

Develop the skills of each employee to keep up with market trends

In an uncertain economic environment, Nexans is demonstrating its social responsibility to its employees through a proactive human resources policy.

Personal assessments, skills development, mobility encouragement, and the promotion of social dialogue are still the main priorities, even at a time when the Group is facing major restructuring plans.

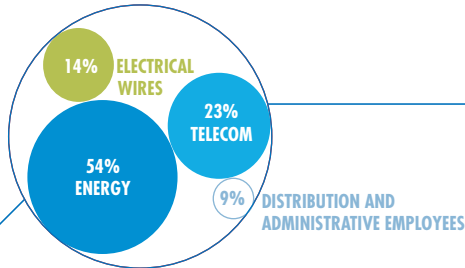


Developing skills

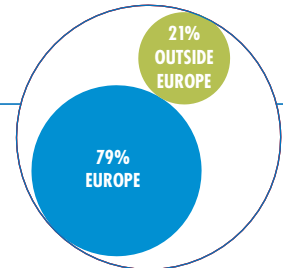
A key component of Nexans' human resources policy, skills development aims at allowing employees to boost their level of professional expertise, while striving to match this development with the company's emerging needs. The first stage in this approach, the "Organization & People Review" is an assessment tool used to determine the pool of skills available in the Group. By identifying one or several potential successors to key positions and by assessing the profile and the

development potential of every manager, the "Organization & People Review" provides consistent career management and an understanding of projected changes in the Group. This plan had already been deployed at the division level, and a new approach at the country level was implemented in 2002. In the area of training, in addition to standard technical trainings undertaken by the operational units, Nexans launched this year a new international program for

certain categories of high-potential managers. Another innovation was e-learning. Based on local initiatives in Switzerland and Sweden, the various e-learning sites available today provide local employees with training in specific topics (mainly office automation and languages) from any computer terminal. The success of these operations and growing interest from the human resources network has led the Group to consider their extension to all countries in 2003.



Employee breakdown by division
(at December 31, 2002, on the basis of 17,150 total staff)

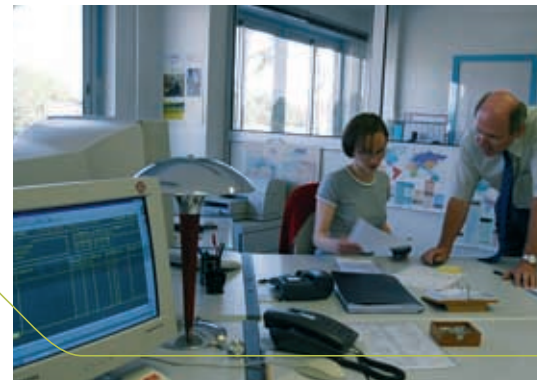


Employee breakdown by geographic zone
(at December 31, 2002, on the basis of 17,150 total staff)

Encourage social dialogue and involve employees in the Group's future

Nexans' global dimension and the ongoing concern to see all employees involved in its future led the Group to establish an European Work Council. Called NewCo, its bylaws and operation were instituted under an agreement signed in February 2003. It is planned that Committee members should meet twice a year, or more often if exceptional circumstances warrant. NewCo is an opportunity to strengthen the Group's cohesion, but it will also be for Nexans an excellent vector for improving dialogue with its partners. The employee share ownership plan is another

Group initiative in promoting staff involvement. Introduced in February 2002 in 17 countries where the Group has operations, "Act 2002", the first shareholder plan, was well received by all employees despite the difficult economic and stock market context in which it was launched. At the closure of this operation, Nexans employees held 165,000 shares or 0.6% of the Group's share capital. Subject to improved stock market conditions, further plans of this type may be launched so that employees can gradually become one the Group's leading shareholders.



PROVIDE THE APPROPRIATE TOOLS TO ENCOURAGE MOBILITY

In 2002, Nexans published an "International Mobility Policy" to clarify expatriation rules. Last year, 65 employees opted to work outside their home country. To promote mobility, Human Resources also launched an intranet site which will include a jobs database called "Nextjob". Employees will be able to log on to view all positions available in Nexans. Human Resources is also looking at publishing job offers directly on the Internet.