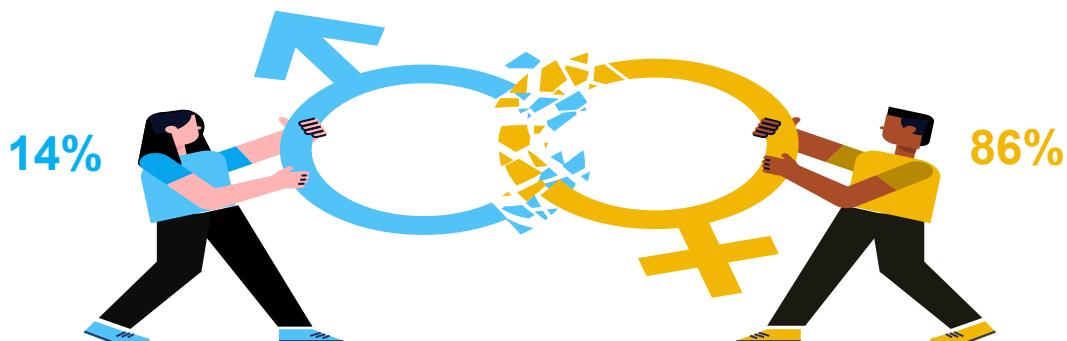


### Gender Pay Gap Report 2022

Prysmian Cables and Systems Ltd is working to improve their inclusive culture. We are committed to equal opportunities for all employees, regardless of Sex, race, religion, age marriage or civil partnership, pregnancy, maternity sexual orientation, gender re assignment or disability. Diversity and Inclusion is on the agenda at the highest level.

We are confident that our pay gap is not because we pay men and women differently for the same or equal work but only exists because men and women work in different roles and roles have different salaries.



Our KEY aims remain to balance our gender with key actions to

- Recruit an equal balance of men and women.
- For 30% of women to be in executive positions
- For 25% of women to be employed. **In 2022 we increased the total number of females in our workforce by 2%. In the staff roles we have 42% of females compared to 20% in 2021**
- 0% Pay Gap.

**Prysmian Cables & Systems Limited**

Registered in England No. 958507

**Registered office**

Chickenhall Lane, Eastleigh, Hampshire, SO50 6YU, UK  
Tel. 0238 029 5000  
<https://uk.prysmiangroup.com/>

In order to achieve our Social Ambition targets we remain focussed on

- Gender balanced shortlists for all recruitment, to achieve a 50/50 split of males and females in the work force and to understand how we attract more females into operational shift roles.
- Attracting women into STEM roles via a dedicated STEM Programme. This continues to be a challenge however we have increased the number of women in STEM Roles by 1% in 2022.
- Internal advertisement of all roles across all sites.
- Flexibility and work life balance – in 2021 we launched a formal Flexible Working Policy to covers both remote working and flexibility in working hours.
- Enhanced Maternity and Paternity Provision
- Specific acceleration Plans for the development of Women

Our gender pay gap shows we need to continue to focus on eliminating barriers for our people to full fill their full potential.

Closing the pay gap is on the Company agenda at the highest level and whilst we are making some progress there is still a lot to be done to narrow the gap by balancing men and women across the Company at all levels. In 2022 we conducted an off cycle salary review after a full review of our pay.

The table below shows our workforce divided into four equal sized groups based on hourly rate. 11% of employees in the Upper Quartile A are women and 89% are men. So we must stive to recruit more women into senior roles

% Of Women in each pay quartile	
Top Quartile	11%
Upper Quartile	7%
Lower Middle Quartile	9%
Lower Quartile	27%

#### Our Numbers for April 2022

Hourly Pay Gap	
Median	12.04%
Mean	11.21%

Received a bonus	
Women	72.73%
Men	81.16%

Bonus Schemes are gender neutral by design. In 2022 all employees received a COVID bonus which is why there is a significant chnage from 2021. General as there is a larger population of women in the lower quartile therefore less women overall are elible for a bonus due to the nature of their roles.

Bonus Gap	
Median	0%
Mean	18.91%

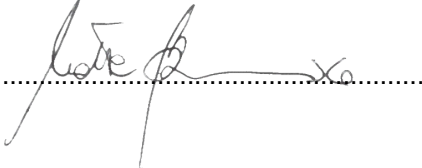
The above is impacted by the higher % of males compared to females in the top quatile (11% female vs 89% male)

The figures set out above have been calculated using the standard methodologies.

The Company remains committed to reporting on an annual basis on what it is doing to reduce the gender pay gap.

I, Matteo Bavaresco, Chief Executive Officer, Prysmian Cables & Systems Limited, confirm that the information in this statement is accurate.

Signed:

A handwritten signature in black ink, appearing to read 'Matteo Bavaresco', is written over a horizontal dotted line.

Date:

09/03/2023