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Decision of the Board of Directors on September 29th, 2026

Proposal for a complementary Grant of Performance Shares to Julien Hueber, Chief Executive Officer

On November 13th, 2024, during its Capital Markets Day, Nexans presented its “Sparkling Electrification” strategic plan and the Group’s ambitions for the 2025-2028 period. This roadmap is focused on strengthening Nexans’ position in electrification markets, driven by innovation and the development of new market segments. It includes ambitious objectives in terms of growth, financial performance and long-term value creation.

To support the execution of this strategy and further align the interests of the Group’s senior executives and key managers with those of shareholders, the Board of Directors approved in 2025 a dedicated long-term incentive plan based on performance share awards. This strategic plan covers the Group’s key executives, including the Chief Executive Officer and all members of the Executive Committee.

Under this plan, Julien Hueber received 6,000 performance shares in his capacity as Executive Managing Director Europe and a member of the Executive Committee. Upon his appointment as Chief Executive Officer on October 13th, 2025, no complementary grant was awarded to him under the “Sparkling Electrification” strategic plan.

Upon the recommendation of the Compensation Committee, the Board of Directors, at its meeting held on September 29th, 2026, approved the principle of a complementary grant of 12,600 performance shares to Julien Hueber in order to strengthen his long-term incentive alignment with the execution of the “Sparkling Electrification” strategic plan.

Subject to shareholder approval at the Annual General Meeting to be held on May 13th, 2027, this complementary grant would increase the total number of performance shares granted to Julien Hueber under the “Sparkling Electrification” plan to 18,600 performance shares.

The additional 12,600 performance shares would be subject to the same performance conditions as those applicable to the original strategic plan. Performance would be assessed as of December 31st, 2028.

The plan would run for a three-year period ending on May 13th, 2030. The performance shares would vest on that date, subject to the achievement of the applicable performance conditions and to Julien Hueber’s continued service as Chief Executive Officer throughout the duration of the plan.

“Sparking Electrification” Plan: Reminder of Performance Conditions

Performance conditions 31 December 2028	%	Minimum	Target	Maximum
ROCE (%)	10%	19%	20%	21%
Organic growth (%)	20%	3%	4%	5%
Consolidated EBITDA	20%	1,100 M€	1,150 M€	1,200 M€
Free Cash-Flow conversion rate	20%	40%	45%	50%
Combined TSR (%)	30%			
TSR-Panel	30%	Median	1st place	
TSR-Index	70%	≥100%	≥140%	
Total	100%			