

Management Policy – Central and Eastern Europe (CEE)

(Austria, Czech Republic, Germany, Hungary, Romania, Slovakia, Poland)

Health & Safety • Quality • Environmental Protection • Energy Efficiency

CORPORATE GUIDELINES

- **The most important core values of our company are health and safety at work.**
- We respect the protection of the integrity, health and welfare of our employees at the workplace as being the most fundamental need.
- We operate an effective and integrated management system that complies with ISO 9001, ISO 14001, ISO 50001, and ISO 45001, as well as the standards established by Prysmian Headquarter. The context of our integrated management system is centered on achieving customer satisfaction throughout the entire product life cycle. This includes development, quotation, order processing, and after-sales service. We foster collaboration and partnerships with customers, suppliers, and other interested parties, built on mutual trust and shared consideration of risks and opportunities.
- We are one of the world's leading and most innovative companies in the business of cables, wires, flexible cables and related accessories, and play a substantial role in determining technological progress.
- We develop, manufacture and sell environmentally acceptable, energy-efficient and safe products of a very high-quality, for achieving positive contributions to the value of our company.
- Our company's success is based on our employees' creativity and will to achieve measures to enable them to gain further qualification and training empower them to fulfil their responsibilities in all work areas and to handle their roles effectively and efficiently.
- Environmental protection, responsible energy use, employee health and safety, as well as our company's competitiveness and profitability, are supported by our established process and product expertise. To achieve these goals, we develop, implement, and continuously monitor targeted programs.
- We comply with all applicable laws, national and international regulations, standards, and other binding commitments. These requirements are consistently considered and adhered to in our operations.
- We make sure that responsibilities are accurately defined and are entrusted to people possessing the necessary competence and corresponding authority.
- Our processes are clearly defined. They are planned, monitored, assessed regularly and continually improved. Documented controls help ensure and communicate the execution of all the essential actions required for this purpose.
- We establish quality assurance agreements with our suppliers and service providers, and we collaborate on environmental matters while jointly promoting occupational health and safety.
- We establish annual agreements on target programs covering health and safety, quality, environmental protection, and energy efficiency. These targets are cascaded throughout the organization, and employees are actively involved in the process. The necessary information and resources are provided to support their engagement and implementation.
- We make the energetic improvements measurable, documented and communicated at all enterprise levels.
- We compile annual reports showing the results of the target programmes and all activities affecting behaviour relating to the environment and occupational safety.
- We evaluate the environmental impact of our processes, machinery, facilities, and products based on a full life cycle approach. To support this, we promote environmentally conscious product development in line with international standards and consider environmental aspects in investment decisions, procurement, sales, and facility decommissioning.
- Management reviews evaluate in turn the status, suitability and efficiency of the integrated management system.
- Understanding the value of biodiversity and the importance of its integrity with regard to the places where Prysmian operates, with a commitment to identifying and assessing any biodiversity-related risk, applying a mitigation hierarchy approach (avoid, minimise, restore and offset) to all operations including those of any suppliers involved.

- contributing to the global commitment to ending all deforestation through the definition of targets, programmes and monitoring plans, while also engaging external stakeholders.
- Ensuring access to safe water, sanitation and hygiene for all employees in all Prysmian premises.
- Minimize the safety related risks for people and environment during the intended use of the products and grantee product safety.
- The Policy is applicable to all the Company's operations and employees, as well as contractors, agency workers or individuals under the Company's supervision.

ACTION PRINCIPLES „OCCUPATIONAL SAFETY“

- We introduce preventive measures to avoid accidents and work-related injuries, and thus to minimise any impairment to the safety and health of all employees and third parties as well as improving safety and health protection.
- On-the-job safety is for us a part and parcel of good work. We therefore foster a strong sense of responsibility at all levels and expect our employees to consistently act with awareness and safety in mind.
- We plan and monitor the working environment and processes as well as the way they change, considering ergonomics, occupational safety and health protection to ensure continuous improvement.
- We assess the risk of occupational accidents and job-related injuries, evaluate accident trends and exercise influence on the sources of risk, considering the status of technology, occupational medicine and hygiene.
- The Objective of occupational health and safety is the continuous improvement of safety, working conditions, the health of employees and the effectiveness and legal conformity of the process.
- Establishing quantitative targets for continuously improving health and safety performance metrics, by defining specific action plans and setting priorities;
- conveying information about health, safety, the environment and energy, in accordance with specific procedures and programmes, engaging and consulting every level of the organisation and everyone who works for Prysmian.

ACTION PRINCIPLES „QUALITY“

- We ensure the high quality and safety of our products and services through optimized process design across all areas and close collaboration with our customers and suppliers.
- In areas with elevated quality requirements (such as ISO 22163 and IATF 16949), we implement these standards accordingly.
- We regularly reassess our processes using key performance indicators to identify improvement potentials..
- We conduct supplier audits to ensure the quality of delivered goods and services, while also verifying compliance with applicable regulations and adherence to internationally recognized human rights standards.
- We make every effort to ensure that the name "Prysmian" stands for quality, reliability and trust.
- We strive for a 'zero defects' target and rely on preventative measures to avoid errors in order to continuously improve the quality of our products and services.
- Every employee is responsible for error prevention and is trained in appropriate methods and tools to recognise and eliminate potential sources of error at an early stage.
- The satisfaction of our customers is at the centre of everything we do. We are committed to not only meeting but exceeding our customers' expectations by responding to their needs and offering customised solutions.
- We encourage an open dialogue with our customers in order to understand their needs and expectations and to adapt and develop our products and services accordingly.

ACTION PRINCIPLES „ENVIRONMENTAL PROTECTION“

- We are committed to protecting the environment and continuously improving environmental performance.
- We monitor and analyse the most significant environmental aspects in normal and emergency conditions and ensure that our locations harmonise with the surroundings.
- We advise and support our customers about the environmentally compatible use of our products as well as their environmentally compatible disposal. Environmental information is communicated both internally and externally.

- On the waste management side, we act according to the principle: "Avoidance in preference to recycling" and "Recycling in preference to environmentally compatible disposal".
- In order to protect resources, we minimise the consumption of materials, energy and water as well as waste and the emission of hazardous substances on land, in the air and in water.
- We promote a systematic approach to energy management by clearly defining responsibilities and tasks, with the goal of continuously improving energy efficiency. This includes seeking innovative and technological solutions, and ensuring that energy-efficient products and services are considered in design and procurement to enhance overall energy performance.

ACTION PRINCIPLES „ENERGY EFFICIENCY“

- We systematically monitor and manage energy-related aspects and data to ensure efficient and sustainable operations. We consider energy efficiency already with design and with the purchase of energy-efficient products and services.
- We optimise the efficiency of procedures and processes and carry out energy-efficiency programmes.
- We commit ourselves to the continuous improvement of the environment by adopting a policy of energy efficiency whilst lowering energy consumption.
- We ensure that all employees and partners receive appropriate training on the efficient and responsible use of energy as part of our commitment to continuous improvement and sustainability.

The present management policy is made publicly available and distributed to all employees.

Berlin, 15. October 2025

(Datum)

A handwritten signature in blue ink, appearing to read 'Sezgin Islamoglu', written over a horizontal line.

Sezgin Islamoglu (CEO)