

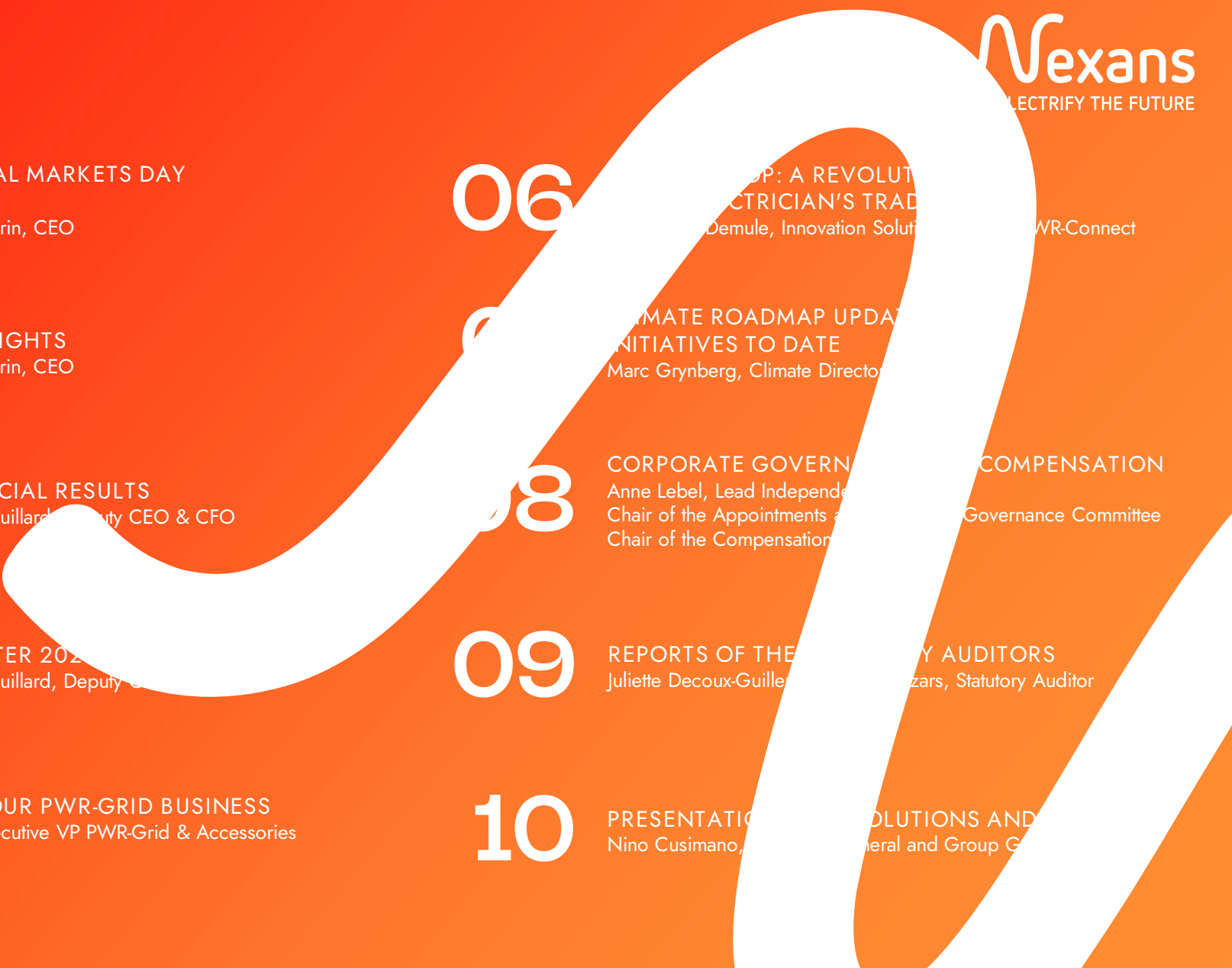


Annual Shareholders' **Meeting**

May 15, 2025



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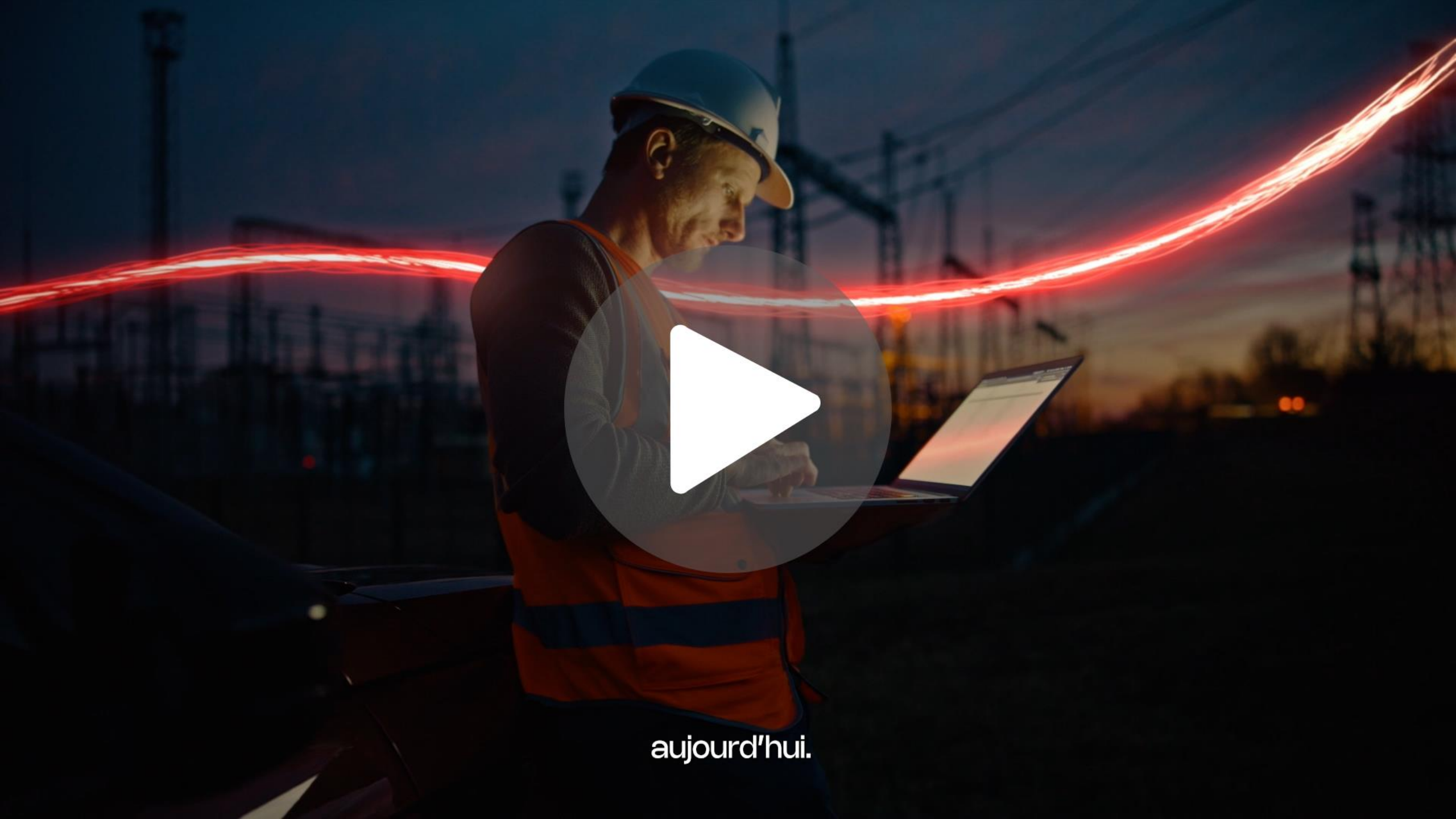


Christopher GUERIN
CEO

2024 CAPITAL MARKETS DAY OVERVIEW

Sparking electrification

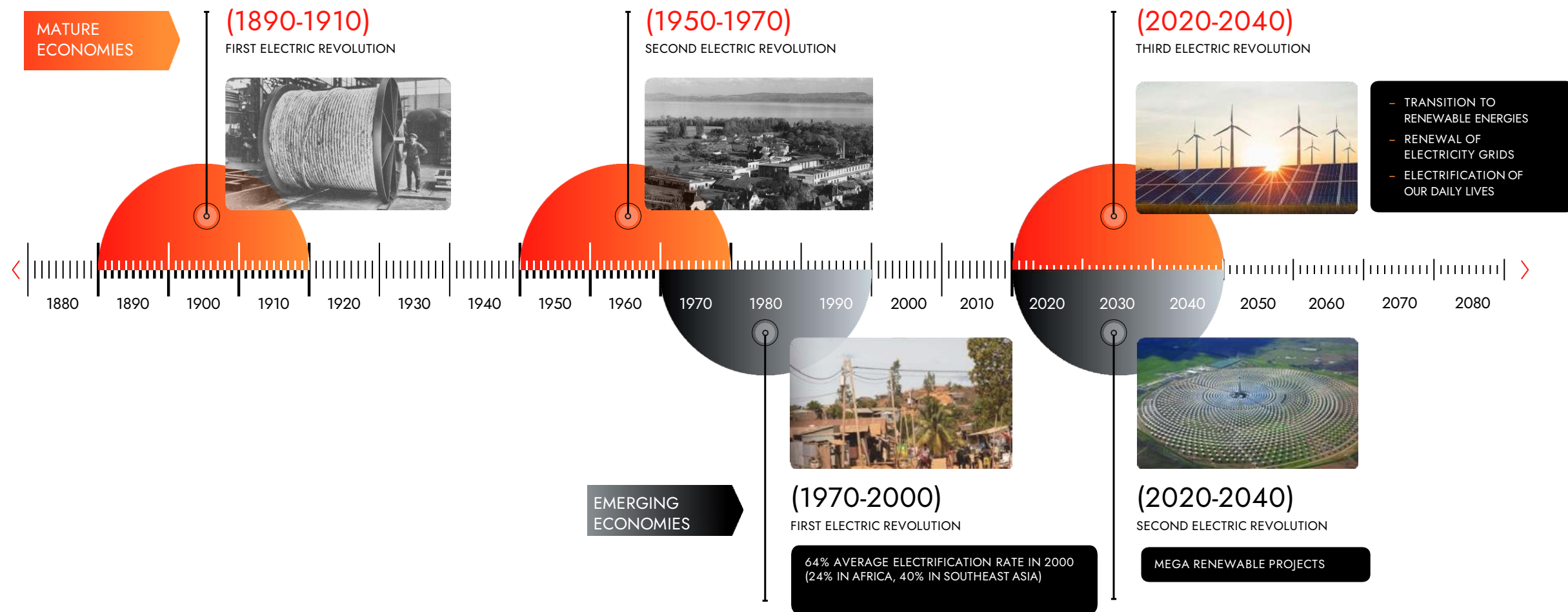
with tech solutions



aujourd'hui.

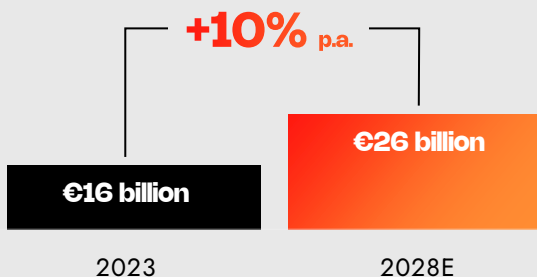
Accelerating the sustainable revolution

We are at a unique moment in the history of electricity



Electrification is expected to accelerate across all end-segments

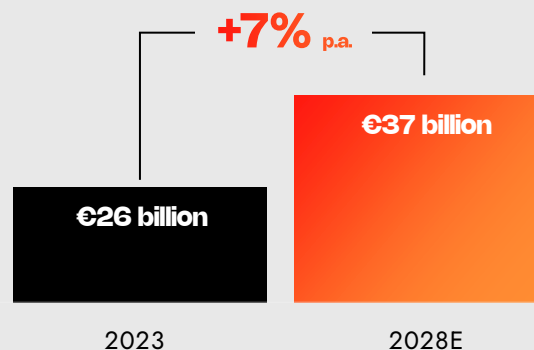
PWR-TRANSMISSION



NEW DEMAND DRIVEN BY
Bridging renewable energy generation areas with consumption areas

Interconnection market growth combined with higher voltage

PWR-GRID



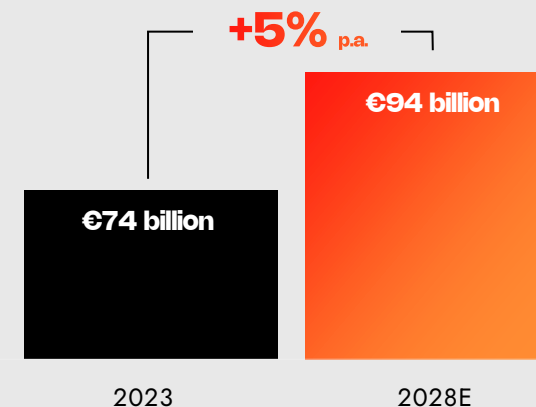
NEW DEMAND DRIVEN BY
Electrification (data center, EV)

Renewables

Aging infrastructure

Climate events

PWR-CONNECT

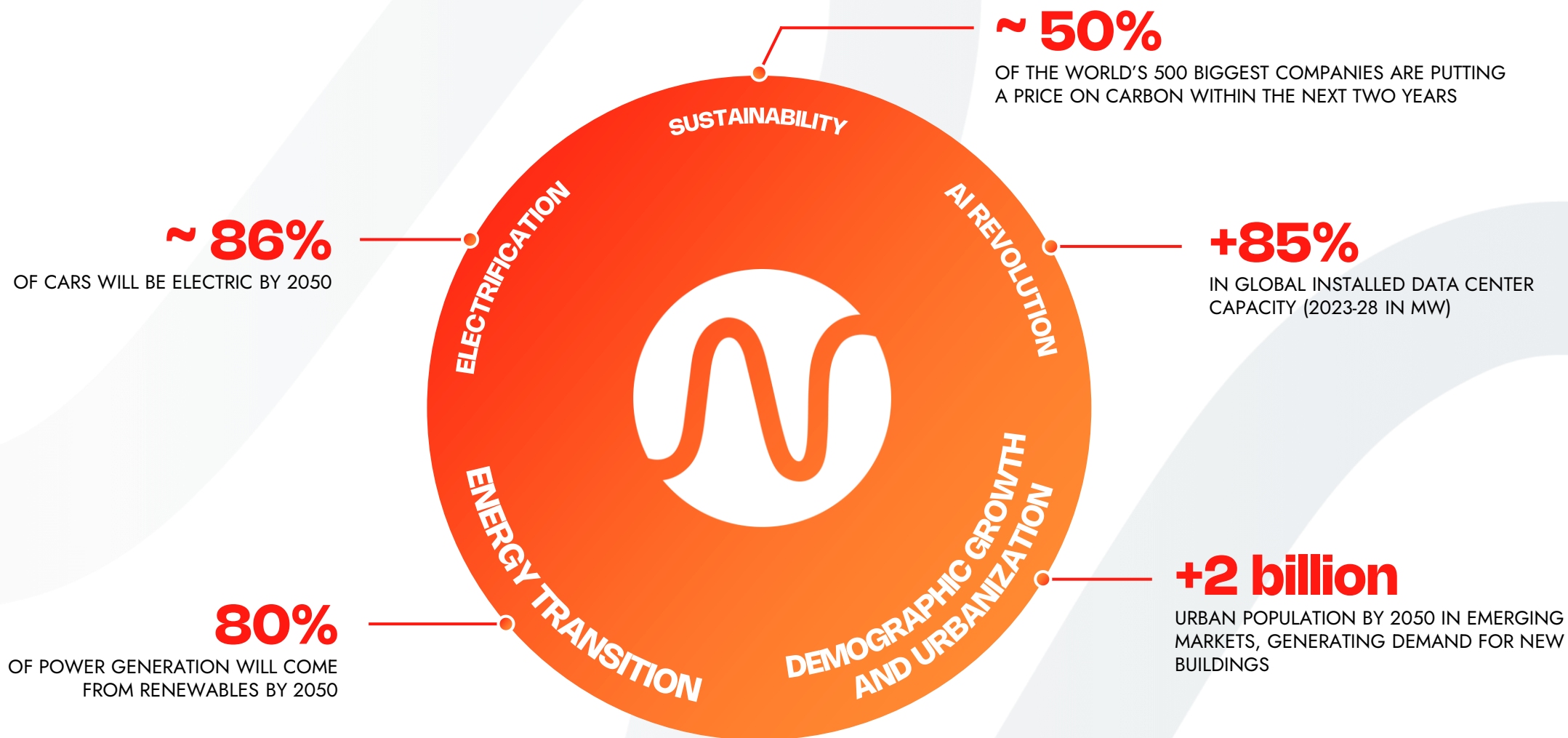


NEW DEMAND DRIVEN BY
Urbanization, renovation and safety

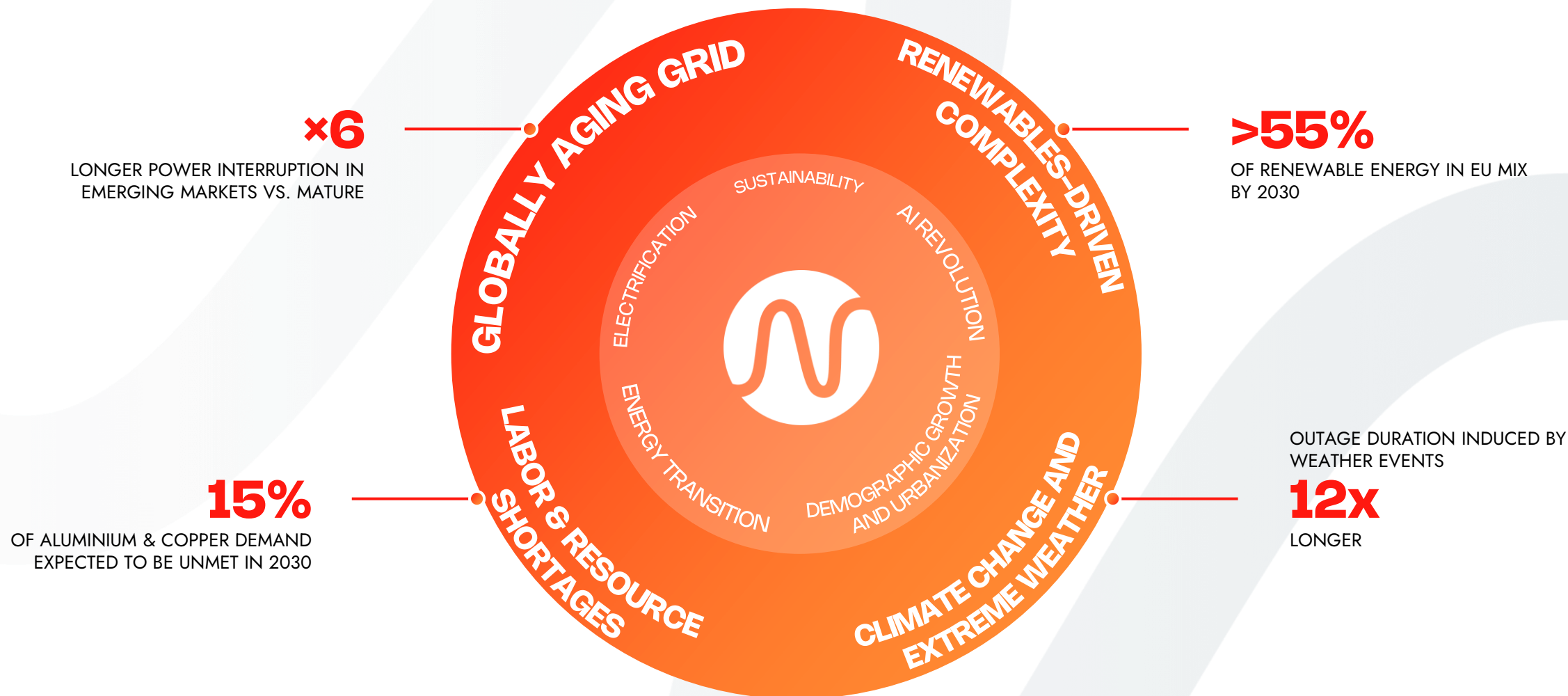
500m of cables in a 100sqm residential building

HVAC, storage and EV will require an additional 70 to 90m

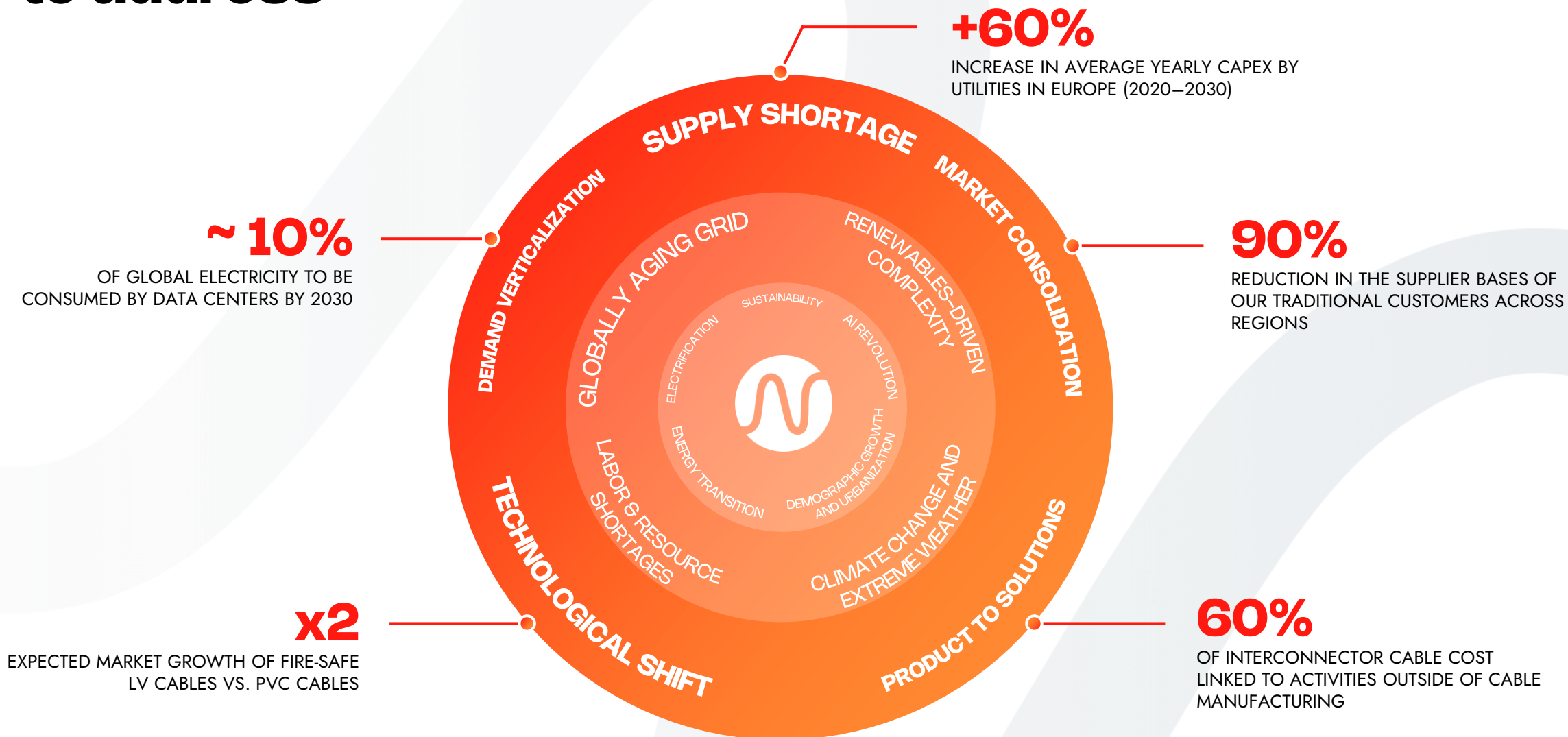
5 megatrends driving long-term demand across our markets



4 mega risks amplifying the impact of megatrends



5 strategic shifts to address



Prosperity

reborn

Three chapters to build the Global Electrification Pure Player

2019-2021

RESTRUCTURE
the Nexans performance model



2021-2024

SIMPLIFY
towards Electrification



2024-2028

AMPLIFY
the profitable growth
momentum of Electrification



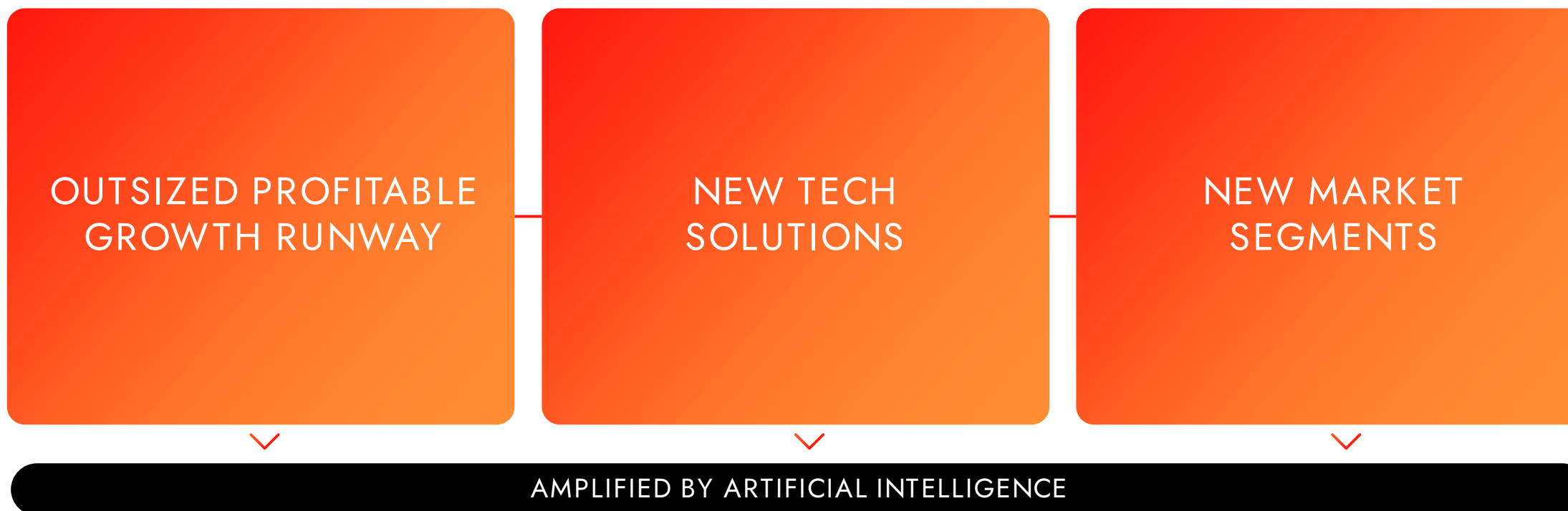
VALUE CREATION

**Scaling new
heights**

**Profitable
growth**

Accelerating our path to Electrification

Nexans' new strategic roadmap



Accelerating our path to Electrification

Growth strategy by segment

PWR-TRANSMISSION

- Execute record and high-quality backlog
- Leverage early investment in state-of-the-art capacities
- Partner with customers for the long term



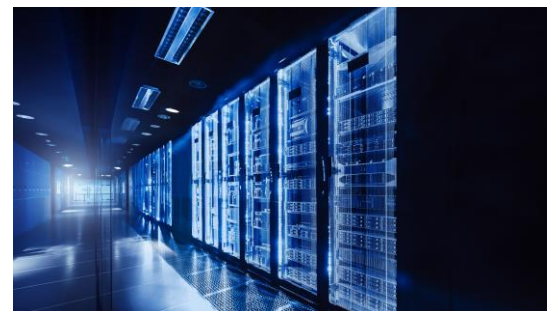
PWR-GRID

- Capitalize on extended capacities and capabilities
- Offer end-to-end solutions with value-added services
- Double down on accessories and services



PWR-CONNECT

- Enhance commercial recognition
- Strengthen our position in four end-markets
- Continue developing and scaling differentiated tech solutions, investments in new customer solutions



+ Continuous innovation and vertical integration

Key pillars for a winning strategy



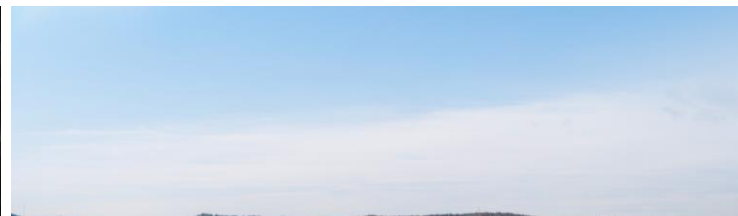
WE HAVE THE BEST **POSITIONING**



3 GROWING MARKETS
2x above global GDP growth



BALANCED EXPOSURE
Projects and short-cycle businesses



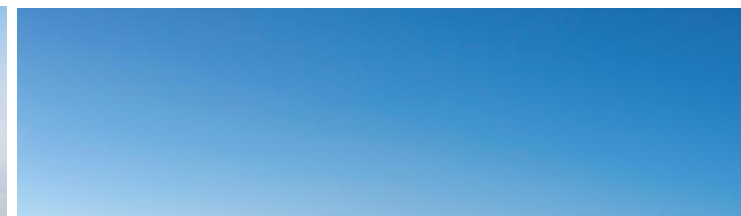
WE HAVE THE RIGHT **ASSETS**



EARLY BIRD INVESTMENTS
in manufacturing capacity in the right geographies



FULLY INTEGRATED SUPPLY CHAIN
from access to resources to robust manufacturing capacity



WE HAVE THE RIGHT **SOLUTIONS**



END-TO-END SOLUTIONS
Sales of accessories and services related to cables



INNOVATION
in cable technology, monitoring devices and software



Christopher GUERIN
CEO

2024 HIGHLIGHTS

| 2024 Highlights

New locations and extensions



Extension of the Halden plant (Norway)



Acquisition of La Triveneta Cavi (Italy)

| 2024 Highlights

Main contracts



Connection of Gotland island
in Sweden



East Anglia TWO wind farm
(southern North Sea)

2024 Highlights

Innovative product launches



CABLELOOP™



MOBIWAY POP™



ULTRACKER™

Increasing visibility and recognition



**E3: a model that is
proving its worth**

**+116.34%
in 2024
(vs. 2023)**

**Impressive increase
in press coverage**



Greater influence

Nexans Climate Day

2024
Rabat, Maroc

فضاء المعارض
ESPACE EXPOSITIONS
EXHIBITION AREA



ÉLECTRIFICATION
DURABLE POUR LA
TRANSITION ÉNERGÉTIQUE
UNE RÉELLE
OPPORTUNITÉ POUR L'AFRIQUE

Cluster

Nexans



Jean-Christophe JUILLARD
Deputy CEO & CFO

2024 FINANCIAL RESULTS

2024 achievements

Outperforming Capital Markets Day and 2024 targets

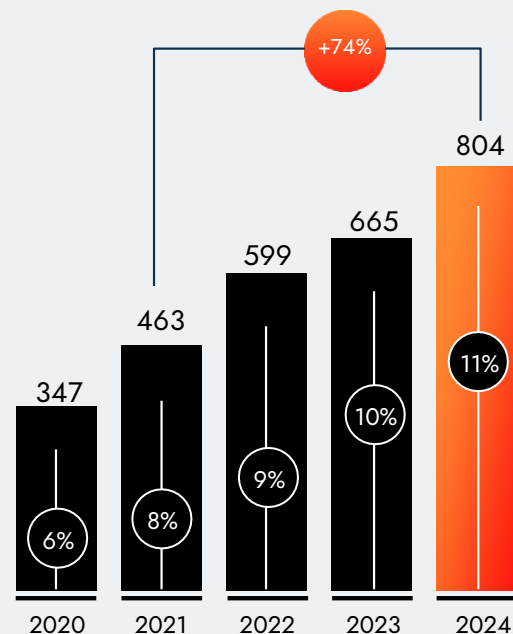
OBJECTIVES	2024 TARGETS	2024 PERFORMANCE
ADJUSTED EBITDA	€750M to €800M (€670M to €730M previously)	€804M TARGET EXCEEDED ● ● ● ● ●
ADJ. EBITDA MARGIN	10–12%	11.4% TARGET ACHIEVED ● ● ● ● ●
NORMALIZED FREE CASH FLOW	€275M to €375M (€200M to €300M previously)	€454M TARGET EXCEEDED ● ● ● ● ●
NORMALIZED CASH CONVERSION	≥ 40%	56% TARGET EXCEEDED ● ● ● ● ●
GHG EMISSIONS REDUCTION VS 2019 ⁽¹⁾	-21%	-29% TARGET EXCEEDED ● ● ● ● ●

(1) Scope 1 & 2, and Scope 3 for employee commuting, business travel, waste production, upstream and downstream transportation. 40% GHG reduction versus 2019 baseline for full Scope 1, 2 and 3.

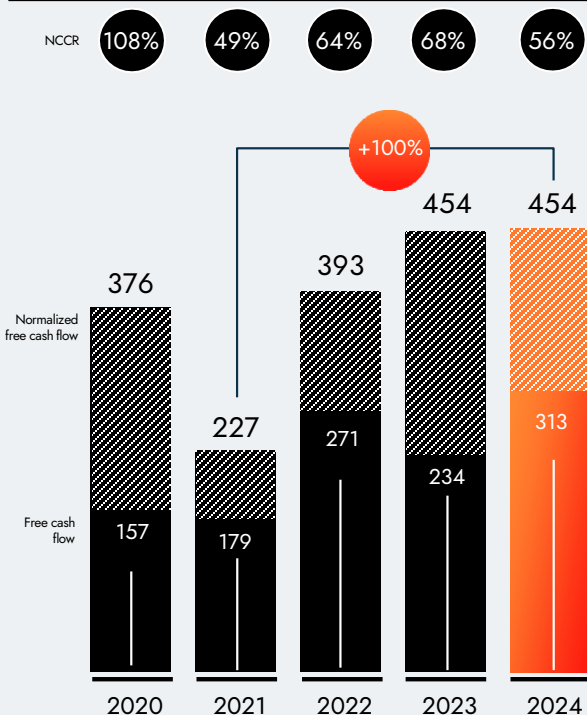
Strong financial performance

Consistently exceeding our commitments

REPORTED EBITDA (€M) AND
EBITDA MARGIN (%)



NORMALIZED FREE CASH FLOW (€M),
FREE CASH FLOW (€M) AND NCCR (%)

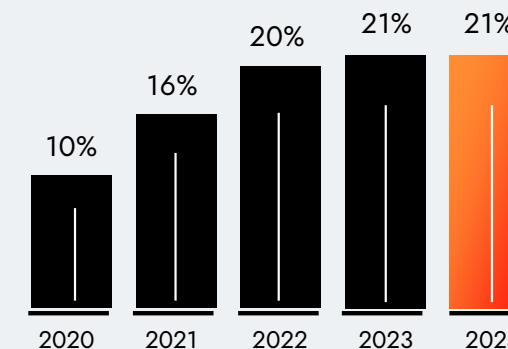


ROCE (%)

ELECTRIFICATION

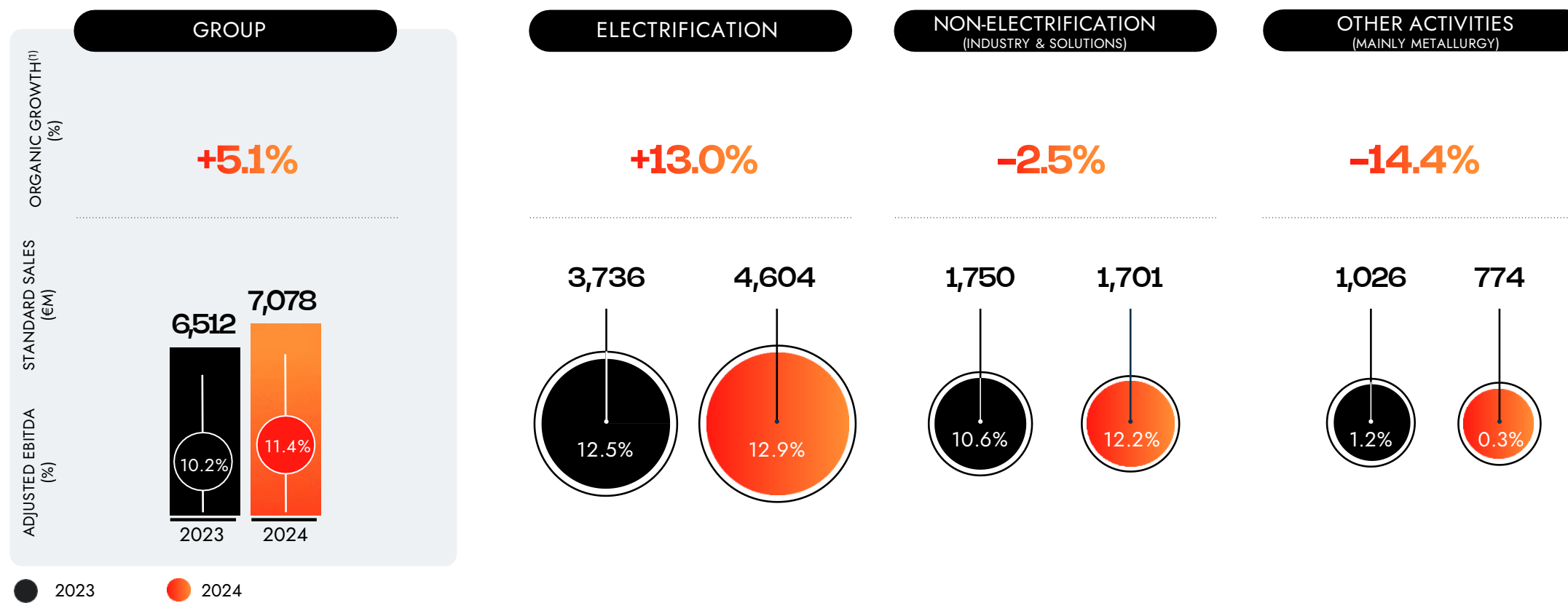


GROUP



Strong organic growth in Q4 2024: +8.3%

High contribution from Electrification businesses



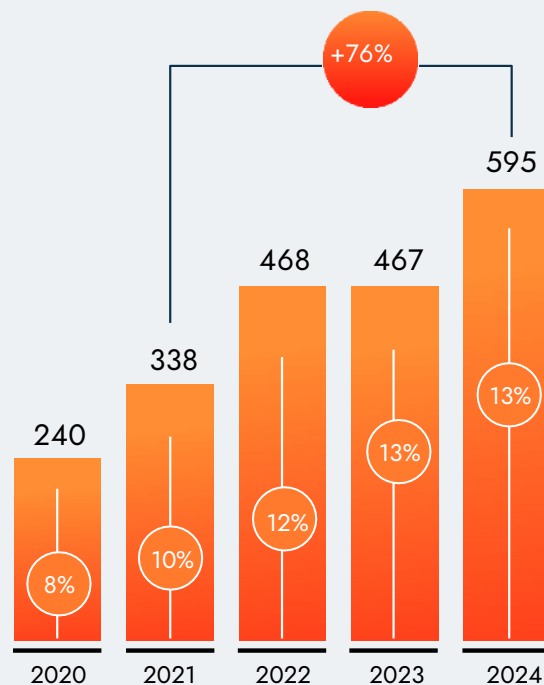
(1) Organic growth at constant scope and currency.

Electrification further increased its contribution

2024 proves the strength of Nexans' Pure Player strategy

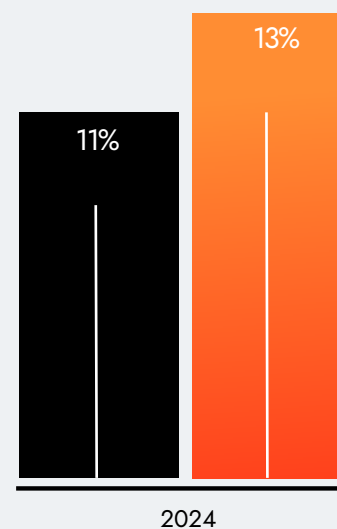
2020-2024 ELECTRIFICATION EVOLUTION

REPORTED EBITDA (€M) AND EBITDA MARGIN (%)

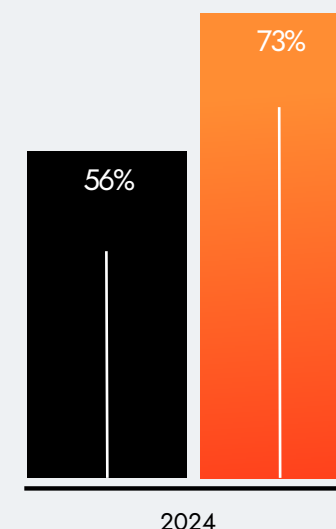


2024 PERFORMANCE

EBITDA MARGIN (%)



NCCR (%)



● GROUP

● ELECTRIFICATION

PWR-Transmission

Sales and adj. EBITDA growth driven by capacity expansion and strong order intake momentum

HALDEN SITE

Capacity expansion
completed early 2024

DEVELOPMENTS

Revolution Wind: successful
installation campaign

IMR work

Continued execution of Great Sea
Interconnector

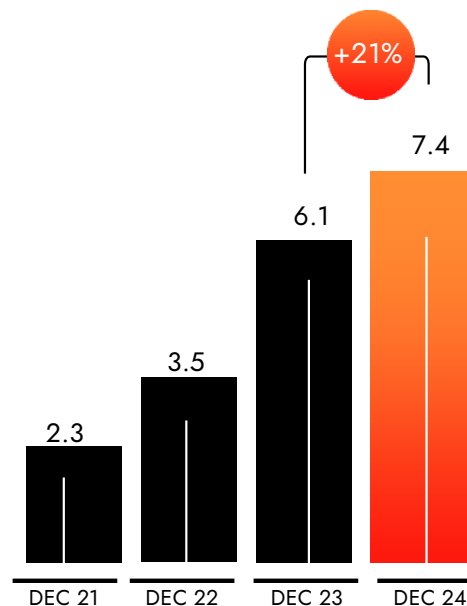
STRONG ORDER INTAKE

Gotland electricity
connection project

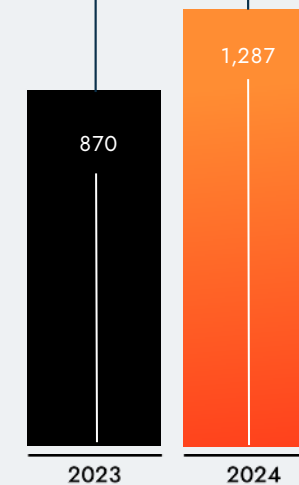
East Anglia TWO offshore
wind project

€1bn contract for LanWin 2 final
award with TenneT

PWR-TRANSMISSION ADJUSTED BACKLOG (€BN)

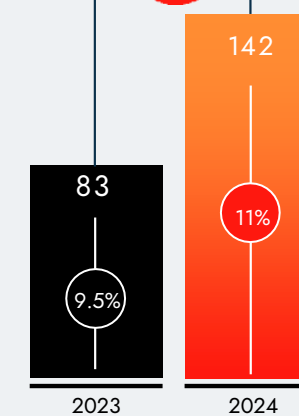


+50%
(1)



STANDARD SALES (€M)

+72%

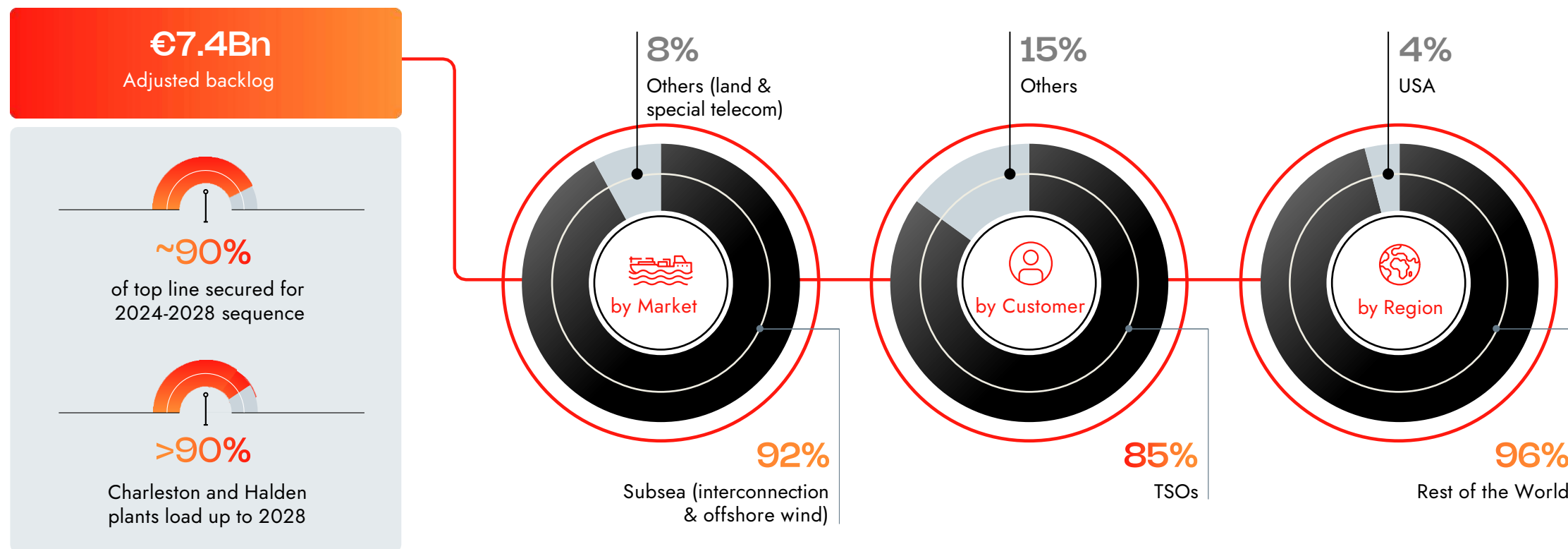


ADJUSTED EBITDA (€M)

(1) Organic growth at constant scope and currency.

PWR-Transmission

Record adjusted backlog providing multi-year visibility



PWR-Grid

Strong performance driven by strategic mix and profitable growth

POSITIVE DEMAND

Robust market conditions

Strong Q4 (+8% organic growth)

RECORD PROFITABILITY

Adj. EBITDA margin of 14%

Driven by selective growth and successful business transformation

Solid contribution of Accessories

BY GEOGRAPHY

Europe: increased demand and new frame agreements secured

North America: good second half

The Middle East & Africa: boosted by renewable energy projects

South America: project phasing

INNOVATION

FROM PRODUCTS TO SOLUTIONS



Launch of
INFRACHECK

A digital app to check the conformity of installations and track construction site activities

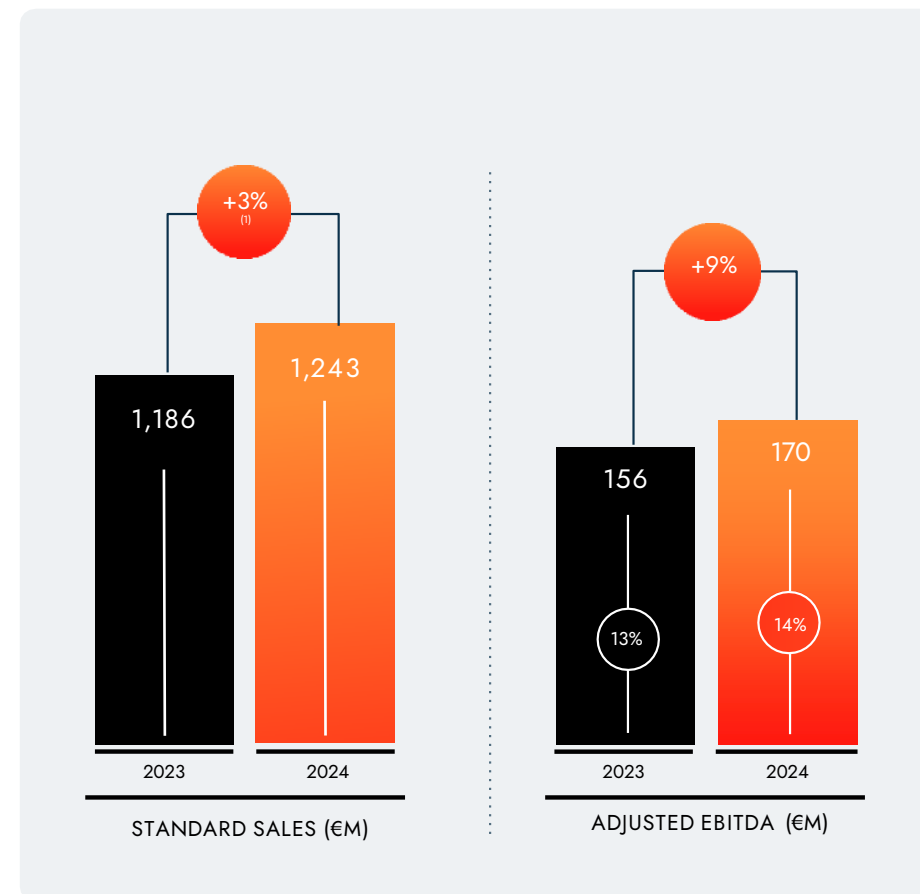


CONNECTED
PRODUCTS

21%

of drums connected worldwide

(1) Organic growth at constant scope and currency.



Absolute numbers reflecting Reka Cables contribution since April 2023.

PWR-Connect

Record adj. EBITDA highlighting strategic focus and innovation

BY GEOGRAPHY

Europe: lower demand in some residential markets, sustained momentum in commercial and infrastructure segments

Near East & Africa and South America: remained very strong

North America: rebounded in the 2nd half of the year

RECORD PROFITABILITY

Record adj. EBITDA margin

Supported by structural performance improvement initiatives, selectivity and value-added solutions

INNOVATION

FROM PRODUCTS TO SOLUTIONS



Launch of
MOBIWAY POP smart
packaging in France

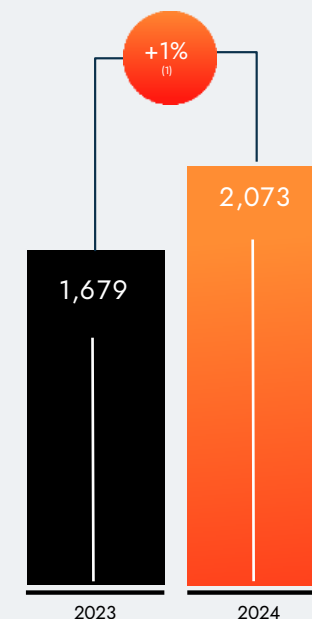
36%

Reduction in
draught time

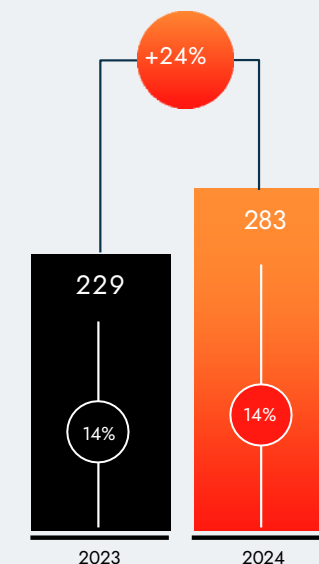
Launch of
CABLELOOP SERVICE
in France

800 T

used cables to be
collected by 2025



STANDARD SALES (€M)

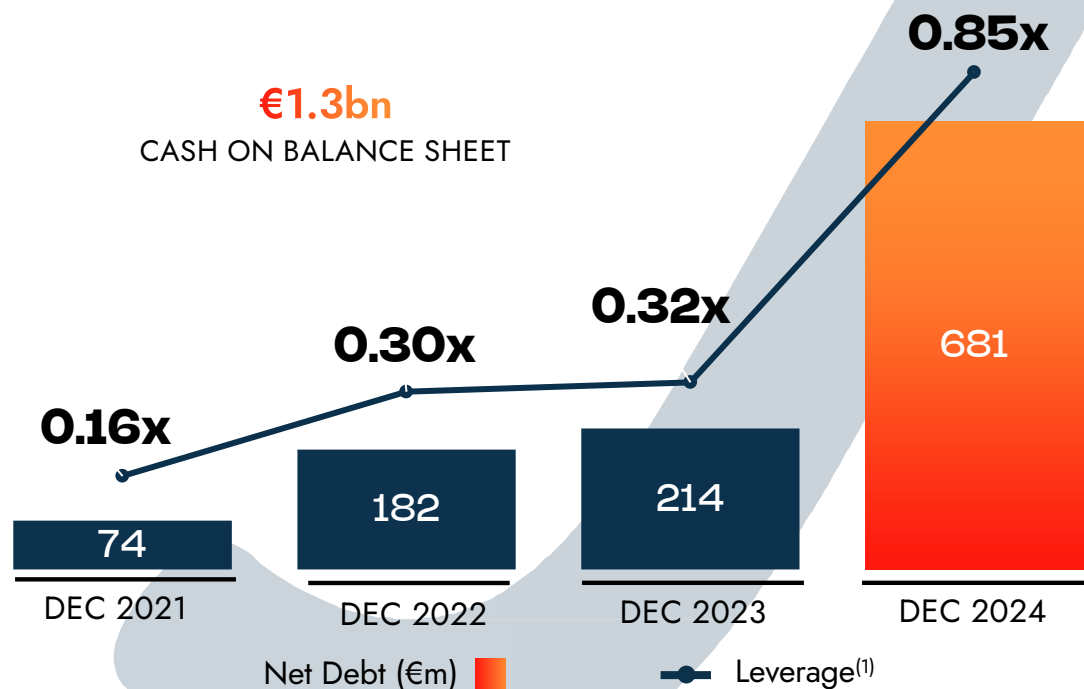


ADJUSTED EBITDA (€M)

(1) Organic growth at constant scope and currency. Absolute numbers reflecting 7-month contribution of La Triveneta Cavi.

Solid balance sheet maintained

Continued discipline on the leverage ratio



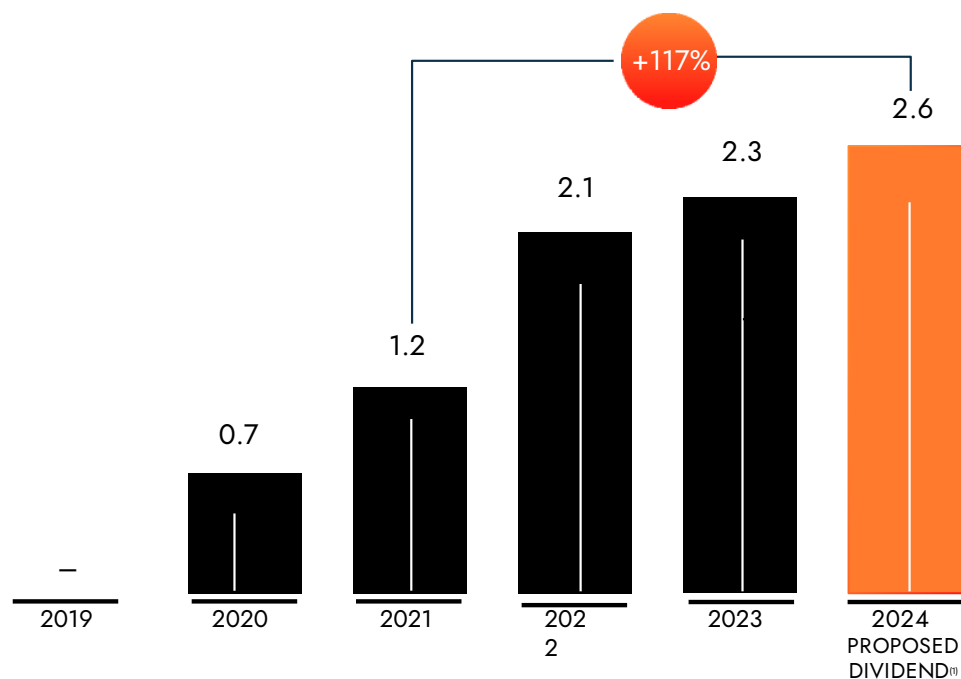
(1) Net debt / adj. EBITDA.



Attractive shareholder return

97% TSR over the past 4 years

DIVIDEND/SHARE (€)



Dividend payout ratio⁽²⁾

35%
in 2024

>20%
2021-2024 target

TOTAL SHAREHOLDER RETURN
AT DECEMBER 31, 2024⁽³⁾

+97%
4-year TSR

+390%
6-year TSR

(1) Subject to Nexans Annual Shareholders meeting vote.

(2) Payout ratio is calculated based on Normalized net income.

(3) (Share price at Dec 31, 2024 + dividends paid during the period) / Share price on the last trading day at the beginning of the period.

2025 Guidance

€770M — €850M

ADJUSTED EBITDA

€225M — €325M

FREE CASH FLOW

Excluding future changes of scope



Jean-Christophe JUILLARD
Deputy CEO & CFO

FIRST QUARTER 2025 SALES

Q1 2025

Main highlights



GROUP ORGANIC GROWTH

+4.1%

(Q1 2025 vs Q1 2024)

€1,815M

TOTAL GROUP
STANDARD SALES



ELECTRIFICATION ORGANIC GROWTH

+6.8%

(Q1 2025 vs Q1 2024)

€1,221M

ELECTRIFICATION
STANDARD SALES



TRANSMISSION BACKLOG

€8.1bn

RECORD ADJUSTED
BACKLOG



SUCCESSFUL INTEGRATION

**LA TRIVENETA
CAVI**

DELIVERING EXPECTED SYNERGIES

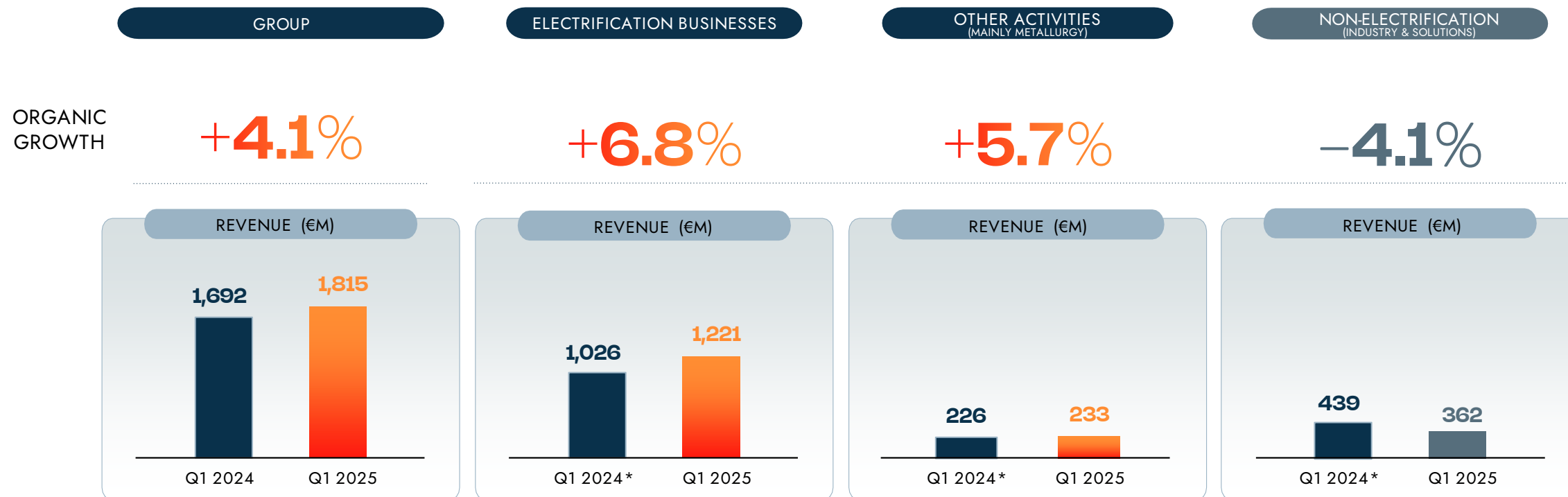
MAJOR STEP IN THE PORTFOLIO ROTATION

lynxéo

CLOSING EXPECTED
IN Q3 2025

Q1 2025 Group organic growth at +4.1%

Strong performance of Electrification businesses at +6.8%



* Pro forma 2024



Elyette ROUX
Executive VP PWR-Grid & Accessories

FOCUS ON OUR PWR-GRID MARKET DIVISION

CLIENT PERSPECTIVE



With

Guillaume Lefevre

Procurement coordinator



GUILLAUME LEFEVRE

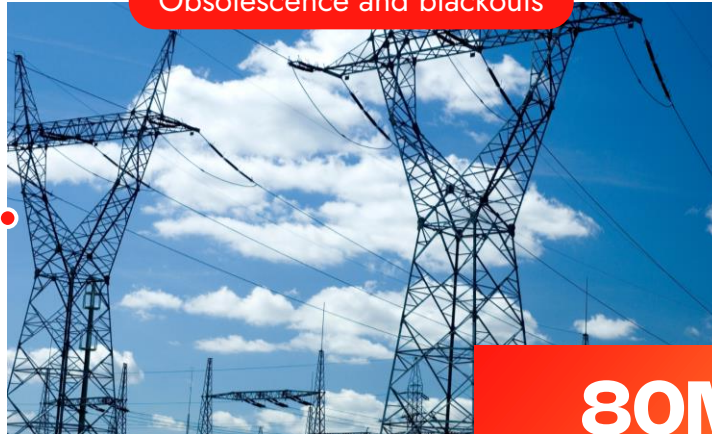
Responsable coordination Achats

Acceleration of grid obsolescence

Modernization is urgently needed to face tomorrow's challenges

Over 40

YEARS OLD AVERAGE
US AND EU GRIDS



Obsolescence and blackouts

Climate change



12x

LONGER OUTAGE DURATION
INDUCED BY WEATHER
EVENTS

+80%

INCREASE IN EUROPEAN
COUNTRIES REPORTING A
SHORTAGE OF ELECTRICIANS



Increasing scarcity of resources

15%

OF ALUMINIUM AND COPPER
DEMAND EXPECTED TO BE
UNMET IN 2030

80M km

of power lines to be added or
replaced by 2040



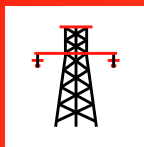
Grid complexity driven by renewables

15%

OF POWER GENERATION WILL
COME FROM RENEWABLES BY
2050

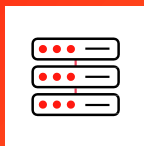
Urgent need to modernize the power grid will drive significant demand

3 growth segments



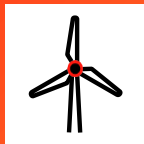
2×

CAPEX from the 3 major European DSOs



2×

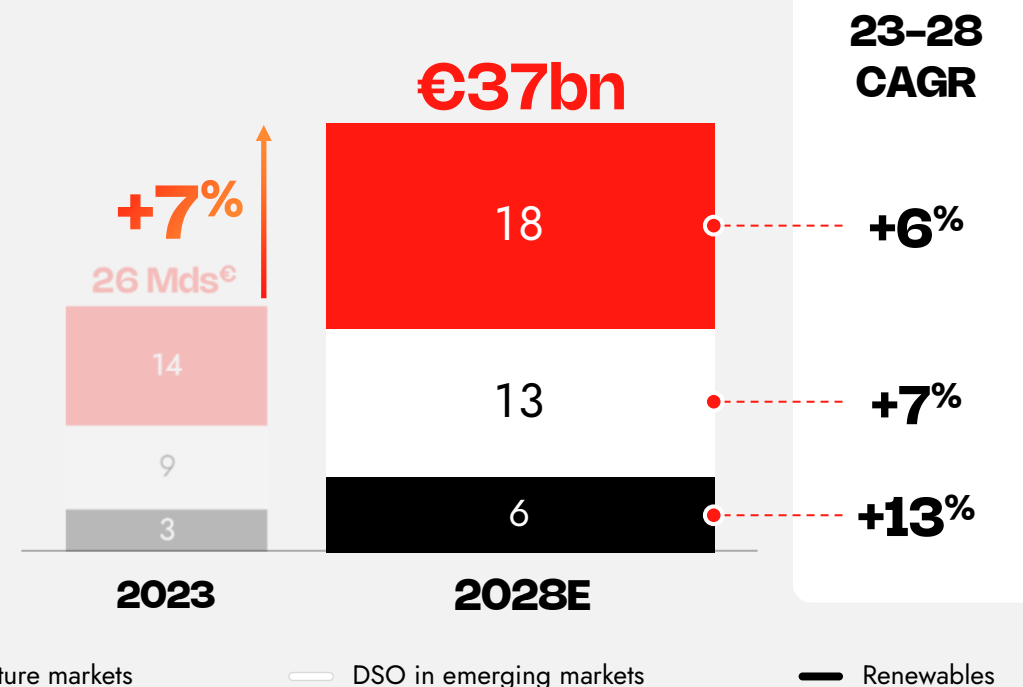
Investments in EV, data center and gigafactory projects



2×

Investments in renewables projects

Total spending on grids cables globally (€bn)



We tailor solutions for each critical market to tackle power grid complexity

From a commodity plan (Distribution)

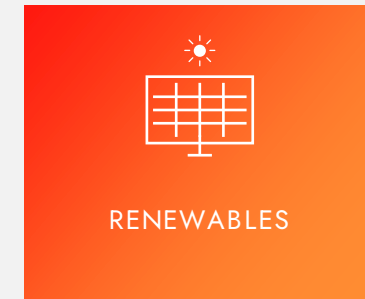


STANDARD PRODUCTS

VOLUME AND COST-DRIVEN APPROACH



To specialty plays: PWR-GRID



TECH SOLUTIONS

TAILORED APPROACH

DIFFERENTIATED PRODUCTS

We address market challenges **with distinctive technologies**

Market challenges

PROCUREMENT AND TALENT

ACCELERATED NETWORK DEPLOYMENT
SHORTAGE OF ELECTRICIANS AND EXPERTISE

FROM PRODUCTS TO SOLUTIONS

TECHNOLOGICAL ADVANCES AND OPTIMISATION
OF OVERALL COSTS
PRESSURE ON SUSTAINABILITY DRIVERS

CRITICAL INFRASTRUCTURE

END-TO-END SOLUTIONS AND PROJECT
RISK MANAGEMENT
NETWORK RELIABILITY AND
RESILIENCE



NEXANS solutions



AMPLIFY OUR
CAPACITIES AND OUR
CAPABILITIES



OFFER
END-TO-END
SOLUTIONS



ACCELERATE
DEVELOPMENT IN
ACCESSORIES
AND SERVICES

Proven connected solutions, designed with user centricity and built for reliability

Cold-shrink Joint Easy (CSJ Easy)



3-IN-1 SOLUTION
COMPACT, SECURE, AND
SIMPLIFIED

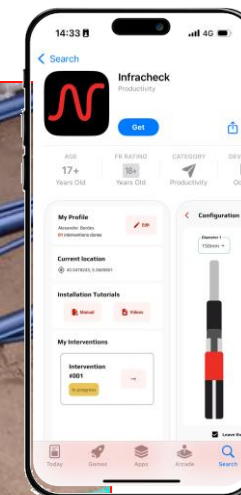


DESIGN AND CONNECTION
ENGINEERED FOR EFFICIENCY



ERGONOMICS SERVING
CUSTOMER NEEDS WITH
POKA-YOKE.

Infracheck (iOS, Android)

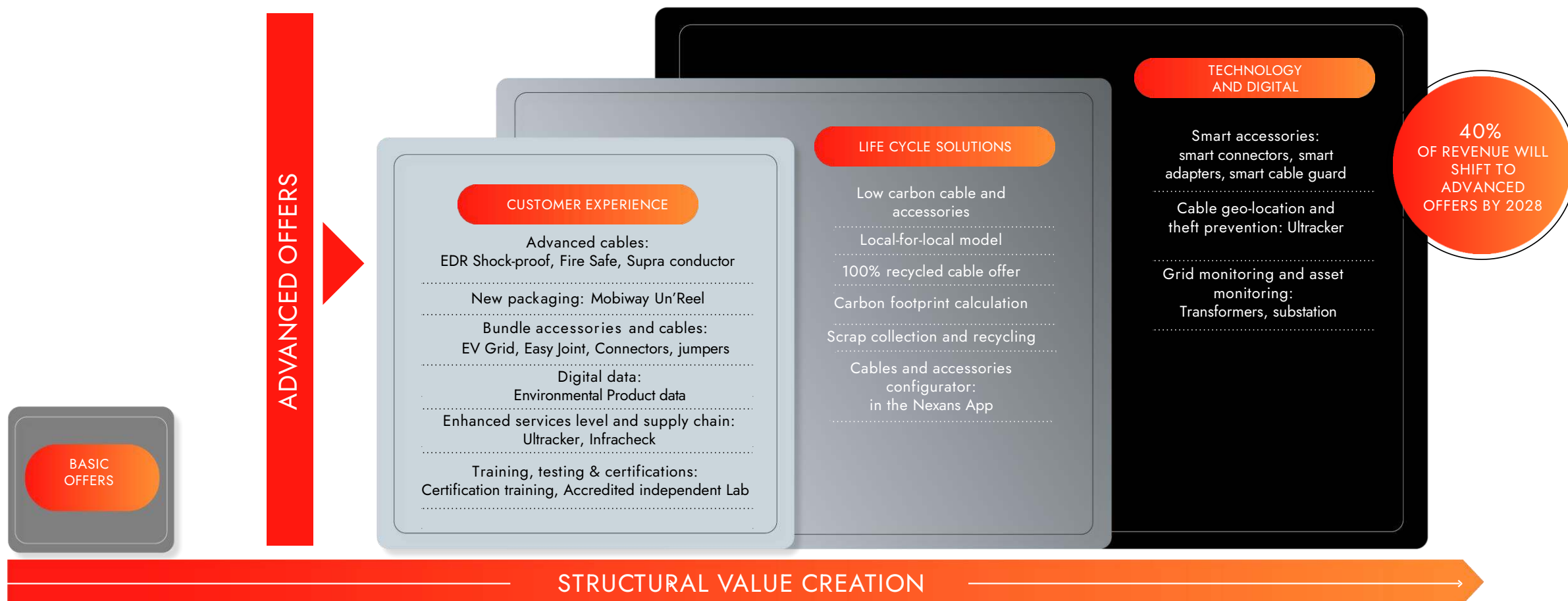


INTUITIVE & SMART APPLICATION
ENHANCED BY ARTIFICIAL
INTELLIGENCE

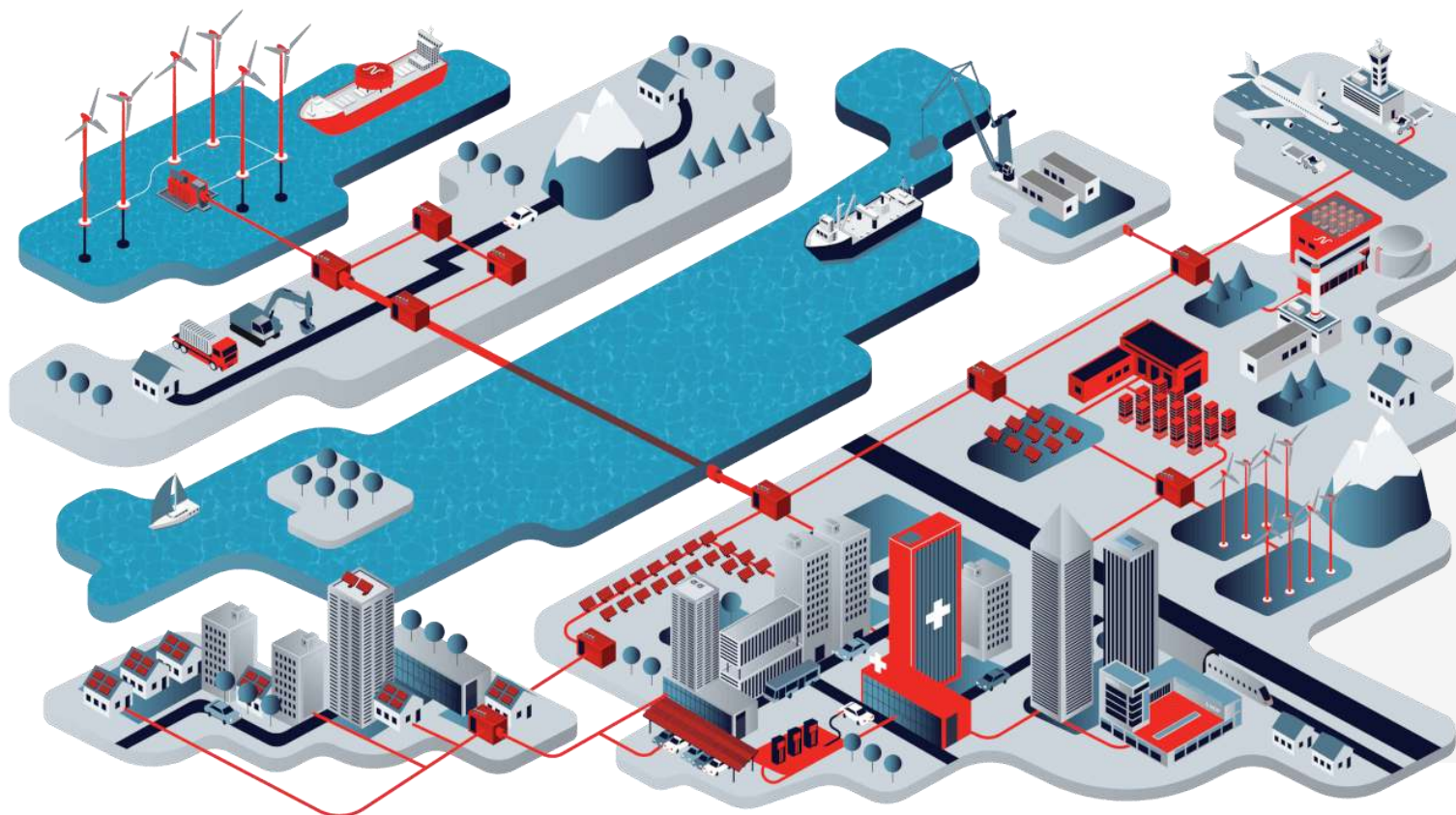


Power grids are expanding and must be **reliable...**

We revolutionize the grid with Customer Experience, Lifecycle solutions and Technology stack



Digital & AI services to anticipate and minimize grids risks



NEXANS GRID RESILIENCY SOLUTIONS

BOTTLENECKS MANAGEMENT

DECREASED OUTAGES & RISKS

OPTIMIZED MAINTENANCE STRATEGIES FOR
ASSETS AT RISK



Christophe DEMULE
Innovation Solution Director PWR-Connect

MOBIWAY POP

Revolutionizing the electrician's trade

The story of **Mobiway Pop**



Starting point

A pain point for electricians



Question

How can we make cable-pulling easier?

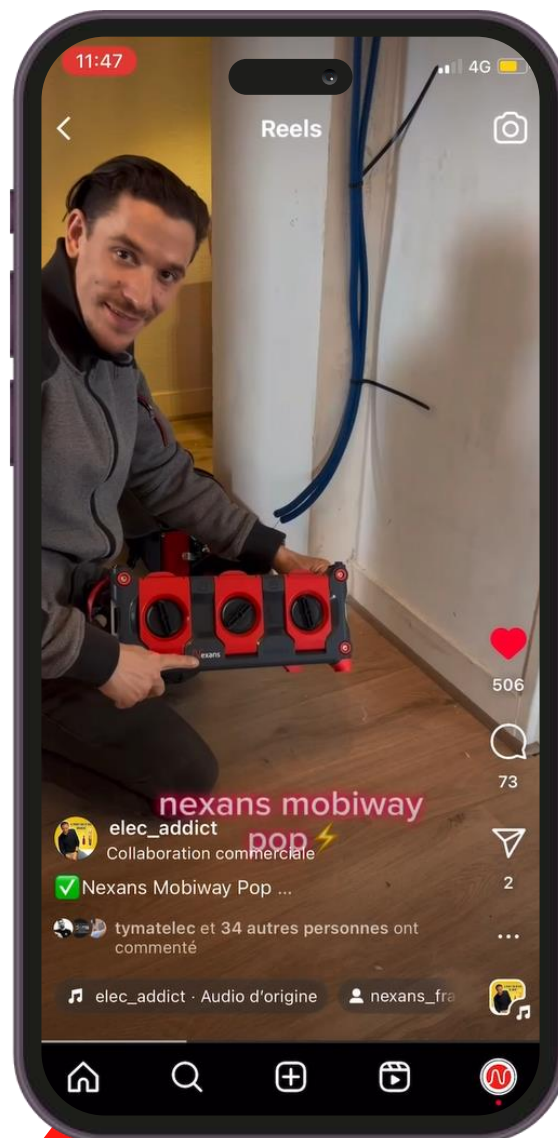


Solution

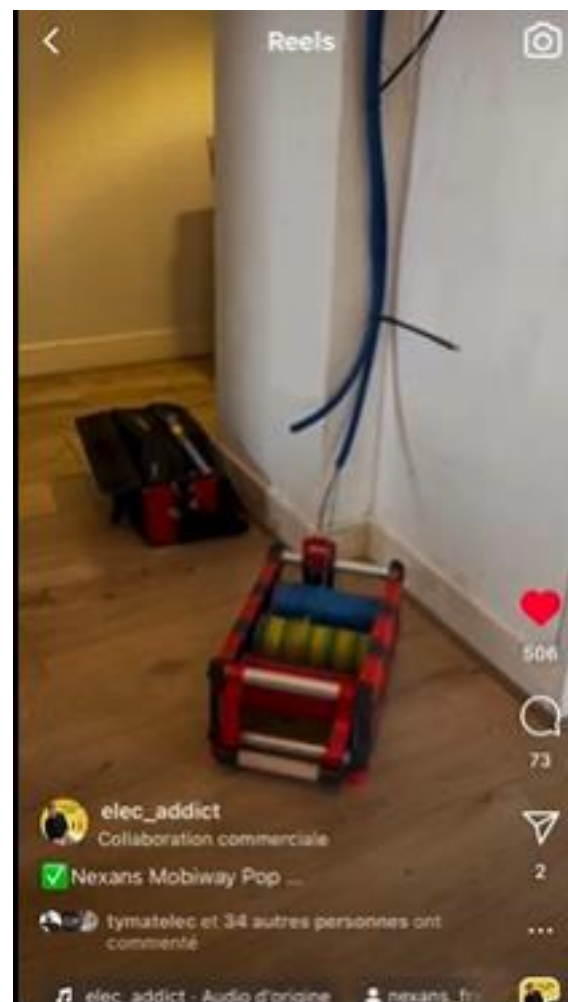
Shifting from a product focus to a client focus



Electricians: our best ambassadors



52,000
SOCIAL MEDIA
IMPRESSIONS





Marc GRYNBERG
Climate Director

Climate roadmap update and initiatives to date

07

Commitments and workstreams – 2024 progress



- 10 meetings with Management
- Monitor the decarbonization roadmap
- Ensure regulatory developments integration (CSRD) into E3 Model
- Support and inform the Board (CSR dashboard development)
- Contribute to developing an ambitious Climate roadmap for Capital Market Day (CMD)
- Review the Circular Economy strategy
- Follow up on TCFD (Physical Risks) and Biodiversity studies focus points
- Formalize growth impact assessment process



Nexans' carbon reduction commitments by 2050

Targets approved by the SBTi

SCOPE 3 UPSTREAM EMISSIONS



SCOPE 1 DIRECT EMISSIONS



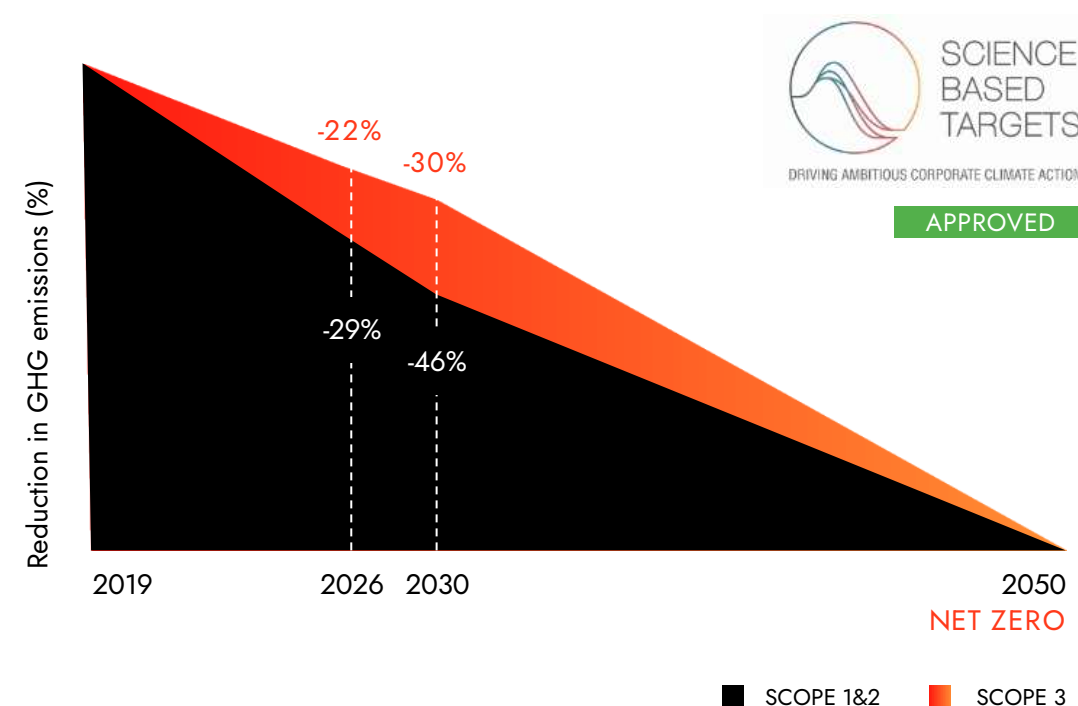
SCOPE 2 INDIRECT EMISSIONS



SCOPE 3 DOWNSTREAM EMISSIONS



SCIENCE BASED INITIATIVE (SBTi) TARGETS VS 2019 BASE YEAR



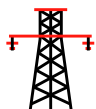
GHG emissions reduction ahead of SBTi targets

GHG EMISSIONS REDUCTION DRIVERS



PLANT
SCOPE 1, 2, 3

- Energy efficiency upgrades in Canada
- Sustainable Transport in Europe – FRET21



ENERGY
SCOPE 1 & 2

- Solar energy expansion in Switzerland
- Transition from fossil fuels to biofuels in Turkey



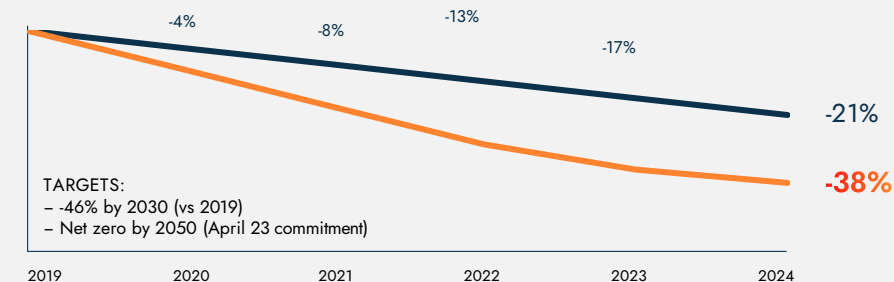
PRODUCTS
SCOPE 3

- Low-carbon product innovation
- Integration of recycled materials
- Energy-efficient cable solutions

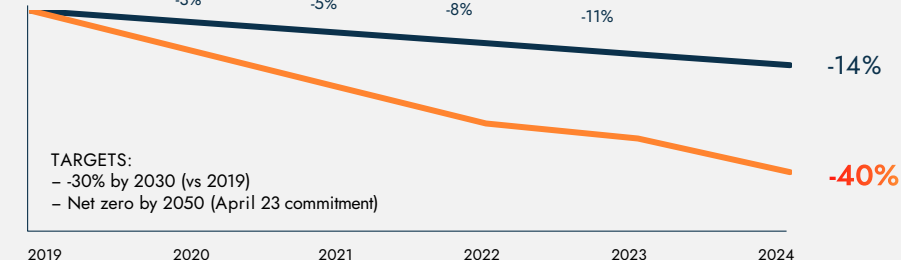
OUTPERFORMING TARGETS

Good performance and progress to date occurs in stage and cannot be extrapolated linearly to the year 2030

SCOPE 1 & 2:



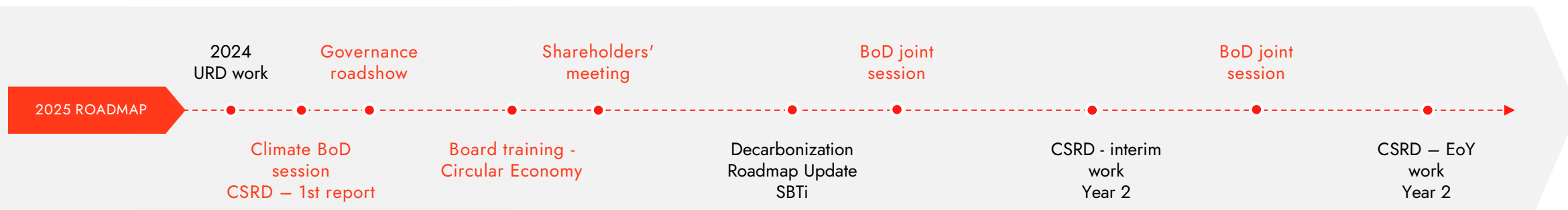
SCOPE 3:



Carbon emissions reduction (%)

■ TARGET ■ ACTUAL

2025 commitments and workstreams



- Monitor implementation of decarbonization roadmap and oversee targets update for SBTi
- Review action plans for Hard to Decarbonize operations (focus on metallurgy, vessels etc.)
- Strengthen Climate and Sustainability knowledge on the Board of Directors (Circular Economy training and CSR ongoing development)
- Ensure follow up on regulatory integration (CSRD) into Company's operating model (Year 2)
- Oversee implementation of Circular Economy strategy
- Oversee impact assessment process for growth initiatives
- Support additional workstreams upon management initiatives (such as Physical Risks, Biodiversity,...)



ESG Ratings

Turning our Commitments into Action

**Robust performance acknowledged by
Non-Financial Performance Agencies**

OUR COMMITMENTS



MAIN ACTUAL NON-FINANCIAL RATINGS





Anne LEBEL
Lead Independent Director,
Chair of the Appointments and Corporate Governance Committee
and of the Compensation Committee

Corporate governance **and** **compensation**

08

Proposed composition of the Board of Directors



JEAN MOUTON

Independent Chair

ANNE LEBEL

Lead Independent Director

JANE BASSON

Independent Director

LAURA BERNARDELLI

Independent Director

MARC GRYNBERG

Independent Director
Climate Director

RESOLUTION 4



OSCAR HASBÚN
MARTÍNEZ

Director proposed by
shareholder Invexans Limited
(UK) Quiñenco Group

FRANCISCO
PÉREZ MACKENNA

Director proposed by
shareholder Invexans Limited
(UK) Quiñenco Group

KARINE LENGART

Permanent representative
of Bpifrance Participations

GWENAEL GILBERT

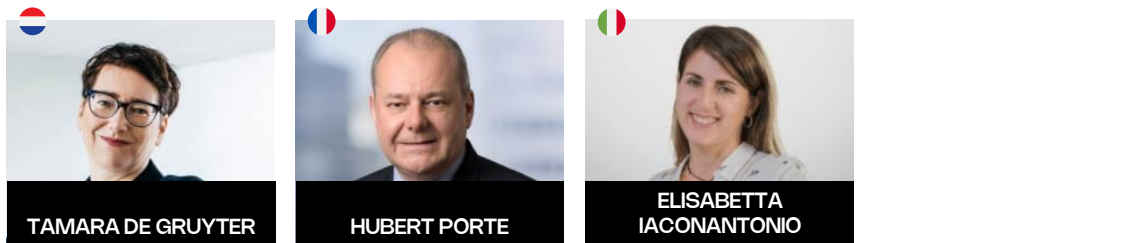
Director representing
employee shareholders

RESOLUTION 6

ANGÉLINE AFANOUKÉ

Director representing
employees

RESOLUTION 5



TAMARA DE GRUYTER

Independent Director

HUBERT PORTE

Director

ELISABETTA
IACONANTONIO

Director representing
employees

13 MEMBERS
(54% women, 46% men)

3
DIRECTORS
PROPOSED BY
MAJOR
SHAREHOLDERS
(2 by Invexans Limited (UK)/
Groupe Quiñenco, 1 by
Bpifrance Participations)

10
MAIN AREAS OF
EXPERTISE
(Industry, Energy, Finance, Services,
Human resources, education,
communication, CSR, sustainable
development and compliance,
Corporate governance, Digital,
Executive functions, International
experience)

3
DIRECTORS
REPRESENTING
EMPLOYEES
(2 representing employees, 1
representing employee
shareholders)

3
INDEPENDENT
DIRECTORS

1
LEAD INDEPENDENT
DIRECTOR

1
CLIMATE DIRECTOR

4
COMMITTEES

1. ACCOUNTS, AUDIT AND RISK
2. STRATEGY & SUSTAINABLE DEVELOPMENT
3. APPOINTMENTS & CORPORATE GOVERNANCE
4. COMPENSATION

| 4 active Board Committees

	ACCOUNTS, AUDIT AND RISK COMMITTEE	STRATEGY & SUSTAINABLE DEVELOPMENT COMMITTEE	APPOINTMENTS & CORPORATE GOVERNANCE COMMITTEE	COMPENSATION COMMITTEE
Chair	Laura Bernardelli	Oscar Hasbún	Anne Lebel	Anne Lebel
Members	4	6	5	6 (including 1 employee)
Independent	75%	34%	60%	60%
Women	50%	34%	80%	80%
Meetings	4	8	5	5
Attendance	93.75%	97.9%	100%	100%
2 joint sessions on the Corporate Sustainability Reporting Directive				

Candidates to join the Board of Directors

Directors **Resolutions 4 and 5**

Renewal



Independent Director

Marc Grynberg

- Director responsible for monitoring climate and environmental issues
- First appointment: May 11, 2017
- Member of the Accounts, Audit and Risk Committee and the Strategy and Sustainable Development Committee
- 100% attendance at Board meetings
- Belgian nationality, 59 years old
- Expertise: Industry, Energy, Finance, CSR, Sustainable Development and Compliance, Corporate Governance, Executive Functions, International Experience

Renewal



Director proposed by Invexans Limited

Francisco Perez Mackenna

- Chief Executive Officer of Quiñenco
- First appointment: May 31, 2011
- Member of the Accounts, Audit and Risk Committee, the Appointments and Corporate Governance Committee, the Compensation Committee and the Strategy and Sustainable Development Committee
- 100% attendance at Board meetings
- Chilean nationality, 66 years old
- Expertise: Industry, Energy, Services Finance, HR, Education, Communication, CSR, Sustainable Development, Compliance, Corporate Governance, Executive Functions, International Experience

Candidates to join the Board of Directors

Directors **Resolutions 6 and A**

Recommended by the Board

Gwénaél Gilbert

- Candidate recommended by the Board of Directors
- Vice-President PWR-Grid & Connect Brazil, CEO of Nexans Brazil
- 12 years within Nexans in France, in Chile and Brazil
- French nationality, 42 years old
- Expertise: Industry, Energy, Finance, Executive Functions, International Experience, Supply Chain

Bruno Daguet

- Vice-President Industrial Operations and Engineering
- 34 years within Nexans in France, in Canada and Qatar
- French nationality, 56 years old
- Expertise: Industry, Energy, Executive Functions, International Experience

A man with short dark hair and a goatee, wearing a dark suit, white shirt, and maroon tie, stands in front of a red background with the word "Nexan" visible. A large, semi-transparent grey circle with a white play button icon is centered over the man. A red banner is positioned to the left of the play button.

Gwénaël GILBERT

Vice President of PWR-Grid &
Connect Brazil and General
Manager of Nexans Brazil

Hello, my name is Gwénaël Gilbert.
I graduated as an engineer from the École Centrale de Lille,

A middle-aged man with a balding head, wearing a dark suit, light blue shirt, and patterned tie, stands in an office. Behind him is a large mural of a ship and a curved wall with a grid pattern. A large white play button is centered over his chest. To the right, there is a window with white curtains and a modern chair.

Bruno DAGUET

Vice-Président Industrial
Operations & Engineering
at Nexans

Hello, my name is Bruno Daguet. I'm 57 years old,
and I have spent my entire career at Nexans.

Corporate governance and compensation

Directors **Resolution 7**

2024 COMPENSATION OF BOARD MEMBERS AND CORPORATE OFFICERS

Comprehensive presentation of compensation policy in the
Universal Registration Document (p. 252 to 266)

€820,000

MAXIMUM AGGREGATE AMOUNT

14

BOARD
MEETINGS

24

BOARD
COMMITTEE MEETINGS

ITEMS PAID IN FISCAL YEAR 2024 OR GRANTED IN RESPECT OF FISCAL YEAR 2024 TO BOARD MEMBERS AND CORPORATE OFFICERS

Chair of the Board of Directors	RESOLUTION 8
Chief Executive Officer	RESOLUTION 9
Directors	€779,560
J. Mouton	€0
A. Afanoukoé	€0
S. Alami	€0
J. Basson	€77,500
L. Bernardelli	€75,000
T. de Gruyter	€50,194
M. Grynberg	€109,000
O. Hasbún	€75,000
K. Lenglar (Bpifrance Participations)	€77,500
E. Iaconantonio	€0
S. Jéhanno	€36,366
A. Lebel	€104,000
A. Luksic Craig	€27,000
B.E. Nyborg	€0
F. Pérez Mackenna	€88,000
H. Porte	€60,000

Corporate governance and compensation

Directors **Resolution 8**

2024 COMPENSATION OF JEAN MOUTON, CHAIRMAN OF THE BOARD OF DIRECTORS

ITEMS PAID IN FISCAL YEAR 2024 OR GRANTED IN RESPECT OF FISCAL YEAR 2024 TO JEAN MOUTON, CHAIRMAN OF THE BOARD OF DIRECTORS

Fixed compensation	€320,000
Compensation as director	€0
Benefits in kind	€0

Reminder

The Chairman of the Board of Directors does not receive any short-term or long-term variable compensation, or any other benefit

Corporate governance and compensation

Directors **Resolution 9**

2024 COMPENSATION OF CHRISTOPHER GUÉRIN, CHIEF EXECUTIVE OFFICER

ITEMS PAID IN FISCAL YEAR 2024 OR GRANTED IN RESPECT OF FISCAL YEAR 2024 TO CHRISTOPHER GUÉRIN, CHIEF EXECUTIVE OFFICER

Fixed compensation for 2024	€950,000
Annual variable compensation for 2024 to be paid in 2025 (65% collective objectives and 35% individual objectives)	€1,280,363
Annual variable compensation for 2023 paid in 2024 (60% collective objectives and 40% individual objectives)	€1,036,500
Performance shares allocated in 2024 (valued at the grant date)	20,000 shares Valued at €1,373,412
Benefits in kind (company car)	€7,645

Reminder

Defined-contribution supplementary pension plan:
€380,000

Healthcare, life and disability insurance

Termination indemnity and non-compete
indemnity (threshold of 2 years of fixed and
variable compensation)

Unemployment insurance: €11,261

Corporate governance and compensation

Directors Resolutions 10 & 11

2025 COMPENSATION POLICY FOR DIRECTORS AND THE CHAIR OF THE BOARD OF DIRECTORS

Comprehensive presentation of compensation policy in the
Universal Registration Document (p. 252 to 266)

ANNUAL COMPENSATION FOR DIRECTORS

Unchanged annual maximum amount in 2025: €820,000

COMPENSATION FOR THE CHAIR OF THE BOARD OF DIRECTORS

Unchanged annual fixed compensation: €320,000

The Chairman of the Board of Directors does not receive
any other compensation, or any other benefit

Corporate governance and compensation

Directors Resolution 12

2025 COMPENSATION FOR THE CHIEF EXECUTIVE OFFICER

37.5%

Long-term
variable
compensation



25%

Fixed
compensation

37.5%

Short-term
variable
compensation

COMPENSATION POLICY FOR 2025 AND 2026

FIXED COMPENSATION	€950,000	No performance condition
ANNUAL VARIABLE COMPENSATION	Target €950,000 Maximum €1,425,000	100% of fixed compensation Up to 150% of compensation Collective targets (65%) / Individual targets (35%)
LONG-TERM VARIABLE COMPENSATION	€1,425,000	Up to 150% of fixed compensation (IFRS) Performance shares based on three performance criteria after three years Implementation of a combined TSR condition (Panel/Index) 4-year vesting period
SPARKING ELECTRIFICATION STRATEGIC PLAN	-	Award of 26,000 performance shares Vesting conditions: Achievement of the strategic plan Vesting period: 4 years
PENSION	€380,000	Supplementary defined-contribution pension plan 20% of annual fixed and variable compensation
OTHER BENEFITS	-	Company car Healthcare, life and disability insurance Unemployment insurance
TERMINATION PROVISIONS	-	Termination indemnity Non-competition clause Maximum indemnity of 2 years of compensation

Corporate governance and compensation

Directors Resolutions 22 and 23

EMPLOYEE SHAREHOLDING

3.2% SHARE CAPITAL
HELD BY EMPLOYEES

33% 2022 SUBSCRIPTION
RATE

98% ELIGIBLE
EMPLOYEES

EMPLOYEE SHAREHOLDING PLAN

Associating Nexans' employees with the Group's success and future value creation

Uniting all employees around the company's long-term electrification strategy

Envelope of 750,000 shares for the benefit of French and international employees

A plan every three years

Corporate governance and compensation

Directors **Resolutions 24 and 25**

LONG-TERM COMPENSATION POLICY

RESOLUTION 24: 2026 PERFORMANCE SHARES

Number of shares to be granted to Group's senior managers including the Chief Executive Officer: 330,000

Vesting period: 4 years

Performance conditions to be fixed by the Board of Directors: stock-market performance, economic, CSR

Number of shares to be granted to the Chief Executive Officer: up to 12% of the total number of shares (39,600 shares)

RESOLUTION 25: 2026 FREE SHARES

Number of shares to be granted to high-potential employees or those who have made an exceptional contribution and key experts: 50,000

Vesting period: 4 years

No performance condition



Juliette DECOUX-GUILLEMOT
Forvis Mazars

Reports of the statutory auditors

Reports of the statutory auditors

4 REPORTS FOR THE ORDINARY SHAREHOLDERS' MEETING

Report on the consolidated financial statements
(pages 335 to 338 of the Universal Registration Document)

Report on the corporate financial statements
(pages 355 to 357 of the Universal Registration Document)

Special report on related-party agreements
(pages 269 and 270 of the Universal Registration Document)

Report on the certification of sustainability information
(pages 183 to 187 of the Universal Registration Document)

6 REPORTS FOR THE EXTRAORDINARY SHAREHOLDERS' MEETING

Report on the capital reduction
(resolution 15)

Report on authorizations to increase the share capital
(resolutions 16 to 21)

Reports on authorizations for the international employee
shareholding plan
(resolutions 22 and 23)

Reports on authorizations for the grant of performance shares
and free shares
(resolutions 24 and 25)

Reports of the statutory auditors

ON THE 2024 CONSOLIDATED FINANCIAL STATEMENTS

We certify that the consolidated financial statements, with regard to the IFRS framework as adopted in the European Union, are accurate and truthful and give a fair view of the results of operations, the financial position, and the assets of the group formed by the entities included in the consolidation.

We have identified the following key audit matters:

- Recognition of goods and services contracts
- Antitrust investigations and disputes
- Measurement of goodwill, property, plant and equipment and intangible assets



We have no comments on the information presented in the Group management report

Reports of the statutory auditors

ON THE 2024 CORPORATE FINANCIAL STATEMENTS

We certify that the annual financial statements, prepared in accordance with French accounting principles and standards, are true and fair and present a faithful representation of the results of operations for the past financial year, as well as the company's financial position and assets at the end of that year

We have identified the following key audit matters:

- Valuation of shares in subsidiaries and affiliates
- Antitrust investigations and disputes

- ☒ We have no comments to make on the management report, on the information on payment terms and on the corporate governance report
- ☒ We certify the accuracy and fairness of the information provided in accordance with the provisions of the French Commercial Code on the compensation and benefits paid to corporate officers and on the commitments made in their favour

ON RELATED-PARTY AGREEMENTS

Agreement submitted for ratification at the Shareholders' Meeting (resolution 13)

Agreement authorized and executed during fiscal year 2024:

| Financing agreement signed between a Company's subsidiary and Bpifrance as part of the France 2030 investment plan for a project to invest in a production line for recycled copper wire rod.

Reports of the statutory auditors

ON THE CERTIFICATION OF THE SUSTAINABILITY INFORMATION

01 Compliance with the ESRS of the process implemented by Nexans to determine the information reported

We paid particular attention to:

- The identification of stakeholders
- The identification of impacts, risks and opportunities
- The impact materiality and financial materiality assessment

☒ We have not identified any material errors, omissions or inconsistencies regarding the compliance of the process implemented by Nexans with the ESRS.

02 Compliance of the sustainability information included in the Sustainability Statement

We paid particular attention to:

- Environmental disclosures (ESRS E1-E5)

➡ Comment on the "Basis of preparation" section that describes the main sources of uncertainty and the inherent limitations related to the general context of the first-time application of the CSRD.

☒ We have not identified any material errors, omissions or inconsistencies regarding the compliance of the process implemented by Nexans with the ESRS. As regards consultation of the Social & Economic Committee, we inform you that as of the date of the report, such consultation has not yet taken place.

03 Compliance with taxonomy reporting requirements

We paid particular attention to:

- Information regarding the eligibility of activities
- Informations regarding the alignment of activities
- Key performance indicators and accompanying information

☒ We have not identified any material errors, omissions or inconsistencies relating to compliance with the requirements of Article 8 of regulation (EU) 2020/852

Reports of the statutory auditors

6 REPORTS ISSUED FOR THE EXTRAORDINARY SHAREHOLDERS' MEETING

Report on the capital reduction
(resolution 15)

Reports on authorizations for the international employee
shareholding plan
(resolutions 22 and 23)

Report on authorizations to increase the share capital
(resolutions 16 to 21)

Reports on authorizations for the grant of performance shares
and free shares
(resolutions 24 and 25)



We have no comments to make on the terms and conditions of the proposed transactions



We will issue additional reports in case of using these delegations

QUESTIONS AND ANSWERS



Nino CUSIMANO
Secretary General and Group General Counsel

Presentation of resolutions and vote

09

Resolution

#01

Approval of the 2024 corporate financial statements – management report



Resolution

#02

Approval of the 2024 consolidated financial statements

Resolution

#03

Allocation of income for 2024 fiscal year and setting of the dividend

Resolution

#04

Renewal of the term of office of Marc Grynberg as Director

Resolution

#05

Renewal of the term of office of Francisco Perez Mackenna as Director

Resolution

#06

Appointment of Gwénaél Gilbert as Director representing employee shareholders



Resolution

#A

Appointment of Bruno Daguet as Director representing employee shareholders



Resolution

#07

Approval of the information relating to the compensation items paid during the fiscal year ended on December 31, 2024, or granted for the same fiscal year to Nexans corporate officers

Resolution

#08

Approval of the items of compensation paid during the fiscal year ended on December 31, 2024, or granted for the same fiscal year to Jean Mouton, Chairman of the Board of Directors

Resolution

#09

Approval of the items of compensation paid during the fiscal year ended on December 31, 2024, or granted for the same fiscal year to Christopher Guérin, Chief Executive Officer

Resolution

#10

Approval of the compensation policy of the members of the Board of Directors for the fiscal year 2025

Resolution

#11

Approval of the compensation policy of the Chairman of the Board of Directors for the fiscal year 2025

Resolution

#12

Approval of the compensation policy of the Chief Executive Officer for the fiscal year 2025





Resolution

#13

Approval of a regulated agreement between a
Company's subsidiary and Bpifrance Participations

Resolution

#14

Authorization to be granted to the Board of Directors for the purpose of carrying out transactions involving Company's shares



Resolution

#15

Authorization to be granted to the Board of Directors for the purpose of reducing the Company's share capital by cancellation of its own shares

Resolution

#16

Delegation of authority to the Board of Directors for the purpose of deciding to increase the share capital with shareholders' preferential subscription rights

Maximum amount **€14 million** | Duration **26 months**

Nexans
ELECTRIFY THE FUTURE

Resolution

#17

Delegation of authority to the Board of Directors for the purpose of deciding to increase the share capital via the capitalization of premiums, reserves, profits or other amounts

Maximum
amount

€14 million

Duration

26 months

Resolution

#18

Delegation of authority to the Board of Directors for the purpose of deciding to issue – without shareholders' preferential subscription rights – ordinary Company shares and other securities via a public offering

(excluding offers referred to in Article L. 411-2(1) of the French Monetary and Financial Code)

Maximum
amount

€4,375,330

sub-limit shared by the 19th, 20th
and 21st resolutions

Duration

26 months

Delegation of authority to the Board of Directors for the purpose of deciding to issue – without shareholders' preferential subscription rights – ordinary Company shares and other securities via a public offering pursuant to Article L. 411-2(1) of the French Monetary and Financial Code

Maximum
amount

€4,375,330

sub-limit shared by the 18th, 20th
and 21st resolutions

Duration

26 months

Resolution

#20

Delegation of authority to the Board of Directors for the purpose of deciding to increase the number of securities to be issued in the event of a share capital increase with or without shareholders' preferential subscription rights, within a limit not to exceed 15% of the initial amount of the issuance

Maximum
amount **€4,375,330** sub-limit shared by the 18th, 19th
and 21st resolutions

Duration **26 months**

Resolution

#21

Delegation of authority to the Board of Directors for the purpose of issuing shares or other securities granting rights to the Company's equity securities to be issued in consideration of contributions in kind, without shareholders' preferential subscription rights

Maximum
amount **€4,375,330** sub-limit shared by the 18th, 19th
and 20th resolutions

Duration **26 months**

Resolution

#22

Delegation of authority to be granted to the Board of Directors for the purpose of deciding to carry out a capital increase reserved for members of savings plans, without shareholders' preferential subscription rights

Maximum
amount

600,000 shares

Duration

24 months

Delegation of authority to be granted to the Board of Directors for the purpose of carrying out a share capital increase reserved for a category of employees of certain foreign Group subsidiaries, without shareholders' preferential subscription rights

Maximum
amount **150,000 shares** Duration **18 months**

Resolution

#24

Authorization to be granted to the Board of Directors for the purpose of granting in 2026 free performance shares to employees and corporate officers of the Group

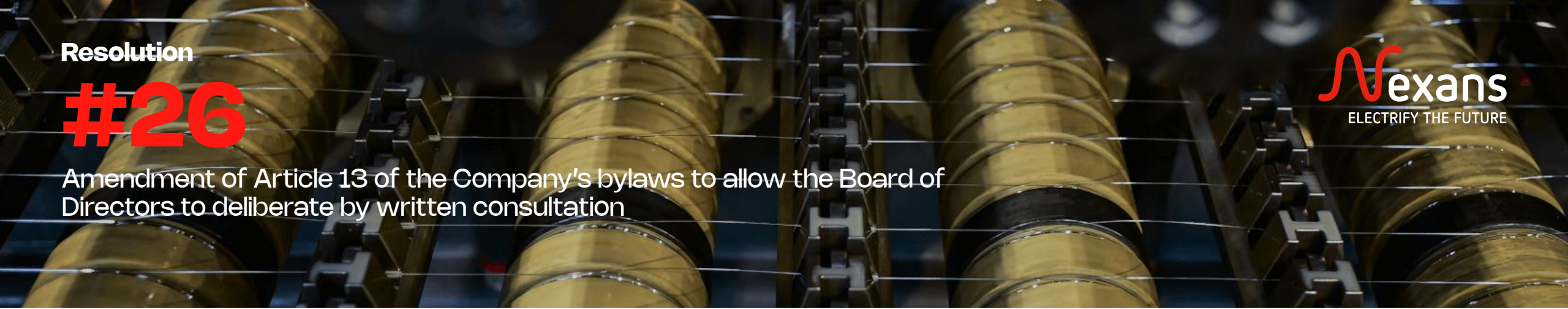
Maximum amount **330,000 shares** Duration **12 months** from January 1, 2026 Performance conditions to be fixed by the Board

Resolution

#25

Authorization to be granted to the Board of Directors for the purpose of granting in 2026 free non-performance shares to employees or to some of them

Maximum amount **50,000 shares** Duration **12 months** from January 1, 2026



Resolution

#26

Amendment of Article 13 of the Company's bylaws to allow the Board of Directors to deliberate by written consultation



Resolution

#27

Powers to carry out formalities