

	KPI	Baseline 2016	Baseline 2017	Target 2022	
PEOPLE	Workplace safety	Workplace accident frequency rate ⁽¹⁾	1.8	2.02	<1
	Human capital	Managers with an Individual Development Plan	58%	72%	100%
		Women in management positions	22.60%	22.9%	25%
	CSR awareness	Directors and managers having CSR goals in their annual performance targets	NA	NA	100%
PLANET	Environmental management	Industrial sites certified EHP and/or ISO 14001 ⁽²⁾	94%	93%	97%
	Energy	Energy intensity ⁽³⁾	279	255	-3%
	Climate	Reduction of GHG emissions (scopes 1, 2 and 3) ⁽⁴⁾	0.83%	2.70%	-5%
PRODUCT	Energy transition	Activities revenues generated from sustainable products and services ⁽⁵⁾	m€485	m€770	NC
	Innovation	R&D investments (% of revenues in constant metal price sales) ⁽⁶⁾	€89m (2.0%)	€102m (2.2%)	NC
	Resources	Total waste recycled ⁽⁷⁾	42%	44%	> 50%
PARTNERS	Business ethics	Managers having signed the Compliance Certificate ⁽⁸⁾	95%	96%	100%
	Stakeholders	OTIF - 1C ⁽⁹⁾	92.6%	93.3%	94%
		Employee engagement index	72%	NA	+3
	Nexans Foundation	Amount allocated by the Nexans Foundation	€300,000	€300,000	€300,000

(1) Overall workplace accident frequency rate: total number of workplace accidents with more than 24 hours of lost time/total number of hours worked x 1,000,000. This rate relates to internals and externals.

(2) EHP: Highly Protected Environment - Group's internal environmental label.

(3) MWh consumed by the industrial sites / m€ in constant metal price sales.

(4) Greenhouse Gas (GHG) emissions include direct and certain indirect emissions (from electricity and steam consumption, upstream power line losses, use of fossil fuels and wastes treatment, as well as fugitives emissions).

(5) Revenues generated from products and services that contribute to energy transition (offshore wind farm, interconnexions projects, e-mobility, smart grids, accessories, solar energy and wind energy).

(6) Total R&D expenses (including R&D, innovation, local development and assistance ingeneering costs).

(7) Recycling rate of non ferrous metal waste generated.

(8) So called in HR tool My Click «graded» employees to sign a compliance certificate by which they commit to comply with Nexans Code of Ethics and Business Conduct and declare conflict of interest, if any.

(9) On Time In Full first confirmed: Nb of order lines shipped in the right quantity at first confirmed date / Total number of shipped order lines in the month. Including logistic and plants data.