

Gender Pay Gap Report 2025



Prysmian Cables & Systems Limited 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.
- Zero percent Pay Gap.

Based on a snapshot of 5th April 2025 our data is set out in the 6 key areas of reporting:

1. Median gender pay gap – the difference between the median hourly rate of pay of male full pay relevant employees and that of female full pay relevant employees.
2. Mean gender pay gap – the difference between the mean hourly rate of pay of male full pay relevant employees and that of female full pay relevant employees.
3. Median bonus gap – the difference between the median bonus paid to male relevant employees and that paid to female relevant employees.
4. Mean bonus gap – the difference between the mean bonus paid to male relevant employees and that paid to female relevant employees.

5. Bonus proportions- the proportions of male and female relevant employees who were paid bonus payments during the relevant period.
6. Quartile pay bands – the proportion of male and female, full pay relevant employees in the lower, lower middle, upper middle and upper quartile payments.

It is worth highlighting that taking a snapshot can mask the data set which can in reality change from month to month depending on the context of the organisation at that time.

Prysmian Cables & Systems Ltd is an organisation in the UK of circa 1000 employees, of which 84% are male and 16% female. We will continue to focus on diversity, inclusion and fairness but the demographics will remain a strong factor in our ability to significantly close the gaps. Work patterns and associated shift premiums can also skew the data with over 90% of our workforce in operational / manufacturing facilities.



We are working hard to ensure that everyone is encouraged to reach their full potential. Flexibility and work life balance continue to be an important requirement of our employees, and our Enhanced Maternity and Paternity provision encourages and supports new parents.

Acceleration Plans for the development of Women is an important aspect of developing women into higher graded roles.

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

Gender Equality 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

The table below shows our female workforce divided into four equal sized groups based on hourly rate. 14% of employees in the Upper Quartile A are women and 86% are men, this is a 1% increase in the number of women in senior roles since the last report of 2024. We must however continue to strive to recruit more women into senior roles.

% of Women in each quartile	
Top Quartile	14%
Upper Quartile	6%
Lower Middle Quartile	12%
Lower Quartile	32%

Our Numbers for April 2025

Men	Women	Hourly Pay Gap	
£17.42	£15.12	Median	13.19%
£19.15	£17.00	Mean	11.24%

Received a Bonus	
Men	86.15%
Women	84.71%

Male	Female	Bonus Gap	
£4,486.99	£3,657.87	Median	18.48%
£4,321.34	£3,656.20	Mean	15.39%

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.

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, Raymond Petrus, Chief Executive Officer, Prysmian Cables & Systems Limited, confirm that the information in this statement is accurate.

Signed:



Date: 31/03/2026