

# Equality Index 2023

## Nexans Telecom Systems

Nexans Telecom Systems is more than ever committed to its diversity and inclusion policy. For several years, through our WiN program, we have been working to ensure equality in the workplace between women and men, including equal pay.



We foster a sense of belonging among employees by creating an inclusive work environment in which employees can thrive and engage.

This is why our Diversity & Inclusion policy include, in addition to gender equality: non-discrimination, inclusion, integration and training.

**As of March 1st:** Nexans Telecom Systems scores **85** out of 100 on the 2023 Gender Equality Index based on 4 criteria:



L'écart de rémunération femmes - hommes



L'écart de répartition des augmentations individuelles



Le nombre de salariées augmentées à leur retour de congé de maternité



La parité parmi les 10 plus hautes rémunérations

At Nexans, we value and respect all the differences that make each person unique because together we will electrify the future. This is what diversity means to us.

#WOMENINNEXAN

#WEARENEXAN

#WOMENEMPOWERMENT

#WORK TOGETHER, WiN TOGETHER