



Compensation elements published in accordance with the AFEP-MEDEF Code of Corporate Governance

Decision of the Board of Directors of January 20th, 2022

2022 compensation of Jean Mouton, Chairman of the Board of Directors

The annual base salary of Jean Mouton has been set at EUR 250,000 as from the date of his appointment as Chairman of the Board of Directors on May 15th, 2019. This base salary has remained unchanged since that date.

The Board has recently performed a complete review of the Chairman compensation level with the support of outside consultants. The Board of Directors review has concluded that:

- Jean Mouton's commitment to the excellent functioning of the Board of Directors, benefitting the overall Group Governance, is an importance asset for Nexans;
- The number of Board and Committee meetings has increased significantly in recent years;
- Jean Mouton, in addition to his regular supervision of the Board functioning, attends regularly all Committee meetings, the two yearly executive sessions, attends the meetings of independent directors, and participates in ESG roadshows with the Company management;
- The Board assessment performed early 2022 shows that *"the role of the Chairman is praised by the Directors and his personal investment in the Board is seen as very positive"*;
- A study performed by the independent consultancy firm Willis Towers on compensation of non-executive chairs for comparable SBF 120-level companies indicates that the Chairman fixed compensation is, as of today, below the EUR 300,000 median value. An additional benchmark carried out by Korn Ferry is consistent with these findings;
- The Chairman's fixed compensation at Nexans has not been modified since 2016.

Taking into account all of the above, the Board of Directors resolved, subject to Shareholders approval, to increase the 2022 annual fixed compensation of the Chairman from EUR 250,000 to EUR 320,000.

The remaining Compensation structure of the Chairman as resolved on March 19th, 2019 remains unchanged as follows: no short term incentive, no long term incentive, no director fees and no other benefits.