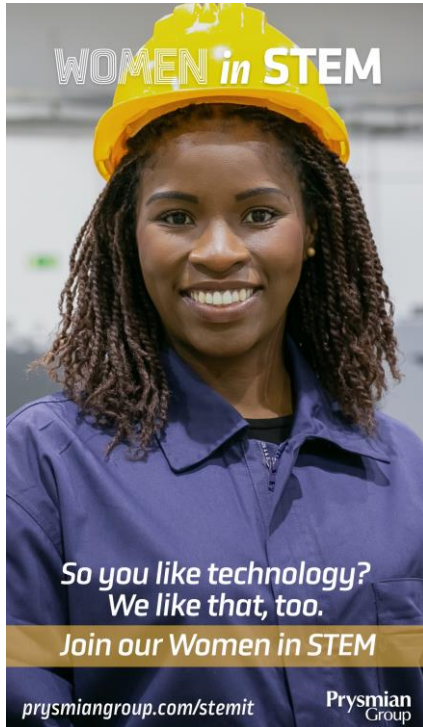




# WOMEN *in* STEM

**Prysmian**  
Group

Linking  
the Future

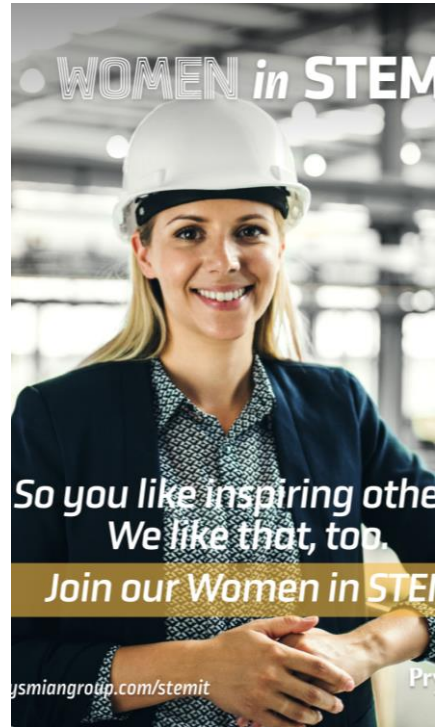


WOMEN *in* STEM

So you like technology?  
We like that, too.

Join our Women in STEM

[prysmiangroup.com/stemit](https://prysmiangroup.com/stemit) **Prysmian**  
Group

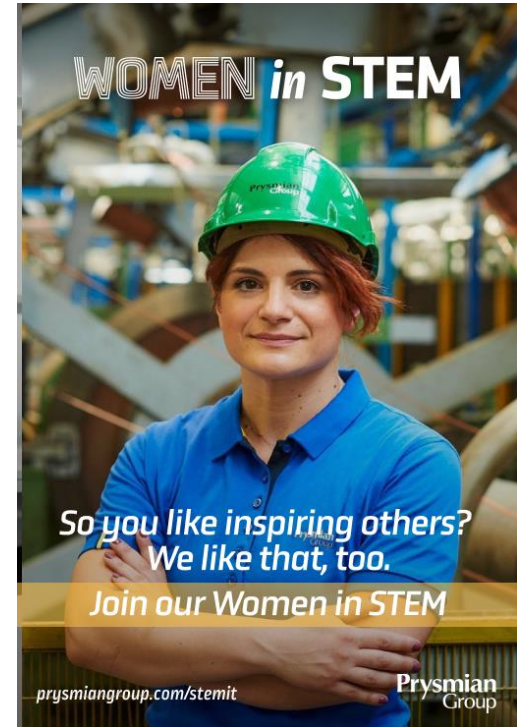


WOMEN *in* STEM

So you like inspiring others?  
We like that, too.

Join our Women in STEM

[prysmiangroup.com/stemit](https://prysmiangroup.com/stemit) **Prysmian**  
Group



WOMEN *in* STEM

So you like inspiring others?  
We like that, too.

Join our Women in STEM

[prysmiangroup.com/stemit](https://prysmiangroup.com/stemit) **Prysmian**  
Group



# Our starting point: 2030 Social Ambitions

## HEALTH & SAFETY



### INCLUSION & DIVERSITY



### DIGITAL



### LOCAL EMPOWERMENT



### ENGAGEMENT & UPSKILLING



#### Gender Equality

- **50/50** in Recruiting of Desk Workers
- **30%** of Women in Senior Leadership roles
- **25%** of Women in the Total Workforce
- **Zero** Pay Gap – Desk Workers
- **+ 500** women in a fully dedicated STEM program

A strong need to define a **dedicated program to boost the recruitment of Women in STEM roles**

#### Up-Skilling and Engagement

- **40 yearly hours** per capita of experienced learning for all employees,
- More than **25%** of employees is involved in mobility/growth experience every year
- **50%** of employees as stable shareholders through share ownership plans (YES)
- Higher than **80%** response rate to Engagement Survey
- Leadership Impact Index improved to **70-80%**

#### Digital Inclusion

- Connecting **100%** (30,000) of our employees through global platforms, achieving a proper level of adoption

#### Health & Safety

- Injuries Index towards **0**

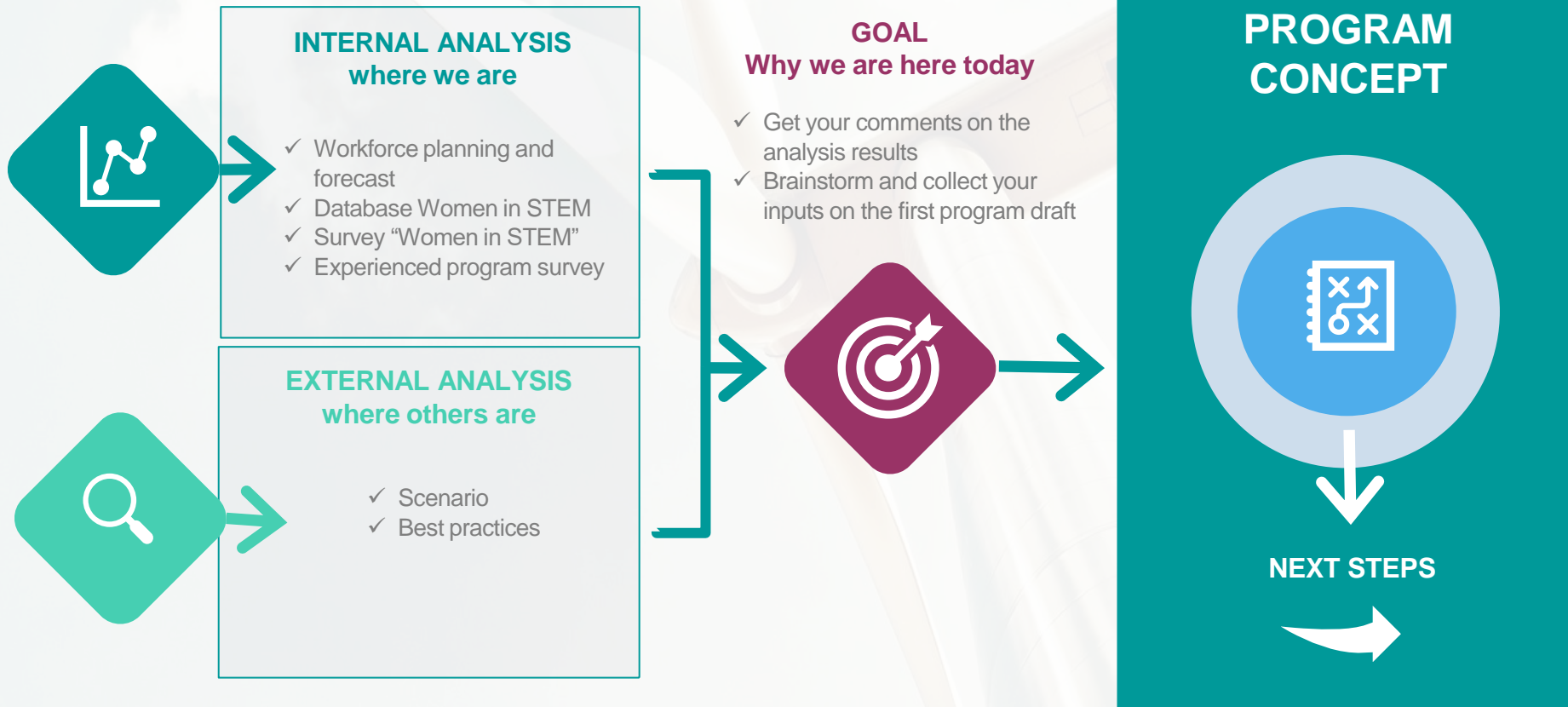
#### Empower Local Communities

- At least a project per year, with focus on developing countries and vulnerable communities
- Local projects with donation of optic and electric cables

#### Race/ Ethnicity Inclusion

- More than **30%** of Executives from under-represented nationalities /ethnicities/ origins
- Local mentoring programs for 500 students coming from minorities-poverty

# Our Journey



# Why do we need a new program? (1/2)

1

**Social Ambition**

2

**Current view and status in developing women**

3

**Lack of presence in Manufacturing, PS&I and R&D**

4

**Global challenges for Make IT in talent attraction and acquisition**

5

**The Make IT Program not sufficient to build up our pipeline**

6

**Feedback of participants of our programs**

## Why do we need a new program? (2/2)

*Building a new program will help us to boost our activities, answering current needs and make sure that we will work on 3 pillars below:*



### HIRE

**Ca. 70** roles we will open for recruiting on year basis



### DEVELOP

A specific training and developmental path is built in order to make sure to create our management pipeline as well

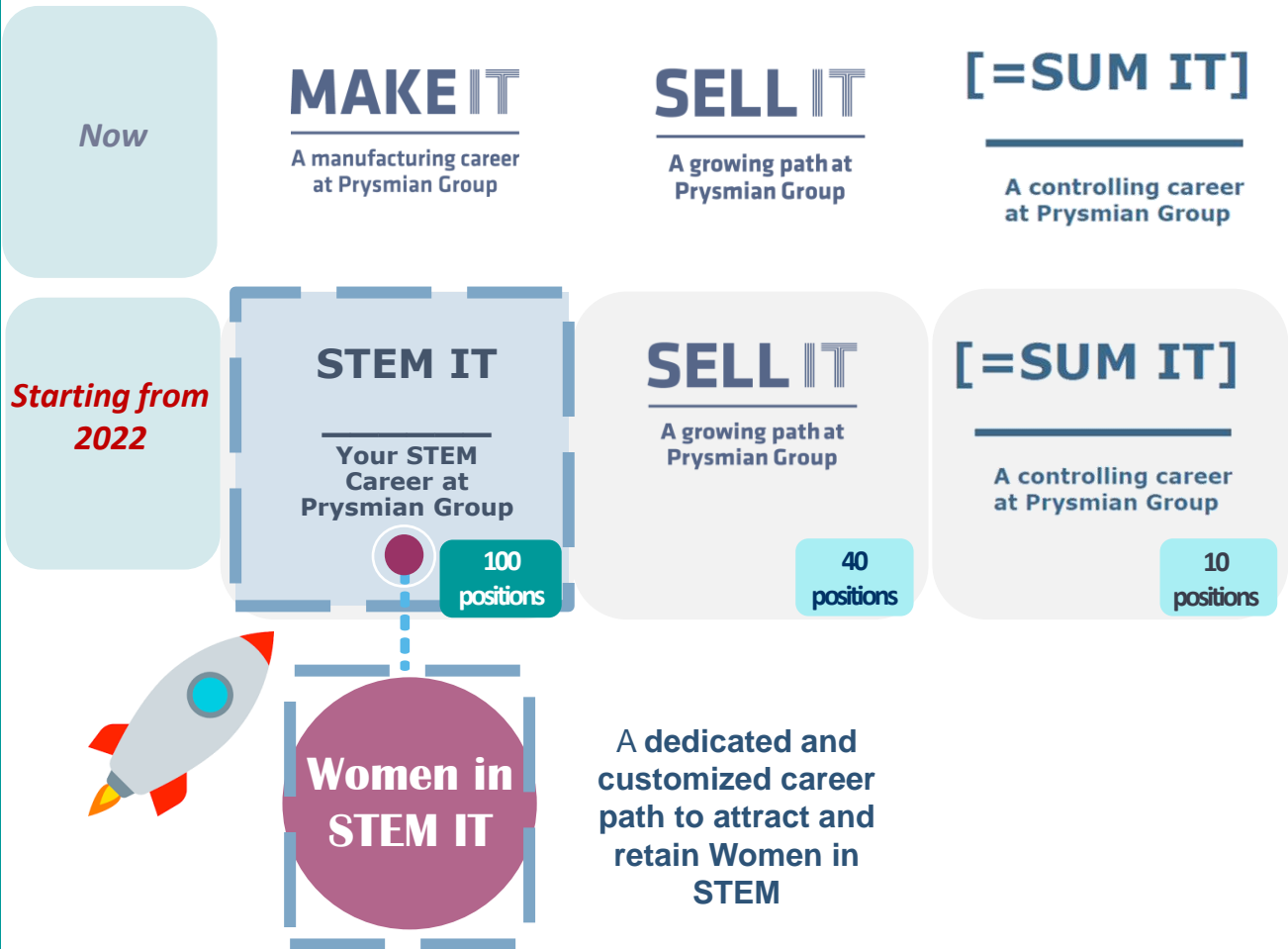


### RETAIN

The program and the effort is not only about hiring and developing, but also **guarantee a sustainable future and current approach.**

# Program Concept

## Recruiting and positioning



# «Women in STEM IT» – Program

## STEM IT

Your STEM Career at Prysmian Group



2022  
(YEAR 1)

2023  
(YEAR 2)

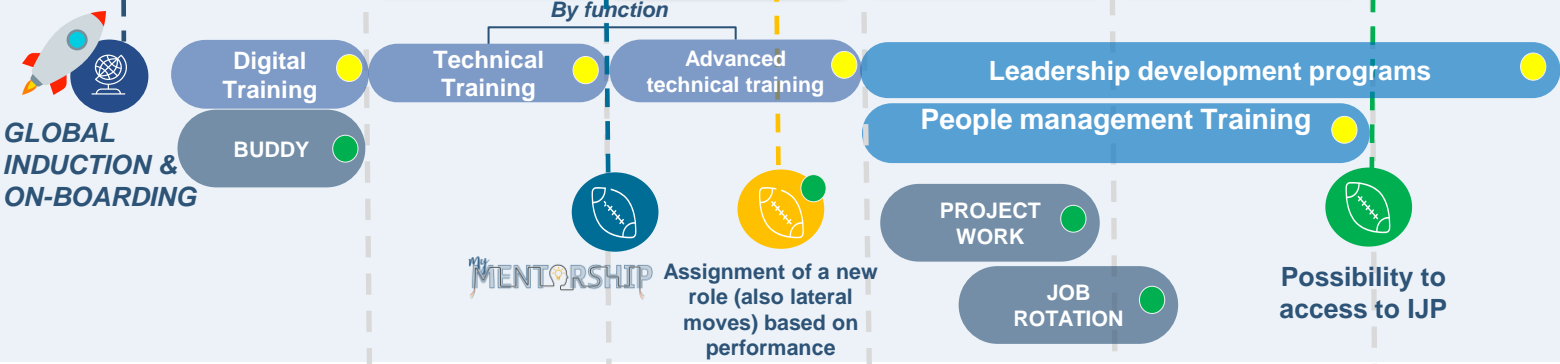
2024  
(YEAR 3)

2025  
(YEAR 4)

2026  
(YEAR 5)

OFF PROGRAM

**STEM IT & WOMEN IN STEM IT PARTICIPANTS**



**WOMEN IN STEM IT**

**Women in Leadership Training**  
for Women in STEM IT and their managers

**P4 2021 WOMEN IN STEM**

Coaching for P4 2021 Women in STEM

**ASSESSMENT (P4 2023 YEAR 2)**

- Women in STEM IT
- P4 Women in STEM

Coaching for band D+

**ACCOUNTABILITY**

- Global
- Region/BU



## «*Women in STEM IT*» – there is more

A **competitive reward package**, including a bonus opportunity based on your performance and the role you will cover

**Global maternity policy** and **remote working policy**, considering the policies of each Prysmian Group office

A **training plan** tailored for you in partnership with Top-Ranking Business Schools

A **buddy** during the first year of your journey

A wide range of **training** and **career development opportunities** based on performance

A **global network** of other colleagues who joined the program



# Thank you

**Prysmian**  
Group

Linking  
the Future