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**Long term compensation of Christopher Guérin
Vesting of performance shares under plan n°18B of July 27th, 2018**

The Compensation Committee has determined the partial achievement of the performance conditions to be satisfied for the definitive vesting of the shares granted to Christopher Guérin under the long-term compensation plan°18B of July 27th, 2018.

The vesting of the performance shares under plan°18B of March 27th, 2018 was subject to the following performance conditions. Depending on the level of performance acknowledged at the end of the vesting period at July 27th, 2021, the number of shares vested for the CEO vary between 0 and a maximum of 14,500 according to the following scales:

Rank achieved by Nexans compared to panel TSR	Percentage of definitively vested shares with respect to this stock market performance condition
1st rank	100%
2nd rank	90%
3rd rank	80%
4th rank	70%
5th rank	60%
6th rank	50%
7th rank	40%
8th rank and below	0%

Level of the Group's Simplified Economic Value Added at year-end 2021	Percentage of definitively vested shares with respect to this condition
≥ 110 M€	100%
≥ EUR 98 M and < EUR 110 M	90%
≥ EUR 86 M and < EUR 98 M	80%
≥ EUR 74 M and < EUR 86 M	70%
≥ EUR 62 M and < EUR 74 M	60%
≥ EUR 50 M and < EUR 62 M	50%
< EUR 50 M	0%

The Nexans TSR performance is ranked first. The level reached is such that 100% of the shares granted under this condition are definitively vested.
Regarding the EVA condition, the level reached is such that none of the shares granted under this condition is definitively vested.

As a result of the determination by the Compensation Committee on the achievement of performance conditions, Christopher Guérin definitively vested 50% of the shares granted under the performance share plan No. 18B of July 27th, 2018. The number of shares definitively vested by Christopher Guérin is 7,250 representing 50% of the maximum (14,500 shares).