

CONSIDERATION OF SHAREHOLDERS' COMMENTS ON THE 2020 COMPENSATION POLICY FOR THE CEO

Following the 2020 Shareholders' Meeting, upon the recommendations of the Compensation Committee, Nexans Board of Directors took into account several feedbacks received from shareholders and resolved the following changes in the compensation policy of the CEO for the year 2021:

Item of 2021 CEO Compensation	Decision the Board	Comments supplied by the Board of Directors
Fixed compensation	Increase from EUR 600,000 to EUR 750,000	<ul style="list-style-type: none"> ✓ Below the first quartile of the panel ✓ Nexans Stock Price at EUR 60 v. EUR 29.77 on the day of the CEO appointment ✓ Market capitalization roughly doubled to EUR 2.8 billion ✓ Record Free Cash Flow at more than EUR 1,8 billion ✓ Management and anticipation of pandemic waves ✓ New long-term perspective around Electrification, new corporate purpose ("Electrify the Future"), new corporate ambition, and new methodologies to accelerate Nexans carbon neutrality commitment
Variable compensation	50% of individual criteria on ESG	<ul style="list-style-type: none"> ✓ Previously 15% of individual objectives (2020) ✓ Aligned with new long-term perspective around electrification, new corporate purpose (Electrify the Future), new corporate ambition, and new methodologies to accelerate Nexans carbon neutrality commitment
Long-term incentive plan	Performance shares vested prorata temporis in case of retirement	<ul style="list-style-type: none"> ✓ Post mandate vesting of the shares granted to the CEO prorata temporis in case of retirement
Severance pay	Strengthening performance criteria	<ul style="list-style-type: none"> ✓ Overall achievement rate of objectives for target annual variable compensation of at least 80% (instead of 60%) over the 3 years prior to the date of the forced departure