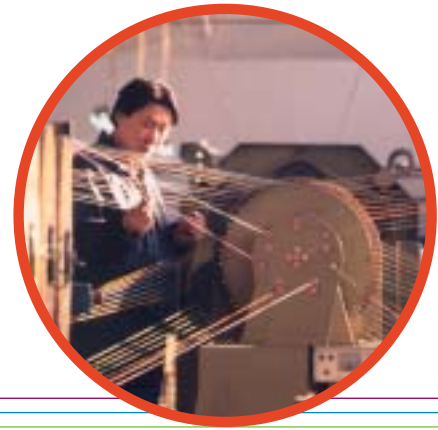


Promoting a culture which embraces

Promoting a culture which embraces change and preparing for employee profit-sharing were the main thrusts of the human resources and communication strategy in 2001.



Nexans' teams are historically bound by a strong company culture based on their activity as cabling specialists. Nexans has now become a fully-fledged independent company and has channeled its new organization and new identity into a new name and a new image.

AN INTERNATIONAL NETWORK CULTURE

On December 31, 2001, Nexans had 18,000 employees spread across the globe, including 5,300 in France. Nexans' industrial facilities are located in 28 different countries and it has commercial representation in 65 countries. This explains the crucial importance of an efficient and effective internal communications policy in order to associate the Group's employees with

Nexans' corporate mission. In 2001, Human Resources set up an international network of the Group's Human Resources Directors, which is committed to promoting internal mobility and international career development, as well as harmonizing action programs and management practices among all of the facilities. To ensure that employees are represented at the Group level and that employer-employee dialog is made easier, an European Group Committee will be set up in 2002.

ENABLING EACH AND EVERY EMPLOYEE TO BE AN "AGENT OF CHANGE"

Several programs such as "Organization and People Review", were prepared in 2001 in order to identify high-potential managers and help them take on wider responsibilities. In France, for example, a management training program entitled "Programme K", which has been developed in association with the Essec business school in France, has set itself the objective

change, and developing skills



NEXANS DEVELOPS ITS RECRUITMENT, AND ENHANCES MOBILITY THANKS TO THE INTERNET

In order to attract top quality candidates and promote internal mobility, Nexans has set up two customized tools.

First, candidates who wish to do so may complete a form directly on our website www.nexans.com.

In addition, an internal jobs database, which pools all of the open positions in all countries, will be set up in 2002.

of promoting the development of individuals in the organization by widening their vision of the company, facilitating the transition from a technical or operational role to a senior management role for managers with adequate experience. Nexans wishes to encourage mobility within the organization by facilitating rapid access to senior managerial responsibilities, by fostering a stimulating and diversified range of professional career paths.

Ongoing training is an essential feature of the continuous improvement policy undertaken by Nexans. Its goal is to allow everyone to express their potential by developing their skills and by creating an increasingly professional environment. In addition to specific technical and non-technical training programs initiated by the operational units, the Group's ongoing training programs aim to forge a common customer and results-oriented culture and to develop behaviors which embraces change

and personal initiatives at all levels of the hierarchy.

ASSOCIATE EMPLOYEES IN THE CREATION OF VALUE

With profit-sharing agreements, a variable results-based income component for management-level staff and the shareholder plan known as "Act2002", Nexans is now using all available resources to give its employees a stake in the Group's performance.

From March 14 to 28, 2002,

Nexans launched its first capital increase reserved for employees. The objective is to make sure that the Group's employees are closely involved in the company's results and operations. Ultimately, other similar operations may follow, in order to create an important block of employee stakeholders in Nexans' capital.