

An international culture and a strong identity_

Human Resources plays a driving role in the growth of the Group. This is why Nexans uses every possible means—recruiting, training, remuneration, profit-sharing—to attract and keep the top people. Its teams, with their unanimously acknowledged know-how, international openness and everyday contact with the realities of work on the ground, cultivate the company spirit and a love of their profession.



on numerous industrial sites in more than 20 countries. Wherever it is, Nexans favours local skills. About one hundred of the two thousand managerial staff—mainly management accountants and production engineers—are expatriated. The commercial functions are integrated in three Business divisions and one specialist Export division, the GESO (Global Export Sales Organisation).

Loyalty does not preclude mobility

The Nexans teams are bound by a strong company culture based on their activity as cabling specialists. They have good internal professional and geographic mobility, a quality that is encouraged by the human resources policy. The Human Resources Department teams have set up

2000, year 1 for Nexans

The year 2000 was marked by the restructuring of the Group which, from the legal aspect, concerned all the personnel and went smoothly. New centralized departments were created to ensure the

full independence of Nexans: Financial, Legal, Technical, Human Resources, Communications, Purchasing and Information Systems. Acquiring independence also meant acquiring new resources and tools. Management meetings

were held in the various countries throughout the year to ensure employee involvement in this event. Today Nexans has a staff of about 18,200, of whom 5,200 work in France and 13,000 abroad. Its teams are deployed

On December 31, 2000_

18,186 employees_
76 production sites
in more than 20 countries_

A very strong company
culture_
Staff turnover below 5%_

an international network of Human Resources Directors, which makes a point of encouraging the development of international careers and harmonising actions across all the sites, for remuneration and training alike.

**A new and strong identity**

The creation of a new company and the split from Alcatel received full support from all the employees. Throughout the year, an intensive communication campaign was run to develop a strong corporate identity around a new name and a new image. The highly positive reaction of our customers further encouraged our employee's involvement in this company project. Nexans also makes a point of projecting this identity and image towards the graduates of the top engineering schools.

Training courses to "grow" better

As far as training is concerned, Nexans still benefits from the highly effective tools implemented within the Alcatel group. These tools will gradually be adapted to meet the specific needs of the Group and the characteristics of its cable activities. Already a training course for future directors has been set up, with full deployment planned for 2002. The "K programme", a training course

developed in collaboration with the ESSEC, has the vocation to make individuals in the organization "grow" by widening their vision of the company. This program is intended for Nexans engineers and junior executives who are preparing to take on management functions.

Associating the personnel with the Group's performance

The Group's personnel remuneration policy is designed through a system

of bonuses linked to qualitative and quantitative objectives—to ensure that the employees gain maximum benefit from their activities and the overall performance of the company. Subsequent to its IPO, Nexans is envisaging going even further in this direction in the near future by proposing to its shareholders the adoption of a bold employee shareholding policy.

The art of gentle integration

Nexans' external growth policy is based on decentralization and respect for local industrial cultures. An example is the recent smooth integration of Daesung, a Korean company specialized in power and telecommunications cables employing 550 people. On the Human Resources front, Nexans HRD applies itself to uniformizing salary scales, initiating training actions and encouraging personnel mobility.