

NICOMATIC

SUSTAINABILITY REPORT 2025

(on 2024 figures)



(on 2024 figures)

Nicomatic commits to Sustainability

Building on our participation in the Climate Enterprise Convention (Alps Session) and our DNA of being deeply connected with our customers and ecosystem, we have formalized our Cap 2030 strategy.

This first report presents Nicomatic Group's key Sustainability figures for the year 2024 and serves as our initial step toward publishing our integrated report (CSRD) in 2026.

- → Imagining new eco-friendly connectivity solutions inspired by our experience in modular connectors
- → Reducing our negative externalities by focusing on essentials to meet our clients' functional needs
- → Expanding our offerings with more services and becoming the architect of new collaborations within our region
- → Setting a new direction for our empowering and autonomous management model

B1 Based on basic module of voluntary SME standard

For Corporate Sustainability Reporting Nicomatic France, Nicomatic Explorer (Switzerland), Nicomatic Germany, Nicomatic India, Nicomatic China, Nicomatic Singapore, Nicomatic Taiwan, Nicomatic Turkey, Nicomatic Isreäl, Nicomatic Dubaï, Nicomatic Abu Dhabi and Oxytronic.

B2 Practices for transitioning towards a more sustainable economy

- Find our Cap 2030, our Group Sustainability Policy on our website: Cap 2030
- Our Heath, Safety and Environment Policy for France is available here: <u>HSE Policy</u>
- → Our group Ethics Charter is available on our website: Ethical Charter
- > Nicomatic India is ISO 14 001 certified.

B3 Energy and greenhouse gas emissions



Nicomatic has completed its 2024 carbon footprint on European perimeter and plans to measure its group footprint next year. A decarbonization strategy is currently in definition.

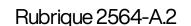
	Group	France	Switzerland	Germany	Turkey	India	Taiwan	China	Singapore	Israel	Oxytronic	Abu Dhabi	Dubaï
Energy consumption from fossil fuels (MWh)	563,48	449,28	N/A	7,37	14,23	32,6	N/A	N/A	N/A	N/A	60	N/A	N/A
Energy consumption from electricity (MWh)	2 634,29	1882,78	3,39	1,30	35,14	166,02	18,29	119,8	170,82	16,54	220,21	N/A	N/A
Scope 1 GHG emissions	279,8	205	0,1	10,1	2,89	N/A	N/A	N/A	N/A	N/A	33,9	16,6	11,2
Scope 2 GHG emissions	64,4	36	0,2	0,4	22,19	N/A	N/A	N/A	N/A	N/A	5,6	N/A	N/A
Scope 3 GHG emissions	16 312,5	15 207,5	18,5	86,8	N/A	N/A	N/A	N/A	N/A	N/A	999,7	N/A	N/A

B4 Pollution of air, water and soil

We are not required to report by law on EPRTR or EMAS.

The Bons-en-Chablais factory is subject to ICPE declaration (2565-2b and 2564-A.2):











SUSTAINABILITY

REPORT 2025

(on 2024 figures)



	Group	France	Switzerland	Germany	Turkey	India	Taiwan	China	Singapore	Israel	Oxytronic	Abu Dhabi	Dubaï
Total use of land (in m²)	30 420	23363	16	220	N/A	3668	227	960	409,5	219,5	1130	N/A	207
Total sealed area (in m²)	23 035	16736	16	220	N/A	3000	227	960	409,5	219,5	1040	N/A	207
Total nature- oriented area on-site (en m²)	7385	6 627	0	0	N/A	668	0	0	0	0	90	N/A	0

- Our sites are not located in sensitive areas in terms of biodiversity.
- It should be noted that the Bons en Chablais site is located 200m from the Marais de Fully, which is classified as ZNIEFF I and the Natura 2000 site 'Les Marais du Bas-Chablais'. Given the separation by the D1 road (Avenue des Fully), it is highly unlikely that the industrial site will have a direct impact on the preservation of this natural area. In Bons-en-Chablais, the project EDEN has implemented permaculture techniques to promote biodiversity in the place and outskirts. In 2024, EDEN has realized a biodiversity inventory in order to observe the evolution of the site. Results: the project led to a 35% increase in plant diversity, the observation of birds, including a heritage species, and the revitalisation of the local fauna's larder.
- → NB: We have no information on the surface area of the Israel Site.

B6 Water



	Group	France	Switzerland	Germany	Turkey	India	Taiwan	China	Singapore	Israel	Oxytronic	Abu Dhabi	Dubaï
Water consumption (in m3)	3533,24	1892	20	2	283,86	427,79	8,8	651,09	45,7	N/A	273	N/A	N/A
Hydric stress level		Low& high*	Low	Low	Medium/ High	Very high	Low/ medium	High	Low	High	Low/ medium	Very high	Very high

*Bons-en-Chablais and Saint-Cergues are located in an area of low hydric stress, while Toulouse is located in an area of high hydric stress.

Resource use, circular economy and waste management

→ Total annual generation of waste for the Group:

		Non-hazardous waste (kg)	Hazardous waste (kg)	Total(kg)		
	Group	55 672	24918	89 590		
	Total	49 195	22 153	71348		
France	Diverted to recycling or reuse	36 802	4800	41602		
	Broken down	12 393	17 353	29746		
	Germany	90	0	90		
	India	943	50	993		
	Oxytronic	5344	2715	8 059		
	Singapour	100	N/A	100		
	Abu Dhabi	300	N/A	300		

→ Recycled and recyclable contents in the products

Туре	Material	% recycled content	% recyclable
Product packaging	Polyethylene	Unknown	Yes, 100%
Shipment	Cardboard	Unknown	Yes, 100%
Shiphient	Starch film	Biomass	Yes
	Copper alloys (Bronze or Brass)	60%	Yes, 100%
Dua di sata assid	Surface treatment (Au,Ni)Tinning	Unknown	Yes, 100%
Products and components	PPS Ultem LCP PEEK	30% reground	Unknown

NB:

Data not available for several entities, because some are in coworking spaces or because there is no monitoring at present.





SUSTAINABILITY

REPORT 2025

(on 2024 figures)

B8 Workforce - General characteristics

Total number of employees at Group sites who responded.



		Group	France	Switzerland	Germany	Turkey	India	Taiwan	China	Singapore	Israel	Oxytronic	Abu Dhabi	Dubaï
Total (er	nFTE)	656,41	339	3,66	8,65	49	129	7	45	22	8	45,1	4,2	9,8
Total (in	number)	814	471	5	9	49	129	7	45	22	8	52	7	10
Head count	F	350	200	1	2	36	30	5	31	12	6	22	1	4
count	Н	464	271	4	7	13	99	2	14	10	2	30	6	6
Type de	Permanant	709	444	5	9	10	92	5	45	22	8	52	7	10
contract	Temporary	105	27	0	0	39	37	2	0	0	0	0	0	0
Apprent interns	tices&	40	33	0	0	0	7	0	0	0	0	3	0	1

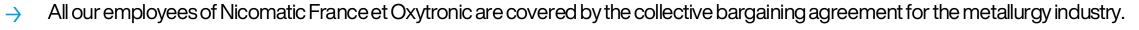
B9 Health and Safety



	Group	France	Switzerland	Germany	Turkey	India	Taiwan	China	Singapore	Israel	Oxytronic	Abu Dhabi	Dubaï
Number of recordable work-related accidents	16	14	0	0	0	0	0	0	0	0	2	0	0
Ratio of recordable work-related accident	N/A	N/A	0	0	0	0	0	0	0	0	N/A	0	0
Number of facilities as a result of work- related injuries and work-related ill	0	0	0	0	0	0	0	0	0	0	0	0	0

Workforce - Remuneration, collective bargaining and training







	Group	France	Switzerland	Germany	Turkey	India	Taiwan	China	Singapore	Israel	Oxytronic	Abu Dhabi	Dubaï
Ratio of the entry level wage to the minimum wage	N/A	1.001	1,16	N/A	1,74 et 1,34	N/A	1,4	N/A	N/A	N/A	1,01	1,67	N/A
Gap in pay between male and female employees	N/A	16,84%	-4%	N/A	N/A	N/A	N/A	8%	N/A	N/A	0%	N/A	N/A
Ave. number of Annual training	N/A	19,93	0	N/A	N/A	8	0	23	10	40	34	22	N/A
hrs per employee M	N/A	34,70	0	N/A	N/A	8	0	18	28	40	13	78	N/A
Total of annual hours of training	16 076	15 682	0	N/A	N/A	N/A	0	N/A	N/A	N/A	294	100	N/A

NB:

- N/A as this type of data is not yet followed. In some entities, such as Germany, women and men do not occupy similar positions enabling the pay gap to be measured
- However, our entities declare that all employees are paid above the legal minimum in their country, and that all employees have access to training regardless of gender.
- Turkey: 1.74 for NTK, 1.34 for NTT

Workers in the value chain, affected communities, consumers and end-

users

B12

Convictions and fines for corruption and bribery

[→] We forge close relationships with our partners, and particularly our suppliers, so that we are aware of our impact throughout the supply chain.