

Nexans ESG Day Our Sustainability Vision

Nov. 18, 2020
Paris, France

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Introduction



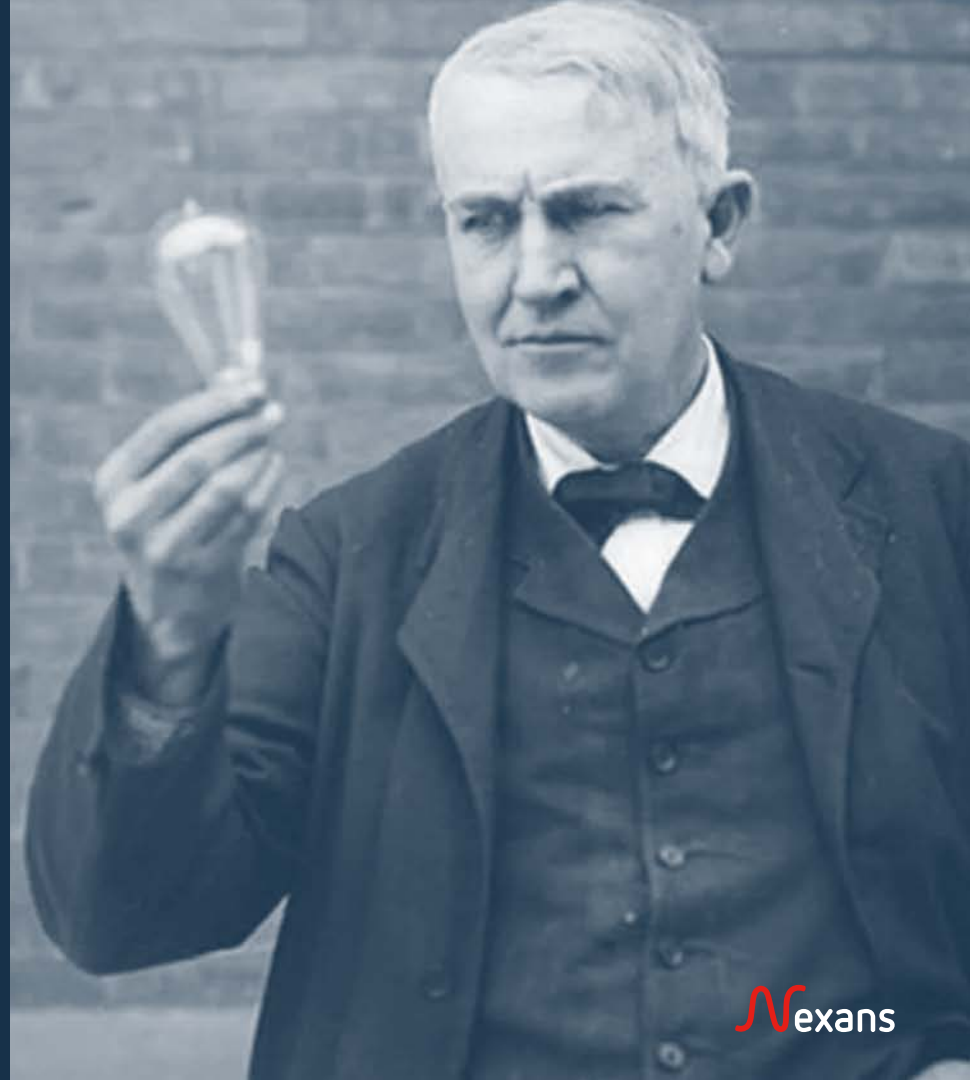
A history of innovation

Nexans is part of the living history of electricity.

Ever since Edison first discovered electricity, we have been electrifying the world around us.

Now, we are entering an era of sustainable electrification for everyone.

We are outlining the steps that we are taking in three key areas, Environment, Social and Governance, to continue making our vision a reality.





Our mission statement

Amplifying our role

For over a century, we have played a crucial role in the electrification of the world. Now, it's time to amplify our role.

From energy production and distribution to usage, our passionate teams design dedicated, systematic answers to our customers' unique requirements.

Nexans' innovative, connected electrification solutions generate sustainable profits for all of our stakeholders, and enable progress for people and the planet.

We are leading the charge to the new world of electrification – safer, sustainable, renewable, decarbonized and accessible to everyone – connecting us all to new opportunities, technologies and behaviors that will build a better future.

Our purpose

Electrify the Future

Electrification is in our DNA. It is at the heart of our existence. It's the reason why we give the best of ourselves to build a better future for the world.

Creating a sustainable world

Nexans is now a global player in energy transition, building part of the new electric world, accessible to everyone.

The electrification of the planet is key to sustainable, balanced growth that benefits all of humanity.

This change will **open a new era**, with new players and new economic models linked to the decentralization and digitalization of electricity systems.

¹In order to be COP21 Paris Agreement compliant.



20%

Increase in global demand for electricity by 2030.



80%

Of additional electricity generation capacity will need to come from renewable energy¹.



€23tn

Investment in new electricity generation and grids in the next decade.

200GW

Of additional capacity for offshore wind installed access the world in the next 10 years.

+90GW Europe

+90GW Asia Pacific

+23GW USA

Our opportunity for virtuous growth

As all sectors move to an electrified and digital vision, we have a huge opportunity to capitalize.

In doing so, we can help tackle global warming and bring about economic growth, for all of humanity.

Taking a radically different approach to the opportunity

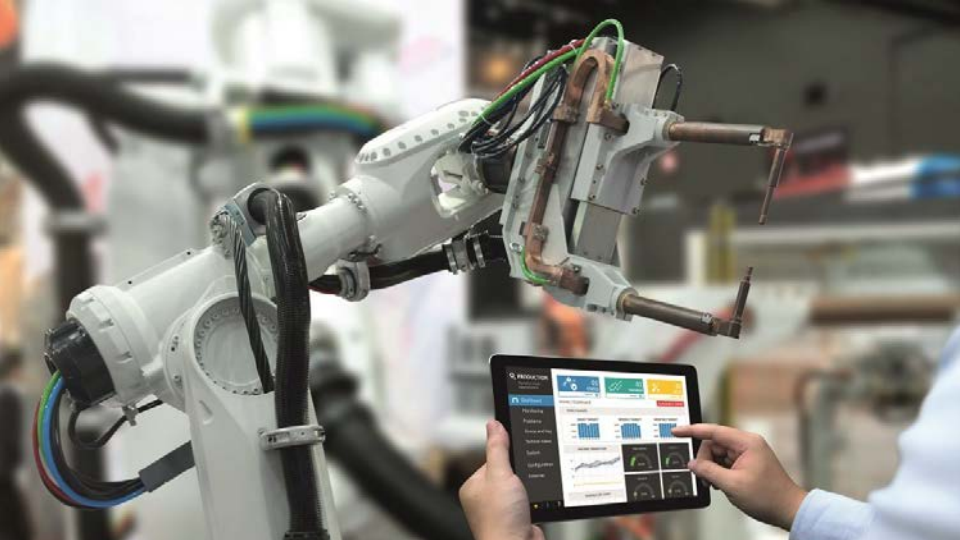
We are reconciling industry and ecology, while ensuring an independent production process through strategic subsistence, particularly of raw materials.

Changing our industrial vision from **volume to value** by **simplifying our portfolio** to better connect to each customer's system and offer dedicated solutions.



An aerial photograph of a winding asphalt road through a lush green valley. The sun is low on the horizon, creating a bright lens flare and casting long, soft shadows across the rolling hills. The landscape is characterized by vibrant green grass and rocky outcrops. The sky is a clear, pale blue.

Environment



Building the sustainable energy highway of the future

Two ways in which we are making a difference:

1. Our active contribution to carbon neutrality in our industrial environment supported by Industry 4.0 levers.

- Automating manufacturing operations using innovative technologies that improve return on capital and profitability.
- Helping reduce waste and energy consumption to address the impact on climate change.

2. Our leadership in the sustainable electrification of the world.

- Designing, building and supporting systems, to provide sustainable and reliable energy networks to our customers.
- Reducing cost and meeting future challenges by launching our new laying vessel Aurora, bringing higher capabilities (deeper installation, longer cables, and laying dual cables).



Contributing to carbon neutrality: our pledges / 1

Limiting global warming to 1.5 degrees Celsius:

- 4.2% average **annual reduction of company greenhouse gas emissions**, particularly on scopes 1&2¹.
- Use of **renewable energy** via local production or the purchase of decarbonized energy for all locations.

Innovation and R&D:

- 100% of R&D projects to be dedicated to **energy efficiency and energy transition**, promoting eco-design and low carbon offers.
- 100% of Nexans cable drums to be **connected** using IoT (Internet of Things) Technologies, and **recyclable**.

¹Greenhouse Gas (GHG) emissions for scopes 1 and 2 as well as part of scope 3 relating to business travel, waste produced, as well as upstream and downstream transport, as defined by the GHG protocol – ghgprotocol.org. The targets are based on the reduction of emissions of 2019, the base year.





Contributing to carbon neutrality: our pledges / 2

Environmental management:

- 100% of production sites certified **ISO 14001**.
- 100% of **production waste** to be recycled.
- Deployment of **energy efficiency solutions** at all sites.

Transport and car fleet:

- Optimization of logistical flows by using **multi-modal transport** and **shorter delivery routes**.
- 100% of Nexans employee automobile fleet to switch to either **hybrid or electric vehicles**.



Social



Passionate people



People are at the heart of our purpose.

We want a diverse, talented and engaged workforce to help make our purpose a reality.

We will achieve our aims of a diverse, talented and engaged workforce:

1. Keeping people safe.
2. Engaging people.
3. Creating a diverse workforce.
4. The Nexans community.
5. The Nexans Foundation.



Keeping people safe

Safety is in our DNA.

Every year, all employees participate in training or awareness activities, globally.

We have launched **BBS** (Behavior Based Safety) pilots in our plants in Europe.



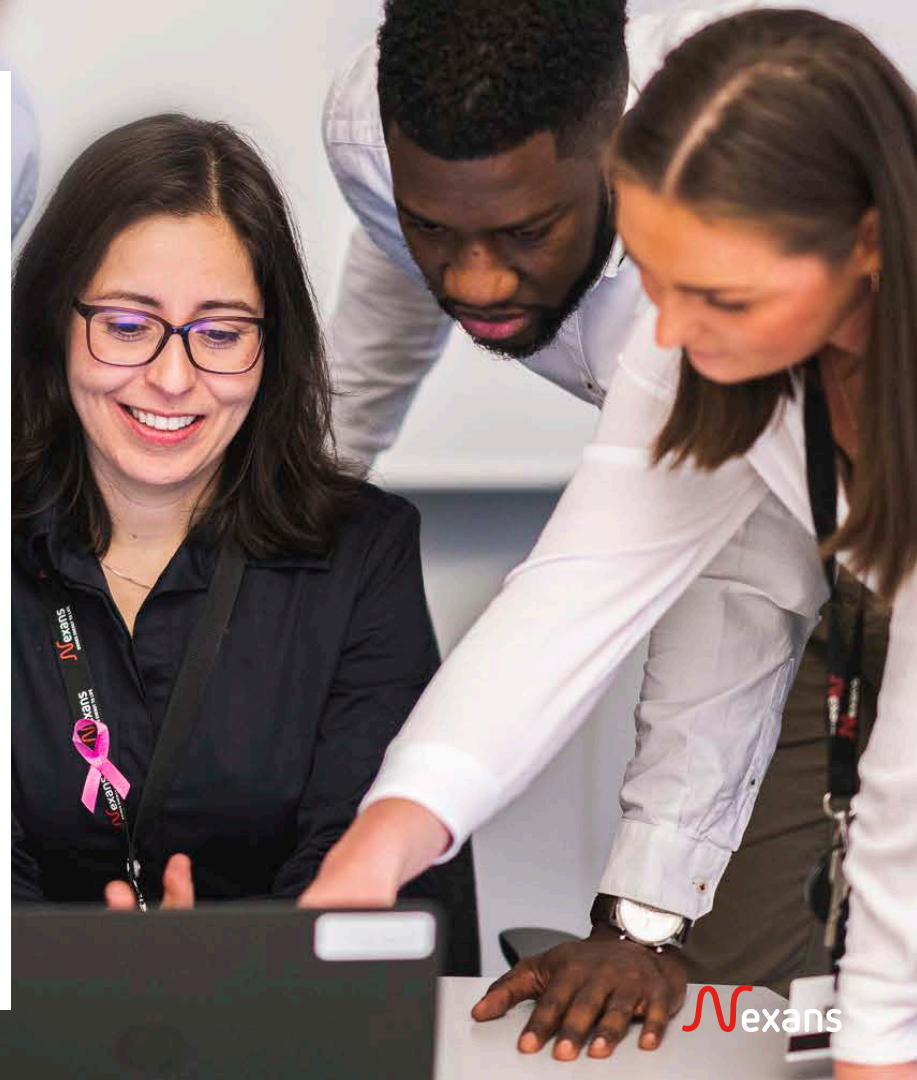
Engaging people

We promote Continuous Learning.

Personalized **Assessment & Development** program for BU leaders.

Digital Mediation Training pilot for operators.

Employee **Digitalized Experience** (onboarding and function academies).



Fostering diversity and inclusion

We create a Diverse Workforce.

Gender, religion, sexual orientation and different nationalities are reflected in the **diversity of our ExCom.**

At least **one female candidate** selected in the final recruitment process for all positions.

Specific **Talent Review** for women.

The **Women in Nexans (WIN)** program is our first Diversity and Inclusion network.



Ragnhild Katteland
First female Business Group leader.
First Norwegian on ExCom team.



LanLan Zhao
First female Extrusion Operator
in Nexans.

The Nexans community

Building close ties with local and regional communities.

60 Nexans volunteers from Liban Cables working with a local NGO to help **rebuild Beirut**.

Partnership in France with **Nos Quartiers ont des Talents**.

Helping build **a library and nursery** in a Brazilian favela.



The Nexans Foundation

Improving living conditions
for 1.8 million people.

122 projects.

38 countries.

62 organizations
in partnership.



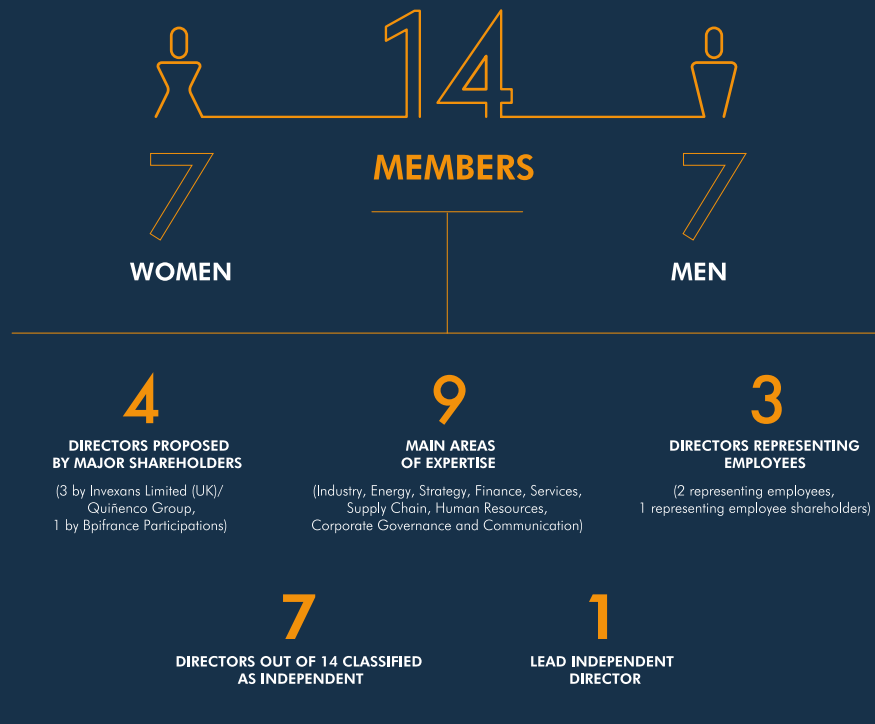
Governance

Robust corporate governance and board practices



Accountable. Responsive.
Transparent. Lawful.

Our dual governance arrangement allows our company and the executive management to concentrate on Strategic Priorities and implement our Strategic Plan under the best possible conditions.



Governance in action

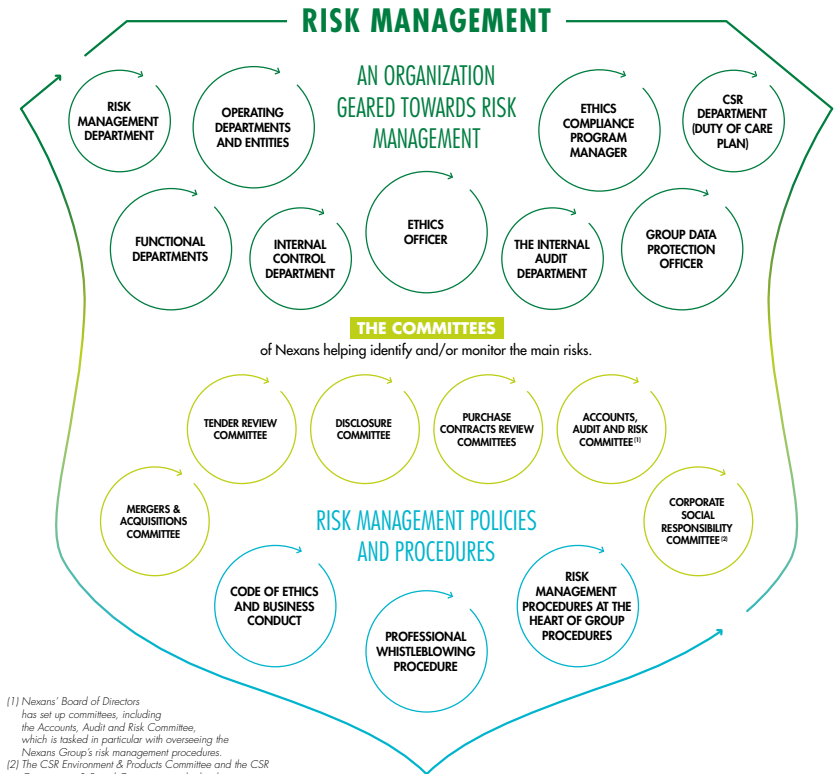
Listening, benchmarking, and taking action!

Our Board has met 13 times in 2020, including the crisis management of Covid-19.

Our risk management system involves Group risk mapping, run by our Executive Committee, under the sponsorship and review of our Board.

Recent topics our Board has focused on include our:

- Response to the Covid-19 pandemic.
- Readiness to respond to potential cyber threats.
- Business continuity plans.



⁽¹⁾ Nexans' Board of Directors has set up committees, including the Accounts, Audit and Risk Committee, which is tasked in particular with overseeing the Nexans Group's risk management procedures.

⁽²⁾ The CSR Environment & Products Committee and the CSR Governance & Social Committee are both sub-committees of the CSR Committee.

Jean Mouton

Chairman of the Board of Directors

“The independence of directors is a cornerstone of our Board functioning but equally essential is to strike the right balance, ensuring that our main shareholders and employees are well represented.”

We also believe that diversity in the Board is important to ensure the necessary and optimal range of perspectives, experience and expertise; true leaders in their respective areas, our directors are the driving force of our enriching and constructive debates at the Board.”

Anne-Sophie Hérelle

Permanent Representative of BpiFrance Participations
Director, Member of BpiFrance Capital Development
Executive Management Committee

“I applaud Nexans management for the work done on sustainability and electrification. Recently Nexans has undertaken to achieve carbon neutrality by 2030, committing to a clearly defined roadmap to achieve this important milestone.”

Oscar Hasbun

Director Proposed by Invexans Limited (UK),
Quiñenco Group
Chief Executive Officer of Compañía Sud Americana
de Vapores S.A.

“This management has our support and that of the entire Board. Equally effective is the company Corporate Governance infrastructure as a whole. We are particularly pleased with the new direction the company is taking, and the focus on the new strategy.”

Anne Lebel

Lead Independent Director
Chief Human Resources Officer and Group Executive
Board Member of Capgemini

“Independent directors have the freedom of judgment that is beneficial to good decision-making. It is essential to find the right balance and maintain a majority of independent directors while ensuring that main shareholders and employees are well represented. At Nexans we have a very high level of independence at over 60%.”

Conclusion



The Nexans three pillars for a sustainable future

Our three pillars link to a set of KPIs, enabling us to evaluate and be accountable for our progress.

People

Looking after our people and building a diverse and inclusive workplace for all.

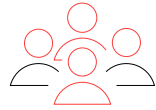
Environment

Committing to reduce carbon impact on the planet in innovative ways.

Ecosystem

Sharing our values and the highest ethical standards with all stakeholders.

The Nexans three pillars for a sustainable future



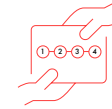
PEOPLE

Looking after our people and building a diverse and inclusive workplace for all



ENVIRONMENT

Committing to reduce carbon impact on the planet in innovative ways



ECOSYSTEM

Sharing our values and the highest ethical standards with all stakeholders



	WORKPLACE SAFETY		HUMAN CAPITAL			CSR AWARENESS	ENVIRONMENTAL MANAGEMENT	CIRCULAR ECONOMY			CLIMATE		BUSINESS ETHICS	STAKEHOLDERS	NEXANS FOUNDATION	
	Workplace accident frequency rate	Severity rate	Graded positions staffed internally	Women in management positions	Women in top management positions	Employees eligible to Long Term Incentive with CSR criteria	Industrial sites certified ISO 14001	Total production waste recycled	Sales generated from products and services that contribute to energy transition and efficiency	Proportion of Nexans cable drums worldwide connected to digital platforms and recyclable	Reduction of GHG emissions (base year 2019)	Proportion of renewable or decarbonized energy	Managers having completed the yearly Compliance Awareness course	Number of high CSR risk and high spend suppliers with a CSR valid scorecard issued by EcoVadis (or equivalent CSR expert) and a CSR score = or > 35%	Employees engagement index	Amount allocated by the Nexans Foundation
2020 (est.)	2.00	0.13	53%	24%	15%	100%	86%	92%	60-70%	15%	-4.2%	62%	94%	98	77%	300,000€
Target 2021	1.50	<0.12	50-55%	24%	16-18%	100%	88%	93%	60-70%	30%	-8.4%	65%	100%	230	77%	300,000€
Target 2022	1.00	<0.11	55-57%	25%	17-19%	100%	90%	94%	60-70%	55%	-12.6%	68%	100%	370	78%	300,000€
Target 2023	0.90	<0.10	60%	26%	18-20%	100%	93%	95%	70-80%	80%	-14.8%	72%	100%	500	78%	300,000€

...An innovator
and a pragmatist...

Fire safety kits
for safe electricity
installation

Lima, Peru



A photograph of an offshore wind farm at sunset. The sky is filled with soft, golden light breaking through grey clouds. Several large, three-bladed wind turbines are visible, extending from the foreground into the distance. The water is calm, and a small boat is visible in the middle ground. The overall mood is serene and industrial.

**...with a license
to operate...**

**Seagreen offshore
wind farms**

Coast of Angus, Scotland



**...sparking great
ideas and real life
answers...**

North Sea
Link project
Norway & UK



**...making the
future brighter...**

**Electrifying Africa
PRONER project
Ivory Coast, Africa**

The best is yet to come

With innovative, connected electrification solutions we can bring about a more sustainable, fairer and brighter future, for everyone.

We are Nexans.

We Electrify the Future.

A person wearing a blue hard hat and a high-visibility yellow jacket with reflective strips stands with their arms outstretched, looking up at the Aurora Borealis in a starry night sky. The person's jacket has the word "NEXANS" on the back. The background shows dark mountains and a bright light source on the horizon.

Nexans, Electrify the Future.