

Governance, Environment, Innovation, Social

# Sustainability results 2023 Netherlands







## Prysmian's sustainability strategy

is based on four pillars, each of which contributes to the creation of value for the benefit of the Group and all of its stakeholders, and allows long-term sustainability, including financial, to be implemented.

# THE FOUR PILLARS







Governance

The **centrality of sustainability in Prysmian's strategy** is also evident from the definition of a **specific type of governance**, which is responsible for **overseeing all Group initiatives in a structured** rigorous manner and ensuring their alignment with ESG targets.



Environment

Prysmian is committed to **reducing the negative impact on the environment** during its manufacturing and installation activities and acts directly on the design and configuration of its products and solutions, helping to facilitate **decarbonization** along its value chain. **Prysmian** holds a **leadership** role in its supply chain by promoting virtuous practices with all its partners.



Innovation

**Innovation** is an **indispensable** element in achieving the **sustainability goals of Prysmian**, which has always invested in **research and development** to offer **low-impact, high-efficiency products**. The commitment to innovative solutions continues; sustainability is one of the **key drivers** of Prysmian's research and development strategy, reflected in the new "**design for sustainability**" concept.



Social

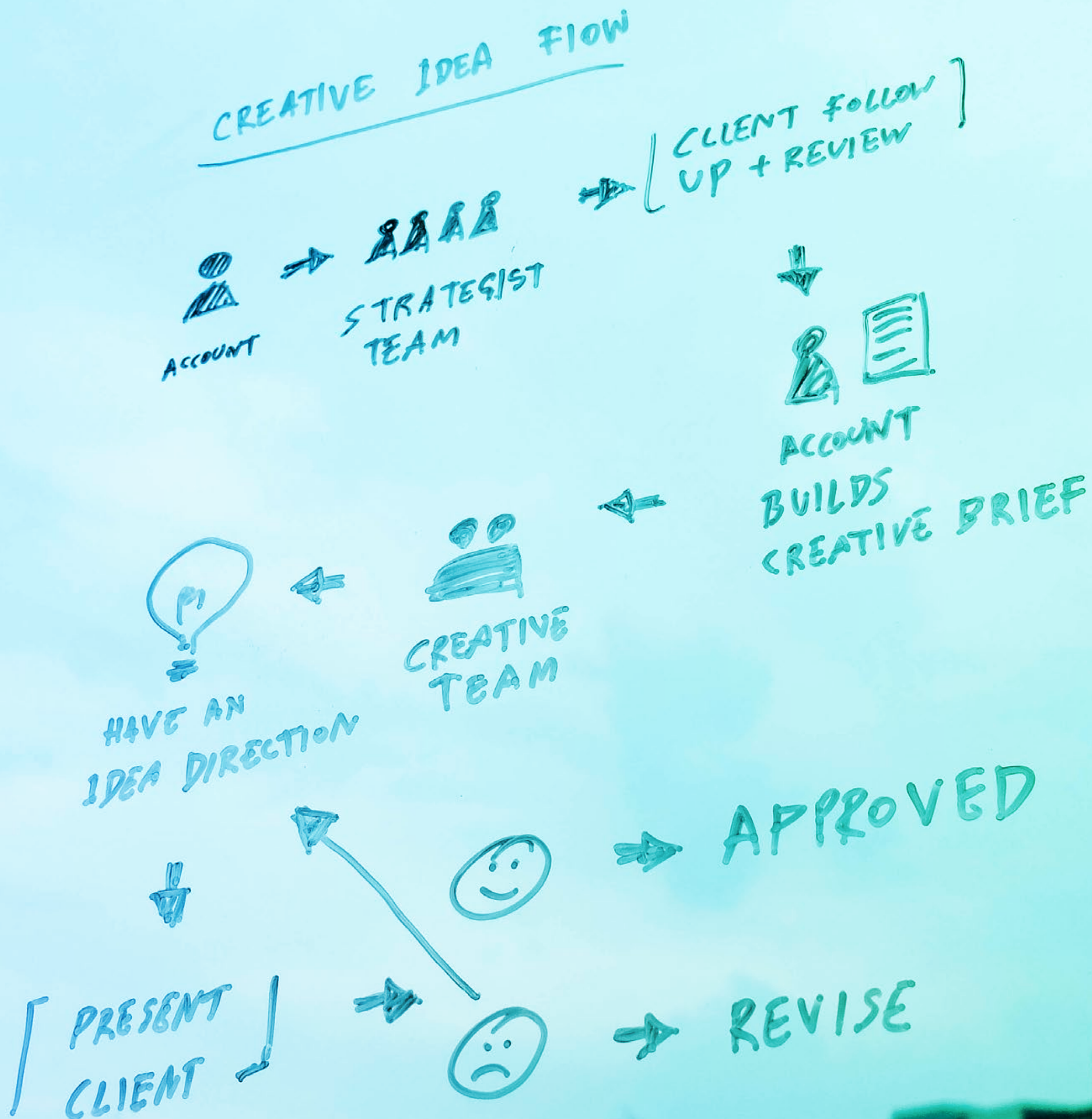
Prysmian places **people at the centre** of its activities. This commitment is reflected both in **employee initiatives** (e.g., promoting work-life balance, diversity, inclusion, training) and in supporting the **social communities** in which the company operates.





# Governance





## Introduction of Green Meetings with customers

Introducing Green Meetings, our initiative aimed at understanding and addressing the specific sustainability needs of our customers. With a focus on decarbonization, Green Meetings **offer tailored solutions to reduce CO<sub>2</sub> emissions** through products, services and also calculations to reduce scope 3 during use stage.

## Every member of our management team in the Netherlands, along with directly involved employees, is committed to personal sustainability goals

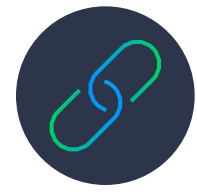
These goals make part of the yearly **Performance Management process**. By integrating sustainability into individual actions and decisions, we collectively contribute to a more environmentally conscious workplace.





# Innovation





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## Certification of Raw Materials Passport by Kiwa Nederland

Prysmian Netherlands is one of the first cable producers to have an independent inspection body to verify whether it has filled in the raw material passports (GSPP) truthfully. And the **Kiwa certification** is more than a formal touch, the intention is to certify the process by doing an audit every year.



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## LCA study and EPD prove sustainable claims of Ecoslim cable system for fiber optic networks

The **Ecoslim system** includes new fiber optic cables (Sirocco High Density and Sirocco Extreme with up to 192 glass fibers) and new tube bundles (Easenet with 2, 3, 5 or 7 bundled tubes). The Ecoslim pipes have a 30% smaller diameter than conventional pipes. With this, Prysmian makes the construction of fiber optic networks more sustainable and efficient, whereby more fibers can be installed within the available space.

## 15 EPDs created

New EPDs covered a wide range of products, such as **HV, Ecoslim, standard FO cables and tubes, VD and VD E-LINE**. This documentation is available upon request.

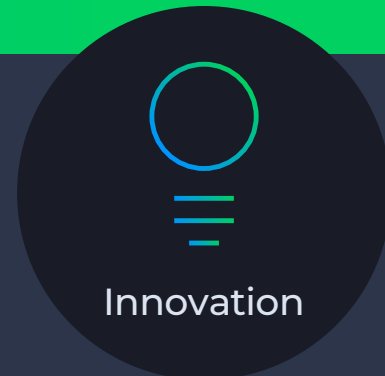




## Introduction Prysmian E-LINE for medium voltage installations in collaboration with BAM and Schiphol

Our **E-LINE** portfolio is extended from building wires to medium voltage cables by usage of recycled PE, recycled copper and P-Laser.





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### Profit E-LINE innovation achieving a 21% CO<sub>2</sub> reduction

Profit E-LINE is a combination of the well-known PROFIT wire-in-tube with the brand-new VD E-LINE. This creates the most durable pre-wired pipe on the market. Local manufacturing, recycled copper, insulation with biobased ingredients – all these give the product a **20% lower CO<sub>2</sub> footprint**. EPD is available upon request.



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### Barnicol E-LINE innovation, the safest and most sustainable casting resin in the market

The new generation of casting resin is, among other things, **CMR and isocyanate free and contains biobased ingredients**. At the same time, the quality is as usual: Barnicol E-LINE insulates and protects excellently.



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### Introduction of EcoCable-labelled VULTA and VULTO Alupac to replace lead sheathed cables

This initiative helped to completely **phase out the usage of lead** in Emmen plant.



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### Increased volumes of P-Laser sold

The volumes of P-laser products from Delft **more than doubled** compared to sales in 2022, reflecting a growing market demand for sustainable solutions with high efficiency. Prysmian is well-positioned to meet these market needs, with our commitment to innovation and sustainability driving the development of cutting-edge products like P-laser.

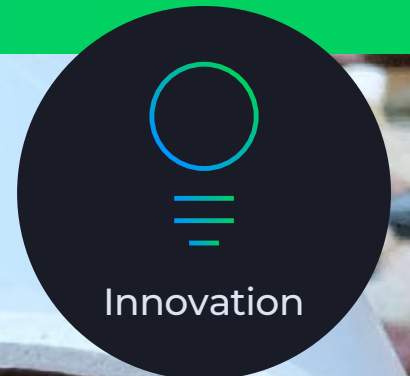




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## EPD EcoSlim introduction at ANGAcorn

In 2023, Prysmian's Ecoslim cable system, **proven significantly more sustainable** by independent LCA studies and Environmental Product Declarations (EPDs), received global approval. Launched at the ANGA COM conference, Ecoslim paves the way for telecom companies and data centers to enhance digital infrastructure sustainability worldwide.







## Listing VD E-LINE in Biobased bouwen platform

The Biobased Bouwen Platform, endorsed by Government of the Netherlands, Ministry of the Interior and Kingdom Relations, Ministry of Infrastructure and Environment and Ministry of Economic Affairs and Climate Policy, is dedicated to promoting sustainable and eco-friendly construction materials. It features a curated selection of biobased products that significantly reduce environmental impact. Draka proudly announced the listing of VD E-LINE as **the first electrical building component on the platform**. This innovative product exemplifies the seamless integration of advanced technology with sustainable practices, thus establishing a new benchmark in green building solutions.



## Growing sales of Telecom handhole from recycled material

Developed in 2022, the handhole has witnessed growing demand throughout 2023. The handhole is made **50% out of recycled drink cartons** (Tetra pack) making the solution even stronger and more durable.



## Further developments and industrialization of dry-type terminations for various voltage classes

Conventional outdoor terminations make use of a fluid. The presence of a fluid poses an environmental hazard in case of leakage. Moreover, in the event of an internal fault, an explosion may occur. Prysmian Group has been developing a new family of dry outdoor terminations, which **make use of solid insulation only & eliminating the safety and environmental risk** related to the presence of fluid.



## Development of Product Category Rules (PCRs) for sustainable fiberglass products in collaboration with NLconnect

In 2023, Prysmian collaborated with NLconnect and industry leaders to develop Product Category Rules (PCRs) for sustainable fiberglass products. These guidelines establish standardized methods for assessing environmental impact, supporting greener practices and advancing sustainability in the telecom and fiberglass industries.





# Environment





## 2035 net zero emission plant roadmap is defined for each plant

In 2023, roadmaps were defined for each factory aiming to achieve **net zero emissions by 2035**. These plans prioritize optimization of energy sourcing, enabling our operations to reduce environmental impact.

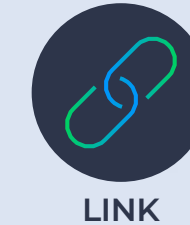
## Continued with Let's Energize campaign

Throughout 2023, we maintained momentum with “**Let's Energize!**” campaign, an internal initiative aimed at promoting energy conservation awareness and empowering our workforce to make mindful energy choices. Building upon the success of its launch in 2022, this program remained a **cornerstone** of our efforts towards energy efficiency across the premises of the company.

## Premises optimization measures in Emmen to reduce natural gas consumption

In a bold move to minimize natural gas consumption, a decision was made to close an office building with poor insulation. Changes in national legislation regarding energy efficiency standards for independent buildings, particularly the stringent requirements associated with Energy Label C, challenged us to investigate the most energy-efficient solutions. Maintaining the building was no longer justifiable due to its low energy performance. **Consequently, we decided to close the facility.** The employees have been smoothly relocated to a nearby office building with a higher energy efficiency rating and better insulation. This transition has allowed us to comply with the new legislation and positively impact our carbon footprint by significantly reducing natural gas consumption and enhancing overall energy efficiency.



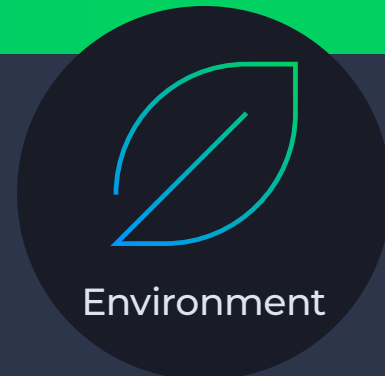


## Focus on sustainable transportation with Electric Vehicles (EV's)

Over the past two years, Prysmian Netherlands has been proactively working on the implementation of zero-emission transportation, specifically **electric vehicles** (EVs). Our initial pilot project in 2022 successfully delivered approximately 50 tons of cable using electric vehicles. Building on this success, we scaled up our efforts in 2023, delivering 750 cable tons through zero-emission transport.

Looking ahead to 2024, our goal is to achieve 6,000 tons delivered by **Zero Emission Transport**, making 10% of Prysmian Netherlands' total domestic volumes. These are the first steps taken to achieve 100% of all our volumes delivered using EV by 2050 what is defined in our Roadmap to 2050 Zero Emission Outbound Logistics.





## — SF6-free testing of HV accessories by using dry-type solutions and clean air

Recognizing SF6's harmful effects – equivalent to 22,800 times the greenhouse gas potency of CO<sub>2</sub> – in 2019 a project was initiated with the aim to eliminate the SF6 gas for testing accessories, reducing to zero the risk of accidental leakage of SF6 in the environment. By 2023, the vast majority of our products are **tested SF6-free**, and we have greatly reduced spillage by optimizing re-use when testing with SF6. The last technical improvements are being industrialized to achieve 100% SF6-free testing for all our products by the end of 2024.

## — Redistributed excess heat from shopfloor and reduced natural gas consumption for heating by more than 60% in Nieuw Bergen



## Successful pilot with emission-free cable transport for major maintenance of Zwanenburgbaan at Schiphol

Ways of decarbonisation do not have to be limited to products and/or production processes only. Sustainability can also be scored in other phases of a cable's life cycle, such as transportation. And this successful pilot has demonstrated successful results of **reducing 881 kg of CO<sub>2</sub> emissions**.



## Continued roll-out of installation of 500 additional ALESEA devices on drums in Delft

To improve drum management throughout the cable supply chain, **in 2023 additional 500 pieces** were installed bringing the total number of devices to 1100 pieces. ALESEA is a virtual assistant for cable inventory management.





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## Investment in electric crane which saves 6 tons of CO<sub>2</sub> on cable transportation to construction sites

With this investment, the transport company, which has been taking care of all cable transport for Draka as a regular carrier for the past five years, wants to **contribute to the sustainability** ambitions of the largest cable manufacturer in the world.

## Reuse of wooden drums: 75% in Emmen and 218% in Delft

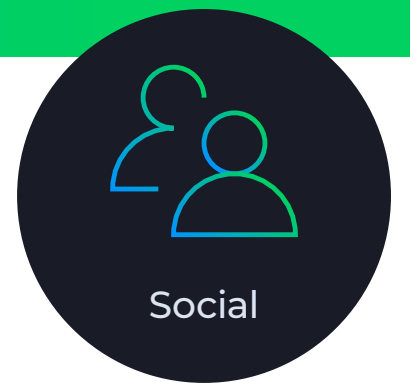
By **encouraging the reuse of wooden drums**, Prysmian not only minimizes waste but also contributes to the conservation of natural resources, fostering a more environmentally responsible approach to our operations.





## Social





— In 2023, there were 19 full-time equivalent (FTE) female operators across our factories in Delft, Nieuw-Bergen and Emmen. Among desk workers, the number of females equaled to 62 employees. Throughout the year in Eindhoven, 22 out of 45 temporary workers were women.

To support the [growth of female operators](#) at our factories, various development programs are implemented in Prysmian. We truly believe in power of diversity, therefore we strive to create a more inclusive environment for all.



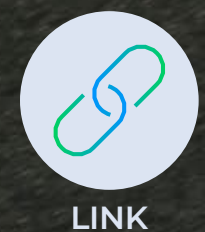
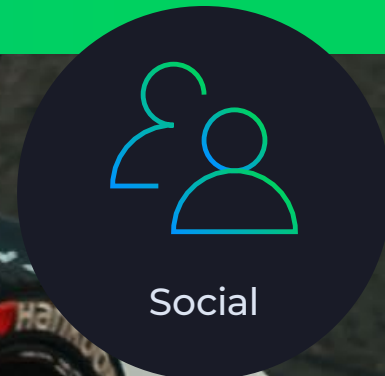
## Draka signs 2-year contract with Worldskills Netherlands to put electrical engineering in the spotlight among youngsters

Draka is proud to announce that the [sponsorship contract](#) of the electrical engineering competitions of WorldSkills Netherlands will be extended. After years of successful collaboration, both parties are at the beginning of a new chapter with shared goals and a shared vision on advancing the profession of electrical engineering.

## — Sponsorship of Save The Children Foundation

Prysmian has provided employees with the opportunity to support the Save The Children Foundation through sponsorship in exchange for their year-end package. [The company has doubled the value of these contributions](#), resulting in a €6,000 check being issued.





## Official sponsor of ABB FIA Formula E-team Andretti

Engaging with customers in informal discussions about electrification and energy transition presents a valuable opportunity for us. These conversations provide insights into how cables impact their projects and allow for a knowledge exchange and inspiration. By fostering an open dialogue, we not only deepen our understanding of customer needs but also inspire innovation and collaboration in the pursuit of electrification solutions.





Social



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## Prysmian actively conducts training sessions at technical schools to disseminate knowledge and inspire young installers

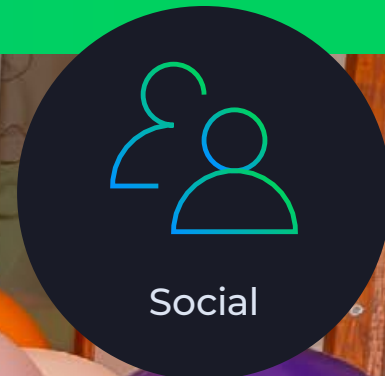
**Prysmian reinforced collaborations with technical schools** to share knowledge and inspire young installers. Our training sessions cover various topics like installations, cables, and industry practices, aiming to empower future generations with essential skills and expertise. Students also benefit from visits to our “Connect” experience center in Emmen, reinforcing collaborative partnerships and providing hands-on learning opportunities. Through these initiatives, we are nurturing young talents.



## Implementation of Meeting Free Friday across North Europe

Prysmian employee engagement survey SpeakUP! in 2022 highlighted the increasing pressure on employees' time due to numerous meetings. As part of ongoing commitment to enhancing employee well-being and productivity, a new initiative “**Meeting Free Friday**” was implemented. This initiative is designed to provide desk workers with a dedicated time each week for focused work and professional development. Upon the 6-month pilot, 87% of the internal survey respondents would like to have MFF as a part of our company culture.





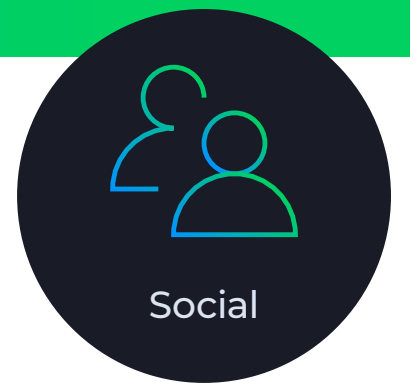
Social



## STEM at primary school – After School project

Prysmian North Europe wants to positively influence local communities and work towards a more inclusive world. That's why we use **the power of education** to inspire primary school children to discover the wonderful world of STEM (Science, Technology, Engineering, Mathematics). In 2023 Prysmian Group, together with an external partner and a local primary school in Delft, launched a project to provide children with STEM education through a playful way.





## Sustainability contest & contribution from NL

To strengthen the spirit of innovation and sustainability, Prysmian hosted the global contest “Sustainability Call 4 Ideas”. Both Desk and Non-Desk Workers of all regions had an opportunity to leave their mark and share their ideas in categories like safety, customers, inclusion, products and processes. Across the North Europe region, 11 winning ideas emerged, and **three out of the four finalists hailed from the Netherlands**. These inspiring ideas underscore our collective dedication to fostering innovation and sustainability within our organization and beyond.



## Colleagues, with the backing of the organisation, are actively engaged in supporting charitable causes

Together, we actively participate in various activities, Alpentocht, Roparun, and the Cycling for Friends Beatrix Children’s Hospital Foundation, that not only benefit our community but also enrich our collective sense of purpose and fulfillment. By dedicating our time and resources to these initiatives, we embody our organization’s values and commitment to making a positive impact, both **within and beyond the workplace**.





## The facts



The planet's pathways





The facts

## Sustainability Indexes Group results



### Dow Jones

2023 Rank: 79/100 ELQ #3  
2022 Rank: 87/100 ELQ #3  
2021 Rank: 87/100 ELQ #1



### EcoVadis

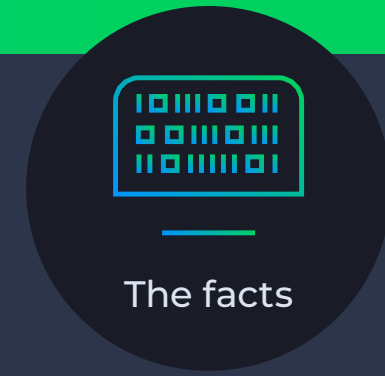
2023 Score: 76/100 (Gold)  
2022 Score: 74/100 (Gold)  
2021 Score: 73/100 (Platinum)



### CDP

2023 Score: A/B world  
2022 Score: A/B world  
2021 Score: B/B world





# Prysmian Impact Scorecard 2023 - 2025

SDGs	Category	KPI	Related material Impact & topic	Baseline 2022	Results 2023	Target 2025
 	Impacts on Society	Enable access to green electricity to households (1)	<b>Enabling the decarbonization to Net-Zero and digitalization</b>	21 m	56 m	110 m
		Enable fast digital access to households (2)	Facilitating the energy transition and decarbonization process of the economy and digitalization of the network	3 m	9 m	15 m
 	Climate	Percentage reduction of GHG emissions (Scope 1&2 Market Based) vs 2019 baseline (3)	<b>Enabling the decarbonization to Net-Zero and digitalization</b> Contribution to GHG emissions of Scope 1 and 2 as a result of direct business activities	-28%	-33%	-38%/-40%
		Percentage reduction of Scope 3 GHG emissions vs 2019 baseline (4)	<b>Enabling the decarbonization to Net-Zero and digitalization</b> Contribution to GHG emissions of Scope 3 as a result of indirect business activities	-7.5%	-10%	11.5%/-15%
	Green & Circular Economy	Share of revenues linked to Sustainable Products (5)	<b>Sustainable innovation and circularity</b>	30%	37%	40%
		Share of recycled content on PE jackets and copper (6)	Reduction of emissions related to new products - through the development of low-emissions products (higher recycled content / recyclable products) and virtuous practices such as Design for Sustainability	10%	12.7%	15%/16%
 	Diversity & Inclusion	Percentage of desk workers women hired (7)	<b>Equity, Diversity, Inclusion &amp; respect for human rights</b> Promotion of specific programs towards a more inclusive and diverse work environment	44.9%	46%	47%/49%
		Percentage of Executive women (8)	<b>Equity, Diversity, Inclusion &amp; respect for human rights</b> Promotion of practices to promote gender balance in Prysmian management and BoD	15.7%	18.8%	21%/24%
	People Wellbeing	Safety Assessment Plan (9)	<b>Human capital's well-being, engagement &amp; upskilling</b> Potential accidents, mental and physical illness due to a failure to disseminate a health and safety culture in the community in which the Company operates	-	3.4	2.75/5
		Leadership Impact Index (10)	<b>Human capital's well-being, engagement &amp; upskilling</b> Engagement: Adoption of people oriented policies to safeguard people's need	55%	57%	57%/61%
 	Solid Governance & Ownership	Percentage of shareholders employees (11)	<b>Human capital's well-being, engagement &amp; upskilling</b> Engagement: Adoption of people oriented policies to safeguard people's need	37%	46%	44%/45%
		Completion rate for compliance e-trainings promoting anticorruption (12)	<b>Human capital's well-being, engagement &amp; upskilling</b> Upskilling: Strengthening and upskilling the competences of the personnel and develop talent	75%	89.31%	90%





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sustainable  
initiatives [here](#)



The planet's pathways