



Information published in accordance with the AFEP MEDEF Code of Corporate Governance

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**Decisions of the Board of Directors on February 18<sup>th</sup>, 2026,  
March 2<sup>nd</sup>, 2026 and March 27<sup>th</sup>, 2026**

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**1. 2026 compensation of Jean Mouton, Chairman of the Board of Directors**

The Board decided to maintain the same fixed compensation of EUR 320,000 for Jean Mouton as Chairman of the Board for 2026, without variable compensation or other benefits, as recommended by the Compensation Committee. This fixed remuneration was reviewed in 2022 after a period of 3 years.

**2. 2025 variable compensation of Christopher Guérin, Chief Executive Officer until October 12<sup>th</sup>, 2025**

At its meeting of March 21<sup>st</sup>, 2025, the Board of Directors set the structure and objectives of the Chief Executive Officer's variable compensation for the 2025 fiscal year. The target rate of the annual variable compensation remained unchanged. It represented 100% of the annual fixed compensation and may vary from 0% to 150% of his fixed compensation according to the achievement of objectives set by the Board of Directors.

For fiscal year 2025, the target amount of Christopher Guérin's variable compensation amounted to 743,148 euros for the period from January 1 to October 12, 2025 (950,000 euros on an annual basis) and may vary from 0% to 150% of his annual fixed compensation, i.e., a maximum of 1,114,723 euros over the same period.

The annual variable compensation was based on collective objectives for 65% of the fixed compensation and on individual objectives for 35%. The achievement of the collective and individual objectives was assessed against demanding pre-established annual objectives in line with the Group's strategy.

The target levels for the objectives were set in line with the 2025 budget and guidance. The minimum and maximum objectives were defined by the Board of Directors in absolute value within predefined ranges for each indicator.

The trigger thresholds for bonus payment could not be lower than 50% of the organic growth rate target, 90% of the ROCE, EBITDA and Net Income targets, and 80% of the Free Cash-Flow target. The maximum threshold for bonus payment, in the event of outperformance, could not exceed 150% of the organic growth rate target, 110% of the ROCE, EBITDA and Net Income targets, and 120% of the FCF target.

In compliance with the CEO compensation policy, the 2025 collective objectives have been assessed at constant perimeter from the approved budget, including Lynxéo and Autoelectric.  
The rate of achievement of the collective objectives is as follows:

Results	%	0%	100%	150%	Results	Bonus% Vs target	Bonus% Vs Max
Organic growth (%)	10%	+3.0%	+5.0%	+7.0%	6.9%	148.4%	99,0%
ROCE (%)	20%	18.7%	20.2%	21.7%	20.8%	120.4%	80.3%
EBITDA (M€)	30%	770 M€	810 M€	850 M€	885 M€	150.0%	100.0%
NFCF (M€)	30%	225 M€	255 M€	325 M€	348 M€	150.0%	100.0%
Net Income (M€)	10%	311 M€	343 M€	375 M€	360 M€	126.2%	84.1%
<b>Total</b>						<b>141.5%</b>	<b>94.4%</b>

In strict application of the level of achievement of the objectives defined for 2025,

- The payout rate relating to the Organic growth is 148.4%,
- The payout rate relating to ROCE is 120.4%,
- The payout rate relating to EBITDA is 150,0%,
- The payout rate relating to NFCF is 150,0% and
- The payout rate relating to Net Income is 126.2%.

The overall rate of achievement of the collective objectives linked to the Group's financial performance for 2025, applicable to the determination of the variable portion of Christopher Guérin's compensation for 2025, amounts to 141.5% of the nominal target.

On these basis, the Board of Directors notes that the variable portion of compensation linked to collective objectives is EUR 683,703, i.e. 94.4% of its maximum.

For the individual part, and after written consultation of its members, the Board decides the rates of achievement of Christopher Guérin's individual objectives as follows:

- The achievement rate of “**Strategy deployment**” is 100% of target i.e. 66.7% of the maximum. From an organic standpoint, the Electrification activities generated an organic growth above +8% for the full year, with an acceleration end of 2025 driven by renewable energies and solar. New offers dedicated to data centers have now been launched. From an inorganic standpoint, the divestment of Lynxéo was successfully completed in June 2025. The divestment of Autoelectric was still ongoing and the 2025 year-end. Nexans continued its portfolio rotation in 2025 with the acquisition of RCT cables in Spain and Electro Cables in Canada. The value creation deep dive analysis has not been fully completed.
- The achievement rate of the “**Operational efficiency**” objective is 72.5% of target i.e. 48.3% of the maximum. The new organization centered on the implementation of the Grid & Connect Market Divisions has been implemented. This organizational setup required adjustments end of 2025 to maximize synergies with the regions and the Business Units. The deployment of Industry 4.0 progressed as planned. The PWR-Transmission order book exceeded 7 billion euros at the end of the fourth quarter of 2025, reflecting strong commercial momentum. PWR-Transmission continues to focus on improving its operational efficiency to further strengthen value creation. Synergies relating to the acquisition of La Triveneta Cavi, particularly in purchasing and innovation, are aligned with the EUR 20 M synergies roadmap to be achieved by 2028. The corresponding actions are continuing to be deployed.
- The achievement rate of the “**Culture, Engagement and Deployment of the ESG Policy**” objective is 52.2% of the maximum amount.
  - o The achievement rate of the “**Culture and Engagement**” objective is 93.3% of target i.e. 62.2% of the maximum.

The succession planning in place has enabled to appoint the actual CEO from internal mobility and to manage the implementation of the new organization without critical disruption. A new leadership model was presented to the Board of Directors under the leadership of new CEO, Julien Hueber focusing on compliance and transparency values.

The implementation of the E3 connectors in Europe is now effective.

- The achievement rate of the “**Deployment of the ESG Policy**” objective is 63.3% of target i.e. 42.2% of the maximum.

On safety, the FR1 rate landed at 2.7 in 2025, compared to 2.6 in 2024. At the same time, serious injuries decreased by 40% reflecting the implementation of the new Safety strategy focused on the identification and elimination of serious risks. New action plans and cultural initiatives have been introduced and will continue to further enhance the safety culture.

In 2025, the adoption of the E3 operating model continued to expand. 23% of the Nexans sites were E3-compliant, representing a 27% improvement. Diversity within Top Management reached 23% at the end of 2025. Overall diversity remained stable compared to 2024. Meanwhile, diversity among graded employees continued to progress, reaching 29% in 2025 compared with 28.5% in 2024.

Therefore the overall rate of achievement of individual objectives applicable to the determination of the variable portion of Christopher Guérin's compensation is 82.5% of individual objectives i.e. 55% of their maximum.

On this basis, the variable portion of compensation linked to individual objectives amounts to EUR 214,584, i.e. 55% of the maximum amount.

The amount of variable compensation for 2025 is EUR 898,287 corresponding to 120.9% of the fixed remuneration and 80.6% of the maximum variable amount. The payment of the 2025 variable compensation is subject to the prior approval of the 2026 Shareholders' Meeting, in accordance with the provisions of Article L.22-10-34 of the Commercial Code.

### **3. Long term compensation of Christopher Guérin, as Chief Executive Officer: vesting of shares under the performance shares plan n°22 of Mars 17<sup>th</sup>, 2022**

The Board of Directors took note of the findings made by the Compensation Committee on the partial fulfilment of the performance conditions for the definitive vesting of the shares granted to Christopher Guérin as Chief Executive Officer, under long-term incentive plan no. 22 of March 17<sup>th</sup>, 2022. Depending on the level of performance achieved at the end of the vesting period, the number of shares vested by the Chief Executive Officer could vary between 0 and a maximum of 14,000 initially granted.

The Board of Directors noted the findings of the Remuneration Committee on the achievement of the performance conditions as follows:

- As regards the TSR condition, Nexans TSR performance is ranked 7th. The level reached is such that none of the shares are definitively vested.
- As regards the Free Cash Flow condition, the level of EUR 382 M is such that 100% of the shares are definitively vested under this condition.
- In 2025, Nexans has achieved 9 out of 16 CSR objectives. As a result, none of the shares are definitively vested.

As a result, the Board of Directors acknowledged the expiry of the vesting period for the performance shares and free shares on March 17<sup>th</sup>, 2026, and the fulfilment of the performance conditions for 40%, and grants all powers to the Chief Executive Officer to determine the number of free shares and performance shares that will be definitively vested to beneficiaries, after the condition of presence be verified.

On October 12th, 2025, the Board of Directors resolved to waive prorata temporis the presence condition for Christopher Guerin's unvested shares. The final vesting will be subject of the validation from the Shareholders' Meeting of May 21st, 2026. Therefore, a maximum of 12,515 shares, out to the 14,000 initially granted may be maintained. Given the level of achievement of the performance conditions, 5,006 shares would be vested on May 21st, 2026.

#### 4. 2025 variable compensation of Julien Hueber, Chief Executive Officer since October 13<sup>th</sup>, 2025

The variable portion of Julien Hueber's compensation as Chief Executive Officer for 2025 could vary between 0% and 150% of the fixed portion of his compensation and that 65% is determined on the basis of the achievement of collective objectives and 35% on the basis of the achievement of individual objectives. At its meeting of October 12th, 2025, the Board of Directors approved a fixed compensation of EUR 750,000 on an annual basis. For the period from October 13th to December 31st, 2025, the fixed compensation of Julien Hueber as Chief Executive Officer amounts to EUR 163,306.

The Board of Directors has set the financial targets for the collective part and their relative weighting as follows: (1) Organic Growth 10%, (2) ROCE: 20%, (3) EBITDA: 30%, (4) NCF: 30% and (5) Net Income: 10%.

The Board of Directors has also set the individual objectives and their respective weightings as follows: Strategy deployment: 30%; (2) Operational Efficiency: 30%; (3) Culture, Engagement and Deployment of ESG Policy: 40%.

Based the recommendation of the Compensation Committee, and after having reviewed the level of achievement of objectives, in particular individual objectives, the Board of Directors made the following decisions concerning Julien Hueber's compensation.

In compliance with the CEO compensation policy, the 2025 collective objectives have been assessed at constant perimeter from the approved budget, including Lynxéo and Autoelectric.  
The rate of achievement of the collective objectives is as follows:

Results	%	0%	100%	150%	Results	Bonus% Vs target	Bonus% Vs Max
Organic growth (%)	10%	3%	5%	7%	6.9%	148.4%	99.0%
ROCE (%)	20%	18.7%	20.2%	21.7%	20.8%	120.4%	80.3%
EBITDA (M€)	30%	770 M€	810 M€	850 M€	885 M€	150.0%	100.0%
NFCF (M€)	30%	225 M€	255 M€	325 M€	348 M€	150.0%	100.0%
Net Income (M€)	10%	311 M€	343 M€	375 M€	360 M€	126.2%	84.1%
<b>Total</b>						<b>141.5%</b>	<b>94.4%</b>

In strict application of the level of achievement of the objectives defined for 2025,

- The payout rate relating to the Organic growth is 148.4%,
- The payout rate relating to ROCE is 120.4%,
- The payout rate relating to EBITDA is 150.0%,
- The payout rate relating to NCF is 150.0% and
- The payout rate relating to Net Income is 126.2%.

The overall rate of achievement of the collective objectives linked to the Group's financial performance for 2025, applicable to the determination of the variable portion of Julien Hueber's compensation for 2025, amounts to 141.5% of the nominal target.

On these bases, the Board of Directors noted that the variable portion of compensation linked to collective objectives is EUR 150,243.

For the individual part, upon the recommendation of the Compensation Committee, and after having deliberated, the Board decides the rates of achievement of Julien Hueber's individual objectives as follows. In light of the short assessment period, from October 13th to December 31st, 2025, and the cultural transformation initiated by Julien Hueber since his appointment, the Board of Directors assesses the achievement of individual objectives at 100%. Therefore, the bonus relating to the 2025 individual objectives would amount to EUR 57,157.

Taking into account the achievement rate of collective and individual objectives, the amount of variable compensation for 2025 is EUR 207,400 reflecting a level of achievement of objectives of 84.7% of the maximum amount and 127.0% of the fixed compensation. The payment of the 2025 variable compensation is subject to the prior approval of the 2026 Shareholders' Meeting, in accordance with the provisions of Article L.22-10-34 of the Commercial Code.

#### **5. Long term compensation of Julien Hueber, as Chief Executive Officer: vesting of shares under the performance shares plan n°22 of Mars 17<sup>th</sup>, 2022**

The Board of Directors on March 17<sup>th</sup>, 2022 had decided to grant 5,000 performance shares to Julien Hueber as an employee beneficiary.

The Board of Directors noted the findings of the Remuneration Committee on the achievement of the performance conditions as follows:

- As regards the TSR condition, Nexans TSR performance is ranked 7th. The level reached is such that none of the shares are definitively vested.
- As regards the Free Cash Flow condition, the level of EUR 382 M is such that 100% of the shares are definitively vested under this condition.
- In 2025, Nexans has achieved 9 out of 16 CSR objectives. As a result, none of the shares are definitively vested.

As a result, the Board of Directors acknowledged the expiry of the vesting period for the performance shares and free shares on March 17<sup>th</sup>, 2026, and the fulfilment of the performance conditions for 40%, and grants all powers to the Chief Executive Officer to determine the number of free shares and performance shares that will be definitively vested to beneficiaries, after the condition of presence be verified.

As a result, the number of shares granted that will be vested to Julien Hueber on March 17<sup>th</sup>, 2026 will be 2,000.

#### **6. 2026 compensation of Julien Hueber, Chief Executive Officer**

The structure of the compensation of Julien Hueber as Chief Executive Officer (CEO) was fixed on October 12<sup>th</sup>, 2025, in line with the compensation policy for executive officers and with the 2025 Chief Executive Officer compensation policy approved by the Shareholders' Meeting on May 15<sup>th</sup>, 2025.

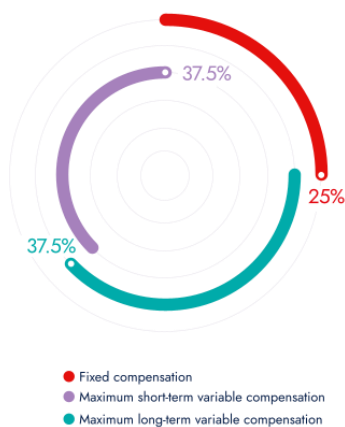
To determine this compensation policy, the Board of Directors, upon the recommendation of the Compensation Committee relied on an in-depth benchmarks of compensation practices within the companies of the Next 20 index and the panel of 15 comparable French and international companies, as described in the compensation policy for executive corporate officers in Section 4.6.2.3 of the 2025 Universal Registration Document.

The compensation policy is defined to reflect the experience, skills, and the breadth and complexity of the responsibilities entrusted to the Group's executives.

- It notably takes into account the professional background of Julien Hueber, Executive Managing Director of PWR Grid & Connect Europe, representing 2.6 billion euros in revenue and 23 industrial sites, and a member of the Nexans Executive Committee since 2018. Julien Hueber has extensive operational, managerial and international experience, including in-depth knowledge of the Asia-Pacific region;
- The size of the Group and its evolution;
- The positioning of the compensation structure relative to practices within the Next 20 companies and the comparison panel;
- The consistency of the Chief Executive Officer's compensation with that of the members of the Executive Committee and, more broadly, with compensation practices across the Group;
- Julien Hueber's decision to resign from his employment contract with Nexans France at the start of his corporate mandate, in accordance with AFEP-MEDEF recommendations and best governance practices.

### Structure of the 2026 compensation of the Chief Executive Officer, Julien Hueber

Taking these criteria into account, and on the recommendation of the Compensation Committee, the Board of Directors decided to maintain, for the 2026 fiscal year, a compensation structure ensuring a balanced weighting between short-term and long-term variable compensation. The proportion of fixed, short-term variable, and long-term variable components at maximum (excluding exceptional compensation) in the Chief Executive Officer's total compensation is as follows:



#### Fixed compensation

At its meeting of February 18<sup>th</sup>, 2026, the Board of Directors set the fixed compensation of Julien Hueber at 750,000 euros for 2026. This compensation was initially determined on October 12, 2025, at the time of his appointment as Chief Executive Officer, and remains unchanged for 2026. In accordance with the compensation policy, this fixed component is reviewed only every three years.

#### Variable compensation

At its meeting on March 27<sup>th</sup>, 2026, the Board of Directors set the structure and objectives of Julien Hueber's annual variable compensation for 2026. The target level of this variable compensation remains unchanged and corresponds to 100% of the annual fixed compensation. Depending on the degree of achievement of the demanding objectives set by the Board of Directors, the variable compensation may range from 0% to 150% of the fixed compensation.

It is made of 65% collective objectives and 35% individual objectives. The target amounts are aligned with the 2025 budget approved by the Board of Directors. Each objective is defined with a minimum threshold and a maximum cap to ensure compensation proportionate to performance (see Figure 3).

For the 2026 fiscal year, the Board of Directors decided to keep the performance criteria defined in 2025, in alignment with the “Sparking Electrification” strategy announced on November 13, 2024, which aims to accelerate the Group’s profitable growth.

## COLLECTIVE OBJECTIVES

The collective component of the annual variable compensation consists of five indicators: Organic Growth expressed as a growth rate, ROCE, EBITDA, Free Cash Flow and Net Income expressed in euros.

The minimum and maximum objectives are defined by the Board of Directors in absolute value within pre-established ranges for each indicator and are aligned with the annual budget approved by the Board of Directors. Financial objectives are disclosed only in the context of ex-post compensation reporting for confidentiality reasons.

The trigger threshold for bonus payment cannot be lower than 50% of the organic growth rate objective, 90% of the ROCE, EBITDA and Net Income objectives, and 80% of the Free Cash Flow objective. The bonus cap, in the event of outperformance, cannot exceed 150% of the organic growth rate objective, 110% of the ROCE, EBITDA and Net Income objectives, and 120% of the Free Cash Flow objective.

Below the trigger thresholds, no bonus is paid; above it, the bonus follows a linear interpolation from 0% to 150% of base salary between the respective minimum and maximum thresholds.

Criteria	Weighting	Minimum	Target	Maximum
<b>Collective objectives</b>	<b>65%</b>	<b>0% of target compensation</b>	<b>100% of target compensation</b>	<b>150% of target compensation</b>
Organic growth (in %)	10%	50%	Budget	150%
ROCE (in %)	20%	90%	Budget	110%
EBITDA (in millions of euros)	30%	90%	Budget	110%
Free cash flow (in millions of euros)	30%	80%	Budget	120%
Net income (in millions of euros)	10%	90%	Budget	110%
<b>Individual objectives</b>	<b>35%</b>	<b>80% of target compensation</b>	<b>100% of target compensation</b>	<b>150% of target compensation</b>
Deployment of the strategy	30%	Quantitative and qualitative objectives set by the Board of Directors		
Operational efficiency	40%	Quantitative and qualitative objectives set by the Board of Directors		
Culture, engagement and deployment of the ESG Policy	30%	Quantitative and qualitative objectives set by the Board of Directors		

Figure 3. Short-term variable structure

In the event of a significant change in the Group’s reporting structure, the Board may decide to adjust these criteria accordingly.

## INDIVIDUAL OBJECTIVES

The individual objectives and their respective weighting for the 2026 fiscal year are as follows:

### Deployment of the strategy - 30%

- Execution of the strategic plan presented at the 2025–2028 Capital Markets Day, including the launch of new offers and a growth target of above 3%.
- Acceleration of sales in the new Data Center vertical in each region, through a harmonized approach covering both the offer and commercial positioning.
- Completion of the divestment of AutoElectric and signing at least one acquisition.

## **Operational efficiency - 40%**

- Successful rollout of the new organization, demonstrating its effectiveness through strengthened synergies between regions.
- Deployment of a competitiveness plan, including control of fixed costs, reduction of expenditures, optimization of procurement and Shift AI implementation.
- Keeping a high level of execution and quality in PWR-Transmission, supported by a structured risk-management approach to ensure business continuity.
- Integration of acquisitions delivering expected synergies (RCT and Electro Cables), and implementation of strategic CAPEX as planned.

## **Culture, engagement and deployment of the ESG policy - 30%**

- **Culture and engagement**
  - Continued enhancement of succession plans for the whole executive population and critical Group positions.
  - Pursuance of the leadership model rollout, and adoption of the new culture.
  - Pursuance of the E3 leadership program roll-out.
- **Deployment of the ESG policy**
  - Safety: Execute the 2026 Safety program with Golden Rules deployed across the Group, including consideration of impacts relating to new acquisitions.
  - E3p: Continue the deployment of E3 certified sites as per plan; maintaining a climate strategy aligned with objectives.
  - Diversity: strengthening the presence of women in leadership roles and industrial functions, with the following targets: 24% women within TopEx population, and 30% women among the graded population (electrification scope).

These objectives are established in line with the Group's strategy and set on the basis of the forecast budget reviewed by the Board of Directors on January 14<sup>th</sup>, 2026. Collective and individual objectives were approved by the Board of Directors on February 18<sup>th</sup>, 2026.

The annual variable compensation will only be paid upon approval, in 2027 by the Shareholders' Meeting, of the resolution relating to the total compensation and benefits of any kind paid and awarded during the 2026 fiscal year to the Chief Executive Officer, in accordance with Article L.22-10-34 of the French Commercial Code.

### **7. Grant of performance shares to the Chief Executive Officer on March 27<sup>th</sup>, 2026**

In accordance with the Group's long-term compensation policy and with the authorizations given by the Annual Shareholders' Meeting of May 15<sup>th</sup>, 2025 in its 24<sup>th</sup> and 25<sup>th</sup> resolutions, upon proposal by the Compensation Committee, the Board of March 27<sup>th</sup>, 2026 has adopted a long-term compensation plan n°26 in the form of a performance shares and restricted (free) shares plan for Group's corporate officer, top managers and key talents.

The main characteristics of this plan were presented to Shareholders in the notice of the Shareholders' Meeting of May 15<sup>th</sup>, 2025, within the limits of 330,000 performance shares for executive officers and main managers of the Group, and 50,000 free shares for high-potentials and key experts, and will be detailed in the notice of the Shareholders' Meeting of May 21<sup>st</sup>, 2026, in particular its scope, rules of allocation and performance conditions to be satisfied for vesting of the performance shares.

On the basis of the May 15<sup>th</sup>, 2025 shareholders' decision, the Board has decided in particular to grant to the Chief Executive Officer 12,900 performance shares (less than 4% of the envelope of total allocation number of performance shares authorized by the Shareholders' Meeting), which vesting is subject to the fulfilment of three performance conditions.

The performance conditions applicable to all beneficiaries of performance shares, including the Chief Executive Officer, are the following:

- 40% of the performance shares awarded in 2026 are subject to a stock market performance condition, measured by Nexans' relative total shareholder return (TSR). This TSR performance will be assessed by comparing it with, on the one hand, a panel of nine companies and, on the other hand, the Eurostoxx 600 Industrial Goods & Services Index. The combined performance is weighted 30% against the panel (TSR-Panel) and 70% against the index (TSR-Index). No shares can be vested if the TSR performance is lower than the median of the panel and lower the index performance. For the considered period, the TSR corresponds to the increase in the share price plus the dividend per share. The increase in the share price is measured by comparing the average opening price and index values for the three months preceding the share award with the averaged TSR for the three months preceding the end of the performance assessment period.

The number of definitely vested shares will be determined based on the following scale:

Performance achieved by Nexans compared to the TSR of the panel	% of shares vested for 30% of the stock market performance condition
1st rank	100%
2nd rank	90%
3rd rank	80%
4th rank	70%
5th rank	60%
Below the 5th rank	0%

Performance achieved by Nexans compared to the TSR of the index	% of shares vested for 70% of the stock market performance condition
≥ 140%	100%
≥ 130%	90%
≥ 120%	80%
≥ 110%	70%
≥ 100%	60%
< 100%	0%

- 40% of the performance shares awarded in 2026 will be subject to a financial performance condition consisting of measuring the Financial criterion at December 31, 2028. In the event of a significant change in the Group's reporting structure, the Board of Directors may decide to adjust the operating margin and capital employed to take account of this change. The economic condition is based on achieving a Group EBITDA margin of 13.5% as reported in the 2028 year-end financial statements and published in 2029.

Achievement scale	Vesting
<b>13,50%</b>	<b>100%</b>
13,20%	90%
12,90%	80%
12,60%	70%
12,30%	60%
12,00%	50%

The vesting for this condition is subject to a **40%** minimum cash conversion. If the threshold is not met, no vesting occurs for this condition.

To strengthen the alignment with the Group profitable growth strategy and to foster the beneficiaries to accelerate the growth, the vesting relating to the EBITDA margin would be accelerated to 125% if the EBITDA margin is fully achieved (13,5%) and if the sales growth Electrification reaches at least +5% (CAGR), the high-end of the sparking electrification commitment.

The maximum vesting under the economic condition is capped at 125%, representing up to 50% of the total number of granted shares.

- 20% of the performance shares awarded in 2026 will be subject to a performance condition linked to the Group's CSR ambitions, assessed at December 31, 2028, as set out in its roadmap for 2025-2028.

		<b>2028 Targets (LTI 2026)</b>
<b>ENVIRONMENT</b>		
<b>Focus on Decarbonization</b>	Reduction of GHG emissions (respectively scopes "1 & 2" <sup>(1)</sup> and "3" <sup>(2)</sup> - Full scope")	42% 29.6%
<b>Focus on Circular Economy</b>	Copper recycled content <sup>(3)</sup>	25.0%
<b>Focus on Energy transition</b>	% of sales covered by a PEP (Product Environmental Profile). <sup>(4)</sup>	55.0%
<b>ENGAGEMENT</b>		
<b>Focus on a Safe workplace</b>	Total Recordable Incident Rate (LTI/MTI) <sup>(5)</sup>	<6,0
<b>Focus on People engagement</b>	Gender diversity in graded positions <sup>(6)</sup>	30,0%
	NLV Engagement <sup>(7)</sup>	78,0%
<b>ECOSYSTEMS</b>		
<b>Focus on Business Ethic</b>	Completion rate of Compliance awareness trainings <sup>(8)</sup>	100.0%
<b>Focus on CSR risks on the value chain</b>	<i>Supplier CSR net risk</i> <sup>(9)</sup>	1.0

The number of shares definitely vested will be determined based on the following scale:

Average of objectives achievements	Percentage of vesting for the number of shares subject to that condition
100%	100 %
70% - 100%	Linear interpolation from 70% to 100%
Below 70%	0%

100% of the shares allocated subject to the CSR performance condition will be vested if all the CSR objectives are achieved at 100%, with a minimum average level of achievement of 70%, and will follow a linear progression between 70% and 100%. If an objective is achieved by more than 100%, the objective will be considered as 100% achieved. Each of the criteria making up the CSR Performance Condition is given the same weighting in the level of the CSR Index achieved at the end of the applicable performance period.

Depending on the level of performance acknowledged at the end of the vesting period at March 27<sup>th</sup>, 2029, the number of shares vested for the CEO will vary between 0 and a maximum of 12,900 initially granted shares.

For 2026, the shares that may be awarded to the Chief Executive Officer are capped by the resolution adopted by the Shareholders' Meeting of May 15<sup>th</sup>, 2025 at no more than 12% of the aggregate number of performance shares awarded, *i.e.* 12,900 shares, corresponding to around 0.03% of the Company's share capital at December 31<sup>st</sup>, 2025 (made up of 43,744,779 shares).

In accordance with the compensation policy for executive corporate officers, Julien Hueber, as Chief Executive Officer, must hold 25% of the performance shares definitively vested in registered form until the end of his duties with a minimum of 15,000 shares as set by the Board of Directors.

The granting of these shares to the company's CEO complies with the AFEP-MEDEF Code and with the characteristics set out in the compensation policy for executive officers (published in full on the Company's website: [www.nexans.com](http://www.nexans.com)) as follows:

Performance conditions	Vesting of the performance shares is subject to formal acknowledgment by the Compensation Committee that the performance conditions set by the Board at the grant date have been met.
Obligation to retain shares	The CEO is required to retain as registered shares until the cessation of his functions 25% of the performance shares definitively vested, with a minimum of 15,000 shares as set by the Board of Directors, without prejudice to any decision otherwise taken by the Board with regard to his situation, and in particular in the light of the objective of retaining an increasing number of shares vested in this way.
Prohibition of hedging instruments	Performance shares granted to the CEO may not be hedged until the end of the retention period determined by the Board of Directors.
Recommended "black out" periods	Group procedure on insider trading.