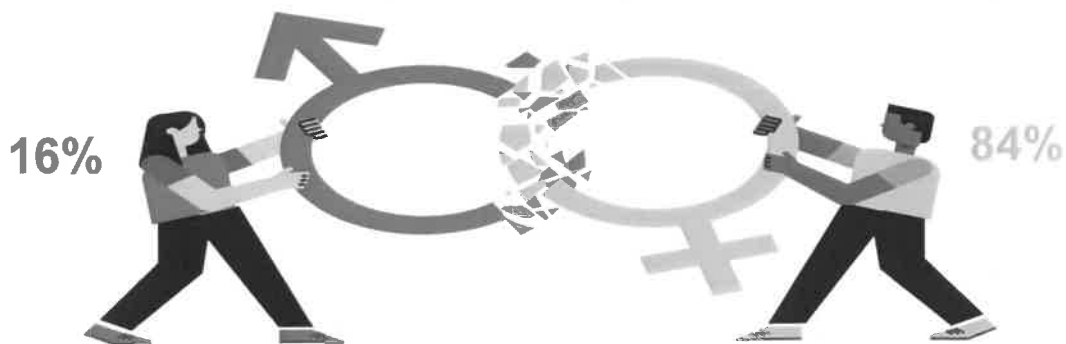


Gender Pay Gap Report 2023

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.

This Gender Pay report shows the difference between the average earning of men and women, expressed relative to men's earnings. Where a Gender Pay gap exists, it does not mean that women are paid less than men for doing the same job, but it does show on average that men occupy higher paying roles than women. 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 therefore 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 2023 we increased the total number of females in our workforce by a further 1%. In the staff roles we have 40% of females**
- Zero percent Pay Gap.

Prysmian Cables & Systems Limited

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Registered office

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Our Numbers for April 2023

Men	Women	Hourly Pay Gap	
£20.39	£16.94	Median	16.88%
£20.91	£17.96	Mean	14.09%

Received a Bonus	
Men	34.29%
Women	20.71%

Male	Female	Bonus Gap	
£150.00	£3,233.00	Median	-2055.33%
£823.05	£877.22	Mean	-6.58%

Bonus Schemes are gender neutral by design, however,, as there is a larger population of women in the lower quartile there are less women eligible for a bonus due to the nature of their roles. Also during the 2023 snapshot window a significant number of small payments were made, linked to a collective agreement pay negotiation and this particularly impacted the male Median and Mean figures.

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: 

Date: 22/02/2024