



NICOMATIC

SUSTAINABILITY REPORT 2024 **(on 2023 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 France's key Sustainability figures for the year 2023 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 (CSRD) Nicomatic France.

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 is available here: [Politique HSE](#)



B3 Energy and greenhouse gas emissions



A first GHG emissions assessment was done on European perimeter for the Group. A decarbonization strategy is currently in definition.

	Bons-en-Chablais	Saint-Cergues	Toulouse
Energy consumption from fossil fuels (MWh)	321,65		
Energy consumption from electricity (MWh)	172 506,69	2 375,8	1,329
Scope 1 GHG emissions	158 tCO2éq.		
Scope 2 GHG emissions	91 tCO2éq.		

B4 Pollution of air, water and soil

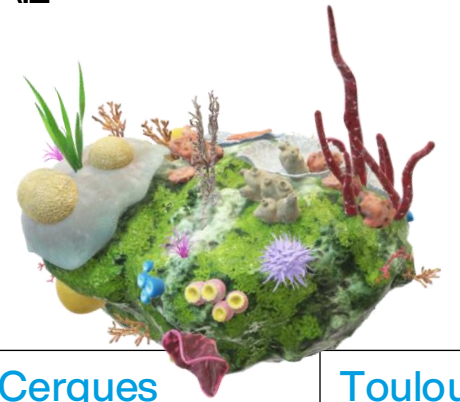


We are not required to report by law on [EPRT](#) or [EMAS](#).

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

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

B5 Biodiversity



	Bons-en-Chablais	Saint-Cergues		Toulouse
		Building 1	Building 2	
Total use of land	20 248 m ²	635.98m ²	340 m ²	20 420 m ²
Total sealed area	14 016 m ²	1910 m ²		N/A
Total nature-oriented area on-site	4233 m ²	108m ²		N/A

NB : not applicable in Toulouse as it's a shared coworking space.

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, a biodiversity inventory will evaluate the benefits of such project.

B6 Water



	Bons-en-Chablais	Saint-Cergues	Toulouse
Water withdrawal (m3)	1483	95	47

- 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](#).

→
More information on the next page



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B7 Resource use, circular economy and waste management



→ Total annual generation of waste for Bons-en-Chablais and Saint-Cergues.

	Total	Diverted to recycling or reuse	Broken down
Non-hazardous waste (kg)	52 571	43 415	9 156
Hazardous waste (kg)	16 105	3 425	12 680
Total (kg)	68 676	46 840	21 836

NB: not applicable in Toulouse as it's a shared coworking space.

→ Recycled and recyclable contents in the products

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

B8 Workforce - General characteristics



	Head count		Full-time equivalent	
	M	F	M	F
Permanent employment contracts	182	118	161.41	108.39
Temporary employment contracts	6	19	6.49	9.42
Apprentices*	13	5	14.3	5.04
Expats	10	2	10	2

NB: as defined by the European Union, which includes work-study students and trainees.

B9 Health and Safety



→ In 2023, 5 work-related accidents resulting in lost time were recorded, representing an accident rate of 7.46%. There were no occupational illnesses and no work-related health-related deaths.

B10 Workforce - Remuneration, collective bargaining and training



- Ratio of the entry level wage to the minimum wage: 1.001
- Gap in pay between male and female employees: 18.26%
- EgaPro Index 2024 (2023 data): 76/100

→ All our employees are covered by the collective bargaining agreement for the metallurgy industry.

Ave. number of annual training hrs per employee	Total (hours)
Female	19
Male	27
Total of annual hrs of training	8198,6

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