group Risk Appetite, which defines the type and entity of the risks that the Group is willing to assume in pursuit of its strategic objectives.

Appointment of a Chief R&D, Innovation and Sustainability Officer (CIO), a Chief Digital Officer, and the establishment of a Group Innovation Steering Committee, chaired by the CIO, further consolidate the Group's commitment to sustainability-related innovation and research and development.

Based on the results of the climate scenario analysis, Prysmian devotes ongoing efforts to developing specific action plans to address each significant risk. The goal is to understand the extent to which the impact of such risks may be reduced, and business resilience increased. Mitigation measures linked to transition risks include:

- Definition of a roadmap for innovation, achieving cost efficiencies and Transmission and Digital Solutions projects, innovation-related competitions among employees, potentially open to key customers, and an upskilling plan to strengthen employees' innovation capabilities.
- Continuous monitoring of changes in legislation and regulations related to greenhouse gas emissions at global level, above all in countries in which the Group's factories are located and in the most important markets. This monitoring is conducted by the relevant teams at central level (e.g., Manufacturing for production sites and Transmission for the fleet of ships) with the support of HSE and Sustainability & Innovation.

In order to mitigate physical risks, the Group has established and continues to implement a program of activities relating to the decarbonization plan, as well as local flood protection measures such as dams and other physical barriers aimed at safeguarding business continuity. An agreement has also been reached with an international company specializing in disaster recovery & restore services that arranges insurance coverage for both direct losses and lost profits due to disruption to production. Further details of the actions taken by the Group are provided in the specific part of this section.
In addition, assessment of third-party sustainability risks is a key step in the overall supply chain management process, setting clear rules for the introduction of new suppliers, for periodic assessment of the process and monitoring and improvement of the supply chain management strategy.

Detailed analysis: climate-related opportunities

The related opportunities were assessed through a structured, integrated process that actively involved the heads of the main corporate functions. The process identified the most significant opportunities resulting from climate related activities and the progressive shift towards low-carbon economies.
The assessment also took into account certain variables: development of energy and digital infrastructure; changes in legislation; public and private investment in energy transition technologies; and growing demand for more efficient, sustainable solutions.

1. Premise
2. Financial and Sustainability highlights
3. ESRS 2 - General disclosures
4. **E - Environmental disclosure**
5. S - Social disclosures
6. G - Governance disclosures
7. Appendices
8. Certification
9. Audit report on Sustainability Consolidated Statement

The material opportunities that emerged from the assessment show how the **energy and digital transitions** are generating **significant growth in demand for enabling technologies**. These include HV and EHV transmission systems, innovative electrification solutions, resilient telecommunications infrastructure, and products with a reduced environmental footprint throughout their life cycles. Further opportunities are connected with **improved competitiveness in public and private tenders** including environmental criteria, growing market demand for **highly energy-efficient products, the expansion of digital networks and the spread of production models powered by renewable energy**.

Overall, these opportunities – linked to the main market, technology and regulatory trends – have been classified using the Task Force on Climate-related Financial Disclosures (TCFD) framework. The classification was based on the nature of the opportunity (e.g., related to the market or energy sources), its potential impact, and alignment with TCFD categories. Each opportunity was then analyzed in relation to the Group's value chain, the related time horizon and the expected potential financial effect, as shown below:

TCFD classification	Sub-topic	Opportunity	Description	Comment	Positioning in the value chain	Time horizon	Current financial effect
Markets	**Climate change mitigation**	**Take advantage of expected growth in the global cables market, driven by the energy transition, electrification and digitalization**	Expand the presence in global cables markets, benefitting from demand growth linked to the energy transition, electrification and digitalization	Marked, incremental anticipated financial effects that over the long term will be significant under the APS and NZE scenarios	Own operations	Medium term	See the section "Group performance and results" in the Report on Operations, describing revenue growth achieved by the Group's segments that have benefitted from current positive megatrends
Markets	**Climate change mitigation**	**Successful participation in green tenders, backed not only by solid know-how and financial strength, but also by acknowledged strong sustainability performance**	Successfully compete in tenders that reward sustainable solutions, thanks to know-how, financial strength and acknowledged environmental performance	Opportunity to strengthen the Group's reputation and access new projects of global significance, with a moderate impact on the organization over the long term, regardless of climate scenario (STEP, APS, NZE)	Own operations	Medium term	See the section "Performance of Transmission operating segment" in the Report on Operations, describing Prysmian's ability to be successful in green tenders thanks to an improved sustainability performance

Continues >>

>> Continued

TCFD classification	Sub-topic	Opportunity	Description	Comment	Positioning in the value chain	Time horizon	Current financial effect
Energy source	**Energy**	**Use of green energy sources in the Group's plants by installing renewable energy systems (e.g., photovoltaics), the purchase of renewable energy and the use of biofuels**	Reduce factories' carbon footprint by installing renewable plants, the purchase of green energy and the use of biofuels	A moderate impact on the organization over the long term, regardless of climate scenario (STEP, APS, NZE)	Own operations	Medium term	See "Property, plant and equipment" in the Notes to the Financial Statements, regarding sustainability-related investments designed to cut Scope 1 and 2 GHG emissions by 60% by 2030 (compared with the 2019 baseline) and achieve Net Zero by 2035. These investments were also taken into account in impairment tests. See the Notes on "Goodwill" and "Other intangible assets"
Energy source	**Energy**	**Promote transmission technologies through innovative solutions that boost efficiency and productivity, helping to bridge the green premium gap**	Offer solutions that boost efficiency and productivity, bridging the green premium gap and supporting customers in the sustainable transition	Opportunity with moderate anticipated financial effects over the medium term, with significant increases under the NZE scenario	Downstream	Medium term	See the section "Performance of Transmission operating segment" in the Report on Operations, describing how the entry into service of new installation capacity (new ships) has enabled an improvement in the productivity and efficiency of installation operations
Energy source	**Energy**	**Deploy hollow core fiber networks to make data transmission faster and more energy efficient, reducing latency and energy consumption, while also enabling resilient, low-impact infrastructure**	Build fiber infrastructure that makes data transmission faster and more energy efficient, reducing latency and energy consumption	Strategic opportunity to support the development of smart cities and sustainable digital infrastructure, with moderate financial effects over all time horizons and under all climate scenarios	Downstream	Long term	See the section "Performance of Digital Solutions operating segment" in the Report on Operations, describing the progressive switch from copper to fiber, enabling a reduction in latency and electricity consumption

Continues >>

1. Premise
2. Financial and Sustainability highlights
3. ESRS 2 - General disclosures
4. **E - Environmental disclosure**
5. S - Social disclosures
6. G - Governance disclosures
7. Appendices
8. Certification
9. Audit report on Sustainability Consolidated Statement

>> Continued

TCFD classification	Sub-topic	Opportunity	Description	Comment	Positioning in the value chain	Time horizon	Current financial effect
Energy source	**Energy**	**Increase the sustainability of data centers by using advanced cable solutions that reduce energy consumption, integrate renewable sources and minimize environmental impact**	Provide advanced cable solutions that reduce energy consumption, integrate renewable energy and limit the environmental impact of data centers	Opportunity for leadership in the data center sector, with moderate financial effects over all time horizons and increases under the APS and NZE scenarios	Downstream	Medium term	See the section "Performance of Electrification operating segment" in the Report on Operations, describing the reduction in energy consumed by data centers thanks to the new cables

Detailed analysis: impacts

Prysmian's activities have material negative and positive impacts on the climate throughout the value chain. Due to the energy consumed during cable production and onshore and offshore installation activities, **the impacts of own operations** (Scope 1 and 2 emissions) remain marginally negative in the short term.

Scope 3 emissions are much more significant than the other Scopes. This is linked to the purchase of raw materials (above all copper and aluminum) and network losses due to use of the product (the Joule effect). These two categories are the main sources, but Scope 3 emissions also include other contributions in the value chain.

Alongside these critical aspects, and even though the Group is not directly involved in decarbonization of the energy system, Prysmian is playing a positive, tangible role in the short term as an **enabler** of the energy transition. The Group's solutions are helping to create and upgrade the electricity infrastructure needed to develop renewable energies.

The Group takes a targeted approach to mitigating negative impacts and maximizing positive impacts, in line with global climate action targets.

Sub-topic	Impact	Positioning in the value chain	Positive/ negative	Actual/ potential	Time horizon
Energy	**Energy consumption for cable production**	Own operations (production activities)		Actual	Short term
Climate change mitigation	**Increase in the Group's Scope 1 and 2 emissions (from cable production and offshore and onshore installation)**	Own operations (production and installation activities)		Actual	Short term
Climate change mitigation	**Enabling the energy transition and decarbonization**	Downstream		Actual	Long term
Climate change mitigation	**Presence of locked-in emissions linked to use of products**	Downstream		Actual	Long term
Climate change mitigation	**Increase in emissions due to the Group's Scope 3 emissions**	Own operations (production activities), Downstream		Actual	Short term

Positive impact Negative impact

Material IRO management procedures

IRO[15]	Policy	Action	Target
I – Energy consumption for cable production	HSEE Policy	— Transmission innovation — Power Grid innovation — Electrification innovation[16] — Decarbonization of production sites[17]	Reduction in absolute Scope 1 and 2 GHG emissions
I - Increase in the Group's Scope 1 and 2 emissions (from cable production and offshore and onshore installation)	HSEE Policy Sustainability Policy	— Transmission innovation — Power Grid innovation — Electrification innovation — Decarbonization of production sites — Decarbonization of the Group's fleet of vessels	Reduction in absolute Scope 1 and 2 GHG emissions
I - Enabling the energy transition and decarbonization	HSEE Policy Sustainability Policy	— Transmission innovation — Power Grid innovation — Electrification innovation — Decarbonization of production sites — Decarbonization of the Group's fleet of vessels[18] — Transport optimization	Reduction in absolute Scope 1, 2 and 3 GHG emissions
I - Presence of locked-in emissions linked to use of products	HSEE Policy Sustainability Policy	— Transmission innovation — Power Grid innovation — Electrification innovation — Decarbonization of production sites — Decarbonization of the Group's fleet of vessels	Reduction in absolute Scope 1, 2 and 3 GHG emissions
I - Increase in emissions due to the Group's Scope 3 emissions		— Transmission innovation — Power Grid innovation — Electrification innovation — Transport optimization — Supplier engagement program	Reduction in absolute Scope 3 GHG emissions and achievement of Net Zero throughout the value chain
O - Take advantage of expected growth in the global cables market, driven by the energy transition, electrification and digitalization	Sustainability Policy	— Transmission innovation — Power Grid innovation — Electrification innovation	Growth in sustainability-linked revenues (details are provided in section ESRS E5)
O - Successful participation in green tenders, backed by solid know-how, financial strength, and acknowledged strong sustainability performance		— Transmission innovation — Power Grid innovation — Electrification innovation	
O - Use of green energy sources in the Group's plants by installing renewable energy systems (e.g., photovoltaics), the purchase of renewable energy and the use of biofuels	HSEE Policy	Decarbonization of production sites	Reduction in absolute Scope 1 and 2 GHG emissions
O - Promote transmission technologies through innovative solutions that boost efficiency and productivity, helping to bridge the green premium gap	Sustainability Policy	— Transmission innovation — Power Grid innovation — Electrification innovation	— Growth in sustainability-linked revenues (details are provided in section ESRS E5) — Reduction in absolute Scope 3 GHG emissions
O - Deploy hollow core fiber networks to make data transmission faster and more energy efficient, reducing latency and energy consumption, while enabling resilient, low-impact infrastructure		— Transmission innovation — Power Grid innovation — Electrification innovation	Reduction in absolute Scope 3 GHG emissions

Continues >>

15 The policies, actions, and targets described in the table have been linked to the IROs identified in the double materiality assessment, and there is no systematic direct connection between the actions, policies, and targets.

16 A detailed description of actions related to the Transmission, Power Grid and Electrification segments is provided in "Actions" in this section.

17 The decarbonization of production sites, which has already begun, will continue in line with the transition plan, expected to be approved in 2026.

18 Decarbonization of the fleet of vessels, which has already begun, will continue in line with the decarbonization plan, expected to be approved in 2026.

1. Premise
2. Financial and Sustainability highlights
3. ESRS 2 - General disclosures
4. **E - Environmental disclosure**
5. S - Social disclosures
6. G - Governance disclosures
7. Appendices
8. Certification
9. Audit report on Sustainability Consolidated Statement

>> Continued

IRO[15]	Policy	Action	Target
O - Increase the sustainability of data centers by using advanced cable solutions that reduce energy consumption, integrate renewable sources and minimize environmental impact		— Power Grid innovation — Electrification innovation	Reduction in absolute Scope 3 GHG emissions and achievement of Net Zero throughout the value chain
R – Increased severity of extreme natural events (e.g., river flooding, hurricanes, cyclones, etc.), exacerbated by climate change in progress, causing damage to the Group's production sites/critical assets and halting production and/or distribution	Sustainability Policy ERM Policy	— Monitor risks deriving from extreme climate events via the ERM	
R - Entry of new players into the HV market		— Transmission innovation — Power Grid innovation — Electrification innovation	
R - Emerging technologies (hydrogen, batteries, nuclear)		— Transmission innovation — Power Grid innovation — Electrification innovation	
R - Risk of failure to adopt a climate strategy	Sustainability policy	— Transmission innovation — Power Grid innovation — Electrification innovation — Decarbonization of production sites — Decarbonization of the Group's fleet of vessels	
R - Carbon taxes		— Continuously monitor legislation regarding GHG emissions	
R - Shortages of critical minerals in the supply chain	Sustainability policy	— Supplier engagement program	
R - Risk linked to availability of the water needed for the Group's production activities, e.g., due to changes in rainfall models	Sustainability Policy ERM Policy	— Monitor risks deriving from extreme climate events via the ERM	
R - Risk linked to rising sea levels that could have an impact on the Group's activities	Sustainability Policy ERM Policy	— Monitor risks deriving from extreme climate events via the ERM	

Policies

Prysmian views its role to make a positive impact on the planet as both a **strategic opportunity for action and responsibility**. This is why the Group's commitment to supporting the **clean energy transition** is formally set out in the **Sustainability Policy**, approved by the Board of Directors.

The **Group Sustainability team is responsible for revising the Policy every three years** to ensure it is aligned with the latest legislation, best practices and developments in the business. The Policy applies to all employees, executives, and the entire value chain that works with the Group on a regular basis.

The Policy reflects the Group's commitment to:

- **preventing and reducing direct and indirect environment impacts** linked to processes, products and installation;
- contributing to meeting **climate goals** through energy efficiency, reductions in emissions, responsible management of waste and water and the protection of biodiversity;
- developing **innovative, reliable and green solutions**, recognizing the key role played by electricity and telecommunications infrastructure in the **global energy transition**.

The Sustainability Policy applies to all Group companies, employees, executives, agency workers, contractors, and other entities in the value chain. Each entity is responsible for integrating the Policy's principles into their own activities, decision making and processes, throughout product life cycles.

Prysmian ensures that all personnel have received **training in** issues related to the climate, the environment and sustainability, and are fully qualified to carry out the tasks for which they are responsible.

In producing this document, the company has adopted a formal approach to consultation with internal and external stakeholders, ensuring transparency and alignment with shared expectations and priorities.

The climate commitment set out in the Sustainability Policy is applied in the **Health, Safety, Environment & Energy (HSEE) Policy, which** establishes principles and operational guidelines related to health, safety, the environment, and energy. Prysmian uses the **HSEE Policy** – signed by the Group CEO, the COO and HSE VP – to promote a **proactive approach to managing environmental impacts**, setting goals and defining actions designed to **mitigate climate-related risks**, and taking advantage of **opportunities linked to sustainable development**. The Policy applies to all the Group's activities, employees, contractors, agency workers, and everyone under the Company's supervision. It covers **all geographies and legal entities**. Each entity is responsible for implementing the principles throughout all operational stages along the value chain.

By providing appropriate training and distributing the Group's policies, Prysmian also ensures that the people and organizations under its control are **competent**, adequately **trained** and, where necessary, **authorized** to carry out specific tasks without having negative impacts on the **environment**.

The HSEE Policy commits Group companies to:

- **optimizing the consumption of energy and raw materials** and preventing pollution by reducing the environmental impacts of their processes and products;
- adopting health, safety, environmental and energy **management systems** that comply with international standards, with a commitment to **continuous improvement** of processes and a life cycle vision of the Group's products and solutions;
- promoting the **systematic management of energy**, through defined responsibilities, innovative solutions and the purchase of energy efficient products and services.

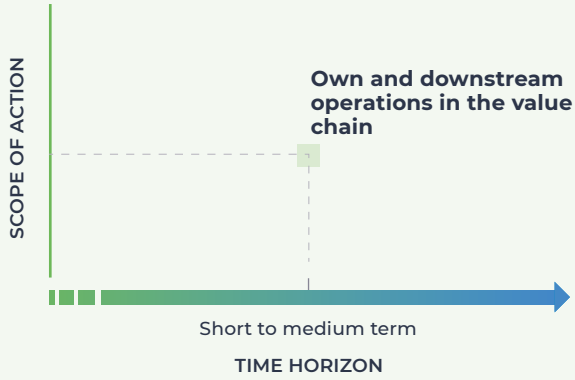
In drawing up the HSEE Policy, Prysmian involved various **stakeholders** – employees, union representatives, customers, suppliers and other key parties – to ensure that the Policy meets their needs. The Policy is published on the company's website[19] and internally on the Intranet and via HSEE management systems.

19 https://www.prysmian.com/en/sustainability/environmental-responsibility

1. Premise
2. Financial and Sustainability highlights
3. ESRS 2 - General disclosures
4. **E - Environmental disclosure**
5. S - Social disclosures
6. G - Governance disclosures
7. Appendices
8. Certification
9. Audit report on Sustainability Consolidated Statement

Actions

TRANSMISSION INNOVATION



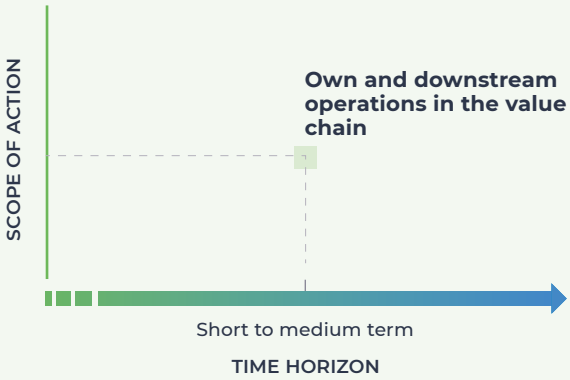
In 2025, Prysmian achieved important milestones in its Innovation sector, developing more efficient and sustainable connection solutions that are suitable for increasingly complex applications.
The Group proceeded with the homologation process for deep-sea cables using **mass-impregnated technology operating at 500 kV**. New prototypes of HVDC (High Voltage Direct Current) cables with extruded insulation were built with larger sections of cable using newly built lines. This had the dual objective of qualifying new plants and developing new products offering increased transmission capacity. Prysmian also continued to develop and optimize the proprietary polypropylene-based **P-Laser 525kV HVDC** solution. Approximately 1,145 km of saleable cables for underground use were manufactured in 2025.
The first prototypes of **submarine systems using P-Laser technology** were produced and the Company began identifying a suitable solution for factory joints.

The Group focused on its technology platform for dynamic applications covering both renewable export cable systems and the development of state-of-the-art hybrid umbilicals. In 2025, Prysmian qualified a **245kV dynamic three-core cable** that currently offers the highest power transmission capacity in the world.

In 2025, the Company further expanded its capacity to test high-voltage and submarine cable systems with a state-of-the-art electrical laboratory, under construction in Quattordio (Italy).
Prysmian also conducted a major research effort focused on the use of low-carbon materials, such as PE and recycled copper, in submarine cable systems.
Regarding **innovation in transmission system components**, Prysmian continues to strengthen the technology, with CapEx of around €3.5 million in 2025. This was invested in the scale-up of 525kV couplings by leveraging the Group's proprietary EPR rubber compound solution, developed and industrialized specifically for such demanding applications. With a view to reducing the compound's environmental impact, in 2025 the Group developed and tested a version that is completely free of lead oxide. Official qualification will take place in 2026 for 420kV AC and 525kV DC cables. 1,220 pieces were produced at the Livorno Mare factory in Italy in 2025.
Reducing consumption of SF6 played an important role in 2025, with completion of official qualification of armored terminations insulated using alternative gases: dry air for 145kV AC cables and eco-friendly compounds for 420kV AC cables. Alongside the removal of SF6, development and official qualification of dry-type terminations for 420kV AC and 525kV DC cables are nearing completion. This cutting-edge technology offers a completely safe, fluid-free (gas/oil) and, therefore, leak-proof solution that is also easy to install, offering further proof of the Company's commitment to making a serious and concrete contribution to reducing environmental impacts, with innovation as the main driver.

These applications enable the Group to consolidate its role as an enabler in the transition to a sustainable future, fostering rapid development of renewable energy and electrification, and thus contributing to efforts to make a positive impact on the climate. Details of the Group's total investments are not provided for the purpose of this disclosure as the related data are considered confidential.

POWER GRID INNOVATION



Finding new, innovative ways to upgrade a power grid is necessary to expand capacity, improve reliability and significantly reduce carbon emissions. Prysmian is responding to customer needs by promoting a series of initiatives at global level. This year, the Group launched recycled **polyethylene (PE) cable jackets worldwide and introduced green aluminum-based overhead conductors**, cutting the product's carbon footprint by up to 70%. Prysmian is also planning laboratory tests and trials of 10% to 100% recycled aluminum to increase circularity and reduce carbon emissions. To support increased consumption of recycled polyethylene, a multi-year project involving CapEx of approximately €3 million was approved during the year. This covers the installation of metering systems, changes to extrusion lines, and the necessary laboratory equipment.

Additionally, **the use of E3X technology is promoted** across various countries to further improve reliability and meet rapidly growing demand for energy. E3X coating solutions were developed to improve thermal dissipation and reduce the absorption of solar radiation in overhead line conductors. The coating enables the lines to transport more energy at the same temperature and reduces losses compared with a conductor of the same size. Retrofitting existing lines is made possible by a cleaning and application robot that can apply fresh coating to live lines.

The company has also developed a coating for high temperatures (250°C). The ability of this coating to resist oscillations and other mechanical stresses was demonstrated via field experiments. Pilot projects were completed in Saudi Arabia and Brazil in 2025. Further trials are due to take place in Australia and Europe in 2026.

During the year, Prysmian received funding from the US Department of Energy **to develop an innovative solution for splicing machines** to improve the reliability and resilience of underground cables. This solution is expected to be ready for validation by the end of 2026.

This splicing machine solution makes the power grid **more reliable and secure**, cutting underground cable network splice failures from ~90% to <10%. The machine automatically completes the splicing process using a robotic arm with customized end effectors that capture the process with advanced images to apply machine learning in the future. A laser cuts cable layers with greater precision than a traditional blade.

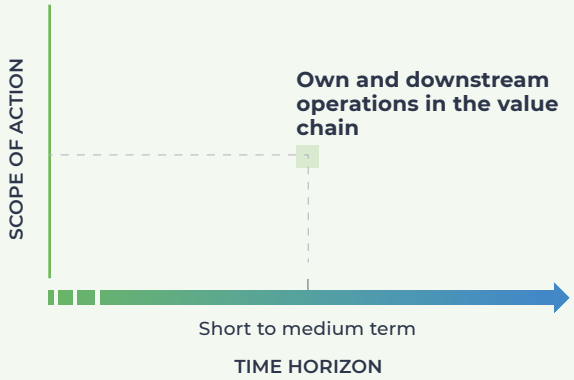
In 2024, Prysmian completed the whole subsystem design and developed the cable laying preparation method. The cable prepared using this method was validated with partial discharge tests. In addition, a machine model was built to evaluate practicality under field conditions. All subsystems were tested in 2025 to validate splicing feasibility. Production of the final prototype is due to take place in 2026.

1. Premise
2. Financial and Sustainability highlights
3. ESRS 2 - General disclosures
4. **E - Environmental disclosure**
5. S - Social disclosures
6. G - Governance disclosures
7. Appendices
8. Certification
9. Audit report on Sustainability Consolidated Statement

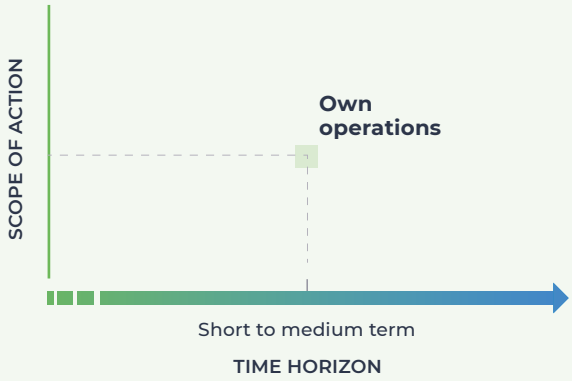
Details of the Group's OpEx for major Power Grid innovation projects are provided below:

	2024	2025	2026
r-PE	€127,000	€110,000	N/A
Green-AI	N/A	N/A	€20,000
E3X	€234,000	€128,000	€128,000
Splicing Machine[20]	€267,000	€317,000	€211,000

ELECTRIFICATION INNOVATION



DECARBONIZATION OF PRODUCTION SITES



In 2025, the Electrification business unit consolidated its leadership role in the energy transition, developing innovative solutions in response to global megatrends in sustainability, digitalization, and electric mobility. The main projects included the continued development of **E Path**[21] and further work on a new generation of solar farms, involving the introduction of innovative technologies such as **PrySolar** (a range of high-resistance cables designed for reliability and high-performance interconnections with power plants).

The application associated with this new product family provides a series of useful functions during both installation and maintenance. In 2025, a total of €70,000 was invested in this project.

In line with the business strategy, the sum of €70,000 was invested in the Data Centers segment and in EV charging infrastructure. This confirms Prysmian's commitment to creating value for customers and helping to decarbonize the economy.

1. **Self-production of electricity using photovoltaic panels**

In addition to the three initiatives launched in 2024 (Slatina in Romania, Pignataro in Italy and Abrera in Spain), in 2025 Prysmian launched an additional **eight photovoltaic installations at production sites**.

Installation and completion of new plants in Europe — Quattordio in Italy, Gron in France, Balassagyarmat in Hungary and Schwerin in Germany (with installed capacity of over 3 MWp in the last two cases) — and in new geographical areas is underway. Further solar self-production projects will be launched in 2026 in Asia, at the factories in Yixing (China) and Melaka (Malaysia), and in the Americas, at Tetla in Mexico and DuQuoin in the United States.

These initiatives will make it possible **to achieve 31 MWp of installed capacity and 38,000 MWh of delivered capacity per year**, cutting Scope 2 carbon emissions by around 18 ktons.

20 The Splicing Machine is an innovation in cable-jointing technology designed to enhance the reliability and safety of underground cable networks, with the mission of reducing joint failures from approximately 90% to below 10%. The machine will be able to automatically complete the jointing process using an automated arm equipped with customized end-effectors, supported by advanced imaging to enable future machine-learning applications. A laser will be used to cut cable layers, ensuring greater precision compared to a traditional blade.

21 Details of the E Path project are provided in section ESRS E5 in this report.

2. Energy efficiency initiatives

Energy efficiency initiatives are managed by regional leadership teams, under the supervision of the Group Manufacturing team, which facilitates the sharing of best practices and decides which initiatives can be progressed and, as a result, awarded a specific, centrally allocated budget.

This new set-up has allowed for more widespread intervention, including:

- **Specific maintenance, control and empowerment of utilities, with specific attention to heating boilers and systems:**

The primary focus has been on maintaining and improving the efficiency of heating boilers and systems. The most significant projects included replacement of the boiler at the Lincoln plant (USA) with a more efficient model, installation of exchangers and heat recovery systems at the Quattordio plant (Italy), and the start of work on replacing the boiler at the Nuremberg plant (Germany).
At the same time, numerous projects designed to monitor and ensure the upkeep of ancillary equipment were launched. This equipment is often overlooked as it is not directly linked to production. The equipment does, however, have an impact on energy consumption and requires maintenance and improvement to contribute to cutting carbon emissions. The most widespread initiatives include the maintenance of compressed air systems, with leaks found at various plants, and installation of Variable Speed Drives at plants in Liverpool (Australia) and Claremont (USA). This was done to improve the performance and consumption of pumps and chillers in relation to actual production needs.

- **Energy monitoring and Omhero installation:**

Measuring consumption is the first step toward reducing it. In this regard, the installation of Omhero devices continued, with 1,400 devices distributed to 35 factories worldwide. The system allows consumption to be monitored in real time and settings to be adjusted immediately. The data collected can also be analyzed and used to identify energy-efficiency solutions.

Thanks to these analyzes, the company was able to introduce shutdown procedures, including a checklist for the complete shutdown of machinery not in use. This practice was implemented after it was noted that machinery that was apparently not in operation or on standby continued to consume energy, even if at a reduced rate.

- **Lighting regulation:**

Energy consumption for lighting was examined in certain factories, with the aim of reducing waste. Motion sensors were installed in plants in northern Europe and the UK. These sensors switch lights on only when people are present, dimming the lights when no human presence is detected. In certain areas, the sensors have been integrated with production equipment, ensuring that lighting is only on in areas where machinery is in operation.

- **Solutions to prevent or redistribute heat loss:**

Many factories have taken steps to reduce heat consumption through more efficient use of heat already present inside buildings. Initiatives have regarded both efforts to reduce heat loss and to boost its redistribution. In Finland, thermal scanners are being used to identify building areas where losses are greatest, leading to targeted interventions. Double gates or transparent strip curtains have been installed in other factories to limit the entry of cold air into areas used by forklifts.
Regarding heat redistribution, the Amfreville plant (France) has introduced destratification systems, while the Nieuw Bergen plant (Netherlands) has installed ventilators to convey excess hit from hotter to colder areas, such as warehouses. This solution is a response to the different temperatures naturally present in various areas, where certain areas are warmer due to the presence of machinery.

- **Temperature regulation on the shop floor:**

In various factories in southern Europe and central-eastern Europe, steps have been taken to avoid overheating in production units. Temperature regulation involves the manual adjustment of settings, as in the Montereau factory, where the maintenance team is responsible for setting thermostats on a daily basis, and/or the use of automated systems, adopted as an example of internal good practice in several factories in central Europe.

1. Premise
2. Financial and Sustainability highlights
3. ESRS 2 - General disclosures
4. **E - Environmental disclosure**
5. S - Social disclosures
6. G - Governance disclosures
7. Appendices
8. Certification
9. Audit report on Sustainability Consolidated Statement

Pilot projects designed to assess how artificial intelligence can strengthen and improve this approach are currently in progress. The dual objective is to make system efficiency partially independent of individual actions and reduce the time necessary to analyze information and develop an action plan. The resulting optimization of management could potentially cut energy consumption.

3. **PPA planning for renewable energy generation**

Off-site Power Purchase Agreements (PPAs) are one of the tools the Group currently uses to drive decarbonization by significantly increasing the use of renewable, photovoltaic and wind power employed in its factories.

The main actions implemented in 2025 were:

- signature of a PPA in the Netherlands to increase the quantity of renewable energy supplied from 2026;
- signature of a PPA in Argentina for the supply of renewable energy from 2025;
- start-up of supplies under PPAs signed in 2024 for the Europe region;
- formal start-up of supplies under the PPA for Brazil, ahead of expectations and scheduled for the beginning of 2026.

Overall, **a total of approximately 100-120 GWh/year of renewable electricity will be delivered under off-site PPAs signed in 2024 and 2025**.
The Group is actively exploring new PPA opportunities to further increase the percentage of energy delivered to its facilities directly from renewable power generation plants. Over the next three years, the Group plans to enter into PPAs in other regions. Expenditure on PPAs already signed is classified as OpEx and amounts to a total of around €6-8 million per year, consisting of commodities and green certificates.

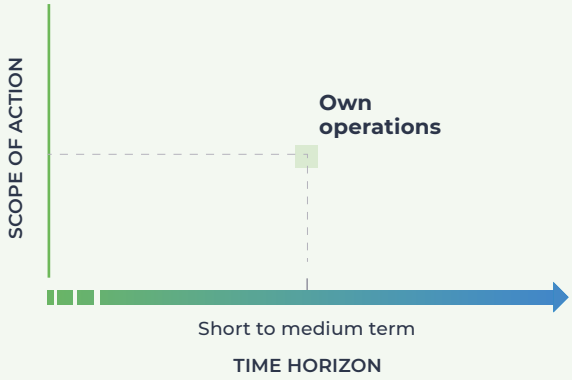
4. **Electrification of factories**

The Group is considering the electrification of heat production as a means to progressively reduce and eliminate natural gas consumption in the production process. This technology is currently being tested as part of two pilot projects at production sites at Pignataro (Italy) and Montereau (France).

The Pignataro pilot project, dubbed Zero Gas, aims to completely eliminate the use of natural gas by installing a system of heat pumps in series. The initiative is particularly complex due to the fact that Pignataro uses gas not only for heating purposes but also in its production process. Therefore, the scope of electrification also includes degassing chambers. The project, approved during the year with an investment of approximately €1.3 million, continued throughout 2025, consistent with the need to carry out invasive modifications and production shutdowns while minimizing business disruption.

Partial electrification is currently underway at the multi-business and multi-building **Montereau** plant, which uses gas for both heating and production processes. Having completed a preliminary assessment, a detailed assessment is now taking place to identify the most affected areas in which to start work.

DECARBONIZATION OF THE GROUP'S FLEET OF VESSELS



The **CapEx plan** related to the Transmission business includes an investment of approximately **€600 million** over six years (2022-2027), earmarked for the construction of new cable-laying vessels for connectors between the grid and offshore wind farms. In addition to strengthening Prysmian's role as an **enabler of the global energy transition**, this investment includes two major initiatives related to Prysmian's fleet of vessels: the readiness of vessels to be powered by biofuel, and their connection to the power grid when docked (shore connection).

1. **Use of biofuels**

The initiative consists of **replacing fossil fuels with lower-carbon alternatives** that are plant-based and produced from waste products. Specifically, the Transmission business unit's

vessels will replace conventional diesel with **biofuel**, thereby ensuring a significant reduction in greenhouse gas emissions through fuel supply chain, as well as a decrease in the overall environmental impact of maritime operations.
The entire fleet will be progressively involved in the initiative by 2030, if market conditions and fuel availability allow.
Research activities regarding procurement and a feasibility study were started in 2023.
In the third quarter of 2025, the first tests using FAME 100 biofuel were carried out on the Leonardo Da Vinci and the Cable Enterprise. The test results will be vital in validating the fuel and determining the optimal concentration to be used across the entire fleet.
The extra cost of using biodiesel has been estimated to range between 35% to 45% more than conventional diesel.

2. HV shore connection

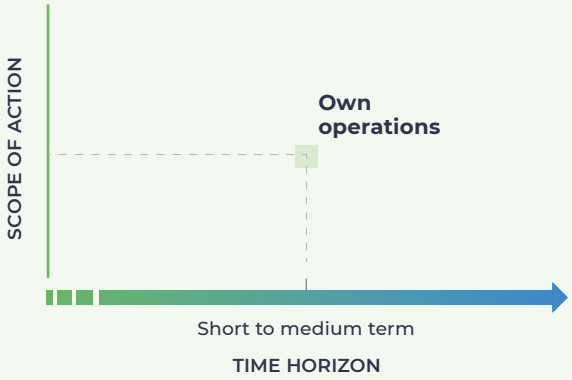
The HV shore connection initiative is designed to **electrify some of the activities Prysmian conducts on its fleet while vessels are docked for loading and unloading**. The aim is to reduce greenhouse gas emissions and significantly improve the impact of near-shore operations. Specifically, when docked, Prysmian's vessels will be able to shut down their diesel engines and draw power from the grid.

The project involves retrofitting existing vessels and fitting new vessels for shore connection. In particular, at ports it will be necessary to set up connections to the power grid or energy storage systems on board vessels, while plants will be equipped with infrastructure to ensure power delivery.
The goal is to implement the initiative across all plants and the entire fleet by 2030, under the following plan:

- **2025**: the Monna Lisa, a new ship equipped with energy storage and shore connection, was launched.
- **2027**: a new ship with storage and shore connection will be launched.
- **2028**: installation of the first shore connection support at the Arco Felice/Pikkala plants is scheduled.
- **From 2029**: retrofitting activities extended to the rest of the fleet.

Planned CapEx for the HV shore connection project amounted to more than €20 million.

TRANSPORT OPTIMIZATION



As in previous years, **ground transportation** continues to be the Group's most commonly used form of transport (84.7% in terms of expenditure). The use of air transportation for transoceanic fiber optic flows has been kept to a minimum to reduce the related greenhouse gas emissions. Pilot projects have also been launched in northern Europe related to **electric road transport**, with a long-term goal of reaching the Net Zero target.

OpEX amounting to €150,000 was invested in this project, with the aim of reaching a target of 7,000 tons of cables delivered by Zero Emission Transport in 2025 (15% of domestic volumes in the Netherlands).

The future goal is to deliver 8,000 tons of cables using Zero Emission Transport in 2026. Extrapolating from the cost of transport in 2025, this would mean a total OpEx of approximately €175,000 in 2026.

Supplier Engagement Program

As part of the Supplier Engagement Program, critical information on suppliers is collected to assess their exposure to risk in relation to financial, operational, IT, geopolitical, and ESG KPIs, and to gather information regarding their commitment to reducing their GHG emissions. This information is used to implement a scoring system that highlights criticality in each risk area, prioritizes interventions, and guides interactions with suppliers.
For more details on this project, see section ESRS S2 in this document.

1. Premise
2. Financial and Sustainability highlights
3. ESRS 2 - General disclosures
4. **E - Environmental disclosure**
5. S - Social disclosures
6. G - Governance disclosures
7. Appendices
8. Certification
9. Audit report on Sustainability Consolidated Statement

The CapEx and OpEx indicators needed for implementation of the above actions are reported in the Taxonomy KPIs when they apply to cable production lines assessed as eligible and aligned, in accordance with the description of the activity.

Targets[22]

The set of actions identified above comprises a good mix of targeted dedicated investments, leasing initiatives and commercial agreements, which are essential for implementation of the planned actions. The Group's ability to implement these actions is linked to the availability of internal resources and substantial investment



22 Sustainability-linked revenues: detailed information on this target is provided in section ESRS E5 - Resource use and circular economy in this document.

The following table summarizes the Group's **short- and long-term science-based targets**:

KPI	2019 Baseline[1] absolute value (tCO_2e)	2025 result absolute value (tCO_2e)	Performance vs. baseline	2025 Target (short-term)	2030 Target (short-term)	2035 Target (short-term)
Absolute reduction in Scope 1 and 2 GHG emissions (market-based)	1,042,799	623,387	40.2%	40%	60%	90%
Absolute reduction in Scope 3 GHG emissions	249,020,674	100,355,816	59.7%	-	65%	90%

(1) To ensure comparability of historical data, 2019 was recalculated to include Encore Wire data for the 12 months of the year, in line with the scope of reporting for 2025 and the requirements of the GHG Protocol Corporate Standard. Compared with the data reported in the 2024 Integrated Annual Report, the value has been restated following removal of the well-to-tank emission factor from calculation of Scope 3 category 11 emissions. In relation to the process of excluding the Well-to-Tank (WTT) component, it is specified that the approach adopted is based on a proxy derived from the impact of the exclusion applied to Category 11 to the value of the year 2024.

Prysmian's ambitious decarbonization targets are approved by the Board of Directors and are in line with the GHG Protocol. These targets consider requirements and inputs from the market, investors, international organizations and European bodies, which are encouraging large companies to embark on increasingly robust sustainability pathways.

Starting with the Net Zero by 2035 target, intermediate targets for 2025 and 2030 (short-term) were set, all aligned with the goal of limiting global warming to 1.5°C.
2019 was chosen as the baseline year (January 01 to December 31), since it was deemed to be the most representative year when science-based targets were set, in accordance with methodologies promoted by the **Science Based Targets initiative (SBTi)**. The baseline[23] was revised when compared to the 2024 Integrated Annual Report, due to:

- a change in the calculation method for Scope 3 category 11, in which a well-to-tank emission factor was removed at the request of SBTi;
- the integration of Encore Wire for the 12 months of 2019, with an impact calculated in accordance with Prysmian's method.

The revision of the baseline, carried out in accordance with the above criteria, **enabled acceleration of the process to meet the Net Zero target, moving the deadline forward to 2035 from the previous 2050**. As a result, the intermediate Scope 3 target for 2030 has also been made more ambitious. The current goal is to achieve a 65% reduction from the 2019 baseline, compared with the previous 28% reduction.
The roadmap related to the Net Zero[24] ambition does not take external variables completely beyond the Company's control into account. These include major changes in regulations or currently unknown disruptive technologies, as well as aggressive assumptions such as the total decarbonization of each country's electricity grid by 2035.
Prysmian has introduced a multifunctional team to define and deploy the actions needed to achieve these targets. Definition of the decarbonization strategy (which actions to take and how to implement them) is entirely the responsibility of this team and is therefore internalized.

The variables considered include:

- expected forecast for business volumes over the medium to long term, in line with organic business growth forecasts;

23 The 2029 baseline for Scope 1 and 2 published in the 2024 Integrated Annual Report is 920 ktons (CO_2), while the 2019 baseline for Scope 3 is 297,192 ktons (CO_2). Following the restatement in March 2025, the 2019 baseline for Scope 1 and 2 is 1,043 ktons (CO_2), while the 2019 baseline for Scope 3 is 249,021 ktons (CO_2).
24 With reference to category 11, emission scenarios that are not directly controllable by Prysmian are also accounted for.

1. Premise
2. Financial and Sustainability highlights
3. ESRS 2 - General disclosures
4. **E - Environmental disclosure**
5. S - Social disclosures
6. G - Governance disclosures
7. Appendices
8. Certification
9. Audit report on Sustainability Consolidated Statement

- evolution of power grids according to the International Energy Agency's STEP scenario, and the significance of low-carbon energies in new installed capacity;
- the contribution of technological innovation in Prysmian's products, in terms of both cable efficiency and new materials under study;
- market availability of high quality and economically sustainable recycled raw materials;
- partner engagement, especially in the supply chain, to ensure increasingly accurate calculations, and to share information about transition plans already in place in the value chain;
- forecast evolution of energy markets regarding the purchase of low-carbon electricity and biofuels such as biomethane and biodiesel;
- expected growth in the fleet of vessels;
- planned investment in electrification at production sites.

The working team meets on a quarterly basis, both internally and with their corresponding regional counterparts. Also on a quarterly basis, with regard to Scope 1 and 2, the team submits an update to senior management and the Sustainability Committee on the results for the period just ended, as well as a review of estimates and ongoing projects. These meetings enabled strategic definition of priority activities, as well as establishment of clear criteria for their implementation, and guaranteed constant monitoring of ongoing actions, thereby encouraging alignment between goals and expected results.

Reporting to management and the Committee on Scope 3 takes place on an annual basis.

Metrics[25]

Energy consumption

"Energy consumption" means energy consumed within the organization's scope of reporting. This value is expressed in MWh and includes both purchased and self-produced energy.

Energy consumption by source (37., 38., AR 34.) - MWh[26]	2025	2024 (1)
38. (a) Fuel consumption from coal and coal products	–	–
38. (b) Fuel consumption from crude oil and petroleum products	376,101	275,479
38. (c) Fuel consumption from natural gas	717,838	717,344
38. (d) Fuel consumption from other fossil sources	–	–
38. (e) Consumption of purchased or acquired electricity, heat, steam or cooling from fossil sources	1,159,251	1,214,607
37 (a) Total energy consumption from fossil sources	**2,253,190**	**2,207,429**
AR 34. Percentage of fossil sources on total energy consumption	**76.96%**	**79.71%**
37. (b) Total energy consumption from nuclear sources	**73,712**	**41,699**
AR 34. Percentage of consumption from nuclear sources on total energy consumption	**2.52%**	**1.51%**
37. (c) i. Fuel consumption for renewable sources including biomass (also comprising industrial and municipal waste of biologic origin), biofuels, biogas, hydrogen from renewable sources, etc.	1,046	1,038
37. (c) ii. Consumption of purchased or acquired electricity, heat, steam and cooling from renewable sources	561,294	506,423
37. (c) iii. Consumption of self-generated non-fuel renewable energy	38,501	12,792
37. (c) Total energy consumption from renewable sources	**600,841**	**520,253**
AR 34. Percentage of consumption from renewable sources on total energy consumption	**20.52%**	**18.78%**
37. Total energy consumption	**2,927,743**	**2,769,382**

(1) 2024 corresponds to what was reported the previous year, where the data from Encore Wire were integrated only for the 6-month period during which the company was owned by Prysmian.

25 Sustainability-linked revenues: detailed information on these metrics is provided in section ESRS E5 - Resource use and circular economy in this report.

26 For conversion to GJ, input data expressed in kg or m^3 of fuel were multiplied by the respective conversion factors (source: DEFRA 2025). The GJs of each energy carrier were multiplied by a constant of 0.27778 to obtain the MWh consumed.

During the year, Prysmian continued to implement its energy efficiency program across its operational sites, reaffirming its commitment to reducing the environmental impacts of production activities. Despite these efforts, the 2025 energy consumption figure shows an increase compared to the previous year. This change is mainly attributed to two factors: higher production volumes, which resulted in greater energy demand, and the expansion of the reporting perimeter. In 2024, only six months of consumption related to the acquisition of Encore Wire were included, whereas in 2025 the reporting covers the full year, in line with the criteria applied to financial reporting.

Energy production in MWh related to self-generation of renewable energy via on-site photovoltaic systems is shown below:

Energy production (39.) - MWh	2025	2024 (1)
39. Non-renewable energy production	–	–
39. Renewable energy production	38,501	12,792

(1) 2024 corresponds to what was reported the previous year, where the data from Encore Wire were integrated only for the 6-month period during which the company was owned by Prysmian.

The ratio of energy consumption produced to associated revenues is also reported. As Prysmian is in a high climate impact sector, net revenue is shown in the Directors' report, in the section on the Group's operating performance and in the notes to the financial statements in the income statement section.

Energy intensity (40., 41., 42.)	2025	2024 (1)
40. Total energy consumption per net revenue associated with activities in high-impact climate sectors (MWh/Euro MLN revenue)	149	163
41. Total energy consumption associated with activities in high-impact climate sectors (MWh)	2,927,743	2,769,382
Optional - Total net revenue (as per the financial statements) Euro MLN[27]	19,650	17,026
42. High climate impact sectors that are used to determine energy intensity	All sectors in which the Group operates	

(1) 2024 corresponds to what was reported the previous year, where the data from Encore Wire were integrated only for the 6-month period during which the company was owned by Prysmian.

1. Premise
2. Financial and Sustainability highlights
3. ESRS 2 - General disclosures
4. **E - Environmental disclosure**
5. S - Social disclosures
6. G - Governance disclosures
7. Appendices
8. Certification
9. Audit report on Sustainability Consolidated Statement

27 Please refer to Note 18 – Revenues in the explanatory notes to the Integrated Annual Report.

Emissions

GHG Emissions (34. a, 34.b, 48., 49., 51., 52.)	2025	2024 [1]	YoY change
Scope 1 GHG Emissions			
Absolute value (tCO_2e)	**263,302**	227,215	+16%
Percentage of Scope 1 GHG emissions covered by regulated emissions trading systems	0	0	n.a.
Scope 1 biogenic emissions (tCO_2e)	306	0	n.a.
Scope 2 GHG emissions – location-based			
Absolute value (tCO_2e)	**442,173**	474,155	-7%
Scope 2 GHG emissions – market-based			
Absolute value (tCO_2e)	**360,085**	393,573	-9%
Scope 1 + Scope 2 GHG emissions – location-based			
Absolute value (tCO_2e)	**705,476**	701,370	+1%
Emission Intensity based on revenue (tCO_2e per Euro MLN)	35.9	41.2	-13%
Scope 1 + Scope 2 GHG emissions – market-based			
Absolute value (tCO_2e)	**623,387**	620,788	0%
Emission Intensity based on revenue (tCO_2e per Euro MLN)	31.7	36.5	-13%
GHG Emissions Scope 3			
Absolute total value (tCO_2e)	**100,355,816**	111,344,092	-10%
Emission Intensity based on revenue (tCO_2e per Euro MLN)	5,107.2	6,539,7	-22%
Scope 3 GHG emissions – absolute value by category (tCO_2e)			
1. Purchased goods and services	13,009,868	11,747,429	+11%
2. Capital goods	479,853	324,258	+48%
3. Fuel- and energy-related activities (not included in Scope 1 or Scope 2)	207,031	199,625	+4%
4. Upstream transportation and distribution	515,515	443,212	+16%
5. Waste generated in operations	26,616	19,692	+35%
6. Business travel	30,107	23,102	+30%
7. Employee commuting	55,434	52,508	+6%
8. Upstream leased assets	1,345	660	+104%
9. Downstream transportation and distribution	17,282	23,703	-27%
11. Use of sold products	85,983,219	98,350,097	-13%
12. End of life treatment of sold products	11,638	46,847	-75%
15. Investments	17,909	112,960	-84%
Total GHG Emissions			
Scope 1 + Scope 2 - Location based + Scope 3			
Absolute value (tCO_2e)	**101,061,292**	112,045,462	-10%
Emission Intensity based on revenue (tCO_2e per Euro MLN)	5,143.1	6,581	-22%
Scope 1 + Scope 2 - Market based + Scope 3			
Absolute value (tCO_2e)	**100,979,203**	111,964,880	-10%
Emission Intensity based on revenue (tCO_2e per Euro MLN)	5,138.9	6,576.0	-22%
Revenue used for the intensity calculation			
Revenue value (Euro M)	19,650	17,026	+15%

(1) 2024 corresponds to what was reported the previous year, where the data from Encore Wire were integrated only for the 6-month period during which the company was owned by Prysmian.

The model for calculating GHG emissions has been updated compared with the 2024 Integrated Annual Report[28]. The updated model includes:

- a change in the calculation methodology for Scope 3 category 11, in which a well-to-tank emission factor was removed, partly due to a request made by SBTi (the reduction value is derived from a proxy based on 2024);
- a timely update of the future evolution of IEA emission factors in the STEP[29] scenario.

Revision of the outlook has led to a significant reduction in emissions, as the STEP scenario has, in recent years, incorporated accelerated climate ambitions in the Group's main markets, above all in Europe and North America. This has resulted in a lower emission impact over the life cycle of sold products.
In terms of the scope of reporting, it should be noted that in 2024 Prysmian finalized the acquisition of Encore Wire, which resulted in a change in the company's structure and its upstream and downstream value chain. This acquisition had a direct impact on reported greenhouse gas (GHG) emissions, which particularly affected:

- Scope 1 emissions, after integration of the acquired company's production activities;
- Scope 2 emissions, in connection with the company's energy consumption and related supply sources;
- Scope 3 emissions, due to changes in the supply and distribution chain connected with the acquisition.

Prysmian comprehensively collects data on consumption and GHG gas releases, which are entered by each operating unit into a shared tool used by all entities within the scope of reporting.

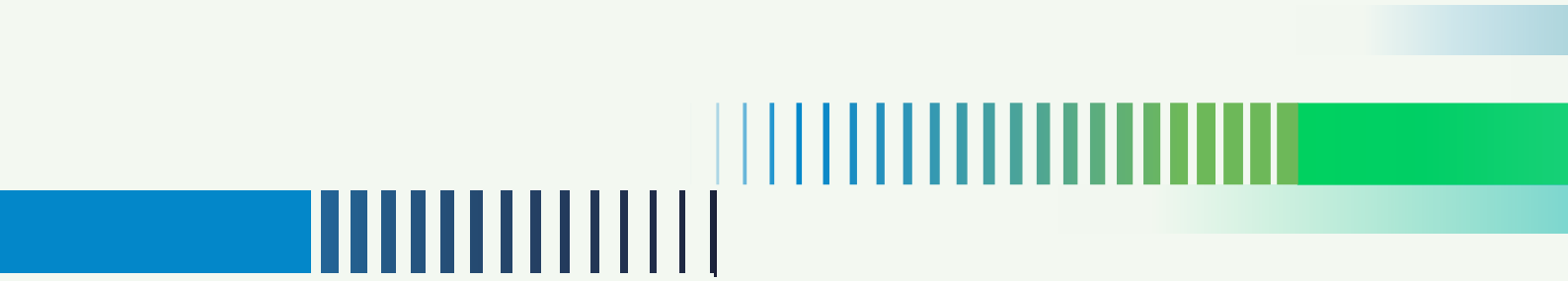
These data are then validated by regional managers at Operations and Finance levels.
The methodologies, assumptions and emission factors used to calculate and measure emissions are shown in the Methodological Note.



28 The difference between the Scope 3 emissions value for 2024 – as published in the Integrated Annual Report as at December 31, 2024 – and the value restated in this report amounts to approximately -124 million tonnes of CO_2e.

29 The outlook for future Scope 3 category 11 emission factors has been revised in accordance with the IEA's World Energy Outlook 2024.

1. Premise
2. Financial and Sustainability highlights
3. ESRS 2 - General disclosures
4. **E - Environmental disclosure**
5. S - Social disclosures
6. G - Governance disclosures
7. Appendices
8. Certification
9. Audit report on Sustainability Consolidated Statement



ESRS E2 – POLLUTION

E2 – POLLUTION

Governance

Prysmian's pollution governance is based on a comprehensive multilevel framework, guided by the HSEE Policy. This integrates environmental sustainability into business strategy and decision-making processes.

In its 2025 Consolidated Sustainability Statement, Prysmian reaffirmed its commitment to reducing pollution via a robust and transparent governance system, involving corporate and regional teams.
The Group's HSE team oversees governance of pollution-related topics, with the support of the Sustainability and R&D teams, and is responsible for:

- Monitoring pollution-related environmental impacts, risks and opportunities via key performance indicators (KPIs);
- Coordinating regional and country HSE teams, to ensure that global initiatives are implemented at local level.

Strategy

Prysmian reaffirms its commitment to manage pollution responsibly, by adopting a systematic strategy throughout the value chain. This strategy, which is an integral part of the Group's ESG vision, is based on four pillars: environmental governance, monitoring and reporting, technological innovation, and stakeholder engagement.

The pollution management strategy extends to product design and production process optimization. Prysmian invests in eco-friendly technologies and adopts solutions to reduce pollutant emissions as well as the use of substances of concern in products.

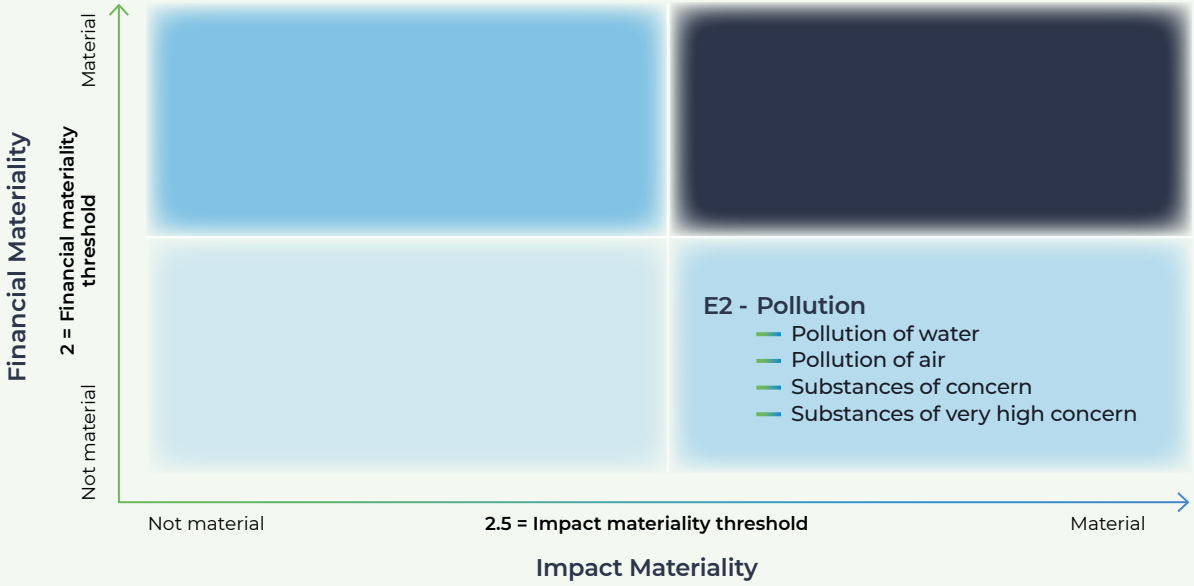
In line with the HSEE Policy, Prysmian's approach is based on continuous improvement, including:

- **systematic identification and assessment of pollutants;**
- **adoption of low environmental impact technologies and production processes**, including investments aimed at reducing direct emissions.

Similarly, regarding the use of substances of concern, Prysmian takes a proactive and responsible approach, in line with the principles of sustainability and health protection underpinning its strategy. The company actively collaborates with leading industry associations, such as Europacable and Cefic, to identify and develop alternatives to hazardous substances. Prysmian takes a timely and conservative approach, by continuously updating its analysis of substances of very high concern (SVHC) and integrating it into business processes. This commitment results in implementation of plans to substitute or phase out substances classified as substances of concern, including those on the European Chemicals Agency's (ECHA) SVHC list.

These measures are an integral part of Prysmian's long-term strategy to create sustainable value for all stakeholders.

Identification of IROs related to pollution



Sub-topic	Impact	Positioning in the value chain	Positive/ negative	Actual/ potential	Time horizon
Pollution of air	**Air pollution associated with cable production**	Own operations (production activities)		Actual	Short term
Substances of concern Substances of very high concern	**Use of substances of concern in the production process**	Own operations (production activities)		Potential	Long term
Pollution of air	**Air pollution caused by vessels**	Own operations (installation activities)		Actual	Short term
Pollution of water	**Water pollution due to mining activities of raw materials, such as copper and bauxite**	Upstream		Potential	Medium term
Pollution of air	**Air pollution associated with base metal refining processes**	Upstream, Downstream		Actual	Medium term

Positive impact Negative impact

The environmental impact associated with raw material extraction operations upstream of the Group's supply chain has been identified as significant, especially regarding emissions into the air and water. Mining operations, such as copper production and refining processes, may generate dust and pollutants that are detrimental to air quality and contribute to the formation of acid rain. These activities may also produce hazardous waste, with a potential risk of contaminating water resources.

In Prysmian's direct operations, this can include emissions from cable production and installation – including activities carried out via the Group's vessels – primarily in regard to nitrogen oxides (NOx) and other significant substances. These emissions mainly derive from combustion of natural gas, which is used for heating and production processes, including fiber optics.
Prysmian's current process for quantifying emissions has enabled definition of a materiality criterion by conducting surveys at Group plants. The aim is to analyze site-specific activities in relation to potential emission of air pollutants.

1. Premise
2. Financial and Sustainability highlights
3. ESRS 2 - General disclosures
4. **E - Environmental disclosure**
5. S - Social disclosures
6. G - Governance disclosures
7. Appendices
8. Certification
9. Audit report on Sustainability Consolidated Statement

Based on the data gathered, the plants deemed relevant for reporting this KPI include the ones that:

- make direct measurements of nitrogen oxides (NOx) and sulfur oxides (SOx), as they are subject to local regulations that impose mandatory emission limits;
- do not make direct measurements but do declare the presence of production activities that may potentially be responsible for emission of these substances.

With regard to substances of concern and substances of very high concern, the potential impact relates to the use of particular additives during manufacturing processes. In detail, at its business units Prysmian uses organic solvents:

- in some industrial processes, such as the cable marking process (using inks containing solvents);
- in washing/cleaning/maintenance activities.

Moreover Prysmian, in the production process, also uses industrial additives, plasticizers, pigments, lead compounds.

Solvents consumed are monitored annually via the HSEDM digital tool,[30] whereby each unit reports the types and amounts of solvents used. Total non-methane volatile organic compounds (NMVOCs) emitted to the atmosphere are considered equal, by weight, to the total amount of all solvents used during a year and reported externally.

It should also be noted that the financial materiality assessment did not identify material risks and opportunities related to ESRS E2 "Pollution". More details on the process of identifying material impacts, risks and opportunities, and on stakeholder engagement methods, may be found in the ESRS 2 section.

Material IRO management procedures

IRO[31]	Policy	Action	Target
I - Air pollution caused by vessels	HSEE Policy	Selective catalytic reduction (SCR) system	
I - Air pollution associated with cable production	HSEE Policy	Monitoring of pollutants emitted by operational units	
I - Use of substances of concern in the production process	HSEE Policy	Removal/substitution of substances of concern from products	
I - Water pollution due to mining of raw materials such as copper and bauxite		Continuous monitoring of suppliers via supplier engagement activities (see section ESRS S2)	Increased number of onsite sustainability audits of suppliers (see section ESRS S2)
I - Air pollution associated with base metal refining processes		Continuous monitoring of suppliers via supplier engagement activities (see section ESRS S2)	Increased number of onsite sustainability audits of suppliers (see section ESRS S2)

30 HSEDM is the digital tool Prysmian uses worldwide to monitor and measure all health, safety and environment indicators

31 The policies, actions, and targets described in the table have been linked to the IROs identified in the double materiality assessment, and there is no systematic direct connection between the actions, policies, and targets.

Policies

Prysmian's commitment to environmental protection is borne out by the intrinsic nature of its products, and the responsible management of its production systems, aimed at reducing environmental impact and curbing pollution in all its forms. This commitment is extended throughout the value chain via implementation of the **Health, Safety, Environment and Energy Policy (HSEE)**. See the "Policies" section of ESRS E1 in this document for details about this policy.

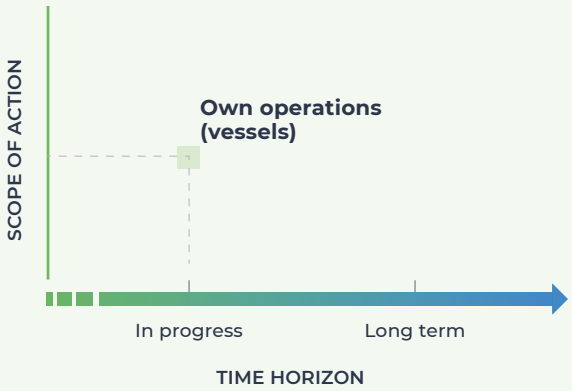
Prysmian deems environmental protection – including making a positive impact on the climate, mitigation against extreme weather events, biodiversity preservation, and reduced use of hazardous substances – to be an essential prerequisite for achieving its goals and creating added value for all the Group's internal and external stakeholders. Specifically, the HSEE Policy contributes to:

- **Mitigation of negative impacts on air, water and soil**: via pollution prevention and control, accompanied by continuous monitoring of substances released into the environment during production processes and product use.
- **Substitution and minimization of use of substances of concern**: Prysmian is committed to phasing out substances of very high concern, especially for nonessential uses, by promoting safe and sustainable practices in all operations. This approach helps to protect the environment and reduce the risk of accidents related to operators' use of these substances, throughout the production cycle.

Through these principles, Prysmian promotes continuous improvement of production processes and related activities, by adopting a life-cycle perspective and strengthening its safety culture.

Actions

SELECTIVE CATALYTIC REDUCTION (SCR) SYSTEM



The **Selective Catalytic Reduction (SCR)** system helps improve air quality by reducing up to 90%[32] of the harmful nitrogen oxides produced by vessel engines during combustion[33].

This involves injection of a urea solution into the exhaust gas, which reacts with a catalyst to transform nitrogen oxides into harmless substances, such as nitrogen and water.

Use of urea solution avoids direct use of ammonia, which is highly toxic and volatile. SCR systems also have software that enables self-adjustment, depending on the exhaust gas temperature and the generator load, to ensure that emissions always stay below maximum legal limits.

This technology significantly reduces harmful emissions, thus contributing to environmental protection and sustainable operations.

With reference to the planned substitution of substances of concern, OpEx and CapEx data cannot be released, as they are classified as confidential.

1. Premise
2. Financial and Sustainability highlights
3. ESRS 2 - General disclosures
4. **E - Environmental disclosure**
5. S - Social disclosures
6. G - Governance disclosures
7. Appendices
8. Certification
9. Audit report on Sustainability Consolidated Statement

32 The efficiency of catalytic reduction depends on several factors, including:
- the dosage of the reducing agent;
- the amount of catalytic elements;
- the temperature of the exhaust gas.

33 Cable-laying vessels that use this kind of technology to date are the Ulisse, Leonardo da Vinci, Monna Lisa, Marco Polo, Alessandro Volta and Cable Enterprise.

MONITORING OF POLLUTANTS EMITTED BY OPERATIONAL UNITS



As mentioned in the section "Identification of IROs related to pollution", in 2024 Prysmian initiated a comprehensive project to monitor pollutants released into the air. Following the analysis of a questionnaire administered to the Group's production sites – reporting the results of measurement campaigns and data collection across the various manufacturing activities – Prysmian was able to identify three categories of sites: those with processes that generate significant NOx and/or SOx emissions and that have an active monitoring plan in place; those with potentially emissive processes but without direct monitoring; and those where estimated emissions fall below the materiality threshold.

In 2025, Prysmian adopted a methodology to assess the environmental impact associated with the pollution indicators already considered in previous years, as well as to identify additional pollutants potentially present within its operational units. The approach adopted for 2025 has been formalized in the Group procedure "Assessment of Air and Water Pollutants", which aims to identify significant pollutants across the various production sectors – those with potential impacts on air and/or water – and to quantify them at Group level. The procedure will be formalized and systematically implemented starting in 2026.

In 2025, only NOx emissions to the air were material, and were quantified at Group level based on sampling and estimates.

Prysmian is committed to monitoring the applicability and materiality of various air and water pollution parameters, and updating the procedure, when necessary, to manage the company's pollutant emissions in a systematic and evidence-based manner.

To date, the project has not entailed substantial OpEx or CapEx. Starting in subsequent years, it will be possible to quantify the financial resources needed to implement emission monitoring and reduction plans.

SUBSTITUTION OF SUBSTANCES OF CONCERN



Regarding the presence of substances of concern in the cable and fiber production process, Prysmian has launched specific projects designed to replace them with alternative materials that do not contain such components. The following solutions have been identified:

- **Lead in metallic form:**
  A lead-free solution for lead sheathing in extruded land cables has been developed and fully qualified for up to the highest voltage classes (400 kV AC, 525 kV DC). R&D activities are in progress to develop innovative solutions in undersea applications, based on hermetic barriers using alternative metals, all-polymer materials or hybrid configurations. However, the absence of recognized international standards still poses a challenge for qualification of these solutions, which in turn slows down their substitution and elimination.

- **TPO coating (optical fiber):**
  A project is underway with a coatings supplier to replace TPO with alternative substances. Several formulations are currently being evaluated, starting with the outermost layers of the optical fiber coating system, which are deemed to be less critical.
- **PFAS (Per- and polyfluoroalkyl substances):**
  Prysmian limits the use of PFAS to polymeric versions, which are deemed to be less hazardous than small, fluorinated molecules. Even though in some applications (e.g., aerospace, defense, chemical resistance) viable alternative techniques are not yet available, the company is implementing a plan to eliminate them where possible, primarily via these actions:

1. Removal of PFAS-based process additives;
2. Reduction of PFAS insulation materials in flame retardant multimedia cables;
3. Implementation of a traceability system, to identify and monitor amounts and types of PFAS in cables.

- **MCCP (medium-chain chlorinated paraffins):**
  A worldwide plan is in place to phase out the use of MCCP as a plasticizer in PVC compounds. To this end, assessments are underway regarding bio-based alternatives and switching to longer chains of MCCPs (not included in the Reach Regulation).
- **Lead-free insulating compounds**
  Development of lead-free insulating compounds for cable insulation is at an advanced stage. Qualification will be completed by the end of 2025, including extension to medium- and high-voltage undersea and land cables. Application is also being extended to MV and HV cable network components, which will enter a pre-qualification phase by the end of 2025.
  With reference to the planned substitution of substances of concern, OpEx and CapEx data cannot be released, as they are classified as confidential.



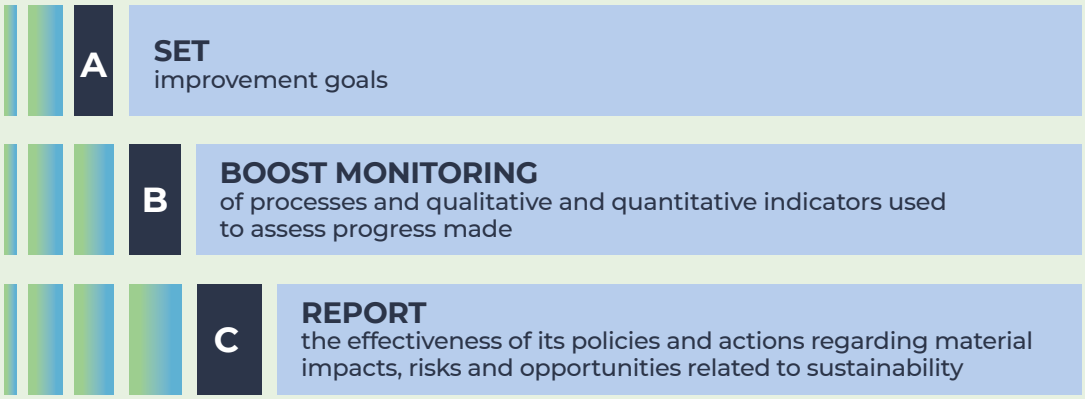
1. Premise
2. Financial and Sustainability highlights
3. ESRS 2 - General disclosures
4. **E - Environmental disclosure**
5. S - Social disclosures
6. G - Governance disclosures
7. Appendices
8. Certification
9. Audit report on Sustainability Consolidated Statement

Target

Regarding pollution, each Group business unit sets targets and draws up action plans based on assessment of environmental impacts, in accordance with the HSEE policy and the environmental management system. This system, which is **ISO 14001 certified in 96% of production plants**, monitors performance indicators and promotes continuous improvement in environmental performance.

With regard to substances of concern, Prysmian has embarked on a comprehensive substitution program, over a timeframe through 2028. This does not include substitution of metallic lead in undersea applications (see activity description for more details). However, implementation of this plan will depend on how the regulatory framework evolves, as well as commercial trends, with a view to ensuring service excellence in line with market expectations.

Based on the results of ongoing projects, as of next year Prysmian plans to:



Metrics

ESRS E2-4 Pollution of air, water, and soil	Unit of measurement	Total 2025	Total 2024
28. (a) Emissions of pollutants into the air	**Ton**	**2,848.5**	**5,337.5**
NOX	Ton	2,848.5	5,337.5
SOX	Ton	N/A	N/A
NMVOCs	Ton	N/A	N/A
28. (a) Emission of pollutants into water	Ton	N/A	N/A
28. (a) Emission of pollutants into the soil	Ton	0	0

For the quantification of air and water pollution, Prysmian selected a number of sites considered representative in terms of both size and type of production (Arco Felice and Pignataro for energy cables, and Douvrin for optical fiber). These sites were used to verify the applicability of the parameters set out in the table included in Annex II of Regulation (EC) No. 166/2006 of the European Parliament and of the Council of 18 January 2006, concerning the establishment of a European Pollutant Release and Transfer Register and amending Council Directives 91/689/EEC and 96/61/EC.

With reference to 2025, **only NOx emissions to air were found to be material and were quantified at Group level, following an approach based on the analysis of data provided by the production sites**.

For plants with processes entailing potentially material environmental impacts, but whose

emissions are not directly monitored, NOx emissions were calculated by multiplying the fuel consumption recorded in 2025 by specific emission factors derived from Ecoinvent and EMEP/EEA (Air Pollutant Emission Inventory Guidebook) databases. Emissions from electricity, district heating and steam consumption were excluded, as they were not deemed to be direct company emissions.
For the sites subject to regulatory monitoring, the most recent available NOx measurements were collected, allowing the calculation of annual emissions for 2025.

Moreover, **NOx emissions from vessels were estimated** from Marine Gas Oil consumption, and then multiplied by the specific emission factor from the EMEP/EEA database.

Prysmian is not authorized to release pollutants into the soil. All materials used in the main and ancillary stages of the production process are managed as waste, products, or emissions into the air or water, in accordance with current regulations. No accidental spills occurred during the reporting period and, as a result, no clean-up activities are in progress at any site. Direct soil pollution therefore amounted to zero.

Regarding water pollution, water discharges in Italian plants are monitored annually, as required by Single Environmental Authorization regulations. In the absence of direct water pollution data for all the Group's plants, the specific characteristics of each site's activities and local regulatory requirements are included, with the aim of improving traceability and control of the potential environmental impact related to use of water resources.

Prysmian reports all highly polluting substances in which lead is the substance most generated and used during the production process. These substances are set out in the table below.

Substances of concern and of very high concern – ton	2025 – Amount generated or used during production	2024 – Amount generated or used during production
34. Substances of concern	**<3,000**	**<3,500**
Citric acid, nickel ammonium salt	<10	<1
Citric acid, nickel salt	<10	<1
(methylenebis(4,1-phenylenazo(1-(3-(dimethylamino)propyl)-1,2-dihydro-6-hydroxy-4-methyl-2-oxopyridine-5,3-diyl)))-1,1'-dipyridinium dichloride dihydrochloride	<1	<1
3-[3-(4?-bromo[1,1?biphenyl]- 4-yl)-1,2,3,4-tetrahydronaphth- 1-yl]-4-hydroxy-2H-1-benzothio pyran-2-one	<1	<1
Distillates (petroleum), hydrotreated heavy paraffinic	<200	<200
1,3-dihydro-4(or 5)-methyl-2H-benzimidazole-2-thione, zinc salt	<1	<1
Distillates (petroleum), hydrotreated light paraffinic	<1	<1
Distillates (petroleum), hydrotreated heavy naphthenic	<25	<20
Residual oils (petroleum), solvent de-waxing	<50	<100
Bumetrizole	<1	<1
Benzotriazole	<1	<1
Bis (a,a-dimetilbenzil) peroxide	Included among the substances of very high concern for 2025	<3,000
1,1'-(ethane-1,2-diyl)bis[pentabromobenzene] (DBDPE)	<2,500	-
35. Substances of very high concern	**29,291**	**26,048**
Boric acid	1	0
Lead monoxide (lead oxide)	72	6
Orange lead (lead tetroxide)	190	247
Diazene-1,2-dicarboxamide (C,C'-azodi(formamide))	4	3
Imidazolidine-2-thione (2-imidazoline-2-thiol)	8	1
Dodecamethylcyclohexasiloxane (D6)	1	1
Lead	23,721	25,101

Continues >>

1. Premise
2. Financial and Sustainability highlights
3. ESRS 2 - General disclosures
4. **E - Environmental disclosure**
5. S - Social disclosures
6. G - Governance disclosures
7. Appendices
8. Certification
9. Audit report on Sustainability Consolidated Statement

>> Continued

Substances of concern and of very high concern – ton	2025 – Amount generated or used during production	2024 – Amount generated or used during production
Tris (4-nonylphenyl, branched and linear) phosphite (TNPP) with ? 0.1% w/w of 4-nonylphenol, branched and linear (4-NP)	2	3
4,4'-isopropylidenedipheno	0	2
Decamethylcyclopentasiloxane (D5)	0	0
Octamethylcyclotetrasiloxane (D4)	1	0
Dioctyltin dilaurate	160	14
Medium-chain chlorinated paraffins (MCCP)	338	602
Fatty acids, C16-18, lead salts	2	0
6-6'-di-tert-butyl-2,2'-methylenedi-p-cresol	1	0
tris(2-methoxyethoxy)vinylsilane	158	53
Diarsenic trioxide	0	2
Diarsenic pentaoxide	0	0
Dibutyl phthalate (DBP)	0	0
Alkanes, C14-17, chloro	283	0
2-methyl-1-(4-methylthiophenyl)-2-morpholinopropan-1-one	1	1
Lead sulfochromate yellow (C.I. Pigment Yellow 34)	0	0
Bis (2-ethylhexyl)phthalate (DEHP)	425	0
Bis(α,α-dimethylbenzyl) peroxide	3,874	<3,000 (included in the list of substances of concern for 2024)
Bis(pentabromophenyl) ether (decabromodiphenyl ether; DecaBDE)	34	0
[Phthalato(2-)]dioxotrilead	10	0
Bis(2-ethylhexyl) tetrabromophthalate covering any of the individual isomers and/or combinations thereof	3	12
Bumetrizole (UV-326)	1	1
2-(2H-benzotriazol-2-yl)-4,6-ditertpentylphenol (UV-328)	0	0

Procured volumes of substances of very high concern (SVHC) were estimated thanks to preparatory work carried out over the past three years by the Corporate R&D team in collaboration with regional teams. This led to mapping of raw materials containing these substances. Based on this information, the Procurement team provided data on the volumes procured during the reporting period, which enabled amounts of SVHCs to be calculated using their percentage content in raw materials. For substances of high concern, the procured volume was estimated by combining two approaches: on the one hand, by using knowledge of the main raw materials containing these substances, and applying a corrective margin; and on the other hand, by referring to the consumption of SVHC substances with similar functions, whose volumes were calculated using the same methodology, and applying an adjustment margin.

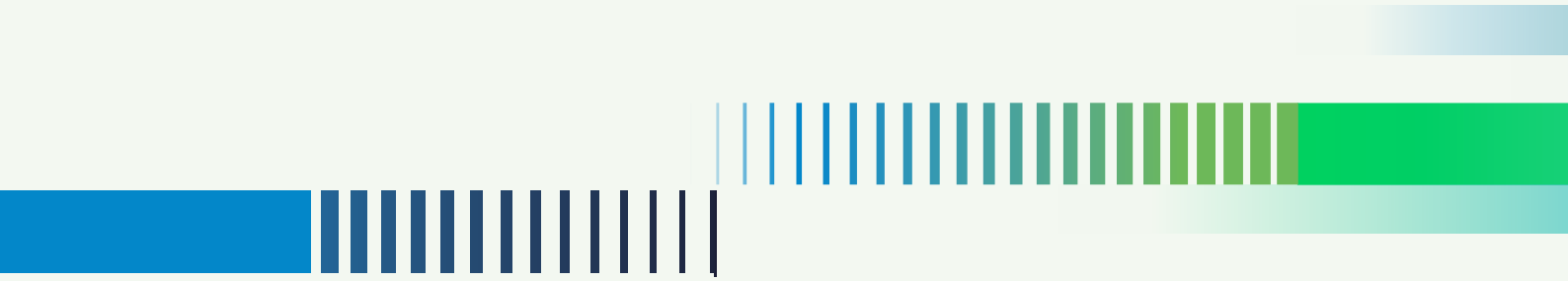
From an overall viewpoint, the combined volume of substances of high concern and of very high concern rose approximately 2,500 tons in 2025 compared with 2024. The increase primarily reflects introduction of a new substance of high concern, decabromodiphenyl ethane (DBDPE), estimated consumption of which amounted to approximately 2,500 tons in 2025. Dicumyl peroxide (α,α-dimethoxybenzyl) (DCUP) has been transferred from the list of substances of high concern to that of substances of very high concern, following the conclusion of an eighteen-month adaptation period under the EU Taxonomy Regulation. Decabromodiphenyl ethane (DBDPE), also included in the list of substance of very high concern in November 2025, will be subject to the same adaptation period.

For the reporting period under review, Prysmian has not provided data regarding total amounts of substances of concern leaving Group plants in the form of emissions, products or product components, and services. This is because a system for collecting data on the content of these substances in relation to volumes brought to market is not yet available. In the coming years, the company plans to develop special tools and methodologies that enable more comprehensive and transparent reporting, in line with growing regulatory and sustainability requirements.

In 2025, no significant[34] penalties (monetary or otherwise) were imposed on the Group for regulatory non-compliance related to environmental matters.

1. Premise
2. Financial and Sustainability highlights
3. ESRS 2 - General disclosures
4. **E - Environmental disclosure**
5. S - Social disclosures
6. G - Governance disclosures
7. Appendices
8. Certification
9. Audit report on Sustainability Consolidated Statement

34 Significant monetary penalties are defined as fines exceeding €10,000.



ESRS E3 – WATER AND MARINE RESOURCES

E3 – WATER AND MARINE RESOURCES

Governance

In 2025, Prysmian further strengthened its commitment to responsible and sustainable water resource management by fully integrating these activities into the Group's ESG strategy. The approach taken consists of **centralized governance** that uses **localized monitoring**. Central teams define the policy related to water (which is integrated into the HSEE policy), its materiality, objectives (qualitative/quantitative) and performance indicators, as well as water management and monitoring procedures and tools. At the same time, local **operations teams** monitor water consumption, providing data and information that the corporate HSE team uses to assess overall Group-wide performance. The resulting KPIs are integrated into the company's environmental reporting systems and analyzed on a regular basis, with the aim of ensuring transparency, continuous improvement, and compliance with local and international regulations. This governance model enables Prysmian to make a concrete contribution to protecting what is an increasingly critical resource for the planet.

Strategy

Prysmian's commitment to **sustainable water resource management** is aimed at **minimizing environmental impact throughout the entire production cycle**. These efforts are applied across three main areas: **reducing consumption; optimizing industrial processes; and increasing water reuse and recycling**.

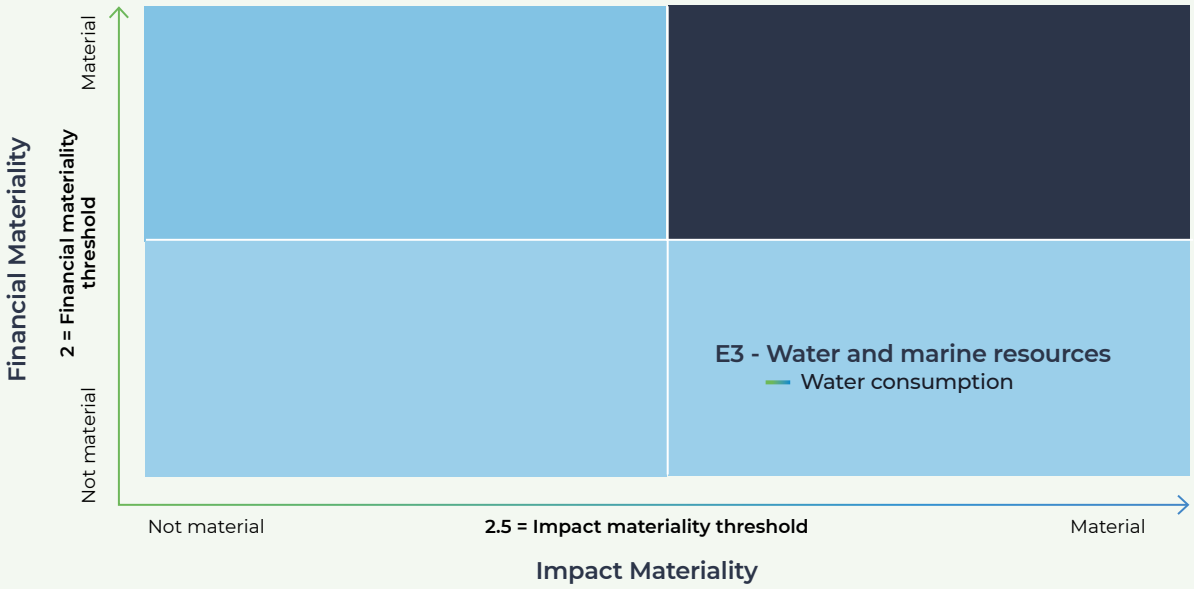
This approach is underpinned by the **HSEE Policy**, which commits Prysmian to optimizing the use of all resources (including water), preventing pollution by mitigating the impacts of the company's processes and products, and ensuring adequate access to safe water, sanitation and hygiene (WASH) for all workers.

In line with the risk assessment approach, the company has also **identified plants located in high water stress areas**. Priority water efficiency actions have been created for these areas, including the adoption of low-consumption technologies. Advanced monitoring systems have been introduced that enable prompt tracking of abstractions, discharges, and water-saving performances, which makes water management more informed, targeted, and effective, including with regard to identified risks. This control system is applied to plants located in water-stressed areas, and to the entire production network, providing an ongoing, comprehensive overview of the Group's water performance.

Prysmian is also committed to ensuring access to safe water, sanitation and hygiene for all employees at all Group sites, and to supporting partners along value chains and in neighboring communities.

The Group's strategy, which is aligned with the United Nations Sustainable Development Goals, especially Goal 6 – Clean water and sanitation, marks a concrete commitment to climate resilience and preservation of natural resources.

Identification of IROs related to water and marine resources



Sub-topic	Sub-sub-topic	Impact	Positioning in the value chain	Positive/ negative	Actual/ potential	Time horizon
Water	**Water consumption**	**Water consumption during the production process**	Own operations (production activity)		Potential	Medium term
Water	**Water consumption**	**Water consumption for base metal processing**	Upstream		Actual	Medium term

Positive impact Negative impact

The double materiality assessment led to identification of two material impacts: one within the Group's own operations; another in the upstream value chain. The latter is related to water consumption in base metal processing, which reduces its availability for ecosystems and other uses, potentially exacerbating water stress conditions. Within the Group's own operations, water use has an impact in the production process, where it is primarily used for cooling purposes. In almost all plants, cooling water is recirculated to reduce the volume of water abstracted and thereby mitigate the impact generated.

Bodies of water potentially affected by the aforementioned activities include rivers, lakes, and local groundwater. The double materiality assessment also analyzed the impact ship activities may have on water and water resources, but this was judged to be immaterial and revealed no significant risks or opportunities.

Affected local communities were not directly consulted to assess impacts related to water management, although analyzes conducted within the scope of the WASH Pledge were taken into account. More details are provided below.

Prysmian annually updates analysis of its plants located in water-stressed areas, assessing the relationship between water demand and its availability through 2040. This analysis is conducted using the Aqueduct tool, which was developed by the World Resources Institute (WRI), and is recommended by the Task Force on Climate-related Financial Disclosures (TCFD).

More details on the process of identifying material impacts, risks and opportunities may be found in the section ESRS 2.

1. Premise
2. Financial and Sustainability highlights
3. ESRS 2 - General disclosures
4. **E - Environmental disclosure**
5. S - Social disclosures
6. G - Governance disclosures
7. Appendices
8. Certification
9. Audit report on Sustainability Consolidated Statement

Material IRO management procedures

IRO[35]	Policy	Action	Target
I - Water consumption during the production process	HSEE Policy	Mitigation plan and recirculation systems Water collection and metering systems	
I - Water consumption for base metal processing		Continuous monitoring of suppliers via supplier engagement activities (see section ESRS S2) - Activities in progress	Increased number of onsite sustainability audits of suppliers (see section ESRS S2)

Policies

Prysmian's approach to water management is set out in the **Health, Safety, Environment and Energy (HSEE) Policy**[36]. This policy highlights the Group's commitment to optimizing the consumption of natural resources, including water and raw materials, and to prevent pollution by identifying, monitoring and reducing the environmental impact of processes and products.

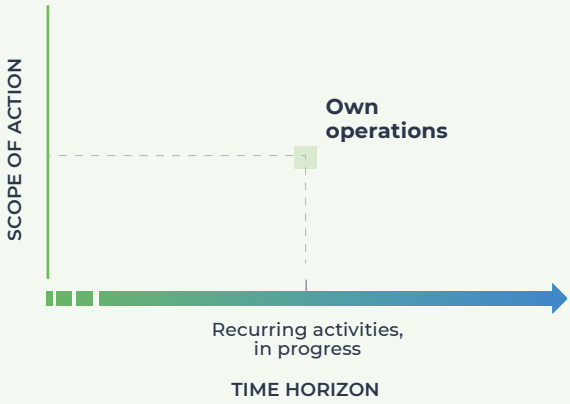
Water consumption is optimized through application of the HSEE policy, which sets out core principles underlying the Group's actions in carrying out its direct activities and covers water management in all plants, including those located in water-stressed areas.

Prysmian also refers to the **Supply Chain and Vendor Management document**[37] (see section ESRS S2) to manage impacts identified along the supply chain.

Actions

The actions referred to in this section are applied across the board to all Group sites, regardless of their location in water-stressed areas, to ensure a standardized and precautionary approach to water management.

MITIGATION PLAN AND RECIRCULATION SYSTEMS



The mitigation plan calls for additional improvements in the amount of recirculated water and/or the installation of new recirculation systems to optimize water consumption when and if necessary or cost-effective.

35 The policies, actions, and targets described in the table have been linked to the IROs identified in the double materiality assessment, and there is no systematic direct connection between the actions, policies, and targets.

36 More details on the HSEE Policy may be found in section E1 - Climate change.

37 The document is available on the company's website: https://www.prysmian.com/en/sustainability/responsible-business/supply-chain

To reduce the impact on water resources, all new installations are designed using closed-loop cooling systems. In existing plants, the goal is to enhance the effectiveness of systems currently in use by increasing the percentage of recirculated water (if possible) and periodically monitoring consumption. This enables any anomalies to be detected early and acted promptly to avoid additional consumption.

The activities covered in the plan regard all of Prysmian's direct operations worldwide. Key stakeholders affected by these initiatives include local communities in area hosting plants, which benefit from more sustainable and responsible management of water resources.

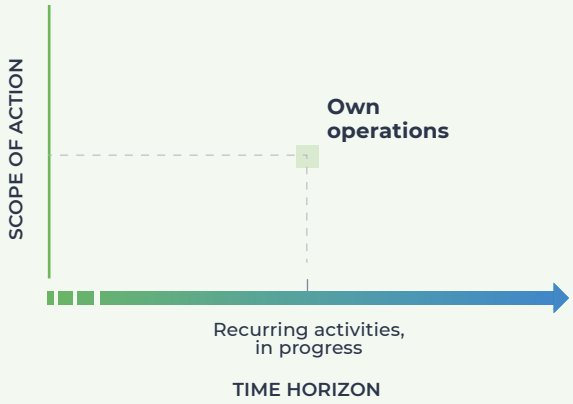
The plan operates across short- and medium-term time horizons, including continuous monitoring of progress. In line with actions initiated in previous years – specifically analysis of volumes of water abstracted, consumed and discharged – Prysmian continues to improve its water performance via targeted interventions.

In 2025, the Company **upgraded procedures** that regulate the flow (collection, verification, validation) of environmental data and related reporting, integrating specific water consumption indicators into its ESG monitoring tools. **Internal training activities** were also organized to raise employees' awareness of responsible water use.

Prysmian aims to ensure a **high rate of water recirculation** in its production processes, thereby helping reduce dependence on external withdrawals and minimize discharges.

To date, the projects presented have not entailed substantial OpEx or CapEx.

WATER COLLECTION AND METERING SYSTEMS



Local wastewater collection systems carry industrial and civil wastewater. After undergoing sampling and analysis in accordance with legislative requirements and internal procedures, the wastewater is discharged to the final receptors (sewer systems, surface water bodies). Due to the presence of partial or complete industrial water recirculation systems, the total volume discharged is lower than it would have been without such systems. Sites with complete 100% recirculation do not discharge, but rather use water in closed circuits, adding only the amount lost to evaporation, and thereby reducing water abstractions and discharges.

The activities described regard Prysmian's direct operations and are carried out in all Group plants. Key stakeholders involved include the local communities where plants are located, which benefit from more sustainable water management.

Consumption and discharge data are periodically monitored and measured within the Environmental Management System, with improvement actions implemented on an ongoing basis.

To date, the projects shown have not entailed substantial OpEx or CapEx.

1. Premise
2. Financial and Sustainability highlights
3. ESRS 2 - General disclosures
4. **E - Environmental disclosure**
5. S - Social disclosures
6. G - Governance disclosures
7. Appendices
8. Certification
9. Audit report on Sustainability Consolidated Statement

Targets

No water management targets have been set at Group level; **planning and implementation of specific programs**, including reducing abstractions and increasing water recirculation, **is the responsibility of each business unit**. Each site uses special instruments, such as meters, to constantly monitor the volume of water consumed in terms of absolute value and in relation to production.

Water is one of the environmental aspects managed within the HSEDM system. Significant aspects and impacts have been identified at site level, and actions to be taken to manage them have been defined. To date, **96% of the Group's sites have obtained ISO 14001 certification**. This ensures that the vast majority of Prysmian's plants deal with water issues via certified systems.

The HSE team also tracks water consumption at a consolidated level, in order to monitor progress and identify possible improvement actions related to risks associated with water resources. In many cases, environmental licenses and permits contain specific requirements, and require systematic checks by local authorities.

As already mentioned in the section on pollution (ESRS E2), Prysmian assesses the effectiveness of its policies and actions regarding sustainability-related impacts, risks and opportunities via certified HSEE management systems. Prysmian also monitors various qualitative and quantitative performance indicators. Monitoring is carried out via the HSEDM system, a management tool for collecting and monitoring environmental data. This activity is coordinated by the central HSE team, which analyzes the data collected and informs other managers of any issues or outliers. This ensures timely corrective action and effective oversight of the Group's environmental performance. The central HSE team also carefully manages data it has collected in the peripheral units and carries out targeted audits of data and specific issues. Specifically, in addition to periodic monitoring of water consumption at both local and central levels, audits of industrial water recirculation systems were carried out in 2025.



Metrics

Water used by source - m³	2025	2024
28. (a) Total water consumption	6,587,710	6,705,486
28. (b) Total water consumption in areas prone to water risk, including high water stress areas	1,440,976	1,723,497
28. (c) Total volume of recycled and reused water	4,200,061	5,163,225
28. (d) Total volume of stored water	0	0
28. (e) Percentage of water volumes obtained from direct measurements, extrapolations, sampling, or best possible estimates	92%	93%

Water intensity m³/Euro MLN	2025	2024
29. Total water consumption in own operations per Euro MLN of net revenue	335.25	393.84

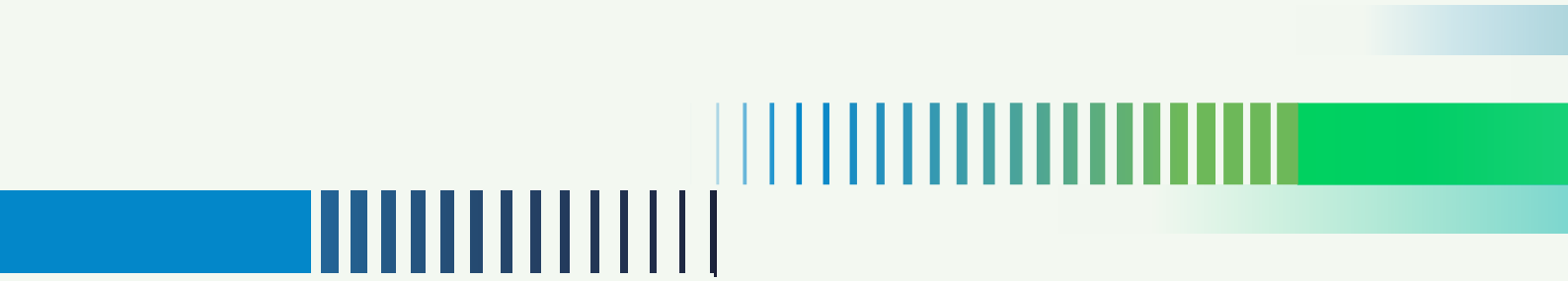
In most plants, cooling water is recirculated – either fully or partially – to optimize the volume of water withdrawn. The analysis carried out on 92% of production units shows that the majority of facilities (approximately 77%) are equipped with recirculation systems, achieving reuse rates above 90%.

Measurements of the volumes of water abstracted at plants are monitored locally and at Group level, recorded in the company-wide Environmental Management System, and disclosed in this Sustainability Statement, in line with ESRS standards.

Prysmian assumes that **water consumption is equal to the volume of water abstracted**[38]. In determining the volume of water abstracted at plants, all variables are measured directly (using a special meter) or indirectly (using a water report). Water consumption is reported by all plants in the common database (HSEDM), with the exception of Warren & Brown and Channell, whose data are provided off-system and estimated. These two companies are expected to be included in HSEDM systems starting in 2026, enabling all water consumption data to be standardized and centralized.

38 Methodologically, the total amount abstracted is deemed equivalent to the total amount consumed, as the water used in production processes is fully accounted for as consumption.

1. Premise
2. Financial and Sustainability highlights
3. ESRS 2 - General disclosures
4. **E - Environmental disclosure**
5. S - Social disclosures
6. G - Governance disclosures
7. Appendices
8. Certification
9. Audit report on Sustainability Consolidated Statement



ESRS E4 – BIODIVERSITY AND ECOSYSTEMS

E4 – BIODIVERSITY AND ECOSYSTEMS

Governance

Prysmian considers environmental protection and the sustainable use of natural resources to be key elements in the creation of long-term value. Accurate measurement of environmental impacts represents a competitive advantage for the Group, guaranteeing transparency, continuous improvement and results that go beyond simple compliance. This vision also extends to Prysmian's commitment to protecting biodiversity, now an acknowledged pillar of the sustainability strategy. While in the past the sector focused above all on decarbonization, today Prysmian views protection of the natural world as equally important for the future resilience of its business. The latest legislation and international frameworks, including the **Corporate Sustainability Reporting Directive (CSRD), Taskforce on Nature-related Financial Disclosures (TNFD) and Science-Based Target Network (SBTN)**, alongside increased customer expectations, require adoption of a proactive approach to managing nature-related risks and opportunities. In 2025, the Group **strengthened its biodiversity governance, consolidating a roadmap that aims to make a positive contribution to ecosystem health and the organization's sustainable growth**.

Ecosystem and biodiversity governance is fully embedded in the company's overall governance. Management of this topic is coordinated centrally by the Sustainability team, which draws up guidelines and criteria for assessing the ecological risks linked to the Group's activities. The Group's ecosystem and biodiversity strategy is proposed by the Chief Sustainability Officer and reviewed by the Sustainability Committee, which has the power to conduct investigations, make recommendations and offer advice on sustainability-related matters. Proposals are approved and continuously monitored by the Board of Directors alongside the Group's sustainability topics. Implementation of biodiversity and ecosystem plans takes into account contributions from the Group's key stakeholders, including production sites, the central HSE team, and core suppliers.

A detailed description of sustainability governance is provided in "Sustainability governance" in section ESRS 2 – General Disclosures in this report. A description of engagement activities involving stakeholders and local communities in which the Group operates is provided in section S3.

Strategy

The Group has launched a structured plan to embed ecosystem protection into its operations, with the aim of defining a solid ecosystem protection framework in the areas in which Prysmian operates. The plan integrates compliance with both domestic and international environmental regulations in force in the countries in which the Group is present. As a first step, Prysmian conducted **a resilience analysis of over 100 of the Group's production plants**, using the **WWF's Biodiversity Risk Filter**. The aim was to assess production sites' main potential impacts and dependencies on nature. The analysis examined various factors, including dependence on ecosystem services, proximity to sensitive habitats and the presence of environmental pressures. The aim was to identify the most exposed or potentially impacted biodiversity sites.

The results identified 18 sites for which the biodiversity-related risk is potentially material. A detailed analysis of the sites was then conducted applying **the LEAP (Locate, Evaluate, Assess, and Prepare) approach** developed by the Taskforce on Nature-related Financial Disclosures (TNFD). This was done to accurately map interactions between the Group's activities and natural ecosystems, as well as material dependencies and impacts on them. In addition to those production sites prioritized through the WWF Risk Filter, the analysis was also extended to onshore and offshore installation projects in order to obtain an integrated view of biodiversity-related risks and opportunities throughout the operating cycle.

Several internationally recognized tools and databases were used for the analysis, as recommended in the TNFD guidelines. These included Aqueduct, IBAT, ENCORE and the WWF Risk Filter. These tools assess various criteria, including dependencies on ecosystem services, indicators of water stress and metrics for ecosystem integrity, and the importance of biodiverse areas. The analysis identified impacts and dependencies in production sites and in the Group's installation activities. The main impacts and dependencies generally vary among production sites, underground installations, and marine installations. In detail:

- For production sites, water stress and pollution were the most significant metrics in terms of potential impacts and dependencies on ecosystems and biodiversity. The analysis included:

a. **a resilience analysis of the strategy and business model** with respect to physical risks (e.g., water stress, habitat degradation, extreme climate events), transition risks (changes in legislation, environmental permit requirements, customer expectations) and systemic risks linked to the loss of biodiversity and degradation of ecosystems. The assessment was able to identify structural vulnerabilities and areas that required mitigation or adaptation initiatives;



1. Premise
2. Financial and Sustainability highlights
3. ESRS 2 - General disclosures
4. **E - Environmental disclosure**
5. S - Social disclosures
6. G - Governance disclosures
7. Appendices
8. Certification
9. Audit report on Sustainability Consolidated Statement

b. **definition of the scope of application of the analysis**, which covered the Group's direct operations (production plants, onshore and offshore sites). The analysis took into account both physical and transition risks;

c. **the main assumptions used**, including future legislative scenarios regarding biodiversity, water stress projections and changes in ecosystem integrity, in addition to assumptions regarding the future availability of ecosystem services essential for the Group's activities;

d. **the time horizons used**, which included short term (up to one year), medium term (2-5 years) and long term (over 5 years) options, in line with TNFD recommendations and the Company's strategic planning;

e. **results of the resilience analysis**, showing significant differences among production sites, underground installations and marine installations. Certain sites were more exposed to physical risks linked to water availability and the quality of the surrounding ecosystems, while installation activities were more exposed to risks linked to habitat sensitivity and local anthropic pressures. The analysis also identified opportunities for improving the management of natural resources and operational planning;

f. **stakeholder involvement**, including dialogue with local communities, environmental authorities, and non-governmental organizations. This process helped to integrate local perspectives and specific expertise into the risk assessment and the definition of mitigation measures.

— Potential factors that emerged for **installation projects** include the **presence of invasive species, proximity to Key Biodiversity Areas (KBAs), water quality and changes in the use of marine ecosystems**.

The analysis forms the basis for priority setting for production sites and installations on which to base implementation of site-specific **Biodiversity Action Plans (BAPs)**. The aim is to identify potential and actual biodiversity-related risks and opportunities for each site or installation, and devise effective measures for mitigating the risks and offsetting the impacts. A detailed description of the BAP-based approach is provided below under "Actions". In terms of priority installations, Prysmian's strategy not only envisages management of the related impacts and dependencies, but has set the target of adopting a **Net Gain approach** to be **extended to all priority installations by 2035. For Prysmian, the Net Gain[39] approach means guaranteeing that, once installation activities have been completed, the overall state of the affected ecosystems is better than it was initially**. This means not only avoiding, reducing and offsetting negative impacts, but also generating a biodiversity Net Gain through actions such as the restoration of degraded habitats, increasing the ecological quality of affected areas, and the creation of new ecosystem functions or the reinforcement of existing ones. The aim is to ensure that every priority project contributes in a measurable and verifiable way to increase local biodiversity, rather than simply offsetting related impacts.

In order to achieve this objective, Prysmian will develop a procedure with which all new installations will have to be compliant by 2035. This procedure will define the activities to be carried out to ensure that each installation achieves Net Gain, including protocols for establishing the biodiversity baseline prior to the project, strategies for reducing and offsetting impacts, an ecosystem restoration plan, and monitoring protocols to be implemented at the end of the project. All of this is intended to ensure that the condition of ecosystems and habitats is improved compared to the initial situation.

Material topics related to biodiversity and ecosystems, as identified by the double materiality assessment at Group level and through the LEAP approach for individual sites and installations primarily emerge upstream of the value chain and in own operations concerning cable-laying vessels. These topics in turn feed into the Group's strategic planning in relation to biodiversity and ecosystems, guiding

39 Net Gain refers to a situation in which, after accounting for all negative impacts, mitigation measures and improvement actions, the quantity and quality of habitats, species and ecological functions are higher than their initial state. In the context of Prysmian's sustainability strategy, Net Gain represents the goal of generating a positive outcome for nature through the rigorous application of the mitigation hierarchy (avoid, minimize, restore, offset) and the adoption of transparent, scientifically grounded and demonstrable assessment methodologies.

the **setting of strategic priorities and short-, medium- and long-term goals**. Actions already taken by the Group – such as protection of *Posidonia oceanica* (Mediterranean seagrass), management of Special Protection Areas (SPAs) and efforts to minimize disturbance to marine mammals – are a direct result of the assessment of material topics. Prysmian's strategy, which aims to identify material nature- and biodiversity-related topics at each priority site and installation, also involves the definition of specific policies and actions that take into account the identified risks and opportunities.

This approach contributes to the resilience and adaptability of the strategy and the business model, allowing Prysmian to proactively respond to emerging challenges linked to ecosystems and biodiversity, and to take advantage of the related opportunities.

Finally, in 2026, the Group plans to **extend application of the LEAP approach to the supply chain**. The aim is to identify biodiversity- and ecosystem-related dependencies, impacts, risks and opportunities in the main activities of the Group's suppliers. This initiative aims to fully embed the protection of biodiversity and ecosystems into sustainable procurement processes, strengthening the Group's biodiversity strategy.



1. Premise
2. Financial and Sustainability highlights
3. ESRS 2 - General disclosures
4. **E - Environmental disclosure**
5. S - Social disclosures
6. G - Governance disclosures
7. Appendices
8. Certification
9. Audit report on Sustainability Consolidated Statement

Identification of IROs related to biodiversity



Sub-topic	Sub-sub-topic	Impact	Positioning in the value chain	Positive/ negative	Actual/ potential	Time horizon
Impacts on the extent and condition of ecosystems	**Land degradation Desertification**	**Change in land use and in water and marine resources**	Own operations (installation activities)		Potential	Medium/ Long term
Direct impact drivers of biodiversity loss	**Climate change**	**Biodiversity loss caused by climate change driven partly by the contribution to GHG emissions throughout the value chain**	Upstream, Own operations (production activities), Downstream		Potential	Long term
Direct impact drivers of biodiversity loss	**Land-use change, fresh water-use change and sea-use change**	**Biodiversity loss caused by deforestation and soil erosion from copper mining and bauxite extraction in Prysmian's production chain**	Upstream		Potential	Medium/ Long term
Impacts on the extent and condition of ecosystems	**Land degradation Desertification**	**Land degradation caused by industrial activity in own operations and the supply chain**	Upstream, Own operations (production activities), Downstream		Actual	Long term

Positive impact Negative impact

Sub-topic	Sub-sub-topic	Opportunity	Positioning in the value chain	Time horizon	Current financial effect
Direct impact drivers of biodiversity loss	**Other**	**Greater potential to be awarded new contracts and strengthen Prysmian's offerings thanks to the integration of its biodiversity strategy**	Own operations	Long term	N/A

Sub-topic	Sub-sub-topic	Risk	Positioning in the value chain	Time horizon	Current financial effect
Impacts on the extent and condition of ecosystems	**Land degradation**	**Damage to biodiversity due to the Group's own operations (e.g., deforestation, waste disposal, displacement of wild fauna, pollution of the air and water), resulting in the loss of threatened species, reduced ecosystem services and disruption to local ecosystems, leading to sanctions and reputational damage**	Own operations (installation activities)	Medium term	See the section "Performance of Transmission operating segment", where installation activities that could harm biodiversity are described

In 2025, Prysmian continued to assess biodiversity-related impacts, risks, and opportunities in relation to its own operations and in the value chain.

One of the most impactful activities is the installation of marine and underground cables. Offshore work on the seabed (e.g., dredging[40], jetting[41] and trenching[42]) and onshore work on the land where the cable is being laid can cause major disturbances to ecosystems, with an impact on fauna and biodiversity. This is why measures to protect threatened species and mitigation initiatives in the event of undesirable events form an integral part of project contracts, as required by the relevant authorities.

Following the conduct of site assessments, Prysmian has more systematically integrated assessment of the impacts caused directly by its own operations. The Company thus recognizes that, in addition to the upstream risks linked to the procurement of raw materials, the Group's operating activities – installation, worksites and the movement of materials – can put significant pressure on local ecosystems. This awareness led to the reinforcement of environmental management measures during installation, with growing attention paid to preventing disturbance to habitats, land management and the protection of threatened species.

Assessment of impacts throughout the Group's value chain highlights how **impacts on biodiversity primarily regard the upstream value chain**. This relates to the sourcing of raw materials used in cable production. The potential risks for natural ecosystems relate to **copper and bauxite mining**, which often **cause deforestation and soil erosion** due to the technologies and machinery used.

In addition, the **double materiality assessment** also took into account **transition risks**, such as those related to legislative changes that could potentially expose Prysmian to penalties in the

40 Removal of seabed sediments through excavation or dredging. This is needed to create or deepen the trench in which the cable is to be laid. It can cause turbidity in the water, the displacement of sediments and disturbance to benthic organisms.

41 A technique using high-pressure water jets to fluidize sediments and enable the cable to be buried in the seabed. It is less invasive than dredging, but can nevertheless disturb fauna and temporarily alter the structure of the substrata.

42 Excavation of a trench in the seabed (or in onshore land) using plows, chains or mechanical equipment. The cable is then laid in the trench. The process physically changes the habitat and may lead to the removal of vegetation or benthic communities (within marine environments).

1. Premise
2. Financial and Sustainability highlights
3. ESRS 2 - General disclosures
4. **E - Environmental disclosure**
5. S - Social disclosures
6. G - Governance disclosures
7. Appendices
8. Certification
9. Audit report on Sustainability Consolidated Statement

event of non-compliance with certain environmental requirements. The Group is also exposed to **acute and chronic physical risks**, such as loss of biodiversity related to soil degradation. The assessment also considered **systemic risks** such as, for example, effects that could potentially lead to the collapse of ecosystems in areas of interest for the business, and the potential financial impact that critical biodiversity issues might have on the Group's operations.

At the same time, integration of a biodiversity strategy into the Group's activities represents an opportunity to strengthen the Group's competitiveness, improve the quality of offerings and increase the chances of being awarded new contracts. Prysmian is therefore committed to constantly monitoring such aspects and promoting initiatives capable of reducing negative impacts, while at the same time taking advantage of long-term opportunities for sustainable and responsible growth.

The biodiversity-related impacts, risks and opportunities identified by the Group do not specifically refer to dependencies on critical biodiversity resources.

Project	Project information and potential impacts
NeuConnect (England and Germany)	The cable landing site is on the Isle of Grain (UK), a wetland area located near the Thames estuary. The great crested newt has been found in one of the reservoirs bordering the site; potential impacts on the species are: — Disturbance of the species — Habitat fragmentation — Habitat loss — Destruction of the population — Refuge loss The impacts of Prysmian's activities may also affect several protected species of bird found in the area, causing: — Habitat loss — Alteration of species behavior — Loss of food resources and suitable nesting sites
Bay of Biscay (France and Spain)	The construction site in Le Verdon (FR) is located in a wetland area, where the presence of a protected frog has been found; potential impacts to focus on are: — Loss of refuge/mating sites — Destruction of the population — Disturbance of the species — Habitat fragmentation — Damage to the frogs' epidermis due to pollution There are several parks at the same location where a protected species of orchid is found. Potential impacts for this species of flora are: — Destruction of the population — Habitat fragmentation — Soil alteration
EGL1 and EGL2 (England and Scotland)	A wetland is located at the cable landing site for the EGL1 project in England. Potential impacts of Prysmian's activities on local protected species include: — Habitat loss — Alteration of species behavior — Loss of food resources and suitable nesting sites — Soil erosion The landing site for the EGL2 project is located close to a habitat protected under local legislation, consisting of artificial sand dunes hosting shrub species; the potential impacts are: — Habitat destruction — Chemical pollution — Loss of ecosystem services — Harm to plant populations present at the site — Alterations in invertebrate populations present in the soil The marine cables for both projects cross protected areas that are home to seals and marine mammals; the potential impacts of the activities on these marine species are: — Disturbance of the species — Alteration of communication frequencies between conspecifics

Prysmian acknowledges the importance of **preserving marine species in conducting its activities**. For this reason, close attention is paid to the conservation of *Posidonia oceanica*, a seagrass essential to marine biodiversity.

The cost of such activities and of mitigation measures connected with these projects is already included in the contracts that Prysmian enters into with customers, and does not give rise to any additional expenditure over and above what is provided for in the contracts.

Material IRO management procedures

The approach to managing and identifying biodiversity-related impacts, risks and opportunities, described in the Strategy section, is part of a broader nature-related risk assessment and management strategy. This is integrated into **Enterprise Risk Management**, aligning environmental risk management with the company's short-, medium- and long-term planning. The described approach is in line with the content of the Group's HSEE Policy, which commits the company to identifying and assessing biodiversity-related risks in all the locations in which it operates, applying a hierarchical approach to mitigation (avoid, minimize, restore and offset).

This strategic approach reinforces business resilience, meets **investor and customer expectations and contributes to consolidation of the Group's leadership in the cables sector**, promoting sustainable and responsible practices throughout the infrastructure lifecycle.

IRO[43]	Policy	Action	Target
I – Change in land use, water and marine resources	HSEE Policy	— Biodiversity Action Plan (BAP); — General and specific actions to protect areas exposed to biodiversity risk	— By 2030, define procedures for getting to Net Gain in 50% of new installations located in priority areas for biodiversity; — By 2035, extend these procedures to 100% of new installations
I - Biodiversity loss caused partly by the contribution to greenhouse gas emissions throughout the value chain			
I - Biodiversity loss caused by deforestation and soil erosion from copper mining and bauxite extraction in Prysmian's production chain			
I - Land degradation caused by industrial activity in own operations and the supply chain			
O - Greater potential to be awarded new contracts and strengthen Prysmian's offerings thanks to the integration of its biodiversity strategy		— Installation projects; — Biodiversity Action Plan (BAP); — General and specific actions to protect areas exposed to biodiversity risk	
R - Damage to biodiversity due to the Group's own operations (e.g., deforestation, waste disposal, displacement of wild fauna, pollution of the air and water), resulting in the loss of threatened species, reduced ecosystem services and disruption to local ecosystems, leading to sanctions and reputational damage		— Biodiversity Action Plan (BAP); — General and specific actions to protect areas exposed to biodiversity risk	

43 The policies, actions, and targets described in the table have been linked to the IROs identified in the double materiality assessment, and there is no systematic direct connection between the actions, policies, and targets.

1. Premise
2. Financial and Sustainability highlights
3. ESRS 2 - General disclosures
4. **E - Environmental disclosure**
5. S - Social disclosures
6. G - Governance disclosures
7. Appendices
8. Certification
9. Audit report on Sustainability Consolidated Statement

Consultation with affected communities

In defining biodiversity-related risks, impacts and opportunities, it is crucial to consult with **affected communities** on the potential impacts linked to land use for the Group's operations. Operations sometimes result in changes to land use caused, for example, by activities involved in the laying of underground cables or due to production site needs that involve changes to infrastructure, expansion, revamping or closure. These events may affect local communities.

In relation to installation projects, consultations are usually conducted by the Group's customers when applying for the necessary permits, such as when **preparing the Environmental Social Impact Assessment** (ESIA). In certain cases, Prysmian's **personnel interface directly with local communities, landowners and fisherfolk** in order try and preempt issues and misunderstandings that may arise during installation. Local community representatives have not been directly involved in the double materiality assessment. However, the information and experience gained through this dialogue have been useful in identifying and assessing impacts, risks and opportunities. Details of how Prysmian engages and consults with affected communities are provided in section S3 – Affected communities in this report.

Policies

Prysmian is committed to identifying and assessing any biodiversity-related risks in all the locations in which the Company operates. The Group applies a **hierarchical approach to mitigation (avoid, minimize, restore and offset)** across all operations, in line with the **Group's HSEE Policy**[44].

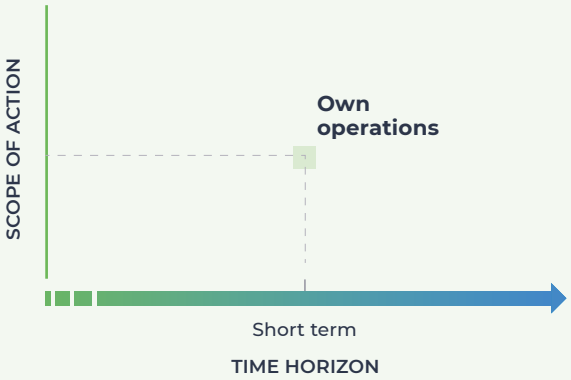
Prysmian views biodiversity conservation to be a primary and essential prerequisite for achieving its objectives and creating added value for all the Group's internal and external stakeholders.

The HSEE Policy addresses the issue of biodiversity at a high level, guaranteeing Prysmian's commitment to monitoring the relevant impacts and risks. The Policy does not, however, specifically address direct impact drivers of biodiversity loss and **does not cover significant issues arising during the reporting period**. This is because it does **not include material impacts on biodiversity, major dependencies on ecosystems, physical or transition risks**, or biodiversity-related **opportunities** identified by the assessments conducted.

In addition, the policy does not specifically address the traceability of products and raw materials or procurement throughout the Group's value chain that could have a significant impact on biodiversity. Further details of the HSEE Policy are provided in section E1.

Actions

BIODIVERSITY ACTION PLAN (BAP)



The Group has begun to develop **Biodiversity Action Plans (BAPs)** for priority sites identified through analysis using the LEAP approach. The aim is to **integrate the overall analysis of dependencies and impacts with the definition of risks and opportunities specific to each site**, translating them into **risk mitigation measures and ecosystem regeneration**.

The first project was launched at the Arco Felice factory in Naples. Assigned priority status through the LEAP analysis, the plant was chosen as a pilot site for definition of a replicable operating model. The plan involves development of a specific BAP,

44 https://www.prysmian.com/en/sustainability/environmental-responsibility.

including the mapping of impacts, dependencies and risks, with the aim of identifying targeted measures designed to reduce environmental pressures and encourage ecological recovery of the area.

To define risks and opportunities, the site study looked at five main factors responsible for biodiversity loss and ecosystem degradation, as identified by the **Intergovernmental Science-Policy Platform on Biodiversity and Ecosystem Services (IPBES)**: changes in land use and water ecosystems, resource use, climate related challenges including pollution and invasive species. To accurately assess impacts, dependencies, risks, and opportunities affecting the full ecosystem, the study was conducted not only within the site, but also in a surrounding buffer zone.

This project is currently coming to a conclusion. In general, the study has shown that the site is subject to low ecosystem and biodiversity-related dependencies, impacts and risks, and that it pays overall attention to nature-related issues. The sole potentially material impact identified regards noise disturbance caused by loading cables on vessels, which could prove significant given the proximity of protected marine areas. The study also identified potential risks associated with the dependency of operations on water and the potential for unexpected spills of pollutants. The likelihood of such risks was, however, judged to be low, even over the long term. Mitigation measures designed to reduce potential impacts on the marine environment were also identified. These included involving the local, protected marine area in the evaluation of ecosystem restoration projects, in addition to targeted actions to reduce dependency on water and further mitigate what have already proven to be generally low levels of risk.

The experience gained will form the basis for progressively extending this approach based on the preparation of BAPs for all production sites and installations assigned priority status through LEAP analysis. This will ensure methodological consistency and integration with the environmental management systems already in use.

The cost of preparing BAPs falls within normal site operations. Any costs linked to the implementation of actions mentioned in the BAPs will be addressed on a case-by-case basis.

General and specific actions to protect areas exposed to biodiversity risk

In addition to developing site-specific BAPs (currently in the pilot stage), the Group is already involved **in targeted actions to mitigate impacts on biodiversity and restore ecosystems**. Prysmian implements general measures to protect biodiversity during the installation phases. These actions include the following:

Main actions	Brief description
Use of material to support the growth of epibenthic species	Prysmian applies best practices to ensure that all material used to protect against erosion and for offshore cable protection is made from natural or engineered stone. This is done to support the growth of epibenthic species by providing three-dimensional complexity in height and in interstitial spaces, where feasible. Prysmian opted to employ bioactive concrete (i.e., containing bio-enhancing admixtures) to strengthen primary erosion protection (e.g., concrete mattresses) and promote biotic growth. In addition, because this type of mattress replicates the local marine environment, marine species use the infrastructure as a habitat, thus resulting in a more environmentally sustainable alternative that offers better protection than traditional concrete mattresses.
Special Protection Areas (SPAs)	Special Protection Areas (SPAs) for rare or vulnerable species, as well as for all migratory species, are identified and monitored during project delivery, paying particular attention to the presence of waterways, lakes, swamps and marshes of international significance. Where necessary, bird deterrents such as “Hawk Kites” or soundproofing systems (eco-barriers) are used, as well as other types of deterrents such as reflective tapes (e.g., the Neuconnect Project in the UK).

1. Premise
2. Financial and Sustainability highlights
3. ESRS 2 - General disclosures
4. **E - Environmental disclosure**
5. S - Social disclosures
6. G - Governance disclosures
7. Appendices
8. Certification
9. Audit report on Sustainability Consolidated Statement

Here below are additional **targeted actions developed for specific projects**, whenever **potential risks to the biodiversity** of the area involved emerge during the project definition phase. **These interventions are tailored and adapted** to the characteristics of the species present and to the needs of the territories, and they are defined in collaboration with Clients already during the contract definition phase.

Project	Protected species	Site	Time horizon	Protective actions	Expense
NeuConnect – UK	Great crested newt (*Triturus cristatus*)	Isle of Grain (UK)	End 2028	— Monitoring using e-DNA analysis of 13 water bodies — Habitat classification — Testing at 9 water bodies — Application for a permit for habitat compensation	400,000 Euro
Bay of Biscay – France and Spain	Early spider-orchid (*Ophrys passionis*)	Seignosse (France)	End 2027	— Green spaces where the species is present have been fenced off — Introduction of information boards — Personnel training in how to avoid harming habitats	300,000 Euro
	Tree frog (*Hyla meridionalis*)	Le Verdon (France)		— Bi-weekly surveys by an ecologist — Relocation of four specimens — Installation of natural barriers to protect the area	
	Passerines	Le Porge (France)		— Installation of bird boxes at Le Porge (France) to minimize the active impact	
	Marine mammals	Applicable to the entire offshore route (France and Spain)		— MMOs (Marine Mammal Observers) and PAM (Passive Acoustic Monitoring) used to monitor and halt activities in the event of sightings — Preparation of an MMO and PAM protocol approved by local authorities	
EGL1 and EGL2 – UK	Otters, badgers, bats, water voles, birds, reptiles	EGL1- cable landing site located at Seaham (England) – Dunbar (Scotland) EGL2 – cable landing site located at Fraisthorpe beach (England) - Peterhead (Scotland)	EGL1 – end 2030 EGL2 – end 2029	— Conducting ecological surveys — Definition of environmental management plans — Preparation of conservation and mitigation documents — Monitoring of habitats and flora species	300,000 Euro
	Marine mammals	EGL1- cable landing site located at Seaham (England) – Dunbar (Scotland) EGL2 – cable landing site located at Fraisthorpe beach (England) -Peterhead (Scotland)	EGL1 – end 2030 EGL2 – end 2029	— Acoustic impact plan — Onboard MMOs and PAM — Application of Joint Nature Conservation Committee (JNCC) guidelines to minimize the impact on fauna	
Tyrrhenian Link – Italy	Land-based flora and fauna	Termini Imerese (Sicily) – Battipaglia (Campania)	End 2027	— Preparation of documentation and Do No Significant Harm (DNSH) assessment to survey flora and fauna along the project's terrestrial section (Campania and Sicily)	100,000 Euro
	Marine flora	Termini Imerese (Sicily)		— Protection and relocation of seagrass (Termini Imerese area)	250,000 Euro

The activities shown in the table are ongoing for the duration of the projects, and should be considered as valid for each year included in the indicated time horizon.

Furthermore, some projects also include the organization of volunteer days as part of the project's social value creation activities. These initiatives involve cleaning up beaches close to cable routes in collaboration with the customer and contractors working on the project.

Regarding factories, each production site updates **an inventory of protected areas and restored areas**[45] close to the operating unit. This is based on existing domestic or international classifications and available information, and includes any requirements related to areas of significance for biodiversity and current mitigation measures.

In certain very limited cases, **offsets and monitoring initiatives** have been carried out to meet the requirements of local authorities.

At the **Poços de Caldas** site in Brazil, which hosts a 2,630 m² protected area (a permanent preservation area), a plan was launched in 2022 **to plant and maintain around 220 native plant species within the Prysmian site**. This plan, to be carried out over the 2022-2026 period, is managed with the support of a team of experts and includes periodic reports to the local authority. Environmental management of the site is carried out in accordance with ISO 14000, and environmental assessments show that Prysmian's operations do not have a significant impact on the protected area.

Similarly, at **Sorocaba**, another site in Brazil, the CETESB (the country's environmental agency), requested **offsets in return for use of the permanent preservation area**, covering around 10 hectares. Activity to plant approximately 1,200 plants began in 2021 and was completed in 2025.

Offsets at the Poços de Caldas and Sorocaba sites aim to maintain and restore ecological functions in the respective protected areas. This is done by planting native species and monitoring their development over time. Key indicators take into account plant survival, the quality of plant restoration, and consistency with original habitats. The associated costs primarily relate to planning initiatives, purchasing and handling plant species, technical monitoring and reports required by authorities but not for publication, as they are classified as confidential. The offsets regard permanent preservation areas located at the two sites, with actions based on criteria related to ecological quality, the use of native species, and compliance with Brazilian environmental regulations and applicable environmental management standards.

Targets & Metrics

With the exception of its Transmission business, the first area the company focused on, Prysmian is still in the process of assessing the Group's impacts and dependencies. As a result, the following targets do not refer to specific metrics, which will be defined on completion of the assessment. Instead, the targets regard the Group's degree of coverage with respect to an initial analysis. This phase will also include gathering stakeholder views, including those of local communities. In 2025, Prysmian took a major step toward reinforcing the company's commitment to protecting natural capital. For the first time, the company **set the goal of achieving a Biodiversity Net Gain in its priority areas**, moving beyond simply mitigating negative impacts. Priority areas[46] are areas where biodiversity-related impacts and dependencies are most material. Prioritization is an internal process based on the WWF Biodiversity Risk Filter, as well as an assessment conducted by the relevant internal teams based on the strategic nature of the site and HSE management.

45 Protected area: area protected from any damage during operations and where the environment remains in its original state with a healthy and functioning ecosystem.
Restored area: an area that has been used during or affected by operations and where remediation measures have restored the environment to its original state or to a state where it has a healthy, functioning ecosystem.

46 The prioritization methodology for production sites combines an objective assessment of biodiversity-related risks with strategic evaluations and internal expertise. The process begins with the WWF Biodiversity Risk Filter, which assigns each site a risk score from 1 to 5 based on four categories of operational risk and one reputational category; sites scoring 3 or above are classified as priority. This initial identification, coordinated by the Sustainability and Risk teams, is then complemented by the Business Units' Top Management, who may include additional sites considered strategically relevant for the Group. Subsequently, the list is reviewed by the HSE team, which may add sites characterized by known or significant environmental risks or dependencies. The final outcome is a comprehensive list – updated annually – of priority sites for nature and biodiversity, which serves as the foundation for defining and implementing Biodiversity Action Plans (BAPs).

1. Premise
2. Financial and Sustainability highlights
3. ESRS 2 - General disclosures
4. **E - Environmental disclosure**
5. S - Social disclosures
6. G - Governance disclosures
7. Appendices
8. Certification
9. Audit report on Sustainability Consolidated Statement

The Group's goal is to define procedures for achieving **Net Gain in 50% of new installation projects by 2030**, and extend these procedures to **100% of new installations located in priority areas for biodiversity by 2035**. These procedures will include:

- **methods for calculating the baseline** for biodiversity;
- **assessment of the direct and indirect impacts** of Prysmian's activities;
- **definition of improvement initiatives**;
- **monitoring actions** needed to measure the achievement of Net Gain.

With regard to production sites, Prysmian aims to identify and assess biodiversity related risks and any dependencies on ecosystems, with the goal of minimizing impacts on biodiversity and managing natural resources responsibly. To this end, the Group has committed to **implementing a Biodiversity Action Plan (BAP) by 2030 in 100% of production sites located in priority areas**, meaning those areas associated with material biodiversity risks. In terms of the **supply chain**, the Group has yet to set specific nature- and biodiversity-related targets, but is committed to:

- **conducting an assessment of the supply chain** to identify any hotspots for biodiversity-related impacts;
- **developing supplier engagement strategies** to minimize these impacts;
- **continuing with innovation and circularity initiatives** designed to reduce dependency on raw materials from biodiversity hotspots.

	Result 2025	Target 2030	Target 2035
% of new installations located in priority areas adopting a Net Gain approach to biodiversity[47]	0%	50%	100%
% of production sites located in priority areas where Biodiversity Action Plans (BAPs) have been prepared[48]	5%	100%	–

Impact metrics related to biodiversity and ecosystem changes	**Description**	**Value**
35. If the undertaking identified sites located in or near biodiversity-sensitive areas that it is potentially negatively affecting, the undertaking shall disclose:		
35. the number of sites owned, leased or managed in or near these areas	see below	31 production sites
35. the area (in hectares) of the sites owned, leased or managed in or near these areas	see below	97.94 hectares
35. number of installations located or managed within the aforementioned areas	see below	9 installations
35. the area of the installations located or managed within the aforementioned areas	see below	219.60 km[49]

The number of production sites indicated has been established through a desk analysis, using the WWF Biodiversity Risk Filter. The analysis considered only those Prysmian sites that received a "High" or "Very High" score for indicators 6.1 Protected/Conserved Areas and 6.2 Key Biodiversity Areas.

Since any potential overlap between production sites and sensitive areas is assessed probabilistically – the tool adopts a clusterbased territorial approach rather than the actual geometry of each site – the potentially affected area was weighted by applying the maximum percentage of the sensitive area present within the relevant cluster: 30% for "High" scores and 100% for "Very High" scores.

47 The target is calculated as the number of new installations in priority areas for which a Net Gain procedure has been adopted, divided by the total number of new installations in priority areas. The target and its scope are updated annually, based on newly launched projects and the procedures implemented. Installation projects already underway as of 2025 are excluded from the target, as it is not possible to develop a procedure to achieve Net Gain for them.

48 The target is calculated as the number of sites in priority areas for which a BAP has been developed, divided by the total number of sites in priority areas. The scope is updated annually, based on the BAPs developed. Sites located in non priority areas, as defined by the prioritization procedure, are excluded.

49 The figure reflects the cumulative kilometers installed within protected areas.

Based on the probabilistic analysis carried out, the identified sites are mainly located in Europe and Latin America. Following this preliminary assessment, a direct engagement process will be initiated with the sites concerned, to verify their actual proximity to sensitive areas and confirm or update the classification.

The analysis identified, in addition to the production plants, 9 installations located or operated within the sensitive areas described above. Overall, the cables present in these contexts extend for approximately 219.60 km. The identification of these installations was carried out through deskbased analysis conducted by the Transmission Business Unit. The projects concerned, both offshore and onshore, are located within protected marine areas, coastal habitats, and safeguarded natural environments. Specifically:

Projects in marine and offshore contexts

- **Saudi–Egypt**, an interconnection in the Red Sea, located in a high biodiversity area characterized by coral reefs and sensitive habitats.
- **Lightning**, an offshore project developed in an area characterized by sensitive marine ecosystems.
- **Tenerife – La Gomera** (Canary Islands, Spain), located near marine protected areas and sites of community interest.
- **Ceuta Peninsula**, in a strategic area for marine biodiversity and migratory routes in the Strait of Gibraltar.
- **BorWin4 and DolWin4 (BD4)**, an offshore project in the North Sea within the protected marine area of the Wadden Sea.

Projects in coastal areas

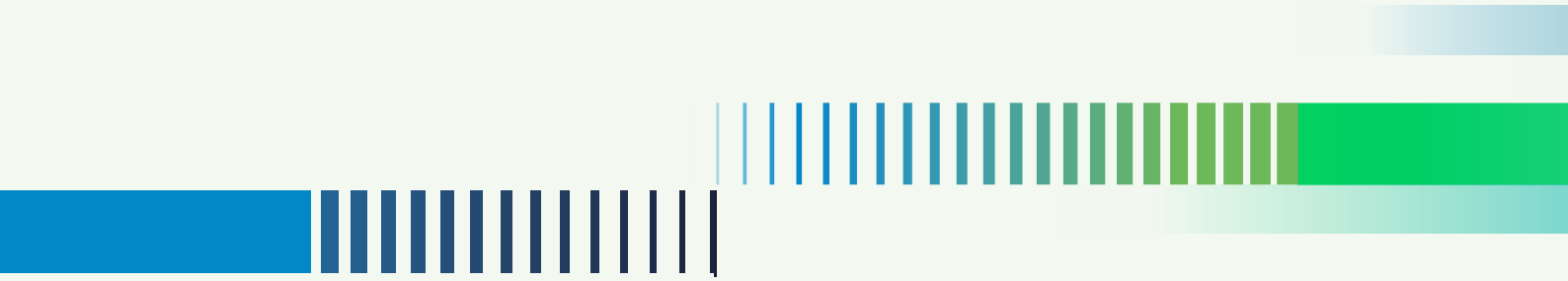
- **Noirmoutier** (France), involving works in coastal areas and the seabed subject to environmental protection.
- **Cyclades IV** (Aegean Sea, Greece), located near valuable marine habitats and coastal areas under landscape protection.

Onshore projects in sensitive natural areas

- **German Corridors** (SuedLink, SuedOstLink), terrestrial infrastructures crossing areas characterized by natural habitats and protected zones in Germany.



1. Premise
2. Financial and Sustainability highlights
3. ESRS 2 - General disclosures
4. **E - Environmental disclosure**
5. S - Social disclosures
6. G - Governance disclosures
7. Appendices
8. Certification
9. Audit report on Sustainability Consolidated Statement



ESRS E5 – RESOURCE USE AND CIRCULAR ECONOMY

E5 – RESOURCE USE AND CIRCULAR ECONOMY

Governance

In 2025, Prysmian consolidated a structured approach to governing the efficient use of resources and the circular economy, integrating it into the Company's decision-making processes and the Group's sustainability strategy. Resource use is overseen by the Strategy and Sustainability teams, which define and support the implementation of priorities, goals and Key Performance Indicators (KPIs) designed to reduce consumption of virgin raw materials and optimize production processes and waste management. Operational governance is backed by local teams who work with central teams, including Sustainability, R&D, and Procurement, on the implementation of circularity projects in the Group's main plants. Prysmian uses monitoring tools and integrated reporting to ensure the traceability of materials and is always on the lookout for improvement opportunities throughout product life cycles.

Waste management is another major environmental aspect for the Group. Operational control of waste management is conducted bearing in mind the need:

- to assess waste-related aspects and impacts with respect to the processes/projects that produce it, the related quantities and hazardous nature, pursuant to the applicable legislation and/or rules drawn up centrally;
- to manage waste safely, under all operational conditions, both normal and emergency, in line with the applicable requirements and with the aim of minimizing the environmental impact throughout the value chain;
- to respect criteria established at Group level for collection, confirmation, validation, aggregation and internal and external reporting of waste-related data.

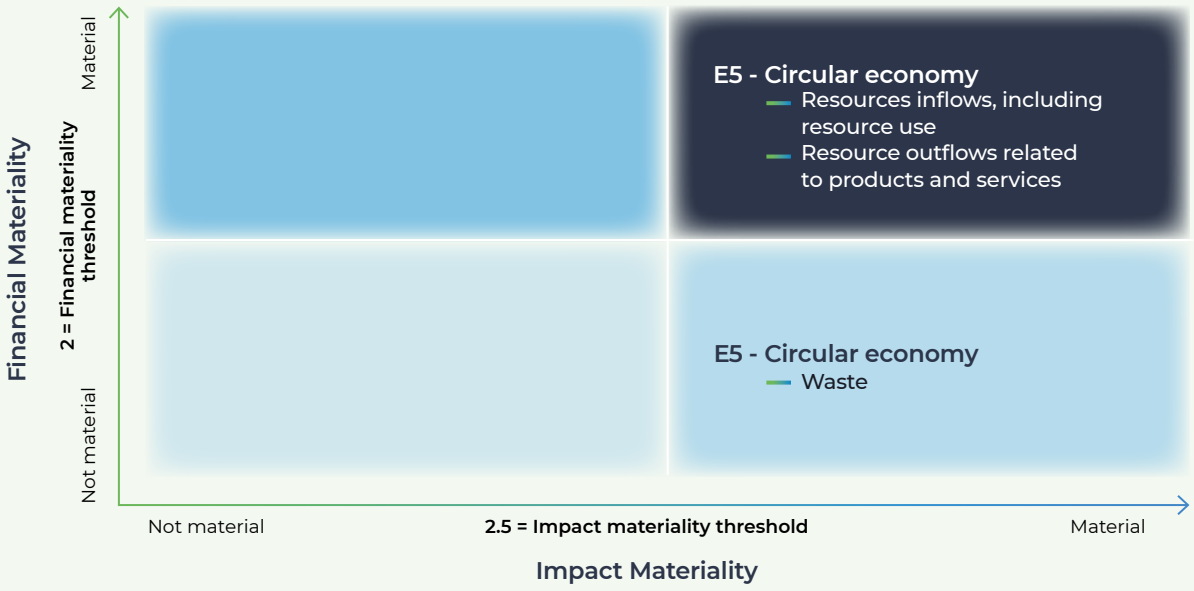
The Company also takes part in industry initiatives and collaborations designed to promote regenerative business models, in line with European goals for the transition to a climate-neutral and circular economy.

Strategy

Prysmian's efficient resource use and circular economy strategy is designed to reduce environmental impact throughout the product life cycle, while at the same time promoting regenerative production models and reducing resource consumption. In 2025, the Group accelerated implementation of circular practices via targeted initiatives that aim to **reduce the use of virgin raw materials, recover and reuse materials, and design for durability and recyclability**. The strategy revolves around an integrated approach involving research and development, the supply chain, and production. The aim is to improve process efficiency and circularity in the use of materials – particularly copper, aluminum, plastic, and cable components – in order to minimize scrap materials and to recycle downstream waste.

Prysmian's commitment is implemented through the use of certified recycled products and sustainable packaging, as well as through collaboration with strategic partners to develop innovative circular economy solutions. The strategy is fully aligned with the European Green Deal and with international circular economy principles, helping the Group meet its climate and environmental targets and those of its stakeholders.

Identification of IROs related to the circular economy



Sub-topic	Impact	Positioning in the value chain	Positive/ negative	Actual/ potential	Time horizon
Resource inflows, including resource use	**Consumption of non-renewable resources in production that causes damage to the environment and reduces availability for other uses**	Own operations (production activities)		Actual	Long term
Waste	**Pollution due to improper management of waste during own operations**	Own operations (production activities)		Potential	Long term
Resource outflows related to products and services	**Reduced emissions due to development of products with recycled content**	Own operations (production activities), Downstream		Actual	Medium term
Resource outflows related to products and services	**End-of-life recycling of cables**	Own operations (production activities), Downstream		Actual	Medium term
Waste	**Pollution due to improper management of waste at the end of product life cycles**	Downstream		Potential	Long term
Waste	**Pollution due to improper management of upstream waste**	Upstream		Potential	Long term

Sub-topic	Opportunity	Positioning in the value chain	Time horizon	Current financial effect
Resource inflows, including resource use	**Increase in green products containing recycled materials to boost the Group's profitability**	Own operations, Downstream	Medium term	See the section "Group performance and results" in the Report on Operations regarding the use of recycled copper

Sub-topic	Risk	Positioning in the value chain	Time horizon	Current financial effect
Resource inflows, including resource use Resource outflows related to products and services	**Non-compliance with environmental laws related to waste, resulting in potential costs deriving from litigation and legal disputes, payment of fines/sanctions, clean-up costs and/or reputational damage**	Own operations	Medium term	N/A

Positive impact Negative impact

1. Premise
2. Financial and Sustainability highlights
3. ESRS 2 - General disclosures
4. **E - Environmental disclosure**
5. S - Social disclosures
6. G - Governance disclosures
7. Appendices
8. Certification
9. Audit report on Sustainability Consolidated Statement

The double materiality assessment highlighted a strategic opportunity: offering green products with recycled content as a way of boosting the Group's profitability. The integration of recycled materials in production processes leads to reduced dependence on virgin resources, optimizing costs and improving value chain efficiency. At the same time, this strategy meets growing market demand for sustainable solutions, strengthening the Group's competitiveness and its ability to create long-term value. In this context, sustainability is not just a question of environmental responsibility, but a real driver of innovation and economic growth.

Specific details of the methodology used in the double materiality assessment are provided in section ESRS 2. The assessment process was also enhanced with the involvement of academic experts, who provided important input on developments regarding the circular economy and its direct and indirect impacts.

Material IRO management procedures

IRO[50]	Policy	Action	Target
I - Consumption of non-renewable resources in production that causes damage to the environment and reduces availability for other uses	HSEE Policy	— Use of bioplastics — Recycled content in copper and polyethylene jackets	— Increase in the share of recycled content in PE jackets and copper
I - Pollution due to improper management of waste during in-house operations	HSEE Policy	— Zero Landfill waste management — DTC – Design To Cost	
I - Reduced emissions due to development of products with recycled content	HSEE Policy	— Recycled content in copper and polyethylene jackets — Programs promoting the circular economy	— Increased share of recycled content in PE jackets and copper — Increase in share of Sustainability-linked revenues
I - End-of-life recycling of cables	HSEE Policy	— Programs promoting the circular economy — Expanded use of P-laser technology	
I - Pollution due to improper management of upstream waste		— Programs promoting the circular economy — DTC – Design To Cost	— Increased number of sustainability audits in the supply chain (for details, see ESRS S2)
I - Pollution due to improper management of waste at the end of product life cycles		— Programs promoting the circular economy — Reuse of reels — Expanded use of P-laser technology — DTC – Design To Cost	
O - Increase in green products containing recycled materials to boost the Group's profitability	Quality Policy	— Recycled content in copper and polyethylene jackets — Use of bioplastics	— Increased share of recycled content in PE jackets and copper — Increased share of sustainability-linked revenues
R - Non-compliance with environmental laws related to waste, resulting in potential costs deriving from litigation and legal disputes, payment of fines/ sanctions, clean-up costs and/or reputational damage	HSEE Policy	— Waste management	

50 The policies, actions, and targets described in the table have been linked to the IROs identified in the double materiality assessment, and there is no systematic direct connection between the actions, policies, and targets.

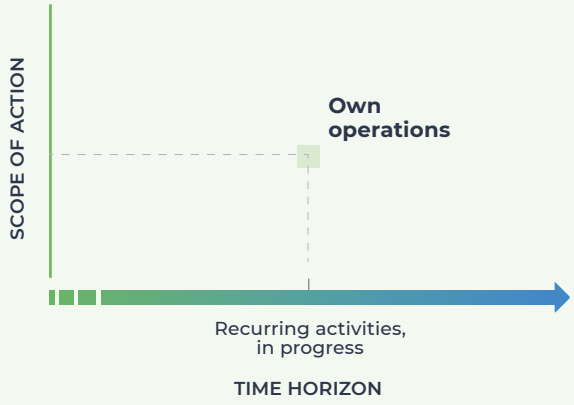
Policies

To date, Prysmian has not yet adopted a specific public policy for resource use and the circular economy. This is due to rapid changes in the related legislation that result in specific new obligations. The Company has, however, developed internal programs to promote the kind of culture and environment necessary to address issues related to resource use and the circular economy, and to prepare for the definition of appropriate KPIs for monitoring purposes.

Concerning waste management from direct operations, Prysmian applies the HSEE Policy (details on the policy are provided in section ESRS E1). An overview of the various aspects connected with the sustainability of materials purchased can be found in the document, "Supply Chain and Vendor Management", described in section ESRS S2. Issues related to product quality are covered in the Quality Policy, described in detail in section ESRS S4.

Actions

PROGRAMS PROMOTING THE CIRCULAR ECONOMY



Prysmian has established a number of initiatives to promote the circular economy. Of these, two stand out for the way they integrate sustainability into product innovation and commercialization processes:

The **Design for Sustainability (D4S)** program was launched in 2022 and aims to change the way Prysmian's entire R&D community and network operate. New product development focuses on each product's strategic importance in terms of sustainability, applying the E Path criteria[51] that underpins the D4S program.

Periodic reports on the D4S program have been published since 2022. These bring together all the sustainability initiatives underway in each region, organizing them according to specific technical workstream and E Path criteria. The number of sustainability initiatives in progress in the various countries rose by around 6% in 2025 compared with 2024. The increase regarded reduction/elimination of the use of substances of concern, several initiatives linked to products[52] that enable the energy transition, and efforts to reduce power cable transmission losses.

The **Sustainability for Business (S4B)** program launched in the second half of 2023. It was designed to promote the commercialization of sustainable products[53] internally. The goal is to accelerate growth of the E Path brand and assist the Sales team in dealing with key customers.

A specific report on the S4B program was launched in 2024 to monitor the progress made by each sustainability workstream using specific metrics. Monitoring of these streams continued in 2025. Prysmian also launched the **ESG data** platform, which was developed at the end of 2024 in order to enable the market launch of sustainable solutions[54]. This is the only platform available on the market that includes – amongst other functionalities – an automated tool capable of generating certified EPDs on a large scale in a very short time.

51 More information on E Path criteria is provided on the Company's website at https://www.prysmian.com/en/sustainability/e-path and in the section "Methodological note" in this document.

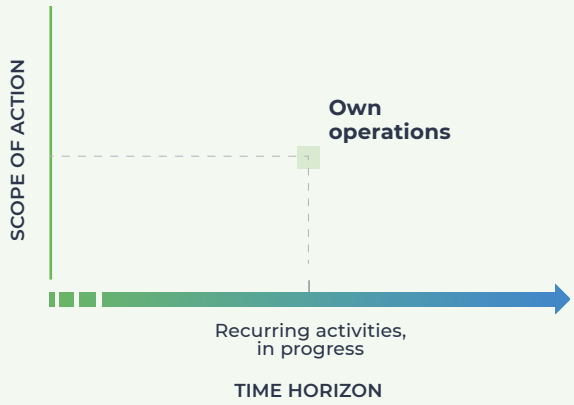
52 More information on products that enable the energy transition is provided in the section "Methodological note" in this document, which explains that the term "products that enable the transition" differs from the definition used in Regulation 852/2020.

53 More information on sustainable products is provided in the section "Methodological note" in this document, which explains that the term "sustainable products" differs from the definition used in Regulation 852/2020.

54 More information on sustainable solutions is provided in the section "Methodological note" in this document, which explains that the term in question differs from the definition used in Regulation 852/2020.

1. Premise
2. Financial and Sustainability highlights
3. ESRS 2 - General disclosures
4. **E - Environmental disclosure**
5. S - Social disclosures
6. G - Governance disclosures
7. Appendices
8. Certification
9. Audit report on Sustainability Consolidated Statement

DTC – DESIGN TO COST



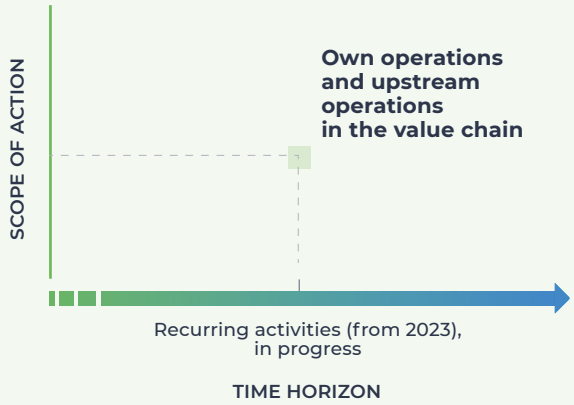
Prysmian's Design-To-Cost (DTC) program is a concrete example of team play. The objective is to boost productivity and cut the consumption of materials, thereby reducing the environmental impact of products. Thanks to better materials, efficient processes and innovative projects, the DTC offers numerous advantages in terms of environmental sustainability. This regards above all the use of non-renewable resources and waste management. Regarding the first point, the program aims to reduce the use of non-renewable resources in production processes, minimizing environmental damage and conserving these resources for other uses. Regarding waste management, Prysmian is committed to improving and optimizing resource use, contributing to a more sustainable and responsible form of production.

Prysmian monitors the progress made and effectiveness of the DTC program using a DTC webtool. Monthly meetings are held by each region/business unit, and their output is included in the goal-setting process in the annual management plan. The program resulted in savings of over €50 million in 2025, with more than 1,400 projects completed, in line with results achieved in the last two years.

Projects launched under the DTC program do not involve the use of dedicated financial resources.



INCREASED PURCHASES OF COPPER AND POLYETHYLENE JACKETS WITH RECYCLED CONTENT AND LOW-CARBON ALUMINUM



Prysmian is committed to making the procurement of renewable and recyclable resources more sustainable and is already using r-PE (recycled polyethylene) and r-Cu (recycled copper) in several regions. The Group is also working to increase the proportion of aluminum purchased from suppliers that use renewable energy in processing the mineral and in producing rods for Prysmian's plants. This results in a finished product with a significantly reduced carbon footprint compared with aluminum produced using traditional energy sources, such as fossil fuels. This is especially important given that aluminum production is one of the most energy-intensive industrial activities. In defining "low-carbon aluminum", Prysmian uses industry standard CO_2 emission values per ton.

a. Regular trials and tests in all the Group's main plants to increase the percentage of recycled PE

To achieve the targets for the volume of recycled materials, each regional R&D team, in coordination with the regional and central procurement teams, establishes relationships with suppliers (at local or Group level) to evaluate the availability of recycled materials technically compatible with the related applications.

CapEx of approximately €3 million was approved and launched in 2024. This will fund the use of a greater share of recycled PE in jackets for LV and MV cables. The investment covers 13 factories in Europe and Turkey, and involves installing the necessary mixing equipment, upgrading extruders and purchasing quality control equipment.

The approved investment plan, covering 2024 and 2025, is consistent with the targets set by the Group for the percentage of recycled PE to be achieved by 2025. Therefore, no further CapEx is currently planned for this activity.

b. Regular procurement and assurance of copper supplies with a growing share of r-CU to expand the supplier base and the range of addressable products

When determining copper requirements at plant level, offers from suppliers that have an increased share of copper with recycled content are assessed and qualified in advance. All the Group's regions are involved, each contributing differently based on supplier availability and applicability to cable production.

The value chain actors primarily involved are:

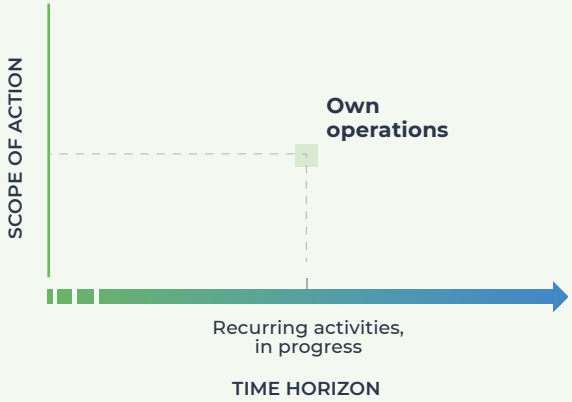
- **Copper suppliers**: this involves scouting and sourcing regular suppliers[55] that offer options containing recycled copper, targeting their involvement as part of a shared long-term strategy and commitment;
- **R&D and production**: this involves assessing and validating materials with recycled content to optimize usage, considering limits on availability and production constraints;
- **Logistics**;
- **Customers**: during the preliminary phase of a tender process, certain customers score suppliers based on different, non-financial drivers (e.g., logistics performance, services, ESG, etc.). Certain customers also assess performance in terms of circularity, linked to the presence of products with recycled content.

55 Regular suppliers of primary copper are those from which Prysmian purchases over 99% of all the primary copper (rods and cathodes).

1. Premise
2. Financial and Sustainability highlights
3. ESRS 2 - General disclosures
4. **E - Environmental disclosure**
5. S - Social disclosures
6. G - Governance disclosures
7. Appendices
8. Certification
9. Audit report on Sustainability Consolidated Statement

As Prysmian is primarily a purchaser of copper rods, the achievement of recycled copper targets is only possible through the involvement of producers and suppliers. This means including this requirement in the specifications for materials purchased, and agreeing on improvement plans that are compatible with the required technical characteristics, as well as with availability and technical constraints.

USE OF BIOPLASTICS



Another promising stream can be found in plastics made from organic raw materials (bio-based or bio-attributed, i.e., certified through a mass balance scheme). Prysmian pioneered the use of bio-based polyethylene in its Afumex Green product range. This range has been manufactured in Brazil for more than a decade and has been extended to other product ranges in Latin America and other regions. Bio-attributed materials are now available for almost the entire range of plastic materials used by Prysmian and supplied by major incumbent manufacturers. Although the price of these materials is still not competitive due to the scarcity of renewable raw material sources, Prysmian has developed several applications, driven by market demand. These bioplastics show very promising CFP (carbon footprint) values, well below those of traditional plastics from fossil sources. In certain cases, these materials derived from plant sources even achieve negative values (–1.5 kg CO_2 per kg of material, compared with around 2–2.5 kg CO_2 per kg for conventional plastics).

EXPANDED USE OF P-LASER TECHNOLOGY



P-Laser cables, made using proprietary technology, offer added value in terms of sustainability for end customers (i.e., utilities) as they are fully recyclable at the end of their life. This technology is currently applied to MV cables in the power distribution market and to HVDC systems in the transmission segment. Here below, a look at the main activities in own operations carried out in 2025:

1. industrialization and the start-up of production of MV cables in Scandinavia, exploiting the increase in installed capacity at the Swedish factory;
2. a pilot project involving installation of an MV cable using P-Laser insulation, conducted in cooperation with a major DSO (Distribution System Operator) operating in Germany and east-central Europe;
3. the first phase of testing the use in water of prototype cables with an easily removable external semiconductive layer for the North American market, with further tests in progress;
4. development and industrialization of high-performance insulating materials (HVDC) for a service temperature of 90°C and industrialization of insulation for conductors with larger cross-sections (3,000 mm2 Cu and 4,000 mm2 Al). With regard to VCV lines, Prysmian is also exploring the feasibility of applying P-Laser technology to submarine cables, and considering construction of a compounding plant that can produce insulating materials for this type of product;

5. successfully completed the development of a new product in the LV segment (power distribution and construction). The product is based on similar cable designs for this product class, and is scheduled for launch in early 2026, primarily in northern Europe (Norway, Sweden, Denmark, Finland).

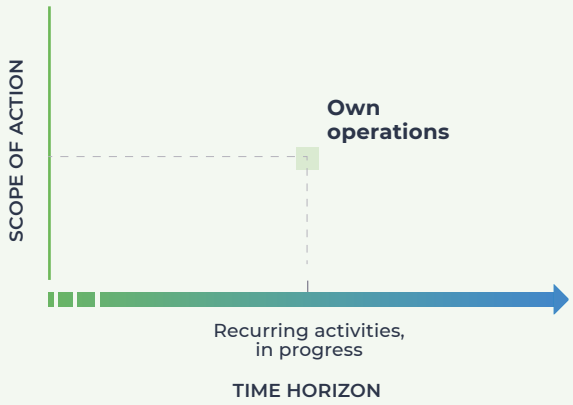
The downstream value chain is affected by the higher sustainability value of P-Laser cables compared to standard (XLPE/EPR insulated) cables. Prysmian estimates that the use of P-Laser technology for MV and HV products reduces the carbon footprint by about 34% over the life cycle, mainly due to 100% recyclability at End-of-Life (EoL), excluding the use phase, which remains unchanged. The main stakeholders involved are end-users, particularly DSOs and TSOs. The use of P-Laser technology thus increases EoL recyclability, providing a path for the development of a circular stream in the cable industry (yet to be quantified).

The project for implementing and deploying the new P-Laser line for insulating MV cables in Scandinavia involves investment of approximately €1.6 million over three years (2023-2025). The planned increase in sales of MV P-laser lines in European markets is backed by investment in east-central Europe. This will result in the installation of a new MV cable insulation line that can produce insulated cables using XLPE or P-Laser, as needed. The total cost of the project is approximately €23 million over three years (2024-2026).

The planned increase in P-Laser production capacity for HVAC and HVDC transmission systems will see an expansion of installed capacity in France via the deployment of three new lines. The plan, which began in 2022 and is scheduled to end in 2027, involves total investments of approximately €180 million.

To support this expansion of production capacity, Prysmian has initiated construction of a compounding plant for P-lasers for HV and submarine cables in southern Europe. This is part of the Company's efforts to centralize and continuously improve its technology offering. The project will be completed in 2028 and cost approximately €20 million.

REUSE OF REELS



To reduce the quantity of virgin material employed in packaging and the volume of waste produced, Prysmian has increased its focus on the reuse of cable reels. Globally, in 2025, Prysmian reused 53% (in terms of tons of material) of cable shipping reels, including 73.9% of wood reels and 26.1% made from metal, plastic, and other materials.

In keeping with previous years, this goal is pursued in two ways:

1. **Raising awareness and collaborating with customers on reverse logistics**: Prysmian is talking to customers about both increasing the number of cycles for reused reels and creating new streams for the return of reels that have only been used once.
2. **Standardizing reel specifications**: A reel's physical characteristics depend on several factors, including local regulations, the type of cable transported, and the production equipment used, as well as site and transportation requirements. Global standardization of these specifications is not possible at this time.

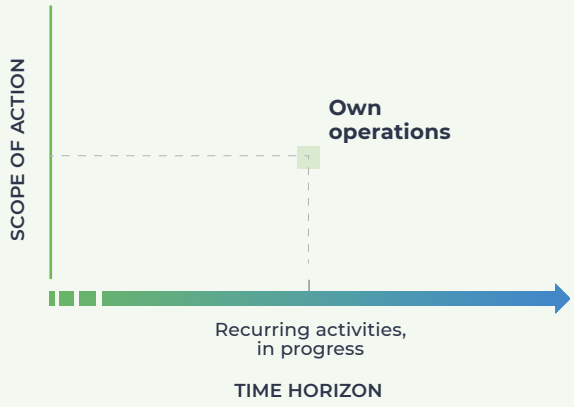
However, within these constraints, it is still possible to standardize many aspects on a more limited basis, making reels more frequently reusable and, as a result, increasing circularity. Initiatives primarily regard the downstream value chain across all Prysmian's operations. The time horizon needed to achieve tangible results on a large scale is medium- to long-term. The Company aims to improve on or at least maintain the current percentage of reels reused.

The Group's investment in this area has not involved significant expenditure, nor is any major expenditure expected in the coming years.

1. Premise
2. Financial and Sustainability highlights
3. ESRS 2 - General disclosures
4. **E - Environmental disclosure**
5. S - Social disclosures
6. G - Governance disclosures
7. Appendices
8. Certification
9. Audit report on Sustainability Consolidated Statement

The Group uses several digital tools in its pursuit of greater circularity. One of these is Alesea™, a start-up that has created a smart device and cloud platform that provides virtual assistance for the location, use and recording of cable reels. Adoption of this solution ensures that reels can be returned more efficiently, helping reduce the Group's carbon footprint. It has also contributed to Prysmian's transformation into a supplier of sustainability solutions for customers. In 2025, the Group estimates that around 5% of turnover from Prysmian's cable sales was transported on smart reels using Alesea™'s integrated solution. Extension of the Alesea™ system to the stock of reels, which happens primarily in Europe and the United States, is bringing additional results: data for reverse logistic streams show a continuous improvement, increasing the percentage of reels reused, reducing the need to purchase new reels and simplifying the management of logistics. This solution also provides significant cuts in cable waste at worksites thanks to remote monitoring of any remaining stock and its reuse.

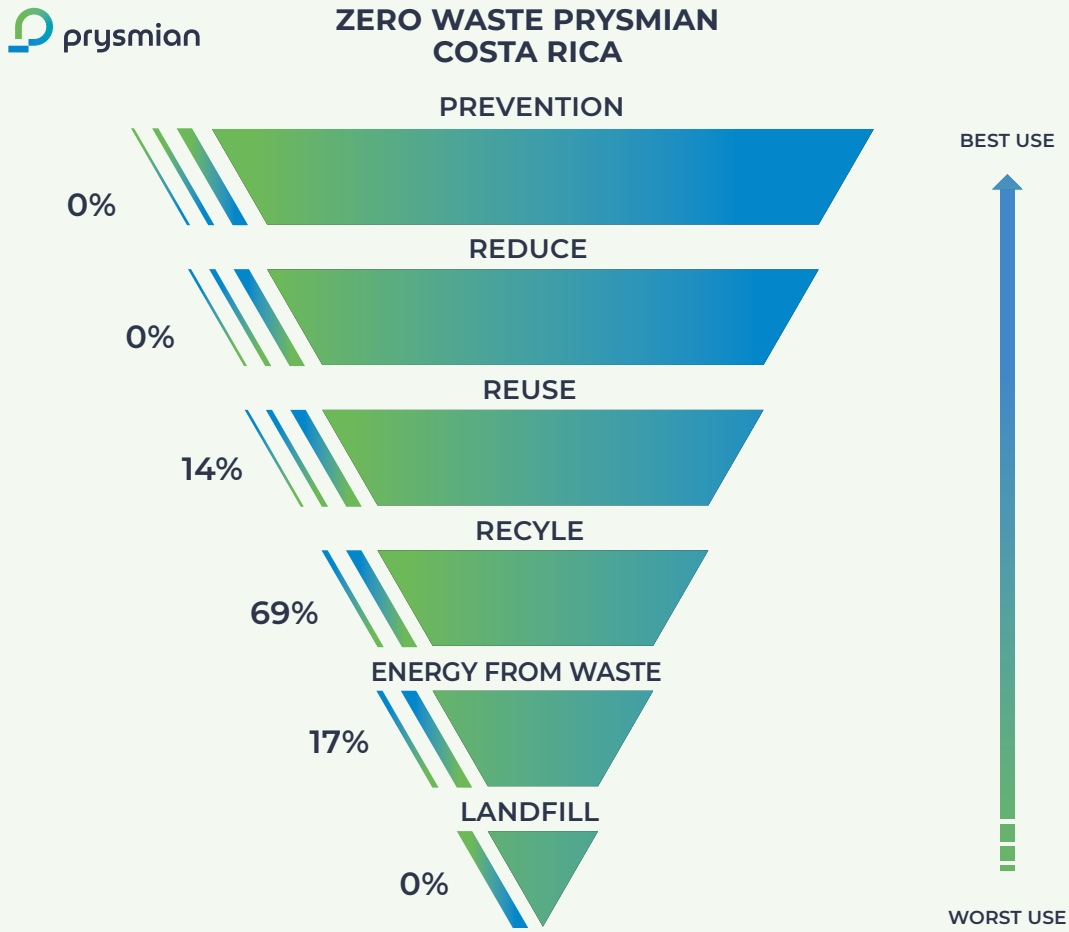
ZERO LANDFILL WASTE MANAGEMENT



At factory level, Prysmian has launched specific plans to improve waste management and cut the environmental impact of disposal. Each production unit has drawn up a targeted action plan, involving **both organizational and operational initiatives**. This involved **assigning clear responsibilities**, timescales and measurable targets, in line with the "**Zero Landfill**" goal.

Activities include the involvement and training of operational personnel to improve **waste segregation at source** and work with the Procurement team on a **more rigorous approach to rating suppliers of environmental services**, based on performance and compliance criteria. By adopting and periodically monitoring specific performance indicators, the various units have gradually introduced increasingly objective means of assessing environmental performance into management systems.

In Latin America, all operating units take part in the Zero Landfill program, which has made significant progress in the last three years. Approximately one third of all sites have achieved **the target (0-5% of total waste produced** is disposed of in landfill). An additional third is in an advanced stage and has registered a sharp **reduction in waste sent to landfill (6–20% of total waste produced)**. The Heredia plant in Costa Rica deserves special mention. It achieved the zero-landfill target in 2024 and became a Zero Waste Affiliate in 2025, adopting the Zero Waste Management System (ZWMS) standard. This is an international standard that involves implementing a system for improving the integrated management of materials and waste. In December 2025, Heredia's Zero Waste Management System was audited by Zero Waste, an external, independent body, achieving Gold-level status. Another plant that has distinguished itself in terms of commitment to the environment is Bogotá, in Colombia, which in 2025 sent less than 2% of waste produced to landfill and that aims to achieve Zero Waste by 2026.



In coming years, the Costa Rican and Colombian operating units will pursue further improvements and set a benchmark at both regional and Group level. In coordination with the regional HSE team, the experience gained, and the best practices developed by Heredia and Bogotá will be progressively extended to other sites in Latin America. The aim is to boost the adoption of circular models at regional level and contribute to the transition to a more sustainable and responsible approach to managing materials and waste.

The Group's investment in implementation of the project in 2025 did not entail significant expenditure. No major expenditures are expected in the coming years.

Targets

Targets for resource use and the circular economy are as follows:

ENTITY-SPECIFIC KPI	2022 baseline	2025 results	2025 target	2028 target
Share of recycled content in PE jackets and copper	10%	21.3%	13.4%-15.7%	–
Sustainability-linked revenues	30%	44.2%[56]	40%	55%

56 The KPI value of 44.2% is calculated on the Prysmian perimeter excluding Channell; when Channell is included in the reporting perimeter, the value amounts to 43.7%.

1. Premise
2. Financial and Sustainability highlights
3. ESRS 2 - General disclosures
4. **E - Environmental disclosure**
5. S - Social disclosures
6. G - Governance disclosures
7. Appendices
8. Certification
9. Audit report on Sustainability Consolidated Statement

Share of recycled content in PE jackets and copper

In 2025, the share of recycled content in PE jackets and copper was 21.3%, exceeding the target set. This was influenced by the growth in Prysmian's copper volumes in the United States following acquisition of Encore in 2024. This in part reflects the fact that the 2025 copper tariffs led to a surplus of copper scrap in the US domestic market, benefitting the mix of primary and recycled copper.

The KPI is included in Prysmian's Impact Scorecard 2023-2025 and is linked to the Long-Term Incentive Plan 2023-2025. As defined in the Scorecard, submitted for approval to the board by Prysmian's Sustainability Committee, targets are set by the relevant corporate functions and cascaded down to regional team representatives.

The target is to increase the use of such materials in circular design, above all in terms of end-of-life recyclability of finished products. Progress is reported internally in a quarterly report that enables periodic monitoring of the KPI.

Regarding r-PE, the annual and three-year targets are based on the benchmark created in east-central Europe, which represents best practice in the use of recycled polyethylene for jackets. Given the feasibility demonstrated in this region and the results achieved, Prysmian decided to apply the same approach to the rest of Europe. Targets for extra-European regions are influenced by local situations and based on the availability of technologies and materials. Further details of the methodology and assumptions used are provided in the internal operating procedure, which defines the scope of r-PE[57], the teams responsible for developing the project, and the related monitoring (R&D and Procurement). Results are discussed individually with the Chief Engineers. As required by law, the recycled material is purchased from external suppliers, except where production scrap is reused internally.

A similar approach was also used for recycled copper, but with specific reference to suppliers already able to provide significant amounts of recycled copper wire rod. As required by law, recycled copper is again purchased from external suppliers, except where production scrap is reused internally.

Further details of the methodology and assumptions used are provided in the internal operating procedure, which defines the scope of r-Cu. The procedure aims to ensure accurate monitoring of the recycled content indicator for recurring suppliers of copper rods and cathodes. The purpose is to ensure rigorous analysis of the data collected and establish the teams responsible for the related monitoring (Procurement). The targets are discussed and set by Operations and Procurement, which are responsible for copper purchasing, and senior management. They are then communicated to regional procurement teams, who then engage as effectively as possible with both locally and centrally managed suppliers in order to ensure that targets are met.

Sustainability-linked revenues

The Scorecard includes a target for sustainability-linked revenues[58], in agreement with Prysmian's senior management. This target further underlines the strong link between Innovation and Sustainability as closely connected drivers of value creation for both the Company and the external environment. The strategic importance of this KPI was further highlighted during the Capital Markets Day held in March 2025, when the Group **announced that it was targeting a 55% share for sustainability-linked revenues by 2028**.

Sustainability-linked solutions are defined and identified as follows:

- cables classified as E Path;
- systems that have a significant positive impact in terms of emissions during production, installation and use, compared with products representing best market practice;

57 From the scope of polyethylene used for low- and medium-voltage sheaths, an estimated 20% share is excluded, as it is not eligible for inclusion in the KPI numerator. The reason for this non-eligibility is that the technical specifications issued by certain customers require the use of virgin material.

58 More information on sustainability-linked revenues products is provided in the section "Methodological note" in this document, which explains that the term "sustainability-linked" differs from the definition used in Regulation 852/2020.

- systems that have a significant positive impact in terms of reducing emissions on the power grid.

Sustainability-linked solutions currently include the following lines:

- products classified as E Path;
- E3X lines;
- advanced overhead lines;
- Sirocco HD;
- Sirocco TLC;
- the Transmission segment (excluding the SURF business unit);
- rods and strips produced using low-carbon footprint aluminum.

The above sustainability-linked categories could be expanded to include new product lines that meet the related requirements. The eligibility of a new product line for sustainability-linked classification is always subject to approval by Prysmian's Sustainability Committee.

The ultimate aim of this target is to intensify and standardize the production of sustainable materials in the value chain, both in terms of carbon footprint reduction and the use of recycled or secondary materials. This will result in improved performance, quality, availability, and affordability. The materials in question are:

- **recycled copper-based materials**, which positively impact the E Path rating;
- **recycled polyethylene-based materials**, which positively impact the E Path rating;
- **recycled steel-based materials**, which impact the classification of advanced overhead lines;
- **materials with a low carbon footprint**, which positively impact the E Path rating;
- **low-carbon footprint aluminum**, which impact the classification of the rods and strips product line.

The baseline for the KPI is 2022, when the share of sustainability-linked revenues stood at 30%. In 2024, the KPI reached 43.1%. **At the end of 2025, the KPI rose to 44.2%[59], beating the initial target of 40%.** This result was driven primarily by sales growth in the Transmission segment, with the segment's share of total Group sales rising from 13.4% in 2024 to 15.7% in 2025.

The scope of consolidation used to measure the 2025 KPI (the denominator) does not include the contribution from the Channell Group. Further details on the method used to include the contribution from the Encore Wire plant in the KPI are provided in the section "Methodological note" in this document.

Scorecard targets, including the one in question, are regularly monitored by the Strategy, Investor Relations and Sustainability teams and reported annually to the Sustainability Committee.

Members of the above Committee, together with other senior management within the Group, are involved in the process of setting targets for Prysmian's Sustainability Impact Scorecard. Their knowledge of the business, the Group's ambitions and the improvement areas to focus on are key to establishing the KPIs the Company has focused on in recent years and for which it is pursuing the targets set.

Finally, it should be noted that the target in question is optional and not required by law. To date, there has been no revision of the targets or of the method for measuring the KPI with respect to the established time horizon.

1. Premise
2. Financial and Sustainability highlights
3. ESRS 2 - General disclosures
4. **E - Environmental disclosure**
5. S - Social disclosures
6. G - Governance disclosures
7. Appendices
8. Certification
9. Audit report on Sustainability Consolidated Statement

59 The KPI figure of 44.2% is calculated excluding Channell; including this entity in the scope the figure is 43.7%.

Metrics

Resource outflows (E5-5c) - kg	2025	2024
Diverted from disposal		
37. (b) Total	**148,785,040**	**171,490,574**
37. (b) Hazardous waste	**6,925,912**	**7,283,844**
37. (b) i. Preparation for reuse	–	–
37. (b) ii. Recycling	6,925,912	7,283,844
37. (b) iii. Other recovery operations	–	–
37. (b) Non-hazardous waste	**141,859,128**	**164,206,730**
37. (b) i. Preparation for reuse	–	–
37. (b) ii. Recycling	141,859,128	164,206,703
37. (b) iii. Other recovery operations	–	27
Directed to disposal		
37. (c) Total	**114,191,637**	**69,863,077**
37. (c) Hazardous waste	**8,429,329**	**6,889,484**
37. (c) i. Incineration	2,689,462	3,141,623
37. (c) ii. Landfill	3,299,698	1,433,621
37. (c) iii. Other recovery operations	2,440,169	2,314,240
37. (c) Non-hazardous waste	**105,762,308**	**62,967,007**
37. (c) i. Incineration	16,624,239	13,252,419
37. (c) ii. Landfill	83,377,307	43,969,659
37. (c) iii. Other recovery operations	5,760,762	5,744,929
37. (d) Non-recycled waste	**114,191,637**	**69,848,417**
37. (d) Percentage of non-recycled waste	**43,42%**	**28,94%**
37. (a) Total waste	**262,976,677**	**241,347,065**

Resource outflows (38., 39., RA 28., 40.) - (kg)	2025	2024
39. Total amount of radioactive waste	**0**	**0**
39. Total amount of hazardous waste	**15,355,241**	**14,173,328**

Most of the waste Prysmian generates comes from processing copper, aluminum, plastic, rubber, and insulating materials. Significant waste for the sector includes non-ferrous metal residues, plastic waste and production scrap, which are managed according to specific environmental regulations to ensure proper management and effective recovery or disposal.

The main waste generated by Prysmian's operating units includes cable scrap (finished or semi-finished products), scrap materials from cable production (waste compounds, spent oils and emulsions, copper or aluminum sludge), packaging materials and urban waste. The waste reporting process uses a common tool (HSEDM). Environmental data (including the quantity of waste) is input monthly, providing a detailed picture of how consumption and waste production vary over time.

To ensure standardized reporting policies, as required under European legislation, the HSE Corporate team has decided to apply the same waste classification criteria to all operating units. In this sense, the main waste generated by production activities is divided into specific categories, each classified according to hazard level (hazardous and non-hazardous waste).

2025	31.a Technical material	31.a Biological materials	31.b Of which from sustainable sources	Total purchased materials	31.c Of which reused or recycled components	
	kton	kton	%	Kton	Kton	%
Metals	1,395.35	–	–	1,395.35	149.48	10.71%
Compounds	385.70	–	–	385.70		
Ingredients	305.05	–	–	305.05		
Chemical products	5.21	–	–	5.21		
Other (paper, yarns, tapes, petroleum)	28.56	–	–	28.56		
Total	**2,119.86**	**–**	**–**	**2,119.86**	**149.48**	**7.05%**

2024	31.a Technical material	31.a Biological materials	31.b Of which from sustainable sources	Total purchased materials	31.c Of which reused or recycled components	
	kton	kton	%	Kton	Kton	%
Metals	1,267.10	–	–	1,267.10	102.60	8.10%
Compounds	359.40	–	–	359.40	–	
Ingredients	304.70	–	–	304.70	–	
Chemical products	5.20	–	–	5.20	–	
Other (paper, yarns, tapes, petroleum)	31.50	–	–	31.50	–	
Total	**1,967.90**	**–**	**–**	**1,967.90**	**102.60**	**6.04%**

The methodology used involves extracting the materials used, broken down by weight, from the digital reporting system used by the Procurement team. The "Metals" category shown in the table refers to metals the Group considers strategic (Cu, Al, Pb), and other metals used as raw materials. "Compounds" refer to materials used in rubber processing and polymer mixtures, while "Ingredients" (such as talc, kaolin, carbon, etc.) are used for various functions, including strengthening, accelerating, and coloring.

The recyclability rate of the materials contained in products is calculated based on the volumes of materials purchased globally in 2022, 2023 and 2024. Data for 2025 was not yet available at the time this report was published.

1. Premise
2. Financial and Sustainability highlights
3. ESRS 2 - General disclosures
4. **E - Environmental disclosure**
5. S - Social disclosures
6. G - Governance disclosures
7. Appendices
8. Certification
9. Audit report on Sustainability Consolidated Statement

Resource outflows (35., 36., 40.) – products and materials	Description
35. Key products and materials that come out of the production process and are designed along circular principles, including durability, reusability, repairability, disassembly, remanufacturing, refurbishment, recycling, recirculation by the biological cycle, or optimization of use of the product or material through other circular business models.	All Prysmian products are designed and manufactured according to the highest market standards and are expected to have a lifetime fully in line with the needs of the most demanding customers. As a rule, the market does not assess products based on their expected lifetime, which is not considered a differentiating factor. An exception is represented by the Sirocco line of optical fiber cables, for which in 2024 an expected lifetime of over 40 years was declared, compared to the market standard of around 20–25 years. The reference point in this regard is the product construction standards, which ensure the overall performance of the cable as long as it is manufactured in accordance with those standards. Any specific requirements are managed contractually and through warranties agreed directly with the customer, for example in the case of turnkey projects in the Transmission area. In terms of circularity and end-of-life recyclability, Prysmian is not directly involved in the recovery and management of cables at the end of their life, although some customers are beginning to show interest in developing joint recovery or end-of-life management initiatives. It should be noted that, in principle, metal (Cu or Al) represents the most valuable part of end-of-life cables and is already typically recovered by customers when existing cables are removed and replaced with new installations. In this context, Prysmian's proposal of the new proprietary P-Laser technology is particularly relevant, as it enables the recovery of 100% of the materials making up the power cable, including the plastic components (in addition to the metal). The use of fully thermoplastic P-Laser materials makes it possible to recover the plastic portion of the cable, which is currently not feasible because the materials primarily used today are cross-linked plastics that cannot be easily recycled. Also from a circularity perspective, the company is increasingly committed to the use of secondary (recycled) materials for both metals and plastics, as well as to the continuous reduction of production waste and its reuse within plants wherever possible. Further details on all these activities are provided in section ESRS-E5.
36. Material outflows:	
36. (b) repairability of products	There is no product repairability assessment system.
36. (c) rates of recyclable content in products	88%
36. (c) rates of recyclable content in packaging	0%
40. Methodologies used to calculate the data and in particular the criteria and assumptions used to determine and classify products designed along circular principles	See the KPIs indicated in ESRS E5 with regard to P-Laser, recycled PE and Copper. The recyclability rate of the materials contained in the products is calculated based on the volumes of materials purchased globally in 2022, 2023 and 2024, resulting in a value of 87%–88%. As for the recyclability of packaging materials, there is no central visibility. Spain and the UK currently have an SAP linked tool that estimates the amount of outgoing packaging, including the percentage of recycled content and its recyclability level.

The breakdown by expected durability of the products placed on the market is also shown with respect to the industry average. Prysmian is aligned with the industry average in most cases.

Resource outflows (36. a)	Expected durability of products placed on the market (years)	Industry average (years)
Submarine cables	40	40
Energy – Distribution and Transmission	40	40
Energy – Renewable generation	25-30	25
Energy – Construction	30-50	30-50
Energy – Infrastructure	20-40	20-40
Energy – Transport	10-30	10-30
Energy – Industrial	5-30	5-30
Telecom products – Sirocco cables	>50	20-25
Telecom products – FO	>50	20-25
Network components	40	40

The industry average is based on product lifetimes published by Europacable in documents related to the calculation of Scope 3 emissions for different product categories, classified by area of application.

The expected durability of Prysmian's Telecom products (Sirocco and FO cables) was extended based on the results obtained during specific lifetime tests carried out in recent years.

Other metrics

Entity-specific KPI	UoM	2025	2024
Share of recycled content in PE jackets and copper	%	21.3	16.2
Sustainability-linked revenues	%	44.2	43.1
EPD Assessments	Number	~200	~120

Share of recycled content in PE jackets and copper

Prysmian has drawn up and adopted an operating procedure (OP-R&D-CD-002) that clearly defines the scope of application for recycled PE. For example, in the case of r-PE, only quantities used in the jackets for LV and MV cables are taken into account. The procedure also identifies the functions responsible for managing and monitoring the project, specifically the R&D team. An operating procedure (OP-PUR-BM-001) was also drawn up to establish controls and workflows for r-CU.
To calculate the KPI, quantities of material are measured in Metric Tons (MT) and the metric is defined as the quantity of recycled material used versus the total quantity purchased. These indicators correspond to the percentage in weight of the recycled content of certain materials purchased. The scope of the indicator includes:

1. **polyethylene used in jackets**, excluding applications where customers do not permit the use of secondary materials;
2. **copper purchased at Group level**, excluding occasional suppliers and semi-finished products.

The metric is measured using technical assumptions based on the addressable percentage of recycled material allowed in external jackets for MV and HV cables. The drivers are technical requirements or customer-specific constraints.
Progress related to the metric is monitored with respect to the 2022 baseline, and is measured over a three-year time frame, consistent with the Long-Term Incentive cycle.

The data are not validated by an external entity other than the party providing assurance for this document.

1. Premise
2. Financial and Sustainability highlights
3. ESRS 2 - General disclosures
4. **E - Environmental disclosure**
5. S - Social disclosures
6. G - Governance disclosures
7. Appendices
8. Certification
9. Audit report on Sustainability Consolidated Statement

Further details on calculation methodology, controls and KPI governance are provided in the section "Methodological note" in this Consolidated Sustainability Statement.

Sustainability-linked revenues

This metric covers Sustainable Products Lines produced across all geographical areas and business segments. The metric's reporting process is described in detail in the operating procedure for calculation of the KPI "Share of revenues linked to sustainable products – KPI calculation" published on the Company's Intranet. The document was released internally in December 2024.

The KPI is calculated on the basis of sales related to sustainability-linked solutions[60], as described under "Targets" in this section. E Path ratings are updated quarterly to reflect changes in product scoring against the E Path criteria (based on a combination of 6 E Path criteria on which the calculation is based) during the period in question. Sales of products classified as E Path are added to sales of articles belonging to other product lines[61] included in the sustainability-linked indicator, identified on the basis of specific technical characteristics.

The calculation process involves several steps, including verification of the geographic scope within which SPL product calculation is enabled; recalculation of products within the various SPLs (Sustainable Product Lines) that use the design/engineering applications applied within the company; quality checks of the data obtained from the recalculation; and valuation of revenues as a share of total Group revenues.

The KPI is calculated as:

$$\frac{\text{SPL revenues}}{\text{Total Group revenues}}$$

The data are not validated by an external entity other than the party providing assurance for this document.

Further details on calculation methodology, controls and KPI governance are provided in the section "Methodological note" in this Sustainability Statement.

Number of EPD assessments

The principal tool for assessing the environmental impact of products is the **LCA (Life Cycle Assessment). This covers the entire life cycle** and provides the basis for the related **Environmental Product Declaration (EPD)**, which maps the **environmental performance of the product** over its entire lifetime. The EPD assesses product performance across various impact categories, including global warming, water footprint, ecosystems acidification, etc.

In 2025, an EPD management system (including the associated LCAs) was created to optimize the assessment of a product's environmental performance, in line with both the HSEE Policy and market needs. This involved adapting a recently purchased specific tool to fit with business processes. A pilot project was launched at the beginning of November 2025 in northern Europe, France and Spain. During 2026, the project will be extended to include the rest of Europe, Australia and New Zealand. In order to make the data easier to use, the tool has been integrated into Prysmian's **ESG Data Platform**, used in the **standardized management of sustainability data**. The aim is to optimize processes by exploiting synergies between the various corporate functions, ensuring that sustainability requirements are met and effectively responding to the needs of internal and external stakeholders. The Platform offers centralized data access, providing transparency, quality and traceability during audits and reviews. In this regard, the EPD tool is an important instrument for making sustainability data, specifically those necessary to product environmental impact assessment, collected from different sources available to various corporate functions.

As the EPD is subject to assurance and **validation by accredited bodies**, Prysmian decided to adopt a **certified management system**. This is designed to **automatically generate EPDs** compliant with a PCR (Product Category Rule) for cables. The management system the Company purchased is based on the PCR released by EPD Global, the Norwegian program operator. Efforts are currently underway to extend compatibility to include the PCRs of other program operators.

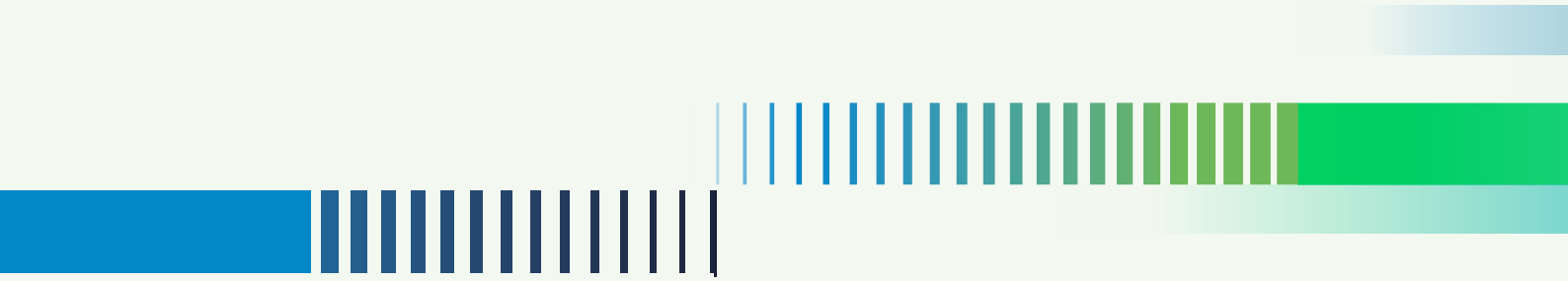
60 More information on sustainability-linked solutions is provided in the section "Methodological note" in this document, which explains that the term in question differs from the definition used in Regulation 852/2020.

61 Please refer to the Target section of this chapter, where these lines are listed.



1. Premise
2. Financial and Sustainability highlights
3. ESRS 2 - General disclosures
4. **E - Environmental disclosure**
5. S - Social disclosures
6. G - Governance disclosures
7. Appendices
8. Certification
9. Audit report on Sustainability Consolidated Statement

S – SOCIAL DISCLOSURES



ESRS S1 – OWN WORKFORCE

S1 – OWN WORKFORCE

Governance

In 2025, Prysmian further strengthened its commitment to responsible governance in people management, placing values like inclusion, integrity, transparency, and continuous development at the heart of its organizational model. The Group has consolidated policies and processes, aimed at ensuring equal opportunities, occupational wellbeing and professional growth, and promoted a corporate culture based on merit and active listening.

Oversight of human capital-related issues, and coordination of activities for their implementation, are the responsibility of the **Human Resources and Organization team** and the **Group Risk & Compliance team**, in cooperation with local teams at regional and national level.

Health and safety issues are managed by the **Health, Safety and Environment (HSE) team**.

These teams, supported by the Strategy and Investor Relations team, periodically report to the **Sustainability Committee**, which in turn updates the Board of Directors on the progress of initiatives, and the achievement of long-term goals in such areas as equity and inclusion, engagement, training and occupational safety. Regarding remuneration, after discussion with the Sustainability Committee, the process continues with the **Remunerations and Nominations Committee (RemCo) and the Control and Risks Committee**, before concluding with the **Board of Directors**.

These governance mechanisms ensure strategic, consistent and integrated people management, which is a key element for the Group's sustainable success worldwide. Indeed, **employee engagement in health and safety issues** takes place **centrally**, via the Group HSE team. **A cascade system** is applied, whereby operational responsibilities are allocated to the HSE directors of Prysmian's geographic areas, who operate independently within the various Group regions. Various committees, structures, and periodic consultation and communication procedures are in place, depending on the issues and the type of engagement required. Comprehensive and supportive means of communication are available to all employees and stakeholders. These means provide clear channels for employees and stakeholders to use to report their comments and proposals to management on improvements related to material, actual and potential, positive and/or negative risks/opportunities/impacts that affect or may affect them.

Strategy

Prysmian has always recognized that **its people[1] are a vital asset for the company**. The Group's history and achievements are the outcome of its employees' knowledge and skills, as well as their continuous engagement in the life of the Group. In line with this vision, in 2025 Prysmian continued to develop an **integrated human capital management strategy** that focuses on four key pillars:

- **talent attraction and development**;
- **promotion of an inclusive and safe work environment**;

1 It should be noted that for the purposes of ESRS S1, both employees who have an employment contract with Prysmian, and non-employees such as interns, apprentices and agency workers, are included in the own workforce, in line with ESRS requirements.

- **enhancement of in-house skills via continuous training**;
- **a safety strategy** to ensure health protection for employees and non-employees.

Special attention was paid to boosting **employer branding initiatives, diversifying recruitment channels, and building partnerships** with universities and technical colleges to attract the next generation of professionals.

The strategic approach is based on comprehensive listening tools such as the global business climate survey, as well as feedback collected at key moments in the professional life cycle, which feed into a continuous improvement process. Prysmian has also expanded its management and leadership training programs, with the aim of preparing the Group's future leaders to operate in complex, multicultural and rapidly changing environments. The Group also places additional focus on promoting internal mobility and international career opportunities, enabling employees to grow professionally within the global organization.

To complement this strategy, the Group has strengthened its work-life balance policies, including flexible initiatives designed to promote people's mental and physical wellbeing and overall work-life balance. This integrated set of actions is further proof of Prysmian's commitment to building a work environment in which everyone can express their potential and make an active contribution to the Group's sustainable growth goals.

In 2025, a new five-year corporate strategy for occupational health and safety, aimed at managing and finalizing key results (key points and objectives) to ensure the health of employees and non-employees, was validated and promoted.

Identification of IROs related to own workforce



1. Premise
2. Financial and Sustainability highlights
3. ESRS 2 - General disclosures
4. E - Environmental disclosure
5. **S - Social disclosures**
6. G - Governance disclosures
7. Appendices
8. Certification
9. Audit report on Sustainability Consolidated Statement

Sub-topic	Sub-sub-topic	Impact	Positioning in the value chain	Positive/ negative	Actual/ potential	Time horizon
Other work-related rights	Privacy	Privacy safeguards	Own operations (production activities)		Actual	Short term
	Privacy	Lack of confidentiality of employee data	Own operations (production activities)		Potential	Short term
Working conditions	Health and safety	Risks to workers' health and safety (e.g., occupational injuries, illnesses and diseases) deriving from industrial machinery, hazardous substances and dangerous working conditions	Own operations (production activities)		Actual	Short term
Other work-related rights	Forced labor	Exploitation and abuse of workers due to non-compliance with labor laws and internal standards	Own operations (production activities)		Potential	Short term
Working conditions	Working time	Workers' physical and mental fatigue, entailing negative impacts on wellbeing due to long working hours, poor working conditions and insufficient rest	Own operations (production activities)		Potential	Short term
	Adequate wages	Inadequate wages affecting employees' living standards, wellbeing and productivity	Own operations (production activities)		Potential	Short term
	Social dialogue	Lack of social dialogue	Own operations (production activities)		Potential	Short term
	Freedom of association, the existence of works councils and the information, consultation and participation rights of workers	Lack of freedom of association	Own operations (production activities)		Potential	Short term
	Collective bargaining, including rate of workers covered by collective agreements	Adverse effects on working conditions and job security for employees not covered by collective labor agreements	Own operations (production activities)		Potential	Long term
	Work-life balance	Promotion of work-life balance	Own operations (production activities)		Actual	Medium/ long-term
Equal treatment and opportunities for all	Gender equality and equal pay for work of equal value	Violation of gender equality	Own operations (production activities)		Potential	Short term
	Training and skills development	Personnel upskilling	Own operations (production activities)		Actual	Short term
	Measures against violence and harassment in the workplace	Create a safer and more respectful work environment to reduce violence and harassment, and improve employee wellbeing	Own operations (production activities)		Potential	Short term

Positive impact

Negative impact

Sub-topic	Sub-sub-topic	Opportunity	Positioning in the value chain	Time horizon	Current financial effect
Equal treatment and opportunities for all	Training and skills development	**Improve workforce skills and talent development: generate value through increased efficiency and retention, and lower recruitment costs**	Own operations	Long term	N/A
Working conditions	Health and safety	**Introduction of high technology and automated solutions to improve the safety and working conditions of Prysmian employees at plants and installation sites**	Own operations	Medium term	See "Property, plant and equipment" in the Notes to the Financial Statements, in which health and safety investments are shown
	Work-life balance	**Improve work-life balance to increase employee retention, attract talent and lower recruitment costs**	Own operations	Medium term	N/A

Sub-topic	Sub-sub-topic	Risk	Positioning in the value chain	Time horizon	Current financial effect
Equal treatment and opportunities for all	Privacy	**Non-compliance with data protection regulations in countries where the Group operates (e.g. GDPR, etc.), resulting in sanctions, penalties and/or reputational damage**	Own operations	Medium term	N/A
	Privacy	**Cyber attacks on the Group's IT systems and/or plants, resulting in privacy breaches/loss of confidential data (e.g., sensitive R&D data, customer data) and/or disruption to production processes**	Own operations	Long term	N/A
	Privacy	**Loss of sensitive/confidential data**	Own operations	Long term	N/A
Working conditions	Health and safety	**Evolving regulatory requirements in the HSE (health, safety and environment) field, resulting in legal and compliance challenges and potential for reputational damage**	Own operations	Medium term	N/A
		Risk of Health & Safety matters for Prysmian workforce (such as injuries) due to failure to foster a health and safety culture in the work environment, leading to legal costs, compensation for damages and/or potential reputational damage	Own operations	Medium term	See "Property, plant and equipment" in the Notes to the Financial Statements regarding the health and safety investments made during the period. In addition, the impairment tests included investments related to health and safety matters. For further details, see the related section and the explanation of investments included in the Notes to the Financial Statements

1. Premise
2. Financial and Sustainability highlights
3. ESRS 2 - General disclosures
4. E - Environmental disclosure
5. **S - Social disclosures**
6. G - Governance disclosures
7. Appendices
8. Certification
9. Audit report on Sustainability Consolidated Statement

The commitment to responsible governance, supported by dedicated teams and a comprehensive oversight system, generates significant **impacts** on people and the organization. Policies and processes aimed at ensuring inclusion, transparency, meritocracy and continuous development help to improve employee wellbeing, strengthen a sense of belonging, and support the Group's overall performance.

Prysmian recognizes that people management is a critical factor for long-term sustainability and competitiveness. The **opportunities** identified primarily relate to strengthening equal treatment and equal opportunity, including initiatives to improve workforce skills and foster talent development. These measures generate tangible benefits, including greater operational efficiency, lower recruitment costs and increased retention. Additional opportunities arise from the introduction of technology and automation solutions to improve safety and working conditions in plants and at installation sites, as well as promotion of a better work-life balance, resulting in greater talent attraction and lower turnover. At the same time, Prysmian is aware of the **risks** associated with non-compliance with data protection regulations, cyber-attacks, and loss of sensitive data, which could lead to fines, reputational damage, and disruption to production processes. There are also challenges related to evolving Health, Safety and Environment (HSE) regulatory requirements, entailing potential legal and reputational impacts. The ability to monitor and manage such risks, while integrating opportunities into a long-term strategy, is therefore vital for ensuring organizational resilience, business continuity and sustainable competitive positioning in the global marketplace.

Material IRO management procedures

IRO[2]	Policy	Action	Target
I - Privacy safeguards	— Privacy Policy[3] — Code of Ethics	— IT security integrity assessment	
I - Lack of confidentiality of employee data	— Privacy Policy — Code of Ethics	— IT security integrity assessment	
I - Risks to workers' health and safety (e.g., occupational injuries, illnesses and diseases) deriving from industrial machinery, hazardous substances and dangerous working conditions	HSEE Policy	— Own workforce safety: Zero & Beyond — Focus on traffic management, including related procedures and mitigation measures to be implemented at all reporting units (global action tracker) — Upgrade of anti-collision technologies to be installed on the Company's forklift fleet — Safety Academy: training program for the Group's HSE professionals, aimed at strengthening technical and managerial skills related to health, safety and environment	— Reduction in the lost time injury severity rate
I - Exploitation and abuse of workers due to non-compliance with labor laws and internal standards	— Human Rights Policy — Code of Ethics	— Human rights due diligence and audits	

Continues >>

2 The policies, actions, and targets described in the table have been linked to the IROs identified in the double materiality assessment, and there is no systematic direct connection between the actions, policies, and targets.

3 https://it.prysmian.com/privacy-policy

>> Continued

IRO [2]	Policy	Action	Target
I - Workers' physical and mental fatigue, entailing negative impacts on wellbeing due to long working hours, poor working conditions and insufficient rest	— Human Rights Policy — Code of Ethics	— Wellbeing and mental health activities — Human rights due diligence and audits — Speak-up survey	
I - Inadequate wages affecting employees' living standards, wellbeing and productivity	— Human Rights Policy — Code of Ethics — Recruitment Policy	— Equity and Inclusion (E&I) initiatives — Due diligence and human rights audits — Assessment and monitoring of pay equity — Employee stock ownership plans	— Percentage of employees who are long-term shareholders via equity-based plans
I - Lack of social dialogue **I - Lack of freedom of association**	— Human Rights Policy — Code of Ethics	— Labor union relations management	
I - Adverse effects on working conditions and job security for employees not covered by collective labor agreements	— Human Rights Policy — HSEE Policy — Code of Ethics	— Labor union relations management — Human rights due diligence and audits — Own workforce safety: zero and beyond	
I - Promotion of work-life balance	— Human Rights Policy — Code of Ethics — Global Parental Policy	— Wellbeing and mental health activities — Equity and Inclusion (E&I) initiatives — Speak-up survey	
I - Violation of gender equality	— Human Rights Policy — Code of Ethics — Anti-Harassment Policy — Helpline Policy — Recruitment Policy	— Equity and Inclusion (E&I) initiatives — Human rights due diligence and audits — Assessment and monitoring of pay equity	— % of female desk workers hired, out of total employee hires — % of women in executive positions
I – Personnel upskilling	— Code of Ethics	— Performance and talent management programs — Training and development programs	
I - Create a safer and more respectful work environment to reduce violence and harassment, and improve employee wellbeing	— Human Rights Policy — Code of Ethics — Anti-Harassment Policy — Helpline Policy	— Equity and Inclusion (E&I) initiatives — Human rights due diligence and audits — Wellbeing activities and mental health initiatives	
O - Improve workforce skills and talent development: generate value through increased efficiency and retention, and lower recruitment costs	— Human Rights Policy — Code of Ethics — Recruitment Policy	— Performance and talent management programs — Training and development programs — Employee stock ownership plans	
O - Introduction of high technology and automated solutions to improve the safety and working conditions of Prysmian employees at plants and installation sites	— Human Rights Policy — Code of Ethics — HSEE Policy	— Focus on traffic management and upgrade of anti-collision technologies to be installed in the Company's forklift fleet	— Reduction in the lost time injury severity rate
O - Improve work-life balance to increase employee retention, attract talent and lower recruitment costs	— Human Rights Policy — Code of Ethics — Recruitment Policy — Global Parental Policy	— Equity and Inclusion (E&I) initiatives — Wellbeing activities and mental health initiatives — Performance and talent management programs — Talent attraction activities	

Continues >>

1. Premise
2. Financial and Sustainability highlights
3. ESRS 2 - General disclosures
4. E - Environmental disclosure
5. **S - Social disclosures**
6. G - Governance disclosures
7. Appendices
8. Certification
9. Audit report on Sustainability Consolidated Statement

>> Continued

IRO [2]	Policy	Action	Target
R - Non-compliance with data protection regulations in countries where the Group operates (e.g. GDPR, etc.), resulting in sanctions, penalties and/or reputational damage	— Privacy Policy — Code of Ethics — Corporate Security Policy	— IT security integrity assessment — Corporate security activities	
R – Cyber-attacks on the Group's IT systems and/or plants, resulting in privacy breaches/loss of confidential data (e.g., sensitive R&D data, customer data) and/or disruption to production processes			
R - Loss of sensitive/ confidential data			
R - Evolving regulatory requirements in the HSE (health, safety and environment) field, resulting in legal and compliance challenges and potential reputational damage	HSEE Policy		
R- Risk of Health & Safety matters for Prysmian workforce (such as injuries) due to failure to foster a health and safety culture in the work environment, leading to legal costs, compensation for damages and/or potential reputational damages	HSEE Policy	— Own workforce safety: Zero & Beyond; — Focus on traffic management, including related procedures and mitigation measures to be implemented at all reporting units (global action tracker); — Upgrade of anti-collision technologies to be installed on the Company's forklift fleet; — Safety Academy: training program for the Group's HSE professionals, aimed at strengthening technical and managerial skills related to health, safety and environment	— Reduction in the lost time injury severity rate

Policies

Given the importance that Prysmian places on its workers, the company has made a concrete commitment to creating policies that take into account the impacts, risks and opportunities associated with managing its entire workforce. This approach is applied to all Group sites and activities.

All Group policies are implemented via specific procedures, and communicated to employees worldwide via various channels, including the company's intranet, newsletters, physical or digital bulletin boards, Workday platform and the company's website.

Human Rights Policy

The Human Rights Policy[4], signed by the CEO and approved by the Board of Directors in its updated version on July 30, 2025, sets out Prysmian's formal commitment to promoting and respecting fundamental human rights principles throughout the value chain and in the communities in which it operates. This policy applies within the Group's physical and legal boundaries, and covers corporate activities as well as activities carried out by its employees and subsidiaries. The policy is also extended to self-employed professionals working at the Group's offices and plants.

4 https://www.prysmian.com/sites/www.prysmian.com/files/media/documents/Prysmian%20Human%20Rights%20Policy_2025.pdf For further details about the standards underlying the Policy, see the document posted on the company's website.

Using a risk-based approach, the Group Compliance and Internal Audit teams periodically carry out monitoring and audit activities aimed at verifying proper application of the Policy within the organization.

The Human Rights Policy is based on respect for the dignity, freedom and equality of all people, rejecting all forms of discrimination, forced or child labor and any unlawful behavior.

The policy's **overall objectives** include promoting equal opportunity, protecting workers' health and safety, safeguarding personal data, and supporting the socioeconomic development of the communities in which the Company operates.

The policy refers to **material impacts and risks**, including discrimination, privacy violations, labor exploitation, regulatory non-compliance, and potential reputational damage. At the same time, it identifies **strategic opportunities** related to building stakeholder trust, improving working conditions, and enhancing talent.

Prysmian takes a number of concrete measures to prevent and remedy human rights impacts, which include due diligence procedures, in-house training, reporting systems, and ongoing monitoring:

- **Due diligence and risk assessment**
  Prysmian applies human rights due to diligence processes throughout the value chain, and assesses risks of discrimination, forced or child labor, and privacy violations. These processes enable potential negative impacts to be identified and mitigated before they occur;
- **Training and awareness-raising**
  All Prysmian employees and management are provided with training programs designed to spread a culture of respect for human rights, and ensure that everyone is familiar with the Policy's rules of conduct and principles;
- **Whistleblowing and remediation mechanisms**
  Prysmian has set up whistleblowing channels and internal procedures for employees and stakeholders who need to report violations or non-compliant behavior. Disclosures are handled confidentially, and may lead to immediate corrective action;
- **Monitoring and reporting**
  Prysmian adheres to the **United Nations' Global Compact**, thereby strengthening its commitment to international standards and to promoting sustainable and responsible practices.

These measures demonstrate Prysmian's systemic and proactive approach: in addition to prevention of negative impacts, concrete tools are deployed for remediation and continuous improvement. This enhances the Group's reputation as a responsible employer and reliable partner in the communities in which it operates.
The **international standards** on human rights taken into consideration in drawing up the Policy include:

- The International Bill of Human Rights;
- The Universal Declaration of Human Rights;
- The International Labor Organization (ILO) Declaration on Fundamental Principles and Rights at Work and its follow-up;
- The UN "Protect, Respect and Remedy" Framework, developed by the UN Human Rights Council;
- The OECD Children's Rights and Business Principles;
- The SA8000 Guidelines;
- The OECD Guidelines for Multinational Enterprises;
- The United Nations Global Compact;
- The ILO's Tripartite Declaration concerning Principles on Multinational Enterprises and Social Policy;
- The United Kingdom Modern Slavery Act;
- UNICEF and The Danish Institute for Human Rights, Children's Rights in Impact Assessments;
- Amnesty International, Universal Declaration of Human Rights;
- CSR Europe, Assessing the effectiveness of company grievance mechanisms;
- European Commission, ICT Sector Guide on Implementing the UN Guiding Principles on Business and Human Rights.

Prysmian took stakeholder opinion into account when defining the Policy, collecting opinions through a process of consultation and dialogue that took place via one-to-one meetings, corporate events and surveys. This process involved employees, nongovernmental organizations (NGOs), labor unions, suppliers,

1. Premise
2. Financial and Sustainability highlights
3. ESRS 2 - General disclosures
4. E - Environmental disclosure
5. **S - Social disclosures**
6. G - Governance disclosures
7. Appendices
8. Certification
9. Audit report on Sustainability Consolidated Statement

and other stakeholders, and was designed to gain a better understanding of human rights issues and ensure that the policy adequately addressed the expectations and alerts of all stakeholders. In drawing up the document, Prysmian also considered relevant international regulations and best practices, ensuring full alignment with global ethical standards and community expectations.

Moreover, Prysmian actively encourages all its suppliers to adopt and abide by the principles set out in the Policy, in line with the provisions of its **Code of Business Conduct**[5], thereby helping to build a responsible, ethical and sustainable supply chain.

HSEE (Health, Safety, Environment and Energy) Policy

In 2024, Prysmian updated the HSEE Policy[6], which was signed by the CEO (who is responsible for implementation of the Policy via the appointed teams), the COO, and the HSE vice president, and approved and validated by the Sustainability Committee.
The Policy is published on the company's website, and contains all the health and safety principles that companies within the Group are committed to complying with.

For more details on the HSEE Policy, see section ESRS E1.

Code of Ethics

The Code of Ethics is a key tool for the Group. It sets out **fundamental principles** that guide the day-to-day activities and behaviors expected of all parties acting on behalf of Prysmian. It defines the values of **integrity, transparency, fairness and respect for people**, guides business decisions, and prevents illegal or irresponsible behavior that could result in legal sanctions, financial damage or reputational impacts.

The Code also takes into account the economic, social, and cultural characteristics of the communities in which the Group operates, promoting behavior that respects local contexts, and encouraging responsible interaction with all stakeholders. It is also inspired by the principles of the United Nations 2030 Agenda and helps the Company achieve its Sustainable Development Goals, providing an ethical framework in line with Prysmian's global commitment to sustainability.

The Code serves as a reference point for the protection of human rights, promotion of safe and inclusive working conditions, and compliance with applicable regulations in the various countries where the Group is present. It includes specific principles related to bribery prevention, conflict of interest management, data confidentiality, proper use of corporate resources, and prohibition of any form of discrimination, harassment, or abuse.

The **Risk and Compliance and Internal Audit teams** continuously monitor stakeholders' compliance with and enforcement of the Code, in cooperation with the **Human Resources team** for aspects related to people and organizational behavior. These teams carry out periodic audits, promote training and awareness-raising activities, and ensure that the Code is updated in line with regulatory developments and international best practices.

Any party carrying out activities in the name of and/or on behalf of Prysmian, as well as third parties with whom the Company does business – including suppliers, customers and sales agents – are required to adhere to the principles of the Code.

Via this system of principles, controls and safeguards, the Code of Ethics helps to strengthen a responsible corporate culture geared toward **respecting people and communities**, mitigating conduct risks, and supporting the Group's sustainable business model over the long term.

5 https://www.prysmian.com/sites/www.prysmian.com/files/2024-03/Prysmian_Code-of-Business-Conduct_Final.pdf
6 https://www.prysmian.com/sites/www.prysmian.com/files/2024-07/HSEE-POLICY-June-2024.pdf

The document is approved by the Board of Directors and published on the company's website[7] and intranet, thus ensuring full accessibility. The Code is an integral part of contractual relationships with employees and business partners, and its enforcement is supported by confidential whistleblowing channels that enable anyone to report violations confidentially.

Global Parental Policy

The Global Parental Policy, launched in May 2023 and available on the Group's website[8], became fully operational for all sites as of January 1, 2024, with the stated aim of recognizing the value of parenting.

Responsibility for implementing the Global Parental Policy lies with Prysmian's senior executives, especially the Chief Human Resources Officer (CHRO), who coordinates initiatives related to human resource management, ensuring that Company policies are aligned with global goals and local regulations. The Global Parental Policy is in line with international human rights and gender equality standards, such as the United Nations Convention on the Rights of the Child and the International Labor Organization's (ILO) guidelines on workers' rights, including parental leave.

The **main content** of the policy includes introduction of global minimum standards for maternity, paternity and parental leave, adoption of flexibility initiatives to promote work-life balance, and recognition of the central role played by parenthood in employees' wellbeing. The **overarching goals** include promoting equal opportunity, reducing gender inequality, supporting parents' professional development, and strengthening an inclusivity-oriented corporate culture.

The policy refers to **material impacts and risks**, such as potentially inconsistent application of local regulations, the risk of maternity or paternity discrimination, and the need to ensure consistent treatment in a multinational context. At the same time, this opens up **strategic opportunities**, such as increasing employee retention, improving the Group's attractiveness as a responsible employer, and reducing turnover and recruitment costs.

The **monitoring process** includes internal audits to verify proper policy implementation at the various sites, and annual progress reporting in the Sustainability Statement. This approach provides transparency, measurability and continuous improvement, and boosts consistency between the Group's global commitments and the local needs of workers.

In drawing up the Global Parental Policy, Prysmian took into account the views of key stakeholders, such as employees, labor organizations, and legal advisors, to ensure that the policy respects cultural diversity, complies with local regulations, and meets employee expectations. Engagement of these groups has enabled creation of an inclusive policy that takes into account the requirements of work-life balance, thereby responding to the needs of different groups of employees in various countries and cultures.

Anti-Harassment Policy

In 2021, the Company launched a comprehensive Anti-Harassment Policy, which is available on the Group's website[9], aimed at combating all forms of workplace harassment (verbal, physical, sexual, psychological), including defamation, bullying and intimidation. The Anti-Harassment Policy applies to all business activities worldwide, and covers the entire value chain, including employees, non-employees, suppliers, contractors and other stakeholders.

7 https://www.prysmian.com/sites/www.prysmian.com/files/2024-08/Prysmian-Codice Etico-Luglio-2024-Final.pdf La Cultura dell'Etica e Integrità | Prysmian For further details about the standards that inspire the Code, see this page.

8 https://www.prysmian.com/sites/www.prysmian.com/files/2024-10/PRYSMIAN_PARENTAL_POLICY_2024_new_brand.pdf For further details about the standards, pillars and principles underlying the Code, see this page.

9 For further details about the standards underlying the Policy, see this page: https://www.prysmian.com/sites/www.prysmian.com/files/2024-03/side-by-side-anti-harassment-policy-final.pdf

1. Premise
2. Financial and Sustainability highlights
3. ESRS 2 - General disclosures
4. E - Environmental disclosure
5. **S - Social disclosures**
6. G - Governance disclosures
7. Appendices
8. Certification
9. Audit report on Sustainability Consolidated Statement

Implementation of the Anti-Harassment Policy is the responsibility of the Chief Human Resources Officer and Organization Officer, who is part of Prysmian's senior management team. The policy also involves the human resource directors of individual regions and business areas, who are responsible for implementing and monitoring harassment prevention measures in all business areas.

The document outlines two procedures, one formal and the other informal, for reporting cases of harassment and requesting official action by the Compliance team. In drawing up the Anti-Harassment Policy, Prysmian took into account opinions and feedback from key stakeholders, including employees, labor unions, legal experts, and organizations specialized in combating harassment and discrimination. This inclusive approach has enabled Prysmian to draw up a policy that responds to the needs of a respectful and safe work environment, taking into account the various corporate cultures and geographies in which it operates.

The **main content** of the policy includes: a clear definition of unacceptable conduct, a commitment to a safe and inclusive work environment, victim protection, and promotion of a corporate culture based on mutual respect. The **overarching goals** are to prevent and combat all forms of harassment, protect workers' dignity, strengthen internal and external trust, and consolidate the Group's reputation as a responsible employer.

The policy refers to **material impacts and risks**, including reputational damage, reduced productivity, increased turnover, and potential legal consequences arising from harassment incidents. At the same time, it opens up **strategic opportunities**, including improving the business climate, increasing employee retention, and attracting new talent via an inclusive and safe environment.

The **monitoring process** involves collection and assessment of whistleblowing disclosures, in-house surveys on organizational wellbeing, and annual reporting in the Sustainability Statement. Training and awareness-raising programs are also provided for all employees to raise awareness and prevent non-compliant behavior. This system ensures transparency, accountability and continuous improvement, and guarantees that the Anti-Harassment Policy is applied consistently and effectively across all the Group's sites.

Recruitment Policy

The main aim of Prysmian's Recruitment Policy[10] is to strengthen the recruitment process through adoption of a methodology that promotes the highest standards for recruitment activities.

The English-language Policy was officially adopted worldwide in March 2019, renewed in November 2023, and translated into Italian, German, Spanish, French, Portuguese and Chinese. The document is available on the Group's website, where detailed content, objectives and underlying standards can be viewed.

The Policy covers all the Company's recruitment activities worldwide and applies to all the geographical areas and business segments in which Prysmian operates, with the aim of ensuring that the recruitment process is inclusive and non-discriminatory.

Implementation of the Recruitment Policy is the responsibility of the Chief Human Resources and Organization Officer, who is a member of Prysmian's senior management team. The Company's Executive Committee also plays a key role in ensuring that the Policy is adopted and adhered to worldwide. Operational responsibility for local implementation of recruitment initiatives is delegated to the human resources directors of individual regions or business units.

10 https://www.prysmian.com/sites/default/files/atoms/files/it-global-diversity-recruitment-policy-2023_0.pdf

The **main content** of the Policy includes definition of transparent and skills-based selection criteria; a commitment to equal access to employment; adoption of inclusive and non-discriminatory recruitment practices; promotion of diversified candidate pools in recruiting programs as a strategic objective for the Group. The **overarching goals** are to ensure fair and meritocratic hiring processes, boost the Group's attractiveness as a responsible employer, reduce the risk of discrimination, and encourage the growth of an inclusive and innovative environment.

The policy refers to **material impacts and risks**, such as possible bias in selection processes, loss of qualified talent, reduced competitiveness, and potential reputational damage arising from discriminatory practices. At the same time, it opens up **strategic opportunities**, including improving the business climate, increasing employee retention, the ability to attract talent worldwide, and reducing turnover and selection costs.

In keeping with the Group's principles and governance, the Internal Audit and Compliance functions monitor the application of equal opportunity policies, paying close attention to the proper selection processes. Human Resources (HR) verifies the consistency of choices made, and updates the Remunerations and Nominations Committee and the Sustainability Committee regarding the progress of dedicated programs. The company periodically publishes reports on the state of recruitment at Group level and within its various organizational areas.

The Company also holds training programs designed to raise awareness of inclusion and equal opportunity issues for recruiters and managers.

When drawing up the Recruitment Policy, Prysmian consulted various stakeholders, including employees, labor unions, diversity advocacy groups, and external consultants specialized in inclusiveness and non-discrimination issues. In addition to the above categories, key stakeholders include potential candidates, human resources managers, recruiters, and external support organizations, such as recruitment agencies and NGOs concerned with inclusiveness and equal opportunity.

Helpline Policy

As part of its commitment to promoting ethical and legal behavior, Prysmian invites all Group stakeholders to report any actual or potential violations of the law, the Code of Ethics, and corporate policies and procedures, so that they may be properly investigated and assessed. To create a culture that is open to whistleblowing and ensure the necessary confidentiality and security, Prysmian has adopted a Helpline Policy[11]. Among other things, this enables all Group stakeholders to report misconduct and suspected illegality, without affecting the commitment of management and the Human Resources team to enter into dialogue when necessary.

Prysmian is constantly promoting awareness and use of its whistleblowing channels, through specific training activities aimed at desk workers via the Workday portal. To monitor the effectiveness of these initiatives and assess the level of awareness of key compliance programs, the Group periodically carries out surveys worldwide, primarily involving management and executives. These tools enable assessment of the extent to which available resources are disseminated and utilized, supporting continuous improvement of business practices related to integrity and transparency.

Further details of this Policy are provided in section ESRS G1 – Business conduct.

11 https://www.prysmian.com/sites/www.prysmian.com/files/2024-07/01-Helpline-Policy-June-2024-Final.pdf

1. Premise
2. Financial and Sustainability highlights
3. ESRS 2 - General disclosures
4. E - Environmental disclosure
5. **S - Social disclosures**
6. G - Governance disclosures
7. Appendices
8. Certification
9. Audit report on Sustainability Consolidated Statement

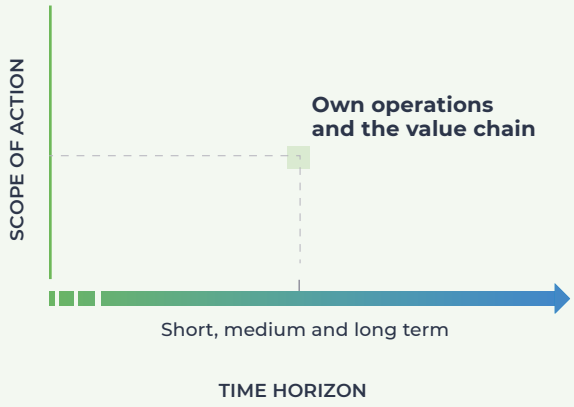
Corporate Security Policy

In 2025, Prysmian's Corporate Security team drew up **the Global Corporate Security Policy**, which will be approved by the CEO and submitted to the Board of Directors in 2026. The document sets out the Company's security goals and objectives, including commitments and priorities. The Policy also sets out the key components of the team's global organization, its responsibilities, and the security management system.

In a recently issued Group Global Travel Policy, the Corporate Security team has also included a **Security Travel Risk Management Procedure**. The procedure defines the prevention and protection measures applied to mitigate security risks that may affect employees on business trips. This falls within the scope of an employer's duty of care, as required by labor laws in many countries in which the Company operates, and more generally by the Company's Code of Ethics.

Health and Safety action

OWN WORKFORCE SAFETY: ZERO & BEYOND

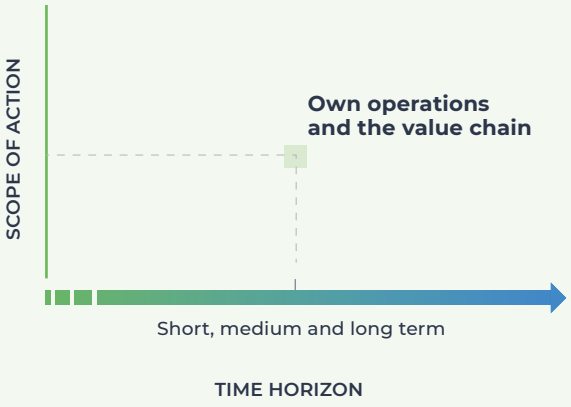


In order to ensure the occupational health and safety of all its employees, Prysmian adopts a **Zero & Beyond philosophy. "Zero" represents the goal of zero fatalities, injuries, or occupational diseases. "Beyond" is Prysmian's goal for the future, ensuring safety not just in the workplace, but at home and in the communities in which the Group operates**.
Therefore, Prysmian strongly encourages everyone to be personally responsible for their own safety and the safety of people around them, so that any unsafe action may be halted. This requires anyone who has a relationship with Prysmian to commit to:

- Taking time to fully understand the safety rules and guidelines applicable in each environment they enter;
- Observing the "golden rules" for safe behavior;
- Setting a good example by putting safety first;
- Continuously raising safety expectations and rewarding safe behaviors;
- Encouraging others to work safely, and thanking them for their contribution;
- Never overlooking unsafe conditions, and never acting without first resolving the problem;
- Promoting efforts to manage known hazards proactively by prioritizing them based on their severity and probability of occurrence;
- Learning from every accident, near miss, and any unsafe conditions/actions reported.

In 2025, the Zero & Beyond philosophy was further promoted – worldwide – via dissemination of a specific communication campaign during Safety Month, as well as the creation of new communication campaigns.
Implementation of Zero & Beyond is also part of the Company's 2025-2030 Safety Strategy.
Financially speaking, in 2025 the initiative entailed investment of approximately €22,000 in OpEx for a dedicated communication campaign and for the 2025 Safety Month.

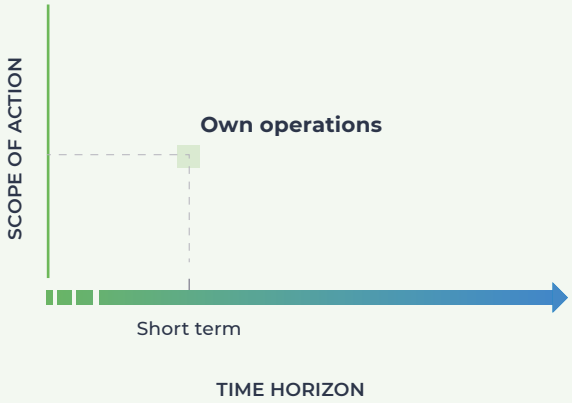
FOCUS ON TRAFFIC MANAGEMENT, INCLUDING RELATED PROCEDURES AND MITIGATION MEASURES TO BE IMPLEMENTED AT ALL REPORTING UNITS (GLOBAL ACTION TRACKER)



Several organizational and procedural measures were put in place to mitigate traffic management risk in 2025, including:

- **Training the entire global workforce on golden rules and traffic risk management**, organized by the Corporate HSE team in collaboration with the Human Resources team. The initiative, targeting the entire Prysmian workforce, was launched in March 2025 and continued over the course of the entire year, thus ensuring worldwide coverage. Training was rolled out via a cascade process, with the support of HSE teams at regional, country and plant level, together with the Human Resources team, while its completion was monitored by all the teams involved, thus ensuring traceability and full effectiveness.
  OpEx of approximately €10,000 was envisaged for this activity in 2025, while approximately €20,000 was spent on preparatory activities in 2024. No additional budget is forecast for 2026.
- A 24-point **corrective action plan**, aimed at improving internal traffic management at all Prysmian plants, was launched in January 2025. The plan, and its action tracker, addresses each individual Group reporting unit, and includes prevention and mitigation measures. The actions were defined following a Root Cause Analysis (RCA) of a serious accident that occurred in late 2024 at one of Prysmian plants. The RCA and definition of corrective actions involved the HSE, Manufacturing, Supply Chain and COO teams, at regional and Group level. Tracker management is carried out at a global level, including periodic monitoring of progress and closure of corrective actions. Each region and plant is responsible for implementing and closing actions. The ideal period for closing all actions has been set as the end of the second half of 2026, thereby guaranteeing constant monitoring and comprehensive governance to ensure the plan's effectiveness.
  Financially speaking, the initiative entailed OpEx of approximately €1,100,000 in 2025.
  Compared with the previous year, 2025 saw an overall 20% reduction in traffic accidents within the Group's plants, confirming the effectiveness of the organizational measures and procedures adopted. This result highlights the positive contributions made by training, the corrective action plan and use of the global action tracker to strengthening the safety culture and mitigating traffic management risk in operating activities.

UPGRADE OF ANTI-COLLISION TECHNOLOGIES TO BE INSTALLED ON THE COMPANY'S FORKLIFT FLEET

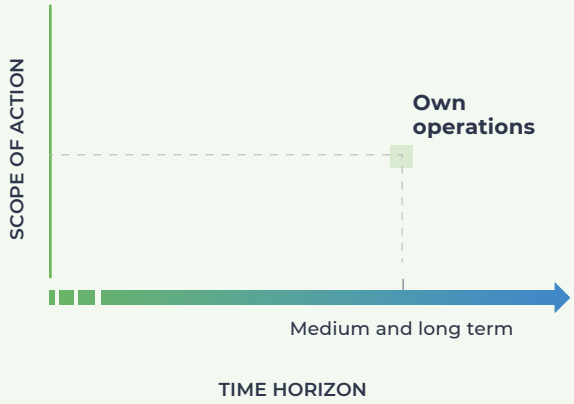


The Group's main health and safety risks include those related to the use of forklifts and the consequences of suboptimal internal traffic management.
In addition to the management, human[12] and organizational measures already taken, a worldwide project for large-scale deployment of anti-collision devices based on artificial intelligence and wireless technologies was launched in 2025, thanks to development of commercially available technologies. These systems enable warnings to be triggered and forklifts to slow down automatically when hazardous conditions are present. To date, these devices have been installed in various Group plants in the Europe, North America, LATAM, MEART, and China regions.
Installation of these devices is part of the action tracker described above.
As early as 2021, the Group drew up guidelines that set out the minimum number of devices to be installed on forklifts and for traffic management. The rollout of these devices across Prysmian's fleet is centrally monitored, recording improvements of 5% in the frequency rate and 17.7% in the lost time injury severity rate compared with the previous year.
Financially speaking, the initiative entailed OpEx and CapEx of approximately €390,000 in 2025. Forecast expenditure for 2026 will depend on the projects that are implemented in the coming months.

12 Measures related to human factors (e.g.: training/information, reporting unsafe behaviors, promoting safe behaviors, etc.).

1. Premise
2. Financial and Sustainability highlights
3. ESRS 2 - General disclosures
4. E - Environmental disclosure
5. **S - Social disclosures**
6. G - Governance disclosures
7. Appendices
8. Certification
9. Audit report on Sustainability Consolidated Statement

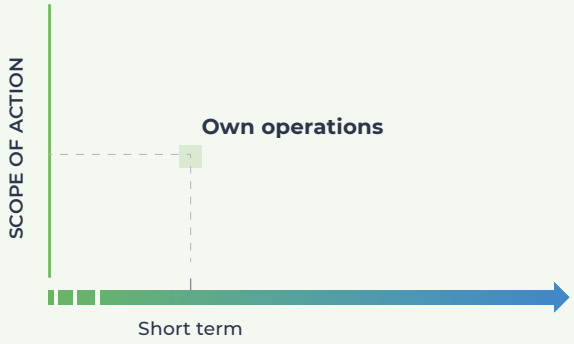
SAFETY ACADEMY



Launched in 2021, the Safety Academy is a training course for the Group's HSE professionals, aimed at strengthening technical and managerial skills related to health, safety, and the environment.
Until 2023, the program was conducted via videoconferencing. An in-person format was introduced in 2024, providing participants with an immersive interactive experience.
The Academy, which is held around three days once a year and alternates theoretical sessions, practical activities and feedback sessions, encourages professional development and team building among colleagues.
The initiative is organized by the HSE Corporate team and the HR team and involves regional-level HR figures and regional HSE directors. HSE professionals from various Prysmian Group sites and countries participate in the Academy. The Safety Academy is now a strategic milestone for people's development and for the spread of a shared safety culture at an international level.
In 2025, the Safety Academy was held October 21-24 and attended by 24 people from different Group sites.
This marked a 40% rise in the number of participants compared with 2024, and an increase in the budget allocated for training courses from around €3,000 to approximately €30,000.
Overall, feedback gathered revealed that participant satisfaction was up 3% on 2024.
OpEx of approximately €37,000 was earmarked for the Safety Academy in 2025. OpEx is forecast to reach €40,000 in 2026.

Human resource management actions

CORPORATE SECURITY ACTIVITIES



The Corporate Security team is responsible for identifying, assessing and managing risks related to unlawful or violent acts that could jeopardize the security of the Company as a whole (personnel, assets, etc.) in the physical domain. Such acts include theft, robbery, civil unrest, acts of terrorism, war events, and other similar threats.

In 2025, the Corporate Security team undertook the following activities:

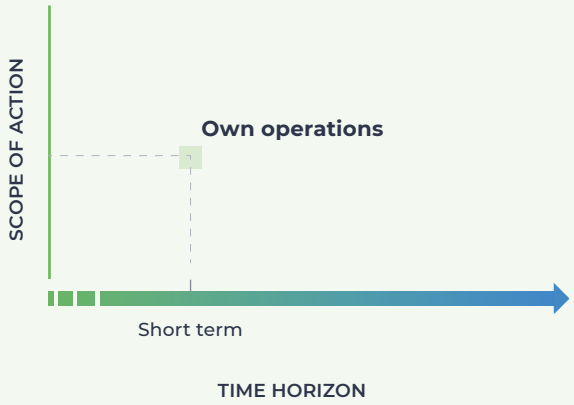
- **Acquisition of tools, services and internal procedures aimed at monitoring – including predictive monitoring – of security events worldwide** (e.g., civil unrest, acts of terrorism, war events, etc.) in order to prevent, if possible, and, if not, promptly manage a crisis or dangerous situations that may expose personnel, facilities or vessels located in places affected by such events. These safeguards – linked to strengthening the Security Operations Centers at Group headquarters in Italy and in the LATAM region – have already been activated on several occasions and successfully deployed around the world in relation to war events and serious public order disturbances in various countries. This has enabled deployment of pre-emptive and management measures, to ensure the integrity of people and assets, and minimize the effects on business continuity. OpEx amounting to €85,000 was earmarked to implement these actions in 2025, while approximately €55,000 has been set aside for this purpose in 2026.



1. Premise
2. Financial and Sustainability highlights
3. ESRS 2 - General disclosures
4. E - Environmental disclosure
5. **S - Social disclosures**
6. G - Governance disclosures
7. Appendices
8. Certification
9. Audit report on Sustainability Consolidated Statement

- **Trials conducted for the deployment of technological systems for monitoring travel data and assistance and emergency services that benefit employees on business trips**, in collaboration with the Health, Safety and Environment and Insurance teams. These systems assess the proximity of employees on business trips to places affected by serious events or crises and ensure the prompt provision of assistance or emergency management, if needed. The trial phase covering employees of European companies has been completed, enabling determination of the Company's specific needs, the best ways to implement these systems and services, and assessment of the features and quality of the systems and services available on the market. This phase has also enabled satisfactory management of actual assistance and emergency events. The project will be expanded worldwide. OpEx amounting to €35,000 was earmarked to implement these actions in 2025, while approximately €80,000 has been set aside for this purpose in 2026.
- **Introduction of risk analysis and assessment activities based on security tools and criteria within the third-party assessment process**, in collaboration with the Compliance and Procurement teams. This was done to raise the level of risk mitigation arising from interaction with third parties (e.g., suppliers). The activities were conducted on a sample of third parties from particularly sensitive industries, and effectively reduced risk exposure. These activities will be gradually extended worldwide and integrated with existing third-party qualification and audit processes. OpEx amounting to €90,000 was earmarked to implement these actions in 2025, while approximately €100,000 has been set aside for this purpose in 2026.
- **Conduct of in-house training activities related to awareness of security risks and knowledge of mitigation measures** (in preventive and protective terms), as well as behaviors to be adopted and tools that are available in case of need. These activities, carried out in-person and online, focused on travel security risks, security risks related to specific destinations or projects, and gender-based violence risks in specific environmental settings. These activities enable training of more than 130 employees and will be extended to the entire workforce. OpEx amounting to €20,000 was earmarked to implement these actions in 2025, while approximately €30,000 has been set aside for this purpose in 2026.

WELLBEING ACTIVITIES AND MENTAL HEALTH INITIATIVES



In 2023, Prysmian launched a **Wellbeing Manifesto** and made it available to all employees on the Company intranet. The Manifesto sets out a comprehensive framework on what wellbeing means for the Company. For Prysmian, wellbeing is all about achieving a balance between personal fulfillment, inclusion, safety and vitality, which are elements that enable employees to pursue their aspirations and positively influence relationships with customers, colleagues and communities.
The Group has also set up a **steering committee** and introduced **wellbeing managers** in the various regions and business areas, with the aim of coordinating local activities, and, through networking, encouraging the sharing and diffusion of ideas and initiatives.

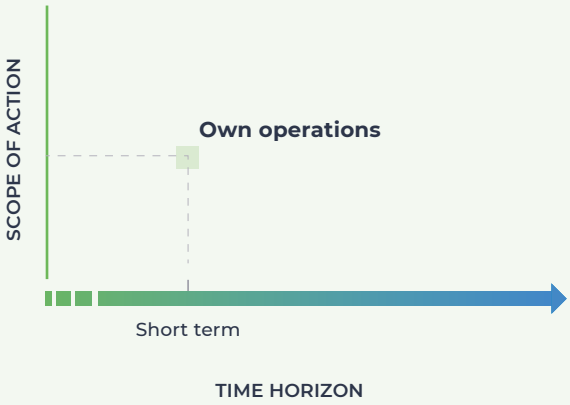
Key initiatives implemented to counter or reduce workers' physical and mental fatigue, improve their wellbeing, and promote work-life balance, include:

- **Mental health:**
  Worldwide and local activities were implemented in 2025, including communication campaigns, sports initiatives, yoga and Pilates sessions, and webinars about mental health. The Company also organized specific workshops on stress management and psychological wellbeing run by experts in the field.
- **Physical wellbeing:**
  Numerous sports events were promoted to encourage physical activity, including

Wellbeing Week in Asia, Latin America and North America. In Milan, personnel were offered access to an "in-company osteopath", and courses and special agreements with sports facilities were made available to employees. The Company also offered programs on health and prevention, including specific medical examinations.

- **Wellbeing Index:**
  A new tool for measuring wellbeing, the PERMAV model, based on Martin Seligman's positive psychology methodology, was introduced in 2024. The goal is to assess levels of individual wellbeing and define improvement actions for individuals and work teams. The tool, which has already been used by several teams at Company headquarters and across the regions, has been made available to all Group employees.

PERFORMANCE AND TALENT MANAGEMENT PROGRAMS



Performance and talent management programs have been implemented to strengthen skills, encourage professional development, improve employee wellbeing and productivity, and support retention and attraction of new talent.

P+, a process designed to assess Prysmian's performance and potential, was created to enhance employees' talent, support individual aspirations, and promote the growth and development of every employee.

This approach enables staff members to **define goals in agreement with their manager and corporate strategy**, and to share aspirations geared toward professional and personal growth.

The process is supported by the Workday online HR platform, which monitors individual performance and assesses behaviors on the basis of the corporate leadership model. This promotes transparent and direct communication between managers and employees, facilitating an ongoing discussion of results and enabling performance to be appraised utilizing objective criteria.

The Workday platform also provides feedback tools that can be accessed at any time. Feedback can be sent to anyone in the Company, as well as requested about oneself or one's co-workers, via rapid and intuitive procedures.

The year-long process includes organized manager-employee interaction:

- **Initial stage:** goal setting;
- **Mid-year review:** assessment of progress and any areas for improvement;
- **Closing the cycle:** sharing of performance and potential assessments.

There are two dimensions to the process's final assessment:

1. **Performance**, consisting of two basic criteria:
   - **Achievements**: measurable objectives, defined on the basis of specific KPIs related to the role;
   - **Leadership**: behavior consistent with the guidelines and six key principles of the corporate leadership model, as well as compliance with the Code of Ethics.
2. **Potential**, assessed via three measurable indicators:
   - **Motivation;**
   - **Learning agility;**
   - **Change leadership.**

For the reporting period, the P+ assessment process was started in January and involved 7,822 desk workers[13]. Certain areas for improvement were identified over the course of the year. Gathering feedback – from the CEO, the leadership team and employees – led to a review of the process, with changes being

13 For further information about the desk workers involved in the assessment process, see "Metrics" in this section.

1. Premise
2. Financial and Sustainability highlights
3. ESRS 2 - General disclosures
4. E - Environmental disclosure
5. **S - Social disclosures**
6. G - Governance disclosures
7. Appendices
8. Certification
9. Audit report on Sustainability Consolidated Statement

introduced as early as November 2025, to coincide with the launch of the last stage of the cycle.

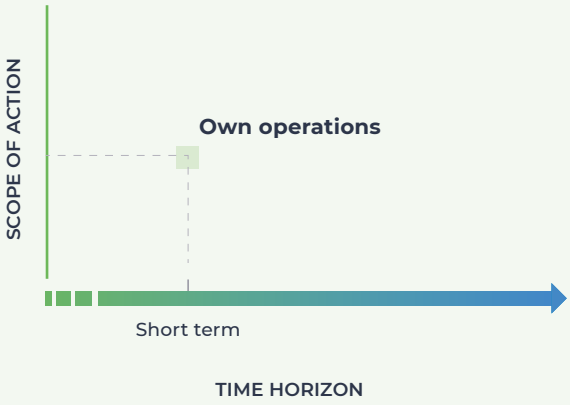
Prysmian's new corporate values – innovation, collaboration and passion – are now at the heart of the P+ process. These values guide the entire assessment process and reflect the Company's organizational culture, promoting behaviors in keeping with leadership expertise. First and foremost, the main changes introduced include separate assessments of performance and potential. The performance assessment is now discussed by the manager with the employee by February, which holds the manager accountable and ensures a more objective assessment. Unlike in the past, this element is no longer subject to calibration phases.

However, the feedback on the assessment of potential is expected in May or June, after discussion with key players. The aim is to measure the impact of people in the Company and discuss growth opportunities, using available development tools (training, mentoring, technical ladder, assessment, etc.). This step also serves in establishing succession plans at Group level.

Finally, another element of transformation can be found in the review of the overall timeline of the P+ process. This review responds to critical issues encountered in previous years and makes the entire process more agile, thus improving effectiveness in managing assessments and planning development actions.



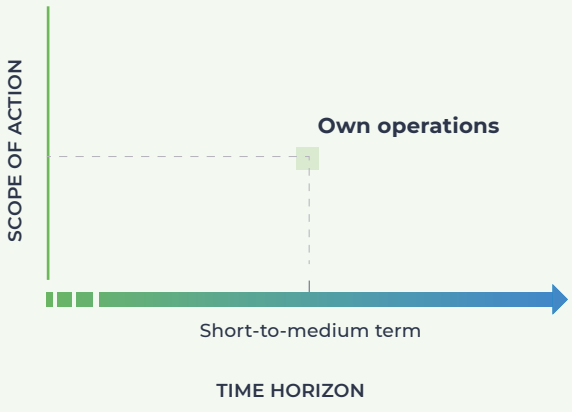
EQUITY AND INCLUSION (E&I) INITIATIVES



Failure to promote equity and diversity in the workplace can make the environment less inclusive and have negative effects on people's wellbeing. Here is a look at the portfolio of Prysmian's global and local E&I activities conducted in 2025:

- **"Mentorship Moms"**, a new program Prysmian developed in 2024, was launched as a pilot project in Italy in February 2025. This initiative is designed to support mothers-to-be during the pre-maternity, maternity and return-to-work periods. It offers useful tools to improve their wellbeing and foster a productive and rewarding work environment, thereby benefiting individuals and the organization.
- Internal and external **communication campaigns** on **Equity and Inclusion (E&I) were boosted**, at global and local level, with the aim of raising employee and stakeholder awareness of these issues. Every year, Prysmian organizes global and regional educational workshops on E&I-related topics, which include eyewitness accounts from Group leaders.
- In 2025, **on-demand training sessions** were provided to all staff, covering topics like **inclusive leadership and unconscious bias**. These programs remind managers of the importance of identifying and eliminating any bias in performance appraisal processes; some regions also provide mandatory annual training.
- Development of **Employee Resource Groups (ERGs)**, which are worldwide employee-led groups that deal with social and inclusion issues, was ongoing. After the ERG dedicated to STEM women, which has been active since 2023, various ERGs focused on gender equality, work-life balance, the LGBTQ+ community, and other issues have emerged in North America. At Company headquarters, in addition to the first "VOICE" ERG, geared toward promoting a creative, free and inclusive corporate culture, two other ERGs dedicated to E&I and wellbeing have been created.
- Prysmian is a **founding member of the PARI** association, a project developed together with 14 other companies that is coordinated by Feltrinelli Education and sponsored by Valore D. The initiative, which is aimed at analyzing and spreading awareness of gender violence, has set up a network that is engaged in concrete actions and awareness-raising within companies and civil society.
- Prysmian has obtained **voluntary UNI/PdR 125:2022 certification for gender equality**, in recognition of the Company's commitment to undertaking concrete measures to foster an inclusive and diversity-friendly work environment. The certification, which is applied within its Italian companies (Prysmian S.p.A. and EOSS S.r.l.), was issued by RINA, a multinational group active in more than 70 countries, after successful completion of an audit process covering such aspects as compensation, selection processes and professional growth opportunities.

HUMAN RIGHTS DUE DILIGENCE AND AUDITS



Failure to enforce existing labor laws and apply high internal standards to protect workers and their rights could lead to worker exploitation and abuse. As Prysmian operates internationally in various countries and communities, the Company is committed to respecting and protecting the human rights of all employees and everyone affected by its activities.

1. Premise
2. Financial and Sustainability highlights
3. ESRS 2 - General disclosures
4. E - Environmental disclosure
5. **S - Social disclosures**
6. G - Governance disclosures
7. Appendices
8. Certification
9. Audit report on Sustainability Consolidated Statement

Since 2018, Prysmian has been implementing a human rights due diligence process (available on the company website[14]) that enables the Company to map the potential impacts of its operations on human rights.

01.

Assessment

Assessment of current and potential impact on human rights, based on risk of violation at country and plant level, using desk analysis and self-assessment tools

02.

Action

Assessment of results and performance of audits at high-risk plants, and definition of actions needed to prevent and/or mitigate the identified potential impact

03.

Monitoring

Performance monitoring via checks and audits carried out over the years

04.

Resolution

Resolution of violations

05.

Communication

Communication of performance in the Sustainability Statement

Implementation of human rights due diligence and audits is a concrete response to material impacts, risks and opportunities identified in the context of workforce management. Specifically, these actions are aimed at:

- **Preventing and mitigating negative impacts**, such as the exploitation and abuse of workers, lack of privacy, violations of gender equality, and unsafe or undignified working conditions.
- **Managing risks** related to non-compliance with labor and data protection regulations (e.g., GDPR), entailing possible consequences in terms of penalties, reputational damage, and loss of sensitive data.
- **Grasping opportunities** for improvement, such as developing skills, promoting an inclusive and safe work environment, increasing the Company's retention and attractiveness, and lowering recruitment costs.



14 https://www.prysmian.com/en/company/ethics-integrity/human-rights

Via due diligence and human rights audits, the Group is committed to ensuring respect for workers' fundamental rights, strengthening the Group's social responsibility culture, and promoting its sustainable growth in line with international best practices and stakeholder expectations.

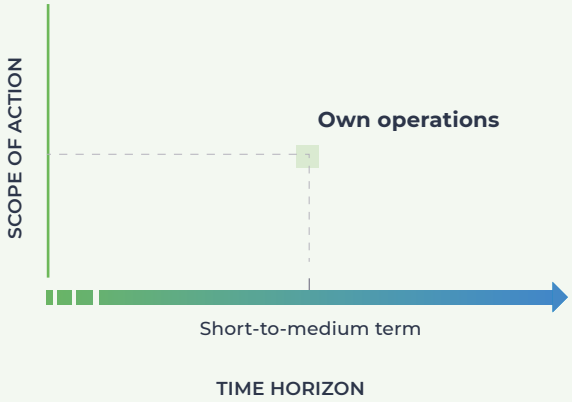
An assessment of 100% of production sites was initiated in 2024, following the due diligence process, and completed in 2025.

The assessment process was followed by an **audit phase for six plants** identified as being at high risk of potential human rights impacts, with the aim of verifying whether these risks were a valid concern. During the audits carried out in 2025, **no significant evidence emerged** at any of the sites involved. In particular, in the APAC and North America regions, an opportunity was identified to strengthen specific training on human rights issues, including such topics as harassment, forced labor, and modern forms of slavery. Installation of dedicated corporate Helpline signage was also recommended for North American plants at highly visible, high-traffic locations inside the plants. The Latin America region also successfully completed dedicated audits at two sites. The audits did not identify any significant critical issues, thus confirming the plants' compliance with Group standards and international human rights best practices.

The audit results help the continuous improvement of human rights safeguards throughout Prysmian's global operations.

The human rights due diligence adopted by Prysmian is a key element in the double materiality assessment (DMA) process. Through identification, assessment and management of potential human rights risks and impacts throughout the value chain, due diligence provides key data and analysis for prioritizing and acting. This approach enables the human rights perspective to be integrated into the materiality assessment, ensuring that strategic and operational decisions are informed by a thorough understanding of the areas of highest risk and improvement opportunities, in line with international standards and stakeholder expectations.

TALENT ATTRACTION ACTIVITIES



Talent attraction activities were developed to **address possible negative impacts** and, at the same time, enhance strategic opportunities that emerged from the materiality assessment. These initiatives are aimed at reducing the risk of skill shortages and difficulties in retaining qualified staff, aspects that can affect employee wellbeing, productivity, and the Company's competitiveness.

At the same time, talent attraction makes it possible **to grasp opportunities** such as workforce skills enhancement, talent development and the creation of an inclusive and attractive work environment. Via talent attraction and employer branding activities, Prysmian aims to attract highly qualified candidates and consolidate its ability to innovate and compete in the long term.

These elements generate concrete value by encouraging greater efficiency, stronger retention, and lower recruitment costs, thereby contributing to the organization's long-term sustainability and growth.

Initiatives the Group put in place focused on three main areas:

- **Promotion of internal mobility via internal job posting**: the Group promotes opportunities internally via dedicated digital and physical marketing campaigns aimed at facilitating and encouraging possible internal rotations/movements.
- **Worldwide recruitment programs**: in the more than ten years since their launch, these programs have provided considerable benefits, helping attract valuable staff from elsewhere and playing a key role in progressively achieving gender balance in employee hiring worldwide.

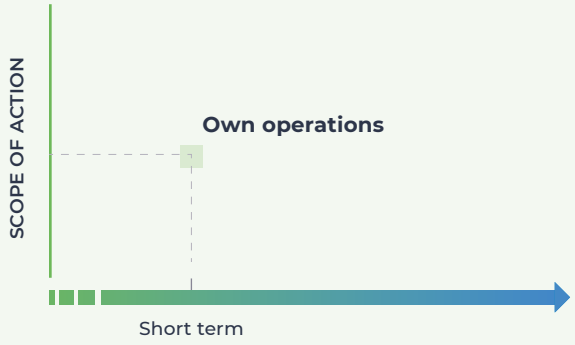
1. Premise
2. Financial and Sustainability highlights
3. ESRS 2 - General disclosures
4. E - Environmental disclosure
5. **S - Social disclosures**
6. G - Governance disclosures
7. Appendices
8. Certification
9. Audit report on Sustainability Consolidated Statement

- **Digital innovations** in the recruitment process, with a view to improving the candidate experience via Workday, the Company's staff management platform.

Prysmian's recruitment team is also supported by external consultants, who facilitate a growing interest among candidates via external scouting and market-mapping initiatives

BUILD THE FUTURE, GRADUATE PROGRAM	STEM IT	SELL IT	SUM IT
2025 program numbers: — 41 recent STEM graduates — 20,000 applications — 63% female representation — 13 editions since 2012	2025 program numbers: — 40 professionals hired — 45% female hiring	2025 program numbers: — 5 sales roles hired — 80% female hiring	2025 program numbers: — 1 professional
The goal of the Graduate Program is to recruit, support and develop recent graduates who will hold central roles in key areas for Prysmian's future, such as Operations, R&D and Sales.	The goal of the STEM IT program is to introduce new skills from diverse cultures and with different backgrounds that are positioned to make a positive contribution to the process of cultural change and enhancement currently underway at Prysmian. The program also includes "Women in STEM IT", a section devoted entirely to female leadership.	The goal of the SELL IT program is to grow and develop the sales force.	Originally launched in 2020, SUM IT is dedicated to professionals working within the industrial control team.

TRAINING AND DEVELOPMENT PROGRAMS



Training and development programs respond to the constant need to upskill personnel, which is a key determinant of productivity, wellbeing, and competitiveness.

Continuing training and professional development serve as tools for generating value by improving efficiency, boosting retention, and lowering recruitment costs. At the same time, they promote talent attraction and retention, foster innovation, and support the organization's sustainable growth, in line with ESG goals and stakeholder expectations.

As well as making the Group more efficient and attractive, a constantly updated workforce helps to strengthen internal trust, employee satisfaction and employees' professional development prospects.

Prysmian's training is delivered via the following initiatives: the Management School, the Vocational School and the Digital School which operate worldwide; and local schools that respond to specific training needs in individual regions.

The Management School provides ongoing training in leadership, strategy and employee management skills for executives and managers. It encourages communication of the Group's strategic goals and strengthens its one-company culture.

The Management School's training programs include the Journey to Advanced Leadership **(JAL)**, Journey to International Leadership **(JIL)**, and Regional Leadership Program **(RLP)**.

In line with the one-company approach, the Group's management training commitment extends across the board (regions and business divisions), including via Regional Leadership Programs, which enable a wider population of managers to become swiftly engaged in the flow of change and help achieve strategic goals for their region, and therefore for the Group, thus creating a bond between local and global.

The Global Professional School develops strategic technical and functional skills, aimed at fostering international networking and career development for employees with positive appraisals and people hired through global recruitment programs.

The **Global Sustainability Academy**, which is part of the Global Professional School and aimed at all Group employees, promotes a sustainability culture within the organization and strengthens Prysmian's commitment to implementing the ESG strategy and integrating it with business strategy.

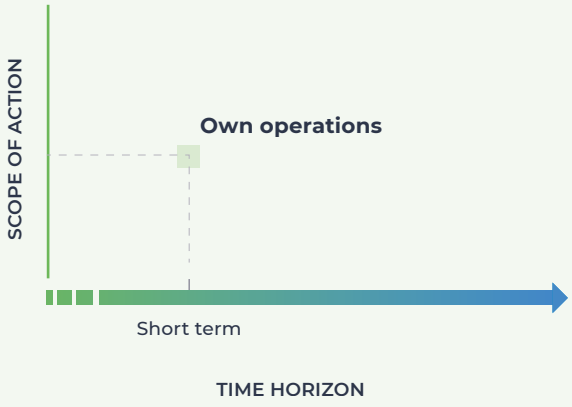
Local schools respond to contingent needs related to employees' characteristics, local businesses, and the market in which they operate.

Each school is run autonomously by the regional HR team, aligned and in synergy with the corporate team.

All virtual training initiatives are delivered to the workforce via the **Learning Management System** (LMS), regardless of where the participants are located. This approach ensures equal access to training and encourages global participation and flexible learning. In addition to facilitating the use of training content, Prysmian LMS also enables accurate tracking of in-person and remote training hours.

The above activities incurred total costs of approximately €10.7 million in 2025. Similar expenditure is expected for 2026.

ASSESSMENT AND MONITORING OF PAY EQUITY

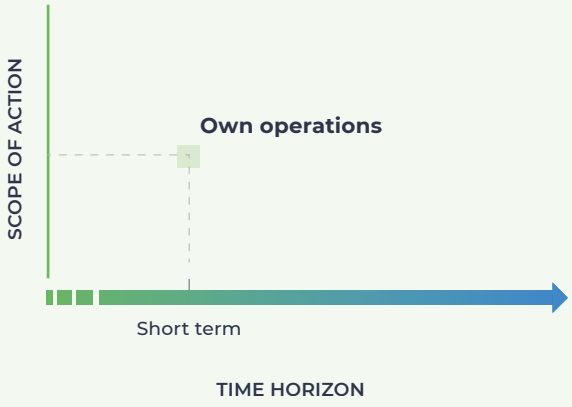


Prysmian guarantees its employees fair pay in accordance with local regulations and is committed to offering remuneration aligned with the market and industry standards.

At Group level, salaries are supplemented by additional benefits, including a supplementary pension, supplementary medical insurance, a personal accident policy, a company car for eligible persons, and meal vouchers or a canteen. These benefits are adapted to local contexts, taking into account market characteristics and relevant regulations.

In order to foster a work environment that ensures equal opportunity, inclusion and lack of discrimination, the Company supports the **pay equity** principle, periodically monitoring its **gender pay gap**. The Company has set a goal of cutting the gap to within a range of 0 to 2 percentage points by 2030, via a program built into annual action plans.

IT SECURITY INTEGRITY ASSESSMENT



1. Premise
2. Financial and Sustainability highlights
3. ESRS 2 - General disclosures
4. E - Environmental disclosure
5. **S - Social disclosures**
6. G - Governance disclosures
7. Appendices
8. Certification
9. Audit report on Sustainability Consolidated Statement

Creating sustainable value for stakeholders also means protecting information and personal data, and guaranteeing the resilience of the digital systems that support the Group's operating and manufacturing activities. In a situation marked by increasingly digitalized processes, highly interconnected systems and rapidly changing cyber threats, information security is key to protecting business value and continuity.

In response to these challenges, Prysmian has developed an Information Security Strategy setting out clear guidelines for management, monitoring and protection of IT assets. The Strategy is backed by a comprehensive framework of policies, procedures and operating instructions as part of an organic approach to managing IT security processes. The framework is periodically revised to keep pace with developments in the related technologies, the regulatory framework, and the risk profile.

The information security risk management process is based on the ISO/IEC 27005 international standard and integrated into the Group's Enterprise Risk Management system. This approach enables risks related to the confidentiality, integrity, and availability of data to be systematically assessed, taking into account potential financial, reputational, operational and legal impacts. The risk assessment is backed by a comprehensive threat assessment model (the Threat Model), which also examines emerging risks linked to the deployment of new technologies, including AI.

Risks identified as unacceptable with respect to the Group's risk profile are mitigated via specific actions that are prioritized, defined, and implemented depending on their risk level. Growing dependence on external suppliers for critical IT operations increases exposure to cyber risks. Prysmian takes measures to oversee and monitor the security of third-party suppliers, focusing particularly on potential impacts on business continuity and digital supply chain resilience.

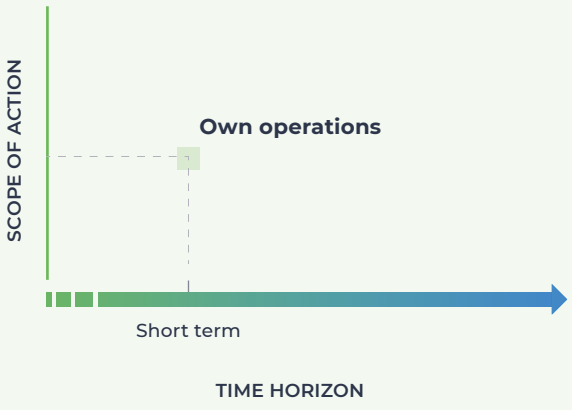
The Group uses performance indicators covering all areas of the security framework to assess the level of information security and provide a clear and up-to-date view of its status, thereby enabling any areas for improvement to be quickly identified. As a strategic company, Prysmian collaborates with national and international associations, consortia and institutions to share information on major cyber events.

Employee awareness of cyber risks is a crucial factor in an organization's cybersecurity. Prysmian invests in staff training through online courses and simulated cyber-attacks. These training courses, which are mandatory, cover emerging risks linked to remote working and the use of new digital technologies. These initiatives are backed by multichannel communication campaigns designed to strengthen employees' focus and engagement regarding information security issues.

Prysmian views cybersecurity and privacy regulations, which are increasingly important in a complex and rapidly changing global context, as not only a question of compliance but also a key tool in reinforcing the resilience of its systems and the robustness of its governance framework. The Group has obtained and retained several important internationally recognized certifications supporting its comprehensive, verifiable approach to information security.

Prysmian's total investment in cybersecurity in 2025 amounted to €510,000.

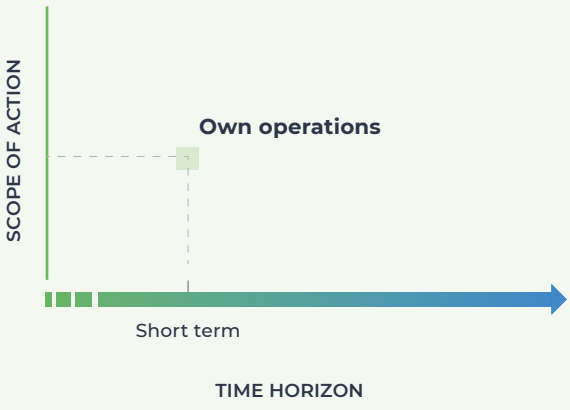
LABOR UNION RELATIONS MANAGEMENT



Management of labor relations is a priority activity for the Group. It aims to remedy potential negative impacts identified in the materiality assessment, especially those related to "lack of social dialogue" and "lack of freedom of association", linked to working conditions in the Group's own operations. Strengthening dialogue with labor union representatives and signature of specific agreements provides a concrete response to these possible impacts, helping protect workers' rights and prevent possible critical issues.

In 2025, Prysmian confirmed its **commitment to maintaining open and constructive dialogue with employees and their representatives, in accordance with the most advanced labor relations standards**. The Group recognizes and protects the right to collective bargaining in every country in which it operates. This ensures that labor unions at every level, from local to international, are consulted in the main collective personnel management processes. This is the case for the European Works Council, which brings together labor union representatives from 27 European countries.
In 2025, several agreements for contract renewals and new arrangements regarding shifts and working hours were signed with workers' representatives in response to specific production and market needs. Few conflicts arose between management and labor union representatives, thanks to an effective industrial relations model that features conflict prevention, constructive dialogue, and responsible communication of organizational changes.

SPEAK-UP SURVEY



The **Speak-up Survey**, a key internal engagement tool, is among the most important means Prysmian has adopted to actively engage its people and measure their levels of engagement.

Its launch provided a concrete response to various impacts and opportunities identified in the own operations materiality assessment. The survey:

- enables **prevention and monitoring of workers' physical and mental fatigue**, a potential negative impact related to long working hours, suboptimal working conditions, and insufficient rest. Via direct and anonymous feedback, the Company can detect early signs of distress, intervening with targeted actions to improve employee wellbeing and health;
- serves as a **key tool for grasping the strategic opportunity to improve work-life balance**. The survey gathers information on people's needs and expectations regarding flexibility, work organization and time management, while providing useful data for designing initiatives that increase employee retention, attract new talent and help lower recruitment costs, in line with the Group's sustainable development goals.

In this survey, all employees, including managers and workers, are invited to respond and anonymously share their views on the work environment, managerial skills, development, and their relationship with the organization. This initiative is managed in cooperation with an independent third party in order to ensure data comparability, confidentiality, and consistency.
Analysis of the results enables identification of areas for development and definition of effective action plans, to be implemented via specific global and local initiatives related to continuous improvement of the work environment.

Development of these initiatives concentrated on:

- **Human capital management practices**, with a special focus on remuneration, recognition, training and development issues;
- **The organizational and work environment**, including projects related to collaboration, inclusion, the employee experience, and employee health and wellbeing;

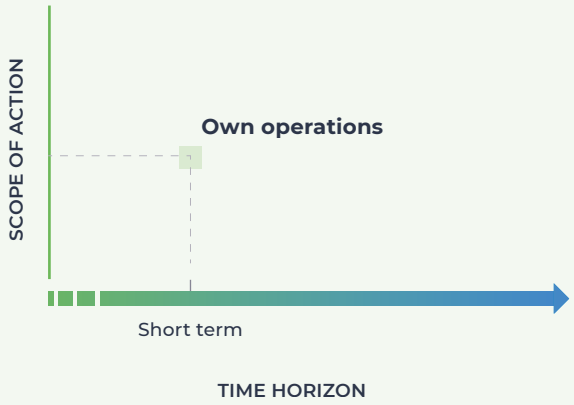
1. Premise
2. Financial and Sustainability highlights
3. ESRS 2 - General disclosures
4. E - Environmental disclosure
5. **S - Social disclosures**
6. G - Governance disclosures
7. Appendices
8. Certification
9. Audit report on Sustainability Consolidated Statement

- Greater **strategic alignment, and strengthening of managerial leadership** and trust within teams. New tools for organizational communication and listening to people were initiated specifically for this purpose.

The 2025 Speak-Up survey, launched in September, was the largest listening initiative ever carried out by Prysmian, in terms of both coverage of the organization and participation. The global response rate of **over 80%** was the highest ever achieved by the Group and beat the benchmark used by Gallup, Prysmian's new partner for the **Speak-Up** survey in the manufacturing sector. This outcome confirms high levels of engagement and trust in the survey among personnel, also taking into account the significant expansion of the survey's scope and the integration of recent acquisitions. The overall results show a **solid level of engagement**, with Prysmian ranking in the **second tier of the Gallup Manufacturing benchmark**. The **Leadership Impact Index** was broadly **in line with the results for 2023**, despite the increased number of people involved, providing evidence of the leadership model's consistency and stability over time. Structural differences remain between desk and non-desk workers, reflecting the nature of manufacturing operations. Key **strengths** include clarity of expectations, the sense of being part of a team, and the opportunity to do what people do best every day. **Areas for improvement** regard above all the quality of feedback, recognition for individual contributions and the development of a more empathetic and inclusive leadership style. These areas will be the primary focus of future action plans and in the planning of leadership development programs.

The results reporting phase, which took place in December 2025 at global, regional and site levels, is the starting point for defining team action plans. This process is supported by a management training program, consisting of grounding sessions and a series of webinars devoted to the topics of engagement and teamwork. A total of approximately **3,000 colleagues participated in these initiatives**, with the aim of providing useful tools for interpreting data, holding comprehensive discussions with teams, and planning targeted continuous improvement initiatives.

EMPLOYEE STOCK OWNERSHIP PLANS



Participation in sustainable value creation over time is open to all employees via the **Value4All program**, consisting of equity-based plans that enable personnel to become long-term shareholders: **YES, BE IN and GROW**.

The implementation of employee stock ownership plans is Prysmian's concrete response to various impacts and opportunities identified in the own operations materiality assessment. Specifically, these tools help:

- **Promote equal treatment and opportunity for all**, by offering a wide and diverse range of employees the opportunity to participate directly in the creation of value, in line with the positive impact of efforts to upskill personnel and promote a safer and more respectful work environment;
- **Counter the risk of inadequate wages**, by offering employees an additional means of improving their financial rewards and sharing in the Company's profits, in response to the potential negative impact related to working conditions and wellbeing.

Via the Value4All program, Prysmian aims to increase employee participation, engagement, sense of belonging and comprehension of the business. The program aims to bring together the interests of shareholders, customers, and employees in the long term, while strengthening the internal perception of Prysmian as a single, cohesive company.

2025 marked the twelfth year for the Company's discounted stock purchase plan, YES. The BE IN plan was launched in 2022, with the allocation of up to 3,000,000 shares. The main goal of the BE IN plan is to share the value Prysmian creates with a broad employee base, primarily comprising non-desk workers. Employees can join the plan on a voluntary basis, unless otherwise stipulated in any agreements with labor organizations, by opting to receive a portion of their monetary bonus, or productivity bonus, in the form of an equivalent amount in shares. After necessary adjustment, the plan can also be activated in the absence of pre-existing collective monetary incentives, where required.

In 2025, the local management of many plants and Group affiliates negotiated and reached agreement with local work councils and labor unions on implementation of the plan.

Targets

Prysmian's targets are in line with the Group's social and health and safety policies applied to its own workforce.

H&S KPIs	2025 results	2025 minimum target	2025 maximum target
Lost time injury severity rate[15]	48.21	57.00	53.00

SOCIAL KPIs	2022 baseline	2025 results	2025 target	2028 target
% of female desk workers hired, out of total employee hires	44.9%	48.4%	46%-48%	–
% of women executives	15.7%	22.6%	20%-23%	25%
% of employees who are long-term shareholders via equity-based plans	37%	50%	44%-45%	>50%

15 The baseline was defined by analyzing trends over the past three years, from which a different injury severity rate reduction target was set for each region.

1. Premise
2. Financial and Sustainability highlights
3. ESRS 2 - General disclosures
4. E - Environmental disclosure
5. **S - Social disclosures**
6. G - Governance disclosures
7. Appendices
8. Certification
9. Audit report on Sustainability Consolidated Statement

Health and safety targets

Reduction in the lost time injury severity rate
For 2025, the Company's objective was to reduce its lost time injury severity rate.
The lost time injury severity rate is calculated as the number of days lost due to injuries in the reporting period[16]/hours worked * 200,000,
Beyond the sheer number of injuries that have occurred, the lost time injury severity rate sheds light on whether improvements are being made at Group level in terms of injury seriousness.
In 2025, a Group target of 57.00 (minimum) and 53.00 (maximum) was set, which was included in the Management By Objectives (MBO) remuneration scheme.

Human resources targets

The following KPIs refer to Prysmian Group employees, which, since the end of 2022, have been integrated into the three-year Impact Scorecard (2023-2025), with a 2022 baseline. All key stakeholders are actively involved in the setting, monitoring and achievement of targets, especially the workforce and legitimate workers' representatives. For more information on the Scorecard, see section ESRS 2.

Percentage of female desk workers hired
The set target is to achieve a certain share of women hired as permanent desk workers, out of the total number of desk workers hired on permanent contracts. This indicator includes desk workers hired externally and conversions from fixed-term or agency contracts to permanent contracts[17].

The KPI has a 2022 baseline of 44.9%, with achievement of a target ranging between 46% and 48% by 2025. The KPI figure for the current reporting period is 48.4%.

Percentage of women executives
The KPI refers to the number of women executives as a share of the total number of executives employed. The KPI demonstrates the Group's ability to promote people to leadership roles from within the organization, as well as to hire them in the market, in addition to its ability to retain talent.

The 2022 baseline was 15.7%, while the ultimate target has been set at between 20% and 23% by 2025. **The current KPI figure for 2025 is 22.6%**. The target is based on data from the Group's personnel management systems.

Percentage of employees who are long-term shareholders via equity plans
This KPI reflects the Company's commitment to promoting the engagement and inclusion of its people, aligning the long-term interests of stakeholders and employees. It measures the number of employees holding Prysmian shares via the GROW, YES and BE IN plans as of December 31, divided by the total number of employees eligible to participate in at least one of the plans.

The initial target for 2025 was to reach between 44% and 45% of employee shareholders, starting from a baseline of 37% recorded in 2022. The measurement of this target is based on data from the Group's personnel management systems and related to shares managed by its Plan Administrators. The target was already surpassed in 2024, with 46% of employees having joined the equity plan.

On Capital Markets Day, held on March 26, 2025, Prysmian announced **a new target of >50% for 2028**, in line with the new four-year strategic plan.

The current KPI figure for 2025 is 50%. The value excludes the employees of companies acquired during the year and those who were not eligible to participate in equity plans in 2025.

16 Including relapses and Carryover days, (i.e., days lost in the reporting period due to injuries that occurred in previous years, are included).
17 It should be noted that the KPI perimeter excludes: a) localization cases; b) cases where an employment contract is terminated in one company and the individual is subsequently rehired by another company within the Group; c) employees whose employment ends in the same month in which they were hired.

Commitments on diversity, equity and inclusion issues by 2030

Prysmian has set the following commitments to be achieved by 2030:

- **Gender equality**
  - 25% women in the total workforce
  - More than 500 women hired in a dedicated STEM program
  - 0-2% pay gap among desk workers
- **Upskilling and engagement**
  - 40 hours per person per year of experiential learning for all employees
  - Over 25% of employees involved in mobility/growth initiatives each year
  - Engagement survey response rate over 80%
  - Leadership Impact Index improved to 70-80%
- **Racial and ethnic inclusion**
  - More than 30% of managers from underrepresented nationalities/ethnicities/origins
  - Local mentoring programs for 500 students from poor and minority backgrounds.

Corporate Security commitments

In 2026, the Corporate Security team plans to:

- **Establish worldwide coverage of technological systems for monitoring travel data and assistance and emergency services** that benefit employees on business trips (as referred to in the abovementioned trial phase), in collaboration with the Health, Safety and Environment and Insurance teams. These systems assess the proximity of employees on business trips to places affected by serious events or crises and ensure the prompt provision of assistance or emergency management when necessary. Approximately €80,000 has been set aside for this activity in 2026:
- **Continue worldwide introduction of risk analysis and assessment activities based on security tools and criteria**, within the third-party assessment process, in collaboration with the Compliance and Procurement teams, to raise the level of risk mitigation arising from interaction with third parties. This expansion will be implemented via acquisition of suitable information and analytical tools and regulated through issuance of specific procedures. Approximately €100,000 has been set aside for this activity in 2026.
- **Implement worldwide coverage of training activities related to awareness of security risks and knowledge of mitigation measures** (in preventive and protective terms), as well as behaviors to be adopted and tools that are available if needed, especially by creating and deploying digital training tools. Courses on travel security risks, gender-based violence risk, and security procedures, tools and behaviors will be prepared and made available to employees. Approximately €30,000 has been set aside for this activity in 2026.
- **Implement the team's organizational structure, as envisaged in the Corporate Security Policy**, creating and strengthening specialized skills at central level; enabling oversight of the security management system and performance of the most sensitive and critical activities; and identifying – based on actual needs and risk exposures – specific local personnel or members of other teams to provide operational points of contact.

1. Premise
2. Financial and Sustainability highlights
3. ESRS 2 - General disclosures
4. E - Environmental disclosure
5. **S - Social disclosures**
6. G - Governance disclosures
7. Appendices
8. Certification
9. Audit report on Sustainability Consolidated Statement

Health and safety metrics

ESRS S1-14 Health and safety metrics	Employees	Non-employees	Total 2025
88. (a) Percentage of people in the workforce who are covered by the Company's health and safety management system based on legal requirements and/or recognized standards or guidelines	85%	91%	86%
88. (b) Number of fatalities as a result of work-related injuries	0	0	0
88. (b) Number of fatalities as a result of work-related ill health	0	0	0
88. (c) Number of work-related injuries (LTI; RWC; MT)	550	64	614
Hours worked	62,991,780	5,192,823	68,184,604
88. (c) Rate of recordable work-related injuries	8.73	12.32	9.00
	Employees	**Non-employees**	**Total 2025**
88. (d) Number of cases of recordable work-related ill health, subject to legal restrictions on the collection of data	23	1	24
88. (e) Number of days lost to work-related injuries and fatalities from work-related accidents	14,610	1,826	16,436

ESRS S1-14 Health and safety metrics	Employees	Non-employees	Total 2024
88. (a) Percentage of people in its own workforce who are covered by the undertaking's health and safety management system based on legal requirements and/or recognized standards or guidelines;	82%	91%	83%
	0	0	0
88. (b) Number of fatalities as a result of work-related injuries and work-related ill health.	0	0	0
88. (c) Number of work-related injuries (LTI; RWC; MT);	556	55	611
Hours worked	58,874,497	3,946,656	62,821,153
88. (c) Rate of recordable work-related accidents	9	14	10
	Employees	**Non-employees**	**Total 2024**
88. (d) Disclose the number of cases of recordable work-related ill health, subject to legal restrictions on the collection of data;	23	–	23
88. (e) Number of days lost to work-related injuries and fatalities from work-related accidents, work-related ill health and fatalities from ill health	17,441	950	18,391

Human resource management metrics

Metrics related to the characteristics of the Company's employees (no.)

	Women	Men	Other	Not disclosed	Total 2025
50. (a) Total employees	6,845	25,751	9	3	**32,608**
50. (b) Permanent employees	6,707	25,076	9	3	31,795
50. (b) Temporary employees	138	675	0	0	813
50. (b) Non-guaranteed hours employees	0	0	0	0	0

	Women	Men	Other	Not disclosed	Total 2024
50. (a) Total employees	6,751	25,785	7	3	32,546
50. (b) Permanent employees	6,637	25,210	7	3	31,857
50. (b) Temporary employees	114	575	0	0	689
50. (b) Non-guaranteed hours employees	0	0	0	0	0

The methodology used for total employees is the headcount at the end of the period (December 2025).

A breakdown by country is shown in the table below:

Country	Total HC 2025	Total HC 2024
Angola	68	60
Argentina	281	305
Australia	647	658
Brazil	1,904	2,003
Canada	720	742
Chile	294	317
China	1,467	1,546
Colombia	344	306
Costa Rica	310	295
Czech Republic	387	374
Ivory Coast	95	95
Estony	182	177
Finland	812	700
France	2,493	2,455
Germany	2,027	2,014
Hungary	487	498
India	74	80
Indonesia	202	206
Italy	2,765	2,631
Malaysia	211	225
Mexico	1,748	2,054
Norway	127	134
Netherlands	809	794
Oman	848	820
Philippines	61	195

Continues >>

1. Premise
2. Financial and Sustainability highlights
3. ESRS 2 - General disclosures
4. E - Environmental disclosure
5. **S - Social disclosures**
6. G - Governance disclosures
7. Appendices
8. Certification
9. Audit report on Sustainability Consolidated Statement

>> Continued

Country	Total HC 2025	Total HC 2024
Portugal	188	193
Romania	1,319	1,337
Russia	290	255
Singapore	95	94
Slovakia	329	342
Spain	1,321	1,247
Sweden	219	207
Thailand	143	149
Tunisia	356	196
Turkey	546	579
UK	948	997
USA	7,324	7,094
Other	167	172
	32,608	**32,546**

This table shows the number of employees who have left the undertaking:

Characteristics of the Company's employees (50. c.)	Total 2025	Total 2024
Number of employees	32,608	32,546
50. (c) Number of employees who have left	5,801	5,209
50. (c) Rate of employee turnover (%)	**18%**	**16%**

Turnover is calculated as the number of employees who voluntarily or involuntarily left Prysmian in 2025, compared with the total number of employees as of December 31, 2025.

Characteristics of non-employees who are part of the Company's workforce	Total 2025	Total 2024
55. (a) Total number of non-employees	2,472	2,185
55. (a) of which self-employed workers	0	0
55. (a) of which workers provided by employment agencies	2,472	2,185

Non-employees include internships and apprenticeships, and people supplied by enterprises primarily engaged in the "recruitment, selection and provision of staff" (NACE code N78). The methodology used for calculation is the headcount as of December 31, 2025.

Coverage of collective bargaining and social dialogue	Total 2025	Total 2024
Employees covered by collective bargaining agreements	20,200	20,034
Number of employees	32,608	32,546
60. (a) Percentage of its total employees covered by collective bargaining agreements;	62%	62%
Number of employees covered by workers' representatives	13,520	13,134
Number of employees (EEA)	13,520	13,134
63. (a) Percentage of employees covered by workers' representatives	100%	100%
63. (b) In relation to social dialogue, the undertaking shall disclose information about the existence of any agreement with its employees for representation by a European Works Council (EWC), a Societas Europaea (SE) Works Council, or a Societas Cooperativa Europaea (SCE) Works Council.	Prysmian periodically renews the founding agreement of the European Works Council (EWC) with the trade union representatives of the majority of its European factories. The aim is to encourage the improvement of the Group's activities through the involvement of employees in decision making processes. The latest agreement establishes that the Council is composed of 27 trade union representatives from all European countries where Prysmian operates. The presence of an executive body (the Select Committee) within the European Works Council has also been confirmed; it is made up of seven members elected by the 27 members of the General Committee.	

There were no significant changes related to collective bargaining coverage compared with the previous year.

	Collective bargaining coverage		Social dialogue
Coverage percentage	**60) b. Employees - In the EEA (for countries with >50 employees accounting for >10% of total employees)**	**60) c. Employees - Outside the EEA (estimate for countries with >50 employees accounting for >10% of total employees)**	**63. (a) Employee representation (EEA only) (for countries with >50 employees)**
0-19%			
20-39%			
40-59%		North America, EMEA (outside EEA)	
60-79%			
80-100%	The breakdown by country is not applicable; see the comments provided below.	Latin America	The breakdown by country is not applicable; see the comments provided below.
Comments	60 b) None of Prysmian's EEA countries meets the criterion of having more than 50 employees representing over 10% of total employees; therefore, the country-level breakdown does not apply. 60 c) Only the geographic areas NORAM, LATAM and EMEA (outside the European Economic Area) meet the criterion of having more than 50 employees representing over 10% of total employees; therefore, the breakdown by geographic area is provided only for these regions. 63 a) None of Prysmian's EEA countries meets the criterion of having more than 50 employees representing over 10% of total employees; therefore, the country-level breakdown does not apply.		

1. Premise
2. Financial and Sustainability highlights
3. ESRS 2 - General disclosures
4. E - Environmental disclosure
5. **S - Social disclosures**
6. G - Governance disclosures
7. Appendices
8. Certification
9. Audit report on Sustainability Consolidated Statement

Diversity metrics (66. a, AR 71) – gender distribution at top management level

Diversity metrics (66. a, AR. 71) - gender distribution at top management level	Total 2025	%	Total 2024	%
Women	10	22%	7	16%
Men	35	78%	38	84%
Other	0	0%	0	0%
Not disclosed	0	0%	0	0%
Total top management	**45**	**100%**	**45**	**100%**
AR 71. Disclose the definition of top management used	Grade 24 and above (Korn-Ferry Hay methodology)			

SOCIAL KPIs	UNIT OF MEASUREMENT	2025	2024
Percentage of female desk workers hired	%	48.4	47.5
Percentage of women executives	%	22.6	19.2

Diversity metrics (66. b) – employees by age

	≤30 years old	30-50 years old	>50 years old	Total 2025
Number				
Executives	1	221	229	451
Managers	164	2,026	1,073	3,263
Employees	1,112	2,596	1,355	5,063
Workers	4,385	12,356	7,090	23,831
Total	**5,662**	**17,199**	**9,747**	**32,608**
Percentage				
Executives	0%	0.68%	0.70%	1.38%
Managers	0.50%	6.21%	3.29%	10.01%
Employees	3.41%	7.96%	4.16%	15.53%
Workers	13.45%	37.89%	21.74%	73.08%
Total	**17.36%**	**52.74%**	**29.89%**	**100%**

	≤30 years old	30-50 years old	>50 years old	Total 2024
Number				
Executives	–	211	238	449
Managers	169	1,941	1,076	3,186
Employees	1,029	2,661	1,408	5,098
Workers	4,399	12,405	7,009	23,813
Total	**5,597**	**17,218**	**9,731**	**32,546**
Percentage				
Executives	0%	0.65%	0.73%	1.38%
Managers	0.52%	5.96%	3.31%	9.79%
Employees	3.16%	8.18%	4.33%	15.66%
Workers	13.52%	38.12%	21.54%	73.17%
Total	**17.20%**	**52.90%**	**29.90%**	**100%**

Adequate wages

All Prysmian employees receive adequate wages, in line with applicable benchmarks. Within the European Economic Area (EEA), the benchmark corresponds to the minimum wage set in accordance with Directive (EU) 2022/2041 of the European Parliament and of the Council on adequate minimum wages in the European Union.

Outside the EEA, the benchmark corresponds to the various wage levels set by existing international, national or sub-national legislation, official regulations or collective agreements, as per the Fair Wage Network database, which confirms the preeminence of collective bargaining for the purpose of defining employment terms and conditions.

In 2024, Prysmian partnered with the Fair Wage Network, which gives access to global data that enables assessment of compliance with an adequate wage level calculated using a specific methodology.

Social protection

	2025	2024
Social protection	**Employees**	**Employees**
74. Social protection coverage of own employees, through public programs or benefits offered by the undertaking on occurrence of any of the following events:		
74. (a) sickness;	All employees are covered	All employees are covered
74. (c) employment injury and acquired disability;	All employees are covered	All employees are covered
74. (d) parental leave;	All employees are covered	All employees are covered
75., 76. Employees not covered by social protection on occurrence of the following events:		
75. Unemployment starting from when the employee is working for the undertaking	All employees in these countries: Hong Kong, India, Oman (non-Omanis only), Malaysia, Ivory Coast, Angola and Singapore	All employees in these countries: Hong Kong, Costa Rica, India, Oman, Malaysia, Ivory Coast, Angola and Singapore
75. Retirement	All employees in Malaysia	All employees in Malaysia

1. Premise
2. Financial and Sustainability highlights
3. ESRS 2 - General disclosures
4. E - Environmental disclosure
5. **S - Social disclosures**
6. G - Governance disclosures
7. Appendices
8. Certification
9. Audit report on Sustainability Consolidated Statement

Training and skills development metrics (83. A, 84)

Training and skills development metrics (83. a)	Total 2025				
	Number of employees that participated in regular reviews	Number of regular reviews	Number of employees	Percentage of employees that participated in regular reviews	Number of regular reviews conducted per employee
Women	2,757	2,757	6,845	40.3%	1.0
Men	5,061	5,061	25,751	19.7%	1.0
Other	2	2	9	22.2%	1.0
Not disclosed	2	2	3	66.7%	1.0
Total	**7,822**	**7,822**	**32,608**	**23.9%**	**1.0**

Training and skills development metrics (83. a)	Total 2024				
	Number of employees that participated in regular reviews	Number of regular reviews	Number of employees	Percentage of employees that participated in regular reviews	Number of regular reviews conducted per employee
Women	2,629	2,629	6,751	38.9%	1.0
Men	4,947	4,947	25,785	19.2%	1.0
Other	2	2	7	28.6%	1.0
Not disclosed	1	1	3	33.3%	1.0
Total	**7,579**	**7,579**	**32,546**	**23.3%**	**1.0**

There are no significant changes related to training and skills development metrics compared with the previous year.

Training and skills development metrics

Total 2025	Number of training hours	Aveage hours of training
Women	259,547	38
Men	953,819	37
Other	297	43
Not disclosed	19	7
Total	**1,213,683**	**37**

Total 2024	Number of training hours	Aveage hours of training
Women	273,423	43
Men	934,429	38
Other	241	25
Not disclosed	91	46
Total	**1,208,184**	**39**

Work-life balance metrics

Work-life balance metrics	Women	Men	Other	Not stated	Total 2025
94. If all the undertaking's employees are entitled to family leave under social policy agreements and/or collective bargaining, it is sufficient to report this to meet the requirement of paragraph 93a.					
Number of employees eligible for family leave:					
Maternity, paternity, parental leave	6,845	25,751	9	3	32,608
Caregivers' leave	5,094	21,631	9	3	26,737
Number of employees who have taken family leave:					
Maternity, paternity, parental leave	419	818	0	0	1,237
Caregivers' leave	89	348	0	0	437
93. a) Percentage of workers eligible for family leave					
Maternity, paternity, parental leave	100%	100%	100%	100%	100%
Caregivers' leave	74%	84%	100%	100%	82%
93. b) Percentage of eligible workers who have taken family leave					
Maternity, paternity, parental leave	6.1%	3.2%	0%	0%	3.8%
Caregivers' leave	1.8%	1.6%	0%	0%	1.6%
Comments	All Prysmian employees are entitled to a minimum number of maternity, paternity, and parental leave days according to the Global Parental Policy. With regard to caregiver leave, Prysmian applies local legislation.				

1. Premise
2. Financial and Sustainability highlights
3. ESRS 2 - General disclosures
4. E - Environmental disclosure
5. **S - Social disclosures**
6. G - Governance disclosures
7. Appendices
8. Certification
9. Audit report on Sustainability Consolidated Statement

Work-life balance metrics	Women	Men	Other	Not stated	Total 2024
94. If all the undertaking's employees are entitled to family leave under social policy agreements and/or collective bargaining, it is sufficient to report this to meet the requirement of paragraph 93a.					
Number of employees eligible for family leave:					
Maternity, paternity, parental leave	6,751	25,785	7	3	32,546
Caregivers' leave	4,964	21,365	7	3	26,339
Number of employees who have taken family leave:					
Maternity, paternity, parental leave	393	841	0	0	1,234
Caregivers' leave	119	430	0	0	549
93. (a) Percentage of workers eligible for family leave					
Maternity, paternity, parental leave	100%	100%	100%	100%	100%
Caregivers' leave	73.5%	82.9%	100%	100%	80.9%
93. b) Percentage of eligible workers who have taken family leave					
Maternity, paternity, parental leave	5.8%	3.3%	0%	0%	3.8%
Caregivers' leave	2.4%	2.0%	0%	0%	2.61
Comments	All Prysmian employees are entitled to a minimum number of maternity, paternity and parental leave days in accordance with the Global Parental Policy. With regard to caregiver leave, Prysmian applies local legislation.				

There were no significant changes related to work-life balance metrics compared with 2024.

Remuneration metrics

Remuneration metrics	Average gross hourly wage	
	Women	Men
Total 2025	18.99 EUR	20.38 EUR
97. (a) Gender pay gap 2025	**-6.82%**	
Total 2024	18.85 EUR	20.72 EUR
97. (a) Gender pay gap 2024	**-9.03%**	

	Optional - variable and supplementary components	
	2025	2024
Annual total remuneration for the highest paid individual in the organization	4,015,267 EUR	2,681,461 EUR
Median annual salary for all employees, excluding the highest paid individual	35,847 EUR	34,911 EUR
97. (b) Ratio between the annual total remuneration of the highest paid individual and the median annual total remuneration for all employees (excluding the highest paid individual)	**112**	**76.81**

Concerning the **gender pay gap**, in compliance with the sustainability reporting principles set by the European Union's delegated regulation 2023/2772 dated July 31, 2023, and pursuant to the S1-16 disclosure requirements therein, the Company reports that the unadjusted **gender pay gap is 6.82%**. Workers at Prysmian S.p.A. and its subsidiaries, who are directly or indirectly under an employment contract, were included in the calculation of the average full-time equivalent wage[18] .

In the course of 2024, Prysmian entered into a collaboration with a specialized company and has adopted a platform (Pay Eq by Syndio) aimed at enriching analyzes, deeper exploration of the reasons behind the observed differences, and easier monitoring of the gender pay gap. In 2025, the adjusted gender pay gap of the Desk Workers stood at an overall average value of 2.9%.
Among its social targets, Prysmian has committed to bringing the gap down to within a range of 0-2 percentage points by 2030, via a program consisting of annual action plans.

The figures, expressed in euros, reflect widely varying remuneration, given the different geographies and economies in which the Company operates and related exchange rate volatility.

In 2025, **the ratio of the annual total remuneration** (fixed pay, plus variable annual and long-term components) of the Group Chief Executive Officer compared with the median **annual total remuneration** of Group employees at global level **was 112:1**.

The difference between the annual total remuneration of the Chief Executive Officer in 2025 compared with 2024 was 50%.
The 2025 values differ significantly from the 2024 values. This is also due to the fact that, in line with the characteristics of its long-term incentive plan, the IFRS2 values included in Total compensation for 2025 – the last year of the vesting period, are significantly higher than the values reported in the first and second years of the vesting period (2023 and 2024).



18 To determine gross hourly wages, gross annual remuneration as at December 31, 2025, plus variable components (production bonuses, MBO and LTI plans) related to the relevant year were taken into account, in accordance with best estimates where data was unavailable, and excluding non-recurring items and social security charges. Total remuneration includes the IFRS 2 value of equity-based plans.

1. Premise
2. Financial and Sustainability highlights
3. ESRS 2 - General disclosures
4. E - Environmental disclosure
5. **S - Social disclosures**
6. G - Governance disclosures
7. Appendices
8. Certification
9. Audit report on Sustainability Consolidated Statement

Incidents, alerts and severe human rights impacts

Incidents, alerts and severe human rights impacts	Total 2025	Total 2024
103. (a) Number of work-relatd incidents of discrimination reported in the reporting period		
Gender	4	2
Racial or ethnic origin	5	3
Nationality	1	0
Religion or belief	0	1
Disability	1	2
Age	1	1
Sexual orientation	2	0
Harassment	1	4
Other relevant forms of discrimination	3	11
Total	**18**	**24**
103. (b) Number of complaints filed through channels for people in the undertaking's own workforce to raise concerns (including grievance mechanisms)	234	174
103. (b) where applicable, to the National Contact Points for OECD Multinational Enterprises related to the matters defined in paragraph 2 of this Standard, excluding those already reported in (a) above;	n.a.	n.a.
103. (c) Total amount of fines, penalties, and compensation for damages as a result of the incidents and complaints	0	0
103. (c) Provide a reconciliation of such monetary amounts disclosed with the most relevant amount presented in the financial statements; and	n.a.	n.a.
103. (d) Where applicable, contextual information necessary to understand the data and how such data has been compiled.	n.a.	n.a.
104. (a) Number of severe human rights incidents connected to the undertaking's workforce in the reporting period:		
Cases of non-respect of the UN Guiding Principles on Business and Human Rights	0	0
Cases of non-respect of ILO Declaration on Fundamental Principles and Rights at Work	0	0
Cases of non-respect of OECD Guidelines for Multinational Enterprises	0	0
Total	0	0
104. (a) If no severe human rights incidents connected to the undertaking's workforce have occurred, the undertaking shall state this.	No severe cases of HR incidents in FY25	No severe cases of HR incidents in FY24
104. (b) Total amount of fines, penalties and compensation for damages for the incidents described.	0	0
104. (b) Provide a reconciliation of the monetary amounts disclosed in the most relevant amount in the financial statements.	n.a.	n.a.

Prysmian did not identify any cases of human rights incidents among its workforce during the reporting period in question.

Other metrics

H&S KPIs - ENTITY SPECIFIC[19]	UNIT OF MEASUREMENT	2025	2024
Lost time injury severity rate	Rate	48.21	58.55

SOCIAL KPIs - ENTITY SPECIFIC	UNIT OF MEASUREMENT	2025	2024
Employee shareholders	%	50	46
IT security training courses[20]	no.	27	27
Average resolution time for high-risk vulnerabilities[21]	weeks	15	13
Log sources integrated with the Security Information and Event Management (SIEM) solution[22]	%	89	89
Security incidents[23]	no.	675	1,286
Percentage of cyber-attacks compared with total security incidents[24]	%	2	2
Average time for completion of post-incident forensic activities[25]	hours	4	4

Percentage of employee shareholders

This KPI indicates the number of employees who hold Prysmian shares held in the Company's administrative accounts through the GROW, YES and BE IN plans as at December 31, divided by the total number of employees eligible to participate in at least one of the plans under the relevant terms and conditions.

The metric is not validated by an external body, although it was identified by the Group on an optional basis in order to measure the value of employee engagement in value creation.

Cybersecurity

Measurement and monitoring of cybersecurity performance is key to assessing the effectiveness of the measures adopted and supporting continuous improvement of the Group's security posture. Prysmian uses a comprehensive range of performance and risk indicators (KPIs and KRIs) to monitor potential negative impacts on the workforce, operational processes and the business resulting from cybersecurity events.

19 It should be noted that this indicator was introduced in 2025 compared to what was reported in 2024. It represents a new metric adopted in replacement of the LTFI indicator used in the previous reporting period.

20 Courses delivered to non-desk /desk /newly hired workers regarded data security issues, such as phishing, cyber hygiene, and non-disclosure of data.

21 Average time between opening of a case and resolution of vulnerabilities/incidents reported by hardware and software suppliers. A high-risk vulnerability is an event that can significantly impact a plant/production line, a core company system, or sensitive data.

22 Percentage of evidence of activities and audits (logs) carried out by business assets that are collected and analyzed using SIEM solutions. SIEM: Security software that enables recognition of potential threats and security vulnerabilities before they have a chance to disrupt operations.

23 Number of security incidents handled during the year that are related to attacks, threats or malfunctions.

24 Ratio of cyber-attacks to total security incidents.

25 Average time between opening of a case and closure of the forensic investigation phase (one of the critical phases of security incident management).

1. Premise
2. Financial and Sustainability highlights
3. ESRS 2 - General disclosures
4. E - Environmental disclosure
5. **S - Social disclosures**
6. G - Governance disclosures
7. Appendices
8. Certification
9. Audit report on Sustainability Consolidated Statement

The metrics used cover various areas of the Security team, including training and employee awareness, ability to prevent and detect threats, effectiveness of incident and vulnerability management processes, and the timeliness of the response and post-incident forensic analysis. Together, these indicators provide an objective assessment of the level of maturity and resilience of the Group's cybersecurity management.

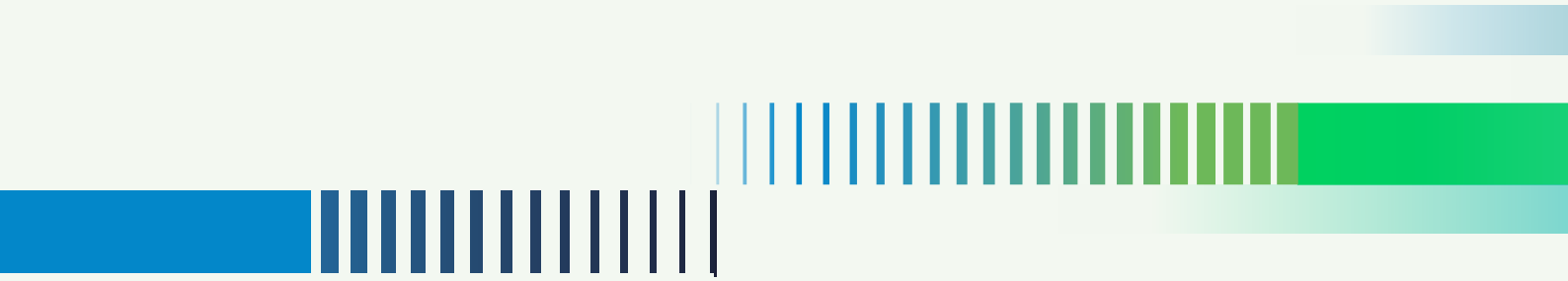
The methodologies used for measuring and monitoring metrics are described, documented, and posted in the Cybersecurity section of the Company's intranet. A comprehensive set of KPIs and KRIs is periodically updated and communicated to the internal Information Security Committee and the teams involved, to support decision-making and risk supervision.

While the adopted methodologies are comprehensive and detailed, they do have some inherent limitations, including the possibility that minor security incidents may go undetected. These aspects are regularly monitored and addressed via a continuous improvement process that involves the periodic review of methodologies and indicators, with the aim of ensuring their alignment with industry best practices and developing threats.

The metrics (KPIs and KRIs) Prysmian uses to measure the performance of the Security team are validated externally by an accredited third-party certification body, via the certification maintenance process for ISO 27001:2022. This ensures compliance with applicable international standards and ensures a rigorous and comprehensive approach to measuring, monitoring and assessing cybersecurity performance.



1. Premise
2. Financial and Sustainability highlights
3. ESRS 2 - General disclosures
4. E - Environmental disclosure
5. **S - Social disclosures**
6. G - Governance disclosures
7. Appendices
8. Certification
9. Audit report on Sustainability Consolidated Statement



ESRS S2 – WORKERS IN THE VALUE CHAIN

S2 – WORKERS IN THE VALUE CHAIN

Governance

Prysmian adopts sound and integrated governance to ensure respect for workers' rights throughout the value chain. These issues are overseen by the **Sustainability Committee**, which receives periodic reports from the relevant corporate functions on progress toward targets achieved and the effectiveness of actions taken. At the operational level, a cross-functional team – including representatives from the **Investor Relations, Procurement, Sustainability, Sales and Compliance teams** – is responsible for implementing the Company's policies and due diligence activities related to suppliers and other business partners.
The two teams directly responsible for engaging value chain workers are:

- the **Procurement team** (upstream);
- the **Sales team** (downstream).

In 2025, Prysmian further enhanced internal audit systems and strengthened whistleblowing channels, thus contributing to transparent governance geared toward preventing the most serious impacts, especially in high-risk settings or where vulnerable workers are present.

Strategy

Prysmian's strategy for protecting workers in the value chain is based on systemic integration of human rights, and the principle of decent work in procurement processes and management of suppliers and partners. In 2025, Prysmian continued to implement a **risk-based due diligence approach**, aimed at identifying, preventing and mitigating potentially negative impacts on workers throughout the supply chain.

.

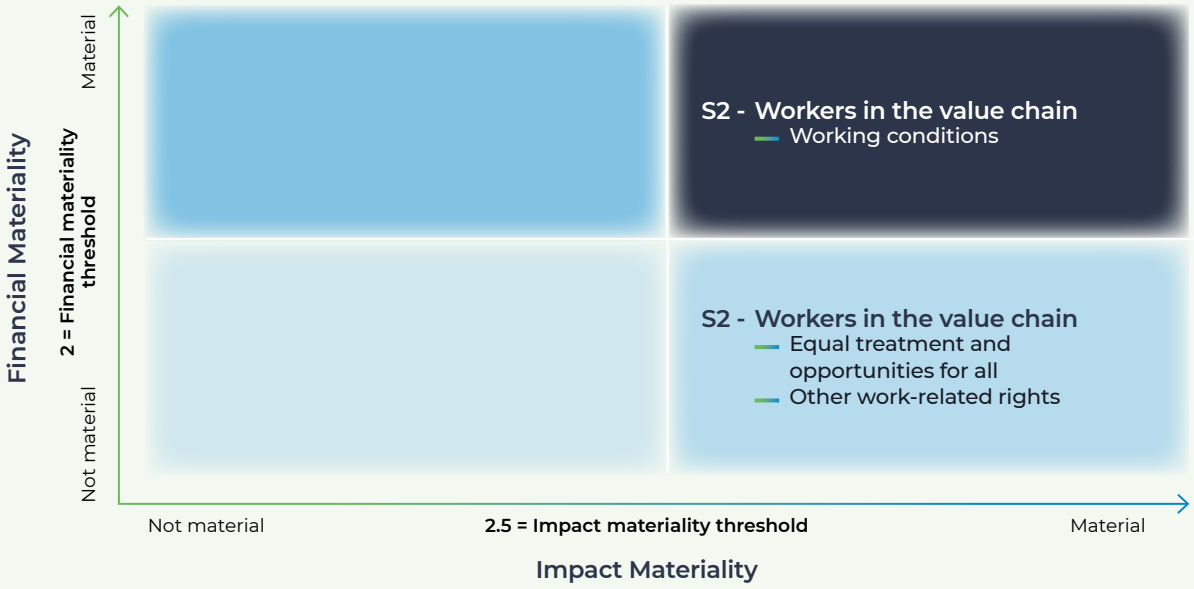
In analyzing workers in the value chain, specific attention was focused on the categories most exposed to health and safety risks, as well as on failure to respect human rights and implement sustainable practices throughout the supply chain. This involved:

- workers involved in **mining metals, minerals or raw materials**, or in logistics and distribution activities, who are often subjected to hazardous and unsafe environmental conditions;
- workers engaged in **installation**, such as cable-layers, who are exposed to hazards related to the work environment (e.g., working at height, handling heavy equipment, electrical hazards);
- **workers who are considered vulnerable** due to personal or social characteristics, including migrants, women, youths, labor unionists or remote workers.

Prysmian recognizes that mining activities in some regions, such as Asia, can be associated with untenable working conditions, including forms of **child or forced labor**, which are often linked to lack of legal protections in countries of origin. Such situations are a violation of fundamental rights, and also generate negative economic impacts, involving low pay that does not guarantee adequate livelihoods.

The Group's strategy aims to build a resilient, ethical and sustainable value chain that protects workers at every stage of production and promotes respectful, safe and inclusive working conditions. As a result, the Group believes it is extremely important to assess social aspects.

Identification of IROs related to workers in the value chain



Sub-topic	Sub-sub-topic	Impact	Positioning in the value chain	Positive/ negative	Actual/ potential	Time horizon
Working conditions	Health and safety	Potential exposure to occupational health and safety impacts	Upstream, Downstream		Potential	Short term
	Secure employment	Inadequate worker protection and rights violations in the value chain, due to reliance on subcontractors and complex supply networks	Upstream		Potential	Short term
	Freedom of association, including the existence of works councils	Lack of workers' rights protection in the value chain	Upstream, Downstream		Potential	Short term
Equal treatment and opportunities for all	Gender equality and equal pay for work of equal value	Inequality for workers in the value chain	Upstream, Downstream		Potential	Medium term
	Training and skills development	Development of skills to strengthen the value chain	Upstream		Actual	Medium/long term
Other work-related rights	Child labor	Child labor in the value chain	Upstream, Downstream		Potential	Short term
Working conditions	Working time	Lack of guaranteed working hours for value chain workers	Upstream, Downstream		Potential	Short term
Other work-related rights	Forced labor	Forced labor in the value chain	Upstream, Downstream		Potential	Short term

Continues >>

1. Premise
2. Financial and Sustainability highlights
3. ESRS 2 - General disclosures
4. E - Environmental disclosure
5. **S - Social disclosures**
6. G - Governance disclosures
7. Appendices
8. Certification
9. Audit report on Sustainability Consolidated Statement

>> Continued

Sub-topic	Sub-sub-topic	Impact	Positioning in the value chain	Positive/ negative	Actual/ potential	Time horizon
Working conditions	**Adequate wages**	**Lack of adequate remuneration in the value chain**	Upstream, Downstream		Potential	Short term
	Social dialogue	**Management of working conditions in the value chain**	Upstream, Downstream		Potential	Long term
Equal treatment and opportunities for all	**Diversity**	**Lack of equal treatment**	Upstream		Potential	Short term

Positive impact Negative impact

Sub-topic	Sub-sub-topic	Risk	Positioning in the value chain	Time horizon	Current financial effect
Working conditions	**Health and safety**	**Risk of health and safety issues along Prysmian's value chain (such as injuries), due to failure to foster an HSE culture in the work environment, resulting in legal costs, damage awards and/ or potential reputational damage**	Upstream, Downstream	Medium term	N/A
Other work-related rights	**"Child labor Forced labor"**	**Lack of respect for human rights and sustainable practices throughout the supply chain, resulting in the risk of litigation, payment of fines/ sanctions and/ or reputational damage**	Upstream	Medium term	N/A

The double materiality assessment revealed **potential negative impacts** on workers in the value chain, especially in upstream and downstream activities, related to health and safety issues, possible violation of fundamental rights, and often inadequate protections in supply chain partners' production sites.

Forced labor, child labor, lack of guaranteed working hours, lack of adequate pay, and inequal treatment were identified as potential significant impacts within Prysmian's value chain. The Company deploys a robust due diligence process to prevent such impacts, especially in areas where raw materials are extracted from mines located in India, Afghanistan, the Democratic Republic of Congo and Latin America, in line with its commitments to sustainability and human rights.

The risks emerging from the assessment, related to health and safety and human rights compliance issues in the supply chain, are primarily classified as potential and medium-term. This confirms the need to strengthen due diligence systems, improve supplier monitoring and social performance management, and adopt **preventive measures to mitigate impacts on people**.

Prysmian takes a **systemic and integrated approach** to worker engagement throughout the value chain, with a focus on the actual and potential impacts that affect them. Suppliers are mainly managed by the Group Procurement team and its regional and local teams. This team is responsible for implementing corporate policies and due diligence activities related to suppliers and business partners. Prysmian constantly strengthens **internal audit systems**

and whistleblowing channels, thereby promoting transparent governance geared toward preventing the most serious impacts, especially in high-risk settings or where vulnerable workers are present. Supplier management is based on integrating human rights and the principle of decent work into procurement processes. This requires taking a risk-based due diligence approach to identify, prevent and mitigate negative impacts on workers. Prysmian also has procedures in place for informing and consulting workers' representatives, which ensures their engagement in discussing and verifying information on sustainability and impacts that directly affect them. This takes place through dedicated workshops, events and meetings.

Material IRO management procedures

IRO[26]	Policy	Action	Target
I - Potential exposure to occupational health and safety impacts	— HSEE Policy [27] — Human Rights Policy[28]	— Human rights due diligence — Participation in the Copper Mark Initiative — Supplier Engagement Program	— Maintain (minimum target) / increase (maximum target) the number of sustainability audits in the supply chain
I - Inadequate worker protection and rights violations in the value chain, due to reliance on subcontractors and complex supply networks	— Code of Ethics — Human Rights Policy — Code of Business Conduct — Conflict Minerals Policy — Helpline Policy and whistleblowing platform	— Human rights due diligence — Participation in the Copper Mark Initiative — Supplier Engagement Program	— Maintain (minimum target) / increase (maximum target) the number of sustainability audits in the supply chain
I - Lack of workers' rights protection in the value chain			
I - Inequality for workers in the value chain			
I - Development of skills to strengthen the value chain		2025 Supplier Conference	
I - Child labor in the value chain	— Code of Ethics — Human Rights Policy — Code of Business Conduct — Conflict Minerals Policy — Helpline Policy and Procedure and whistleblowing platform	— Human rights due diligence — Participation in the Copper Mark Initiative — Supplier Engagement Program	— Maintain (minimum target) / increase (maximum target) the number of sustainability audits in the supply chain
I - Lack of guaranteed working hours for value chain workers			
I - Forced labor in the value chain			
I - Lack of adequate remuneration in the value chain			
I - Management of working conditions in the value chain			
I - Lack of equal treatment			

Continues >>

26 The policies, actions, and targets described in the table have been linked to the IROs identified in the double materiality assessment, and there is no systematic direct connection between the actions, policies, and targets.
27 For details on the HSEE Policy, see section "ESRS S1 - Own Workforce" in this document.
28 For details on the Human Rights Policy, see section "ESRS S1 - Own Workforce" in this document.

1. Premise
2. Financial and Sustainability highlights
3. ESRS 2 - General disclosures
4. E - Environmental disclosure
5. **S - Social disclosures**
6. G - Governance disclosures
7. Appendices
8. Certification
9. Audit report on Sustainability Consolidated Statement

>> Continued

IRO[26]	Policy	Action	Target
R - Risk of health and safety issues along Prysmian's value chain (such as injuries), due to failure to foster an HSE culture in the work environment, resulting in legal costs, damage awards and/or potential reputational damage	— HSEE Policy — Human Rights Policy	— Human rights due diligence — Supplier Engagement Program — 2025 Supplier Conference	— Maintain the annual number of suppliers included in desk and risk analysis — Maintain (minimum target) / increase (maximum target) the number of sustainability audits in the supply chain
R - Lack of respect for human rights and sustainable practices throughout the supply chain, resulting in the risk of litigation, payment of fines/sanctions and/or reputational damage	— Code of Ethics — Human Rights Policy — Code of Business Conduct — Conflict Minerals Policy — Helpline Policy and Procedure and whistleblowing platform	— Human rights due diligence — Participation in the Copper Mark Initiative — Supplier Engagement Program	— Maintain (minimum target) / increase (maximum target) the number of sustainability audits in the supply chain

Policies

Code of Ethics

The Code of Ethics is a charter of rights and obligations that defines the Company's ethical and social responsibilities, thus representing its "Constitution". Prysmian's Code of Ethics adheres to and complies with the principles of the Universal Declaration of Human Rights, the Convention on the Rights of the Child and the Guiding Principles on Business and Human Rights of the United Nations, the Guidelines for Multinational Enterprises of the Organization for Economic Cooperation and Development, and International Labor Organization conventions.

Based on the Code of Ethics, the Company requires all third parties, especially those within the supply chain, to adhere to the commitment related to fundamental human rights; to combat any form of discrimination, harassment or abuse; to repudiate and commit to oppose any form of slavery, human trafficking, forced labor, or child labor; not to engage in any form of abuse, threats, intimidation, bullying, or behavior that might jeopardize, even potentially, a person's wellbeing or dignity; and to adhere to Prysmian's principles of social and economic equality.

See "Policies" in section ESRS E2 of this document for details about the Code of Ethics.

Code of Business Conduct

The Company follows a Code of Business Conduct designed to ensure the protection of workers' rights in the value chain. The Code was written in compliance with the guiding principles of the United Nations (quality education, gender equality and reducing inequality), the International Bill of Human Rights and the Declaration of the International Labor Organization (ILO). The Code provides for protection of workers and their rights; prohibition of child, forced and bonded labor; prohibition of human trafficking; and safeguarding of occupational health and safety, non-discrimination, compliance with local laws on the minimum wage, and freedom of association. The Code applies to the Group's suppliers, business partners and agents, subcontractors, and distributors, as well as to employees who manage relations with such parties. It must be integrated into their day-to-day activities and business operations, particularly in dealmaking and procurement processes. The Group also encourages its partners to share and support its commitments.

The Code focuses on risk management from various angles, including the ESG perspective, and aims to encourage its beneficiaries to mitigate identified risks and adopt sustainable practices.

The document is posted on the Company's website[29] and shared with business partners. It was approved by Prysmian's Board of Directors in July 2025, after review by the Audit and Risk and Sustainability Committees, following an update and alignment with the Group's strategy and key international standards.

Conflict Minerals Policy

Prysmian has adopted a Conflict Minerals Policy to ensure that the supply chain does not contribute to armed clashes in conflict zones and high-risk areas (such as, for example, the Democratic Republic of Congo and neighboring countries).

This goal is pursued via implementation of these principles:

1. identification of procured materials and/or semi-finished products containing 3TG (tin, tungsten, tantalum, and gold);
2. requirement for all new and regular suppliers of products containing the above materials to complete the latest version of the Conflict Minerals Reporting Template (CMRT), developed by the Responsible Minerals Initiative (RMI), once a year;
3. analysis of data received to identify warning signs and inconsistencies, and implementation of appropriate remedial actions.

This Policy applies to tier 1 metal suppliers – namely suppliers with whom Prysmian has a direct relationship – who use such materials in their products.

The Policy explicitly prohibits human trafficking, forced or bonded labor, and child labor.

This Policy was first drawn up in 2017, with the involvement of the Group's senior management, in collaboration with the Procurement and Compliance teams. It was updated in July 2025 and aligned with the Group's strategy and major international standards, with the aim of ensuring metal suppliers' sustainable behavior. This update was approved by Prysmian's Board of Directors, after review by the Audit and Risk and Sustainability Committees.

The Policy is posted on the Group's website[30], and the Chief Executive Officer, together with the Chief Procurement Officer and the Chief Operating Officer, are responsible for its implementation.

The Procurement team also has Operational Guidance (OI-PUR-BM-002), which provides details of the procurement process and monitoring safeguards to ensure compliance with the above Policy.

29 https://www.prysmian.com/sites/www.prysmian.com/files/2024-03/Prysmian_Code-of-Business-Conduct_Final.pdf
30 https://www.prysmian.com/sites/www.prysmian.com/files/media/documents/Policy_Conflict_Minerals_ENG_FINAL_July_2025.pdf

1. Premise
2. Financial and Sustainability highlights
3. ESRS 2 - General disclosures
4. E - Environmental disclosure
5. **S - Social disclosures**
6. G - Governance disclosures
7. Appendices
8. Certification
9. Audit report on Sustainability Consolidated Statement

Supply Chain and Vendor Management Strategy operational document

In 2016, Prysmian began a process of more thoroughly integrating ESG factors into supplier relationship management. The operational document, **Supply Chain and Vendor Management Strategy**, is posted on the Group's website[31] and provides an overview of the actions carried out that operationally inform the approach taken to supply chain management and also guide the vision for the future. Designed for Prysmian's suppliers – companies or entities that collaborate with the Group to supply materials, components or services – the strategy sets out the Company's expectations in terms of quality, timing, sustainability and risk management. The operational document is also shared with other external stakeholders who collaborate with Prysmian in strategic or technological areas. This is done to ensure that supply chain management meets high standards of efficiency and sustainability.

The document was updated in July 2025 and approved by the Procurement team, represented at senior level by the Chief Procurement Officer.

Suppliers' ESG performance is monitored through a comprehensive process aimed at ensuring the effectiveness of the measures taken, assessing their impact, and identifying possible areas for improvement. This is done via **desk and risk analysis of suppliers and sustainability audits**, both of which are carried out by third parties in order to ensure maximum objectivity. Supplier analysis is formed of two components: the desk segment, which assesses sustainability aspects based on environmental, social and governance criteria using public information provided by the suppliers themselves; and the risk segment, which calibrates these results according to their relevance to the business and risk factors (country, commodity and specific sector) identified by Prysmian. Together, these two components make up the desk and risk analysis, which assigns each supplier a potential level of sustainability risk, defined according to predefined thresholds. This enables Prysmian to identify risk clusters and to plan targeted actions. Desk and Risk analysis is also an integral part of the processes designed to verify compliance with the guiding principles of the United Nations on Business and Human Rights and the International Labor Organization's (ILO) Declaration on Fundamental Principles and Rights at Work.

The analysis is carried out in accordance with the following standards:

- **Governance**: a Code of Ethics/Code of Business Conduct, and an Anti-Corruption/ Anti-Bribery Policy in countries with a high Corruptions Perception Index (published by Transparency International)
- **Environmental**: ISO 14001 certification, monitoring of hazardous waste generation, purchase or production of energy from renewable sources, participation in the Carbon Disclosure Program
- **Labor and human rights**: OHSAS 18001/ISO 45001 certification, presence of a Human Rights Policy in countries with a high human rights risk (in the indices published by Maplecroft), and the presence of an occupational injury monitoring system.

Starting in 2022, an additional media analysis was integrated into the desk and risk analysis. This analysis is aimed at identifying actual or potential ESG irregularities documented by the media, regulators, and non-governmental organizations.

Helpline Policy and whistleblowing platform

Prysmian ensures **direct worker engagement** in the supply chain via secure and accessible reporting channels. In the event of problems or critical issues, any worker can refer to the Helpline Policy[32], and make use of a **whistleblowing platform**[33] available to all stakeholders via the Company's website. Its operation is overseen by the Compliance team and the Chief **Risk and Compliance Officer** and is also covered by the Group's Code of Ethics.

31 https://www.prysmian.com/sites/www.prysmian.com/files/2025-07/Update_Supply_Chain_VendorMgmtStrategy_OTPUR001.pdf
32 https://www.prysmian.com/en/company/ethics-integrity/helpline
33 https://www.prysmian.com/sites/www.prysmian.com/files/2024-03/Helpline%20Policy%20ENG%20-%20New%20Template%2027.03.2024_0.pdf

The platform is independent and managed by **NAVEX Global**, which is responsible for ensuring utmost confidentiality and identity protection for whistleblowers.

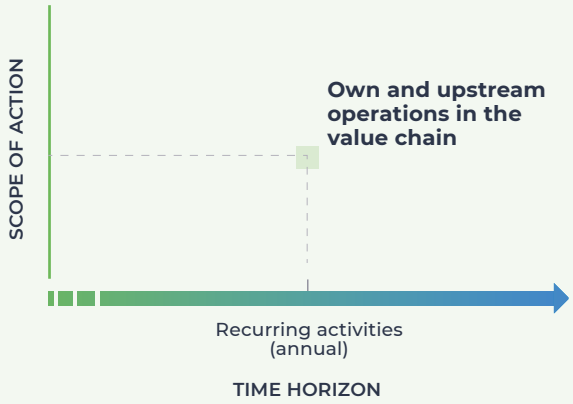
Reports are reviewed by the **Helpline Committee**, which assesses them and, if necessary, triggers specific investigations and takes appropriate measures. For further details on the whistleblowing channels and the safeguards provided, see section **ESRS G1**.

Prysmian's Helpline Policy makes it possible to report any violation of the Group's corporate policies, including the Code of Ethics and the Code of Business Conduct. As these documents explicitly prohibit practices such as human trafficking, forced or bonded labor and child labor, the Helpline Policy also prohibits such conduct. The Helpline thus facilitates collection of disclosures, strengthens the internal audit system, and helps promote an ethical and human rights-friendly work environment throughout the value chain.

Actions

To manage the value chain and achieve policy goals, as well as to address material impacts, risks and opportunities, Prysmian acts via targeted initiatives that are directly supported by the Procurement team. This team internally monitors the effectiveness of the actions deployed, which are defined on the basis of the Group's needs and information from the value chain, collected, for example, via desk and risk analysis.

SUPPLIER CONFERENCE



In 2025, Prysmian continued to actively engage core suppliers in initiatives aimed at generating medium- to long-term positive impacts on the industry by promoting workshops, partnerships, and joint projects to develop **more sustainable solutions and products**.

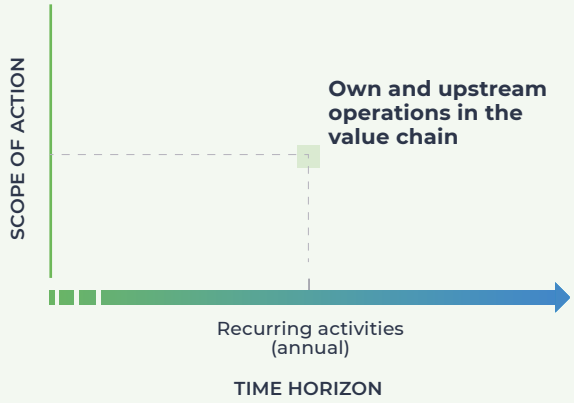
The 2025 edition of **Prysmian's Supplier Conference** offered in-depth sessions and opportunities for direct discussions with strategic suppliers. The initiative encouraged open dialogue and sharing of best practices, with the goal of consolidating sustainable partnerships throughout the value chain.

At the event, the Group gave awards to **seven partners** for **excellence, innovation and sustainability**, in recognition of their full alignment with the Company's goals and vision.

The conference also featured panel discussions on Prysmian's *Sustainability Journey* and a round table with Employee Value Propositions from the business lines. This provided an opportunity to set out the Company's expectations from suppliers regarding sustainability, and to emphasize its importance as a key factor in business competitiveness and resilience.

1. Premise
2. Financial and Sustainability highlights
3. ESRS 2 - General disclosures
4. E - Environmental disclosure
5. **S - Social disclosures**
6. G - Governance disclosures
7. Appendices
8. Certification
9. Audit report on Sustainability Consolidated Statement

HUMAN RIGHTS DUE DILIGENCE



Prysmian continuously monitors impacts, risks and opportunities related to its value chain[34] through its annual desk and risk analysis (1) and sustainability audits (2).

Regarding point (1), this analysis involves the most significant suppliers in terms of overall Group spending. Specific scores are assigned based on the three metrics analyzed (social, environmental, business governance), as well as an overall score that ranks supplier risk. Metrics are analyzed annually and compared with prior year results to monitor their trends. Suppliers with the highest risk values are identified and prioritized for sustainability audits (2), which include aspects related to human rights and labor rights.

The assessment tools for the sustainability audit are periodically reviewed to broaden the scope of verification of human rights-related issues and bring them in line with any new local/regional regulations.

An onsite audit assesses aspects related to workers' wellbeing by evaluating production areas and offices, canteens and kitchens, infirmaries and other spaces via a scoring system. The audit also examines common criteria that apply to all product and service categories. In particular, for the Transmission business unit, the sustainability audit is tailored to take into account the differing characteristics of supplier activities, distinguishing between land-based and marine operations. The audit is structured to ensure a thorough assessment in keeping with the operational specifics of each context.

In general, the cross-cutting areas of assessment include sustainability strategy, respect for human and labor rights, compliance, ethics and integrity practices, and environmental protection. A targeted approach is used to adapt the audit checklist to the products and services provided to Prysmian.

- For **suppliers engaged in land-based activities**, elements such as compliance with labor regulations, environmental risk management, safety at construction sites, and the presence of Environmental and Social Management Plans (ESMPs) are examined. Aspects related to biodiversity, water and materials management, and the energy efficiency of machinery and equipment, are also assessed.
- For **suppliers engaged in marine activities**, the audit includes verification of living and working conditions on board ships, and compliance with international conventions (e.g., Maritime Labor Convention). Specific safety measures for marine environments, aspects of marine/coastal biodiversity, as well as water and materials management, are also assessed.
- For **suppliers engaged in logistics**, special attention is paid to environmental sustainability and working conditions. Aspects related to the health and safety of operational personnel, monitoring of the environmental performance of vehicles, and sustainable logistics initiatives are analyzed. The management of waste and materials during transportation is also assessed, as well as compliance with international industry regulations.
- For **suppliers engaged in production or processing of materials**, the audit includes specific sections aimed at checking supply chain traceability, adoption of responsible sourcing policies, presence of due diligence processes, and compliance with international standards.

34 Monitoring is aimed at tier 1 suppliers in Prysmian's value chain.

The results of the audit, including the final score and corrective and improvement actions, are shared with the supplier. Prysmian and the supplier work together to define improvement plans (if needed), and the Company offers support for implementing concrete initiatives. In the event of two consecutive audits with an unsatisfactory outcome, a supplier is deemed to be at risk of exclusion or contract termination if it does not achieve the minimum ESG requirements within the set timeframe. Actions taken are monitored on an ongoing basis through a periodic review of the original assessment.

Compared with the previous year, there was an increase in audits of service and logistics providers in 2025. The goal of this increase was to systematically monitor partners' compliance with international regulations, environmental and social standards, and corporate sustainability goals. This was done to foster a responsible, resilient supply chain aligned with ESG principles.

Implementation of these actions resulted in annual Group expenditure of between €60,000 and €100,000, which is expected to remain unchanged in the short term.
In 2025 Prysmian paid specific attention to the issue of mica[35], increasing monitoring activities compared with 2024. In this context, an onsite sustainability audit was conducted at the main supplier of mica-based glass tapes (tier 1 in the value chain). The audit yielded a positive outcome.

Prysmian deems **mica sourcing** a critical factor in its value chain. The extraction process for this mineral (which is not used directly in the Group's products and production processes, but is present in small quantities in the glass-based tape that covers some cables) occurs in geographic areas where a variety of factors potentially contribute to human rights violations, such as poor working conditions and child labor.

Therefore, the Group is committed to **minimizing the use of mica** in its products: glass-based tapes now account for only **0.03% of direct materials procured**.

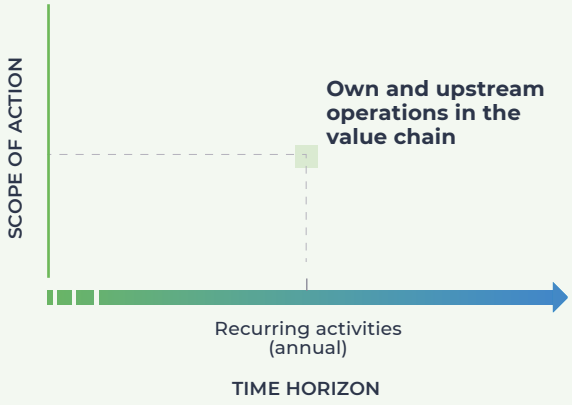
Mica mines are located approximately at level 4/5 in the supply chain, namely with several intermediate actors between the mine and Prysmian. Since 2016, the Company has required all suppliers to provide information on ore sources and their **child-labor free certificates**.

Currently, the supply of glass tapes containing mica is based on these minimum conditions:

1. All suppliers must submit an annual **Extended Minerals Reporting Template** (EMRT);
2. All suppliers must guarantee **compliance with the Human Rights Policy**, and in particular confirm the absence of child labor throughout their supply chain.

These measures bear witness to Prysmian's commitment to ensuring a responsible and transparent supply chain, with the aim of consolidating and further developing such practices in the future.

PARTICIPATION IN THE COPPER MARK INITIATIVE



35 Mica is a group of layered silicate minerals characterized by high thermal stability, insulating properties and the capacity to be broken down into thin sheets. At Prysmian, it is used as an insulating material in fire-resistant cables due to its capacity to maintain electrical integrity even under extreme temperature conditions.

1. Premise
2. Financial and Sustainability highlights
3. ESRS 2 - General disclosures
4. E - Environmental disclosure
5. **S - Social disclosures**
6. G - Governance disclosures
7. Appendices
8. Certification
9. Audit report on Sustainability Consolidated Statement

The Copper Mark Initiative[36] is an international program that certifies responsible copper production throughout the value chain. Prysmian has been a partner in this program since 2024, with the aim of ensuring transparent and sustainable procurement.

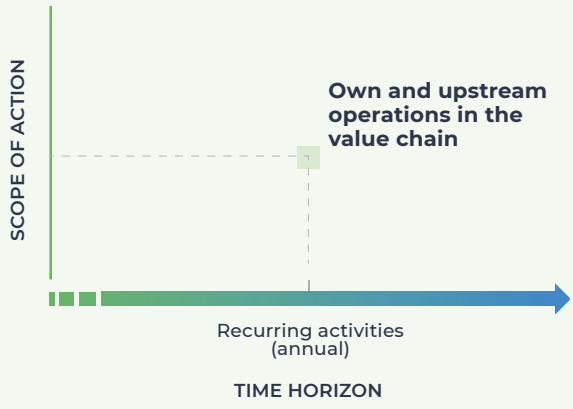
The framework is based on **sustainability criteria** defined by the Responsible Minerals Initiative, and provides third-party assurance for the entire process, from ore to metal. This enables consumers, investors, and businesses to identify suppliers that operate in line with the **United Nations Sustainable Development Goals**.

Prysmian plays a major role in global raw material procurement. For example, the **Group consumes about 2-3% of the world's copper production**. Therefore, participating in the Copper Mark Initiative is a concrete step that strengthens the Company's commitment to an ethical and responsible supply chain.

Many of the Group's base metal suppliers participate in international industry programs, such as the **Copper Mark Initiative and the Aluminum Stewardship Initiative**. When selecting partners, Prysmian gives preference to those who actively participate in these initiatives, in recognition of their commitment to more responsible management of resources and mining supply chains.

Joining the Copper Mark Initiative did not entail any cost for Prysmian, as the Company committed to helping achieve the goals set by the organization.

SUPPLIER ENGAGEMENT PROGRAM



In 2025, Prysmian strengthened the **Supplier Engagement Program**, which had been set up and launched the previous year. The goal of the Company's efforts was to make supplier assessment and management processes more effective, with a special focus on various aspects of risk management, including ESG performance.

The Program is implemented via the revamped supplier management platform Pry-Source. It involves **tier 1 partners**, namely those who have a direct relationship with the Group. They cover all major commodity categories – metals, raw materials, services, etc. – and are selected based on strategic criteria, such as level of expenditure, innovation capability and supplier criticality.

The program's execution phase launched in 2025, onboarding two categories of supplier: **top and strategic**. Participating suppliers were asked to fill out cluster- and commodity-specific questionnaires, supplemented with documentation and evidence to support their responses. Based on the initial results obtained, **dedicated discussion sessions** were organized with selected suppliers. These were designed to help analyze their performance and agree on actions that can improve ESG aspects deemed to be potentially at risk. The goal of these actions was to encourage alignment with best-in-class standards, and generate indirect benefits, including for workers throughout the value chain.

As of 2025, **no current negative impacts** have been registered along the supply chain. Therefore, **no specific remedial initiatives have been launched**, although the continuous monitoring system for identifying and managing critical issues remains in place.

In 2025, the program was **extended to all geographies** in which the Group operates. Over the past two years, €350,000 has been allocated for implementation of the project. In the short term, expenditure within the range of €25-75,000 has been estimated, ensuring that the tools and the program are fully operational and constantly updated.

36 https://coppermark.org/

Targets

ENTITY-SPECIFIC KPI	Target 2026	Results 2025
Annual number of suppliers included in desk and risk analysis	500	500
Annual number of onsite sustainability audits in the supply chain	min. 6 – max. 8	6

Every year, with the support of its supplier network, the Group strives to maintain or increase the number of suppliers undergoing onsite sustainability audits compared with the previous year. The target set for 2026 is to carry out at least 6 audits (minimum target) during the year, with an ambition to increase the number of suppliers involved to 8 (maximum target). The scope is the entire group of Prysmian's suppliers (tier 1). The number of suppliers to be involved in desk and risk analysis remains 500.

These targets were identified through dialogue between Prysmian's Strategy, Sustainability and Procurement teams, as the latter directly manages relationships with suppliers. The Procurement team constantly shares the targets defined at Group level with suppliers, and the related results achieved each time. This is done to maintain a strong commitment in this regard and strengthen relationships.

The targets Prysmian set have also been developed through **active engagement of workers in the value chain**, at the Group's annual conferences. These targets are fully **aligned with Prysmian's social and compliance policies** and apply to the entire supply chain. Integration of targets and policies enables the Group to **effectively monitor and promote suppliers' compliance with ethical and environmental standards**.

Finally, it should be noted that these targets **are not based on conclusive scientific data**, but rather on internal observations, and that **no specific methodologies or assumptions have been adopted** for their definition.

It should also be noted that to date the targets and methodology for measuring KPIs have not been revised.

Metrics

ENTITY-SPECIFIC KPI	UNIT OF MEASUREMENT	2025	2024
Annual number of suppliers included in desk and risk analysis	Number	500	500
Annual number of sustainability audits in the supply chain	Total number since the launch of the initiative (2017)	50	44

Total number of suppliers included in desk and risk analysis

This metric refers to the number of suppliers included in the desk and risk analysis carried out during the year.
The scope of the analysis covers suppliers who have business relationships with Prysmian and are classified as a significant expense, with specific criteria depending on industry and commodity:

- **Metals**: All suppliers with recurring spending;
- **Raw materials**: All suppliers with an annual turnover with Prysmian exceeding €100,000;
- **Indirect materials**:
  - Country-specific criteria, i.e., selected suppliers from the following geographic areas: LATAM, APAC, MEART)
  - Category-specific criteria, i.e., suppliers operating in sectors with workers more directly exposed to industrial activities: transportation, gas and electricity supply, maintenance, packaging and reels.

1. Premise
2. Financial and Sustainability highlights
3. ESRS 2 - General disclosures
4. E - Environmental disclosure
5. **S - Social disclosures**
6. G - Governance disclosures
7. Appendices
8. Certification
9. Audit report on Sustainability Consolidated Statement

- **High voltage installation**: selected suppliers with relevant areas of activity and active involvement in ongoing projects.

In 2025, the number of suppliers included in the analysis remained the same as in the previous year.

The methodology does not involve the use of significant estimates or assumptions, and the metrics it produces as a result are not reviewed by an external entity other than the party providing assurance for this document. The analysis is carried out and the related data processed by a third party, thereby ensuring a high level of objectivity in the assessment.

Number of sustainability audits in the supply chain

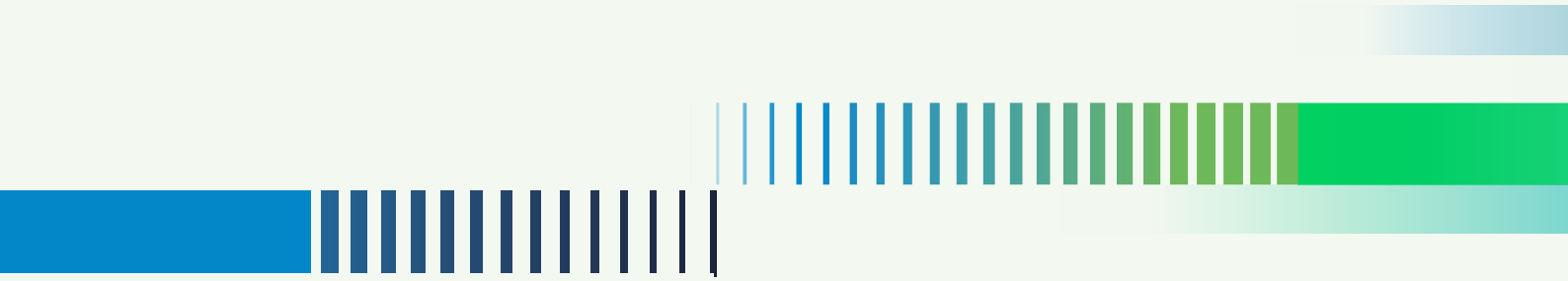
This metric refers to the number of total suppliers audited by third-party auditors since 2017. The methodology does not involve the use of significant estimates or assumptions.

Audits are carried out by an independent and accredited third-party entity. The audit checklist is based on the standards of the Responsible Business Alliance (RBA), the world's largest industry coalition committed to promoting responsible conduct in global supply chains and is specific to the type of supply analyzed (commodities/services).

Although audit data is not subject to review by a third-party assurance provider with respect to this document, they are processed and validated on the basis of activities carried out by a specialist external entity.



1. Premise
2. Financial and Sustainability highlights
3. ESRS 2 - General disclosures
4. E - Environmental disclosure
5. **S - Social disclosures**
6. G - Governance disclosures
7. Appendices
8. Certification
9. Audit report on Sustainability Consolidated Statement



ESRS S3 – AFFECTED COMMUNITIES

S3 – AFFECTED COMMUNITIES

Governance

Prysmian has established a robust, integrated governance system designed to responsibly manage the impacts its activities can have on affected communities, while ensuring prevention and mitigation of related risks. This governance model is based on a multidisciplinary approach involving various company departments, which ensures effective coordination and transparent management of social and environmental issues.

The organizational structure is headed by the Sustainability Committee, which defines strategic guidelines and monitors integration of sustainability topics into business decisions. By identifying and assessing community-related risks and opportunities, the Strategy and Risk Management teams ensure that corporate policies reflect Prysmian's commitments to human rights, respect for the environment and stakeholder dialogue.

At the operational level, specific dedicated teams from the Sustainability and Project Management teams are responsible for implementing engagement strategies, monitoring impacts, and managing interactions with affected communities. Prysmian utilizes planned risk assessment and due diligence processes to promptly identify potential critical issues and implement corrective measures, thereby ensuring compliance with international standards and local regulations.

The Group also promotes ongoing, transparent dialogue with communities and stakeholders, taking their opinions and interests into account when it defines operational strategies. Public consultations, partnerships with local/regional associations, and accessible complaints procedures help strengthen mutual trust and build long-term relationships based on accountability and mutual respect.

This integrated approach to governance enables Prysmian to combine business growth with the creation of shared value. This minimizes negative impacts and makes a positive and sustainable contribution to the communities in which the Group operates.

Strategy

As a world leader in the manufacture of cables and solutions for energy and telecommunications, Prysmian recognizes the importance of establishing robust and accountable relationships with the various communities it encounters, both at a local level and around the world. **The Group's strategy is based on an inclusive proactive approach, aimed at creating shared value and promoting sustainable development by integrating economic, social and environmental aspects into its activities and decisions**.

The main communities affected by Prysmian's activities are:

1. **Inland local communities**
   People living near production plants and construction sites are directly affected by the Group's activities. The technological solutions provided, such as renewable energy cables and FTTH fiber optic cables, improve access to essential services like electricity and connectivity, and therefore enhance the quality of life.
   The Group may use innovative cable laying technologies, including "no-dig" and "trenchless" methods, pre-connectorized cables, robust cables for simplified laying, and fiber optic blowing techniques, which reduce direct impacts on local people caused by civil engineering works. Prysmian also creates social value by implementing ad hoc initiatives to meet local needs in areas affected by works.
2. **Coastal communities**
   Prysmian contributes to the energy transition and clean energy production via undersea cable laying projects for renewable energy. The Group establishes relationships with local associations to promote collaboration with coastal communities,

with the aim of supporting the welfare of citizens and fisherfolk impacted by undersea cable laying operations.

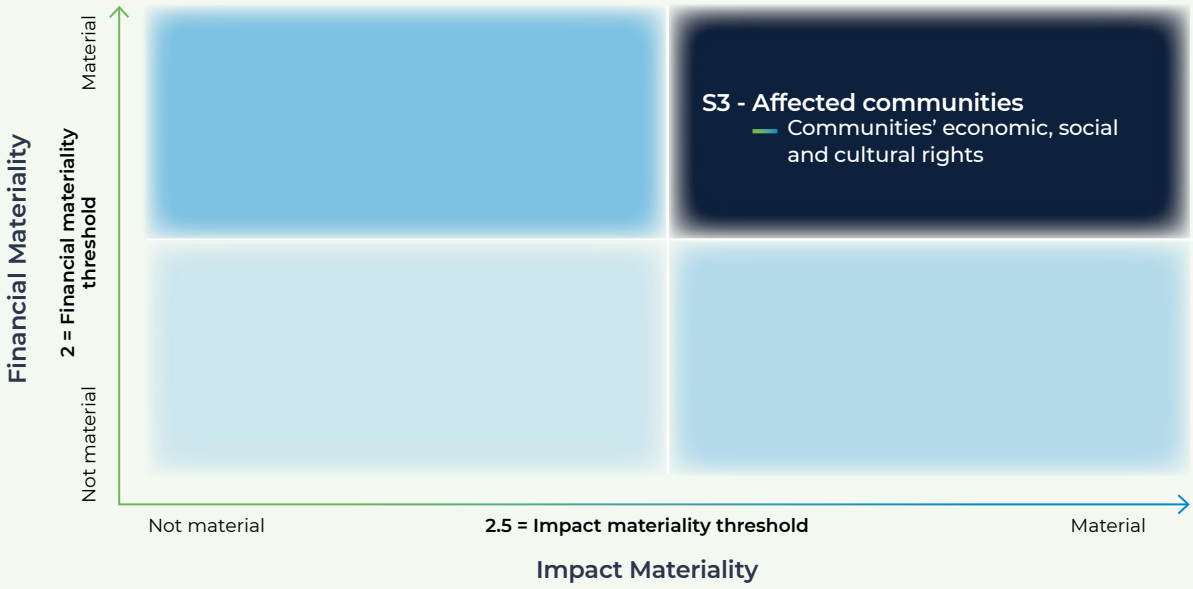
3. **Industrial communities and suppliers**
   Prysmian's industrial activities boost economic and infrastructure development in areas where the Group is located, fostering growth of local SMEs, job creation and technological innovation.

4. **Professional and scientific communities**
   Prysmian works with engineers, researchers and professionals worldwide on research and development for advanced technological solutions, fostering land and undersea cable laying innovations. Prysmian also actively supports educational activities via guidance, information and engagement initiatives aimed at students of all age groups.



1. Premise
2. Financial and Sustainability highlights
3. ESRS 2 - General disclosures
4. E - Environmental disclosure
5. **S - Social disclosures**
6. G - Governance disclosures
7. Appendices
8. Certification
9. Audit report on Sustainability Consolidated Statement

Identification of IROs related to affected communities



Sub-topic	Sub-sub-topic	IMPACT	Positioning in the value chain	Positive/ negative	Actual/ potential	Time horizon
Communities' economic, social and cultural rights	Adequate housing	Impact of electrification and digitalization on society	Downstream		Actual	Short term
	Land-related impacts	Community empowerment through donations and training activities to support skills development	Downstream		Actual	Short term

Sub-topic	Sub-sub-topic	OPPORTUNITY	Positioning in the value chain	Time horizon	Current financial effect
Communities' economic, social and cultural rights	Land-related impacts	Development of cable solutions with reduced social impact, such as undersea and underground installations, to enable new connections, support the integration of renewables and eliminate visual impact for communities	Downstream	Short term	See the section "Performance of Transmission operating segment" in the Report on Operations. The segment's organic growth is driven by innovative technologies with low impact on communities
	Adequate housing	Expansion of high-speed internet access via advanced fiber optic technologies	Downstream	Medium term	See the section "Digital Solutions segment operating review" in the Report on Operations
	Land-related impacts	Enhancement of the Group's reputation through volunteer initiatives and corporate giving	Own operations	Medium term	See the section "Other costs" in the Notes to the Financial Statements

Sub-topic	Sub-sub-topic	IMPACT	Positioning in the value chain	Positive/ negative	Actual/ potential	Time horizon
Communities' economic, social and cultural rights	**Land-related impacts**	**Hardship and discontent among affected communities in the regions where the Company operates, during the cable laying phase and throughout the product life cycle, potentially resulting in reputational damage and/or problems with permits and/or disruption to inland/undersea cable laying operations (e.g., fisherfolk)**	Own operations	Medium term	N/A	

Positive impact Negative impact

In 2025, Prysmian continued to have positive and tangible impacts on communities by contributing to the electrification and digitalization of society. The technology solutions the Group develops are an enabler of the transition to a more sustainable, accessible and connected energy and infrastructure system. The expansion of networks for electricity and data fosters economic growth and social inclusion, enabling people, businesses and local areas to benefit from essential services, new employment opportunities and better living conditions.

At the same time, Prysmian promotes community empowerment through donation programs, educational initiatives and training activities that are aimed at strengthening local skills and supporting human capital development. These actions strengthen the link between the Company and the areas in which it operates, helping create shared value in the short term.
In terms of opportunities, the Company continues to invest in the development of cable solutions with low social and environmental impacts, such as undersea and underground installations. These enable expanded connectivity, support the integration of renewables, and minimize the visual impact of infrastructure on local communities. These solutions give the Company an important competitive edge and help drive short-term growth, while also providing positive economic and reputational effects.

Prysmian's approach to remediating risks related to affected communities is based on a set of principles that reflect the Company's social and environmental responsibilities. These principles are aimed at minimizing disruption, promoting sustainability, and ensuring transparent and responsible communication with local communities. In general, the Group takes the following steps:

1. **Risk identification and assessment**: Prysmian carefully monitors and assesses the potential repercussions of its activities on surrounding areas, especially with regard to the environment, biodiversity, and people's health and safety. This includes an in-depth assessment of the risks and benefits associated with new projects, or changes to existing projects. Based on a Local Needs Assessment, local communities' needs and gaps in provision are also identified. The assessment is carried out using statistical data produced by national bodies. This enables categorization of local communities based on parameters such as average age, unemployment rate and crime rate, with a view to identifying areas where Prysmian can provide support via specific initiatives.
2. **Local community engagement**: The Group actively engages with communities, interest groups and authorities in order to understand their concerns. An active participation process is often initiated by taking part in public events like workshops, fairs, and public consultations, allowing stakeholders to learn about projects and express their opinions.
3. **Emergency management plans and corrective measures**: Prysmian responds to risks by drawing up intervention plans to support problem-solving, including with the cooperation of local authorities. These plans include corrective actions to mitigate any

1. Premise
2. Financial and Sustainability highlights
3. ESRS 2 - General disclosures
4. E - Environmental disclosure
5. **S - Social disclosures**
6. G - Governance disclosures
7. Appendices
8. Certification
9. Audit report on Sustainability Consolidated Statement

damage, thereby ensuring restoration or improvement of pre-existing conditions, and taking into account the social and economic wellbeing of affected people.

4. **Sustainability and social responsibility**: Prysmian promotes initiatives that go beyond immediate compensation, focusing on long-term projects that benefit communities. This may, for example, include education, economic development, and environmental protection programs. These have included mentoring and shadowing activities for students tailored to their age group, development of graduate onboarding programs, and programs to hire workers in protected categories or the long-term unemployed.
5. **Transparency and communication**: The Group ensures that its activities are transparent by regularly updating affected communities, customers and subcontractors on project developments, remedies adopted, and long-term impacts.
6. **Continuous monitoring**: After taking corrective measures, Prysmian continues to monitor the impact of its activities over time, thus ensuring that the implemented solutions are effective, and that no further disruptions will occur. This shows that Prysmian's approach is geared towards ensuring that its projects are carried out with respect for the surrounding communities and the environment, by taking preventive and corrective and measures, and promoting long-term sustainability.

Prysmian maintains open and transparent dialogue with local communities affected by its activities via the following channels:

Means of communication	Description
Direct communication channels	Access to direct channels such as email and local information desks; holding public meetings, consultations and listening sessions with communities.
Informational materials	Distribution of clear and accessible materials, giving details on whistleblowing channels, complaints procedures, and available support resources.
Workshops	Organization of workshops before and during project development, aimed at informing communities and gathering direct feedback.
Collaboration with local authorities and NGOs	Collaboration with local authorities, NGOs and other organizations, aimed at strengthening community ties and raising awareness of available channels.

In some countries, like the United Kingdom, Germany and Australia, which are more forthcoming and willing to collaborate on projects that encourage local community development, relations with local stakeholders are facilitated through preparation of detailed plans and introduction of a **Social Value Lead** role. This officer measures Prysmian's contribution to customers' social return on investment by monitoring various KPIs. They also define specific targets and actions based on a Local Needs Assessment and a Social Value Plan.

The local stakeholder engagement process is based on meticulous planning. Each project leads to definition of a precise timeline, including outreach and consultation activities with the community before, during and after cable laying, and an ongoing monitoring plan designed to verify and measure how effective initiatives prove to be. This ensures that the positive impacts are real and sustainable over time. The Social Value Lead plays a crucial role, liaising between Prysmian, customers, contractors and local communities, and ensuring that all initiatives are aligned with the project's social and environmental goals.

In conclusion, Prysmian seeks to carry out cable laying operations while minimizing negative impacts and risks, as well as actively generating short- and long-term positive value for local communities by adapting its strategies to fit the specific characteristics of each country in which the Company operates, all over the world.

Material IRO management procedures

IRO[37]	Policy	Action	Target
I - Impact of electrification and digitalization on society	— Code of Ethics — Helpline Policy	— Provide households with fast digital access and access to electricity from renewable sources	— Increase in number of households with fast digital access; — Increase in number of households with access to renewable electricity
I - Community empowerment through donations and training activities to support skills development	— Code of Ethics — Human Rights Policy — Donations Policy — Helpline Policy	— Training in schools; partnerships for training young students; — Donations	
O - Development of cable solutions with low social impact, such as undersea and underground cable laying, to enable new connections, support integration of renewables, and eliminate visual impacts for communities	— Code of Ethics — Helpline Policy	— Development of innovative products and solutions to support communities	— Increase in number of households with fast digital access; — Increase in number of households with access to renewable electricity
O - Expansion of high-speed internet access via advanced fiber optic technologies	— Code of Ethics — Helpline Policy	— Provide households with fast digital access	— Increase in number of households with fast digital access
O - Enhancement of the Group's reputation through volunteer initiatives and corporate giving	— Code of Ethics — Human Rights Policy — Donations Policy	— Donations	
R - Hardship and discontent among affected communities in the regions where the Company operates, during the cable laying phase and throughout the product life cycle, potentially resulting in reputational damage and/or problems with permits and/or disruption to inland/ undersea cable laying operations (e.g. fisherfolk)	— Code of Ethics — Helpline Policy	— Local Needs Assessment (LNA); WASH Pledge implementation	

Policies

Prysmian conducts business in accordance with the provisions of the **Code of Ethics and the Group's Human Rights Policy**.

These documents bear out the Company's commitment to respecting the rights of local communities and supporting their social and economic development. Through partnerships with research centers, universities and schools, the Company helps the local areas in which it operates to grow. Prysmian promotes long-lasting relationships by offering efficient services and technologically advanced products. Prysmian also promotes employment of local workforces and supports fundraising projects, producing a positive and sustainable impact on local communities.

The Company introduced a **Donations Policy** in 2019, updating and enhancing the most recent version in November 2023. The policy clearly sets out types of eligible donations, selection criteria, the guiding principles that inform decisions, as well as disbursement, monitoring and reporting procedures related to these initiatives. The policy sets high standards of meticulousness and transparency.

37 The policies, actions, and targets described in the table have been linked to the IROs identified in the double materiality assessment, and there is no systematic direct connection between the actions, policies, and targets.

1. Premise
2. Financial and Sustainability highlights
3. ESRS 2 - General disclosures
4. E - Environmental disclosure
5. **S - Social disclosures**
6. G - Governance disclosures
7. Appendices
8. Certification
9. Audit report on Sustainability Consolidated Statement

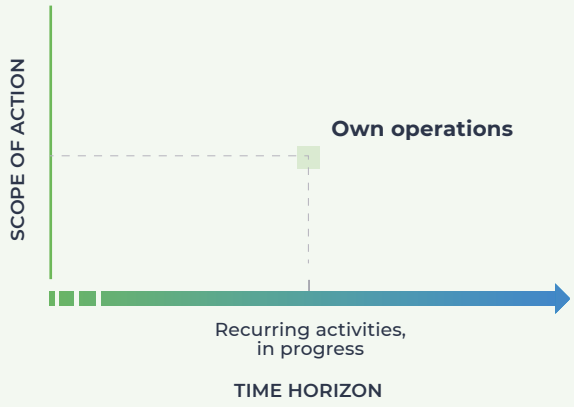
Prysmian also takes specific measures, as set out in the Company's **Helpline Policy**, to protect anyone who raises concerns or reports issues via official channels. The main measures include:

Safeguard	Description
Anonymity and confidentiality	Reporting channels guarantee the anonymity of anyone who raises a concern, thereby protecting the identities of eventual whistleblowers. The Helpline Policy prohibits retaliation or discrimination against anyone who uses official channels.
Independent monitoring and investigations	The Compliance team conducts independent investigations of any reports of potential violations. Reports can be submitted online, by phone or in person. An immediate reply is provided, and the investigation is closed within three months. Communication with whistleblowers is continuous and confidential.
Training and outreach	Prysmian staff and local authorities are given training on the Helpline Policy and related safeguards regarding retaliation, privacy, and secure handling of reports.

Further details on the Code of Ethics, Human Rights Policy and Helpline Policy can be found in sections S1 – Own Workforce and G1 – Business Conduct.

Actions

DEVELOPING INNOVATIVE PRODUCTS AND SOLUTIONS TO SUPPORT COMMUNITIES



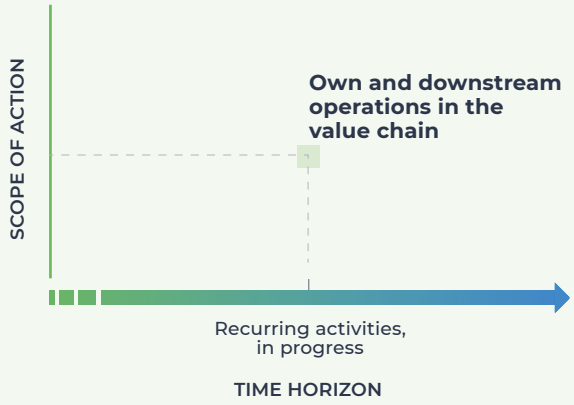
Cable laying may result in inconvenience for local people, including noise, traffic and dust, especially in densely populated or sensitive areas. Prysmian has responded by developing innovative products and solutions, including:

1. **"No-dig" and "trenchless" technologies**: Prysmian has adopted innovative systems, such as horizontal directional drilling (HDD), which enables cables to be laid without digging holes or trenches. This method significantly reduces traffic and disturbance in urban areas. It eliminates the need to remove or restore road surfaces and reduces the impact of excavation and restoration work, including in rural and suburban areas. This technique has been applied to avoid impact on areas featuring high biodiversity, the presence of protected species, or special soil conditions.
2. **Pre-connectorized cables**: Solutions involving cables with ready-to-use connectors and terminals, which reduces the duration and complexity of cable laying, and prevents damage to road surfaces.
3. **Undersea cables with additional protection for simplified laying**: Cables produced with extra strength so that they can be laid in a single step, using specially designed equipment that simultaneously digs the trench, lays the cable, and backfills the trench while recovering the spoil.
4. **Laying of fiber optic cables using a blowing technique**: This method reduces disturbance to communities, especially in densely populated urban areas. Cables are laid in in two stages. First, sets of empty pipes are laid via micro-trenches (approximately 10-20 cm wide and deep), or by using existing trenches. Then fiber cables are blown inside the pipes without causing any disturbance. In urban settings, the use of micro-trenching enables cables to be laid in narrow spaces, with minimal impact on roads and infrastructure, and limited disruption caused by worksites.

In 2025, Prysmian's R&D strategy was focused **on boosting the production of these innovative solutions**, which are applicable to the above four areas. For example, the volume of pre-connectorized cables using Optitap technology (a connector system that enables toolless plug-and-play Fiber-To-The-Home (FTTH) or Fiber-To-The-Antenna (FTTA) connections and outdoor broadband networks) rose from 140,000 units in 2024 to 795,000 in 2025.

The Company also continued to develop **Sirocco technology**, with 36- and 48-fiber **Sirocco Extreme cables** to be laid using blowing techniques. In order to further expand global Sirocco production capacity, Prysmian transferred the technology to production plants in the United States and Latin America during the course of 2025. The Company also developed the **first 160-micron fiber cable**, which will lead to a new Sirocco range for 2026.

LOCAL NEEDS ASSESSMENT (LNA) - EASTERN GREEN LINK 2 (EGL2) PROJECT



A **Local Needs Assessment (LNA)** was carried out in 2024 in order to plan medium- to long-term activities supporting and strengthening social capacities within the communities impacted by the Eastern Green Link 2 (EGL2) project. This resulted in a comprehensive bottom-up analysis of the social, economic, and environmental needs of various communities and geographies along the cable route. This provided a general demographic overview and an insight into the social and economic characteristics of the specific areas where work was to be carried out. The results of this analysis[38], with support from focused local partners, enabled Prysmian to identify suitable initiatives to be implemented, with a view to contributing to the project's Social Return On Investment (SROI). Via a dedicated schedule of initiatives, Prysmian contributes to achievement of SROI targets by monitoring specific KPIs, including training hours delivered, volunteer hours, the value of support to local SMEs, investments in biodiversity and environmental protection, and more.

A project of this magnitude requires skilled and passionate people. Prysmian committed to creating job opportunities for members of local communities, employing workers in a wide range of roles, from engineers and construction workers to administrative and support staff. By hiring local talent, the Company seeks to provide secure and rewarding jobs that will benefit households and individuals who live in the area.

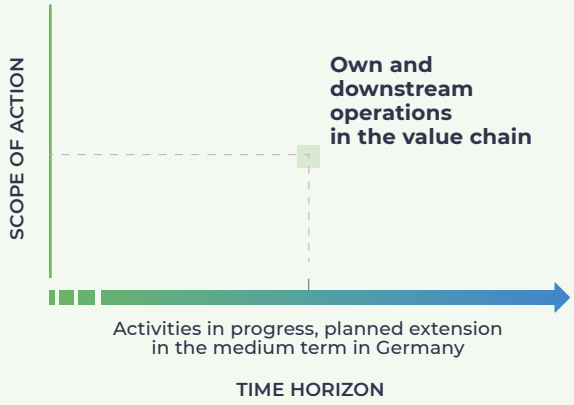
The most important activities planned in response to community needs are described below:

- a targeted recruitment campaign to hire at least 27 members of the local community, including disabled people and former prison inmates undergoing rehabilitation;
- approximately 288 hours devoted to supporting under-24-year-olds via professional mentoring, including mock interviews, resumé advice and career guidance;
- approximately 600 hours allocated to supporting a "just transition" for workers, helping those employed in high-carbon industries to take new training for work in Prysmian's operating sector.

38 The analysis did not provide any evidence of discontent, legal disputes or disruption to the work carried out by Prysmian within the communities concerned in 2025.

1. Premise
2. Financial and Sustainability highlights
3. ESRS 2 - General disclosures
4. E - Environmental disclosure
5. **S - Social disclosures**
6. G - Governance disclosures
7. Appendices
8. Certification
9. Audit report on Sustainability Consolidated Statement

TRAINING IN SCHOOLS - NEUCONNECT PROJECT



In 2025, Prysmian worked together with schools in the county of Kent in the United Kingdom to explain the project and its role, highlighting how the NeuConnect connection will help improve energy security in the UK and Europe.

Prysmian got students directly involved, providing them with an opportunity to learn about the project up close and teaching them how the Company developed the equipment, safety procedures, and technical skills needed for the project. All training activities were managed by a team made up of engineers, land and undersea cable installers, planners and HSE managers.

Local schools including the Robert Napier School and St John Fisher School took part in a hands-on activity in which students built a cable using materials such as paper and aluminum. The aim was to raise students' awareness of career opportunities in the energy sector, and to inspire them to explore new career prospects.

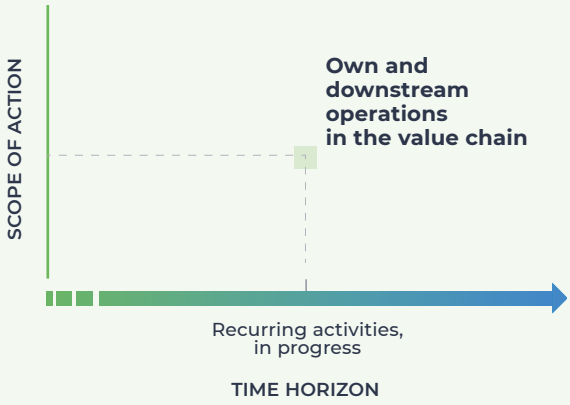
Following its success in the United Kingdom, the initiative will be extended to Germany in 2026.

This project reflects Prysmian's social commitment, which promotes Company employee empowerment so that they may have a positive impact on local communities in markets around the world.

Key project data:

- 30+ students involved in 2 schools (The Robert Napier School and The St John Fisher School in Chatham, Kent) ranging from 14 to 18 years of age
- Prysmian and the customer are evaluating extention of the initiative to other schools in the area.

PARTNERSHIPS FOR TRAINING YOUNG STUDENTS



Prysmian collaborates with local universities and technical colleges to train young students who live in places affected by the Group's activities. The key elements for driving alignment between the local labor market and the Company include factory visits and workshops for students and schools.

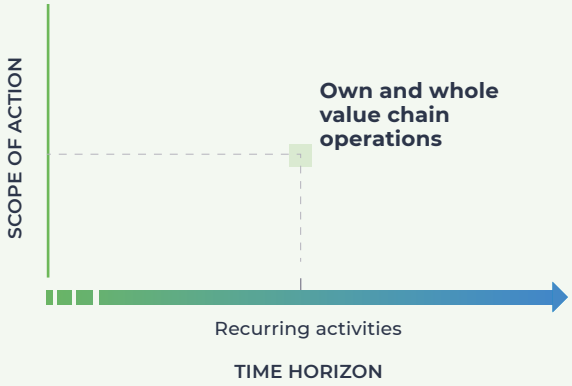
Here are some examples of partnerships between Prysmian and universities that aim to train and strengthen technical skills for students and external stakeholders:

- **Military Technical Academy** of Romania – three factory workshops and two pilot projects that focused on sensing solutions and digital energy;
- **Polytechnic University of Bucharest** – ongoing collaboration on innovation initiatives and job fairs (PoliJobs);
- **University of Craiova** – academic partnership related to internships;
- **UTC Cluj project** in Romania – development of reinforced concrete using fiber optic elements from recycled materials; part of the *Local Green Deal initiative* – exploring ways of using fiber optic waste in asphalt production;
- **Partnership** (initiated several years ago) **with Prosple.com**, one of the largest graduate communities in Australia;
- **Indonesia** – participation in job fairs at Indonesia's two major universities;
- Specialist courses for various company departments conducted with tutors from **SDA Bocconi School of Management** and **Polytechnic University of Milan School of Management**;
- **Career fairs and campus presentations** at major universities in China, including the

Huazhong University of Science and Technology (Wuhan), the Wuhan University of Technology, and the Nanjing University of Science and Technology:

- **Collaboration with 51job**, one of China's largest university recruitment channels;
- Participation in the **Aberdeen Careers Fair**;
- Participation in the **Dene Academy**, including attending the career fair and orientation visits;
- **Catholic University of the Sacred Heart (Milan) – ALTIS, Graduate School of Sustainable Management**, support for the master's degree in Planning and Control – presentation of the Company and company visit by students; activation of extracurricular internships for selected students;
- **Prysmian@school project** dedicated to technical colleges and vocational centers: presentation of the Company and the role of splicing in ten technical colleges/vocational centers in Milan and its surrounding area. Planning for final-year students to visit the Company;
- Diversity & Inclusion event in partnership with **Synergie**;
- **Career Day** at Polytechnic University of Milan, Polytechnic University of Turin and University of Pavia;
- Participation in events, including **Speedy Speech** and lectures at Bicocca University, Catholic University of Milan and UPC University of Vilanova in Spain;
- **Aachen Careers Fair** – participation in the career fair organized by RWTH Aachen University
- **Cologne Graduate Fair** – participation in a career fair for graduate students, mainly targeting the North Rhine-Westphalia region;
- **Career Days in Düsseldorf, Aachen, Wuppertal and Bremen** – local career fairs aimed at early career candidates as well as experienced professionals;
- **Max Talent** – online platform where students from different universities can access study materials and support, and where Prysmian shares employer branding content and vacancies;
- **Northern Kentucky University** – student support activities, including resumé writing, reverse interviewing sessions[39], participation in *Back to Business Week* and setting up of partnerships for Marketing, Sales, Procurement and Human Resources internships, as well as attendance at career fairs;
- **University of Connecticut, University of North Carolina, Purdue University, Rose-Hulman Institute of Technology and University of South Carolina** – participation in career fairs and promotion of the *Build the Future* program;
- **University of Texas at Dallas** – reverse interviews, campus visits and plant tours;
- **Texas State Technical College** and **Louisiana Technical College** – participation in and sponsorship of hiring events and graduation ceremonies, as well as development of internship partnerships.

WASH PLEDGE IMPLEMENTATION



This commitment, signed by the Chief Strategy Officer in July 2023, commits Prysmian to ensuring access to safe water, sanitation, and hygiene in the workplace for all workers at the Group's production units. It also commits the Company to supporting partners throughout the supply chain and in the communities where the Company's sites are located.

The WASH Pledge has generated numerous positive effects, including helping improve public health and prevent of waterborne diseases, as well as promoting better hygiene

39 Reverse interviews: at the end of a traditional job interview, the candidate has an opportunity to ask the employer or the team questions.

1. Premise
2. Financial and Sustainability highlights
3. ESRS 2 - General disclosures
4. E - Environmental disclosure
5. **S - Social disclosures**
6. G - Governance disclosures
7. Appendices
8. Certification
9. Audit report on Sustainability Consolidated Statement

and an overall increase in the quality of life. Facilitated access to key resources provided greater flexibility and free time for communities and encouraged empowerment of women and children. The initiative also boosted environmental sustainability through responsible management of water resources, leading to tangible economic benefits such as increased productivity and local economic growth. Finally, the WASH Pledge strengthened Prysmian's social responsibility and corporate image by building ties with local communities and promoting a health culture via educational and awareness-raising activities.

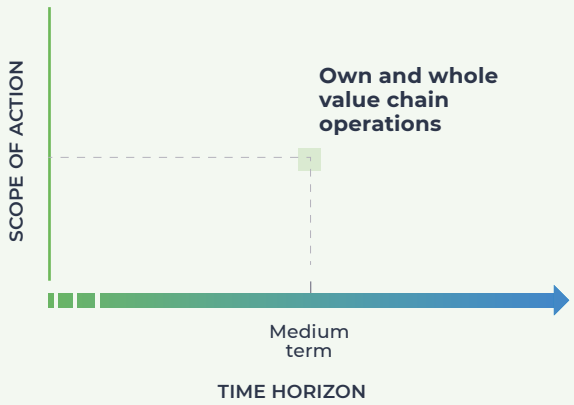
These elements have prompted Prysmian to implement the following practices:

- preparation specific instructions aimed at systematically organizing management of WASH issues in units and countries where this commitment is shared and expressly requested by customers;
- inclusion of the WASH Pledge as a requirement (not mandatory) for Prysmian's major suppliers;
- identification of possible initiatives to be proposed at the various sites where Prysmian operates, ensuring access to potable water and sanitation services in local communities.

In collaboration with local organizations, central departments are devising individual plans to be implemented in all the Group's regions over the next two years to ensure compliance with WASH criteria, engaging with the supply chain and communities where necessary.

It is not possible to provide an overall figure for the investment involved with the abovementioned activities, because amounts are decided only once the project needs have been defined.

PROVIDE HOUSEHOLDS WITH FAST DIGITAL ACCESS AND ACCESS TO ELECTRICITY FROM RENEWABLE SOURCES



Prysmian has directed its development and production strategy toward network segments aimed at **improving and facilitating digital access for households**, recognizing that digital access is a critical factor for encouraging the social inclusion and economic development of communities worldwide. Going beyond mere technological support, this action forms an integral part of the Company's strategy, which is aimed at strengthening innovation and business sustainability in the long term. Leveraging its well-established expertise in advanced cabling solutions, vital for the deployment of high-speed connections, Prysmian has adopted various strategies, including:

1. development and production of advanced fiber optic solutions;
2. partnerships with telecommunications operators;
3. expansion of 5G networks;
4. implementation and support for data centers;
5. digital inclusion projects.

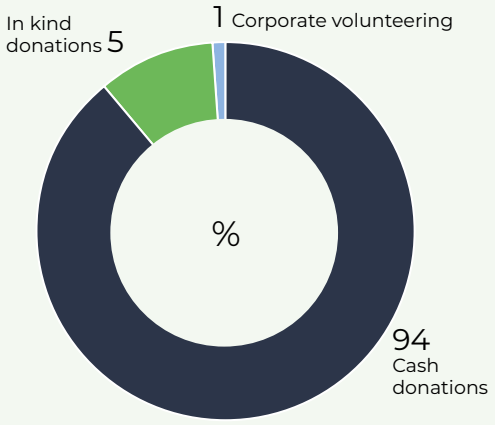
In parallel, via increasingly smart and technologically advanced products and solutions, Prysmian makes a **significant contribution to the global energy transition by making energy more affordable, efficient and environmentally friendly**. In 2025 the Group integrated a series of initiatives into its industrial strategy, aimed at consolidating its global leadership in the energy sector, including:

- development of renewable energy solutions;
- implementation of smart grid infrastructure;
- expansion of electricity transmission networks;
- partnerships with governments and international organizations;
- projects for microgrids and decentralized solutions, which are especially important in many parts of the world where traditional electricity grids do not yet reach all households. These projects primarily harness solar and wind sources to provide self-sufficient power to isolated communities, thus helping reduce dependence on fossil fuels and promote sustainable development.

Donations

Approximately Euro 1 million was donated in 2025 to support local communities through contributions in cash, in kind, and in hours worked by employees.

TYPE OF DONATION



Prysmian's 2025 social initiatives included support for **Waste No Talent Kenya**, via a pledge to fund a three-year scholarship program (2024-2026). **10 scholarships** were awarded as part of the program, each worth approximately **Euro 6,000**, aimed at funding the entire secondary education of the selected girls at a national boarding school. This support is fully in line with the Group's sustainability strategy, which combines environmental commitment with a growing focus on social development and creation of shared value for communities.

Thanks to Prysmian's contribution, student beneficiaries are provided with comprehensive educational funding, which covers tuition, uniforms, and educational materials, as well as mentoring and coaching programs. These pathways raise the girls' chances of successfully completing their studies and broaden their future prospects by facilitating access to higher education, major career paths, and the world of work.

The initiative reflects some of the principles that guide Prysmian's selection of social projects to support **education, inclusion, the enhancement of young talent and promoting equal opportunities**. The initiative also contributes to the social growth of vulnerable communities, complementing the Group's holistic ESG approach and confirming the Company's commitment to generating positive impacts throughout the value chain.

In 2025, Prysmian renewed its commitment to **Alice for Children** with a donation of approximately **Euro 70,000** intended to support various projects, including funding for the **digital school** promoted by the association, and the "Run for School" campaign at the Milan Marathon. The donations support high-impact educational and social projects in Nairobi's shanty towns, including establishment of schools for children and young people, digital education and training programs, and initiatives aimed at facilitating access to employment for young people from deprived backgrounds. Specifically, via the **"Run for School" campaign** linked to the Milan 2025 Marathon, Alice for Children aims to build new classrooms at the Maranatha school in the heart of Nairobi, expand student intake, and provide education, nutrition and protection. This offers a concrete alternative to child labor and helps to create better opportunities for the future.

In 2025, in line with the Group's **commitment to local communities**, Prysmian supported **La Casa di Elena**, a shelter for women and young families in vulnerable situations, including a donation of **Euro 20,000**. This initiative is another example of the attention Prysmian pays to social needs in the local areas in which it operates, helping provide protection, support and fresh prospects to people living in particularly vulnerable conditions.

1. Premise
2. Financial and Sustainability highlights
3. ESRS 2 - General disclosures
4. E - Environmental disclosure
5. **S - Social disclosures**
6. G - Governance disclosures
7. Appendices
8. Certification
9. Audit report on Sustainability Consolidated Statement

At the same time, as part of the effort to expand the Group's social impact worldwide, the Donations Committee decided to support **UNHCR**, the United Nations Refugee Agency, with approximately **€86,000** donation earmarked for the Primary Impact program. The initiative is aimed at providing continuous schooling for refugee children and young people by ensuring their access to primary and secondary education, including in unstable situations in which resources are limited.

Prysmian's donation has enabled UNHCR to boost initiatives, including building and upgrading classrooms, training and recruiting teachers, providing educational materials, and giving socioeconomic support to refugee families. These actions have helped to remove some of the major barriers that prevent children from accessing education, and created conditions for more stable and inclusive educational pathways.

Overall, **Prysmian invested substantially in 2025 to provide support for vulnerable communities at both local and global levels. This involved providing social protection, assistance to families in need, and educational opportunities for refugee children and young people.** These initiatives are in line with a holistic and concrete vision of sustainability that goes beyond the environmental dimension, enhancing the Company's role in generating positive and lasting impacts within communities.

In closing, no human rights violations were identified in the communities affected by the Group's activities in 2025, reflecting Prysmian's ongoing commitment to ensuring respect, protection and promotion of fundamental rights in the local areas in which it operates..

Targets

ENTITY-SPECIFIC KPI - Millions of households	2022 baseline	2025 target	2025 results
Provide households with access to electricity from renewable sources	21	110	111
Provide households with fast digital access	3	15	20.6

Provide households with access to electricity from renewable sources

Prysmian's **Impact Sustainability Scorecard** includes the objective of **facilitating communities' access to sustainable electricity**, with a specific focus on households. The Company has set an ambitious goal of reaching **110 million households by 2025**, from a baseline defined in 2022.

This goal is a pillar of the Group's sustainability strategy, which integrates **technological innovation, energy transition** and **social inclusion**. Prysmian is committed to making an active contribution to decarbonization of the global energy system by making energy more **affordable, efficient and with a low environmental impact**, in line with the United Nations Sustainable Development Goals, especially Goal 7 regarding universal access to energy.

This goal is part of the Group's **Sustainability Scorecard**, which is monitored by the Investor Relations and Sustainability teams and made available to the Sustainability Committee. The metrics were defined as part of a participatory process involving various internal stakeholders, including senior management, employees, and members of various teams. This took place via workshops and discussions aimed at setting internal sustainability priorities and aligning the goals with the Group's overall strategy. Input from internal stakeholders was vital to ensuring that metrics are not only realistic, but aligned with Prysmian's strategic goals and consistent with the Company's operational and organizational capabilities.

Collaboration between the Sales, R&D, and Sustainability teams, coupled with their knowledge of the business, the Group's ambitions, and the areas of improvement to focus on, resulted in the definition of clear and measurable performance indicators that reflect the specific needs of the various business segments.

Progress is monitored jointly by the **Sustainability and Investor Relations teams**, which work together with the **business units and** operational teams to collect and analyze relevant data. The **Sustainability Committee** is regularly updated on performance, enabling make sure goals are strategically aligned. All the internal stakeholders affected by this KPI are also regularly updated on progress via follow-up meetings and periodic reports.

This KPI further highlights Prysmian's role as an **enabler of the energy transition**. As of 2025, this indicator has **more than quadrupled** its 2022 baseline values, confirming the effectiveness and scope of the Group's solutions in the sectors of **renewable energy, smart grids**, and **energy transmission and distribution infrastructure**. The result reflects a growing and measurable impact on communities, in line with the Group's strategic commitment to a more sustainable and affordable energy future.

Provide households with fast digital access

Prysmian has committed **to improving and facilitating digital access for households**, recognizing that this is a critical factor in encouraging social inclusion and economic development within communities worldwide.
In particular, the Company has set itself the ambitious sustainability goal of providing fast digital access to 15 million households by the end of 2025. As described in the metrics section, this commitment goes beyond merely supporting technological access. It is part of a long-term strategy focused on innovation and sustainability, key elements for the Group's future competitiveness.

The initiative is aligned with the United Nations Sustainable Development Goals, especially the goal related to the promotion of industry, innovation and infrastructure. Through development of advanced cabling solutions and collaboration with leading industry players, Prysmian is actively helping to build a more connected, inclusive and sustainable world. Achievement of this goal marks a significant milestone for the Company, and also for the communities served, as it improves access to digital technologies and contributes to economic and social growth around the world.

This goal is part of the Group's **Sustainability Scorecard**, which is monitored by the Investor Relations and Sustainability teams and made available to the Sustainability Committee. The metrics were defined as part of a participatory process involving various internal stakeholders, including senior management, employees, and members of various teams. This took place via workshops and discussions aimed at setting internal sustainability priorities and aligning the goals with the Group's overall strategy. Input from internal stakeholders was vital in ensuring that metrics are not only realistic, but aligned with Prysmian's strategic goals and consistent with the Company's operational and organizational capabilities.

Collaboration between the Sales, R&D, and Sustainability teams, coupled with their knowledge of the business, the Group's ambitions, and the areas of improvement to focus on, resulted in the definition of clear and measurable performance indicators that reflect the specific needs of the various business segments.

Prysmian guarantees that the target setting and monitoring process is transparent and engaging, and makes sure that internal stakeholders are regularly updated on progress through follow-up meetings and periodic reports.

The 2025 result, amounting to 20.6 million connected households, continues the positive trend registered in 2024, and highlights the soundness of Prysmian's approach and the effectiveness of its actions.

1. Premise
2. Financial and Sustainability highlights
3. ESRS 2 - General disclosures
4. E - Environmental disclosure
5. **S - Social disclosures**
6. G - Governance disclosures
7. Appendices
8. Certification
9. Audit report on Sustainability Consolidated Statement

Metrics

To achieve the defined targets, the Group monitors the following performance metrics related to the current impacts identified along the value chain:

Entity-specific KPI	Unit of measurement	2025	2024
Provide households with access to electricity from renewable sources	Millions of households	111	78.4
Provide households with fast digital access	Millions of households	20.6	17.1

Provide households with access to electricity from renewable sources

This KPI was defined by carefully analyzing the Group Strategic Plan, the United Nations Sustainable Development Goals (SDGs), and the Group Double Materiality Assessment (with a focus on impacts the Company has on the outside world).

This metric is calculated as the estimate of the number of households connected to green energy via Prysmian products. It includes capacity installed via photovoltaic panels, onshore and offshore wind turbines and interconnectors used for renewable power generation[40].

Provide households with fast digital access

The target is monitored by estimating the number of households passed via high-speed connectivity (such as FTTH, FTTB, DOCSIS 3.0 technologies), enabled by products and solutions provided by Prysmian. Although these data are not derived from official scientific sources or public policy, they are based on the experience and market knowledge gained by the Sales Division of the Group's Digital Solutions business unit.

The definition of this KPI derived from analysis of:

- Group Strategic Plan;
- United Nations Sustainable Development Goals (SDGs);
- Group Double Materiality Assessment (with a focus on the impacts the Company has on the outside world).

Specifically, the KPI is calculated as the estimate of the number of households connected via fast digital access (defined as FTTH, FTTB, DOCSIS 3.0) thanks to Prysmian products[41].

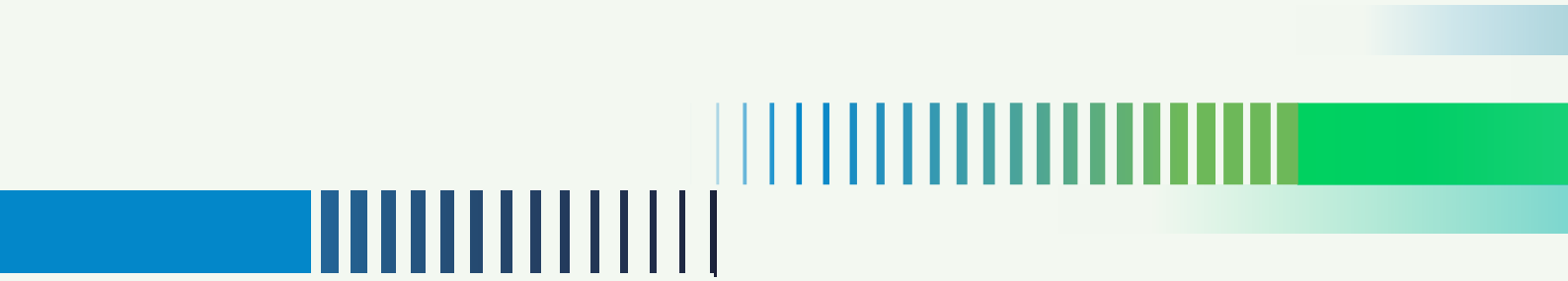
40 This metric refers to estimated data related to the downstream value chain. The following methodology is used to calculate the KPI:
- Green energy passing through the following types of Prysmian cables is calculated: cables for photovoltaics, onshore wind, offshore wind (export and inter-array) and interconnectors.
- Energy, expressed in MWh, is divided by the average annual consumption of each household (expressed in MWh/household), calculated by referring to international indicators, such as those provided by IEA and EUROSTAT.
- The result obtained represents the total number of households (expressed in millions) worldwide that have access to green energy via Prysmian cables.
- The data are not validated by an external body.

41 This metric refers to estimated data related to the downstream value chain. The KPI is calculated using the following methodology:
- The number of homes passed via the various connection technologies (FTTH, FTTB, CATV/DOCSIS) is taken into account. This figure is estimated by the Sales team from the Digital Solutions Business Unit based on industry data (IDATE and CRU) and direct market knowledge acquired through involvement in bodies such as the FTTH Council and participation in lobbying activities, including through Europacable.
- The estimated number of homes passed is then divided by an estimated coefficient of 1.5 to determine the number of connected households. This coefficient takes into account the fact that not all the connections enabled by Prysmian technology are for use by households and the residential sector.
- The number of connected households is divided by the market share of the Digital Solutions Business Unit in each of the Group's 4 macroregions.
- The sum of the values calculated for each of the 4 macroregions represents the overall KPI.
- The data are not validated by an external body.

The quantitative metric is subject to a margin of error, as the market shares for 2025 were estimated on the basis of industry projections developed using available data for 2023 and calibrated on global fiber consumption.



1. Premise
2. Financial and Sustainability highlights
3. ESRS 2 - General disclosures
4. E - Environmental disclosure
5. **S - Social disclosures**
6. G - Governance disclosures
7. Appendices
8. Certification
9. Audit report on Sustainability Consolidated Statement



ESRS S4 – CONSUMERS AND END-USERS

S4 – CONSUMERS AND END-USERS

Governance

In 2025, Prysmian further strengthened its approach to governance in customer and end-user management as part of its ongoing effort to ensure transparency, quality, and customer centricity throughout the value chain. The customer governance strategy adopted, based on **principles of ethics, accountability and innovation**, is overseen by the **Customer Centricity team**, which constantly monitors performance relating to customer satisfaction, complaint handling, regulatory compliance and adherence to quality standards.

Operational responsibility for ensuring ongoing customer engagement, and for guiding the Company's approach based on the outcomes of engagement activities, generally lies with the organization's senior management, above all the **heads of the four global business units and their respective sales teams**. These heads are responsible for defining engagement strategies, managing customer relationships, and helping to develop product policies for approval by the Group CEO. They also ensure that business practices are aligned with customer expectations and feedback, with innovation initiatives and offerings that reflect the outcomes of stakeholder interactions.
The **Chief Commercial Officers (CCO)** oversee local business strategy and customer relationship management in the various regions where the Group operates, as well as at the individual country level. The CCO ensures that the Company develops and maintains strong ties, and that customer needs are always at the center of business decisions. At country and regional level, the business strategy must be aligned with the Group's global strategy.

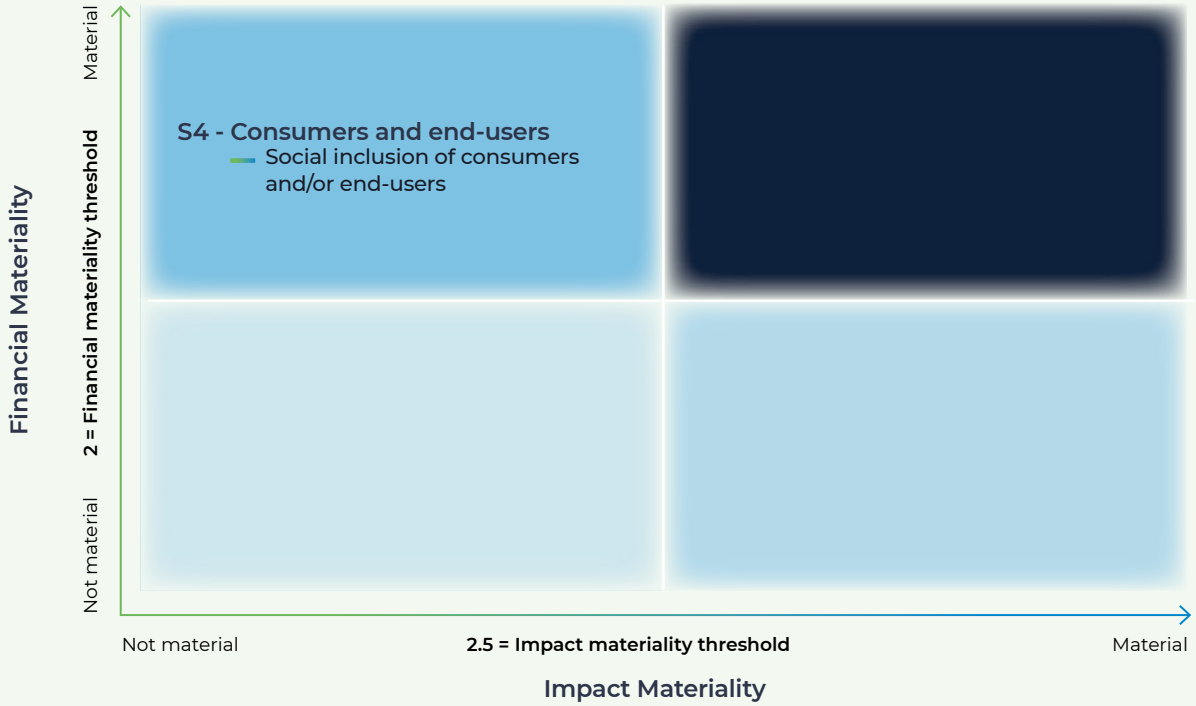
Moreover, the Group effectively communicates its goals and achievements to customers via the **Communication team**, which manages channels and content (print media, website, publications, etc.). This is done so that they too may play a part in the Company's role and its commitment to facilitating the energy transition and providing sustainable solutions.

Advanced digital systems for collecting and analyzing customer feedback, integrated into specific KPIs, have been implemented to continuously improve products, services, and business relationships. Via training and refresher programs, Prysmian also promotes a corporate culture marked by accountability and transparency in its dealings with stakeholders, thus favoring the establishment of long-lasting, sustainable and trusting relationships.

Strategy

Prysmian operates in an industry that provides advanced power and data transmission solutions. These directly impact consumers and end-users via innovative products and services. In line with its new Accelerating Growth business strategy, Prysmian is pivoting **from its role as a traditional cable supplier to becoming an integrated all-round solution partner**. This entails being able to take on challenges posed by the energy and digital transition and respond more effectively to customer needs. For more information and details about types of Group customers/end-users, see the ESRS 2 section on "The Business Model".

Identification of IROs related to consumer and end-user management





1. Premise
2. Financial and Sustainability highlights
3. ESRS 2 - General disclosures
4. E - Environmental disclosure
5. **S - Social disclosures**
6. G - Governance disclosures
7. Appendices
8. Certification
9. Audit report on Sustainability Consolidated Statement

Sub-topic	Sub-sub-topic	OPPORTUNITY	Positioning in the value chain	Time horizon	Current financial effect
Social inclusion of consumers and/or end-users	**Access to products and services**	**Strengthen networks to make them more resilient, secure and adaptable to extreme conditions, thereby ensuring service continuity, avoiding power outages and protecting critical infrastructure (preventive maintenance).**	Own operations, Downstream	Medium term	This opportunity has a dual effect on the Group's sales: — increased demand for standard/NWC cables/ services, to renew existing networks or build new ones; — increased sales of specific products/ services, including: — monitoring systems (EOSS) — Elaspeed-S couplings — E3X robot conductor — HTLS (high temperature low sag) conductors. See the section "Segment Information" in the Notes to the Financial Statements, with particular reference to the sales of the Transmission and Electrification (EOSS) and Power Grids (couplings, E3X robot, HTLS conductors) business units.
	Responsible marketing practices	**Establish partnerships and strengthen customer relationships in order to accelerate renewable energy adoption, promote circular economy practices and build a sustainable ecosystem.**	Medium term	Medio termine	N/A

Sub-topic	Sub-sub-topic	RISK	Positioning in the value chain	Time horizon	Current financial effect
Social inclusion of consumers and/or end-users	**Responsible marketing practices**	**A lack of transparency in Prysmian's marketing practices could become critical in terms of market exposure, especially in an environment where consumers and investors are increasingly aware of companies' social and environmental impact. This risk could result in reputational damage, as well as possible penalties for unfair marketing practices.**	Downstream	Medium term	N/A

Key opportunities identified include:

- **Strengthening networks and the resilience of electricity systems**, with the aim of ensuring continuity and quality service for all end-users. This contributes to the energy transition and reduces energy access inequalities over a **medium-term horizon** and with a **substantial financial effect**.
- **Developing strategic partnerships with key customers**, boosting collaboration and co-design sustainable and innovative solutions. This initiative helps improve the Group's customer satisfaction, loyalty, and reputation, resulting in a **medium-to-high financial impact** in the medium term.

At the same time, Prysmian sees a potential risk related to consumer relationship management, arising from **lack of transparency in marketing and communication practices**, which could undermine market trust and the Company's credibility with end-users.
This risk is monitored and opportunities are enhanced via **governance and sustainability policies, continuous customer listening processes**, and **ESG performance monitoring tools**, with the aim of strengthening Prysmian's positioning as a trusted partner for building resilient and inclusive infrastructure.

The Company also confirms that no serious human rights issues or incidents related to consumers and/or end-users were reported in 2025.

Material IRO management procedures

IRO[42]	Policy	Action	Target
O - Strengthen networks to make them more resilient, secure and adaptable to extreme conditions, thereby ensuring service continuity, avoiding power outages and protecting critical infrastructure (preventive maintenance).	Code of Ethics Human Rights Policy	— Design of safe and fire-resistant cables; development of innovative monitoring solutions; — Product quality: safety, sustainability and customer proximity	
O - Establish partnerships and strengthen customer relationships in order to accelerate renewable energy adoption, promote circular economy practices and build a sustainable ecosystem.	Code of Ethics Helpline Policy	— Online surveys to monitor customer experience; — Tools and channels for gathering customer feedback; — Product quality: safety, sustainability and customer proximity	
R - A lack of transparency in Prysmian's marketing practices could become critical in terms of market exposure, especially in an environment where consumers and investors are increasingly aware of companies' social and environmental impact. This risk could result in reputational damage, as well as possible penalties for unfair marketing practices.	Code of Ethics Helpline Policy	— Tools and channels for gathering customer feedback; — Intellectual property protection	

42 The policies, actions, and targets described in the table have been linked to the IROs identified in the double materiality assessment, and there is no systematic direct connection between the actions, policies, and targets.

1. Premise
2. Financial and Sustainability highlights
3. ESRS 2 - General disclosures
4. E - Environmental disclosure
5. **S - Social disclosures**
6. G - Governance disclosures
7. Appendices
8. Certification
9. Audit report on Sustainability Consolidated Statement

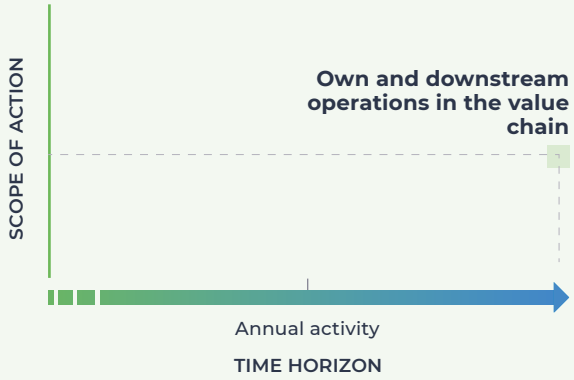
Policies

Although the Group has not adopted a specific policy for managing relations with end-users, it has set out its commitment to this stakeholder category via a **Code of Ethics**, drawn up in line with the United Nations Sustainable Development Goals (SDGs). This code defines Prysmian's strategic approach to customer service excellence, which involves actively listening to customers' needs and continuously monitoring their level of satisfaction.
Prysmian is also committed to complying with key international regulations and principles regarding **human rights**, in particular the United Nations Guiding Principles on Business and Human Rights. These principles, which promote respect for human rights by companies, are integrated into the Group's operating processes, and also guide the development, marketing and management of products and services offered to consumers. The goal is to ensure that their rights are respected, in accordance with local and international laws and regulations, such as those set out by the OECD in its Guidelines for Multinational Enterprises on Responsible Business Conduct. Prysmian implements mechanisms to monitor and continuously improve its practices, so as to ensure that consumer rights are respected at all stages of the product life cycle.

For more information on the Group's Code of Ethics and Human Rights Policy, see the ESRS S1 and G1 sections of this document.

Actions

ONLINE CUSTOMER EXPERIENCE SURVEYS



In order to understand and monitor customer experience levels, Prysmian conducts an annual online survey aimed at assessing the level of customer satisfaction and enable the Company to respond to customer needs with utmost efficiency.

Constant monitoring of the related results is vital for Prysmian, for the following reasons:

1. **Continuous improvement**
2. **Alignment with expectations**
3. **Building long-lasting relationships**
4. **Customer-oriented innovation**
5. **Impact on reputation**
6. **Global market orientation.**
7. **Timely response**



In 2025 the survey was organized as follows:

COVERAGE

28 countries

SCOPE

Europe – North America – Latin America - OSEA - UK – Turkey

CUSTOMER SCOPE

Main customers – primarily in the distribution channel

RATE OF RESPONSE

36% of the scope

The interviewed customers were given six main macro-categories: commercial strategy, innovative products and solutions, supply chain activities, customer support, marketing, and digitalization.

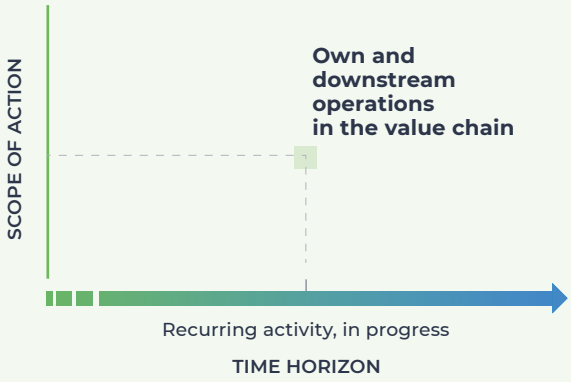
Participants were asked to rate the importance of each driver and their level of satisfaction with Prysmian's performance for each one.

In light of the results, the Group plans to implement global and local actions with a view to continuously improving customer satisfaction.

The NPS (Net Promoter Score) tool – an instrument for measuring customer satisfaction - reported a positive coverage overall **(+37%)**.

Analysis and consolidation of results costs approximately €10,000 per year.

TOOLS AND CHANNELS FOR GATHERING CUSTOMER FEEDBACK



Prysmian adopts various solutions to ensure that its customers are always informed about the means and processes available to express concerns and needs, or to request assistance. The Company provides transparent information about dedicated channels – such as active customer services in different countries, service centers, and online platforms – via corporate websites and technical documents about products. These tools are designed to facilitate direct and prompt contact with consumers, thus ensuring swift replies to any inquiries or concerns.

The fairs and events Prysmian participates in, as well as those organized directly by the Company throughout the year, also provide prime opportunities for dialogue with the market. On these occasions, Prysmian systematically gathers feedback, concerns and suggestions from participants using various tools, including:

- **direct interactions at stands**, where sales and technical teams record inquiries and comments;
- **technical sessions and workshops**, at which questions, specific needs and comments on the solutions presented are gathered;
- **post-event follow-ups**, via surveys sent to participants, or direct contact by sales and customer care teams.

These mechanisms enable the Company to establish an ongoing dialogue, improve customer experience, and integrate the feedback it gathers into its innovation, service, and commercial support processes.

1. Premise
2. Financial and Sustainability highlights
3. ESRS 2 - General disclosures
4. E - Environmental disclosure
5. **S - Social disclosures**
6. G - Governance disclosures
7. Appendices
8. Certification
9. Audit report on Sustainability Consolidated Statement

Prysmian also promotes awareness of these channels via ongoing training of its sales and support (customer care) teams, to ensure that they are always able to properly inform customers.

Prysmian has also deployed a dedicated helpline to ensure that, among other stakeholders, its end-users and customers can report any doubts, concerns or problems they may have regarding the Group's products or services. This channel, which is easily accessed via the Group's[43] website, is a key tool for maintaining transparent and timely communication with customers, and ensuring that their needs are promptly met. For more details on Prysmian's helpline, see the section on ESRS G1-1 in this document.

SAFE AND FIRE-RESISTANT CABLE DESIGN



Prysmian is committed to constantly developing and improving its products in terms of innovation, technology, safety and overall quality. Here are the key features that make Prysmian cables safe, including under critical conditions such as a fire:

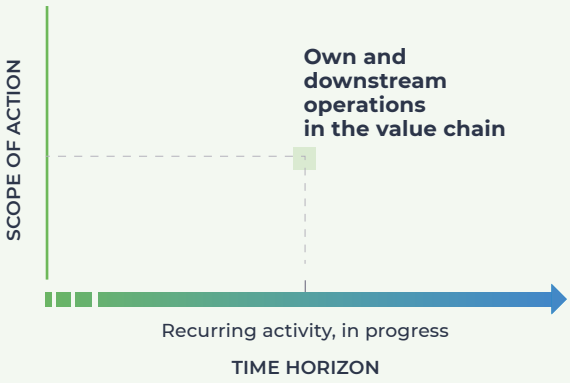
1. **Use of high-performance materials**: Prysmian cables are made using high-performance materials, such as copper and aluminum for the conductors. Above all, advanced thermoplastic materials, elastomers and PVC are used for sheaths, providing great strength and durability. The range of possible types of components used includes low smoke zero halogen (LSZH) materials. This has become a well-established practice for Prysmian, partly in response to the most recent regulations aimed at ensuring greater safety in the event of a fire, especially in closed environments. One of the distinguishing features of Prysmian cables is that they are designed to be highly fire resistant. Depending on their type, cables are made of specific materials that prevent the spread of flames and minimize the production of toxic and corrosive fumes. In particular, LSZH cables in the Afumex range and fire-resistant cables have been developed to reduce the impact of fires on people and infrastructure by preventing the spread of flames along the cable and/or ensuring that it functions even in the presence of fire. All of these measures are aimed at ensuring greater overall protection and safety for a system. This is especially important in applications where cables are laid in confined spaces such as tunnels, commercial or residential buildings where fire safety is a top priority.
2. **Compliance with the most exacting fire performance standards**: Prysmian cables are designed to pass the most demanding tests for reactions (e.g. EN 50575) and fire resistance (e.g. IEC 60331). This high level of performance is achieved through optimized design – resulting from specific design experience – especially regarding the insulation and sheathing layers, each of which serves a specific purpose. The insulation layer primarily maintains electrical service, while the sheathing layer forms a barrier against the external environment (weather, UV rays, mechanical stress, as well as fire protection). In addition, the production of toxic or corrosive gases is minimized in the event the materials that make up the cable catch fire.
The Group uses the value of sales to monitor and assess the penetration of this type of cable in various countries. Constant research and development has also led to the creation of more robust cables that are resistant to external factors, such as temperature changes, mechanical stress and weathering. These improvements have reduced the risk of cable failures, thus preventing potential damage to people and infrastructure. Prysmian provides dedicated technical support to quickly resolve any issues related to faulty cables. Technical support is provided by the sales and R&D teams in each country. Moreover, the Company constantly monitors the effectiveness of its measures via feedback and cooperation with customers. This

43 https://www.prysmian.com/en/company/ethics-integrity/helpline

ensures that any intervention is timely and efficient, with a view to protecting consumers' health and achieving optimal safety and performance results.

In 2025, the Group invested approximately €2,850,000 – including €20,000 in OpEx and €2,830,000 in CapEx – to increase production capacity and improve the characteristics of residential cables using LSZH (low smoke zero halogen) technology. The main developments since 2024 regard the following: the launch in France of Low Smoke Zero Halogen (LSOH) technology in response to the Construction Products Regulation (CPR), which has progressively replaced the PVC-based product range for the Trade & Installers (T&I) market; and the improved fire performance of existing compounds used in cable insulation, fillings and protective sheathing, thanks to the creation of several prototypes at the Abrera plant.
Further production and testing is currently underway, aimed at improving the repeatability and consistency of droplet performance results. Similar levels of investment are planned for 2026, to support Prysmian's ongoing evolution toward safer and more sustainable solutions.

DEVELOPMENT OF INNOVATIVE MONITORING SOLUTIONS



Prysmian has taken another step forward in cable safety by adopting advanced monitoring and diagnostic technologies from the Pry Cam range, and the Omhero solution in particular. These tools enable early detection of cable failure or damage, thus providing customers with effective support for real-time monitoring and management of energy consumption.
Given their ability to collect and analyze data from electrical systems, these tools provide a comprehensive overview of an infrastructure's operation and efficiency. Features that make these systems highly effective include:

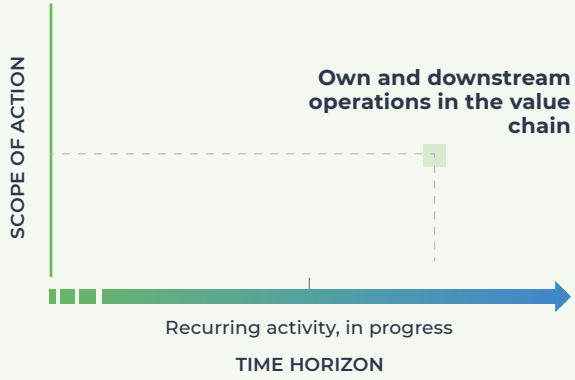
1. **Real-time monitoring**
2. **Predictive analysis**
3. **Fault detection at the component level, enabling swift and targeted interventions**
4. **Timely notifications and alerts**
5. **Load optimization**
6. **Data history and detailed reports**

Over the past year, additional advances have been made to the Omhero line. In particular, the Omhero DC version, a technological evolution already adopted and reported in previous periods, has been completed. The new version was tested as part of the 2014-2020 POC project – Action 1.1.1 "Qualified investments for the development and strengthening of research and innovation capacity" and confirmed its effectiveness in detecting and diagnosing DC electrical systems.

1. Premise
2. Financial and Sustainability highlights
3. ESRS 2 - General disclosures
4. E - Environmental disclosure
5. **S - Social disclosures**
6. G - Governance disclosures
7. Appendices
8. Certification
9. Audit report on Sustainability Consolidated Statement

This development marks a significant step toward extending Omhero's functionality to new application areas. The results from the technological foundation for future implementation of cable monitoring systems in the elevator business, with the aim of improving security, service continuity, and predictive capability for vertical infrastructure. This activity is still in progress. and continues to be an integral part of the Group's structured innovation and advanced monitoring initiatives.

PRODUCT QUALITY: SAFETY, SUSTAINABILITY AND CUSTOMER PROXIMITY



For Prysmian, product quality plays a key role in ensuring safety, reliability, and sustainability throughout the life cycle of its solutions. Quality is more than just a technical measure; it is a strategic element in building trusting relationships with customers and reducing the environmental impact of industrial activities.

In 2025, Prysmian consolidated its **"Quality for Sustainability"** approach, strengthening the links between product performance, business process efficiency and environmental responsibility. A failure to comply is not just an economic cost. It also entails an environmental impact – the so-called **carbon of poor quality** – related to wasted energy, inefficient use of raw materials, and generation of CO_2 emissions. In this landscape, Prysmian remains strongly focused on its commitment to achieving zero claims in the future. While this objective has not yet been fully reached, it represents a clear direction for continuous improvement, aimed at delivering increasingly reliable products for end-users and progressively reducing rework, waste, and potential disruptions.

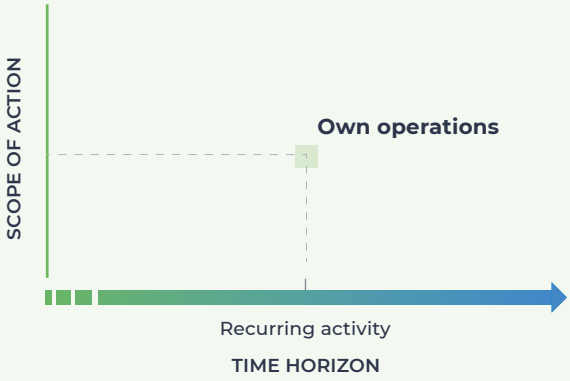
To achieve these results, the Group uses methodologies like **Root Cause Analysis, A3 and Lean Six Sigma**, which eliminate waste and inefficiencies along the entire production chain, improving traceability and maintaining high quality standards for customers. This is complemented by digital transformation initiatives that Prysmian has developed, including **deployment of smart factory/overall equipment effectiveness (OEE) models**, and implementation of **predictive systems based on artificial intelligence**. This enables defect prevention, waste reduction and optimized energy consumption, directly helping to improve the end-user experience.

Prysmian's commitment to quality also entails **stringent material qualification processes**. This ensures that the product offering, whether made from recycled or virgin raw materials, consistently meets expected safety, durability and reliability standards, ensuring ongoing performance that protects end users.

Internally, the Company promotes a **culture of discipline, based on clear operational guidelines**, such as **monitoring plans, production standards and effective internal audits. Specific training programs for production and technical staff** are also carried out. This approach reinforces individual accountability at Prysmian, as well as the ability to respond promptly to end-users' needs and concerns.

For Prysmian, quality is not just a technical requirement. It is a strategic value that incorporates safety, reliability, and customer centricity, thereby contributing directly to the achievement of ESG goals and the creation of value for all stakeholders.

INTELLECTUAL PROPERTY PROTECTION



Safeguarding the patent and trademark portfolio is a key element of the Group's activities, including in connection with the growth strategy in high-tech market segments. To this end, Prysmian carries out annual research and development activities, registering patents to protect the intellectual property of the innovations it develops. Infringement of the intellectual property rights of third parties, such as competing companies, may result in additional litigation costs and reputational damage. For Prysmian, these infringements may result from inaccurate patent verification during the innovation process and/or patent monitoring of third-party intellectual property embedded in Group solutions. However, cases like these have proven very limited and minor over time. In the past decade, no infringements have been identified or adjudicated. Prysmian also monitors and evaluates potential third-party infringement of its patents. This activity is aimed at protecting investments in research and development and safeguarding the Group's intellectual property rights, thereby helping protect the competitiveness and technological innovation of the solutions offered.
The strategy of filing patents in new countries to support the expansion of Prysmian's presence around the world continues. The effectiveness of this action is monitored by determining the number of patents registered in a year, as reported in the Metrics section of this publication.
The Group does not publish the total value of investment and expenditure on patents, trademarks and intellectual property as this data is considered confidential.

Targets

Prysmian has not yet set specific quantitative targets related to the topics dealt with in this section. However, **performance related to customer-facing and end-user-facing activities is continuously monitored, qualitatively and quantitatively, by the relevant corporate teams**. This approach enables ongoing assessment of the effectiveness of implemented initiatives and paves the way for the introduction of more structured goals in the near future. Prysmian specifically focuses its efforts on certain priority goals:

- increase the Net Promoter Score (NPS);
- reduce the annual percentage of complaints;
- enhance in-house customer care training.

These targets reflect the Group's strategies aimed at boosting customer centricity and promoting a more sustainable and responsible offering.

Metrics

Patents, trademarks and registrations

Sound and rigorous management of intellectual property (patents, trademarks, know-how protection, etc.) show Prysmian's partners that the Company takes innovation seriously, protects investments, and reduces legal and operational risks in shared projects. Well-structured intellectual property guarantees customers – especially B2B customers – that a product or solution does not infringe on third-party rights. It ensures continuity of services, clarity of user licenses and investment security, as well as fostering the creation of business models with co-patents. A patent-protected product communicates uniqueness and quality, strengthens competitive positioning and allows partners and customers to build value on a product that cannot be replicated. This approach is particularly important as many Prysmian patents arise from strategic partnerships that transform cooperation into shared innovation and competitive advantage for the entire ecosystem.

1. Premise
2. Financial and Sustainability highlights
3. ESRS 2 - General disclosures
4. E - Environmental disclosure
5. **S - Social disclosures**
6. G - Governance disclosures
7. Appendices
8. Certification
9. Audit report on Sustainability Consolidated Statement

Entity specific KPI	Unit of measurement	2025	2024
Number of patents and patent applications	**Number**	**5,488**	**5,611**
Number of patents	**Number**	**757**	**758**
Energy	Number	349	343
Telecommunications	Number	408	415
New first filings	**Number**	**33**	**20**
Energy	Number	23	9
Telecommunications	Number	10	11
Number of ROIs (record of invention)	**Number**	**81**	**51**
Energy	Number	59	27
Telecommunications	Number	22	24

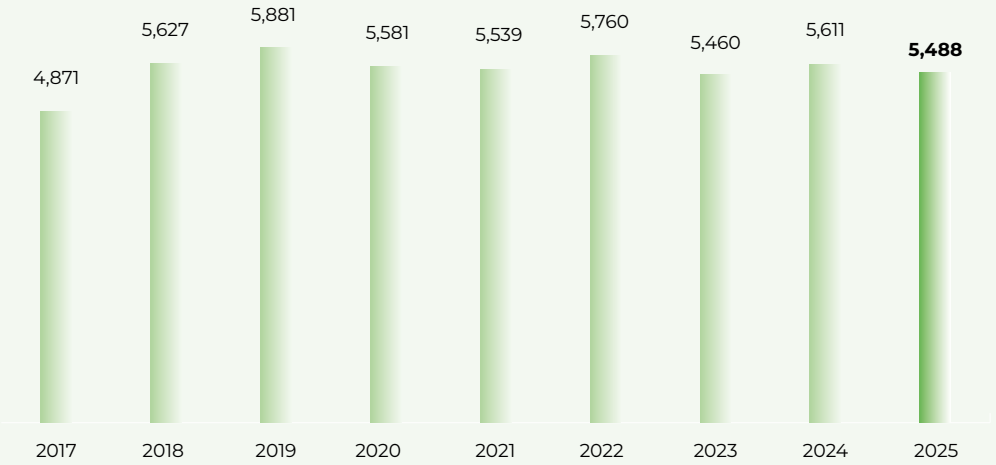
At the end of 2025, the number of Prysmian's patents and patent applications, and the number of patent families was largely unchanged from the previous year. In recent years, the number of new filings stood at around 20 per year. However, in 2025, due to a substantial increase in the number of ROIs received, the number of filings **increased to 25**. The strategy of filing patents in new countries to support Prysmian's international expansion continues.

There were no cases of active counterfeiting in 2025.

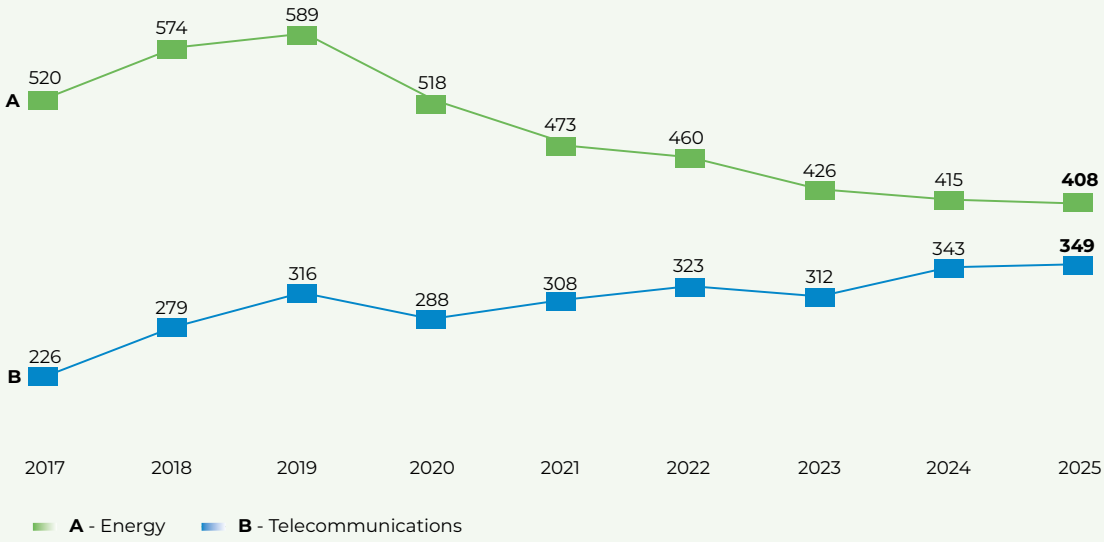
In terms of trademarks, Prysmian filed **23 new trademark families** in 2025, relinquished 129 trademarks no longer used locally and aligned registrations with the Group's strategies. At the end of 2025, Prysmian owned **4,672 trademark registrations related to 890 trademark families**.

In recent years, the number of ROIs received has declined. 2024, however, marked the start of a recovery. In 2025, the recovery strengthened, with the number of **ROIs received substantially higher than in the previous year**. ROI refers to the number of inventions submitted to the Intellectual Property team. As a result, the number of patentable inventions compared to the number of ROIs received appears to be better than in previous years.

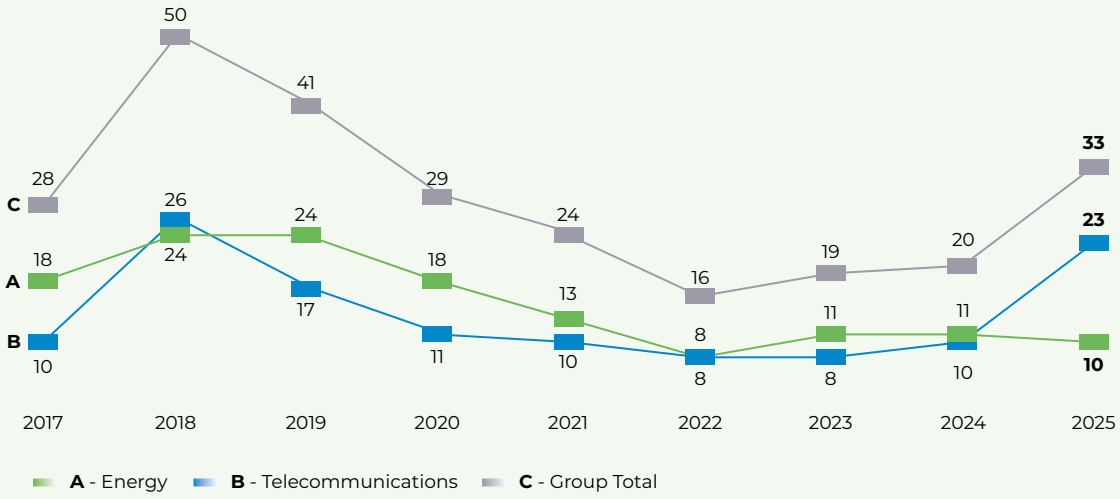
NUMBER OF PATENTS AND PATENT APPLICATIONS



NUMBER OF PATENTS FOR THE ENERGY AND TELECOM SECTORS

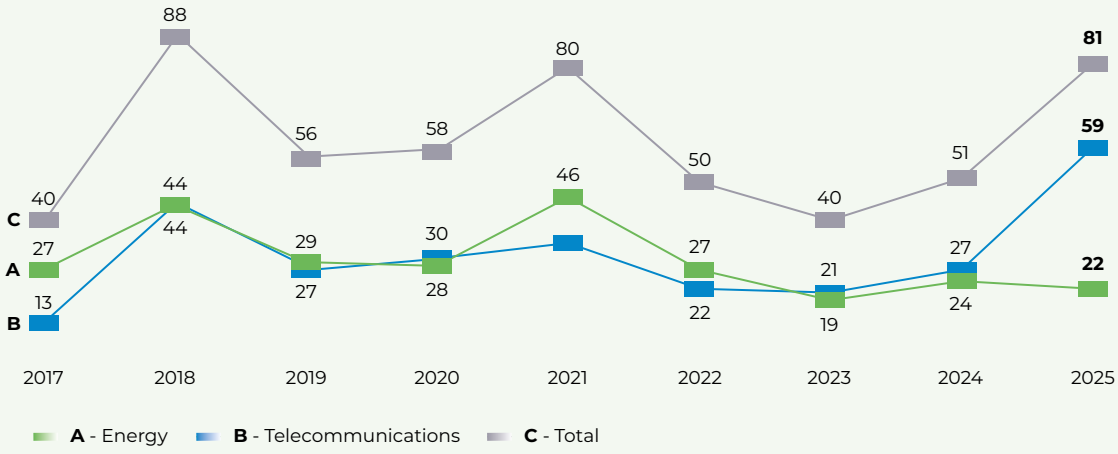


NEW FIRST FILINGS



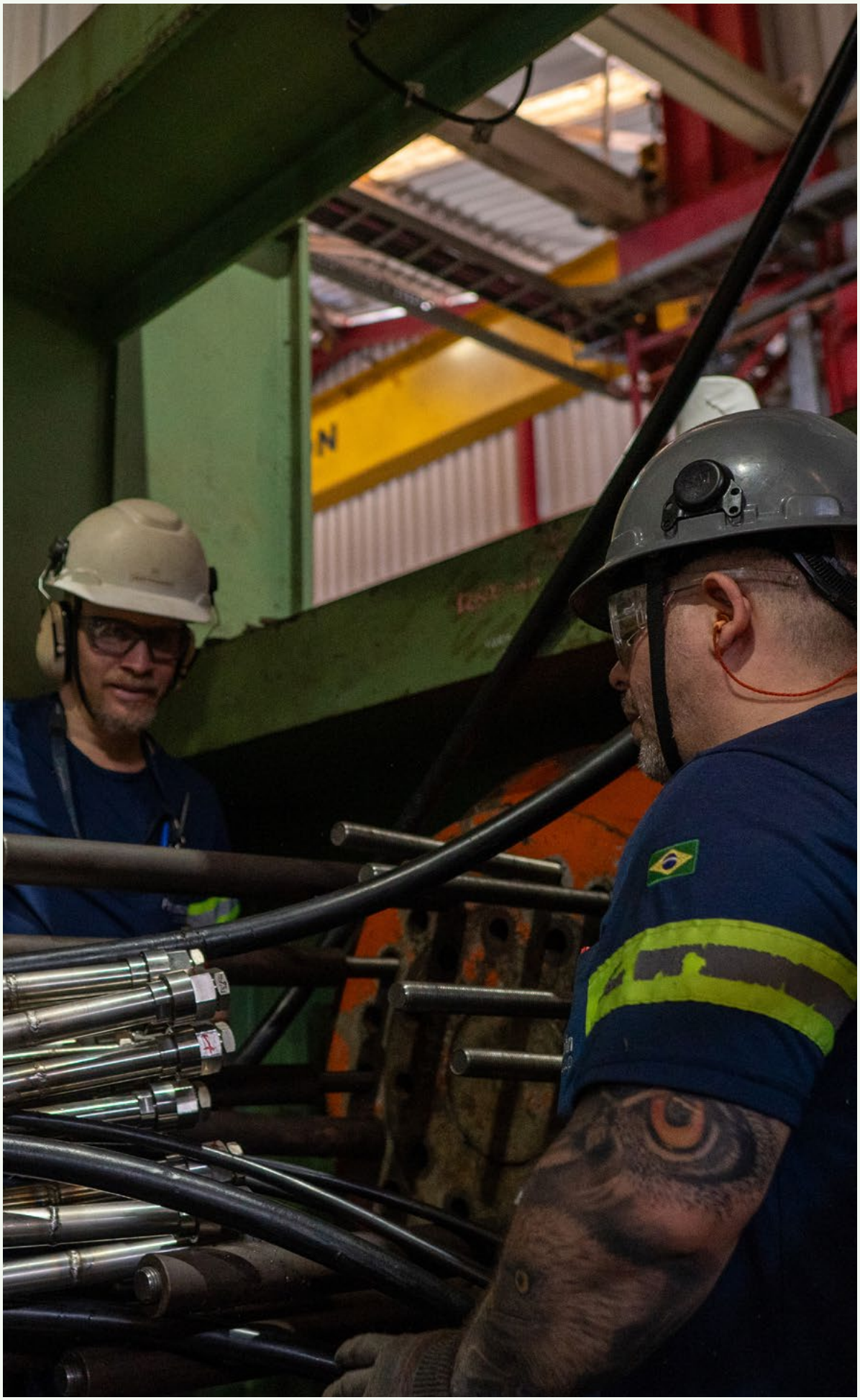
1. Premise
2. Financial and Sustainability highlights
3. ESRS 2 - General disclosures
4. E - Environmental disclosure
5. **S - Social disclosures**
6. G - Governance disclosures
7. Appendices
8. Certification
9. Audit report on Sustainability Consolidated Statement

NUMBER OF ROIs



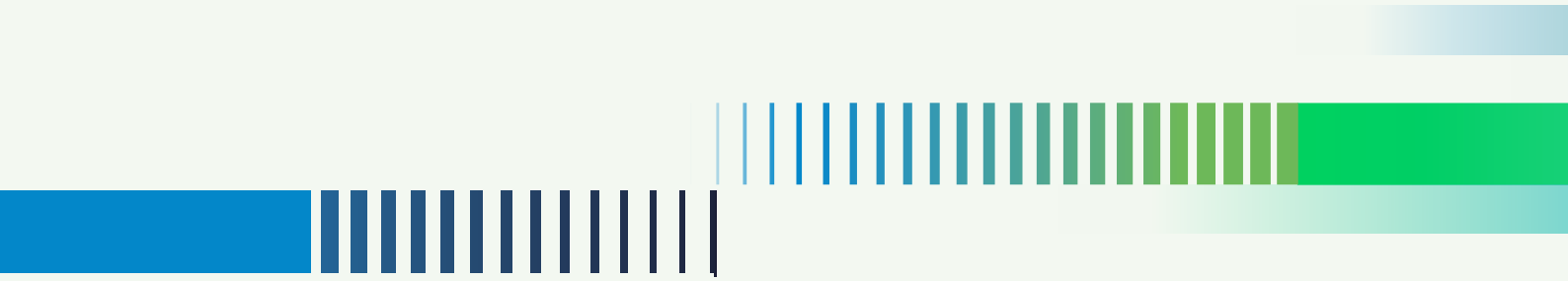
The data derives from Prysmian's internal database, and includes data related to Encore Wire from the acquisition date, while it does not include Channell's patents. The database is constantly updated by the Intellectual Property team, in line with leading patent databases. The tools used include a website for collecting new trademark applications and ROIs. The internal database is regularly cross-referenced with the databases of patent and trademark offices and with the databases of the external legal advisers who manage certain stages of the patent and trademark registration process.

The metrics reported are based on internally processed data and do not require significant assumptions. Moreover, the data are not validated by an external entity other than the party providing assurance for this document.



1. Premise
2. Financial and Sustainability highlights
3. ESRS 2 - General disclosures
4. E - Environmental disclosure
5. **S - Social disclosures**
6. G - Governance disclosures
7. Appendices
8. Certification
9. Audit report on Sustainability Consolidated Statement

G – GOVERNANCE DISCLOSURES



ESRS G1 – GOVERNANCE DISCLOSURES

G1 – BUSINESS CONDUCT

Governance

Prysmian strives to promote integrity and transparency in its business throughout the value chain. The complex nature of the Group's business transactions and its global footprint mean that it is exposed to potential breaches of applicable laws and regulations. This can have repercussions for its stakeholders, including employees, customers, contractors and suppliers. These breaches can also damage the Group's reputation, have a negative impact on the socio-economic development of the communities in which it operates, and restrict market competition. Partly to mitigate such risks, Prysmian has established a governance framework and implemented an internal control system designed to promote integrity and transparency among all business partners and stakeholders, together with rigorous obligatory processes. Among other things, the actions and procedures constituting the internal control system are designed to provide the market with accurate and credible information on the Group's activities and increase trust in the Group among existing and potential investors, encouraging a long-term approach to investment.

The Supervisory Board, with the support of the **Compliance team**, monitors periodic information flows received from relevant corporate functions, identifying any risk indicators, and carrying out sample checks. Based on the results of audits conducted, every six months the Supervisory Board informs the **Board of Directors** about the application and effectiveness of the 231 Organizational Model (applicable to the Group's Italian companies). Similar mechanisms governed by local regulations have been set up in countries not covered by the 231 Model.

It should also be noted that, in relation to their relevant areas of responsibility, the **Chief Risk & Compliance Officer** also reports periodically to the **Control and Risks Committee**. After receiving a green light from the Control and Risks Committee, the Board of Directors assesses the adequacy, effectiveness, and smooth running of the internal control and risk management system at the meeting held to review annual financial statements. The Control and Risks Committee may also request additional information about the KPIs reported by the Compliance team under the Helpline Policy.

Regarding the skills of Prysmian's administrative, management and supervisory bodies, detailed information on the skills matrix may be found in section ESRS 2. Regarding specific skills and refresher courses on business conduct topics, it should be noted that members of these bodies were invited to actively participate in events Prysmian organized in 2025, including Digital Week and Capital Markets Day. These events were aimed at enhancing and refreshing participants' knowledge of issues related to responsible and sustainable management of the Company. These events, which were also attended by members of the Group's senior management and prominent international guests from across the value chain (customers, suppliers, academic experts, investors), provided an important opportunity to raise awareness of various aspects of the Company and its business sector. This type of interaction broadened and improved understanding of global challenges and best practices related to sustainability and innovation, helping provide a more comprehensive and up-to-date picture of trends affecting the sector.

A **cross-functional AI Governance Committee** was also set up in 2025 to oversee risks, monitor adoption levels, and ensure that the use of artificial intelligence complies with Group policy.

Strategy

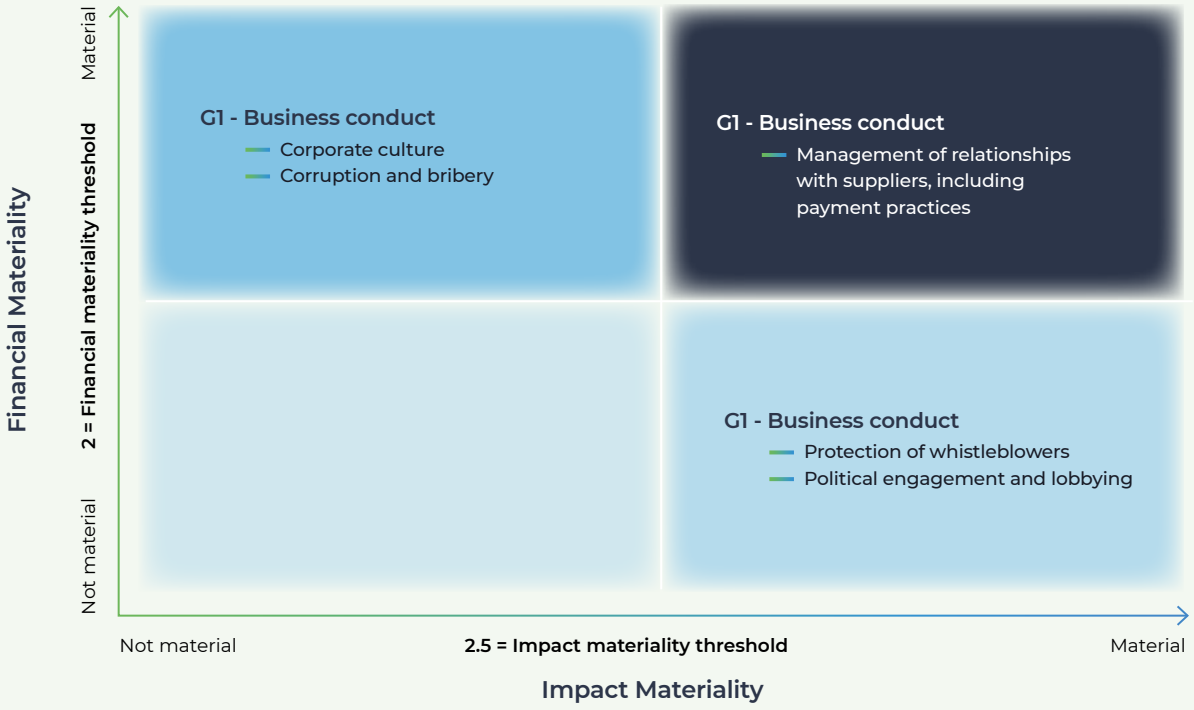
For Prysmian, sound and transparent governance is a strategic pillar for ensuring long-term business sustainability. The governance model adopted ensures adherence to ethical principles, regulatory compliance and responsible decision-making, enabling the creation of value for all stakeholders. By integrating ESG criteria into operations and oversight mechanisms, the Group is able to proactively address risks, take advantage of emerging opportunities, and strengthen trust among investors, customers, and those communities in which the Group operates.

In 2025, Prysmian strengthened its commitment **to the responsible adoption of artificial intelligence (AI)**, recognizing this technology as a **strategic lever for competitiveness, operational efficiency and sustainable progress**. In a fast-changing industrial environment, AI marks an opportunity to accelerate solution development, optimize the use of resources, and improve decisional quality. Prysmian's AI strategy has been structured to take advantage of these benefits while ensuring compliance with fundamental rights (e.g., respect for privacy), security, and European regulations. The AI strategy has four main segments:

- **Regulatory compliance**: full adherence to the European Artificial Intelligence Regulation (EU AI Act), which came into force in 2024;
- **Structured governance**: As set out in the previous section;
- **Ethics and responsibility**: definition of ethical principles and rules for responsible use, in line with corporate values and human rights;
- **Skills enhancement**: training, upskilling and talent attraction programs designed to promote a widespread digital culture.

Via this strategy, Prysmian aims to position itself as a leader in the responsible adoption of artificial intelligence, thus helping to bring about a sustainable, inclusive digital transformation that meets the highest ethical and regulatory standards.

Identification of IROs related to Group governance



1. Premise
2. Financial and Sustainability highlights
3. ESRS 2 - General disclosures
4. E - Environmental disclosure
5. S - Social disclosures
6. **G - Governance disclosures**
7. Appendices
8. Certification
9. Audit report on Sustainability Consolidated Statement

Sub-topic	Sub-sub-topic	IMPACT	Positioning in the value chain	Positive/ negative	Actual/ potential	Time horizon
Political engagement and lobbying activities		**Impact of trade bodies on industry growth, regulatory clarity and sustainable value creation**	Own operations (production activities), Downstream		Actual	Short term
Protection of whistleblowers		**Whistleblower protection**	Own operations (production activities)		Potential	Short term
Management of relationships with suppliers including payment practices		**Negative impacts on supplier relationships and financial stability due to unsustainable practices and late payments**	Upstream		Potential	Medium term

Sub-topic	Sub-sub-topic	OPPORTUNITY	Positioning in the value chain	Time horizon	Current financial effect
Supplier relationship management, including payment practices		**Development of a sustainable supply chain with heightened awareness of ESG issues (e.g., greenhouse gas emissions, circularity, health and safety, bribery, ethics)**	Upstream	Medium term	N/A

Sub-topic	Sub-sub-topic	RISK	Positioning in the value chain	Time horizon	Current financial effect
Corporate culture		**Non-compliance with tax laws (e.g., errors in tax calculations, payments) in an ever more complex regulatory environment, resulting in tax disputes, penalties and/or legal action**	Own operations	Medium term	See the item "Provisions for risks and charges" in the Notes to the Financial Statements, regarding tax disputes in which Prysmian is involved. Although they have not had any material current financial impact, such disputes do constitute a probable liability as reasonably estimated by management. This is therefore reflected in the financial statements. Risk provisions as of December 31, 2025 related to tax matters amount to €103 million
		Lobbying activities may be perceived as controversial by the public, which may cause reputational damage and lead to a loss of confidence among customers and/or business partners, with negative impacts on the Group's market positioning. Unlawful lobbying activities may also entail fines and penalties	Own operations	Medium term	N/A

Continues >>

Positive impact Negative impact

>> Continued

Sub-topic	Sub-sub-topic	RISK	Positioning in the value chain	Time horizon	Current financial effect
Corporate culture		**Non-compliance with international economic sanctions and export control measures (for example: import-export to or from countries, suppliers or customers included in blacklists), resulting in fines and reputational damage for the Company, as well as fines and imprisonment for the individuals responsible.**	Own operations, Downstream	Medium term	N/A
Corporate culture		**Non-compliance with antitrust regulations, resulting in fines, penalties and/or reputational damage**	Upstream, Own operations, Downstream	Medium term	See the item "Provisions for risks and charges""in the Notes to the Financial Statements, regarding antitrust proceedings in which Prysmian is involved. Although they have not had any material current financial impact, such proceedings do constitute a probable liability as reasonably estimated by management. This is therefore reflected in the financial statements. Risk provisions as of December 31, 2025 related to antitrust matters amount to €200 million
Corruption and bribery	**Prevention and detection, including training**	**Non-compliance with anti-bribery/anti-corruption regulations (active and passive), resulting in fines, penalties and/or reputational damage**	Upstream, Own operations, Downstream	Medium/long-term	N/A
Corporate culture		**Breaches of Group policies and procedures (e.g., Code of Ethics, Anti-Bribery Policy) by internal/external parties resulting in fines, penalties and/or reputational damage**	Upstream, Own operations, Downstream	Medium term	N/A
		Non-compliance with the European Union's Artificial Intelligence Act and misuse of AI tools	Own operations, upstream	Short/ medium term	See the "Risk Factors" section of the Report on Operations, describing the risks and impacts on the Group's operations

The impacts, risks and opportunities identified over the course of 2025 affected **the entire value chain**, and involved suppliers, business partners, customers, and stakeholders in an integrated way. Ensuring ethical and compliant behavior at every stage of the production and distribution process is now a key determinant of the Group's solidity and reputation.

In terms of **opportunities**, Prysmian can strengthen its position through development of a **sustainable supply chain**, one fully aligned with ESG principles. Special attention is paid to reducing greenhouse gas emissions, circularity, health and safety, ethics and combatting bribery. **Ethical and transparent management of supplier relationships** is a natural extension of this commitment, and a strategic lever to ensuring the Group's sustainability and resilience in the medium to long term.

The main **risks** include: **non-compliance with tax regulations**, which can entail possible litigation, penalties and/or legal action within an increasingly complex regulatory environment; **non-compliance with international economic sanctions and export controls**, which may result in fines and reputational damage to the Company, as well as imprisonment and fines for chargeable persons; and **non-compliance with antitrust and anti-bribery provisions**, entailing potential financial losses and loss of customers' and partners' trust. Even **lobbying activities**, if not conducted transparently, may negatively

1. Premise
2. Financial and Sustainability highlights
3. ESRS 2 - General disclosures
4. E - Environmental disclosure
5. S - Social disclosures
6. **G - Governance disclosures**
7. Appendices
8. Certification
9. Audit report on Sustainability Consolidated Statement

affect the Group's positioning and perception by external stakeholders. Finally, Prysmian has identified a new risk related to **non-compliance with the EU Regulation on Artificial Intelligence** (AI Act), which introduces stringent obligations to prevent prohibited practices and ensure transparency, security and human oversight. This risk reflects a growing regulatory focus on the responsible use of AI. Indeed, such technologies may lead to ethical violations and undermine stakeholder trust. As a result, Prysmian deems it essential to adopt sound governance and effective compliance processes, in order to minimize legal and reputational risks.



Material IRO management procedures

IRO[1]	Policy	Action	Target
I - Impact of trade bodies on industry growth, regulatory clarity and sustainable value creation	Code of Ethics Antitrust Policy	Trade bodies and institutional dialogue	
I - Whistleblower protection	Code of Ethics Antitrust Policy	Compliance Program	Completion rate for online training courses that promote antibribery measures
I - Negative impacts on supplier relations and financial stability, due to unsustainable practices and late payments	Code of Ethics Anti-Corruption Policy Antitrust Policy Anti-Money Laundering Policy Export Control Policy	Management of payments to suppliers	
O - Development of a sustainable supply chain with heightened awareness of ESG issues (e.g., greenhouse gas emissions, circularity, health and safety, bribery, ethics)	Code of Ethics Anti-Corruption Policy Antitrust Policy Export Control Policy	Compliance Program; Management of payments to suppliers	
R - Non-compliance with tax laws (e.g., errors in tax calculations, payments) in an ever more complex regulatory environment, resulting in tax disputes, penalties and/or legal action	Code of Ethics Anti-Corruption Policy Antitrust Policy Anti-Money Laundering Policy Export Control Policy	Establishment of a transparent financial approach	
R - Lobbying activities may be perceived as controversial by the public, which may cause reputational damage and lead to a loss of confidence among customers and/or business partners, with negative impacts on the Group's market positioning. Unlawful lobbying activities may also entail fines and penalties	Code of Ethics Anticorruption policy Antitrust Policy	Trade bodies and institutional dialogue	Completion rate for online training courses that promote anti-bribery measures
R - Non-compliance with international economic sanctions and export control measures (for example: import-export to or from countries, suppliers or customers included in blacklists), resulting in fines and reputational damage for the company, as well as fines and imprisonment for the individuals responsible	Export Control Policy	Establishment of a transparent financial approach; Compliance Program	
R - Non-compliance with antitrust regulations, resulting in fines, penalties and/or reputational damage	Antitrust Policy	Compliance Program; Prevention and detection of active and passive bribery	Completion rate for online training courses that promote anti-bribery measures
R - Non-compliance with anti-bribery/ anti-corruption regulations (both active and passive), resulting in fines, penalties and/or reputational damage	Anti-Corruption Policy	Compliance Program; Prevention and detection of active and passive bribery	Completion rate for online training courses that promote anti-bribery measures
R - Breaches of Group policies and procedures by internal/external parties (e.g., Code of Ethics, Anti-Bribery Policy) resulting in fines, penalties and/or reputational damage	Code of Ethics Anti-Corruption Policy Helpline Policy Antitrust Policy Anti-Money Laundering Policy Export Control Policy	Compliance Program	Completion rate for online training courses that promote antibribery measures
R - Non-compliance with the European Union's Artificial Intelligence Act and misuse of AI tools	AI Policy	Initiatives related to responsible and sustainable management of artificial intelligence	

1 The policies, actions, and targets described in the table have been linked to the IROs identified in the double materiality assessment, and there is no systematic direct connection between the actions, policies, and targets

1. Premise
2. Financial and Sustainability highlights
3. ESRS 2 - General disclosures
4. E - Environmental disclosure
5. S - Social disclosures
6. **G - Governance disclosures**
7. Appendices
8. Certification
9. Audit report on Sustainability Consolidated Statement

Policies

Anti-Corruption Policy

The risk of bribery is particularly relevant to the Prysmian Group. This is due to regulatory complexity (e.g., Legislative Decree 231/2001 and the U.S. Foreign Corrupt Practices Act), and the operational context, such as management of large international projects in countries with high levels of corruption. The issue requires careful management of business relationships, including in territories where business is conducted via local sales agents.
The Anti-Corruption Policy, developed in accordance with best practices and the main international standards, including the United Nations Convention Against Corruption, applies to employees, managers, Directors and third parties, including business intermediaries, who must adhere to the same standards of integrity and ethical conduct required of Company employees. The Anti-Corruption Policy, the latest version of which was approved by the parent company's Board of Directors on July 31, 2024, is managed by the Group Compliance team. The team oversees the anti-bribery management system, supports relevant teams, and constantly assesses system effectiveness, including periodic reporting on the policy to governance and internal audit bodies. The Group Compliance team also handles any reports of alleged bribery (active and passive) passed on via Prysmian's Helpline channel. Indeed, all whistleblowing disclosures, including those regarding potentially corrupt behavior, are investigated by the Group Compliance team, in accordance with best practices and applicable regulations, as per the Helpline Policy.

Via the Anti-Corruption Policy, Prysmian has committed to adopting an anti-bribery management system certified ISO 37001:2016, which is currently applied by both Prysmian S.p.A. and PowerLink S.r.l. The Policy was also developed following a risk assessment that mapped and analyzed all Group stakeholders, in line with ISO 37001 certification requirements.

In order to make the Anti-Corruption Policy available to all stakeholders, the policy is published on the company's website[2] and on the intranet, ensuring easy access for all stakeholders.

Helpline Policy

The latest version of Prysmian's Helpline Policy, which was approved by the Board of Directors on July 31, 2024, is published on the company's website[3] and intranet. Prysmian has implemented a secure and dedicated Group reporting channel, called **Integrity First Helpline**, that is managed by an independent external firm. This system protects the identity of whistleblowers and guarantees the confidentiality of reports, which can only be viewed by the Group Compliance and Internal Audit teams. The Integrity First Helpline is accessible 24 hours a day, seven days a week, in all the official Prysmian languages. This channel can be accessed via various means, including email, a dedicated web portal, and phone lines, and may be easily consulted via the "Ethics & Integrity" section of the Company's website[4] and intranet. Prysmian holds annual online training sessions for all employees that address whistleblowing issues and use of the Helpline channel. These are run by the Compliance team.

2 https://www.prysmian.com/sites/www.prysmian.com/files/media/documents/02-Anticorruption-Policy-June-2024-Final.pdf
3 https://www.prysmian.com/sites/www.prysmian.com/files/media/documents/01-Helpline-Policy-June-2024-Final_0.pdf
4 https://www.prysmian.com/en/Company/Ethics & Integrity

Disclosures can be submitted by all Group stakeholders, including shareholders, suppliers, customers, former employees and candidates. Moreover, the Company has put stringent measures in place to prevent any form of retaliation against anyone who reports via this channel. If whistleblowers believe that they have been retaliated against, they should report the incident in accordance with procedure. Any employee who engages in acts of retaliation against a whistleblower is subject to disciplinary action, including possible dismissal.

Regarding whistleblowing, it should be noted that in 2022 Prysmian obtained ISO 37002:2021 "Whistleblowing Management Systems" certification, becoming one of the first Italian companies in its sector to receive this recognition. This certification was renewed in 2023, 2024 and 2025, providing further confirmation of the robustness of the Group's whistleblowing management system.

To ensure the effectiveness of the dedicated channel, disclosures are preliminarily assessed by the Group Compliance team, which is responsible for implementing, reviewing, and periodically revising the policy. If necessary, the team then launches internal investigations via regional compliance managers and, when necessary, gets the Internal Audit and Human Resources teams involved as well.

It should also be noted that the Group Compliance team provides quarterly updates to a special committee – the **Helpline Committee** – on disclosures received during the relevant period, as well as on any investigations, completed or still in progress, related to previous quarters.

The Helpline Committee is an internal cross-functional committee comprising these key figures: **Chief Risk & Compliance Officer, Chief Internal Audit Officer, Chief Corporate Affairs Officer, Chief Human Resources Officer and Corporate & Business Units HR and Group DE&I and Wellbeing VP.** Although most reports are investigated internally by the relevant teams, in exceptional cases external legal and investigative support is requested, and critical issues are promptly reported to senior management. In addition to the Helpline Committee, the Compliance team also reports KPIs for disclosures received during the relevant quarter (e.g., disclosures made, closed, substantiated – in whole or in part – or unsubstantiated; disciplinary or corrective actions taken – namely by category, region and country), to the Control and Risks Committee, which may, in turn, ask for additional information. Corrective measures or disciplinary actions may be taken based on investigations that ultimately confirm the validity of the disclosure. These measures are specific to each disclosure, and do not necessarily imply or entail a change in Company policies or processes.

As of December 31, 2025, 197 disclosures were closed out of a total of 234 received via the Helpline channel. Regarding disclosures that have been fully investigated, it should be noted that, as of the above date, 64 were found to be "substantiated" or "partially substantiated," and a total of 96 corrective actions had been taken, partly due to the fact that certain disclosures required more than one corrective action. The corrective actions taken can be broken down as follows: 43 policy or process reviews and specific corrective actions; 23 coaching and training activities; 14 dismissals and suspensions; 16 verbal or written reprimands.

No breaches of anti-bribery regulations were substantiated by the Group in 2025.

1. Premise
2. Financial and Sustainability highlights
3. ESRS 2 - General disclosures
4. E - Environmental disclosure
5. S - Social disclosures
6. **G - Governance disclosures**
7. Appendices
8. Certification
9. Audit report on Sustainability Consolidated Statement

Antitrust Policy

Prysmian's Antitrust Policy, signed by the Board of Directors on July 31, 2024, forms an integral part of its Antitrust Compliance Program and is a key element in ensuring compliance with antitrust laws, which, if not complied with, could have serious consequences for Prysmian, including fines of up to 10% of Group sales, legal proceedings and reputational damage that could undermine market confidence.

The policy, which was developed following a risk assessment that mapped and duly examined Prysmian's stakeholders, is aligned with the relevant rules included in the Treaty on the Functioning of the European Union, as well as with applicable legislation in most EU member states and in other relevant jurisdictions.

The Group-wide policy affects Directors, officers, employees, interns and all third parties working on behalf of Prysmian, including consultants, sales agents, suppliers and business partners, and thereby provides them with the general rules of conduct needed to comply with antitrust laws. Responsibility for implementing the policy lies with the Group Compliance team, which manages, reviews and revises the document to reflect legislative developments and corporate best practices.

The policy is published on the Company's website[5] and intranet and serves as an essential pillar for compliance with market rules, strengthening Prysmian's commitment to promoting transparency and fairness in all aspects of its activities.

Export Control Policy

Prysmian's Export Control Policy is an essential tool for ensuring that the Group's business activities comply with international laws and regulations governing the export of certain products and technologies. In particular, it ensures compliance with regulations issued by the United Nations (UN), the European Union (EU), the United Kingdom (UK) and the United States of America (USA).

Developed after a thorough risk assessment involving all of Prysmian's stakeholders, the policy was adopted to prevent and mitigate risks arising from breaches of applicable export controls and international economic sanctions, which could result in significant fines for the Company, criminal liability for chargeable persons, and significant reputational damage.

The policy applies to all employees, interns, external consultants, officers, managers, and directors of Group companies. It is managed by the Group Compliance team, which operates via specialized personnel located in Europe and the United States. This team is responsible for applying, revising, and periodically amending the policy. The team provides daily support to affected functions, ensuring that the document adequately reflects regulatory changes, corporate best practices and organizational developments.

In keeping with Prysmian's commitment to fully comply with export controls and international economic sanctions, the document is made available on the Company's website[6], and a dedicated procedure can be consulted on the Company's intranet.

Anti-Money Laundering (AML) Policy

Prysmian's Anti-Money Laundering policy (AML), signed by the Board of Directors in February 2026, mitigates risks related to money laundering, and **constitutes a key element for protecting Prysmian's reputation, integrity and financial strength**.

The document, which was developed via cross-functional efforts involving the relevant departments following a risk mapping exercise, is aligned with the relevant international standards and those promoted by the Financial Action Task Force (FATF) in particular.

For all the above policies, Prysmian carries out online and in-person training and awareness-raising initiatives for its employees, thereby ensuring the fullest coverage of relevant compliance issues. Online training sessions are held every two years on average, while – during

5 https://www.prysmian.com/sites/www.prysmian.com/files/media/documents/03-Antitrust-Policy-June-2024-Final_0.pdf
6 https://www.prysmian.com/sites/www.prysmian.com/files/media/documents/04%20Export%20Control%20Policy_2024_en.pdf

the year, based on specific needs established by the relevant Compliance Plan – staff from the Group Compliance team make special on-site visits to train employees. A staff member from the Group Compliance team is specifically responsible for overall implementation of compliance training.

Artificial Intelligence Policy

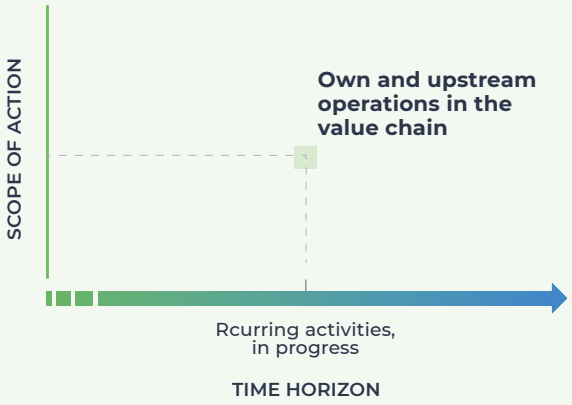
In 2025 Prysmian formalized its AI Policy, which was approved by the CEO and Board of Directors in October of the same year. The Policy sets out:

- A taxonomy of AI systems, classified by functionality, application domains and technologies;
- the main risks associated with the use of AI, including bias, privacy violations, dissemination of false information, and impacts on intellectual property;
- the principles of responsible AI including transparency, human oversight, equity, security, accountability and sustainability;
- rules of use including verification of outputs, prohibition of illegitimate uses, personal data protection, and adherence to the original purpose of systems.

The Policy was drawn up with the support **of the Compliance team and external legal advisors**, including a review process involving the **Chief Information Security Officer (CISO), the Security & AI Committee, and the Control and Risks Committee**. The document is published on the Group's website[7] and circulated internally via the Company's intranet.

Actions

MANAGEMENT OF PAYMENTS TO SUPPLIERS



Prysmian is committed to ensuring timely payments and especially recognizing the importance of regular cash flow for **Small and Medium Enterprises (SMEs)**. Although the specifics of the payment policy may vary in terms of contract or region, Prysmian's approach reflects best practices in **payment management and supplier relations.** The principles underlying these best practices include:

1. **Clear and defined payment terms**: Prysmian establishes specific payment terms in contracts with suppliers (including SMEs), which are disclosed and transparent from the beginning of a business relationship. Payment terms, which may change following negotiation, are agreed upon and adhered to, so as to avoid any uncertainty or delay.
2. **Invoice management system and timely payments**: The Company uses an **automated system for the management of invoices** and payments, enabling it to monitor their flow in real time. This system is designed to ensure that invoices are processed quickly, and payments made on time.

7 https://www.prysmian.com/sites/www.prysmian.com/files/media/documents/Prysmian%20-%20AI%20Policy%20V4.1_%20Rev_ENG.pdf

1. Premise
2. Financial and Sustainability highlights
3. ESRS 2 - General disclosures
4. E - Environmental disclosure
5. S - Social disclosures
6. **G - Governance disclosures**
7. Appendices
8. Certification
9. Audit report on Sustainability Consolidated Statement

3. **Proactive communication and problem solving**: In the event of any issues related to payments (such as disputes over invoices or unexpected delays), Prysmian maintains **open and proactive** communication with suppliers.
4. **Overseeing and monitoring performance**: The Company uses **financial reporting tools** to continuously monitor its performance relevant to supplier payments, including those to SMEs.
5. **Compliance with regulations**: Prysmian complies with **local and international regulations** related to payments, which impose precise timeframes. In particular, in the European context, specific regulations set maximum time limits for payments (e.g., Directive 2011/7/EU).

Supplier payment management is the responsibility of the **Administration** team, which ensures the proper execution of accounting and financial procedures, in close cooperation with the **Procurement** team, which is responsible for managing supplier relations. This operating model ensures integrated oversight as follows:

- The Administration team is responsible for recording, validating, and settling invoices, as well as meeting contractual deadlines.
- The Procurement team maintains dialogue with suppliers, collects any disclosures, and supports resolution of issues related to contracts or supply conditions.
- Both teams work together to ensure transparency, reliability, and continuity in business relationships, with special attention paid to SMEs, which may be more susceptible to cash flow delays.
- The Internal Audit team conducts internal checks and audits designed to monitor process effectiveness and identify areas for improvement.

Prysmian thus ensures that payment management is not just an administrative requirement, but also a strategic element of corporate social responsibility, aimed at building confidence and encouraging collaboration throughout the value chain.

PREVENTION AND DETECTION OF ACTIVE AND PASSIVE BRIBERY



Prysmian uses these procedures to prevent, detect and manage allegations or cases of active and passive bribery:

- **The procedure related to gifts and entertainment expenses** stipulates that Prysmian employees must obtain supervisor approval and fill out a form provided on a special platform, before offering or accepting gifts or expenses over a certain value.
- **The procedure for managing conflicts of interest** requires Prysmian's desk workers to report potential conflicts of interest via an online platform. Such reports are duly reviewed by the Group Compliance team and, if necessary, are handled via application of corrective and risk mitigation measures.
- **The procedure for managing relations with public administrations** sets out rules for interacting with public entities, in compliance with applicable laws, regulations and Prysmian's Code of Ethics.

To complement these preventive measures, the Group has implemented specific management procedures for reporting possible incidents of active and passive bribery, with particular reference to the Integrity First Helpline (see the Policies section for further details). As an independent unit, the Group Compliance team is in charge of carrying out investigations related to such disclosures.

Once a disclosure is made, the Chief Risk & Compliance Officer and the Chief Audit Officer should:

a. with reference to significant investigations, set up a working group to be assigned to the investigation, and supervise the investigation, while promptly informing the relevant supervisory bodies;

b. if necessary, coordinate and liaise with any other internal units and/or external consultants tasked with conducting the investigation;

c. provide periodic updates on disclosures to the Control and Risks Committee and the Board of Statutory Auditors at their regular meetings. Information pertaining to disclosures is consolidated within the quarterly whistleblowing report;

d. for Italian legal entities, promptly inform the relevant supervisory boards about any relevant disclosures pursuant to Italian legislative decree 231/2001.

Therefore, as already mentioned, both the Control and Risks Committee and the Board of Statutory Auditors are periodically updated on disclosures made.

In particular, the Control and Risks Committee:

a. receives the quarterly whistleblowing report;

b. evaluates the outcomes of significant investigations;

c. allocates and verifies the budget for significant investigations.

The boards of statutory auditors of relevant Italian legal entities receive the quarterly whistleblowing report on incident reports, and are responsible for assessing investigation outcomes. The parent company's Board of Statutory Auditors also has access to Prysmian's whistleblowing channel and is promptly informed by the Chief Risk & Compliance Officer and/or the Chief Audit Officer about any significant investigations.

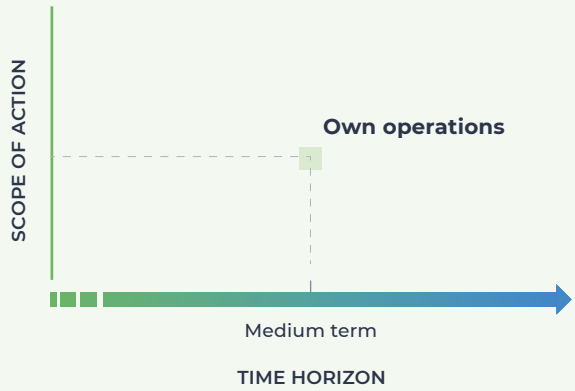
Finally, for Italian legal entities, the relevant supervisory board created pursuant to decree 231 must evaluate investigation outcomes once it has received a report from the Chief Risk & Compliance Officer and/or the Chief Audit Officer (or designated persons regarding the incident reports relevant under decree 231).

Basic online anti-bribery training is provided to all desk workers. Individual anti-bribery sensitive areas (such as gifts, entertainment expenses and conflicts of interest) are then focused on in additional online or in-person training initiatives, in accordance with priorities established year-by-year in the Compliance Plan. Specifically, in 2025 three separate online training sessions were delivered, covering these areas: (i) conflicts of interest; (ii) gifts and entertainment expenses; and (iii) relations with third parties and public administrations. Approximately **7,900** employees were involved and were informed about the organization's policies and procedures. Further information on courses for employees is provided in section ESRS S1 in this report.

To address business areas with the greatest exposure to the risk of corrupt behavior (such as the Procurement and Sales teams) – identified as such from a risk-based perspective -, additional training courses are provided to Prysmian personnel on compliance and anti-bribery regulations. These take the form of online and classroom sessions, and videoconferencing. These in-depth training sessions cover all aspects governed by policies and procedures.
At the same time, all members of the Board of Directors holding senior positions at Prysmian (i.e., the Group CEO and the Group CFO) also attend training courses on anti-bribery issues (in 2025, these initiatives involved an online course on anti-bribery issues, as well as an in-person course on compliance with Italian legislative decree 231/2001).

1. Premise
2. Financial and Sustainability highlights
3. ESRS 2 - General disclosures
4. E - Environmental disclosure
5. S - Social disclosures
6. **G - Governance disclosures**
7. Appendices
8. Certification
9. Audit report on Sustainability Consolidated Statement

2025 COMPLIANCE PROGRAM



As part of its commitment to responsible and compliant management of corporate compliance risks, Prysmian developed a Compliance Program for 2025. This comprehensive program consisted of coordinated interventions and initiatives aimed at implementing the corporate policies set out in the previous sections, with particular reference to the principles and standards of responsible business conduct.

The main actions in the program included:

- revision and modernization of Prysmian's Code of Business Conduct;
- an Antitrust Compliance Program update, and continuation of risk assessment in Brazil, Turkey and Oman;
- in cooperation with the relevant functions, preparation of an Anti-Money Laundering Policy applicable at Group level;
- risk mapping activities and development of risk mitigation actions in application of the Fraud Prevention Regulation in the UK, and the Personal Information Protection Law in China;
- revision of the Human Rights Policy, together with the Human Resources, Investor Relations, Procurement and Risk Management teams;
- integration of Encore Wire Corporation and Warren & Brown into the Internal Control and Risk Management system, following M&A transactions;
- dissemination of a compliance culture, via training and awareness-raising sessions;
- maintenance of ISO 37001 (Anti-bribery) and ISO 37002 (Whistleblowing) certifications;
- management of commercial compliance and third-party programs at the local level.

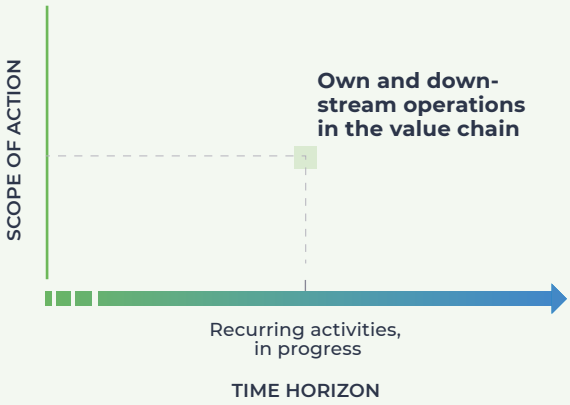
The worldwide 2025 Compliance Program also comprised activities managed by regional teams in major geographical areas (Europe, Middle East, Africa, Russia, Turkey, North America, Latin America, Asia Pacific). These actions, as mentioned above, include:

- online training sessions for all desk workers, regarding conflict-of-interest procedures, gifts and entertainment expenses, and a third party and public administration relations program, which also comply with ISO Standard 37001;
- onsite training sessions on specific topics, such as antitrust issues and export controls, compliance awareness, and use of the Helpline channel, which also complies with ISO Standard 37002;
- monitoring of offices, production sites, and third parties, with particular reference to sales agents and projects.

In 2026, the Program will focus on additional activities related to compliance, including specific projects, integration of acquired companies into the internal audit system, improvement of targeted training courses, and strengthening an open reporting culture via the Helpline channel.

In 2025, the Compliance Program was supported by centrally managed financial resources allocated to implement projects developed in various of the Group's regions, in accordance with specific needs. OpEx and CapEx data are classified as confidential and cannot be released.

TRADE BODIES AND INSTITUTIONAL DIALOGUE



Prysmian recognizes the fundamental value of **trade bodies**. They constitute a primary tool for making active contributions to decision-making processes at institutional level, while promoting the development of public policies geared toward sustainability, innovation, and competitiveness in the sector.

Although it does not systematically engage in direct lobbying, the **Group actively participates in public debate through its involvement in industry organizations**, which provide an authoritative and transparent channel for engaging with institutions, advocating for shared interests, and contributing to regulatory developments in key areas like energy transition, digitalization and decarbonization.

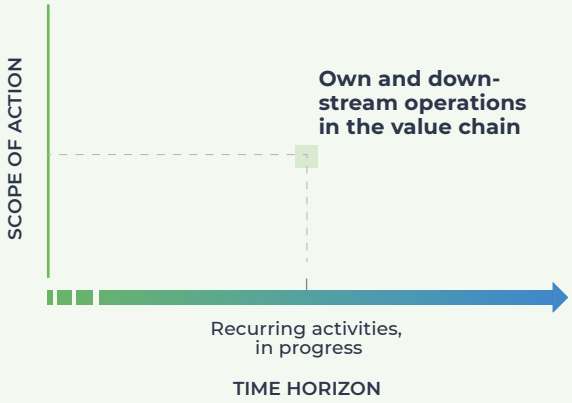
The initiatives Prysmian supports in this area are supervised and approved by the **Investor Relations and Corporate Communication teams**, in line with the values of the Company's Code of Ethics and its commitment to transparency in dealings with all stakeholders.

In 2025. the most significant topics related to the activities carried out through trade bodies included:

1. **Sustainable finance**: Promotion of financial instruments and investments that incorporate ESG criteria, with a view to fostering responsible growth across the industry.
2. **Sustainable mobility**: Support for initiatives and policies that encourage the adoption of eco-friendly public transport.
3. **Reduction of plastic pollution**: Dissemination of best practices to reduce the use of single-use plastics, in the interests of a circular economy.
4. **Green technologies**: Support for the development and adoption of technologies for monitoring and mitigating emissions and environmental impacts.
5. **European environmental policies**: Participation in discussions on EU regulatory initiatives, including the Energy Performance of Buildings Directive, Euro 7 Regulation and the Net Zero Industry Act.

The Group is duly **enrolled in the European Union's transparency[8] register**, and no member of the administrative, management or supervisory bodies has held positions in a public administration in the two years preceding the reporting year.

ESTABLISHMENT OF A TRANSPARENT FINANCIAL APPROACH



As revealed by the double materiality assessment carried out by the Group, Prysmian operates in an increasingly complex international tax environment. Reputational and legal risks related to non-compliance with applicable regulations are a potential issue for the Company's business.

8 Prysmian's registration number: 822842996065-47.

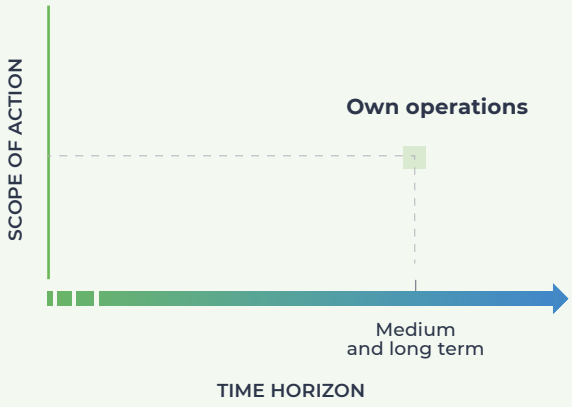
1. Premise
2. Financial and Sustainability highlights
3. ESRS 2 - General disclosures
4. E - Environmental disclosure
5. S - Social disclosures
6. **G - Governance disclosures**
7. Appendices
8. Certification
9. Audit report on Sustainability Consolidated Statement

Therefore, tax governance plays a central and strategic role. This goes beyond mere compliance management, and provides a guarantee of integrity, transparency and accountability that can anticipate regulatory changes and guide the Company toward proactive and sustainable compliance.

To address these challenges, Prysmian has developed tax governance that draws inspiration from these core principles: **compliance, legality, sustainability, equity, training and specific skills, trust and transparency**.

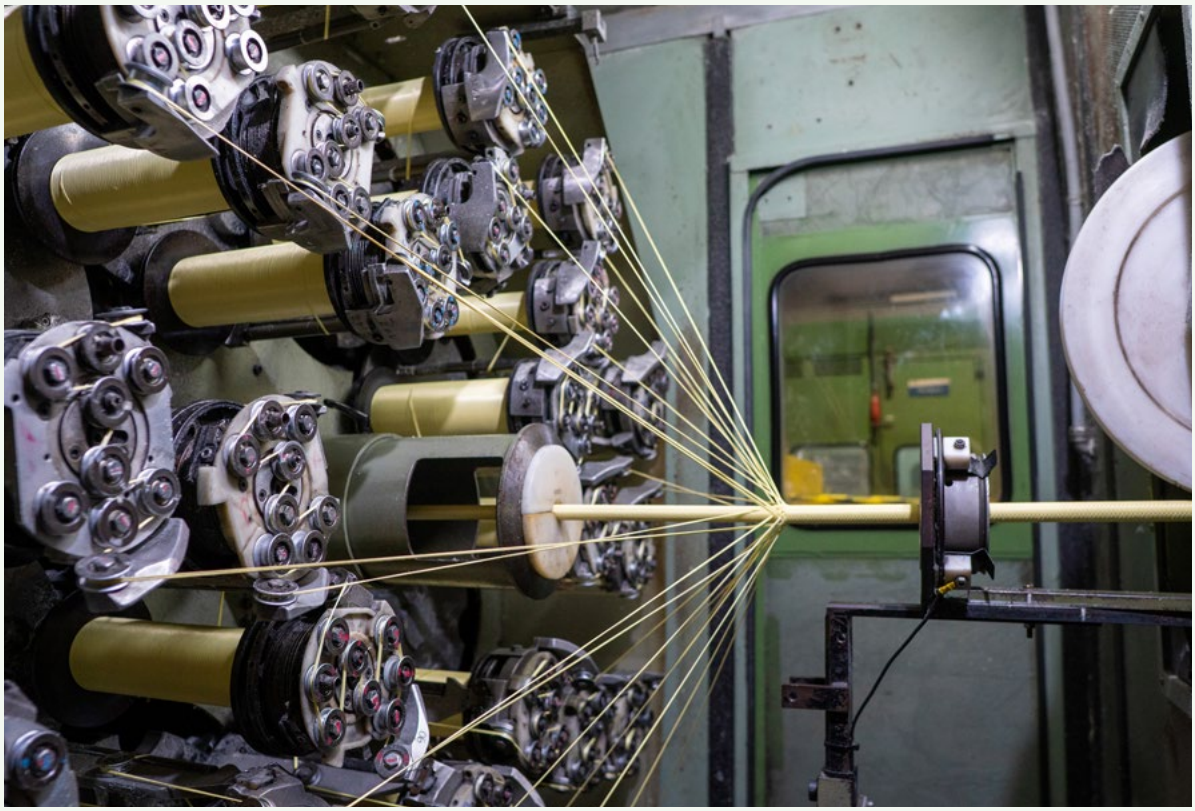
- **Compliance:** Ensure the most appropriate tax treatment, balancing legitimate tax saving opportunities with industry best practices and expert advice.
- **Legality:** Strict compliance with the tax regulations in force in each country in which Prysmian operates, systematically avoiding evasive practices and aggressive tax planning.
- **Sustainability:** Acting in accordance with the values of honesty and integrity in tax management, in the awareness that tax revenue is one of the main contributors to the economic and social development of communities in countries in which the Company operates.
- **Equity:** Establish a tax contribution that is fully in line with the actual ability to pay, in accordance with the justice and sustainability principles of the tax system in which the Group operates. This includes implementation of the **Global Anti-Base Erosion Model Rules (Pillar Two)** introduced by the Organization for Economic Cooperation and Development (OECD), and management of **Controlled Foreign Companies (CFCs)**. These tools help counter erosion of the tax base and promote fairness and transparency in the international tax system.
- **Specific training and skills:** Investment in continuous skills development for staff involved in tax-related processes, via a dynamic and constantly updated approach. In order to ensure qualified oversight, staff members regularly attend industry conferences, liaise with external consultants, and monitor global regulatory developments.
- **Trust:** Trust is built through open, constructive, and ongoing dialogue with tax authorities. To support this vision, Prysmian has implemented an internal **Tax Control Framework (henceforth also TCF)**, in compliance with the guidelines issued by the OECD and the Italian tax authority. This framework, which is deeply integrated into business processes, enables risks to be identified, assessed, and comprehensively monitored, thus helping strengthen compliance and prevent potential critical issues. In the event of divergent interpretations of tax rules, the Group engages in proactive discussion. This may involve a request for a ruling from the tax authority to find a shared solution before tax returns are filed. In the event of disagreement, the Group takes a prudent approach and minimizes tax risk, while retaining the right to challenge decisions with which it does not agree. Regarding the implementation timeframe, the TCF was introduced for Italian companies for the 2020 tax year, followed by admission to the tax regime in December 2021. An application for admission of the newly established company, Prysmian Riassicurazioni S.p.A, was submitted in 2025, and an international extension is currently being considered.
- **Transparency:** This entails promotion of clear, accessible and voluntary communication of the Company's tax policies, adopted criteria, and results achieved. It also ensures that tax decisions are fully traceable, and that supporting documentation is systematically stored, in the interests of accountability and verifiability. Prysmian has also adopted an **advanced tax reporting model**, in line with the ESG metrics of the World Economic Forum (WEF). This model integrates Country-by-Country Reporting (CbCR) with the Total Tax Contribution (TTC), thereby providing a clear and transparent view of the Group's tax contribution. This approach enables the Group to:
  - provide stakeholders with a full picture of key financial and tax data in those countries in which Prysmian operates;
  - present the total tax contribution, including income tax alongside taxes on labor, value added, products and services. Taxes directly borne by the Group (Taxes borne), and those collected on behalf of government (Taxes collected) are taken into account.

INITIATIVES RELATED TO RESPONSIBLE AND SUSTAINABLE MANAGEMENT OF ARTIFICIAL INTELLIGENCE



Prysmian implemented several AI-related operational initiatives during the year, including:

- **Mapping and classification:** Thirteen active AI tools were surveyed, none of which are among those prohibited by the regulation.
- **Extensive training:** As part of a widespread digital culture program, 10,108 employees participated in mandatory AI and data security training sessions (0.3 hours per user). Eight hours of training were provided to approximately 2,300 colleagues granted Microsoft Copilot licenses. The company also launched its first AI-Academy, a training course for the IT & Digital team on AI-related technical issues.
- **Internal communication:** Periodic updates for the AI Committee, webinars and corporate events, and meetings with regional CEOs designed to promote awareness and engagement and share ongoing approaches and experiences.
- **Strategic partnerships:** Partnerships with consulting firms and academic institutions, to speed up adoption and access emerging expertise.
- **Development of high-impact custom use cases**: Identification of priority AI applications in engineering, sales, operational, legal, and knowledge management processes.
- **Testing of embedded AI features:** Activation of AI features provided by technology partners (e.g. SAP, Salesforce, Microsoft, ServiceNow, Concur) to support the Company's core processes. All employees were given access to basic Copilot features, and approximately 2,300 Copilot 365 licenses were also distributed (covering more than 20% of desk workers), with a view to promoting the spread of knowledge and improving individual productivity.



1. Premise
2. Financial and Sustainability highlights
3. ESRS 2 - General disclosures
4. E - Environmental disclosure
5. S - Social disclosures
6. **G - Governance disclosures**
7. Appendices
8. Certification
9. Audit report on Sustainability Consolidated Statement

Targets

Combatting active and passive bribery

KPI	2022 Baseline	2025 result	2025 Target
Completion rate for online training courses that promote anti-corruption measures	75%	90%	90%

The process of defining this target involved various stakeholders, including the Sustainability and Human Resources teams, as well as the Compliance team.

These contributions included:

- **Sustainability:** Identification of priority ESG areas for the Group, and inclusion of ethics and governance topics among strategic sustainability goals. Inclusion of the relevant KPI in Prysmian's Sustainability Impact Scorecard.
- **Human Resources**: Integration of training modules into staff development plans, enrollment management, and completion rate monitoring.
- **Compliance**: Definition of course content, selection of topics (Code of Ethics, anti-bribery, gifts, conflicts of interest, Helpline, Code of Business Conduct).

This goal includes e-learning initiatives carried out via the Group's business management system. These initiatives are aimed at all desk workers (excluding external staff, consultants, contractors, employees on leave of 30 days or more, and trainees). The target is subject to annual approval of the Compliance Plan by the Board of Directors.

A 90% completion rate target was set for the end of 2025 to ensure widespread staff engagement in training. Training was also aligned with Italian national, EU and international anti-bribery policies, taking into account worldwide best practices and local awareness-raising and compliance needs.

Artificial intelligence as a strategic lever for sustainability and innovation

Regarding the use of AI, Prysmian has made the following commitments for the three-year period 2025-2027:

- **Expand adoption of AI solutions** deemed capable of generating global value by 2028, including scaling up in major European countries in 2026.
- **Reduce management time for sales activities** (back office and customer management) by 10-15% via AI integration.
- **Improve the operational efficiency of industrial** processes via output optimization AI solutions.
- **Carry out annual audits** of AI systems to ensure compliance, security, and transparency.

KPI	Unit of measurement	2025	2024
Completion rate for online anti-bribery training	%	90%	90%
Taxation - Country-by-Country Reports	€ MLN	Values shown in the relevant tables	
Fees payable to trade bodies	€ MLN	2.769	1.692

Completion rate for online anti-bribery training

Training course completion rates are monitored via the business management system, making it possible to continuously verify progress. Any deviations from the set target are analyzed in order to identify the causes and (where necessary), undertake timely corrective measures. Data is updated annually, to provide an accurate analysis of trends and identify any changes in performance.

Data is not validated by an external entity other than the party providing assurance for this document.

No incidents related to bribery and corruption were reported during the year.

The table below provides details on training related to compliance issues, including courses on bribery and corruption.

Prevention and detection of corruption and extortion (24. b) – Training details	Functions at risk	Total 2025	Total 2024
Training coverage			
Total training hours delivered		7,692	9,511
Total training received		25,314	19,087
Frequency			
Frequency required for training delivery	All functions	3 required online sessions in 2025	3 required online sessions in 2024
Topics			
Topic A. Gifts & Entertainment	All functions	7,131	6,742
Topic B. Conflict of Interest	All functions	6,864	6,851
Topic C. Third Party + Public Admin	All functions	7,150	0
Topic D. Law 231	All functions	79	71
Topic E. Essentials New Hires	All functions	666	626
Topic F. Compliance Awareness F2F	All functions	2,722	3,903
Topic G. Export Control F2F	All functions	110	672
Topic H. Anti-Trust F2F	All functions	570	186
Topic I. Compliance Ambassadors F2F	All functions	22	36

1. Premise
2. Financial and Sustainability highlights
3. ESRS 2 - General disclosures
4. E - Environmental disclosure
5. S - Social disclosures
6. **G - Governance disclosures**
7. Appendices
8. Certification
9. Audit report on Sustainability Consolidated Statement

Taxation – Country-by-Country Reports

The Group carefully monitors the amount of taxes paid in each country in which it operates. For information about the scope of reporting, the names of entities and the tax jurisdictions in which they reside, and the related activities they carry out, see the relevant appendix "In-scope Group companies for taxation purposes in 2025".

In line with the information set out in the financial statements, data (Euro MLN) are presented in accordance with the reporting standard provided by the OECD in Action 13 Country-by-Country Reporting[9]. Data is not validated by an external entity other than the party providing assurance for this document.



9 The differences that may arise compared to the consolidated financial statements are mainly attributable to: i) the reporting criteria of OECD Action 13 on Country-by-Country Reporting, which require that information be presented in an aggregate and non-consolidated manner; and ii) the consolidation adjustments made in application of the accounting principles adopted for the preparation of the consolidated financial statements and not attributed to the Prysmian entities. In assessing the data, it is also considered that:
- Revenues from related parties and Revenues from unrelated parties include, in addition to revenues relating to ordinary operations, extraordinary income and financial income. Dividends received from other Group entities are not included. Related Party Revenues also include revenues deriving from transactions carried out between Group entities resident in the same tax jurisdiction;
- The result before taxes does not include dividends received from other Group entities;
- Income taxes paid include income taxes paid in the reporting period, regardless of the year in which such taxes were issued. Taxes on dividends received from other group entities are not included;
- Accrued income taxes include current income taxes. They do not include miscellaneous taxes, provisions for uncertain tax positions and taxes on dividends received from other group entities;
- The reasons for the difference between accrued income taxes and the theoretical tax due are explained in the 2024 Consolidated Financial Statements;
- The Number of employees (FTE) is calculated based on the Full Time Equivalent (FTE) methodology for a good period;
- Tangible fixed assets include the net value of property, plant, equipment and inventories.

Please note that in the absence of timely availability of data and given the irrelevance of the same in terms of amount, for representative purposes the data relating to permanent establishments are reported in the jurisdiction of residence for tax purposes of the entity to which they belong (so-called "Principal Entity").

(Euro/million)

2025	Revenue Related Parties	Revenue unrelated parties	Total Revenues	Profit and Loss before tax	Corporate income tax paid on cash basis	Corporate income tax accrued	Number of employees (FTE)	Tangible Assets	Employee Remuneration
North America	**1,482**	**7,740**	**9,222**	**618**	**99**	**154**	**9,180**	**2,794**	**777**
Canada	453	620	1,073	67	21	21	701	118	55
United States	978	7,042	8,020	562	81	137	7,283	2,672	697
Other	51	78	129	(11)	(3)	(4)	1,196	4	25
LATAM	**434**	**1,567**	**2,001**	**81**	**31**	**31**	**3,594**	**448**	**120**
Brazil	91	701	792	31	1	9	1,832	209	61
Other	343	866	1,209	50	30	22	1,762	239	59
EMEA	**6,932**	**11,184**	**18,116**	**1,037**	**95**	**173**	**17,824**	**4,573**	**1,076**
France	655	734	1,389	33	–	1	2,686	658	201
Germany	428	1,064	1,492	21	6	13	2,015	383	156
Italy	3,510	3,792	7,302	67	12	74	3,184	1,536	239
Netherlands	259	1,081	1,340	613	23	23	993	197	86
Spain	414	1,141	1,555	53	8	10	1,278	288	84
United Kingdom	153	512	665	16	1	4	1,015	248	70
Other	1,513	2,860	4,373	234	45	49	6,654	1,263	240
Apac	**494**	**1,034**	**1,528**	**67**	**25**	**19**	**2,940**	**305**	**107**
China	353	222	575	35	12	11	1,518	116	39
Other	141	812	953	32	13	8	1,422	189	68
Total	**9,342**	**21,525**	**30,867**	**1,803**	**250**	**377**	**33,539**	**8,120**	**2,080**

(Euro/million)

2024	Revenue Related Parties	Revenue unrelated parties	Total Revenues	Profit and Loss before tax	Corporate income tax paid on cash basis	Corporate income tax accrued	Number of employees (FTE)	Tangible Assets	Employee Remuneration
North America	**1,245**	**6,175**	**7,420**	**496**	**122**	**98**	**7,752**	**2,854**	**651**
Canada	434	551	985	58	20	19	728	121	56
United States	785	5,483	6,268	446	102	82	7,025	2,714	581
Other	26	141	167	(8)	–	(3)	–	19	14
LATAM	**412**	**1,602**	**2,014**	**164**	**30**	**46**	**5,214**	**488**	**108**
Brazil	135	693	828	63	4	16	1,950	211	54
Other	277	909	1,186	101	26	29	3,265	277	54
EMEA	**6,695**	**9,438**	**16,132**	**227**	**94**	**113**	**17,083**	**3,991**	**1,040**
France	694	792	1,486	6	5	1	2,544	590	196
Germany	504	1,194	1,699	35	2	4	1,956	403	168
Italy	3,326	3,037	6,363	(165)	24	19	2,901	1,286	245
Netherlands	244	549	794	93	1	32	946	190	80
Spain	385	886	1,270	52	13	8	1,212	269	77
United Kingdom	156	519	675	20	4	3	1,046	233	69
Other	1,386	2,461	3,846	186	45	45	6,478	1,020	206
Apac	**485**	**1,070**	**1,555**	**49**	**15**	**20**	**3,112**	**325**	**102**
China	340	339	679	28	8	10	1,545	124	41
Other	145	731	876	21	7	10	1,567	201	61
Total	**8,837**	**18,284**	**27,121**	**937**	**261**	**277**	**33,161**	**7,658**	**1,902**

The overall tax contribution is mainly concentrated in Brazil, Canada, the United States, France, Germany, Italy, the Netherlands, Spain, the United Kingdom, and China, in line with the distribution of revenues and the number of employees.
These ten countries, which account for a tax contribution of approximately €1.3 billion – around 71% of the Group's total – represent about 78% of the Group's revenues and 81% of total workforce.
Below is a breakdown of the overall tax contribution for 2025 and, for comparison purposes, for 2024, for the main countries.

1. Premise
2. Financial and Sustainability highlights
3. ESRS 2 - General disclosures
4. E - Environmental disclosure
5. S - Social disclosures
6. **G - Governance disclosures**
7. Appendices
8. Certification
9. Audit report on Sustainability Consolidated Statement

(Euro/million)

2025	North America	Canada	United States	LATAM	Brazil	Other	EMEA
Tax Borne	**250**	**27**	**223**	**63**	**13**	**50**	**309**
Profit	99	21	78	31	1	30	95
People	42	3	39	17	7	10	179
Product	102	2	100	15	5	10	18
Property	7	1	6	–	–	–	15
Planet	–	–	–	–	–	–	2
Tax Collected	**177**	**42**	**135**	**52**	**26**	**26**	**847**
Profit	–	–	–	–	–	–	–
People	124	14	110	21	10	11	215
Product	53	28	25	31	16	15	632
Property	–	–	–	–	–	–	–
Planet	–	–	–	–	–	–	–
Total tax contribution	**427**	**69**	**358**	**115**	**39**	**76**	**1,156**

(Euro/million)

2024	North America	Canada	United States	LATAM	Brazil	Other	EMEA
Tax Borne	**188**	**24**	**164**	**64**	**16**	**48**	**316**
Profit	123	20	102	30	4	26	94
People	43	3	39	12	7	6	185
Product	8	–	8	21	5	16	21
Property	15	1	14	1	–	1	12
Planet	–	–	–	–	–	–	3
Tax Collected	**248**	**41**	**207**	**61**	**30**	**31**	**771**
Profit	10	1	9	10	3	7	3
People	187	15	172	16	10	7	228
Product	52	26	26	34	17	17	540
Property	–	–	–	–	–	–	–
Planet	–	–	–	–	–	–	–
Total tax contribution	**436**	**66**	**371**	**125**	**46**	**79**	**1,087**

France	Germany	Italy	Netherlands	Spain	United Kingdom	Other	APAC	China	Other	Total
65	**31**	**40**	**36**	**31**	**12**	**94**	**57**	**24**	**33**	**679**
–	6	12	23	8	1	45	25	12	13	250
56	25	26	10	19	7	36	16	8	8	254
2	–	1	1	2	1	11	14	3	11	149
7	–	1	–	2	3	2	2	1	1	24
–	–	–	2	–	–	–	–	–	–	2
83	**127**	**52**	**98**	**134**	**76**	**277**	**53**	**7**	**46**	**1,129**
–	–	–	–	–	–	–	–	–	–	–
36	37	38	22	19	13	50	15	6	9	375
47	90	14	76	115	63	227	38	1	37	754
–	–	–	–	–	–	–	–	–	–	–
–	–	–	–	–	–	–	–	–	–	–
148	**158**	**92**	**134**	**165**	**88**	**371**	**110**	**31**	**79**	**1,808**

France	Germany	Italy	Netherlands	Spain	United Kingdom	Other	APAC	China	Other	Total
67	**22**	**73**	**10**	**34**	**15**	**95**	**45**	**20**	**25**	**614**
5	2	24	1	13	4	45	15	8	7	261
55	20	46	7	18	7	32	16	8	8	256
3	–	1	–	1	1	15	12	3	9	62
4	–	2	–	2	3	1	2	1	1	30
–	–	–	2	–	–	1	–	–	–	3
74	**102**	**71**	**86**	**122**	**75**	**241**	**60**	**9**	**51**	**1,140**
–	–	–	–	–	–	3	2	1	1	25
32	38	61	15	17	14	51	17	6	11	448
42	64	10	71	105	61	187	41	2	39	666
–	–	–	–	–	–	–	–	–	–	–
–	–	–	–	–	–	–	–	–	–	–
141	**124**	**144**	**96**	**156**	**90**	**336**	**105**	**29**	**76**	**1,754**

1. Premise
2. Financial and Sustainability highlights
3. ESRS 2 - General disclosures
4. E - Environmental disclosure
5. S - Social disclosures
6. **G - Governance disclosures**
7. Appendices
8. Certification
9. Audit report on Sustainability Consolidated Statement

Fees payable to trade bodies

In 2025, Prysmian paid fees to the following organizations and trade bodies: Sycabel, Europacable, Assolombarda, ZVEI, Assogomma and UN Global Compact.

(Euro/million)

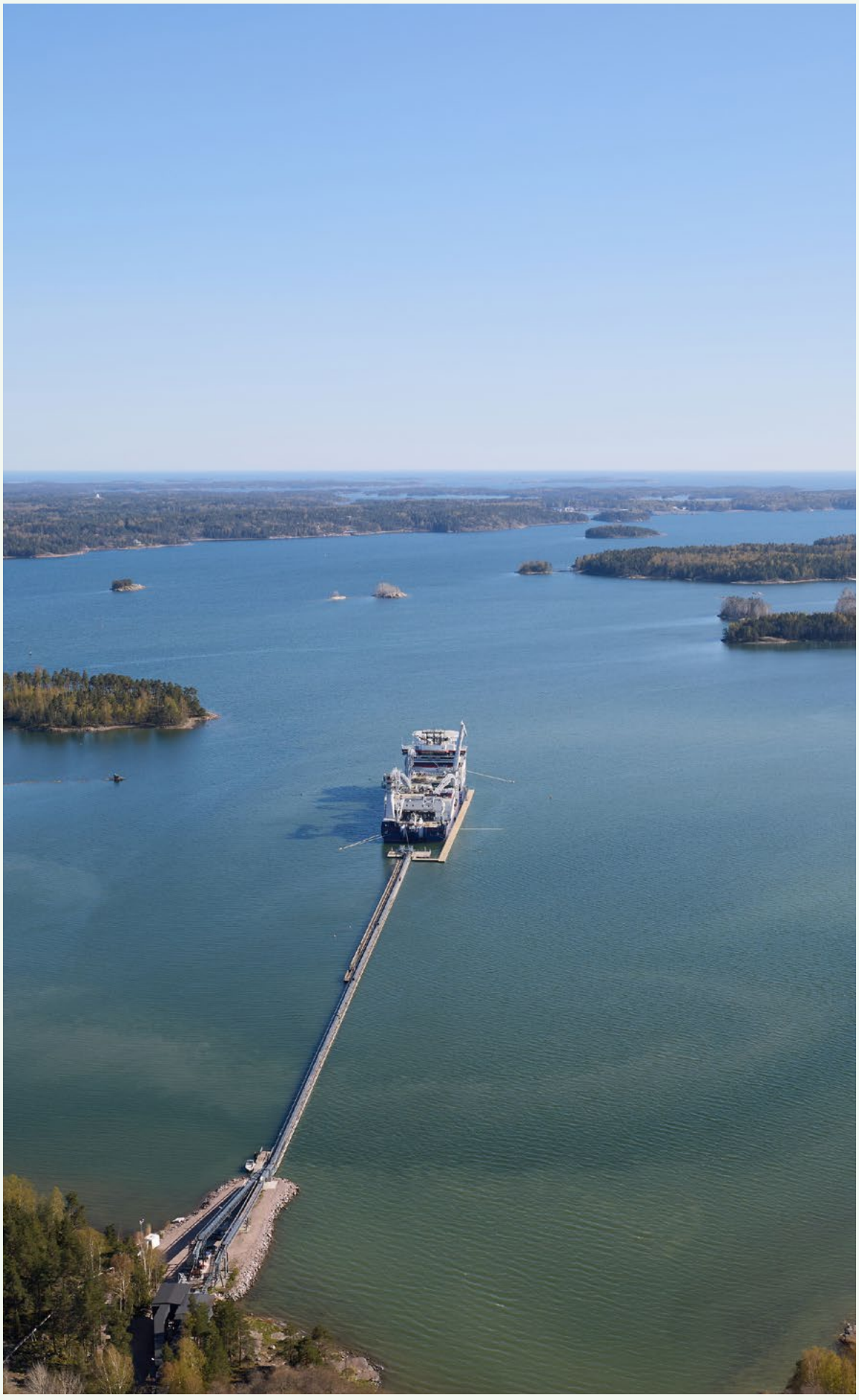
Political influence and lobbying (29. b ii) - details of lobbying activities	UoM	2025	2024
Lobbying, interest representation and similar activities	€ MLN	0	0
Local, regional or national political campaigns/organizations/candidates[10]	€ MLN	0	0
Trade bodies	€ MLN	2.769	1.677
Other	€ MLN	0	0.015
Total contributions	**€ MLN**	**2.769**	**1.692**

Payment practices

Details regarding Prysmian's average payment times and conditions are shown in the table below.

Payment practices	2025	2024
33. (a) Average time the undertaking takes to pay an invoice from the date when the contractual or statutory term of payment starts to be calculated, in number of days	66	69
33. (b) Description of the undertaking's standard payment terms in number of days by main category of suppliers	Standard payment terms for a Prysmian supplier vary depending on the specific business relationship, contract negotiation, or the terms applied in specific countries or regions. However, the most common payment terms for business transactions include: 1. Payment at 30, 60 or 90 days: Standard practice entails payment at 30, 60 or 90 days from the date of receipt of the invoice, or the date of delivery of the goods. In some cases, early payment may be agreed to. 2. Discounted payment terms: A discount may be offered for early payment, e.g., a 2% discount if payment is made within 10 days of the invoice date (2/10, net 30). This type of agreement is negotiated between the parties. 3. Specific terms for special contracts: in some cases, special payment terms may be granted for high value orders or long-term contracts, e.g., progressive payments based on progress of work.	
33. (b) Percentage of the undertaking's payments aligned with these standard terms	75%	80%
33. (c) Number of legal proceedings currently outstanding for late payments	0	0
33. (d) If the undertaking has used representative sampling to calculate the information required under point (a), it shall state that fact and briefly describe the methodology used	Prysmian used a sample consisting of all the goods and service suppliers that are registered internally in the SAP system; it does not take into account countries that do not use SAP	

10 In line with the Company's ethical and transparency principles, once again Prysmian did not make any contributions to political parties or political figures in 2025.



1. Premise
2. Financial and Sustainability highlights
3. ESRS 2 - General disclosures
4. E - Environmental disclosure
5. S - Social disclosures
6. **G - Governance disclosures**
7. Appendices
8. Certification
9. Audit report on Sustainability Consolidated Statement

APPENDICES

7 – APPENDICES

Methodological note to the Consolidated Sustainability Statement

Basis of preparation

The Consolidated Sustainability Statement has been prepared in accordance with the Corporate Sustainability Reporting Directive (CSRD) and European Sustainability Reporting Standards (ESRS). It forms an integral part of Prysmian S.p.A.'s Integrated Annual Report, approved by the Board of Directors on February 25, 2026. The Integrated Annual Report consists of the Report on Operations (combining financial disclosures and the sustainability statement, which includes also disclosures required by the EU Taxonomy Regulation 852/2020) and Prysmian S.p.A.'s Consolidated Financial Statements and Separate Financial Statements. For this reason, the scope of consolidation used is the same as that used for the Integrated annual report as a whole. See section "ESRS 2: General Disclosures" for further details.

The 2025 Consolidated Sustainability Statement is subject to a **limited review** by the audit firm, **PwC S.p.A.**, in accordance with **Italy's Standard on Sustainability Assurance Engagements (SSAE)**. In addition, a selection of performance indicators, shown in the paragraph "Indicators subject to reasonable assurance", underwent a **full reasonable assurance review** in accordance with International Auditing Standard **ISAE 3000 Revised**.

Indicators subject to reasonable assurance

A table of indicators subject to reasonable assurance, including references to the relevant paragraphs that provide further details, is set out below:

Indicator	Statement section and criteria used to calculate the metric	2025 results	2024 results[1]
Scope 1 GHG emissions - datapoint E1-6 48 (a)	Methodological note – Calculation of GHG emissions	263,302 tons CO_2e	227,215 tons CO_2e
Location-based Scope 2 GHG emissions - datapoint E1-6 49 (a-b)	Methodological note - Calculation of GHG emissions	442,173 tons CO_2e	474,155 tons CO_2e
Market-based Scope 2 GHG emissions - datapoint E1-6 49 (a-b)	Methodological note - Calculation of GHG emissions	360,085 tons CO_2e	393,573 tons CO_2e
Total Scope 3 GHG emissions - datapoint E1-6 51	Methodological note - Calculation of GHG emissions	100,355,816 tons CO_2e	111,344,092 tons CO_2e
Percentage of female desk workers hired	Section ESRS S1 - Human resources targets - Percentage of female desk workers hired	48.4%	47.5%
Percentage of women executives	Section ESRS S1 - Human resources targets - Percentage of women in executive positions	22.6%	19.2%
Share of recycled content in PE jackets and copper	Section ESRS E5 - Other metrics - Share of recycled content in PE jackets and copper	21.3%	16.2%
Sustainability-linked revenues	Section ESRS E5 - Other metrics paragraph - Sustainability-linked revenues	44.2%[2]	43.1%

1 2024 corresponds to data reported in the previous year, when Encore Wire data was included for a period of only six months when the company was effectively owned by Prysmian.

2 The figure (44.2%) is calculated excluding Channell; including this entity in the scope (in the denominator) the KPI becomes 43.7%.

Entity-specific indicators

ESRS	ENTITY-SPECIFIC KPI	Statement section and criteria used to calculate the metric	2025 results	2024 results
E5	Share of recycled content in PE jackets and copper	Section ESRS E5 - Other metrics - Share of recycled content in PE jackets and copper	21.3%	16.2%
	Sustainability-linked revenues	Section ESRS E5 - Other metrics - Sustainability-linked revenues	44.2%	43.1%
	Number of EPD assessments	Section ESRS E5 - Metrics - LCA and EPD management system	~200	~120
S1	Lost time injury severity rate	Section ESRS S1 - Other metrics	48.21	58.55
	Employee shareholders	Section ESRS S1 - Other metrics - Percentage of employee shareholders	50%	46%
	IT security training courses	Section ESRS S1 - Other metrics - Cybersecurity	27	27
	Average resolution time for high-risk vulnerabilities		15	13
	Log sources integrated with the Security Information and Event Management (SIEM) solution		89	89
	Security incidents		675	1,286
	Percentage of cyber-attacks compared with total security incidents		2	2
	Average time for completion of post-incident forensic activities		4	4
S2	Annual number of suppliers included in desk and risk analysis	Section ESRS S2 - Metrics – Total number of suppliers included in desk and risk analysis	500	500
	Annual number of onsite sustainability audits in the supply chain	Section ESRS S2 - Metrics - Number of onsite sustainability audits in the supply chain	50	44
S3	Provide households with access to electricity from renewable sources (millions of households)	Section ESRS S3 - Metrics - Provide households with access to electricity from renewable sources	111	78.4
	Provide households with fast digital access (millions of households)	Section ESRS S3 - Metrics - Provide households with fast digital access	20.6	17.1
S4	Number of patents and patent applications	Section ESRS S4 - Metrics - Patents, trademarks and registrations	5,488	5,611
	Number of patents		757	758
	New first filings		33	20
	Number of ROIs (Record of Invention)		81	51

Notes on data and information

In general, all data presenting a breakdown by geographical area refers to the North America, Latin America, Europe, MEART and APAC regions. For details on the countries included in the respective geographical regions, see the map of the Group's plants shown in the section "Global leadership".

Workforce data

For 2025, workforce data includes companies that were part of the Prysmian Group as of December 31, 2025 and consolidated on a line-by-line basis, except for Channel, as outlined in the ESRS2 section of this statement.

The workforces of Nantong Zhongayo Draka Elevator Products Co. LTD and the Channell are not included in remuneration data.

1. Premise
2. Financial and Sustainability highlights
3. ESRS 2 - General disclosures
4. E - Environmental disclosure
5. S - Social disclosures
6. G - Governance disclosures
7. **Appendices**
8. Certification
9. Audit report on Sustainability Consolidated Statement

Environmental data

The environmental data presented in the statement are derived from a reporting system that, compared with the stated scope of reporting, does not include offices and distribution centers, which have a lower environmental impact with respect to the Group's production activities. Offices and distribution centers falling within the scope of IFRS 16 are considered in the calculation of Scope 3 GHG category 3.8 emissions. The following points should be noted:

- **Chiplun production site (India):** data for 2025 are derived from the Group's reporting system; data for 2024 are estimated based on the actual production for 2024.
- **McKinney production site (Encore Wire, USA):** data for 2025 are derived from the Group's reporting system; data for 2024 are included in the scope of reporting with regard to the last six months of the year (from the acquisition date).
- **Warren and Brown's production sites:** data for 2025 are derived from the Group's reporting system; **data for 2024** were estimated based on actual 2024 production and included in the scope of reporting for one month of the year (from the acquisition date).
- Environmental data for **Channell**, related to the seven months from the acquisition date, are not reported as they are considered immaterial (they do not have a significant impact on the Prysmian Group as a whole).
- Environmental data are not reported for underground cable installation activities (involving environmental aspects and various management practices that are not under Prysmian's direct control), except for the CO_2 emissions related to installations carried out by third parties, which are estimated via a spend-based methodology and included in the purchased goods and services category of the Group's Scope 3 emissions model.

It should also be noted that environmental performance indicators may contain estimates, where actual data were unavailable at the time the Sustainability Statement was prepared.

Calculation of GHG emissions

Greenhouse gases analyzed

GHG emissions included in this document refer to CO_2, HFCs, PFCs and SF6. Other greenhouse gases, such as CH4 and N_2O, whose direct emissions were found to be insignificant, were also taken into account.

GHG emissions are expressed in CO_2e, the unit of measurement for global warming potential (GWP) of greenhouse gases, calculated as the warming power of a unit of gas relative to that of carbon dioxide. The GWP values used in calculation of CO_2e are taken from the Fifth Assessment Report (AR5) of the Intergovernmental Panel on Climate Change (IPCC) and refer to a 100-year period. The GWP associated with refrigerant gases was taken into account. In all cases, an oxidation factor of 1 is assumed.

Sources of Scope 1, Scope 2 and Scope 3 emissions

Scope 1 GHG emissions are derived from sources owned or controlled by the Group, including:

- natural gas;
- LPG;
- gasoline;
- diesel;
- fuel oil;
- marine diesel fuel;
- biogas/biofuel/biomass (biogenic emissions);
- refrigerant gas leakage;
- SF6 gas leakage;
- hydrogen.

Scope 2 GHG emissions are derived from purchased energy produced outside the Group, albeit consumed by the Group, including:

- conventional and renewable electricity, obtained via purchase of Guarantee of Origin certificates (GO or I-REC), and European Energy Certificates System (EECS) certificates, as well as through power purchase agreements entered into with third-party companies.
- district heating;
- district heating produced from renewable sources and obtained via purchase of Guarantee of Origin (GO) certificates.

The Scope 3 GHG emissions considered in this report regard the sources listed below, identified on the basis of GHG Protocol guidelines:

- purchased goods and services;
- capital goods;
- fuels and energy-related activities;
- upstream transportation and distribution;
- waste generated in operations;
- business travel;
- employee commuting;
- upstream leased assets;
- downstream transportation and distribution;
- use of sold products;
- end-of-life of sold products;
- investments.

It should be noted that Scope 3 categories not included in the above list were deemed immaterial, and therefore excluded from the scope.

Methodology for calculating Scope 1 and Scope 2 GHG emissions

Scope 1 GHG emissions originate from sources owned or controlled by the Group and are generated by the Group's manufacturing and service activities due to the consumption of fuels (such as natural gas, LPG, gasoline, diesel, fuel oil, marine gas oil, biofuels), refrigerant gas leakages, and the release of SF6. These greenhouse gases are subject to a reduction programme consistent with Prysmian's transition plan. The calculation is made by multiplying the amount for the direct GHG source by the relevant emission factor.

GHG Scope 2 emissions derive from purchased energy produced outside the Group, albeit consumed by the Group, including: electricity produced from renewable sources and obtained via purchase of Guarantees of Origin (GOs) and European Energy Certificates System (EECSs) certificates, electricity produced from fossil fuels, district heating, district heating produced from renewable sources, district heating produced from renewable sources and obtained through purchase of Guarantees of Origin (GOs), and steam.

The calculation is made by multiplying the amount of energy purchased – electricity and thermal energy – by the relevant emission factor, in accordance with both the market-based and location-based methods set out in the GHG Protocol:

- **Market-based** reflects emissions from energy that companies have purposefully chosen.
- **Location-based** reflects the average emission intensity of grids on which energy consumption occurs.

The source of Scope 1 emission factors related to fuels and fugitive emissions is DEFRA 2025 "UK Government – GHG Conversion Factors for Company Reporting".
The sources of Scope 2 emission factors related to electricity consumption are:

A. **Location-based method:** figures are provided by the IEA Emission Factors Package – 2025 Edition.

B. **Market-based method:** figures are provided by: AIB, European Residual Mixes 2024 for sites in Europe; Center for Resource Solutions, 2025 Green-e Energy Residual Mix Emissions Rates for sites in the United States and Canada; IEA Emission Factors Package – 2025 Edition.
The source of Scope 2 emission factors related to thermal energy purchased as steam and centralized off-site heating is provided by DEFRA 2025 "UK Government – GHG Conversion Factors for Company Reporting" for the location-based and market-based approaches. Scope 2 emissions related to electricity produced from renewable or nuclear energy, and covered by the purchase of Energy Attribute Certificates and Guarantees of Origin (GOs), were deemed to be zero in accordance with the EECS Rules. Currently, Prysmian does not use dedicated tools to quantify greenhouse gas emissions. Emission data processing is carried out by following recognized international guidelines and standards, especially the GHG Protocol. The methodology adopted makes no specific assumptions, relying solely on established emission factors and corporate data on direct and indirect energy consumption.

The GHG emissions reporting period is 2025 for Scope 1, 2 and 3 emissions.

1. Premise
2. Financial and Sustainability highlights
3. ESRS 2 - General disclosures
4. E - Environmental disclosure
5. S - Social disclosures
6. G - Governance disclosures
7. **Appendices**
8. Certification
9. Audit report on Sustainability Consolidated Statement

During the reporting period, Prysmian purchased Energy Attribute Certificates (EACs) and Guarantees of Origin (GOs) as contractual instruments to cover part of its electricity consumption. These tools certify the renewable or low-emission origin of purchased energy, thereby contributing to the commitment to sustainable energy management and the achievement of targets for reducing market-based Scope 2 indirect emissions. Consumption covered by these instruments' accounts for approximately 37.2% of total consumption of electricity/thermal energy, corresponding to 667,436.87 MWh out of a total of 1,791,841.47 MWh of purchased electricity/ thermal energy.

Emission factors

The sources of emission factors for the Scope 1 calculation are:

- **2024:**
  - Fuels: DEFRA 2024;
  - F-GAS: GHG Protocol and DEFRA 2024.
- **2025:**
  - Fuels: DEFRA 2025;
  - F-GAS: GHG Protocol and DEFRA 2025.

Scope 2 emissions related to electricity consumption are calculated in accordance with different metrics – **either the location-based method or the market-based method** – and the relevant sources of emission factors are:

- **2024:**
  - Location-based: IEA 2024;
  - Market-based: AIB 2023 (for European countries), and the Center for Resource Solutions (for USA and Canada) as per the EPA source (2024 Green-e Energy Residual Mix Emissions Rates sheet), if available, or otherwise IEA 2024.
  - DEFRA 2024 for thermal energy purchased in the form of steam and district heating.
- **2025:**
  - Location-based: IEA 2025;
  - Market-based: AIB 2024 (for European countries), and the Center for Resource Solutions (for USA and Canada) as per the EPA source (2025 Green-e Energy Residual Mix Emissions Rates sheet), if available, or otherwise IEA 2025.
  - DEFRA 2025 for thermal energy purchased in the form of steam and district heating.

Scope 2 emissions related to electricity generated from renewable energy, based on power purchase agreements signed with third-party companies, or related to renewable or nuclear energy and covered by the purchase of European Energy Certificates System (EECSs) certificates, and Guarantees of Origin (GOs), were deemed to be zero in accordance with the EECS Rules.

Methodology for calculating Scope 3 GHG emissions

Category 1: Purchased goods and services

Emissions related to purchases break down as follows:

- **category 1.a** – related to products, including all goods and services purchased and directly associated with production of the product;
- **category 1.b** – not related to products, including all other purchased goods and services that do not directly enter into the production process, but which the organization needs to operate.

The calculation methodology for determining these emissions is set out below:

- **category 1.a** – the calculation is based on data regarding purchased metals and components' ingredient lists. Specific emission factors are used for each of the metals, depending on the form of the metal purchased, the location of the supplier of each metal, and the recycled content of each metal. Emission factors for other raw materials are taken from the Ecoinvent database, and the European Union Product Environmental Footprint (EU-PEF) guidelines are applied;
- **category 1.b** – for each category of expenditure, a specific emission factor is used. This factor is taken from the EEIO[3], database, which is either raw data or is calculated as an average of other emission factors. In this case, as the recycling of materials is not yet a market practice, emission factors do not include any assumptions about recycling.

3 Source of emission factors: Open Input Output (2011), Sustainability Consortium, University of Arkansas. EEIO factors are adjusted annually for global inflation, global average improvements in CO_2e/GDP, and the global economy's transition to the service sector.

The exclusions for each of the above categories are shown below:

- for **category 1.a** – metals: data regarding the following countries are excluded: Ivory Coast, Tunisia, India and data related to the OAPIL plant in Oman and the former EHC scope of reporting;
- for **category 1.a** – compounds and other materials, and category 1.b – non-product-related emissions: only data related to Chiplun (India), OAPIL (Oman), and EHC (Canada and China) are excluded.

Category 2: Capital goods

The calculation is based on Prysmian's investments, taken as an estimate of the relative share in each of the following eight categories: buildings, utilities, purchased machinery, customized machinery, refurbished machinery, control systems, engineering, and ships. Emission factors are calculated for each of the eight expenditure categories by taking an average of the relevant EEIO emission factors. Assumptions are then made regarding the portion of investment in each expenditure category associated with the procurement of a material or service. Finally, emissions are calculated by multiplying the expenditure for each category by a combined average of the material emission factor and the service emission factor.

Category 3: Fuels and energy-related activities (not included in Scopes 1 or 2)

Emissions are calculated by multiplying the amounts of fuel, electricity, and thermal energy by the relevant upstream emission factors. Conversion factors for 2025 from the International Energy Agency (IEA)[4] and DEFRA[5] (the UK Department for Environment, Food and Rural Affairs) are used to calculate upstream emissions of purchased fuel, electricity and thermal energy, including transport and distribution (T&D) losses.

Category 4: Upstream transport and distribution

Two calculation methods are used for this category, one for inbound and the other for outbound logistics:

- The calculation of inbound logistics emissions is based on an estimation that uses quantitative data per product for purchased goods and services (category 1.a) and EEIO emission factors.
- For outbound logistics, the calculation is based on distance traveled, weight carried and modes of transportation. Prysmian's data include thousands of individual journeys, making it difficult to extract distances for each route. Therefore, the distance is estimated by grouping journeys together by country and assuming that all journeys are made from one capital city to another. If journeys occur within the same country, they are assumed to be made from the capital to the second largest city. Furthermore, as data on the mode of transportation were not provided, it was estimated that all journeys under 3,000 km were by road and all journeys over 3,000 km were 10% by road and 90% by sea (trips by air accounted for a very small portion of logistics). Emissions are then calculated for each journey by first determining the "ton-km" (i.e., the product of the total distance traveled multiplied by the weight transported) and multiplying it by the applicable DEFRA emission factor. Emissions from outbound logistics not carried out by the Group, or outsourced, are included in category 9.

Emission factors used for calculating category 4 include well-to-tank (WTT) emissions.

Data regarding the following activities or operating sites are excluded: Chiplun (India), OAPIL (Oman), Automotive B.U. (limited to Tunisia, North America and Mexico), Ivory Coast, Russia, EHC (North America Elevator), Projects (Powerlink, NSW and Arco Felice plant) and other minor flows related to Chinese logistics centers and European semi-finished products.

4 Source of emission factors: IEA Emission Factors Package – 2025 Edition.
5 Source of emission factors: DEFRA (2025), "UK Government GHG Conversion Factors for Company Reporting".

1. Premise
2. Financial and Sustainability highlights
3. ESRS 2 - General disclosures
4. E - Environmental disclosure
5. S - Social disclosures
6. G - Governance disclosures
7. **Appendices**
8. Certification
9. Audit report on Sustainability Consolidated Statement

Category 5: Waste generated in operations

For emission calculations, waste data are provided by production sites, while office waste data are estimated based on industry averages. Waste data include a breakdown by destination site for final treatment. Data are expressed in kg and then combined with DEFRA emission factors for waste treatment.

Category 6: Business travel

The calculation methodology for determining these emissions is set out below:

- business travel spending was recorded by reporting period, broken down into trips by air, rail and hire car;
- emissions were calculated by multiplying the spending by the relevant EEIO emission factors for each travel category.

Category 7: Employee commuting

Emissions were calculated as the product of the number of employees multiplied by an emission factor of = 1,700kg CO_2e/year for each employee's commute to work. The average factor is calculated using the Quantis Scope 3 Evaluator tool.

Category 8: Upstream leased assets

For this emission category, the calculation takes into account the available electricity consumption and occupied area figures provided by Prysmian. Then the IEA emission factors by country are applied to the relevant kWh. If kWh data are unavailable or have not been provided, an average for kWh per m^2 is calculated,

Category 9: Downstream transport and distribution

This category includes emissions generated by transportation and distribution of sold products that are not controlled or paid for by the reporting entity. Specifically, the scope of category 9 includes ex-works deliveries (EXW) and other incoterm types.
Emissions are calculated on the basis of distance traveled, weight transported, and mode of transportation. As data on the mode of transportation were not provided, it was estimated that all journeys under 3,000 km were by road and all journeys over 3,000 km were 10% by road and 90% by sea (trips by air accounted for a very small portion of logistics).

Then emissions were calculated for each journey by first determining the "ton-km" (i.e., the product of the total distance traveled multiplied by the weight transported) and multiplying it by the applicable DEFRA emission factor. The emission factors used for calculating category 9 include well-to-tank (WTT) emissions.

Data regarding the following activities or operating sites are excluded: Chiplun (India), OAPIL (Oman), Automotive B.U. (limited to Tunisia, North America and Mexico), Ivory Coast, Russia, EHC (North America Elevator), Projects (Powerlink, NSW and Arco Felice plant) and other minor flows related to Chinese logistics centers and European semi-finished products.

Category 11: Use of sold products

For emission calculations, a model was developed that determines annual cable losses, by type of cable and by country, from 2025 to the cable end-of-life year (between 2049 and 2074, depending on the cable).

Annual losses are then multiplied by the country's electricity emission factor, i.e., the emission factor for national power grids provided by the IEA. A country's emission factor is different for each year from now until 2074 to take into account changes expected in the CO_2 intensities of grids.

Grid decarbonization forecasts are calculated for each country in which Prysmian's cable losses exceed 5% of total losses, and for those countries for which forecast data are readily obtained.
For countries in which losses are 5% or less and forecasts are difficult to obtain, regional proxies are used. For example, EU data are used for Belgium, and Asia Pacific data are used for New Zealand.

Category 12: End-of-life of sold products

The calculation methodology for determining these emissions is shown below. The following assumptions are made:

- the quantity of cables produced is equivalent to the quantity of cables sold to customers;
- "power cables" and "wire rods" are produced by the Energy and Projects divisions and account for 92% of sales,
- while "telecommunications cables" and "fiber" fall under the Telecommunications division and account for the remaining 8%;

- in line with the average composition of power cables (around 65% metal and 35% plastic), a potential recovery of 65% of materials at end of life is estimated, with the remainder sent to landfill;
- while "power cables" are made of 65% metal and 35% plastic, "wire rods" are 100% metal. Emissions from "power cables" and "wire rods" are calculated because they are the only categories for which metric data are available, expressed in tons of product and not in kilometers, as DEFRA emission factors are expressed in kgCO_2e/ton. The calculation involves multiplying the weight of metals and plastics by the relevant BEIS emission factors for the amount recycled and the amount sent to landfill. The figure is then increased by 8% to account for "telecommunications cables" and "fiber".

Category 15: Investments

Emissions are calculated using the following equation:

- CO_2e = SUM (€ invested by sector x sector emission factor (expressed in kgCO_2e/Euro M – source: EEIO database).

Different emission factors are used, depending on the sector in which the subsidiaries operate, so each investment is measured against the relevant sector. Most investments are assigned to the "industrial" category, some to the "material" category, and others, for which subsidiary data is unavailable, to an average "global" emission factor.

The following categories are excluded, as they are not relevant to Prysmian, and are therefore deemed to be zero emissions:

- **Category 10**: this category is excluded because Prysmian sells finished products to end users, without any intermediate products that could be further processed or transformed into additional products.
- **Category 13**: Prysmian does not lease assets to third parties, so this category is excluded.
- **Category 14**: Prysmian has no franchises, so this category is excluded from the Scope 3 inventory.

Health and safety data

Associated Cables Pvt. Ltd. (Chiplun site), which was not included in the health and safety data scope of reporting from 2021 to 2024, began reporting data in 2025.

The health and safety data for Channell were not included in the 2025 scope of reporting, as they are deemed immaterial and do not have a significant impact on the Prysmian Group as a whole.

The methodologies for calculating health and safety metrics are set out in the ESRS.

In detail:

- **Number of recordable work-related injuries:** total number of recordable injuries with loss of at least one working
- day + medical treatment + restricted work
- Number of fatalities as a result of work-related injuries and work-related ill health
- **Rate of recordable work-related injuries:** total number of recordable injuries with loss of at least one working
- day + medical treatment + restricted work) / (hours worked) * 1,000,000
- **Number of cases of recordable work-related ill health**: Number of cases of work-related ill health substantiated in the reporting period, where causes can be linked to a work activity or environment
- **Hours worked**: hours of work performed and recorded, as required to calculate injury rates
- **Percentage of people in the workforce who are covered by the Company's health and safety management system**: percentage of people in the Company's workforce covered by a health and safety management system compared with the total workforce.
  Entity-specific indicators are covered in the section "Other Metrics" in the individual ESRS sections.

The health and safety disclosure is set out in line with the ESRS, which define the categories and types of workers involved:

- **S1 Employee**: includes all people who have a direct working relationship with a company and are employed under an employment contract.

1. Premise
2. Financial and Sustainability highlights
3. ESRS 2 - General disclosures
4. E - Environmental disclosure
5. S - Social disclosures
6. G - Governance disclosures
7. **Appendices**
8. Certification
9. Audit report on Sustainability Consolidated Statement

- **S1 Nonemployee**: includes all workers who carry out activities on behalf of a company without being formally employed, such as agency workers, self-employed workers, consultants, independent contractors and interns who are not directly employed.
- **S2 Value chain**: covers workers in the value chain working as contractors or subcontractors at a company's sites, although they are not part of the company's own workforce.

Share of recycled content in PE jackets and copper

The "Share of recycled content in PE jackets and copper" KPI measures the percentage of recycled materials used in the Group's main production inputs, with reference to primary copper purchased from recurring suppliers and polyethylene used for LV and MV cable sheathing.
This **entity-specific** indicator, developed by Prysmian, is governed by two internal operating procedures:

- **OPPURBM001 – Share of Recycled Content in Primary Copper Recurring Suppliers**
- **OPR&DCD002 – Share of Recycled Content in Addressable Materials: Recycled Polyethylene for Cable Sheaths**

For KPI calculation purposes, copper accounts for approximately 95% of the total in the numerator and the denominator, with polyethylene accounting for the remaining 5%. The scope of calculation excludes reuses, internal scrap, and semi-finished products.

The KPI is not derived from external standards or regulatory criteria, but rather from proprietary methodologies that reflect the Group's technological and industrial specificities.

Calculation methodology

1. Copper – Recycled content in primary copper

The calculation is based on the volumes of primary copper (rod + cathode) purchased from **recurring suppliers**, as defined in Annex 1 of the OPPURBM001 procedure.

The methodology involves:

- Extraction of volumes from the UPM system, integrated with SAP and other sources for affiliates that have not yet migrated.
- Automatic exclusion of intercompany and work in progress.
- Sanity checks to correct any incorrect mappings (e.g., triangulations, traders handling intercompany logistics).
- Attribution of recycled content based on supplier certifications or self-declarations, including those referring to earlier periods if more recent updates are unavailable.
- Calculation of total recycled content by applying the declared percentage to volumes purchased, by supplier or material code.
- Calculation of the average percentage as the ratio of recycled volume to total volume of primary copper purchased from recurring suppliers within the Prysmian Legacy boundary[6].

2. Polyethylene – Recycled content in LV/MV sheathing

The OPR&DCD002 methodology involves a **hybrid bottom-up + top-down approach**:

6 Encore Wire applies a dedicated methodology compared to other recurring suppliers, as it is a vertically integrated company that produces copper rods in-house. Recycled content is calculated by adding together: (i) the external scrap and cathodes procured and used in in-house production of rods (excluding internal scrap); and (ii) the recycled content of rods procured from third parties, determined on the basis of certifications or self-declarations from the relevant suppliers. Data are extracted from the Coupa and NetSuite systems and are reconciled and validated by Encore Wire's VP Procurement and the NA Procurement Team, prior to submission to Global Procurement.

1. Premise
2. Financial and Sustainability highlights
3. ESRS 2 - General disclosures
4. E - Environmental disclosure
5. S - Social disclosures
6. G - Governance disclosures
7. **Appendices**
8. Certification
9. Audit report on Sustainability Consolidated Statement

Bottom-up (consumption)

- Regional R&D and Procurement teams extract volumes consumed for LV/MV applications from SAP.
- These include:
  - **rPE raw** → counted at 100%
  - **rPE Drop-in** → only the recycled fraction declared by the supplier is counted
- The regions filter materials using multiple applications via HQ-validated segregation matrices.

Top-down (purchases)

- Headquarters Procurement extracts purchased volumes of virgin PE and rPE from BI.
- The same criteria for accounting for recycled material apply.
- HQ Purchasing verifies consistency between amounts purchased and amounts reported bottom-up via internal validation criteria.

Consolidation and final calculation

- The two data sets are compared; any significant deviations are jointly analyzed by headquarters and the regions.
- The KPI is calculated **on the basis of volumes consumed** and not on volumes purchased.
- The total volume of PE is reduced by applying the **80% addressable** coefficient, which represents the share that is technically replaceable with rPE.
- The final formula is:

$$\text{r-PE\%} = \frac{\text{r-PE consumato}}{0{,}8 \times (\text{Virgin PE} + \text{r-PE consumato})}$$

KPI governance

KPI governance is structured, traceable and subject to internal audits, via a process involving:

- **R&D HQ** – methodological definition, technical validation of materials, bottom-up consolidation;
- **Purchasing HQ** – top-down data extraction, verification of recurring suppliers;
- **Sustainability HQ** – process coordination, quarterly data collection, methodological consistency check, consolidated reporting;
- **Administration & Control** – integration of data into financial and non-financial reporting flows.

The KPI is monitored **quarterly** (especially for PE) and consolidated on an annual basis. The top-down review is conducted at the time of half-year and full-year reporting.

The oversight process for the "Share of recycled content in PE jackets and copper" KPI follows a governance model similar to the one adopted for the Group's other strategic ESG KPIs.

Quarterly and annual data are subject to a formal review process involving the following key governance bodies:

- **Sustainability Committee** Reviews the KPI, checks methodological consistency with OPPURBM001 and OPR&DCD002 operating procedures, and assesses alignment with the Group's ESG targets and the Sustainability Plan.
- **Remuneration Committee** Evaluates the KPI as part of annual incentive mechanisms, as it is included among the ESG KPIs for the MBO 2025 Plan. The committee verifies correct application of the calculation rules and consistency with the approved targets.
- **Board of Directors** Approves the figure as part of the broader review of the Group's financial and non-financial performance, ensuring that the KPI is reported transparently, accurately and with methodological robustness.

This governance structure ensures that the KPI is rigorously calculated, and also **validated, supervised and approved** in accordance with the highest internal audit standards.

Management of special cases

- For suppliers or materials without updated declarations, the **latest available certifications are used**.
- For countries or companies that are not yet integrated into SAP/BI systems, **conservative estimates based on historical data or technical benchmarks are used**.
- For new acquisitions (e.g., Encore Wire), inclusion in the scope occurs only after full integration of systems and data collection processes.

Linkage to MBO 2025 and GROW 2023-2025 remuneration

The "Share of recycled content in PE jackets and copper" KPI was included in the short- and long-term incentive plans for 2025, within the set of ESG KPIs that contribute to establishing annual incentives, with a total weight of 20%. Its inclusion in incentive schemes has strengthened the alignment between:

- circular economy goals
- industrial performance
- management responsibility
- sustainable value creation in the short to medium term

For further details and contextualization of this KPI within the European reporting framework, see the ESRS 2 – General Disclosures, and ESRS E5 – Resource Use and Circular Economy sections in this Sustainability Statement:

- ESRS 2 – General Disclosures
- ESRS E5 – Resoruce use and Circular Economy

Change in the KPI from 2026

From 2026, the "Share of recycled content in PE jackets and copper" KPI will undergo a methodological change to reflect the broader range of materials monitored, and further boost the Group's commitment to the circular economy.

The updated KPI, called "**Percentage of recycled content in addressable materials**", will measure the **share of recycled content in total purchased materials, with reference to: copper, polyethylene for cable sheathing, steel and lead.**

Starting with the new 2026-2028 scorecard, the changed KPI will include new strategic materials, such as steel and lead, in addition to copper and polyethylene. This will provide a more comprehensive picture of the use of recycled content in the Group's main production inputs.

Regarding the scope of reporting, the KPI will cover the entire Prysmian Group in terms of copper, polyethylene for sheathing and lead, while the scope for steel will be limited to North America.

The change in the KPI does not affect the results reported for 2025, which will still be calculated in accordance with the methodology described above. A preview of the methodological changes is available and is aimed at providing transparency and clear information for stakeholders, also due to the fact that the KPI will continue to be relevant in the Group's incentive schemes and sustainability scorecards in subsequent cycles.

Sustainability-linked revenues

The "Sustainability-linked revenues" KPI measures the percentage of total revenues generated by products and solutions that ensure a positive environmental impact, or a reduced negative impact compared with the industry standard. This is a **custom indicator developed by Prysmian** and classified as an entity-specific KPI. It was defined in accordance with a proprietary methodology. The KPI is **completely independent** from the criteria, definitions and logic applied in the **EU Taxonomy** and is based on a different approach, purpose, and technical criteria[7]. The methodology is governed by the internal operating procedure OPR&DCD003 – Share of revenues linked to sustainable products, an official document shared with all subsidiaries/business units via the corporate intranet.

The KPI includes revenues from **Sustainable Products Lines (SPL)[8]**, namely product lines that meet sustainability criteria set by the Group.

Sustainable Products Lines are defined as:

- cables classified as E Path;
- systems that generate reduced negative impact on emissions during production, installation and operating lifespan, compared to the latest market technology;

7 For further details on the comparison between this KPI and the European Taxonomy, please refer to the section Comparison between the "Sustainability-linked revenues" KPI and EU Taxonomy.

8 Cables destined for military & defense uses represent a minor share of the Group's sales. Consequently, they are not explicitly excluded from the scope of reporting for this KPI.

1. Premise
2. Financial and Sustainability highlights
3. ESRS 2 - General disclosures
4. E - Environmental disclosure
5. S - Social disclosures
6. G - Governance disclosures
7. **Appendices**
8. Certification
9. Audit report on Sustainability Consolidated Statement

- systems that enable negative impacts to be reduced, leading to lower overall emissions from the power grid.

The SPLs currently included in the "Sustainability-linked revenues" KPI are:

1. E Path

Sustainability criterion

Cables that are based on the E Path methodology, and score **55 points or more** out of a maximum of 100 for environmental performance, fall within this category.
The score, comprising the sum of the scores for six environmental impact criteria specifically defined for the cable industry, reflects the product's ability to reduce environmental impacts throughout its life cycle, compared to the market standard.

Calculation methodology

The E Path assessment is based on a **proprietary environmental scoring system** that analyzes the product throughout its main life cycle stages, including:

- **materials used** (recycled content, type of raw materials, upstream impacts)
- **production processes** (energy consumption, emissions, process efficiency)
- **operating performance** (durability, efficiency, reduced impacts during use)
- **end of life** (recyclability, material recovery)

The entire E Path system is described in a specification that defines its scope, rules and calculation methodologies. Its methodological robustness, compliance with international environmental assessment best practices, and correct application of the criteria in the plants involved are subject to third-party audit. The resulting certification ensures reliability of the process and comparability of results over time.
In addition to what is described in the Disciplinary, the E Path classification also includes MMS cables with superior datatransmission performance, namely those featuring above market average transmission characteristics (data cables from category 5 to category 8, enabling 1 Gb/s Ethernet transmission). Overhead lines (OHL) produced in North America are also included, as they exceed the specific E Path criteria.

2. E3X – Reduction in overhead line losses

Sustainability criterion

This category includes overhead conductors, whose E3X coating leads to a **significant reduction in operating losses**, and therefore in downstream Scope 3 emissions, compared with the same conductor without any coating application.

Type of environmental impact reduction

Systems that generate reduced negative impact on emissions during the operating lifespan compared with the latest market technology.

Technical characteristics and environmental impact quantification

E3X technology reduces the conductor's operating temperature to 30°C. The reduction in Joule effect losses, which is calculated using standard sizing systems for OHLs and is due to the lower resistivity of aluminum at low temperatures, ranges between 5% and 15% depending on the type of OH line. Loss reduction is converted into avoided emissions over the life of the conductor.

3. Advanced overhead lines – low-carbon conductors

Sustainability criterion

Overhead conductors that use recycled or low-carbon materials, and lead to a significant reduction in production emissions, fall within this category.

Type of environmental impact reduction

Systems that generate reduced negative impact on emissions during production compared with the latest market technology.

Technical characteristics and environmental impact quantification

The conductors must be made with:

- steel with at least 85% recycled content
- low-carbon aluminum with < 8 kg CO_2/kg emissions.

The reduction in production emissions is **more than 70%** compared with standard conductors. This reduction is verified via EPD or equivalent technical documentation.

4. Sirocco HD and Sirocco XT – high density optical cables

Sustainability criterion

This category includes optical cables whose high density and compactness reduce emissions at key life cycle stages.

Type of environmental impact reduction

Systems that generate reduced negative impacts on emissions during production, installation and operating lifespan, compared with the latest market technology.

Technical characteristics and environmental impact quantification

Given that fiber cables are the most efficient technology for telecommunications data transmission, the fiber cables in the Sirocco range provide a significant improvement in environmental impact at these three stages of the product life cycle:

- Production
  - Higher fiber density → lower amount of materials per meter of cable.
  - Reduction in production emissions.
- Installation
  - Possibility of reusing existing infrastructure.
  - If excavation is necessary, the small cable size reduces the volume of earth moved.
- Transport
  - Lower weight per meter → lower logistics emissions.

5. Transmission Business Unit – energy transition enabling systems

Sustainability criterion

This category includes transmission systems that:

- enable grid connection of renewable energy plants;
- improve global grid efficiency via interconnectors;
- enable long-distance connections with reduced operating losses, thanks to HVDC systems.

Type of environmental impact reduction

Systems that have a significant positive impact on overall grid emissions.

6. Green Al Rod & Strip – Low-carbon aluminum products

Sustainability criterion

This category includes aluminum products with production stage emissions that are significantly lower than the market average.

Type of environmental impact reduction

Systems that generate reduced negative impact on emissions during production compared with the latest market technology.

Technical characteristics and environmental impact quantification:

- Emissions during production (cradle to gate) certified via EPD: **4.37 kg CO_2/kg;**
- North American average: **11.2 kg CO_2/kg;**
- Reduction: **around 60%.**

SPL classification is automatic for products with certified **≤8 kg CO_2/kg** emissions

The sustainability-linked categories indicated above may be expanded to include new ones that meet the required characteristics.

KPI management and calculation governance

Governance of the "Sustainability-linked revenues" KPI is based on a comprehensive process that is traceable and subject to internal audits. This ensures the quality, methodological consistency and reliability of the data reported to the market. The KPI, which is calculated on a quarterly and cumulative annual basis, involves coordinated action by the Research & Development (R&D), Administration & Control (A&C) and Sustainability teams. The quarterly "Sustainability-linked revenues" KPI is subject to a formal oversight and approval process involving the Group's key governance bodies:

- **The Sustainability Committee** examines the KPI, checks methodological consistency, and assesses alignment with the Group's ESG targets.

1. Premise
2. Financial and Sustainability highlights
3. ESRS 2 - General disclosures
4. E - Environmental disclosure
5. S - Social disclosures
6. G - Governance disclosures
7. **Appendices**
8. Certification
9. Audit report on Sustainability Consolidated Statement

- **The Remuneration Committee** uses the KPI as a relevant metric for Long Term Incentive (LTI) purposes, and checks that it has been correctly applied to incentive mechanisms.
- **The Board of Directors** approves the quarterly figure, as part of the broader review of financial and non-financial results.

Special case management: For acquired companies or countries not yet integrated into CA/SAP systems, estimated or partial assessments are used, and a prudence principle is applied. Regarding Encore Wire, acquired in 2024, the prudential assessment was applied solely to products that are similar in terms of design, build standards and application to those manufactured at other sites in North America[9], and therefore fully assessed and integrated into the E Path system. In future, newly acquired entities will be subjected to a broader, science-based assessment, which will replace the prudential approach used to date.
This process ensures that the KPI is rigorously calculated, and also validated, approved, and communicated in accordance with the highest internal audit standards.

Linkage to GROW remuneration 2026-2028

The "Sustainability-linked revenues" KPI is directly linked to Prysmian's **long-term incentive** variable remuneration scheme **(GROW)** for the **2026-2028 cycle.**
Achievement of sustainable revenue growth targets helps determine the incentive component for management, thereby strengthening alignment between financial performance, sustainability and long-term value creation.
Further methodological details and contextualization of this KPI within the European reporting framework are provided in the following sections:

- **ESRS 2 – General Disclosures**
- **ESRS S1 – Own Workforce**
- **ESRS E5 – Resource Use and Circular Economy.**

Comparison between the "Sustainability-linked revenues" KPI and EU Taxonomy

The "Sustainability-linked revenues" KPI and the EU Taxonomy alignment indicator are two separate and non-overlapping tools for measuring the Group's sustainability performance. While both contribute to disclosure of transparently, they respond to radically different approaches, purposes and technical criteria.
The KPI developed by Prysmian is an **entity-specific** indicator, designed to measure the share of revenues generated by products and solutions that ensure a positive net environmental impact, or a significant reduction in impacts, compared with the market standard for the relevant industry. Its scope is defined by the **Sustainable Products Lines (SPL).**
In contrast, the EU Taxonomy is based on a harmonized regulatory framework and **technical screening criteria** defined by the European Commission. Taxonomy alignment evaluates economic activities based on specific regulatory requirements: substantial contribution to one of the environmental goals; compliance with the **Do No Significant Harm (DNSH)** principle; and compliance with minimum safeguards. The scope of the Taxonomy is determined by normative classification of economic activities, and not by the environmental performance of individual products or solutions.
The methodological difference between the two KPIs is particularly apparent in **category 3.6 of the EU Taxonomy ("Activities related to energy transmission and distribution")**. This category **is not currently aligned in Prysmian's taxonomic scope**, mainly due to the nature of the technical requirements and the regulatory approach.
In contrast, technologies attributable to category 3.6 are a **predominant component of E Path**, as they include solutions that contribute substantially to the energy transition: reduced grid losses; increased efficiency of transmission systems; integration of renewable sources; and support for electrification processes. While these solutions do not meet Taxonomy criteria, they do generate **measurable environmental benefits** that are fully recognized by the *"Sustainability-linked revenues"* KPI.

9 It should be noted that, following a prudential approach, a share of cables potentially eligible for E Path has been excluded from the indicator's perimeter. This methodological choice results in a conservative representation of the KPI.

The two indicators are therefore neither comparable nor interchangeable:

- the "**Sustainability-linked revenues**" KPI measures the environmental performance of products and their ability to generate life-cycle benefits, including solutions that fall outside the scope of the Taxonomy but have a significant positive impact;
- the **EU Taxonomy** measures the regulatory compliance of economic activities according to predefined technical criteria, which are not adaptable to the technological specificities of the cable and transmission systems industry.

This methodological distinction is essential for correct interpretation of the two indicators. The entity-specific KPI enables Prysmian to spotlight technological innovation and the actual environmental contribution of its solutions, while the EU Taxonomy provides a shared regulatory framework for sustainable financial reporting. The two instruments are therefore **complementary, but not overlapping**, and meet different information needs for internal and external stakeholders.



1. Premise
2. Financial and Sustainability highlights
3. ESRS 2 - General disclosures
4. E - Environmental disclosure
5. S - Social disclosures
6. G - Governance disclosures
7. **Appendices**
8. Certification
9. Audit report on Sustainability Consolidated Statement

EU Taxonomy tables

KPI	Total	Proportion of Taxonomy-eligible activities	Taxonomy aligned activities	Proportion of Taxonomy-aligned activities	Breakdown by environmental objectives of Taxonomy-aligned activities		
					Climate Change Mitigation	Climate Change Adaptation	Water
Text	*M€*	*%*	*M€*	*%*	*%*	*%*	*%*
Turnover	19,650	62.7	4,502	22.9	22.9	0	0
CapEx	843.10	73	473.7	56.2	56.2	0	0
OpEx	499.10	69.6	123.7	24.8	24.8	0	0

Economic Activities - Turnover	Code	Taxonomy-eligible KPI (Proportion of Taxonomy-eligible Turnover)	Taxonomy-aligned KPI (monetary value of Turnover)	Taxonomy-aligned KPI (Proportion of Taxonomy-aligned Turnover)	Environmental objectives of Taxonomy-aligned activities
					Climate Change Mitigation
Text		*%*	*M€*	*%*	*%*
Manufacture of renewable energy technologies	CCM 3,1	3.97	371	1.89	1.89
Manufacture of other low carbon technologies	CCM 3,6	22.24	0	0	0
Manufacture of automotive and mobility components	CCM 3,18	2.55	0	0	0
Manufacture, installation, and servicing of high, medium and low voltage electrical equipment for electrical transmission and distribution that result in or enable a substantial contribution to climate change mitigation	CCM 3,20	19.46	1,282	6.52	6.52
Transmission and distribution of electricity	CCM 4,9	14.5	2,849	14.5	14.5
Sum of alignment per objective					**22.9**
Total KPI (Turnover)		**62.7**	**4,502**	**22.9**	**22.9**

Breakdown by environmental objectives of Taxonomy-aligned activities			Proportion of enabling activities	Proportion of transitional activities	Not assessed activities considered non-material	Taxonomy-aligned activities in previous financial year (N-1)	Proportion of Taxonomy-aligned activities in previous financial year (N-1)
Circular Economy	Pollution	Biodiversity					
%	%	%	%	%	%	*M€*	%
0	0	0	22.9	0	0	3,574	21
0	0	0	56.2	0	0	518.40	65.3
0	0	0	24.8	0	0	111.40	22.8

Environmental objectives of Taxonomy-aligned activities					Enabling activity	Transitional activity	Proportion of Taxonomy-aligned in Taxonomy-eligible
Climate Change Adaptation	Water	Circular Economy	Pollution	Biodiversity			
%	%	%	%	%	*(E where applicable)*	*(T where applicable)*	%
0	0	0	0	0	E	–	47.6
0	0	0	0	0	E	–	0
0	0	0	0	0	E	–	0
0	0	0	0	0	E	–	33.5
0	0	0	0	0	E	–	100
0	**0**	**0**	**0**	**0**			
0	**0**	**0**	**0**	**0**			**36.5**

1. Premise
2. Financial and Sustainability highlights
3. ESRS 2 - General disclosures
4. E - Environmental disclosure
5. S - Social disclosures
6. G - Governance disclosures
7. **Appendices**
8. Certification
9. Audit report on Sustainability Consolidated Statement

Economic Activities - CapEx	Code	Taxonomy-eligible KPI (Proportion of Taxonomy-eligible CapEx)	Taxonomy-aligned KPI (monetary value of CapEx)	Taxonomy-aligned KPI (Proportion of Taxonomy-aligned CapEx)	Environmental objectives of Taxonomy-aligned activities
					Climate Change Mitigation
Text		***%***	***M€***	***%***	***%***
Manufacture of renewable energy technologies	CCM 3,1	0.61	3.4	0.4	0.4
Manufacture of other low carbon technologies	CCM 3,6	8.3	0	0	0
Manufacture of automotive and mobility components	CCM 3,18	0.2	0	0	0
Manufacture, installation, and servicing of high, medium and low voltage electrical equipment for electrical transmission and distribution that result in or enable a substantial contribution to climate change mitigation	CCM 3,20	11.19	29.2	3.47	3.47
Transmission and distribution of electricity	CCM 4,9	52.3	441	52.3	52.3
Installation, maintenance and repair of energy efficiency equipment	CCM 7,3	0.3	0	0	0
Installation, maintenance and repair of renewable energy technologies	CCM 7,6	0.03	0	0	0
Sum of alignment per objective					**56.2**
Total KPI (CapEx)		**73**	**473.7**	**56.2**	**56.2**

Environmental objectives of Taxonomy-aligned activities					Enabling activity	Transitional activity	Proportion of Taxonomy-aligned in Taxonomy-eligible
Climate Change Adaptation	Water	Circular Economy	Pollution	Biodiversity			
%	%	%	%	%	*(E where applicable)*	*(T where applicable)*	%
0	0	0	0	0	E	–	65.6
0	0	0	0	0	E	–	0
0	0	0	0	0	E	–	0
0	0	0	0	0	E	–	31
0	0	0	0	0	E	–	100
0	0	0	0	0	E	–	0
0	0	0	0	0	E	–	0
0	**0**	**0**	**0**	**0**			
0	**0**	**0**	**0**	**0**			**77**

1. Premise
2. Financial and Sustainability highlights
3. ESRS 2 - General disclosures
4. E - Environmental disclosure
5. S - Social disclosures
6. G - Governance disclosures
7. **Appendices**
8. Certification
9. Audit report on Sustainability Consolidated Statement

Economic Activities - OpEx	Code	Taxonomy-eligible KPI (Proportion of Taxonomy-eligible OpEx)	Taxonomy-aligned KPI (monetary value of OpEx)	Taxonomy-aligned KPI (Proportion of Taxonomy-aligned OpEx)	Environmental objectives of Taxonomy-aligned activities
					Climate Change Mitigation
Text		***%***	***M€***	***%***	***%***
Manufacture of renewable energy technologies	CCM 3,1	4.01	9.4	1.89	1.89
Manufacture of other low carbon technologies	CCM 3,6	26.4	0	0	0
Manufacture of automotive and mobility components	CCM 3,18	2.5	0	0	0
Manufacture, installation, and servicing of high, medium and low voltage electrical equipment for electrical transmission and distribution that result in or enable a substantial contribution to climate change mitigation	CCM 3,20	19.9	30.4	6.1	6.1
Transmission and distribution of electricity	CCM 4,9	16.8	83.8	16.8	16.8
Sum of alignment per objective					**24.8**
Total KPI (OpEx)		**69.6**	**123.7**	**24.8**	**24.8**

Environmental objectives of Taxonomy-aligned activities					Enabling activity	Transitional activity	Proportion of Taxonomy-aligned in Taxonomy-eligible
Climate Change Adaptation	Water	Circular Economy	Pollution	Biodiversity			
%	%	%	%	%	*(E where applicable)*	*(T where applicable)*	%
0	0	0	0	0	E	–	47.1
0	0	0	0	0	E	–	0
0	0	0	0	0	E	–	0
0	0	0	0	0	E	–	30.6
0	0	0	0	0	E	–	100
0	**0**	**0**	**0**	**0**			
0	**0**	**0**	**0**	**0**			**35.6**

1. Premise
2. Financial and Sustainability highlights
3. ESRS 2 - General disclosures
4. E - Environmental disclosure
5. S - Social disclosures
6. G - Governance disclosures
7. **Appendices**
8. Certification
9. Audit report on Sustainability Consolidated Statement

Group companies considered for taxation 2025[10]

Country	Region	Entity	Activity
Australia	APAC	Prysmian Australia Pty Ltd.	Manufacturing or Production Sales, Marketing or Distribution
China	APAC	Prysmian Wuxi Cables Co. Ltd.	Manufacturing or Production Sales, Marketing or Distribution
China	APAC	Prysmian Tianjin Cables Co. Ltd.	Manufacturing or Production Sales, Marketing or Distribution
China	APAC	Prysmian Cable (Shanghai) Co. Ltd.	Sales, Marketing or Distribution; Administrative, Management or Support Services
China	APAC	Prysmian (China) Investment Company Ltd.	Administration, Management or Support Services; Holding of Shares or Other Equity Instruments
China	APAC	Nantong Haixun Draka Elevator Products Co. LTD	Manufacturing or Production Sales, Marketing or Distribution
China	APAC	Nantong Zhongyao Draka Elevator Products Co. LTD	Manufacturing or Production Sales, Marketing or Distribution
China	APAC	Suzhou Draka Cable Co. Ltd.	Manufacturing or Production; Sales, Marketing or Distribution; Administrative, Management or Support Services
China	APAC	Prysmian Technology Jiangsu Co. Ltd.	Manufacturing or Production Sales, Marketing or Distribution
China	APAC	EHC Escalator Handrail (Shangai) Co. Ltd.	Manufacturing or Production Sales, Marketing or Distribution
China	APAC	EHC Lift Components (Shangai) Co. Ltd.	Research and Development; Manufacturing or Production Sales, Marketing or Distribution
China	APAC	EHC Engineered Polymer (Shangai) Co. Ltd.	Research and Development; Manufacturing or Production Sales, Marketing or Distribution
China	APAC	EHC Lift Components (Shanghai) Co., Ltd FoShan Branch	Sales, Marketing or Distribution
China	APAC	Prysmian Cable (Shanghai) Trading Co Ltd - Suzhou Branch	Manufacturing or Production Sales, Marketing or Distribution
French Polynesia	APAC	Prysmian Cables et Systèmes France SAS - Branch Tahiti	Provider of services to unrelated parties
Hong Kong	APAC	Prysmian Hong Kong Holding Ltd. HK	Sales, Marketing or Distribution; Provider of services to unrelated parties; Holding shares or other equity instruments
India	APAC	Jaguar Communication Consultancy Services Private Ltd.	Provider of Services
India	APAC	Associated Cables Pvt. Ltd.	Manufacturing or Production Sales, Marketing or Distribution
India	APAC	Prysmian Cavi e Sistemi S.r.l. - Branch India	Dormant
Indonesia	APAC	PT. Prysmian Cables Indonesia	Manufacturing or Production Sales, Marketing or Distribution
Malaysia	APAC	Sindutch Cable Manufacturer Sdn Bhd	Manufacturing or Production Sales, Marketing or Distribution
New Zealand	APAC	Prysmian New Zealand Ltd.	Manufacturing or Production Sales, Marketing or Distribution
Philippines	APAC	Prysmian PowerLink - Branch Filippine	Provider of services to unrelated parties
Philippines	APAC	Draka Philippines Inc.	Manufacturing or Production Sales, Marketing or Distribution
Singapore	APAC	Draka Cableteq Asia Pacific Holding Pte Ltd.	Holding shares or other equity instruments
Singapore	APAC	Singapore Cables Manufacturers Pte Ltd.	Sales, Marketing or Distribution; Administrative, Management or Support Services
Singapore	APAC	Cable Supply and Consulting Company Private Limited	Holding shares or other equity instruments

Continues >>

10 These may differ from those of the consolidation scope of the 2025 Consolidated Financial Statements, as the latter does not include entities no longer in existence as of December 31, 2025.

>> Continued

Country	Region	Entity	Activity
Singapore	APAC	Prysmian PowerLink - Branch Singapore	Provider of services to unrelated parties
Thailand	APAC	MCI-Draka Cable Co. Ltd.	Manufacturing or Production Sales, Marketing or Distribution
Angola	EMEA	General Cable Condel, Cabos de Energia e Telecomunicaçoes SA	Manufacturing or Production Sales, Marketing or Distribution
Austria	EMEA	Prysmian OEKW GmbH	Sales, Marketing or Distribution
Bahrain	EMEA	Prysmian PowerLink - Branch Baharain	Provider of services to unrelated parties
Belgium	EMEA	Draka Belgium N.V.	Sales, Marketing or Distribution
Belgium	EMEA	Silec Cable SAS – Branch Belgium	Provider of services to unrelated parties
Cote d'Ivoire	EMEA	SICABLE - Sociète Ivoirienne de Cables S.A.	Manufacturing or Production Sales, Marketing or Distribution
Czech Republic	EMEA	Prysmian Kabely, s.r.o.	Manufacturing or Production Sales, Marketing or Distribution
Czech Republic	EMEA	Prysmian Kablo SRO - Branch Czech Republic	Sales, Marketing or Distribution
Denmark	EMEA	Prysmian Group Denmark A/S	Sales, Marketing or Distribution
Denmark	EMEA	Prysmian PowerLink - Branch Denmark	Provider of services to unrelated parties
Egypt	EMEA	Prysmian PowerLink - Branch Cairo	Provider of services to unrelated parties
Estonia	EMEA	Prysmian Group Baltics AS	Manufacturing or Production Sales, Marketing or Distribution
Finland	EMEA	Prysmian Group Finland OY	Manufacturing or Production Sales, Marketing or Distribution
France	EMEA	Prysmian Cables et Systèmes France SAS	Manufacturing or Production Sales, Marketing or Distribution
France	EMEA	Prysmian (French) Holdings S.A.S.	Dormant
France	EMEA	Draka Comteq France S.A.S.	Research and Development; Holding / managing intellectual property; Manufacturing or Production; Sales, Marketing or Distribution
France	EMEA	Draka Paricable S.A.S.	Sales, Marketing or Distribution
France	EMEA	Draka Fileca S.A.S.	Manufacturing or Production Sales, Marketing or Distribution
France	EMEA	Draka France S.A.S.	Holding shares or other equity instruments
France	EMEA	P.O.R. S.A.S.	Other activities (Special scopes)
France	EMEA	Silec Cable, S.A.S.	Manufacturing or Production Sales, Marketing or Distribution
France	EMEA	EHC France SARL	Sales, Marketing or Distribution
France	EMEA	Prysmian PowerLink - Branch Francia	Provider of services to unrelated parties
Germany	EMEA	Prysmian Kabel und Systeme GmbH	Manufacturing or Production Sales, Marketing or Distribution
Germany	EMEA	Prysmian Unterstuetzungseinrichtung Lynen GmbH	Other (fondo pensione)
Germany	EMEA	Draka Comteq Germany GmbH & Co. KG	Manufacturing or Production Sales, Marketing or Distribution
Germany	EMEA	Draka Comteq Berlin GmbH & Co. KG	Manufacturing or Production Sales, Marketing or Distribution
Germany	EMEA	Draka Comteq Germany Verwaltungs GmbH	Dormant
Germany	EMEA	Draka Deutschland Erste Beteiligungs GmbH	Holding shares or other equity instruments
Germany	EMEA	Draka Deutschland GmbH	Holding shares or other equity instruments
Germany	EMEA	Draka Deutschland Verwaltungs GmbH	Dormant
Germany	EMEA	Draka Deutschland Zweite Beteiligungs GmbH	Holding shares or other equity instruments

Continues >>

1. Premise
2. Financial and Sustainability highlights
3. ESRS 2 - General disclosures
4. E - Environmental disclosure
5. S - Social disclosures
6. G - Governance disclosures
7. **Appendices**
8. Certification
9. Audit report on Sustainability Consolidated Statement

>> Continued

Country	Region	Entity	Activity
Germany	EMEA	Prysmian Projects Germany GmbH	Other - Provider of services
Germany	EMEA	Höhn GmbH	Other activities (Real Estate)
Germany	EMEA	Kaiser Kabel GmbH	Other activities (Real Estate)
Germany	EMEA	NKF Holding (Deutschland) GmbH i.L	Dormant
Germany	EMEA	Prysmian Cable Industrial GmbH.	Manufacturing or Production
Germany	EMEA	Norddeutshce Seekabelwerke GmbH	Manufacturing or Production Sales, Marketing or Distribution
Germany	EMEA	EHC Germany Gmbh	Manufacturing or Production Sales, Marketing or Distribution
Germany	EMEA	Prysmian PowerLink - Branch Germania	Provider of services to unrelated parties
Greece	EMEA	Prysmian PowerLink - Branch Grecia	Provider of services to unrelated parties
Hungary	EMEA	Prysmian MKM Magyar Kabel Muvek Kft.	Manufacturing or Production Sales, Marketing or Distribution
Italy	EMEA	Fibre Ottiche Sud - F.O.S. S.r.l.	Manufacturing or Production
Italy	EMEA	Prysmian Treasury S.r.l.	Internal Group Finance
Italy	EMEA	Prysmian Cavi e Sistemi Italia S.r.l.	Manufacturing or Production Sales, Marketing or Distribution
Italy	EMEA	Prysmian Cavi e Sistemi S.r.l.	Administration, Management or Support Services; Holding of Shares or Other Equity Instruments
Italy	EMEA	Prysmian Spa	Research and Development; Holding / Managing Intellectual Property; Purchasing or Procurement; Administrative, Management or Support Services; Holding Shares or Other Equity Instruments
Italy	EMEA	Prysmian PowerLink	Manufacturing or Production; Sales, Marketing or Distribution; Provider of Services to Unrelated Parties;
Italy	EMEA	Electronic and Optical Sensing Solutions S.r.l	Research and Development; Manufacturing or Production;
Italy	EMEA	Prysmian Riassicurazioni S.p.A	Insurance
Lebanon	EMEA	Prysmian Cables et Systèmes France SAS - Branch Libano	Provider of services to unrelated parties
Malta	EMEA	Prysmian Cavi e Sistemi Italia S.r.l. - Branch Malta	Dormant
Montenegro	EMEA	Prysmian PowerLink - Branch Montenegro	Provider of services to unrelated parties
Netherlands	EMEA	Prysmian PowerLink - Branch Netherlands	Provider of services to unrelated parties
Netherlands	EMEA	Prysmian Netherlands B.V.	Manufacturing or Production Sales, Marketing or Distribution
Netherlands	EMEA	Draka Holding B.V.	Administration, Management or Support Services; Holding of Shares or Other Equity Instruments
Netherlands	EMEA	Draka Comteq Fibre B.V.	Research and Development; Manufacturing or Production Sales, Marketing or Distribution
Netherlands	EMEA	Draka Kabel B.V.	Research and Development; Manufacturing or Production Sales, Marketing or Distribution
Netherlands	EMEA	Donne Draad B.V.	Dormant
Netherlands	EMEA	Draka Comteq B.V.	Holding shares or other equity instruments; Managing intellectual property
Netherlands	EMEA	NKF Vastgoed I B.V.	Holding (Real Estate)
Netherlands	EMEA	NKF Vastgoed III B.V.	Holding (Real Estate)
Netherlands	EMEA	Prysmian Netherlands Holding B.V.	Dormant
Norway	EMEA	Prysmian Group Norge AS	Manufacturing or Production Sales, Marketing or Distribution
Oman	EMEA	Oman Cables Industry (SAOG)	Manufacturing or Production Sales, Marketing or Distribution
Oman	EMEA	Oman Aluminum Processing Industries LLC	Manufacturing or Production

Continues >>

>> Continued

Country	Region	Entity	Activity
Poland	EMEA	Prysmian Poland sp.z.o.o	Sales, Marketing or Distribution
Portugal	EMEA	General Cable Investments, SGPS, Sociedade Unipessoal, S.A.	Holding shares or other equity instruments
Portugal	EMEA	General Cable Celcat, Energia e Telecomunicaçoes SA	Manufacturing or Production Sales, Marketing or Distribution
Qatar	EMEA	Prysmian Cavi e Sistemi S.r.l. – Branch Qatar	Dormant
Qatar	EMEA	Prysmian PowerLink - Branch Qatar	Provider of services to unrelated parties
Romania	EMEA	Prysmian Cabluri Si Sisteme S.A.	Manufacturing or Production Sales, Marketing or Distribution
Russia	EMEA	Limited Liability Company Prysmian RUS	Sales, Marketing or Distribution; Administrative, Management or Support Services
Russia	EMEA	Limited Liability Company Rybinskelektrokabel	Manufacturing or Production Sales, Marketing or Distribution
Saudi Arabia	EMEA	Prysmian PowerLink - Branch Arabia Saudita	Provider of services to unrelated parties
Slovakia	EMEA	Prysmian Kablo s.r.o.	Manufacturing or Production Sales, Marketing or Distribution
South Africa	EMEA	Prysmian Spain SA EPC - Branch South Africa	Sales, Marketing or Distribution; Provider of services to unrelated parties
Spain	EMEA	Prysmian Cables Spain, S.A. (Sociedad Unipersonal)	Manufacturing or Production Sales, Marketing or Distribution
Spain	EMEA	Draka Holding, S.L. (Sociedad Unipersonal) (Merged during 2024)	Dormant
Spain	EMEA	GC Latin America Holdings, S.L.	Holding shares or other equity instruments
Spain	EMEA	General Cable Holdings (Spain), S.L.	Holding shares or other equity instruments
Spain	EMEA	Grupo General Cable Sistemas, S.L.	Manufacturing or Production Sales, Marketing or Distribution Holding shares or other equity instruments
Spain	EMEA	EHC Spain & Portugal, SL	Sales, Marketing or Distribution
Spain	EMEA	Prysmian PowerLink - Branch Spagna	Provider of services to unrelated parties
Sweden	EMEA	Prysmian Group Sverige AB	Manufacturing or Production Sales, Marketing or Distribution
Switzerland	EMEA	Omnisens SA	Manufacturing or Production Sales, Marketing or Distribution
Tunisia	EMEA	Silec Cable SAS – Branch Tunisia	Provider of services to unrelated parties
Tunisia	EMEA	Auto Cables Tunisie S.A.	Manufacturing or Production Sales, Marketing or Distribution
Tunisia	EMEA	Prysmian Cables and Systems Tunisia S.A.	Manufacturing or Production
Tunisia	EMEA	Prysmian Cables et Systèmes France SAS - Branch Tunisia	Provider of services to unrelated parties
Turkey	EMEA	Prysmian PowerLink - Branch Turchia	Dormant
Turkey	EMEA	Turk Prysmian Kablo Ve Sistemleri A.S.	Research and Development; Manufacturing or Production Sales, Marketing or Distribution
Turkey	EMEA	Turk Prysmian-Prysmian Po'	Manufacturing or Production Sales, Marketing or Distribution
United Arab Emirates	EMEA	Prysmian Cables et Systèmes France SAS - Branch Abu Dhabi	Provider of Services
United Arab Emirates	EMEA	Silec Cable SAS – Branch Abu Dhabi	Provider of services to unrelated parties
United Arab Emirates	EMEA	Prysmian Cavi e Sistemi S.r.l. - Branch AbuDhabi	Dormant
United Arab Emirates	EMEA	Prysmian PowerLink - Branch Emirati Arabi (Abu Dhabi)	Provider of services to unrelated parties
United Arab Emirates	EMEA	Prysmian Cavi e Sistemi S.r.l. - Branch Dubai	Provider of services to unrelated parties
United Kingdom	EMEA	Cable Makers Properties & Services Ltd.	Other (organizzazione professionale)

Continues >>

1. Premise
2. Financial and Sustainability highlights
3. ESRS 2 - General disclosures
4. E - Environmental disclosure
5. S - Social disclosures
6. G - Governance disclosures
7. **Appendices**
8. Certification
9. Audit report on Sustainability Consolidated Statement

>> Continued

Country	Region	Entity	Activity
United Kingdom	EMEA	Prysmian Cables & Systems Ltd.	Manufacturing or Production Sales, Marketing or Distribution
United Kingdom	EMEA	Prysmian Pension Scheme Trustee Ltd.	Other
United Kingdom	EMEA	Draka Comteq UK Ltd.	Manufacturing or Production Sales, Marketing or Distribution
United Kingdom	EMEA	Prysmian UK Group Ltd.	Holding shares or other equity instruments
United Kingdom	EMEA	Prysmian PowerLink Services Ltd.	Provider of Services
United Kingdom	EMEA	EHC Escalator Handrail (UK) Limited	Administration, Management or Support Services
United Kingdom	EMEA	Prysmian PowerLink - Branch Uk	Provider of services to unrelated parties
Argentina	LATAM	Prysmian Energia Cables y Sistemas de Argentina S.A.	Manufacturing or Production Sales, Marketing or Distribution
Brazil	LATAM	Prysmian Cabos e Sistemas do Brasil S.A.	Manufacturing or Production Sales, Marketing or Distribution
Brazil	LATAM	Draka Comteq Cabos Brasil S.A.	Manufacturing or Production Sales, Marketing or Distribution
Chile	LATAM	Cobre Cerrillos S.A.	Manufacturing or Production Sales, Marketing or Distribution
Colombia	LATAM	Productora de Cables Procables S.A.S.	Manufacturing or Production Sales, Marketing or Distribution
Costa Rica	LATAM	Conducen, S.R.L.	Manufacturing or Production Sales, Marketing or Distribution
Dominican Republic	LATAM	General Cable Caribbean, S.R.L	Dormant
Ecuador	LATAM	Cables Electricos Ecuatorianos C.A. CABLEC	Sales, Marketing or Distribution
Honduras	LATAM	Electroconductores de Honduras, S.A. de C.V.	Dormant
Mexico	LATAM	Draka Durango S. de R.L. de C.V.	Manufacturing or Production
Mexico	LATAM	Draka Mexico Holdings S.A. de C.V.	Holding shares or other equity instruments
Mexico	LATAM	Prysmian Cables y Sistemas de Mexico S. de R. L. de C. V.	Manufacturing or Production Sales, Marketing or Distribution
Mexico	LATAM	General Cable de Mexico, S.A de C.V.	Manufacturing or Production Sales, Marketing or Distribution
Mexico	LATAM	General de Cable de Mexico del Norte, S.A. de C.V.	Manufacturing or Production
Mexico	LATAM	Prestolite de Mexico, S.A. de C.V.	Manufacturing or Production
Peru	LATAM	General Cable Peru S.A.C.	Sales, Marketing or Distribution
Canada	NORAM	Prysmian Cables and Systems Canada Ltd.	Manufacturing or Production Sales, Marketing or Distribution
Canada	NORAM	Draka Elevator Products Incorporated	Sales, Marketing or Distribution
Canada	NORAM	General Cable Company Ltd.	Manufacturing or Production Sales, Marketing or Distribution
Canada	NORAM	EHC Global Inc. (Parent Company)	Holding shares or other equity instruments
Canada	NORAM	EHC Canada Inc.	Research and Development; Holding / managing intellectual property; Manufacturing or Production; Sales, Marketing or Distribution; Administrative, Management or Support Services
United States	NORAM	Norddeutshce Seekabelwerke GmbH – Branch US	Provider of services to unrelated parties
United States	NORAM	Prysmian Construction Services Inc.	Other services (Payroll company)
United States	NORAM	Prysmian Cables and Systems USA, LLC	Manufacturing or Production; Sales, Marketing or Distribution; Administrative, Management or Support Services
United States	NORAM	Prysmian Cables and Systems (US) Inc.	Holding shares or other equity instruments

Continues >>

>> Continued

Country	Region	Entity	Activity
United States	NORAM	Draka Elevator Products, Inc.	Manufacturing or Production Sales, Marketing or Distribution
United States	NORAM	Draka Transport USA, LLC	Manufacturing or Production Sales, Marketing or Distribution
United States	NORAM	General Cable Corporation (Merged during 2024)	Administration, Management or Support Services; Holding of Shares or Other Equity Instruments
United States	NORAM	General Cable Technologies Corporation	Holding / managing intellectual property
United States	NORAM	Phelps Dodge Enfield Corporation	Holding shares or other equity instruments
United States	NORAM	Phelps Dodge National Cables Corporation	Holding shares or other equity instruments
United States	NORAM	Prysmian group Speciality cables LLC	Manufacturing or Production Sales, Marketing or Distribution
United States	NORAM	Encore Wire Corporation	Research and Development; Manufacturing or Production Sales, Marketing or Distribution
United States	NORAM	EHC USA Inc.	Sales, Marketing or Distribution

1. Premise
2. Financial and Sustainability highlights
3. ESRS 2 - General disclosures
4. E - Environmental disclosure
5. S - Social disclosures
6. G - Governance disclosures
7. **Appendices**
8. Certification
9. Audit report on Sustainability Consolidated Statement

ESRS Content Index

Standard	Topic	Disclosure requirement			Page
ESRS 2	General disclosures	BP-1	General	Impact, risk and opportunity (IRO) management	8
		BP-2		Disclosure in relation to specific circumstances	8-9
		GOV-1	Governance (GOV)	The role of the administrative, management and supervisory bodies	31-39
		GOV-2		Information provided to and sustainability matters addressed by the undertaking's administrative, management and supervisory bodies	40-41
		GOV-3		Integration of sustainability-related performance in incentive schemes	41
		GOV-4		Statement on due diligence	43-44
		GOV-5		Risk management and internal controls over sustainability reporting	44-46
		SBM-1	Strategy (SBM)	Strategy, business model and value chain	9-21
		SBM-2		Interests and views of stakeholders	22-25
		SBM-3		Material impacts, risks and opportunities and their interaction with strategy and business model	26-27
		IRO-1	Impact, risk and opportunity (IRO) management	Description of the processes to identify and assess material impacts, risks and opportunities	28-31
		IRO-2		Disclosure requirements in ESRS covered by the undertaking's sustainability report	304-307
		MDR-P		Policies adopted to manage material sustainability matters	97;108; 122; 133; 158-164; 202-205; 219-220; 236; 256-260
		MDR-A		Actions and resources in relation to material sustainability matters	80-86; 97-99; 108-109; 122-125; 133-139; 164-179; 205-208; 220 227;236-241; 259-265;
		MDR-M	Metrics and Targets (MT)	Metrics in relation to material sustainability matters	88-91; 100-103; 111; 125-126; 142 147; 182-194; 209 210;228; 241-244; 267-272
		MDR-T		Tracking effectiveness of policies and actions through targets	86-88; 100; 110; 125-127; 139-141; 179-181; 209; 226 227; 241; 266
ESRS E1	Climate change	GOV-3	Governance (GOV)	Integration of sustainability-related performance in incentive schemes	66
		E1-1	Strategy (SBM)	Transition plan for climate change mitigation	66-67
		SBM-3		Material impacts, risks and opportunities and their interaction with strategy and business model	68-69
		IRO-1	Impact, risk and opportunity (IRO) management	Description of the processes to identify and assess material climate-related impacts, risks and opportunities	69-78
		E1-2		Policies related to climate change mitigation and adaptation	79
		E1-3		Actions and resources related to climate change policies	80-86
		E1-4	Metrics and Targets (MT)	Targets related to climate change mitigation and adaptation	86-88
		E1-5		Energy consumption and mix	88-89
		E1-6		Gross Scopes 1, 2, 3 and Total GHG emissions	88-91
		E1-7		GHG removals and GHG mitigation projects financed through carbon credits	
		E1-8		Internal carbon pricing - not applicable as the Group does not have an internal carbon pricing system	

Continues >>

>> Continued

Standard	Topic	Disclosure requirement			Page
ESRS E2	Pollution	IRO-1	Impact, risk and opportunity (IRO) management	Description of the processes for identifying and assessing the impacts, risks and opportunities related to pollution.	95-96
		E2-1		Policies related to pollution	97
		E2-2		Actions and resources related to pollution	97-99
		E2-3	Metrics and Targets (MT)	Targets related to pollution	100
		E2-4		Pollution of air, water and soil	100-103
		E2-5		Substances of concern and substances of very high concern	100-103
ESRS E3	Water and Marine Resources	IRO-1	Impact, risk and opportunity (IRO) management	Description of the processes to identify and assess material water and marine resources-related impacts, risks and opportunities	107-108
		E3-1		Policies related to water and marine resources	108
		E3-2		Actions and resources related to water and marine resources	108-109
		E3-3	Metrics and Targets (MT)	Targets related to water and marine resources	110
		E3-4		Water consumption	111
ESRS E4	Biodiversity and ecosystems	E4-1	Strategy (SBM)	Transition plan and consideration of biodiversity and ecosystems in strategy and business model	115-117
		SBM-3		Material impacts, risks and opportunities and their interaction with strategy and business model	118-121
		IRO-1	Impact, risk and opportunity (IRO) management	Description of processes to identify and assess material biodiversity and ecosystem-related impacts, risks and opportunities	121-122
		E4-2		Policies related to biodiversity and ecosystems	122
		E4-3		Actions and resources related to biodiversity and ecosystems	122-125
		E4-4	Metrics and Targets (MT)	Targets related to biodiversity and ecosystems	125-127
ESRS E5	Resource use and circular economy	IRO-1	Impact, risk and opportunity (IRO) management	Description of the processes to identify and assess material resource use and circular economy-related impacts, risks and opportunities	131-132
		E5-1		Policies related to resource use and circular economy	133
		E5-2		Actions and resources related to resource use and circular economy	133-139
		E5-3	Metrics and Targets (MT)	Targets related to resource use and circular economy	139-141
		E5-4		Resource inflows	142-147
		E5-5		Resource outflows	142-147
ESRS S1	Own workforce	SBM - 2	Strategy (SBM)	Interests and views of stakeholders	152
		SBM - 3		Material impacts, risks and opportunities and their interaction with strategy and business model	153-158
		S1-1	Impact, risk and opportunity (IRO) management	Policies related to own workforce	158-164
		S1-2		Processes for engaging with own workers and workers' representatives about impacts	152
		S1-3		Processes to remediate negative impacts and channels for own workers to raise concerns	166-179
		S1-4		Taking action on material impacts on own workforce, and approaches to mitigating material risks and pursuing material opportunities related to own workforce, and effectiveness of those actions	166-179
		S1-5	Metrics and Targets (MT)	Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	179-181
		S1-6		Characteristics of the undertaking's employees	183-184

Continues >>

1. Premise
2. Financial and Sustainability highlights
3. ESRS 2 - General disclosures
4. E - Environmental disclosure
5. S - Social disclosures
6. G - Governance disclosures
7. **Appendices**
8. Certification
9. Audit report on Sustainability Consolidated Statement

>> Continued

Standard	Topic	Disclosure requirement			Page
ESRS S1	Own workforce	S1-7	Metrics and Targets (MT)	Characteristics of non-employee workers in the undertaking's own workforce	184
		S1-8		Collective bargaining coverage and social dialogue	185
		S1-9		Diversity metrics	186
		S1-10		Adequate wages	187
		S1-11		Social protection	187
		S1-12		People with disabilities	187;192
		S1-13		Training and skills development metrics	188-189
		S1-14		Health and safety metrics	182
		S1-15		Work-life balance metrics	189-190
		S1-16		Compensation metrics (pay gap and total compensation)	190-191
		S1-17		Incidents, complaints and severe human rights impacts	192
ESRS S2	Workers in the value chain	SBM-2	Strategy (SBM)	Interests and views of stakeholders	198
		SBM-3		Material impacts, risks and opportunities and their interaction with strategy and business model	199-202
		S2-1	Impact, risk and opportunity (IRO) management	Policies related to value chain workers	202-205
		S2-2		Processes for engaging with value chain workers about impacts	205-208
		S2-3		Processes to remediate negative impacts and channels for value chain workers to raise concerns	205-208
		S2-4		Taking action on material impacts on value chain workers, and approaches to managing material risks and pursuing material opportunities related to value chain workers, and effectiveness of those action	205-208
		S2-5	Metrics and Targets (MT)	Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	209
ESRS S3	Affected communities	SBM-2	Strategy (SBM)	Interests and views of stakeholders	214
		SBM-3		Material impacts, risks and opportunities and their interaction with strategy and business model	216-219
		S3-1	Impact, risk and opportunity (IRO) management	Policies related to affected communities	219-220
		S3-2		Processes for engaging affected communities about impacts	220-226
		S3-3		Processes to remediate negative impacts and channels for affected communities to raise concerns	220-226
		S3-4		Taking action on material impacts on affected communities, and approaches to managing material risks and pursuing material opportunities related to affected communities, and effectiveness of those actions	220-226
		S3-5	Metrics and Targets (MT)	Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	226-227

Continues >>

>> Continued

Standard	Topic	Disclosure requirement			Page
ESRS S4	Consumers and end-users	SBM-2	Strategy (SBM)	Interests and views of stakeholders	232
		SBM-3		Material impacts, risks and opportunities and their interaction with strategy and business model	233-235
		S4-1	Impact, risk and opportunity (IRO) management	Policies related to consumers and end-users	236
		S4-2		Processes for engaging with consumers and end-users about impacts	236-241
		S4-3		Processes to remediate negative impacts and channels for consumers and end-users to raise concerns	236-241
		S4-4		Taking action on material impacts on consumers and end-users, and approaches to managing material risks and pursuing material opportunities related to consumers and end-users, and effectiveness of those actions	236-241
		S4-5	Metrics and Targets (MT)	Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	241
ESRS G1	Business conduct	GOV-1	Governance (GOV)	The role of the administrative, management and supervisory bodies	250-251
		IRO-1	Impact, risk and opportunity (IRO) management	Description of the processes to identify and assess material impacts, risks and opportunities	251-256
		G1-1		Corporate culture and business conduct policies and corporate culture	256-259
		G1-2		Supplier relationship management	259-260
		G1-3		Prevention and detection of bribery and corruption	260-261
		G1-4	Metrics and Targets (MT)	Confirmed incidents of corruption or bribery	266
		G1-5		Political influence and lobbying activities	272
		G1-6		Payment practices	272

1. Premise
2. Financial and Sustainability highlights
3. ESRS 2 - General disclosures
4. E - Environmental disclosure
5. S - Social disclosures
6. G - Governance disclosures
7. **Appendices**
8. Certification
9. Audit report on Sustainability Consolidated Statement

TNFD's disclosure recommendations

Disclosure requirement	Chapter	Page
Governance		
A. Describe the board's oversight of nature-related dependencies, impacts, risks and opportunities.	- E4 - Biodiversity and ecosystems Governance	114
B. Describe management's role in assessing and managing nature-related dependencies, impacts, risks and opportunities.	- E4 - Biodiversity and ecosystems Governance	114
C. Describe the organisation's human rights policies and engagement activities, and oversight by the board and management, with respect to Indigenous Peoples, Local Communities, affected and other stakeholders, in the organisation's assessment of, and response to, nature-related dependencies, impacts, risks and opportunities.	- E4 - Biodiversity and ecosystems Material IRO management procedures - Consultation with affected communities - S3 Affected communities Governance - S3 Affected communities Actions	121-122 214 220
Strategy		
A. Describe the nature-related dependencies, impacts, risks and opportunities the organisation has identified over the short, medium and long term.	- E2 - Pollution Identification of IRO related to pollution - E3 - Water and marine resources Identification of IRO related to water and marine resources - E4 - Biodiversity and ecosystems Identification of IRO related to biodiversity	95 107 118-120
B. Describe the effect nature-related dependencies, impacts, risks and opportunities have had on the organisation's business model, value chain, strategy and financial planning, as well as any transition plans or analysis in place.	- E2 - Pollution Strategy - E3 - Water and marine resources Strategy - E4 - Biodiversity and ecosystems Strategy	94-96 106-107 114-121
C. Describe the resilience of the organisation's strategy to nature-related risks and opportunities, taking into consideration different scenarios.	- E4 - Biodiversity and ecosystems Strategy	115
D. Disclose the locations of assets and/or activities in the organisation's direct operations and, where possible, upstream and downstream value chains that meet the criteria for priority locations.		
Risk and impact management		
A(i) Describe the organisation's processes for identifying, assessing and prioritising nature-related dependencies, impacts, risks and opportunities in its direct operations.	- E2 - Pollution Strategy - E3 - Water and marine resources Strategy - E4 - Biodiversity and ecosystems Strategy	94-96 106-107 114-121
A(ii) Describe the organisation's processes for identifying, assessing and prioritising nature-related dependencies, impacts, risks and opportunities in its upstream and downstream value chain(s).	- E2 - Pollution Strategy - E3 - Water and marine resources Strategy - E4 - Biodiversity and ecosystems Strategy	94-96 106-107 114-121
B. Describe the organisation's processes for managing nature-related dependencies, impacts, risks and opportunities	- E2 - Pollution Material IRO management procedures - E3 - Water and marine resources Material IRO management procedures - E4 - Biodiversity and ecosystems Material IRO management procedures - Actions	96 108 121-125
C. Describe how processes for identifying, assessing, prioritising and monitoring nature-related risks are integrated into and inform the organisation's overall risk management processes.	- E4 - Biodiversity and ecosystems Material IRO management procedures	121
Metrics and targets		
A. Disclose the metrics used by the organisation to assess and manage material nature-related risks and opportunities in line with its strategy and risk management process.	- E2 - Pollution Metrics - E3 - Water and marine resources Metrics - E4 - Biodiversity and ecosystems Target & metrics	100-103 111 126
B. Disclose the metrics used by the organisation to assess and manage dependencies and impacts on nature.	- E2 - Pollution Metrics - E3 -Water and marine resources Metrics - E4 - Biodiversity and ecosystems Strategy - Target & metrics	100-103 111 115; 126
C. Describe the targets and goals used by the organisation to manage nature-related dependencies, impacts, risks and opportunities and its performance against these.	- E2 - Pollution Policies - Target - E4 - Biodiversity and ecosystems Strategy -Target & metrics	97; 100 117; 126

List of data points in general and thematic standards deriving from other EU regulations

Disclosure Requirement	Data Point	SFDR reference	Third pillar reference	Benchmark regulation reference	EU climate law reference	Page	Not material
ESRS 2 GOV-1 Board gender diversity	21 d	X		X		33	
ESRS 2 GOV-1 Percentage of independent board members	21 e			X		33	
ESRS 2 GOV-4 Statement on due diligence	30	X				43-44	
ESRS 2 SBM-1 Involvement in activities related to fossil fuel activities	40 d i	X	X	X		14	
ESRS 2 SBM-1 Involvement in activities related to chemical production	40d ii	X		X		14	
ESRS 2 SBM-1 Involvement in activities related to controversial weapons	40 d iii	X		X		14	
ESRS 2 SBM-1 Involvement in activities related to cultivation and production of tobacco	40 d iv			X		14	
ESRS E1-1 Transition plan to reach climate neutrality by 2050	14				X	66-67	
ESRS E1-1 Whether the undertakings excluded form Paris aligned Benchmarks paragraph	16 g		X	X		66	
ESRS E1-4 GHG emission reduction targets	34	X	X	X		86-88	
ESRS E1-5 Energy intensity associated with activities in high climate impact sectors	38	X				88-89	
ESRS E1-5 Energy consumption and energy mix	37	X				88-89	
ESRS E1-5 Energy consumption from fossil sources disaggregated by sources (only high climate impact sectors)	From 40 to 43	X				88-89	
ESRS E1-6 Gross Scope 1, 2, 3 and Total GHG emissions	44	X	X	X		90-91	

Continues >>

1. Premise
2. Financial and Sustainability highlights
3. ESRS 2 - General disclosures
4. E - Environmental disclosure
5. S - Social disclosures
6. G - Governance disclosures
7. Appendices
8. Certification
9. Audit report on Sustainability Consolidated Statement

>> Continued

Disclosure Requirement	Data Point	SFDR reference	Third pillar reference	Benchmark regulation reference	EU climate law reference	Page	Not material
ESRS E1-6 Gross GHG emissions intensity	From 53 to 55	X	X	X		90-91	
ESRS E1-7 GHG removals and carbon credits	56				X		
ESRS E1-9 Exposure of the benchmark portfolio to climate-related physical risks	66			X			X
ESRS E1-9 Disaggregation of monetary amounts by acute and chronic physical risk, paragraph 66 (a)	66 c		X				X
ESRS E1-9 Location of significant assets at material physical risk							
ESRS E1-9 Breakdown of the carrying value of its real estate assets by energy-efficiency classes	67 c		X				X
ESRS E1-9 Degree of exposure of the portfolio to climate-related opportunities	69			X			X
ESRS E2-4 Amount of each pollutant listed in Annex II of the E-PRTR Regulation (European Pollutant Release and Transfer Register) emitted to air, water and soil	28	X				100-103	
ESRS E3-1 Water and marine resources	9	X				107-108	
ESRS E3-1 Dedicated policy	13	X				107-108	
ESRS E3-1 Sustainable oceans and seas	14	X				107-108	
ESRS E3-4 Total water recycled and reused	28 c	X				111	
ESRS E3-4 Total water consumption in m^3 per net revenue on own operations	29	X				111	
ESRS 2 IRO-1 – E4	16 ai	X				118-119; 121	
ESRS 2 IRO-1 – E4	16 b	X				118-119; 121	

Continues >>

>> Continued

Disclosure Requirement	Data Point	SFDR reference	Third pillar reference	Benchmark regulation reference	EU climate law reference	Page	Not material
ESRS 2 IRO-1 – E4	16 c	X					
ESRS E4-2 Sustainable land/ agriculture practices or policies	24 b	X				118-119; 121	X
ESRS E4-2 Sustainable oceans/seas practices or policies	24 c	X					X
ESRS E4-2 Policies to address deforestation	24 d	X					X
ESRS E5-5 Non-recycled waste	37 d	X				142	
ESRS E5-5 Hazardous waste and radioactive waste	39	X				142	
ESRS 2 – SBM3 – S1 Risk of incidents of forced labor	14 f	X					X
ESRS 2 – SBM3 – S1 Risk of incidents of child labor	14 g	X					x
ESRS S1-1 Human rights policy commitments	20	X				158-164	
ESRS S1-1 Due diligence policies on issues addressed by the fundamental International Labor Organization Conventions 1 to 8	21			X		158-164	
ESRS S1-1 Processes and measures for preventing trafficking in human beings	22	X					x
ESRS S1-1 Workplace accident prevention policy or management system	23	X				158-164	
ESRS S1-3 Grievance/complaints handling mechanisms	32 c	X				166-179	
ESRS S1-14 Number of fatalities and number and rate of work-related accidents	88 b e 88 c	X		X		182	
ESRS S1-14 Number of days lost to injuries, accidents, fatalities or illness	88e	X				182	

Continues >>

1. Premise
2. Financial and Sustainability highlights
3. ESRS 2 - General disclosures
4. E - Environmental disclosure
5. S - Social disclosures
6. G - Governance disclosures
7. **Appendices**
8. Certification
9. Audit report on Sustainability Consolidated Statement

>> Continued

Disclosure Requirement	Data Point	SFDR reference	Third pillar reference	Benchmark regulation reference	EU climate law reference	Page	Not material
ESRS S1-16 Unadjusted gender pay gap	97 a	X		X		190-191	
ESRS S1-16 Excessive CEO pay ratio	97 b	X					
ESRS S1-17 Incidents of discrimination	103 a	X				192	
ESRS S1-17 Non-respect of UNGPs on Business and Human Rights and OECD	104 a	X		X		192	
ESRS 2 SBM-3 – S2 Significant risk of child labor or forced labor in the value chain	11 b	X				198	
ESRS S2-1 Human rights policy commitments	17	X				202-205	
ESRS S2-1 Policies related to value chain workers	18	X				202-205	
ESRS S2-1 Non-respect of UNGPs on Business and Human Rights principles and OECD guidelines	19	X		X		202-205	
ESRS S2-1 Due diligence policies on issues addressed by the fundamental International Labor Organization Conventions 1 to 8	19			X		202-205	
ESRS S2-4 Human rights issues and incidents connected to its upstream and downstream value chain	36	X				205-208	
ESRS S3-1 Human rights policy commitments	16	X				219-220	
ESRS S3-1 Non-respect of UNGPs on Business and Human Rights, ILO principles or and OECD guidelines	17	X		X			X
ESRS S3-4 Human rights issues and incidents	36	X					X
ESRS S4-1 Policies connected with consumers and end-users	16	X				236	

Continues >>

>> Continued

Disclosure Requirement	Data Point	SFDR reference	Third pillar reference	Benchmark regulation reference	EU climate law reference	Page	Not material
ESRS S4-1							
Non-respect of UNGPs on Business and Human Rights principles and OECD guidelines	17	X					X
ESRS S4-4							
Human rights issues and incidents	35	X		X			X
ESRS G1-1							
United Nations Convention Against Corruption	10 b	X				256-259	
ESRS G1-1							
Protection of whistleblowers	10 d	X				256-259	
ESRS G1-4							
Fines for violation of anti-corruption and anti-bribery laws	24 a	X		X		257	
ESRS G1-4							
Standards of anti-corruption and anti-bribery	24 b	X				266	

1. Premise
2. Financial and Sustainability highlights
3. ESRS 2 - General disclosures
4. E - Environmental disclosure
5. S - Social disclosures
6. G - Governance disclosures
7. **Appendices**
8. Certification
9. Audit report on Sustainability Consolidated Statement

8 – CERTIFICATION OF THE SUSTAINABILITY STATEMENT PURSUANT TO ART. 81-TER, PARAGRAPH 1, OF CONSOB REGULATION NO. 11971 OF MAY 14, 1999 AS AMENDED AND SUPPLEMENTED

1. The undersigned Massimo Battaini, in his capacity as Chief Executive Officer, Stefano Invernici and Alessandro Brunetti, in their capacity as Managers responsible for the preparation of the financial statements of Prysmian S.p.A. certify, pursuant to art. 154-bis, paragraph 5-ter, of Legislative Decree no. 58 of February 24, 1998, that the sustainability report included in the directors' report has been prepared:

a) in accordance with the reporting standards applied pursuant to Directive 2013/34/EU of the European Parliament and of the Council of June 26, 2013, and Legislative Decree no. 125 of September 6, 2024;

b) with the specifications adopted in accordance with article 8, paragraph 4 of Regulation (EU) 2020/852 of the European Parliament and of the Council of June 18, 2020.

Milan, February 25, 2026

Massimo Battaini
Chief Executive Officer

Stefano Invernici, Alessandro Brunetti
Managers responsible for preparing company financial reports

9 – AUDIT REPORT ON SUSTAINABILITY CONSOLIDATED STATEMENT

Independent auditor's limited assurance report on the consolidated sustainability statement in accordance with article 14-bis of Legislative Decree 39/2010

To the Shareholders of Prysmian SpA

Conclusion

In accordance with articles 8 and 18, paragraph 1, of Legislative Decree 125/2024 (the "Decree"), we have undertaken a limited assurance engagement on the consolidated sustainability statement of the Prysmian SpA group (the "Group") for the year ended 31 December 2025 prepared in accordance with article 4 of the Decree, presented in the specific section of the consolidated report on operations.

Based on the procedures performed, nothing has come to our attention that causes us to believe that:

- the consolidated sustainability statement of the Prysmian SpA group for the year ended 31 December 2025 is not prepared, in all material respects, in accordance with the reporting criteria adopted by the European Commission pursuant to Directive (EU) 2013/34/EU ("European Sustainability Reporting Standards", also the "ESRS");
- the information set out in paragraph "EU Taxonomy" of the consolidated sustainability statement is not prepared, in all material respects, in accordance with article 8 of Regulation (UE) 852/2020 (the "Taxonomy Regulation").

Basis for conclusion

We conducted our limited assurance engagement in accordance with the Standard on Sustainability Assurance Engagements - SSAE (Italia). The procedures performed in a limited assurance engagement

1. Premise
2. Financial and Sustainability highlights
3. ESRS 2 - General disclosures
4. E - Environmental disclosure
5. S - Social disclosures
6. G - Governance disclosures
7. Appendices
8. Certification
9. Audit report on Sustainability Consolidated Statement

PricewaterhouseCoopers SpA

Sede legale: **Milano** 20145 Piazza Tre Torri 2 Tel. 02 77851 Fax 02 7785240, Capitale Sociale Euro 6.890.000,00 i.v. C.F. e P.IVA e Reg. Imprese Milano Monza Brianza Lodi 12979880155 Iscritta al n° 119644 del Registro dei Revisori Legali - Altri Uffici: **Ancona** 60131 Via Sandro Totti 1 Tel. 071 2132311 - **Bari** 70122 Via Abate Gimma 72 Tel. 080 5640211 - **Bergamo** 24121 Largo Belotti 5 Tel. 035 229691 - **Bologna** 40124 Via Luigi Carlo Farini 12 Tel. 051 6186211 - **Brescia** 25121 Viale Duca d'Aosta 28 Tel. 030 3697501 - **Catania** 95129 Corso Italia 302 Tel. 095 7532311 - **Firenze** 50121 Viale Gramsci 15 Tel. 055 2482811 - **Genova** 16121 Piazza Piccapietra 9 Tel. 010 29041 - **Napoli** 80121 Via dei Mille 16 Tel. 081 36181 - **Padova** 35138 Via Vicenza 4 Tel. 049 873481 - **Palermo** 90141 Via Marchese Ugo 60 Tel. 091 349737 - **Parma** 43121 Via Pisacane 1B Tel. 0521 275911 - **Pescara** 65127 Piazza Ettore Troilo 8 Tel. 085 4545711 - **Roma** 00154 Largo Fochetti 29 Tel. 06 570251 - **Torino** 10122 Via Santa Maria 11 Tel. 011 556771 - **Trento** 38122 Viale della Costituzione 33 Tel. 0461 237004 - **Treviso** 31100 Viale Felissent 90 Tel. 0422 696911 - **Udine** 33100 Via Poscolle 43 Tel. 0432 25789 - **Varese** 21100 Via Albuzzi 43 Tel. 0332 285039 - **Verona** 37135 Via Francia 21/C Tel. 045 8263001.

www.pwc.com/it

vary in nature and timing from, and are less in extent than for, a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed. Our responsibilities under this standard are further described in the "Auditor's responsibilities for the limited assurance conclusion on the consolidated sustainability statement" section of this report.

We are independent in accordance with the principles of ethics and independence applicable to assurance engagements on consolidated sustainability statements under Italian law.

Our firm applies International Standard on Quality Management 1 (ISQM Italia 1), which requires the firm to design, implement and operate a system of quality management including policies or procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our conclusion.

Other matters

The Group's sustainability statement for the year ended 31 December 2025 was subject to a limited assurance engagement by another auditor who, on 10 March 2025, issued an unmodified conclusion on the statement. The paragraphs "Metrics" and "Target" paragraph included in the "E1 – Climate Change" section describe the effects of the restatement of certain comparative data for the previous year, compared to the data previously presented, following methodological and estimation refinements.

Responsibilities of the directors and the board of statutory auditors of Prysmian SpA for the consolidated sustainability statement

The directors of Prysmian SpA are responsible for developing and implementing the procedures adopted to identify the information included in the consolidated sustainability statement in accordance with the provisions of the ESRS (the "materiality assessment process") and for describing those procedures in the "Double materiality as a strategic lever to accelerate growth opportunities" of the consolidated sustainability statement.

The directors are also responsible for preparing the consolidated sustainability statement, which contains the information identified through the materiality assessment process, in accordance with the provisions of article 4 of the Decree, including:

- its compliance with the ESRS;
- its compliance with article 8 of the Taxonomy Regulation of the information set out in paragraph "EU Taxonomy".

That responsibility involves designing, implementing and maintaining, in the terms prescribed by law, such internal control as they determine is necessary to enable the preparation of a consolidated sustainability statement in accordance with article 4 of the Decree that is free from material misstatement, whether due to fraud or error. That responsibility also involves selecting and applying appropriate methods for processing the information, as well as developing hypotheses and estimates about specific items of sustainability information that are reasonable in the circumstances.

The board of statutory auditors is responsible for overseeing, in the terms prescribed by law, compliance with the Decree.

Inherent limitations in the preparation of the consolidated sustainability statement

For the purpose of forward-looking information in accordance with ESRS, the directors are required to prepare such information on the basis of assumptions, described in the sustainability statement, regarding events that may occur in the future and potential future actions by the Company.

Due to the inherent uncertainty surrounding the occurrence of any future event, both in terms of whether it will materialize and in relation to the magnitude and timing of its manifestation, variances between actual outcomes and the forward-looking information could be significant.

Information relating to Scope 3 greenhouse gas emissions is subject to greater inherent limitations than Scope 1 and 2, due to the limited availability and accuracy of both quantitative and qualitative information concerning the value chain.

1. Premise
2. Financial and Sustainability highlights
3. ESRS 2 - General disclosures
4. E - Environmental disclosure
5. S - Social disclosures
6. G - Governance disclosures
7. Appendices
8. Certification
9. **Audit report on Sustainability Consolidated Statement**

Auditor's responsibilities for the limited assurance conclusion on the consolidated sustainability statement

Our objectives are to plan and perform procedures to obtain limited assurance about whether the consolidated sustainability statement is free from material misstatement, whether due to fraud or error, and to issue a limited assurance report that contains our conclusion. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the decisions of users taken on the basis of the consolidated sustainability statement.

As part of our engagement designed to achieve limited assurance in accordance with the Standard on Sustainability Assurance Engagements - SSAE (Italia), we exercised professional judgement and maintained professional scepticism throughout the engagement.

Our responsibilities include:

- Performing risk assessment procedures to identify the disclosures where a material misstatement, whether due to fraud or error, is likely to arise.
- Designing and performing procedures to verify the disclosures where a material misstatement is likely to arise. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Directing, supervising and performing a limited assurance engagement on the consolidated sustainability statement and assuming full responsibility for the conclusion on the consolidated sustainability statement.

Summary of the work performed

An engagement designed to obtain limited assurance involves performing procedures to obtain evidence as a basis for our conclusion.

The procedures performed were based on our professional judgement and included inquiries, primarily of personnel of Prysmian SpA responsible for the preparation of the information presented in the consolidated sustainability statement, analyses of documents, recalculations and other procedures designed to obtain evidence considered useful.

We performed the following main procedures:

- we understood the Group's business model and strategies, and the environment in which it operates with reference to sustainability issues.
- exchange of information with the outgoing auditor in order to obtain elements useful for performing our audit procedures.
- understanding and assessing the criteria used to identify the reporting boundary, so as to verify its compliance with the requirements set out in the ESRS standards.
- we understood the processes underlying the generation, collection and management of the qualitative and quantitative information included in the consolidated sustainability statement.
- we understood the process implemented by the Group to identify and assess the material impacts, risks and opportunities, in accordance with the double materiality principle, related to sustainability issues and, based on the information thus obtained, we considered whether any contradictory items emerged that could point to the existence of sustainability issues not considered by the Company in the materiality assessment process.
- we identified the disclosures where a material misstatement is likely to arise.
- we defined and performed procedures, based on our professional judgement, to address the risks of material misstatement identified.
- we understood the process implemented by the Group to identify the eligible economic activities and to determine whether they are aligned in accordance with the provisions of the Taxonomy Regulation, and we verified the related disclosures in the consolidated sustainability statement.

1. Premise
2. Financial and Sustainability highlights
3. ESRS 2 - General disclosures
4. E - Environmental disclosure
5. S - Social disclosures
6. G - Governance disclosures
7. Appendices
8. Certification
9. **Audit report on Sustainability Consolidated Statement**

- we reconciled the information reported in the consolidated sustainability statement with the information reported in the consolidated financial statements in accordance with the applicable financial reporting framework, or with the accounting information used for the preparation of the consolidated financial statements.

- we verified the structure and presentation of disclosures included in the consolidated sustainability statement in accordance with the ESRS.

- we obtained management's representation letter.

Milano, 11 March 2026

PricewaterhouseCoopers SpA

Signed by

Fabio Chierico

(Partner)

This report has been translated into the English language solely for the convenience of international readers. Accordingly, only the original text in Italian language is authoritative.

Independent auditor's report on specific indicators of the consolidated sustainability statement

To the Board of directors of Prysmian SpA

We have been engaged to perform a reasonable assurance of the indicators "Scope 1 GHG emissions", "Scope 2 GHG emissions (location-based and market-based)", "Scope 3 GHG emissions", "Share of recycled content in PE jackets and copper", "Percentage of female desk workers hired", "Percentage of women executives", and "Sustainability-linked revenues" (the "Indicators" or the "Selected indicators") described in the paragraph "Indicators subject to Reasonable Assurance" within the chapter "Appendices" of the section "Methodological Note of the Consolidated Sustainability Statement" of the consolidated sustainability statement prepared in accordance with Legislative Decree 125/2024 of Prysmian SpA and its subsidiaries (the "Group") for the year ended 31 December 2025.

Responsibilities of the directors

The directors of Prysmian SpA are responsible for reporting the Selected indicators in accordance with the European Sustainability Reporting Standards ('ESRS'). They are also responsible for such internal control as they determine is necessary to enable the reporting of the Indicators that is free from material misstatements, whether due to fraud or errors.

Auditor's independence and quality control

We have complied with the independence principles and the other ethical principles of the International Code of Ethics for Professional Accountants (including International Independence Standards) ('IESBA Code') issued by the International Ethics Standards Board for Accountants, which is based on the fundamental principles of integrity, objectivity, professional competence and due care, confidentiality, and professional behavior.

Our firm applies to International Standard on Quality Management (ISQM Italia) 1, which requires the

1. Premise
2. Financial and Sustainability highlights
3. ESRS 2 - General disclosures
4. E - Environmental disclosure
5. S - Social disclosures
6. G - Governance disclosures
7. Appendices
8. Certification
9. **Audit report on Sustainability Consolidated Statement**

PricewaterhouseCoopers SpA

Sede legale: **Milano** 20145 Piazza Tre Torri 2 Tel. 02 77851 Fax 02 7785240, Capitale Sociale Euro 6.890.000,00 i.v. C.F. e P.IVA e Reg. Imprese Milano Monza Brianza Lodi 12979880155 Iscritta al n° 119644 del Registro dei Revisori Legali - Altri Uffici: **Ancona** 60131 Via Sandro Totti 1 Tel. 071 2132311 - **Bari** 70122 Via Abate Gimma 72 Tel. 080 5640211 - **Bergamo** 24121 Largo Belotti 5 Tel. 035 229691 - **Bologna** 40124 Via Luigi Carlo Farini 12 Tel. 051 6186211 - **Brescia** 25121 Viale Duca d'Aosta 28 Tel. 030 3697501 - **Catania** 95129 Corso Italia 302 Tel. 095 7532311 - **Firenze** 50121 Viale Gramsci 15 Tel. 055 2482811 - **Genova** 16121 Piazza Piccapietra 9 Tel. 010 29041 - **Napoli** 80121 Via dei Mille 16 Tel. 081 36181 - **Padova** 35138 Via Vicenza 4 Tel. 049 873481 - **Palermo** 90141 Via Marchese Ugo 60 Tel. 091 349737 - **Parma** 43121 Via Pisacane 1B Tel. 0521 275911 - **Pescara** 65127 Piazza Ettore Troilo 8 Tel. 085 4545711 - **Roma** 00154 Largo Fochetti 29 Tel. 06 570251 - **Torino** 10122 Via Santa Maria 11 Tel. 011 556771 - **Trento** 38122 Viale della Costituzione 33 Tel. 0461 237004 - **Treviso** 31100 Viale Felissent 90 Tel. 0422 696911 - **Udine** 33100 Via Poscolle 43 Tel. 0432 25789 - **Varese** 21100 Via Albuzzi 43 Tel. 0332 285039 - **Verona** 37135 Via Francia 21/C Tel. 045 8263001.

www.pwc.com/it



firm to design, implement and operate a system of quality management including policies or procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

Auditor's responsibilities

It is our responsibility to express a conclusion on the indicators based on the procedures performed. Our work has been carried out in accordance with the criteria set out in International Standard on Assurance Engagements 3000 (Revised), Assurance Engagements other than Audits or Reviews of Historical Financial Information, issued by the International Auditing and Assurance Standards Board (IAASB) for engagements that consist of a reasonable assurance examination. This standard requires the planning and performance of procedures to obtain reasonable assurance that the Selected indicators are free from material misstatement.

Our engagement involved performing procedures to obtain evidence supporting the values and information related to the Selected indicators. The procedures performed depend on the auditor's professional judgment, including the assessment of the risks of material misstatement in the Selected indicators, whether due to fraud or errors. In making these risk assessments, the auditor considers the Group's internal control relevant to the reporting of the Selected indicators in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Group's internal control.

We believe that we obtained audit evidence that is sufficient and appropriate to provide a basis for our opinion.

Inherent limitations

For the purpose of reporting forward-looking information in accordance with the ESRS, the directors are required to prepare such information on the basis of assumptions, described in the consolidated sustainability statement, regarding events that may occur in the future and potential future actions by the Group. Due to the inherent uncertainty associated with the occurrence of any future event, both in terms of whether such events will materialize and with regard to the extent and timing of its manifestation, differences between actual results and the forward-looking information may be significant.

Information relating to Scope 3 GHG is subject to greater inherent limitations compared to Scope 1 and Scope 2, due to the limited availability and accuracy of the quantitative and qualitative information related to the value chain.

Opinion

In our opinion, the Selected indicators of the Prysmian Group for the year ended 31 December 2025 have been reported, in all material respects, in accordance with the ESRS.

Other Matters

The Group's sustainability statement, except for "Share of recycled content in PE jackets and copper" and "Sustainability-linked revenues", for the year ended 31 December 2024 was subject to a reasonable assurance engagement by another auditor who, on 10 March 2025, issued an unmodified opinion on the Selected indicators. The paragraphs "Metrics" and "Target" included in the "E1 – Climate Change" section describe the effects of the restatement of certain comparative data for the previous year, compared to the data previously presented, following methodological and estimation refinements.

Milano, 11 March 2026

PricewaterhouseCoopers SpA

Signed by

Fabio Chierico

(Partner)

This report has been translated into the English language solely for the convenience of international readers. Accordingly, only the original text in Italian language is authoritative.

1. Premise
2. Financial and Sustainability highlights
3. ESRS 2 - General disclosures
4. E - Environmental disclosure
5. S - Social disclosures
6. G - Governance disclosures
7. Appendices
8. Certification
9. **Audit report on Sustainability Consolidated Statement**





FINANCIAL STATEMENTS

1 – SIGNIFICANT EVENTS DURING THE YEAR

Acquisitions & Divestments

Prysmian enhances its Digital Solutions business with the acquisition of Channell

On March 25, 2025, Prysmian announced that it had reached an agreement to acquire Channell Commercial Corporation ("Channell"), a leading provider of integrated connectivity solutions in the United States, for consideration of USD 950 million, subject to adjustments, plus an earn-out of up to USD 200 million based on Channell's achievement of certain EBITDA targets for calendar year 2025. The transaction value represents a multiple of less than 8.0x 2024A EBITDA.

On June 10, 2025, Prysmian announced that it had completed the acquisition and having completed the transaction, Channell has been fully consolidated as of June 1, 2025.

On December 19, 2025, Prysmian announced that it would pay an earn-out of USD 200 million, based on Channell's performance under the terms of the acquisition agreement.

The acquisition of Channell will allow Prysmian to accelerate its journey from cable manufacturer to integrated solutions provider. The combined portfolio of Prysmian and Channell solutions, along with Channell's extensive commercial reach and complementary R&D focus, will support the development of Prysmian's North American footprint, positioning the business for the growth of data centers and the roll-out of FTTX and 5G in the United States and Europe.

Channell, which reported USD 320 million in net revenues in 2024, complements Prysmian's current Digital Solutions business thanks to its vertical integration, US manufacturing and commercial footprint, and diverse product portfolio of vaults, fiber optics, thermoplastic and metal enclosures. Channell's broad customer base includes leading operators across the telecom, broadband, utility and power sectors.

Channell is headquartered in Rockwall, Texas (USA), and has close to 1,000 employees. Founded in 1922 by the Channell family, the firm is a major US player in the connectivity industry, with three manufacturing facilities in Texas, Nevada and California.

The acquisition is a major milestone in Prysmian's evolution from cable manufacturer to solutions provider. In the Digital Solutions space, Prysmian is committed to supporting its customers by providing expertise and guidance on optimizing network architecture. This approach enables telecommunications providers to strengthen their market position by improving service quality while achieving greater cost efficiency.

Prysmian sells its stake in YOFC

During the year, Prysmian S.p.A. sold its entire stake in Yangtze Optical Fiber and Cable Joint Stock Limited Company ("YOFC"), comprising 179,827,794 H class shares, representing around 23.73% of YOFC's total share capital.

The sale has allowed the Group to receive approximately Euro 565 million in cash and record a Net Gain of some Euro 354 million as other income in its income statement.

Prysmian leads joint venture with Fincantieri to acquire Xtera, a leader in turnkey submarine telecom projects

On December 29, 2025, Prysmian announced that a Prysmian-led a company led by Prysmian and also participated in by Fincantieri had signed an agreement to acquire Xtera Topco Limited ("Xtera"), a UK and US-based leader in turnkey submarine telecom systems, enabling Prysmian to become a competitive global player in this sector.

The acquisition of Xtera from an affiliate of H.I.G. Capital, LLC, a global alternative investment firm with USD 72 billion of capital under management, will be carried out through the aforementioned company between Prysmian (80% stake) and Fincantieri (20% stake).
Prysmian and Fincantieri have also entered into a partnership to develop innovative installation and security services, aiming to become a one-stop shop for comprehensive submarine telecom solutions. The partnership further strengthens Fincantieri's position as a leading integrator of cutting-edge subsea systems.
Submarine telecom cables are strategic assets of primary importance with solid long-term growth prospects as telecom operators look for new solution providers in the wake of the AI-driven expansion of data centers and hyperscalers.
Security will be central to Prysmian's offer, with its established expertise in cable monitoring, installation and manufacturing combined with Fincantieri's, to confirm its leading role in developing integrated solutions for the underwater domain, focusing on unmanned and security solutions.

Other finance activities

Prysmian successfully places Euro 1,000 million perpetual hybrid bond

On May 14, 2025, Prysmian announced completion of the placement with institutional investors of a non-convertible, subordinated, hybrid, perpetual Euro-denominated bond (the "Bond") for a nominal amount of Euro 1,000 million.
The Bond, which has a perpetual maturity and non-callable period of 5.25 years, was issued at a reoffer price of 99.466% and will pay a fixed annual coupon of 5.25% (annual yield of 5.375%) until the first reset date of August 21, 2030. Unless redeemed early, from that date the Bond will bear interest at the 5-year Euro Mid-Swap rate plus an initial margin of 301.2 basis points, increasing by a further 25 basis points from August 21, 2035 and by a further 75 basis points from August 21, 2050.
The Bond has been assigned a "BB" rating by Standard & Poor's and has a recognized equity content of 50%.
The Bond is listed on the official list of the Luxembourg Stock Exchange.
Prysmian announced that it used the proceeds from the Issuance for the acquisition of Channell Commercial Corporation and for normal business purposes.

EIB-Prysmian: Euro 300 million agreement to accelerate energy security and digitalization in Europe

On December 1, 2025, Prysmian announced that the European Investment Bank (EIB) had approved a new Euro 300 million financing package for Prysmian to support its European (Italy, France, Germany, Netherlands and Spain) research and development activities over the four-year period from 2025 to 2028, accelerating the adoption of new solutions to foster energy transition and digital transformation. The first tranche of Euro 200 million was disbursed on December 12, 2025, with a bullet maturity 8 years from the disbursement date.
To support the research and development of solutions to meet the growing demand for renewable energy, Prysmian will use the resources provided by the EIB to develop high-performance, low-emission solutions to enhance the overall performance of energy connections worldwide. These activities will focus on improving the reliability, resilience, and security of power and telecom networks, while making a positive contribution to cutting carbon emissions.

New contracts and other contract-related information

Prysmian: framework agreement with Terna to upgrade the national electricity transmission grid

On July 28, 2025, Prysmian announced that it had been awarded a framework agreement by Terna to upgrade the Italian electricity grid.
The three-year agreement can be extended by Terna for an additional year and has a total potential value of Euro 382.5 million. Under the agreement, Prysmian will supply Terna with HVAC cables, as well as maintenance of high voltage cables. Terna is committed to acquire a minimum of 50km of high voltage cable each year, with the option to significantly increase this quantity.

1. Significant events during the year
2. Business environment and financial markets
3. Group performance and results
4. Risk factors
5. Other information
6. Business outlook
7. Certification

This agreement further consolidates Prysmian's pivotal role in supporting the development of the electricity transmission grid in response to growing demand, while enabling the energy transition at the same time.
The agreement fits with Terna's strategy to develop and modernize the national transmission grid, aimed at supporting the objectives outlined in the European Green Deal and the Integrated National Energy and Climate Plan.
Prysmian will manufacture these cables at its Pignataro Maggiore facility in Campania, where it has recently invested over Euro 20 million to increase production capacity, including for high voltage cables.

Prysmian receives Notice to Proceed for the Marinus Link project in Australia

On August 29, 2025, Prysmian announced it had received the Notice to Proceed for the Marinus Link project. This follows the signing of the Euro 600 million contract announced in August 2024. Following the Notice to Proceed, the project has now entered Prysmian's backlog.
In 2024, Prysmian and Marinus Link Pty Ltd. finalized a contract worth approximately Euro 600 million for a new power and telecommunications link between Victoria and Tasmania, Australia. The submarine cables will span a distance of 345 km, with the completion date set for 2030.
With a capacity of 750 MW for the first phase, the Marinus Link will facilitate the flow of electricity and telecommunications between the two states, enabling an efficient transfer of power from areas where renewable energy is generated to those where it is needed, and will help Australia meet its emissions reduction targets.
Prysmian will design, test, supply and install a HVDC cable system, consisting of 320 kV single-core cables with XLPE insulation and single-wire armoring, and serving both the submarine and onshore sections. Prysmian will also supply a fully integrated PRY-CAM permanent monitoring system.

Prysmian awarded Italy-Tunisia interconnection

On September 26, 2025, Prysmian announced that it had won the tender called by Terna S.p.A., the Italian electricity grid operator, and STEG, the Tunisian electricity grid operator, for the construction of the submarine power line between Italy and Tunisia under the Elmed Project. The contract is initially expected to be activated on a preliminary basis and is subject to certain conditions. Once these are met, the contract could reach a value of approximately Euro 460 million.
The power line will run between the Partanna electrical substation in Sicily and the Mlaabi substation on the Tunisian Cap Bon peninsula, crossing the Strait of Sicily and reaching a maximum depth of around 800 meters. Installation operations will involve the Prysmian Monna Lisa cable-laying vessel.

Prysmian named as Preferred Bidder for major high voltage power interconnection project in the United Kingdom

On September 30, 2025, Prysmian announced that it had been selected by SP Transmission plc and National Grid Electricity Transmission plc – the owners of Great Britain's electricity transmission systems – as the preferred bidder for the Eastern Green Link 4 HVDC cable interconnector project.
The project is estimated to be worth approximately Euro 2 billion.
The project, which will run between Scotland and England, via a route in the North Sea, will play a key role in further enhancing the UK's energy security. Eastern Green Link 4 will be part of future-proofing the British power grid while facilitating the transition to cleaner, more affordable energy.

Other significant events

Prysmian strengthens its position in the European power grid market with a strategic agreement with Statnett in Norway

On March 5, 2025, Prysmian announced that it had been awarded a four-year agreement, plus two optional two-year extension periods, for the supply of EHV underground cable systems to Statnett, the transmission system operator in Norway and a key player within North Europe's electricity system.
The award confirms Prysmian's leading position in the segment and reinforces the partnership between Statnett and Prysmian. The award criteria were based on the proposal's climate and environmental impact, as well as quality, for all of which Prysmian obtained a maximum score.
The contract involves the turnkey supply and installation of 420 kV cables and accessories, which will be manufactured at Prysmian's Delft plant in the Netherlands.

Prysmian launches innovative 245 kV cable solution to accelerate floating offshore wind projects

On March 6, 2025, Prysmian announced the launch of a revolutionary innovation capable of accelerating the roll-out of floating offshore wind projects, enabling wind power to be generated in areas previously inaccessible due to seabed depth. Prysmian is ready to support this business with its dynamic high voltage cable systems.
The new 245 kV HVAC dynamic cable system will provide high mechanical performance, increased durability and reliability to cope with the extremely challenging marine conditions caused by the constant stress of sea currents and harsh conditions. Prysmian is the first player in the market to offer a complete portfolio of dynamic cables, ranging from 72.5 kV inter-array cables to 245 kV export tail cables.
The 245 kV HVAC dynamic cable, manufactured at Prysmian's centers of excellence in Pikkala (Finland) and Arco Felice (Italy), will open up new opportunities in the floating offshore market in both the Mediterranean and North Sea. This important milestone is part of Prysmian's broader innovation roadmap and follows its successful completion of the Gruissan and Provence Grand Large floating offshore wind farms in France, confirming once again its global leadership in accelerating Europe's energy security and transition.

Prysmian and Edison Energia sign a multi-year renewable energy supply agreement

On March 17, 2025, Prysmian announced that it had signed a multi-year Corporate Power Purchase Agreement (PPA) for the supply of 100% renewable energy with Edison Energia, an Edison Group company active in the supply of electricity and gas to businesses and households as well as value-added services to the retail segment. The PPA is fully in line with Prysmian's commitment to sustainability and reducing its CO_2 emissions.
Edison Energia will supply Prysmian with approximately 25% of its current annual electricity consumption in Italy. The electricity will be generated by a newly built photovoltaic plant located in the province of Viterbo (Italy), with a total installed capacity of approximately 150 MWp (Megawatt-peak).

Prysmian and Relativity Networks partner for high-volume production of next-generation optical fiber cable for data centers

On March 21, 2025, Prysmian announced that it had entered into a trailblazing long-term partnership agreement with Relativity Networks, the leading at-scale provider of next-generation fiber optic technology, to ensure the mass production of the hollow-core optical fiber and cables demanded by data center operators in an AI-powered economy.

1. Significant events during the year
2. Business environment and financial markets
3. Group performance and results
4. Risk factors
5. Other information
6. Business outlook
7. Certification

The enormous demand for electricity to power AI-related data processing has created a potential bottleneck in the construction of new data centers. Relativity Networks' patent-pending hollow-core fiber technology, together with Prysmian's best-in-class fiber-optic cables, can overcome this problem by enabling cloud-computing hyperscalers to locate data centers closer to power sources, be they conventional electric utilities or green energy providers.

This partnership will see Prysmian and Relativity Networks co-manufacture fiber and cable using Relativity Networks' HCF technology, which has been developed in collaboration with the College of Optics and Photonics at the University of Central Florida. Leveraging Prysmian's global manufacturing expertise, the two companies will work together to seamlessly transition the industry to hollow-core fiber technology to meet the growing demands of data centers worldwide. Relativity Networks will also provide connectors and hardware that ensure compatibility with existing fiber-optic interfaces.

Hollow-core fiber transmits data nearly 50% faster than conventional fiber-optic cables, long used in the data industry, enabling data to travel 1.5 times further without affecting latency that can throw intricate multi-location data operations and applications out of sync. While latency constraints limit the location of data centers using conventional fiber-optic cables to within 60 kilometers (37 miles) of power providers, or to each other, hollow-core fiber technology extends this range to 90 kilometers (56 miles).

For more than 30 years, Prysmian's optical fiber solutions have led the industry by setting standards for quality, reliability, and high-volume data management. The company's manufacturing expertise – built up over decades of developing and manufacturing state-of-the-art optical fiber – combined with its global leadership in telecommunications and energy solutions, positions it to play a central role in meeting this pressing demand.

Relativity Networks has already gained significant traction among hyperscalers eager to adopt hollow-core fiber at scale. This strategic agreement between Prysmian and Relativity Networks will ensure the production volumes required to meet the rising demand for advanced optical fiber and cable solutions for data centers across the United States and globally.

As part of this long-term partnership, Prysmian will initially manufacture Relativity Networks' HCF fiber at a dedicated facility located in Prysmian's Eindhoven production center in the Netherlands. This strategic production site will allow the companies to meet the growing global demand for innovative fiber-optic solutions, ensuring that data centers and AI applications benefit from cutting-edge fiber-optic technology.

On July 23, 2025, Prysmian announced an investment in Relativity Networks, the leading at-scale provider of next-generation fiber-optic technology. This investment follows the agreement announced in March 2025 for the production and global deployment of hollow-core optical fiber (HCF), an innovation poised to redefine the future of optical networks.

Through this partnership, Prysmian will support the growth of Relativity Networks as they work together to scale up the production of proprietary hollow-core fiber technology, enabling ultra-low latency, reduced signal distortion, and dramatically improved performance over traditional optical fibers. This breakthrough technology paves the way for a new class of fiber-optic solutions, designed for high-performance, next-generation applications such as high-frequency trading, AI acceleration, quantum networking, and more sustainable sources of energy for state-of-the-art data centers.

Prysmian brings to the partnership decades of expertise in specialty fibers, data center fiber technologies, and highly complex optical cables, underpinned by a strong track record of innovation in the telecom sector.

The collaboration is consistent with Prysmian's customer-centric approach and deep understanding of fiber-optic processes, which have helped it build strong and lasting partnerships across the entire telecom ecosystem. Prysmian's commitment to customer intimacy allows it to anticipate future needs and develop bespoke, cutting-edge solutions across its entire range of fibers and cables.

Prysmian to enhance submarine cable security by providing rapid-response maintenance and repair services

On March 26, 2025, Prysmian announced the signing of a 7-year framework agreement with N-Sea, a Dutch company that provides integrated subsea solutions for the rapid-response maintenance and repair of submarine cables. This agreement completes Prysmian's range of services by integrating its proprietary asset monitoring solutions with Inspection, Maintenance, and Repair (IMR) capabilities, bringing to the market the best solution to submarine cable maintenance and repair. Prysmian is going beyond the European Commission's recent call to ensure the security of the most critical energy and telecommunications infrastructures by once again leading the market. Thanks to this agreement, Prysmian is the only player to have a fully dedicated vessel for inspection, maintenance and repair operations, guaranteeing its customers a faster and more effective response to any disruption. The terms of the agreement envisage dedicated engineering services, a specialized vessel, and a team of experienced high voltage splicers ready to intervene. Prysmian will thus provide its customers with greater energy security, by making critical infrastructure more resilient thanks to prevention, detection, response, and reinstatement services.
Prysmian is proud to offer the only market-led solution to ensure the long-term security of submarine cables, also thanks to its proprietary monitoring capabilities developed entirely in-house. This complete offer makes Prysmian a unique one-stop-shop solution provider for the global high voltage submarine cable market, capable of drastically reducing repair times.

Approval of the annual financial statements at December 31, 2024, distribution of dividends and appointment of the Board of Statutory Auditors

On April 16, 2025, the shareholders of Prysmian S.p.A. approved the 2024 financial statements and the distribution of a gross dividend of Euro 0.80 per share, for a total of some Euro 229 million. The dividend was paid out from April 24, 2025, with record date April 23, 2025 and ex-div date April 22, 2025.

The same shareholders' meeting also appointed the new members of the Prysmian S.p.A. Board of Statutory Auditors for the next three years (until the date of approving the financial statements for the year ended December 31, 2027), setting the annual remuneration of the Chairman at Euro 85,000 and that of the standing auditors at Euro 65,000. All the auditors appointed were drawn from a single slate submitted jointly by a group of shareholders linked to asset management companies and institutional investors and voted for by the majority of those attending the shareholders' meeting. The following were appointed on the basis of this slate:

- Stefano Sarubbi, Chairman,
- Nadia Valenti, Standing auditor,
- Cecilia Andreoli, Standing auditor,
- Vieri Chimenti, Alternate auditor,
- Monica Romanin, Alternate auditor.

Prysmian redefines the standard for next- generation fiber-optic connections with its high-density, low-loss cables using enhanced Bendbrightxs 200µm fiber

On April 30, 2025, Prysmian announced another important step towards global digital transformation with the introduction of a new technology for its cables that will benefit from low-loss optical fibers. With the introduction of the enhanced BendBrightXS 200µm fiber, telecom operators and network providers can now offer future-proof networks that deliver high-speed, low-latency connectivity even in the most challenging deployment scenarios.
By incorporating BendBrightXS 200µm fiber into its high-density cable solutions, Prysmian has set a new standard for optical performance in the telecom industry. This also enables networks to be deployed in ever more compact spaces, reducing the physical footprint of installations while still supporting ultra-fast data transmission.

1. Significant events during the year
2. Business environment and financial markets
3. Group performance and results
4. Risk factors
5. Other information
6. Business outlook
7. Certification

Prysmian unveils the Prysmian Monna Lisa, its new state-of-the-art cable-laying vessel, and announces the expansion of its submarine cables plant in Finland

On May 14, 2025, Prysmian celebrated a major milestone that will enhance its position as a global leader: the expansion of its strategic plant in Pikkala, Finland, and the inauguration of the Monna Lisa, its latest state-of-the-art, now fully operational, cable-laying vessel.
These significant milestones reflect Prysmian's commitment to meeting the growing demand for submarine cables, being driven by the interconnector and offshore wind business. Since 2018, Prysmian has invested around Euro 850 million in increasing its installation capacity and by 2028 it will have 8 cable-laying vessels in operation, far more than any other competitor.
Prysmian has invested over Euro 200 million in expanding high voltage submarine cable production capacity at its Pikkala facility, where a vertical continuous vulcanization system is being used. The new production line is housed inside the "Prysmian Tower", the tallest building in Finland, and can produce around 1 km of cable per day. At over 185 meters tall, the tower sets a new record for Finland and has been designed to produce 525 kV HVDC submarine cables as efficiently as possible.

Prysmian and GCCIA have collaborated on a pilot project in the Middle East to enable energy-efficient sustainable innovation thanks to E3X overhead conductors and advanced monitoring solutions

On May 15, 2025, Prysmian announced the adoption of E3X overhead conductors in collaboration with GCCIA (Gulf Cooperation Council Interconnection Authority), with which it is driving innovation and sustainability in power grids across the Middle East.
This milestone marks a significant step forward in energy efficiency, reducing transmission losses and lowering carbon emissions in the region.
The patented E3X coated conductor, deployed in a section of GCCIA Project 280/2022 – a 400 kV overhead transmission line running from Al Zour in Kuwait to Al Fadhili in Saudi Arabia – is designed to operate at a lower temperature, thereby increasing transmission capacity by up to 20%, depending on weather conditions.

Prysmian further extends its leadership in innovation with world's first 160-micron bend-insensitive optical fiber, setting a new benchmark in network miniaturization

On November 10, 2025, Prysmian announced the introduction of its BendBrightXS 160µm single-mode optical fiber, the first of its kind in the world. This breakthrough makes it possible to manufacture much smaller cables and to pack more fibers together, which is essential for modern digital networks. Miniaturized, high-density cables allow network operators to fit more data-carrying fibers into limited spaces – such as underground ducts, buildings, and data centers – making installation faster and more cost effective.
Building on a legacy of innovation, Prysmian's new BendBrightXS 160µm fiber paves the way for future cable systems by delivering exceptional fiber density in a significantly reduced diameter. After pioneering the first commercialized 200µm bend-insensitive fiber in 2009 and the 180µm version in 2019, Prysmian has now set a new industry milestone with the 160µm launch in 2025.



1. Significant events during the year
2. Business environment and financial markets
3. Group performance and results
4. Risk factors
5. Other information
6. Business outlook
7. Certification

2 – BUSINESS ENVIRONMENT AND FINANCIAL MARKETS

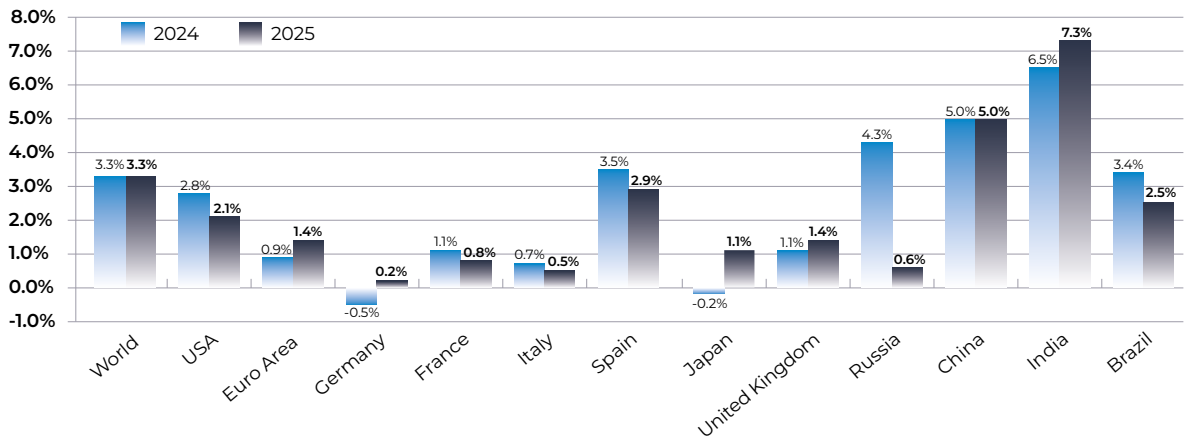
Macroeconomic environment

Despite the uncertainty surrounding trade policies and the geopolitical crises that characterized the entire year, the macroeconomic environment remained resilient in 2025. Inflation continued to decline moderately, and central banks carried on reducing interest rates, albeit very cautiously, in order to balance price stability with support for economic growth. Advanced countries, particularly the United States, continued to expand their economies. China and India maintained high growth rates. According to the International Monetary Fund's January 2026 estimates, global growth remained stable at 3.3% in 2025. The uncertainty generated by constant changes in global trade policies was offset by positive factors, including increased investment in artificial intelligence (AI), particularly in North America and Asia, supportive fiscal and monetary policies, generally accommodative financial conditions, and the adaptability demonstrated by the private sector.

The US economy once again drove growth in advanced countries, growing by 2.1% growth in 2025, forecast to improve to 2.4% in 2026, supported by higher investment in artificial intelligence, accommodative fiscal policies, and lower interest rates. Meanwhile, growth in the Eurozone stood at 1.4% in 2025, up from 0.9% in 2024, particularly thanks to Germany, which started to grow once more after a two-year recession. Growth is expected to accelerate this year and in 2027, thanks in part to investments envisaged under the new infrastructure plan. France and Italy continued to record positive growth rates, of 0.8% and 0.5% respectively in 2025, while Spain remained one of the most dynamic economies (+2.9%). China's growth remained stable at 5%, despite internal challenges in the real estate sector and weak domestic demand.

Global trade tensions, with US protectionist policies and retaliatory measures by other countries, combined with global geopolitical tensions, including the conflict in Ukraine and the crisis in the Middle East, continue to pose risks to investment and business confidence, hindering global economic growth.

VARIATION OF GDP 2024-2025 BY COUNTRY



Financial market performance

Prysmian S.p.A. has been listed on the Italian Stock Exchange since 2007 and is included in the FTSE MIB index and in other major global and sector indices, such as the Stoxx Europe 600 Industrial G&S, the Dow Jones Sustainability World and the MIB ESG, the latter of which recognize top ESG performers.

Global stock markets had another very positive year in 2025, although volatility was significantly higher than in the recent past. Global indices posted solid gains, supported by a resilient economy despite uncertainty surrounding global geopolitical tensions and, above all, the protectionist policies of the United States, whose succession of announcements of new tariffs, temporary suspensions, and partial agreements, made financial markets more volatile.

In the US, the main indices closed with a fresh set of gains (S&P 500 +16.4%, Dow Jones +13.0%, Nasdaq 100 +20.2%), buoyed by the rise of artificial intelligence and accommodative monetary and fiscal policies. In Europe, performance was generally better, with all major indices closing the year in positive territory. The Spanish IBEX 35 index was the best performer with +49.3%, followed by the Italian FTSE MIB (+31.5%), particularly driven by the banking sector. The German DAX and British FTSE 100 indices performed fairly similarly, rising 23.0% and 21.5% respectively, while the French CAC 40, affected by political instability in the country, was the worst performer although still positive (+10.2%). Overall, the Stoxx Europe 600 gained 16.7%, with the banking sector posting further strong gains (+66.9%), while the worst performers included Media and Chemicals (-15.1% and -6.8% respectively).

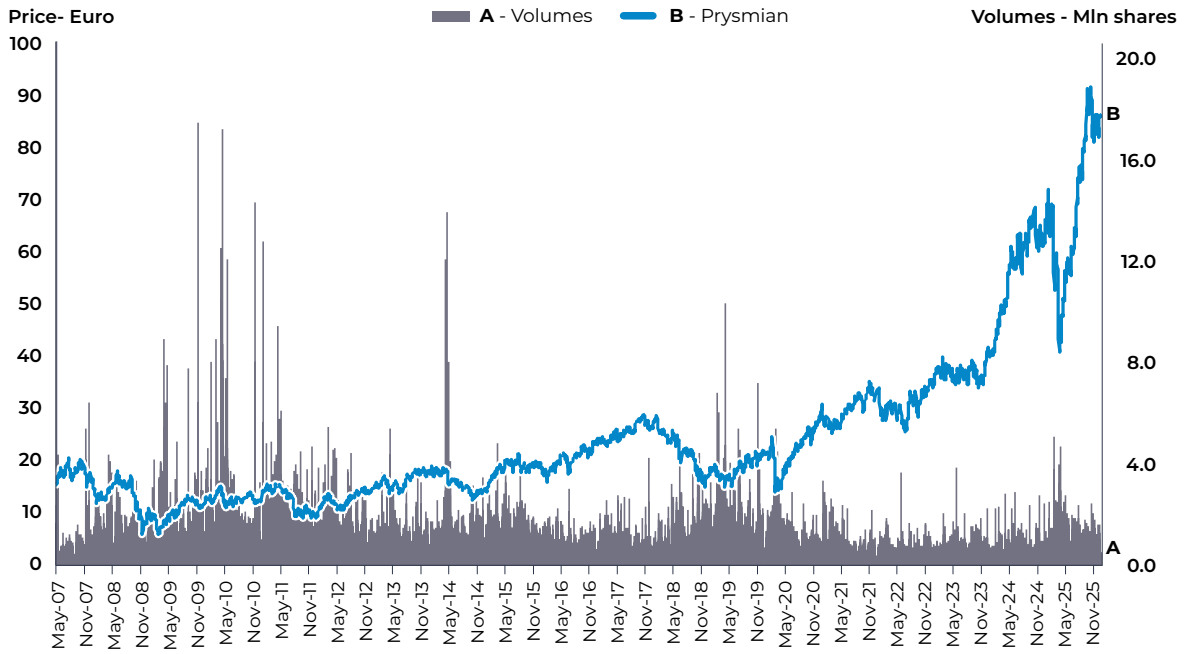
The Prysmian stock gained 40.1% in 2025, closing the year at Euro 86.38 per share, up from Euro 61.66 at the end of 2024. This excellent performance continues the positive trend recorded in the recent past, particularly over the last seven years, during which the stock has consistently recorded positive annual growth, achieving an overall performance of 412%. This result far surpasses both the FTSE MIB index, which gained 145.3% over the same period, and the STOXX Europe 600/Ind Goods & Svcs index, which grew by 134.6%. Including dividend pay-outs, the Prysmian stock offered a Total Shareholder Return (TSR) of +42.7% in 2025 and +725.7% since its original listing on May 3, 2007.

The stock reported a market capitalization of Euro 25.6 billion at the end of the financial year, up sharply from Euro 18.2 billion a year earlier. The Group's solidity and expected growth in its key markets, thanks in part to the megatrends of Energy Transition, Electrification and Digitalization, have enabled the Prysmian stock to retain its strong market appeal, as confirmed by financial analyst recommendations, of which at the end of the year, 70% were "Buy" and 25% "Hold".



1. Significant events during the year
2. **Business environment and financial markets**
3. Group performance and results
4. Risk factors
5. Other information
6. Business outlook
7. Certification

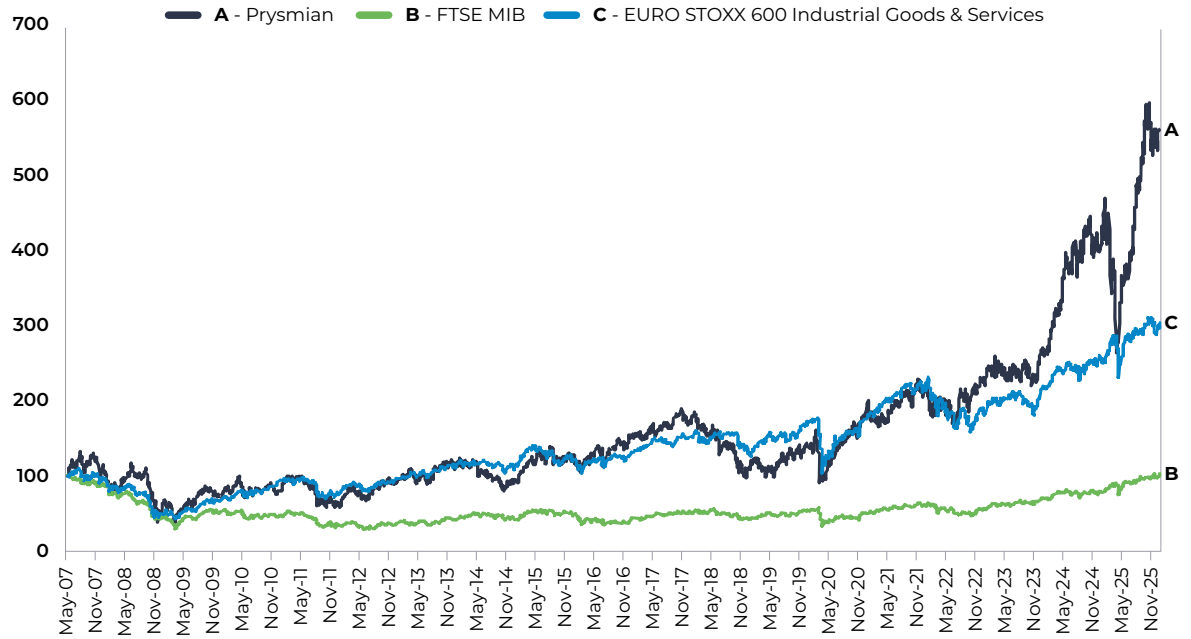
PRYSMIAN STOCK PERFORMANCE SINCE IPO



PRYSMIAN KEY DATA

	2025	2024	2023	2022	2021
Price at December 31	86.38 €	61.66 €	41.17 €	34.66 €	33.11 €
Change in year	40.1%	49.8%	18.8%	4.7%	13.9%
Average price	68.31 €	55.90 €	36.69 €	30.69 €	29.87 €
Maximum price	91.70 €	68.56 €	41.24 €	35.60 €	35.05 €
Minimum price	40.65 €	39.81 €	33.78 €	25.59 €	25.34 €
Capitalization at year end (Euro/million)	25,603	18,238	11,385	9,294	8,878
Average capitalization in year (million)	20,230	15,996	9,864	8,229	8,009
Average no. of shares traded (Euro/million)	1.2	0.8	0.8	0.7	0.9
Average amount traded (Euro/million)	81	46	28	22	25
No. of shares at December 31	296,403,802	295,785,483	276,534,448	268,144,246	268,144,246

PRYSMIAN STOCK PERFORMANCE



2020	2019	2018	2017	2016	
29.08 €	21.49 €	16.87 €	27.19 €	24.40 €	Price at December 31
35.3%	27.4%	-38.0%	11.4%	20.4%	Change in year
21.81 €	18.55 €	22.17 €	26.31 €	20.93 €	Average price
29.08 €	22.06 €	28.54 €	30.00 €	24.42 €	Maximum price
13.96 €	14.93 €	14.97 €	23.34 €	16.45 €	Minimum price
7,798	5,762	4,523	5,913	5,288	Capitalization at year end (Euro/million)
5,849	4,975	5,361	5,701	4,536	Average capitalization in year (million)
1.3	1.7	1.3	1.0	1.0	Average no. of shares traded (Euro/million)
27	31	28	26	20	Average amount traded (Euro/million)
268,144,246	268,144,246	268,144,246	217,482,754	216,720,922	No. of shares at December 31

1. Significant events during the year
2. **Business environment and financial markets**
3. Group performance and results
4. Risk factors
5. Other information
6. Business outlook
7. Certification

3 – GROUP PERFORMANCE AND RESULTS

Financial performance

(Euro/million)

	2025	2024	% change	2023
Revenues	19,650	17,026	15.4%	15,354
Revenues at standard metal price	16,843	14,905	13.0%	13,656
Adj. EBITDA before share of net profit/(loss) of equity-accounted companies	**2,379**	**1,903**	**25.0%**	**1,595**
% Revenues	12.1%	11.2%		10.4%
Adj. EBITDA	**2,398**	**1,927**	**24.4%**	**1,628**
% Revenues at current metal price	12.2%	11.3%		10.6%
% Revenues at standard metal price	14.2%	12.9%		11.9%
EBITDA	**2,688**	**1,754**	**53.2%**	**1,485**
% Revenues	13.7%	10.3%		9.7%
Fair value change in commodity derivatives	(24)	19		6
Fair value share-based payment	(90)	(58)		(57)
Amortization, depreciation, impairment and impairment reversal	(646)	(509)		(574)
Operating income	**1,928**	**1,206**	**59.9%**	**860**
% Revenues	9.8%	7.1%		5.6%
Net finance income/(costs)	(274)	(225)		(96)
Profit before taxes	**1,654**	**981**	**68.6%**	**764**
% Revenues	8.4%	5.8%		5.0%
Taxes	(358)	(233)		(217)
Net profit (loss) from discontinued operations	(2)	-		-
Net profit	**1,294**	**748**	**73.0%**	**547**
% Revenues	6.6%	4.4%		3.6%
Attributable to:				
Owners of the parent	1,270	729		529
Non-controlling interests	24	19		18
Reconciliation of Operating Income/EBITDA to Adj. Operating Income/Adj. EBITDA				
Operating income (A)	**1,928**	**1,206**	**59.9%**	**860**
EBITDA (B)	**2,688**	**1,754**	**53.2%**	**1,485**
Adjustments:				
Business reorganization	35	84		48
Non-recurring expenses/(income)	16	11		9
Other non-operating expenses/(income)	(341)	78		86
Total adjustments (C)	**(290)**	**173**		**143**
Fair value change in commodity derivatives (D)	24	(19)		(6)
Fair value share-based payment (E)	90	58		57
Asset impairment and impairment reversal (F)	8	44		216
Adj. operating income (A+C+D+E+F)	**1,760**	**1,462**	**20.4%**	**1,270**
Adj. EBITDA (B+C)	**2,398**	**1,927**	**24.4%**	**1,628**

The Group's revenues came to Euro 19,650 million in 2025, versus Euro 17,026 million in 2024, posting a positive change of Euro 2,624 million (+15.4%). The increase would have been Euro 1,366 million if Encore Wire had been consolidated from January 1, 2024. It should also be noted that in 2025 the Group achieved 44.2% sustainabilitylinked revenues, compared to 43.1% in the previous year.

The variation in revenues can be broken down into the following main factors:

- organic sales growth, accounting for an increase of Euro 984 million (+5.4%);
- unfavorable exchange rate and other effects, resulting in a reduction of Euro 554 million (-3.0%);
- change in the scope of consolidation, due to the Channell acquisition, adding Euro 265 million (+1.4%);
- fluctuation in the price of metals (copper, aluminum and lead), generating a sales price increase of Euro 671 million (+3.7%).

Organic revenue growth has been calculated excluding changes in the scope of consolidation, changes in the price of copper, lead and aluminum and exchange rate effects. When calculating organic growth in 2025, Encore Wire has not been included in the changes in the scope of consolidation, meaning it has been calculated as if Encore Wire had been consolidated from January 1, 2024.

Revenues came to Euro 4,966 million in Q4 2025 (fourth quarter of 2025), versus Euro 4,664 million in the same period last year, reporting 4.3% organic growth. The quarter saw positive organic growth for the Transmission (+8.4%) and Power Grid (+12.8%) segments, due to strong performance in North America and Europe, and for the Industrial & Construction business (+0.6%) and the Digital Solutions segment (+8.4%), while the Specialties business reported organic growth of -2.1%.

Prysmian's Adjusted EBITDA (before net expenses for business reorganization, net non-recurring expenses and other net non-operating expenses) came to Euro 2,398 million in 2025, up Euro 471 million (+24.4%) on the corresponding 2024 figure of Euro 1,927 million. The Adjusted EBITDA margin on current metal price revenues was 12.2%, up from 11.3% in 2024.

Starting from 2025 Prysmian has decided to also report margins calculated on revenues at standard metal prices in order to improve the understanding of its business performance. Standard metal prices are defined as follows: standard copper price of Euro 5,500 per tonne; standard aluminum price of Euro 1,500 per tonne; standard lead price of Euro 2,000 per tonne.

In the following discussion, Adjusted EBITDA margins are based on standard metal prices.
Adjusted EBITDA reached Euro 622 million in Q4 2025, up 20.1% from Euro 518 million in the same period last year. The overall margin at standard metal prices was 14.5%, up from 12.7% in Q4 2024. The Transmission segment's Adjusted EBITDA soared to Euro 181 million in Q4 2025 (Euro 119 million in Q4 2024), with a 20.9% revenue margin (14.5% in Q4 2024). The Power Grid segment reported Adjusted EBITDA of Euro 105 million (Euro 117 million in Q4 2024), with a margin of 12.1% (15.4% in Q4 2024). Within the Electrification segment, the Adjusted EBITDA of the Industrial & Construction business was Euro 202 million (Euro 185 million in Q4 2024), with a revenue margin of 13.5% (12.9% in Q4 2024). The Specialties business reported Adjusted EBITDA of Euro 61 million (Euro 59 million in Q4 2024), with a margin of 10.4% (9.6% in Q4 2024). Digital Solutions, which also benefited from the contribution of Channell, saw Adjusted EBITDA increase to Euro 75 million, with a margin of 18.3%, versus 13.2% in the same period last year.

During 2025 the Group reaped the rewards of current market megatrends. Both revenues and EBITDA benefited from these trends, which enabled the Transmission business to secure new contracts, the Electrification business to make electricity grids stronger and the Digital Solutions business to capitalize on the opportunities linked to growing digitalization.
It should also be noted that the Group reached 21.3% in 2025 (16.2% in 2024) of recycled copper and PE Jacket content out of total purchases.

EBITDA is stated after net non-operating income, expenses for business reorganization, and net non-recurring expenses totaling a positive Euro 290 million (negative Euro 173 million in 2024).

1. Significant events during the year
2. Business environment and financial markets
3. **Group performance and results**
4. Risk factors
5. Other information
6. Business outlook
7. Certification

Amortization, depreciation and impairment of Euro 646 million in 2025 were up from Euro 509 million in the previous year, mainly due to the acquisitions made in the last two years.

The fair value change in commodity derivatives, not designed as cash flow hedges, was a negative Euro 24 million, compared with a positive Euro 19 million in the previous year.

A total of Euro 90 million in costs were recognized in 2025 to account for the effects of incentive plans and the employee share purchase scheme, up from the figure of Euro 58 million recorded in the previous year.

Reflecting the effects described above, the Group's operating income came to Euro 1,928 million, versus Euro 1,206 million in 2024, thus reporting a year-on-year increase of Euro 722 million.

Net finance costs of Euro 274 million in 2025 were up from Euro 225 million in the previous year mainly as a result of loans taken out to finance the Encore Wire acquisition.

Taxes of Euro 358 million represented an effective tax rate of 21.6% (23.8% in 2024).

Net profit for 2025 was a record Euro 1,294 million (of which Euro 1,270 million the Group share), compared with Euro 748 million in 2024 (of which Euro 729 million the Group share).

The adjusted diluted earnings per share amounts to Euro 3.31 per share, compared with Euro 2.81 per share in 2024, therefore recording an 18% increase.

Net financial debt amounted to Euro 3,097 million at December 31, 2025, down Euro 1,199 million from Euro 4,296 million at December 31, 2024. This reduction was possible thanks to record cash generation of Euro 1,171 million, the positive impact of Euro 956 million from the perpetual bond issue, and Euro 675 million in other cash inflows, mainly from sale of the interest in the associate YOFC and disposal of other assets. These inflows were offset by cash outflows of Euro 1,069 million for acquisitions and Euro 239 million to pay dividends.

For a better understanding of Prysmian's financial performance, the following tables present Revenues, Adjusted EBITDA and related margins by segment for both periods, at both current and standard metal prices:



1. Significant events during the year
2. Business environment and financial markets
3. **Group performance and results**
4. Risk factors
5. Other information
6. Business outlook
7. Certification

(Euro/million)

	Q1 2025				Q2 2025			
	Current metal price		Standard metal price		Current metal price		Standard metal price	
	Revenues	Adjusted EBITDA	Revenues	Adjusted EBITDA	Revenues	Adjusted EBITDA	Revenues	Adjusted EBITDA
Transmission	743	124	733	124	743	125	734	125
% Revenues		*16.6%*		*16.9%*		*16.9%*		*17.1%*
Power Grid	874	116	759	116	991	134	862	134
% Revenues		*13.3%*		*15.2%*		*13.6%*		*15.6%*
Electrification	2,815	245	2,222	245	2,762	283	2,214	283
% Revenues		*8.7%*		*11.0%*		*10.3%*		*12.8%*
Industrial & Construction	*1,923*	*173*	*1,479*	*173*	*1,878*	*208*	*1,486*	*208*
% Revenues		*9.0%*		*11.6%*		*11.1%*		*14.1%*
Specialties	*777*	*74*	*647*	*74*	*774*	*74*	*654*	*74*
% Revenues		*9.5%*		*11.5%*		*9.6%*		*11.4%*
Digital Solutions	339	42	320	42	387	63	371	63
% Revenues		*12.5%*		*13.2%*		*16.1%*		*16.8%*
Total	**4,771**	**527**	**4,034**	**527**	**4,883**	**605**	**4,181**	**605**
% Revenues		***11.0%***		***13.1%***		***12.4%***		***14.5%***

(Euro/million)

	Q1 2024				Q2 2024			
	Current metal price		Standard metal price		Current metal price		Standard metal price	
	Revenues	Adjusted EBITDA	Revenues	Adjusted EBITDA	Revenues	Adjusted EBITDA	Revenues	Adjusted EBITDA
Transmission	474	62	471	62	610	88	598	88
% Revenues		*13.0%*		*13.1%*		*14.4%*		*14.7%*
Power Grid	852	115	776	115	950	123	838	123
% Revenues		*13.5%*		14.8%		12.9%		14.7%
Electrification	2,049	203	1,780	203	2,228	202	1,829	202
% Revenues		*9.9%*		*11.4%*		*9.1%*		*11.0%*
Industrial & Construction	*1,193*	*114*	*1,008*	*114*	*1,307*	*110*	*1,038*	*110*
% Revenues		*9.5%*		*11.3%*		*8.4%*		*10.6%*
Specialties	*762*	*85*	*676*	*85*	*790*	*94*	*673*	*94*
% Revenues		*11.1%*		*12.6%*		*11.9%*		*14.0%*
Digital Solutions	312	32	301	32	344	44	327	44
% Revenues		*10.4%*		*10.8%*		*12.8%*		*13.3%*
Total	**3,687**	**412**	**3,328**	**412**	**4,132**	**457**	**3,592**	**457**
% Revenues		***11.2%***		***12.4%***		***11.1%***		***12.7%***

Q3 2025				Q4 2025				
Current metal price		Standard metal price		Current metal price		Standard metal price		
Revenues	Adjusted EBITDA	Revenues	Adjusted EBITDA	Revenues	Adjusted EBITDA	Revenues	Adjusted EBITDA	
877	152 *17.3%*	852	152 *17.8%*	899	181 *20.2%*	869	181 *20.9%*	**Transmission** *% Revenues*
985	125 *12.7%*	854	125 *14.7%*	961	105 *10.9%*	868	105 *12.1%*	**Power Grid** *% Revenues*
2,702	279 *10.3%*	2,182	279 *12.7%*	2,680	261 *9.7%*	2,142	261 *12.2%*	**Electrification** *% Revenues*
1,851	*212* *11.5%*	*1,465*	*212* *14.5%*	*1,867*	*202* *10.8%*	*1,488*	*202* *13.5%*	***Industrial & Construction*** *% Revenues*
730	*70* *9.6%*	*616*	*70* *11.2%*	*702*	*61* *8.7%*	*589*	*61* *10.4%*	***Specialties*** *% Revenues*
466	88 *18.9%*	450	88 *19.6%*	426	*75* *17.6%*	411	75 *18.3%*	**Digital Solutions** *% Revenues*
5,030	**644** ***12.8%***	**4,338**	**644** ***14.8%***	**4,966**	**622** ***12.5%***	**4,290**	**622** ***14.5%***	**Total** *% Revenues*

Q3 2024				Q4 2024				
Current metal price		Standard metal price		Current metal price		Standard metal price		
Revenues	Adjusted EBITDA	Revenues	Adjusted EBITDA	Revenues	Adjusted EBITDA	Revenues	Adjusted EBITDA	
603	92 *15.3%*	605	92 *15.3%*	794	119 *15.0%*	821	119 *14.5%*	**Transmission** *% Revenues*
878	119 13.6%	782	119 15.2%	864	117 13.5%	758	117 15.4%	**Power Grid** *% Revenues*
2,733	284 *10.4%*	2,221	284 *12.8%*	2,685	242 *9.0%*	2,178	242 *11.1%*	**Electrification** *% Revenues*
1,836	*211* *11.5%*	*1,459*	*211* *14.5%*	*1,815*	*185* *10.2%*	*1,438*	*185* *12.9%*	***Industrial & Construction*** *% Revenues*
768	*72* *9.4%*	*650*	*72* *11.1%*	*732*	*59* *8.1%*	*614*	*59* *9.6%*	***Specialties*** *% Revenues*
329	45 *13.7%*	313	45 *14.3%*	321	40 *12.5%*	307	40 *13.2%*	**Digital Solutions** *% Revenues*
4,543	**540** ***11.9%***	**3,922**	**540** ***13.8%***	**4,664**	**518** ***11.1%***	**4,063**	**518** ***12.7%***	**Total** *% Revenues*

1. Significant events during the year
2. Business environment and financial markets
3. **Group performance and results**
4. Risk factors
5. Other information
6. Business outlook
7. Certification

Performance of Transmission operating segment

(Euro/million)

	2025	2024	% change	2023
Revenues	3,262	2,481	31.5%	2,122
Revenues at standard metal price	3,188	2,495	27.8%	2,010
Adj. EBITDA before share of net profit/(loss) of equity-accounted companies	**582**	**361**	**61.0%**	**273**
% Revenues	17.8%	14.6%		12.9%
Adj. EBITDA	**582**	**361**	**61.0%**	**273**
% Revenues at current metal price	17.8%	14.6%		12.9%
% Revenues at standard metal price	18.3%	14.5%		13.6%
Adjustments	(3)	(4)		(15)
EBITDA	**579**	**357**	**62.2%**	**258**
% Revenues	17.8%	14.4%		12.2%
Amortization and depreciation	(191)	(111)		(70)
Adj. operating income	**391**	**250**	**56.4%**	**203**
% Revenues	12.0%	10.1%		9.6%

The Transmission operating segment is focused on renewable energy transmission using innovative cable solutions. It incorporates the following high-tech high value-added businesses: High Voltage Direct Current (HVDC), Network Components High Voltage, Submarine Power, Submarine Telecom, Offshore Specialties and EOSS High Voltage.

Some of the businesses within this segment fall under the economic activities eligible for the purposes of the European Taxonomy and, more specifically, activity 3.1 “Manufacture of renewable energy technologies”, activity 3.6 “Manufacture of other low carbon technologies”, activity 3.20 “Manufacture, installation and servicing of high, medium and low voltage electrical equipment for electrical transmission and distribution” and activity 4.9 “Transmission and distribution of electricity”, as explained in greater detail in the “European Taxonomy” chapter of this report.

Financial Performance

Transmission segment revenues reached Euro 3,262 million in 2025, versus Euro 2,481 million in 2024, recording a positive change of Euro 781 million (+31.5%).

The factors behind this change were:

- organic sales growth, accounting for an increase of Euro 712 million (+28.7%);
- metal price fluctuations, producing an increase of Euro 92 million (+3.7%);
- exchange rate fluctuations, producing a decrease of Euro 23 million (-0.9%).

The Transmission segment’s organic growth is mainly attributable to the Submarine Power and HVDC businesses.
The main Submarine Power projects on which work was performed during the period were:

- the Neuconnect, Tyrrhenian, EGL1 and Biscay Bay interconnection projects;
- the Dominion, Dolwin 4 and Ijmuiden offshore wind projects.

The HVDC business recorded strong growth, mainly thanks to the German Corridors. Revenues in the period were generated from cable manufacturing activities at the Group’s industrial facilities and installation activities as part of project execution, carried out using both proprietary and third-party machinery and equipment.

Adjusted EBITDA amounted to Euro 582 million in 2025, 61% more than the figure of Euro 361 million reported in 2024, with a 18.3% margin at standard metal prices, sharply up from 14.5% in the previous year.
Strong growth in Q4 2025 saw revenues climb to Euro 899 million (+8.4% organic growth on Q4 2024).
Adjusted EBITDA also increased, rising by Euro 62 million on Q4 2024 to Euro 181 million in Q4 2025, with a significant increase in the standard metal price margin to 20.9% (14.5% in Q4 2024).
These results were primarily driven by increased capacity, meticulous, on-time project execution and the start of new projects with better margins. Key initiatives to increase capacity included the inauguration of the new Monna Lisa cable-laying vessel and the completion of construction of a new tower at the Pikkala plant in Finland, both during the course of Q2 2025, as described in more detail in the earlier section on "Significant events during the year".
The segment's organic growth was supported by the use of innovative technological solutions aimed at minimizing its impact on communities and nature.

The Transmission segment is a key player in energy transition processes, since, as a solution provider, it offers its customers a whole range of solutions for the implementation of renewable energy generation and distribution projects.

As evidence of this megatrend, the value of the Group's Submarine Power order backlog reached Euro 10.9 billion, mainly consisting of:

- offshore wind contracts: DolWin4 and BorWin4, Ijmuiden Ver, the Amprion Framework Agreement and the 50 Hz Framework Agreement;
- interconnection contracts: Biscay Bay, Marinus, NeuConnect, Adriatic Link, EGL1 and EGL2.

The Group commissioned two new vessels in 2025: the Monna Lisa and the Marco Polo. This has enabled it to continue optimizing its submarine cable-laying activities, with considerable benefits in terms of efficiency and a significant reduction in CO_2 emissions.
Prysmian's HVDC order backlog is worth approximately Euro 4 billion, and includes the German Corridors contracts, the Amprion Framework Agreement and the 50 Hertz Framework Agreement.
The Group has been able to expand its backlog thanks to the numerous green tenders awarded, which impose increasingly stringent sustainability requirements that the Group already fully meets.

Overall, the order backlog of the Transmission Segment as of December 31, 2025 amounts to approximately Euro 15.1 billion. Prysmian had also received the award of contracts for a total value of around Euro 4.1 billion that had not been included in the order backlog. Among these contracts was EGL4, for a total of Euro 2.2 billion, for which the Notice to Proceed was received in early February 2026; therefore, had EGL4 been included, the backlog as of December 31, 2025 would have amounted to Euro 17.3 billion.

1. Significant events during the year
2. Business environment and financial markets
3. **Group performance and results**
4. Risk factors
5. Other information
6. Business outlook
7. Certification

Performance of Power Grid operating segment

(Euro/million)

	2025	2024	% change	2023
Revenues	3,811	3,544	7.5%	3,394
Revenues at standard metal price	3,343	3,154	6.0%	2,986
Adj. EBITDA before share of net profit/(loss) of equity-accounted companies	**473**	**472**	**0.2%**	**389**
% Revenues	12.4%	13.3%		11.5%
Adj. EBITDA	**480**	**474**	**1.4%**	**390**
% Revenues at current metal price	12.6%	13.4%		11.5%
% Revenues at standard metal price	14.4%	15.0%		13.1%
Adjustments	9	(10)		(28)
EBITDA	**489**	**464**	**5.3%**	**362**
% Revenues	12.8%	13.1%		10.7%
Amortization and depreciation	(68)	(79)		(72)
Adj. operating income	**412**	**395**	**4.3%**	**318**
% Revenues	10.8%	11.1%		9.4%

The Power Grid operating segment incorporates the businesses that support power grid modernization with innovative technologies. This segment is divided into the following lines of business: High Voltage Alternate Current (HVAC), Power Distribution, Overhead Lines, Network Components for Medium Voltage/Low Voltage, EOSS for Medium Voltage/Low Voltage.

Some of the businesses within this segment fall under the economic activities eligible for the purposes of the European Taxonomy and, more specifically, activity 3.1 “Manufacture of renewable energy technologies”, activity 3.6 “Manufacture of other low carbon technologies”, activity 3.20 “Manufacture, installation and servicing of high, medium and low voltage electrical equipment for electrical transmission and distribution” and activity 4.9 “Transmission and distribution of electricity”, as explained in greater detail in the “European Taxonomy” chapter of this report.

Financial performance

Power Grid segment revenues amounted to Euro 3,811 million in 2025, versus Euro 3,544 million in 2024.

The positive change in revenues of Euro 267 million (+7.5%) can be broken down into the following factors:

- organic sales growth of Euro 271 million (+7.6%);
- metal price fluctuations, producing an increase of Euro 116 million (+3.3%);
- exchange rate fluctuations, producing a decrease of Euro 120 million (-3.4%).

Organic growth was driven by the strong performance of the European and North American markets, in particular.
Adjusted EBITDA amounted to Euro 480 million in 2025, versus Euro 474 million in the previous year. The Power Grid segment posted a margin at standard metal prices of 14.4% in 2025, versus 15% in the previous year.
Fourth-quarter revenues of Euro 961 million reported organic growth of +12.8%.
Adjusted EBITDA for Q4 2025 was Euro 105 million, versus Euro 117 million in the same period the year before. The margin at standard metal prices was 12.1%, compared with 15.4% in Q4 2024. The temporary weakening of margins was due to an increase in the Midwest Premium, primarily affecting the Overhead Lines business.

The Group's constant dedication to grid enhancement has a twofold impact on sales: first, it stimulates demand for cables and services for renewing existing infrastructure or developing new grids; second, it promotes growth in sales of specialized products and solutions, such as monitoring systems (EOSS), Elaspeed-S joints, and conductors.

Performance of Electrification operating segment

(Euro/million)

	2025	2024	% change	2023
Revenues	10,959	9,695	13.0%	8,349
Revenues at standard metal price	8,760	8,008	9.4%	7,217
Adj. EBITDA before share of net profit/(loss) of equity-accounted companies	**1,065**	**925**	**15.1%**	**820**
% Revenues	9.7%	9.5%		9.8%
Adj. EBITDA	**1,068**	**931**	**14.7%**	**825**
% Revenues at current metal price	9.7%	9.6%		9.9%
% Revenues at standard metal price	12.2%	11.6%		11.4%
Adjustments	(50)	(107)		(72)
EBITDA	**1,018**	**824**	**23.5%**	**753**
% Revenues	9.3%	8.5%		9.0%
Amortization and depreciation	(283)	(211)		(146)
Adj. operating income	**785**	**720**	**9.0%**	**679**
% Revenues	7.2%	7.4%		8.1%

The Electrification operating segment incorporates different businesses within the electrical energy sector, offering a comprehensive and innovative product portfolio designed to meet growing demand for electricity in various market sectors, namely:

- Industrial and Construction;
- Specialties, in turn comprising OEM, Renewables, Elevators, Automotive, Oil & Gas and Downhole Technologies (DHT);
- Other: occasional sales of residual products.

Some of the businesses within this segment fall under the economic activities eligible for the purposes of the European Taxonomy and, more specifically, activity 3.1 "Manufacture of renewable energy technologies", activity 3.6 "Manufacture of other low carbon technologies" and activity 3.18 "Manufacture of automotive and mobility components", as explained in greater detail in the "European Taxonomy" chapter of this report.

Financial performance

Electrification segment revenues came to Euro 10,959 million in 2025, versus Euro 9,695 million in the previous year, posting a positive change of Euro 1,264 million (+13%). This change would have been Euro 7 million if Encore Wire had been consolidated from January 1, 2024 and can be broken down into the following factors:

- negative organic sales growth of Euro 91 million (-0.8%);
- exchange rate fluctuations and other effects, producing a decrease of Euro 353 million (-3.2%);
- metal price fluctuations, producing an increase of Euro 451 million (+4.1%);

Adjusted EBITDA amounted to Euro 1,068 million, up from Euro 931 million in 2024, posting a positive change of Euro 137 million (+14.7%). The Electrification segment posted a 12.2% margin at standard metal prices in 2025, versus 11.6% in the previous year.

The results include the contribution of Encore Wire, which has been fully consolidated in this segment from Q3 2024.

1. Significant events during the year
2. Business environment and financial markets
3. **Group performance and results**
4. Risk factors
5. Other information
6. Business outlook
7. Certification

It is also important to note that the Group manufactures cables that are used in data centers for both power and data transmission. These cables are specifically designed to reduce data center energy consumption, minimize dispersion, and reduce environmental impact.

The following paragraphs describe market trends and financial performance in each of the Electrification operating segment's business areas.

INDUSTRIAL & CONSTRUCTION

(Euro/million)

	2025	2024	% change	2023
Revenues	7,519	6,151	22.2%	4,793
Revenues at standard metal price	5,918	4,943	19.7%	4,030
Adj. EBITDA before share of net profit/(loss) of equity-accounted companies	**793**	**617**	**28.6%**	**511**
% Revenues	10.5%	10.0%		10.7%
Adj. EBITDA	**795**	**620**	**28.2%**	**514**
% Revenues at current metal price	10.6%	10.1%		10.7%
% Revenues at standard metal price	13.4%	12.5%		12.8%
Adj. operating income	**580**	**482**	**20.3%**	**433**
% Revenues	7.7%	7.8%		9.0%

The Industrial & Construction business comprises a portfolio of low and medium-voltage rigid and flexible products for the distribution of power to and within residential, commercial and industrial buildings; the customer portfolio mainly consists of distributors and installers.

Financial performance

Industrial & Construction revenues came to Euro 7,519 million in 2025, versus Euro 6,151 million in the previous year, recording a positive change of Euro 1,368 million (+22.2%). This change would have been Euro 110 million if Encore Wire had been consolidated from January 1, 2024 and can be broken down into the following factors:

- negative organic sales growth of Euro 39 million (-0.5%)[1];
- exchange rate fluctuations, producing a decrease of Euro 228 million (-3.1%);
- metal price fluctuations, producing an increase of Euro 377 million (+5.1%);

Adjusted EBITDA amounted to Euro 795 million in 2025, up from Euro 620 million in the previous year, posting a positive change of Euro 175 million (+28.2%). The standard metal price margin was 13.4% in 2025, versus 12.5% in the previous year.

Revenues for Q4 2025 amounted to Euro 1,867 million (+0.6% organic growth) versus Euro 1,815 million in Q4 2024. North American fourth-quarter organic growth of 5.6% was offset by that in EMEA. Adjusted EBITDA came in at Euro 202 million, versus Euro 185 million in Q4 2024, while the margin at standard metal prices was 13.5%, compared with 12.9% in the prior year reporting period.

1 It should be noted that organic revenue growth has been calculated excluding changes in the scope of consolidation. changes in the price of copper. lead and aluminum and exchange rate effects, When calculating organic growth in 2025. Encore Wire has not been included in the changes in the scope of consolidation. meaning it has been calculated as if Encore Wire had been consolidated from January 1. 2024,

SPECIALTIES

(Euro/million)

	2025	2024	% change	2023
Revenues	2,983	3,052	-2.3%	3,177
Revenues at standard metal price	2,506	2,613	-4.1%	2,800
Adj. EBITDA before share of net profit/(loss) of equity-accounted companies	**278**	**307**	**-9.7%**	**325**
% Revenues	9.3%	10.1%		10.2%
Adj. EBITDA	**279**	**310**	**-10.0%**	**327**
% Revenues at current metal price	9.4%	10.2%		10.3%
% Revenues at standard metal price	11.1%	11.9%		11.7%
Adj. operating income	**215**	**245**	**-12.0%**	**266**
% Revenues	7.2%	8.0%		8.4%

The Specialties business encompasses cables and products for OEM applications, Renewables, Elevators, Automotive, Oil & Gas and Downhole technologies (DHT). For a better understanding of the business, please refer to the "Prysmian Business Model" chapter of this report.

Financial performance

Specialties revenues came to Euro 2,983 million in 2025, versus Euro 3,052 million in the previous year, recording a negative change of Euro 69 million (-2.3%), the main components of which were as follows:

- negative organic revenue growth of Euro 52 million (-1.7%);
- exchange rate fluctuations and other effects, producing a decrease of Euro 111 million (-3.7%);
- metal price fluctuations, resulting in an increase of Euro 94 million (+3.1%).

Adjusted EBITDA of Euro 279 million for 2025 was down from Euro 310 million in the previous year, posting a negative change of Euro 31 million (-10%). The standard metal price margin was 11.1% in 2025, down from 11.9% in the previous year.

Revenues for Q4 2025 amounted to Euro 702 million, reporting negative organic growth of 2.1% originating from the performance of the Automotive, Elevators and Oil & Gas businesses. Fourth-quarter Adjusted EBITDA came to Euro 61 million, versus Euro 59 million in the same period the year before. The margin at standard metal prices was 10.4%, compared with 9.6% in Q4 2024.

OTHER

(Euro/million)

	2025	2024	2023
Revenues	457	492	379
Adj. EBITDA before share of net profit/(loss) of equity-accounted companies	**(6)**	**1**	**(16)**
Adj. EBITDA	**(6)**	**1**	**(16)**
Adj. operating income	**(10)**	**(7)**	**(20)**

1. Significant events during the year
2. Business environment and financial markets
3. **Group performance and results**
4. Risk factors
5. Other information
6. Business outlook
7. Certification

This business area encompasses occasional sales by Prysmian operating units of intermediate goods, raw materials or other products used in the production process. These revenues are usually linked to local business situations, do not generate high margins and may vary in size and from period to period.

Performance of Digital Solutions operating segment

(Euro/million)

	2025	2024	% change	2023
Revenues	1,618	1,306	23.9%	1,489
Revenues at standard metal price	1,552	1,248	24.4%	1,443
Adj. EBITDA before share of net profit/(loss) of equity-accounted companies	**259**	**145**	**79.8%**	**113**
% Revenues	16.0%	11.0%		7.6%
Adj. EBITDA	**268**	**161**	**66.2%**	**140**
% Revenues at current metal price	16.6%	12.4%		9.4%
% Revenues at standard metal price	17.3%	12.9%		9.7%
Adjustments	334	(52)		(28)
EBITDA	**602**	**109**	**452.2%**	**112**
% Revenues	37.2%	8.4%		7.5%
Amortization and depreciation	(96)	(64)		(70)
Adj. operating income	**172**	**97**	**77.2%**	**70**
% Revenues	10.6%	7.4%		4.7%

The Digital Solutions operating segment produces cable systems and telecom network connectivity products. This segment is organized in the following lines of business: optical fiber, optical cables, connectivity components and accessories, OPGW (Optical Ground Wire) and copper cables. This segment consists of the following businesses: Optical Fiber, MMS Multimedia Specials and Telecom Solutions.

Some of the businesses within this segment qualify for classification in the economic activities eligible for the purposes of the European taxonomy, specifically, in activity 3.6 “Manufacture of other low carbon technologies”, as explained in more detail in the “European Taxonomy” chapter of this report.

Financial performance

Digital Solutions segment revenues came to Euro 1,618 million at the end of 2025, versus Euro 1,306 million in 2024.

The positive change of Euro 312 million (+23.9%) is explained by:

- organic sales growth of Euro 92 million (+7.0%);
- metal price fluctuations, resulting in sales price increases of Euro 12 million (+0.9%);
- exchange rate fluctuations and other effects, producing a negative change of Euro 57 million (-4.3%);
- change in the scope of consolidation, resulting in a positive change of Euro 265 million (+20.3%).

The positive organic sales growth in 2025 is due to recovery in optical cable volumes, mainly on the North American market.
The multimedia solutions business reported an increase in volumes, both in Europe and America. Globally, copper cables continued their steady decline as traditional networks were retired in favor of new-generation ones. The high value-added business of optical connectivity accessories, linked to the development of new FTTx (last mile broadband) networks, also recorded a temporary slowdown.

Adjusted EBITDA for 2025 came to Euro 268 million, reporting an increase of Euro 107 million (+66.2%) from Euro 161 million in 2024. The main contribution to Digital Solutions EBITDA came from the acquisition of Channell, which has been consolidated as of June 1, 2025.

The Digital Solutions segment posted a margin at standard metal prices of 17.3% in 2025, versus 12.9% in 2024.

The fourth quarter saw revenues climb to Euro 426 million (+8.4% organic growth). Fourth-quarter Adjusted EBITDA came to Euro 75 million, a 87.5% increase from Q4 2024 figure of Euro 40 million. The standard metal price margin of 18.3% in Q4 2025 was significantly higher than in Q4 2024 (13.2%). This improvement benefited from the contribution of Channell.

EBITDA includes Euro 354 million in net non-operating income arising on the sale of the interest in the associate YOFC.

It should also be noted that, with a view to increasing the sustainability of its products and activities, the Group is gradually phasing out its copper telecom business (involving the use of copper) in favor of fiber optic technology. The latter has less impact on the environment and infrastructure, is more energy efficient, and has a lower latency rate than copper cables.
The Group's solutions are also designed to ensure digital access for as many people as possible.

Group statement of financial position

RECLASSIFIED STATEMENT OF FINANCIAL POSITION

(Euro/million)

	12.31.2025	12.31.2024(*)	Change	12.31.2023
Net fixed assets	10,593	10,099	494	5,709
Net working capital	545	858	(313)	518
Provisions and net deferred taxes	(1,082)	(1,054)	(28)	(734)
Net invested capital	**10,056**	**9,903**	**153**	**5,493**
Employee benefit obligations	279	310	(31)	333
Total equity	6,680	5,297	1,383	3,972
of which attributable to non-controlling interests	206	210	(4)	191
Net financial debt	3,097	4,296	(1,199)	1,188
Total equity and sources of funds	**10,056**	**9,903**	**153**	**5,493**

(*) The comparative figures at 12.31.2024 presented in the current Integrated Annual Report for comparative purposes, have been restated with respect to the previously published figures, as indicated in more detail in section "C. RESTATEMENT OF COMPARATIVE FIGURES" within the Explanatory Notes.

1. Significant events during the year
2. Business environment and financial markets
3. **Group performance and results**
4. Risk factors
5. Other information
6. Business outlook
7. Certification

NET FIXED ASSETS

(Euro/million)

	12.31.2025	12.31.2024 (*)	Change	12.31.2023
Property, plant and equipment	5,279	4,922	357	3,401
Intangible assets	5,257	4,916	341	2,071
Equity-accounted investments	43	248	(205)	218
Other investments at fair value through other comprehensive income	5	12	(7)	10
Assets and liabilities held for sale	9	1	8	9
Net fixed assets	**10,593**	**10,099**	**494**	**5,709**

(*) The comparative figures at 12.31.2024 presented in the current Integrated Annual Report for comparative purposes, have been restated with respect to the previously published figures, as indicated in more detail in section "C. RESTATEMENT OF COMPARATIVE FIGURES" within the Explanatory Notes.

At December 31, 2025, net fixed assets amounted to Euro 10,593 million, versus Euro 10,099 million at December 31, 2024, posting an increase of Euro 494 million due to mainly the combined effect of the following factors:

- Euro 575 million for the acquisition of Channell's fixed assets;
- Euro 495 million to recognize goodwill arising on the acquisition of Channell;
- Euro 782 million in net capital expenditure on property, plant and equipment and intangible assets;
- Euro 646 million in amortization, depreciation and impairment charges for the year;
- Euro 255 million increase in property, plant and equipment accounted for in accordance with IFRS 16;
- Euro 762 million in negative currency translation differences affecting the value of property, plant and equipment and intangible assets;
- Euro 205 million net decrease in the value of equity-accounted investments;
- Euro 4 million in monetary revaluations for hyperinflation;
- Euro 7 million net decrease in the investment at FV through other comprehensive income.

NET WORKING CAPITAL

The following table analyzes the main components of net working capital:

(Euro/million)

	12.31.2025	12.31.2024 (*)	Change	12.31.2023 (*)
Inventories	3,066	2,858	208	2,264
Trade receivables	2,428	2,433	(5)	1,987
Trade payables	(2,798)	(2,462)	(336)	(2,199)
Other receivables/(payables)	(2,260)	(2,027)	(233)	(1,539)
Net operating working capital	**436**	**802**	**(366)**	**513**
Derivatives	249	81	168	(7)
Direct tax assets and liabilities	(140)	(25)	(115)	12
Net working capital	**545**	**858**	**(313)**	**518**

(*) The comparative data as of December 31, 2024 and December 31, 2023 have been modified compared to the figures originally published, due to the finalization of the Purchase Price Allocation of Warren & Brown and other reclassifications.

Net working capital of Euro 545 million at December 31, 2025 was Euro 313 million lower than the corresponding figure of Euro 858 million at December 31, 2024. Net operating working capital, which excludes the value of derivatives and direct tax assets and liabilities, amounted to Euro 436 million at December 31, 2025, down from Euro 802 million at the end of 2024. Net operating working capital represented 2.2% of annualized last-quarter revenues, down from 4.3% at the end of 2024.

EQUITY

The following table reconciles the Group's equity and net profit/(loss) for 2025 with the corresponding figures reported by Prysmian S.p.A., the parent company.

(Euro/million)

	Equity at 12.31.2025	Net profit/ (loss) 2025	Equity at 12.31.2024	Net profit/ (loss) 2024
Parent Company Financial Statements	**4,206**	**347**	**3,108**	**260**
Share of equity and net profit of consolidated subsidiaries, net of carrying amount of the related investments	2,606	1,409	2,323	888
Reversal of dividends distributed to the Parent Company by consolidated subsidiaries	–	(462)	–	(422)
Deferred taxes on earnings/reserves distributable by subsidiaries	(99)	(4)	(97)	18
Elimination of intercompany profits and losses included in fixed assets	(21)	3	(24)	3
Elimination of intercompany profits and losses included in inventories	(12)	1	(13)	2
Non-controlling interests	(206)	(24)	(210)	(19)
Consolidated Financial Statements	**6,474**	**1,270**	**5,087**	**730**

1. Significant events during the year
2. Business environment and financial markets
3. **Group performance and results**
4. Risk factors
5. Other information
6. Business outlook
7. Certification

NET FINANCIAL DEBT

The following table provides a detailed breakdown of net financial debt:

(Euro/million)

	12.31.2025	12.31.2024	Change	12.31.2023
Long-term financial liabilities				
CDP Loans	120	120	–	194
EIB Loans	677	332	345	135
Convertible Bond 2021	–	–	–	728
Sustainability-Linked Term Loan 2022	1,197	1,195	2	1,193
Bond Euro 850M	847	845	2	–
Bond Euro 650M	645	644	1	–
Unicredit Loan	149	149	–	–
Mediobanca Loan	150	149	1	–
Term Loan Encore Wire	905	1,022	(117)	–
Bridge Loan C2 Encore Wire	–	242	(242)	–
Bridge Loan C1 Encore Wire	–	228	(228)	–
Lease liabilities	291	229	62	234
Interest rate derivatives	18	6	12	–
Other financial payables	3	3	-	4
Total long-term financial liabilities	**5,002**	**5,164**	**(162)**	**2,488**
Short-term financial liabilities				
CDP Loans	2	77	(75)	103
EIB Loans	6	6	–	113
Perpetual hybrid bond	20	–	20	–
Bond Euro 850M	1	1	–	–
Bond Euro 650M	1	1	–	–
Sustainability-Linked Term Loan 2022	16	23	(7)	25
Mediobanca Loan	–	–	–	100
Term Loan Encore Wire	23	32	(9)	–
Bridge Loan C2 Encore Wire	–	2	(2)	–
Bridge Loan C1 Encore Wire	–	4	(4)	–
Intesa Loan	–	–	–	151
Lease liabilities	108	81	27	70
Forex derivatives on financial transactions	1	4	(3)	9
Other financial payables	47	30	17	46
Financial liabilities held for sale	3	–	3	–
Total short-term financial liabilities	**228**	**261**	**(33)**	**617**
Total financial liabilities	**5,230**	**5,425**	**(195)**	**3,105**
Long-term financial receivables	7	4	3	3
Long-term bank fees	4	3	1	4
Financial assets at amortized cost	4	4	–	3
Non-current interest rate derivatives	2	2	–	11
Current interest rate derivatives	1	6	(5)	20
Current forex derivatives on financial transactions	3	3	–	2
Short-term financial receivables	21	28	(7)	22
Short-term bank fees	3	3	–	2
Financial assets at FVPL	48	32	16	85
Financial assets at FVOCI	11	11	–	24
Financial assets held for sale	4	–	4	–
Cash and cash equivalents	2,025	1,033	992	1,741
Total financial assets	**2,133**	**1,129**	**1,004**	**1,917**
Net financial debt	**3,097**	**4,296**	**(1,199)**	**1,188**

Net financial debt of Euro 3,097 million at December 31, 2025 recorded a decrease of Euro 1,199 million from Euro 4,296 million at December 31, 2024. The main drivers of the change in net financial debt are discussed in the next section containing the “Statement of cash flows”.

STATEMENT OF CASH FLOWS

(Euro/million)

	2025	2024	Change	2023
EBITDA	**2,688**	**1,754**	**934**	**1,485**
Changes in provisions (including employee benefit obligations) and other movements	(51)	–	(51)	82
Net Gains realized on disposal of fixed assets	(390)	–	(390)	–
Share of net profit/(loss) of equity-accounted companies	(19)	(41)	22	(33)
Net cash flow from operating activities (before changes in net working capital)	**2,228**	**1,713**	**515**	**1,534**
Changes in net working capital	195	465	(270)	197
Taxes paid	(269)	(261)	(8)	(328)
Dividends from equity-accounted companies	11	16	(5)	13
Net cash flow from operating activities	**2,165**	**1,933**	**232**	**1,416**
Cash flow from acquisitions and/or divestments	(1,069)	(4,126)	3,057	–
Cash flow from non-ordinary assets disposal	109	–	109	–
Net cash flow used in operating investing activities	(765)	(784)	19	(624)
Cash flow from investments	566	(1)	567	–
Free cash flow (unlevered)	**1,006**	**(2,978)**	**3,984**	**792**
Net finance costs	(233)	(142)	(91)	(72)
Free cash flow (levered)	**773**	**(3,120)**	**3,893**	**720**
Dividend distribution	(239)	(202)	(37)	(165)
Share buy-back and other equity movements	(47)	(327)	280	(4)
Issuance of perpetual hybrid bond	989	–	989	–
Interest on perpetual hybrid bond	(13)	–	(13)	–
Net cash flow provided/(used) in the year	**1,463**	**(3,649)**	**5,112**	**551**
Opening net financial debt	**(4,296)**	**(1,188)**	**(3,108)**	**(1,417)**
Net cash flow provided/(used) in the period	1,463	(3,649)	5,112	551
Equity component of Convertible Bond 2021	–	733	(733)	–
Interest on 2025 perpetual hybrid bond	(20)	–	(20)	–
Increase in net financial debt for IFRS 16	(255)	(115)	(140)	(153)
Net financial debt arising from acquisitions and/or divestments	(12)	–	(12)	–
Other changes	23	(77)	100	(169)
Closing net financial debt	**(3,097)**	**(4,296)**	**1,199**	**(1,188)**

Net financial debt of Euro 3,097 million at the end of 2025 was Euro 1,199 million lower than the corresponding figure of Euro 4,296 million reported at the end of 2024.

This reduction was made possible by cash flow generation before changes in Net Working Capital of Euro 2,228 million. Changes in Net Working Capital generated a positive cash flow of Euro 195 million, which was offset by tax payments of Euro 269 million. The Group also made outflows of Euro 1,069 million for acquisitions and Euro 765 million for net operating investments and collected Euro 109 million from non-ordinary disposals of fixed assets, as well as Euro 565 million from the sale of the stake in YOFC. Therefore, net of financial charges paid for Euro 233 million, net cash flow including financial charges amounted to Euro 773 million.

If this cash flow were stripped out for non ordinary inflows and outflows – namely the proceeds from the sale of YOFC and the non ordinary disposal of fixed assets, totaling Euro 675 million, as well as outflows for acquisitions of Euro 1,069 million and for Antitrust matters of Euro 4 million – the net operating cash flow would amount to Euro 1,171 million and would be generated by:

a. Euro 1,963 million in net cash flow provided by operating activities before changes in net working capital;
b. Euro 195 million in cash inflow from the change in net working capital;
c. Euro 765 million in cash outflows for net capital expenditure;
d. Euro 233 million in payments of net finance costs;

1. Significant events during the year
2. Business environment and financial markets
3. **Group performance and results**
4. Risk factors
5. Other information
6. Business outlook
7. Certification

e. Euro 11 million in dividends received from associates.

Alternative performance indicators

In addition to the standard financial reporting formats and indicators required under IFRS, this document contains a number of reclassified statements and alternative performance indicators in order to enable a better appreciation of Prysmian's business performance. Such reclassified statements and performance indicators should not however be treated as substitutes for the accepted ones required by IFRS.

In this regard, on December 3, 2015, Consob adopted the ESMA guidelines in Italy with publication of "ESMA Guidelines/2015/1415" which supersede the "CESR Recommendation 2005 (CESR/05-178b)". The alternative performance measures have therefore been revised in light of these guidelines.

The alternative indicators used for reviewing the income statement include:

- **Adjusted operating income**: operating income before income and expense for business reorganization[2], before non-recurring items[3], as presented in the consolidated income statement, before other non-operating income and expense[4] and before the fair value change in commodity derivatives and in other fair value items. The purpose of this indicator is to present Prysmian's operating profitability without the effects of events considered to be outside its continuing operations;
- **EBITDA**: operating income before the fair value change in commodity price derivatives and in other fair value items and before amortization, depreciation and impairment. The purpose of this indicator is to present Prysmian's operating profitability before the main non-monetary items;
- **Adjusted EBITDA**: EBITDA as defined above calculated before income and expense for business reorganization, before non-recurring items, as presented in the consolidated income statement, and before other non-operating income and expense. The purpose of this indicator is to present Prysmian's operating profitability before the main non-monetary items, without the effects of events considered to be outside its recurring operations;
- **Adjusted EBITDA before share of net profit/(loss) of equity-accounted companies**: Adjusted EBITDA as defined above calculated before the share of net profit/(loss) of equity-accounted companies;
- **Organic growth**: growth in revenues calculated net of changes in the scope of consolidation, changes in metal prices and exchange rate effects. When calculating organic growth in 2025, Encore Wire has not been included in the changes in the scope of consolidation, meaning it has been calculated as if Encore Wire had been consolidated from January 1, 2024.
- **Revenues determined at standard metal prices**: revenues have been determined by taking standard metal prices into account. Standard metal prices are defined as follows: standard copper price of Euro 5,500 per tonne; standard aluminum price of Euro 1,500 per tonne; standard lead price of Euro 2,000 per tonne. Standard metal prices are kept at a constant value over a number of periods to improve the comparability of sales and Adjusted EBITDA margin over time. In this way, fluctuations in metal prices are neutralized over time from a reporting perspective.

2 Income and expense for business reorganization: these refer to income and expense that arise as a result of the closure of production facilities and/or as a result of projects to optimize organizational structure;

3 Non-recurring income and expense: these refer to income and expense related to unusual events that have not affected profit or loss in past periods and are not likely to affect the results in future periods;

4 Other non-operating income and expense: these refer to income and expense that management considers should not be taken into account when measuring business performance.

The alternative indicators used for reviewing the reclassified statement of financial position include:

- **Net fixed assets:** sum of the following items contained in the statement of financial position:
  - Intangible assets
  - Property, plant and equipment
  - Equity-accounted investments
  - Other investments at fair value through other comprehensive income
  - Assets held for sale (excluding financial assets and financial liabilities held for sale);
- **Net working capital:** sum of the following items contained in the statement of financial position:
  - Inventories
  - Trade receivables
  - Trade payables
  - Other non-current receivables and payables, net of long-term financial receivables classified in net financial debt
  - Other current receivables and payables, net of short-term financial receivables classified in net financial debt
  - Contract assets and liabilities
  - Derivatives, net of interest rate and forex risk hedges of financial transactions classified in net financial debt
  - Direct tax assets and liabilities
  - Current assets and liabilities held for sale included in net working capital;
- **Net operating working capital**: net working capital, as defined above, net of derivatives not classified in net financial debt and direct tax assets/liabilities;
- **Provisions and net deferred taxes:** sum of the following items contained in the statement of financial position:
  - Provisions for risks and charges – current portion
  - Provisions for risks and charges – non-current portion
  - Provisions for deferred tax liabilities
  - Deferred tax assets;
- **Net invested capital:** sum of Net fixed assets, Net working capital and Provisions;
- **Employee benefit obligations** and **Total equity:** these indicators correspond to Employee benefit obligations and Total equity reported in the statement of financial position;
- **Net financial debt:** sum of the following items:
  - Borrowings from banks and other lenders – non-current portion
  - Borrowings from banks and other lenders – current portion
  - Non-current derivatives on financial transactions, classified under Long-term financial receivables
  - Current derivatives on financial transactions, classified under Short-term financial receivables
  - Non-current derivatives on financial transactions, classified under Long-term financial payables
  - Current derivatives on financial transactions, classified under Short-term financial payables
  - Medium/long-term financial receivables recorded in Other non-current receivables
  - Loan arrangement fees recorded in Other non-current receivables
  - Short-term financial receivables recorded in Other current receivables
  - Loan arrangement fees recorded in Other current receivables
  - Financial assets at amortized cost
  - Financial assets at fair value through profit or loss
  - Financial assets at fair value through other comprehensive income
  - Cash and cash equivalents
  - Financial assets and liabilities held for sale.
- **Free cash flow (levered):** sum of the following items:
  - EBITDA;
  - change in provisions (including those for employee benefit obligations);
  - Net Gains on disposal of fixed assets;
  - share of net profit/(loss) of equity-accounted companies;
  - changes in net working capital;
  - taxes paid;
  - dividends received from equity-accounted companies;
  - cash flow from acquisitions and/or divestments;
  - net cash flow from operating investing activities;
  - net finance costs.

1. Significant events during the year
2. Business environment and financial markets
3. **Group performance and results**
4. Risk factors
5. Other information
6. Business outlook
7. Certification

- **Free cash flow (levered) excluding acquisitions and/or divestments and antitrust-related payments/receipts:** this is determined by stripping out from free cash flow (levered) any acquisitions and/or divestments and/or net cash flow from equity-accounted companies, and or net cash flow from non-ordinary assets disposal, and any antitrust-related payments/receipts occurring during the year..

Definition of adjusted diluted earnings per share

Adjusted diluted earnings per share is calculated on a fully diluted basis and adjusted to exclude the amortization of intangible assets related to the Purchase Price Allocation of acquisitions completed to date, as well as the effect of the inventory step up reversal related to the Encore Wire and Channell Purchase Price Allocations. The 2025 adjusted EPS also excludes the impact of the gain from the sale of YoFC shares and from the Amsterdam site disposal which is part of non-ordinary disposal of assets.



Reconciliation between the Reclassified Statement of Financial Position presented in the Directors' Report and the Statement of Financial Position within the Consolidated Financial Statements and Explanatory Notes at December 31, 2025

(Euro/million)

			12.31.2025	12.31.2024 (*)
		Note	As per financial statements	As per financial statements
Total net fixed assets	**A**		**10,593**	**10,099**
Inventories		6	3,066	2,858
Trade receivables		5	2,428	2,433
Trade payables		14	(2,798)	(2,462)
Other receivables		5	614	591
Contract assets		5	567	554
Direct tax assets		11	121	44
Other payables		14	(1,081)	(997)
Contract liabilities		14	(2,325)	(2,074)
Direct tax liabilities		11	(261)	(132)
Derivatives		8	236	82
Items not included in net working capital:				
Financial receivables		5	28	32
Prepaid finance costs		5	7	6
Interest rate derivatives		8	(15)	2
Forex derivatives on financial transactions		8	2	(1)
Total net working capital	**B**		**545**	**858**
Provisions for risks and charges		15	(752)	(801)
Deferred tax assets		17	370	328
Deferred tax liabilities		17	(700)	(581)
Total provisions	**C**		**(1,082)**	**(1,054)**
Net invested capital	**D=A+B+C**		**10,056**	**9,903**
Employee benefit obligations	**E**	16	**279**	**310**
Total equity	**F**	12	**6,680**	**5,297**
Borrowings from banks and other lenders		13	5,208	5,415
Financial assets at amortized cost			(4)	(4)
Financial assets at fair value through profit or loss		4	(48)	(32)
Financial assets at fair value through other comprehensive income		7	(11)	(11)
Financial assets held for sale		10	(4)	–
Financial liabilities held for sale		10	3	–
Cash and cash equivalents		9	(2,025)	(1,033)
Financial receivables		5	(28)	(32)
Prepaid finance costs		5	(7)	(6)
Interest rate derivatives		8	15	(2)
Forex derivatives on financial transactions		8	(2)	1
Net financial debt	**G**		**3,097**	**4,296**
Total equity and sources of funds	**H=E+F+G**		**10,056**	**9,903**

(*) The comparative figures at 12.31.2024 presented in the current Integrated Annual Report for comparative purposes, have been restated with respect to the previously published figures, as indicated in more detail in section "C. RESTATEMENT OF COMPARATIVE FIGURES" within the Explanatory Notes.

1. Significant events during the year
2. Business environment and financial markets
3. **Group performance and results**
4. Risk factors
5. Other information
6. Business outlook
7. Certification

Reconciliation between the principal income statement indicators and the Income Statement within the Consolidated Financial Statements and Explanatory Notes for 2025

(Euro/million)

	2025	2024
Revenues	**19,650**	**17,026**
Change due to metal price	(2,807)	(2,121)
Revenues at standard metal price	**16,843**	**14,905**

(Euro/million)

	2025	2024
	As per income statement	**As per income statement**
Net profit	1,294	748
Taxes	358	233
Net result from discontinued operations	2	–
Profit before taxes	**1,654**	**981**
Finance income	(699)	(811)
Finance costs	973	1,036
Operating income	**1,928**	**1,206**
Amortization, depreciation, impairment and impairment reversal	646	509
Fair value change in commodity derivatives	24	(19)
Fair value share-based payment	90	58
EBITDA	**2,688**	**1,754**
Non-recurring expenses/(income)	16	11
Business reorganization	35	84
Other non-operating expenses/(income)	(341)	78
Adj. EBITDA	**2,398**	**1,927**

(Euro/million)

		2025	2024
		As per income statement	**As per income statement**
Revenues	**A**	19,650	17,026
Change in inventories of finished goods and work in progress		192	22
Other income		506	117
Raw materials, consumables and supplies		(12,337)	(10,762)
Personnel costs		(2,212)	(1,965)
Other expenses		(3,220)	(2,783)
Operating costs	**B**	**(17,071)**	**(15,371)**
Share of net profit/(loss) of equity-accounted companies	**C**	19	41
Fair value share-based payment	**D**	90	58
EBITDA	**E = A+B+C+D**	**2,688**	**1,754**
Other non-recurring expenses and revenues	**F**	*(16)*	*(11)*
Personnel costs related to business reorganization	**G**	*(21)*	*(57)*
Other expenses and income related to business reorganization	**H**	*(14)*	*(27)*
Other non-operating income/(expenses)	**I**	*341*	*(78)*
Total adjustments to EBITDA	**L = F+G+H+I**	290	(173)
Adj. EBITDA	**M = E-L**	**2,398**	**1,927**
Share of net profit/(loss) of equity-accounted companies	**N**	*18*	*24*
Adj. EBITDA before share of net profit/(loss) of equity-accounted companies	**O = M-N**	**2,380**	**1,903**

(Euro/million)

		2025	2024
		As per income statement	As per income statement
Operating income	**A**	**1,928**	**1,206**
Other non-recurring expenses and income		(16)	(11)
Personnel costs related to business reorganization		(21)	(57)
Other expenses and income related to business reorganization		(14)	(27)
Other non-operating income/(expenses)		341	(78)
Total adjustments to EBITDA	**B**	**290**	**(173)**
Fair value change in commodity derivatives	**C**	(24)	19
Fair value share-based payment	**D**	(90)	(58)
Non-recurring impairment and releases	**E**	(8)	(44)
Adj. operating income	**F=A-B-C-D-E**	**1,760**	**1,462**

Reconciliation between diluted earnings per share and adjusted diluted earnings per share

(Euro/million)

		2025	2024
Group Net Income as per EPS	**A**	**1,237**	**729**
Weighted average number of ordinary shares to calculate diluted earnings per share (millions)		288	291
Diluted EPS reported (in Euro)		**4.30**	**2.52**
PPA Amortizations	**B**	(88)	(58)
Inventory Step up release from Amortizations	**C**	(1)	(31)
YOFC and other assets gain from disposal net of taxes	**D**	374	–
Group Net Income redetermined	**E=A-B-C-D**	**953**	**818**
Adjusted Diluted EPS (in Euro)	**A/E**	**3.31**	**2.81**

1. Significant events during the year
2. Business environment and financial markets
3. **Group performance and results**
4. Risk factors
5. Other information
6. Business outlook
7. Certification

4 – RISK FACTORS

Prysmian Risk Model

Prysmian's value-creation approach has always been based on a conscious and structured management of risks and opportunities, integrated into decision-making processes and strategic planning. In a context marked by increasing market complexity and technological transformations, the ability to anticipate, assess, and manage risk factors is essential to ensuring resilience and sustainable long-term growth.

Starting in 2012, following the adoption of the risk-management provisions introduced by the "Corporate Governance Code for Listed Companies of Borsa Italiana" (Corporate Governance Code), Prysmian seized the opportunity to strengthen its governance model and implement a continuously evolving risk-management system. This system promotes a proactive approach to managing risks and opportunities, through a structured and systematic tool designed to support the company's main decision-making processes.
The Enterprise Risk Management (ERM) system, developed in line with leading international risk-management standards and best practices – such as the Committee of Sponsoring Organizations of the Treadway Commission (COSO) and ISO 31000 – and subject to regular review and continuous improvement to ensure its adequacy within the internal and external competitive context, aims to identify, assess, and monitor short-, medium-, and long-term risks and opportunities that may influence the achievement of strategic objectives and long-term value creation.

The model is designed to support the Board of Directors and Management through a structured set of information on risk and opportunity scenarios that could influence the achievement of strategic objectives, fostering informed, risk-aware corporate decision-making, and the adoption of tools to prevent and mitigate risk exposures while pursuing opportunities that enable value creation.

Within the implemented Enterprise Risk Management system, risk exposures are assessed and managed in accordance with the Group's Risk Appetite, which defines the type and level of risk Prysmian is able and willing to take in pursuing its objectives.

The Group Chief Risk & Compliance Officer (CR&CO), designated to oversee the ERM process, is responsible – together with management – for ensuring that Prysmian's main risks, whether arising from the external environment or internal context, are promptly identified, assessed, managed, and monitored over time by the designated "Risk Owners" for each specific risk. Risk Owner accountability within Prysmian is considered a key factor in ensuring effective, timely, and transparent risk monitoring and management.
Another essential element for effective risk identification is the analysis of new, emerging, evolving, or interrelated risks, conducted periodically through interviews with regional, business-unit, and central management, as well as through the review of industry-specific reports.

Regarding the outcomes of risk-analysis, assessment, mitigation, and monitoring activities, the CR&CO periodically updates the members of the Control and Risks Committee – composed of non-executive Board members – and provides updates on ERM model developments and continuous improvements. Within the Control and Risks Committee meetings, the Committee is also updated at least once a year on any new topics requiring training or more in-depth knowledge, including new tools, processes, and/or methodologies for risk management and monitoring.

Regarding assessments of key risks, the CR&CO reports first to an internal risk-management committee composed of the Group's senior management. Specific risks and/or those requiring specialized expertise are also discussed in dedicated internal committees composed of competent management with responsibility for those areas.

For further details on the adopted governance structure and the responsibilities assigned to relevant bodies, refer to the "Governance and Corporate Structure" section of this Report.

The ERM process used for identifying, assessing, and monitoring risks – formalized in the Group ERM Policy, which incorporates guidelines on the Internal Control and Risk Management System – follows a "top-down" approach, driven by Senior Management and the company's medium-long-term strategic objectives. This process is generally carried out at least twice a year to identify, assess, treat, and monitor risks and opportunities, ensuring that the Group's risk exposure and opportunities are regularly reviewed.

Risks considered highly significant, including new, emerging, or rapidly evolving risks, are assessed more frequently. Detailed and in-depth risk assessments ("Risk Deep-Dives") are also conducted on specific risks requiring granular analysis and the adoption of customised evaluation methodologies and tools (e.g., project-related risks, contract risks, climate-change risks).

The ERM process covers all types of risks and opportunities potentially relevant for the Group, grouped into five main categories:

- **Risks related to the business and sector in which Prysmian operates:** Risks arising from external or internal factors such as changes in the market environment, incorrect and/or inadequate corporate decisions, poor responsiveness to competitive or market changes, and risks caused by events or situations that – by reducing the effectiveness and efficiency of key processes and impacting value creation – could threaten Prysmian's competitive position and achievement of objectives;
- **Environmental, Social and Governance Risks**: Risks linked to the management of processes, systems, and company resources that may compromise operational efficiency or business continuity; risks associated with environmental impacts generated by corporate activities (e.g., air, water, or soil pollution) and risks arising from natural events affecting operations; risks associated with relationships with internal and external stakeholders, worker safety, human-rights protection, and community expectations; risks related to governance structure, internal controls, compliance, and transparency;
- Legal and Compliance Risks: risks related to non-compliance with national, international and industry-specific legal and regulatory requirements, and to unprofessional conduct in conflict with company ethics, exposing Prysmian to potential penalties and undermining its reputation in the marketplace;
- **Financial Risks:** risks associated with the extent of availability of financial resources and the ability to manage currency and interest rate volatility effectively;
- **Planning and Reporting Risks**: risks related to the adverse effects of disclosing incomplete, inaccurate and/or untimely information, which may affect Prysmian's strategic, operational and financial decisions as well as compliance aspects.

The assessment of exposure to the risks identified within the above categories – similarly to opportunities – is carried out through a clearly defined and shared methodology, which includes measuring impact, probability of occurrence, and adequacy of existing internal controls:

- **Economic-financial impact on EBITDA or cash flow**, net of existing countermeasures and/or insurance coverage, and/or qualitative impact in terms of **reputation**, **operational efficiency/continuity**, and **sustainability**, measured on a scale from "low" (1) to "very high" (4);
- **probability** of a particular event occurring, measured on a scale going from remote (1) to probable (4);
- **Risk-management capability,** meaning the maturity and effectiveness of existing internal-control and risk-management systems, measured on a scale from "adequate" to "inadequate/non-existent".

The results of risk-measurement and evaluation activities are represented on a Heatmap, a 4×4 matrix that, by combining these variables, provides a clear overview of the most significant risk events. Risk exposure also takes into account the evolution and future outlook of risks and opportunities (i.e., whether exposure is expected to increase, remain stable, or decrease over the relevant time horizons). In addition, risk exposure is assessed by considering the potential impact of acquisitions and integrations that may modify Prysmian's risk profile and/or strategic opportunities.

1. Significant events during the year
2. Business environment and financial markets
3. Group performance and results
4. **Risk factors**
5. Other information
6. Business outlook
7. Certification

For double-materiality analysis purposes, the ERM process also includes mapping and updating ESG risks, linking them to relevant ESRS standards and assessing their potential economic effects.

Risk assessment criteria

The Group-wide view of risks and opportunities provided by the ERM process enables the Board of Directors and Management to periodically reflect on the risk-appetite level and evaluate whether the current exposure is aligned with it, assessing the adequacy and effectiveness of risk-management strategies, prioritising mitigation actions, and ensuring proper monitoring over time. The appropriate risk-management strategy may depend on the nature of the identified risk:

- *external risks outside* the Group's control, scenario-assessment tools and response plans can be implemented (e.g., continuous monitoring activities, business-plan stress testing, insurance arrangements, disaster-recovery plans).
- *risks partially manageable* by the Group, risk-transfer systems, monitoring of specific risk indicators, hedging activities, etc., can be used.
- *internal risks manageable* by the Group, since these are inherent to the business, targeted risk-prevention and impact-minimisation actions can be implemented through adequate internal-control systems and related monitoring and auditing activities.

In 2025, the process involved Management across Prysmian's main business segments, regions, and functions – including Top Management – enabling the identification, assessment, monitoring, and management of the most significant risks for the Group, including sustainability- and climate-related risks.
Starting in 2021, Prysmian conducted a detailed analysis of climate-change and energy-transition issues, preparing a TCFD report through 2023. Beginning in 2024, risk and opportunity assessments related to decarbonisation-driven transformation were fully integrated into the "Sustainability Reporting" section, Chapter E1 Climate-related activities.

These enhancements have enabled the development of an increasingly integrated and multidisciplinary risk-management and assurance process, aimed at ensuring long-term value creation for shareholders and stakeholders. In recent years, particular attention has also been dedicated to emerging technologies and artificial intelligence, which offer significant opportunities across various applications. Strategic and careful adoption of such technologies may represent a competitive advantage. However, their increasingly pervasive use also represents an emerging and rapidly evolving risk area, including algorithmic bias, inaccurate data, lack of transparency in sources and datasets, and sustainability and/or regulatory-compliance concerns (e.g., European Regulation 2024/1689, the "European AI Act").

In 2025, the development of an AI-adoption strategy, the definition of corporate policies and guidelines for responsible use, and the promotion of training and awareness activities on related risks represented key pillars in building an effective management framework for associated risks and opportunities.

Finally, in 2025 – as in previous years but with increased attention to context-related developments – particular focus was placed on competitive-landscape changes, geopolitical and macroeconomic conditions, and regulatory developments, all considered rapidly evolving external factors requiring close monitoring.

Financial risks are described in greater detail in the Notes to the Consolidated Financial Statements (Financial Risk Management). As indicated in the Notes (Basis of Preparation), the Directors verified the absence of financial, operational, or other indicators suggesting concerns regarding Prysmian's ability to meet its obligations in the foreseeable future, particularly in the next 12 months.

Based on recent financial performance and cash generation, as well as available financial resources as of 31 December 2025, the Directors believe that – absent extraordinary, unforeseeable events – no significant uncertainties exist regarding the Group's ability to continue as a going concern.

Among the main risk factors, those related to ESG (Environmental, Social, Governance) topics have also been assessed and are reported below, taking into account the results obtained from the latest materiality analysis conducted by Prysmian for the Sustainability Reporting. For further details, please refer to the dedicated section in the Sustainability Reporting chapter.

Below are the main risk factors, organised according to the classification described above, aligned with Prysmian's business model and operating context.

Risks related to the business and sector in which Prysmian operates

Risks related to the competitive environment

Many of the products offered by Prysmian, primarily in the Industrial & Construction and Power Distribution businesses, are manufactured to specific industrial standards and are therefore interchangeable with those offered by major competitors. Price is therefore a key factor in customer choice of supplier. The entry into mature markets (e.g. Europe) of non-traditional competitors, i.e. small to medium-sized manufacturing companies with low production costs, and the need to saturate production capacity, together with the possible occurrence of a contraction in market demand, translate into strong competitive pressure on prices, with possible consequences for Prysmian's expected margins.
Moreover, despite the existence of certain barriers to entry (such as those related to ownership of technology and know-how), high value-added businesses such as high-voltage underground and submarine cables and optical cables are witnessing an escalation in competition from both existing operators and new players, not necessarily within the sector, but with leaner and more flexible organizational models and/or significant financial resources, with a potentially negative impact on both Prysmian's sales volumes and prices.
In addition, the acceleration in technological innovation observed in recent years, with the increasing use of renewable energy and a shift towards digitalization, represents another area of competition in the medium and long term. Prysmian may be unable either to reduce its costs sufficiently to offset the reduction in demand and the increased pricing pressure, or to effectively limit the greater competition from both new entrants and existing players, which could have a material adverse effect on its economic and financial condition and/or results of operations.
The strategy of rationalizing manufacturing footprint currently in progress, the consequent optimization of cost structure, the policy of geographical diversification and, last but not least, the ongoing pursuit of innovative technological solutions, all help Prysmian to address the potential effects arising from the competitive environment.

Risks related to changes in macroeconomic conditions and demand

Factors such as trends in GDP and interest rates, the ease of access to credit, the cost of raw materials, the introduction of tariffs by foreign Governments and the general level of energy costs, have a significant impact on market demand. In such circumstances, government incentives for alternative energy sources and the development of telecommunication networks could diminish.
Shortages of equipment, materials and labor in some sectors could hamper the production of goods, causing delays in contract execution and slowing economic recovery. In situations of economic downturn, Prysmian's business, financial condition and results of operations may be adversely affected.
To counter this risk, Prysmian pursues a policy of geographical diversification along with a strategy of cost reduction.
In addition, Prysmian constantly monitors developments on the global geopolitical stage which, for example, as a result of the introduction of specific industrial policies by individual countries, may require it to revise existing business strategies and/or adopt mechanisms to safeguard its competitive position.
There is also a risk associated with the introduction of US tariffs, a more detailed analysis of which can be found in the "Financial Risk Management" section of the Explanatory Notes to the Consolidated Financial Statements.

1. Significant events during the year
2. Business environment and financial markets
3. Group performance and results
4. **Risk factors**
5. Other information
6. Business outlook
7. Certification

Risks related to non-compliance with contractual terms in turnkey projects

Turnkey projects involve operational and management complexities that may affect delivery times, the quality of the cables manufactured, the costs estimated in the contract and, consequently, the agreed consideration and any warranty costs. Prysmian accounts for these projects using the percentage of completion method, whereby the margins recognized in the financial statements depend on project progress and estimated margins at completion. Accordingly, work in progress and margins on uncompleted projects may not be correctly recognized if the revenue and costs of completion, including any contractual variations and cost overruns and penalties that might reduce the expected margins, have not been correctly estimated. The percentage of completion method requires Prysmian to estimate the costs to complete projects and involves making estimates based on factors that may change over time and therefore have a significant impact on the recognition of revenue and margins. Although Prysmian has policies and procedures in place to manage and monitor the execution of each project, there can be no guarantee that such problems will not arise. This could have a material adverse effect on Prysmian's business, financial condition and/or results of operations. Specifically, projects for high/medium voltage submarine or underground power cables are characterized by types of contract entailing "turnkey" or end-to-end project management that therefore requires compliance with deadlines and quality standards, guaranteed by penalties calculated as an agreed percentage of the contract value and which may also lead to contract termination if Prysmian (or its subcontractors and/or other third parties used by Prysmian in the execution of these projects) fails to meet certain deadlines and quality standards.
The application of such penalties, the obligation to pay damages, as well as indirect effects on the supply chain in the event of late delivery or manufacturing problems, could have a significant impact on project performance and therefore on Prysmian's margins. Possible damage to market reputation cannot be ruled out.
Any of these elements could have a material adverse effect on Prysmian's business, financial condition and/or results of operations.

Given the complexity of turnkey projects, Prysmian has implemented a quality management process involving an extensive series of tests on cables and accessories before delivery and installation, as well as specific insurance coverage, often through insurance syndicates, to mitigate exposure to risks running from the manufacturing stage through to delivery.
Moreover, in order to ensure effective project risk management, with particular reference to the Transmission segment, Prysmian has implemented a systematic project risk management process, integrated into project management activities that follow the entire project lifecycle – from the tender phase through to delivery. This process, which is continuously reviewed and improved, aims to ensure that risks related to projects are effectively managed by promptly identifying the necessary prevention and mitigation actions, as well as by promoting proactive and transparent behaviors from all stakeholders involved in risk assessment and management activities.
As part of this process, alongside risk management activities at the individual project level, periodic assessments are also conducted at the portfolio level, analyzing risks at the business level, including the risk of potential domino effects across the project portfolio. Additional scenario analyses are carried out by examining risks related to the possible unavailability of strategic assets (such as manufacturing facilities and vessels used for installation activities), and implementing, as needed, the appropriate prevention and mitigation actions deemed adequate.
Prysmian has set aside specific provisions for such risks that represent the best estimate of the related liabilities based on available information.

Business interruption risk due to dependence on key assets

The submarine cables business is heavily dependent on certain key assets, particularly the plants in Pikkala (Finland) and Arco Felice (Italy) for the manufacture of a specific type of cable, and Prysmian's cable-laying vessels, some of whose technical capabilities are hard to find on the market. The new vessel, the "Monna Lisa", sister to the "Leonardo da Vinci", entered in service in 2025, as well as the "Marco Polo" vessel, while the "Alessandro Volta" is currently under construction (due to enter service in 2027).

The loss, if only partial, of one of these assets due to unforeseen natural events (e.g. earthquakes, storms, or other natural disasters) or other incidents (including fires, terrorist attacks, or other events) and the resulting prolonged business interruption could have a critical economic impact on Prysmian's business, financial condition and/or results of operations.
Prysmian addresses asset dependency risk by having:

- a systematic Loss Prevention program, managed centrally by the Insurance function, which, through periodic on-site inspections, makes it possible to assess the adequacy of existing systems of protection and to decide any necessary remedial actions to mitigate the estimated residual risk. As at December 31, 2025, the Group's operating facilities were sufficiently protected and there were no significant risk exposures. Almost all the facilities have been classified as "Excellent Highly Protected Rated (HPR)", "Good HPR" or "Good not HPR", in accordance with the methodology defined by internationally recognized best practices in the field of Risk Engineering & Loss Prevention; there are limited exceptions, in a defined geographical area, that have been classified as "Fair", for which a plan for improvement and progress monitoring has accordingly been initiated and is still ongoing;
- specific Disaster Recovery & Business Continuity plans that make it possible to activate, as quickly as possible, suitable countermeasures to contain the impact following a catastrophic event and manage any resulting crisis;
- specific insurance programs covering damage to assets and loss of associated contribution margin due to business interruption, so as to minimize the financial impact of this risk on cash flow.

Risk of instability in Prysmian's countries of operation

Prysmian has operations and production facilities and/or companies in Asia, Latin America, the Middle East, Africa and Eastern Europe. Prysmian's operations in these countries are exposed to various risks related to local regulatory and legal systems, the imposition of duties or taxes, exchange rate volatility, and political and economic instability affecting the ability of business and financial partners to meet their obligations.
Some of Prysmian's facilities, particularly in certain locations, are at greater risk of economic and political destabilization, international conflicts, restrictive measures by foreign governments, nationalization or expropriation, and changes in regulatory requirements. Other difficulties may arise from terrorist activities, natural disasters, the introduction of adverse tax legislation and the development of potential pandemics in countries that do not have the resources to deal with such outbreaks.
Significant changes in the macroeconomic, political (for instance, the current geopolitical crises, such as the one between Russia and Ukraine and those in the Middle East), fiscal or legislative environment in such countries could have an adverse impact on Prysmian's business, results of operations, assets and financial condition.
Consequently, as indicated earlier, Prysmian constantly monitors developments on the global geopolitical stage that could require it to revise existing business strategies and/or to adopt mechanisms to safeguard its competitive position and performance.

Commodity price volatility risk

Prysmian's operating results could be affected by changes in the prices of raw and materials (such as copper, aluminum, lead, resins and polyethylene compounds as well as fuel and energy), which are subject to market volatility.
The main raw materials purchased by Prysmian are copper, aluminum and lead, whose cost represents over 50% of the total raw materials used in the manufacture of its products.

1. Significant events during the year
2. Business environment and financial markets
3. Group performance and results
4. **Risk factors**
5. Other information
6. Business outlook
7. Certification

Prysmian neutralizes the impact of possible variations in the price of copper, aluminum and, to a lesser extent, lead through hedging activities and automatic price adjustment mechanisms. Hedging activities are based on sales contracts or sales forecasts which, if not met, could expose Prysmian to the risk of price volatility in the underlying assets. This could have a material adverse effect on Prysmian's business, financial condition and/or results of operations.
A dedicated team within the Group Purchasing department centrally monitors and coordinates those sales transactions requiring the purchase of metals and the related hedging activities carried out by each subsidiary, ensuring that the level of exposure to risk is kept within defined tolerance limits.
A more detailed analysis of this risk is given in the "Financial Risk Management" section of the Explanatory Notes to the Consolidated Financial Statements.

Risks related to the outbreak and continuation of conflict between Russia and Ukraine and in the Middle East

On February 24, 2022, Russia launched its invasion of Ukraine, marking a significant escalation in the Russia-Ukraine conflict (the Conflict). The Conflict is still having a major impact on the global economy and the resulting negative effects could continue for an unpredictable period of time.
The Conflict has prompted a number of other countries to impose or tighten sanctions against Russia. These measures have created uncertainty about the potential impact on global economies, particularly for Europe, whose geographical proximity and trade relations make it the macro-area most vulnerable to the effects of the crisis. Russia has responded to these sanctions with counter-sanctions against so-called "unfriendly" states (including, in particular, the members of the European Union). If economic sanctions were to escalate further, Russia could take further legal action that could affect European businesses (located in what Russia considers to be an "unfriendly state").
In addition, the economic consequences of the Conflict include, inter alia, (i) a significant disruption of energy markets with a sharp increase in the price of gas, oil and other related products, that could lead to higher energy prices for businesses and households in those countries most dependent on Russian fossil resources; (ii) the risk of a deterioration in the credit profile of many countries that are highly dependent on imports from Russia; and (iii) serious financial difficulties for many businesses; (iv) increasing complexity of the international economic sanctions regime and export controls, which are rapidly evolving.
In addition, tensions in the Middle East, including the conflict between Israel and Hamas that began in October 2023, the escalation of a series of direct clashes between Israel and Iran in April 2024, and the escalation of hostilities between Israel and the militant group Hezbollah in September 2024, have caused volatility and instability, and there is a risk that these events could potentially spiral into a wider regional conflict. Moreover, since November 2023, the Al-Houthi militia in Yemen has launched several attacks on commercial vessels in the Red Sea, causing significant disruption to global trade routes. The current situation is having an impact on consumer price pressure and could also affect economic growth in the Eurozone. These elements of uncertainty could lead to a disruption of normal market dynamics and, more generally, of business operating conditions. As a result, Prysmian could be affected by price volatility for commodities originating from countries affected by the Russia-Ukraine and Middle East conflicts, with a possible general rise in inflation, particularly for energy commodities (e.g., oil, gas and coal), especially as the cash flows of many of Prysmian's customers are highly dependent on energy prices, with the consequent possibility of default and earnings problems.
The extent and duration of the conflicts, the sanctions and the resulting market disruptions have already been significant and could potentially continue to have a substantial impact on the global economy and Prysmian's business for an unspecified period of time. Any of the above factors could have a material adverse effect on Prysmian's business and results of operations.

Liability for product quality/defects

Any defect in the design and manufacture of Prysmian's products could give rise to civil or criminal liability towards its customers or third parties. As a result, Prysmian, like other companies in the industry, is exposed to the risk of product liability claims in the countries in which it operates. In line with the practice of many companies in the industry, Prysmian has taken out insurance which it believes provides adequate protection against the risks arising from such liability. However, should this insurance cover prove insufficient, Prysmian's results of operations and financial condition could be adversely affected.

Risks of dependence on key distributors and resellers for the non-exclusive sale of Prysmian products

Distributors and resellers account for a significant portion of Prysmian's sales. These distributors and resellers are not contractually obliged to purchase the Group's products on an exclusive basis. Therefore, they may purchase competing products or stop purchasing Prysmian products at any time. The loss of one or more major distributors could have a material adverse effect on Prysmian's business, financial condition and/or results of operations.

Key supplier dependence risks

Prysmian relies on a large number of suppliers of goods and services to carry out its activities, some of which are important suppliers of raw materials, including certain metals (copper, aluminum and lead) and some polymer compounds, particularly for the high-voltage and submarine cable businesses.
Dependence on key suppliers may expose the company to risks of delivery delays, quality issues, or increased supply prices – particularly in light of the current macroeconomic and geopolitical environment – as well as to localized events that can create vulnerabilities along an increasingly complex and global supply chain.
Prysmian periodically monitors its exposure to the risk of dependence on suppliers considered critical, including through scenario analyses that take into account the unavailability of a specific raw material and its potential impact on Prysmian's business, financial conditions, and/or operating results.
Moreover, with the aim of preventing and mitigating this risk, Prysmian has implemented a robust qualification system to collaborate with selected and reliable suppliers of goods and services, and, where possible, to identify alternative options that help avoid situations of dependence on a single supplier.
The mitigation strategy is therefore based on developing long-standing relationships with suppliers considered key, closely monitoring the performance of selected suppliers, and finally investing in R&D projects aimed at developing alternative solutions that reduce exposure to risk while supporting efficiency and sustainability.

Risks related to acquisitions and divestments

Prysmian constantly evaluates potential acquisition targets and, whenever it acquires new companies, their integration may be challenging, particularly if the management information and accounting systems are significantly different from those used elsewhere in the Group. It is also possible that unforeseen problems may arise in one or more of the acquired businesses.
In addition, Prysmian may need to incur additional debt to finance the acquisitions.
With particular reference to the policies for the management of strategic metals, such as copper and aluminum, and the hedging of the related price risk, as well as the management of forex risk, trade credit risk and inventory obsolescence risk, it cannot be excluded that any delays in the implementation of the processes to harmonize the Group's policies following the Acquisition may have an adverse effect in the future on Prysmian's prospects, financial condition, results of operations and cash flows.
Furthermore, with reference to the Encore Wire acquisition completed in 2024, Prysmian has agreed, for a period of six years following completion of the merger, to indemnify and hold harmless, to the fullest extent permitted by applicable law, all current and former directors and officers of Encore Wire Corporation, as well as any person who served at the request of Encore Wire Corporation as a director, officer, employee, trustee or fiduciary of any other company, entity or joint venture, against any and all costs, expenses, legal judgements, fines, losses, claims, damages or liabilities incurred by any such person in connection with any claim,

1. Significant events during the year
2. Business environment and financial markets
3. Group performance and results
4. **Risk factors**
5. Other information
6. Business outlook
7. Certification

action, proceeding or investigation (whether civil, criminal or administrative) arising out of activities performed for Encore Wire Corporation prior to the effective date of the merger (including those relating to the Acquisition and other activities contemplated by the Agreement and Plan of Merger).
More generally, Prysmian may also dispose of some of its businesses through M&A transactions, themselves subject to uncertainty. Agreements entered into in connection with divestment transactions typically contain reciprocal covenants, as well as representations and warranties and the seller's obligation to indemnify the buyer for any liability arising from the breach of such representations and warranties. In addition, such agreements typically contain conditions precedent that must be satisfied prior to completion, failing which the buyer's right of termination will be triggered, which means that there is no guarantee that any outstanding transactions that have not yet been completed will actually be completed within the specified timeframe.
Any of the above circumstances could have a material adverse effect on Prysmian's business, financial condition and/or results of operations.
A more detailed analysis of this risk is given in the note on "Employee benefit obligations" within the Explanatory Notes to the Consolidated Financial Statements.

Financial risks

Risks related to the availability and cost of financing

The volatility of the international banking and financial system could be a potential risk factor in relation to the availability and cost of financing. In addition, failure to comply with the financial and non-financial covenants contained in Prysmian's credit agreements could limit its ability to increase its net debt, other factors remaining equal. Failure to comply with any of these covenants would trigger an event of default which, unless remedied under the terms of the respective agreements, could result in their termination and/or early repayment of any borrowings. In such a situation, Prysmian may not be able to repay the amounts requested early, thus creating a liquidity risk.
Given the current level of cash and cash equivalents and undrawn committed credit facilities, totaling over Euro 3.3 billion at December 31, 2025, and the six-monthly monitoring[5] of compliance with the financial covenants (fully met at December 31, 2025), Prysmian believes that it has significantly mitigated this risk and that it is able to raise sufficient funding at a competitive cost. A more detailed analysis of this risk, including a description of the Group's principal sources of finance, is given in the Explanatory Notes to the Consolidated Financial Statements.

Exchange rate volatility

Prysmian operates internationally and is therefore exposed to foreign exchange risk on the currencies of the various countries in which it operates. Foreign exchange risk arises when future transactions or assets and liabilities recognized in the statement of financial position are denominated in a currency other than the functional currency of the company undertaking the transaction.
To manage foreign exchange risk arising from future trade transactions and from the recognition of foreign currency assets and liabilities, most Prysmian companies use forward contracts arranged by Group Treasury, which manages the various positions in each currency. However, as Prysmian prepares its consolidated financial statements in Euro, fluctuations in the exchange rates used to translate the financial statements of subsidiaries, originally denominated in foreign currencies, could affect Prysmian's business, financial conditions and/or results of operations.
Exchange rate volatility is monitored both locally and centrally, by Group Finance, also using specific indicators designed to intercept potential risk situations which, if deemed to exceed the defined tolerance limits, will trigger immediate action to mitigate the impact.
A more detailed analysis of this risk is given in the "Financial Risk Management" section of the Explanatory Notes to the Consolidated Financial Statements.

5 The financial covenants are measured at the time of the semi-annual report on June 30 and the annual financial statements on December 31.

Interest rate volatility

Changes in interest rates affect the market value of Prysmian's financial assets and liabilities and net finance costs.
The interest rate risk to which Prysmian is exposed mainly relates to long-term financial debt, both fixed and variable rate.
Fixed rate debt exposes Prysmian to fair value risk. Prysmian does not adopt specific policies to hedge the risk arising from such contracts, as it considers this risk to be immaterial.
Variable rate debt exposes Prysmian to interest rate volatility risk (cash flow risk). To hedge this risk, Prysmian uses interest rate swap (IRS) contracts, which convert the variable rate into a fixed rate, thereby reducing the interest rate volatility risk. IRS contracts allow the difference between the contracted fixed rates and the variable rate calculated on a loan's notional amount to be swapped at pre-determined dates.
A potential increase in interest rates could be a risk factor in future periods and could have a material adverse effect on Prysmian's business, financial condition and/or results of operations.
A more detailed analysis of this risk is given in the "Financial Risk Management" section of the Explanatory Notes to the Consolidated Financial Statements.

Credit risk

Credit risk is Prysmian's exposure to potential losses arising from the failure of business or financial partners to meet their obligations.
This risk is monitored centrally by Group Finance, while customer-related credit risk is managed operationally by the individual subsidiaries.
Prysmian does not have excessive concentrations of credit risk, but given the economic and social difficulties in some of the countries in which it operates, its exposure could deteriorate, which would require closer monitoring. Accordingly, Prysmian has put procedures in place to ensure that its business partners are of proven reliability and that its financial partners have high credit ratings. In addition, Prysmian has a global trade credit insurance program covering almost all of its operating companies; this program is centrally managed by the Insurance Management function, which, with the support of Prysmian's Credit Management function, monitors the level of risk exposure and intervenes when tolerance limits are exceeded due to the difficulty of finding cover on the market.
However, any delay or non-payment, in whole or in part, of amounts due from major counterparties could have a material adverse effect on Prysmian's business, financial condition and/or results of operations.
A more detailed analysis of this risk is given in the "Financial Risk Management" section of the Explanatory Notes to the Consolidated Financial Statements.

Liquidity risk

Liquidity risk indicates the sufficiency of an entity's financial resources to meet its payment obligations to business or financial partners in the agreed manner on the established due dates.
Prysmian's working capital liquidity requirements increase significantly in the first half of the year, when production ramps up in anticipation of order intake, resulting in a temporary increase in net financial debt.
Prudent management of liquidity risk involves maintaining adequate levels of cash, cash equivalents and short-term securities, having sufficient committed credit lines and renegotiating loans in a timely manner before they mature. Given the dynamic nature of the business in which Prysmian operates, the Group Finance department prefers flexible forms of financing in the form of committed credit lines.
At December 31, 2025, Prysmian's cash and cash equivalents and undrawn committed credit lines amounted to over Euro 3 billion.

1. Significant events during the year
2. Business environment and financial markets
3. Group performance and results
4. **Risk factors**
5. Other information
6. Business outlook
7. Certification

Should Prysmian be unable to meet its payment obligations to counterparties due to seasonal fluctuations in working capital, this could have a material adverse effect on its business, financial condition and/or results of operations.
A more detailed analysis of this risk is given in the "Financial Risk Management" section of the Explanatory Notes to the Consolidated Financial Statements.

Risk of impairment of goodwill or other intangible assets

Prysmian's statement of financial position includes certain amounts recognized as intangible assets, including goodwill.
Goodwill is subject to an impairment test at least once a year.
As this test is based on estimates derived from Prysmian's business and performance, interest rates, growth rates and other factors existing at the time of the test, there may be discrepancies between estimates and actual developments. Any future deterioration in business and financial conditions could result in an impairment loss.

Risks related to pension plan obligations

Prysmian companies have defined benefit pension plans in place around the world, into which they are required to pay specific contributions. Under these plans, Prysmian is required to provide a defined level of benefits to plan participants and is therefore exposed to the risk that the related assets may not be sufficient to cover the benefits. If a plan has a deficit, its managing trustee will require Prysmian to fund the plan. In addition, Prysmian may be required to make significant prepayments or provide additional financial support to certain plans if their creditworthiness deteriorates or if beneficiaries withdraw en masse from the plans and require immediate coverage of their deficits.
The cost of defined benefit pension plans is determined using a number of actuarial assumptions, including the expected long-term rate of return on plan assets and the discount rate. The use of these assumptions causes the pension expense and cash contributions to fluctuate from year to year.
The above risks may have a material adverse effect on Prysmian's business, financial condition and/or results of operations.
Prysmian has taken measures to mitigate its exposure to these risks, including by preventing new participants from joining funded plans and requiring ongoing contributions from the original beneficiaries, but there can be no assurance that these measures will be sufficient to mitigate the relevant risks.

Environmental, social and governance risks

Sustainability risks in Prysmian's supply chain

Prysmian's business model, with a global presence in more than 50 countries and a high diversification of product applications, is based on a complex supply chain that requires continuous interface with numerous suppliers of different sizes and cultural backgrounds. Without prior investigation and control, the management of a complex supply chain could lead Prysmian to source goods and services from suppliers that do not comply with its guidelines and policies, with the risk of supporting suppliers that do not operate in accordance with international standards. In addition, Prysmian believes that it has a responsibility that goes beyond its organizational boundaries and, therefore, by managing the sustainability of its supply chain (upstream and downstream activities and customers), it is also able to limit any reputational risks. In addition to its commitment to assess its business partners, Prysmian has adopted guidelines and policies that its suppliers must comply with (e.g. the Code of Ethics and the Code of Business Conduct). Prysmian will react immediately if it is found that third parties involved in the supply chain have taken actions that do not comply with the principles of environmental and social sustainability, which would expose Prysmian to potentially significant image and reputation risks. If the reported issues are not promptly resolved and corrected, Prysmian reserves the right to initiate a procedure to terminate existing business activities and to temporarily or, in the most serious cases, permanently exclude the supplier from its supplier list. Third-party sustainability risk assessment is a fundamental step in the overall supply chain management

process which defines clear rules for (i) adding new suppliers, (ii) periodically assessing the supply chain and (iii) monitoring and improving the supply chain management strategy. In this context, Prysmian has defined a supply chain strategy and related actions that embed ESG factors throughout the value chain in order to improve its social and environmental policies within the supply chain.
Any of these risks could have a material adverse effect on Prysmian's business, financial condition and/or results of operations.

Risk of loss of competitiveness or leadership in the energy transition sector

New energy transition policies and the resulting new market opportunities are rapidly transforming an already competitive environment, with the potential entry or expansion of new players and the development of new technologies, that could reduce or disrupt Prysmian's leadership. The exposure to this risk has been analyzed over the 2022-2035 time horizon, taking into account the International Energy Agency's four emission scenarios: Stated Policy Scenario (STEPS), Announced Pledges Scenario (APS), Sustainable Developed Scenario (SDS) and Net Zero Emissions (NZE). The impact in terms of reduced revenue and/or profitability has been assessed as medium-low in the medium term and medium-high in the long term.
Any of these risks could have a material adverse effect on Prysmian's business, financial condition and/or results of operations.
Prysmian has carried out an in-depth analysis of its activities in relation to the entry of new competitors in the HV Underground, Submarine Energy and Submarine Telecom sectors. The risk assessment of new entrants also considered companies with significant financial resources, not necessarily active in the cable sector, which could see an attractive business opportunity in the energy transition sector.
In terms of mitigation measures, Prysmian's diversified portfolio of activities with a global geographical presence is a strength: it is the only world leader with a business model balanced between areas with different profiles, where each segment plays a specific role in the overall strategy, taking into account stability, growth potential and the generation of opportunities.

Risks Related to Cybersecurity Attacks and Other Technological Risks

Prysmian is exposed to cybersecurity attacks and other technological risks. In a rapidly evolving world, where information has significant value and there is increasing interoperability between networks, systems, and applications, managing and protecting information assets – while ensuring compliance with current regulations – has become increasingly complex. This greater complexity, combined with the proliferation and evolution of persistent cyber threats, exposes companies to new types of risks whose harmful effects could severely impact financial performance, brand reputation, compliance, data leakage, and business continuity, including production processes and connected industrial systems.
Moreover, the acceleration of technological innovation in recent years exposes Prysmian's cultural and organizational model to the risk of needing to promptly adapt skills, processes, and controls to this rapid change.
Cyber risk is integrated into the Group's Enterprise Risk Management model and is subject to periodic monitoring by top management and governance bodies to ensure management aligned with the organization's overall risk profile.
In this constantly evolving scenario, creating a secure environment while minimizing potential negative impacts on business activities and ensuring compliance with applicable network and information system security requirements becomes increasingly challenging.
This complexity is particularly relevant for manufacturing companies that continue to focus on significant innovation of products, services, production processes, and industrial ecosystems in order to remain competitive in a continuously evolving global market, adopting new technologies to ensure customer centricity and increase value-added services and operational efficiency, also through growing integration between IT and OT environments and the adoption of IoT solutions.
In this context, Prysmian adopts an approach oriented toward industrial operational resilience, aimed at ensuring the continuity of production processes and the protection of critical OT assets.

1. Significant events during the year
2. Business environment and financial markets
3. Group performance and results
4. **Risk factors**
5. Other information
6. Business outlook
7. Certification

Prysmian carried out a quantitative assessment – including scenario and sensitivity analyzes – of the impact of cyber-attack risks on manufacturing activities, considering the entire asset lifecycle, the growing use of IoT systems in operations, and the likely acceleration of these technologies driven by energy transition programs. Based on future "possible" scenarios defined by the IEA, this analysis confirms a medium impact in the medium term, with increasing operating costs, and a medium-high impact in the long term.

In this context, Prysmian developed its Information Security Strategy, whose main objective is to establish general guidelines to effectively and efficiently manage, monitor, and protect Prysmian's information assets and support the Group's operational resilience.

The Group's approach to information security is risk-based and focused on protecting critical assets and processes, with priorities defined according to operational, financial, and reputational relevance.

Prysmian has adopted a comprehensive set of policies, procedures, and operational instructions aimed at managing and governing, at different levels of detail, issues and processes related to information security, in line with the Information Security Strategy and related Framework, and consistent with recognized international standards and best practices.

Prysmian has completed the second Group Cyber Security Program, successfully implemented the three-year strategic roadmap, and carried out activities aimed at strengthening information security and consolidating the maturity achieved, through a set of actions intended to reduce overall cyber and compliance risks and enhance prevention, detection, and incident-response capabilities.

Cybersecurity initiatives are also integrated with the Group's business continuity and crisis management processes to support organizational resilience and responsiveness to adverse events.

The Group also adopts a continuous and proactive monitoring model of security posture and emerging threats, aimed at supporting timely decision-making and the evolution of security controls.

The Group's reliance on suppliers and on outsourced products and services supporting critical IT operations increases the Company's exposure to risks and cyberattacks. The most recent and advanced cyber-attack vectors target suppliers, making further supervision and constant monitoring of the Group's third-party security necessary, including risks relating to the digital supply chain.

Prysmian continuously and constantly monitors the security of its digital footprint with the support of cyber scoring agencies, and this discipline is applied throughout the extended ecosystem.

Security incidents – as well as identifiable and attributable vulnerabilities – can negatively affect the overall evaluation and must be considered and resolved promptly. Prysmian is committed to ensuring and maintaining a score above 85/100.

Prysmian continued the collaborations established through participation in associations and consortia, as well as agreements with national and international institutions, through information-sharing activities on relevant cyber events, including attacks on its IT infrastructure and emerging threats.

Growing concerns about an increasingly fragmented and unpredictable world have also triggered an important change in the perception of the effectiveness of cybersecurity and privacy regulations.

Some aspects of current standards pose significant compliance challenges; however, certification and attestation standards – both local and international – are increasingly viewed as an appropriate and effective approach to ensuring greater cybersecurity and system resilience.

Furthermore, artificial intelligence (AI) technologies have significant potential to transform society and people's lives – from commerce to healthcare, transport to cybersecurity, the environment and the planet. AI technologies can foster inclusive economic growth and support scientific progress that improves global conditions, including within its sector. However, AI technologies also entail risks that may negatively affect individuals, groups, organizations, communities, society, the environment, and the planet. As with other technologies, AI-related risks may emerge in various ways and can be characterized as long- or short-term, high- or low-probability, systemic or localized, high- or low-impact, including risks related to security, reliability, misuse, and new attack surfaces.

In this context, Prysmian is developing its AI Strategy, whose main objective is to establish general guidelines for effectively and efficiently leveraging and managing this new technology, minimizing potential negative impacts through a governance model and controls proportional to the use cases.
Any of the circumstances described above could have a significant adverse effect on Prysmian's business, financial condition, and/or operating results.

Compliance risks related to the improper use of artificial intelligence systems

Prysmian is potentially exposed to compliance risks associated with the evolving regulatory framework on Artificial Intelligence, including regulations such as the European AI Act. The applicable regulatory landscape introduces strict obligations in terms of governance, risk management, transparency and traceability, as well as human oversight, with potential impacts on business processes and organizational structures, emphasizing the need to ensure the responsible use of new technologies.
To mitigate these risks, Prysmian has implemented organizational and technical safeguards, along with personnel training initiatives, aimed at ensuring compliance with regulatory developments as well as with the internal policy framework.

Risks related to human resources management (lack or loss of key resources, talent management, etc.)

Prysmian promotes the creation and development of an experienced and skilled workforce and supports its diversity in order to create an ever more inclusive working environment. Prysmian remains exposed to the risk of a shortage or loss of key resources in strategic operational functions, especially in a new market context in which the energy transition and the strong push towards innovation and digitalization are demanding new skills. These individuals, who can be identified by their management responsibilities and/or specific know-how required to implement business strategies, are difficult to replace in the short term.

In order to ensure business continuity in line with its strategic objectives, Prysmian has defined various programs to encourage continuous training, professional growth and employee involvement, as well as appropriate remuneration systems. These include: global recruitment and development programs – Build The Future, Stem It, Sell It and Sum It; performance and talent management systems – Group Academies and Local Schools, the MyMentorship project, Internal Job Postings and Job Banding; short- and long-term variable remuneration mechanisms, also linked to sustainability objectives; non-compete agreements and wide share ownership.
In addition, each year Prysmian organizes a global engagement survey, to which all employees are invited to respond and share their opinions anonymously. This allows global and local action plans to be initiated for the continuous improvement of the working environment.
Despite Prysmian's adoption of certain measures including, among others, the "Long-Term Incentive" scheme and certain recruitment programs aimed at creating a pipeline of professionals and managers for the future, the inability to attract and retain highly qualified personnel and competent managers capable of managing growth could have a material adverse effect on Prysmian's business, financial condition and/or results of operations.

Risks related to the social sustainability of the organizational structure and business model

Prysmian is faced every day with the complexity of managing organizational and business activities carried out by people from different social and cultural backgrounds. Despite constant efforts, careful supervision and periodic awareness raising, through the provision of specific information and training, it isn't possible to rule out the possibility of episodic misconduct in violation of policies, procedures and the Code of Ethics, and therefore in violation of applicable human rights legislation, by those who carry out activities on behalf of Prysmian, with possible sanctions, significant reputational damage and impact on the business.

1. Significant events during the year
2. Business environment and financial markets
3. Group performance and results
4. **Risk factors**
5. Other information
6. Business outlook
7. Certification

As an international company operating in many countries and communities, Prysmian is passionately committed to respecting and protecting the human rights of all employees and all those affected by its activities. The aim is to ensure that Prysmian is not involved in any way, either directly or indirectly, in activities that violate human rights.
The Group Human Rights Policy was introduced in 2017, with an update in 2025, for this purpose. This policy, available on Prysmian's corporate website, is based on various international standards (such as the Universal Declaration of Human Rights, the Declaration on Fundamental Principles and Rights at Work of the International Labor Organization (ILO), the United Nations Global Compact, etc.) and is applied in all of Prysmian's offices and activities.
In addition, a Human Rights Due Diligence process has been in place since 2018 and is available on the corporate website, allowing Prysmian to map the potential impact of its activities on respect for human rights.
Any of the above circumstances could have a material adverse effect on Prysmian's business, financial condition and/or results of operations.

Health and safety risks

The main health and safety risks faced by Prysmian's personnel and contractors are related to the activities they carry out at production sites, on ships and at construction sites.
Prysmian has always been committed to protecting the integrity, health and well-being of its employees in the workplace and has implemented a centralized management system based on the identification and assessment of critical factors at various levels: Group, Country and Business Unit. This approach provides a complete picture of the risks associated with each production activity in order to manage, monitor and minimize health and safety risks.
In order to apply the health and safety standards defined at Group level, Prysmian uses tools and procedures to centrally collect, assess, aggregate and report data, to implement and verify corrective and preventive actions and to monitor significant events (accidents, near misses, non-conformities and reports). Prysmian is also committed to training its employees, not only to impart technical knowledge, but also to convey an understanding of the approach taken and the risks related to non-compliance with H&S rules and procedures.
In 2025, Prysmian continued a multi-year audit program (the Safety Assessment Program) carried out by a third party, with the aim of measuring the maturity of the safety culture at Prysmian's sites through a customized protocol to assess safety performance through 4 main criteria (Governance, Employee Engagement, Risk Assessment and Frequency Index). Through the Safety Assessment Program, Prysmian aims to raise awareness of a site's main risks and issues at each organizational level and, through specific improvement plans, to cultivate a culture of continuous improvement, identifying the strengths and weaknesses of each site and aiming to reduce accidents.
Notwithstanding the above, any of the circumstances described above could have a material adverse effect on Prysmian's business, financial condition and/or results of operations.

Environmental risks

Prysmian's manufacturing activities are subject to specific environmental regulations. These include the management of raw materials, energy resources, hazardous substances, water discharges, air emissions and waste, as well as the prevention of pollution and the minimization of the impact on environmental matrices (soil, subsoil, water resources, atmosphere, biodiversity and impact on nature). In addition, the evolution of these regulations tends to impose increasingly stringent requirements on companies, often requiring the improvement of technologies (best available techniques) and associated risk prevention systems, which generate additional costs. For these reasons, notwithstanding Prysmian's strong and constant commitment to environmental protection, its activities could still have an impact on environmental matrices, with possible implications for the continuity of production and economic and reputational consequences that could have a material adverse effect on Prysmian's business, financial condition and/or results of operations.

Prysmian could face a possible increase in production costs resulting from the adoption of more restrictive laws and regulations on greenhouse gas emissions, either in the form of taxation (carbon tax) or participation in the emissions market (Emission Trading Schemes – ETS).
The risk exposure over the 2022-2035 time horizon and with respect to the IEA scenarios analyzed, namely STEPS, APS, SDS and NZE, does not appear to be critical as a whole, with a low impact in the medium term and a medium impact in the long term, although the impact on operating costs could vary significantly in the different geographical areas.
Prysmian is committed to constantly monitoring changes in laws and regulations governing greenhouse gas emissions internationally, particularly in the countries where its production facilities are located. In addition, Prysmian has defined a strategic plan, reflected in the Sustainability Scorecard, which includes, among other things, quantitative targets for the reduction of greenhouse gas emissions. The emission reduction targets have been scientifically validated by the Science-Based Target Initiative (SBTi).
In addition, Prysmian continuously monitors the exposure of all its production sites to atmospheric events such as storms, floods, hail, etc., over the entire life cycle of the assets, using CatNet®, a profiling tool developed by Swiss Re to measure exposure to geo-specific risks. This tool has been used to carry out an exposure assessment up to 2035 under a conservative high CO_2 emissions scenario (RCP 8.5), confirming a low overall exposure. In addition, a sensitivity analysis has been performed for the period 2023-2040, assuming a further increase in the severity and frequency of extreme weather events that have affected Prysmian's assets over the last 20 years. The analysis has confirmed a medium exposure to this risk, resulting in increased operating costs. The risk assessment of the increased severity of extreme weather events has been extended to the entire supply chain, for both upstream and downstream activities, taking into account a selection of strategic suppliers and customers.

In addition, Prysmian monitors the risk of climate-related Impacts, and in particular sea-level rise, to assess the potential impact on all production sites, taking into account the full life cycle of key assets. A detailed analysis of the exposure to sea-level rise is carried out each year and has confirmed that there is no direct impact on Prysmian's production sites over a time horizon extending to 2080. However, sea-level rise could increase exposure to the risk of coastal flooding from storms, but this would affect a very limited number of production sites (< 2%). The impact, mainly in terms of increased operating costs or lost sales, would be low. Exposure will be monitored so that action can be taken in advance, including the introduction of additional control systems if necessary. The risk assessment of sea-level rise has been extended to the entire supply chain for both upstream and downstream activities, taking into account a selection of strategic suppliers and customers.
Another environmental risk is related to the fact that Prysmian facilities consume water mainly for industrial purposes, in particular, for cooling certain processes.
Every year Prysmian performs a water stress analysis, taking into account the relationship between water demand and available water. The assessment of risks related to water availability has been extended to the entire supply chain (upstream and downstream activities and customers), taking into account a selection of strategic suppliers and customers.
Prysmian regularly measures the amount of water used at its production sites and analyzes and controls the parameters of the cooling process to ensure the efficiency of water consumption; in this regard, water supply systems are properly maintained to avoid significant losses.
Taking into account the quantity and quality of water sources, the way they are used and the recirculation systems in place, it has been determined that the most significant water-related impacts are not directly related to the organization's activities, but rather to the supply chain and in particular to the production cycles of suppliers of raw materials, especially metals. This is why, in addition to continuing to monitor and verify "critical" suppliers against sustainability criteria and indicators, in 2021 Prysmian extended the assessment of water availability risks to the entire supply chain.

1. Significant events during the year
2. Business environment and financial markets
3. Group performance and results
4. **Risk factors**
5. Other information
6. Business outlook
7. Certification

Finally, biodiversity of animal and plant species is one of the environmental aspects conceivably affected by Prysmian with a potential negative impact on the state of the biosphere. In line with its HSEE Policy, updated in 2023, Prysmian is committed to identifying and assessing any risks related to biodiversity, applying a hierarchical mitigation approach (avoid, minimize, restore and compensate) to all operations.

With respect to its operating units, Prysmian has drawn up a list of protected areas, which shows that most of its facilities are not located in or near protected areas or where endangered species may be present.

In order to meet and reinforce its commitments, Prysmian decided in 2025 to quantify any impact on flora and/or fauna in the vicinity of the areas in which it operates, as well as any impact/dependency on ecosystem services on which the Group's units depend, in order to seek ways to reduce and mitigate these risks.

Prysmian applies best practices to ensure that any material used for erosion protection and offshore cables consists of natural or engineered stone, so as not to inhibit the growth of epibenthic species and to provide three-dimensional complexity in height and interstitial spaces, wherever possible. Prysmian decided to use bioactive concrete (i.e. containing bio-enhancers) to bolster primary erosion protection (e.g. concrete mattresses) and to promote biotic growth. Furthermore, as this type of mattress mimics the local marine environment, marine species use the infrastructure as a habitat, resulting in a more environmentally sustainable alternative that provides better protection than traditional concrete mattresses.

Bird populations, whether wintering, migratory, regular and/or breeding species, are protected in accordance with the European Nature Directives (Habitats Directive 79/409/EC and Birds Directive 92/43/EC).

Special Protection Areas (SPAs) for rare or endangered species, as well as for all regularly migrating species, are identified and monitored during project implementation, with particular attention paid to the presence of watercourses, lakes, swamps and marshes of international relevance.

In 2025, project-related risk analyzes, including an assessment of environmental aspects related to biodiversity impacts, identified a residual risk that considers the occurrence of potentially relevant scenarios to be unlikely.

Notwithstanding the above, any of the circumstances described above could have a material adverse effect on Prysmian's business, financial condition and/or results of operations.

Legal and compliance risks

Risks related to non-compliance with antitrust laws, rules and regulations

Its strong international presence in more than 50 countries means that Prysmian is subject to antitrust laws in Europe and in all the other countries in the world in which it operates, each with its own rules governing the civil, administrative and criminal liability of the perpetrators of anti-competitive practices. Over the past decade, local antitrust authorities have shown increased attention to the commercial activities of market participants, with a trend towards international cooperation between such authorities.

At December 31, 2025, Prysmian's financial statements included specific provisions of Euro 200 million in relation to antitrust investigations.

To prevent the commission of infringements, Prysmian has adopted an Antitrust Policy applicable, at Group level, to all Prysmian employees as well as to third parties acting in the name and on behalf of Prysmian. The Antitrust Policy provides a framework of the risks related to the failure or incorrect application of competition rules, particularly with regard to agreements (both horizontal and vertical) and abuse of dominant position and sets out principles and practical rules to be followed in order to mitigate the risk of any potential violation.

This Policy is complemented by specific procedures and/or operational instructions, as well as training activities aimed at raising awareness of antitrust compliance among all those who operate in the name and on behalf of Prysmian.

However, there is no guarantee that personnel will not undertake actions in violation of Prysmian's policies or of the applicable antitrust laws, rules, and regulations. Such violations could expose Prysmian to reputational damage, as well as to fines and claims for damages by third parties, which could have a material adverse effect on Prysmian's business, financial condition, and/or operating results.

Risks related to compliance with anti-corruption laws and regulations applicable to international transactions

In recent years, legislators and regulators have made significant efforts to combat bribery and corruption, with a growing tendency to extend liability to legal entities as well as natural persons. With increasing globalization, organizations are ever more often operating in places and contexts where there is a risk of corruption and must comply with the numerous regulations in this area, such as Italian Legislative Decree 231/2001, the Anti-Corruption Act (Italian Law 190/2012), the Foreign Corrupt Practices Act of 1977 as amended (FCPA) and the UK Bribery Act of 2010. With a global presence in more than 50 countries and a wide range of applications for Prysmian's products, the Group and its subsidiaries have regular contact with a large number of third parties (including suppliers, intermediaries, agents and customers). In particular, the management of large international projects entails business dealings with local commercial agents and public officials in countries with a potential risk of corruption.

Prysmian has implemented a number of policies and measures to prevent bribery and corruption and has adopted a whistleblowing policy to facilitate the reporting of any wrongdoing occurring within the organization, including that by its subsidiaries and business partners, but these policies and measures may still fail to prevent future violations of relevant laws and regulations, exposing Prysmian to the risk of litigation, investigations and material penalties.

Any failure to comply with ongoing anti-corruption and anti-bribery obligations could result in additional criminal and/or civil penalties and/or additional requirements imposed by applicable regulatory authorities and continued or increased expenses related to additional compliance costs and/or additional investigation and defense costs, which could have a material adverse effect on Prysmian's business, financial condition and/or results of operations.

Despite Prysmian's compliance policies and procedures, there can be no assurance that employees, contractors and agents will not take actions in violation of these policies. Such violations could expose Prysmian to civil or criminal penalties, including substantial fines or prohibitions on Prysmian's ability to offer its products in one or more countries, and could also materially damage its reputation and brand, which could have a significant adverse effect on its business, financial condition and/or results of operations.

Risks related to the introduction of export restrictions, trade tariffs and other changes in trade policy

Some of Prysmian's activities require the shipment and transfer of finished products, semi-finished goods and raw materials from one country to another, exposing Prysmian to risks related to changes in the tax regimes, customs tariffs and trade policies of different jurisdictions. Failure to promptly comply with such changes could expose Prysmian to fines and penalties. In addition, many countries regulate international commerce and apply laws and regulations that govern trade in products, software, technology and services, including financial transactions and intermediation. For example, international economic sanctions and trade controls, governed by the laws of the United States, the EU (article 215 and 207 of the Treaty on the Functioning of the EU) and the United Nations (Chapter VII of the UN Charter), identify the parties (natural or legal persons) to whom targeted restrictions (e.g. arms embargoes, travel bans, financial or diplomatic sanctions, etc.) must be applied. Non-compliance may result in the imposition of fines and criminal and/or civil penalties, including imprisonment. Any of the above circumstances could have a material adverse effect on Prysmian's business, financial condition and/or results of operations.

In order to prevent and mitigate export-related risks, Prysmian has adopted an export management and control policy which, among other things, provides for the following measures:

- monitoring of restricted countries and parties and the level of restrictions in place;
- due diligence on restricted parties to avoid transactions with prohibited parties;

1. Significant events during the year
2. Business environment and financial markets
3. Group performance and results
4. **Risk factors**
5. Other information
6. Business outlook
7. Certification

- product classification to determine the applicable export compliance requirements and to understand where and to whom they can be exported, and whether a license or other authorization is required;
- basic training on the topic for all employees and specific training for those in positions responsible for international trade transactions and export controls;
- requirement for an end-user declaration certifying that the buyer or end-user of the goods/technology complies with applicable export regulations.

Risks related to possible infringement of third-party patents

The increase in new product offerings and the opening up of new markets, partly accelerated by decarbonization policies, increases the likelihood that Prysmian Group's products will include solutions patented by third parties, involving a risk of litigation. Any of these risks could have a material adverse effect on Prysmian's business, financial condition and/or results of operations.
In order to mitigate these risks, Prysmian's Intellectual Property department, supported by external experts when necessary and for specific issues, constantly analyzes the possible existence of third-party patents in relation to new products and new markets, and is committed to respecting third-party intellectual property rights when it becomes aware of them. Prysmian's strong patent portfolio is an important deterrent against potential litigation.

Employees and others acting on Prysmian's behalf may violate laws and regulations to which Prysmian is subject

There can be no assurance that those acting on behalf of Prysmian will not engage in misconduct, violate applicable laws and regulations and incur legal or administrative sanctions, significant financial loss or reputational damage.
Prysmian has implemented a series of organizational measures, including a management and control model aimed at preventing the offences envisaged by Italian Legislative Decree 231/2001 and a Code of Ethics, and Commercial Code of Conduct, which sets out the ethical standards and behavioral guidelines applicable to anyone acting on its behalf (including managers, officers, employees, agents, representatives, contractors, suppliers and consultants). In addition, Prysmian's value system applies to the conduct of individuals inside and outside the business. Prysmian also has a Whistleblowing Policy, which facilitates whistleblowing by stakeholders and includes systems designed in line with ethical and compliance best practices, as well as a Whistleblowing Committee that meets at least quarterly and evaluates reports received, conducts investigations and takes appropriate action.
Despite these efforts, there can be no assurance that those acting on behalf of Prysmian will not engage in misconduct or violate its policies, procedures or Code of Ethics and applicable rules and regulations, which could result in legal sanctions, fines or reputational damage. This could have a material adverse effect on Prysmian's business, financial condition and/or results of operations.

Risks related to compliance with environmental legislation, health and safety legislation and to environmental accountability

Prysmian's production activities are subject to specific environmental regulations, including those relating to soil and subsoil contamination and the presence/use of hazardous materials and substances. These regulations impose increasingly stringent standards on companies, resulting in significant costs.
Prysmian's large number of facilities expose it to the risk of accidents that could have an impact on the environment and the continuity of production, which could have significant economic and reputational consequences.
Despite the risk management measures adopted by Prysmian, such as the constant monitoring of HSE regulatory requirements, the use of external certification bodies (e.g. ISO, OSHA, etc.) and the monitoring and auditing of its sites, there can be no guarantee that environmental damage will not occur in the normal course of business. This may result in criminal and/or civil penalties and, in some cases, safety violations. There are also costs associated with Prysmian's compliance with environmental, health and safety rules and regulations.

Prysmian's production activities are subject to national and international health and safety laws and regulations. Future legislative and/or regulatory changes, which are more or less predictable, could affect Prysmian's operations, its ability to compete in the marketplace and its financial results, unless such changes are identified, anticipated and managed in a timely manner.
The occurrence of environmental incidents or non-compliance with environmental, health, safety and security legislation could have a material adverse effect on Prysmian's business, financial condition and/or results of operations.

Risks related to changes in data protection legislation and improper control of personal information

Regulation (EU) 2016/679 on data protection ("GDPR"), which entered into force in May 2018, has become one of the main international benchmarks for the protection of personal data. The GDPR provides for significant penalties in the event of non-compliance. If Prysmian does not properly adhere to these regulatory requirements or does not successfully implement – or, as applicable, adjust – its processes, particularly in light of the large number of employees and the increasing trend toward global data management (including cloud storage and the use of mobile devices), it may be exposed to the risk of individual claims arising from alleged unlawful processing of personal data, as well as to fines imposed by the competent authorities and reputational damage.
Furthermore, any future amendments to the regulations by the competent authorities may introduce new obligations and requirements, with the risk of untimely compliance by Prysmian.
Any of the circumstances described above could have a material adverse effect on Prysmian's reputation, business, financial condition, and/or operating results.

Risks related to changes in industry standards and regulatory requirements

Prysmian companies are required to comply with specific federal, state, local and foreign legal and regulatory requirements, as well as certain industry standards. Changes in applicable laws and regulations may affect the growth of the markets in which Prysmian operates. Growth in the cable industry is driven in part by legislation on energy and alternative and renewable energy sources, as well as by incentives for investing in utilities and infrastructure. It is not possible to foresee any future change in legislation and/or industry standards that would be detrimental to Prysmian's business. Although Prysmian's business is managed to mitigate these risks, there can be no assurance that changes in applicable standards, laws and regulations will not result in significant costs that could have a material adverse effect on Prysmian's business, financial condition and/or results of operations.

Changes in tax rates, exposure to various tax laws and/or challenges to Prysmian's transfer pricing policies could have an adverse impact on Prysmian's financial condition

Prysmian is subject to taxation not only in Italy, but also in numerous other jurisdictions worldwide, each with its own tax regime, in which Prysmian operates. Effective tax rates may be adversely affected by changes in the mix of earnings by jurisdiction, or by changes in tax legislation. In addition, Prysmian companies are subject to audits and assessments in various jurisdictions. Although Prysmian's management believes that the tax estimates are reasonable and appropriate, these estimates are subject to uncertainties that could result in material adjustments. As a result, Prysmian companies may be required to pay additional taxes and/or penalties that may not be sufficiently covered by Prysmian's provisions. There can be no assurance that such situations will not have a material adverse effect on Prysmian's business, financial condition and/or results of operations.

1. Significant events during the year
2. Business environment and financial markets
3. Group performance and results
4. **Risk factors**
5. Other information
6. Business outlook
7. Certification

Prysmian's financial position and its ability to meet its debt obligations may also be adversely affected by new legislation or changes in the interpretation of existing tax laws, including legislation implementing the OECD Pillar 2 rules.
Prysmian is also at risk of double taxation. The Group and its subsidiaries conduct intercompany transactions in accordance with national and international transfer pricing principles and guidelines, including those established by the Organization for Economic Cooperation and Development (OECD) and the United Nations. Nevertheless, and notwithstanding tax treaties entered into between certain countries, the jurisdictions in which Prysmian companies operate could challenge decisions made by such companies and issue tax assessments that could result in cases of double taxation or expose such companies to other penalties. There can be no assurance that such situations will not have a material adverse effect on Prysmian's business, financial condition and/or results of operations.

Risks related to possible misapplication (interpretation and/or errors and omissions) of tax regulations

The complexity of Prysmian's activities and its international dimension mean that tax regulations (interpretations and/or errors and omissions) may not be correctly applied, especially when the correct tax treatment of transactions that are not easy to classify is unclear, partly due to the rapid evolution of tax regulations in many of the jurisdictions in which Prysmian operates. This exposes the business to potential legal proceedings, reputational damage and/or financial loss, including fines/penalties.

Prysmian adopts a tax strategy applicable to all Group companies, approved by the Board of Directors of Prysmian S.p.A. This strategy is in line with the fundamental values of honesty and fairness contained in the Code of Ethics, in order to minimize the significant impact of any tax and reputational risks.
In the event of uncertainty as to the correct tax treatment of transactions that are not easily classifiable, Prysmian applies the tax treatment that it considers to be the most correct and appropriate, taking into account legitimate tax saving opportunities (if any), the opinions of experts in the field and industry best practices. The business is committed to embracing valid and reasonable interpretations and to adopting a prudent approach in order to avoid any negative impact on Prysmian.
Any of the above circumstances could have a material adverse effect on Prysmian's reputation, business, financial condition and/or results of operations.

Planning and reporting risks

Planning and reporting risks relate to the adverse impact that any irrelevant, untimely or inaccurate information could have on Prysmian's strategic, operational and financial and non-financial decisions. Taking into account the reliability and effectiveness of internal reporting and planning procedures, these risks are currently not considered to be material at Group level.



1. Significant events during the year
2. Business environment and financial markets
3. Group performance and results
4. **Risk factors**
5. Other information
6. Business outlook
7. Certification

5 – OTHER INFORMATION

Incentive plans

Information about incentive plans can be found in the Explanatory Notes to the Consolidated Financial Statements and in the sustainability reporting contained in chapter "S – Information on social aspects".

Related party transactions

Related party transactions are neither atypical nor unusual as they are part of the normal business activities of Prysmian companies. These transactions are conducted on an arm's length basis, taking into account the characteristics of the goods and services provided.
Prysmian has published, including on its website, the procedures adopted to ensure the transparency and substantive and procedural fairness of related party transactions.
Information about related party transactions, including that required by the Consob Communication dated July 28, 2006, is presented in Note 34 to the Consolidated Financial Statements at December 31, 2025.

Atypical and/or unusual transactions

In accordance with the disclosures required by Consob Communication DEM/6064293 dated July 28, 2006, it is reported that no atypical and/or unusual transactions took place during 2025.

Secondary locations and basic corporate information

The list of secondary locations and basic corporate information about the legal entities that make up Prysmian can be found in Appendix A of the Explanatory Notes to the Consolidated Financial Statements.

Financial risk management

The management of financial risks is discussed in the Explanatory Notes to the Consolidated Financial Statements (Financial risk management).

Treasury shares

Information about treasury shares can be found in Note 12 to the Consolidated Financial Statements at December 31, 2025.

6 – BUSINESS OUTLOOK

Prysmian is setting its 2026 guidance based on its strong track record of delivery, with all business segments expected to have a positive impact, despite foreign exchange rate headwinds:

- Adjusted EBITDA in the range of Euro 2,625 to Euro 2,775 million
- Free cash flow in the range of Euro 1,300 to Euro 1,400 million
- Sustainability-linked Revenues expected in the range of 47 to 49 percent of total Group Revenues.

This guidance assumes no material changes in the geopolitical situation, excludes extreme dynamics in the prices of production factors and significant supply chain disruptions, and does not include any potential impacts from the US tariff regime. The forecasts are based on the Company's business perimeter (also including the acquisitions of ACSM and Xtera), on a EUR/USD yearly average exchange rate of 1.17, and do not include impacts on cash flows related to Antitrust issues.



1. Significant events during the year
2. Business environment and financial markets
3. Group performance and results
4. Risk factors
5. Other information
6. **Business outlook**
7. Certification

7 – CERTIFICATION PURSUANT TO ART. 2.6.2 OF THE ITALIAN STOCK EXCHANGE MARKET REGULATIONS

It is hereby certified that adequate measures have been taken to ensure compliance with art. 15 of the Regulations issued by Consob, Italy's financial markets regulator, under Resolution no. 20249 of December 28, 2017, concerning conditions for the listing of shares of parent companies that control companies incorporated under and regulated by the law of countries other than EU member states and which are material to the Consolidated Financial Statements, and that the requirements of art. 15 have been met.

Milan, February 25, 2026

ON BEHALF OF THE BOARD OF DIRECTORS
THE CHAIRMAN
Francesco Gori



1. Significant events during the year
2. Business environment and financial markets
3. Group performance and results
4. Risk factors
5. Other information
6. Business outlook
7. **Certification**



prysmian

CONSOLIDATED FINANCIAL STATEMENTS

1 – CONSOLIDATED FINANCIAL STATEMENTS SCHEMES

Consolidated statement of financial position

(Euro/million)

	Note	12.31.2025	of which related parties	12.31.2024*	of which related parties
Non-current assets					
Property, plant and equipment	1	5,279		4,922	
Goodwill	2	3,647		3,492	
Other intangible assets	2	1,610		1,424	
Equity-accounted investments	3	43	43	248	248
Other investments at fair value through other comprehensive income	4	5		12	
Financial assets at amortized cost		4		4	
Derivatives	8	120		63	
Deferred tax assets	17	370		328	
Non-current direct tax assets	11	8		–	
Other receivables	5	40		42	
Total non-current assets		**11,126**		**10,535**	
Current assets					
Inventories	6	3,066		2,858	
Trade receivables	5	2,428	–	2,433	1
Contract assets	5	567		554	
Other receivables	5	574		549	
Financial assets at fair value through profit or loss	7	48		32	
Derivatives	8	216		107	
Financial assets at fair value through other comprehensive income	4	11		11	
Current direct tax assets	11	113		44	
Cash and cash equivalents	9	2,025		1,033	
Total current assets		**9,048**		**7,621**	
Assets held for sale	10	16		1	
Total assets		**20,190**		**18,157**	
Equity					
Share capital	12	30		30	
Reserves	12	5,174		4,328	
Group share of net profit/(loss)	12	1,270		729	
Equity attributable to the Group		**6,474**		**5,087**	
Equity attributable to non-controlling interests	12	206		210	
Total equity		**6,680**		**5,297**	
Non-current liabilities					
Borrowings from banks and other lenders	13	4,984		5,158	
Employee benefit obligations	16	279		310	
Provisions for risks and charges	15	62		66	
Deferred tax liabilities	17	700		581	
Derivatives	8	28		30	
Other payables	14	39		36	

Continues >>

>> Continued

(Euro/million)

	Note	12.31.2025	of which related parties	12.31.2024*	of which related parties
Non-current direct tax liabilities	11	32		33	
Total non-current liabilities		**6,124**		**6,214**	
Current liabilities					
Borrowings from banks and other lenders	13	224		257	
Provisions for risks and charges	15	690	8	735	11
Derivatives	8	72		58	
Trade payables	14	2,798	5	2,462	9
Contract liabilities	14	2,325		2,074	
Other payables	14	1,042	2	961	2
Current direct tax liabilities	11	229		99	
Total current liabilities		**7,380**		**6,646**	
Liabilities held for sale	10	6		-	
Total liabilities		**13,510**		**12,860**	
Total equity and liabilities		**20,190**		**18,157**	

(*) The consolidated statement of financial position at December 31, 2024, presented in the current Integrated Annual Report for comparative purposes, has been restated with respect to the previously published figures, as indicated in more detail in section "C. RESTATEMENT OF COMPARATIVE FIGURES".

Consolidated Income Statement

(Euro/million)

	Note	2025	of which related parties	2024	of which related parties
Revenues	18	19,650	2	17,026	–
Change in inventories of finished goods and work in progress	19	192		22	
Other income	20	506	3	117	–
Total revenues and income		**20,348**		**17,165**	
Raw materials, consumables and supplies	21	(12,337)	(6)	(10,762)	–
Fair value change in commodity derivatives		(24)		19	
Personnel costs	22	(2,212)	(15)	(1,965)	(14)
Amortization, depreciation, impairment and impairment reversals	23	(646)		(509)	
Other expenses	24	(3,220)	(6)	(2,783)	(6)
Share of net profit/(loss) of equity-accounted companies	25	19	19	41	41
Operating income		**1,928**		**1,206**	
Finance costs	26	(973)		(1,036)	
Finance income	27	699		811	
Profit before taxes		**1,654**		**981**	
Income taxes	28	(358)		(233)	
Net profit (loss) from discontinued operations		(2)		–	
Net profit		**1,294**		**748**	
Of which:					
- attributable to non-controlling interests		***24***		***19***	
- Group share		***1,270***		***729***	
Basic earnings/(loss) per share (in Euro)	29	**4.32**		**2.59**	
Diluted earnings/(loss) per share (in Euro)	29	**4.30**		**2.52**	

1. Consolidated Financial Statements Schemes
2. Explanatory Notes
3. Certification
4. Auditors' report

Other comprehensive income (note 12)

(Euro/million)

	2025	2024
Net profit	**1,294**	**748**
Other comprehensive income:		
A) Change in cash flow hedge reserve:	**136**	**57**
- Profit/(loss) for the year	172	79
- Taxes	(36)	(22)
B) Other changes relating to cash flow hedges:	**(8)**	**(6)**
- Profit/(loss) for the year	(11)	(8)
- Taxes	3	2
C) Change in currency translation reserve	**(819)**	**240**
D) Fair value change in equity investments at FVOCI:	**(3)**	**–**
- Profit/(loss) for the year	(3)	–
- Taxes	–	–
E) Actuarial gains/(losses) on employee benefits (*):	**17**	**11**
- Profit/(loss) for the year	20	17
- Taxes	(3)	(6)
Total other comprehensive income (A+B+C+D+E):	**(677)**	**302**
Total comprehensive income	**617**	**1,050**
Of which:		
- attributable to non-controlling interests	***3***	***28***
- Group share	***614***	***1,022***

(*) Components of comprehensive income that will not be reclassified to profit or loss in subsequent periods.

Consolidated Statement of changes in equity (Note 12)

(Euro/million)

	Share capital	Cash flow hedge reserve	Currency translation reserve	Other reserves	Group share of net profit/ (loss)	Equity attributable to the Group	Equity attributable to non-controlling interests	Total
Balance at December 31, 2023	**28**	**35**	**(367)**	**3,556**	**529**	**3,781**	**191**	**3,972**
Allocation of prior year net profit	–	–	–	529	(529)	–	–	–
Fair value share-based payment	–	–	–	57	–	57	1	58
Dividend distribution	–	–	–	(191)	–	(191)	(11)	(202)
Share buy-back	–	–	–	(328)	–	(328)	–	(328)
Acquisition of non-controlling interest	–	–	–	1	–	1	(1)	–
Effect of hyperinflation	–	–	–	12	–	12	2	14
Conversion of Convertible Bond 2021	2	–	–	731	–	733	–	733
Total comprehensive income	–	57	232	4	729	1,022	28	1,050
Balance at December 31, 2024	**30**	**92**	**(135)**	**4,371**	**729**	**5,087**	**210**	**5,297**

(Euro/million)

	Share capital	Cash flow hedge reserve	Currency translation reserve	Other reserves	Group share of net profit/ (loss)	Equity attributable to the Group	Equity attributable to non-controlling interests	Total
Balance at December 31, 2024	**30**	**92**	**(135)**	**4,371**	**729**	**5,087**	**210**	**5,297**
Allocation of prior year net profit	–	–	–	729	(729)	–	–	–
Fair value share-based payment	–	–	–	88	–	88	2	90
Dividend distribution	–	–	–	(229)	–	(229)	(10)	(239)
Share buy-back and other equity movements	–	–	–	(47)	–	(47)	–	(47)
Effect of hyperinflation	–	–	–	5	–	5	1	6
Perpetual hybrid bond	–	–	–	956	–	956	–	956
Total comprehensive income	–	134	(796)	6	1,270	614	3	617
Balance at December 31, 2025	**30**	**226**	**(931)**	**5,879**	**1,270**	**6,474**	**206**	**6,680**

1. Consolidated Financial Statements Schemes
2. Explanatory Notes
3. Certification
4. Auditors' report

Consolidated statement of cash flows (Note 38)

(Euro/million)

		2025	of which related parties	2024	of which related parties
	Profit before taxes	1,654		981	
	Amortization, depreciation and impairment	646		509	
	Net Gains realized on disposal of fixed assets	(390)		–	
	Share of net profit/(loss) of equity-accounted companies	(19)	(19)	(41)	(41)
	Dividends received from equity-accounted companies	11	11	16	16
	Share-based payments	90	6	58	4
	Fair value change in commodity derivatives	24		(19)	
	Net finance costs	274		225	
	Changes in inventories	(375)		(203)	
	Changes in trade receivables/payables	340	(3)	268	7
	Changes in other receivables/payables and contract assets/ liabilities	227	–	400	(1)
	Change in employee benefit obligations	(16)		(20)	
	Change in provisions for risks	(35)		20	
	Net income taxes paid	(269)		(261)	
A.	**Cash flow from operating activities**	**2,162**		**1,933**	
	Cash flow from acquisitions and/or divestments	(952)		(4,126)	
	Investments in property, plant and equipment	(751)		(768)	
	Disposal of property, plant and equipment	44		–	
	Investments in intangible assets	(40)		(25)	
	Investments in financial assets at fair value through profit or loss	(18)		–	
	Disposal of financial assets at fair value through profit or loss	1		44	
	Investments in financial assets or equity investments at fair value through other comprehensive income	–		(13)	
	Disposal of assets and liabilities held for sale	91		9	
	Disposal of financial assets at fair value through other comprehensive income	–		25	
	Cash flow from investments	566		–	
B.	**Cash flow from investing activities**	**(1,059)**		**(4,854)**	
	Perpetual hybrid bond	976		–	
	Purchase of treasury shares and other movements in equity	(47)		(327)	
	Dividend distribution	(239)		(202)	
	Proceeds from borrowings	345		5,379	
	Repayment of borrowings	(542)		(2,381)	
	Changes in other net financial receivables/payables and other movements	(320)		(124)	
	Finance costs paid	(335)		(251)	
	Finance income received	102		109	
C.	**Cash flow from financing activities**	**(60)**		**2,203**	
D.	**Net currency translation difference on cash and cash equivalents**	**(47)**		**10**	
E.	**Net cash flow for the year (A+B+C+D)**	**996**		**(708)**	
F.	**Cash and cash equivalents at beginning of year**	**1,033**		**1,741**	
G.	**Cash and cash equivalents at end of year (E+F)**	**2,029**		**1,033**	
	Cash and cash equivalents shown in statement of financial position	2,025		1,033	
	Cash and cash equivalents included in assets held for sale	4		–	



1. Consolidated Financial Statements Schemes
2. Explanatory Notes
3. Certification
4. Auditors' report

2 – EXPLANATORY NOTES

A. General information

Prysmian S.p.A. ("the Company") is a company incorporated and domiciled in Italy and organized under the laws of the Italian Republic. The Company has its registered office in Via Chiese 6, Milan (Italy).
Prysmian S.p.A. was listed on the Italian Stock Exchange on May 3, 2007 and since September 2007 has been included in the FTSE MIB index, which comprises the top 40 Italian companies by market capitalization and stock liquidity. Since October 18, 2021, the stock has been included in the MIB® ESG, the first "Environmental, Social and Governance" index dedicated to Italian blue chips, featuring the most important listed issuers that demonstrate their espousal of ESG best practices.
The company and its subsidiaries (together "the Group" or "Prysmian") produce power and telecom cables and systems and related accessories, and distribute and sell them around the globe.

These consolidated financial statements were approved on February 25, 2026 by the Board of Directors of Prysmian S.p.A., which also authorized their publication in accordance with the law.

PricewaterhouseCoopers S.p.A. has been appointed to conduct the statutory audit of the consolidated financial statements, as well as the accounts of the Parent Company and the Group's main companies.

A.1 Significant events in 2025

Significant events in the year are reviewed in the Directors' Report in the section entitled "SIGNIFICANT EVENTS DURING THE YEAR".

B. Accounting policies

The material accounting policies used to prepare the consolidated financial statements and Group financial information are discussed below.

B.1 Basis of preparation

The consolidated financial statements at December 31, 2025 have been prepared on a going concern basis, with the directors having assessed that there are no financial, operating or other kind of indicators that might provide evidence of material uncertainties as to the Group's ability to meet its obligations in the foreseeable future and particularly in the next 12 months.
The assessments carried out confirm Prysmian's ability to operate in compliance with the going concern presumption and with its financial covenants.

The Group's consolidated financial statements at December 31, 2025 have been prepared in accordance with the International Financial Reporting Standards (IFRS) issued by the International Accounting Standards Board (IASB), based on the text published in the Official Journal of the European Union (OJEU).
The primary reporting formats adopted have the following characteristics:

- the consolidated income statement is prepared in a multi-step format with individual items classified by nature, and other comprehensive income, reporting components of profit or loss deferred in equity, shown separately;
- the consolidated statement of financial position presents assets and liabilities according to maturity, with current balances shown separately from non-current ones;
- the consolidated statement of cash flows presents cash flows using the "indirect method", as permitted by IAS 7.

In application of art. 264b HGB of the German Commercial Code ("Handelsgesetzbuch"), the present consolidated financial statements constitute an exemption from the requirement to present statutory financial statements for Draka Comteq Berlin GMBH & Co.KG and Draka Comteq Germany GMBH & Co.KG.

All the amounts shown in the consolidated financial statements are expressed in millions of Euros, unless otherwise stated.

B.2 Newly adopted accounting standards and principles

The accounting principles and policies and basis of consolidation used to prepare the 2025 consolidated financial statements are consistent with those used for the 2024 consolidated financial statements. Full details can be found in Note 40. Basis of consolidation and accounting policies.

The following is a list of new standards, interpretations and amendments whose application became mandatory from January 1, 2025 but which, based on the assessments performed, have not had a material impact on the consolidated financial statements at December 31, 2025:

- *Amendments to IAS 21 The Effects of Changes in Foreign Exchange Rates: Lack of Exchangeability.*

B.3 Accounting standards, amendments and interpretations not yet applicable and not adopted early by the group

The following new accounting standards, amendments and interpretations had been issued at the date of preparing the present report but are not yet applicable and have not been adopted early by the Group.

New Standards, Amendments and Interpretations	Mandatory application as from
Amendments to IFRS 9 and IFRS 7: Amendments to the classification and measurement of financial instruments (approved by EU on May 27, 2025)	January 1, 2026
Amendments to IFRS 9 and IFRS 7: Contracts referencing nature-dependent electricity (approved by EU on June 30, 2025)	January 1, 2026
IFRS 18 – Presentation and disclosure in financial statements (issued on April 9, 2024)	January 1, 2027



1. Consolidated Financial Statements Schemes
2. Explanatory Notes
3. Certification
4. Auditors' report

Preliminary review has indicated that the first two of the new accounting standards, amendments and interpretations listed above are not expected to have a material impact on the Group's consolidated financial statements. Starting from the current financial year, Prysmian will not only assess the effects of the new presentation and disclosure requirements introduced by IFRS 18 *Presentation and Disclosure in Financial Statements*, issued by the IASB on April 9, 2024, which aim to improve the comparability and transparency of primary financial statements, it will also analyze the expected impacts applicable on the effective date set by the IASB.

B.4 Principal changes in the scope of consolidation

The Group's scope of consolidation includes the financial statements of Prysmian S.p.A. (the Parent Company) and the companies over which it exercises direct or indirect control, which are consolidated from the date when control is obtained until the date when such control ceases. The changes in the scope of consolidation at December 31, 2025, with respect to December 31, 2024, are reported below.

NEW INCORPORATIONS

Newco	Nation	Date
Prysmian Repeaters Limited	UK	December 29, 2025

ACQUISITIONS

Acquired companies	Nation	Date
Channell Commercial Canada Inc.	Canada	June 10, 2025
Channell Commercial Corporation	USA	June 10, 2025
CC Holdings Inc.	USA	June 10, 2025
CCC 100 Aviation LLC.	USA	June 10, 2025
A.C. Egerton (Holdings) Ltd.	UK	June 10, 2025
Channell Commercial Europe Ltd.	UK	June 10, 2025
Channell Ltd.	UK	June 10, 2025
Comercializadora Channell Limited, S. de R.L. de C.V.	Mexico	June 10, 2025
Channell Pty Ltd.	Australia	June 10, 2025

LIQUIDATIONS

Liquidated companies	Nation	Date
Rodco Ltd	UK	April 8, 2025
Prysmian Projects North America, LLC	USA	November 5, 2025
P.O.R. S.A.S.	France	December 19, 2025
General Cable Investments, SGPS, Sociedade	Portugal	December 29, 2025

In addition, in December 2025, the company CCC100 Aviation LLC was sold.

MERGERS

Merged company	Surviving company	Nation	Date
Draka Comteq Cabos Brasil S.A.	Prysmian Cabos e Sistemas do Brasil S.A.	Brazil	July 30, 2025
Silec Cable S.A.S.	Prysmian Cables et Systèmes France S.A.S.	France	October 1, 2025
EHC Germany GmbH	Kaiser Kabel GmbH	Germany	October 2, 2025

NAME CHANGES

For a clearer understanding of the scope of consolidation, the following table shows the name changes made during the year:

Previous name	New name	Nation	Date
Omnisens S.A.	EOSS S.A.	Switzerland	April 11, 2025
General Cable Celcat, Energia e Telecomunicaçoes S.A.	Prysmian Celcat, S.A.	Portugal	April 15, 2025
General Cable Peru S.A.C	Prysmian Peru S.A.C.	Peru	October 28, 2025

Appendix A contains a complete list of the companies included in the scope of consolidation at December 31, 2025.

C. Restatement of comparative figures

The statement of financial position forming part of the consolidated financial statements at December 31, 2024, presented in the current Integrated Annual Report for comparative purposes, has been restated with respect to the originally published figures as a result of:

- final accounting for the Warren & Brown business combination. After acquiring control of Warren & Brown on November 29, 2024, the fair values at December 31, 2024 of the assets acquired, liabilities assumed and contingent liabilities were determined on a provisional basis, in accordance with IFRS 3 - Business Combinations, insofar as the related valuation processes were still in progress. These valuations, subject to revision within twelve months of the acquisition date, as permitted by IFRS 3 - Business Combinations, have resulted in restatement of the consolidated statement of financial position at December 31, 2024;
- separate presentation of the following new captions within the statement of financial position, in order to improve the overall understanding of the Group's financial position even though the relevant disclosures were already included in the explanatory notes: *Contract assets, Contract liabilities* and *Direct tax assets*;
- presentation of the following new caption within the statement of financial position for the sake of greater presentational clarity and reclassification of provisions for legal disputes involving direct taxes to this caption: *Direct tax liabilities*.

The restated consolidated statement of financial position is presented below:

	12.31.2024 published	W&B PPA	Reclassifications	12.31.2024 restated
Non-current assets				
Property, plant and equipment	4,921	1	–	4,922
Goodwill	3,499	(7)	–	3,492
Other intangible assets	1,416	8	–	1,424
Equity-accounted investments	248	–	–	248
Other investments at fair value through other comprehensive income	12	–	–	12
Financial assets at amortized cost	4	–	–	4
Derivatives	63	–	–	63
Deferred tax assets	328	–	–	328
Other receivables	42	–	–	42
Total non-current assets	**10,533**	**2**	**–**	**10,535**

Continues >>

1. Consolidated Financial Statements Schemes
2. Explanatory Notes
3. Certification
4. Auditors' report

>> Continued

	12.31.2024 published	W&B PPA	Reclassifications	12.31.2024 restated
Current assets				
Inventories	2,858	-	-	2,858
Trade receivables	2,433	-	-	2,433
Other receivables	1,194	-	(645)	549
Contract assets	-	-	554	554
Financial assets at fair value through profit or loss	32	-	-	32
Derivatives	107	-	-	107
Financial assets at fair value through other comprehensive income	11	-	-	11
Current direct tax assets	-	-	44	44
Cash and cash equivalents	1,033	-	-	1,033
Total current assets	**7,668**	**-**	**(47)**	**7,621**
Assets held for sale	1	-	-	1
Total assets	**18,202**	**2**	**(47)**	**18,157**
Equity				
Share capital	30	-	-	30
Reserves	4,328	-	-	4,328
Group share of net profit/(loss)	729	-	-	729
Equity attributable to the Group	**5,087**	**-**	**-**	**5,087**
Equity attributable to non-controlling interests	210	-	-	210
Total equity	**5,297**	**-**	**-**	**5,297**
Non-current liabilities				
Borrowings from banks and other lenders	5,158	-	-	5,158
Employee benefit obligations	310	-	-	310
Provisions for risks and charges	99	-	(33)	66
Deferred tax liabilities	579	2	-	581
Derivatives	30	-	-	30
Other payables	36	-	-	36
Non-current direct tax liabilities	-	-	33	33
Total non-current liabilities	**6,212**	**2**	**-**	**6,214**
Current liabilities				
Borrowings from banks and other lenders	257	-	-	257
Provisions for risks and charges	734	-	1	735
Derivatives	58	-	-	58
Trade payables	2,462	-	-	2,462
Other payables	3,066	-	(2,105)	961
Contract liabilities	-	-	2,074	2,074
Current tax payables	116	-	(116)	-
Current direct tax liabilities	-	-	99	99
Total current liabilities	**6,693**	**-**	**(47)**	**6,646**
Total liabilities	**12,905**	**2**	**(47)**	**12,860**
Total equity and liabilities	**18,202**	**2**	**(47)**	**18,157**

D. Financial risk management

The Group's activities are exposed to various types of risk: market risk (including exchange rate, interest rate and price risks), credit risk and liquidity risk. The Group has not identified any concentration risk, either in relation to receivables, for which no individual customer accounts for more than 10% of total receivables, as reported in Note 5. Trade receivables, contract assets and other receivables, or in relation to cash and cash equivalents, for which the Group operates with financially reputable counterparties.
The Group's risk management strategy focuses on the unpredictability of markets and aims to minimize the potentially negative impact on the Group's results. Certain types of risk are mitigated using derivative instruments.
Monitoring of key financial risks is centrally coordinated by the Group Finance Department, and by the Purchasing Department where price risk is concerned, in close cooperation with the Group's operating companies. Risk management policies are approved by the Group Finance, Administration and Control Department, which provides written guidelines on managing the above risks and on using (derivative and non-derivative) financial instruments.

The impact on profit and equity presented in the subsequent sensitivity analyzes has been determined net of tax, calculated using the Group's weighted average theoretical tax rate.

(a) Exchange rate risk

The Group operates worldwide and is therefore exposed to exchange rate risk caused by changes in the value of commercial and financial flows expressed in a currency other than the unit of account of individual Group companies.
The principal exchange rates affecting the Group are:

- Euro/British Pound: in relation to commercial and financial transactions by Eurozone companies on the British market and vice versa;
- Euro/Australian Dollar: in relation to commercial and financial transactions by Eurozone companies on the Australian market and vice versa;
- Euro/US Dollar: in relation to commercial and financial transactions in US dollars by Eurozone companies on the American market and vice versa;
- Euro/Canadian Dollar: in relation to commercial and financial transactions by Eurozone companies on the Canadian market and vice versa;
- Euro/Chinese Renminbi (Yuan): in relation to commercial transactions by companies operating on the Chinese market;
- US Dollar/Omani Rial: in relation to commercial transactions by companies operating on the Omani market;
- Euro/Romanian Leu: in relation to commercial and financial transactions by Eurozone companies on the Romanian market and vice versa;
- Euro/Hungarian Forint: in relation to commercial and financial transactions by Hungarian companies on the Eurozone market and vice versa;
- US Dollar/Brazilian Real: in relation to commercial transactions by companies operating on the Brazilian market;
- Euro/Hong Kong Dollar: in relation to commercial and financial transactions by Eurozone companies on the Hong Kong market and vice versa;
- Euro/Singapore Dollar: in relation to commercial and financial transactions by Eurozone companies on the Singapore market and vice versa;
- Euro/Norwegian Krone: in relation to commercial and financial transactions by Eurozone companies on the Norwegian market and vice versa;
- Euro/Mexican Peso: in relation to commercial and financial transactions by Eurozone companies on the Mexican market and vice versa;
- Euro/Czech Koruna: in relation to commercial and financial transactions by Eurozone companies on the Czech market and vice versa;
- US Dollar/Turkish Lira: in relation to commercial transactions by companies operating on the Turkish market;
- Euro/Swedish Krona: in relation to commercial and financial transactions by Eurozone companies on the Swedish market and vice versa.

1. Consolidated Financial Statements Schemes
2. Explanatory Notes
3. Certification
4. Auditors' report

In 2025, commercial and financial flows exposed to the above exchange rates accounted for around 93% of the total exposure to exchange rate risk arising from commercial and financial transactions.
The Group is also exposed to exchange risks on other exchange rates. None of these exposures, taken individually, accounted for more than 1% of the overall exposure to transactional exchange rate risk in 2025.
It is the Group's policy to hedge, where possible, exposures in currencies other than the unit of account of its individual companies. In particular, the Group hedges:

- firm cash flows: invoiced commercial flows and exposures arising from loans receivable and payable;
- projected cash flows: commercial and financial flows arising from firm or highly probable contractual commitments.

Such hedges are arranged using derivative contracts.

The following sensitivity analysis shows the post-tax effects on net profit of a 5% and 10% increase/decrease in the exchange rates of the local currencies shown below on the actual rates at December 31, 2025 and December 31, 2024.

(Euro/million)

	2025		2024	
	-5%	+5%	-5%	+5%
Euro	(0.75)	0.68	(0.74)	0.67
US Dollar	(0.77)	0.70	(0.51)	0.46
British Pound	(0.12)	0.11	(0.05)	0.05
Other currencies	(1.95)	1.77	(1.21)	1.09
Total	**(3.59)**	**3.26**	**(2.51)**	**2.27**

(Euro/million)

	2025		2024	
	-10%	+10%	-10%	+10%
Euro	(1.59)	1.30	(1.57)	1.28
US Dollar	(1.62)	1.33	(1.07)	0.88
British Pound	(0.26)	0.21	(0.11)	0.09
Other currencies	(4.12)	3.37	(2.54)	2.08
Total	**(7.59)**	**6.21**	**(5.29)**	**4.33**

When assessing the potential impact of the above, the assets and liabilities of each Group company in currencies other than their unit of account were considered, net of any derivatives hedging the above-stated cash flows.

The following sensitivity analysis shows the post-tax effects on equity reserves of an increase/decrease in the fair value of designated cash flow hedges following a 5% and 10% increase/decrease in the exchange rates of the local currencies shown below on the actual rates at December 31, 2025 and December 31, 2024.

(Euro/million)

	2025		2024	
	-5%	+5%	-5%	+5%
US Dollar	4.58	(5.07)	8.94	(9.88)
Euro	2.97	(3.29)	6.04	(6.67)
British Pound	14.89	(16.46)	20.61	(22.78)
Other currencies	3.26	(3.60)	3.24	(3.61)
Total	**25.70**	**(28.42)**	**38.83**	**(42.94)**

(Euro/million)

	2025		2024	
	-10%	+10%	-10%	+10%
US Dollar	8.75	(10.69)	17.07	(20.87)
Euro	5.68	(6.94)	11.53	(14.09)
British Pound	28.42	(34.74)	39.34	(48.08)
Other currencies	6.22	(7.60)	6.19	(7.56)
Total	**49.07**	**(59.97)**	**74.13**	**(90.60)**

The above analysis ignores the effects of translating the equity of Group companies whose functional currency is not the Euro.
Further details can be found in the individual notes to the financial statements.

(b) Interest rate risk

The interest rate risk to which the Group is exposed is mainly on long-term financial liabilities, carrying both fixed and variable rates.

Fixed rate debt exposes the Group to a fair value risk. The Group does not operate any particular hedging policies in relation to the risk arising from such contracts.
Variable rate debt exposes the Group to a cash flow risk originating from rate volatility. In order to hedge this risk, the Group can use derivative contracts that limit the impact of interest rate changes on profit or loss.
The Group Finance Department monitors the exposure to interest rate risk and adopts appropriate hedging strategies to keep the exposure within the limits defined by the Group Administration, Finance and Control Department, arranging derivative contracts, if necessary.

The following sensitivity analysis shows the effects on consolidated net profit of a 25 b.p. and 50 b.p. increase/decrease in interest rates versus the interest rates applying at December 31, 2025 and December 31, 2024, assuming that all other variables remain equal.

The potential effects shown below refer to net liabilities representing the bulk of Group debt at the reporting date, for which the impact of the change in interest rates on net finance costs has been calculated on an annualized basis.
The net liabilities considered for sensitivity analysis include variable rate financial receivables and payables, cash and cash equivalents and derivatives whose value is influenced by rate volatility.

1. Consolidated Financial Statements Schemes
2. **Explanatory Notes**
3. Certification
4. Auditors' report

(Euro/million)

	2025		2024	
	-0.25%	+0.25%	-0.25%	+0.25%
Euro	(0.44)	0.44	1.28	(1.28)
US Dollar	(0.51)	0.51	(0.45)	0.45
British Pound	(0.12)	0.12	(0.07)	0.07
Other currencies	(0.89)	0.89	(0.96)	0.96
Total	**(1.96)**	**1.96**	**(0.20)**	**0.20**

(Euro/million)

	2025		2024	
	-0.50%	+0.50%	-0.50%	+0.50%
Euro	(0.88)	0.88	2.56	(2.56)
US Dollar	(1.02)	1.02	(0.89)	0.89
British Pound	(0.23)	0.23	(0.15)	0.15
Other currencies	(1.77)	1.77	(1.92)	1.92
Total	**(3.90)**	**3.90**	**(0.40)**	**0.40**

At December 31, 2025, the Group had interest rate swap agreements in place that transform the variable rate into a fixed one. These agreements have been accounted for as cash flow hedges.
An analysis of all these risks can also be found in the Risk Factors chapter of the Directors' Report.

(c) Price risk

The Group is exposed to price risk in relation to purchases and sales of strategic materials, the price of which is subject to market volatility. The main raw materials used by the Group in its production processes consist of strategic metals such as copper, aluminum and lead. The cost of purchasing such strategic materials accounted for approximately 64.01% of the Group's total cost of materials in 2025 (63.7% in 2024), forming part of its overall production costs.

In order to manage the price risk on future commercial transactions, the Group negotiates derivative contracts on strategic metals, setting the price of expected future purchases or the value of stocks.

The derivative contracts entered into by the Group are negotiated with leading financial institutions on the basis of strategic metal prices quoted on the London Metal Exchange ("LME"), the New York market ("COMEX") and the Shanghai Futures Exchange ("SFE").
The following sensitivity analysis shows the effect on consolidated equity of a 10% increase/decrease in strategic material prices versus prices at December 31, 2025 and December 31, 2024, assuming that all other variables remain equal.

(Euro/million)

	2025		2024	
	-10%	+10%	-10%	+10%
LME	(91.73)	91.73	(101.17)	101.17
COMEX	44.61	(44.61)	18.47	(18.47)
SME	(2.05)	2.05	(3.07)	3.07
Total	**(49.17)**	**49.17**	**(85.77)**	**85.77**

The potential impact shown above is solely attributable to increases and decreases in the fair value of derivatives on strategic material prices which are directly attributable to changes in the prices themselves. It does not refer to the impact on the income statement of the cost of purchasing strategic materials.

(d) Credit risk

There is a credit risk in relation to trade receivables, cash and cash equivalents, financial instruments, and deposits with banks and other financial institutions.
Customer-related credit risk is managed by the individual subsidiaries and monitored centrally by the Group Finance Department. The Group does not have excessive concentrations of credit risk. It nonetheless has procedures aimed at ensuring that sales of goods and services are made to reliable customers, taking account of their financial situation, track record and other factors. Credit limits for major customers are based on internal and external assessments within ceilings approved by local country management. The utilization of credit limits is periodically monitored at local level.
During 2025 the Group had a global insurance policy in place to provide coverage for part of its trade receivables against any credit losses, net of the deductible.

As for credit risk relating to the management of financial and cash resources, this risk is monitored by the Group Finance Department, which implements procedures intended to ensure that Group companies deal with independent, highly rated, reliable counterparties. In fact, at December 31, 2025 (like at December 31, 2024) the vast majority of the Group's financial and cash resources were held with investment grade counterparties. Credit limits relating to the principal financial counterparties are based on internal and external assessments, within ceilings set by the Group Finance Department.

(e) Liquidity risk

Prudent management of the liquidity risk arising from the Group's normal operations implies maintaining an adequate level of cash and short-term deposits, as well as ensuring the availability of funds by having an adequate amount of committed credit lines.
The Group Finance Department uses cash flow forecasts to monitor the projected level of the Group's liquidity reserves.

The amount of cash reserves at the reporting date is as follows:

(Euro/million)

	12.31.2025	12.31.2024
Cash and cash equivalents	2,025	1,033
Cash and cash equivalents in assets held for sale	4	-
Financial assets at fair value through profit or loss	48	32
Financial assets at fair value through other comprehensive income	11	11
Undrawn committed lines of credit	1,344	1,252
Total	**3,432**	**2,328**

Undrawn committed lines of credit at December 31, 2025 refer to the Revolving Credit Facility 2023 (Euro 1,000 million), the Revolving Credit Facility 2025 (Euro 200 million) and the EIB loan (Euro 144 million).

1. Consolidated Financial Statements Schemes
2. Explanatory Notes
3. Certification
4. Auditors' report

The following table presents a due date analysis of debt, at its repayment value, other liabilities, and derivatives settled on a net basis; the various due date categories refer to the period between the reporting date and the contractual maturity of the obligations.

(Euro/million)

	12.31.2025			
	Due within 1 year	Due between 1 - 2 years	Due between 2 - 5 years	Due after 5 years
Borrowings from banks and other lenders	279	1,279	2,457	1,267
Derivatives	72	13	4	11
Trade and other payables	3,840	39	–	–
Total	**4,191**	**1,331**	**2,461**	**1,278**

(Euro/million)

	12.31.2024			
	Due within 1 year	Due between 1 - 2 years	Due between 2 - 5 years	Due after 5 years
Borrowings from banks and other lenders	402	758	3,851	915
Derivatives	59	16	8	5
Trade and other payables	5,528	36	–	–
Total	**5,989**	**810**	**3,859**	**920**

In completion of the disclosures about financial risks, the following is a reconciliation between the classes of financial assets and liabilities reported in the Group's statement of financial position and the categories used by IFRS 7 to identify financial assets and liabilities:

(Euro/million)

	12.31.2025					
	Financial assets at FVPL	Receivables and other assets at amortized cost	Financial assets at FVOCI	Financial liabilities at FVPL	Financial liabilities at amortized cost	CFH derivatives
Other investments at FVOCI	–	–	5	–	–	–
Financial assets at FVOCI	–	–	11	–	–	–
Financial assets at amortized cost	–	4	–	–	–	–
Trade receivables	–	2,428	–	–	–	–
Contract assets	–	567	–	–	–	–
Other receivables	–	319	–	–	–	–
Financial assets at FVPL	48	–	–	–	–	–
Derivatives (assets)	19	–	–	–	–	317
Cash and cash equivalents	–	2,025	–	–	–	–
Borrowings from banks and other lenders	–	–	–	–	5,208	–
Trade payables	–	–	–	–	2,798	–
Contract liabilities	–	–	–	–	2,325	–
Other payables	–	–	–	–	526	–
Derivatives (liabilities)	–	–	–	33	–	67
Total	**67**	**5,343**	**16**	**33**	**10,857**	**384**

(Euro/million)

	12.31.2024(*)					
	Financial assets at FVPL	**Receivables and other assets at amortized cost**	**Financial assets at FVOCI**	**Financial liabilities at FVPL**	**Financial liabilities at amortized cost**	**CFH derivatives**
Other investments at FVOCI	–	–	12	–	–	–
Financial assets at FVOCI	–	–	11	–	–	–
Financial assets at amortized cost	–	4	–	–	–	–
Trade receivables	–	2,433	–	–	–	–
Contract assets	–	554	–	–	–	–
Other receivables	–	299	–	–	–	–
Financial assets at FVPL	32	–	–	–	–	–
Derivatives (assets)	12	–	–	–	–	158
Cash and cash equivalents	–	1,033	–	–	–	–
Borrowings from banks and other lenders	–	–	–	–	5,416	–
Trade payables	–	–	–	–	2,462	–
Contract liabilities	–	–	–	–	2,074	–
Other payables	–	–	–	–	449	–
Derivatives (liabilities)	–	–	–	12	–	76
Total	**44**	**4,323**	**23**	**12**	**10,401**	**234**

(*) The consolidated statement of financial position at December 31, 2024, presented in the current Integrated Annual Report for comparative purposes, has been restated with respect to the previously published figures, as indicated in more detail in section "C. RESTATEMENT OF COMPARATIVE FIGURES".

D.1 Capital risk management

The Group's objective in capital risk management is mainly to safeguard business continuity in order to guarantee returns for shareholders and benefits for other stakeholders. The Group also aims to maintain an optimal capital structure in order to reduce the cost of debt and to comply with a series of covenants required by the various credit agreements (Note 33. Financial covenants).

The Group also monitors capital using a gearing ratio (i.e. the ratio between net financial debt and capital). Details of how net financial debt is determined can be found in Note 13. Borrowings from banks and other lenders. Capital is equal to the sum of equity, as reported in the Group consolidated financial statements, and net financial debt.

The gearing ratios at December 31, 2025 and December 31, 2024 are shown below:

(Euro/million)

	2025	**2024**
Net financial debt	3,097	4,296
Equity	6,680	5,297
Total capital	**9,777**	**9,593**
Gearing ratio	**31.68%**	**44.78%**

1. Consolidated Financial Statements Schemes
2. Explanatory Notes
3. Certification
4. Auditors' report

D.2 Fair value measurement of financial instruments

IFRS 13 requires assets and liabilities recognized in the statement of financial position at fair value to be classified according to a hierarchy that reflects the significance of the inputs used in measuring fair value.
Financial instruments are classified according to the following fair value measurement hierarchy:

Level 1: Fair value is determined with reference to quoted prices (unadjusted) in active markets for identical financial instruments. Therefore, the emphasis within Level 1 is on determining both of the following:

a. the principal market for the asset or liability or, in the absence of a principal market, the most advantageous market for the asset or liability; and

b. whether the entity can enter into a transaction for the asset or liability at the price in that market at the measurement date.

Level 2: Fair value is determined using valuation techniques where the input is based on observable market data. The inputs for this level include:

a. quoted prices for similar assets or liabilities in active markets;

b. quoted prices for identical or similar assets or liabilities in markets that are not active;

c. inputs other than quoted prices that are observable for the asset or liability, for example:

i. interest rate and yield curves observable at commonly quoted intervals;

ii. implied volatilities;

iii. credit spreads;

d. market-corroborated inputs.

Level 3: Fair value is determined using valuation techniques where the input is not based on observable market data.



The following tables present the assets and liabilities that are recurrently measured at fair value:

(Euro/million)

	12.31.2025			
	Level 1	**Level 2**	**Level 3**	**Total**
Assets				
Financial assets at fair value:				
Derivatives at FVPL	–	19	–	19
CFH derivatives	–	317	–	317
Financial assets at FVPL	48	–	–	48
Other investments at FVOCI	–	–	5	5
Financial assets at FVOCI	11	–	–	11
Total assets	**59**	**336**	**5**	**400**
Liabilities				
Financial liabilities at fair value:				
Derivatives at FVPL	–	33	–	33
CFH derivatives	–	67	–	67
Total liabilities	**–**	**100**	**–**	**100**

(Euro/million)

	12.31.2024			
	Level 1	**Level 2**	**Level 3**	**Total**
Assets				
Financial assets at fair value:				
Derivatives at FVPL	–	12	–	12
CFH derivatives	–	158	–	158
Financial assets at FVPL	32	–	–	32
Other investments at FVOCI	–	–	12	12
Financial assets at FVOCI	11	–	–	11
Total assets	**43**	**170**	**12**	**225**
Liabilities				
Financial liabilities at fair value:				
Derivatives at FVPL	–	12	–	12
CFH derivatives	–	76	–	76
Total liabilities	**–**	**88**	**–**	**88**

Financial assets classified in fair value Level 3 have reported no significant movements in either 2025 or 2024.
Given the short-term nature of trade receivables and trade payables, their carrying amounts, net of any allowance for expected credit losses, are treated as a good approximation of fair value.
During 2025 there were no transfers of financial assets and liabilities between the different levels of the fair value hierarchy.

1. Consolidated Financial Statements Schemes
2. **Explanatory Notes**
3. Certification
4. Auditors' report

D.3 Risks related to climate-related impacts

As explained in more detail in the section "Sustainability Strategy: New economic and social targets for 2028, Net Zero and Net Gain by 2035" within the Directors' Report, the core of Prysmian's sustainability strategy is its focus on CLIMATE, with an ambitious commitment to achieve Net Zero across the entire value chain by 2035.
To implement this strategy, Prysmian has continued its program of investments in sustainability. These investments involve different strands, including the installation of photovoltaic systems at some of the Group's plants, various measures to reduce energy consumption, and a multi-year plan to reduce the use of SF6 gas.
In this context, the Group analyzes and assesses the risks, impacts and opportunities of climate-related Impacts and has set targets to reduce Scope 3 emissions (generated by the value chain) to zero by 2050. For further information, please refer to the "Environmental information" section of the Directors' Report.
The consequences in terms of investments, costs and other cash flow impacts are considered when preparing the accounting estimates. The impairment tests carried out for the purposes of these financial statements have taken into account the impacts on investment flows, as far as they can be currently estimated, without any significant effects on the test results. In addition, challenges associated with climate-related commitments have been considered, and the Group has not identified any additional issues that may have a material impact on the impairment tests. More details about the impact of climate-related Impacts on impairment testing can be found in Note 2. Goodwill and other intangible assets.
It is also possible that in the future the carrying amount of assets or liabilities recognized in the Group's financial statements may be subject to different impacts as the strategy of managing climate-related risks evolves. Although these aspects are not currently foreseeable, they are the subject of increasingly frequent and coordinated monitoring by the various company departments.
Other climate-related impacts are discussed in Note 1. Property, plant and equipment as regards investments and in Note 13. Borrowings from banks and other lenders and in Note 33. Financial covenants as regards sustainability-linked loans and covenants.

D.4 Risks related to the introduction of US tariffs

In response to persisting trade tensions, the US administration introduced new customs tariffs in 2025. These tariffs have been placed on raw materials, semi-finished goods, and copper-intensive finished products, as well as aluminum. Prysmian has closely monitored developments in this situation to assess the potential impact and adapt, by responding to any changes in the macroeconomic environment.
Prysmian maintains a strong and widespread manufacturing presence in the United States, with over 30 plants, bolstered by the recent acquisitions of Encore Wire and Channell. This local presence enables the Group to mitigate potential risks resulting from changes in US trade policy.
At present, Prysmian has not identified any significant impact in the preparation of this financial statement, anyway Prysmian continues to monitor developments concerning US tariffs to evaluate potential impacts also on operations and take appropriate mitigation measures where necessary.

E. Business combinations

Warren & Brown Technologies

Prysmian obtained control of Warren & Brown Technologies on November 29, 2024. For accounting purposes, the acquisition date has been taken as December 1, 2024.

The total consideration for the acquisition was Euro 36 million.

The assets and liabilities of Warren & Brown have been determined on a final basis, since the acquisition accounting processes had been completed at the date of preparing the present report. In compliance with IFRS 3, the fair value of the assets, liabilities and contingent liabilities has therefore been finalized as at the current reporting date.
The excess of the purchase consideration over the fair value of net assets acquired has been recognized as goodwill, amounting to Euro 18 million. Such goodwill is primarily justified by expected future income from integrating the company into the Group, including the run-rate synergies.

(Euro/million)	
Cash outflow	36
Total purchase consideration (A)	**36**
Fair value net assets acquired (B)	**18**
Non-controlling interests	-
Goodwill (A-B)	**18**
Acquisition cash flow	**36**

Details of the fair values of the assets/liabilities acquired are as follows:

(Euro/million)	
Property, plant and equipment	6
Intangible assets	8
Deferred taxes	(2)
Inventories	10
Trade and other payables	(4)
Fair value net assets acquired (B)	**18**

Channell Commercial Corporation

As described in "Significant events during the year" presented in the Directors' Report, Prysmian obtained control of Channell Commercial Corporation on June 10, 2025. For accounting purposes, the acquisition date is being taken as June 1, 2025.

The consideration paid at closing was Euro 878 million (USD 1,001 million). This amount has subsequently undergone a contractual adjustment of Euro 11 million (USD 13 million), Euro 6 million (USD 8 million) of which was paid in December 2025. In December 2025, an earn-out of Euro 172 million (USD 200 million) was paid, corresponding to the maximum amount agreed under the contract.

Direct acquisition-related costs, amounting to around Euro 6 million, before approximately Euro 1 million in tax effects, have been expensed to income as "other expenses".

The assets and liabilities of Channell Commercial Corporation have been determined on a provisional basis, since the main acquisition accounting processes had not yet been completed at the date of preparing the present report. In compliance with IFRS 3, the fair value of the assets, liabilities and contingent liabilities may be subject to final adjustments within twelve months of the acquisition date.
The excess of the purchase consideration over the fair value of net assets acquired has been provisionally recognized as goodwill, as permitted by IFRS 3, quantified at Euro 495 million. Such goodwill is primarily justified by the expected future income from integrating the company into the Group, including the benefits of run-rate synergies and higher values, not currently recognized, of the net assets acquired.

1. Consolidated Financial Statements Schemes
2. Explanatory Notes
3. Certification
4. Auditors' report

Details of the net assets acquired and goodwill are as follows:

(Euro/million)	
	06.01.2025
Purchased considerations	889
Disbursement for Earn-out	172
Total Purchased Considerations	**1,061**
Fair value net assets acquired	566
Goodwill	**495**

Details of the provisional fair values of the assets/liabilities acquired are as follows:

(Euro/million)	
	06.01.2025
Property, plant and equipment	146
Intangible assets	429
Inventories	21
Trade and other receivables	56
Assets held for sale net of liabilities held for sale	9
Net deferred tax liabilities	(85)
Trade and other payables	(28)
Cash and cash equivalents	117
Gross financial payables	(99)
Fair value net assets acquired	**566**

Intangible assets include customer relationships amounting to Euro 403 million, patents amounting to Euro 14 million, and Concessions, licenses, trademarks and similar rights amounting to Euro 12 million. All intangible assets have a finite useful life.

If the acquisition had taken place on January 1, 2025, the Group would have earned Euro 139 million in additional revenues and Euro 23 million in additional net profit.

F. Segment information

The Group's operating segments are:

- *Transmission*, whose CGUs are identifiable in the High Voltage Direct Current, Network Components High Voltage, Submarine Power, Submarine Telecom, Offshore Specialties and EOSS High Voltage businesses;
- *Power Grid*, whose CGUs are identifiable in the Regions depending on the specific organizational structure;
- *Electrification*, whose CGUs are identifiable in the Regions depending on the specific organizational structure;
- *Digital Solutions*, whose CGU is the operating segment itself.

Segment information is structured in the same way as the report periodically prepared for the purpose of reviewing business performance. This management report presents operating performance by macro type of business (Transmission, Power Grid, Electrification and Digital Solutions), and the results of operating segments primarily on the basis of Adjusted EBITDA, defined as earnings (loss) for the period before income and expense considered non-recurring, non-operating or related to business reorganizations, the fair value change in commodity derivatives and in other fair value items, amortization, depreciation and impairment, finance costs and income and taxes. All Corporate fixed costs are allocated to the Transmission, Power Grid, Electrification and Digital Solutions segments. Revenues and costs are allocated to each operating segment by identifying all directly attributable revenues and costs and allocating the related indirect costs.
Group operating activities are organized and managed separately according to the nature of the products and services provided: each segment offers different products and services to different markets. Revenues from sales of

goods and services are analyzed geographically on the basis of the location of the registered office of the company that issues the invoices, regardless of the geographic destination of the products sold. All transfer prices are set using the same conditions applied to other transactions between Group companies and are generally determined by applying a mark-up on production costs.
Assets and liabilities by operating segment are not included in the data reviewed by management and so, as permitted by IFRS 8, the Group's statement of financial position is not presented by operating segment.

F.1 Operating segments

The following tables present information by operating segment:

(Euro/million)

	2025				
	Transmission	**Power Grid**	**Electrification**	**Digital Solutions**	**Totale Prysmian**
Revenues [1]	3,262	3,811	10,959	1,618	19,650
Costs	(2,680)	(3,338)	(9,894)	(1,359)	(17,271)
Adj. EBITDA before share of net profit/(loss) of equity-accounted companies	**582**	**473**	**1,065**	**259**	**2,379**
% Revenues	17.8%	12.4%	9.7%	16.0%	12.1%
Adj. EBITDA (A)	**582**	**480**	**1,068**	**268**	**2,398**
% Revenues	17.8%	12.6%	9.7%	16.6%	12.2%
Adjustments	(3)	9	(50)	334	290
EBITDA (B)	**579**	**489**	**1,018**	**602**	**2,688**
% Revenues	17.8%	12.8%	9.3%	37.2%	13.7%
Amortization and depreciation (C)	(191)	(68)	(283)	(96)	(638)
Adj. Operating income (A+C)	**391**	**412**	**785**	**172**	**1,760**
% Revenues	12.0%	10.8%	7.2%	10.6%	9.0%
Fair value change in commodity derivatives (D)					(24)
Fair value share-based payment (E)					(90)
Asset (impairment)/ impairment reversal (F)					(8)
Operating income (B+C+D+E+F)					**1,928**
% Revenues					9.8%
Finance income					699
Finance costs					(973)
Income taxes					(358)
Net profit (loss) from discontinued operations					(2)
Net profit					**1,294**
% Revenues					6.6%
Attributable to:					
Owners of the parent					1,270
Non-controlling interests					24

(1) Operating segment revenues are reported net of intercompany transactions and net of transactions between operating segments, consistent with the presentation adopted in the regularly reviewed reports.

1. Consolidated Financial Statements Schemes
2. Explanatory Notes
3. Certification
4. Auditors' report

(Euro/million)

	2024				
	Transmission	**Power Grid**	**Electrification**	**Digital Solutions**	**Totale Prysmian**
Revenues [1]	2,481	3,544	9,695	1,306	17,026
Costs	(2,119)	(3,073)	(8,769)	(1,161)	(15,123)
Adj. EBITDA before share of net profit/(loss) of equity-accounted companies	**361**	**472**	**925**	**145**	**1,903**
% Revenues	14.6%	13.3%	9.5%	11.0%	11.2%
Adj. EBITDA (A)	**361**	**474**	**931**	**161**	**1,927**
% Revenues	14.6%	13.4%	9.6%	12.4%	11.3%
Adjustments	(4)	(10)	(107)	(52)	(173)
EBITDA (B)	**357**	**464**	**824**	**109**	**1,754**
% Revenues	14.4%	13.1%	8.5%	8.4%	10.3%
Amortization and depreciation (C)	(111)	(79)	(211)	(64)	(465)
Adj. Operating income (A+C)	**250**	**395**	**720**	**97**	**1,462**
% Revenues	10.1%	11.1%	7.4%	7.4%	8.6%
Fair value change in commodity derivatives (D)					19
Fair value share-based payment (E)					(58)
Asset (impairment)/ impairment reversal (F)					(44)
Operating income (B+C+D+E+F)					**1,206**
% Revenues					7.1%
Finance income					811
Finance costs					(1,036)
Income taxes					(233)
Net profit					**748**
% Revenues					4.4%
Attributable to:					
Owners of the parent					729
Non-controlling interests					19

(1) Operating segment revenues are reported net of intercompany transactions and net of transactions between operating segments, consistent with the presentation adopted in the regularly reviewed reports.

F.2 Geographical areas

The following table presents revenues from sales of goods and services by geographical area. The breakdown is determined on the basis of the location of the registered office of the company that issues the invoices, regardless of the geographic destination of the products sold.

(Euro/million)

	2025	**2024**
Revenues	**19,650**	**17,026**
EMEA(*)	**9,376**	**8,379**
(of which Italy)	3,116	2,172
North America	**7,812**	**6,110**
Latin America	**1,443**	**1,474**
Asia Pacific	**1,019**	**1,063**

(*) EMEA: Europe, Middle East and Africa.

1. Property, plant and equipment

Details of this line item and related movements are as follows:

(Euro/million)

	Land	Buildings	Plant and machinery	Equipment	Other assets	Assets under construction and advances	Total
Balance at December 31, 2024	**444**	**1,302**	**1,287**	**394**	**239**	**1,256**	**4,922**
Movements 2025:							
– Business combinations	–	24	72	19	11	20	146
– Investments	1	52	336	11	22	381	803
– Disposals	(3)	(21)	(3)	(3)	(1)	(13)	(44)
– Depreciation	–	(97)	(184)	(56)	(158)	(2)	(497)
– Impairment	(2)	(4)	–	–	(2)	–	(8)
– Currency translation differences	(27)	(87)	(72)	(42)	(5)	(31)	(264)
– Increases for leases (IFRS 16)	9	63	20	14	149	–	255
– Monetary revaluation for hyperinflation	1	2	1	–	–	–	4
– Other	(12)	190	146	112	10	(484)	(38)
Balance at December 31, 2025	**411**	**1,424**	**1,603**	**449**	**265**	**1,127**	**5,279**
Of which:							
– Historical cost	425	2,119	3,577	689	656	1,159	8,625
– Acc. depreciation & impairment	(14)	(695)	(1,974)	(240)	(391)	(32)	(3,346)
Net book value	**411**	**1,424**	**1,603**	**449**	**265**	**1,127**	**5,279**

(Euro/million)

(*)	Land	Buildings	Plant and machinery	Equipment	Other assets	Assets under construction and advances	Total
Balance at December 31, 2023	**306**	**819**	**1,174**	**44**	**198**	**860**	**3,401**
Movements 2024:							
– Business combinations	123	311	61	283	14	187	979
– Investments	3	26	53	13	6	668	769
– Disposals	–	–	(1)	–	–	–	(1)
– Depreciation	–	(67)	(156)	(43)	(97)	–	(363)
– Impairment	–	(5)	(4)	–	–	(35)	(44)
– Currency translation differences	7	20	18	11	–	8	64
– Increases for leases (IFRS 16)	1	20	1	5	84	–	111
– Monetary revaluation for hyperinflation	2	4	–	–	–	–	6
– Other	2	174	141	81	34	(432)	–
Balance at Decembre 31, 2024	**444**	**1,302**	**1,287**	**394**	**239**	**1,256**	**4,922**
Of which:							
– Historical cost	458	1,961	3,226	604	580	1,287	8,116
– Acc. depreciation & impairment	(14)	(659)	(1,939)	(210)	(341)	(31)	(3,194)
Net book value	**444**	**1,302**	**1,287**	**394**	**239**	**1,256**	**4,922**

(*) The consolidated statement of financial position at December 31, 2024, presented in the current Integrated Annual Report for comparative purposes, has been restated with respect to the previously published figures, as indicated in more detail in section "C. RESTATEMENT OF COMPARATIVE FIGURES".

1. Consolidated Financial Statements Schemes
2. Explanatory Notes
3. Certification
4. Auditors' report

The value of gross investments, including those in intangible assets, reached Euro 843 million in 2025, up from Euro 794 million the previous year, mainly due to higher investment in production and installation capacity, key factors in responding to the demands of the energy transition. In addition, following the acquisition of Channel Commercial Corporation, located in Rockwall, Texas (USA), this company's investments have been included in the consolidation with effect from June 1, 2025.

During 2025, the Group invested in further enhancing safety within its production facilities and offices. At the same time, steps were taken to promote business sustainability, including the installation of photovoltaic panels.

Projects to increase and technologically upgrade production capacity and develop new products/markets

Investments amounted to Euro 623 million, representing about 74% of total capital expenditure:

Transmission segment

- Cable-laying vessels: Investments, started at the end of 2023, for the construction of two new cable-laying vessels are proceeding according to schedule; with a total budget of about Euro 350 million, these investments are in response to growing demand for submarine cable systems serving interconnections and offshore wind farms.
  - The Alessandro Volta, the first of these vessels and an evolution of the Monna Lisa, will be equipped with state-of-the-art cable installation technology and have a 19,000-tonne load capacity. It will be operational by early 2027.
  - The Marco Polo, the second vessel and an evolution of the Ulisse, entered into service during 2025.
  - Both vessels have green credentials, including high-voltage shore connection systems, biofuel-compatible diesel generators and, in the case of the deep-sea vessel, hybrid batteries.
  - The Monna Lisa, construction of which began in 2022 with an investment of about Euro 200 million (plus Euro 40 million for cable-laying equipment) was successfully completed on schedule and entered into service during 2025.
- Increased production capacity:
  - Pikkala (Finland): The plant expansion is progressing according to plan. The 185-metre tower houses new vertical extrusion lines for manufacturing 525 kV DC submarine cables, with a production capability of approximately 1 km per day. Meanwhile, installation of the production lines needed to complete the next stages of the production process is progressing according to schedule.
  - Gron (France): Investments have continued in the installation of silicone oil insulation lines, which will support the production of 525 kV HVDC cables with either XLPE or P-Laser insulation, and of all the machinery necessary to complete the other stages of the production process.
  - Quattordio (Italy): An investment of over Euro 20 million to expand HVDC and mechanical testing capacity, in support of research into new materials and technologies, is proceeding according to plan. Further investments to enhance production and testing capacity were approved in 2025, also involving the R&D laboratories in Milan Ansaldo (Italy) and Bishopstoke (UK).

Power Grid segment:

- *Expansion in the USA*:
  - DuQuoin (Illinois): The expansion of the site was completed during 2025, adding 9,300 m² of extra space, creating 80 new jobs, and enabling increased cable manufacturing capacity. The expansion project also includes a new photovoltaic system that can generate 50% of the plant's production energy requirements, significantly reducing energy consumption.
  - Encore Wire (Texas): A project is planned for the construction of a state-of-the-art plant dedicated to medium-voltage cable manufacturing. The new facility will cover an area of over 60,000 m² and will be operational from 2027, creating 120 new jobs. This investment is part of a larger project that plans to invest USD 500 million over five years.
- *Expansion in Europe*:
  - Montereau (France): Work continued on the investment of over Euro 39 million investment to install a new CCV insulation line and machinery needed to produce HVAC underground cables up to 400 kV, in response to the growing demand for energy transition infrastructure. The project is due to be completed by early 2027.

– Slatina (Romania): Work continued on building a new medium-voltage cable production line, involving an investment of Euro 23 million. The three-year project will increase production capacity by 12,000 tonnes per year, improving the efficiency and resilience of European distribution networks. The project is due to be completed in 2026.

Electrification segment:

- Investments have continued in expanding Encore Wire's Service Center in Texas. The now completed work has involved enlarging the logistics facility by over 18,000 m^2. These investments aim to increase production capacity and efficiency, with the goal of further improving the already high standards of service.
- Numerous investments are also underway in Europe and Latin America to increase capacity and expand low-voltage cable capability in response to growing market demand.

Digital Solutions segment

- Targeted investments have been approved for specific products and geographic areas within this business segment, in line with market needs. Production of high-performance MMS cables is being expanded at the Lawrenceburg plant in Kentucky.
- In North America, an investment project has got underway at the Lexington plant in South Carolina, aimed at offering high-density fiber solutions and ensuring superior performance in data center applications.
- Additional investments are planned in Vilanova to increase Optical Ground Wire production capacity.
- Investments have continued at the Eindhoven plant in the Netherlands, aimed at developing hollow-core fiber, which has become particularly strategic following the acceleration of AI-driven applications.
- As of June 1, 2025, the Group has consolidated over Euro 8 million in investments by Channell Commercial Corporation, whose acquisition was completed during the year.

Multiple projects to improve industrial efficiency and rationalize production capacity

The Group has invested Euro 28 million (about 3% of the total).

These investments have focused on:

- Reducing variable and fixed costs, with particular attention to product design and materials used.
- Optimizing the supply chain and upgrading machinery to the latest production technologies.

Sustainability and recycled materials

Prysmian has continued its ten-year Euro 100 million sustainability program, with investments of around Euro 4 million in 2025 dedicated to:

- Installing photovoltaic systems at a number of plants;
- Reducing energy and gas consumption;
- A multi-year plan to reduce the use of SF6 gas.

These investments represent Prysmian's commitment to achieving its goal of reducing global CO_2eq emissions by 60% by 2030 (from the 2019 baseline) and Scope 1 and 2 emissions by 90% by 2035.

In addition, a strategic investment has been approved to increase the use of recycled materials in cable manufacturing, with a particular focus on recycled polyethylene, which will be incorporated into the production processes of several plants, marking a step forward in the sustainability and innovation strategy.

Structural work

The Group has invested Euro 133 million (about 16% of the total) in structural work, focusing on:

- Modernization and maintenance of offices, cable-laying vessels and production sites to improve employee well-being and safety.
- Improving machinery safety, with investments to ensure higher standards of protection and operational reliability.

1. Consolidated Financial Statements Schemes
2. Explanatory Notes
3. Certification
4. Auditors' report

IT and R&D investments

The Group has invested Euro 59 million in these areas (approximately 7% of the total).

In 2025, in accordance with Prysmian Group's IT integration strategy, work continued on rolling out the group ERP system (SAP 1C) in the USA and Latin America, strengthening the adoption of a single enterprise management platform to support more consistent, efficient and controllable processes.

- In the Operations area, the Corporate MES (FastTrack) has continued to be implemented successfully. In addition, a Smart Factory pilot project has been launched, based on a global solution that acts as a virtual control room. This platform collects and analyzes process data in real time, providing advanced AI-based decision-making tools and new automation opportunities.
- In 2025, the Central Planning project was accelerated to promote integrated, end-to-end planning using advanced tools that support demand and S&OP processes.
- The Customer Centricity commercial initiative has continued, strengthening the Group's ability to offer a consistent, digital experience throughout the entire customer cycle, enabling more effective management of commercial and cross-selling opportunities.
- A digital strategy, or AI Program, has been developed to guide the adoption of artificial intelligence solutions. This promotes the responsible use of AI in compliance with evolving regulations. Applications include improving operational efficiency, creating predictive demand models, and developing digital tools for managing commercial and contractual cycles with the aim of enhancing productivity, decision-making quality, and value for customers.

At December 31, 2025, the value of machinery pledged as collateral against long-term loans was approximately Euro 1 million.

During the reporting period just ended, the Group reviewed whether there was any evidence that its CGUs might be impaired, but did not identify any. The reorganization, effective from January 1, 2025, involving a revision of the CGUs within the Power Grid and Electrification segments, had no impact on impairment testing. The Group also performed the impairment tests using the pre-reorganization CGU structure and verified that even with the previous CGU structure there would have been no impact in terms of impairment.
However, as a result of specific market situations, impairment losses have been recognized against certain specific assets belonging to broader CGUs for which no explicit indicators of impairment had been found. This has involved the recognition in 2025 of Euro 8 million in impairment losses, attributable to the write-down of assets intended for sale and owned by two companies, namely Fiber Ottiche Sud S.r.l. and P.O.R. S.A.S..

Among the disposals, it should be noted that during the period certain assets related to the automotive business, belonging to foreign subsidiaries, were sold.

2. Goodwill and other intangible assets

Details of this line item and related movements are as follows:

	Patents	Concessions, licenses, trademarks and similar rights	Goodwill	Software	Customer relation-ships	Other intangible assets	Intangibles in progress and advances	Total
Balance at December 31, 2024	**3**	**151**	**3,492**	**68**	**1,171**	**9**	**22**	**4,916**
Movements 2025:								
– Business combinations	14	12	495	–	403	–	–	924
– Investments	1	1	–	9	–	6	23	40
– Disposals	–	–	–	–	–	–	–	–
– Amortization	(2)	(18)	–	(24)	(95)	(2)	–	(141)
– Currency translation differences	(2)	(16)	(340)	–	(140)	–	–	(498)
– Other	–	1	–	10	–	16	(11)	16
Balance at December 31, 2025	**14**	**131**	**3,647**	**63**	**1,339**	**29**	**34**	**5,257**
Of which:								
– Historical cost	78	311	3,647	269	1,863	55	55	6,278
– Acc. amortization & impairment	(64)	(180)	–	(206)	(524)	(26)	(21)	(1,021)
Net book value	**14**	**131**	**3,647**	**63**	**1,339**	**29**	**34**	**5,257**

(Euro/million)

(*)	Patents	Concessions, licenses, trademarks and similar rights	Goodwill	Software	Customer relation-ships	Other intangible assets	Intangibles in progress and advances	Total
Balance at December 31, 2023	**4**	**59**	**1,660**	**73**	**258**	**–**	**17**	**2,071**
Movements 2024:								
– Business combinations	–	104	1,722	–	935	8	–	2,769
– Investments	–	1	–	9	–	–	15	25
– Amortization	(1)	(18)	–	(22)	(61)	–	–	(102)
– Currency translation differences	–	4	110	–	39	–	–	153
– Other	–	1	–	8	–	1	(10)	–
Balance at December, 31 2024	**3**	**151**	**3,492**	**68**	**1,171**	**9**	**22**	**4,916**
Of which:								
– Historical cost	65	313	3,492	250	1,600	33	43	5,796
– Acc. amortization & impairment	(62)	(162)	–	(182)	(429)	(24)	(21)	(880)
Net book value	**3**	**151**	**3,492**	**68**	**1,171**	**9**	**22**	**4,916**

(*) The consolidated statement of financial position at December 31, 2024, presented in the current Integrated Annual Report for comparative purposes, has been restated with respect to the previously published figures, as indicated in more detail in section "C. RESTATEMENT OF COMPARATIVE FIGURES".

In 2025, the value of gross investments in intangible assets was Euro 40 million (Euro 25 million at December 31, 2024). Further details can be found in Note 1. Property, plant and equipment.

Goodwill

At December 31, 2025, the Group reported Euro 3,647 million in Goodwill (Euro 3,492 million at December 31, 2024). The net increase is due to the acquisition of Channell, as described in section E. Business Combinations,

1. Consolidated Financial Statements Schemes
2. Explanatory Notes
3. Certification
4. Auditors' report

and which operates exclusively in the Digital Solutions segment.

Goodwill impairment test

As reported in Note 41 (b) Estimates and assumptions, the Group's activities are organized in four business segments: *Transmission, Power Grid, Electrification* and *Digital Solutions*. The *Transmission* segment consists of the High Voltage, Submarine Power, Submarine Telecom, Offshore Specialties and EOSS High Voltage CGUs; the *Power Grid* segment consists of a number of CGUs corresponding to the Regions consistent with the specific organizational structure; the *Electrification* segment consists of a number of CGUs corresponding to the Regions consistent with the specific organizational structure; lastly, the *Digital Solutions* segment consists of a single CGU that coincides with the operating segment itself.

Goodwill, acquired on the occasion of business combinations, has been allocated to groups of CGUs, corresponding to the operating segments, which are expected to benefit from the synergies of such combinations and which represent the lowest level at which management monitors business performance.

Goodwill has therefore been allocated to each of the operating segments: *Transmission, Power Grid, Electrification* and *Digital Solutions*:

(Euro/million)

	12.31.2024*	Business combinations	Currency translation differences	12.31.2025
Transmission goodwill	246	–	(17)	229
Power Grid goodwill	455	–	(25)	430
Electrification goodwill	2,467	–	(264)	2,203
Digital Solutions goodwill	324	495	(34)	785
Total goodwill	**3,492**	**495**	**(340)**	**3,647**

(*) The consolidated statement of financial position at December 31, 2024, presented in the current Integrated Annual Report for comparative purposes, has been restated with respect to the previously published figures, as indicated in more detail in section "C. RESTATEMENT OF COMPARATIVE FIGURES".

Cash flows for all CGUs were determined as follows:

a. post-tax cash flow for 2026 was based on the Group's 2026 budget, approved by the Board of Directors on January 23, 2026;

b. cash flow forecasts for 2027-2028 were based on the multi-year plan developed by management and presented on March 26, 2025 during the Capital Markets Day. Risks and opportunities related to sustainability and climate-related challenges were implicitly considered in the cash flow forecasts. For example, in the Transmission segment, the explicit flows used in the impairment test took into account the opportunities arising from electrification and the transition to renewable energy. The flows used in the impairment test for the Power Grid and Electrification segments took into account the impact of electrification and energy transition, while flows in the Digital Solutions segment took into account the impact of digitalization;

c. terminal value was calculated using a 2% perpetual growth rate, below expected long-term world growth forecasts;

d. impairment tests took into account sustainability-related investments in line with the target of reducing global CO_2 equivalent emissions by 60% by 2030 (from the 2019 baseline) and Scope 1 and 2 emissions by 90% by 2035. Investments in health and safety were also considered as were assessments of the risks and opportunities posed by climate-related challenges;

e. with regard to macroeconomic and geopolitical uncertainty, no significant direct impacts were identified.

The rate used to discount cash flows was determined on the basis of market information about the cost of money and asset-specific risks (Weighted Average Cost of Capital, WACC). The outcome of the test has shown that the recoverable amount of the individual operating segments is higher than their net invested capital (including the share of allocated goodwill). In particular, recoverable amount exceeded carrying amount not only for the Transmission operating segment (where the headroom is extremely wide since the segment has a very high value in use for negligible net

invested capital), but also for the Power Grid operating segment (292%), the Electrification operating segment (31%), and the Digital Solutions operating segment (22%). A WACC of 9.1% was used for the Transmission segment. The theoretical WACC, which would make recoverable amount equal to carrying amount, would have an implausibly high positive value in view of the extremely wide headroom described above. A WACC of 8.7% was used for the Power Grid operating segment. For recoverable amount to be equal to carrying amount, a theoretical WACC of 25.5% would have to be used for this segment. A WACC of 8.9% was used for the Electrification segment. For recoverable amount to be equal to carrying amount, a theoretical WACC of 11% would have to be used for this segment. A WACC of 9.8% was used for the Digital Solutions segment. For recoverable amount to be equal to carrying amount, a theoretical WACC of 11.5% would have to be used for this segment. For recoverable amount to be equal to carrying amount, the growth rate in terminal value for all segments would have to be negative.

Sensitivity analyzes have been performed by increasing and decreasing the WACC and the terminal growth rate g by 5% without significant impact on the CGUs' headroom.

3. Equity-accounted investments

This balance, amounting to Euro 43 million, reports a net decrease of Euro 205 million since December 31, 2024, when it amounted to Euro 248 million, reflecting the effects shown in the following table:

(Euro/million)

	12.31.2025
	Investments in associates
Opening balance	**248**
Movements:	
– Currency translation differences	(16)
– Share of net profit/(loss)	19
– Decreases	(197)
– Dividends	(11)
Closing balance	**43**

(Euro/million)

	12.31.2024
	Investments in associates
Opening balance	**218**
Movements:	
– Currency translation differences	5
– Share of net profit/(loss)	41
– Decreases	–
– Dividends	(16)
– Other movements	–
Closing balance	**248**

1. Consolidated Financial Statements Schemes
2. Explanatory Notes
3. Certification
4. Auditors' report

Details of investments in equity-accounted companies are as follows:

(Euro/million)

	12.31.2025	12.31.2024
Yangtze Optical Fiber and Cable Joint Stock Limited Company	–	201
Yangtze Optical Fiber & Cable (Shanghai) Co. Ltd.	11	19
Kabeltrommel Gmbh & Co.K.G.	6	9
Elkat Ltd.	11	9
Power Cables Malaysia Sdn Bhd	15	10
Total equity-accounted investments	**43**	**248**

The value of investments includes Euro 19 million for the share of net profit (loss) of equity-accounted companies.

As of 31 December 2025, the Shareholders' Equity of Yangtze Optical Fibre & Cable (Shanghai) Co. Ltd. amounts to EUR 42 million (EUR 44 million as of 31 December 2024), while that of Power Cables Malaysia Sdn Bhd amounts to EUR 33 million (EUR 20 million as of 31 December 2024).

At the time of preparing this Integrated Annual Report, the figures as of 31 December 2025 for the subsidiaries Kabeltrommel GmbH & Co. K.G. and Elkat Ltd. are not yet available. The Shareholders' Equity of the two companies as of 31 December 2024 amounted to EUR 11 million and EUR 29 million, respectively.

Investments in associates

Information about the nature of the main investments in associates:

Company name	Location	% owned
Yangtze Optical Fiber & Cable (Shanghai) Co. Ltd	China	25.00%
Kabeltrommel GmbH & Co.K.G.	Germany	44.93%
Power Cables Malaysia Sdn Bhd	Malaysia	40.00%
Elkat Ltd.	Russia	40.00%

At December 31, 2024, Prysmian held a 23.73% equity interest in Yangtze Optical Fiber and Cable Joint Stock Limited Company (YOFC). Between April 14, 2025 and September 16, 2025 Prysmian sold all its H class shares in YOFC (totaling 179,827,794 shares), eliminating its investment and realizing a gain of Euro 354 million.

Yangtze Optical Fiber & Cable (Shanghai) Co. Ltd, formed in 2002 and based in Shanghai (China), is an associate company, 25% of whose share capital is held by Prysmian. The reduction from 42.81% in 2024 to 25% in 2025 is due to the disposal of the investment in YOFC.
The company specializes in the manufacture and sale of optical fiber and cables, offering a wide range of optical fiber cables and accessories, services and FTTx solutions.

Kabeltrommel GmbH & Co. K.G. is a German company that heads a consortium for the production, procurement, management and sale of disposable and reusable cable carrying devices (drums). The services offered by the company include both the sale of cable drums, and the complete management of logistical services such as drum shipping, handling and subsequent retrieval. The company operates primarily in the German market.

Power Cables Malaysia Sdn Bhd, a company based in Malaysia, manufactures and sells power cables and conductors, with its prime specialism high voltage products.

Elkat Ltd. is based in Russia and manufactures and sells copper conductors; it is the only company certified by the LME to test copper cathodes for the local market.

For none of the investments described above were any indicators of impairment identified.

4. Other investments and financial assets at fair value through other comprehensive income

Details are as follows:

(Euro/million)

	12.31.2025	12.31.2024
Other investments at fair value through other comprehensive income (non-current)	5	12
Financial assets at fair value through other comprehensive income (current)	11	11
Total	**16**	**23**

Other investments at fair value through other comprehensive income (non-current) report shareholdings that are not intended for sale in the near term.

Financial assets at fair value through other comprehensive income (current) include securities that mature within 12 months of the reporting date and those that could possibly be sold in the near term.

Other investments at fair value through other comprehensive income amount at Euro 5 million (Euro 12 million at 31 December 2024) and are classified in Level 3 of the fair value hierarchy, while Financial assets at fair value through other comprehensive income are classified in Level 1 of the fair value hierarchy and refer to investments in Italian government bonds.



1. Consolidated Financial Statements Schemes
2. Explanatory Notes
3. Certification
4. Auditors' report

5. Trade receivables, contract assets and other receivables

Details are as follows:

(Euro/million)

			12.31.2025
	Non-current	**Current**	**Total**
Trade receivables	–	2,511	2,511
Allowance for expected credit losses	–	(83)	(83)
Total trade receivables	**–**	**2,428**	**2,428**
Contract assets	**–**	**567**	**567**
Other receivables:			
Financial receivables	7	21	28
Prepaid finance costs	4	3	7
Receivables from employees	–	5	5
Pension plan receivables	–	4	4
Advances to suppliers	–	76	76
Other	29	465	494
Total other receivables	**40**	**574**	**614**
Total	**40**	**3,569**	**3,609**

(Euro/million)

			12.31.2024(*)
	Non-current	**Current**	**Total**
Trade receivables	–	2,532	2,532
Allowance for expected credit losses	–	(99)	(99)
Total trade receivables	**–**	**2,433**	**2,433**
Contract assets	**–**	**554**	**554**
Other receivables:			
Financial receivables	4	28	32
Prepaid finance costs	3	3	6
Receivables from employees	3	6	9
Pension plan receivables	–	2	2
Advances to suppliers	–	83	83
Other	32	427	459
Total other receivables	**42**	**549**	**591**
Total	**42**	**3,536**	**3,578**

(*) The consolidated statement of financial position at December 31, 2024, presented in the current Integrated Annual Report for comparative purposes, has been restated with respect to the previously published figures, as indicated in more detail in section "C. RESTATEMENT OF COMPARATIVE FIGURES".

No individual customer accounted for more than 10% of the Group's net receivables in 2025, like in 2024.

Trade receivables

The gross amount of past due receivables that are totally or partially impaired is Euro 340 million at December 31, 2025 (Euro 369 million at December 31, 2024).

Past due impaired receivables are aged as follows:

(Euro/million)

	12.31.2025	12.31.2024
1 to 30 days	149	185
31 to 90 days	90	71
91 to 180 days	16	22
181 to 365 days	34	33
More than 365 days	52	58
Total	**340**	**369**

The value of trade receivables past due but not impaired is Euro 81 million at December 31, 2025 (Euro 83 million at December 31, 2024). These receivables mainly relate to customers in the Transmission operating segment which, given the nature of the counterparties, are not considered necessary to impair.

(Euro/million)

	12.31.2025	12.31.2024
1 to 30 days	10	10
31 to 90 days	1	1
91 to 180 days	–	–
181 to 365 days	–	1
More than 365 days	70	71
Total	**81**	**83**

The total value of trade receivables not past due is Euro 2,071 million at December 31, 2025 (Euro 1,642 million at December 31, 2024). There are no particular problems with the quality of these receivables and there are no material amounts that would otherwise be past due if their original due dates had not been renegotiated.

Trade receivables, contract assets and other receivables by currency

The following table breaks down trade receivables, contract assets and other receivables, according to the currency in which they are expressed:

(Euro/million)

	12.31.2025	12.31.2024(*)
Euro	1,402	1,414
US Dollar	1,301	1,191
Brazilian Real	171	169
Chinese Renminbi (Yuan)	70	91
Turkish Lira	55	67
British Pound	52	85
Canadian Dollar	49	68
Columbian Peso	25	27
Russian Ruble	24	18
Swedish Krona	23	23
Australian Dollar	20	26
Hungarian Forint	19	18
Thai Baht	19	16
Mexican Peso	15	40
Other currencies	364	325
Total	**3,609**	**3,578**

(*) The consolidated statement of financial position at December 31, 2024, presented in the current Integrated Annual Report for comparative purposes, has been restated with respect to the previously published figures, as indicated in more detail in section "C. RESTATEMENT OF COMPARATIVE FIGURES".

1. Consolidated Financial Statements Schemes
2. Explanatory Notes
3. Certification
4. Auditors' report

The allowance for expected credit losses amounts to Euro 83 million at December 31, 2025 (Euro 99 million at December 31, 2024). Movements in this allowance are shown in the following table:

(Euro/million)

	12.31.2025	12.31.2024
Opening balance	**99**	**98**
Movements:		
– Increases in allowance	14	13
– Releases	(19)	(11)
– Bad debt write-offs	(3)	(1)
– Currency translation differences and other movements	(8)	–
Closing balance	**83**	**99**

Increases in and releases from the allowance for expected credit losses are recorded in "Other expenses" in the income statement.
There are no credit risk categorizations based on different risk profiles.

Contract assets

"Contract assets" represent the value of contracts in progress, determined as the difference between costs incurred plus related profit margin, net of recognized losses, and the amount billed by the Group.

The following table shows how these amounts are reported between assets and liabilities:

(Euro/million)

	12.31.2025	12.31.2024
Contract revenue to date	20,230	18,091
Amounts billed	(21,987)	(19,611)
Net amount due from/(to) customers for contracts	**(1,758)**	**(1,520)**
Of which:		
Contract assets	567	554
Contract liabilities	(2,325)	(2,074)

6. Inventories

Details are as follows:

(Euro/million)

	12.31.2025	12.31.2024
Raw materials	1,030	928
of which allowance against raw materials	*(93)*	*(105)*
Work in progress and semi-finished products	748	662
of which allowance against work in progress and semi-finished products	*(30)*	*(31)*
Finished goods (*)	1,288	1,268
of which allowance against finished goods	*(140)*	*(123)*
Total	**3,066**	**2,858**

(*) Finished goods also include those for resale.

7. Financial assets at fair value through profit or loss

Details are as follows:

(Euro/million)

	12.31.2025	12.31.2024
Listed securities	48	32
Total	**48**	**32**

Financial assets at fair value through profit or loss, amounting to Euro 48 million (Euro 32 million at December 31, 2024), refer to funds in which Brazilian subsidiaries have temporarily invested their liquidity.

Movements in these assets are analyzed as follows:

(Euro/million)

	12.31.2025	12.31.2024
Opening balance	**32**	**85**
Movements:		
– Currency translation differences	(1)	(11)
– Securities purchased	18	–
– Securities sold	(1)	(42)
Closing balance	**48**	**32**



1. Consolidated Financial Statements Schemes
2. Explanatory Notes
3. Certification
4. Auditors' report

8. Derivatives

Details are as follows:

(Euro/million)

	12.31.2025	
	Asset	**Liability**
Interest rate derivatives (CFH)	2	18
Forex derivatives on commercial transactions (CFH)	8	5
Commodity derivatives (CFH)	110	5
Total non-current	**120**	**28**
Forex derivatives on commercial transactions (CFH)	5	3
Interest rate derivatives (CFH)	1	–
Commodity derivatives (CFH)	191	36
Forex derivatives on commercial transactions	3	12
Forex derivatives on financial transactions	3	1
Commodity derivatives	13	20
Total current	**216**	**72**
Total	**336**	**100**

(Euro/million)

	12.31.2024	
	Asset	**Liability**
Interest rate derivatives (CFH)	2	6
Forex derivatives on commercial transactions (CFH)	4	12
Commodity derivatives (CFH)	56	7
Commodity derivatives	1	5
Total non-current	**63**	**30**
Forex derivatives on commercial transactions (CFH)	7	27
Interest rate derivatives (CFH)	6	–
Commodity derivatives (CFH)	83	24
Forex derivatives on commercial transactions	–	2
Forex derivatives on financial transactions	3	4
Commodity derivatives	8	1
Total current	**107**	**58**
Total	**170**	**88**

Forex derivatives have a notional value of Euro 2,822 million at December 31, 2025 (Euro 3,545 million at December 31, 2024); total notional value at December 31, 2025 includes Euro 1,298 million in derivatives designated as cash flow hedges (Euro 1,513 million at December 31, 2024). Interest rate derivatives designated as cash flow hedges (CFH) refer to:

- interest rate swaps for an overall notional value of Euro 1,200 million, arranged with the objective of hedging variable rate interest flows over the period 2022-2027;
- interest rate swaps for an overall notional value of USD 1,070 million, arranged with the objective of hedging variable rate interest flows over the period 2024-2029.

Hedge ineffectiveness is immaterial, being almost zero.

At December 31, 2025, like at December 31, 2024, almost all the derivative contracts had been entered into with major financial institutions.

Commodity price derivatives have a gross notional value of Euro 3,101 million at December 31, 2025 (Euro 2,827 million at December 31, 2024), for a gross total of 544 thousand tonnes hedged.

The following tables show the impact of offsetting assets and liabilities for derivative instruments, done on the basis of master netting arrangements (ISDA and similar agreements).

They also show the effect of potential offsetting in the currently unforeseeable case of events of default:

(Euro/million)

	12.31.2025				
	Gross derivatives	Amounts offset	Derivatives recognized in statement of financial position	Amounts not offset (1)	Net derivatives
Assets					
Forex derivatives	19	–	19	(12)	7
Interest rate derivatives	3	–	3	–	3
Commodity derivatives	314	–	314	(56)	258
Total assets	**336**	**–**	**336**	**(68)**	**268**
Liabilities					
Forex derivatives	21	–	21	(12)	9
Interest rate derivatives	18	–	18	–	18
Commodity derivatives	61	–	61	(56)	5
Total liabilities	**100**	**–**	**100**	**(68)**	**32**

(Euro/million)

	12.31.2024				
	Gross derivatives	Amounts offset	Derivatives recognized in statement of financial position	Amounts not offset (1)	Net derivatives
Assets					
Forex derivatives	14	–	14	(13)	1
Interest rate derivatives	8	–	8	–	8
Commodity derivatives	147	–	147	(27)	120
Total assets	**169**	**–**	**169**	**(40)**	**129**
Liabilities					
Forex derivatives	45	–	45	(13)	32
Interest rate derivatives	–	–	–	–	–
Commodity derivatives	32	–	32	(27)	5
Total liabilities	**77**	**–**	**77**	**(40)**	**37**

(1) Derivatives potentially offsetable in the case of events of default in accordance with master netting arrangements.

1. Consolidated Financial Statements Schemes
2. Explanatory Notes
3. Certification
4. Auditors' report

The following table shows movements in the cash flow hedge reserve for designated hedging derivatives in the current and previous reporting periods:

(Euro/million)

	2025		2024	
	Gross reserve	Tax effect	Gross reserve	Tax effect
Opening balance	**126**	**(34)**	**48**	**(12)**
Changes in fair value	172	(36)	79	(22)
Reserve for other finance costs/(income)	–	–	1	–
Release to contract costs/(revenues)	–	–	(3)	–
Other	(2)	–	1	–
Closing balance	**296**	**(70)**	**126**	**(34)**

9. Cash and cash equivalents

Details are as follows:

(Euro/million)

	12.31.2025	12.31.2024
Cash and cheques	7	3
Bank and postal deposits	2,018	1,030
Total	**2,025**	**1,033**

Cash and cash equivalents, deposited with major financial institutions, are managed centrally through the Group's treasury company and by its various operating units.
Cash and cash equivalents managed by the Group's treasury company amounted to Euro 1,470 million at December 31, 2025, compared with Euro 520 million at December 31, 2024.
The change in cash and cash equivalents is commented on in Note 38. Statement of cash flows.

10. Assets and liabilities held for sale

Assets held for sale of Euro 16 million at December 31, 2025, including Euro 4 million in cash and cash equivalents, consist of Euro 15 million in assets of a foreign subsidiary for which a sale agreement has been reached and will be completed in February 2026, and Euro 1 million for a building owned by a foreign subsidiary. Liabilities held for sale amount to Euro 6 million, of which Euro 3 million were financial payables.

11. Direct tax assets and liabilities

Details are as follows:

(Euro/million)

	2025		
	Non-current	**Current**	**Total**
Direct tax assets	8	113	**121**
Direct tax liabilities	32	229	**261**

(Euro/million)

	2024 (*)		
	Non-current	**Current**	**Total**
Direct tax assets	–	44	**44**
Direct tax liabilities	33	99	**132**

(*) The consolidated statement of financial position at December 31, 2024, presented in the current Integrated Annual Report for comparative purposes, has been restated with respect to the previously published figures, as indicated in more detail in section "C. RESTATEMENT OF COMPARATIVE FIGURES".

Direct tax liabilities comprise Euro 201 million in tax payables and Euro 60 million in provisions for risks relating to expenditure deemed probable, or even only possible, insofar as arising from business combinations carried out in previous years.

12. Share capital and reserves

Consolidated equity has recorded an increase of Euro 1,383 million since December 31, 2024, mainly reflecting the net effect of:

- the net profit for the year of Euro 1,294 million;
- an increase upon issuance of the perpetual hybrid bond for Euro 956 million, net of the interest accrued in the period;
- negative currency translation differences of Euro 819 million;
- the distribution of Euro 239 million in dividends;
- the fair value adjustment of derivatives designated as cash flow hedges, comprising a positive change of Euro 136 million, partially offset by Euro 8 million in hedging costs, net of the related tax effect;
- a positive change of Euro 90 million in the share-based payment reserve related to long-term incentive plans and the employee share purchase plan;
- a decrease of Euro 49 million for the purchase of treasury shares, offset by an increase of Euro 2 million for the sale of treasury shares;
- an increase of Euro 17 million in the reserves for actuarial gains and losses on employee benefits;
- an increase of Euro 6 million for the effects of hyperinflation;
- a Euro 3 million remeasurement of equity investments measured at fair value through other comprehensive income.

At December 31, 2025, the share capital of Prysmian S.p.A. consisted of 296,403,802 shares. The extraordinary meeting of Prysmian S.p.A. shareholders held on April 16, 2025 voted to eliminate the indication of the nominal value of the Company's shares.

1. Consolidated Financial Statements Schemes
2. Explanatory Notes
3. Certification
4. Auditors' report

Movements in the ordinary shares and treasury shares of Prysmian S.p.A. are reported in the following table:

	Ordinary shares	Treasury shares	Total
Balance at December 31, 2023	**276,534,448**	**(3,729,074)**	**272,805,374**
Capital increase [1]	19,251,035	–	19,251,035
Purchase of treasury shares	–	(5,346,935)	(5,346,935)
Allotments and sales [2]	–	204,949	204,949
Balance at December 31, 2024	**295,785,483**	**(8,871,060)**	**286,914,423**
Capital increase [3]	618,319	–	618,319
Purchase of treasury shares	–	(754,213)	(754,213)
Allotments and sales [4]	–	33,120	33,120
Balance at December 31, 2025	**296,403,802**	**(9,592,153)**	**286,811,649**

(1) Issue of 618,282 new shares under the BE IN plan and 18,632,753 new shares upon conversion of the Convertible Bond 2021.
(2) Allotment and/or sale of treasury shares under the BE IN plan and the YES share purchase plan for Group employees.
(3) Issue of 571,095 new shares under the BE IN plan and 47,224 new shares under the YES plan.
(4) Allotment and/or sale of treasury shares under the BE IN plan and the YES share purchase plan for Group employees.

Treasury shares

The following table shows movements in treasury shares during the reporting period:

	Number of shares	% of share capital	Average unit value (in Euro)	Total carrying value (in Euro)
Balance at December 31, 2023	**3,729,074**	**1.35%**	**20.0**	**76,292,200**
– Allotments and sales	(204,949)	–	31.0	(6,353,419)
– Purchase of treasury shares	5,346,935	–	61.0	328,367,652
Balance at December 31, 2024	**8,871,060**	**3.00%**	**44.9**	**398,306,433**
– Purchase of treasury shares	754,213		64.9	48,948,424
– Allotments and sales	(33,120)	–	46.5	(1,538,978)
Balance at December 31, 2025	**9,592,153**	**3.24%**	**46.5**	**445,715,879**

13. Borrowings from banks and other lenders

Details are as follows:

(Euro/million)

	12.31.2025		
	Non-current	Current	Total
Borrowings from banks and other lenders	800	75	875
Sustainability-Linked Term Loan 2022	1,197	16	1,213
Mediobanca Loan	150	–	150
Unicredit Loan	149	–	149
Term Loan Encore Wire	905	23	928
Bond Euro 850M	847	1	848
Bond Euro 650M	645	1	646
Lease liabilities	291	108	399
Total	**4,984**	**224**	**5,208**

(Euro/million)

	12.31.2024		
	Non-current	**Current**	**Total**
Borrowings from banks and other lenders	455	113	568
Sustainability-Linked Term Loan 2022	1,195	23	1,218
Mediobanca Loan	149	–	149
Unicredit Loan	149	–	149
Term Loan Encore Wire	1,022	32	1,054
Bridge Loan C2 Encore Wire	242	2	244
Bridge Loan C1 Encore Wire	228	4	232
Bond Euro 850M	845	1	846
Bond Euro 650M	644	1	645
Lease liabilities	229	81	310
Total	**5,158**	**257**	**5,415**

The following tables provide an analysis by maturity and currency of borrowings from banks and other lenders (excluding lease liabilities) at December 31, 2025 and 2024:

(Euro/million)

	12.31.2025						
	Variable interest rate			**Fixed interest rate**			**Total**
	Euro	**USD**	**Other currencies**	**Euro**	**USD**	**Other currencies**	
Due < 1 year	25	23	–	37	3	27	115
Due 1 -2 years	1,198	–	–	3	–	–	1,201
Due 2-3 years	–	–	–	847	–	–	847
Due 3-4 years	554	905	–	–	–	–	1,459
Due 4-5 years	–	–	–	–	–	–	–
Due > 5 years	542	–	–	645	–	–	1,187
Total	**2,319**	**928**	**–**	**1,532**	**3**	**27**	**4,809**
Average interest rate in period, as per contract	3.2%	5.2%	0.0%	3.7%	2.2%	0.0%	3.7%
Average interest rate in period, including IRS effect [(a)]	2.9%	5.2%	0.0%	3.7%	2.2%	0.0%	3.6%

(a) There are interest rate swaps to hedge interest rate risk on the variable rate loans in Euro and USD. At December 31, 2025, the total hedged amount equates to 51.6% of Euro-denominated debt and 98% of USD-denominated debt at that date. Interest rate hedges consist of interest rate swaps which exchange a variable rate (Euribor 3M or 6M for loans in Euro and Term SOFR 3M and 6M for loans in USD) with an average fixed rate (fixed rate + spread) of 2.6% for Euro-denominated debt and 5.2% for USD-denominated debt. The percentages representing the average fixed rate refer to December 31, 2025.

1. Consolidated Financial Statements Schemes
2. **Explanatory Notes**
3. Certification
4. Auditors' report

(Euro/million)

	12.31.2024						
	Variable interest rate			Fixed interest rate			Total
	Euro	USD	Other currencies	Euro	USD	Other currencies	
Due < 1 year	110	36	3	13	11	1	174
Due 1 -2 years	228	239	–	2	–	–	469
Due 2-3 years	1,200	–	–	1	–	–	1,201
Due 3-4 years	–	–	–	845	–	–	845
Due 4-5 years	550	1,024	–	–	–	–	1,574
Due > 5 years	198	–	–	644	–	–	842
Total	**2,286**	**1,299**	**3**	**1,505**	**11**	**1**	**5,105**
Average interest rate in period, as per contract	4.3%	6.2%	13.7%	3.7%	2.2%	0.0%	4.6%
Average interest rate in period, including IRS effect	3.2%	5.2%	13.7%	3.7%	2.2%	0.0%	3.9%

Risks relating to sources of finance and to financial investments/receivables are discussed in the section entitled "Risks factors" forming part of the Integrated Annual Report contained in this document.

Borrowings from banks and other lenders and Bonds are analyzed as follows:

(Euro/million)

	12.31.2025	12.31.2024
CDP Loans	122	197
EIB Loans	683	338
Sustainability linked Term Loan 2022	1,213	1,218
Term Loan Encore Wire	928	1,054
Bridge Loan C2 Encore Wire	–	244
Bridge Loan C1 Encore Wire	–	232
Mediobanca Loan	150	149
Unicredit Loan	149	149
Other borrowings	70	33
Borrowings from banks and other lenders	**3,315**	**3,614**
Bond Euro 850M	848	846
Bond Euro 650M	646	645
Total	**4,809**	**5,105**

The Group's principal credit agreements in place at the reporting date are as follows:

Revolving Credit Facility 2023

A Revolving Credit Facility was contracted on June 20, 2023. The Euro 1,000 million facility may be drawn down for business and working capital needs, including the refinancing of existing facilities, and to issue guarantees. It has a five-year term, with an option to extend to six and seven years. The first option to extend the term to six years was exercised in 2024, while the second seven-year option was exercised in 2025. In addition, with the aim of making ESG factors an even more integral part of group strategy, Prysmian has elected to include important environmental and social KPIs among the parameters determining the terms of credit. The revolving credit facility is in fact Sustainability-Linked, being tied to the decarbonization targets already set by Prysmian (annual GHG emissions from 2023 to 2030), to the ratio of female white-collar and executive hires to total Prysmian hires, and to the number of sustainability audits performed in the supply chain. The achievement or otherwise of these indicators entails a positive or negative adjustment to the annual spread.

At December 31, 2025, this facility was not being used.

Revolving Credit Facility 2025

A Revolving Credit Facility was contracted on December 1, 2025 with Unicredit. The Euro 200 million facility may be drawn down for business and working capital needs and it has a five-year term.

At December 31, 2025, this facility was not being used.

CDP Loans

On January 28, 2021, a loan was agreed with Cassa Depositi e Prestiti S.p.A. (CDP) for Euro 75 million with a term of 4 years and 6 months, for the purpose of financing part of the Group's expenditure on purchasing the "Leonardo Da Vinci" cable-laying vessel. This loan, drawn down in full on February 9, 2021, was repaid in a lump sum at maturity on July 28, 2025.

On March 6, 2023, another long-term 6-year loan with CDP was announced for Euro 120 million, for the purpose of supporting R&D programs in Italy and Europe (specifically in France, Germany, Spain and the Netherlands). The loan, received on February 15, 2023, is repayable in a lump sum at maturity on February 15, 2029.

At December 31, 2025, the fair value of the remaining CDP Loan approximated its carrying amount.

EIB Loans

On February 3, 2022, the Group announced that it had finalized a loan from the European Investment Bank (EIB) for Euro 135 million to support its European R&D program in the energy and telecom cable systems sector over the period 2021-2024.

This loan is specifically intended to support projects developed at R&D centers in five European countries: Italy, France, Germany, Spain and the Netherlands.

The loan, received on January 28, 2022, is repayable in a lump sum at maturity on January 29, 2029.

On July 24, 2024, Prysmian and the EIB signed a new Euro 450 million financing package to facilitate electricity transmission and distribution in Europe. In order to support the growing demand for renewable energy, particularly offshore wind power, Prysmian will use the resources made available by the EIB to build new production lines for extra high voltage submarine cables, lines for high voltage onshore cables, as well as to make technical improvements to existing lines at its three flagship plants in Pikkala (Finland), Arco Felice Pozzuoli (Italy) and Gron (France).

The loan will be disbursed in tranches and is repayable in a lump sum eight years after the disbursement of each tranche. The first tranche of Euro 198 million was received on August 1, 2024, while the second of Euro 145 million was received on July 24, 2025.

On October 9, 2025, the financing package was reduced from Euro 450 million to Euro 387 million.

On November 27, 2025, Prysmian signed a Euro 300 million financing package with the European Investment Bank (EIB) to support its European research and development activities over the four-year period from 2025 to 2028, accelerating the adoption of new solutions to foster energy transition and digital transformation. The first tranche of Euro 200 million was received on December 12, 2025, and the second tranche of Euro 100 million on February 24, 2026, with repayment scheduled in a lump sum 8 years from the date of disbursement.

At December 31, 2025, the fair value of the EIB Loans approximated their carrying amount.

Sustainability-Linked Term Loan 2022

On July 7, 2022, the Group entered into a medium-term Sustainability-Linked loan for Euro 1,200 million with a syndicate of leading Italian and international banks. This five-year loan was drawn down in full on July 14, 2022 and primarily used to refinance the Euro 1 billion term loan obtained in 2018, which was thus repaid early on the same date. With the aim of strengthening its financial structure and making ESG factors an integral part of its strategy, Prysmian elected to include important environmental and social KPIs among the parameters determining the terms of the loan. In fact, the loan is linked to the decarbonization targets already set by Prysmian (annual GHG emissions from 2023 to 2027), to the ratio of female white-collar and executive hires to total Prysmian hires, and to the number of sustainability audits performed in the supply chain. The achievement or otherwise of these indicators entails a positive or negative adjustment to the annual spread.

Interest rate swaps have been arranged in respect of this loan, for an overall notional value of Euro 1,200 million, with the objective of hedging variable rate interest flows.

At December 31, 2025, the fair value of the Sustainability-Linked Term Loan approximated its carrying amount.

1. Consolidated Financial Statements Schemes
2. **Explanatory Notes**
3. Certification
4. Auditors' report

Unicredit Loan
On December 11, 2024, Prysmian S.p.A. entered into an agreement with Unicredit for a Euro 150 million long-term loan. The loan was disbursed on December 13, 2024 and will be repaid in a lump sum on the agreed maturity date in December 2029.
At December 31, 2025, the fair value of the Unicredit loan approximated its carrying amount.

Mediobanca Loan
On December 10, 2024, Prysmian S.p.A. entered into an agreement with Mediobanca for a Euro 150 million long-term loan. The loan was disbursed on December 12, 2024 and will be repaid in a lump sum on the agreed maturity date in December 2029.
At December 31, 2025, the fair value of the Mediobanca loan approximated its carrying amount.

Financing of Encore Wire acquisition
On July 2, 2024, concurrently with the acquisition of Encore Wire, Prysmian drew down a loan divided into a number of short- and medium/long-term credit facilities as follows:

- **Term Loan**: a medium-long term credit facility for USD 1,070 million, whose maturity date coincides with the 5th (fifth) anniversary of the Acquisition closing date (July 2, 2029);
- **Bridge Loan A**: a bridge credit facility for USD 481 million, which was repaid in full on July 10, 2024;
- **Bridge Loan B**: a bridge credit facility for Euro 925 million, which was repaid in full on November 28, 2024;
- **Bridge Loan C1**: a bridge credit facility for Euro 513 million, which was partially repaid on November 28, 2024, leaving a residual debt of Euro 230 million at December 31, 2024, subsequently repaid in full on February 18, 2025;
- **Bridge Loan C2**: a bridge credit facility for USD 548 million, which was partially repaid on November 28, 2024, leaving a residual debt of USD 250 million at December 31, 2024, subsequently repaid in full on February 18, 2025.

Interest rate swaps have been arranged against the Term Loan of USD 1,070 million with the objective of hedging variable rate interest flows. At December 31, 2025, the fair value of the loan approximated its carrying amount.

The fair value of loans has been determined using valuation techniques that refer to observable market data (Level 2 of the fair value hierarchy).

The following tables summarize the committed lines available to the Group at December 31, 2025 and December 31, 2024, shown at their nominal value:

(Euro/million)

	12.31.2025		
	Total lines	**Drawn**	**Undrawn**
Revolving Credit Facility 2023	1,000	–	1,000
Revolving Credit Facility 2025	200	–	200
CDP Loans	120	(120)	–
Sustainability Term Loan 2022	1,200	(1,200)	–
EIB Loans	822	(678)	144
Term Loan Encore Wire	1,000	(1,000)	–
Mediobanca Loan	150	(150)	–
Unicredit Loan	150	(150)	–
Total	**4,642**	**(3,298)**	**1,344**

(Euro/million)

	12.31.2024		
	Total lines	**Drawn**	**Undrawn**
Revolving Credit Facility 2023	1,000	–	1,000
CDP Loans	195	(195)	–
Sustainability Term Loan 2022	1,200	(1,200)	–
EIB Loans	585	(333)	252
Term Loan Encore Wire	1,000	(1,000)	–
Bridge Loan C2 Encore Wire	234	(234)	–
Bridge Loan C1 Encore Wire	230	(230)	–
Mediobanca Loan	150	(150)	–
Unicredit Loan	150	(150)	–
Total	**4,744**	**(3,492)**	**1,252**

Bonds

On November 21, 2024, Prysmian announced the placement of a dual-tranche offering of unsecured senior notes for a total of Euro 1,500 million, rated BBB- by S&P Global Ratings Europe Limited (S&P). The issue consists of a four-year tranche of Euro 850 million due on November 28, 2028, with a fixed annual coupon of 3.625% and an issue price of Euro 99.817, and a second seven-year tranche of Euro 650 million due on November 28, 2031, with a fixed annual coupon of 3.875% and an issue price of Euro 99.459. The notes have a minimum denomination of Euro 100,000, plus integral multiples of Euro 1,000. Among the objectives of this issuance was repayment of the bridge loans taken out for the acquisition of Encore Wire.

At December 31, 2025, the four-year Euro 850 million bond had a fair value of Euro 864 million, while the seven-year Euro 650 million bond had a fair value of Euro 671 million.



1. Consolidated Financial Statements Schemes
2. Explanatory Notes
3. Certification
4. Auditors' report

Borrowings from banks and other lenders and Lease liabilities

The following tables report movements in Borrowings from banks and other lenders and in Lease liabilities:

(Euro/million)

	CDP Loans	EIB Loans	Bond € 850M	Bond € 650M	Sustainability-Linked Term loan	Encore Wire Loans	Unicredit, Mediobanca Loans	Other borrowings/ Lease liabilities	Total
Balance at Dec 31 2024	**197**	**338**	**846**	**645**	**1.218**	**1.530**	**298**	**343**	**5.415**
Business combinations	–	–	–	–	–	–	–	99	99
Currency translations differences	–	–	–	–	–	(124)	–	(15)	(139)
New funds	–	345	–	–	–	–	–	64	409
Repayments	(75)	–	–	–	–	(467)	–	(297)	(839)
Amortization of bank and financial fees	–	–	2	1	2	4	1	–	10
New IFRS 16 leases	–	–	–	–	–	–	–	255	255
Interests and other movements	–	–	–	–	(7)	(15)	–	20	(2)
Balance at Dec 31 2025	**122**	**683**	**848**	**646**	**1.213**	**928**	**299**	**469**	**5.208**

(Euro/million)

	CDP Loans	EIB Loans	Convertible Bond	Bond € 850M	Bond € 650M	Sustainability-Linked Term loan	Encore Wire Loans	Unicredit, Mediobanca Loans	Intesa Loans	Other borrowings/ Lease liabilities	Other borrowings/ Lease liabilities
Balance at Dec 31 2023	**297**	**248**	**728**	**–**	**–**	**1.218**	**–**	**100**	**151**	**354**	**3.096**
Business combinations	–	–	–	–	–	–	–	–	–	4	4
Currency translations differences	–	–	–	–	–	–	36	–	–	–	36
New funds	–	198	–	850	650	–	3.381	300	–	24	5.403
Repayments	(100)	(110)	–	–	–	–	(1.942)	(100)	(150)	(150)	(2.552)
Amortization of bank and financial fees	–	–	–	–	–	2	–	–	–	–	2
Convertion of 2021 Convertible Bond	–	–	(733)	–	–	–	–		–	–	(733)
New IFRS 16 leases	–	–	–	–	–	–	–	–	–	111	111
Interests and other movements	–	2	5	(4)	(5)	(2)	55	(2)	(1)	–	48
Balance at Dec 31 2024	**197**	**338**	**–**	**846**	**645**	**1.218**	**1.530**	**298**	**–**	**343**	**5.415**

NET FINANCIAL DEBT

(Euro/million)

	Note	12.31.2025	12.31.2024
CDP Loans	13	120	120
EIB Loans	13	677	332
Sustainability-Linked Term Loan 2022	13	1,197	1,195
Bond Euro 850M	13	847	845
Bond Euro 650M	13	645	644
Unicredit Loan	13	149	149
Mediobanca Loan	13	150	149
Term Loan Encore Wire	13	905	1,022
Bridge Loan C2 Encore Wire	13	–	242
Bridge Loan C1 Encore Wire	13	–	228
Lease liabilities	13	291	229
Interest rate derivatives	8	18	6
Other financial payables	13	3	3
Total long-term financial liabilities		**5,002**	**5,164**
CDP Loans	13	2	77
EIB Loans	13	6	6
Current interest on perpetual hybrid bond		20	–
Bond Euro 850M	13	1	1
Bond Euro 650M	13	1	1
Sustainability-Linked Term Loan 2022	13	16	23
Term Loan Encore Wire	13	23	32
Bridge Loan C2 Encore Wire	13	–	2
Bridge Loan C1 Encore Wire	13	–	4
Lease liabilities	13	108	81
Forex derivatives on financial transactions	8	1	4
Other financial payables	13	47	30
Financial liabilities related to assets held for sale	10	3	–
Total short-term financial liabilities		**228**	**261**
Total financial liabilities		**5,230**	**5,425**
Long-term financial receivables	5	7	4
Long-term bank fees	5	4	3
Financial assets at amortized cost		4	4
Non-current interest rate derivatives	8	2	2
Current interest rate derivatives	8	1	6
Current forex derivatives on financial transactions	8	3	3
Short-term financial receivables	5	21	28
Short-term bank fees	5	3	3
Financial assets at FVPL	7	48	32
Financial assets at FVOCI	4	11	11
Financial assets held for sale	10	4	–
Cash and cash equivalents	9	2,025	1,033
Total financial assets		**2,133**	**1,129**
Net financial debt		**3,097**	**4,296**

1. Consolidated Financial Statements Schemes
2. Explanatory Notes
3. Certification
4. Auditors' report

The following table presents a reconciliation of the Group's net financial debt to the amount reported in accordance with the requirements of CONSOB advice notice no. 5/21 of April 29, 2021 concerning compliance with the "Guidelines on disclosure requirements under the Prospectus Regulation" published by ESMA on March 4, 2021 (reference ESMA32-382-1138)

(Euro/million)

	Note	12.31.2025	12.31.2024
Net financial debt – as reported above		**3,097**	**4,296**
Adjustments to exclude:			
Long-term financial receivables	5	11	4
Long-term bank fees	5	4	3
Cash flow derivatives (assets)		3	8
Adjustments to include:			
Net non-hedging forex derivatives on commercial transactions, excluding non-current assets	8	9	7
Net non-hedging commodity derivatives, excluding non-current assets	8	7	(7)
Recalculated net financial debt		**3,131**	**4,311**



14. Trade payables, contract liabilities and other payables

Details are as follows:

(Euro/million)

	12.31.2025		
	Non-current	**Current**	**Total**
Trade payables	–	2,798	2,798
Total trade payables	**–**	**2,798**	**2,798**
Contract liabilities	**–**	**2,325**	**2,325**
Other payables:			
Tax and social security payables	–	329	329
Advances from customers	9	27	36
Payables to employees	4	220	224
Accrued expenses	–	166	166
Other	26	300	326
Total other payables	**39**	**1,042**	**1,081**
Total	**39**	**6,165**	**6,204**

(Euro/million)

	12.31.2024 (*)		
	Non-current	**Current**	**Total**
Trade payables	–	2,462	2,462
Total trade payables	**–**	**2,462**	**2,462**
Contract liabilities	**–**	**2,074**	**2,074**
Other payables:			
Tax and social security payables	–	312	312
Advances from customers	10	128	138
Payables to employees	2	203	205
Accrued expenses	–	154	154
Other	24	164	188
Total other payables	**36**	**961**	**997**
Total	**36**	**5,497**	**5,533**

(*) The consolidated statement of financial position at December 31, 2024, presented in the current Integrated Annual Report for comparative purposes, has been restated with respect to the previously published figures, as indicated in more detail in section "C. RESTATEMENT OF COMPARATIVE FIGURES".

Contract liabilities

(Euro/million)

	12.31.2025	12.31.2024
Contract liabilities	2,325	2,074
Total	**2,325**	**2,074**

Contract liabilities represent the excess of amounts billed by the Group over costs incurred plus accumulated profits (or losses), recognized using the percentage of completion method.

1. Consolidated Financial Statements Schemes
2. Explanatory Notes
3. Certification
4. Auditors' report

Trade payables, contract liabilities and other payables by currency

The following table breaks down trade payables, contract liabilities and other payables, according to the currency in which they are expressed:

(Euro/million)

	12.31.2025	12.31.2024 (*)
Euro	3,625	3,354
US Dollar	1,051	852
British Pound	501	422
Chinese Renminbi (Yuan)	154	162
Brazilian Real	126	134
Australian Dollar	109	76
Canadian Dollar	36	48
Turkish Lira	44	64
Thai Baht	29	19
Philippine Peso	29	28
Swedish Krona	17	2
Malaysian Ringgit	13	16
Hungarian Forint	14	16
Other currencies	456	340
Total	**6,204**	**5,533**

(*) The consolidated statement of financial position at December 31, 2024, presented in the current Integrated Annual Report for comparative purposes, has been restated with respect to the previously published figures, as indicated in more detail in section "C. RESTATEMENT OF COMPARATIVE FIGURES".

15. Provisions for risks and charges

Details are as follows:

(Euro/million)

	12.31.2025 (*)		
	Non-current	Current	Total
Restructuring costs	–	37	37
Legal, contractual and other risks	39	547	586
Environmental risks	1	85	86
Indirect tax risks	22	21	43
Total	**62**	**690**	**752**

(*) Provisions for risks at December 31, 2025 include Euro 79 million for potential liabilities recorded in application of IFRS 3 - Business Combinations.

(Euro/million)

	12.31.2024 (*) (**)		
	Non-current	Current	Total
Restructuring costs	–	53	53
Legal, contractual and other risks	41	557	598
Environmental risks	13	95	108
Indirect tax risks	12	30	42
Total	**66**	**735**	**801**

(*) Provisions for risks at December 31, 2024 include Euro 112 million for potential liabilities recorded in application of IFRS 3 - Business Combinations.
(**) The consolidated statement of financial position at December 31, 2024, presented in the current Integrated Annual Report for comparative purposes, has been restated with respect to the previously published figures, as indicated in more detail in section "C. RESTATEMENT OF COMPARATIVE FIGURES".

The following table presents the movements in these provisions during the reporting period:

(Euro/million)

	Restructuring costs	Legal, contractual and other risks	Environmental risks	Indirect tax risks	Total
Balance at 31 December 2024	**53**	**598**	**108**	**42**	**801**
Increases	13	144	4	6	167
Uses	(26)	(49)	(14)	(3)	(92)
Releases	(2)	(105)	(2)	(2)	(111)
Currency translation differences	(1)	(5)	(8)	(3)	(17)
Other	–	3	(2)	3	4
Balance at 31 December 2025	**37**	**586**	**86**	**43**	**752**

The provision for contractual, legal and other risks amounts to Euro 586 million at December 31, 2025 (Euro 598 million at December 31, 2024). This provision mainly includes Euro 200 million (Euro 189 million at December 31, 2024) for ongoing antitrust investigations and legal actions brought by third parties against Group companies as a result of and/or in connection with decisions adopted by the relevant authorities, as described below. The rest of this provision refers to provisions arising from business combinations, for risks related to ongoing and completed contracts and for risks related to commercial disputes.

Antitrust - European Commission proceedings in the high voltage underground and submarine cables business

By way of introduction, it will be recalled that the European Commission started an investigation in late January 2009 into a number of European and Asian electrical cable manufacturers to verify the existence of alleged anti-competitive practices in the high voltage underground and submarine cables markets. This investigation was concluded with the decision adopted by the European Commission, also upheld by the European courts, which found Prysmian Cavi e Sistemi S.r.l. ("Prysmian CS") jointly liable with Pirelli & C. S.p.A. ("Pirelli") for the alleged infringement in the period from February 18, 1999 to July 28, 2005, and Prysmian Cavi e Sistemi S.r.l. jointly liable with Prysmian S.p.A. ("Prysmian") and The Goldman Sachs Group Inc. ("Goldman Sachs") for the alleged infringement in the period from July 29, 2005 to January 28, 2009. Following the conclusion of this case, Prysmian paid the European Commission its share of the related fine within the prescribed term, using provisions previously set aside.

Likewise in the case of General Cable, the European courts confirmed the contents of the European Commission's decision of April 2014, thus definitively upholding the fine levied against it under this decision. As a result, Prysmian went ahead and paid the related fine.

In November 2014 and October 2019 respectively, Pirelli filed two civil actions, since combined, against Prysmian CS and Prysmian in the Court of Milan, seeking (i) to be held harmless from any claim brought by the European Commission in enforcement of its decision and for any expenses incidental to such enforcement; (ii) to be held harmless from any third-party claims for damages relating to the conduct forming the subject of the European Commission's decision and (iii) to be compensated for the damages allegedly suffered and quantified as a result of Prysmian CS and Prysmian having requested, in certain pending legal actions, that Pirelli be held liable for the unlawful conduct found by the European Commission in the period from 1999 to 2005. As part of the same proceedings, Prysmian CS and Prysmian, in addition to requesting full dismissal of the claims brought by Pirelli, filed symmetrical and opposing counterclaims to those of Pirelli in which they sought (i) to be held harmless from any claim brought by the European Commission in enforcement of its decision and for any expenses incidental to such enforcement; (ii) to be held harmless from any third-party claims for damages relating to the conduct forming the subject of the European Commission's decision and (iii) to be compensated for damages suffered as a result of the legal actions brought by Pirelli. In a ruling dated May 13, 2024, the Court entirely dismissed all of the claims brought by Pirelli and partially upheld the claims brought by Prysmian. Pirelli has appealed against the ruling, reiterating its claims and requesting a full review.

In view of the circumstances described and the

1. Consolidated Financial Statements Schemes
2. Explanatory Notes
3. Certification
4. Auditors' report

developments in the proceedings, the Directors, assisted also by legal counsel, have recognized what they consider to be an adequate level of provisions to cover the related matters in question.

Antitrust - Claims for damages ensuing from the European Commission's 2014 decision

During the first few months of 2017, operators belonging to the Vattenfall Group filed claims in the High Court of London against a number of cable manufacturers, including companies in the Prysmian Group, to obtain compensation for damages purportedly suffered as a result of the alleged anti-competitive practices sanctioned by the European Commission. In June 2020, the Prysmian companies concerned presented their defense as well as serving a summons on another party to whom the EU decision was addressed. In July 2022, an agreement was reached for an out-of-court settlement of claims against the Prysmian companies concerned. However, the legal proceedings brought by the Prysmian companies against the other party to whom the EU decision was addressed are continuing.

On April 2, 2019, a writ of summons was served, on behalf of Terna S.p.A., on Pirelli, Nexans and companies in the Prysmian Group, demanding compensation for damages purportedly suffered as a result of the alleged anti-competitive practices sanctioned by the European Commission in its April 2014 decision. This action has been brought before the Court of Milan. On October 24, 2019, the Prysmian Group companies concerned responded by presenting their preliminary defense. By an order dated February 3, 2020, the Court upheld the points raised by the defendants, giving Terna until May 11, 2020 to complete its writ of summons and scheduling a hearing for October 20, 2020. Terna duly completed its summons, which was filed within the required deadline. The preliminary investigative phase has now concluded and the case has been referred back for a decision.

On April 2, 2019, a writ of summons was served, on behalf of Electricity & Water Authority of Bahrain, GCC Interconnection Authority, Kuwait Ministry of Electricity and Water and Oman Electricity Transmission Company, on a number of cable manufacturers, including companies in the Prysmian Group, on Pirelli and Goldman Sachs. This action, brought in the Court of Amsterdam, once again involved a claim for compensation for damages purportedly suffered as a result of the alleged anti-competitive practices sanctioned by the European Commission. On December 18, 2019, the Prysmian companies concerned presented their preliminary defense, which was heard on September 8, 2020. On November 25, 2020, the Court of Amsterdam handed down a ruling under which it upheld the submissions made and declined jurisdiction over defendants not based in the Netherlands, thus excluding them from the proceedings. On February 19, 2021, the plaintiffs announced that they had filed an appeal against this ruling. The Prysmian companies concerned, together with the other third-party first-instance defendants, have taken legal action to contest the plaintiff's claims. On April 25, 2023, the Amsterdam Court of Appeal handed down a ruling under which it decided to submit to the European Court of Justice a number of questions on the interpretation of European law, which it considers instrumental to its decision. The case has therefore been stayed pending the European Court of Justice's response.

Furthermore, in February 2023, Prysmian received notification of an application by British consumer representatives requesting authorization from the relevant local court to initiate proceedings against a number of cable manufacturers, including Prysmian S.p.A. and Prysmian Cavi e Sistemi S.r.l., and which also involved a claim for compensation for damages supposedly suffered as a result of the alleged anti-competitive practices sanctioned by the European Commission in its April 2014 decision. The court case is pending and the Prysmian companies concerned have submitted their preliminary defenses. Under a decision dated May 3, 2024, the UK court conditionally authorized the British consumer representatives to initiate the aforementioned proceedings. On October 30, 2025, the British court ruled on certain preliminary issues, accepting the arguments put forward by Prysmian and the other defendants, thereby reducing the amount of damages claimed. The proceedings remain ongoing.

In view of the circumstances described and the developments in the proceedings, the Directors, assisted also by legal counsel, have recognized what they consider to be an adequate level of provisions to cover the related matters in question.

In June 2023, a writ of summons, sent on behalf of Saudi Electricity Company, was received by a number of cable manufacturers, including some Prysmian companies. This action, brought before the Court of Cologne, once again involves a claim for compensation for damages purportedly suffered as a result of the alleged anti-competitive practices sanctioned by the European Commission. The case is pending.

Based on the information currently available, and believing these potential liabilities unlikely to crystallize, the Directors are of the opinion not to make any provision.

Antitrust - Other investigations

In Brazil, the local antitrust authority started proceedings against a number of manufacturers of high voltage underground and submarine cables, including Prysmian, notified of such in 2011. On April 15, 2020, the CADE Tribunal issued the operative part of the decision under which it held Prysmian liable for the alleged infringement in the period from February 2001 to March 2004 and ordered it to pay a fine of BRL 10.2 million (approximately Euro 1.8 million). Using the provisions already set aside in previous years, Prysmian made these payments within the required deadline.

Prysmian filed an appeal against the CADE decision. Under a ruling dated July 11, 2024, Prysmian's appeal was dismissed, therefore confirming the original decision against which the appeal had been lodged. Prysmian has appealed this ruling by reiterating its request to quash the CADE's decision.

At the end of February 2016, the Spanish antitrust authority commenced proceedings to verify the existence of anti-competitive practices by local low voltage cable manufacturers and distributors, including Prysmian's local subsidiaries. On November 24, 2017, the local antitrust authority notified Prysmian's Spanish subsidiaries of a decision under which they were held liable for the alleged infringements in the period from June 2002 to June 2015 and were jointly and severally ordered to pay a fine of Euro 15.6 million. Prysmian's Spanish subsidiaries lodged an appeal against this decision.

The appeal was partially upheld by the local court, which ruled on May 19, 2023 that the time period used by the authority to calculate the fine should be reduced, with consequent revision of the fine itself. Prysmian's Spanish subsidiaries have appealed against this ruling. The appeal has been declared inadmissible; however, the ruling is still under appeal by the Spanish Antitrust Authority and is therefore not yet final.

The decision of November 24, 2017 also held the Spanish subsidiaries of General Cable liable for breach of local antitrust law. However, they have obtained immunity from paying the related fine (quantified at about Euro 12.6 million) having filed for leniency and collaborated with the local antitrust authority in its investigations. The General Cable Spanish subsidiaries also appealed against the decision of the local antitrust authority, in both first and second instance. The appeals were ultimately dismissed in rulings by the Spanish Supreme Court, notified to the companies concerned on January 19, 2023, thus rendering the decision of the local antitrust authority against them final.

During June 2022, the antitrust authorities of the Czech Republic and Slovakia conducted inspections at the offices of Prysmian's local subsidiaries with regard to alleged anti-competitive practices in setting metal surcharges. Subsequently, in August 2022 and March 2023, the antitrust authorities of the Czech Republic and Slovakia respectively announced the opening of an investigation into this matter involving, among others, Prysmian's local subsidiaries.

During August 2025, the Slovak antitrust authority notified all parties involved in the investigations of a statement of objections contesting their alleged anti-competitive conduct. This is a preliminary measure and does not affect the final outcome of the proceedings. Prysmian has already submitted its observations on the matter in question. Subsequently, in February 2026, the authority issued a first-instance decision imposing a fine of approximately Euro 46 million on the Prysmian subsidiaries involved in the investigation. However, this decision is not enforceable and will be challenged by Prysmian before the governing body of the same authority, requesting its reform.

In view of the circumstances described and the developments in the proceedings, the Directors, assisted also by legal counsel, have recognized what they consider to be an adequate level of provisions to cover the related matters in question.

In addition, in January 2022, an investigation was initiated by the German antitrust authority

1. Consolidated Financial Statements Schemes
2. Explanatory Notes
3. Certification
4. Auditors' report

(Federal Cartel Office) concerning alleged coordination in setting the standard metal surcharges applied by the industry in Germany.
Prysmian's local subsidiaries have challenged before the courts the search and seizure orders under which the German authorities carried out inspections at their offices and seized company documents.
In December 2024, the Italian Antitrust Authority carried out an inspection at the offices of one of the Group's Italian subsidiaries. The inspection was conducted as part of an Italian Antitrust Authority investigation into a possible anti-competitive cartel aimed at coordinating prices and sales conditions in the Italian low voltage copper cable market.
In October 2025, the Hungarian antitrust authority carried out an inspection at the offices of the Group's local subsidiary. The inspection was conducted as part of the authority's investigation into a possible cartel affecting competition in a number of tenders to supply low and/or medium voltage cables.
Given the high degree of uncertainty as to the timing and outcome of these ongoing investigations, the Directors currently feel unable to estimate the related risk.

Antitrust - Claims for damages ensuing from other investigations

In February 2020, a writ of summons was served on a number of cable manufacturers, including Prysmian's Spanish subsidiaries, under which companies belonging to the Iberdrola Group have claimed compensation for damages supposedly suffered as a result of the alleged anti-competitive practices sanctioned by the Spanish antitrust authority in its decision of November 24, 2017. The proceedings, pending before the Court of Barcelona, were settled by a ruling on July 28, 2025, which dismissed all of Iberdrola's claims for damages. Iberdrola lodged an appeal against this ruling in September 2025.
In July 2020, a writ of summons was served on a number of cable manufacturers, including Prysmian's Spanish subsidiaries, under which companies belonging to the Endesa Group have claimed compensation for damages supposedly suffered as a result of the alleged anti-competitive practices sanctioned by the Spanish antitrust authority in its decision of November 24, 2017. The proceedings are pending before the Court of Barcelona.
During 2022, other third-party lawsuits were filed against certain cable manufacturers, including Prysmian's Spanish subsidiaries, to obtain compensation for damages supposedly suffered as a result of the alleged anti-competitive conduct sanctioned by the Spanish antitrust authority in its decision of November 24, 2017. The proceedings are pending before the Court of Barcelona.
In view of the circumstances described and the developments in the proceedings, the Directors, assisted also by legal counsel and maintaining consistency in the assessment criteria, have adjusted the related provisions for risks to a level deemed appropriate to cover the potential liabilities for the matters in question.

With reference to the above matters, a number of Prysmian companies have received various notices in which third parties have claimed compensation for damages, albeit not quantified, allegedly suffered as a result of Prysmian's involvement in the anti-competitive practices sanctioned by the European Commission and the antitrust authorities in Brazil and Spain.

Based on the information currently available, and believing it unlikely that these potential or unquantifiable liabilities will arise, the Directors have decided not to make any provision.

Despite the uncertainty of the outcome of the investigations and legal actions in progress, the amount of the provision set aside, the substance of which explained above, is considered to represent the best estimate of the liability based on the information available to date and the developments in the proceedings described above.

16. Employee benefit obligations

The Group provides a number of post-employment benefits through schemes that include defined benefit plans and defined contribution plans.
The defined contribution plans require the Group to pay, under legal or contractual obligations, contributions into public or private insurance institutions. The Group fulfils its obligations through payment of the contributions. At the financial reporting date, any amounts accrued but not yet paid to such institutions are recorded in "Other payables", while the related costs, accrued on the basis of employee service, are recognized in "Personnel costs".
The defined benefit plans mainly refer to Pension plans, Statutory severance benefit (for Italian companies), Medical benefit plans and other benefits such as seniority bonuses.
The liabilities arising under these plans, net of any assets serving such plans, are recognized in Employee benefit obligations and are measured using actuarial techniques.

Employee benefit obligations are analyzed as follows:

(Euro/million)

	12.31.2025	12.31.2024
Pension plans	222	249
Italian statutory severance benefit	10	11
Medical benefit plans	11	15
Termination and other benefits	36	35
Total	**279**	**310**

1. Consolidated Financial Statements Schemes
2. Explanatory Notes
3. Certification
4. Auditors' report

Pension plan amendments in 2025

There were no significant amendments to existing pension plans during 2025. The following notes provide further details about the three main types of benefit: pension plans, statutory severance benefit and medical benefit plans.

PENSION PLANS

Pension plans relate to defined benefit pension schemes that can be "Funded" or "Unfunded".
Pension plan liabilities are generally calculated according to employee length of service with the company and the remuneration paid in the period preceding cessation of employment.
Liabilities for "Funded pension plans" are funded by contributions paid by the employer and, in some cases, by employees, into a separately managed pension fund. The fund independently manages and administers the amounts received, investing in financial assets and paying benefits directly to employees. The Group's contributions to such funds are defined according to the requirements established in the individual countries.
Liabilities for "Unfunded pension plans" are managed directly by the employer who is responsible for paying the benefits to employees. These plans have no assets covering the liabilities.

Pension plan obligations and assets at December 31, 2025 and December 31, 2024 are analyzed as follows:

(Euro/million)

	12.31.2025					
	Germany	**Great Britain**	**France**	**United States**	**Other countries**	**Total**
Funded pension obligations:						
Present value of obligation	–	114	1	67	57	239
Fair value of plan assets	–	(99)	(1)	(64)	(72)	(236)
Asset ceiling	–	–	–	–	4	4
Unfunded pension obligations:						
Present value of obligations	163	–	27	2	23	215
Total	**163**	**15**	**27**	**5**	**12**	**222**

(Euro/million)

	12.31.2024					
	Germany	**Great Britain**	**France**	**United States**	**Other countries**	**Total**
Funded pension obligations:						
Present value of obligation	–	123	1	80	57	261
Fair value of plan assets	–	(100)	(1)	(71)	(78)	(250)
Asset ceiling	–	–	–	–	6	6
Unfunded pension obligations:						
Present value of obligations	178	–	28	3	23	232
Total	**178**	**23**	**28**	**12**	**8**	**249**

At December 31, 2025, the value of funded plans in "Other countries" mainly refers to Canada, Mexico and the Netherlands.

At December 31, 2025, unfunded pension plans in "Other countries" primarily refer to Sweden and Chile.

Changes during the year in pension plan obligations are analyzed as follows:

(Euro/million)

	2025	2024
Opening defined benefit obligation	**493**	**511**
Current service costs	5	5
Interest costs	21	21
Administrative costs and taxes	2	2
Actuarial (gains)/losses recognized in equity - experience	4	3
Actuarial (gains)/losses recognized in equity - demographic assumptions	–	–
Actuarial (gains)/losses recognized in equity - financial assumptions	(18)	(25)
Disbursements from plan assets	(19)	(20)
Disbursements paid directly by the employer	(14)	(13)
Plan settlements	–	–
Currency translation differences	(21)	9
Reclassifications and legislative amendments to existing plans	1	–
Closing defined benefit obligation	**454**	**493**

Changes during the year in pension plan assets are analyzed as follows:

(Euro/million)

	2025	2024
Opening plan assets	**250**	**245**
Interest income on plan assets	11	11
Actuarial gains/(losses) recognized in equity	2	(5)
Contributions paid in by the employer	23	23
Disbursements	(33)	(34)
Plan settlements	–	–
Currency translation differences	(17)	10
Closing plan assets	**236**	**250**

At December 31, 2025, pension plan assets consisted of equities (24% versus 27% in 2024), government bonds (38% versus 31% in 2024), corporate bonds (12% versus 15% in 2024), and other assets (26% versus 27% in 2024).

The asset ceiling recorded a value of Euro 4 million at December 31, 2025 (Euro 6 million at December 31, 2024).

1. Consolidated Financial Statements Schemes
2. Explanatory Notes
3. Certification
4. Auditors' report

Pension plan costs and income recognized in the income statement are analyzed as follows:

(Euro/million)

	2025					
	Germany	**Great Britain**	**France**	**United States**	**Other countries**	**Total**
Personnel & administrative costs	1	–	3	–	3	7
Interest costs	6	6	1	4	4	21
Expected returns on plan assets	–	(5)	–	(3)	(3)	(11)
Total pension plan costs	**7**	**1**	**4**	**1**	**4**	**17**

(Euro/million)

	2024					
	Germany	**Great Britain**	**France**	**United States**	**Other countries**	**Total**
Personnel & administrative costs	1	–	1	1	4	7
Interest costs	6	6	1	4	4	21
Expected returns on plan assets	–	(5)	–	(3)	(3)	(11)
Total pension plan costs	**7**	**1**	**2**	**2**	**5**	**17**

Further details can be found in Note 22. Personnel costs.

As evident from the preceding tables, the most significant plans at December 31, 2025 in terms of accrued employee benefit obligations are those managed in the following countries:

- Germany;
- Great Britain;
- France;
- United States.

Pension plans in the above countries account for more than 80% of the related liability. The principal risks to which they are exposed are described below:

Germany

There are eight pension plans in Germany, most of which are final salary plans with the retirement age generally set at 65. Although most plans are closed to new members, additional costs may need to be recognized in the future. As of December 31, 2025, the plans had an average duration of 10 years (11 years as of December 31, 2024).

Total plan membership is made up as follows:

	12.31.2025	**12.31.2024**
	Number of participants	**Number of participants**
Active	873	962
Deferred	737	776
Pensioners	2,397	2,355
Total membership	**4,007**	**4,093**

The German plans do not have any assets that fund the liabilities, in line with the practice in this country; the Group pays these benefits directly.

The benefits payable in 2026 will amount to Euro 10 million (Euro 9 million at December 31, 2024 for 2025).

Changes in benefits, and so in the recorded liability and service costs, mainly depend on inflation, salary growth and the life expectancy of plan members. Another variable to consider when determining the amount of the liability and service costs is the discount rate, identified by reference to market yields of AA corporate bonds denominated in Euro.

Great Britain

Two defined benefit plans were in operation at December 31, 2025: the Draka pension fund and the Prysmian pension fund. Both are final salary plans, in which the retirement age is generally set at 65 for the majority of plan participants. Neither plan has admitted any new members nor incurred any new liabilities since 2013. Currently all employees participate in defined contribution plans.

As at December 31, 2025, the plans had an average duration of approximately 14 years, in line with the previous year.

Total plan membership is made up as follows:

	12.31.2025			12.31.2024		
	Draka pension fund	Prysmian pension fund	Total	Draka pension fund	Prysmian pension fund	Total
	Number of participants	Number of participants	Number of participants	Number of participants	Number of participants	Number of participants
Active	–	–	–	–	–	–
Deferred	367	409	776	367	409	776
Pensioners	517	432	949	517	432	949
Total membership	**884**	**841**	**1,725**	**884**	**841**	**1,725**

Both plans operate under trust law and are managed and administered by a Board of Trustees on behalf of members and in accordance with the terms of the Trust Deed and Rules and current legislation. The assets that fund the liabilities are held by the Trust, for both plans.

For the purposes of determining the level of funding, the Trustees appoint an actuary to value the plans every three years, with annual updates. The latest valuation of the Draka pension fund and the Prysmian pension fund was conducted at December 31, 2024 and will be finalized by March 31, 2026. The contribution levels are also set every three years when performing the valuations to determine the level of plan funding, but can be revised annually. The Trustees decide on the investment strategy in agreement with the company. The strategies differ for both plans. In particular, the Draka pension fund has invested its assets as follows: 11% in equities, 53% in bonds and 36% in other financial instruments. The Prysmian pension fund has invested its assets as follows: 6% in equities, 72% in bonds and 22% in other financial instruments.

One of the main risks for the Group in Great Britain is that mismatches between the expected return and the actual return on plan assets would require contribution levels to be revised.

The liabilities and service costs are sensitive to the following variables: life expectancy of plan participants and future growth in benefit levels. Another variable to consider when determining the amount of the liability is the discount rate, identified according to market yields of AA-rated corporate bonds denominated in pounds sterling.

The benefits payable in 2026 will amount to Euro 6 million (Euro 6 million at December 31, 2024 for 2025).

France

There were six pension plans in operation in France at December 31, 2025, of which five unfunded retirement benefit plans and one partially funded pension plan.

All plans have a retirement age generally set between 62 and 64 according to the date of birth. They are all open to new members, except for the funded plan which does not admit new members or incur new liabilities.

1. Consolidated Financial Statements Schemes
2. Explanatory Notes
3. Certification
4. Auditors' report

As at December 31, 2025, the plans had an average duration of approximately 9 years, in line with the previous year.
Total plan membership is made up as follows:

	12.31.2025	12.31.2024
	Number of participants	Number of participants
Active	2,454	2,440
Deferred	–	–
Pensioners	21	21
Total membership	**2,475**	**2,461**

The principal risk for the Group in France is salary growth, which affects the benefits that the company has to pay the employee. In the case of the retirement benefit plans, the benefits vest only upon attaining retirement age; consequently, the cost to the company will depend on the probability that an employee does not leave the company before that date. There are no life expectancy risks relating to these plans. The liabilities and service costs are sensitive to the following variables: inflation, salary growth and the discount rate, determined according to market yields of AA corporate bonds denominated in Euro.
The main risks for the funded plan are those associated with inflation and life expectancy, both of which affect contribution levels. The plan's assets are entirely invested in insurance funds, whose main risk is that a mismatch between the expected return and the actual return on plan assets would require a revision of contribution levels.

United States

There were three pension plans in operation in the United States at December 31, 2025, of which two funded plans that pay an income upon retirement and one an unfunded deferred compensation plan.
All the plans provide for a retirement age, generally set at 65. They have all been closed to new members since March 2024 and do not admit new members or incur new liabilities, except for the "Master Pension Plan" into which it is still possible to pay.
As at December 31, 2025, the plans had an average duration of approximately 7 years (7 years at the end of 2024).

Total plan membership is made up as follows:

	12.31.2025	12.31.2024
	Number of participants	Number of participants
Active	261	288
Deferred	445	507
Pensioners	993	997
Total membership	**1,699**	**1,792**

The benefits payable in 2026 will amount to Euro 6 million (Euro 3 million at December 31, 2024 for 2025), while pension fund contributions will amount to Euro 1 million.

The weighted average actuarial assumptions used to value the pension plans in the principal countries (Germany, Great Britain, France and United States) are as follows:

	12.31.2025							
	Germany		Great Britain		France		United States	
Interest rate	3.95%		5.51%		3.75%		5.20%	
Expected future salary increase	2.36%		N/A		2.00%		N/A	
Expected increase in pensions	2.30%		N/A		N/A		N/A	
Inflation rate	2.00%		3.00%		2.00%		N/A	
Life expectancy at age 65:	**Male**	**Female**	**Male**	**Female**	**Male**	**Female**	**Male**	**Female**
People currently aged 65	21.10	24.40	19.82	22.38	19.92	21.96	25.86	29.41
People currently aged 50	23.10	26.10	20.33	23.28	21.10	23.10	27.94	31.62

	12.31.2024							
	Germany		Great Britain		France		United States	
Interest rate	3.35%		5.46%		3.20%		5.50%	
Expected future salary increase	2.48%		N/A		2.06%		2.50%	
Expected increase in pensions	2.00%		3.30%		2.00%		3.00%	
Inflation rate	2.00%		N/A		N/A		2.00%	
Life expectancy at age 65:	**Male**	**Female**	**Male**	**Female**	**Male**	**Female**	**Male**	**Female**
People currently aged 65	20.87	24.27	19.82	22.38	25.86	29.41	19.85	21.89
People currently aged 50	22.97	25.97	20.33	23.28	27.94	31.62	21.03	23.03

1. Consolidated Financial Statements Schemes
2. **Explanatory Notes**
3. Certification
4. Auditors' report

The following table presents a sensitivity analysis of the effects of an increase/decrease in the most significant actuarial assumptions used to determine the present value of the obligation, namely the interest rate, inflation rate and life expectancy.

Inflation rate sensitivity includes those effects relating to assumptions about salary increases and increases in benefits.

	12.31.2025							
	Germany		Great Britain		France		United States	
Interest rate	**- 0.50%**	**+ 0.50%**	**- 0.50%**	**+0.50%**	**- 0.50%**	**+ 0.50%**	**- 0.50%**	**+ 0.50%**
Change in pension plans	5.00%	-4.68%	6.75%	-6.28%	4.30%	-4.11%	3.56%	-3.31%
Inflation rate	**- 0.25%**	**+ 0.25%**	**- 0.25%**	**+ 0.25%**	**- 0.25%**	**+ 0.25%**	**- 0.25%**	**+ 0.25%**
Change in pension plans	-2.05%	2.12%	-1.75%	1.79%	-2.19%	2.24%	N/A	N/A

	12.31.2025			
	Germany	Great Britain	France	United States
1-year increase in life expectancy	5.03%	4.14%	2.82%	0.52%

	12.31.2024							
	Germany		Great Britain		France		United States	
Interest rate	**- 0.50%**	**+ 0.50%**	**- 0.50%**	**+0.50%**	**- 0.50%**	**+ 0.50%**	**- 0.50%**	**+ 0.50%**
Change in pension plans	5.33%	-4.88%	6.85%	-6.38%	4.62%	-4.30%	3.52%	-3.32%
Inflation rate	**- 0.25%**	**+ 0.25%**	**- 0.25%**	**+ 0.25%**	**- 0.25%**	**+ 0.25%**	**- 0.25%**	**+ 0.25%**
Change in pension plans	-2.10%	2.18%	-1.78%	1.83%	-2.29%	2.34%	N/A	N/A

	12.31.2024			
	Germany	Great Britain	France	United States
1-year increase in life expectancy	5.09%	4.19%	0.53%	2.75%

STATUTORY SEVERANCE BENEFIT

Statutory severance benefit, which refers to Italian companies only, is analyzed as follows:

(Euro/million)

	2025	2024
Opening balance	**11**	**12**
Current service costs	1	1
Actuarial (gains)/losses recognized in equity	–	–
Disbursements	(2)	(2)
Closing balance	**10**	**11**

No actuarial gains or losses were recorded at December 31, 2025. Actuarial gains and losses basically reflect variations in the associated economic parameters (the discount and inflation rates).

Under Italian law, the amount due to each employee accrues with service and is paid when the employee leaves the company. The amount due upon termination of employment is calculated on the basis of the length of service and the taxable remuneration of each employee. The liability is adjusted annually for the official cost of living index and statutory interest, and is not subject to any vesting conditions or periods, or any funding obligation; there are therefore no assets that fund this liability.

The benefits are paid in the form of a lump sum, in accordance with the related rules. In certain circumstances, the benefit plan also allows the payment of partial advances against the full amount of the accrued benefit.
The main risk is the volatility of the inflation rate and the interest rate, as determined by the market yield on AA corporate bonds denominated in Euro.
The actuarial assumptions used to value statutory severance benefit are as follows:

	12.31.2025	12.31.2024
Interest rate	3.70%	3.20%
Expected future salary increase	2.00%	1.80%
Inflation rate	2.00%	2.00%

The following table presents a sensitivity analysis of the effects of an increase/decrease in the most significant actuarial assumptions used to determine the present value of the obligation, namely the interest rate and inflation rate:

	12.31.2025		12.31.2024	
Interest rate	**- 0.50%**	**+ 0.50%**	**- 0.50%**	**+ 0.50%**
Change in statutory severance benefit	3.74%	-3.59%	3.46%	-3.23%
Inflation rate	**- 0.25%**	**+ 0.25%**	**- 0.25%**	**+ 0.25%**
Change in statutory severance benefit	-1.14%	1.20%	-1.03%	1.07%

MEDICAL BENEFIT PLANS

Some Group companies provide medical benefit plans for retired employees. In particular, the Group funds medical benefit plans in Brazil, Canada and the United States. The US plans account for approximately 90% of the total obligation for medical benefit plans.

Apart from interest rate and life expectancy risks, medical benefit plans are particularly susceptible to increases in the cost of meeting claims. None of the medical benefit plans has any assets to fund the associated obligations, with benefits paid directly by the employer.
The obligation in respect of medical benefit plans is analyzed as follows:

(Euro/million)

	2025	2024
Opening balance	**15**	**14**
Current service costs	1	(1)
Finance costs	–	1
Actuarial (gains)/losses recognized in equity - experience	(2)	1
Disbursements	(1)	1
Currency translation differences	(2)	(1)
Closing balance	**11**	**15**

1. Consolidated Financial Statements Schemes
2. Explanatory Notes
3. Certification
4. Auditors' report

The actuarial assumptions used to value medical benefit plans are as follows:

	12.31.2025		12.31.2024	
Interest rate	5.50%		5.69%	
Expected future salary increase	–		–	
Expected future pension increase	3.50%		3.50%	
Life expectancy at age 65:	**Male**	**Female**	**Male**	**Female**
People currently aged 65	20.90	22.95	20.76	22.82
People currently aged 50	22.01	23.98	21.88	23.85

The following table presents a sensitivity analysis of the effects of an increase/decrease in the most significant actuarial assumptions used to determine the present value of the obligation, such as the interest rate, inflation rate/growth in healthcare costs and life expectancy.

	12.31.2025		12.31.2024	
Interest rate	**-0.50%**	**+0.50%**	**-0.50%**	**+0.50%**
Change in medical benefit plans	5.94%	-5.35%	5.65%	-5.19%
Medical inflation rate	**- 0.25%**	**+ 0.25%**	**- 0.25%**	**+ 0.25%**
Change in medical benefit plans	2.75%	-2.60%	-2.66%	2.82%

	12.31.2025	12.31.2024
1-year increase in life expectancy	3.77%	3.96%

Number of employees

Average headcount in the period is reported below, compared with closing headcount at the end of each period, expressed in full-time equivalents.

	2025			
	Average	**%**	**Closing**	**%**
Non-desk staff	25,161	73%	24,927	73%
Desk staff and management	8,583	25%	8,611	25%
Channell	838	2%	830	2%
Total	**34,582**	**100%**	**34,368**	**100%**

	2024			
	Average	**%**	**Closing**	**%**
Non-desk staff	23,237	74%	24,598	74%
Desk staff and management	8,274	26%	8,563	26%
Total	**31,511**	**100%**	**33,161**	**100%**

17. Deferred taxes

The balance of deferred tax assets at December 31, 2025 is Euro 370 million (Euro 328 million at December 31, 2024) while that of deferred tax liabilities is Euro 700 million (Euro 581 million at December 31, 2024).

Movements in net deferred taxes are analyzed as follows:

(Euro/million)

	Fixed assets	Provisions [1]	Tax losses	Other	Total
Balance at Dec-31-2023	**(184)**	**227**	**47**	**(13)**	**77**
Business combinations	(375)	–	–	26	(349)
Currency translation differences	(20)	1	–	(10)	(29)
Impact on profit or loss	28	13	2	33	76
Impact on equity	–	(6)	–	(20)	(26)
Other and reclassifications	–	–	–	–	–
Balance at Dec-31-2024	**(551)**	**235**	**49**	**16**	**(251)**
Business combinations	(103)	–	16	–	(87)
Currency translation differences	54	–	–	9	63
Impact on profit or loss	(27)	(1)	(10)	28	(10)
Impact on equity	–	(3)	–	(33)	(36)
Other and reclassifications	(6)	–	–	(3)	(9)
Balance at Dec-31-2025	**(633)**	**231**	**55**	**17**	**(330)**

(1) Provisions for risks and charges (current and non-current) and Employee benefit obligations.

The Group has not recognized any deferred tax assets on Euro 643 million in carryforward tax losses at December 31, 2025 (Euro 659 million at December 31, 2024). Unrecognized deferred tax assets relating to the above carryforward tax losses and to deductible temporary differences amount to Euro 144 million (Euro 157 million at December 31, 2024).

At December 31, 2025, it has nonetheless recognized deferred tax assets of Euro 55 million on carryforward tax losses of Euro 176 million (Euro 49 million at December 31, 2024).

The following table presents details of carryforward tax losses:

(Euro/million)

	12.31.2025	12.31.2024
Carryforward tax losses	819	842
of which recognized as deferred tax assets	176	182
Carryforward expires within 1 year	4	8
Carryforward expires between 2-5 years	6	7
Carryforward expires beyond 5 years	33	8
Unlimited carryforward	777	818

1. Consolidated Financial Statements Schemes
2. Explanatory Notes
3. Certification
4. Auditors' report

18. REVENUES

Details are as follows:

(Euro/million)

	2025	2024
Finished goods	15,464	13,656
Long-term contracts	3,003	2,309
Services	123	135
Other	1,060	926
Total	**19,650**	**17,026**

Further information about revenues can be found in section F. Segment information and Note 40.15 Revenue recognition. "Other" includes income of an ancillary and marginal nature with respect to the core business, deriving mainly from the recovery and sale of materials not directly used in production.

19. Change in inventories of finished goods and work in progress

Details are as follows:

(Euro/million)

	2025	2024
Finished goods	82	(17)
Work in progress	110	39
Total	**192**	**22**

20. Other income

Details are as follows:

(Euro/million)

	2025	2024
Rental income	1	2
Insurance reimbursements and indemnities	21	45
Gains on disposal of property	1	1
Other revenue and income	483	69
Total	**506**	**117**

Other revenue and income include capital gains realized on the sale of fixed assets and/or equity investments. In 2025, this item includes capital gains of Euro 354 million realized on the sale of the equity investment in YOFC and of Euro 38 million arising on the sale of the Amsterdam site.

21. Raw materials, consumables and supplies

Details are as follows:

(Euro/million)

	2025	2024
Raw materials	12,511	10,933
Change in inventories	(174)	(171)
Total	**12,337**	**10,762**

22. Personnel costs

Details are as follows:

(Euro/million)

	2025	2024
Wages and salaries and social security	1,952	1,715
Fair value share-based payments	90	58
Pension plans	8	7
Medical benefit costs	1	–
Termination and other benefits	42	34
Business reorganization	21	57
Other personnel costs	98	93
Total	**2,212**	**1,965**

Share-based payments

At December 31, 2025, the Group had share-based compensation plans in place for managers and employees of Group companies and for the Parent Company's executive directors and key management personnel. These plans are described below.

Employee share purchase plan – YES

The YES plan (Your Employee Shares) is based on financial instruments and reserved for employees of Prysmian S.p.A. and/or of its subsidiaries.

The plan has offered the opportunity to purchase Prysmian ordinary shares on preferential terms, i.e. with a maximum discount of 25% on the stock price, given in the form of treasury shares (so-called discount shares), except for managers for whom the discount is 15%, as well as executive directors and key management personnel, for whom the discount is 1%.

All those joining the plan have also received an entry bonus of three free shares, or one free share for employees who had already participated in at least one of the purchase cycles in the previous two years, also taken from the Company's holding of treasury shares, only on occasion of the first purchase within the same financial year.

The shares purchased by participants, as well as those received by way of discount and entry bonus, are subject to a retention period, during which they cannot be sold and the length of which varies according to relevant local regulations.

On April 16, 2025, the shareholders of Prysmian S.p.A. approved an extension of the YES plan for the years 2025, 2026 and 2027.

A maximum of 400,000 treasury shares are expected to be used to service the discount shares, entry bonus shares and loyalty bonus shares over the plan's duration (2025-2027).

The total cost of the YES 2025 plan recognized under "Personnel costs" in the income statement amounted to Euro 7 million at December 31, 2025.

The Information Memorandum, prepared under art. 114-bis of Legislative Decree 58/98 and describing the characteristics of the above plan, is publicly available on the Company's website at http://www.prysmian.com/, as well as at its registered offices and Borsa Italiana S.p.A..

1. Consolidated Financial Statements Schemes
2. Explanatory Notes
3. Certification
4. Auditors' report

Grow long-term incentive plan 2023-2025

On April 19, 2023, the shareholders' meeting of Prysmian S.p.A. approved a long-term incentive plan (2023-2025) covering approximately 1,100 recipients among management and other key Group resources, including Prysmian S.p.A.'s Executive Directors and Key Management Personnel. The Plan involves the grant of new-issue ordinary shares obtained from a bonus issue funded by profits or retained earnings in accordance with art. 2349 of the Italian Civil Code, or a combination of new-issue shares and treasury shares. By means of this plan, Prysmian intends to strengthen the Company's and management's commitment to creating sustainable value over time for all stakeholders, including by involving a wide range of key people in over 40 countries who play an important role in the Group's sustainable success. The plan spans a three-year period and provides for the award of performance shares upon achievement of economic and financial performance conditions, Total Shareholders Return and ESG targets. The plan also allows 50% of the annual bonus, where due, for the years 2023, 2024, 2025 to be deferred in the form of deferred shares. The annual bonus is also linked to the achievement of ESG targets, as well as to economic-financial targets. The deferral of the annual bonus also entails an additional award of 0.5 matching shares for every deferred share which, in the case of the Group's approximately 50 top managers, is also dependent on the achievement of ESG targets by 2025. The plan has the following objectives:

- to motivate participants to achieve long-term results geared towards sustainable value creation over time;
- to align the interests of management with those of shareholders through the use of share-based incentive instruments;
- to foster stable management ownership of the Company's share capital;
- to ensure the long-term sustainability of the Group's annual performance, by boosting staff engagement and retention, including through the mechanism of deferring part of the annual bonus in shares.

The shareholders of Prysmian S.p.A. also authorized a bonus share capital increase to be reserved for Group employees in execution of the plan. This capital increase may reach a maximum nominal amount of Euro 950,000 through apportionment, pursuant to art. 2349 of the Italian Civil Code, of a corresponding amount from profits or retained earnings, with the issue of no more than 9,500,000 ordinary shares.
The actual award of shares, in particular with reference to the performance shares, is subject to the level of achievement of the following performance conditions: cumulative Adjusted EBITDA, cumulative Free Cash Flow, average ROCE, relative TSR measured against an 11-member peer group and ESG, measured by a set of indicators.

The following table provides details about movements in the plan:

	12.31.2025
	Number of shares
Shares vested at start of year	3,028,831
Change in expected participations	(157,349)
Shares vesting in period	2,078,436
Total shares vested at end of year	4,949,918

Costs of Euro 61 million have been recognized as "Personnel costs" in the income statement at December 31, 2025 for the fair value of shares to be granted under this plan.
In accordance with IFRS 2, the shares to be granted have been measured at their grant date fair value. The fair value of the performance shares, for the entire period of the plan, and of the deferred and matching shares vesting in 2023 has been calculated using the following assumptions:

Grant date	April 19, 2023
Residual life at grant date (in years)	–
Exercise price (Euro)	38.25
Risk-free interest rate	2.73%
Expected dividend %	2.00%
Share fair value (not market based) at grant date (Euro)	28.43
Share fair value (market based) at grant date (Euro)	21.99

As regards deferred and matching shares vesting in 2024, their fair value has been calculated using the following assumptions:

Grant date	April 18, 2024
Residual life at grant date (in years)	–
Exercise price (Euro)	50.22
Risk-free interest rate	2.73%
Expected dividend %	2.00%
Share fair value (market based) at grant date (Euro)	40.73

As regards deferred and matching shares vesting in 2025, their fair value has been calculated using the following assumptions:

Grant date	April 16, 2025
Residual life at grant date (in years)	–
Exercise price (Euro)	44.71
Risk-free interest rate	2.73%
Expected dividend %	1.80%
Share fair value (market based) at grant date (Euro)	40.84

The report on remuneration policy and compensation paid and the information memorandum, prepared under art. 114-bis of Legislative Decree 58/98 and describing the features of the above plan, are publicly available on the Company's website http://www.prysmian.com/ as well as at its registered office and at Borsa Italiana S.p.A..

BE-IN employee stock grant plan

On April 12, 2022, the shareholders of Prysmian S.p.A. approved a stock grant plan for employees of Prysmian S.p.A. and Group companies, except for those already covered by individual incentive schemes; the plan aims to foster wide participation in future value creation and to strengthen the level of employee engagement; the plan is subject to local consultation with the relevant trade union representatives, where required.

The plan, participation in which was voluntary, envisaged three allotment cycles for 2022, 2023 and 2024 and provided for the award of up to 3,000,000 shares. The plan was renewed during the shareholders' meeting on April 16, 2025 for the years 2025, 2026 and 2027, providing for the award of up to 2,000,000 shares.
By voluntarily joining the plan, the employee agrees to receive, in lieu of payment of part of their monetary bonus, or in some cases even without converting a monetary bonus, a value equating to a number of shares, to be calculated on the basis of the award value, defined as the average share price over the 30 trading days preceding definition of the incentive's value. The number of shares awarded may be increased by an additional number of shares, up to a maximum of 50% of the shares awarded.

1. Consolidated Financial Statements Schemes
2. Explanatory Notes
3. Certification
4. Auditors' report

The number of shares received by each participant is determined according to the amount of the incentive's value.
The shares awarded are freely transferable as from the grant date. If these shares are held for the entire holding period of twelve months from the grant date, the employee is entitled to receive an additional number of shares. If, during the holding period, the employee sells all or part of the shares received, they will no longer be entitled to receive additional shares.
The shares are awarded to participants annually within specific time frames, identified on a local basis when rolling out the plan.
Shares credited to participants in 2026, 2027 and 2028 relate to performance in 2025, 2026 and 2027, respectively, while the respective additional shares will be credited to participants in 2027, 2028 and 2029.
During the course of the plan's rollout, some of these provisions may be adjusted not only to ensure that the plan nonetheless complies with applicable local rules, legislation and tax and social security regulations but also to facilitate its implementation for the sake of wider participation.

Costs of Euro 22 million have been recognized as "Personnel costs" in the income statement at December 31, 2025 for the fair value of shares granted under this plan.

The fair value of shares under this plan has been determined using the following assumptions:

AWARD CYCLE 2023

Grant date of conversion and premium shares	April 30, 2023
Grant date of loyalty shares	April 30, 2024
Residual life at grant date of conversion and premium shares (in years)	–
Residual life at grant date of loyalty shares (in years)	–
Exercise price (Euro)	37.07
Risk-free interest rate	2.73%
Expected dividend %	2.00%
Share fair value at grant date of conversion and premium shares	30.10
Share fair value at grant date of loyalty shares	23.45

AWARD CYCLE 2024

Grant date of conversion and premium shares	April 30, 2024
Grant date of loyalty shares	April 30, 2025
Residual life at grant date of conversion and premium shares (in years)	–
Residual life at grant date of loyalty shares (in years)	–
Exercise price (Euro)	57.82
Risk-free interest rate	2.73%
Expected dividend %	1.20%
Share fair value at grant date of conversion and premium shares	46.27
Share fair value at grant date of loyalty shares	35.05

AWARD CYCLE 2025

Grant date of conversion and premium shares	April 30, 2025
Grant date of loyalty shares	April 30, 2026
Residual life at grant date of conversion and premium shares (in years)	–
Residual life at grant date of loyalty shares (in years)	1
Exercise price (Euro)	86.3
Risk-free interest rate	2.73%
Expected dividend %	1.04%
Share fair value at grant date of conversion and premium shares	71.74
Share fair value at grant date of loyalty shares	57.48

The Information Memorandum, prepared under art. 114-bis of Legislative Decree 58/98 and describing the characteristics of the above plan, is publicly available on the Company's website at http://www.prysmian.com/, as well as at its registered offices and at Borsa Italiana S.p.A..

23. Amortization, depreciation, impairment and impairment reversals

Details are as follows:

(Euro/million)

	2025	2024
Depreciation of buildings, plant, machinery and equipment	289	224
Depreciation of other property, plant and equipment	18	24
Amortization of intangible assets	141	102
Depreciation and impairment of right-of-use assets (IFRS 16)	190	115
Impairment of property, plant and equipment	8	44
Total	**646**	**509**

24. Other expenses

Details are as follows:

(Euro/million)

	2025	2024
Professional services	142	150
Insurance	130	100
Maintenance costs	167	174
Selling costs	139	96
Utilities	251	258
Travel costs	72	59
Rentals and vessel charter	69	72
Increases in/(releases of) provisions for risks	42	54
Sundry expenses	180	156
Donations	1	1
Other costs	2,016	1,638
Business reorganization	11	25
Total	**3,220**	**2,783**

1. Consolidated Financial Statements Schemes
2. Explanatory Notes
3. Certification
4. Auditors' report

Other costs mainly refer to those incurred to fulfil contracts.
The Group expensed Euro 112 million in research and development costs in 2025 (Euro 114 million in 2024), insofar as lacking the qualifying conditions to justify their capitalization.

25. Share of net profit/(loss) of equity-accounted companies

Details are as follows:

(Euro/million)

	2025	2024
Share of net profit/(loss) of associates	19	41
Total	**19**	**41**

Further information can be found in Note 3. Equity-accounted investments.

26. Finance costs

Details are as follows:

(Euro/million)

	2025	2024
Interest on borrowings	117	156
Interest on Bond Euro 850M	31	5
Interest on Bond Euro 650M	25	-
Interest on Convertible Bond 2021 - non-monetary component	-	5
Interest on lease liabilities	19	15
Amortization of bank and financial fees and other expenses	10	16
Employee benefit interest costs net of interest on plan assets	10	12
Other bank interest	18	21
Costs for undrawn credit lines	3	3
Sundry bank fees	32	24
Other	14	15
Finance costs	**279**	**272**
Net losses on forex derivatives	14	14
Losses on derivatives	**14**	**14**
Forex losses	680	750
Forex losses	**680**	**750**
Total finance costs	**973**	**1,036**

27. Finance income

Details are as follows:

(Euro/million)

	2025	2024
Interest income from banks and other financial institutions	20	44
Interest Rate Swaps	6	36
Finance income related to hyperinflation	7	10
Other finance income	9	11
Finance income	**42**	**101**
Forex gains	657	710
Total finance income	**699**	**811**

28. Income taxes

Details are as follows:

(Euro/million)

	2025	2024
Current income taxes	348	309
Deferred income taxes	10	(76)
Total taxes	**358**	**233**

The following table reconciles the effective tax rate with the Group's theoretical tax rate:

(Euro/million)

	2025	Tax rate	2024	Tax rate
Profit/(loss) before taxes	1,654		981	
Theoretical tax expense	395	23.9%	230	23.4%
Taxes on distributable reserves and dividends	8	0.5%	4	0.5%
Accruals (Releases)	3	0.2%	(4)	–0.4%
Taxes on equity investment valuation	(4)	–0.2%	(9)	–0.9%
WHT expensed/corporate income tax branch	9	0.6%	6	0.6%
IRAP (Italian regional business tax) and US State tax	40	2.4%	25	2.5%
Gain on disposal of equity investments	(85)	–5.1%	–	–
Interest on Perpetual Hybrid Bond	(9)	–0.5%	–	–
Prior year current taxes	5	0.3%	3	0.3%
Deferred tax effect on carryforward tax losses	(4)	–0.3%	(19)	–2.0%
Non-deductible costs/ (non-taxable income) and other	(1)	–0.1%	(3)	–0.4%
Effective income taxes	**358**	**21.6%**	**233**	**23.8%**

1. Consolidated Financial Statements Schemes
2. **Explanatory Notes**
3. Certification
4. Auditors' report

International Tax Reform - Pillar Two

The Organization for Economic Co-operation and Development (OECD)/G20 Inclusive Framework on Base Erosion and Profit Sharing (OECD/G20 BEPS), has published the Global Anti-Base Erosion Model Rules ("Pillar Two") aimed at addressing the tax challenges arising from digitalization of the global economy.

Pillar Two represents the first substantial proposal to renovate international tax rules by proposing new tax mechanisms under which multinational enterprises (MNEs) with consolidated revenues exceeding Euro 750 million will have to pay a minimum level of tax on the income earned in each jurisdiction in which they operate.

The Pillar Two rules have been adopted by several jurisdictions in which the Group operates and applied by the Group.

The analysis of exposure to the Pillar Two rules has been carried out on the basis of data that will feed into the country-by-country report and the reporting data of Group companies. This data shows that, due to the Group passing the Transitional CbCR Safe Harbour tests envisaged by the rules, no tax payments are expected to arise from the application of Pillar Two in most of the jurisdictions in which the Group operates. A limited number of jurisdictions will not benefit from the exemption from full Pillar Two calculations envisaged by the Transitional CbCR Safe Harbour. However, these are jurisdictions in which the Group has a marginal presence or in which the calculation under the Income Inclusion Rule and/or of the Domestic Top-up tax will generate no tax liability or only one of immaterial amount.

Prysmian has applied the temporary exception envisaged by the amendments to IAS 12 - Income Taxes, whereby a reporting entity does not recognize or disclose information about deferred tax assets and deferred tax liabilities related to Pillar Two.

29. Earnings/(loss) and dividends per share

Both basic and diluted earnings (loss) per share have been calculated by dividing the net result for the period attributable to the Group by the average number of the Company's outstanding shares. The net result attributable to the Group has been adjusted to take account of the remuneration of the perpetual hybrid bond.

Diluted earnings/(loss) per share have been affected by the deferred shares and matching shares that have vested for 2023 and 2024 incentives under the 2023-2025 long-term incentive plan. However, diluted earnings/(loss) per share have not been affected by deferred and matching shares for 2025 or by performance shares under the 2023-2025 long-term incentive plan or by BE IN loyalty shares or by shares under the YES plan, insofar as none of these had vested at December 31, 2025.

(Euro/million)

	2025	2024
Net profit/(loss) attributable to owners of the parent	1,237	729
Weighted average number of ordinary shares (thousands)	286,615	281,540
Basic earnings per share (in Euro)	**4.32**	**2.59**
Net profit/(loss) attributable to owners of the parent for purposes of diluted earnings per share (*)	1,237	733
Weighted average number of ordinary shares (thousands)	286,615	281,540
Adjustments for:		
New shares from conversion of bonds into shares (thousands)	–	8,700
Dilution from incremental shares arising from exercise of share-based payment plans and employee share purchase plans (thousands)	1,087	407
Weighted average number of ordinary shares to calculate diluted earnings per share (thousands)	287,701	290,647
Diluted earnings per share (in Euro)	**4.30**	**2.52**

(*) This figure has been adjusted for interest accruing on the Convertible Bond, net of the related tax effect.

The dividend paid in 2025 amounted to approximately Euro 229 million (Euro 0.80 per share). With reference to the year ended December 31, 2025, a recommendation to pay a dividend of Euro 0.90 per share, totaling approximately Euro 258 million, based on the number of outstanding shares, will be presented to the shareholders for approval in the meeting convened in single call for April 16, 2026.

30. Contingent liabilities

Operating globally, the Group is exposed to legal risks, including, but not limited to, those concerning product liability, and environmental, antitrust and tax legislation. The outcome of pending legal action and proceedings cannot be predicted with certainty. An adverse outcome in one or more of these proceedings could result in the payment of costs that are not covered, or only partially covered, by insurance, which could impact the Group's financial position and results.
As at December 31, 2025, contingent liabilities for which the Group has not recognized any provision for risks and charges, on the grounds that an outflow of resources is considered unlikely, but for which reliable estimates are available, amount to approximately Euro 59 million and mainly refer to legal and tax issues.

31. Commitments to purchase property, plant and equipment and intangible assets

Contractual commitments already entered into with third parties as at December 31, 2025 and not yet reflected in the financial statements amounted to Euro 420 million for investments in property, plant and equipment (Euro 473 million at December 31, 2024); commitments to third parties for investments in intangible assets amounted to Euro 4 million at December 31, 2025 (Euro 6 million at December 31, 2024).

32. Receivables factoring

The Group has factored some of its trade receivables on a non-recourse basis. Receivables factored but not yet paid by customers amounted to Euro 202 million at December 31, 2025 (Euro 62 million at December 31, 2024).

33. Financial covenants

The credit agreements in place at December 31, 2025, details of which are presented in Note 13. Borrowings from banks and other lenders, require the Group to comply with a series of covenants on a consolidated basis. The main covenants, classified by type, are listed below:

a. Financial covenants
   - Ratio between EBITDA and Net finance costs (as defined in the financial agreements). This covenant does not apply to the Revolving Credit Facility 2023, and all the other loans taken out since June 2023, described in Note 13. Borrowings from banks and other lenders, as long as Prysmian S.p.A. maintains a long-term "Investment Grade" credit rating;
   - Ratio between Net Financial Debt and EBITDA (as defined in the financial agreements).

The covenants contained in the relevant credit agreements are as follows:

EBITDA/ Net finance costs [1] not less than	Net financial debt/ EBITDA [1] not more than:
4.00x	3.00x

(1) The ratios are calculated on the basis of the definitions contained in the relevant credit agreements. The Net Financial Debt/EBITDA ratio can go as high as 3.5 following extraordinary transactions like acquisitions, no more than three times, including on non-consecutive occasions.

b. Non-financial covenants
   A number of non-financial covenants have been established in line with market practice applying to transactions of a similar nature and size. These covenants involve restrictions on the grant of secured guarantees to third parties and on amendments to the Company's by-laws.

1. Consolidated Financial Statements Schemes
2. Explanatory Notes
3. Certification
4. Auditors' report

Events of default

The main events of default are as follows:

- default on loan repayment obligations;
- breach of financial covenants;
- breach of some of the non-financial covenants;
- declaration of bankruptcy by certain major Group companies or their involvement in other insolvency proceedings;
- issuance of particularly significant court orders;
- occurrence of events that may adversely and materially affect the business, the assets or the financial conditions of the Group.

Should an event of default occur, the lenders are entitled to demand full or partial repayment of the amounts lent and not yet repaid, together with interest and any other amount due. No collateral security is required.

Actual financial ratios reported at December 31, 2025 and December 31, 2024 are as follows:

	12.31.2025	12.31.2024
EBITDA / Net finance costs [1][2]	9.69x	16.06x
Net financial debt / EBITDA [1]	1.61x	1.93x

(1) The ratios are calculated on the basis of the definitions contained in the relevant credit agreements.
(2) The covenant does not apply to the Revolving Credit Facility 2023 or any of the loans taken out since June 2023, as long as Prysmian S.p.A. maintains a long-term "Investment Grade" credit rating.

The above financial ratios comply with both covenants contained in the relevant credit agreements and there are no instances of non-compliance with the financial and non-financial covenants indicated above.

34. Related party transactions

Transactions by Prysmian S.p.A. and its subsidiaries with associates mainly refer to:

- trade relations involving purchases and sales of raw materials and finished goods;
- services (technical, organizational and general) provided by head office for the benefit of Group companies;
- recharge of royalties for the use of trademarks, patents and technological know-how by Group companies.

The related party disclosures also include the compensation paid to Directors, Statutory Auditors and Key Management Personnel.

All the above transactions form part of the Group's continuing operations.

The following tables provide a summary of related party transactions and balances for the years ended December 31, 2025 and December 31, 2024:

(Euro/million)

	12.31.2025				
	Equity-accounted companies	Compensation of directors, statutory auditors and key management personnel	Total related parties	Total reported amount	Related party % of total
Equity-accounted investments	43	–	**43**	43	100.0%
Trade receivables	–	–	**–**	2,428	0.0%
Other receivables	–	–	**–**	614	0.0%
Trade payables	5	–	**5**	2,798	0.2%
Other payables	–	2	**2**	1,081	0.2%
Provisions for risks and charges	–	8	**8**	752	1.1%

(Euro/million)

	12.31.2024				
	Equity-accounted companies	**Compensation of directors, statutory auditors and key management personnel**	**Total related parties**	**Total reported amount**	**Related party % of total**
Equity-accounted investments	248	–	**248**	248	100.0%
Trade receivables	1	–	**1**	2,433	0.0%
Other receivables	–	–	**–**	1,236	0.0%
Trade payables	9	–	**9**	2,462	0.4%
Other payables	–	2	**2**	3,102	0.1%
Provisions for risks and charges	–	11	**11**	833	1.3%

(Euro/million)

	2025				
	Equity-accounted companies	**Compensation of directors, statutory auditors and key management personnel**	**Total related parties**	**Total reported amount**	**Related party % of total**
Revenues	2	–	**2**	19,650	0.0%
Other income	3	–	**3**	506	0.6%
Raw materials, consumables and supplies	(6)	–	**(6)**	(12,337)	0.0%
Personnel costs	–	(15)	**(15)**	(2,212)	0.5%
Other expenses	(6)	–	**(6)**	(3,220)	0.2%
Share of net profit/(loss) of equity-accounted companies	19	–	**19**	19	100.0%

(Euro/million)

	2024				
	Equity-accounted companies	**Compensation of directors, statutory auditors and key management personnel**	**Total related parties**	**Total reported amount**	**Related party % of total**
Revenues	–	–	**–**	17,026	0.0%
Other income	–	–	**–**	117	0.0%
Raw materials, consumables and supplies	–	–	**–**	(10,762)	0.0%
Personnel costs	–	(14)	**(14)**	1,965	0.7%
Other expenses	(6)	–	**(6)**	2,783	0.2%
Share of net profit/(loss) of equity-accounted companies	41	–	**41**	41	100.0%

Transactions with associates

Trade and other payables refer to services provided in relation to the Group's ordinary business. Trade and other receivables refer to transactions carried out in the ordinary course of the Group's business.

1. Consolidated Financial Statements Schemes
2. **Explanatory Notes**
3. Certification
4. Auditors' report

Top management compensation

Top management compensation is analyzed as follows:

(Euro/000)

	2025	2024
Salaries and other short-term benefits - fixed part	6,574	4,359
Salaries and other short-term benefits - variable part	2,418	2,671
Other benefits	–	2,835
Share-based payments	5,753	3,813
Other costs	115	345
Total	**14,860**	**14,023**
of which Directors	6,291	8,587

The amounts shown in the table are the costs recognized in profit or loss for the year.
At December 31, 2025, employee benefit obligations pertaining to top managers amounted to Euro 8 million.

35. Compensation of directors and statutory auditors

The compensation of the executive and non-executive Directors of Prysmian S.p.A. came to Euro 6.3 million in 2025 (Euro 8.6 million in 2024). The compensation of the Statutory Auditors of Prysmian S.p.A. came to Euro 0.2 million in 2025. Compensation includes emoluments, and any other types of remuneration, pension and medical benefits, received for their service as Directors or Statutory Auditors of Prysmian S.p.A. and other companies included in the scope of consolidation, and that have constituted an expense for Prysmian.

36. Atypical and/or unusual transactions

In accordance with the disclosures required by CONSOB Communication DEM/6064293 dated July 28, 2006, it is reported that no atypical and/or unusual transactions took place during 2025.

37. Significant non-recurring events and transactions

IAs required by CONSOB Communication DEM/6064293 dated July 28, 2006 and in accordance with the ESMA Guidelines/2015/1415, the following table presents the effects of non-recurring events and transactions on profit or loss:

(Euro/million)

	2025	2024
Non-recurring other income/(expenses)		
Antitrust	(16)	(11)
Non-recurring other finance income/(costs)		
Non-recurring other finance income/(costs)	–	2
Total	**(16)**	**(9)**

38. Statement of cash flows

The decrease in net working capital provided Euro 192 million in cash flow. After Euro 269 million in tax payments and Euro 11 million in dividend receipts, operating activities in 2025 therefore generated a net cash inflow of Euro 2,162 million, which included Euro 4 million in outlays for antitrust matters.
Net operating capital expenditure used Euro 747 million in cash in 2025, a large part of which relating to projects to increase and rationalize production capacity and to develop new products. More details can be found in Note 1. Property, plant and equipment of these Explanatory Notes.
Cash flows from financing activities were

affected by the issue of the perpetual hybrid bond for Euro 976 million, the distribution of Euro 239 million in dividends and Euro 542 million in loan repayments. Finance costs paid, net of finance income received, amounted to Euro 233 million and included Euro 21 million in net cash inflow due to interest rate swaps, of which Euro 57 million in outflows and Euro 78 million in inflows.

39. Information pursuant to art.149-Duodecies of the consob issuer regulations

Pursuant to art. 149-duodecies of the Consob Issuer Regulations, the following table shows the fees in 2025 for audit work and other services provided by the independent auditors PricewaterhouseCoopers S.p.A. and companies in the PwC network:

(in migliaia di Euro)

	Recipient	Provider of services	Fees for 2025
Audit services	Parent Company - Prysmian S.p.A.	PricewaterhouseCoopers S.p.A.	847
	Italian subsidiaries	PricewaterhouseCoopers S.p.A.	455
	Foreign subsidiaries	PricewaterhouseCoopers S.p.A.	1,291
	Foreign subsidiaries	PwC network	2,356
Other services	Parent Company - Prysmian S.p.A.	PricewaterhouseCoopers S.p.A.	661
	Italian subsidiaries	PricewaterhouseCoopers S.p.A.	12
	Foreign subsidiaries [1]	PwC network	133
Total			**5,755**

(1) Tax and other services.

40. Basis of consolidation and accounting policies

The financial statements of the Group's consolidated operating companies have been prepared for the financial years ended December 31, 2025 and December 31, 2024, and have been specifically and appropriately adjusted, where necessary, to bring them into line with the Group's accounting policies and principles.

Subsidiaries

The Group consolidated financial statements include the financial statements of Prysmian S.p.A. (the Parent Company or Parent) and the subsidiaries over which the Parent exercises direct or indirect control. Subsidiaries are consolidated from the date control is acquired until the date such control ceases. Specifically, control exists when the parent Prysmian S.p.A. has all of the following:

- decision-making power, meaning the ability to direct the investee's relevant activities, i.e. the activities that significantly affect the investee's returns;
- exposure, or rights, to variable returns from its involvement with the investee;
- the ability to use its power.

The existence of potential voting rights exercisable at the reporting date is also taken into consideration for the purposes of determining control.

Subsidiaries are consolidated on a line-by-line basis commencing from the date control is effectively obtained by the Group; at the date of obtaining control, the carrying amount of an investment is eliminated against the corresponding portion of the investee's equity by allocating its fair value to individual assets, liabilities and contingent liabilities. Any residual difference, if positive, is recorded as "Goodwill", and, if negative, it is recognized in profit or loss. If the acquisition is achieved in stages, the entire investment is remeasured at fair value on the date control is obtained; after this date, any additional acquisitions or disposals of equity interests, without a change of control, are treated as transactions between owners recorded in equity. Costs incurred for the acquisition are always expensed immediately to profit or loss; changes in contingent consideration are recognized in profit or loss. The share of equity and share of the result for the period attributable to non-controlling interests are presented separately within the financial statements. Subsidiaries cease to be consolidated from the date control is transferred

1. Consolidated Financial Statements Schemes
2. Explanatory Notes
3. Certification
4. Auditors' report

to third parties; the disposal of an equity interest involving a loss of control will result in the recognition in profit or loss of (i) the gain or loss arising on the difference between the consideration received and the respective share of equity transferred to third parties, (ii) any amounts relating to the subsidiary recognized in other comprehensive income that may be reclassified to profit or loss and (iii) the gain or loss from adjusting any non-controlling interest retained by the Group to its fair value calculated at the date control is lost.

Associates and joint arrangements: joint ventures and joint operations

Associates are those entities over which the Group has significant influence. Investments in associates are accounted for using the equity method and are initially recorded at cost.

Other investments in joint ventures, over which significant influence is exercised but which do not qualify as joint operations, are accounted for using the equity method.

Like in the 2024 consolidated financial statements, the Indian company Ravin Cables Limited is not under the Group's control for the reasons described in more detail below.

Ravin Cables Limited

In January 2010, Prysmian acquired a 51% interest in the Indian company Ravin Cables Limited ("Ravin"), with the remaining 49% held by other shareholders directly or indirectly associated with the Karia family (the "Local Shareholders"). Under the agreements signed with the Local Shareholders, after a limited transition period, management of Ravin would be transferred to a Chief Executive Officer appointed by Prysmian. However, this failed to happen and, in breach of the agreements, Ravin's management remained in the hands of the Local Shareholders and their representatives. Consequently, having now lost control, Prysmian ceased to consolidate Ravin and its subsidiary Power Plus Cable Co. LLC. with effect from April 1, 2012. In February 2012, Prysmian found itself forced to initiate arbitration proceedings before the London Court of International Arbitration (LCIA), requesting that the Local Shareholders be declared in breach of contract and ordered to sell the shares representing 49% of Ravin's share capital to Prysmian. In a ruling handed down in April 2017, the LCIA upheld Prysmian's claims and ordered the Local Shareholders to sell the shares representing 49% of Ravin's share capital to Prysmian. However, the Local Shareholders did not voluntarily enforce the arbitration award and so Prysmian had to initiate proceedings in the Indian courts in order to have the arbitration award recognized in India. Having gone through two levels of the court system, these proceedings were finally concluded on February 13, 2020 with the pronouncement of a ruling by the Indian Supreme Court under which the latter definitively declared the arbitration award enforceable in India. In view of the continuing failure of the Local Shareholders to comply voluntarily, Prysmian has requested the Mumbai court to enforce the arbitration award so as to purchase the shares representing 49% of Ravin's share capital as soon as possible. This case is currently still in progress and so control of the company is deemed to have not yet been acquired.

Perpetual hybrid bond

As described in the "Significant events during the year" section, Prysmian issued a hybrid subordinated bond for Euro 1,000 million on May 14, 2025. The issue discount amounted to Euro 6 million and the issue costs to Euro 5 million. The hybrid bond, featuring a non-callable period of 5.25 years and perpetual maturity, was issued at a reoffer price of 99.466% and will pay a fixed annual coupon of 5.25% until the first reset date of August 21, 2030. Unless redeemed early, from that date the bond will bear interest at the 5-year Euro MidSwap rate plus an initial margin of 301.2 basis points, increasing by a further 25 basis points from August 21, 2035 and by a further 75 basis points from August 21, 2050. The bond has been assigned a "BB" rating by Standard & Poor's and has a recognized equity content of 50%. The bond is listed on the Luxembourg Stock Exchange. Based on the instrument's characteristics and the absence of a contractual obligation for the company to repay prior to liquidation, the perpetual hybrid bond is classified as an equity instrument in the financial statements, subordinated to all the issuer's other payment obligations. Therefore, the amount received from investors, net of issue costs, has been recognized as an increase in equity. Similarly, any principal repayments and coupon payments will be accounted for as a decrease in equity. For the purposes of calculating basic and diluted earnings (loss) per share, net profit (loss) for the period is adjusted to take into account the remuneration of the perpetual hybrid bond.

Translation of foreign operation financial statements

The assets and liabilities of consolidated foreign operations expressed in currencies other than the Euro are translated using the closing exchange rate on the reporting date; income and expenses are translated at the average exchange rate prevailing in the reporting period. The resulting translation differences are included in equity, specifically in the "Currency translation reserve" recorded through other comprehensive income, until disposal of the related foreign operation. The assets and liabilities of foreign operations control of which was acquired during the reporting period are translated on first-time consolidation at the exchange rates prevailing on the acquisition accounting reference date, while income and expenses are translated at the average exchange rate for the period during which the Group exercised control.

Foreign currency transactions are recorded at the exchange rate prevailing on the transaction date. Monetary assets and liabilities are translated at the closing exchange rate on the reporting date. Exchange differences arising on translation and those realized on the settlement of transactions are recorded in finance income and costs.



1. Consolidated Financial Statements Schemes
2. **Explanatory Notes**
3. Certification
4. Auditors' report

The exchange rates applied are as follows:

	Closing rates at		Period average rates	
	12.31.2025	**12.31.2024**	**2025**	**2024**
Europe				
British Pound	0.873	0.829	0.857	0.847
Swiss Franc	0.931	0.941	0.937	0.953
Hungarian Forint	385.15	411.35	397.77	395.30
Norwegian Krone	11.843	11.795	11.718	11.629
Swedish Krona	10.822	11.459	11.066	11.433
Czech Koruna	24.237	25.185	24.688	25.120
Danish Krone	7.469	7.458	7.463	7.459
Romanian Leu	5.097	4.974	5.042	4.975
Turkish Lira	50.544	36.809	44.865	35.542
Polish Zloty	4.221	4.275	4.240	4.306
Russian Ruble	92.094	106.103	94.311	100.262
North America				
US Dollar	1.175	1.039	1.130	1.082
Canadian Dollar	1.609	1.495	1.579	1.482
South America				
Colombian Peso	4,435	4,578	4,573	4,407
Brazilian Real	6.465	6.433	6.313	5.836
Argentine Peso	1,709.625	NA	1,407.110	NA
Chilean Peso	1,058.130	1,033.760	1,074.608	1,020.658
Costa Rican Colón	584.234	529.133	569.330	558.351
Mexican Peso	21.118	21.550	21.670	19.831
Peruvian Sol	3.952	3.905	4.026	4.062
Oceania				
Australian Dollar	1.758	1.677	1.752	1.640
New Zealand Dollar	2.038	1.853	1.942	1.788
Africa				
CFA Franc	655.957	655.957	655.957	655.957
Angolan Kwanza	1,080.002	954.824	1,037.676	949.637
Tunisian Dinar	3.395	3.308	3.373	3.366
South African Rand	19.444	19.619	20.179	19.830
Asia				
Chinese Renminbi (Yuan)	8.226	7.583	8.119	7.787
United Arab Emirates Dirham	4.315	3.815	4.150	3.975
Bahraini Dinar	0.442	0.391	0.425	0.407
Hong Kong Dollar	9.146	8.069	8.810	8.445
Singapore Dollar	1.511	1.416	1.476	1.446
Indian Rupee	105.597	88.934	98.524	90.556
Indonesian Rupiah	19,641	16,821	18,623	17,158
Japanese Yen	184.090	163.060	169.043	163.852
Thai Baht	37.218	35.676	37.116	38.181
Philippine Peso	69.266	60.301	64.977	62.007
Omani Rial	0.452	0.400	0.434	0.416
Malaysian Ringgit	4.768	4.645	4.834	4.950
Qatari Riyal	4.277	3.782	4.113	3.940
Saudi Riyal	4.406	3.896	4.237	4.059

Hyperinflationary economies

IAS 29 - Financial Reporting in Hyperinflationary Economies establishes that if a foreign entity operates in a hyperinflationary economy, revenues and expenses are translated using the exchange rate current at the reporting date; accordingly, all amounts in the income statement are restated by applying the change in the general price index between the date when income and expenses were initially recorded in the financial statements and the reporting date.

The Group controls a company based in Turkey, a country that has qualified since 2022 for treatment as a hyperinflationary economic environment in accordance with international accounting standards. Cumulative consumer price inflation over the past 3 years reached 211% in December 2025.

In accordance with IAS 29, the restatement of financial statements as a whole requires the application of specific procedures as well as judgement. With reference to the income statement, income and expenses have been restated by applying the change in the general price index. The income statement thus restated has been translated into Euro at the closing rate on December 31, 2025 instead of at the reporting period's average rate. The application of the standard to the Turkish subsidiary has had a negative impact of Euro 8 million on revenues and a negative impact of Euro 5 million on net profit.

With reference to the statement of financial position, monetary items have not been restated because they are already expressed in terms of the monetary unit current at the end of the reporting period; non-monetary assets and liabilities have been revalued from the date the assets and liabilities were originally recorded through until the reporting date. This has resulted in the recognition of an overall expense of Euro 3 million, reported in the income statement under net Finance income (costs).

The accounting treatment for hyperinflationary economies has not been applied to the Argentine subsidiary because, although located in a country falling under IAS 29, its functional currency is the US dollar.

40.1 Translation of transactions in currencies other than the functional currency

Transactions in currencies other than the functional currency of the company which undertakes the transaction are translated using the exchange rate applicable at the transaction date.

Draka NK Cables (Asia) Pte Ltd (Singapore), Draka Philippines Inc. (Philippines), Draka Durango S. de R.L. de C.V., Draka Mexico Holdings S.A. de C.V., Prysmian Cables y Sistemas de Mexico S. de R.L. de C.V., Cobre Cerrillos S.A. (Chile), NK Mexico Holdings S.A. de C.V. (Mexico) and Prysmian Energia Cables y Sistemas de Argentina S.A. present their financial statements in a currency other than that of the country they operate in, as their main transactions are not conducted in the local currency but in their reporting currency.

Foreign currency exchange gains and losses arising on completion of transactions or on the year-end translation of assets and liabilities denominated in foreign currencies are recorded in profit or loss.

Exchange differences arising on any loans between group companies that in substance form part of the reporting entity's net investment in a foreign operation are recognized in other comprehensive income and reclassified from equity to profit or loss on disposal of the net investment.

40.2 Property, plant and equipment

Property, plant and equipment are stated at the cost of acquisition or production, net of accumulated depreciation and any impairment. Cost includes expenditure directly incurred to prepare the assets for use, as well as any costs for their dismantling and removal which will be incurred as a consequence of contractual or legal obligations requiring the asset to be restored to its original condition.

Depreciation is charged on a straight-line, monthly basis using rates that allow assets to be depreciated until the end of their useful lives. When assets consist of different identifiable components, whose useful lives differ significantly from each other, each component is depreciated separately using the component approach.

1. Consolidated Financial Statements Schemes
2. Explanatory Notes
3. Certification
4. Auditors' report

The indicative useful lives estimated by the Group for the various categories of property, plant and equipment are as follows:

Land	Not depreciated
Buildings	25-50 years
Plant and machinery	5-25 years
Equipment	3-10 years
Other assets	2-10 years

The residual values and useful lives of property, plant and equipment are reviewed and adjusted, if appropriate, at least at the end of each annual reporting period.

The Group is required to periodically inspect and maintain its cable-laying vessels by dry-docking them. Dry-docking costs include the replacement of parts and major repairs and maintenance. These costs are incurred as part of periodically scheduled inspections and result in future economic benefits. For this reason, the Group capitalizes dry-docking costs as they occur and depreciates them on a straight-line basis over a period of 3 to 5 years, which is generally the period until the next scheduled dry-docking.
If the period until the next scheduled dry-docking is shorter than expected, any undepreciated dry-docking costs are immediately expensed to profit or loss before the next scheduled dry-docking.

Right-of-use assets under IFRS 16

A lease is a contract that guarantees the right to use an asset (the leased asset) for a period of time in exchange for a payment or a series of payments.
At the date leased assets become available for use, lease agreements are recorded as right-of-use assets under non-current assets, with a corresponding financial liability.
Lease payments are divided into interest expense, recognized in profit or loss, and repayment of principal, accounted for as a reduction in the financial liability. Right-of-use assets are depreciated a straight-line monthly basis over the shorter of the lease term and the estimated useful lives of the assets.

Right-of-use assets and lease liabilities are initially measured at the present value of future lease payments.
The present value of lease liabilities includes the following payments:

- fixed payments;
- variable lease payments that depend on an index or a rate;
- exercise price of a purchase option reasonably certain to be exercised;
- payments of penalties for terminating the lease if the termination option is reasonably certain to be exercised;
- optional payments after the non-cancellable period, if the lease is reasonably certain to be extended beyond the non-cancellable period.

Future lease payments are discounted using the incremental borrowing rate. This is based on the risk-free rate of the country in which the contract is negotiated and on the term of the lease, and is also adjusted for the Group's credit spread.
Lease extension options are considered for the purposes of determining the lease term, if reasonably certain to be exercised.
For certain contracts that are not considered material, the Group applies the short-term lease exemption on the basis that the impact of applying IFRS 16 to such short-term leases would not be material. However, this exemption is not applied to leases of vessels used for cable installation, which, despite having a term of less than 12 months, are considered material in view of the overall value of the associated payments and the strategic nature of the leased assets.

The financial liability recognized in accordance with IFRS 16, amounting to Euro 399 million, is analyzed by maturity as follows:

(Euro/million)

	12.31.2025			
	Less than 1 year	From 1 to 2 years	From 2 to 5 years	More than 5 years
Lease liabilities	108	69	143	79

Repayments of Euro 179 million were made in 2025 (Euro 111 million in 2024).

The following table reports movements in right-of-use assets recognized in Property, plant and equipment in accordance with IFRS 16:

(Euro/million)

	Land	Buildings	Plant and machinery	Equipment	Other assets	Total
Balance at December 31, 2024	**16**	**108**	**12**	**7**	**141**	**284**
Movements 2025:						
– Investments	9	64	20	13	149	255
– Depreciation and impairment	(4)	(40)	(5)	(5)	(140)	(194)
– Currency translation differences	1	(6)	1	–	–	(4)
– Business combinations	–	26	–	–	–	26
– Other	–	–	–	–	–	–
Balance at December 31, 2025	**22**	**152**	**28**	**15**	**150**	**367**
Of which:						
– Historical cost	22	267	35	22	305	651
– Accumulated depreciation	–	(115)	(7)	(7)	(155)	(284)
Net book value	**22**	**152**	**28**	**15**	**150**	**367**

(Euro/million)

	Land	Buildings	Plant and machinery	Equipment	Other assets	Total
Balance at December 31, 2023	**15**	**115**	**15**	**6**	**132**	**283**
Movements 2024:						
– Investments	1	20	1	5	84	111
– Depreciation and impairment	–	(29)	(2)	(4)	(80)	(115)
– Currency translation differences	–	2	(2)	–	1	1
– Business combinations	–	–	–	–	4	4
– Other	–	–	–	–	–	–
Balance at December 31, 2024	**16**	**108**	**12**	**7**	**141**	**284**
Of which:						
– Historical cost	19	199	21	17	256	512
– Accumulated depreciation	(3)	(91)	(9)	(10)	(115)	(228)
Net book value	**16**	**108**	**12**	**7**	**141**	**284**

Among other non-current assets, the main items are the right-of-use assets related to the equipment used in installation activities for projects within the Transmission segment.

1. Consolidated Financial Statements Schemes
2. Explanatory Notes
3. Certification
4. Auditors' report

40.3 Goodwill and other intangible assets

Goodwill

Goodwill represents the difference between the cost incurred for acquiring a controlling interest (in a business) and the fair value of the assets and liabilities identified at the acquisition date. Goodwill is not amortized, but is tested for impairment at least annually to identify any impairment losses. This test is carried out with reference to the cash-generating unit ("CGU") or group of CGUs to which goodwill is allocated and at which level it is monitored. More information can be found in Note 2. Goodwill and Other intangible assets.

Other intangible assets

Other intangible assets are recognized in the financial statements at acquisition cost and/or production cost, including all costs directly attributable to make the assets available for use, net of accumulated amortization and any impairment. Amortization commences when the asset is available for use and is calculated on a straight-line basis over the asset's estimated useful life. Other intangible assets have a finite useful life.

Other intangible assets include Patents, concessions, licenses, trademarks and similar rights, Software and Customer relationships.
The indicative useful life, estimated by the Group, for goodwill and other intangible assets is as follows:

Patents	5-20 years (according to legal term)
Concessions, licenses, trademarks and similar rights	3-20 years
Goodwill	Indefinite
Software	3-7 years
Customer relationships	20 years
Other intangible assets	3-20 years

The useful life and residual value of goodwill and other intangible assets are reviewed and updated, where necessary, at least at the end of every annual reporting period.

40.4 Impairment of property, plant and equipment and finite-life intangible assets

An analysis is performed at every reporting date to identify any evidence of impairment of property, plant and equipment and finite-life intangible assets. If such evidence is identified, the recoverable amount of these assets is estimated and any impairment loss relative to carrying amount is recognized in profit or loss. The recoverable amount is the higher of the fair value of an asset, less costs to sell, and its value in use, where the latter is the present value of the estimated future cash flows of the asset, also taking into account the issues described in the paragraph on "Risks related to climate-related challenges". The recoverable amount of an asset which does not generate largely independent cash flows is determined in relation to the cash-generating unit to which the asset belongs. In calculating an asset's value in use, the expected future cash flows are discounted using a discount rate reflecting current market assessments of the time value of money, in relation to the period of the investment and the specific risks associated with the asset. Additional information about the measurement of cash-generating units can be found in Note 41. Estimates and assumptions.

40.5 Financial Assets

In accordance with IFRS 9 - Financial instruments, financial assets are initially recorded at fair value and classified in one of the following categories on the basis of their nature and the purpose for which they were acquired:

a. Financial assets at amortized cost;

b. Financial assets at fair value through profit or loss (FVPL);

c. Financial assets at fair value through other comprehensive income (FVOCI).

Financial assets are derecognized when the right to receive cash flows from the instrument expires and the Group has substantially transferred all the risks and rewards of ownership of the instrument and the related control.

(a) Financial assets at amortized cost

The Group classifies in this category receivables and securities that it expects to hold to maturity, meaning that it receives payments of interest and principal from such assets on specified due dates. Assets at amortized cost are classified in the statement of financial position under "Financial assets at amortized cost" and presented as current or non-current assets depending on whether their contractual maturity is less or more than twelve months from the reporting date.

These assets are stated at amortized cost and written down if any impairment is identified.

(b) Financial assets at fair value through profit or loss (FVPL)

Financial assets classified in this category are represented by instruments held for trading, having been acquired for the purpose of selling in the near term and/or complex instruments whose cash flows cannot be identified simply as principal and interest.

Financial assets at fair value through profit or loss are measured at fair value, with gains and losses from changes in fair value reported in the income statement under "Finance income" and "Finance costs", in the period in which they arise. Assets in this category are classified as current assets.

(c) Financial assets at fair value through other comprehensive income (FVOCI)

The Group uses this category to classify as non-current assets those equity investments that are not expected to be sold in the near term and for which there is no associate company relationship, and as current assets those securities in which it invests its liquidity and for which the date of sale is not known.

The above equity investments are measured at fair value through OCI. Dividends from such investments are recognized in finance income.

Securities classified in this category are measured at fair value through OCI. Interest from financial assets classified as at fair value through OCI is recognized in finance income. When these instruments are sold, the related equity reserve is recycled to profit or loss.

40.6 Derivatives

Commodity derivatives

Commodity derivatives not designated as hedging instruments are recognized at fair value through profit or loss. The related income and expenses are classified in operating income and expenses. They are recorded as current assets or liabilities in the statement of financial position if they mature within twelve months, otherwise they are classified as non-current assets or liabilities.

The Group has designated certain derivatives denominated in EUR, GBP, USD and RMB, entered into with financial institutions with the intent of mitigating the risk of fluctuations in the price of certain commodities, as hedging instruments associated with highly probable transactions (cash flow hedges). All derivatives designated as cash flow hedges are recognized at fair value through other comprehensive income, and therefore designated as hedging instruments. These derivative financial instruments, which qualify for recognition as hedging instruments, are designed to hedge the price risk of commodities that are the subject of highly probable future purchase transactions (hedged items). A derivative that sets the commodity's purchase price is designated as a hedging instrument, since it relates to a physical commodity purchase that will be made. When the physical purchase is made, the Group unwinds the buy derivatives with sell derivatives. The effectiveness of the hedging relationships is assessed from the inception of each derivative instrument until it is closed out. The fair values of the various derivative financial instruments used as hedging instruments and movements in the "Cash flow hedge reserve" forming part of equity are presented in Note 8. Derivatives.

Interest rate derivatives

Interest rate derivatives designated as hedging instruments are recognized at fair value through other comprehensive income. They are recorded as current assets or liabilities in the statement of financial position if they mature within twelve months, otherwise they are classified as non-current assets or liabilities.

When the derivative matures, the related reserve is recycled to profit or loss as finance income and costs.

The relationship between the hedged item and the designated interest rate hedge must be documented. The effectiveness of each hedge is

1. Consolidated Financial Statements Schemes
2. Explanatory Notes
3. Certification
4. Auditors' report

reviewed both at the derivative's inception and during its life cycle. In particular, interest rate derivatives designated as hedging instruments are intended to hedge the risk of cash flow volatility linked to finance costs originating from variable rate debt.

Forex derivatives

Forex derivatives not designated as hedging instruments are recognized at fair value through profit or loss. The related income and expenses are classified in finance income and costs. They are recorded as current assets or liabilities in the statement of financial position if they mature within twelve months, otherwise they are classified as non-current assets or liabilities.

Forex derivatives designated as hedging instruments are recognized at fair value through other comprehensive income. When the derivative matures, the related reserve is recycled to profit or loss.

The relationship between the hedged item and the designated forex hedge must be documented. The effectiveness of each hedge is reviewed both at the derivative's inception and during its life cycle. In particular, forex derivatives designated as hedging instruments are intended to hedge exchange rate risk on contracts or orders. These hedging relationships aim to reduce cash flow volatility due to exchange rate fluctuations affecting future transactions. In particular, the hedged item is the value in the company's unit of account of a cash flow expressed in another currency that is expected to be received/paid under a contract or an order whose amount exceeds the minimum thresholds set by the Group: all cash flows thus identified are therefore designated as hedged items in the hedging relationship. The reserve originating from changes in the fair value of derivative instruments is transferred to profit or loss, where it is classified as revenue/costs.

40.7 Trade receivables, contract assets and other receivables

Trade and other receivables are initially recognized at fair value and subsequently measured at amortized cost, net of the allowance for expected credit losses. Impairment of receivables is recognized on the basis of Expected Credit Loss (ECL). ECLs are based on the difference between the cash flows due by contract and all the cash flows that the Group expects to receive, discounted at an original effective interest rate.

The expected cash flows will include cash flows from the sale of collateral held or other credit enhancements that are integral to the contractual terms.

ECLs are recognized in two stages.

- For credit exposures for which there has not been a significant increase in credit risk since initial recognition, ECLs are provided for credit losses that result from default events that are possible within the next 12 months (a 12-month ECL).
- For those credit exposures for which there has been a significant increase in credit risk since initial recognition, a loss allowance is required for credit losses expected over the remaining life of the exposure, irrespective of the timing of the default (a lifetime ECL).

The Group adopts a simplified approach to calculating ECLs for trade receivables and contract assets: it does not track changes in credit risk, but instead recognizes a loss allowance based on lifetime ECLs at each reporting date. The Group has established a provision matrix that is based on its historical credit loss experience, adjusted for forward-looking factors specific to the debtors and the economic environment.

The Group makes use of non-recourse factoring of trade receivables. These receivables are derecognized because such transactions transfer substantially all the related risks and rewards of the receivables to the factor.

40.8 Inventories

Inventories are recorded at the lower of purchase or production cost and net realizable value, defined as the amount the Group expects to obtain from their sale in the normal course of business, net of selling costs. The cost of inventories of raw materials, ancillaries and consumables, as well as finished products and goods is determined using the FIFO (first-in, first-out) method.
The exception is inventories of non-ferrous metals (copper, aluminum and lead) and quantities of such metals contained in semi-finished and finished products, which are valued using the weighted average cost method.
The cost of finished and semi-finished products includes design costs, raw materials, direct labor costs and other production costs (calculated on the basis of normal operating capacity).

40.9 Contract assets and liabilities

Long-term contract work in progress (hereafter also "contracts"), which mainly relates to the Transmission segment, is recognized at the value agreed in the contract, in accordance with the percentage of completion method, taking into account the stage of completion and the expected contractual risks. The stage of completion is measured by reference to the contract costs incurred at the reporting date in relation to the total estimated costs for each individual contract. When the outcome of a contract cannot be estimated reliably, contract revenue is recognized only to the extent that the costs incurred are likely to be recovered. If the outcome of a contract can be estimated reliably, and it is probable that the contract will be profitable, contract revenue is recognized over the term of the contract. When it is probable that total contract costs will exceed total contract revenue, the potential loss is recognized immediately as an expense in profit or loss.
If the contract contains a warranty other than those used in standard market practice, this warranty is recognized separately.
The Group reports as assets the gross amount due from customers for contracts in progress, where the costs incurred, plus recognized profits (less recognized losses), exceed the billing of work-in-progress; these assets are recorded in "Contract assets". Amounts billed but not yet paid by customers are recorded in "Trade receivables".
The Group records as liabilities the gross amount due to customers for all contracts in progress where billing exceeds the costs incurred plus recognized profits (less recognized losses). These liabilities are recorded in "Contract liabilities".

40.10 Cash and cash equivalents

Cash and cash equivalents comprise cash, demand bank deposits and other short-term investments, with a maturity of three months or less. Current account overdrafts are classified as financial payables under current liabilities in the statement of financial position.

40.11 Trade and other payables

Trade and other payables are initially recognized at fair value and subsequently measured at amortized cost.

40.12 Borrowings from banks and other lenders

Borrowings from banks and other lenders are initially recognized at fair value, less directly attributable costs. Subsequently, they are measured at amortized cost, using the effective interest method. If the estimated expected cash flows should change, the value of the liabilities is recalculated to reflect this change using the present value of the expected new cash flows and the effective internal rate originally established. Borrowings from banks and other lenders are classified as current liabilities, unless the Group has an unconditional right to defer their payment for at least twelve months after the reporting date.
Borrowings from banks and other lenders are derecognized when they are extinguished and when the Group has transferred all the risks and expenses relating to such instruments.

1. Consolidated Financial Statements Schemes
2. Explanatory Notes
3. Certification
4. Auditors' report

40.13 Employee benefits

Group companies operate both defined contribution plans and defined benefit plans.

Defined contribution plans

A defined contribution plan is a plan under which the Group pays fixed contributions to third-party fund managers and to which there are no legal or other obligations to pay further contributions should the fund not have sufficient assets to meet the obligations to employees for current and prior periods. In the case of defined contribution plans, the Group pays contributions, voluntarily or as established by contract, to public and private pension insurance funds. The Group has no obligations subsequent to payment of such contributions, which are recorded as personnel costs on an accrual basis. Prepaid contributions are recorded as an asset which will be repaid or used to offset future payments, if due.

Defined benefit plans

In defined benefit plans, the total benefit payable to the employee can be quantified only after the employment relationship ceases, and is linked to one or more factors, such as age, years of service and remuneration; the related cost is therefore charged to the period's income statement on the basis of an actuarial calculation. The liability recognized for defined benefit plans corresponds to the present value of the obligation at the reporting date, less the fair value of the plan assets, where applicable. Obligations for defined benefit plans are determined annually by an independent actuary using the projected unit credit method. The present value of a defined benefit plan is determined by discounting the future cash flows at an interest rate equal to that of high-quality corporate bonds issued in the liability's settlement currency and which reflects the duration of the related pension plan. Actuarial gains and losses arising from the above adjustments and changes in actuarial assumptions are recorded among the components of other comprehensive income.

Past service costs resulting from a plan amendment are recognized immediately as an expense in the period the plan amendment occurs.

Other post-employment obligations

Some Group companies provide medical benefit plans for retired employees. The expected cost of these benefits is accrued over the period of employment, using the same accounting method as for defined benefit plans. Actuarial gains and losses arising from the valuation and the effects of changes in the actuarial assumptions are accounted for in other comprehensive income. These liabilities are valued annually by a qualified independent actuary.

Termination benefits

The Group accounts for termination benefits when it can be shown that the termination of employment complies with a formal plan communicated to the parties concerned that establishes termination of employment, or when payment of the benefit is the result of voluntary redundancy incentives.

40.14 Provisions for risks and charges

Provisions for risks and charges are recognized for losses and charges of a definite nature, whose existence is certain or probable, but the amount and/or timing of which cannot be determined reliably. Such a provision is recognized only when there is a current (legal or constructive) obligation for a future outflow of economic resources as the result of past events and it is likely that this outflow is required to settle the obligation. Such amount reflects the best estimate of the expenditure required to settle the obligation. Where the effect of the time value of money is material and the obligation settlement date can be estimated reliably, the provisions are stated at the present value of the expected outflow, using a rate that reflects market conditions, the variation in the time value of money, and risks specific to the obligation.

Increases in the provision due to changes in the time value of money are accounted for as interest expense.

Risks for which the emergence of a liability is only possible but not remote are disclosed in the note on commitments and contingencies and no provision is made for them.

Any contingent liabilities accounted for separately when allocating the cost of a business combination, are measured at the higher of the amount obtained under the method described above for calculating provisions for risks and

charges and the liability's original present value. Additional details can be found in Note 30. Contingent liabilities.
Provisions for risks and charges include an estimate of legal costs to be incurred if such costs are incidental to the discharge of the provision to which they refer.

40.15 Revenue recognition

revenue is recognized at a point in time at the fair value of the consideration received for the sale of goods and services in the ordinary course of the Group's business. The revenues of the Transmission segment are mainly recognized using the stage-of-completion method for long-term construction contracts.
Revenue is recognized net of value-added tax, rebates, discounts and expected returns.
Revenue is accounted for as follows:

Sale of goods

Revenue from the sale of goods is recognized at the point in time when control of the asset is transferred to the customer, normally coinciding with shipment or delivery of the goods and acceptance by the customer. The Group checks whether there are conditions in the contract that represent separate performance obligations to which a portion of the transaction price must be allocated (e.g., warranties), as well as the effects arising from the presence of any variable consideration, significant financing components or non-cash consideration payable to the customer. In the case of variable consideration, this is estimated based on the amount to which the Group will be entitled when the goods are transferred to the customer; such consideration is estimated at contract inception and is recognized only when it is highly probable. The Group grants discounts to certain customers when the quantity of products purchased during the period exceeds a threshold specified in the contract. Discounts are offset against amounts payable by the customer. To estimate the variable consideration for expected discounts, the Group applies the "most likely amount" method for contracts with a single-volume discount threshold and the "expected value" method for contracts with multiple thresholds. Generally, the Group receives short-term advances from its customers and the agreed amount of consideration is not adjusted for the effects of a significant financing component if it expects, at contract inception, that the period between transfer of the promised good or service to the customer and related customer payment will not exceed one year.

Long-term contracts

The method of recognizing revenue for long-term contract work in progress is outlined in Note 40.9 Contract assets and liabilities.

40.16 Government grants

Government grants are recognized on an accrual basis in direct relation to the costs incurred when there is a formal resolution approving the grant and, when the right to the grant is assured since it is reasonably certain that the Group will comply with the conditions for its receipt and that the grant will be received.

(a) Grants related to assets

Government grants for property, plant and equipment are recorded as deferred income under "Other payables", classified as current or non-current liabilities for the respective long-term and short-term portion of such grants. Deferred income is recognized in "Other income" in the income statement on a straight-line basis over the useful life of the asset to which the grant refers.

(b) Grants related to income

Grants other than those related to assets are credited to the income statement as "Other income".

40.17 Cost recognition

costs are recognized for goods and services acquired or consumed during the reporting period or to make a systematic allocation to match costs with revenues.

1. Consolidated Financial Statements Schemes
2. Explanatory Notes
3. Certification
4. Auditors' report

40.18 Taxes

Current taxes are calculated on the basis of taxable income for the year, applying the tax rates in force at the reporting date. Receivables or payables arising from the recognition of current taxes are recorded in the statement of financial position as current tax receivables or tax liabilities. Tax liabilities also include provisions for direct income taxes for which a financial outflow is thought likely but the amount and/or timing of which cannot be determined at the reporting date. Such a provision is recognized only when there is a current (legal or constructive) obligation for a future outflow of economic resources as the result of past events and it is likely that this outflow is required to settle the obligation. The amount recognized as a provision reflects the best estimate of the expenditure required to settle the tax obligation. Risks relating to direct income taxes, for which the emergence of a liability is only possible but not remote, are disclosed in the note on commitments and contingencies and no provision is made for them.
Deferred taxes are calculated on all differences arising between the tax base of an asset or liability and the carrying amount, except for goodwill and differences arising from investments in subsidiaries, where the timing of the reversal of such differences is controlled by the Group and they are unlikely to reverse in a reasonably foreseeable future. Deferred tax assets, including those relating to past tax losses, not offset by deferred tax liabilities, are recognized to the extent it is likely that future taxable profit will be available against which they can be recovered, and are reported in the statement of financial position under the heading "Deferred tax assets". Deferred tax liabilities, on the other hand, are reported in the statement of financial position under the heading "Deferred tax liabilities".
Deferred taxes are determined using tax rates that are expected to apply in the reporting periods when the differences are realized or extinguished, on the basis of tax rates that have been enacted or substantively enacted at the reporting date.

Current and deferred taxes are recognized in profit or loss with the exception of those relating to items directly credited or debited to equity, in which case the tax effect is recognized directly in other comprehensive income. Income taxes are offset if they are levied by the same taxation authority, if there is a legally enforceable right to offset them and if the net balance is expected to be settled.

Other taxes not related to income, such as property tax, are accounted for in "Other expenses".

40.19 Earnings per share

(a) Basic earnings per share

Basic earnings per share are calculated by dividing the profit attributable to owners of the parent by the weighted average number of ordinary shares outstanding during the reporting period, excluding treasury shares.

(b) Diluted earnings per share

Diluted earnings per share are calculated by dividing the profit attributable to owners of the parent by the weighted average number of ordinary shares outstanding during the reporting period, excluding treasury shares. For the purposes of calculating diluted earnings per share, the weighted average number of outstanding shares is adjusted so as to include the exercise, by all those entitled, of existing rights with a potentially dilutive effect, while the profit attributable to owners of the parent is adjusted to account for any post-tax effects of exercising such rights.

40.20 Treasury shares

treasury shares are reported as a deduction from equity. The original cost of treasury shares and revenue arising from any subsequent sales are treated as movements in equity.

40.21 Finance income and costs

for all financial assets and liabilities measured at amortized cost and interest-bearing financial assets classified as at fair value through other comprehensive income, interest income and interest expense are recognized using the effective interest rate method. Interest income is recognized to the extent that it is probable that the economic benefits will flow to the Group and its amount can be reliably measured.

41. Estimates and assumptions

the preparation of financial statements requires management to apply accounting policies and methods which, at times, rely on judgements and estimates based on past experience and assumptions deemed to be reasonable and realistic under the circumstances. The application of these estimates and assumptions affects the amounts reported in the financial statements, meaning the statement of financial position, the income statement, the statement of comprehensive income and the statement of cash flows, as well as the accompanying disclosures. Final amounts, previously reported on the basis of estimates and assumptions, may differ from original estimates because of uncertainty surrounding the assumptions and conditions on which the estimates were based.
The following is a brief description of the accounting policies that require the Group's management to exercise greater subjectivity of judgement in making estimates and a change in whose underlying assumptions could have a material impact on the consolidated financial statements.

(a) Provisions for risks and charges

Provisions are recognized for risks to reflect the risk of an adverse outcome. The value of the provisions recorded in the financial statements against such risks represents the best estimate by management at the reporting date. This estimate requires the use of assumptions that depend on factors which may change over time and which could, therefore, materially impact the current estimates made by management when preparing the Group consolidated financial statements.

(b) Impairment of assets

Goodwill

The Group's activities are organized into four business segments: Transmission, Power Grid, Electrification and Digital Solutions.
The Transmission segment consists of the High Voltage, Submarine Power, Submarine Telecom, Offshore Specialties and EOSS High Voltage CGUs; the Power Grid segment consists of a number of CGUs corresponding to the Regions consistent with the specific organizational structure; the Electrification segment consists of a number of CGUs corresponding to the Regions consistent with the specific organizational structure; lastly, the Digital Solutions segment consists of a single CGU that coincides with the operating segment itself.
In accordance with the accounting standards adopted and related impairment testing procedures, the Group tests annually whether Goodwill has suffered any impairment loss. The recoverable amount is determined by calculating value in use, which requires the use of estimates.
More details about the Goodwill impairment test can be found in Note 2. Goodwill and Other intangible assets.

Property, plant and equipment and finite-life intangible assets

In accordance with the Group's accounting policies and impairment testing procedures, property, plant and equipment and intangible assets with finite useful lives are tested for impairment, recognized through write-down, when there are indicators that their carrying amount may be difficult to recover through use. To verify the existence of these indicators management has to make subjective judgements based on information available within the Group and from the market, as well as on past experience. If an impairment loss is identified, the Group will determine the amount of the loss using suitable valuation techniques. Correct identification of indicators of potential impairment, as well as its estimation, depend on factors that may vary over time, thus influencing the judgements and estimates made by management.
Prysmian has assessed during the course of 2025 whether there was any evidence that its CGUs might be impaired.
Further information can be found in Note 1. Property, plant and equipment.

(c) Climate-Related Activities

The estimates and assumptions impacted by climate-related challenges change are discussed in the relevant section of the Directors' Report. The opportunities and impacts arising from climate-related challenges are also considered in the impairment tests.

(d) Depreciation and amortization

The cost of property, plant and equipment and intangible assets is depreciated/amortized on a straight-line basis over the estimated useful lives of the assets concerned. The useful economic life of Group property, plant and equipment and intangible assets is determined by management when the asset is acquired.

1. Consolidated Financial Statements Schemes
2. Explanatory Notes
3. Certification
4. Auditors' report

This is based on past experience for similar assets, market conditions and expectations regarding future events that could impact useful life, including developments in technology. Therefore, actual economic life may differ from estimated useful life. The Group periodically reviews technological and industry developments to update residual useful lives. This periodic review may result in a revision of the depreciation/amortization period and consequently of the depreciation/amortization charge for future years.

(e) Recognition of revenues and costs related to long-term contracts

The Group uses the percentage of completion method to account for long-term contracts. The margins recognized in profit or loss depend on the progress of the contract and its estimated margins upon completion. This means that if work-in-progress and margins on as yet incomplete work are to be correctly recognized, management must have correctly estimated contract revenue and completion costs, including any contract variations and any cost overruns and penalties that might reduce the expected margin. The percentage of completion method requires the Group to estimate contract completion costs and involves making estimates dependent on factors that could potentially change over time and could therefore have a significant impact on the recognition of revenue and margins in the pipeline.

(f) Taxes

Consolidated companies are subject to different tax jurisdictions. A high level of judgement is needed to establish the estimated global tax charge, also because of uncertain tax treatments. There are many transactions for which the relevant tax liability is difficult to estimate at year end. The Group recognizes liabilities for ongoing tax risks on the basis of estimates, possibly made with the assistance of outside experts.

(g) Inventory valuation

Inventories are recorded at the lower of purchase cost (measured using the weighted average cost formula for non-ferrous metals and the FIFO formula for all others) and net realizable value, net of selling costs. Net realizable value is in turn represented by the value of firm sales orders in the order book, or failing that by the replacement cost of the goods or raw materials. If significant reductions in the price of non-ferrous metals were to be followed by order cancellations, the loss in the value of inventories might not be fully offset by the penalties charged to customers for cancelling their orders.

(h) Employee benefit obligations

The present value of the pension plans reported in the financial statements depends on an independent actuarial calculation and on a number of different assumptions. Any changes in assumptions and in the discount rate used are duly reflected in the present value calculation and may have a significant impact on the consolidated figures. The assumptions used for the actuarial calculation are examined by the Group annually.

Present value is calculated by discounting future cash flows at an interest rate equal to that on high-quality corporate bonds issued in the currency in which the liability will be settled and which takes account of the duration of the related pension plan.

Further information can be found in Note 16. Employee benefit obligations and Note 22. Personnel costs.

(i) Incentive and share purchase plans

The employee share purchase plan, open to almost all the Group's employees, offers them an opportunity to obtain shares under preferential terms and conditions. The operation of this plan is described in Note 22. Personnel costs.

The grant of shares is subject to continued employment with the Group in the months between signing up to one of the plan's purchase windows and the purchase of the shares themselves on the equity market. The plan's financial and economic impact has therefore been estimated on the basis of the best possible estimates and information currently available.

The 2023-2025 incentive plan has involved the allocation of a number of shares calculated according to the achievement of operational, economic and financial performance conditions. The plan's financial and economic impact has therefore been estimated on the basis of the best possible estimates and information available at the valuation date. Further details can be found in Note 22. Personnel costs.

The "BE IN" incentive plan provides for the grant of a number of shares. In some cases, this number is determined on the basis of the achievement of performance targets, as well as on the basis of employee participation. The plan's financial and economic impact has therefore been estimated on the basis of the best possible estimates and information available at the valuation date. Further details can be found in Note 22. Personnel costs.

42. Events after the reporting period

Prysmian signs contract for the delivery of Eastern Green Link 4

On February 2, 2026, Prysmian announced that it had signed a contract with GB transmission owners, SP Energy Networks' transmission business and National Grid Electricity Transmission plc, for the delivery of the Eastern Green Link 4 (EGL4) electrical cable interconnector project. Prysmian had been selected as the preferred bidder for the project in September 2025.

The contract is worth over Euro 2.3 billion and will now enter Prysmian's backlog of projects.

Eastern Green Link 4 is a new high voltage direct current (HVDC) electrical link that will connect Fife in Scotland with Norfolk in England. It will be able to transmit up to 2GW of clean renewable energy – enough to power around 2 million homes, and is one of five similar projects being developed that will significantly increase the capacity of the electricity grid between Scotland and England.

Prysmian closes ACSM acquisition

On February 10, 2026, Prysmian announced that it had completed the acquisition of ACSM, a leading provider of submarine cable installation solutions, route planning and seabed preparation services, as announced in January 2026.

With the closing complete, ACSM will be fully consolidated within the scope of Prysmian's financial reporting, effective February 2026.

The transaction value is Euro 169 million (factoring in Euro 24 million in capex for a vessel delivered to ACSM in Q4'25), subject to a customary adjustment mechanism based on ACSM's net financial position, working capital and capex. The transaction multiple on 2024 results is 6.6X EV/EBITDA. The transaction will be financed using available cash.

This acquisition will strengthen Prysmian's global leadership in submarine cables. Integrating ACSM will broaden Prysmian's range of solutions for energy and telecom customers as a one-stop shop and accelerate the full vertical integration of its submarine activities, bringing in-house industry know-how and assets.

ACSM, based in Vigo (Spain), has been operating for over 20 years across more than 60 countries, with over 350 employees and a track record of hundreds of completed subsea operations. ACSM reported Euro 62 million in revenues in 2024 and EBITDA of Euro 22 million, with net debt of Euro 14.4 million at December 31, 2024.

Prysmian signs framework agreement with Enedis to modernize the French electricity grid

On February 13, 2026, Prysmian announced that it had signed a contract with Enedis worth up to Euro 550 million to become its sole supplier of the entire range of medium voltage cables over the next seven years (2026-2032), including three optional years.

Prysmian is a long-standing partner of Enedis, and the signing of this agreement further solidifies Prysmian's French manufacturing excellence with its commitment to supply cables from its production sites in Gron (Yonne) and Montereau-Fault-Yonne (Seine-et-Marne).

Prysmian and Enedis share a common commitment to accelerating the adoption of circular business practices, starting with the use of recycled materials - including critical materials such as base metals - and to reducing carbon emissions throughout the grid thanks to renewable energy. Enedis' investment includes

1. Consolidated Financial Statements Schemes
2. Explanatory Notes
3. Certification
4. Auditors' report

specialized cables that can easily integrate into the grid, helping maximize renewable energy adoption in a simple, efficient and cost-effective manner, while bringing down overall carbon emissions - an area in which France is already a European leader. All this is fully in line with Prysmian's strategic ambition to achieve Net Zero Scope 3 emissions by 2035.

As part of its "Accelerating Growth" strategic plan, Prysmian is working to achieve over 55% of its revenues from sustainable solutions by 2028, with this agreement promoting the adoption of circular solutions in cables. Prysmian will use over 12% recycled aluminum and over 30% recycled copper in its cables, as well as recycled polyethylene for the protective jacket, comprising the cable outer sheath.

****

Milan, February 25, 2026

ON BEHALF OF THE BOARD OF DIRECTORS
THE CHAIRMAN
Francesco Gori

Scope of Consolidation – Appendix A

The following companies have been consolidated line-by-line:

Legal name	Office	Currency	Share Capital	% ownership	Direct parent company
Europe					
Austria					
Prysmian OEKW GmbH	Wien	Euro	2,053,008	100.00%	Prysmian Cavi e Sistemi S.r.l.
Belgium					
Draka Belgium N.V.	Leuven	Euro	61,973	98.52%	Draka Holding B.V.
				1.48%	Draka Kabel B.V.
Denmark					
Prysmian Group Denmark A/S	Albertslund	Danish Krone	40,001,000	100.00%	Draka Holding B.V.
Estonia					
Prysmian Group Baltics AS	Keila	Euro	1,664,000	100.00%	Prysmian Group Finland OY
Finland					
Prysmian Group Finland OY	Kirkkonummi	Euro	100,000	77.797%	Prysmian Cavi e Sistemi S.r.l.
				19.930%	Draka Holding B.V.
				2.273%	Draka Comteq B.V.
France					
Prysmian Cables et Systèmes France S.A.S.	Sens	Euro	136,800,000	100.00%	Draka France S.A.S.
Draka Comteq France S.A.S.	Paron	Euro	246,554,316	100.00%	Draka France S.A.S.
Draka Fileca S.A.S.	Sainte Geneviève	Euro	5,439,700	100.00%	Draka France S.A.S.
Draka Paricable S.A.S.	Montreau-Fault-Yonne	Euro	5,177,985	100.00%	Draka France S.A.S.
Draka France S.A.S.	Montreau-Fault-Yonne	Euro	551,797,665	59.88%	Draka Holding B.V.
				40.12%	Prysmian Cavi e Sistemi s.r.l.
EHC France s.a.r.l.	Sainte Geneviève	Euro	310,717	100.00%	EHC Global Inc.
Germany					
Prysmian Kabel und Systeme GmbH	Berlin	Euro	15,000,000	93.75%	Draka Deutschland GmbH
				6.25%	Prysmian S.p.A.
Prysmian Cable Industrial GmbH	Berlin	Euro	25,000	100.00%	Prysmian Cavi e Sistemi s.r.l.
Prysmian Unterstuetzungseinrichtung Lynen GmbH	Eschweiler	Deutsche Mark	50,000	100.00%	Prysmian Kabel und Systeme GmbH
Draka Comteq Berlin GmbH & Co. KG	Berlin	Deutsche Mark	46,000,000	50.10%	Prysmian Netherlands B.V.
		Euro	1	49.90%	Draka Deutschland GmbH
Draka Comteq Germany Verwaltungs GmbH	Koln	Euro	25,000	100.00%	Draka Comteq B.V.
Draka Comteq Germany GmbH & Co. KG	Koln	Euro	5,000,000	100.00%	Draka Comteq B.V.
Draka Deutschland Erste Beteiligungs GmbH	Wuppertal	Euro	25,000	100.00%	Draka Holding B.V.
Draka Deutschland GmbH	Wuppertal	Euro	25,000	90.00%	Draka Deutschland Erste Beteiligungs GmbH
				10.00%	Draka Deutschland Zweite Beteiligungs GmbH
Draka Deutschland Verwaltungs GmbH	Wuppertal	Deutsche Mark	50,000	100.00%	Prysmian Kabel und Systeme GmbH
Draka Deutschland Zweite Beteiligungs GmbH	Wuppertal	Euro	25,000	100.00%	Prysmian Netherlands B.V.

Continues >>

1. Consolidated Financial Statements Schemes
2. **Explanatory Notes**
3. Certification
4. Auditors' report

>> Continued

Legal name	Office	Currency	Share Capital	% ownership	Direct parent company
Prysmian Projects Germany GmbH	Nordenham	Euro	25,000	100.00%	Draka Deutschland GmbH
Höhn GmbH	Wuppertal	Deutsche Mark	1,000,000	100.00%	Draka Deutschland GmbH
Kaiser Kabel GmbH	Wuppertal	Deutsche Mark	9,000,000	100.00%	Draka Deutschland GmbH
NKF Holding (Deutschland) GmbH i.L	Wuppertal	Euro	25,000	100.00%	Prysmian Netherlands B.V.
Norddeutsche Seekabelwerke GmbH	Nordenham	Euro	50,025,000	100.00%	Grupo General Cable Sistemas, S.L.
U.K.					
Prysmian Cables & Systems Ltd.	Eastleigh	British Pound	113,901,120	100.00%	Prysmian UK Group Ltd.
Prysmian Construction Company Ltd.	Eastleigh	British Pound	1	100.00%	Prysmian Cables & Systems Ltd.
Prysmian Cables (2000) Ltd.	Eastleigh	British Pound	1	100.00%	Prysmian Cables & Systems Ltd.
Cable Makers Properties & Services Ltd.	Esher	British Pound	39.08	63.84%	Prysmian Cables & Systems Ltd.
				36.16%	Third Parties
Comergy Ltd.	Eastleigh	British Pound	1	100.00%	Prysmian Cavi e Sistemi S.r.l.
Prysmian Pension Scheme Trustee Ltd.	Eastleigh	British Pound	1	100.00%	Prysmian S.p.A.
Prysmian UK Group Ltd.	Eastleigh	British Pound	70,011,000	100.00%	Draka Holding B.V.
Draka Comteq UK Ltd.	Eastleigh	British Pound	14,000,002	100.00%	Prysmian UK Group Ltd.
Draka UK Ltd.	Eastleigh	British Pound	1	100.00%	Prysmian UK Group Ltd.
Prysmian PowerLink Services Ltd.	Eastleigh	British Pound	46,000,100	100.00%	Prysmian UK Group Ltd.
Escalator Handrail (UK) Ltd.	Eastleigh	British Pound	2	100.00%	EHC Global Inc.
Channell Commercial Europe Ltd.	Dartfor	British Pound	150,000	100.00%	Channell Commercial Corporation
Channell Ltd.	Dartfor	British Pound	100,000	100.00%	A.C. Egerton (Holdings) Ltd.
A.C. Egerton (Holdings) Ltd.	Dartfor	British Pound	55,477	100.00%	Channell Commercial Corporation
Prysmian Repeaters Limited	Eastleigh	British Pound	1,000	80.10%	Draka Holding B.V.
				19.90%	Third Parties
Italy					
Prysmian Cavi e Sistemi S.r.l.	Milan	Euro	50,000,000	100.00%	Prysmian S.p.A.
Prysmian Cavi e Sistemi Italia S.r.l.	Milan	Euro	77,143,249	100.00%	Prysmian S.p.A.
Prysmian Treasury S.r.l.	Milan	Euro	80,000,000	100.00%	Prysmian S.p.A.
Prysmian PowerLink S.r.l.	Milan	Euro	200,000,000	100.00%	Prysmian S.p.A.
Fibre Ottiche Sud - F.O.S. S.r.l.	Milan	Euro	47,700,000	100.00%	Prysmian S.p.A.
Electronic and Optical Sensing Solutions S.r.l.	Milan	Euro	5,000,000	100.00%	Prysmian S.p.A.
Prysmian Riassicurazioni S.p.A.	Milan	Euro	30,000,000	100.00%	Prysmian S.p.A.
Norway					
Prysmian Group Norge AS	Drammen	Norwegian Krone	22,500,000	100.00%	Draka Holding B.V.
The Netherlands					
Draka Comteq B.V.	Amsterdam	Euro	1,000,000	100.00%	Draka Holding B.V.
Draka Comteq Fibre B.V.	Eindhoven	Euro	18,000	100.00%	Prysmian Netherlands B.V.
Draka Holding B.V.	Amsterdam	Euro	52,229,320.50	100.00%	Prysmian S.p.A.
Draka Kabel B.V.	Amsterdam	Euro	2,277,976.68	100.00%	Prysmian Netherlands B.V.
Donne Draad B.V.	Nieuw Bergen	Euro	28,134.37	100.00%	Prysmian Netherlands B.V.
NKF Vastgoed I B.V.	Delft	Euro	18,151.21	99.00%	Draka Holding B.V.
				1.00%	Prysmian Netherlands B.V.

Continues >>

>> Continued

Legal name	Office	Currency	Share Capital	% ownership	Direct parent company
NKF Vastgoed III B.V.	Delft	Euro	18,151.21	99.00%	Draka Deutschland GmbH
				1.00%	Prysmian Netherlands B.V.
Prysmian Netherlands B.V.	Delft	Euro	1	100.00%	Draka Holding B.V.
Poland					
Prysmian Poland sp. z o.o.	Sokolów	Polish Zloty	394,000	100.00%	Draka Holding B.V.
Portugal					
Prysmian Celcat, S.A.	Pero Pinheiro	Euro	13,500,000	100.00%	Draka Holding B.V.
Czech Republic					
Prysmian Kabely, s.r.o.	Velké Meziříčí	Czech Koruna	255,000,000	100.00%	Draka Holding B.V.
Romania					
Prysmian Cabluri Si Sisteme S.A.	Slatina	Leu rumeno	403,850,920	99.99987%	Draka Holding B.V.
				0.00013%	Prysmian Cavi e Sistemi S.r.l.
Russia					
Limited Liability Company Prysmian RUS	Rybinsk city	Russian Rouble	230,000,000	99.00%	Draka Holding B.V.
				1.00%	Prysmian Cavi e Sistemi S.r.l.
Limited Liability Company “Rybinskelektrokabel”	Rybinsk city	Russian Rouble	90,312,000	100.00%	Limited Liability Company Prysmian RUS
Slovakia					
Prysmian Kablo s.r.o.	Bratislava	Euro	21,246,001	99.995%	Prysmian Cavi e Sistemi S.r.l.
				0.005%	Prysmian S.p.A.
Spain					
Prysmian Cables Spain, S.A. (Sociedad Unipersonal)	Vilanova I la Geltrù	Euro	58,178,234	100.00%	Draka Holding B.V.
GC Latin America Holdings, S.L.	Abrera	Euro	151,042,030	100.00%	General Cable Holdings (Spain), S.L.
General Cable Holdings (Spain), S.L.	Abrera	Euro	138,304,698	100.00%	Prysmian Cables and Systems USA, LLC
Grupo General Cable Sistemas, S.L.	Abrera	Euro	22,116,019	100.00%	Draka Holding B.V.
EHC Spain and Portugal, S.L.	Sevilla	Euro	3,897,315	100.00%	EHC Global Inc.
Sweden					
Prysmian Group Sverige AB	Nässjö	Swedish Krona	100,000	100.00%	Draka Holding B.V.
Switzerland					
EOSS S.A.	Morges	Swiss Franc	11,811,719	100.00%	Electronic and Optical Sensing Solutions S.r.l.
Turkey					
Turk Prysmian Kablo Ve Sistemleri A.S.	Mudanya	Turkish new Lira	216,733,652	83.7464%	Draka Holding
				0.4614%	Turk Prysmian Kablo Ve Sistemleri A.S.
				15.7922%	Third Parties
Hungary					
Prysmian MKM Magyar Kabel Muvek Kft.	Budapest	Hungarian Forint	5,000,000,000	100.00%	Prysmian Cavi e Sistemi S.r.l.
North America					
Canada					
Prysmian Cables and Systems Canada Ltd.	New Brunswick	Canadian Dollar	1,000,000	100.00%	Draka Holding B.V.
Draka Elevator Products Incorporated	New Brunswick	Canadian Dollar		100.00%	Prysmian Cables and Systems USA, LLC
General Cable Company Ltd.	Halifax	Canadian Dollar	295,768	100.00%	Prysmian Cables and Systems USA, LLC

Continues >>

1. Consolidated Financial Statements Schemes
2. Explanatory Notes
3. Certification
4. Auditors' report

>> Continued

Legal name	Office	Currency	Share Capital	% ownership	Direct parent company
EHC Global Inc.	Oshawa	Canadian Dollar	1,511,769	100.00%	Prysmian Cables and Systems Canada Ltd.
EHC Canada Inc.	Oshawa	Canadian Dollar	39,409	100.00%	EHC Global Inc.
Channell Commercial Canada	Missisagua	Canadian Dollar	350,200	100.00%	Channell Commerical Corporation
Dominican Repuplic					
General Cable Caribbean, S.R.L	Santa Domingo Oeste	Dominican Peso	2,100,000	100.00%	Prysmian Cables and Systems USA, LLC
U.S.A.					
Prysmian Cables and Systems (US) Inc.	Carson City	US Dollar	330,517,608	100.00%	Draka Holding B.V.
Prysmian Cables and Systems USA, LLC	Wilmington	US Dollar	10	100.00%	Prysmian Cables and Systems (US) Inc.
Prysmian Construction Services Inc.	Wilmington	US Dollar	1,000	100.00%	Prysmian Cables and Systems USA, LLC
Draka Elevator Products, Inc.	Boston	US Dollar	1	100.00%	Prysmian Cables and Systems USA, LLC
Draka Transport USA, LLC	Boston	US Dollar		100.00%	Prysmian Cables and Systems USA, LLC
General Cable Technologies Corporation	Wilmington	US Dollar	1,884	100.00%	Prysmian Cables and Systems USA, LLC
Phelps Dodge Enfield Corporation	Wilmington	US Dollar	800,000	100.00%	Prysmian Cables and Systems USA, LLC
Phelps Dodge National Cables Corporation	Wilmington	US Dollar	10	100.00%	Prysmian Cables and Systems USA, LLC
EHC USA Inc.	New York	US Dollar	1	100.00%	EHC Global Inc.
Prysmian Group Speciality Cables, LLC	Wilmington	US Dollar		100.00%	Prysmian Cables and Systems USA, LLC
Encore Wire Corporation	Wilmington	US Dollar	1	100.00%	Prysmian Cables and Systems USA, LLC
Channell Commercial Corporation	Wilmington	US Dollar		100.00%	Prysmian Cables and Systems USA, LLC
CC Holdings Inc.	Murrieta	US Dollar		100.00%	Channell Commercial Corporation
Central/South America					
Argentina					
Prysmian Energia Cables y Sistemas de Argentina S.A.	Buenos Aires	Argentine Peso	993,992,914	97.75%	Draka Holding B.V.
				2.01%	Prysmian Cavi e Sistemi S.r.l.
				0.11%	Prysmian Cabos e Sistemas do Brasil S.A.
				0.13%	Third Parties
Brazil					
Prysmian Cabos e Sistemas do Brasil S.A.	Sorocaba	Brazilian Real	910,044,391	94.700%	Prysmian Cavi e Sistemi S.r.l.
				0.020%	Prysmian S.p.A.
				1.100%	Draka Holding B.V.
				4.180%	Draka Comteq B.V.
Chile					
Cobre Cerrillos S.A.	Cerrillos	US Dollar	74,574,400	99.80%	General Cable Holdings (Spain), S.L.
				0.20%	Third Parties

Continues >>

>> Continued

Legal name	Office	Currency	Share Capital	% ownership	Direct parent company
Colombia					
Productora de Cables Procables S.A.S.	Bogotà	Colombian Peso	1,902,964,285	99.96%	GC Latin America Holdings, S.L.
				0.04%	Prysmian Cables and Systems USA, LLC
Costa Rica					
Conducen, S.R.L.	Heredia	Costa Rican Colón	1,845,117,800	100.00%	GC Latin America Holdings, SL
Ecuador					
Cables Electricos Ecuatorianos C.A. CABLEC	Quito	US Dollar	243,957	67.17%	General Cable Holdings (Spain), S.L.
				32.43%	Cables Electricos Ecuatorianos C.A. CABLEC
				0.40%	Third Parties
Honduras					
Electroconductores de Honduras, S.A. de C.V.	Tegucigalpa	Honduran Lempira	3,436,400	59.39%	General Cable Holdings (Spain), S.L.
				40.61%	GC Latin America Holdings, S.L.
Mexico					
Draka Durango S. de R.L. de C.V.	Durango	Mexican Peso	163,471,787	99.996%	Draka Mexico Holdings S.A. de C.V.
				0.004%	Draka Holding B.V.
Draka Mexico Holdings S.A. de C.V.	Durango	Mexican Peso	57,036,501	99.999998%	Draka Holding B.V.
				0.000002%	Draka Comteq B.V.
Prysmian Cables y Sistemas de Mexico S. de R. L. de C. V.	Durango	Mexican Peso	173,050,500	99.998%	Draka Holding B.V.
				0.002%	Draka Mexico Holdings S.A. de C.V.
General Cable de Mexico, S.A de C.V.	Tetla	Mexican Peso	1,329,621,471	80.4173361%	Prysmian Cables and Systems USA, LLC
				19.5826636%	Conducen, S.R.L.
				0.0000003%	General Cable Technologies Corporation
General de Cable de Mexico del Norte, S.A. de C.V.	Piedras Negras	Mexican Peso	10,000	99.80%	General Cable Technologies Corporation
				0.20%	Prysmian Cables and Systems USA, LLC
Prestolite de Mexico, S.A. de C.V.	Sonora	Mexican Peso	50,000	99.80%	Prysmian Cables and Systems USA, LLC
				0.20%	General Cable Technologies Corporation
Servicios Latinoamericanos GC, S.A. de C.V.	Puebla	Mexican Peso	50,000	99.998%	General Cable de Mexico, S.A de C.V.
				0.002%	General Cable Technologies Corporation
Comercializadora Channell Limited, S. de R.L. de C.V.	Mexico City	Mexican Peso	3,000	10.00%	Channell Commercial Corporation
				90.00%	Channell Ltd.
Perù					
Prysmian Peru S.A.C.	Santiago de Surco (Lima)	Nuevo sol peruviano	90,327,867.50	99.99999%	GC Latin America Holdings, S.L.
				0.00001%	Cobre Cerrillos S.A.

Continues >>

1. Consolidated Financial Statements Schemes
2. Explanatory Notes
3. Certification
4. Auditors' report

>> Continued

Legal name	Office	Currency	Share Capital	% ownership	Direct parent company
Africa					
Angola					
General Cable Condel, Cabos de Energia e Telecomunicaçoes SA	Luanda	Kwanza angolano	20,000,000	99.80%	Prysmian Celcat, S.A.
				0.20%	Third Parties
Ivory Coast					
SICABLE - Sociète Ivoirienne de Cables S.A.	Abidjan	CFA Franc	740,000,000	51.00%	Prysmian Cables et Systèmes France S.A.S.
				49.00%	Third Parties
Tunisia					
Auto Cables Tunisie S.A.	Grombalia	Tunisian Dinar	4,050,000	50.998%	Prysmian Cables et Systèmes France S.A.S.
				49.002%	Third Parties
Prysmian Cables and Systems Tunisia S.A.	Menzel Bouzelfa	Tunisian Dinar	2,700,000	99.9741%	Prysmian Cables et Systemes France S.A.S.
				0.0037%	Draka Comteq France S.A.S.
				0.0037%	Draka Holding B.V.
				0.0037%	Draka Fileca S.A.S.
				0.0037%	Draka France S.A.S.
				0.0037%	Prysmian Cavi e Sistemi S.r.l.
				0.0074%	Third Parties
Oceania					
Australia					
Prysmian Australia Pty Ltd.	Liverpool	Australian Dollar	56,485,736	100.00%	Prysmian Cavi e Sistemi S.r.l.
Channell Pty Ltd.	Barangaroo	Australian Dollar	2,244,201	82.19%	Channell Commercial Corporation
				17.81%	A.C. Egerton (Holdings) Ltd.
New Zeland					
Prysmian New Zealand Ltd.	Auckland	New Zeland Dollar	10,000	100.00%	Prysmian Australia Pty Ltd.
Asia					
Saudi Arabia					
Prysmian Powerlink Saudi LLC	Al Khoabar	"Saudi Arabian Riyal"	500,000	95.00%	Prysmian PowerLink S.r.l.
				5.00%	Third Parties
China					
Prysmian Tianjin Cables Co. Ltd.	Tianjin	US Dollar	36,790,000	67.00%	Prysmian (China) Investment Company Ltd.
				33.00%	Third Parties
Prysmian Cable (Shanghai) Co. Ltd.	Shanghai	Chinese Renminbi (Yuan)	34,867,510	100.00%	Prysmian (China) Investment Company Ltd.
Prysmian Wuxi Cable Co. Ltd.	Yixing (Jiangsu Province)	Chinese Renminbi (Yuan)	240,863,720	100.00%	Prysmian (China) Investment Company Ltd.
Prysmian Hong Kong Holding Ltd.	Hong Kong	Euro	72,000,000	100.00%	Prysmian Cavi e Sistemi S.r.l.
Prysmian (China) Investment Company Ltd.	Beijing	Euro	74,152,961	100.00%	Prysmian Hong Kong Holding Ltd.
Nantong Haixun Draka Elevator Products Co. LTD	Nantong	US Dollar	2,400,000	75.00%	Draka Elevator Products, Inc.
				25.00%	Third Parties
Nantong Zhongyao Draka Elevator Products Co. LTD	Nantong	US Dollar	2,000,000	60.00%	Draka Elevator Products, Inc.
				40.00%	Third Parties

Continues >>

>> Continued

Legal name	Office	Currency	Share Capital	% ownership	Direct parent company
Suzhou Draka Cable Co. Ltd.	Suzhou	Chinese Renminbi (Yuan)	304,500,000	100.00%	Draka Cableteq Asia Pacific Holding Pte Ltd.
Prysmian Technology Jiangsu Co. Ltd.	Yixing	Chinese Renminbi (Yuan)	495,323,466	100.00%	Prysmian (China) Investment Company Ltd.
EHC Escalator Handrail (Shanghai) Co. Ltd.	Shanghai	US Dollar	2,100,000	100.00%	EHC Global Inc.
EHC Engineered Polymer (Shanghai) Co. Ltd.	Shanghai	US Dollar	1,600,000	100.00%	EHC Global Inc.
EHC Lift Components (Shanghai) Co. Ltd.	Shanghai	US Dollar	200,000	100.00%	EHC Global Inc.
Philippines					
Draka Philippines Inc.	Cebu	Philippine Peso	253,652,000	99.9999975%	Draka Holding B.V.
				0.0000025%	Third Parties
Prysmian Philippines, Incorporated	Makati City	Philippine Peso	11,800,000	99.9999746%	Draka Holding B.V.
				0.0000254%	Third Parties
India					
Associated Cables Pvt. Ltd.	Mumbai	Indian Rupee	183,785,700	99.999946%	Oman Cables Industry (SAOG)
				0.000054%	Third Parties
Jaguar Communication Consultancy Services Private Ltd.	Mumbai	Indian Rupee	157,388,218	99.99999%	Prysmian Cavi e Sistemi S.r.l.
				0.000001%	Prysmian S.p.A.
Indonesia					
PT.Prysmian Cables Indonesia	Cikampek	US Dollar	67,300,000	99.48%	Draka Holding B.V.
				0.52%	Prysmian Cavi e Sistemi S.r.l.
Malaysia					
Sindutch Cable Manufacturer Sdn Bhd	Malacca	Malaysian Ringgit	500,000	100.00%	Draka Cableteq Asia Pacific Holding Pte Ltd.
Draka (Malaysia) Sdn Bhd	Malacca	Malaysian Ringgit	8,000,002	100.00%	Cable Supply and Consulting Company Pte Ltd.
Oman					
Oman Cables Industry (SAOG)	Al Rusayl	Omani Riyal	8,970,000	51.17%	Draka Holding B.V.
				48.83%	Third Parties
Oman Aluminium Processing Industries (SPC)	Sohar	Omani Riyal	4,366,000	100.00%	Oman Cables Industry (SAOG)
Singapore					
Prysmian Cables Asia-Pacific Pte Ltd.	Singapore	Singapore Dollar	174,324,290	100.00%	Draka Holding B.V.
Draka Cableteq Asia Pacific Holding Pte Ltd.	Singapore	Singapore Dollar	28,630,503.70	100.00%	Draka Holding B.V.
Singapore Cables Manufacturers Pte Ltd.	Singapore	Singapore Dollar	1,500,000	100.00%	Draka Cableteq Asia Pacific Holding Pte Ltd.
Cable Supply and Consulting Company Private Limited	Singapore	Singapore Dollar	50,000	100.00%	Draka Cableteq Asia Pacific Holding Pte Ltd.
Thailand					
MCI-Draka Cable Co. Ltd.	Bangkok	Thai Baht	435,900,000	99.999931%	Draka Cableteq Asia Pacific Holding Pte Ltd.
				0.000023%	Draka (Malaysia) Sdn Bhd
				0.000023%	Sindutch Cable Manufacturer Sdn Bhd
				0.000023%	Singapore Cables Manufacturers Pte Ltd.

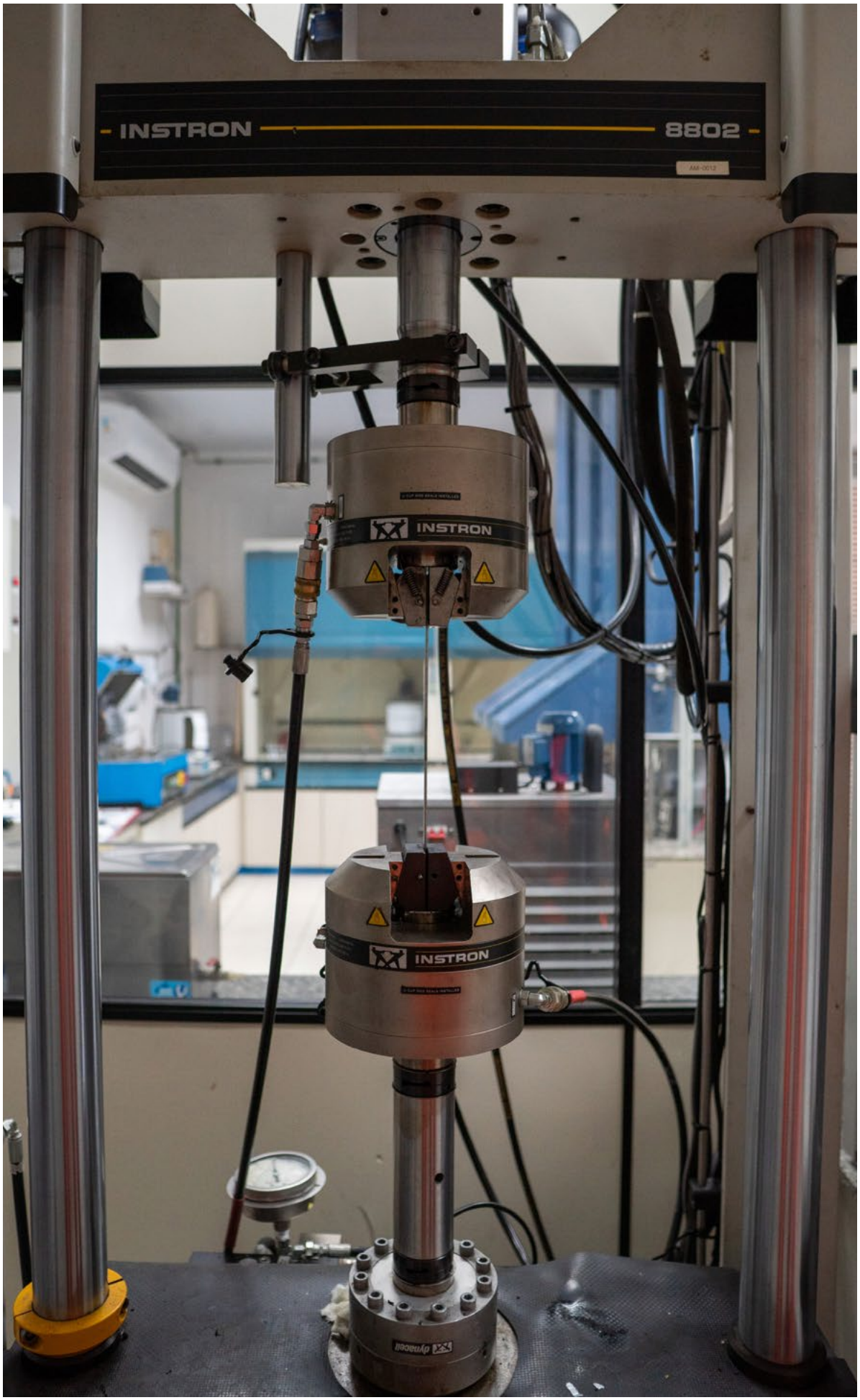
1. Consolidated Financial Statements Schemes
2. **Explanatory Notes**
3. Certification
4. Auditors' report

The following companies have been accounted for using the equity method:

Legal name	Office	Currency	Share Capital	% ownership	Direct parent company
Europe					
Germany					
Kabeltrommel GmbH & Co.KG	Troisdorf	Euro	10,225,837.65	43.18%	Prysmian Kabel und Systeme GmbH
				1.75%	Norddeutsche Seekabelwerke GmbH
				55.07%	Third parties
Kabeltrommel GmbH	Troisdorf	Deutsche Mark	51,000	41.18%	Prysmian Kabel und Systeme GmbH
				5.82%	Norddeutsche Seekabelwerke GmbH
				53.00%	Third parties
Nostag GmbH & Co. KG	Oldenburg	Euro	540,000	33.00%	Norddeutsche Seekabelwerke GmbH
				67.00%	Third parties
Russia					
Elkat Ltd.	Moscow	Russian Rouble	10,000	40.00%	Prysmian Group Finland OY
				60.00%	Third parties
Central/South America					
Chile					
Colada Continues Chilena S.A.	Quilicura (Santiago)	Chile Peso	100	41.00%	Cobre Cerrillos S.A.
				59.00%	Third parties
Asia					
China					
Yangtze Optical Fibre and Cable (Shanghai) Co. Ltd.	Shanghai	Chinese Renminbi (Yuan)	100,300,000	25.00%	Draka Comteq B.V.
Malaysia					
Power Cables Malaysia Sdn Bhd	Selangor Darul Eshan	"Malaysian Ringgit"	18,000,000	40.00%	Draka Holding B.V.
				60.00%	Third parties

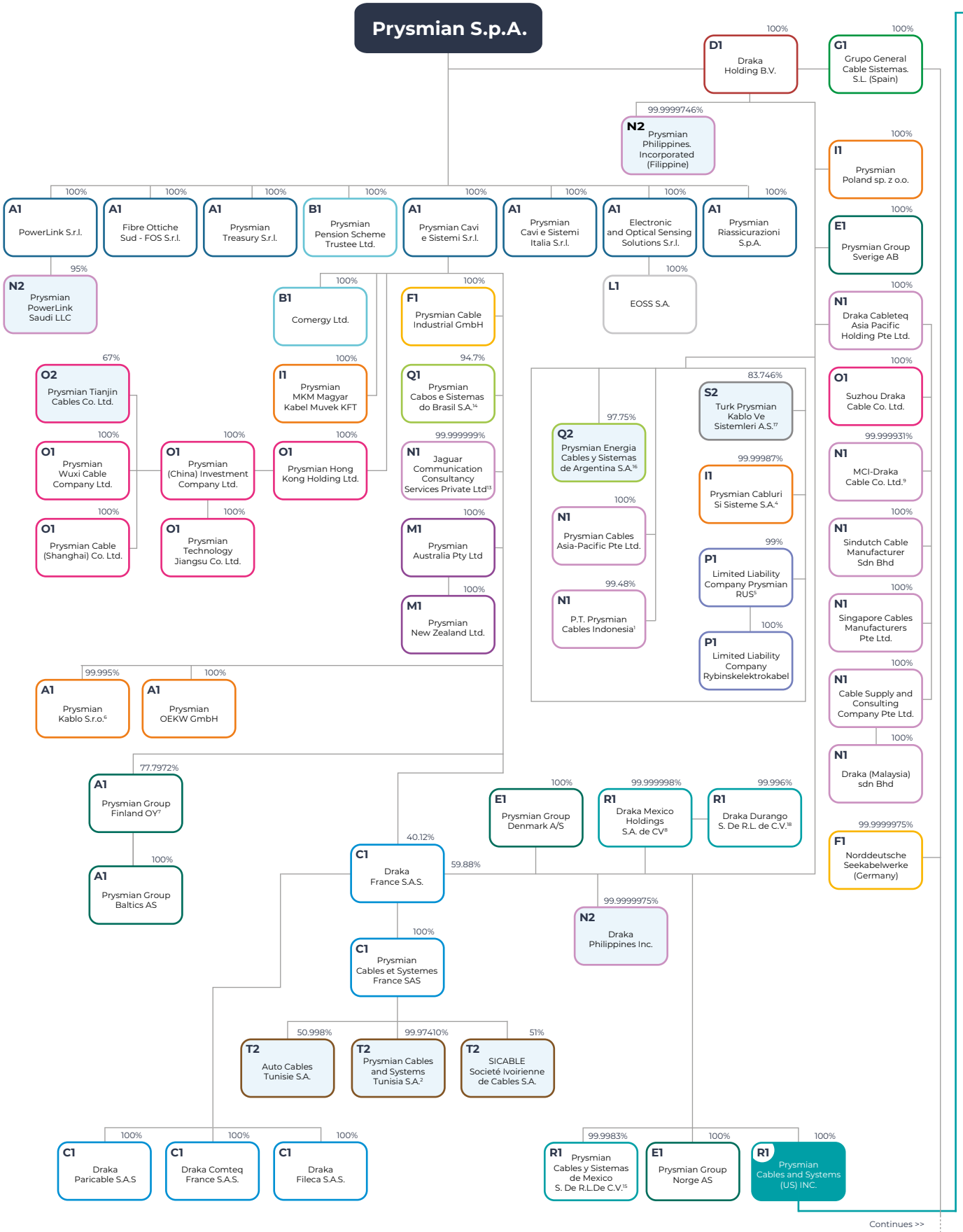
List of other investments not consolidated pursuant to IFRS 10:

Legal name	% ownership	Direct parent company
India		
Ravin Cables Limited	51.00%	Prysmian Cavi e Sistemi S.r.l.
	49.00%	Third parties
United Arab Emirates		
Power Plus Cable CO. LLC	49.00%	Ravin Cables Limited
	51.00%	Third parties

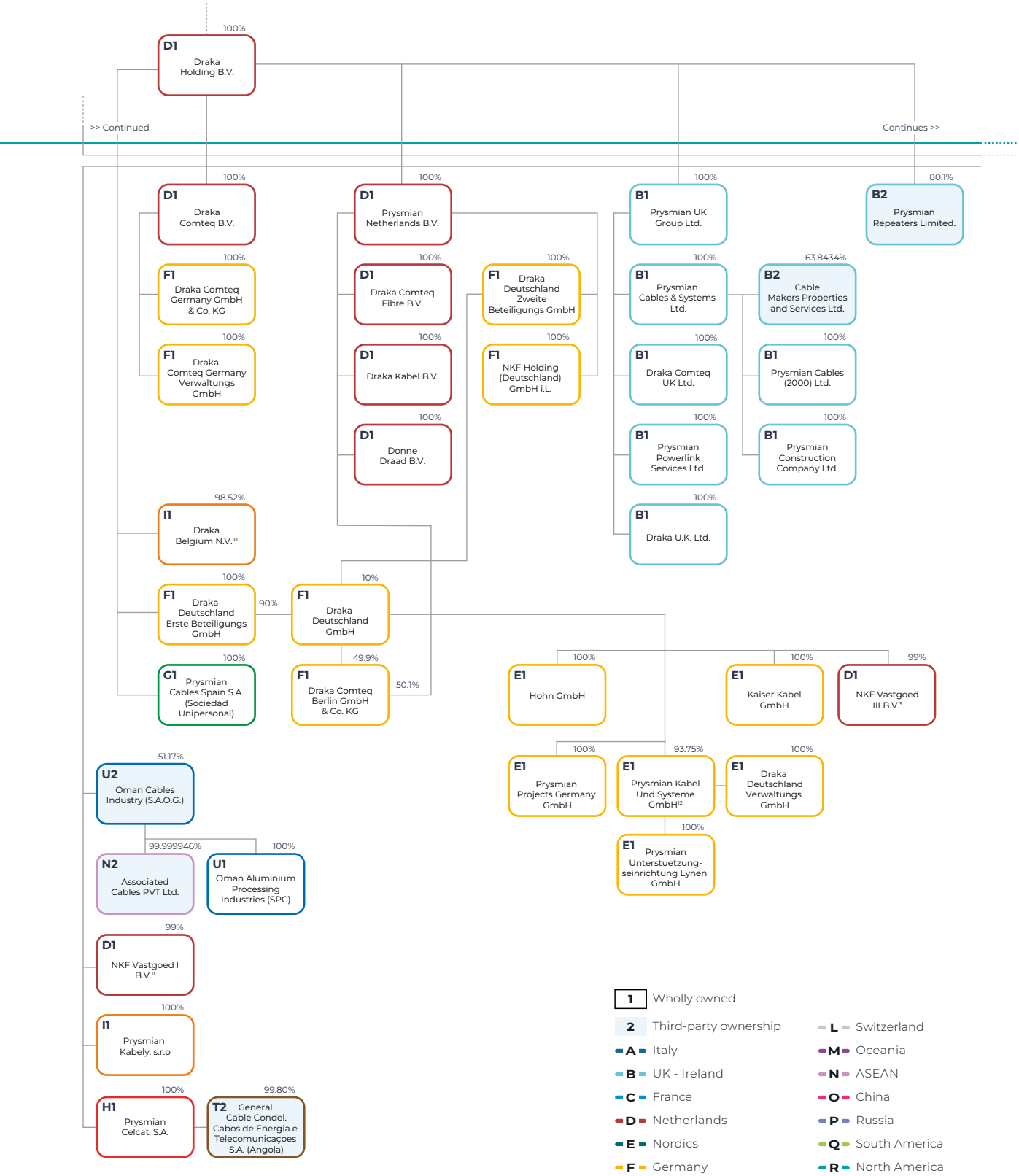


1. Consolidated Financial Statements Schemes
2. Explanatory Notes
3. Certification
4. Auditors' report

Corporate Structure – Appendix B



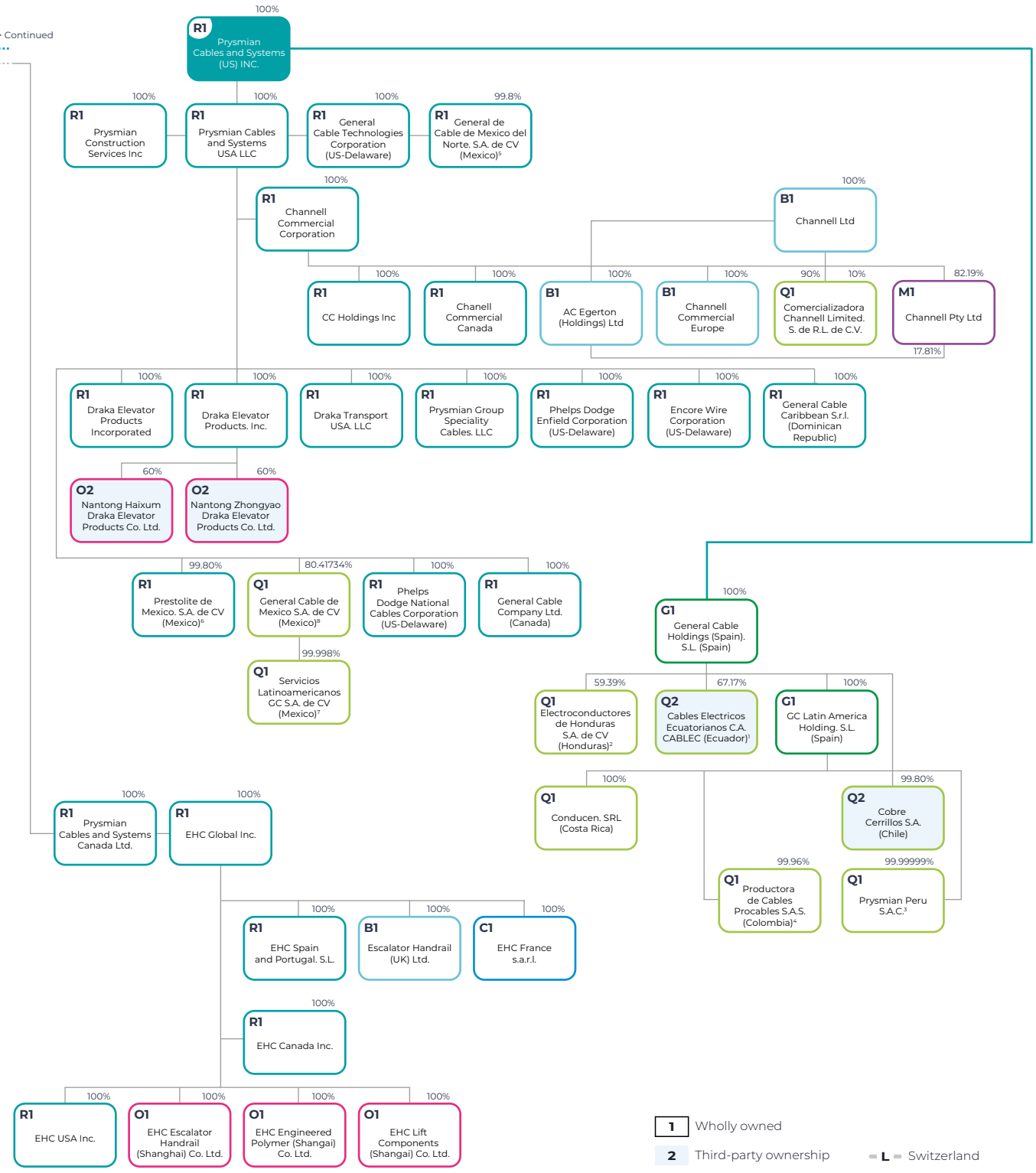
Continues >>



1. Prysmian Cavi e Sistemi S.r.l. 0.52%
2. Draka Comteq France S.A.S. 0.0037%
   Draka Holding B.V. 0.0037%
   Draka Fileca S.A.S. 0.0037%
   Draka France S.A.S. 0.0037%
   Prysmian Cavi e Sistemi S.r.l. 0.0037%
3. Prysmian Netherland B.V. 1%
4. Prysmian Cavi e Sistemi S.r.l. 0.00013%
5. Prysmian Cavi and Sistemi S.r.l. 1%
6. Prysmian S.p.A.. 0.005%
7. Draka Comteq B.V. 2.2727%
   Draka Holding B.V. 19.9301%
8. Draka Comteq B.V. 0.000002%
9. Draka (Malaysia) Sdn Bhd 0.000023%
   Sindutch Cable Manufacturer Sdn Bhd 0.000023%
   Singapore Cables Manufacturers Pte Ltd 0.000023%
10. Draka Kabel B.V. 1.48%
11. Prysmian Netherlands B.V. 1%
12. Prysmian S.p.A. 6.25%
13. Prysmian S.p.A. 0.000001%
14. Prysmian S.p.A.: 0.020%
    Draka Holding B.V.: 1.1%
    Draka Comteq B.V. 4.18%
15. Draka Mexico Holdings S.A. de CV 0.0017%
16. Prysmian Cabos and Sistemas do Brasil S.A. 0.11%
    Prysmian Cavi e Sistemi S.r.l. 2.01%
17. Turk Prysmian Kablo Ve Sistemleri A.S 0.4614%
18. Draka Holding B.V. 0.004%

1. Consolidated Financial Statements Schemes
2. **Explanatory Notes**
3. Certification
4. Auditors' report

>> Continued



1. Cables Electricos Ecuatorianos C.A. CABLEC 32.43%
2. GC Latin America Holdings (SL). 40.61%
3. Cobre Cerrillos S.A.. 0.0001%
4. Prysmian Cables and Systemes USA. LLC 0.04%
5. Prysmian Cables and Systems USA. LLC 0.2%
6. General Cable Technologies Corportation (US-Delaware). 0.20%
7. General Cable Technologies Corporation (US-Delaware) 0.002%
8. General Cable Technologies Corporation: 0.00000030%
   Conducen SRL 19.58266361%

1	Wholly owned
2	Third-party ownership
A	Italy
B	UK - Ireland
C	France
D	Netherlands
E	Nordics
F	Germany
G	Spain
H	Portugal
I	Danubian Area
L	Switzerland
M	Oceania
N	ASEAN
O	China
P	Russia
Q	South America
R	North America
S	Turkey
T	Africa
U	Oman

3 – CERTIFICATION OF THE CONSOLIDATED FINANCIAL STATEMENTS PURSUANT TO ART. 81-TER OF CONSOB REGULATION 11971 DATED MAY 14, 1999 AS AMENDED

1. 1. The undersigned Massimo Battaini, as Chief Executive Officer, and Stefano Invernici and Alessandro Brunetti, as managers responsible for preparing the financial reports of Prysmian S.p.A., certify, also taking account of the provisions of paragraphs 3 and 4, art. 154-bis of Italian Legislative Decree 58 dated February 24, 1998, that during 2025 the accounting and administrative processes for preparing the consolidated financial statements:
   - have been adequate in relation to the business's characteristics and
   - have been effectively applied.

2. The adequacy of the accounting and administrative processes for preparing the consolidated financial statements at December 31, 2025 has been assessed on the basis of a procedure established by Prysmian in compliance with the internal control framework established by the Committee of Sponsoring Organizations of the Treadway Commission, which serves as a generally accepted standard model internationally.

It is nonetheless reported that:

- during 2025, several of the Group's companies were involved in the information system changeover project. The process of fine-tuning the new system's operating and accounting functions is still in progress for some of them; in any case, the system of controls in place ensures uniformity with the Group's system of procedures and controls.

3. It is also certified that:

3.1 The consolidated financial statements at December 31, 2025:

a. have been prepared in accordance with applicable international accounting standards recognized by the European Union under Regulation (EC) 1606/2002 of the European Parliament and Council dated July 19, 2002;

b. correspond to the underlying accounting records and books of account;

c. are able to provide a true and fair view of the issuer's statement of financial position and results of operations and of the group of companies included in the consolidation.

3.2 The directors' report contains a fair review of performance and the results of operations, and of the situation of the issuer and the group of companies included in the consolidation, together with a description of the principal risks and uncertainties to which they are exposed.

Milan, February 25, 2026

Massimo Battaini
Chief Executive Officer

Stefano Invernici, Alessandro Brunetti
Managers responsible for preparing company financial reports

1. Consolidated Financial Statements Schemes
2. Explanatory Notes
3. Certification
4. Auditors' report

Independent auditor's report in accordance with article 14 of Legislative Decree 39/2010 and article 10 of Regulation (EU) 537/2014

To the Shareholders of Prysmian SpA

Report on the audit of the consolidated financial statements

Opinion

We have audited the consolidated financial statements of Prysmian Group (the "Group"), which comprise the statement of financial position as of 31 December 2025, the income statement, the statement of other comprehensive income, the statement of changes in equity, the statement of cash flows for the year then ended, and explanatory notes to the financial statements, including material accounting policy information.

In our opinion, the consolidated financial statements give a true and fair view of the financial position of the Group as of 31 December 2025, and of the result of its operations and cash flows for the year then ended in accordance with IFRS Accounting Standards as issued by the International Accounting Standards Board and adopted by the European Union, as well as with the regulations issued to implement article 9 of Legislative Decree 38/2005.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (ISA Italia). Our responsibilities under those standards are further described in the "Auditor's responsibilities for the audit of the consolidated financial statements" section of this report. We are independent of the company Prysmian SpA (the "Company") pursuant to the regulations and standards on ethics and

PricewaterhouseCoopers SpA

Sede legale: **Milano** 20145 Piazza Tre Torri 2 Tel. 02 77851 Fax 02 7785240, Capitale Sociale Euro 6.890.000,00 i.v. C.F. e P.IVA e Reg. Imprese Milano Monza Brianza Lodi 12979880155 Iscritta al n° 119644 del Registro dei Revisori Legali - Altri Uffici: **Ancona** 60131 Via Sandro Totti 1 Tel. 071 2132311 - **Bari** 70122 Via Abate Gimma 72 Tel. 080 5640211 - **Bergamo** 24121 Largo Belotti 5 Tel. 035 229691 - **Bologna** 40124 Via Luigi Carlo Farini 12 Tel. 051 6186211 - **Brescia** 25121 Viale Duca d'Aosta 28 Tel. 030 3697501 - **Catania** 95129 Corso Italia 302 Tel. 095 7532311 - **Firenze** 50121 Viale Gramsci 15 Tel. 055 2482811 - **Genova** 16121 Piazza Piccapietra 9 Tel. 010 29041 - **Napoli** 80121 Via dei Mille 16 Tel. 081 36181 - **Padova** 35138 Via Vicenza 4 Tel. 049 873481 - **Palermo** 90141 Via Marchese Ugo 60 Tel. 091 349737 - **Parma** 43121 Via Pisacane 1B Tel. 0521 275911 - **Pescara** 65127 Piazza Ettore Troilo 8 Tel. 085 4545711 - **Roma** 00154 Largo Fochetti 29 Tel. 06 570251 - **Torino** 10122 Via Santa Maria 11 Tel. 011 556771 - **Trento** 38122 Viale della Costituzione 33 Tel. 0461 237004 - **Treviso** 31100 Viale Felissent 90 Tel. 0422 696911 - **Udine** 33100 Via Poscolle 43 Tel. 0432 25789 - **Varese** 21100 Via Albuzzi 43 Tel. 0332 285039 - **Verona** 37135 Via Francia 21/C Tel. 045 8263001.

www.pwc.com/it

independence applicable to audits of financial statements under Italian law. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Key audit matters

Key audit matters are those matters that, in our professional judgement, were of most significance in our audit of the consolidated financial statements of the current period. These matters were addressed in the context of our audit of the consolidated financial statements as a whole, and in forming our opinion thereon, and we do not provide a separate opinion on these matters.

Key Audit Matters	Auditing procedures performed in response to key audit matters
Recoverability of goodwill Note 2 "Goodwill and other intangible assets" As of 31 December 2025 goodwill recognised in the consolidated financial statements of the Prysmian Group was equal to Euro 3,647 million. The recoverability of goodwill is tested by the Group whenever impairment indicators exist and, in any case, on an annual basis in accordance with IAS 36 - "Impairment of assets". Goodwill is allocated to groups of cash generating units ("CGUs"), corresponding with the operating segments of the Prysmian group (Electrification, Power Grid, Transmission, Digital Solutions), which reflect the lowest level at which management monitors the performance of the businesses. The recoverable amount of goodwill is determined, for each group of CGUs, on the basis of value in use, which is calculated using the respective estimated future cash flows as set out in the Group's 2026 budget approved by the Board of Directors in January 2026 and, for the years 2027-2028, in the business plan approved by the Board of Directors in March 2025. The	We carried out specific analyses to understand and evaluate relevant internal controls over tests of the recoverability of goodwill. As part of our audit activities, also with the support of valuation modelling experts from the PwC network, we verified: • the adequacy of the valuation process in accordance with the applicable financial reporting standard; • the method of allocation of goodwill to the groups of CGUs; • the reasonableness of the assumptions used to determine the value in use of the individual groups of CGUs to which goodwill has been allocated, with particular reference to growth rates and discount rates, also through benchmarking and sensitivity analyses; • the correct determination of the values of assets and liabilities directly attributable to the individual groups of CGUs; • the mathematical accuracy of the calculation model applied;

1. Consolidated Financial Statements Schemes
2. Explanatory Notes
3. Certification
4. Auditors' report

Key Audit Matters	Auditing procedures performed in response to key audit matters
recoverable amount of each group of CGUs is then compared with the value of the assets and liabilities directly attributable to that group of CGUs, inclusive of goodwill. Given the magnitude of the amounts involved and the degree of subjectivity of certain assumptions used to estimate the recoverable amounts, the recoverability of goodwill represents a key matter in our audit of the consolidated financial statements.	• the variances between the estimated amounts used in previous years and actual amounts, in order to assess the reliability of management's forecasts. Also, we verified the completeness and accuracy of the disclosures in the notes to the consolidated financial statements.
Definition of contract consideration and recognition of revenues from long-term contracts ("contracts") Note 5 "Trade receivables, contract assets and other receivables", Note 14 "Trade payables, contract liabilities and other payables" and Note 18 "Revenues" The Group's consolidated financial statements include revenues from long-term contracts equal to Euro 3,003 million. Those revenues relate to the engineering and construction of complex infrastructure for energy transmission or telecommunications. The items "Contract assets", equal to Euro 567 million, and "Contract liabilities", equal to Euro 2,325 million, reflect the net positive and negative value, respectively, for each contract, of the difference between the value of the percentage of completion of the contract and advances billed, and include provisions for penalties. Revenues from long-term contracts are recognised on the basis of the progress of the project, using the percentage of completion method, where the percentage of completion is determined as the ratio of contract costs incurred at the reporting date to the total estimated costs for each contract.	We understood and evaluated the systems of internal controls over the area, with special attention to the calculation of additional consideration and to consistency with estimated total costs. As part of our audit activities, for a sample of long-term contracts: • we reconciled the consideration used for the recognition of revenues from long-term contracts with the contract signed with the customer including any amendments agreed between the parties; • we verified the accuracy of the considerations used to measure revenues from long-term contracts through confirmations from customers. In detail, we checked the following information against replies from customers: i) original contractual consideration, and ii) contractual modifications of the consideration; • we verified the reasonableness of estimated costs to complete projects, including the estimation of contractual risks and penalties as well as changes due to contract modifications either expected or under

Key Audit Matters	Auditing procedures performed in response to key audit matters
The consideration used to measure revenues from long-term contracts may undergo several changes during the period of execution of the contract, mainly due to: i) an increase or decrease, requested by the customer, in activities carried out or to be carried out compared with contractual arrangements; ii) activities for which a remeasurement based on actual quantities is contractually required; iii) penalties and damages for delays. Moreover, certain types of changes in consideration mentioned above involve significant estimations and may depend on the outcome of negotiations between the parties. Given the significance of the amounts involved, the presence of possible additional consideration, and the complexity of the estimation process, the recognition of revenues related to long-term contracts represents a key matter in our audit of the consolidated financial statements.	negotiation; • we investigated the key variances of total contract costs from the costs quantified in the previous year or in the original budget; • we verified whether the costs effectively incurred resulting from management accounting for each contract matched the costs resulting from the general ledger; • we tested the accuracy and the completeness of the costs incurred and their relevance to the individual long-term contracts; • we recalculated the percentage of completion of projects applying the cost-to-cost method. The procedures described above were performed by examining contractual documents and project reports, interviewing project managers and analysing events occurring subsequent to the year end. When performing the above procedures, we also used the support of technical-engineering experts from the PwC network. Also, we verified the completeness and accuracy of the disclosures in the notes to the consolidated financial statements.

Other matters

The consolidated financial statements of Prysmian group for the year ended 31 December 2024 were audited by another auditor, who issued an unmodified opinion thereon dated 10 March 2025.

Note C to the consolidated financial statements, “Restatement of comparatives”, illustrates the effects of the restatement of certain comparative figures compared to those originally published, as a result of the final recognition of a business combination and to ensure a clearer presentation of certain assets and liabilities in the statement of financial position.

1. Consolidated Financial Statements Schemes
2. Explanatory Notes
3. Certification
4. Auditors' report

Responsibilities of the directors and the board of statutory auditors for the consolidated financial statements

The directors are responsible for the preparation of consolidated financial statements that give a true and fair view in accordance with IFRS Accounting Standards as issued by the International Accounting Standards Board and adopted by the European Union, as well as with the regulations issued to implement article 9 of Legislative Decree 38/2005 and, in the terms prescribed by law, for such internal control as they determine is necessary to enable the preparation of consolidated financial statements that are free from material misstatement, whether due to fraud or error.

The directors are responsible for assessing the Group's ability to continue as a going concern and, in preparing the consolidated financial statements, for the appropriate application of the going concern basis of accounting, and for disclosing matters related to going concern. In preparing the consolidated financial statements, the directors use the going concern basis of accounting unless they either intend to liquidate Prysmian SpA or to cease operations or have no realistic alternative but to do so.

The board of statutory auditors is responsible for overseeing, in the terms prescribed by law, the Group's financial reporting process.

Auditor's responsibilities for the audit of the consolidated financial statements

Our objectives are to obtain reasonable assurance about whether the consolidated financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with International Standards on Auditing (ISA Italia) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of the consolidated financial statements.

As part of our audit conducted in accordance with International Standards on Auditing (ISA Italia), we exercised professional judgement and maintained professional scepticism throughout the audit. Furthermore:

- we identified and assessed the risks of material misstatement of the consolidated financial statements, whether due to fraud or error; we designed and performed audit procedures responsive to those risks; we obtained audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control;

- we obtained an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Group's internal control;

- we evaluated the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the directors;

- we concluded on the appropriateness of the directors' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Group's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the consolidated financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Group to cease to continue as a going concern;

- we evaluated the overall presentation, structure and content of the consolidated financial statements, including the disclosures, and whether the consolidated financial statements represent the underlying transactions and events in a manner that achieves fair presentation;

- we obtained sufficient appropriate audit evidence regarding the financial information of the entities or business activities within the Group to express an opinion on the consolidated financial statements. We are responsible for the direction, supervision and performance of the group audit. We remain solely responsible for our audit opinion on the consolidated financial statements.

We communicated with those charged with governance, identified at an appropriate level as required by ISA Italia regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identified

during our audit.

We also provided those charged with governance with a statement that we complied with the regulations and standards on ethics and independence applicable under Italian law and communicated with them all relationships and other matters that may reasonably be thought to bear on our independence, and where applicable, actions taken to eliminate the related risks, or safeguards applied.

From the matters communicated with those charged with governance, we determined those matters that were of most significance in the audit of the consolidated financial statements of the current period and are therefore the key audit matters. We described these matters in our auditor's report.

Additional disclosures required by article 10 of Regulation (EU) 537/2014

On 18 April 2024, the shareholders of Prysmian SpA in general meeting engaged us to perform the statutory audit of the Company's and the consolidated financial statements for the years ending 31 December 2025 to 31 December 2033.

We declare that we did not provide any prohibited non-audit services referred to in article 5, paragraph 1, of Regulation (EU) 537/2014 and that we remained independent of the Company in conducting the statutory audit.

We confirm that the opinion on the consolidated financial statements expressed in this report is consistent with the additional report to the board of statutory auditors, in its capacity as audit committee, prepared pursuant to article 11 of the aforementioned Regulation.

Report on compliance with other laws and regulations

Opinion on compliance with the provisions of Commission Delegated Regulation (EU) 815/2019

The directors of Prysmian SpA are responsible for the application of the provisions of Commission Delegated Regulation (EU) 815/2019 concerning regulatory technical standards on the specification of a single electronic reporting format (ESEF - European Single Electronic Format) (the "Commission Delegated Regulation") to the consolidated financial statements as of 31 December 2025, to be

included in the annual report.

We have performed the procedures specified in auditing standard (SA Italia) 700B in order to express an opinion on the compliance of the consolidated financial statements with the provisions of the Commission Delegated Regulation.

In our opinion, the consolidated financial statements as of 31 December 2025 have been prepared in XHTML format and have been marked up, in all significant respects, in compliance with the provisions of the Commission Delegated Regulation.

Opinions and statement in accordance with article 14, paragraph 2, letters e), e-bis) and e-ter) of Legislative Decree 39/2010 and with article 123-bis, paragraph 4, of Legislative Decree 58/1998

The directors of Prysmian SpA are responsible for preparing a report on operations and a report on the corporate governance and ownership structure of Prysmian group as of 31 December 2025, including their consistency with the relevant consolidated financial statements and their compliance with the law.

We have performed the procedures required under auditing standard (SA Italia) 720B in order to:

- express an opinion on the consistency of the report on operations and of the specific information included in the report on corporate governance and ownership structure referred to in article 123-bis, paragraph 4, of Legislative Decree 58/1998, with the consolidated financial statements;
- express an opinion on the compliance with the law of the report on operations, excluding the section on the consolidated sustainability reporting, and of the specific information included in the report on corporate governance and ownership structure referred to in article 123-bis, paragraph 4, of Legislative Decree 58/1998;
- issue a statement on material misstatements, if any, in the report on operations and in the specific information included in the report on corporate governance and ownership structure referred to in article 123-bis, paragraph 4, of Legislative Decree 58/1998.

1. Consolidated Financial Statements Schemes
2. Explanatory Notes
3. Certification
4. Auditors' report

In our opinion, the report on operations and the specific information included in the report on corporate governance and ownership structure referred to in article 123-bis, paragraph 4, of Legislative Decree 58/1998 are consistent with the consolidated financial statements of Prysmian group as of 31 December 2025.

Moreover, in our opinion, the report on operations, excluding the section on the consolidated sustainability reporting, and the specific information included in the report on corporate governance and ownership structure referred to in article 123-bis, paragraph 4, of Legislative Decree 58/1998 are prepared in compliance with the law.

With reference to the statement referred to in article 14, paragraph 2, letter e-ter), of Legislative Decree 39/2010, issued on the basis of our knowledge and understanding of the Company and its environment obtained in the course of the audit, we have nothing to report.

Our opinion on compliance with the law does not extend to the section of the report on operations relating to the consolidated sustainability reporting. The conclusions on the compliance of that section with the rules governing its preparation and on compliance with the disclosure requirements established by article 8 of Regulation (EU) 852/2020 are expressed by ourselves in the report prepared in accordance with article 14-bis of Legislative Decree 39/2010.

Milan, 11 March 2026

PricewaterhouseCoopers SpA

Signed by

Stefano Bravo

(Partner)

As disclosed by the directors on page 2, the accompanying consolidated financial statements of Prysmian SpA constitute a non-official version which is not compliant with the provisions of the Commission Delegated Regulation (EU) 815/2019. This independent auditor's report has been translated into the English language solely for the convenience of international readers. Accordingly, only the original text in Italian language is authoritative.



1. Consolidated Financial Statements Schemes
2. Explanatory Notes
3. Certification
4. **Auditors' report**





PARENT COMPANY FINANCIAL STATEMENT

1 – DIRECTORS' REPORT

Significant events during the year

Finance activities

Prysmian successfully places Euro 1,000 million perpetual hybrid bond

On 14/05/2025, Prysmian announced completion of the placement with institutional investors of a non-convertible, subordinated, hybrid, perpetual Euro-denominated bond (the "Bond") for a nominal amount of Euro 1,000 million.

The Bond, which has a perpetual maturity and non-callable period of 5.25 years, was issued at a reoffer price of 99.466% and will pay a fixed annual coupon of 5.25% (annual yield of 5.375%) until the first reset date of August 21, 2030. Unless redeemed early, from that date the Bond will bear interest at the 5-year Euro Mid-Swap rate plus an initial margin of 301.2 basis points, increasing by a further 25 basis points from August 21, 2035 and by a further 75 basis points from August 21, 2050.

The Bond has been assigned a "BB" rating by Standard & Poor's and has a recognized equity content of 50%.

The Bond is listed on the official list of the Luxembourg Stock Exchange.

Prysmian announced that it would use the proceeds from the Issuance for the acquisition of Channell Commercial Corporation and for normal business purposes.

EIB-Prysmian: Euro 300 million agreement to accelerate energy security and digitalization in Europe

On December 1, 2025, Prysmian announced that the European Investment Bank (EIB) had approved a new Euro 300 million financing package for Prysmian to support its European research and development activities over the four-year period from 2025 to 2028, accelerating the adoption of new solutions to foster energy transition and digital transformation. Prysmian and the EIB have announced the signing of the first tranche of Euro 200 million.

To support the research and development of solutions to meet the growing demand for renewable energy, Prysmian will use the resources provided by the EIB to develop high-performance, low-emission solutions to enhance the overall performance of energy connections worldwide. These activities will focus on improving the reliability, resilience, and security of power and telecom networks, while making a positive contribution to cutting carbon emissions. The credit line is structured to support Prysmian's R&D activities across multiple European countries, with labs located in Italy, France, Germany, the Netherlands, and Spain set to benefit from the funding.

Other events

Approval of the annual financial statements at December 31, 2024, distribution of dividends and appointment of the Board of Statutory Auditors

On April 16, 2025, the shareholders of Prysmian S.p.A. approved the 2024 financial statements and the distribution of a gross dividend of Euro 0.80 per share, for a total of some Euro 229 million. The dividend was paid out from April 24, 2025, with record date April 23, 2025 and ex-div date April 22, 2025.

The same shareholders' meeting also appointed the new members of the Prysmian S.p.A. Board of Statutory Auditors for the next three years (until the date of approving the financial statements for the year ended December 31, 2027), setting the annual remuneration of the Chairman at Euro 85,000 and that of the standing auditors at Euro 65,000. All the auditors appointed were drawn from a single slate submitted jointly by a group of shareholders linked to asset management companies and institutional investors and voted for by the majority of those attending the shareholders' meeting. The following were appointed on the basis of this slate:

- Stefano Sarubbi, Chairman,
- Nadia Valenti, Standing auditor,
- Cecilia Andreoli, Standing auditor,
- Vieri Chimenti, Alternate auditor,
- Monica Romanin, Alternate auditor.

Financial Information

The financial information presented and discussed below has been prepared by reclassifying the accompanying financial statements for the year ended December 31, 2025, which in turn have been drawn up in accordance with the International Financial Reporting Standards (IFRS) issued by the International Accounting Standards Board (IASB) and endorsed by the European Union, and with the implementation guidance for art. 9 of Italian Legislative Decree 38/2005.

In addition to the standard financial reporting formats and indicators required under IFRS, a number of reclassified statements and alternative performance indicators have also been presented with the intention of helping users of the financial statements better evaluate the Company's economic and financial performance. Such reclassified statements and performance indicators should not however be treated as substitutes for the accepted ones required by IFRS.

INCOME STATEMENT

(Euro/thousand)

	2025	2024
Revenues and other income	259,746	265,209
Operating costs	(81,614)	(90,394)
Other expenses	(142,383)	(155,780)
Amortization, depreciation and impairment	(37,923)	(39,701)
Operating income	**(2,173)**	**(20,666)**
Net finance income/(costs)	(127,226)	(110,757)
Net income from investments	457,245	378,806
Profit/(loss) before taxes	**327,847**	**247,383**
Income taxes	18,657	13,005
Net profit/(loss)	**346,504**	**260,389**

In addition to the comments presented below, the more significant changes in individual items within the Prysmian S.p.A. income statement are discussed in the Explanatory Notes to its financial statements, to which reference should be made.

The Parent Company's income statement for 2025 reports Euro 346,504 thousand in net profit, an increase of Euro 86,115 thousand from the previous year.

Revenues and other income of Euro 259,746 thousand (Euro 265,209 thousand in 2024) include the income of Prysmian S.p.A. from ordinary operations; the decrease of Euro 5,463 thousand is mainly due to the reduction in non-recurring income. Revenues and other income also include the net margin on buying strategic metals and selling them to other Group companies, accounted for in accordance with IFRS 15.

Revenues and other income also include amounts charged by Prysmian S.p.A. to Group companies for coordination and other services provided by head office functions and for royalties on patents, know-how and trademarks licensed to Group companies.

Operating costs of Euro 81,614 thousand in 2025 (Euro 90,394 thousand in 2024) mostly comprise personnel costs (Euro 75,104 thousand in 2025 versus Euro 81,003 thousand in 2024), with the remainder referring to purchases of other consumables (Euro 7,850 thousand in 2025 versus Euro 9,049 thousand in 2024).

Other expenses amount to Euro 142,383 thousand in 2025 (Euro 155,780 thousand in 2024), with the decrease mainly due to the reduction in non-recurring costs.

Further details can be found in the Explanatory Notes to the financial statements under Note 18. Other expenses.

Net finance costs of Euro 127,226 thousand (Euro 110,757 thousand in 2024) consist of interest expense on bonds and loans and foreign currency derivative hedge costs, net of finance income earned mostly from fees for guarantees

1. Directors' report
2. Financial Statements Schemes
3. Explanatory Notes
4. Certification
5. Auditors' report
6. Report of the board of statutory auditors

issued on behalf of Group companies. The increase is mainly due to interest expense on new loans.

Net income from investments amounts to Euro 457,245 thousand, compared with Euro 378,806 thousand in the previous year, and mostly comprises a total of Euro 329,000 in dividends paid by the subsidiaries Draka Holding B.V. and Prysmian Treasury S.r.l., minus Euro 5,000 thousand in impairment of the investment in Fiber Ottiche Sud – F.O.S. S.r.l., plus Euro 133,245 thousand for the increase since the grant date in the fair market value of stock grants under the new 2023-2025 long-term incentive (LTI) plan and the BE IN incentive plan, both of which recharged to group companies.

Income taxes report Euro 18,657 thousand in income (versus net income of Euro 13,005 thousand in 2024), of which Euro 15,601 thousand in current tax income and Euro 3,056 thousand for deferred tax assets. More specifically, current taxes reflect the net effect of the tax charge for the period and net income from Italian companies arising from the election by the Company and its Italian subsidiaries for a group tax consolidation. Further information can be found in Note 21. Taxes of the Explanatory Notes to the financial statements.

Research costs are fully expensed to income, while development costs are capitalized if they meet the required qualifying conditions.
R&D costs, fully expensed to profit or loss for the period, amounted to Euro 35,955 thousand in 2025 (Euro 32,201 thousand in 2024); more details can be found in Note 31. Research and development of the Explanatory Notes to the financial statements.

STATEMENT OF FINANCIAL POSITION

The Parent Company's statement of financial position is summarized as follows:

(Euro/thousand)

	Dec-31-2025	Dec-31-2024(*)
Net fixed assets	8,674,949	7,381,705
- of which Investments in subsidiaries	8,455,175	7,168,695
Net working capital	62,881	(40,866)
Provisions	(21,092)	(31,606)
Net capital employed	**8,716,738**	**7,309,233**
Employee benefit obligations	5,675	6,024
Total equity	4,206,481	3,108,775
Net financial debt	4,504,582	4,194,433
Total equity and sources of funds	**8,716,738**	**7,309,233**

(*) The statement of financial position at December 31, 2024, presented in the current financial statements for comparative purposes, has been restated with respect to the previously published figures, as indicated in more detail in section "C. RESTATEMENT OF COMPARATIVE FIGURES".

Note: information about the composition and method of calculating the above indicators can be found in the Group's Integrated Annual Report.

In addition to the comments presented below, the more significant changes in individual items within the Prysmian S.p.A. statement of financial position are discussed in the Explanatory Notes to its financial statements, to which reference should be made.
Net fixed assets basically comprise the controlling interests in Prysmian Cavi e Sistemi S.r.l., Draka Holding B.V. and the Group's other Italian companies.
The increase of Euro 1,286,480 thousand in the value of investments in subsidiaries since 2024 is mainly attributable to the net effect of capital contributions paid to the subsidiaries Draka Holding B.V., Prysmian Riassicurazioni S.p.A. and Fiber Ottiche Sud – F.O.S. S.r.l., minus impairment recognized against the value of the investment in Fiber Ottiche Sud – F.O.S. S.r.l.. The value of investments has also been impacted by the remuneration-related component of share-based payment plans, with underlying Prysmian S.p.A. shares, for employees of other Group companies.

Capital expenditure on "Property, plant and equipment" and "Intangible assets" totalled Euro 43,943 thousand in 2025 (Euro 35,970 thousand in 2024). Expenditure on property, plant and equipment amounted to Euro 12,516 thousand, relating to the purchase of machinery for research and development activities at its site in Quattordio (Italy and to the partial re-layout of the HQ offices in Via Chiese, Milan. Expenditure on intangible assets, totaling Euro 31,428 thousand, related to the ongoing upgrade of IT systems and Digital Transformation projects, as well as the purchase of new software. More details can be found in Note 1. Property, plant and equipment and Note 2. Intangible assets of the Explanatory Notes to the financial statements.
In addition to the above, the closing balance of net fixed assets in 2025 includes net increases of Euro 1,187 thousand to account for leases in accordance with IFRS 16.

Net working capital is a positive Euro 62,881 thousand and comprises:

- Euro 388,998 thousand as the net negative balance between trade receivables and trade payables (see Notes 5 and 10 to the financial statements);
- Euro 326,117 thousand as the net positive balance of other receivables/payables and financial receivables/payables (see Notes 5 and 10 to the financial statements).

Provisions, including deferred tax assets, amount to Euro 21,092 thousand at December 31, 2025 (see Notes 4 and 11 to the financial statements), compared with Euro 31,606 thousand at December 31, 2024. The difference mainly reflects adjustments to deferred taxes. Further information can be found in Note 4. Deferred tax assets in the Explanatory Notes.

Equity amounts to Euro 4,206,481 thousand at December 31, 2025, reporting a net increase of Euro 1,097,706 thousand since December 31, 2024, mostly reflecting the net profit for 2025, net of the dividend distribution during the year, adjustments to the share-based payments reserve, the increase in share capital and the recognition of a reserve for the hybrid bond issued during the year. A more detailed analysis of the changes in equity can be found in the Statement of Changes in Equity forming part of the Financial Statements presented in the following pages.
The Group's consolidated equity at December 31, 2025 and consolidated net profit for 2025 are reconciled with the corresponding figures for the Parent Company Prysmian S.p.A. in a table presented in the Group's Integrated Annual Report.

Net financial debt amounts to Euro 4,504,582 thousand at December 31, 2025, versus Euro 4,194,433 thousand at December 31, 2024.

1. Directors' report
2. Financial Statements Schemes
3. Explanatory Notes
4. Certification
5. Auditors' report
6. Report of the board of statutory auditors

The following table presents a detailed breakdown of net financial debt.

(Euro/thousand)

	Dec-31-2025	*of which related parties (Note 24)*	Dec-31-2024	*of which related parties (Note 24)*
Non-current financial liabilities				
CDP Loans	119,687		119,562	
Mediobanca Loan	149,585		149,480	
EW Term & Bridge Loans	905,382		1,491,636	
EIB Loans	677,352		332,318	
Sustainability-Linked Term Loan 2022	1,197,134		1,195,246	
Non-Convertible Bond (€850M+ €650M)	1,491,185		1,488,608	
Unicredit Loan	149,407		149,257	
Interest rate derivatives on financial transactions	17,624		6,004	
Lease liabilities	14,554		18,210	
Other borrowings	1,712		1,937	
Assets for exchange rate differences	86,627		(49,718)	
Total non-current financial liabilities	**4,810,249**		**4,902,541**	
Current financial liabilities				
CDP Loans	1,674		77,419	
Mediobanca Loan	247		285	
EW Term & Bridge Loans	23,455		38,157	
EIB Loans	6,057		6,215	
Sustainability-Linked Term Loan 2022	15,931		22,739	
Non-Convertible Bond (€850M+ €650M)	2,486		2,583	
Unicredit Loan	205		267	
Perpetual hybrid bond current interest	19,916		0	
Lease liabilities	5,138		5,505	
Short-term loans from Group companies	634,201	*634,201*	711,171	*711,171*
Other borrowings	19,911		613	
Total current financial liabilities	**729,220**		**864,953**	
Total financial liabilities	**5,539,468**		**5,767,494**	
Long-term financial receivables	(331)		(307)	
Short-term financial receivables	(247)		(15,298)	
Long-term bank fees	(3,712)		(3,291)	
Short-term bank fees	(1,397)		(1,202)	
Non-current interest rate derivatives	(2,414)		(2,391)	
Current interest rate derivatives	(807)		(6,058)	
Long-term financial receivables form Group companies	(996,921)	*(996,921)*	(1,542,891)	*(1,542,891)*
Short-term financial receivables from Group companies	(28,991)	*(28,991)*	(86)	*(86)*
Cash and cash equivalents	(67)		(1,537)	
Net financial debt	**4,504,582**		**4,194,433**	

Note 9 of the Explanatory Notes to the financial statements contains a reconciliation of the Company's net financial debt to the amount reported in accordance with the requirements of Consob communication no. 5/21 of April 29, 2021 concerning compliance with the "Guidelines on disclosure requirements under the Prospectus Regulation" published by ESMA on March 4, 2021 (reference ESMA32-382-1138).

A more detailed analysis of cash flows can be found in the Statement of Cash Flows, forming part of the Financial Statements presented in the following pages.

Research and development

The Group's research and development activities are mostly concentrated within Prysmian S.p.A.. The central team, in coordination with R&D and engineering centers in the various countries, has developed numerous projects over the year in the field of both energy and telecom cables; significant advances have been made in the area of materials and optical fiber technology.
R&D costs incurred in 2025 have been expensed in full to income and amounted to Euro 35,955 thousand versus Euro 32,201 thousand in 2024.

Human resources, safety and environment

Prysmian S.p.A. had a total of 474 employees at December 31, 2025 (464 at December 31, 2024), of whom 428 management/desk staff (422 at December 31, 2024) and 46 non-desk staff (42 at December 31, 2024).
In line with the Group's Quality, Health, Safety, and Environment Policy, during 2025 the Company continued to systematically and continuously pursue all fundamental activities aimed at managing issues relating to the environment, and the health and safety of its employees, introducing important digital and technological innovations designed to improve the tools used for these tasks.
More details can be found in the sustainability reporting within the Group's Integrated Annual Report.

Management and coordination

Prysmian S.p.A. is not under the management and coordination of other companies or entities but decides its general and operational strategy in complete autonomy. Pursuant to art. 2497-bis of the Italian Civil Code, the direct and indirect subsidiaries of Prysmian S.p.A. have identified it as the entity which exercises management and coordination for them. Such management and coordination entails identifying general and operational strategies for the Group as a whole and defining and implementing internal control systems, models of governance and corporate structure.

Intercompany and related party transactions

Information about related party transactions, including that required by the Consob Communication dated July 28, 2006, is presented in Note 24 to the Parent Company Financial Statements.

Organizational model under legislative decree 231/2001 and monitoring board

In accordance with the provisions of Italian Legislative Decree 231/2001 (the "Decree") concerning the administrative liability of legal entities, companies and associations, including those without legal personality, the Company has adopted its own organization, management and control model (the "Organizational Model" or "Model") and is constantly engaged in performing the necessary activities to communicate the standards of ethics and behavior, and procedures and controls contained therein to employees.

The Organizational Model is accompanied by the establishment of a Monitoring Board, a body endowed with independent powers of action and control, that is responsible for supervising the Model's operation and observance and ensuring that it is updated on an ongoing basis. The Monitoring Board has been vested with every power to ensure prompt and efficient supervision of the operation of and compliance with the Organizational Model adopted by the Company and to verify its implementation, efficiency and effectiveness in preventing and precluding the offences currently listed in Legislative Decree 231/2001, with the faculty to present the Board of Directors with proposals to update and revise the Model.

The Company, assisted by the Monitoring Board, has continued its activities aimed at monitoring and strengthening the internal control system with specific reference to the types of offences relevant to the Company under the Decree.

As part of the current Organizational Model, the Company applies its own Code of Ethics, which provides guidance to all those working for the Company on standards of conduct, correct behavior and full compliance with the applicable

1. Directors' report
2. Financial Statements Schemes
3. Explanatory Notes
4. Certification
5. Auditors' report
6. Report of the board of statutory auditors

legislation. The Company keeps a constant monitor on compliance with and effective application of the principles of legality, transparency and fairness in all its operational activities.

Secondary locations

The Company does not have any secondary locations.

Share capital and corporate governance

Share capital amounts to Euro 29,640 thousand at December 31, 2025, consisting of 296,403,802 ordinary shares (including 9,581,484 treasury shares). The total number of outstanding voting shares is 286,822,318, net of the 10,669 treasury shares held indirectly.
Information about Corporate Governance can be found in Prysmian Group's Integrated Annual Report.

Atypical and/or unusual transactions

In accordance with the disclosures required by Consob Communication DEM/6064293 dated 28 July 2006, it is reported that no atypical and/or unusual transactions took place during 2025.

Risk factors

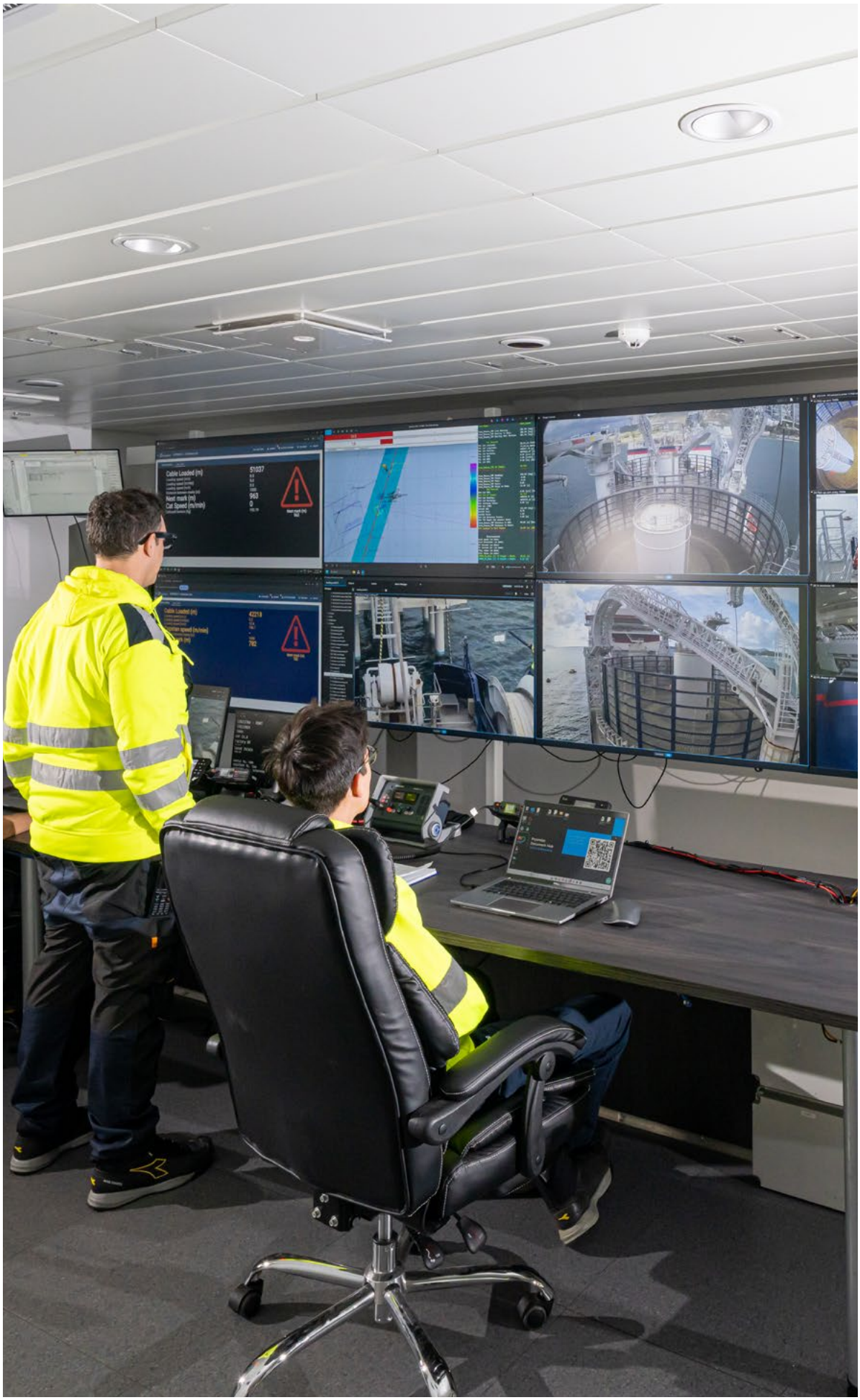
Prysmian S.p.A. is exposed in the normal conduct of its business to a number of financial and non-financial risk factors which, were they to arise, could have a potentially material impact on its results of operations and financial condition. Prysmian S.p.A. adopts specific procedures to manage the risk factors that might influence its business results. These procedures are the result of corporate policy which has always aimed at maximizing value for shareholders by taking all necessary steps to prevent the risks inherent in the Company's business.
Based on its financial performance and cash generation in recent years, as well as its financial resources available at December 31, 2025 and committed undrawn credit lines at that date, the Company believes that, barring any extraordinary events, there are no material uncertainties that could cast significant doubt upon the business's ability to continue to operate on a going concern basis.
More details about risk factors and the system of internal controls can be found in Prysmian Group's Integrated Annual Report.

Financial risk management policies

Financial risk management policies are discussed in Section D of the Explanatory Notes to the financial statements.

Business outlook

With regard to business outlook, please refer to Prysmian Group's Integrated Annual Report.



1. Directors' report
2. Financial Statements Schemes
3. Explanatory Notes
4. Certification
5. Auditors' report
6. Report of the board of statutory auditors

2 – FINANCIAL STATEMENTS SCHEMES

Statement of financial position

(in Euro)

	Note	Dec-31-2025	*of which related parties (Note 24)*	Dec-31-2024 (*)	*of which related parties (Note 24)*
Non-current assets					
Property, plant and equipment	1	110,904,879		107,568,209	
Intangible assets	2	108,869,388		105,441,494	
Investments in subsidiaries	3	8,455,174,972	8,455,174,972	7,168,695,166	7,168,695,166
Derivatives	6	2,413,603		2,391,195	
Deferred tax assets	4	17,113,295		10,057,296	
Other receivables	5	964,400,460	960,338,676	1,793,789,478	1,789,994,375
Total non-current assets		**9,658,876,597**		**9,187,942,838**	
Current assets					
Trade receivables	5	332,598,925	318,931,783	331,446,764	317,024,117
Other receivables	5	414,160,987	353,864,738	110,607,768	21,136,351
Derivatives	6	4,508,456	3,701,306	7,800,646	1,742,786
Direct tax assets	13	110,237,169	62,101,060	30,059,360	30,059,360
Cash and cash equivalents	7	66,501		1,536,956	
Total current assets		**861,572,038**		**481,451,494**	
Total assets		**10,520,448,635**		**9,669,394,332**	
Capital and reserves:					
Share capital	8	29,640,380		29,578,549	
Reserves	8	3,830,337,044		2,818,807,641	
Net profit/(loss)	8	346,503,954		260,388,520	
Total equity		**4,206,481,378**		**3,108,774,710**	
Non-current liabilities					
Borrowings from banks and other lenders	9	4,705,998,206		4,946,254,633	
Employee benefit obligations	12	5,674,652	155,092	6,024,001	138,872
Derivatives	6	17,623,681		6,003,976	
Employee benefit obligations	10	987,188		438,750	
Total non-current liabilities		**4,730,283,727**		**4,958,721,360**	
Current liabilities					
Borrowings from banks and other lenders	9	77,853,070		153,795,018	
Provisions for risks and charges	11	38,205,629	6,657,500	41,663,273	7,637,500
Derivatives	6	2,670,076	2,670,076	2,996,378	2,996,378
Trade payables	10	721,596,644	19,764,702	653,000,722	31,724,448
Other payables	10	679,315,125	638,482,242	742,867,733	675,078,759
Direct tax liabilities	13	64,042,986	–	7,575,138	–
Total current liabilities		**1,583,683,530**		**1,601,898,262**	
Total liabilities		**6,313,967,257**		**6,560,619,622**	
Total equity and liabilities		**10,520,448,635**		**9,669,394,332**	

(*) The statement of financial position at December 31, 2024, presented in the current financial statements for comparative purposes, has been restated with respect to the previously published figures, as indicated in more detail in section "C. RESTATEMENT OF COMPARATIVE FIGURES".

Income statement

(in Euro)

	Note	2025	*of which related parties (Note 24)*	2024	*of which related parties (Note 24)*
Revenues and other income	14	259,746,340	247,977,679	265,208,587	237,846,074
Total revenues and other income		**259,746,340**		**265,208,587**	
Raw materials, consumables and supplies	15	(7,849,876)	(3,012,318)	(9,049,120)	(1,428,202)
Fair value change in commodity derivatives		1,339,861	1,339,861	(341,687)	(341,687)
Personnel costs	16	(75,103,880)	(6,291,259)	(81,003,397)	(4,535,901)
Amortization, depreciation, impairment and impairment reversals	17	(37,922,713)		(39,700,760)	
Other expenses	18	(142,382,910)	(37,727,218)	(155,779,562)	(34,907,176)
Operating income		**(2,173,178)**		**(20,665,939)**	
Finance costs	19	(354,384,903)	(41,158,846)	(344,474,643)	(54,037,593)
Finance income	19	227,159,263	100,104,708	233,717,353	53,350,127
Dividends from subsidiaries	20	462,245,408	462,245,408	422,228,244	422,228,244
(Impairment)/revaluation of investments	3	(5,000,000)	(5,000,000)	(43,421,871)	(43,421,871)
Profit before taxes		**327,846,590**		**247,383,144**	
Income taxes	21	18,657,364	15,415,921	13,005,376	21,344,010
Net profit/(loss)		**346,503,954**		**260,388,520**	

Statement of comprehensive income

(in Euro)

	Note	2025	2024
Net profit/(loss)		**346,503,954**	**260,388,520**
Other comprehensive income:			
A) Change in cash flow hedge reserve:		**(12,783,190)**	**(21,218,043)**
- Profit/(loss) for the year	8	(16,819,987)	(27,918,477)
- Taxes	8	4,036,797	6,700,434
B) Actuarial gains/(losses) on employee benefits (*)		**117,040**	**(44,080)**
- Profit/(loss) for the year	8	154,000	(58,000)
- Taxes	8	(36,960)	13,920
Total other comprehensive income (A+B)		**(12,666,150)**	**(21,262,123)**
Total comprehensive income/(loss)		**333,837,804**	**239,126,398**

(*) Components of comprehensive income that will not be reclassified to profit or loss in subsequent periods.

1. Directors' report
2. Financial Statements Schemes
3. Explanatory Notes
4. Certification
5. Auditors' report
6. Report of the board of statutory auditors

Statement of changes in equity

(Euro/thousand)

	Share capital	Share premium reserve	Capital increase costs	Legal reserve	Treasury shares reserve	Extraordinary reserve	IAS/IFRS first-time adoption reserve	Capital contribution reserve
Balance at Dec-31-2023	**27,653**	**1,281,071**	**(14,476)**	**5,363**	**74,062**	**52,688**	**30,177**	**6,113**
Capital increase costs								
Dividend distribution								
Share-based payments	62				(6,419)			
Allocation of prior year net profit				168				
Conversion of bond	1,863	731,312						
Purchase of treasury shares					328,368			
Total comprehensive income/(loss) for the year								
Balance at Dec-31-2024	**29,578**	**2,012,383**	**(14,476)**	**5,531**	**396,010**	**52,688**	**30,177**	**6,113**
Capital increase costs								
Dividend distribution								
Share-based payments	62				(1,520)			
Allocation of prior year net profit				385				
Hybrid bond								
Purchase of treasury shares					48,918			
Total comprehensive income/(loss) for the year								
Balance at Dec-31-2025	**29,640**	**2,012,383**	**(14,476)**	**5,916**	**443,407**	**52,688**	**30,177**	**6,113**

(*) At December 31, 2025, the number of treasury shares held came to 9,581,484.

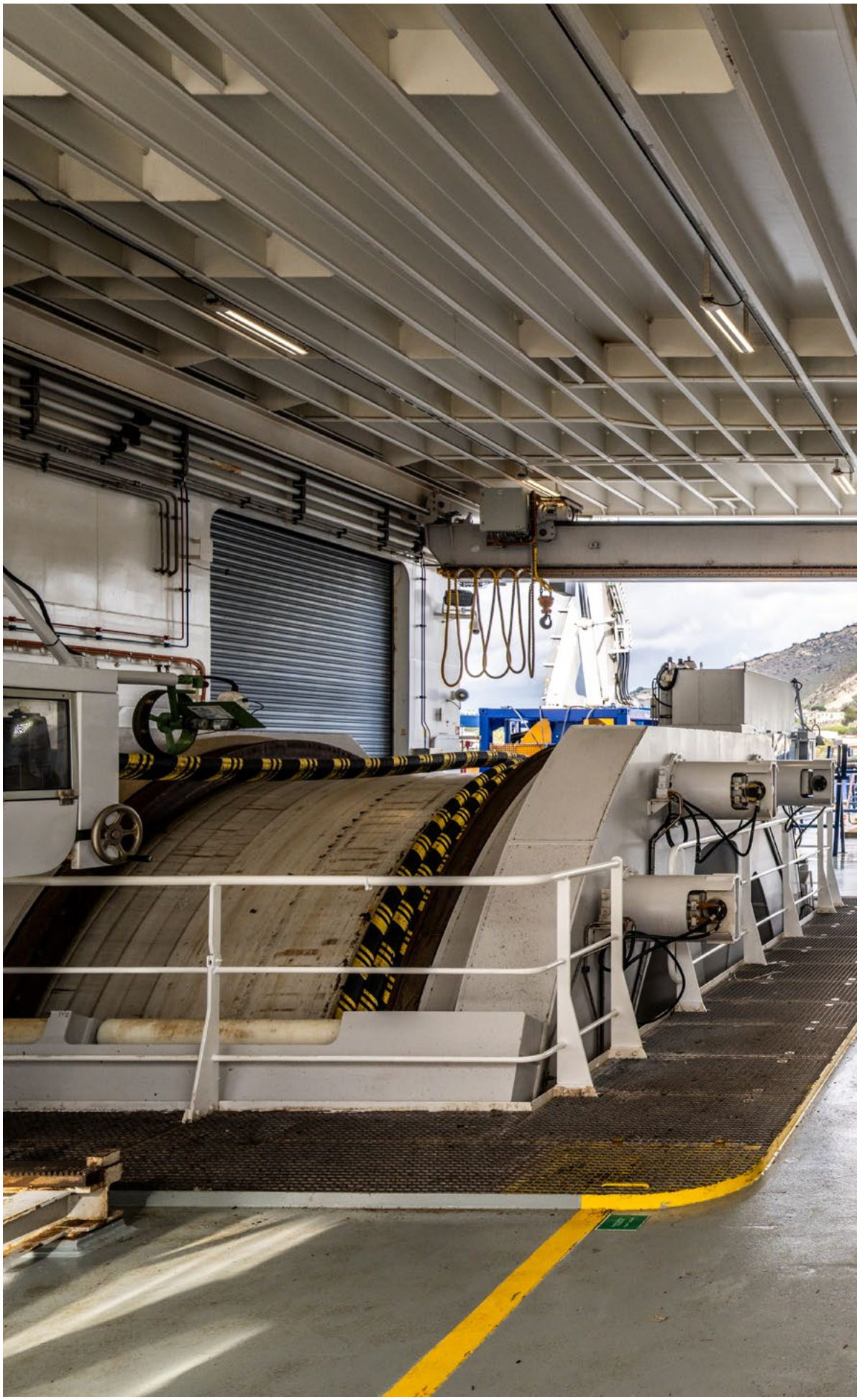
	Actuarial gains/ (losses) on employee benefits	Convertible bond reserve	Non-convertible bond reserve	Share-based payments reserve	Cash flow hedge reserve	Treasury shares (*)	Share issue reserve	Retained earnings	Net profit/ (loss) for the year	Total
(1,530)	**49,550**	**–**	**80,793**	**23,033**	**(74,062)**	**1,211**	**780,935**	**264,266**	**2,586,850**
									–
								(191,034)	(191,034)
			67,800		6,419	(62)	1,243		69,043
							73,064	(73,232)	–
	(49,550)						49,530		733,155
					(328,368)		(328,368)		(328,368)
(44)				(21,216)				260,389	239,128
(1,574)	**–**	**–**	**148,594**	**1,817**	**(396,010)**	**1,149**	**576,404**	**260,389**	**3,108,775**
									–
								(228,937)	(228,937)
			83,402		1,520	(62)	2,491		85,893
						240	30,507	(31,452)	(320)
		956,150							956,150
					(48,918)		(48,918)		(48,918)
117				(12,783)				346,504	333,838
(1,457)	**–**	**956,150**	**231,996**	**(10,966)**	**(443,407)**	**1,327**	**560,484**	**346,504**	**4,206,481**

1. Directors' report
2. Financial Statements Schemes
3. Explanatory Notes
4. Certification
5. Auditors' report
6. Report of the board of statutory auditors

Statement of cash flows

(in Euro)

		2025	of which related parties (Note 24)	2024	of which related parties (Note 24)
	Profit before taxes	327,846,590		247,382,760	
	Amortization, depreciation and impairment	37,922,713		39,700,760	
	Impairment/(revaluation) of investments	5,000,000	5,000,000	43,421,871	43,421,871
	Dividends	(462,245,408)	(462,245,408)	(422,228,244)	(422,228,244)
	Share-based payments	13,104,213		12,131,213	
	Fair value change in commodity derivatives	(1,339,861)	(1,339,861)	341,687	341,687
	Net finance costs	127,225,640	58,945,861	110,757,671	687,466
	Change in trade receivables/payables	67,444,883	(13,867,412)	22,120,154	–
	Change in other receivables/payables	43,274,009	527,818,044	(10,334,847)	305,594,200
	Change in employee benefit obligations	(376,349)	155,092	(436,611)	138,872
	Change in provisions for risks and other movements	(3,114,783)		2,540,470	
	Income taxes collected/(paid)	(4,379,000)	(4,379,000)	10,055,462	10,055,462
A.	**Cash flow from operating activities**	**150,362,646**		**55,452,346**	
	Investments in property, plant and equipment	(11,990,962)		(14,675,609)	
	Investments in intangible assets	(14,636,332)		(21,294,838)	
	Investments to recapitalize subsidiaries	(1,283,099,960)	(1,283,099,960)	(1,480,500,080)	(1,480,500,080)
	Dividends received	328,589,281	328,589,281	353,898,244	353,898,244
B.	**Cash flow from investing activities**	**(981,137,973)**		**(1,162,572,283)**	
	Dividend distribution	(229,256,066)		(191,032,983)	
	Perpetual hybrid bond	976,065,786		–	
	Sale/(purchase) of treasury shares	(47,458,024)		(327,144,232)	
	Proceeds of new loans	345,082,978		4,942,067,529	
	Repayment of loans	(542,395,000)		(1,950,355,044)	
	Changes in other net financial receivables/ payables	465,407,143	(67,487,248)	(1,294,753,311)	(306,114,200)
	Finance costs paid	(294,630,889)	(37,956,565)	(227,584,359)	(47,431,032)
	Finance income received	156,488,943	36,829,257	157,054,787	71,102,380
C.	**Cash flow from financing activities**	**829,304,872**		**1,108,252,387**	
D.	**Net cash flow for the year (A+B+C)**	**(1,470,455)**		**1,132,449**	
E.	**Cash and cash equivalents at beginning of year**	**1,536,956**		**404,507**	
F	**Cash and cash equivalents at end of year (D+E)**	**66,501**		**1,536,956**	



1. Directors' report
2. Financial Statements Schemes
3. Explanatory Notes
4. Certification
5. Auditors' report
6. Report of the board of statutory auditors

3 – EXPLANATORY NOTES

A. General information

Prysmian S.p.A. ("the Company") is a company incorporated and domiciled in Italy and organized under the laws of the Italian Republic. The Company was formed on May 12, 2005 and since March 1, 2017 its registered office has been located in Via Chiese 6, Milan (Italy).

Through its controlling interests in Italian companies and the sub-holding companies Prysmian Cavi e Sistemi S.r.l. and Draka Holding B.V., the Company indirectly owns equity interests in Prysmian Group's operating companies. The Company and its subsidiaries produce cables and systems and related accessories for the energy and telecommunications industries, and distribute and sell them around the globe.
Prysmian S.p.A. was listed on the Italian Stock Exchange on May 3, 2007 and since September 2007 has been included in the FTSE MIB index, which comprises the top 40 Italian companies by market capitalization and stock liquidity.

The financial statements contained herein were approved on February 25, 2026 by the Board of Directors of Prysmian S.p.A., which also authorized their publication in accordance with the law.

B. Accounting principles

The material accounting principles used to prepare the financial statements and disclosures are discussed below.

B.1 Basis of preparation

The financial statements at December 31, 2025 have been prepared on a going concern basis, with the directors having assessed that there are no financial, operating or other kind of indicators that might provide evidence of material uncertainties as to the Company's ability to meet its obligations in the foreseeable future and particularly in the next 12 months.

The assessments carried out confirm Prysmian's ability to operate in compliance with the going concern presumption and with its financial covenants.

The Company's financial statements at December 31, 2025 have been prepared in accordance with the International Financial Reporting Standards (IFRS) issued by the International Accounting Standards Board (IASB), based on the text published in the Official Journal of the European Union (OJEU).
The primary reporting formats adopted have the following characteristics:

- the income statement is prepared in a multi-step format with individual items classified by nature, and other comprehensive income, reporting components of profit or loss deferred in equity, shown separately;
- the statement of financial position presents assets and liabilities according to maturity, with current balances shown separately from non-current ones;
- the statement of cash flows presents cash flows using the "indirect method", as permitted by IAS 7.

All the amounts shown in the financial statements are expressed in thousands of Euro, unless otherwise stated.

B.2 Newly adopted accounting standards and principles

The accounting standards, principles and policies used to prepare the 2025 financial statements are consistent with those used for the 2024 financial statements.
The following is a list of new standards, interpretations and amendments whose application became mandatory from January 1, 2025 but which, based on the assessments performed, have not had a material impact on the financial statements at December 31, 2025:

- Amendments to IAS 21 The Effects of Changes in Foreign Exchange Rates: Lack of Exchangeability.

B.3 Accounting standards, amendments and interpretations not yet applicable and not adopted early

The following new accounting standards, amendments and interpretations had been issued at the date of preparing the present document but are not yet applicable and have not been adopted early by the Company.

New Standards, Amendments and Interpretations	Mandatory application as from
Amendments to IFRS 9 and IFRS 7: Amendments to the classification and measurement of financial instruments (approved by EU on May 27, 2025)	January 1, 2026
Amendments to IFRS 9 and IFRS 7: Contracts referencing nature-dependent electricity (approved by EU on June 30, 2025)	January 1, 2026
IFRS 18 - Presentation and disclosure in financial statements (issued on April 9, 2024)	January 1, 2027

Preliminary review has indicated that the first two of the new accounting standards, amendments and interpretations listed above are not expected to have a material impact on the financial statements. Starting from the current financial year, Prysmian will not only assess the effects of the new presentation and disclosure requirements introduced by IFRS 18 *Presentation and Disclosure in Financial Statements*, issued by the IASB on April 9, 2024, which aim to improve the comparability and transparency of primary financial statements, it will also analyze the expected impacts applicable on the effective date set by the IASB.

B.4 Accounting policies

The accounting policies adopted are the same as those used for preparing the consolidated financial statements, to which reference should be made, except as described below.

Dividends

Dividend income is recognized in the income statement when the right to receive the dividends is established, normally coinciding with the shareholders' resolution declaring the same, irrespective of whether such dividends are paid out of an investee company's pre- or post-acquisition earnings.
The distribution of dividends to shareholders is recognized as a liability in the Company's financial statements at the time the distribution of such dividends is approved.

Share-based payments

Stock grants are measured at the fair value determined on their grant date. This value is charged to the income statement on a straight-line basis over the entitlement vesting period with a matching entry in equity. This recognition is based on the estimated number of stock grants that will effectively vest in favor of eligible employees, taking into consideration any conditions applying to their enjoyment, irrespective of the market value of the shares.

This value is recognized:

(a) as an expense in the income statement, with a matching credit to an equity reserve, for entitlements vesting in favor of the Company's employees;

(b) if the related cost is recharged, the part relating to the grant date fair value is recognized in equity, while the difference between the grant date fair value and the vesting date fair value or reporting date fair value is recognized in the income statement as a dividend;

(c) as an increase in the value of investments in subsidiaries, with a matching credit to an equity reserve, for entitlements vesting in favor of employees of Group companies.

Investments in subsidiaries

Investments in subsidiaries are measured at cost, less any impairment losses.
If there is specific evidence of impairment, the value of investments in subsidiaries, determined on the basis of cost, is tested for impairment. This involves comparing the carrying amount of investments with their recoverable amount, defined as the higher of fair value less costs to sell, and value in use.

The value of investments is tested for impairment in at least one of the following circumstances:

- the carrying amount of the investment in the separate financial statements exceeds the carrying amount of the investee's net assets, including any associated goodwill, reflected in the consolidated financial statements;

1. Directors' report
2. Financial Statements Schemes
3. Explanatory Notes
4. Certification
5. Auditors' report
6. Report of the board of statutory auditors

- the investee's reported EBITDA is less than 50% of that projected in the business plan, if this performance indicator is relevant to the company in question;
- the dividend distributed by the investee exceeds the total comprehensive income of the investee in the period to which the dividend refers.

If the recoverable amount of an investment is less than its carrying amount, then the latter is reduced to such recoverable amount. This reduction represents an impairment loss, which is recognized through profit or loss.

For the purposes of impairment testing, the fair value of investments in listed companies is determined with reference to market value, regardless of the size of holding. The fair value of investments in unlisted companies is determined using valuation techniques, amongst which the market multiples approach.

Value in use is determined using the "Discounted Cash Flow – equity side" method, which involves calculating the present value of estimated future cash flows generated by a subsidiary, including cash flows from operating activities and consideration arising from the investment's ultimate sale, net of its cash position at the valuation date.

If the reasons for a previously recognized impairment loss cease to apply, the carrying amount of the investment is reinstated but to no more than its original cost, with the related revaluation recognized through profit or loss.

Treasury shares

Treasury shares are reported as a deduction from equity. The original cost of treasury shares and revenue arising from any subsequent sales are treated as movements in equity.

B.5 Estimates and assumptions

The preparation of financial statements requires management to apply accounting policies and methods which, at times, rely on subjective judgements and estimates based on past experience and assumptions deemed to be reasonable and realistic according to the circumstances. The application of these estimates and assumptions influences the amounts reported in the financial statements, meaning the statement of financial position, the income statement, the statement of comprehensive income and the statement of cash flows, as well as the accompanying disclosures. Final amounts, previously reported on the basis of estimates and assumptions, may differ from original estimates because of uncertainty surrounding the assumptions and conditions on which the estimates were based.

The following is a brief description of the accounting policies that require the management of Prysmian S.p.A. to exercise greater subjectivity of judgement when preparing estimates and a change in whose underlying assumptions could have a material impact on the financial statements.

(a) Provisions for risks and charges

Provisions are recognized for legal and tax risks to reflect the risk of an adverse outcome. The value of the provisions recorded in the financial statements against such risks represents the best estimate by management at the reporting date. This estimate requires the use of assumptions depending on factors that may change over time and which could, therefore, have a material impact on the current estimates made by management to prepare the Company's financial statements.

(b) Impairment of assets

In accordance with the accounting policies applied by the Group, property, plant and equipment and intangible assets with finite useful lives and equity investments are tested for impairment when indicators suggest it will be difficult to realize recoverable value through use of the assets, which are written down accordingly. Verification of the existence of these indicators requires management to make subjective judgements based on information available within the Company and from the market, as well as on past experience. In addition, if a potential impairment loss is identified, the Company determines the amount of such impairment using suitable valuation techniques. Correct identification of indicators of potential impairment, as well as the estimates for determining its amount, depend on factors which can vary over time, thus influencing judgements and estimates made by management.

Irrespective of the existence of indicators of potential impairment or otherwise, all intangible assets not yet ready for use must be tested for impairment once a year.
The Company has no intangible assets with an indefinite useful life recorded in its financial statements.

(c) Climate change

As more fully explained in the Directors' Report accompanying the consolidated financial statements and in the sustainability reporting, the Company, together with the entire Prysmian Group, has embarked on an ambitious "Net Zero" strategy, aligned with the requirements of the Paris Agreement. In this context, the Prysmian Group analyzes and assesses the risks and opportunities of climate change and has set targets for the reduction of greenhouse gas emissions classified as Scope 1 and 2 (direct and indirect emissions generated by its own activities) and as Scope 3 (generated by the value chain).

The consequences in terms of investments, costs and other cash flow impacts have been considered when preparing financial forecasts, consistent with the progress of this process. The replacement program for certain assets, aimed at achieving the "Net Zero" strategy, involves reviewing the useful lives of these assets, with a consequent acceleration of their depreciation process. The 2025 impairment tests have taken into account the impacts on investment flows, as far as they can be currently estimated, without any significant effects on the test results. It is also possible that in the future the carrying amount of assets or liabilities recognized in the Company's financial statements may be subject to different impacts as the strategy of managing climate change evolves.

(d) Amortization and depreciation

The cost of property, plant and equipment and intangible assets is depreciated/amortized on a straight-line basis over the estimated useful lives of the assets concerned. The useful economic life of the Company's property, plant and equipment and intangible assets is determined by management when assets are acquired. This is based on past experience for similar assets, market conditions and expectations regarding future events that could impact useful life, including developments in technology. Therefore, actual economic life may differ from estimated useful life. The Company periodically reviews technological and industry developments to update residual useful lives. This periodic review may result in a revision of the depreciation/amortization period and consequently of the depreciation/amortization charge for future years.

(e) Taxes

Current taxes are calculated on the basis of taxable income for the year, applying the tax rates in force at the reporting date.
Deferred tax assets are recognized to the extent there is likely to be sufficient future taxable income against which they can be recovered.

(f) Employee benefit obligations

The present value of the pension plans reported in the financial statements depends on an independent actuarial calculation and on a number of different assumptions. Any changes in assumptions and in the discount rate used are duly reflected in the present value calculation and may have a significant impact on the figures reported in the financial statements. The assumptions used for the actuarial calculation are examined by the Company annually.
Present value is calculated by discounting future cash flows at an interest rate equal to that on high-quality corporate bonds issued in the currency in which the liability will be settled and which takes account of the duration of the related pension plan.
Further information can be found in Note 12. Employee benefit obligations and Note 16. Personnel costs.

1. Directors' report
2. Financial Statements Schemes
3. Explanatory Notes
4. Certification
5. Auditors' report
6. Report of the board of statutory auditors

(g) Incentive and share purchase plans

The employee share purchase plan, open to almost all the Group's employees, offers them an opportunity to obtain shares under preferential terms and conditions. The operation of this plan is described in Note 16. Personnel costs.

The grant of shares is subject to continued employment with the Group in the months between signing up to one of the plan's purchase windows and the purchase of the shares themselves on the equity market. The plan's financial and economic impact has therefore been estimated on the basis of the best possible estimates and information currently available. The 2023-2025 incentive plan involves the allocation of a number of shares calculated according to the achievement of operational, economic and financial performance conditions. The plan's financial and economic impact has therefore been estimated on the basis of the best possible estimates and information available at the valuation date. Further details can be found in Note 16. Personnel costs.

The "BE IN" incentive plan provides for the grant of a number of shares. In some cases, this number is determined on the basis of the achievement of performance targets, as well as on the basis of employee participation. The plan's financial and economic impact has therefore been estimated on the basis of the best possible estimates and information available at the valuation date. Further details can be found in Note 16. Personnel costs.

C. Restatement of comparative figures

The statement of financial position at December 31, 2024 has been restated with respect to that originally published in order to include the following new line items: *Direct tax assets* and *Direct tax liabilities*. The purpose is to ensure clearer presentation and in the latter case to include provisions for legal disputes involving direct taxes in this line item.

In particular, Euro 30,059,360 previously classified under Other receivables have been reclassified to Direct tax assets, while Euro 7,575,138, originally recorded under Provisions for risks and charges, have been reclassified under Direct tax liabilities.

D. Financial risk management

Prysmian S.p.A. measures and manages its exposure to financial risks in accordance with the Group's policies.

The main financial risks are centrally coordinated and monitored by Group Finance. Risk management policies are approved by Group Finance, Administration and Control, which provides written guidelines on managing the different kinds of risks and on using financial instruments.

The financial risks to which Prysmian S.p.A. is exposed, directly or indirectly through its subsidiaries, are the same as those of the companies of which it is the parent. Reference should therefore be made to Section D. Financial risk management of the Explanatory Notes to the Group's Consolidated Financial Statements.

The principal types of risks to which the Company is exposed are discussed below:

(a) Exchange rate risk

This arises from foreign currency commercial or financial transactions not yet completed and from foreign currency assets and liabilities already recognized in the accounts. The Company mitigates this risk by using forward contracts entered into with the Group's central treasury company (Prysmian Treasury S.r.l.), which manages the various currency positions.

The principal exchange rates affecting the Company are:

- Euro/US Dollar: in relation to commercial transactions in US dollars;
- Euro/British Pound: in relation to commercial transactions on the British market and vice versa;

In 2025, flows exposed to the above exchange rates accounted for approximately 93% of the exposure to exchange rate risk arising from commercial transactions.

It is the Company's policy to hedge, where possible, exposures in currencies other than its unit of account. In particular, the Company hedges:

- firm cash flows: invoiced commercial flows and exposures arising from loans receivable and payable;
- projected cash flows: commercial and financial flows arising from firm or highly probable contractual commitments.

The following sensitivity analysis shows the effects on net profit of a 5% and 10% increase/decrease in exchange rates versus closing exchange rates at December 31, 2025

(Euro/thousand)

	2025		2024	
	-5%	+5%	-5%	+5%
British Pound	(31)	28	(4)	3
US Dollar	(42)	38	(30)	27
Australian Dollar	(41)	37	(2)	2
Chinese Renminbi	(4)	3	(7)	6
Other currencies	(157)	142	(10)	10
Total	**(275)**	**249**	**(53)**	**48**

(Euro/thousand)

	2025		2024	
	-10%	+10%	-10%	+10%
British Pound	(64)	53	(8)	6
US Dollar	(90)	73	(63)	52
Australian Dollar	(87)	62	(4)	4
Chinese Renminbi	(8)	7	(14)	12
Other currencies	(331)	280	(22)	19
Total	**(580)**	**475**	**(111)**	**91**

When assessing the potential impact of the above, the assets and liabilities in currencies other than their unit of account were considered, net of any derivatives hedging the cash flows shown above.

The following sensitivity analysis shows the effects on equity reserves of an increase/decrease in the fair value of designated cash flow hedges following a 5% and 10% increase/decrease in exchange rates versus closing exchange rates at December 31, 2025.

(Euro/thousand)

	2025		2024	
	-5%	+5%	-5%	+5%
British Pound	(709)	641	(800)	724
Total	**(709)**	**641**	**(800)**	**724**

(Euro/thousand)

	2025		2024	
	-10%	10%	-10%	10%
British Pound	(1,496)	1,224	(1,689)	1,382
Total	**(1,496)**	**1,224**	**(1,689)**	**1,382**

1. Directors' report
2. Financial Statements Schemes
3. **Explanatory Notes**
4. Certification
5. Auditors' report
6. Report of the board of statutory auditors

(b) Interest rate risk

The interest rate risk to which the Company is exposed is mainly due to long-term financial liabilities, carrying both fixed and variable rates.
Fixed rate debt exposes the Company to a fair value risk. The Company does not operate any particular hedging policies in relation to the risk arising from such contracts.
Group Finance monitors the exposure to interest rate risk and adopts appropriate hedging strategies to keep the exposure within the limits defined by Group Administration, Finance and Control, arranging derivative contracts, if necessary.
The net liabilities considered for sensitivity analysis include variable rate financial receivables and payables and cash and cash equivalents whose value is influenced by rate volatility. The Company calculates the pre-tax impact of changes in interest rates on profit or loss.
Based on the simulations carried out for balances at December 31, 2025, a 25 bp increase/decrease in interest rates, with all other variables remaining equal, would result in a Euro 4,273 thousand increase in financial payables (Euro 4,211 thousand increase at December 31, 2024) or a Euro 4,273 thousand decrease in financial payables (Euro 4,211 thousand decrease at December 31, 2024). This simulation exercise is carried out on a regular basis to ensure that the maximum potential loss remains within the limits set by management.

(c) Price risk

This risk relates to the possibility of fluctuations in the price of strategic materials, whose purchase price is subject to market volatility and whose procurement from third-party suppliers is managed centrally by the Company, which then sells them on to Group operating companies. The Company is exposed to a residual price risk on those purchasing positions that have not been promptly recharged to Group operating companies. More information about commodity derivatives can be found in Note 6. Derivatives.

(d) Credit risk

The Company does not have excessive concentrations of credit risk insofar as almost all its customers are companies within the Group. In addition, there are no material unimpaired past due receivables.

(e) Liquidity risk

Prudent management of the liquidity risk arising from the Company's normal operations involves having adequate levels of cash and cash equivalents and short-term securities and access to funds from a sufficient amount of committed credit lines. The Company's Finance Department favors flexible forms of funding in the form of committed credit lines.

At December 31, 2025, cash and cash equivalents stood at Euro 67 thousand, compared with Euro 1,537 thousand at December 31, 2024. The Company is able to draw down on the credit lines granted to the Group in the form of the Revolving Credit Facility 2023 (Euro 1,000 million) and the Revolving Credit Facility 2025 (Euro 200 million). More details can be found in the Explanatory Notes to the Consolidated Financial Statements (Section D. Financial risk management).

The following table presents an analysis, by due date, of the payables and liabilities settled on a net basis. The various due date categories refer to the period between the reporting date and the contractual maturity of the obligations.

(Euro/thousand)

	Dec-31-2025			
	Due within 1 year	**Due between 1 - 2 years**	**Due between 2 - 5 years**	**Due after 5 years**
Borrowings from banks and other lenders	69,210	1,200,063	2,299,652	1,185,883
Lease liabilities	5,138	8,921	4,858	775
Derivatives	2,670	–	–	–
Trade and other payables	1,400,912	–	–	–
Total	**1,477,930**	**1,208,984**	**2,304,510**	**1,186,658**

(Euro/thousand)

	Dec-31-2024			
	Due within 1 year	**Due between 1 - 2 years**	**Due between 2 - 5 years**	**Due after 5 years**
Borrowings from banks and other lenders	144,181	465,610	3,613,841	839,539
Lease liabilities	4,643	4,332	9,038	1,631
Derivatives	1,410	–	–	–
Trade and other payables	1,395,868	–	–	–
Total	**1,546,102**	**469,942**	**3,622,879**	**841,170**



1. Directors' report
2. Financial Statements Schemes
3. **Explanatory Notes**
4. Certification
5. Auditors' report
6. Report of the board of statutory auditors

In completion of the disclosures about financial risks, the following is a reconciliation between the classes of financial assets and liabilities reported in the Company's statement of financial position and the categories used by IFRS 7 to identify financial assets and liabilities:

(Euro/thousand)

	Dec-31-2025				
	Financial assets at FVPL	**Receivables and other assets at amortized cost**	**Financial liabilities at FVPL**	**Financial liabilities at amortized cost**	**CFH derivatives**
Financial assets at FVPL					
Trade receivables		332,599			
Other receivables		1,378,561			
Derivatives (assets)	3,701				3,221
Cash and cash equivalents		67			
Borrowings from banks and other lenders				4,783,851	
Trade payables				721,597	
Other payables				680,302	
Derivatives (liabilities)			2,562		17,732

(Euro/thousand)

	Dec-31-2024				
	Financial assets at FVPL	**Receivables and other assets at amortized cost**	**Financial liabilities at FVPL**	**Financial liabilities at amortized cost**	**CFH derivatives**
Financial assets at FVPL					
Trade receivables		331,447			
Other receivables		1,934,457			
Derivatives (assets)	20,431		30,623		30,623
Cash and cash equivalents		1,537			
Borrowings from banks and other lenders				5,100,050	
Trade payables				653,001	
Other payables				743,306	
Derivatives (liabilities)			2,665		331

D.1 Capital risk management

The Company's objective in capital risk management is primarily to safeguard business continuity in order to guarantee returns for shareholders and benefits for other stakeholders. The Company also aims to maintain an optimal capital structure in order to reduce the cost of debt and to comply with a series of covenants under the various credit agreements (Note 9. Borrowings from banks and other lenders and Note 28. Financial covenants).

The Company also monitors capital on the basis of its gearing ratio (ie. the ratio between net financial debt and capital). Details of the composition of net financial debt can be found in Note 9. Borrowings from banks and other lenders. Capital is defined as the sum of equity and net financial debt.

The gearing ratios at December 31, 2025 and December 31, 2024 are shown below:

(Euro/thousand)

	Dec-31-2025	Dec-31-2024
Net financial debt	4,504,582	4,194,433
Equity	4,206,481	3,108,775
Total Capital	**8,711,063**	**7,303,208**
Gearing ratio	**52%**	**57%**

D.2 Fair value measurement of financial instruments

IFRS 13 requires assets and liabilities recognized in the statement of financial position at fair value to be classified according to a hierarchy that reflects the significance of the inputs used in measuring fair value.
Financial instruments are classified according to the following fair value measurement hierarchy:

Level 1: Fair value is determined with reference to quoted prices (unadjusted) in active markets for identical financial instruments. Therefore, the emphasis within Level 1 is on determining both of the following:

(a) the principal market for the asset or liability or, in the absence of a principal market, the most advantageous market for the asset or liability; and

(b) whether the entity can enter into a transaction for the asset or liability at the price in that market at the measurement date.

Level 2: Fair value is determined using valuation techniques where the input is based on observable market data. The inputs for this level include:

(a) quoted prices for similar assets or liabilities in active markets;

(b) quoted prices for identical or similar assets or liabilities in markets that are not active;

(c) inputs other than quoted prices that are observable for the asset or liability, for example:
   I. interest rate and yield curves observable at commonly quoted intervals;
   II. implied volatilities;
   III. credit spreads;

(d) market-corroborated inputs.

Level 3: Fair value is determined using valuation techniques where the input is not based on observable market data.

1. Directors' report
2. Financial Statements Schemes
3. Explanatory Notes
4. Certification
5. Auditors' report
6. Report of the board of statutory auditors

The following tables present the assets and liabilities that are recurrently measured at fair value:

(Euro/thousand)

	12.31.2025			
	Livello 1	**Livello 2**	**Livello 3**	**Totale**
Assets				
Financial assets at fair value:				
Financial assets at fair value through profit or loss				
Derivatives through profit or loss	–	3,701	–	3,701
Hedging derivatives	–	3,221	–	3,221
Total assets	**–**	**6,922**	**–**	**6,922**
Liabilities				
Financial liabilities at fair value:				
Derivatives through profit or loss	–	2,562	–	2,562
Hedging derivatives	–	17,732	–	17,732
Total liabilities	**–**	**20,294**	**–**	**20,294**

(Euro/thousand)

	12.31.2024			
	Livello 1	**Livello 2**	**Livello 3**	**Totale**
Assets				
Financial assets at fair value:				
Financial assets at fair value through profit or loss				
Derivatives through profit or loss	–	20,431	–	20,431
Hedging derivatives	–	30,623	–	30,623
Total assets	**–**	**51,054**	**–**	**51,054**
Liabilities				
Financial liabilities at fair value:				
Derivatives through profit or loss	–	2,665	–	2,665
Hedging derivatives	–	331	–	331
Total liabilities	**–**	**2,996**	**–**	**2,996**

The outstanding forex and commodity derivatives have been entered into with the subsidiary Prysmian Treasury S.r.l. and all belong to Level 2 of the fair value hierarchy.

1. Property, plant and equipment

Details of this line item and related movements are as follows:

(Euro/thousand)

	Land and buildings	Plant and machinery	Equipment	Other assets	Assets under construction and advances	Total
Balance at Dec-31-2024	**51,240**	**12,653**	**2,350**	**17,390**	**23,936**	**107,570**
Movements 2025						
– Investments	316	–	–	1,014	12,730	14,060
– Disposals		(450)				(450)
– Depreciation	(2,961)	(878)	(709)	(5,725)	–	(10,273)
– Impairment	–	–	–	–	–	–
– Reclassifications	–	9,345	1,138	443	(10,926)	–
Total movements	**(2,645)**	**8,017**	**429**	**(4,268)**	**1,804**	**3,337**
Balance at Dec-31-2025	**48,595**	**20,670**	**2,779**	**13,122**	**25,740**	**110,905**
Of which:						
– Historical cost	81,861	32,422	13,995	54,113	25,740	208,131
– Accumulated depreciation and impairment	(33,266)	(11,752)	(11,216)	(40,991)	–	(97,224)
Net book value	**48,595**	**20,670**	**2,779**	**13,122**	**25,740**	**110,905**

(Euro/thousand)

	Land and buildings	Plant and machinery	Equipment	Other assets	Assets under construction and advances	Total
Balance at Dec-31-2023	**50,956**	**13,383**	**2,475**	**11,033**	**12,480**	**90,328**
Movements 2024:						
– Investments	2,018	–	131	12,869	13,300	28,318
– Depreciation	(2,920)	(730)	(912)	(6,898)	–	(11,460)
– Impairment	–	–	–	–	–	–
– Reclassifications	1,186	–	656	386	(1,844)	384
Total movements	**284**	**(730)**	**(125)**	**6,357**	**11,456**	**17,242**
Balance at Dec-31-2024	**51,240**	**12,653**	**2,350**	**17,390**	**23,936**	**107,570**
Of which:						
– Historical cost	81,545	23,527	12,857	52,656	23,936	194,521
– Accumulated depreciation and impairment	(30,305)	(10,874)	(10,507)	(35,266)	–	(86,951)
Net book value	**51,240**	**12,653**	**2,350**	**17,390**	**23,936**	**107,570**

"Land and buildings", with a net book value of Euro 48,595 thousand, have recorded a net decrease of Euro 2,645 thousand in 2025, reflecting the combined effect of investments in the period and changes for lease contracts (Euro 316 thousand) and asset depreciation (Euro 2,961 thousand).
"Plant and machinery" (Euro 20,670 thousand) and "Equipment" (Euro 2,779 thousand) mostly refer to instrumentation used for R&D activities and to various fixed installations within Prysmian Group's headquarters.

"Other assets" (Euro 13,122 thousand) mainly consist of office furniture and equipment, computer equipment and capitalizations under IFRS 16.
"Assets under construction and advances" (Euro 25,740 thousand) mostly refer to expenditure on plant and machinery for use in R&D and on other equipment intended for the Prysmian headquarters and the new local unit in Quattordio (Italy).

1. Directors' report
2. Financial Statements Schemes
3. Explanatory Notes
4. Certification
5. Auditors' report
6. Report of the board of statutory auditors

2. Intangible assets

Details of this line item and related movements are as follows:

(Euro/thousand)

	Patents	Concessions, licenses, trademarks and similar rights	Software	Other intangible assets	Intangibles in progress and advances	Total
Balance at Dec-31-2024	**27**	**25,289**	**64,950**	**–**	**15,176**	**105,441**
Movements 2025:						
– Investments	–	426	9,424	–	21,578	31,428
– Disposals	–	–	–	–	–	–
– Amortization	(5)	(5,571)	(22,074)	–	–	(27,650)
– Impairment		–				–
– Reclassifications	–	969	8,399	–	(9,718)	(350)
Total movements	**(5)**	**(4,176)**	**(4,251)**	**–**	**11,860**	**3,428**
Balance at Dec-31-2025	**22**	**21,113**	**60,699**	**–**	**27,036**	**108,869**
Of which:						
– Historical cost	11,455	76,351	233,834	787	27,036	349,462
– Accumulated amortization and impairment	(11,433)	(55,238)	(173,135)	(787)	–	(240,594)
Net book value	**22**	**21,113**	**60,699**	**–**	**27,036**	**108,869**

(Euro/thousand)

	Patents	Concessions, licenses, trademarks and similar rights	Software	Other intangible assets	Intangibles in progress and advances	Total
Balance at Dec-31-2023	**32**	**32,222**	**70,504**	**–**	**10,013**	**112,770**
Movements 2024:						
– Investments	–	487	8,031	–	12,777	21,295
– Disposals	–	–	–	–	–	–
– Amortization	(5)	(6,309)	(20,392)	–	–	(26,706)
– Impairment		(1,534)				
– Reclassifications	–	423	6,807	–	(7,614)	(384)
Total movements	**(5)**	**(6,933)**	**(5,554)**	**–**	**5,163**	**(7,329)**
Balance at Dec-31-2024	**27**	**25,289**	**64,950**	**–**	**15,176**	**105,441**
Of which:						
– Historical cost	11,455	74,956	216,011	787	15,176	318,384
– Accumulated amortization and impairment	(11,428)	(49,667)	(151,061)	(787)	–	(212,944)
Net book value	**27**	**25,289**	**64,950**	**–**	**15,176**	**105,441**

In 2025, the value of gross investments in intangible assets came to Euro 31,428 thousand, most of which attributable to ongoing enhancement of information systems and Digital Transformation projects.

"Concessions, licenses, trademarks and similar rights" amount to Euro 21,113 thousand at December 31, 2025, with the change since the previous year attributable to amortization (Euro 5,571 thousand), capitalizations in the year (Euro 969 thousand) and new investments (Euro 426 thousand).

"Software" amounts to Euro 60,699 thousand at December 31, 2025, with the change since the previous year reflecting amortization (Euro 22,074 thousand), capitalizations in the year (Euro 8,399 thousand) and new investments (Euro 9,424 thousand).

"Intangibles in progress and advances" of Euro 27,036 thousand mostly refer to software development costs.

3. Investments in subsidiaries

These present a balance of Euro 8,455,175 thousand at December 31, 2025, having recorded the following movements over the year:

(Euro/thousand)

	Dec-31-2024	Capital contributions	(Impairment)/ revaluation	Capital contributions for stock grants	Dec-31-2025
Prysmian Cavi e Sistemi S.r.l.	411,596	–	–	3,789	415,385
Draka Holding B.V.	6,250,091	1,178,100	–	4,072	7,432,263
Prysmian Cavi e Sistemi Italia S.r.l.	116,578	–	–	156	116,734
Prysmian PowerLink S.r.l.	220,202	100,000	–	361	320,563
Fiber Ottiche Sud - F.O.S. S.r.l.	–	5,000	(5,000)	–	–
Prysmian Riassicurazioni S.p.A.	37,430	–	–	–	37,430
Prysmian Treasury S.r.l.	83,561	–	–	2	83,563
Prysmian Kabel und Systeme GmbH	3,434	–	–	–	3,434
Draka Kabely SRO	1	–	–	–	1
Electronic and Optical Sensing Solutions S.r.l.	45,803	–	–	–	45,803
Balance at Dec-31-2025	**7,168,695**	**1,283,100**	**(5,000)**	**8,380**	**8,455,175**

The net change of Euro 1,286,480 thousand in the value of Investments in subsidiaries consists of increases of Euro 1,291,480 thousand and decreases of Euro 5,000 thousand for impairment. The increases are attributable to:

- capital contributions paid to Draka Holding B.V., Prysmian Powerlink S.r.l. and Fiber Ottiche Sud S.r.l..
- increases related to the remuneration-related component of share-based payment plans, with underlying Prysmian S.p.A. shares, for employees of other Group companies, as further explained in Note 16. Personnel costs. Since it is not recharged, this component has been treated like a capital contribution and so reported as an increase in the value of the investments in the subsidiaries in which the plan beneficiaries are directly or indirectly employed. These increases are matched by a corresponding movement in the specific equity reserve. Further information can be found in Note 8. Share capital and reserves.

At the end of the financial year, the Company reviewed whether there was any evidence of impairment, but did not identify any.

1. Directors' report
2. Financial Statements Schemes
3. **Explanatory Notes**
4. Certification
5. Auditors' report
6. Report of the board of statutory auditors

The following table summarizes key information about investments held in subsidiaries:

Company name	Registered office	Share capital	% interest 2025	% interest 2024
Prysmian Cavi e Sistemi S.r.l.	Milan	Euro 50,000,000	100	100
Draka Holding B.V.	Amsterdam	Euro 52,229,321	100	100
Prysmian Cavi e Sistemi Italia S.r.l.	Milan	Euro 77,143,249	100	100
Prysmian PowerLink S.r.l.	Milan	Euro 200,000,000	100	100
Fiber Ottiche Sud - F.O.S. S.r.l.	Battipaglia	Euro 5,862,000	100	100
Prysmian Riassicurazioni S.p.A.	Milan	Euro 30,000,000	100	100
Prysmian Treasury S.r.l.	Milan	Euro 80,000,000	100	100
Prysmian Kabel und Systeme GmbH	Berlin	Euro 15,000,000	6.25	6.25
Prysmian Pension Scheme Trustee Ltd	Hampshire	GBP 1	100	100
Prysmian Kablo SRO (1)	Bratislava	Euro 21,246,001	0.005	0.005
Electronic and Optical Sensing Solutions S.r.l.	Milan	Euro 5,000,000	100	100
Jaguar Communication Consultancy Services Private Ltd.(1)	Mumbai	Rupie Indiane 187,799,000	0.000001	0.000001
Prysmian Cabos e Sistemas do Brasil S.A. (1)	Sorocaba	Reais Brasiliane 1,095,820,702	0,02	0.040177

(1) Controlled indirectly .

4. Deferred tax assets

Deferred tax assets amount to Euro 17,113 thousand at December 31, 2025 (Euro 10,057 thousand at December 31, 2024), recording an increase of Euro 7,056 thousand primarily due to recognition of the tax effect of the change in fair value of interest rate swaps used to hedge interest rate volatility affecting outstanding loans.

Details are as follows:

(Euro/thousand)

	Dec-31-2025	Dec-31-2024
Deferred taxes:		
– Deferred tax assets recoverable beyond 12 months	16,676	9,738
– Deferred tax assets recoverable within 12 months	437	320
Total deferred tax assets	**17,113**	**10,057**

Movements in deferred taxes are analyzed as follows:

(Euro/thousand)

	Employee benefit obligations	Provisions for risks	Other	Total
Balance at Dec-31-2024	**496**	**5,695**	**3,866**	**10,057**
Impact on profit or loss	–	(268)	3,325	3,056
Impact on equity	(37)	–	4,037	4,000
Balance at Dec-31-2025	**459**	**5,427**	**11,227**	**17,113**

"Other" includes the tax effect deferred in:

- equity, arising on the hedge accounting treatment of interest rate swaps
- profit or loss, relating to interest not deducted in the Group tax consolidation, which is expected to be deducted in subsequent years.

5. Trade and other receivables

Details are as follows:

(Euro/thousand)

	12.31.2025		
	Non-current	**Current**	**Total**
Trade receivables	–	332,841	332,841
Allowance for expected credit losses	–	(242)	(242)
Total trade receivables	**–**	**332,599**	**332,599**
Other receivables:			
Tax receivables	–	34,449	34,449
Financial receivables	910,625	29,137	939,762
Prepaid finance costs	3,712	1,397	5,109
Receivables from employees	19	1,761	1,780
Pension plan receivables	–	1,266	1,266
Advances to suppliers	–	10	10
Other	50,045	346,141	396,185
Total other receivables	**964,400**	**414,161**	**1,378,562**
Total	**964,400**	**746,760**	**1,711,160**

(Euro/thousand)

	12.31.2024*		
	Non-current	**Current**	**Total**
Trade receivables	-	331,632	331,632
Allowance for expected credit losses	-	(185)	(185)
Total trade receivables	**-**	**331,447**	**331,447**
Other receivables:			
Tax receivables	-	23,038	23,038
Financial receivables	1,592,738	15,386	1,608,123
Prepaid finance costs	3,291	1,202	4,493
Receivables from employees	396	2,391	2,787
Pension plan receivables	-	164	164
Advances to suppliers	-	54	54
Other	197,365	68,374	265,739
Total other receivables	**1,793,789**	**110,608**	**1,904,398**
Total	**1,793,789**	**442,055**	**2,235,844**

(*) The statement of financial position at December 31, 2024, presented in the current financial statements for comparative purposes, has been restated with respect to the previously published figures, as indicated in more detail in section "C. RESTATEMENT OF COMPARATIVE FIGURES".

1. Directors' report
2. Financial Statements Schemes
3. **Explanatory Notes**
4. Certification
5. Auditors' report
6. Report of the board of statutory auditors

The following table breaks down trade and other receivables according to the currency in which they are expressed:

(Euro/thousand)

	Dec-31-2025	Dec-31-2024
Euro	525,742	496,224
British Pound	28,308	28,669
US Dollar	1,081,936	1,661,174
Other currencies	75,174	49,777
Total	**1,711,160**	**2,235,844**

"Trade receivables" at December 31, 2025 mainly refer to amounts charged by Prysmian S.p.A. to its subsidiaries for head office services and the resale of strategic materials.
The carrying amount of trade receivables approximates their fair value.
Trade receivables are all due within the next year and do not include any material past due balances.
"Tax receivables" of Euro 34,449 thousand mainly refer to:

- VAT credits (Euro 766 thousand);
- R&D tax credits (Euro 5,802 thousand);
- foreign tax credits of the Company (Euro 14,098 thousand);
- payments made pending litigation (Euro 7,670 thousand);
- other tax receivables (Euro 4,151 thousand).

The decrease in "Financial receivables" refers to the repayment of part of the loan granted to Prysmian Cables and Systems (US) Inc. to finance the Encore Wire acquisition.

"Prepaid finance costs", amounting to Euro 5,109 thousand, mainly refer to the Company's portion of the costs incurred to arrange the new revolving credit facilities, which are being spread over the term of such facilities.
"Receivables from employees", amounting to Euro 1,780 thousand, refer to employee loans for taxes advanced by the Company.
At December 31, 2025, "Other" receivables of Euro 396,185 thousand mainly comprise:

- Euro 50,471 thousand in receivables from Group companies for recharges of the long-term BE IN 2023-2025 incentive plan;
- Euro 294,670 thousand in receivables from Group companies for recharges of the 2023-2025 GROW long-term incentive plan;
- Euro 19,630 thousand in prepayments.

The carrying amount of financial receivables and other current receivables approximates the respective fair value.

6. Derivatives

Details of these balances are presented below:

(Euro/thousand)

	12.31.2025	
	Asset	**Liability**
Non-current		
Interest rate derivatives (CFH)	2,414	17,624
Total cash flow hedges	**2,414**	**17,624**
Total non-current	**2,414**	**17,624**
Current		
Interest rate derivatives (CFH)	807	
Forex derivatives on commercial transactions (CFH)	108	
Total cash flow hedges	**915**	
Forex derivatives on commercial transactions	1,793	1,893
Commodity derivatives	1,802	777
Total other derivatives	**3,594**	**2,670**
Total current derivatives	**4,508**	**2,670**
Total	**6,922**	**20,294**

(Euro/thousand)

	12.31.2024	
	Asset	**Liability**
Non-current		
Interest rate derivatives (CFH)	2,391	6,004
Total cash flow hedges	**2,391**	**6,004**
Total non-current	**2,391**	**6,004**
Current		
Interest rate derivatives (CFH)	6,058	–
Forex derivatives on commercial transactions (CFH)	2	
Total cash flow hedges	**6,060**	**–**
Forex derivatives on commercial transactions	1,726	2,665
Commodity derivatives	17	331
Total other derivatives	**1,743**	**2,996**
Total current derivatives	**7,802**	**2,996**
Total	**10,193**	**9,000**

The above derivatives are mostly arranged with Prysmian Treasury S.r.l., the Group's central treasury company, except for Interest Rates Swaps (IRS) intended to transform the interest rates on certain loans from floating into fixed and which are arranged directly with leading financial institutions.
Forex derivatives have a notional value of Euro 51,369 thousand at December 31, 2025, of which Euro 16,351 thousand designated as cash flow hedges relating to a service agreement and to currency hedges of metal purchase and sale transactions.
Commodity derivatives have a notional value of Euro 22,499 thousand.
Information about the notional value of Interest Rate Swaps can be found in Note 8. Share capital and reserves – Cash flow hedge reserve.

1. Directors' report
2. Financial Statements Schemes
3. **Explanatory Notes**
4. Certification
5. Auditors' report
6. Report of the board of statutory auditors

7. Cash and cash equivalents

These amount to Euro 67 thousand at December 31, 2025, versus Euro 1,537 thousand at December 31, 2024, and relate to the cash held on Euro and foreign currency bank current accounts repayable on demand.
The credit risk associated with cash and cash equivalents is limited insofar as the counterparties are leading national and international banks.

8. Share capital and reserves

Equity amounts to Euro 4,206,481 thousand at December 31, 2025, reporting an increase of Euro 1,097,706 thousand since December 31, 2024. The changes over the year are discussed in the following paragraphs on the individual components of equity.

Share capital

Share capital amounts to Euro 29,640 thousand at December 31, 2025, consisting of 296,403,802 ordinary shares (including 9,581,484 treasury shares). The total number of outstanding voting shares is 286,822,318, net of the 10,669 treasury shares held indirectly.
Share capital at December 31, 2025 is Euro 62 thousand higher than at December 31, 2024 following capital increases in implementation of the BE IN and YES plans.

The following table reconciles the number of outstanding shares as at December 31, 2023, December 31, 2024 and December 31, 2025:

	Ordinary shares	Treasury shares	Total
Balance at Dec-31-2023	**276,534,448**	**(3,718,405)**	**272,816,043**
Capital increase [1]	19,251,035		19,251,035
Purchase of treasury shares		(5,346,927)	(5,346,927)
Allotments and sales [2]		204,941	204,941
Balance at Dec-31-2024	**295,785,483**	**(8,860,391)**	**286,925,092**
Capital increase [3]	618,319		618,319
Purchase of treasury shares		(754,213)	(754,213)
Allotments and sales [4]		33,120	33,120
Balance at Dec-31-2025	**296,403,802**	**(9,581,484)**	**286,822,318**

(1) Issue of 618,282 new shares under the BE IN plan and 18,632,753 new shares upon conversion of the Convertible Bond 2021.
(2) Allotment and/or sale of treasury shares under Group employee incentive and share purchase plans.
(3) Issue of 571,095 new shares under the BE IN plan and 47,224 new shares under the YES plan.
(4) During 2025, a total of 33,120 treasury shares were allotted to employees who had signed up to the YES share purchase and BE IN incentive plans

More details about treasury shares can be found in the subsequent note on “Treasury shares”.

Share premium reserve

This reserve amounts to Euro 2,012,383 thousand at December 31, 2025, the same as at December 31, 2024.

Capital increase costs

This reserve, which reports a negative balance of Euro 14,476 thousand at December 31, 2025 (the same as at December 31, 2024), mainly relates to the costs incurred for the capital increase serving the public mixed exchange and cash offer for the ordinary shares of Draka Holding B.V., announced on November 22, 2010 and formalized on January 5, 2011, and the costs incurred for the capital increase resolved and approved in 2018.

Legal reserve

This reserve amounts to Euro 5,916 thousand at December 31, 2025, recording an increase of Euro 385 thousand since December 31, 2024 due to an apportionment from the previous year’s net profit.

Treasury shares reserve

This reserve complies with statutory requirements (art. 2357-ter of the Italian Civil Code); it amounts to Euro 443,407 thousand at December 31, 2025, reflecting an increase from the previous year mainly due to the share buy-back program.

Treasury shares

The carrying amount of treasury shares is a negative Euro 443,407 thousand at December 31, 2025 and refers to 9,581,484 ordinary shares.

Movements in treasury shares have been as follows:

	Number of shares	% of share capital	Average unit value (in Euro)	Total carrying value (in Euro)
At Dec-31-2023	**3,718,405**	**1.34%**	**19.92**	**74,061,351**
– Purchases	5,346,927		61.41	328,367,161
– Sales/allotments	(204,941)		31.32	(6,419,082)
At Dec-31-2024	**8,860,391**	**3.00%**	**44.10**	**396,009,430**
– Purchases	754,213		64.86	48,917,697
– Sales/allotments	(33,120)		45.88	(1,519,564)
At Dec-31-2025	**9,581,484**	**3.23%**	**46.28**	**443,407,563**

During 2025, the number of treasury shares increased by a total of 721,093. During 2025, a total of 33,120 treasury shares were allotted to employees who had signed up to the YES share purchase and BE IN incentive plans; during the same period 754,213 share were purchased through the share buy-back program.

Extraordinary reserve

This reserve amounts to Euro 52,688 thousand at December 31, 2025 (the same as at December 31, 2024), and was formed through the apportionment of net profit for 2006, approved by the shareholders on February 28, 2007.

IAS/IFRS first-time adoption reserve

This reserve was created in accordance with IFRS 1 and reflects the differences arising on first-time adoption of IAS/IFRS.
This reserve amounts to Euro 30,177 thousand at December 31, 2025, the same as at December 31, 2024.

Capital contribution reserve

This reserve amounts to Euro 6,113 thousand at December 31, 2025, the same as at December 31, 2024.

Actuarial gains/(losses) on employee benefits

The reserve for remeasuring employee benefit plans reports a negative balance of Euro 1,457 thousand at December 31, 2025, reflecting post-tax actuarial gains and losses recognized through other comprehensive income, in accordance with IAS 19.

Non-convertible bond reserve

This reserve amounts to Euro 956,150 thousand at December 31, 2025 (zero at December 31, 2024) as a result of issuing a hybrid, subordinated, perpetual non-convertible bond for a total nominal amount of Euro 1,000 million during 2025.

Share-based payments reserve

This reserve amounts to Euro 231,996 thousand at December 31, 2025 (Euro 148,594 thousand at December 31, 2024), reporting a net increase of Euro 83,402 thousand mainly due to:

- the transfer of Euro 187 thousand in costs to profit or loss for the period (Euro 311 thousand in 2024) in connection with the YES plan, a share-based plan involving Prysmian S.p.A. shares;
- an increase of Euro 3,633 thousand in the carrying amount of investments in subsidiaries, in which beneficiaries of the YES Plan involving Prysmian S.p.A. shares are directly or indirectly employed;
- an increase of Euro 57,748 thousand for the 2023-2025 LTI plan. Of this total, Euro 12,315 thousand relates to Prysmian S.p.A. personnel, while Euro 44,433 thousand refers to the grant date fair value of shares allotted to LTI plan beneficiaries employed in other Group companies, of which Euro 1,396 thousand not recharged to the subsidiaries;
- an increase of Euro 21,834 thousand for the BE IN incentive plan, more details about which can be found in Note 16. Personnel costs. Of this total, Euro 257 thousand relates to Prysmian S.p.A. personnel, while Euro 21,577 thousand refers to the grant date fair

1. Directors' report
2. Financial Statements Schemes
3. Explanatory Notes
4. Certification
5. Auditors' report
6. Report of the board of statutory auditors

value of shares allotted to LTI plan beneficiaries employed in other Group companies, of which Euro 3,351 thousand not recharged to the subsidiaries.

Further information can be found in Note 16. Personnel costs.

Cash flow hedge reserve

The cash flow hedge reserve, presenting a post-tax negative balance of Euro 10,966 thousand at December 31, 2025 (positive Euro 1,817 thousand at December 31, 2024), reports hedging derivatives that qualify for hedge accounting under IFRS 9.
This reserve refers to the hedging of the Euro 1,200 million Sustainability-Linked Term Loan contracted with a syndicate of leading Italian and international banks on July 7, 2022 and maturing on July 7, 2027 and the hedging of the EW Term Loan for USD 1,070 million, disbursed on July 3, 2024 and maturing in July 2029. The maturities and amortization schedule of these derivatives are consistent with the term of the loan.

The interest rate swaps have a notional value at December 31, 2025 of Euro 1,200 million and USD 1,070 million respectively.

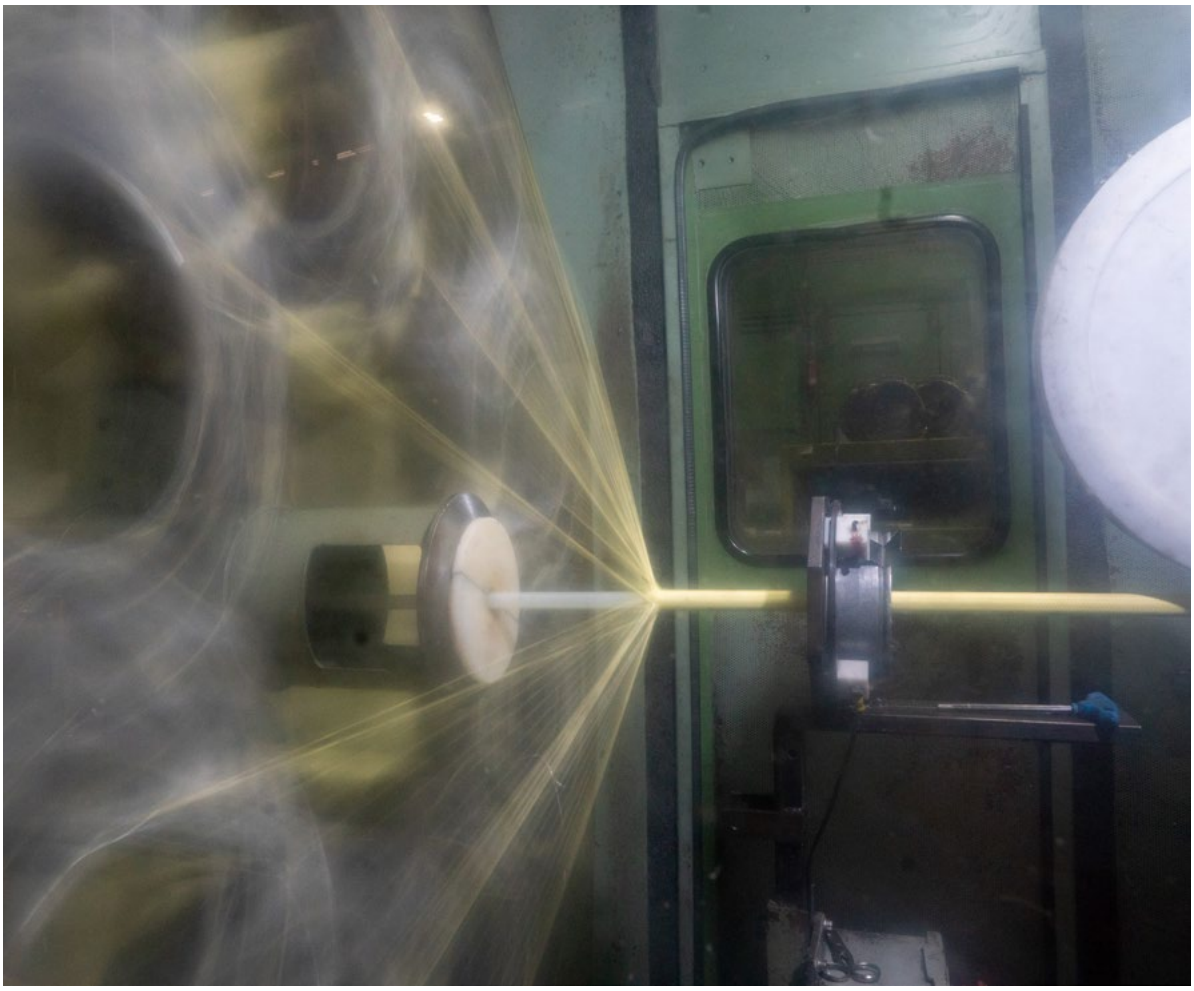
Share issue reserve

The share issue reserve amounts to Euro 1,327 thousand at December 31, 2025 (Euro 1,149 thousand at December 31, 2024).

Retained earnings

Retained earnings amount to Euro 560,484 thousand December 31, 2025, recording a decrease of Euro 15,920 thousand since December 31, 2024, reflecting positive changes of Euro 30,507 thousand from the apportionment of the previous year's net profit and Euro 2,491 thousand from selling YES shares to employees of a subsidiary, as offset by a negative change of Euro 48,918 thousand for the share buy-back program.

The following table analyzes each component of equity, indicating its origin, permitted use and availability for distribution, as well as how it has been used in previous years.



(Euro/thousand)

Nature/description	Amount	Permitted use (A,B,C)	Amount available for distribution	Uses in three previous years	
				to cover losses	other purposes
Share capital	**29,640**				
Capital reserves:					
– Capital contribution reserve	6,113	A,B,C	6,113		
– Share premium reserve	2,012,383	A,B,C	2,012,383		
– Capital increase costs	(14,476)		(14,476)		
– Non-convertible bond reserve	956,150	A,B			
Earnings reserves:					
– Extraordinary reserve	52,688	A,B,C	52,688		
– IAS/IFRS first-time adoption reserve	30,177	A,B	30,177		
– Legal reserve	5,916	B	5,916		
– Share issue reserve	1,327	A,B,C	1,327		
– Retained earnings	560,484	A,B,C	560,484		15,403
Measurement reserves (*):					
– Share-based payments reserve	231,996				
– Cash flow hedge reserve	(10,966)				
– Actuarial gains and losses on employee benefits	(1,457)				
Total reserves	**3,830,355**			–	–
Undistributable amount			1,224,239		
Distributable amount			**2,606,096**		

Key:
A: to increase capital
B: to cover losses
C: distribution to shareholders
(*) These reserves are not available for distribution under art. 6 of Italian Legislative Decree 38/05

Dividend distribution

On April 16, 2025, the shareholders of Prysmian S.p.A. approved the 2024 financial statements and the distribution of a gross dividend of Euro 0.80 per share, for a total of approximately Euro 229 million. The dividend was paid out from April 24, 2025 to shares outstanding on the record date of April 23, 2025, with the shares going ex-dividend on April 22, 2025.

A recommendation to pay a dividend of Euro 0.90 per share, for a total of approximately Euro 258 million in respect of the year ended December 31, 2025, will be presented to shareholders in the meeting convened in single call for April 16, 2026.

1. Directors' report
2. Financial Statements Schemes
3. **Explanatory Notes**
4. Certification
5. Auditors' report
6. Report of the board of statutory auditors

9. Borrowings from banks and other lenders

These amount to Euro 4,783,851 thousand at December 31, 2025, compared with Euro 5,100,050 thousand at December 31, 2024.

(Euro/thousand)

	Dec-31-2025		
	Non-current	**Current**	**Total**
Unicredit Loan	**149,407**	**205**	**149,612**
Mediobanca Loan	149,585	247	149,832
EW Term Loan	905,382	23,455	928,836
CDP Loan	119,687	1,674	121,361
EIB Loans	677,352	6,057	683,408
Sustainability-Linked Term Loan 2022	1,197,134	15,931	1,213,065
Non-Convertible Bond (€850M+€650M)	1,491,185	2,486	1,493,671
Hybrid Bond	–	19,916	19,916
Lease liabilities	14,554	5,138	19,692
Other payables to banks and other lenders	1,712	2,746	4,458
Total	**4,705,998**	**77,853**	**4,783,851**

(Euro/thousand)

	Dec-31-2024		
	Non-current	**Current**	**Total**
Long-term financial liabilities			
Unicredit Loan	149,257	267	149,524
Mediobanca Loan	149,480	285	149,765
EW Term & Bridge Loans	1,491,636	38,157	1,529,793
CDP Loans	119,562	77,419	196,981
EIB Loans	332,318	6,215	338,533
Sustainability-Linked Term Loan 2022	1,195,246	22,739	1,217,985
Non-Convertible Bond (€850M+€650M)	1,488,608	2,583	1,491,191
Lease liabilities	18,210	5,505	23,715
Other payables to banks and other lenders	1,937	626	2,563
Total	**4,946,254**	**153,796**	**5,100,050**

Credit Agreements:

Prysmian S.p.A. had the following Credit Agreements in place during the course of 2025:

Revolving Credit Facility 2023

A Revolving Credit Facility was contracted on June 20, 2023. The Euro 1,000 million facility may be drawn down for business and working capital needs, including the refinancing of existing facilities, and to issue guarantees. It has a five-year term, with an option to extend to six and seven years. The first option to extend the term to six years was exercised in 2024, while the second seven-year option was exercised in 2025. In addition, with the aim of making ESG factors an even more integral part of group strategy, Prysmian has elected to include important environmental and social KPIs among the parameters determining the terms of credit. The revolving credit facility is in fact Sustainability-Linked, being tied to the decarbonization targets already set by Prysmian (annual GHG emissions from 2023 to 2030), to the ratio of female white-collar and executive hires to total Prysmian hires, and to the number of sustainability audits performed in the supply chain. The achievement or otherwise of these indicators entails a positive or negative adjustment to the annual spread.
At December 31, 2025, this facility was not being used.

Revolving Credit Facility 2025

A Revolving Credit Facility was contracted on December 1, 2025 with Unicredit. The Euro 200 million facility may be drawn down for business and working capital needs, including the refinancing of existing facilities, and to issue guarantees. It has a five-year term.

At December 31, 2025, this facility was not being used.

CDP Loans

On January 28, 2021, a loan was agreed with Cassa Depositi e Prestiti S.p.A. (CDP) for Euro 75 million with a term of 4 years and 6 months, for the purpose of financing part of the Group's expenditure on purchasing the "Leonardo Da Vinci" cable-laying vessel. This loan, drawn down in full on February 9, 2021, was repaid in a lump sum at maturity on July 28, 2025.

On March 6, 2023, another long-term 6-year loan with CDP was announced for Euro 120 million, for the purpose of supporting R&D programs in Italy and Europe (specifically in France, Germany, Spain and the Netherlands). The loan, received on February 15, 2023, is repayable in a lump sum at maturity on February 15, 2029.

At December 31, 2025, the fair value of the remaining CDP Loan approximated its carrying amount.

EIB Loans

On February 3, 2022, the Group announced that it had finalized a loan from the European Investment Bank (EIB) for Euro 135 million to support its European R&D program in the energy and telecom cable systems sector over the period 2021-2024.

This loan is specifically intended to support projects developed at R&D centers in five European countries: Italy, France, Germany, Spain and the Netherlands.

The loan, received on January 28, 2022, is repayable in a lump sum at maturity on January 29, 2029.

On July 24, 2024, Prysmian and the EIB signed a new Euro 450 million financing package to facilitate electricity transmission and distribution in Europe. In order to support the growing demand for renewable energy, particularly offshore wind power, Prysmian will use the resources made available by the EIB to build new production lines for extra high voltage submarine cables, lines for high voltage onshore cables, as well as to make technical improvements to existing lines at its three flagship plants in Pikkala (Finland), Arco Felice Pozzuoli (Italy) and Gron (France). The loan will be disbursed in tranches and is repayable in a lump sum eight years after the disbursement of each tranche. The first tranche of Euro 198 million was received on August 1, 2024, while the second of Euro 145 million was received on July 24, 2025.

On October 9, 2025, the financing package was reduced from Euro 450 million to Euro 387 million.

On November 27, 2025, Prysmian signed a Euro 300 million financing package with the European Investment Bank (EIB) to support its European research and development activities over the four-year period from 2025 to 2028, accelerating the adoption of new solutions to foster energy transition and digital transformation. The first tranche of Euro 200 million was received on December 12, 2025 and will be repaid in a lump sum 8 years from the date of disbursement.

At December 31, 2025, the fair value of the EIB Loans approximated their carrying amount.

Sustainability-Linked Term Loan 2022

On July 7, 2022, the Group entered into a medium-term Sustainability-Linked loan for Euro 1,200 million with a syndicate of leading Italian and international banks. This five-year loan was drawn down in full on July 14, 2022 and primarily used to refinance the Euro 1 billion term loan obtained in 2018, which was thus repaid early on the same date. With the aim of strengthening its financial structure and making ESG factors an integral part of its strategy, Prysmian elected to include important environmental and social KPIs among the parameters determining the terms of the loan. In fact, the loan is linked to the decarbonization targets already set by Prysmian (annual GHG emissions from 2023 to 2027), to the ratio of female white-collar and executive hires to total Prysmian hires, and to the number of sustainability audits performed in the supply chain. The achievement or otherwise of these indicators entails a positive or negative adjustment to the annual spread.

Interest rate swaps have been arranged in respect of this loan, for an overall notional value of Euro 1,200 million, with the objective of hedging variable rate interest flows.

At December 31, 2025, the fair value of the Sustainability-Linked Term Loan approximated its carrying amount.

1. Directors' report
2. Financial Statements Schemes
3. Explanatory Notes
4. Certification
5. Auditors' report
6. Report of the board of statutory auditors

Unicredit Loan

On December 11, 2024, Prysmian S.p.A. entered into an agreement with Unicredit for a Euro 150 million long-term loan. The loan was disbursed on December 13, 2024 and will be repaid in a lump sum on the agreed maturity date in December 2029.

At December 31, 2025, the fair value of the Unicredit loan approximated its carrying amount.

Mediobanca Loan

On December 10, 2024, Prysmian S.p.A. entered into an agreement with Mediobanca for a Euro 150 million long-term loan. The loan was disbursed on December 12, 2024 and will be repaid in a lump sum on the agreed maturity date in December 2029.

At December 31, 2025, the fair value of the Mediobanca loan approximated its carrying amount.

Financing of Encore Wire acquisition

On July 2, 2024, concurrently with the acquisition of Encore Wire, Prysmian drew down a loan divided into a number of short- and medium/long-term credit facilities as follows:

- Term Loan: a medium-long term credit facility for USD 1,070 million, whose maturity date coincides with the 5th (fifth) anniversary of the Acquisition closing date (July 2, 2029);
- Bridge Loan A: a bridge credit facility for USD 481 million, which was repaid in full on July 10, 2024;
- Bridge Loan B: a bridge credit facility for Euro 925 million, which was repaid in full on November 28, 2024;
- Bridge Loan C1: a bridge credit facility for Euro 513 million, which was partially repaid on November 28, 2024, leaving a residual debt of Euro 230 million at December 31, 2024, subsequently repaid in full on February 18, 2025;
- Bridge Loan C2: a bridge credit facility for USD 548 million, which was partially repaid on November 28, 2024, leaving a residual debt of USD 250 million at December 31, 2024, subsequently repaid in full on February 18, 2025.

Interest rate swaps have been arranged against the Term Loan of USD 1,070 million with the objective of hedging variable rate interest flows. At December 31, 2025, the fair value of the loan approximated its carrying amount.

The fair value of loans has been determined using valuation techniques that refer to observable market data (Level 2 of the fair value hierarchy).

The following tables summarize the committed lines available to the Company at December 31, 2025 and December 31, 2024, shown at their nominal amount:

(Euro/thousand)

	Dec-31-2025		
	Total lines	**Drawn**	**Undrawn**
Revolving Credit Facility 2023	1,000,000	-	1,000,000
Revolving Credit Facility 2025	200,000	-	200,000
CDP Loan	120,000	(120,000)	
Sustainability-Linked Term Loan 2022	1,200,000	(1,200,000)	
EIB Loans	822,000	(678,000)	144,000
EW Term Loan	1,000,000	(1,000,000)	
Mediobanca Loan	150,000	(150,000)	
Unicredit Loan	150,000	(150,000)	
Total	**4,642,000**	**(3,298,000)**	**1,344,000**

(Euro/thousand)

	Dec-31-2024		
	Total lines	**Drawn**	**Undrawn**
Revolving Credit Facility 2023	1,000,000	–	1,000,000
CDP Loans	195,000	(195,000)	
Sustainability-Linked Term Loan 2022	1,200,000	(1,200,000)	
EIB Loans	585,000	(333,000)	252,000
EW Term & Bridge Loans	1,464,000	(1,464,000)	
Mediobanca Loan	150,000	(150,000)	
Unicredit Loan	150,000	(150,000)	
Total	**4,744,000**	**(3,492,000)**	**1,252,000**

Bonds

On November 21, 2024, Prysmian announced the placement of a dual-tranche offering of unsecured senior notes for a total of Euro 1,500 million, rated BBB- by S&P Global Ratings Europe Limited (S&P). The issue consists of a four-year tranche of Euro 850 million due on November 28, 2028, with a fixed annual coupon of 3.625% and an issue price of Euro 99.817, and a second seven-year tranche of Euro 650 million due on November 28, 2031, with a fixed annual coupon of 3.875% and an issue price of Euro 99.459. The notes have a minimum denomination of Euro 100,000, plus integral multiples of Euro 1,000. Among the objectives of this issuance was repayment of the bridge loans taken out for the acquisition of Encore Wire.

At December 31, 2025, the four-year Euro 850 million bond had a fair value of Euro 864 million, while the seven-year Euro 650 million bond had a fair value of Euro 671 million.

1. Directors' report
2. Financial Statements Schemes
3. **Explanatory Notes**
4. Certification
5. Auditors' report
6. Report of the board of statutory auditors

Borrowings from banks and other lenders and Lease liabilities

The following table reports the movement in Borrowings from banks and other lenders and in Lease liabilities:

	CDP	EIB	Unicredit, Mediobanca, EW Term & Bridge Loans	Non-conv. Bond €850M+ €650M	Hybrid Bond	Sustainability-Linked Term Loan 2022	Other borrowings and lease liabilities	Total
Balance Dec-31-2024	**196,981**	**338,533**	**1,829,083**	**1,491,191**	**0**	**1,217,985**	**26,277**	**5,100,050**
New funds		345,000		-			2,083	347,083
Repayments	(75,000)	-	(467,395)	-	-			(542,395)
Amortization of bank and financial fees and other expenses	148	(117)	4,243	2,480	-	1,888		8,642
New IFRS 16 leases							(4,022)	(4,022)
Interest and other movements	(768)	(7)	(137,650)	-	19,916	(6,808)	(193)	(125,511)
Total movements	**(75,620)**	**344,876**	**(600,802)**	**2,480**	**19,916**	**(4,920)**	**(2,132)**	**(316,203)**
Balance Dec-31-2025	**121,361**	**683,409**	**1,228,281**	**1,493,671**	**19,916**	**1,213,065**	**24,145**	**4,783,851**

The following tables provide an analysis by maturity and currency of borrowings from banks and other lenders (excluding lease liabilities) at December 31, 2025 and December 31, 2024:

(Euro/thousand)

	Dec-31-2025				
	Variable rate		Fixed rate		
	Euro	USD	Euro	USD	Total
Due < 1 year	16,496	23,455	33,737	–	73,687
Due 1 -2 years	1,202,655	–	1,712	–	1,204,367
Due 2-3 years	–	–	846,649	–	846,650
Due 3-4 years	553,550	905,382	–	–	1,458,932
Due 4-5 years	–	–	–	–	–
Due > 5 years	542,481	–	644,535	–	1,187,015
Total	**2,315,182**	**928,837**	**1,526,634**	**–**	**4,770,651**
Average interest rate in period, as per contract	3,2%	5,2%	3,7%	0,0%	3,7%
Average interest rate in period, including IRS effect [(a)]	2,9%	5,2%	3,7%	0,0%	3,6%

(Euro/thousand)

	Dec-31-2024				
	Variable rate		Fixed rate		
	Euro	USD	Euro	USD	Total
Due < 1 year	102,044	35,599	11,181	–	148,824
Due 1 -2 years	229,097	239,361	1,484	–	469,942
Due 2-3 years	1,200,768	–	453	–	1,201,221
Due 3-4 years	–	–	845,031	–	845,031
Due 4-5 years	553,024	1,023,603	–	–	1,576,627
Due > 5 years	197,594	–	643,576	–	841,170
Total	**2,282,527**	**1,298,563**	**1,501,725**	**–**	**5,082,815**
Average interest rate in period, as per contract	4,3%	6,2%	3,7%	0,0%	4,6%
Average interest rate in period, including IRS effect	3,2%	5,2%	3,7%	0,0%	3,9%

(a) There are interest rate swaps to hedge interest rate risk on the variable rate loans in Euro and USD. At December 31, 2025, the total hedged amount equates to 51.6% of Euro-denominated debt and 98.0% of USD-denominated debt at that date. Interest rate hedges consist of interest rate swaps which exchange a variable rate (Euribor 3M or 6M for loans in Euro and Term SOFR 3M and 6M for loans in USD) with an average fixed rate (fixed rate + spread) of 2.6% for Euro-denominated debt and 5.2% for USD-denominated debt. The percentages representing the average fixed rate refer to December 31, 2025.

NET FINANCIAL DEBT

(Euro/thousand)

	Dec-31-2025	*of which related parties (Note 24)*	Dec-31-2024	*of which related parties (Note 24)*
Non-current financial liabilities				
CDP Loans	119,687		119,562	
Mediobanca Loan	149,585		149,480	
EW Term & Bridge Loans	905,382		1,491,636	
EIB Loans	677,352		332,318	
Sustainability-Linked Term Loan 2022	1,197,134		1,195,246	
Non-Convertible Bond (€850M+ €650M)	1,491,185		1,488,608	
Unicredit Loan	149,407		149,257	
Interest rate derivatives on financial transactions	17,624		6,004	
Lease liabilities	14,554		18,210	
Other borrowings	1,712		1,937	
Assets for exchange rate differences	86,627		(49,718)	
Total non-current financial liabilities	**4,810,249**		**4,902,541**	
Current financial liabilities				
CDP Loans	1,674		77,419	
Mediobanca Loan	247		285	
EW Term & Bridge Loans	23,455		38,157	
EIB Loans	6,057		6,215	
Sustainability-Linked Term Loan 2022	15,931		22,739	
Non-Convertible Bond (€850M+ €650M)	2,486		2,583	
Unicredit Loan	205		267	
Perpetual hybrid bond current interest	19,916		0	
Lease liabilities	5,138		5,505	
Short-term loans from Group companies	634,201	*634,201*	711,171	*711,171*
Current interest rate derivatives	1,598		(6,058)	
Other borrowings	19,911		613	
Total current financial liabilities	**730,818**		**858,895**	
Total financial liabilities	**5,541,067**		**5,761,436**	
Long-term financial receivables	(331)		(307)	
Short-term financial receivables	(247)		(15,298)	
Long-term bank fees	(3,712)		(3,291)	
Short-term bank fees	(1,397)		(1,202)	
Non-current interest rate derivatives	(2,414)		(2,391)	
Current interest rate derivatives	(807)		(6,058)	
Long-term financial receivables from Group companies	(996,921)	*(996,921)*	(1,542,891)	*(1,542,891)*
Short-term financial receivables from Group companies	(28,991)	*(28,991)*	(86)	*(86)*
Cash and cash equivalents	(67)		(1,537)	
Net financial debt	**4,504,582**		**4,194,433**	

1. Directors' report
2. Financial Statements Schemes
3. **Explanatory Notes**
4. Certification
5. Auditors' report
6. Report of the board of statutory auditors

The following table presents a reconciliation of the Company's net financial debt to the amount reported in accordance with the requirements of Consob Communication no. 5/21 of April 29, 2021 concerning compliance with the "Guidelines on disclosure requirements under the Prospectus Regulation" published by ESMA on March 4, 2021 (reference ESMA32-382-1138):

(Euro/thousand)

	Dec-31-2025	*of which related parties (Note 24)*	Dec-31-2024	*of which related parties (Note 24)*
Net financial debt - as reported above	**4,504,582**		**4,194,433**	
Adjustments to exclude:				
Long-term financial receivables and other assets	331		3,291	
Long-term bank fees	3,712		307	
CFH derivatives (assets)	(13,480)		1,191	
Adjustments to include:				
Net non-CFH forex derivatives on commercial transactions, excluding non-current assets	101	101	939	939
Net non-CFH commodity derivatives, excluding non-current assets	(1,025)	(1,025)	315	315
Recalculated net financial debt	**4,494,222**		**4,200,476**	



10. Trade and other payables

Details are as follows:

(Euro/thousand)

	Dec-31-2025		
	Non-current	**Current**	**Total**
Trade payables	–	721,598	721,598
Total trade payables	**–**	**721,598**	**721,598**
Other payables:			
Tax and social security payables	228	8,488	8,716
Advances from customers	–	–	–
Payables to employees	759	13,259	14,018
Accrued expenses	–	228	228
Other	–	22,767	22,767
Financial payables	–	634,573	634,573
Total other payables	**987**	**679,315**	**680,302**
Total	**987**	**1,400,913**	**1,401,900**

(in migliaia di Euro)

	Dec-31-2024		
	Non-current	**Current**	**Total**
Trade payables	–	653,001	653,001
Total trade payables	**–**	**653,001**	**653,001**
Other payables:			
Tax and social security payables	100	35,971	36,071
Advances from customers	–	–	–
Payables to employees	338	9,511	9,849
Accrued expenses	–	225	225
Other	–	7,050	7,050
Financial payables	–	690,111	690,111
Total other payables	**438**	**742,868**	**743,306**
Total	**438**	**1,395,869**	**1,396,307**

Trade payables mainly comprise invoices received from suppliers of strategic metals and only to a minor extent those received from suppliers of other goods and outside professional services involving organizational, legal and IT advice.

Other payables, totaling Euro 680,302 thousand, mainly comprise:

- financial payables of Euro 634,573 thousand, mainly relating to the intercompany current accounts with Prysmian Treasury S.r.l. in Euro and US dollars;
- social security payables for contributions on employee wages and salaries and amounts payable into supplementary pension funds;
- tax payables mainly for tax withheld from employees and not yet paid to the tax authorities;
- payables to employees for wages and salaries owed but not yet paid;
- other payables, mainly referring to amounts owed to Group companies for various reasons.

1. Directors' report
2. Financial Statements Schemes
3. **Explanatory Notes**
4. Certification
5. Auditors' report
6. Report of the board of statutory auditors

The following table breaks down trade and other payables according to the currency in which they are expressed:

(Euro/thousand)

	Dec-31-2025	Dec-31-2024
Euro	1,389,968	1,357,878
US Dollar	7,151	28,817
British Pound	3,223	1,468
Other currencies	1,558	8,144
Total	**1,401,900**	**1,396,307**

11. Provisions for risks and charges

The following table reports movements in these provisions during the reporting period:

(Euro/thousand)

	Legal and contractual risks	Other risks and charges	Total
Balance at Dec-31-2024(*)	**41,102**	**561**	**41,663**
Movements 2025:			
– Increases	602	–	602
– Uses	(2,245)	–	(2,245)
– Releases	(1,471)	(343)	(1,814)
Total movements	**(3,114)**	**(343)**	**(3,457)**
Balance at Dec-31-2025	**37,988**	**217**	**38,206**

(*) The statement of financial position at December 31, 2024, presented in the current financial statements for comparative purposes, has been restated with respect to the previously published figures, as indicated in more detail in section "C. RESTATEMENT OF COMPARATIVE FIGURES".

The provisions for risks, amounting to Euro 38,205 thousand at December 31, 2025, report a net decrease of Euro 3,458 thousand since December 31, 2024 after adjusting them to an appropriate level to cover the potential liabilities concerned.
These provisions include the provision for the antitrust investigations discussed in the following paragraphs.

Antitrust - European Commission proceedings in the high voltage underground and submarine cables business

By way of introduction, it will be recalled that the European Commission started an investigation in late January 2009 into a number of European and Asian electrical cable manufacturers to verify the existence of alleged anti-competitive practices in the high voltage underground and submarine cables markets. This investigation was concluded with the decision adopted by the European Commission, also upheld by the European courts, which found Prysmian Cavi e Sistemi S.r.l. ("Prysmian CS") jointly liable with Pirelli & C. S.p.A. ("Pirelli") for the alleged infringement in the period from February 18, 1999 to July 28, 2005, and Prysmian Cavi e Sistemi S.r.l. jointly liable with Prysmian S.p.A. ("Prysmian") and The Goldman Sachs Group Inc. ("Goldman Sachs") for the alleged infringement in the period from July 29, 2005 to January 28, 2009. Following the conclusion of this case, Prysmian paid the European Commission its share of the related fine within the prescribed term, using provisions previously set aside.

Likewise in the case of General Cable, the European courts confirmed the contents of the European Commission's decision of April 2014, thus definitively upholding the fine levied against it under this decision. As a result, Prysmian went ahead and paid the related fine.

In November 2014 and October 2019 respectively, Pirelli filed two civil actions, since combined, against Prysmian CS and Prysmian in the Court of Milan, seeking (i) to be held harmless from any

claim brought by the European Commission in enforcement of its decision and for any expenses incidental to such enforcement; (ii) to be held harmless from any third-party claims for damages relating to the conduct forming the subject of the European Commission's decision and (iii) to be compensated for the damages allegedly suffered and quantified as a result of Prysmian CS and Prysmian having requested, in certain pending legal actions, that Pirelli be held liable for the unlawful conduct found by the European Commission in the period from 1999 to 2005. As part of the same proceedings, Prysmian CS and Prysmian, in addition to requesting full dismissal of the claims brought by Pirelli, filed symmetrical and opposing counterclaims to those of Pirelli in which they sought (i) to be held harmless from any claim brought by the European Commission in enforcement of its decision and for any expenses incidental to such enforcement; (ii) to be held harmless from any third-party claims for damages relating to the conduct forming the subject of the European Commission's decision and (iii) to be compensated for damages suffered as a result of the legal actions brought by Pirelli. In a ruling dated May 13, 2024, the Court entirely dismissed all of the claims brought by Pirelli and partially upheld the claims brought by Prysmian. Pirelli has appealed against the ruling, reiterating its claims and requesting a full review.
In view of the circumstances described and the developments in the proceedings, the Directors, assisted also by legal counsel, have recognized what they consider to be an adequate level of provisions to cover the potential liabilities related to the matters in question.

Antitrust – Claims for damages ensuing from the European Commission's 2014 decision
During the first few months of 2017, operators belonging to the Vattenfall Group filed claims in the High Court of London against a number of cable manufacturers, including companies in the Prysmian Group, to obtain compensation for damages purportedly suffered as a result of the alleged anti-competitive practices sanctioned by the European Commission. In June 2020, the Prysmian companies concerned presented their defense as well as serving a summons on another party to whom the EU decision was addressed. In July 2022, an agreement was reached for an out-of-court settlement of claims against the Prysmian companies concerned. However, the legal proceedings brought by the Prysmian companies against the other party to whom the EU decision was addressed are continuing.

On April 2, 2019, a writ of summons was served, on behalf of Terna S.p.A., on Pirelli, Nexans and companies in the Prysmian Group, demanding compensation for damages purportedly suffered as a result of the alleged anti-competitive practices sanctioned by the European Commission in its April 2014 decision. This action has been brought before the Court of Milan. On October 24, 2019, the Prysmian Group companies concerned responded by presenting their preliminary defense. By an order dated February 3, 2020, the Court upheld the points raised by the defendants, giving Terna until May 11, 2020 to complete its writ of summons and scheduling a hearing for October 20, 2020. Terna duly completed its summons, which was filed within the required deadline. The preliminary investigative phase has now concluded and the case has been referred back for a decision.

On April 2, 2019, a writ of summons was served, on behalf of Electricity & Water Authority of Bahrain, GCC Interconnection Authority, Kuwait Ministry of Electricity and Water and Oman Electricity Transmission Company, on a number of cable manufacturers, including companies in the Prysmian Group, on Pirelli and Goldman Sachs. This action, brought in the Court of Amsterdam, once again involved a claim for compensation for damages purportedly suffered as a result of the alleged anti-competitive practices sanctioned by the European Commission. On December 18, 2019, the Prysmian companies concerned presented their preliminary defense, which was heard on September 8, 2020. On November 25, 2020, the Court of Amsterdam handed down a ruling under which it upheld the submissions made and declined jurisdiction over defendants not based in the Netherlands, thus excluding them from the proceedings. On February 19, 2021, the plaintiffs announced that they had filed an appeal against this ruling. The Prysmian companies concerned, together with the other third-party first-instance defendants, have taken legal action to contest the plaintiff's claims. On April 25, 2023, the Amsterdam Court of Appeal handed down a ruling under which it decided to submit to the European Court of Justice a number of questions on the interpretation of European law, which it considers instrumental to its decision. The case has therefore been stayed pending the European Court of Justice's response.

1. Directors' report
2. Financial Statements Schemes
3. **Explanatory Notes**
4. Certification
5. Auditors' report
6. Report of the board of statutory auditors

Furthermore, in February 2023, Prysmian received notification of an application by British consumer representatives requesting authorization from the relevant local court to initiate proceedings against a number of cable manufacturers, including Prysmian S.p.A. and Prysmian Cavi e Sistemi S.r.l., and which also involved a claim for compensation for damages supposedly suffered as a result of the alleged anti-competitive practices sanctioned by the European Commission in its April 2014 decision. The court case is pending and the Prysmian companies concerned have submitted their preliminary defenses. Under a decision dated May 3, 2024, the UK court conditionally authorized the British consumer representatives to initiate the aforementioned proceedings. On October 30, 2025, the British court ruled on certain preliminary issues, accepting the arguments put forward by Prysmian and the other defendants, thereby reducing the amount of damages claimed. The proceedings remain ongoing.

In view of the circumstances described and the developments in the proceedings, the Directors, assisted also by legal counsel, have recognized what they consider to be an adequate level of provisions to cover the potential liabilities related to the matters in question.

In June 2023, a writ of summons, sent on behalf of Saudi Electricity Company, was received by a number of cable manufacturers, including some Prysmian companies. This action, brought before the Court of Cologne, once again involves a claim for compensation for damages purportedly suffered as a result of the alleged anti-competitive practices sanctioned by the European Commission. The case is pending.

Based on the information currently available, and believing these potential liabilities unlikely to crystallize, the Directors are of the opinion not to make any provision.

Antitrust – Other investigations

In Brazil, the local antitrust authority started proceedings against a number of manufacturers of high voltage underground and submarine cables, including Prysmian, notified of such in 2011. On April 15, 2020, the CADE Tribunal issued the operative part of the decision under which it held Prysmian liable for the alleged infringement in the period from February 2001 to March 2004 and ordered it to pay a fine of BRL 10.2 million (approximately Euro 1.8 million). Using the provisions already set aside in previous years, Prysmian made these payments within the required deadline.
Prysmian filed an appeal against the CADE decision. Under a ruling dated July 11, 2024, Prysmian's appeal was dismissed, therefore confirming the original decision against which the appeal had been lodged. Prysmian has appealed this ruling by reiterating its request to quash the CADE's decision.

At the end of February 2016, the Spanish antitrust authority commenced proceedings to verify the existence of anti-competitive practices by local low voltage cable manufacturers and distributors, including Prysmian's local subsidiaries. On November 24, 2017, the local antitrust authority notified Prysmian's Spanish subsidiaries of a decision under which they were held liable for the alleged infringements in the period from June 2002 to June 2015 and were jointly and severally ordered to pay a fine of Euro 15.6 million. Prysmian's Spanish subsidiaries lodged an appeal against this decision.

The appeal was partially upheld by the local court, which ruled on May 19, 2023 that the time period used by the authority to calculate the fine should be reduced, with consequent revision of the fine itself. Prysmian's Spanish subsidiaries have appealed against this ruling. The appeal has been declared inadmissible; however, the ruling is still under appeal by the Spanish Antitrust Authority and is therefore not yet final.

The decision of November 24, 2017 also held the Spanish subsidiaries of General Cable liable for breach of local antitrust law. However, they have obtained immunity from paying the related fine (quantified at about Euro 12.6 million) having filed for leniency and collaborated with the local antitrust authority in its investigations. The General Cable Spanish subsidiaries also appealed against the decision of the local antitrust authority, in both first and second instance. The appeals were ultimately dismissed in rulings by the Spanish Supreme Court, notified to the companies concerned on January 19, 2023, thus rendering the decision of the local antitrust authority against them final.

During June 2022, the antitrust authorities of the Czech Republic and Slovakia conducted inspections at the offices of Prysmian's local subsidiaries with regard to alleged anti-competitive practices in setting metal surcharges.

Subsequently, in August 2022 and March 2023, the antitrust authorities of the Czech Republic and Slovakia respectively announced the opening of an investigation into this matter involving, among others, Prysmian's local subsidiaries.
During August 2025, the Slovak antitrust authority notified all parties involved in the investigations of a statement of objections contesting their alleged anti-competitive conduct. This is a preliminary measure and does not affect the final outcome of the proceedings. Prysmian has already submitted its observations on the matter in question.

In view of the circumstances described and the developments in the proceedings, the Directors, assisted also by legal counsel, have recognized what they consider to be an adequate level of provisions to cover the potential liabilities related to the matters in question.
In addition, in January 2022, an investigation was initiated by the German antitrust authority (Federal Cartel Office) concerning alleged coordination in setting the standard metal surcharges applied by the industry in Germany. Prysmian's local subsidiaries have challenged before the courts the search and seizure orders under which the German authorities carried out inspections at their offices and seized company documents.

In December 2024, the Italian Antitrust Authority carried out an inspection at the offices of one of the Group's Italian subsidiaries. The inspection was conducted as part of an Italian Antitrust Authority investigation into a possible anti-competitive cartel aimed at coordinating prices and sales conditions in the Italian low voltage copper cable market.

In October 2025, the Hungarian antitrust authority carried out an inspection at the offices of the Group's local subsidiary. The inspection was conducted as part of the authority's investigation into a possible cartel affecting competition in a number of tenders to supply low and/or medium voltage cables.

Given the high degree of uncertainty as to the timing and outcome of these ongoing investigations, the Directors currently feel unable to estimate the related risk.

Antitrust – Claims for damages ensuing from Other investigations
In February 2020, a writ of summons was served on a number of cable manufacturers, including Prysmian's Spanish subsidiaries, under which companies belonging to the Iberdrola Group have claimed compensation for damages supposedly suffered as a result of the alleged anti-competitive practices sanctioned by the Spanish antitrust authority in its decision of November 24, 2017. The proceedings, pending before the Court of Barcelona, were settled by a ruling on July 28, 2025, which dismissed all of Iberdrola's claims for damages. Iberdrola lodged an appeal against this ruling in September 2025.

In July 2020, a writ of summons was served on a number of cable manufacturers, including Prysmian's Spanish subsidiaries, under which companies belonging to the Endesa Group have claimed compensation for damages supposedly suffered as a result of the alleged anti-competitive practices sanctioned by the Spanish antitrust authority in its decision of November 24, 2017. The proceedings are pending before the Court of Barcelona.

During 2022, other third-party lawsuits were filed against certain cable manufacturers, including Prysmian's Spanish subsidiaries, to obtain compensation for damages supposedly suffered as a result of the alleged anti-competitive conduct sanctioned by the Spanish antitrust authority in its decision of November 24, 2017. The proceedings are pending before the Court of Barcelona.

In view of the circumstances described and the developments in the proceedings, the Directors, assisted also by legal counsel and maintaining consistency in the assessment criteria, have adjusted the related provisions for risks to a level deemed appropriate to cover the potential liabilities for the matters in question.

With reference to the above matters, a number of Prysmian companies have received various notices in which third parties have claimed compensation for damages, albeit not quantified, allegedly suffered as a result of Prysmian's involvement in the anti-competitive practices sanctioned by the European Commission and the antitrust authorities in Brazil and Spain.

Based on the information currently available, and believing it unlikely that these potential or unquantifiable liabilities will arise, the Directors have decided not to make any provision.

1. Directors' report
2. Financial Statements Schemes
3. **Explanatory Notes**
4. Certification
5. Auditors' report
6. Report of the board of statutory auditors

Despite the uncertainty of the outcome of the investigations and legal actions in progress, the amount of the provision set aside, the substance of which explained above, is considered to represent the best estimate of the liability based on the information available to date and the developments in the proceedings described above.

12. Employee benefit obligations

Prysmian S.p.A. provides post-employment benefits through schemes that include defined benefit plans, like the statutory severance benefit and long-service awards.
Employee benefit obligations amount to Euro 5,674 thousand at December 31, 2025 (Euro 6,024 thousand at December 31, 2024) and are detailed as follows:

(Euro/thousand)

	Dec-31-2025	Dec-31-2024
Statutory severance benefit	4,019	4,318
Termination and other benefits	1,655	1,706
Total	**5,674**	**6,024**

Employee benefit obligations have had the following impact on the income statement:

(Euro/thousand)

	Dec-31-2025	Dec-31-2024
Statutory severance benefit	345	414
Termination and other benefits	99	33
Total	**444**	**447**

Statutory severance benefit

Details are as follows:

(Euro/thousand)

	Dec-31-2025	Dec-31-2024
Opening balance	**4,318**	**4,442**
Current service costs	218	285
Interest costs	127	129
Actuarial (gains)/losses recognized in equity	(154)	58
Disbursements	(490)	(596)
Total movements	**(299)**	**(124)**
Closing balance	**4,019**	**4,318**

The actuarial gains recognized at December 31, 2025 (Euro 154 thousand) mainly relate to the change in the associated economic parameters (the discount and inflation rates).

Under Italian law, the amount due to each employee accrues with service and is paid when the employee leaves the company. The amount due upon termination of employment is calculated on the basis of the length of service and the taxable remuneration of each employee. The liability is adjusted annually for the official cost of living index and statutory interest, and is not subject to any vesting conditions or periods, or any funding obligation; there are therefore no assets that fund this liability.
The rules governing this liability were revised by Legislative Decree 252/2005 and Law 296/2006 (Finance Act 2007): amounts accrued since 2007 by companies with at least 50 employees now have to be paid into the INPS Treasury Fund or to supplementary pension schemes, as decided by employees, which now take the form of "defined contribution plans". All companies nonetheless still account for revaluations of amounts accrued before 2007, while those companies with fewer than 50 employees continue to accrue amounts for this liability not allocated to supplementary pension schemes.

The benefits under this plan are paid to participants in the form of capital, in accordance with the related rules. In certain circumstances, the benefit plan also allows the payment of partial advances against the full amount of the accrued benefit.

The main risk is the volatility of the inflation rate and the discount rate, as determined by the market yield on AA-rated corporate bonds denominated in Euro. Another risk factor is the possibility that members leave the plan earlier than expected or that higher advance payments than expected are requested, resulting in an actuarial loss for the plan, due to an acceleration of cash flows.
The actuarial assumptions used to value statutory severance benefit are as follows:

	Dec-31-2025	Dec-31-2024
Discount rate	3.70%	3.20%
Expected future salary increase	2.00%	2.00%
Inflation rate	2.00%	2.00%

1. Directors' report
2. Financial Statements Schemes
3. **Explanatory Notes**
4. Certification
5. Auditors' report
6. Report of the board of statutory auditors

The following table presents a sensitivity analysis of the effects of an increase/decrease in the most significant actuarial assumptions used to determine the present value of statutory severance benefit, namely the discount rate and inflation rate:

	Dec-31-2025	
Change in inflation rate	**-0.25%**	**+0.25%**
Effects on obligation	-1.16%	+1.21%
Change in discount rate	**-0.50%**	**+0.50%**
Effects on obligation	3.90%	-3.73%

Average headcount in the period is reported below, compared with closing headcount at the end of each period:

	2025			
	Average	**%**	**Closing**	
Desk staff and management	425	91%	428	90%
Non-desk staff	44	9%	46	10%
Total	**468**	**100%**	**474**	**100%**

	2024			
	Average	**%**	**Closing**	
Desk staff and management	418	91%	422	91%
Non-desk staff	43	9%	42	9%
Total	**459**	**100%**	**464**	**100%**

13. Direct tax assets and liabilities

Direct tax liabilities amount to Euro 64,043 thousand at December 31, 2025, versus Euro 7,575 thousand in 2024; the 2025 balance comprises Euro 56,468 thousand for tax consolidation liabilities and Euro 7,575 thousand in provisions for litigation involving direct taxes.
Direct tax assets and liabilities at December 31, 2024, presented in the current financial statements for comparative purposes, has been restated with respect to the previously published figures, as indicated in more detail in section "C. RESTATEMENT OF COMPARATIVE FIGURES".

Direct tax assets of Euro 110,237 thousand (Euro 30,059 thousand in 2024) mainly refer to:

- foreign tax credits transferred to the national tax consolidation (Euro 18,811 thousand);
- credits arising from supplementary Italian corporate income tax returns (Euro 26,849 thousand);
- receivables from companies participating in the national tax consolidation group (Euro 62,101 thousand);
- Italian regional business tax (IRAP) credit (Euro 4,436 thousand).

14. Revenues and other income

This line item reports Euro 259,746 thousand, versus Euro 265,209 thousand in 2024, and is detailed as follows:

	2025	2024
Royalties	133,636	113,997
Head office services	*95,994*	*95,777*
Other revenues and sundry income	30,116	55,435
Total	**259,746**	**265,209**

Royalties mostly refer to amounts charged to Prysmian Group subsidiaries for the use of patents, know-how and trademarks; they amount to Euro 133,636 thousand at December 31, 2025 (Euro 113,997 thousand in the previous year).
Head office services of Euro 95,994 thousand (Euro 95,777 thousand in the previous year), refer to charges invoiced by Prysmian S.p.A., under specific contracts, for coordination and other services provided by head office functions to Group companies.
Other revenues and sundry income of Euro 30,116 thousand consist of proceeds received under legal settlements, non-recurring income relating to costs recharged in connection with the Channell acquisition, and other miscellaneous income.

15. Raw materials, consumables and supplies

Consumables amount to Euro 7,850 thousand, versus Euro 9,049 thousand in 2024.

16. Personnel costs

Details are as follows:

(Euro/thousand)

	2025	2024
Wages and salaries	55,669	60,597
of which Fair value share-based payments	13,104	12,131
Social security	12,131	12,369
Retirement pension costs	2,844	2,655
Statutory severance benefit	218	285
Personnel costs for business reorganization	3,124	5,039
Other personnel costs	1,117	58
Total	**75,104**	**81,003**

Personnel costs report a decline of Euro 5,899 thousand from the previous year, mainly due a decrease in wages and salaries.

Share-based payments

At December 31, 2025, Prysmian S.p.A. had share-based compensation plans in place for managers and employees of Group companies and for the Company's executive directors and key management personnel. These plans are described below.

Employee share purchase plan – YES

The YES plan (Your Employee Shares) is based on financial instruments and reserved for employees of Prysmian S.p.A..
The plan has offered the opportunity to purchase Prysmian ordinary shares on preferential terms, i.e. with a maximum discount of 25% on the stock price, given in the form of treasury shares (so-called discount shares), except for managers for whom the discount is 15%, as well as executive directors and key management personnel, for whom the discount is 1%.

1. Directors' report
2. Financial Statements Schemes
3. **Explanatory Notes**
4. Certification
5. Auditors' report
6. Report of the board of statutory auditors

All those joining the plan have also received an entry bonus of three free shares, or one free share for employees who had already participated in at least one of the purchase cycles in the previous two years, also taken from the Company's holding of treasury shares, only on occasion of the first purchase within the same financial year.
The shares purchased by participants, as well as those received by way of discount and entry bonus, are subject to a retention period, during which they cannot be sold and the length of which varies according to relevant local regulations.
On April 16, 2025, the shareholders of Prysmian S.p.A. approved an extension of the YES plan for the years 2025, 2026 and 2027.
A maximum of 400,000 treasury shares are expected to be used to service the discount shares, entry bonus shares and loyalty bonus shares over the plan's duration (2025-2027).
The total cost of the YES 2025 plan recognized under "Personnel costs" in the income statement amounted to Euro 187 thousand at December 31, 2025.

The Information Memorandum, prepared under art. 114-bis of Legislative Decree 58/98 and describing the characteristics of the above plan, is publicly available on the Company's website at http://www.prysmian.com/, as well as at its registered offices and Borsa Italiana S.p.A..

Grow long-term incentive plan 2023-2025

On April 19, 2023, the shareholders' meeting of Prysmian S.p.A. approved a long-term incentive plan (2023-2025) covering approximately 1,100 recipients among management and other key Group resources, including Prysmian S.p.A.'s Executive Directors and Key Management Personnel. The Plan involves the grant of new-issue ordinary shares obtained from a bonus issue funded by profits or retained earnings in accordance with art. 2349 of the Italian Civil Code, or a combination of new-issue shares and treasury shares. By means of this plan, Prysmian intends to strengthen the Company's and management's commitment to creating sustainable value over time for all stakeholders, including by involving a wide range of key people in over 40 countries who play an important role in the Group's sustainable success. The plan spans a three-year period and provides for the award of performance shares upon achievement of economic and financial performance conditions, Total Shareholders Return and ESG targets. The plan also allows 50% of the annual bonus, where due, for the years 2023, 2024, 2025 to be deferred in the form of deferred shares. The annual bonus is also linked to the achievement of ESG targets, as well as to economic-financial targets. The deferral of the annual bonus also entails an additional award of 0.5 matching shares for every deferred share which, in the case of the Group's 50 or so top managers, is also dependent on the achievement of ESG targets by 2025. The plan has the following objectives:

- to motivate participants to achieve long-term results geared towards sustainable value creation over time;
- to align the interests of management with those of shareholders through the use of share-based incentive instruments;
- to foster stable management ownership of the Company's share capital;
- to ensure the long-term sustainability of the Group's annual performance, by boosting staff engagement and retention, including through the mechanism of deferring part of the annual bonus in shares.

The shareholders of Prysmian S.p.A. also authorized a bonus share capital increase to be reserved for Group employees in execution of the plan. This capital increase may reach a maximum nominal amount of Euro 950,000 through apportionment, pursuant to art. 2349 of the Italian Civil Code, of a corresponding amount from profits or retained earnings, with the issue of no more than 9,500,000 ordinary shares.
The actual award of shares, in particular with reference to the performance shares, is subject to the level of achievement of the following performance conditions: cumulative Adjusted EBITDA, cumulative Free Cash Flow, average ROCE, relative TSR measured against an 11-member peer group and ESG, measured by a set of indicators.

The following table provides details about movements in the plan:

	Dec-31-2025
	Number of shares
Shares vested at start of year	3,028,831
Change in expected participations	(157,349)
Shares vesting in period	2,078,436
Total shares vested at end of year	**4,949,918**

Costs of Euro 12,315 thousand have been recognized as "Personnel costs" in the income statement at December 31, 2025 for the fair value of shares to be granted under this plan.

In accordance with IFRS 2, the shares to be granted have been measured at their grant date fair value. The fair value of the performance shares, for the entire period of the plan, and of the deferred and matching shares vesting in 2023 has been calculated using the following assumptions:

Grant date	April 19, 2023
Residual life at grant date (in years)	–
Exercise price (Euro)	38.25
Risk-free interest rate	2.73%
Expected dividend %	2.00%
Share fair value (not market based) at grant date (Euro)	28.43
Share fair value (market based) at grant date (Euro)	21.99

As regards deferred and matching shares vesting in 2024, their fair value has been calculated using the following assumptions:

Grant date	April 18, 2024
Residual life at grant date (in years)	–
Exercise price (Euro)	50.22
Risk-free interest rate	2.73%
Expected dividend %	2.00%
Share fair value (market based) at grant date (Euro)	40.73

As regards deferred and matching shares vesting in 2025, their fair value has been calculated using the following assumptions:

Grant date	April 16, 2025
Residual life at grant date (in years)	–
Exercise price (Euro)	44.71
Risk-free interest rate	2.73%
Expected dividend %	1.80%
Share fair value (market based) at grant date (Euro)	40.84

The report on remuneration policy and compensation paid and the information memorandum, prepared under art. 114-bis of Legislative Decree 58/98 and describing the features of the above plan, are publicly available on the Company's website http://www.prysmian.com/ as well as at its registered office and at Borsa Italiana S.p.A..

1. Directors' report
2. Financial Statements Schemes
3. Explanatory Notes
4. Certification
5. Auditors' report
6. Report of the board of statutory auditors

BE-IN employee stock grant plan

On April 12, 2022, the shareholders of Prysmian S.p.A. approved a stock grant plan for Prysmian employees, except for those already covered by individual incentive schemes; the plan aims to foster wide participation in future value creation and to strengthen the level of employee engagement; the plan is subject to local consultation with the relevant trade union representatives, where required.

The plan, participation in which was voluntary, envisaged three allotment cycles for 2022, 2023 and 2024 and provided for the award of up to 3,000,000 shares. The plan was renewed during the shareholders' meeting on April 16, 2025 for the years 2025, 2026 and 2027, providing for the award of up to 2,000,000 shares.

By voluntarily joining the plan, the employee agrees to receive, in lieu of payment of part of their monetary bonus, or in some cases even without converting a monetary bonus, a value equating to a number of shares, to be calculated on the basis of the award value, defined as the average share price over the 30 trading days preceding definition of the incentive's value. The number of shares awarded may be increased by an additional number of shares, up to a maximum of 50% of the shares awarded.

The number of shares received by each participant is determined according to the amount of the incentive's value.

The shares awarded are freely transferable as from the grant date. If these shares are held for the entire holding period of twelve months from the grant date, the employee is entitled to receive an additional number of shares. If, during the holding period, the employee sells all or part of the shares received, they will no longer be entitled to receive additional shares.

The shares are awarded to participants annually within specific time frames, identified on a local basis when rolling out the plan.

Shares credited to participants in 2026, 2027 and 2028 relate to performance in 2025, 2026 and 2027, respectively, while the respective additional shares will be credited to participants in 2027, 2028 and 2029.

During the course of the plan's rollout, some of these provisions may be adjusted not only to ensure that the plan nonetheless complies with applicable local rules, legislation and tax and social security regulations but also to facilitate its implementation for the sake of wider participation.

Costs of Euro 257 thousand have been recognized as "Personnel costs" in the income statement at December 31, 2025 for the fair value of shares granted under this plan.

The fair value of shares under this plan has been determined using the following assumptions:

AWARD CYCLE 2023

Grant date of conversion and premium shares	April 30, 2023
Grant date of loyalty shares	April 30, 2024
Residual life at grant date of conversion and premium shares (in years)	–
Residual life at grant date of loyalty shares (in years)	–
Exercise price (Euro)	37.07
Risk-free interest rate	2.73%
Expected dividend %	2.00%
Share fair value at grant date of conversion and premium shares	30.10
Share fair value at grant date of loyalty shares	23.45

AWARD CYCLE 2024

Grant date of conversion and premium shares	April 30, 2024
Grant date of loyalty shares	April 30, 2025
Residual life at grant date of conversion and premium shares (in years)	–
Residual life at grant date of loyalty shares (in years)	–
Exercise price (Euro)	57.82
Risk-free interest rate	2.73%
Expected dividend %	1.20%
Share fair value at grant date of conversion and premium shares	46.27
Share fair value at grant date of loyalty shares	35.05

AWARD CYCLE 2025

Grant date of conversion and premium shares	April 30, 2025
Grant date of loyalty shares	April 30, 2026
Residual life at grant date of conversion and premium shares (in years)	–
Residual life at grant date of loyalty shares (in years)	1
Exercise price (Euro)	86.3
Risk-free interest rate	2.73%
Expected dividend %	1.04%
Share fair value at grant date of conversion and premium shares	71.74
Share fair value at grant date of loyalty shares	57.48

The Information Memorandum, prepared under art. 114-bis of Legislative Decree 58/98 and describing the characteristics of the above plan, is publicly available on the Company's website at http://www.prysmian.com/, as well as at its registered offices and Borsa Italiana S.p.A..

17. Amortization, depreciation and impairment

Details are as follows:

(in migliaia di Euro)

	2025	2024
Ammortamento fabbricati, impianti, macchinari e attrezzature	3,104	3,115
Ammortamento altri beni materiali	1,804	1,813
Ammortamento immobilizzazioni immateriali	27,650	26,706
Ammortamenti e svalutazioni per diritti d'uso (IFRS 16)	5,365	6,532
Svalutazioni immobilizzazioni immateriali	–	1,534
Totale	**37,923**	**39,700**

Amortization and depreciation charges amount to Euro 37,923 thousand in 2025, posting a net decrease of Euro 1,777 thousand on the previous year, mainly due to lower amortization charges against intangible assets. See Note 2. Intangible assets for more information on the change during the year.

1. Directors' report
2. Financial Statements Schemes
3. Explanatory Notes
4. Certification
5. Auditors' report
6. Report of the board of statutory auditors

18. Other expenses

Other expenses amount to Euro 142,383 thousand in 2025, versus Euro 155,780 thousand in the previous year, analyzed as follows:

(Euro/thousand)

	2025	2024
IT costs	42,171	44,815
Professional services	31,008	34,398
Travel costs	6,873	5,350
Insurance	4,451	4,627
Increases in provisions for risks	(224)	4,374
Electricity and utilities	1,225	1,507
Other operating costs	50,576	42,700
Non-recurring expenses	6,306	18,009
Total	**142,383**	**155,780**

Professional services (Euro 31,008 thousand versus Euro 34,398 thousand in 2024) include costs of personnel seconded from other Group companies (Euro 11,641 thousand versus Euro 12,227 thousand in 2024), the compensation of the directors and statutory auditors of Prysmian S.p.A., and the costs of the audit and related services, details of which can be found in Notes 24, 26 and 29.

Other operating costs mainly relate to costs for technical assistance provided to group companies and costs incurred for promotional activities and participation in exhibitions and trade fairs.

Non-recurring expenses mostly refer to costs incurred for the acquisition of Channell.

For information about "Increases in provisions for risks", see the note on Provisions for risks.

19. Finance income and costs

Finance costs are detailed as follows:

(Euro/thousand)

	2025	2024
Interest on loans	98,228	130,906
Interest on non-convertible bond	56,000	5,063
Interest on convertible bond 2021- non-monetary component	–	5,066
Amortization of bank and financial fees and other expenses	9,917	14,534
Interest on lease liabilities	664	511
Employee benefit interest costs	181	185
Other bank interest	53,451	68,961
Costs for undrawn credit lines	2,669	2,583
Sundry bank fees	1,350	1,226
Other	1,516	2,049
Interest Rate Swaps	57,356	24,074
Finance costs	**281,332**	**255,158**
Foreign currency exchange losses	73,053	89,317
Total finance costs	**354,385**	**344,475**

Amortization of bank and financial fees and other expenses mainly reflects the portion of loan arrangement costs amortized in the reporting period.

Other bank interest refers to the EIB Loans (Euro 12,744 thousand), the CDP Loans (Euro 6,011 thousand) and interest on the intercompany current account with Prysmian Treasury S.r.l. (Euro 34,696 thousand).

Finance income is detailed as follows:

(Euro/thousand)

	2025	2024
Interest income from banks and other financial institutions	60,453	47,060
Other finance income	98,201	110,553
Finance income	**158,654**	**157,613**
Foreign currency exchange gains	68,505	76,104
Total finance income	**227,159**	**233,717**

Interest income from banks and other financial institutions mainly refers to interest on intercompany loans granted during the year.

Other finance income mainly consists of fees charged to Group companies for guarantees issued by the Company in their favor.



1. Directors' report
2. Financial Statements Schemes
3. Explanatory Notes
4. Certification
5. Auditors' report
6. Report of the board of statutory auditors

20. Dividends from subsidiaries

During 2025, Prysmian S.p.A. earned a total of Euro 462,245 thousand in dividends. This amount consists of Euro 329,000 thousand in dividends from the subsidiaries Draka Holding B.V. and Prysmian Treasury S.r.l., and Euro 133,245 thousand in income recognized for share-based payments, reflecting the difference between the grant date fair value of shares and their fair value at the reporting date. For more details, see Note 16. Share-based payments.

21. Income taxes

Details are as follows:

(Euro/thousand)

	2025	2024
Current income taxes	(15,601)	(10,238)
Deferred income taxes	(3,056)	(2,767)
Total	**(18,657)**	**(13,005)**

Income taxes report a net positive Euro 18,657 thousand in 2025 (Euro 13,005 thousand in 2024). Information about deferred taxes can be found in Note 4. Deferred tax assets.

Taxes charged on profit before taxes differ from those calculated using the theoretical tax rate applying to the Company for the following reasons:

(Euro/thousand)

	2025	Aliquota	2024	Aliquota
Profit before taxes	327,847		247,383	
Theoretical tax expense at nominal tax rate	78,683	24.0%	59,372	24.0%
Dividends from subsidiaries	(75,012)	(22.9%)	(80,689)	(32.6%)
Impairment/(Revaluation) of investments in subsidiaries	1,200	0.4%	10,421	4.2%
Other permanent differences	29,793	9.1%	18,496	7.5%
IRAP for the year	–	0.0%	–	0.0%
Prior year taxes	(9,089)	(2.8%)	6,597	2.7%
Tax risks	(343)	(0.4%)	–	0.0%
Other	1,266	0.4%	129	0.1%
Net effect of group tax consolidation for the year	(45,155)	(13.8%)	(27,331)	(11.0%)
Effective income taxes	**(18,657)**	**(5.7%)**	**(13,005)**	**(5.3%)**

The Company, together with all its Italian resident subsidiaries, has opted, as head of the tax group, for group tax consolidation, pursuant to art. 117 et seq of the Italian Income Tax Code (Italian Presidential Decree 917/1986). The tax consolidation option lasts three years, is irrevocable and is tacitly renewed. The new National Tax Consolidation Regulations were approved by the Board of Directors on February 26, 2025.

The following companies are members of the tax group:

- Fiber Ottiche Sud – F.O.S. S.r.l.
- Prysmian Cavi e Sistemi S.r.l.
- Prysmian Cavi e Sistemi Italia S.r.l.
- Prysmian Treasury S.r.l.
- Electronic and Optical Sensing Solutions S.r.l.
- Prysmian PowerLink S.r.l.
- Prysmian Riassicurazioni S.p.A.

The rate used to calculate the tax charge is 24% for IRES (Italian corporate income tax), and 5.57% for IRAP (Italian regional business tax).

22. Contingent liabilities

As a global operator, the Company is exposed to legal risks primarily, by way of example, in the areas of product liability, and environmental, antitrust and tax rules and regulations. The outcome of existing or future legal disputes and proceedings cannot be predicted with certainty. The outcome of such proceedings could result in the payment of costs that are not covered, or not fully covered, by insurance, which would therefore have a direct effect on the Company's financial condition and results.
As at December 31, 2025, there were no contingent liabilities against which the Company had not set aside provisions for risks and charges, and for which the related legal and tax proceedings are not believed to give rise to significant liabilities.

23. Commitments

The Company had the following types of commitments at December 31, 2025:

(a) **Commitments to purchase property, plant and equipment and intangible assets**
Contractual commitments, already given to third parties at December 31, 2025 and not yet reflected in the financial statements, amount to Euro 10,485 thousand (Euro 7,041 thousand at December 31, 2024).

(b) **Comfort letters in support of bank guarantees given to Group companies**
Comfort letters in support of bank guarantees given in the interest of Group companies amount to Euro 67 thousand at December 31, 2025, all of which relating to P.T. Prysmian Cables Indonesia (Euro 70 thousand at December 31, 2024).

(c) **Other guarantees given in the interest of Group companies**
These amount to Euro 10,976,325 thousand at December 31, 2025 (Euro 11,218,352 thousand at December 31, 2024), analyzed as follows:

(Euro/thousand)

	2025	2024
Prysmian Netherlands B.V.	40,293	40,293
Prysmian PowerLink S.r.l.	9,177,223	8,433,697
Prysmian Cables & Systems Limited	22,691	23,879
Prysmian Cables and Systems USA, LLC	1,577,590	2,667,735
Prysmian Cables Spain SA	46,638	52,748
Other companies	111,889,79	–
Total	**10,976,325**	**11,218,352**

The comfort letters and guarantees given in the interest of Group companies in (b) and (c) mainly refer to projects and supply contracts.

(d) **Comfort letters in support of bank guarantees given in the interest of the Company**
These amount to Euro 11,271 thousand, versus Euro 11,179 thousand in the previous year.

As required by art. 2427 point 22-ter, it is reported that, in addition to the above disclosures about commitments, there are no other agreements that are not reflected in the statement of financial position that carry material risks or rewards and which are critical for assessing the Company's assets and liabilities, financial position and results of operations.

1. Directors' report
2. Financial Statements Schemes
3. **Explanatory Notes**
4. Certification
5. Auditors' report
6. Report of the board of statutory auditors

24. Related party transactions

Transactions between Prysmian S.p.A. and its subsidiaries mainly refer to:

- services (technical, organizational and general) provided by head office to subsidiaries;
- charging of royalties for the use of patents to the Group companies that benefit from them;
- financial transactions entered into by the Parent Company on behalf of, and with, Group companies.

All the above transactions fall within the ordinary course of business of the Parent Company and its subsidiaries.
The related party disclosures also include the compensation paid to Directors, Statutory Auditors and Key Management Personnel.

More details about related party transactions are provided in the table of "Intercompany and related party transactions (disclosure under art. 2428 of the Italian Civil Code)" appended to the present Explanatory Notes.
The following tables summarize related party transactions in the years ended December 31, 2025 and December 31, 2024.

(Euro/thousand)

	Dec-31-2025			
	Investments in subsidiaries	Trade, other and tax receivables and derivatives	Trade, other and tax payables and derivatives	Employee benefit obligations and other provisions
Subsidiaries	8,455,175	1,636,837	659,466	
Other related parties:				
Compensation of directors, statutory auditors and key management personnel	–	–	1,451	6,813
Total	**8,455,175**	**1,636,837**	**660,917**	**6,813**

(Euro/thousand)

	Dec-31-2024			
	Investments in subsidiaries	Trade, other and tax receivables and derivatives	Trade, other and tax payables and derivatives	Employee benefit obligations and other provisions
Subsidiaries	7,168,695	2,159,957	708,553	
Other related parties:				
Compensation of directors, statutory auditors and key management personnel	–	–	1,247	7,776
Total	**7,168,695**	**2,159,957**	**709,800**	**7,776**

(Euro/thousand)

	2025							
	Revenues and other income	Raw materials, consumables and supplies	Other expenses	Fair value change in commodity derivatives	Personnel costs	Finance income/ (costs)	Dividends/ (Impairment) of investments	Income taxes
Subsidiaries	247,978	3,012	37,492	(1,340)	–	58,946	457,245	15,416
Other related parties:								
Compensation of directors, statutory auditors and key management personnel	–	–	235	–	6,291	–	–	–
Total	**247,978**	**3,012**	**37,727**	**(1,340)**	**6,291**	**58,946**	**457,245**	**15,416**

(Euro/thousand)

	2024							
	Revenues and other income	Raw materials, consumables and supplies	Other expenses	Fair value change in commodity derivatives	Personnel costs	Finance income/ (costs)	Dividends/ (Impairment) of investments	Income taxes
Subsidiaries	237,846	1,428	34,388	342	0	(687)	378,806	21,344
Other related parties:								
Compensation of directors, statutory auditors and key management personnel	0	0	520	0	4,536	0	0	0
Total	**237,846**	**1,428**	**34,907**	**342**	**4,536**	**(687)**	**378,806**	**21,344**

Transactions with subsidiaries

These refer to services supplied to and received from Group companies and to current account transactions with the Group's central treasury company.

Top management compensation

Top management compensation is analyzed as follows:

(Euro/thousand)

	2025	2024
Salaries and other short-term benefits – fixed part	3,953	3,157
Salaries and other short-term benefits – variable part	1,691	1,399
Other benefits	–	2,835
Share-based payments	3,909	2,632
Other costs	–	520
Total	**9,481**	**10,542**
of which Directors	6,291	4,881

25. Significant non-recurring events and transactions

As required by Consob Communication DEM/6064293 dated July 28, 2006, the effects of non-recurring events and transactions on the Company's income statement are shown below, involving net non-recurring income totaling Euro 282 thousand in 2025 and net non-recurring expenses of Euro 5,834 thousand in 2024.

(Euro/thousand)

	2025	2024
Non-recurring other income	1,715	24,522
Non-recurring other expenses	(1,433)	(30,356)
Total	**282**	**(5,834)**

The statement of financial position and net financial debt contain no material amounts in connection with non-recurring events.

1. Directors' report
2. Financial Statements Schemes
3. **Explanatory Notes**
4. Certification
5. Auditors' report
6. Report of the board of statutory auditors

26. Compensation of directors and statutory auditors

Directors' compensation amounts to Euro 6,291 thousand in 2025 (Euro 4,881 thousand in 2024). Statutory auditors' compensation for duties performed in Prysmian S.p.A. amounts to Euro 215 thousand in 2025 (Euro 175 thousand in 2024). Compensation includes emoluments, and any other types of remuneration, pension and medical benefits, received for their service as directors or statutory auditors of Prysmian S.p.A.. Further details can be found in the Remuneration Report.

27. Atypical or unusual transactions

In accordance with the disclosures required by Consob Communication DEM/6064293 dated 28 July 2006, it is reported that no atypical and/or unusual transactions took place during the year.

28. Financial covenants

The credit agreements in place at December 31, 2025, details of which are presented in Note 9. Borrowings from banks and other lenders, require the Group to comply with a series of covenants on a consolidated basis. The main covenants, classified by type, are listed below:

(c) Financial covenants

- Ratio between EBITDA and Net finance costs (as defined in the relevant agreements except for the Revolving Credit Facility 2023, the Revolving Credit Facility 2025 and all other loans taken out after June 2023, described in Note 9. Borrowings from banks and other lenders, as long as Prysmian S.p.A. maintains a long-term "Investment Grade" credit rating);
- Ratio between Net Financial Debt and EBITDA (as defined in the relevant agreements).

The covenants contained in the relevant credit agreements are as follows:

	EBITDA/ Net finance costs [1] not less than:	Net financial debt/ EBITDA [1] not more than:
	4.00x	3.00x

(1) The ratios are calculated on the basis of the definitions contained in the relevant credit agreements. The Net Financial Debt/EBITDA ratio can go as high as 3.5 following extraordinary transactions like acquisitions, no more than three times, including on non-consecutive occasions.

(d) Non-financial covenants

A number of non-financial covenants have been established in line with market practice applying to transactions of a similar nature and size. These covenants involve restrictions on the grant of secured guarantees to third parties and on amendments to the Company's by-laws.

Events of default

The main events of default are as follows:

- default on loan repayment obligations;
- breach of financial covenants;
- breach of some of the non-financial covenants;
- declaration of bankruptcy by certain major Group companies or their involvement in other insolvency proceedings;
- issuance of particularly significant court orders;
- occurrence of events that may adversely and materially affect the business, the assets or the financial conditions of the Group.

Should an event of default occur, the lenders are entitled to demand full or partial repayment of the amounts lent and not yet repaid, together with interest and any other amount due. No collateral security is required.

Actual financial ratios reported at December 31, 2025 and December 31, 2024 are as follows:

	Dec-31-2025	Dec-31-2024
EBITDA / Net finance costs [1] [2]	9.69x	16.06x
Net financial debt / EBITDA [1]	1.61x	1.93x

(1) The ratios are calculated on the basis of the definitions contained in the relevant credit agreements
(2) The covenant does not apply to the Revolving Credit Facility 2025, the Revolving Credit Facility 2023 or any of the loans taken out since June 2023, as long as Prysmian S.p.A. maintains a long-term "Investment Grade" credit rating.

The above financial ratios comply with both covenants contained in the relevant credit agreements and there are no instances of non-compliance with the financial and non-financial covenants indicated above.

29. Information pursuant to art.149-Duodecies of the consob issuer regulations

Pursuant to art. 149-duodecies of the Consob Issuer Regulations, the following table shows the fees in 2025 for audit work and other services provided by the independent auditors PwC S.p.A.:

(Euro/thousand)

	Provider of services	Fees for 2025	Fees for 2024
Audit services	EY S.p.A.		1,303
Certification/other services	EY S.p.A.		845
Audit services	PWC S.p.A.	847	
Certification/other services	PWC S.p.A.	661	
Total		**1,508**	**2,148**



1. Directors' report
2. Financial Statements Schemes
3. Explanatory Notes
4. Certification
5. Auditors' report
6. Report of the board of statutory auditors

30. State AID

With regard to the transparency rules on state aid contained in art. 1, par. 125-129 of Italian Law 124/2017, as amended by art. 35 of Legislative Decree 34/2019 (the so-called "Growth Decree"), published in Italy's Official Journal no. 100 dated April 30, 2019, reference should be made to the National Register of State Aid for details of the state aid and de minimis aid reported therein.

31. Research and development

The Group's research and development activities are mostly concentrated within Prysmian S.p.A.. The central team, in coordination with R&D and engineering centers in the various countries, has developed numerous projects over the year in the field of both energy and telecom cables; significant advances have been made in the area of materials and optical fiber technology.
R&D costs incurred in 2025 have been expensed in full to income and amounted to Euro 35,955 thousand versus Euro 32,201 thousand in 2024.

32. Events after the reporting period

There are no subsequent events to report that could have an impact on the values presented in these financial statements.

33. Filing of financial statements

The financial statements of Prysmian S.p.A. at December 31, 2025 will be filed within the legally required term at its registered office and will be available for viewing on the websites of the company at www.prysmian.com, the central storage mechanism at www.emarketstorage.com and the Italian Stock Exchange at www.borsaitaliana.it.
The financial statements of the sub-holding company Prysmian Cavi e Sistemi S.r.l. will be filed at the registered office in Via Chiese 6, Milan; the financial statements of the sub-holding company Draka Holding B.V. will not be presented, as permitted by Dutch law.

Milan, February 25, 2026

ON BEHALF OF THE BOARD OF DIRECTORS
THE CHAIRMAN
Francesco Gori

List of investments in subsidiaries at December 31, 2025

(Euro/thousand)

	Registered office	Net carrying amount	% owned	Share capital in Euro	Total equity	Prysmian share of equity	Net profit/ (loss) for the year
Italian subsidiaries							
Prysmian Cavi e Sistemi S.r.l.	Milan, Via Chiese, 6	415,384	100	50,000	380,314	380,314	36,620
Prysmian Cavi e Sistemi Italia S.r.l.	Milan, Via Chiese, 6	116,735	100	77,143	131,452	131,452	17,794
Prysmian PowerLink S.r.l.	Milan, Via Chiese, 6	320,563	100	200,000	342,179	342,179	113,098
Fiber Ottiche Sud – F.O.S. S.r.l.	Battipaglia, Strada Provinciale 135	0	100	47,700	8,480	8,480	(18,725)
Prysmian Treasury S.r.l.	Milan, Via Chiese, 6	83,563	100	80,000	122,498	122,498	22,109
Electronic and Optical Sensing Solutions S.r.l.	Milan, Via Chiese, 6	45,803	100	5,000	32,455	32,455	1,059
Prysmian Riassicurazioni S.p.A.	Milan, Via Chiese, 6	37,430	100	30,000	38,128	38,128	4,048
Total Italian subsidiaries		**1,019,478**					
Foreign subsidiaries							
Draka Holding B.V.	Amsterdam, Netherlands	7,432,262	100	52,229	7,849,411	7,849,411	839,799
Prysmian Kabel und Systeme GmbH	Berlin, Germany	3,434	6,25	15,000	99,367	6,210	(11,075)
Prysmian Kablo SRO	Bratislava, Slovakia	1	0,005	21,246	27,953	1	5,564
Jaguar Communication Consultancy Services Private Ltd.	Mumbai, India	0	0,000001	157,388	269	–	45
Prysmian Cabos e Sistemas do Brasil S.A.	Sorocaba, Brazil	0	0,02	910,044	278,122	5,562	23,605
Total foreign subsidiaries		**7,435,697**					
Grand total		**8,455,175**					

1. Directors' report
2. Financial Statements Schemes
3. **Explanatory Notes**
4. Certification
5. Auditors' report
6. Report of the board of statutory auditors

Intercompany and related party transactions (disclosure under art. 2428 of the Italian civil code)

(Euro/thousand)

	Investments In Subsidiaries	Receivables	Payables	Revenues	Costs	Finance income	Finance costs	Dividends and Impairment	Group tax Consolidation Income
Group companies under common management and coordination									
Fibre Ottiche Sud – F.O.S. S.r.l.		291	52	(16)				(4,932)	
Prysmian Cavi e Sistemi Italia S.r.l.	116,735	27,774	872	49,907	1,738			4,177	7,408
Prysmian Cavi e Sistemi S.r.l.	415,384	34,692	1,957	40,976	2,143			23,482	20
Electronic and Optical Sensing Solutions S.r.l.	45,803	3,503		315	26			893	1,133
Prysmian PowerLink S.r.l.	320,563	98,730	2,460	103,701	299	24,236		13,926	27,099
Prysmian Treasury S.r.l.	83,563	14,266	603,874	760	(2,363)	10,443	40,047	29,252	9,845
Prysmian Riassicurazioni S.p.A.	37,430	1,342	32,511	164			1,020		1,197
Other Group companies									
Cobre Cerrillos S.A.		2,125	30	961					
Draka Belgium N.V.		13		4					
Draka Elevator Products, Inc.		4,260	19	1,675					
Draka Fileca S.A.S.		1,488		1,331					
Draka France S.A.S.		2,843		46					
Draka Holding B.V.	7,432,262	5,186	226	454	429			390,442	
Draka Philippines Inc.		90		1,984					
EHC Canada Inc.		1,268		96					
EHC Germany GmbH				22					
EHC USA Inc.		4		7					
General Cable Company Ltd.		5,517		6,686	17				
General Cable de Mexico, S.A de C.V.		2,812	(11)	2,301	238				
General de Cable de Mexico del Norte, S.A. de C.V.		924							
Grupo General Cable Sistemas, S.L.		1,018		378	522				
Norddeutsche Seekabelwerke GmbH		3,641	428	2,917	663				
P.O.R. S.A.S.			65		4,337				
Prestolite de Mexico, S.A. de C.V.		(75)							
Productora de Cables Procables S.A.S.		3,470	28	897	3				
Prysmian Cables and Systems USA, LLC		96,395	6,211	43,440	17,893	5,055			
Prysmian Cabluri Si Sisteme S.A.		16,995	1,539	39,309	4,035				
Prysmian Energia Cables y Sistemas de Argentina S.A.		189	58	96					
Prysmian Group Denmark A/S		1,255		352					
Prysmian Kabel und Systeme GmbH	3,434	29,993	491	50,948	1,057				
Prysmian New Zealand Ltd.		300	23	111					
Prysmian PowerLink Services Ltd.		498	27	203	51				

Continues >>

>> Continued

(Euro/thousand)

	Investments In Subsidiaries	Receivables	Payables	Revenues	Costs	Finance income	Finance costs	Dividends and Impairment	Group tax Consolidation Income
Sindutch Cable Manufacturer Sdn Bhd		5,096	26	1,357	13				
Draka Durango S. de R.L. de C.V.		490		2					
Prysmian Netherlands B.V.		25,428	117	161,747	399				
Prysmian Cable Industrial GmbH		410		516					
Prysmian Cables and Systems (US) Inc.		947,625	389		389	60,371			
Prysmian Cables & Systems Ltd.		29,023	596	205,349	1,526				
Prysmian Cables et Systèmes France S.A.S.		60,463	824	420,003	1,910				
Prysmian Cables Spain, S.A. (Sociedad Unipersonal)		62,846	306	430,238	424				
PT.Prysmian Cables Indonesia		1,302	4	1,766	2				
Prysmian OEKW GmbH		174		31					
Prysmian MKM Magyar Kabel Muvek Kft.		26,126		327,182	10				
Prysmian Group Finland OY		45,153	154	260,500	167				
Prysmian Australia Pty Ltd.		7,808	29	6,058	46				
Prysmian Hong Kong Holding Ltd.		3		(36)					
Draka Comteq France S.A.S.		3,980		2,506	13				
Draka Paricable S.A.S.		30		16					
Draka Comteq Germany GmbH & Co. KG		8,748		62,227	(33)				
Prysmian Group Norge AS		2,164		1,078	26				
Prysmian Group Sverige AB		11,573	47	50,071	82				
Prysmian Group Baltics AS		13,219	30	78,571	59				
Prysmian Kabely, s.r.o.		12,118	20	150,489	132				
Prysmian Kablo s.r.o.	1	4,053		3,424					
Singapore Cables Manufacturers Pte Ltd.		6,489		777					
MCI-Draka Cable Co. Ltd.		7,724	120	1,037	8				
Prysmian Poland sp. z o.o.		852		125					
Prysmian Celcat, S.A.		10,401		97,518					
Conducen, S.R.L.		3,523	69	1,247	113				
Prysmian Cables and Systems Canada Ltd.		2,248	33	3,873	67				
Draka Comteq Fibre B.V.		2,731	189	1,222	390				
Draka Comteq UK Ltd.		41		1					
Draka Elevator Products Incorporated		192		14					
Draka Transport USA, LLC		490		1,815					
EOSS S.A.		1,353	(12)	66					
Prysmian Group Speciality Cables, LLC		1,112		1,108					
Prysmian Projects Germany GmbH		822	77	365	189				
Prysmian Cables y Sistemas de Mexico S. de R. L. de C. V.		248	(43)	2	(151)				
Draka Comteq Berlin GmbH & Co. KG		1		102					

Continues >>

1. Directors' report
2. Financial Statements Schemes
3. Explanatory Notes
4. Certification
5. Auditors' report
6. Report of the board of statutory auditors

>> Continued

(Euro/thousand)

	Investments In Subsidiaries	Receivables	Payables	Revenues	Costs	Finance income	Finance costs	Dividends and Impairment	Group tax Consolidation Income
Encore Wire Corporation		10		10					
Oman Cables Industry (SAOG)		327	230	716	494				
Prysmian Cabos e Sistemas do Brasil S.A.		2,433	901	4,982	818			5	
Jaguar Communication Consultancy Services Private Ltd.		452							
SICABLE – Société Ivoirienne de Cables S.A.		651		1					
Prysmian Cables and Systems Tunisia S.A.		244	15						
Prysmian Wuxi Cable Co. Ltd.		1,127	36	681					
Turk Prysmian Kablo Ve Sistemleri A.S.		25,548	56	38,202	176				
Prysmian Tianjin Cables Co. Ltd.		53		99					
Prysmian Cable (Shanghai) Co. Ltd.		390	782	48					
Prysmian (China) Investment Company Ltd.		127	15	6	(10)				
Limited Liability Company Prysmian RUS		616	72	27					
Suzhou Draka Cable Co. Ltd.		199	498	190	(100)				
Prysmian Technology Jiangsu Co. Ltd.		64		64	35				
Oman Aluminium Processing Industries (SPC)		3	4,272		37,560		92		
Associated Cables Pvt. Ltd.		2							
General Cable Peru S.A.C.		6		24					
Limited Liability Company "Rybinskelektrokabel"			114	203					
RAVIN CABLES LIMITED (India)		25							
Power Cables Malaysia SND – BHD		(190)		975					
General Cable Corporation				(12)					
Draka Comteq Cabos Brasil S.A			21						
Prysmian Cable (Shanghai) Trading Co Ltd – Suzhou Branch			60						
Yangtze Opt. F&C Co. Ltd.		28							
Prysmian Spain SA EPC-Branch South Africa					(2)				
Total	**8,455,175**	**1,698,977**	**660,919**	**2,668,608**	**75,838**	**100,105**	**41,159**	**457,245**	**46,702**

4 – CERTIFICATION OF THE SEPARATE FINANCIAL STATEMENTS PURSUANT TO ART. 81-TER OF CONSOB REGULATION 11971 DATED MAY 14, 1999 AS AMENDED

1. The undersigned Massimo Battaini, as Chief Executive Officer, and Stefano Invernici and Alessandro Brunetti, as managers responsible for preparing the financial reports of Prysmian S.p.A., certify, also taking account of the provisions of paragraphs 3 and 4, art. 154-bis of Italian Legislative Decree 58 dated February 24, 1998, that during 2025 the accounting and administrative processes for preparing the separate financial statements:
   - have been adequate in relation to the business's characteristics and
   - have been effectively applied.

2. The adequacy of the accounting and administrative processes for preparing the separate financial statements at December 31, 2025 has been evaluated on the basis of a procedure established by Prysmian in compliance with the internal control framework published by the Committee of Sponsoring Organizations of the Treadway Commission, which represents the generally accepted standard model internationally.

3. It is also certified that:

   3.1 The separate financial statements at December 31, 2025:

   a. have been prepared in accordance with applicable international accounting standards recognized by the European Union under Regulation (EC) 1606/2002 of the European Parliament and Council dated July 19, 2002;

   b. correspond to the underlying accounting records and books of account;

   c. are able to provide a true and fair view of the issuer's statement of financial position and results of operations.

   3.2 The directors' report contains a fair review of performance and the results of operations, and of the issuer's situation, together with a description of the principal risks and uncertainties to which it is exposed.

Milan, February 25, 2026

Massimo Battaini
Chief Executive Officer

Stefano Invernici, Alessandro Brunetti
Managers responsible for preparing company financial reports

1. Directors' report
2. Financial Statements Schemes
3. Explanatory Notes
4. **Certification**
5. Auditors' report
6. Report of the board of statutory auditors

Proposal to approve the financial statements and to allocate net profit for 2025

Shareholders,
We are submitting the financial statements for the year ended December 31, 2025 for your approval and recommend that you adopt the following:

Resolution

The Shareholders' Meeting:
- acknowledges the report by the Board of Directors,
- acknowledges the reports by the Board of Statutory Auditors and by the independent auditors,
- has examined the financial statements at December 31, 2025, which close with a net profit of Euro 346,503,954 and

Resolves

a. to approve:
- the report on operations by the Board of Directors;
- the financial statements at December 31, 2025;

as presented by the Board of Directors – as a whole and in their individual parts, along with the proposed provisions – which show a net profit of Euro 346,503,954;

b. To allocate the net profit for the year as follows:
- Euro 12,366 to the Legal Reserve, thereby reaching one-fifth of share capital at December 31, 2025, as required by art. 2430 of the Italian Civil Code;
- Euro 400,000 to the "Reserve for share issues pursuant to art. 2349 of the Italian Civil Code", subject to approval by today's shareholders' meeting of both the long-term incentive plan, which also envisages the possibility of granting new issue shares, and the capital increase to service said plan;
- approximately Euro 258,140,086 to pay a gross unit dividend of Euro 0.90 to each ordinary voting share (taking account of directly held treasury shares);
- the remainder of Euro 87,951,502 to Retained Earnings.

Any change in the number of treasury shares held by the Company at the time of distribution will not affect the amount of the dividend per share, as established above, but will increase or decrease the amount allocated to Retained Earnings.
The dividend will be paid out from April 22, 2026, with record date April 21, 2026 and ex-div date April 20, 2026.

Milan, February 25, 2026

ON BEHALF OF THE BOARD OF DIRECTORS
THE CHAIRMAN
Francesco Gori

5 – AUDITORS' REPORT

Independent auditor's report in accordance with article 14 of Legislative Decree 39/2010 and article 10 of Regulation (EU) 537/2014

To the Shareholders of Prysmian SpA

Report on the audit of the financial statements

Opinion

We have audited the financial statements of Prysmian SpA (the "Company"), which comprise the statement of financial position as of 31 December 2025, the income statement, statement of comprehensive income, statement of changes in equity, statement of cash flows for the year then ended, and explanatory notes to the financial statements, including material accounting policy information.

In our opinion, the financial statements give a true and fair view of the financial position of the Company as of 31 December 2025, and of the result of its operations and cash flows for the year then ended in accordance with IFRS Accounting Standards as issued by the International Accounting Standards Board and adopted by the European Union, as well as with the regulations issued to implement article 9 of Legislative Decree 38/2005.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (ISA Italia). Our responsibilities under those standards are further described in the "Auditor's responsibilities for the audit of the financial statements" section of this report. We are independent of the Company pursuant to the regulations and standards on ethics and independence applicable to audits of financial statements under Italian law. We believe that the audit evidence we have obtained is sufficient and

1. Directors' report
2. Financial Statements Schemes
3. Explanatory Notes
4. Certification
5. Auditors' report
6. Report of the board of statutory auditors

PricewaterhouseCoopers SpA

Sede legale: **Milano** 20145 Piazza Tre Torri 2 Tel. 02 77851 Fax 02 7785240, Capitale Sociale Euro 6.890.000,00 i.v. C.F. e P.IVA e Reg. Imprese Milano Monza Brianza Lodi 12979880155 Iscritta al n° 119644 del Registro dei Revisori Legali - Altri Uffici: **Ancona** 60131 Via Sandro Totti 1 Tel. 071 2132311 - **Bari** 70122 Via Abate Gimma 72 Tel. 080 5640211 - **Bergamo** 24121 Largo Belotti 5 Tel. 035 229691 - **Bologna** 40124 Via Luigi Carlo Farini 12 Tel. 051 6186211 - **Brescia** 25121 Viale Duca d'Aosta 28 Tel. 030 3697501 - **Catania** 95129 Corso Italia 302 Tel. 095 7532311 - **Firenze** 50121 Viale Gramsci 15 Tel. 055 2482811 - **Genova** 16121 Piazza Piccapietra 9 Tel. 010 29041 - **Napoli** 80121 Via dei Mille 16 Tel. 081 36181 - **Padova** 35138 Via Vicenza 4 Tel. 049 873481 - **Palermo** 90141 Via Marchese Ugo 60 Tel. 091 349737 - **Parma** 43121 Via Pisacane 1B Tel. 0521 275911 - **Pescara** 65127 Piazza Ettore Troilo 8 Tel. 085 4545711 - **Roma** 00154 Largo Fochetti 29 Tel. 06 570251 - **Torino** 10122 Via Santa Maria 11 Tel. 011 556771 - **Trento** 38122 Viale della Costituzione 33 Tel. 0461 237004 - **Treviso** 31100 Viale Felissent 90 Tel. 0422 696911 - **Udine** 33100 Via Poscolle 43 Tel. 0432 25789 - **Varese** 21100 Via Albuzzi 43 Tel. 0332 285039 - **Verona** 37135 Via Francia 21/C Tel. 045 8263001.

www.pwc.com/it

appropriate to provide a basis for our opinion.

Key audit matters

Key audit matters are those matters that, in our professional judgement, were of most significance in our audit of the financial statements of the current period. These matters were addressed in the context of our audit of the financial statements as a whole, and in forming our opinion thereon, and we do not provide a separate opinion on these matters.

Key Audit Matters	Auditing procedures performed in response to key audit matters
Recoverability of the amount of investments in subsidiaries Note 3 "Investments in subsidiaries" As of 31 December 2025 the amount of investments in subsidiaries recognised in the financial statements of Prysmian SpA was equal to Euro 8,455 million. The recoverability of the amount of investments in subsidiaries is tested by the company whenever impairment indicators exist in accordance with IAS 36 - "Impairment of assets". In assessing whether there is any indication that an asset may be impaired, the company considered both internal and external sources of information. It has also compared, for each subsidiary, the carrying amount of the investment with the corresponding net assets in the consolidated financial statements of Prysmian SpA, and the dividends distributed with the corresponding net profit. In consideration of the magnitude of the amount involved and the degree of subjectivity in the estimate, the recoverability of the amount of investments in subsidiaries represents a key matter in our audit of the financial statements.	We carried out specific analyses to understand and evaluate relevant internal controls over the recoverability of investments in subsidiaries. As part of our audit activities, we verified: • the adequacy of the valuation process in accordance with the applicable financial reporting standard; • the mathematical accuracy of the assessment performed by the company regarding potential impairment indicators; • the reasonableness of the assumptions used by the company to conclude that there is no evidence of impairment indicators. Also, we verified the completeness and accuracy of the disclosures in the notes to the financial statements.

Other matters

The financial statements of Prysmian SpA for the year ended 31 December 2024 were audited by another auditor who issued an unmodified opinion thereon dated 10 March 2025.

Note C to the financial statements, "Restatement of comparative figures", illustrates the effects of the restatement of certain comparative figures compared to those originally published, to ensure a clearer presentation of certain assets and liabilities in the statement of financial position.

Responsibilities of the directors and the board of statutory auditors for the financial statements

The directors are responsible for the preparation of financial statements that give a true and fair view in accordance with IFRS Accounting Standards as issued by the International Accounting Standards Board and adopted by the European Union, as well as with the regulations issued to implement article 9 of Legislative Decree 38/2005 and, in the terms prescribed by law, for such internal control as they determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

The directors are responsible for assessing the Company's ability to continue as a going concern and, in preparing the financial statements, for the appropriate application of the going concern basis of accounting, and for disclosing matters related to going concern. In preparing the financial statements, the directors use the going concern basis of accounting unless they either intend to liquidate the Company or to cease operations or have no realistic alternative but to do so.

The board of statutory auditors is responsible for overseeing, in the terms prescribed by law, the Company's financial reporting process.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with International Standards on Auditing (ISA Italia) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are

1. Directors' report
2. Financial Statements Schemes
3. Explanatory Notes
4. Certification
5. Auditors' report
6. Report of the board of statutory auditors

considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of the financial statements.

As part of our audit conducted in accordance with International Standards on Auditing (ISA Italia), we exercised our professional judgement and maintained professional scepticism throughout the audit. Furthermore:

- We identified and assessed the risks of material misstatement of the financial statements, whether due to fraud or error; we designed and performed audit procedures responsive to those risks; we obtained audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

- We obtained an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Company's internal control.

- We evaluated the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the directors.

- We concluded on the appropriateness of the directors' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Company to cease to continue as a going concern.

- We evaluated the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicated with those charged with governance, identified at an appropriate level as required by ISA Italia, regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identified

during our audit.

We also provided those charged with governance with a statement that we complied with the regulations and standards on ethics and independence applicable under Italian law and communicated with them all relationships and other matters that may reasonably be thought to bear on our independence, and where applicable, actions taken to eliminate the related risks, or safeguards applied.

From the matters communicated with those charged with governance, we determined those matters that were of most significance in the audit of the financial statements of the current period and are therefore the key audit matters. We described these matters in our auditor's report.

Additional disclosures required by article 10 of Regulation (EU) 537/2014

On 18 April 2024, the shareholders of Prysmian SpA in general meeting engaged us to perform the statutory audit of the Company's and consolidated financial statements for the years ending 31 December 2025 to 31 December 2033.

We declare that we did not provide any prohibited non-audit services referred to in article 5, paragraph 1, of Regulation (EU) 537/2014 and that we remained independent of the Company in conducting the statutory audit.

We confirm that the opinion on the financial statements expressed in this report is consistent with the additional report to the board of statutory auditors, in its capacity as audit committee, prepared pursuant to article 11 of the aforementioned Regulation.

Report on compliance with other laws and regulations

Opinion on compliance with the provisions of Commission Delegated Regulation (EU) 815/2019

The directors of Prysmian SpA are responsible for the application of the provisions of Commission Delegated Regulation (EU) 815/2019 concerning regulatory technical standards on the specification of a single electronic reporting format (ESEF - European Single Electronic Format) (the "Commission Delegated Regulation") to the financial statements as of 31 December 2025, to be included in the annual report.

1. Directors' report
2. Financial Statements Schemes
3. Explanatory Notes
4. Certification
5. Auditors' report
6. Report of the board of statutory auditors

We have performed the procedures specified in auditing standard (SA Italia) 700B in order to express an opinion on the compliance of the financial statements with the provisions of the Commission Delegated Regulation.

In our opinion, the financial statements as of 31 December 2025 have been prepared in XHTML format in compliance with the provisions of the Commission Delegated Regulation.

Opinions and statement in accordance with article 14, paragraph 2, letters e), e-bis) and e-ter) of Legislative Decree 39/2010 and with article 123-bis, paragraph 4, of Legislative Decree 58/1998

The directors of Prysmian SpA are responsible for preparing a report on operations and a report on the corporate governance and ownership structure of Prysmian SpA as of 31 December 2025, including their consistency with the relevant financial statements and their compliance with the law.

We have performed the procedures required under auditing standard (SA Italia) 720B in order to:

- express an opinion on the consistency of the report on operations and of the specific information included in the report on corporate governance and ownership structure referred to in article 123-bis, paragraph 4, of Legislative Decree 58/1998, with the financial statements;
- express an opinion on the compliance with the law of the report on operations and of the specific information included in the report on corporate governance and ownership structure referred to in article 123-bis, paragraph 4, of Legislative Decree 58/1998;
- issue a statement on material misstatements, if any, in the report on operations and in the specific information included in the report on corporate governance and ownership structure referred to in article 123-bis, paragraph 4, of Legislative Decree 58/1998.

In our opinion, the report on operations and the specific information included in the report on corporate governance and ownership structure referred to in article 123-bis, paragraph 4, of Legislative Decree 58/1998 are consistent with the financial statements of Prysmian SpA as of 31 December 2025.

Moreover, in our opinion, the report on operations and the specific information included in the report on corporate governance and ownership structure referred to in article 123-bis, paragraph 4, of Legislative Decree 58/1998 are prepared in compliance with the law.

With reference to the statement referred to in article 14, paragraph 2, letter e-ter), of Legislative Decree 39/2010, issued on the basis of our knowledge and understanding of the Company and its environment obtained in the course of the audit, we have nothing to report.

Milan, 11 March 2026

PricewaterhouseCoopers SpA

Signed by

Stefano Bravo

(Partner)

As disclosed by the directors on page 2 of the Integrated Annual Report, the accompanying financial statements of Prysmian SpA constitute a non-official version which is not compliant with the provisions of the Commission Delegated Regulation (EU) 815/2019. This independent auditor's report has been translated into the English language solely for the convenience of international readers. Accordingly, only the original text in Italian language is authoritative.

1. Directors' report
2. Financial Statements Schemes
3. Explanatory Notes
4. Certification
5. **Auditors' report**
6. Report of the board of statutory auditors

6 – REPORT OF THE BOARD OFSTATUTORY AUDITORS

REPORT BY THE BOARD OF STATUTORY AUDITORS TO THE SHAREHOLDERS OF PRYSMIAN S.P.A. PURSUANT TO ART. 153 ITALIAN LEGISLATIVE DECREE 58/1998 AND ART. 2429, PARA. 2, ITALIAN CIVIL CODE

Shareholders,

This report describes the activities carried out by the Board of Statutory Auditors of Prysmian S.p.A. (the "Company" and, together with its subsidiaries, the "Group") during the year ended December 31, 2025.
The current Board of Statutory Auditors was appointed by the shareholders in their meeting on April 16, 2025 which confirmed the Chairman and appointed two new standing members.
Prysmian S.p.A. is the holding company at the head of a Group that is one of the world's leading operators in the cable industry, active in the development, design, production, supply and installation of a wide range of land and submarine cables for various applications in the energy and telecommunications sectors.
On June 10, 2025, Prysmian completed the acquisition of Channell Commercial Corporation, a leading provider of telecom network solutions, headquartered in Texas with manufacturing facilities in Texas, Nevada and California, as described in more detail in the Directors' Report, to which you are referred.

During the year ended December 31, 2025, the Company's Board of Statutory Auditors carried out the supervisory activities required by law, also taking into account the Standards contained in the Rules of Conduct for Boards of Statutory Auditors, recommended by the Italian accounting profession (*Consiglio Nazionale dei Dottori Commercialisti e degli Esperti Contabili*), and the communications issued by Consob (*Commissione Nazionale per le Società e la Borsa* – Italy's Securities and Exchange Commission) on company oversight and activities by the Board of Statutory Auditors.
The Board of Statutory Auditors therefore reports that, during the year ended December 31, 2025, it systematically obtained the information required to perform its duties by attending the general meeting of shareholders and meetings of the Board of Directors, the Control and Risks Committee (which also performs the functions of Related Party Transactions Committee), the Remuneration and Nominations Committee and the Sustainability Committee, by conducting interviews with managers and representatives of company departments, and by analysing documents and conducting verifications.
During the year, the Board of Statutory Auditors met with the Monitoring Board established under Italian Legislative Decree 231/2001 for a mutual exchange of information.
The governing bodies have reported to us at least once every quarter on their activities, on the main financial and economic transactions, on any transactions involving a potential conflict of interest, as well as on any atypical or unusual transactions and on any other activity or

transaction considered necessary to bring to our attention.

****

1. The Board of Statutory Auditors confirms that, in the course of its supervisory and audit activities, it has verified that the main economic and financial transactions approved and carried out comply with the law and the Company's by-laws and are not manifestly imprudent, risky, in potential conflict of interest, contrary to the resolutions adopted by the shareholders in general meetings, or such as to compromise the integrity of the Company's net assets.
   Furthermore, it is confirmed that no atypical and/or unusual transactions with Group companies, third parties or related parties have been identified, nor has any information been received in this regard from the Board of Directors, the Independent Auditors, or the director responsible for maintaining the internal control and risk management system. The Board of Directors has provided adequate information in its Report about the effects of the main ordinary financial and economic transactions, entered into with subsidiaries on an arm's length basis.

2. The Directors have identified and described the related party and intercompany transactions in the notes to the separate and consolidated financial statements (hereinafter also referred to as the "Financial Statements" for brevity); reference should be made to these notes, also for a description of the characteristics of such transactions and their effects on profit or loss.
   With regard to related party transactions, the Board of Statutory Auditors reports that, in compliance with the provisions of Consob Resolution 17221 of March 12, 2010 (and subsequent amendments and additions thereto), the Company has adopted a specific procedure, which is summarized in the "Report on Corporate Governance and Ownership Structure of Prysmian S.p.A. - 2025", to which you are therefore referred. This procedure, which has been revised and updated over time, can be consulted on the Company's website www.prysmian.com in the "Company/Governance" section.
   The Board of Statutory Auditors has monitored the compliance of the procedures adopted with the principles recommended by Consob and their actual observance, and has no observations to report regarding the fairness of related party transactions and their alignment with the Company's interests.

3. The Board of Statutory Auditors considers that the disclosures regarding related party transactions made by the Directors in the Explanatory Notes to the financial statements of Prysmian S.p.A. are adequate.

4. The Independent Auditors PricewaterhouseCoopers S.p.A. (also referred to as PwC or the "Independent Auditors") have issued unqualified Audit Reports, dated today, on the

1. Directors' report
2. Financial Statements Schemes
3. Explanatory Notes
4. Certification
5. Auditors' report
6. Report of the board of statutory auditors

separate and consolidated financial statements for the year ended December 31, 2025, pursuant to art. 14 of Italian Legislative Decree 39 dated January 27, 2010 and art. 10 of Regulation (EU) 537/2014.

The Audit Reports contain the following opinions and representations:

i. the opinion that the separate financial statements and consolidated financial statements of Prysmian S.p.A. give a true and fair view of the statement of financial position of the Company and the Group at December 31, 2025, of their results of operations and cash flows for the year then ended, in compliance with the IFRS accounting standards issued by the International Accounting Standards Board and adopted by the European Union, and with the provisions that implement art. 9 of Italian Legislative Decree 38 dated February 28, 2005.

   The Reports do not contain any emphases of matter and, as required by the regulations, indicate the key audit matters, as identified below.

   - In the separate financial statements: the recoverability of the value of investments in subsidiaries.
   - In the consolidated financial statements: i) the recoverability of goodwill; ii) the definition of consideration and revenue recognition relating to contracts.

ii. a statement of compliance that the separate and consolidated financial statements have been prepared in XHTML format, in accordance with the provisions of the European Commission Delegated Regulation.

iii. an opinion that the Directors' Reports, which accompany the separate financial statements and the consolidated financial statements at December 31, 2025 and certain specific information contained in the "Report on Corporate Governance and Ownership Structure" indicated in art. 123-bis, para. 4, of Italy's Consolidated Law on Finance, are consistent with the financial statements themselves.

iv. a statement of compliance with the law regarding the Directors' Report accompanying the separate financial statements and certain specific information contained in the "Report on Corporate Governance and Ownership Structure" indicated in art. 123-bis, para. 4, of Italy's Consolidated Law on Finance;

v. a statement of compliance with the law regarding the Directors' Report accompanying the consolidated financial statements and certain specific information contained in the "Report on Corporate Governance and Ownership Structure" indicated in art. 123-bis, para. 4, of Italy's Consolidated Law on Finance; with the clarification that this opinion does not extend to the section of the Directors' Report containing the consolidated sustainability report;

vi. a statement that, based on the knowledge and understanding of the business and related environment gained during the audit, no material misstatements have been found in the Directors' Reports (accompanying the separate and consolidated financial statements).

The Independent Auditors have also issued today the following additional reports:

- the Additional Report to the Board of Statutory Auditors, in its capacity as the Audit Committee, prepared in accordance with art. 11 of Regulation (EU) 537/2014, which will be submitted by the Board of Statutory Auditors to the Board of Directors as required by current regulations.
- the Report on the Consolidated Sustainability Report, prepared in accordance with art. 14-bis of Italian Legislative Decree 39 dated January 27, 2010, in which it certifies that, based on the Independent Auditors' work, no matters have come to its attention that would indicate that:
  i. Prysmian Group's Consolidated Sustainability Report for the year ended December 31, 2025 has not been prepared, in all material respects, in accordance with the reporting standards adopted by the European Commission pursuant to Directive (EU) 2013/34/EU (European Sustainability Reporting Standards, hereinafter also referred to as "ESRS").
  ii. The information contained in the "European Taxonomy" section of the Consolidated Sustainability Report has not been prepared, in all material respects, in accordance with art. 8 of Regulation (EU) 852/2020 (hereinafter also referred to as the "Taxonomy Regulation").
- the voluntary "reasonable assurance" report requested by the Prysmian Group on a selection of indicators presented in the Consolidated Sustainability Report, carried out in accordance with the criteria set out in ISAE 3000 (Revised), certifying that seven indicators selected by the Company have been reported, in all material aspects, in accordance with the ESRS. The seven indicators selected are as follows: i) Scope 1 GHG emissions; ii) Scope 2 location-based and market-based GHG emissions; iii) Scope 3 GHG emissions; iv) Recycled content in PE jackets and copper; v) Percentage of female desk workers hired; vi) Percentage of women in executive positions; vii) Sustainability-linked revenues.

The Independent Auditors have also issued today their Statement of Independence, as required by art. 6 of Regulation (EU) 537/2014 and pursuant to para. 17 of Italian International Audit Standard 260 (ISA Italia 260), from which no evidence emerges that could compromise their independence.

Lastly, the Board of Statutory Auditors has taken note of the Transparency Report prepared by PwC S.p.A. for the year ended June 30, 2025 and published on its website in accordance with the provisions of art. 13 of Regulation (EU) 537/2014 of the European Parliament and of the Council dated April 16, 2014 and Italian Legislative Decree 39 dated January 27, 2010.

5. During 2025, and up to the date of preparing this Report, the Board of Statutory Auditors has not received any complaints under art. 2408 of the Italian Civil Code or any other grievances. Furthermore, during the course of its activities and based on the information obtained, the Board of Statutory Auditors has not observed any omissions, misconduct, irregularities or

1. Directors' report
2. Financial Statements Schemes
3. Explanatory Notes
4. Certification
5. Auditors' report
6. Report of the board of statutory auditors

any other circumstances requiring notification to the external Supervisory Authority or disclosure in the present report.

6. In addition to the duties required by law in respect of listed companies, the Independent Auditors and firms within the PwC network have been engaged to perform additional services other than the statutory audit, the fees for which have been disclosed in the notes to the consolidated financial statements as required by art. 149-duodecies of the Italian market Issuer Regulations, to which you are referred. The permitted non-audit services have been approved in advance on a case-by-case basis in accordance with the procedure adopted by the Board of Statutory Auditors, which has reviewed their reasonableness and relevance with reference to the criteria contained in Regulation (EU) 537/2014.

7. The Board of Statutory Auditors has monitored the independence of the Independent Auditors, which have issued, today, the annual statement confirming their independence, pursuant to art. 6, para. 2 (a), of Regulation (EU) 537/2014 and para. 17 of Italian International Audit Standard 260 (ISA Italia 260). Having reviewed the statement of independence issued by PwC S.p.A. and its transparency report, as well as the engagements awarded to PwC S.p.A. and firms in its network, the Board of Statutory Auditors considers that there are no critical issues concerning the independence of PwC S.p.A.

8. At the Shareholders' Meeting of April 18, 2024, the Company awarded PwC S.p.A. the statutory audit engagement for the period 2025-2033, pursuant to art. 16 of Regulation (EU) 537/2014 of the European Parliament and of the Council dated April 16, 2014 and Italian Legislative Decree 39 dated January 27, 2010.
   On July 2, 2024, the Company completed the acquisition of 100% of Encore Wire Corporation, and on June 10, 2025, it completed that of Channell Commercial Corporation, with the consequent entry of both companies into the Group's scope of consolidation.
   The acquisitions of Encore Wire Corporation and Channell Commercial Corporation took place after PwC S.p.A. was appointed to audit the Prysmian Group's financial statements for financial years 2025-2033. Therefore, having verified PwC S.p.A.'s willingness to extend its audit engagement for the consolidated financial statements for the same period in relation to the aforementioned acquisitions, it was necessary to include certain one-off audit activities involving the audit of the opening balances of the newly acquired Channell Commercial Corporation, as well as the audit of Channell's Purchase Price Allocation.
   On January 14, 2026, having completed its review, the Board of Statutory Auditors issued a reasoned proposal pursuant to art. 13, para. 1, of Italian Legislative Decree 39/2010, relating to the addition of Euro 64,000 to the recurring audit fees for financial years 2025-2033 for the coordination of the foreign entities acquired and included in the scope of consolidation, as well as the addition of fees totalling USD 812,000 for auditing activities related to the consolidated financial statements (equivalent to Euro 691,000 at the exchange rate applying at the end of financial year 2025). One-off fees totalling Euro 102,553 are also envisaged, of

which USD 50,000 is for the audit of the opening balances of Channell Commercial Corporation and USD 60,000 is for the audit of the related Purchase Price Allocation ("PPA").
On January 14, 2026, the Board of Statutory Auditors also issued a reasoned proposal pursuant to art. 13, para. 1, of Italian Legislative Decree 39/2010, having reviewed the request by EY S.p.A. for a one-off addition of Euro 140,000 to the fees for the audit of the 2024 financial statements.
In fact, in a letter dated June 20, 2025, EY S.p.A. requested that the contractual terms set out in the original audit proposal be amended in light of the impact on audit activities of: i) Prysmian's review of its internal organizational structure and operating segments, which necessitated carrying out impairment tests for financial year 2024 based on both the previous and revised organizational structures; ii) the increased coordination activities of the EY S.p.A. network following the acquisition of Encore Wire Corporation during financial year 2024; iii) the need to perform additional audit work involving review of the Purchase Price Allocation, in order to consolidate the newly acquired Encore Wire Corporation in the 2024 consolidated financial statements.
During the first part of financial year 2025, the Board of Statutory Auditors met with representatives of PwC S.p.A. to monitor the new auditor's induction process aimed at understanding the Prysmian Group's activities, processes, and systems. For the remainder of the financial year, the Board monitored the regular performance of the audit activities, receiving feedback on their progress compared to the initial plan and initiating a regular exchange of information to ensure the correct and effective performance of the respective tasks and responsibilities.

9. On July 30, 2025, the Board of Statutory Auditors issued a favourable opinion on the amendment to the MBO incentive target for executive directors proposed to the Board of Directors by the Remuneration and Nominations Committee to reflect the change in scope occurring in 2025 as a result of completing the Channell Commercial Corporation acquisition.
On February 25, 2026, the Board of Statutory Auditors issued a favourable opinion on the proposal to adopt a new Long-term incentive plan "GROW 2026-2028" (the "Plan"), intended for approximately 1,200 of the Group's managers, including its executive directors. The Board's opinion exclusively concerned the remuneration of the executive directors. On the same date, the Board of Statutory Auditors issued a favourable opinion, again pursuant to art. 2389 of the Italian Civil Code, on the proposed reporting of the 2023-2025 LTI Plan and the 2025 MBO Plan, again exclusively with regard to the compensation due to the executive directors.
In accordance with Italy's Corporate Governance Code (the "Corporate Governance Code"), the Board of Statutory Auditors was consulted when setting the parameters underlying the achievement of functional objectives for the variable remuneration of the Chief Internal Audit Officer.

1. Directors' report
2. Financial Statements Schemes
3. Explanatory Notes
4. Certification
5. Auditors' report
6. Report of the board of statutory auditors

10. As disclosed in the "Report on Corporate Governance and Ownership Structure of Prysmian S.p.A. - 2025", the Company's Board of Directors held 11 meetings during 2025; the Control and Risks Committee held 8 meetings (of which one in its capacity as the Related Parties Committees); the Remuneration and Nominations Committee held 9 meetings; the Sustainability Committee held 6 meetings. In addition, 5 meetings of the Independent Directors were held in 2025.

    The Board of Statutory Auditors met 19 times during financial year 2025, of which 11 were in its current composition. During 2025, 6 meetings were held, entirely or in part, jointly with the Control and Risks Committee (3 of which in its current composition).

    In addition, the Board of Statutory Auditors was present in 2025 at:

    (i) the annual general meeting of shareholders on April 16, 2025;

    (ii) every meeting of the Board of Directors;

    (iii) every meeting of the Control and Risks Committee (also in its capacity as the Related Parties Committee), the Remuneration and Nominations Committee and the Sustainability Committee.

    There is also a Monitoring Board, a collegial body established in accordance with art. 6, para. 1 (b) of Italian Legislative Decree 231/2001; the current Monitoring Board has been in office since April 18, 2024 and will remain so until approval of the financial statements for the year ended December 31, 2026.

    The Board of Statutory Auditors met with the Monitoring Board during the course of the year for a mutual exchange of information. The Monitoring Board reported on its activities during the year and did not bring any significant matters to the attention of the Board of Statutory Auditors.

11. The Board of Statutory Auditors has examined and monitored, to the extent of its remit, the observance of good management practices, by attending the meetings of the Board of Directors and the various Committees, by gathering information from the Chief Executive Officer and the Company's management, the Chief Internal Audit Officer, the Managers responsible for preparing financial reports, the Compliance and Risk Management structure in the person of the Group Chief Risk & Compliance Officer and the other second-tier control functions, as well as through interviews with the aforementioned persons and representatives of the Independent Auditors, for the purpose of mutual exchange of relevant data and information; the Board of Statutory Auditors has no observations to make as a result of the aforementioned activities.

    The Board of Statutory Auditors has monitored compliance with the law and the Company's by-laws. In particular, with regard to the decision-making processes of the Board of Directors, the Board of Statutory Auditors has verified, also through direct participation in Directors' meetings, that the management decisions taken by the Directors complied with the law and the Company's by-laws and that the related resolutions were adequately supported by processes of information, analysis, verification and debate, including, where

deemed necessary, by consulting committees and external experts for advice. The Board of Statutory Auditors has also verified that the Directors have, where necessary, made the declarations pursuant to art. 2391 of the Italian Civil Code.

No critical issues have emerged as a result of meetings with the Boards of Statutory Auditors and sole Statutory Auditors of the Group's Italian subsidiaries.

12. The Board of Directors performs a role of strategic guidance and supervision, in that it is responsible, among other things, for defining the strategies of the Company and the Group, as well as overseeing their implementation. The Board pursues the Company's interests, with a view to creating long-term value for the benefit of shareholders, as well as taking into account the interests of other stakeholders relevant to the Company.

To execute its resolutions and to manage the business, the Board of Directors may, in compliance with legal and statutory limits, delegate appropriate powers to one or more directors, who must report to the Board of Directors and the Board of Statutory Auditors - promptly and in any case at least on a quarterly basis - on the activities carried out, on the Company's general performance and outlook and on its transactions with the most significant financial and economic impact.

The Company is currently managed by a Board of Directors consisting of twelve members. The three-year term of office of the current Board of Directors began on April 18, 2024 and will end on the date the shareholders meet to approve the financial statements for the year ended December 31, 2026.

From the start of the Board's mandate through to the current date, the office of Chairman has been held by Francesco Gori, responsible for representing the Company legally and judicially (in the event of his incapacity or absence, such representation is also the responsibility of Deputy Chairman Valerio Battista) as well as Chief Executive Officer & General Manager Massimo Battaini.

The Chief Executive Officer is considered the principal person responsible for managing the Company, after the Board of Directors, in its meeting of April 18, 2024, vested him with powers to represent the Company legally and judicially, and with all ordinary management powers and authority necessary or useful for the conduct of the Company's business in its various forms, with no exceptions other than those otherwise attributed by law and/or regulation or by the By-laws, to be exercised as a sole signatory, unless otherwise specified, and with the right to sub-delegate.

The Chief Executive Officer is responsible for establishing and maintaining - in execution of the guidelines established by the Board of Directors - the internal control and risk management system, pursuant to recommendations 32b) and 34 of the Corporate Governance Code.

The Board of Directors has granted executive powers to director Pier Francesco Facchini (CFO), who, together with the CEO, is therefore an executive director.

The Company has adopted an organizational model that envisages governance of the main

1. Directors' report
2. Financial Statements Schemes
3. Explanatory Notes
4. Certification
5. Auditors' report
6. Report of the board of statutory auditors

activities necessary for the management, control and development of its business. Under this model, as at the date of this Report, the following functions report to the Chief Executive Officer:

- *Corporate Affairs;*
- *Risks & Compliance;*
- *Chief Operating Officer;*
- *Finance, Administration & Control & IT;*
- *HR & Organization;*
- *Strategy, M&A, Investor Relations, Communication;*
- *Sustainability, R&D and Innovation;*
- *Transmission Division;*
- *Power Grid Division;*
- *Electrification Division;*
- *Digital Solutions Division;*
- *Regional CEOs.*

The role of Manager responsible for preparing financial reports is entrusted jointly - taking into account the Company's organizational structure - to the head of Group Administration & Tax, in the person of Stefano Invernici, and to the head of Group Planning & Control, in the person of Alessandro Brunetti.
The Board of Statutory Auditors has, to the extent of its remit, become acquainted with the organizational structure chosen by the Company and its implementation and evolution; it has thus monitored the adequacy of the organizational structure and its operation, taking into account the Company's objectives, and, as a result of these activities, has no observations to make in this regard.

13. The Board of Statutory Auditors has monitored the implementation and proper operation of the Company's internal control and risk management system (hereinafter, for the sake of brevity: the internal control system), assessing its adequacy, with a view to continuous improvement, including through: (i) meetings with the Control and Risks Committee; (ii) periodic meetings with the Chief Internal Audit Officer; (iii) periodic meetings with the Chief Risk & Compliance Officer and with the Managers responsible for preparing the Company's financial reports; (iv) periodic meetings with the heads of other corporate functions, with particular reference to those functions entrusted with second-tier control activities; and (v) obtaining documentation.
The purpose of these periodic meetings was, among other things, to review the activities carried out by these functions and related reports, risk mapping and audit programs, also in light of the Company's growth in size and changes in its procedures and organization.
The Board of Statutory Auditors has also examined the periodic reports of the Control and

Risks Committee and of the Chief Internal Audit Officer concerning, in particular, audits of the operation of the internal control system in the various business areas.

The Board of Statutory Auditors has also systematically met with the appointed Independent Auditors for a periodic exchange of information between the various audit bodies.

The internal control system is currently structured and operates according to the principles and criteria of the Corporate Governance Code. It is an integral part of the Company's general organizational structure and involves a number of players acting in a coordinated manner according to the respective responsibilities of: (i) the Board of Directors, for strategic guidance and supervision; (ii) the CEO and management, with particular reference to the functions responsible for performing second-tier controls, for supervision and management; (iii) the Control and Risks Committee and the Chief Internal Audit Officer, for monitoring and providing support to the Board of Directors; and (iv) the Board of Statutory Auditors, for supervision.

The establishment and maintenance of the internal control system is currently entrusted to the Chief Executive Officer and, within their area of responsibility, to the Managers responsible for preparing the Company's financial reports, so as to ensure the overall adequacy of the system and its actual operation, in a risk-based perspective, which is also taken into account when setting the agenda of Directors' meetings.

In exercising its responsibility for the internal control and risk management system, the Board of Directors also relies on the Internal Audit function, which is organizationally independent and has adequate and sufficient resources to carry out its activities. In particular, during 2025 the Internal Audit function also enlisted the support of independent advisory firms, where necessary, to carry out its activities.

The Board of Directors has adopted an Organization, Management and Control Model (the "231 Organizational Model"), which is periodically reviewed and updated. The Group's other Italian companies have in turn adopted their own 231 Organizational Models in line with the specific nature and different businesses of each. On July 31, 2024, the Board of Directors approved the latest revision of the Company's Organizational Model; among other things, this revision reflected changes in the organizational and legislative framework and, following risk assessment, updated processes and sensitive activities potentially exposed to the risk of offences, also in order to bring them into line with current operating practices, as well as certain key controls, in accordance with the regulations currently in force.

Further information about the internal control system can be found in the "Report on Corporate Governance and Ownership Structure of Prysmian S.p.A. - 2025".

The Board of Statutory Auditors has examined the overall assessment of the internal control and risk management system by the Chief Internal Audit Officer and the Control and Risks Committee.

Overall, the Board of Statutory Auditors considers the internal control and risk management system to be adequate. In particular, it has monitored the actions taken by the Company to

1. Directors' report
2. Financial Statements Schemes
3. Explanatory Notes
4. Certification
5. Auditors' report
6. Report of the board of statutory auditors

continuously strengthen the internal control system and, where deemed necessary, has made suggestions and proposals for improvements.

14. The Board of Statutory Auditors - also in its capacity as the Audit Committee - has assessed and monitored the adequacy of the administrative and accounting system and its reliability in correctly representing business operations, by obtaining information from the heads of the relevant company departments, by examining documents and by monitoring the activities and analysing the results of the work carried out by the Independent Auditors, and has no observations to make as a result of these activities.
    The Board of Statutory Auditors has acknowledged the certifications issued by the Chief Executive Officer and the Managers responsible for preparing the Company's financial reports regarding the adequacy - in relation to the characteristics of the business - and the effective application during 2025 of the administrative and accounting procedures for the preparation of the statutory financial statements.
    With reference to the procedure of impairment testing in application of international accounting standards, the Board of Statutory Auditors has overseen (i) the adoption - and periodic updating - by the Board of Directors of a specific procedure and, subsequently, (ii) the results of the related tests carried out by management, which have confirmed the recoverability of the value of the assets concerned.
    The Board of Statutory Auditors has overseen the Company's preparation of the Consolidated Sustainability Report included in the Integrated Annual Report for 2025. PwC S.p.A. was engaged to perform a limited assurance audit of this report, as a result of which it has issued today its report in accordance with art. 14-bis of Italian Legislative Decree 39 dated January 27, 2010. In this report, the Independent Auditors have concluded, based on the work performed, that no matters have come to their attention that would suggest that the Prysmian Group's Consolidated Sustainability Report for the year ended December 31, 2025 has not been prepared, in all material respects, in accordance with the reporting standards adopted by the European Commission pursuant to Directive (EU) 2013/34/EU (European Sustainability Reporting Standards or "ESRS") and that the information contained in the "European Taxonomy" section of the Consolidated Sustainability Report has not been prepared, in all material respects, in compliance with art. 8 of Regulation (EU) 852/2020 ("Taxonomy Regulation"). The Board of Statutory Auditors has reviewed the related report by PwC S.p.A. and has monitored, within the scope of its responsibilities, compliance with the provisions established by Italian Legislative Decree 254/2016.

15. The Board of Statutory Auditors has confirmed, also through meetings with the Managers responsible for preparing financial reports and the Independent Auditors, compliance with the requirement of art. 114, para. 2, of Italian Legislative Decree 58/1998, for subsidiaries to provide all the information necessary to fulfil the disclosure obligations required by law and Regulation (EU) 596/2014. Subsidiaries submit the required information in a timely manner.

The Board of Statutory Auditors has also found that, based on the certification by the Chairman of the Board of Directors issued in accordance with art. 15 of the Market Regulations adopted under Consob Resolution 20249 dated December 28, 2017, the information provided by non-EU subsidiaries is sufficient to conduct the audit of the annual and interim financial reports.

16. The Board of Statutory Auditors has confirmed, through direct examination and information obtained from the Independent Auditors, that the separate financial statements and directors' report comply with the rules and laws concerning preparation and presentation.

17. The Company has complied with Italy's Corporate Governance Code (2020 edition), issued by the Corporate Governance Committee of the Italian Stock Exchange. The Board of Statutory Auditors confirms that it has monitored the arrangements for implementing the Corporate Governance Code for Listed Companies adopted by the Company, as described in the "Report on Corporate Governance and Ownership Structure of Prysmian S.p.A. - 2025" approved by the Board of Directors on February 25, 2026.
    In addition, the Board of Statutory Auditors confirms that it has attended induction sessions aimed at deepening its knowledge of company and group organization, also in terms of its evolution, business sectors and strategies, in line with the recommendations of the Corporate Governance Code.

18. The Board of Statutory Auditors has overseen the activities to confirm the requirements and correct application of the criteria for directors' independence. The Board of Statutory Auditors has also verified that its own members meet the independence requirements, pursuant to art. 148, para. 4, of Italian Legislative Decree 58/1998, and has once again this year carried out the self-assessment process, concluded on February 4, 2026, which concerned, among other things, the operation of the board itself. In line with best practice, the Board of Statutory Auditors also decided to seek the assistance of an external consultant in order to enhance the independence and professionalism of the process.
    Furthermore, it has been verified that, pursuant to art. 19 of Italian Legislative Decree 39/2010, the members of the Board of Statutory Auditors possess as a whole the skills necessary for the performance of their duties in the sector in which the Company operates.
    Further information about the Company's corporate governance can be found in the specific section of the "Report on Corporate Governance and Ownership Structure of Prysmian S.p.A. - 2025".
    The Board of Statutory Auditors has monitored that the aforementioned Report provides full disclosure about how the Company has adopted and implemented the recommendations of the Corporate Governance Code.
    In addition, the Board of Statutory Auditors has verified that the 2025 Report on

1. Directors' report
2. Financial Statements Schemes
3. Explanatory Notes
4. Certification
5. Auditors' report
6. Report of the board of statutory auditors

Remuneration Policy and Compensation Paid, prepared in accordance with art. 123-ter of Italian Legislative Decree 58/1998 and approved by the Board of Directors on February 25, 2026, has been drawn up in accordance with applicable requirements and provides adequate information about the Company's remuneration policy and compensation paid during the year. This Report also takes into account the amendments made, further to Consob Resolution 21623 of December 10, 2020, to art. 84-quater and to Schedule No. 7-bis of Annex 3A of the Issuers' Regulations, following the transposition of Directive (EU) 2017/828 on the encouragement of long-term shareholder engagement (SHRD 2).

19. The supervisory and audit activities carried out by the Board of Statutory Auditors have not revealed any significant facts that need to be disclosed or mentioned in this Report.

20. Given the results of the specific work carried out by the Independent Auditors to audit the accounts and verify the reliability of the separate financial statements, as well as our own supervisory activities, the Board of Statutory Auditors expresses a favourable opinion on the approval of the financial statements for 2025, together with the Directors' Report, and has no objections to the Board of Directors' proposal for the allocation of the net profit for the year, and for the distribution of a dividend from the net profit for the year.
    Furthermore, with regard to the proposals to adjust the fees of the current Independent Auditors (PwC S.p.A.) and the previous Independent Auditors (EY S.p.A.) for the statutory audit of the financial statements, the Board of Statutory Auditors refers you to the more detailed information provided in paragraph 8 of this report and, more specifically, to its reasoned proposals to the Shareholders' Meeting.

Milan, March 11, 2026

The Board of Statutory Auditors

Stefano Sarubbi
Chairman

Nadia Valenti
Standing statutory auditor

Cecilia Andreoli
Standing statutory auditor