



NICOMATIC

SUSTAINABILITY
REPORT 2025
(on 2024 figures)



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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 Israël, 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 Health, Safety and Environment Policy for France is available here: [HSE Policy](#)
- 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 [EPRT](#) or [EMAS](#).
The Bons-en-Chablais factory is subject to ICPE declaration (2565-2b and 2564-A.2):

- Rubrique 2565-2b
- Rubrique 2564-A.2

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B5 Biodiversity



	Group	France	Switzerland	Germany	Turkey	India	Taiwan	China	Singapore	Israel	Oxytronic	Abu Dhabi	Dubai
Total use of land (in m²)	30 420	23 363	16	220	N/A	3 668	227	960	409,5	219,5	1 130	N/A	207
Total sealed area (in m²)	23 035	16 736	16	220	N/A	3 000	227	960	409,5	219,5	1 040	N/A	207
Total nature-oriented area on-site (in m²)	7 385	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	Dubai
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**.

B7 Resource use, circular economy and waste management



- Total annual generation of waste for the Group :
- **Recycled** and **recyclable contents** in the products

		Non-hazardous waste (kg)	Hazardous waste (kg)	Total (kg)
Group		55 672	24 918	89 590
France	Total	49 195	22 153	71 348
	Diverted to recycling or reuse	36 802	4 800	41 602
	Broken down	12 393	17 353	29 746
Germany		90	0	90
India		943	50	993
Oxytronic		5 344	2 715	8 059
Singapour		100	N/A	100
Abu Dhabi		300	N/A	300

Type	Material	% recycled content	% recyclable
Product packaging	Polyethylene	Unknown	Yes, 100%
Shipment	Cardboard	Unknown	Yes, 100%
	Starch film	Biomass	Yes
Products and components	Copper alloys (Bronze or Brass)	60%	Yes, 100%
	Surface treatment (Au, Ni) Tinning	Unknown	Yes, 100%
	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.

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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	Dubai
Total (enFTE)		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
	H	464	271	4	7	13	99	2	14	10	2	30	6	6
Type de contract	Permanant	709	444	5	9	10	92	5	45	22	8	52	7	10
	Temporary	105	27	0	0	39	37	2	0	0	0	0	0	0
Apprentices & interns		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	Dubai
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 health	0	0	0	0	0	0	0	0	0	0	0	0	0

B10 Workforce - Remuneration, collective bargaining and training



- EgaPro Index 2024 (2023 data) for Nicomatic France : 76/100
- All our employees of Nicomatic France et Oxytronic are covered by the collective bargaining agreement for the metallurgy industry.

		Group	France	Switzerland	Germany	Turkey	India	Taiwan	China	Singapore	Israel	Oxytronic	Abu Dhabi	Dubai
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 hrs per employee	F	N/A	19,93	0	N/A	N/A	8	0	23	10	40	34	22	N/A
	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

B11 Workers in the value chain, affected communities, consumers and end-users

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

B12 Convictions and fines for corruption and bribery

- None.