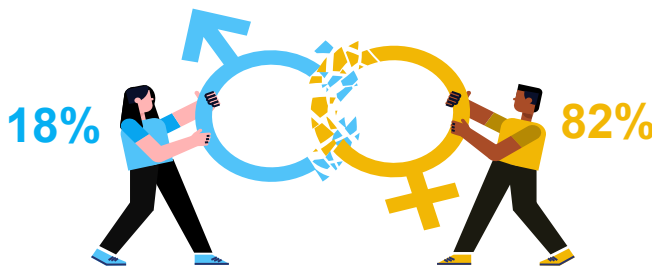




Gender Pay Gap Report 2024

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 2024 we increased the total number of women in our workforce by a further 2%. In the staff roles we have 40% of women.**
- Zero percent Pay Gap.

Based on a snapshot of 5th April 2024 our data is set out in the 6 key areas of reporting:

- 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.
- 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.
- Median bonus gap – the difference between the median bonus paid to male relevant employees and that paid to female relevant employees.
- Mean bonus gap – the difference between the mean bonus paid to male relevant employees and that paid to female relevant employees.
- Bonus proportions- the proportions of male and female relevant employees who were paid bonus payments during the relevant period.
- 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 orgnaisaton in the UK of circa 1000 employees, of which 82% are male and 18% 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 scew the data with over 90% of our workforcce in operational / manufacturing facilites.

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 recently introduced 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. 13% of employees in the Upper Quartile A are women and 87 % are men , this is a 4% increase in the number of women in senior roles since the last report of 2023. We must however continue to strive to recruit more women into senior roles.

% of women in each quartile	
Top Quartile	13%
Upper Quartile	6%
Lower Middle Quartile	12%
Lower Quartile	37%

Our Numbers for April 2024

Men	Women	Hourly Pay Gap	
£18.10	£15.09	Median	16.62%
£19.42	£17.17	Mean	111.58

Received a Bonus	
Men	94.64
Women	92.22

Male	Female	Bonus Gap	
£1,664.39	£2,071.36	Median	-24.45
£6,664,14	£5,849,90	Mean	-12.22

Bonus Schemes are gender neutral by design - however, as there is a larger population of women in the lower quartile there are fewer women eligible for a bonus due to the nature of their roles. Also during the 2024 snapshot window a 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:

17th March 2025