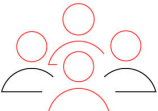

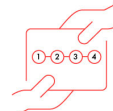





# The Nexans three pillars for a sustainable future

 <h2>PEOPLE</h2> <p>Looking after our people and building a diverse and inclusive workplace for all</p>							 <h2>ENVIRONMENT</h2> <p>Committing to reduce carbon impact on the planet in innovative ways</p>					 <h2>ECOSYSTEM</h2> <p>Sharing our values and the highest ethical standards with all stakeholders</p>				
																
WORKPLACE SAFETY		HUMAN CAPITAL			CSR AWARENESS	ENVIRONMENTAL MANAGEMENT	CIRCULAR ECONOMY		CLIMATE		BUSINESS ETHICS	STAKEHOLDERS	NEXANS FOUNDATION			
Workplace accident frequency rate <sup>(1)</sup>	Severity rate <sup>(2)</sup>	Graded positions staffed internally <sup>(3)</sup>	Women in management positions	Women in top management positions <sup>(4)</sup>	Employees eligible to Long Term Incentive with CSR criteria <sup>(5)</sup>	Industrial sites certified ISO 14001	Total production waste recycled <sup>(6)</sup>	Sales generated from products and services that contribute to energy transition and efficiency <sup>(7)</sup>	Proportion of Nexans cable drums worldwide connected to digital platforms and recyclable <sup>(8)</sup>	Reduction of GHG emissions (base year 2019) <sup>(9)</sup>	Proportion of renewable or decarbonized energy <sup>(10)</sup>	Managers having completed the yearly Compliance Awareness course <sup>(11)</sup>	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% <sup>(12)</sup>	Employees engagement index <sup>(13)</sup>	Amount allocated by the Nexans Foundation	
<b>2020 (est.)</b>	<b>2.00</b>	<b>0.13</b>	<b>53%</b>	<b>24%</b>	<b>15%</b>	<b>100%</b>	<b>86%</b>	<b>92%</b>	<b>60-70%</b>	<b>15%</b>	<b>-4.2%</b>	<b>62%</b>	<b>94%</b>	<b>98</b>	<b>77%</b>	<b>300,000€</b>
<b>Target 2021</b>	<b>1.50</b>	<b>&lt;0.12</b>	<b>50-55%</b>	<b>24%</b>	<b>16-18%</b>	<b>100%</b>	<b>88%</b>	<b>93%</b>	<b>60-70%</b>	<b>30%</b>	<b>-8.4%</b>	<b>65%</b>	<b>100%</b>	<b>230</b>	<b>77%</b>	<b>300,000€</b>
<b>Target 2022</b>	<b>1.00</b>	<b>&lt;0.11</b>	<b>55-57%</b>	<b>25%</b>	<b>17-19%</b>	<b>100%</b>	<b>90%</b>	<b>94%</b>	<b>60-70%</b>	<b>55%</b>	<b>-12.6%</b>	<b>68%</b>	<b>100%</b>	<b>370</b>	<b>78%</b>	<b>300,000€</b>
<b>Target 2023</b>	<b>0.90</b>	<b>&lt;0.10</b>	<b>60%</b>	<b>26%</b>	<b>18-20%</b>	<b>100%</b>	<b>93%</b>	<b>95%</b>	<b>70-80%</b>	<b>80%</b>	<b>-14.8%</b>	<b>72%</b>	<b>100%</b>	<b>500</b>	<b>78%</b>	<b>300,000€</b>

(1) Overall workplace accident frequency rate: total number of workplace accidents with more than 24 hours of lost time/total number of hours worked x 1,000,000. This rate relates to internals and temporary workers  
 (2) Severity rate: number of days lost because work accidents/hours worked \* 1000. This rate relates to internals workers only  
 (3) Proportion of staff positions filled through internal mobility at position C or above, according to the Nexans Grading System  
 (4) Top management: category of employees defined by the Group's Executive Committee based on the Nexans Grading System  
 (5) Proportion of employees with CSR criteria in their Long Term Incentive Plan validated by the Board of Directors

(6) Recycling rate of non-ferrous metal waste generated, mainly non-ferrous metal and plastic materials, from production scraps and revalorized internally or externally  
 (7) Offshore wind, interconnection projects, utilities, smart grids (energy transition), energy efficiency (building), accessories, solar energy, wind energy, eco-mobility and asset management  
 (8) Proportion of Nexans returnable drums worldwide that are tracked on digital platforms thanks to advanced technologies such as RFID or Internet Of Things and that are recycled after several rotations on the customer side

(9) Greenhouse 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  
 (10) Proportion of renewable energy produced directly by Nexans locations or the purchase of decarbonized energy  
 (11) Classified in HR My Learning tool as "Executives Committee and Board members, other top executives, Managers and key positions" employees to complete the yearly Compliance Awareness course covering several topics including but not limited to, anti-corruption, conflict of interest, competition law, harassment and discrimination, ethics incident report procedure

(12) 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%, based on Nexans purchase CSR risk mapping, made by EcoVadis  
 (13) Scope: Cable activity