

SUSTAINABILITY

FACTBOOK 2024

**Sparking
electrification
with tech
solutions**



Nexans
ELECTRIFY THE FUTURE

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INTRODUCTION

01

SOURCE DISCLAIMER

COMMITMENTS

**ELECTRIFICATION
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BUSINESS MODEL

VALUE CHAIN

SOURCE DISCLAIMER

The information presented in this Sustainability Factbook is derived from **Nexans' Sustainability Statement** part of Nexans' **2024 Universal Registration Document** (URD - Chapter 3) (unless otherwise specified).

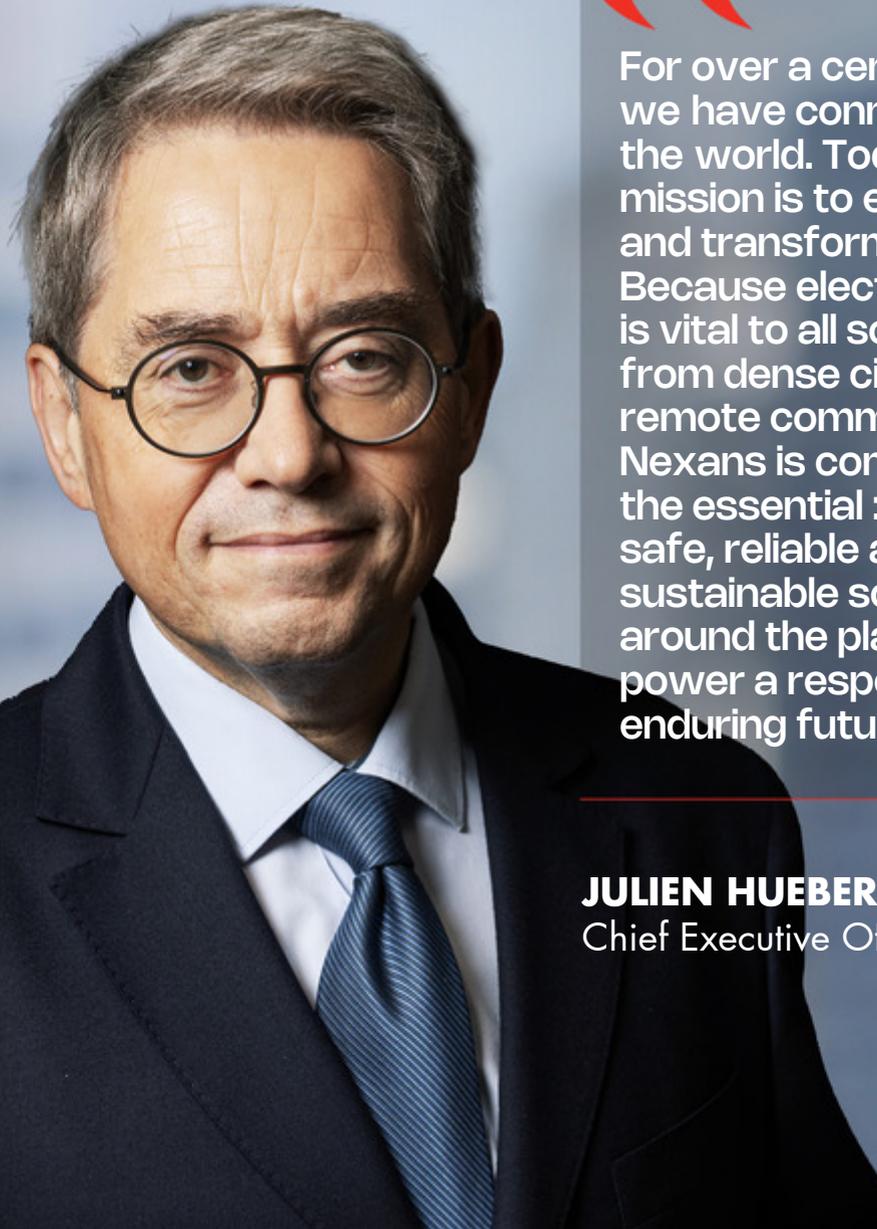
You can access the **2024 Universal Registration Document** [here](#). 



“ The journey toward a sustainable future requires bold innovation and shared responsibility. ”

DAVID GRALL /
VP Sustainability & Corporate Transformation

2025 COMMITMENTS



For over a century, we have connected the world. Today, our mission is to electrify and transform it. Because electrification is vital to all societies, from dense cities to remote communities, Nexans is committed to the essential : delivering safe, reliable and sustainable solutions around the planet to power a responsible and enduring future for all.



JULIEN HUEBER /
Chief Executive Officer



The journey toward a sustainable future requires bold innovation and shared responsibility. At Nexans, our mission is clear: to lead the change in making electrification revolutionary, sustainable, and transformative.



DAVID GRALL /
VP Sustainability &
Corporate Transformation



Electrification activities

PWR-TRANSMISSION

Nexans provides high voltage cables and services from the generation of energy (wind, solar, hydropower or nuclear) to the transmission of that energy through cross-border interconnections (both subsea and land) between production and consumption regions. _____

PWR-GRID

Nexans supplies medium and low-voltage aluminum cables from 1 kV to 33 kV and accessories, which bring the produced energy to its consumption point using Distribution System Operators (DSOs). _____

PWR-CONNECT

Nexans designs, manufactures and distributes low-voltage cables (<1kV) and related accessories for electrical systems connecting the terminated point of the energy distribution network to the end user's power outlet. This market sector is intended for the use of electricity in the residential, industrial and tertiary sector buildings (including data centers and hospitals), and infrastructures (including electric mobility) end markets. _____

Other activities

METALLURGY/RECYCLING

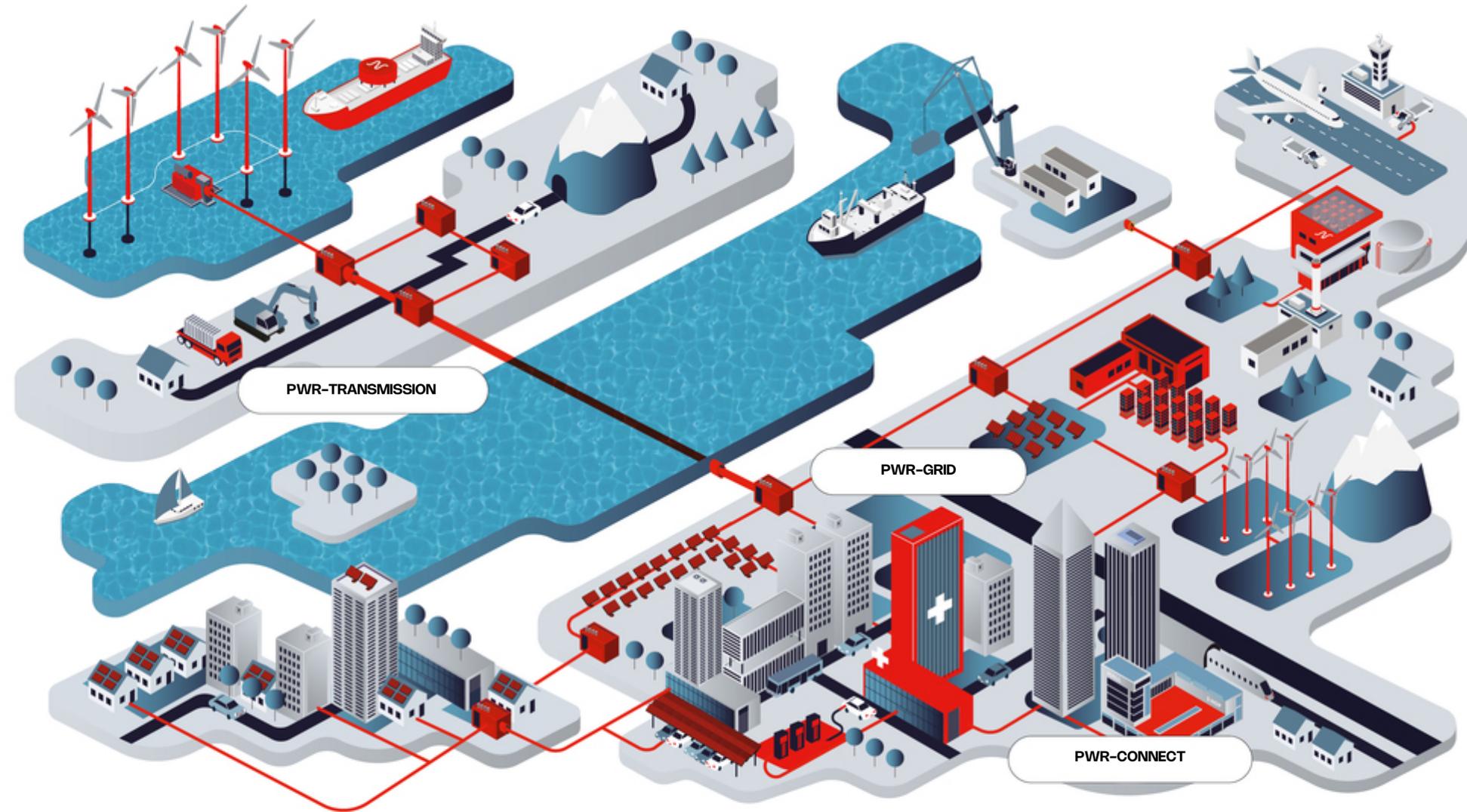
Nexans is the world's leading vertically integrated manufacturer of cables, with 4 rod mills located in Canada, France, Chile and Peru, offering it direct access to the copper cathodes of mines. The Group uses an increasing volume of recycled copper in its production process. It also offers a complete recycling solution via RecyCables, a joint venture between Nexans and Suez since 2008. _____

Non-electrification

INDUSTRY & SOLUTION

Nexans offers innovative cable and connectivity solutions that support original equipment manufacturers (OEMs) and engineering, procurement and construction contractors (EPC) in all their energy, data transmission and automation needs. _____

EVERYDAY ELECTRIFICATION



UNIQUE BUSINESS MODEL

Inputs and Drivers

ENGAGEMENT

- TALENT NETWORK**
28,500 employees driven by 3 values: Pioneers, United, Dedicated
A strong employee engagement index in 2024: **78%**
16.4% women in Top Management positions (as of 31/12/2024)
- A SAFETY-DRIVEN COMPANY**
1 mandatory Safety Day every year
15 Safety Golden Rules at Group level
- A DEMONSTRATED COMMITMENT**
Steady budget allocated to Fondation Nexans vs previous year
11 projects in 2024

ENVIRONMENT

- A VERTICAL INTEGRATION AND SELF-SUFFICIENCY IN KEY RAW MATERIALS**
Nexans produces itself **430,215** metric tons of wire rods per year
Annual copper production capacity: **550,000** metric tons
- ACCREDITED AND MONITORED ENVIRONMENTAL MANAGEMENT**
99% of sites ISO 14001-certified
100% of production sites equipped with GHG emissions monitoring
81% of renewable and decarbonized energy used **Local-for-local** approach

ECONOMY

- A ROBUST BALANCE SHEET**
€681m net debt / €2bn liquidity
€2.7bn in capital employed
- A GLOBAL INDUSTRIAL PRESENCE**
€378m in Capital Expenditure
Manufacturing sites in **41** countries
91 production sites and logistical centers
- A DEMONSTRATED CONTINUOUS INNOVATION**
€89m invested in R&D
3 innovation hubs

NEXANS' INTEGRATED SOLUTIONS, TAILORED ON CUSTOMER'S NEEDS

Creating sustainable solutions with the E3 model

Strategic Enablers



- Leveraging the Group's DNA in cabling and electrical systems
- Focusing on a premium offering

REFOCUS ON ELECTRIFICATION 65% OF SALES

EMPOWERING A WIDE RANGE OF MARKETS AND SECTORS



- CUSTOMERS:**
- Energy suppliers
 - Transmission / Distribution System Operators (DSO & TSO)
 - Local Authorities
 - Distributors and installers
 - Electricians

NON-ELECTRIFICATION



OTHERS



Value created

ENGAGEMENT

- REMUNERATION, ENGAGEMENT AND EQUITY**
€1.2bn in total compensation paid
3.24% of share capital held by employees (as of 31/12/2024)
680,063 hours of employee training
- A POSITIVE IMPACT ON COMMUNITIES**
Fondation Nexans: 3.065m project beneficiaries since 2013
Cultural, scientific, medical research, environmental and sporting **partnerships**

ENVIRONMENT

- IN TUNE WITH THE ENERGY TRANSITION**
80% sales generated from products & services that contribute to energy transition and efficiency
CDP Score: **A**
-40% GHG emissions in 2024 (Scope 1-2-3 overall)
- ECO-CIRCULARITY ON THE SPOTLIGHT**
100,340 MT of raw materials recycled, including 90,540 MT of copper
-80% recycled production waste
- SUPPLY CHAIN DECARBONIZATION ONGOING**
Responsible purchasing policy embedding CSR risk mapping, supplier charter, CSR scorecard and audit
80% of spend assessed with CSR scorecard

ECONOMY

- Revenue €7.1bn**
- ECONOMIC VALUE CREATED**
Adjusted EBITDA: €804m, up +21%
Normalized FCF: €454m
Value created for shareholders: proposed dividend of €2.60 per share
- CUTTING EDGE R&D AND INNOVATION**
More than **1700** patents in the portfolio
AI, IoT and Cloud-based solutions
- SELECTIVE ACQUISITIONS IN ELECTRIFICATION**
2022: **Centelsa** (Colombia)
2023: **REKA Cables** (Finland)
2024: **La Triveneta Cavi** (Italy)
- INVESTMENT IN ELECTRIFICATION**
New plant for medium-voltage cable in Morocco by 2026
Expansion of **subsea high voltage plant** in Norway
Investment in plants in **Lens** and **Bourg-en-Bresse** (France) to increase copper rod recycling and the production of low-carbon medium-voltage cables

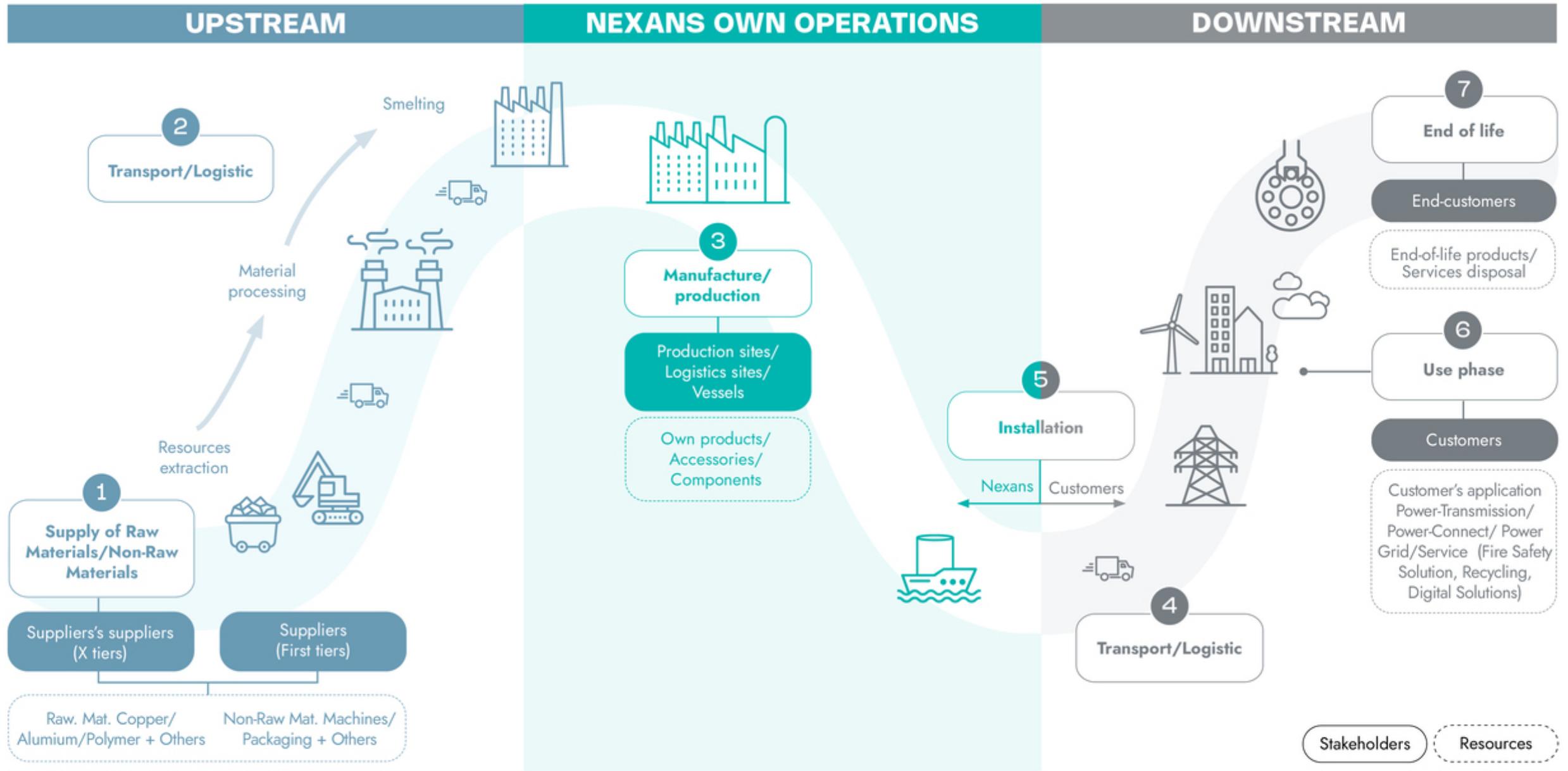


5 Mega Trends: DEMOGRAPHIC GROWTH & URBANIZATION / ENERGY TRANSITION / ELECTRIFICATION / SUSTAINABILITY / AI REVOLUTION



4 Mega Risks: GLOBALLY AGING GRIDS / CLIMATE CHANGE & EXTREME WEATHER / LABOR & RESOURCE SHORTAGES / RENEWABLES-DRIVEN COMPLEXITY

VALUE CHAIN



OUR STRATEGIES

02

- | **E3 PERFORMANCE MODEL**
- | **SUSTAINABLE GOVERNANCE**
- | **MILESTONES**
- | **OUR RATINGS**
- | **SUSTAINABILITY IMPACT**
- | **DOUBLE MATERIALITY ASSESSMENT**
- | **SUPPLIER RELATIONSHIP**

E3, OUR UNIQUE & POWERFUL PERFORMANCE MODEL

“To obtain its “License to Operate”, each unit must adhere to this unique, virtuous and holistic performance model by way of its own KPIs.”

Generating a combined impact around environmental and economical performance and engagement. E3 aims to break down silos, reduce complexity to generate greater performance, better contribute to the ecological transition and encourages choices to support collective action.

Here are the key drivers of the E3 model:

ECONOMY:
Simplify to amplify

ENVIRONMENT:
From commitment to action

ENGAGEMENT:
Switch from the simple KPI to the collective passion project

ENGAGEMENT

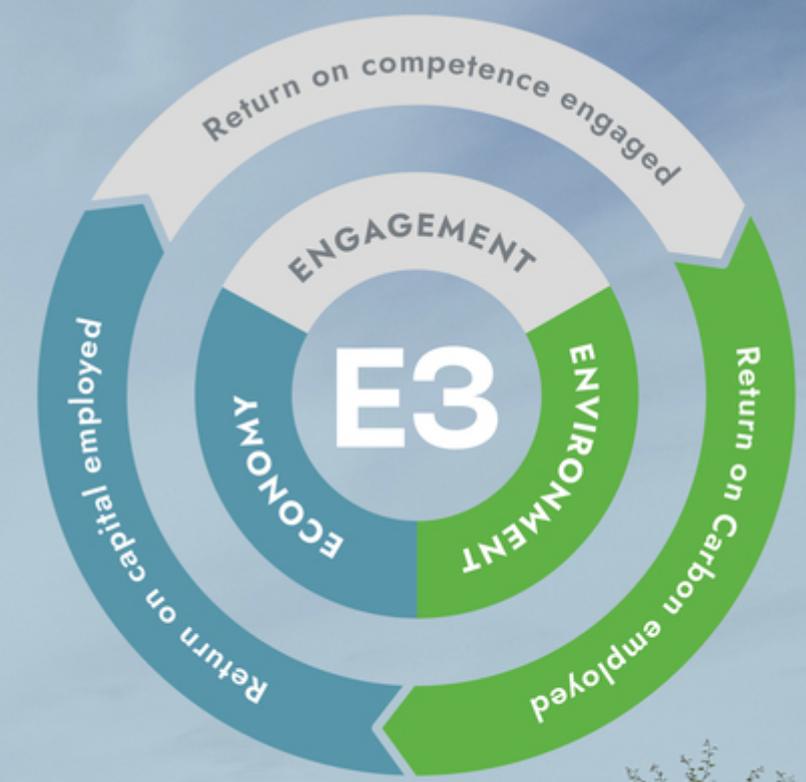
1. Inclusion and diversity
2. Training
3. Suppliers Engagement
4. Safety

ENVIRONMENT

1. Environmental Management
2. Circular economy
3. Climate
4. Decarbonized offers

ECONOMY

1. Financial data
2. Customer
3. Innovation
4. Competitivity



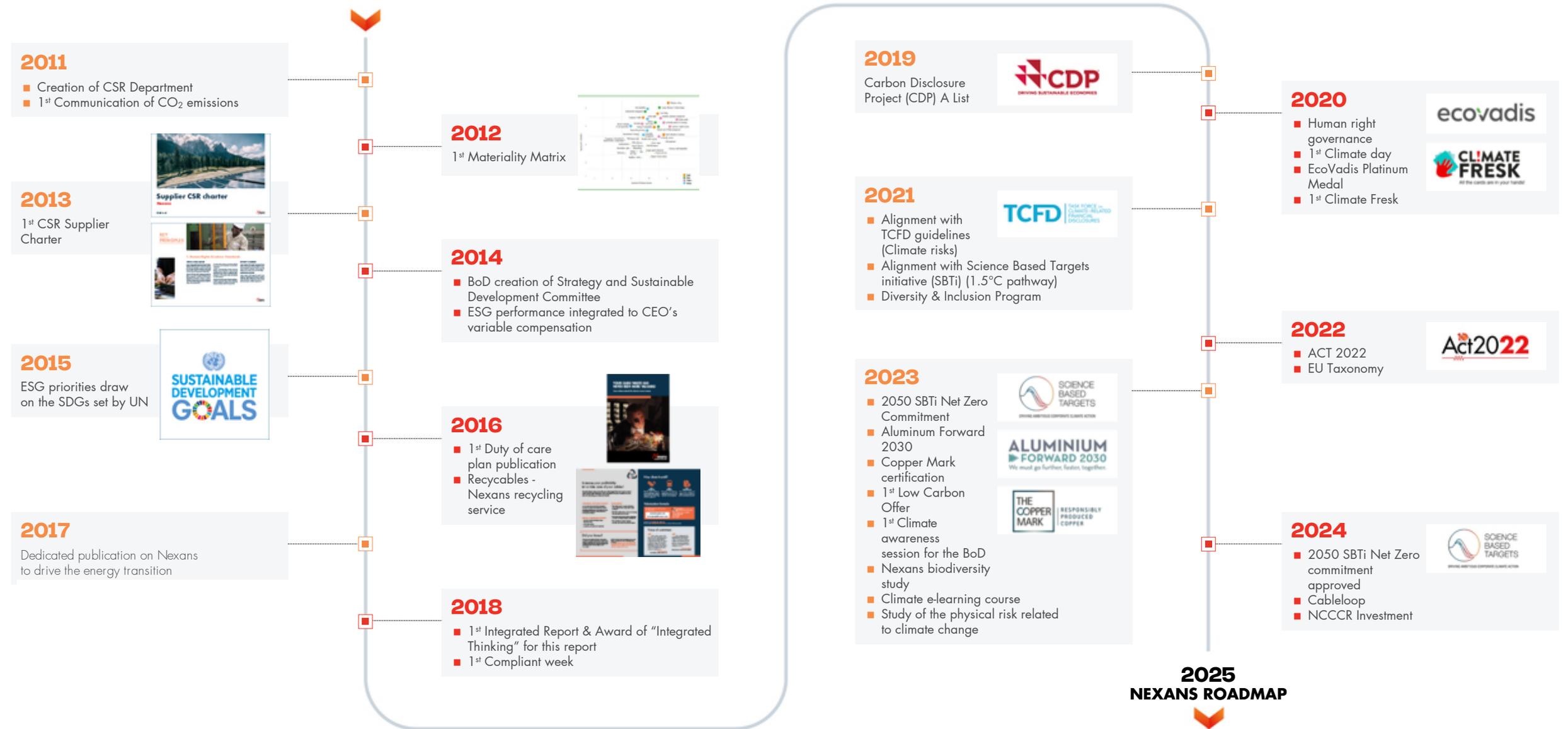
E3 PERFORMANCE MODEL

SUSTAINABILITY EMBEDDED IN A GOVERNANCE



MILESTONES OF OUR JOURNEY

How far we have come



OUR RATINGS

“ Nexans' CSR constantly improving performance is widely recognized by non-financial rating agencies. ”



Ratings go from D- (lower) to A (higher)



Ratings go from 0 (lower) to 100 (higher)



Ratings go from CCC (lower) to AAA (higher)

SUSTAINABILITY **IMPACT**

Scorecard

	Topic	2023	2024	Variation	Target
ENVIRONMENT 	Reduction of GHG emissions (base year 2019) Market based	-28%	-30%	↘	-21%
	Proportion of renewable and decarbonized energy	76%	81%	↗	77%
	Industrial sites certified ISO 14001	95%	99%	↗	100%
	Total production waste recycled	80%	79%	↘	81%
	Proportion of cable drums connected and recyclable	23%	25%	↗	90%
	Sales generated from products & services that contribute to energy transition and efficiency	75%	80%	↗	70%-80%
SOCIAL 	Workplace safety rate	1.78	2.47	↗	0.8
	Workplace severity rate	0.11	0.08	↘	<0.1
	Graded positions staff internally	46%	52%	↗	60%
	Women in Management positions	27.4%	28.5%	↗	27%
	Women in Senior Management	18.7%	16.4%	↘	20%-22%
	Employees eligible to Long Term Incentive with CSR criteria	100%	100%	→	100%
GOVERNANCE 	Employee engagement index	N/A	78%		80%
	Completion rate of Compliance awareness training	100%	100%	→	100%
	Number of suppliers within the Supplier Panel (available for purchase order) with a valid EcoVadis CSR Score ≥ (or equivalent)	593	645	↗	600
	Amount allocated by the Nexans Foundation	400	400	→	400

DOUBLE MATERIALITY ASSESSMENT

Impact Materiality

How Nexans impacts the environment & society

KEY OUTPUTS

■ **Social:** Health and safety, along with working conditions, are highlighted, particularly within our own operations and specific segments of the supply chain, mainly mining activities.

■ **Governance:** The Group has identified financial materiality impacts related to antitrust and corruption issues, as well as potential financial impacts from cyber-attacks or cyber incident.

Financial Materiality

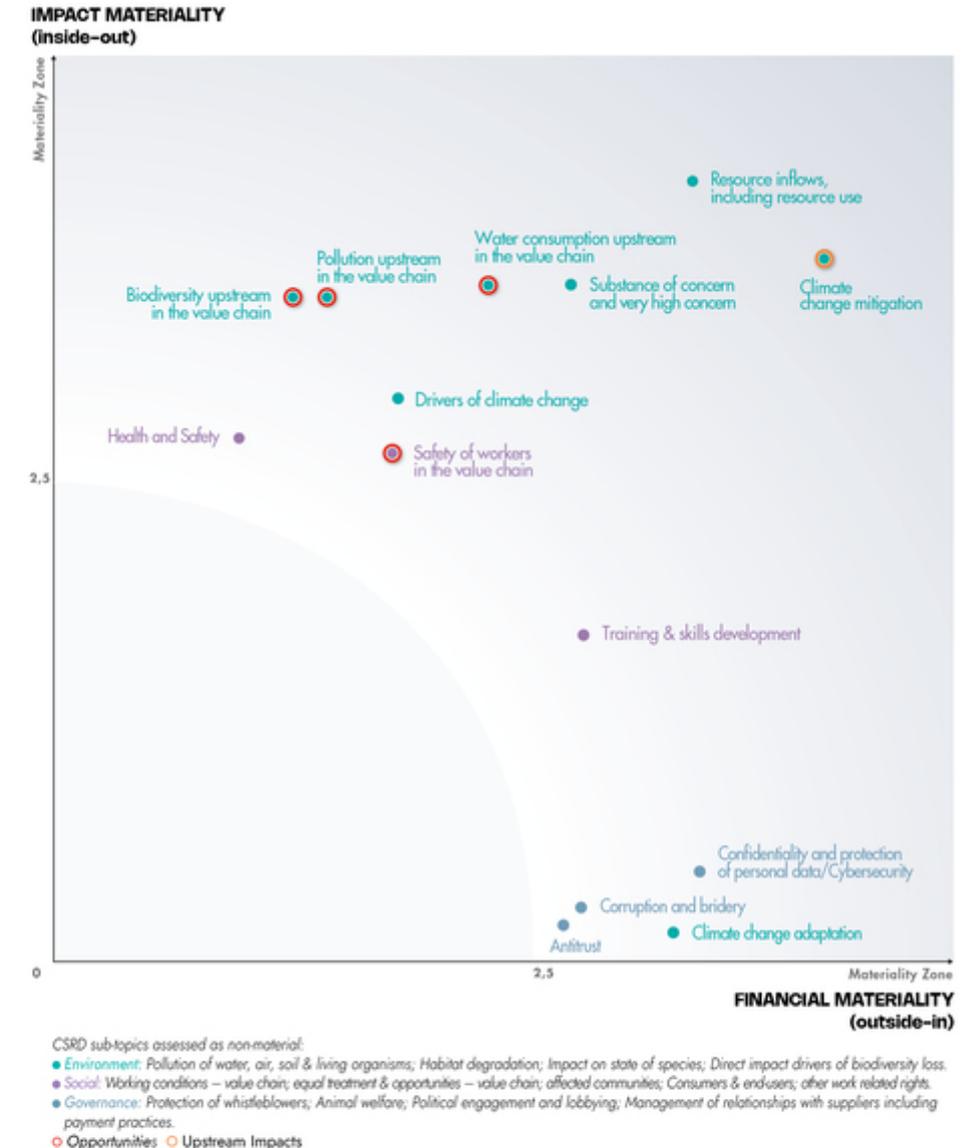
How ESG topics influence financially risks & opportunities at Nexans

■ **Environment:** Climate change is identified as the primary topic, with significant impacts from the value chain. This represents an opportunity for climate change mitigation and electrification. Resource scarcity is emphasized, presenting an opportunity to leverage the circular economy.

FROM ASSESSMENT TO ACTION

■ **Impact materiality:** Action plan aligned with business model adaptation (e.g., Nexans' decarbonization roadmap, SBTi Net Zero commitments).

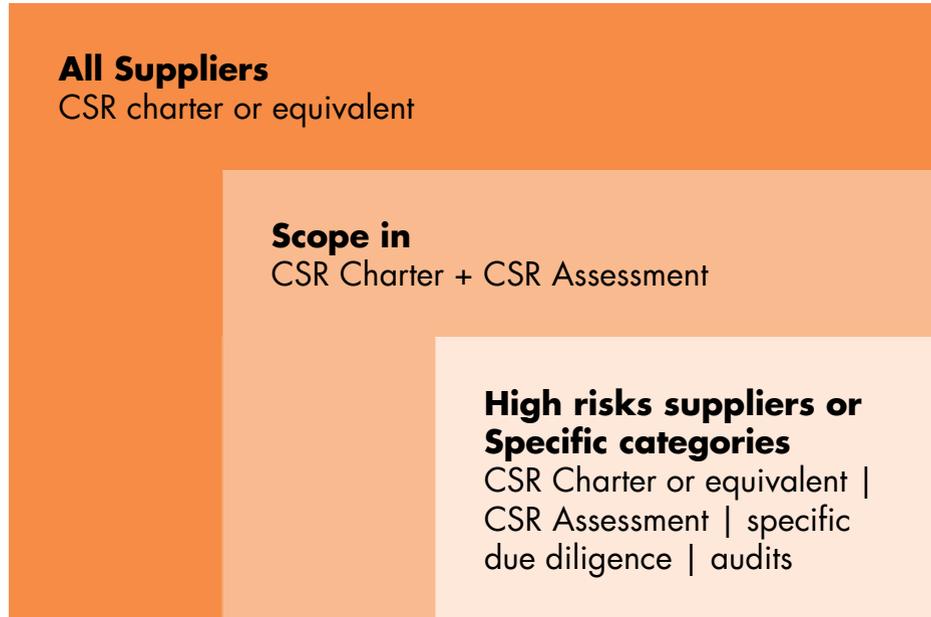
■ **Risk & opportunity response:** Building a resilient model (e.g., increased recycled content, expanded services and units) which will meet strategic targets and commitments (policies to attract, retain and train talents).



SUPPLIER RELATIONSHIP

Duty of care

DUE DILIGENCE LEVELS



During 2024 the roadmap priorities focused on:

- **GHG Emissions Reduction**
- **ESG risks evaluation on high-impact categories**
- **CSR Scorecard Enhancements & Certifications**
- **600+ strategic suppliers** to promote sustainability and ethical practices



Nexans Vigilance Program

01



- **SUPPLIER ENGAGEMENT**
Requires compliance with Nexans Supplier Charter

02



- **PERFORMANCE ASSESSMENT**
Focuses on suppliers within high-impact purchasing categories & evaluate their ESG performance

03



- **RISK IDENTIFICATION**
Evaluates key ESG risks in high-impact purchasing categories

04



- **TRACEABILITY**
Identifies the origin of materials, especially high-risk minerals and wood

05

- **RISK MITIGATION**
Take action or measure to mitigate & follow the risk

ENVIRONMENT

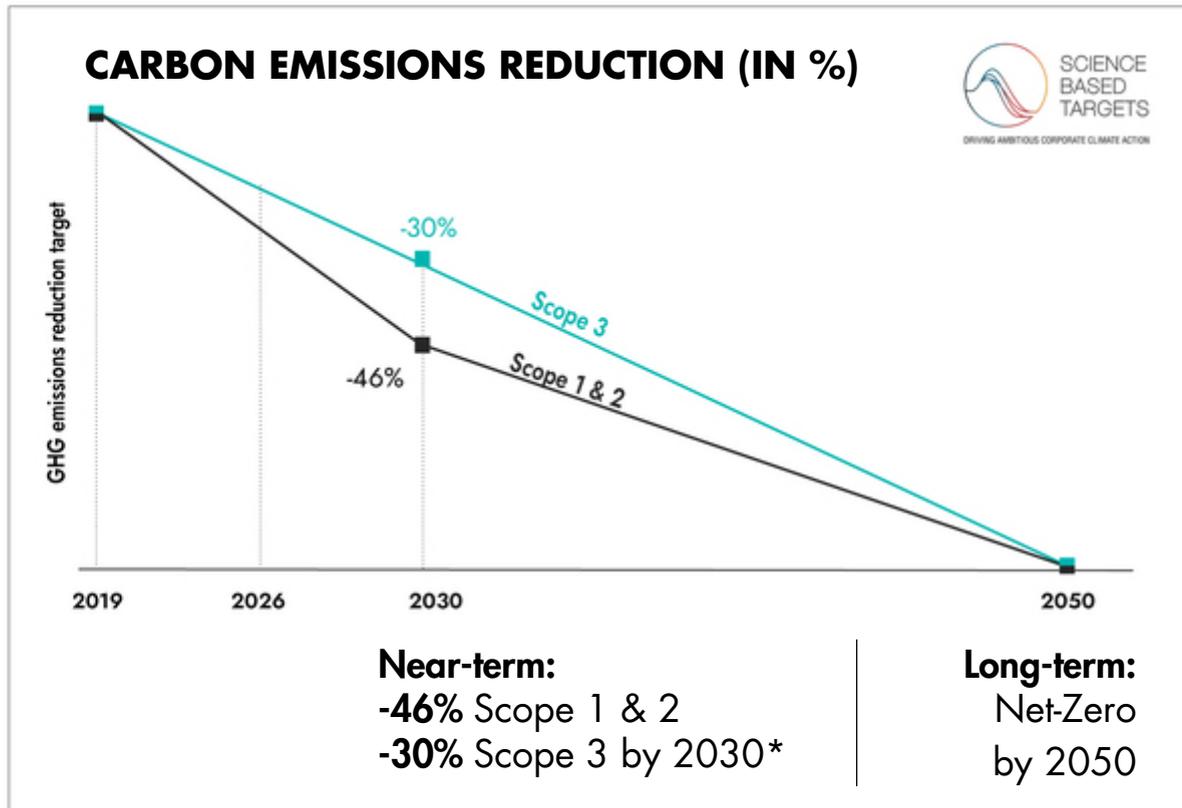
03

- | CLIMATE CHANGE
- | CLIMATE RISKS
- | CIRCULAR ECONOMY
- | POLLUTION
- | WATER
- | BIODIVERSITY
- | TAXONOMY

NEXANS CLIMATE COMMITMENTS

Our target

Nexans has committed to Net-Zero emissions by 2050 approved by the Science Based Targets initiative (SBTi)



SCOPE OF COMMITMENT:
Full Scope 1 & 2
Full Scope 3**

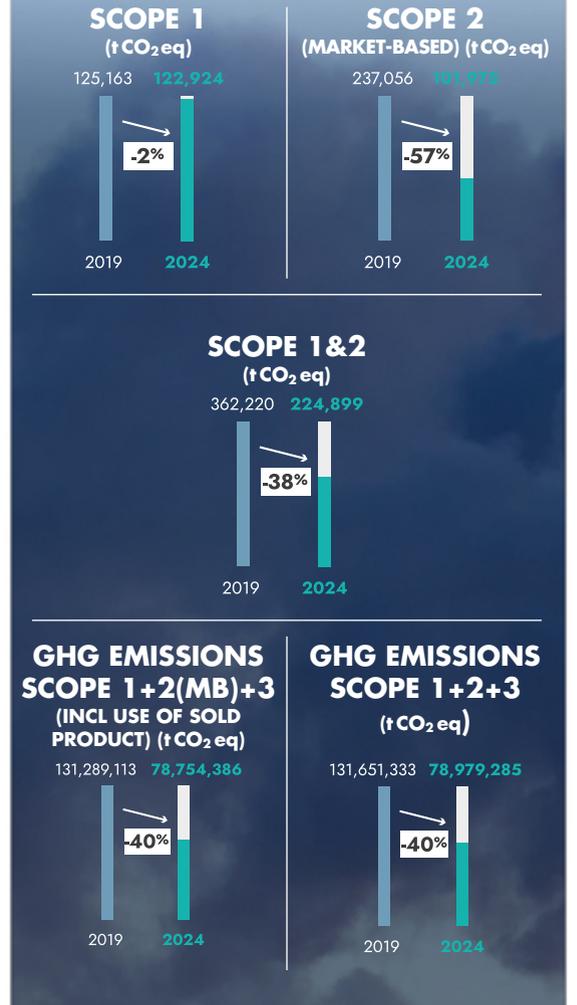


SCIENCE BASED TARGETS INITIATIVE

SBTi helps companies set emissions reduction targets in line with the Paris Agreement to limit global warming to 1.5°C. It empowers companies with clearly defined actions to reduce GHG emissions.



Key figures



*Base year 2019, ** Indirect emissions occurring in the value chain, as per GHG protocol Methodology.

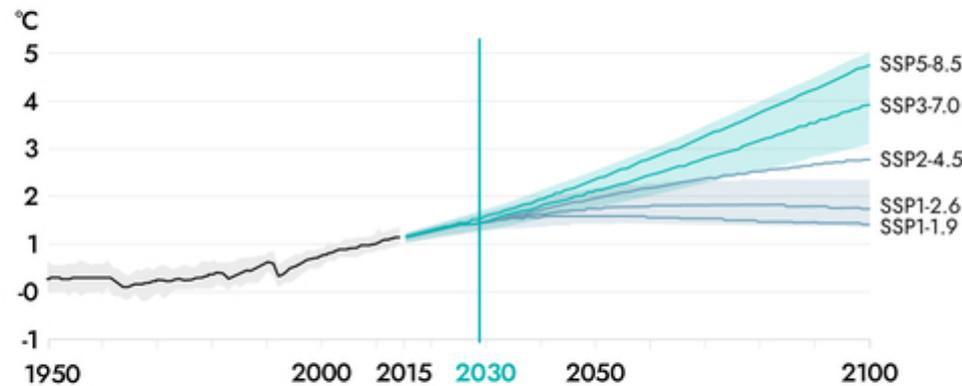


CLIMATE-RELATED RISKS

Transition risks

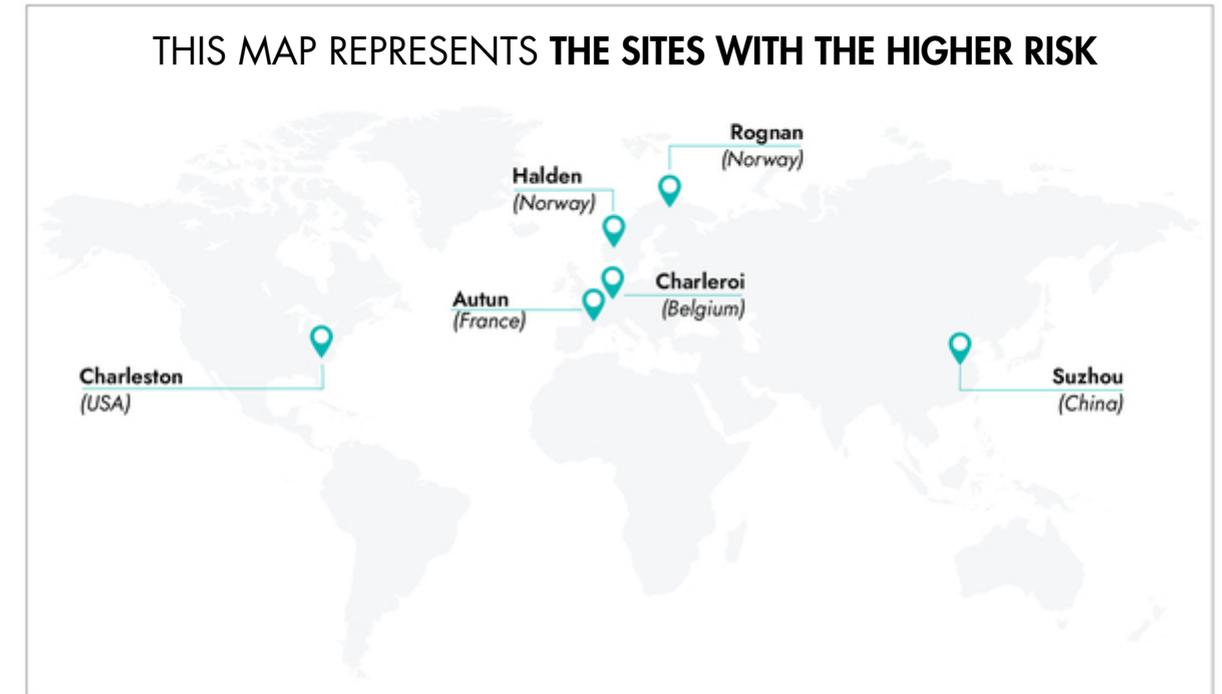
- **Material Risks:** Scarcity of raw materials like copper and aluminum, increased cost of GHG emissions, and heightened scrutiny on climate-related management.
- **Mitigation Actions:** Partnerships for recycling, monitoring raw material volumes, reducing GHG emissions, and supplier audits.
- **Opportunities:** Growing market demand for low-carbon products and electrification, strategic investments in recycling technologies, and enhancing resilience to climate impacts.

ISO RISK BASED ON 2030 SELECTED TIMEFRAME AND SSP5-8.5 SCENARIO



Global warming trajectories according to the five SSPx-y scenarios used in the IPCC Summary for Decision Makers

Physical risks*



The main impacting perils are :

- Riverine or surface floods
- Landslides
- Water stress
- Winter wind gust

Adaptation action plans have been deployed on sites, along with **measures** to assess their robustness.

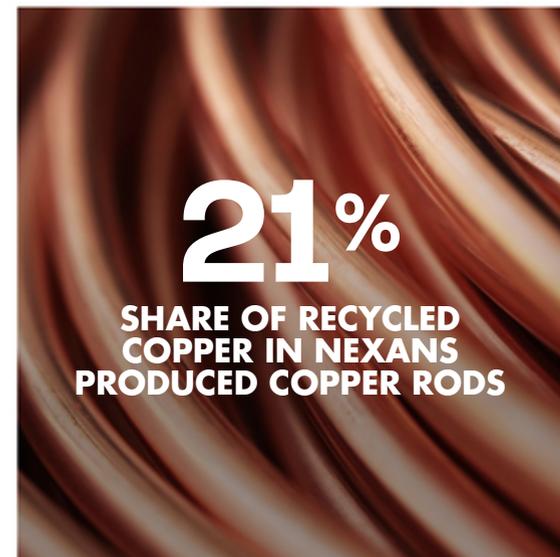
* 2023

CIRCULAR ECONOMY

Our policies

- Reducing the group's **consumption** of resources
- Substituting virgin raw materials with **secondary or reused materials**
- Creating **recycling channels** with Customers, Suppliers, Recycling partners and Plants

10–20%
OF COPPER DEMAND
WILL BE UNMET
BY 2030



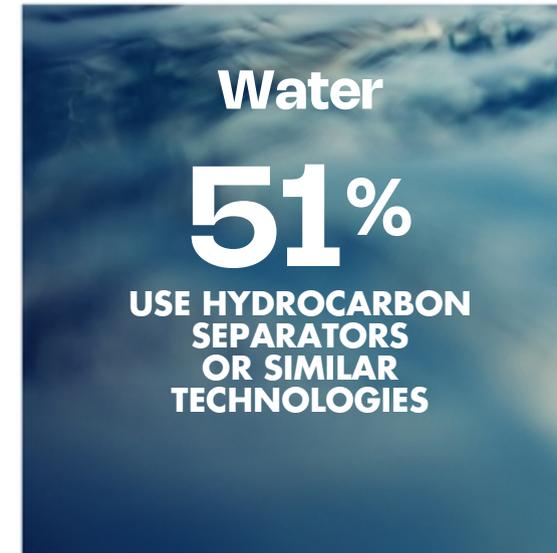
Our actions

- Partnering with **Continuous Properzi**, to build an innovative copper production plant in Lens, for 2026
- Qualifying **new recycled copper, aluminum & polymer** raw materials
- Launching **CableLoop**

REDUCE **POLLUTION**

New substance tracking tool across the plants worldwide to control pollution and manage **substances of concern** and **substances of very high concern (SVHC)** deployed on **33 sites** globally.

Tool worldwide deployment in 2025.



WATER MANAGEMENT



3%
OF THE VALUE CHAIN'S
TOTAL WATER USE COMES
FROM NEXANS' OWN
OPERATIONS

15%
OF TOTAL WATER
WITHDRAWALS
WERE IDENTIFIED
IN WATER-STRESSED AREAS

80%
WATER RECYCLING
RATE ACHIEVED THROUGH
CLOSED-LOOP COOLING
SYSTEMS

5%
YEAR-TO-YEAR
WATER INTENSITY
REDUCTION TARGET*

*For its own operations in 2024, extending to 2025



WATER FOOTPRINT

- Nexans water use is primarily used for **cooling and sanitary purposes**
- **97%** of water usage coming from upstream raw material extraction



WATER POLICY

- Increasing recycled copper content to **reduce raw material** extractions impact
- Committing to a **responsible management** of water **resources**
- Supplier **monitoring and evaluation** to ensure sustainability compliance



KEY ACTIONS

- Risk mapping to identify high-impact water stress sites using **WRI tools**
- **Global risk** assessment focusing on supplier actions, ESG ratings, and water-related mitigation measures



IMPORTANT RESULTS

- Approximately **13%** of upstream water use, have been identified at risk
- Certifications
 - Copper Mark
 - ISO 14001
 - GRI 303 compliant

BIODIVERSITY PROTECTION

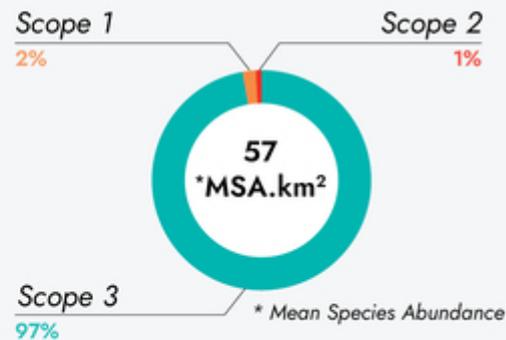
Assessment

A GLOBAL BIODIVERSITY SCORE® (GBS) STUDY :
(excluding the use of sold products)

97%
OF BIODIVERSITY IMPACT IS FROM SCOPE 3 ACTIVITIES
(mainly non-ferrous metal purchases)

< 3%
OF BIODIVERSITY IMPACT COMES FROM NEXANS OWN OPERATIONS

TERRESTRIAL DYNAMIC



Policies

- **Collaborating** with key suppliers to develop carbon reduction roadmaps
- **Duty of Care** policy ensuring engagement with high-risk suppliers on environmental issues
- Improving **traceability** of substances, including those with potential environmental hazards

Actions

- Embarking preferred and strategic suppliers in a **E3 roadmap**
- Organizing and hosting the **Suppliers Day** event annually



Targets

NET-ZERO
EMISSIONS BY 2050

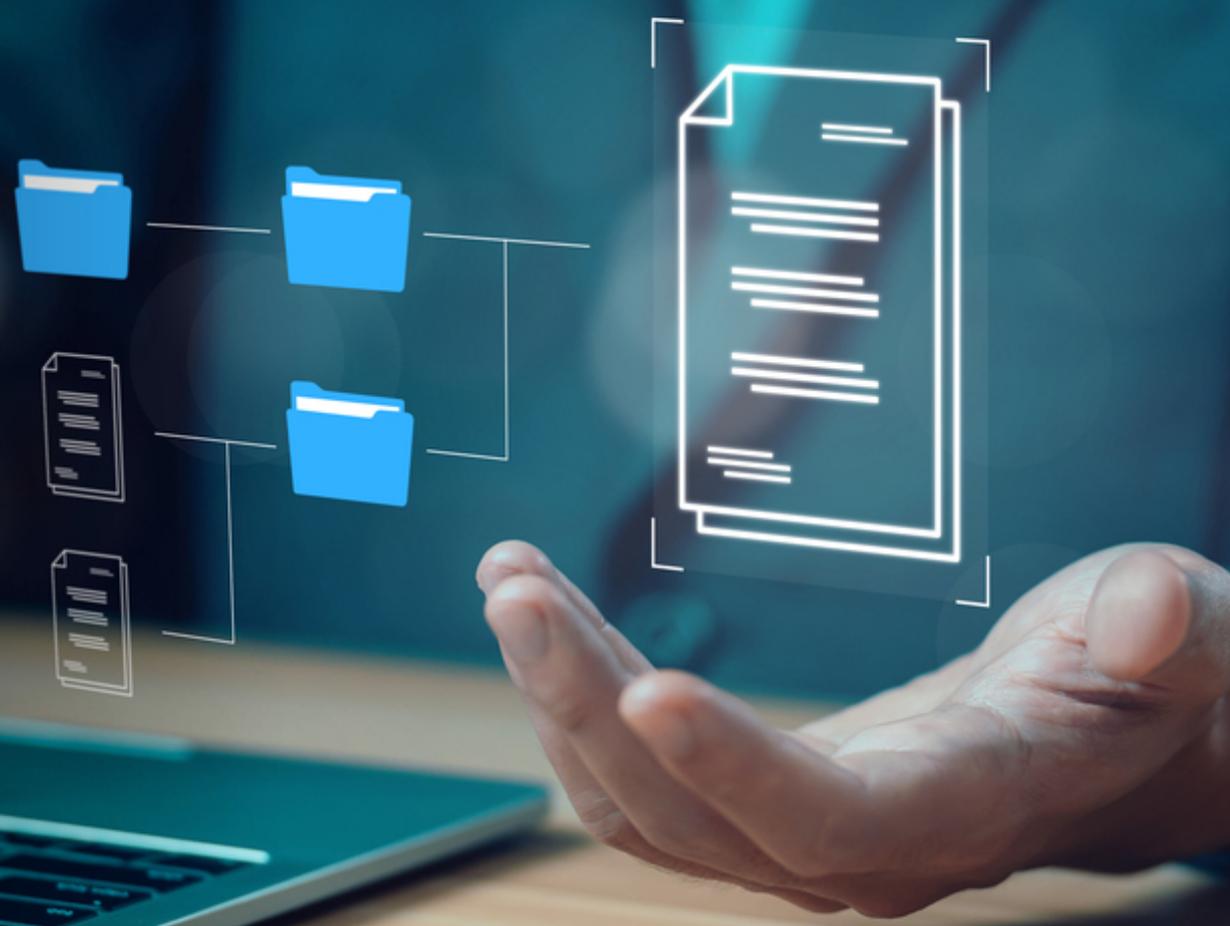
25%
RECYCLED COPPER CONTENT IN OUR PRODUCTS BY 2028



TAXONOMY

Definition

Taxonomy is a system to assess and classify economic activities based on their environmental sustainability, helping businesses and investors identify practices that contribute to a more sustainable economy and pinpoint areas for improvement.



Nexans Activities Selected

- 3.1** Manufacture of renewable energy technologies
- 3.5** Manufacture of energy efficient equipment for building
- 3.6** Manufacture of low-carbon technologies
- 3.18** Manufacture of automotive and mobility components

- 3.19** Manufacture of rail rolling stock constituents
- 3.20** Manufacture of electrical equipment for electrical T&D
- 4.9** Electricity transmission and distribution

	ELIGIBLE	ALIGNED
SHARE OF TURNOVER	36.3%	22.6%
SHARE OF CAPEX	55.8%	49.2%
SHARE OF OPEX	34.5%	20.7%

SOCIAL TOPICS

| OUR CORE VALUES

| OWN WORKFORCE

| Security & Health

| Talent

| Engagement & I&D

| FONDATION NEXANS

04

OUR CORE VALUES



Pioneers

of the energy transition



Dedicated

to delivering to the highest standards of performance

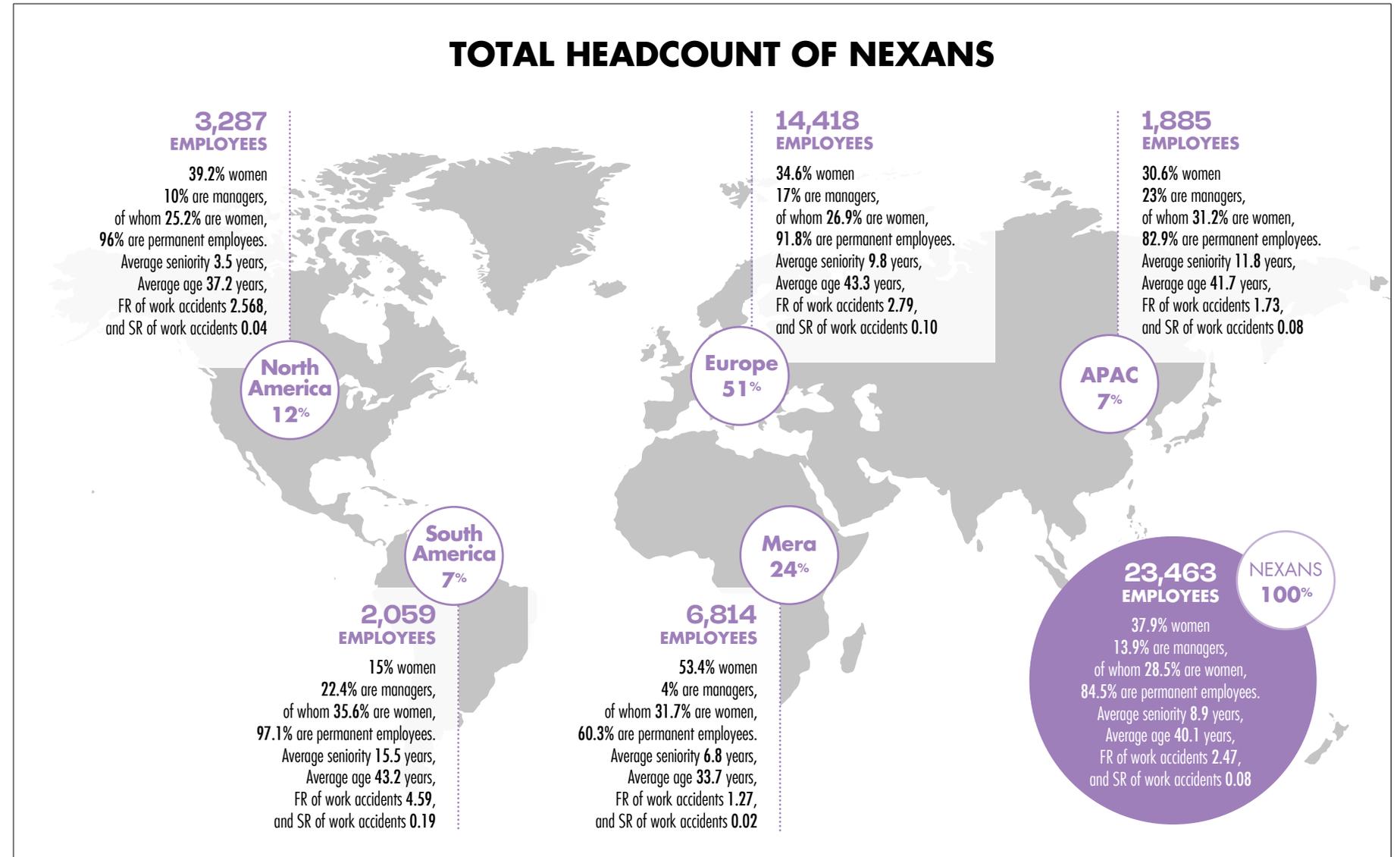


United

in achieving its ambitious goal: Electrify the Future



TOTAL HEADCOUNT OF NEXANS



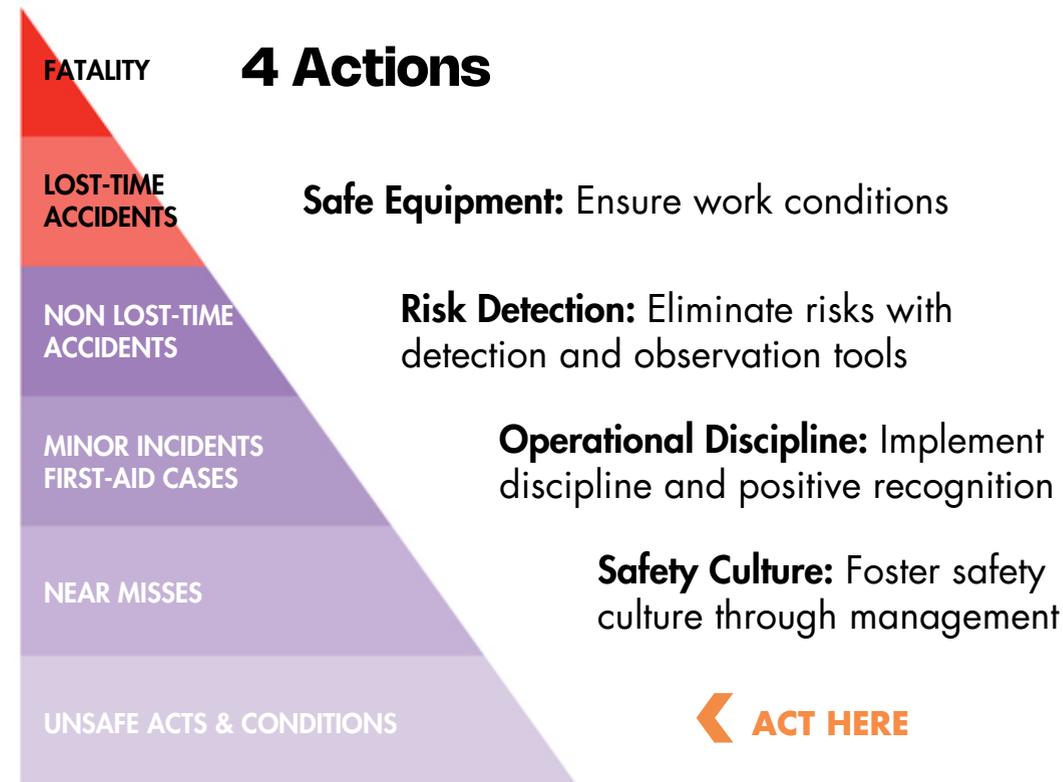


OWN WORKFORCE

Health & Safety

We prioritize the health and safety of all employees:

- **15 Golden Rules:** safer operations
- **Continuous Improvement:** training, audits & preventive measures
- **Employee Involvement:** wellness programs



#1 Electrical cabinets

Electrical cabinets are equipped with a locking device & hazards are identified on the door.

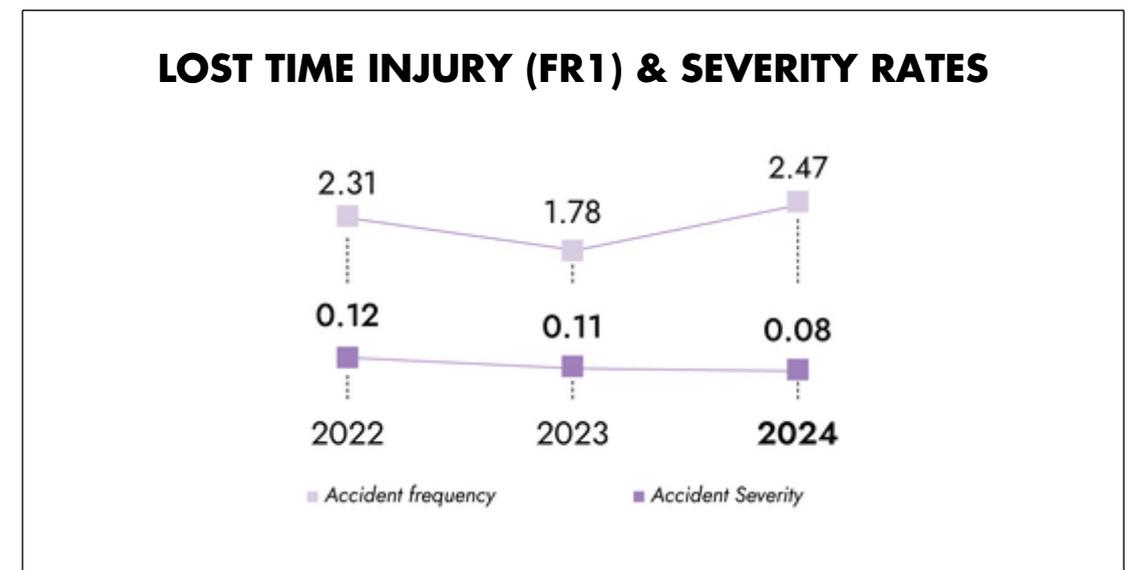
Electrical hazard is identified on the door.
There is a locking mechanism.
Site ensures restricted access to only qualified personnel and the distribution of keys is controlled.
LOTO activity must comply with #GR7.
Doors are closed and there is no access to electrical parts.

#2 Forklift*

All authorized drivers have a valid certification and forklifts meet technical safety requirements.

All forklift trucks are equipped with seat belt and a speed limiter.
Training and skills assessment are formalized and archived.
Badge or key provides information to match-up license to operate and the equipment used.
Forklifts must be inspected daily before use according to a formalized checklist.
For future equipments, all forklift truck purchases or leasing should be equipped with a blue lights at the front and rear and a red side lights.

*Standard, 10 Rules Forklift Trucks



OWN WORKFORCE

90%*
EMPLOYEE'S PARTICIPATION
IN PERFORMANCE & CAREER
DEVELOPMENT REVIEWS

52%
INTERNAL MOBILITY
EXPERIENCE MANAGEMENT
POSITION FILLED

Talent



TALENT ACQUISITION

Group talent acquisition policy:

- Stronger Employee Value Proposition
- Early & Proactive Sourcing
- Inclusive Hiring Practices



TALENT DEVELOPMENT

- Succession Planning and Individual Development (SPID)
- **Internal Mobility**
- **Scale up** the main functions, positions & skills for the Group's transformation (Role-based & Skill-based approach)



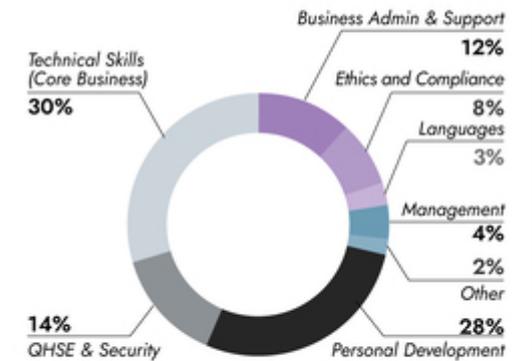
LEARNING & DEVELOPMENT

- **Operational training & development**
- **Learning programs** for main functions
- Promoting **digital learning**
- **Driving company culture** through learning

“ Attracting in a proactive way, developing and retaining its talent, its working force, through an adapted & innovative managerial and career path model. ”

AN AVERAGE OF 24 TRAINING HOURS PER EMPLOYEE PER YEAR

Training Hours by Subject



*Graded population of the Electrification Business



OWN WORKFORCE

Engagement

POLICIES

- Putting **employee engagement** as the driving force of change
- Bringing **diversity and inclusion** to improve efficiency and financial performance
- **Fair and objective compensation and benefits** policy to serve the people strategy
- Strong and proactive **social dialogue**



Inclusion & Diversity: Rebalancing Representation

Commitment to diversity & inclusion are built on **5 pillars**:

- Gender Balance
- Disability
- Age & Experience
- Sexual Orientation
- Socio-Economic Background.

110 NATIONALITIES	92% WORKERS OUTSIDE OF FRANCE
65% GENERATION Y & Z EMPLOYEES	8.9 YEARS AVERAGE SENIORITY
95% FULL-TIME EMPLOYEES	84.5% PERMANENT CONTRACT EMPLOYEES

INCREASING SHARE OF WOMEN WITHIN THE GROUP

37.9%
WOMEN IN THE GROUP

28.5%
WOMEN IN MANAGEMENT POSITIONS

16%
WOMEN IN TOP MANAGEMENT

WOMEN IN MANAGEMENT POSITIONS (%)

2022	2023	2024
26.70%	27.40%	28.50%
73.30%	72.60%	71.50%

FONDATION NEXANS



Facilitating sustainable & inclusive energy for all



Founded in 2013, the mission of Fondation Nexans is to provide financial support for sustainable electrification projects in areas where people have no access to electricity.

In 2024, with our partner NGO's we completed 12 projects.

ACCESS TO ELECTRICITY

Endorsing projects that strive to provide **access to sustainable energy** for underprivileged communities throughout the world, by working with grassroots organizations that promote reliable & sustainable solutions

EMPOWER COMMUNITIES

Promoting **education and training** initiatives of populations in technical, energy and environmental fields; with a focus on young people and women

ADVOCATE FOR SUSTAINABILITY

Supporting **environmental research** related to electrification including climate, energy sobriety, resource protection, & biodiversity

38
COUNTRIES THROUGHOUT AFRICA, LATIN AMERICA, ASIA PACIFIC & THE NEAR & MIDDLE EAST

169
PROJECTS IMPLEMENTED SINCE CREATION

400 K€
ANNUAL BUDGET ALLOCATED

74
NGO PARTNERS

3 065 M
BENEFICIARIES

AND HUNDREDS OF NEXANS EMPLOYEES AS VOLUNTEERS

GOVERNANCE

BUSINESS CONDUCT

ANTI-CORRUPTION

ANTITRUST

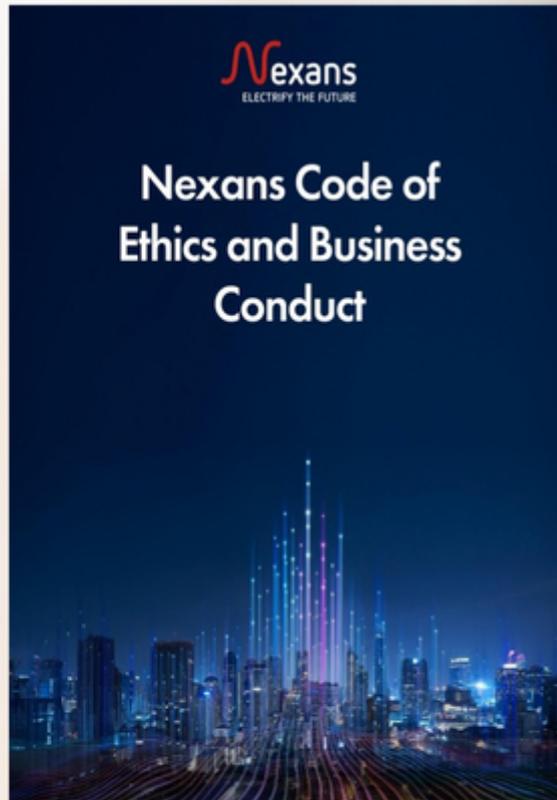
CYBERSECURITY

WHISTLEBLOWING

05

CODE OF ETHICS & BUSINESS CONDUCT

100%
**OF TARGET EMPLOYEES
 (ALL GROUP MANAGERS)
 COMPLETED THE COMPLIANCE
 WEEK E-LEARNING TRAINING
 IN 2024**



Compliance with ethical rules is a **core commitment at Nexans**. The **Code of Ethics and Business Conduct** sets out the rules and values that **guide all employees and stakeholders in their business activities**.



The **Nexans Human Rights Charter**, included in the **Code of Ethics**, outlines the **Group's long-standing commitment** to respecting and promoting human rights. It provides clear guidelines for **Nexans' policies and actions in this area**.



Our commitment is also reflected in **Nexans' adherence to the United Nations Global Compact** and its ten fundamental principles.



The Code is available on **Nexans' website and covers key areas such as:** anti-bribery and anti-corruption, competition law, human rights, trade sanctions, export controls, anti-money laundering and data protection.



ANTI-CORRUPTION POLICY

Commitments

Nexans has identified 3 relevant areas of risk:

01 FINANCIAL
Fines and indemnities

02 OPERATIONAL
Exclusion from client contracts and public tenders

03 REPUTATIONAL
Damage to Nexans' image among business partners



PREVENT

- Risk-mapping assessment
- Procedures & policies
- Communication & trainings
- Compliance Week

DETECT

- Implementation and monitoring **controls**
- **Whistleblowing System** with a confidential reporting channel to identify misconduct

RESPOND

- **Investigation process**
- **Annual audit of Compliance Plan**

ANTITRUST POLICY

Our focus

At Nexans, fair competition and ethical business practices are top priorities. We implement a structured and proactive approach to ensure compliance with antitrust regulations across all our operations.

POTENTIAL INFRINGEMENT TO ANTITRUST REGULATIONS CAN LEAD TO:

- Investigations and fines related to antitrust issues
- Bans from clients and public tenders
- Reputational impact



01 Antitrust Guidelines

Providing detailed guidance to help Nexans employees apply competition law rules by increasing awareness, ensuring compliance, and identifying risk situations. They are accessible to all employees on the Group intranet.

02 Training initiatives

Implementation of various training and communication initiatives to raise awareness among its employees about best compliance practices and help them identify potential risks.



03 Internal and External Control

The Group Audit Department controls compliance with antitrust regulations through regular audits of operational entities. These audits ensure adherence to antitrust rules and enhance the organization's ability to detect, manage, and mitigate antitrust risks effectively.





In 2025, Nexans will launch its Information System Security Policy (ISSP) to protect data across all environments. Fully aligned with GDPR, the policy sets clear rules for governance, risk management, and incident response.



CYBERSECURITY

Our Pillars

<p>01 EMPOWERMENT</p> <p>Raising cyber awareness through mandatory phishing-related training programs</p>	<p>02 PROTECTION</p> <p>Key technological and industrial assets are secured by tightly controlling access to information</p>
<p>03 RESPONSE</p> <p>Limiting adverse impact on business by immediately responding to threat and cyber incidents</p>	<p>04 CONTROL</p> <p>Security tools and controls are continuously tested to ensure their effectiveness</p>

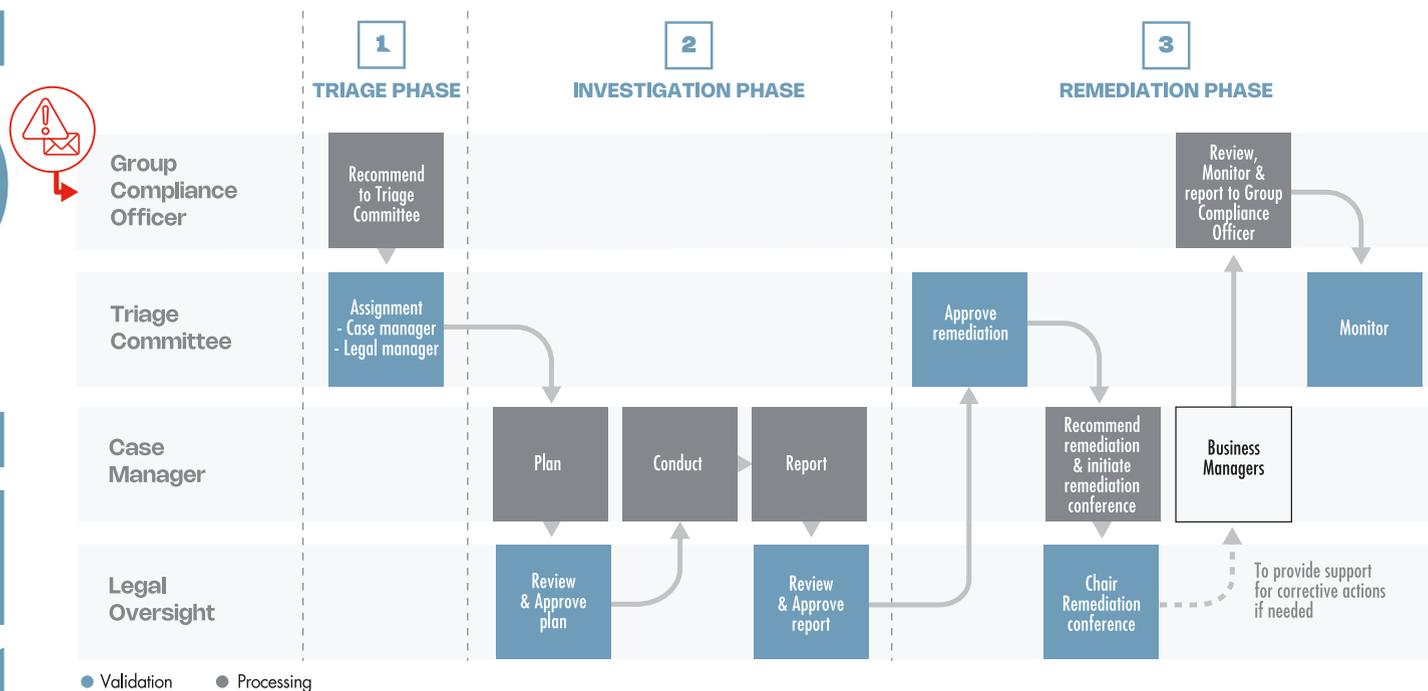
Relevant Figures

<p>700</p> <p>EMPLOYEES COMPLETED MANDATORY PHISHING TRAINING</p>
<p>33</p> <p>COUNTRIES APPOINTED DATA PROTECTION CORRESPONDENTS</p>
<p>13</p> <p>INDUSTRIAL SITES EQUIPPED WITH SENSORS</p>

WHISTLEBLOWING ALERT

Reporting System

The whistleblowing alert system is available to all Group employees and contractors, as well as external parties such as suppliers, customers, and subcontractors, to report any possible violations of Nexans' Code of Ethics and Business Conduct. Reports can be submitted anonymously through various channels.



Continuous Awareness: The whistleblowing system and digital reporting tool are actively promoted

Confidential & Secure Reporting: Whistleblowers are fully protected, with strict adherence to anonymity, confidentiality, and no-retaliation policies

Fair & Thorough Investigations: Every report is investigated based on fact-finding and fairness

Zero Tolerance for Retaliation: Nexans prohibits any form of retaliation against individuals participating in an internal investigation

THANK YOU

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