



Our Commitment to Sustainability

ESG REPORT 2023



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This report covers our company level performance, encompassing all entities of Financiere N Sas (hereafter referred to as 'Nemera'). Our sustainability reporting is in line with our financial reporting, both of which run from January - December. For any questions regarding the content of this report, please contact our Global EHS and Sustainability Director, Sandrine Coutarel. (sandrine.coutarel@nemera.net)

Who We Are

GRI 2



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€600m
GLOBAL SALES IN 2023

2732
GLOBAL WORKFORCE IN 2023

60+
PATIENTS USE A NEMERA DEVICE EVERY SECOND

185+
PATENT FAMILIES DEVELOPED TO DATE

210
INNOVATION EXPERTS PART OF A SPECIALIZED TEAM

39%
FEMALE REPRESENTATION ACROSS NEMERA TEAM

2
PRIVATE EQUITY COMPANIES JOINTLY OWN NEMERA: ASTORG & MONTAGU

8
PHYSICAL LOCATIONS IN EUROPE, NORTH & SOUTH AMERICA, WITH INTERNATIONAL FOOTPRINT

Message from the CEO

“

Our motto at Nemera - ‘We put patients first’ - is the north star that guides us in our decision making across all levels of our business. I am incredibly proud of how we continue to help with the treatment of millions of people globally and make a positive difference in their day-to-day experiences. Our products save lives, improve living conditions, and empower patients.

However, our sense of responsibility does not stop there. We recognize the role Nemera must play in addressing the major environmental and societal issues facing us all. It is no good helping patients of today if our approach leads to negative impacts for people and planet now and in the future. This journey towards becoming a more sustainable company is ongoing and requires everyone at Nemera to play their part. Our 2023 ESG Report provides a snapshot of where we stand today on sustainability, our strategic priorities and objectives, and the progress we have made over the last years.

As can be seen in our 2023 Highlights, this year has been an impactful year for our company. We have shown that advancing sustainability is a realistic goal even within our highly regulated industry.

The importance of sustainability within our core business strategy also means that it is integrated across all levels of Nemera. Sustainability is overseen at the Board level, with periodic reviews of our strategy, key performance indicators (KPIs) and progress on key activities, programs and ratings. Alongside this, we look to proactively engage and involve our employees with sustainability initiatives, recognizing the role that everyone must play if we are to achieve our objectives. This integrated approach is key for growing and deepening the positive sustainability impact we are having, and will continue to have, as a company.

We are focused on minimising our environmental impact via our innovative and eco-designed products, while maintaining the highest possible standards of patient care.

As I look forward, we are fully committed to future proofing Nemera as a business in 2030 and beyond. We are focused on minimising our environmental impact via our innovative and eco-designed products, while maintaining the highest possible standards of patient care. To achieve these and other goals, partnerships remain key. We welcome all stakeholders reading this report to engage further with Nemera on sustainability, so that we can effectively scale the positive impact of our work and, together, seek to leave a healthier planet for future generations to come.



MARC HÄMEL
Chief Executive Officer

2023 Highlights

First Life Cycle Assessment completed for Novelia®

Opened new BREAAAM certified plant in Szczecin, Poland

Organized 16 2-Tonnes workshops

Renewable Electricity (RE100) and United Nations Global Compact (UNGC) endorsements

Greenhouse gas emissions reductions targets validated by Science-Based Targets Initiative (SBTi)

Achieved ISCC+ certification in La Verpillière

Who we are

A world leader in drug delivery device solutions and combination product services.

Our vision is to become the most patient-centric drug-device combination product company.



Corporate strategy

Nemera's corporate strategy is laid out until 2030. We want to partner with pharmaceutical, biotech and generics customers by offering integrated solutions. To achieve our ambition, on the one hand, we will grow our proprietary drug delivery devices business and on the other hand, win new contract manufacturing opportunities as well as increase combination product services.

To deliver the above, the focus will be on strengthening our core business, accelerating own-IP growth, adding new Services and Capabilities to our offering and setting foot in Asia.

- Grow sales by more than 10% every year.**
- Achieve a balanced revenue between our own-IP and contractually manufactured business.**
- Care for our people and the planet.**



WE SERVE CUSTOMERS ACROSS THE WORLD



OUR CERTIFICATIONS

LOCATION	ISO 13485 ¹	ISO 15378 ²	ISO 9001 ³	ISO 14001 ⁴	ISO 50001 ⁵	BREAAM ⁶
Buffalo Grove/Vernon Hills	✓					
Jaguariúna	✓					
La Verpillière	✓	✓	✓	✓	✓	
Le Tréport	✓	✓	✓	✓	✓	
Neuenburg	✓	✓		✓	✓	
Szczecin	✓					✓

¹ISO 13485: Medical devices - Quality management systems
²ISO 15378: Primary packaging materials for medicinal products - Quality management systems
³ISO 9001: Quality management systems
⁴ISO 14001: Environmental management systems
⁵ISO 50001: Energy management systems
⁶BREAAM: Building Research Establishment Environmental Assessment Method

OUR PRODUCTS



Ophthalmic

A clear vision of eyecare.

We strive to improve the patient experience by providing safe and effective multidose eyedroppers for preservative-free solutions, used globally. Our product Novelia® is predominantly used for chronic pathologies requiring long-term daily use of eye drops, such as glaucoma, dry eye disease (DED), conjunctivitis, and allergies.



Ear - Nose - Throat

Every spray counts.

We provide a comprehensive range of pumps for Ear, Nose, Throat (ENT) route, suitable for regulated and low-regulated markets. Our expertise and a holistic approach are crucial in ENT device development to ensure optimal region targeting and drug deposition efficacy.

Our products include:

- Multidose pump systems.
- UniSpray for one accurate liquid dose, primarily for systemic-acting drug administration in emergency and crisis.
- Nasal vaccines and
- Electronic devices



Parenteral

Complex devices, simple care.

The growing prevalence of chronic diseases, coupled with the evolution of patient's lifestyles, is driving new ways of administering parenteral drugs. Our platforms are designed strategically for a maximum possible range of potential therapeutic areas and patient populations. Our product portfolio includes:

- Passive safety systems to prevent needlestick injuries and leverage injection experience.
- Pen platforms with disposable and reusable pens as well as autoinjectors to address chronic pathologies like diabetes, obesity, hormone related disorders.
- Wearable on-body injector for high-volume drug administration.
- Implanter for sustained released formulations.



Intimate Care & Oral Administration

Women's health, pediatrics & food supplement.

We offer solutions in women's health with applicators and dispensers, as well as products for pediatric pathologies & food supplements. Our offering includes:

- Applicators: vaginal, rectal.
- Dosers: oral, droppers, drippers.
- Caps: spray caps.



Dermal

Convenient for patients, protective for formulations.

Our systems aim to be used for all therapeutic areas for which treatments can be administered via the skin. Our airless and atmospheric delivery devices are suitable for RX and OTC formulations with all the documentation needed to be registered on regulated markets. Our products are used to treat conditions like hormonal disorders, Psoriasis, Eczema, Acne, hair loss or topical pains.



Inhalation

A breath of expertise.

Nemera designs, develops and manufactures inhalers to treat respiratory diseases. We have successful track records with key Dry Powder Inhalers (DPIs) and pressurized Metered Dose Inhalers (pMDIs) on the market.

OUR SERVICES

Nemera is a trusted integrated partner for the device and combination product journey. We offer comprehensive end-to-end services and expertise in front-end innovation, device development, combination product consulting, and contract manufacturing. Our diverse portfolio of products is complemented by this approach, enabling us to provide support at every step of the journey, fully integrated as a single partner or stand-alone to meet customer specific needs, regardless of device development strategy or regulatory pathway. Whether it's Nemera products, or customer's organic development, or third-party devices, we are here to assist.

We apply this know-how and our singular focus on healthcare to realize our vision of becoming the most patient-centric drug-device company in close partnership with our customers, ensuring accelerated delivery of their drug to patients.

Our services include →



01

Front End Innovation and Device Development

- Patient journey research
- Technology screening and evaluation
- Device development and pre-clinical supply
- Connected device UI/UX design

02

Clinical and Commercial Manufacturing

- cGMP clinical supply
- Process definition and manufacturing planning
- Global small series and high scale manufacturing
- Lifecycle management

03

Combination Product Services

- Analytical services and design verification
- Human factors and user-experience management
- Regulatory strategy and submission authoring
- Drug/device assembly and packaging support



Whether it's Nemera products, or customer's organic development, or third-party devices, we are here to assist.

Sustainability at Nemera

GRI 2, GRI 3, GRI 405, GRI 416



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67/100
RATING ECOVADIS

B
RATING CDP

45
CUSTOMER AUDITS CONDUCTED

75
SUPPLIER AUDITS CONDUCTED

7,92/10
CUSTOMER REFERRAL RATING

6/6 PLANTS
ISO 13485 CERTIFIED

Our approach



There is no doubt about the importance of sustainability at Nemera, both in our priorities of today and in our plans for the future. We see this very clearly in all our interactions with customers, suppliers, shareholders and fellow employees. The majority of our conversations and decisions include environmental, societal and ethical criteria and not just financial considerations.

This year, our ESG approach is structured around our five pillars: Environment, Eco-design, Employee Development, Sustainable Procurement and Governance & Ethical Practices. We focus our efforts transversally to improve our policies and practices continuously, and rely on recognized ratings such as EcoVadis or SBTi to track our progress.

We have also improved our ESG strategic framework by completing our first double materiality assessment. This will allow us to target our efforts toward our most material topics by assessing the impact of Nemera on our ecosystem and the actual and potential impact of this ecosystem on the value of our company. This will also help us prepare our organization for reporting against the EU Corporate Sustainability Reporting Directive (CSRD) in 2026.

In 2023 we are very proud to have improved our overall EcoVadis score by 8 points, placing us within the top 11% of companies assessed and providing excellent third-party recognition of our sustainability management system. We also have achieved the major milestone of having our greenhouse gas emission reduction targets validated by the Science Based Targets Initiative (SBTi), in line with the Paris Climate Agreement. Combined with significant progress on the rollout of renewable energy usage in our plants and of our work on bio-resin implementation, we are more and more confident that we will be able to reach our 2030 targets.

We are now at a positive turning point as a company, with clear objectives, a defined strategy and an understanding of the levers

for change. Now is the time for more action - to accelerate our sustainable transformation and leverage this momentum to turn it into a positive impact, for our patients, our people and our planet.

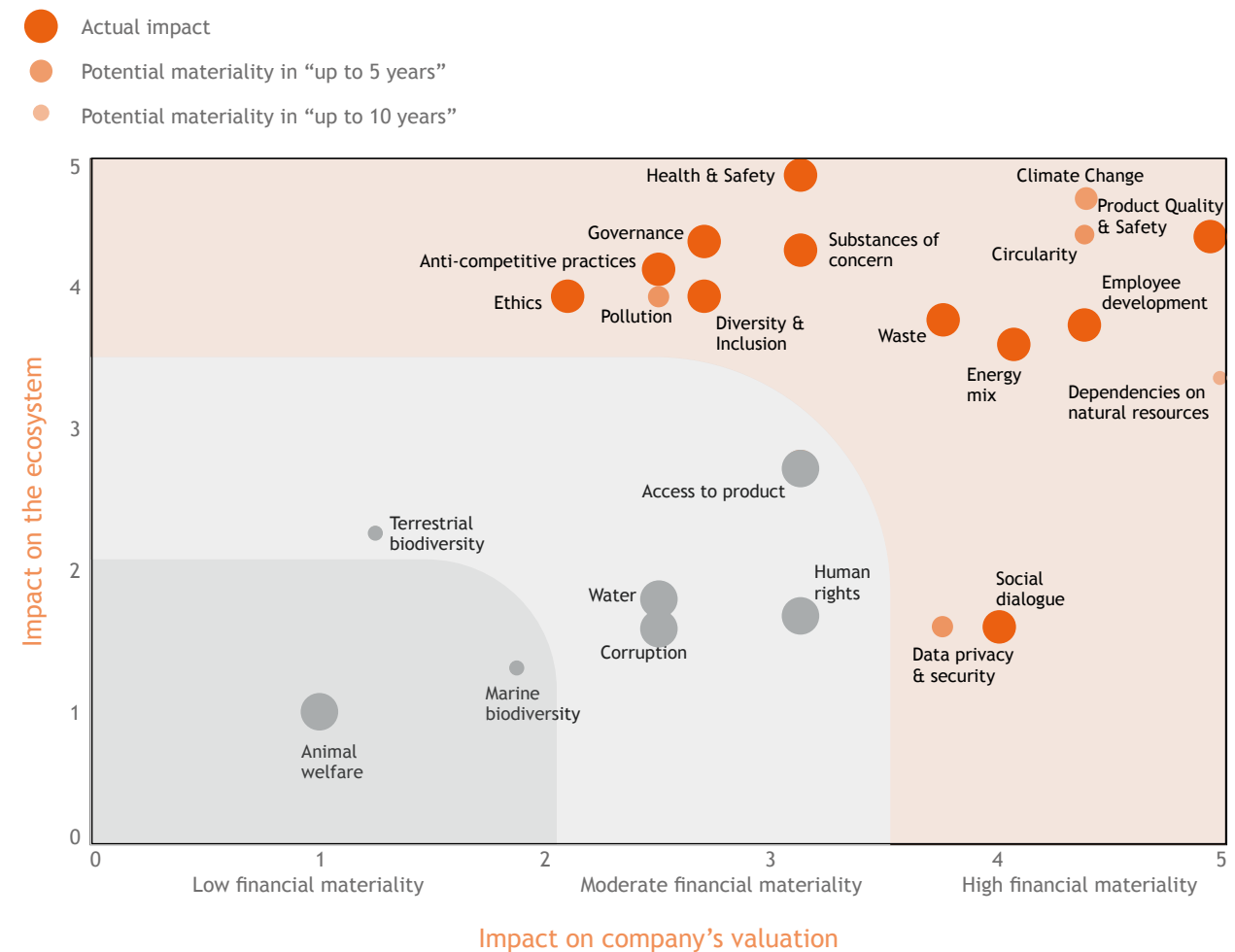
I believe this report provides our stakeholders with a comprehensive overview of our ambitions and goals for sustainability as we move towards 2030 and beyond, and we invite you to partner with us on this journey.



SEBASTIAN PERRIER
Chief Operating Officer

Double Materiality Assessment

Material topics from the standpoint of Nemera's own operations



We took a major step forward in 2023 by completing our first double materiality assessment.

Our double materiality matrix evaluates our impact on our ecosystem while also considering how this ecosystem influences our business. It demonstrates the topics which have been calculated as high, moderate and low materiality; those which are deemed highly material from both perspectives have been prioritized within our strategic approach and

in determining which GRI standards we are reporting in accordance with, for this report.

This assessment also provides us with the foundation for compliance with incoming CSRD legislation, with a double materiality assessment being a mandatory requirement within this.

OUR FIVE CORE PILLARS

Our intention is to update and strengthen our sustainability strategy in 2024, to better reflect the outcomes of our double materiality assessment. Our new approach will consist of five core pillars:



Environment

Addressing topics related to climate change, energy, waste, pollution and water.



Eco-design

Addressing circularity by designing and enhancing our products while considering their impact throughout the whole lifecycle from production to end of life.



Employee Development

Addressing topics related to employee development, diversity and inclusion, health and safety, social dialogue and our work with local communities.



Sustainable Procurement

Looking at our material inflows, use and our impact across the supply chain.



Governance & Ethical Practices

Ensuring the quality and safety of our products, the data privacy and security of our practices and performing our duties in an ethical manner.

Governance

NEMERA BOARD

Astorg		Independent	Montagu			
ANTOINE THOMAS	NICOLAS MARIEN	VERONIQUE KODJO	MARC HÄMEL CEO, Nemera	HELOISE PUIOLLE	ADRIEN SASSI	GUILLAUME JABALOT

OUR LEADERSHIP TEAM

Our ESG strategy is validated by the board, executed under the supervision of the Chief Executive Officer and shared and deployed by the Nemera leadership team.

 MARC HÄMEL Chief Executive Officer	 Sebastian PERRIER Chief Operating Officer	 ELIZABETH DE LONGEAUX Vice President Human Resources	 DIMITRI GRASSWILL Vice President Innovation
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 FRÉDÉRIC BRUNET Chief Financial Officer	 DENISE JOHNSTON Vice President Global Sales	 CHRISTIAN MEUSINGER Vice President Quality & Regulatory	 BERNHARD ROHN Vice President Strategy & Marketing
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OUR ESG COMMITTEE

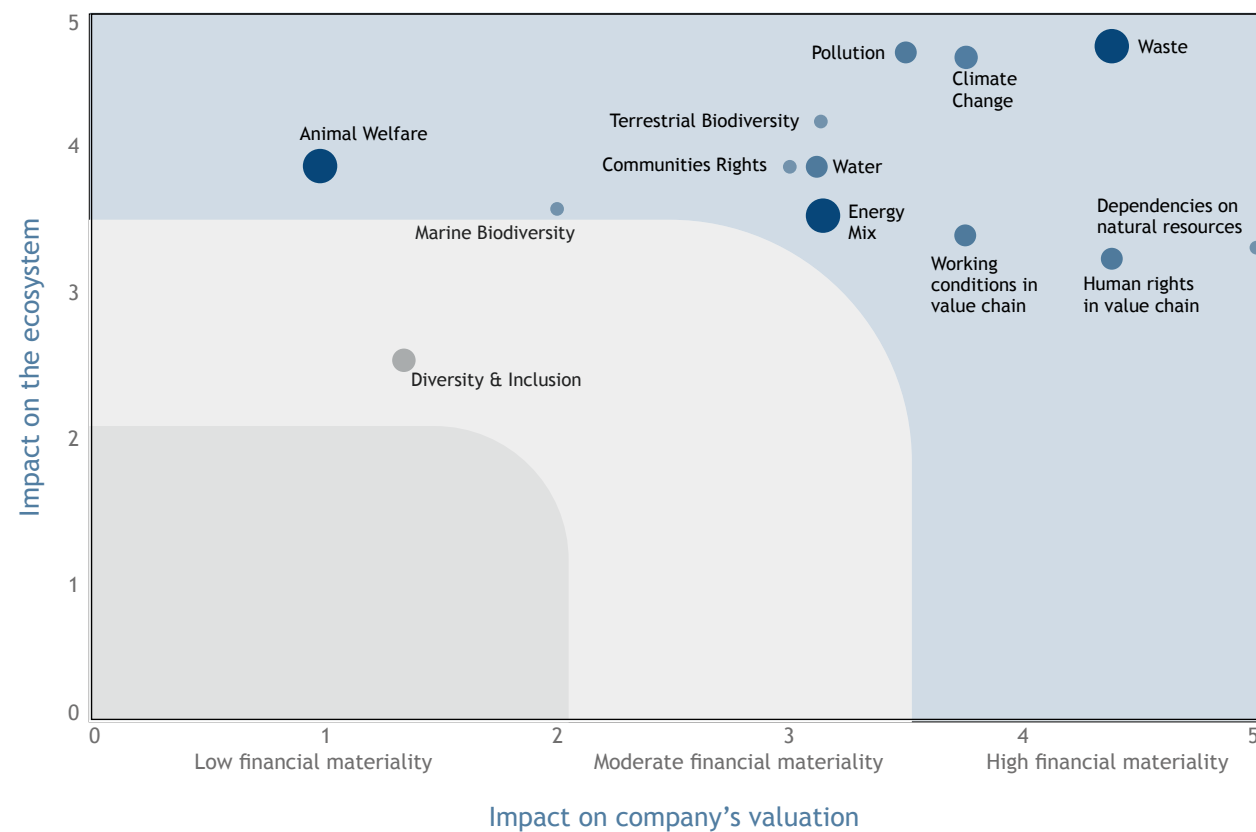
Responsibilities

 Validate action plan, set new goals and present new projects.	 Present major ESG projects in place and advancement towards goal.	 Validate new projects, budget and resources needed.
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Scaling our impact across the value chain

Material topics from the standpoint of Nemera’s value chain, from suppliers to patients

- Actual impact
- Potential materiality in “up to 5 years”
- Potential materiality in “up to 10 years”



At Nemera we believe it is crucial to both understand and address our impact as a company across our entire sphere of influence. When conducting our double materiality assessment this year, we ensured to consider perspectives from both our own operational footprint as well as value chain; this matrix shows the outcomes for the latter. This assessment allows us to see which topics are specifically relevant for our customers and suppliers, and will form a key part of our

decision making and conversations with these key stakeholders as we look to mature our sustainability approach in 2024 and beyond. We will address each of these material topics throughout this report to present the full picture of Nemera’s environmental, social and governance efforts. In addition to the selection of material topics identified above, we will also outline our approach to sustainable procurement in detail, as this is an essential part of our sustainability strategy.

PATIENTS FIRST. ALWAYS

Product quality & safety

We are committed to guaranteeing the safest medical products and services for patients. We comply with all regulatory requirements outlined in the General Safety and Performance Requirements (GSPR) of the Medical Device Regulation: MDR (EU) 2017/745 legislation. This legislation includes standards and regulations that ensure the safety of medical devices intended for use by patients. The GSPR outlines various criteria, including the evaluation of biocompatibility and comprehensive risk assessments of products and processes, utilizing methodologies such as dFMEA (Design Failure Mode and Effect Analysis) and pFMEA (Process Failure Mode and Effect Analysis). For example, for materials that come into direct contact with the drug or the patient, we assess any potential chemical risks that could affect the patient’s health.

In addition, we only utilize raw materials that comply with REACH (Registration, Evaluation, Authorization, and Restriction of Chemicals) and SVHC (Substances of Very High Concern) regulations. To ensure this, our suppliers

must present us with a regulatory certificate. Furthermore, for any raw material in direct contact with the patient or with the drug, Nemera carries out complete chemical characterizations. These are extractables studies that follow toxicological risk assessments to highlight potential substances which could pose toxicological concerns.

We maintained a proud record of zero incidents of regulatory non-compliance related to any health and safety impacts of our products and services this year.



GOING THE EXTRA MILE WITH OUR CUSTOMERS

This year we completed our ninth customer engagement survey, with extremely positive results from 262 respondents. Our referral rating of 7.92 was the second highest rating we have ever received and an increase of 3% over 2022. We saw improvements across most of our functions, most notably at the senior management level, as well as in our key markets, with 8% and 3% increases for our USA and France operations respectively.

Our highlighted key strengths included customer relationships, endorsements of our collaborative approach, product quality and feedback that our customer-centric behaviors lead to trust and partnership building. These scores and findings give us a great sense of pride and reflect positively on our long-term approach, which allows to build strong trust-based relationships with our customers.



ACTIVE PARTICIPATION IN INDUSTRY ASSOCIATIONS

We are a member of MedPharmPlast Europe (MPPE) and an association member of European Plastic Converters (EuPC). EuPC is the professional representative body of plastics converters in Europe, while MPPE represents the interest of these industry groups and interacts with European Institutions to support the delivery of regulations that are both workable for the industry and ensure patient safety.

Through an open two-way dialogue MPPE informs its members about the latest developments in European regulations and their potential impact on the medical device and pharmaceutical packaging plastics value chain, as well as facilitating space for discussion and information sharing between participants.

We are involved with several working groups within MPPE, including a new group focused on sustainability which was created in June

2023. Conversations so far have focused on the opportunities of recycling in the pharmaceutical world (including chemical recycling, collection of devices, regulations on recycled plastic, and other related topics).

Nemera is also an associated member of the International Pharmaceutical Aerosol Consortium on Regulation & Science (IPAC-RS), where again we have been centrally involved in workshops, publications, and roundtables, including one roundtable specifically on sustainability, which our VIP Quality and Regulatory Christian Meusinger participated in.



QUALITY AUDITS

01

ISO Certification

As seen on page 9, we have a wide range of ISO certificates obtained across our operational footprint. In specific relation to patient safety, ISO 13485 sets stringent requirements for Quality Management Systems (QMS) of medical devices, while ISO 15378 sets a best practice standard for producing primary packaging materials. Six of our plants are ISO 13485 certified, with three of these (in La Verpilliere, Le Treport and Neuenburg) also ISO 15378 certified.

02

Central Audits

Every two years we conduct a thorough audit across all our facilities to ensure alignment with the principles set by our QMS. These audits cover several topics, including material and supplier controls, management controls, production and process controls, change controls, compliance, facilities, and equipment. In comparison to 2021, our 2023 results saw either improvements or steady performance for all our plants.

03

Customer Audits

Our customers conducted 45 audits across our facilities in 2023. In comparison with the three critical findings detected in 2022, we had none in 2023. These results showcase the resilience of our quality management systems and continuous improvement efforts.

04

Supplier Audits

Our quality team members conducted 70 audits on suppliers in 2023. As we have been focusing on integrating ESG into our suppliers' operations, 44 out of 70 suppliers' audits include ESG criteria. Moving forward, we are working on integrating ESG criteria in all our suppliers' categories to mature our approach even further.

Our sustainability ratings & endorsements



EcoVadis

Our latest EcoVadis result reflects our desire to continually improve the ways in which we manage and report on sustainability. While maintaining our silver medal from 2022, we saw significant improvements across our assessment, including an overall score increase of eight points to 67/100. This jump placed Nemera within the top 11% of all companies assessed by EcoVadis this year - regardless of industry.

We also improved specifically within the Environment, Labor and Sustainable Procurement pillars, while maintaining our score for Business Ethics. While delighted with this outcome and its reflection on the holistic integration of sustainability within our business, we are determined to strive for more.



CDP

We submitted our data to the Carbon Disclosure Project (CDP) for the third time in 2023. CDP rates companies from A (best performers) to D (low performers) based on climate practices and efforts to mitigate and reduce their impact. We increased our score from B- to B, placing us above our industry average score (C) and demonstrating that we are actively addressing climate issues and steadily moving towards recognized best practice. As with other third-party organizations like EcoVadis, our yearly improvements bring us pride but also a determination to seek further improvements and continue pushing our boundaries as a sustainable organization.



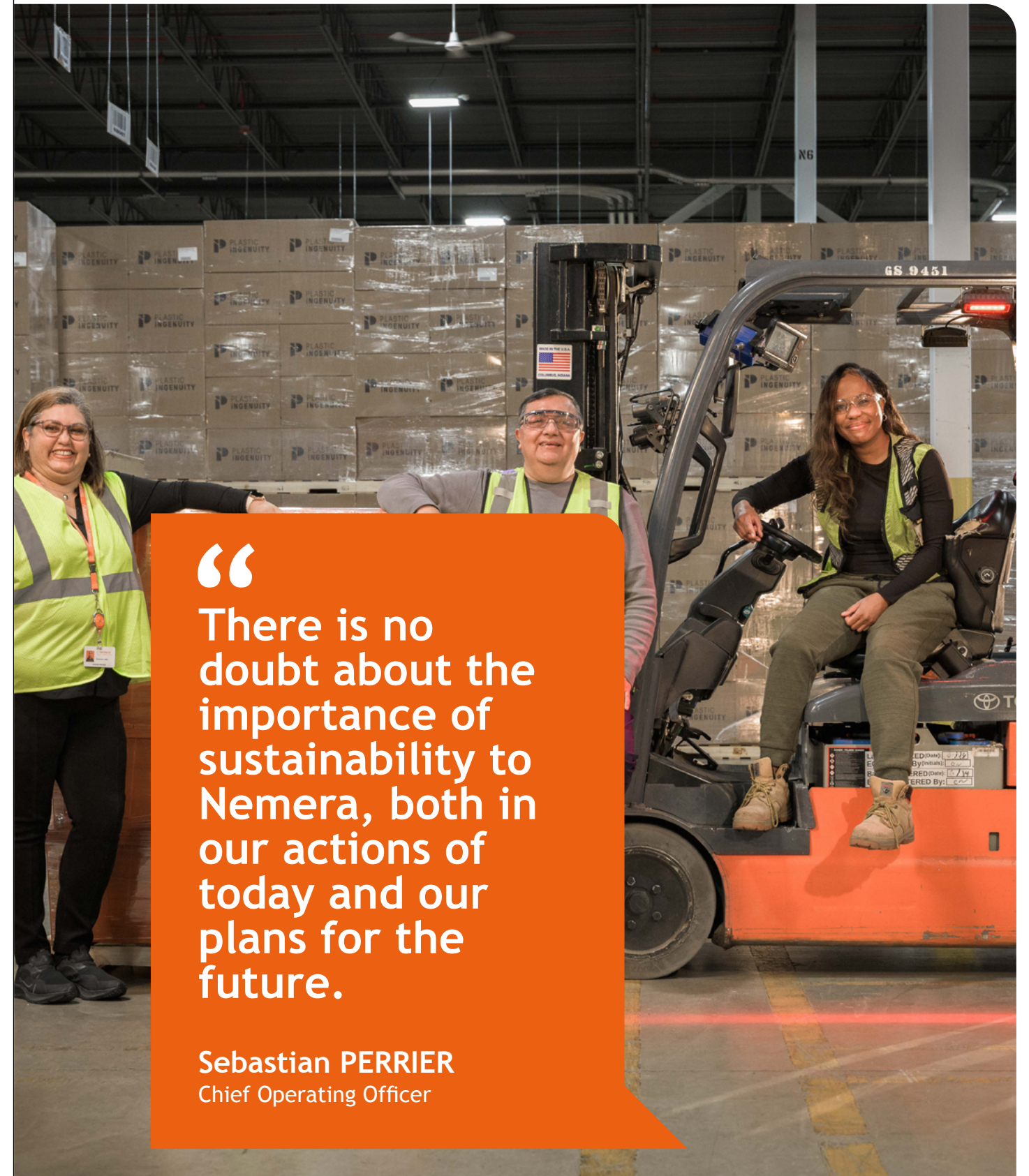
UNGC

We are thrilled to also share we committed to the United Nations Global Compact (UNGC) in 2023, the world's largest sustainability initiative. Our participation in this initiative strengthens our commitment and alignment to the Sustainable Development Goals (as outlined on page 70-71), as we join a community of companies committing to embodying the 10 fundamental principles of the UNGC under the pillars of environment, human rights, international labor standards and anti-corruption.



RE100 & SBTi

Discover more about our commitments to climate action on page 29-33.



“
There is no doubt about the importance of sustainability to Nemera, both in our actions of today and our plans for the future.”

Sebastian PERRIER
Chief Operating Officer



Environment

GRI 301, GRI 302, GRI 305, GRI 306



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106.216 tCO2eq
TOTAL GREENHOUSE GAS EMISSIONS

121.436 MWH
TOTAL ELECTRICITY CONSUMED

96%
SCOPE 1 & 2 GREENHOUSE GAS
EMISSIONS REDUCTION VS 2019

99,76%
CARBON FREE ELECTRICITY

71%
RENEWABLE ELECTRICITY IN 2023

52.744 m³
WATER CONSUMPTION

83%
PLASTIC WASTE RECYCLED

Environment



At Nemera, patients come first. Yet improving patients' lives goes hand in hand with being more environmentally sustainable. That is why we understand how important it is to put sustainability in motion - our focus on sustainability is not just a business strategy, it is ingrained in how we all live inside and outside Nemera.

We don't want to just comply with environmental standards; we recognize our responsibility to our patients, who expect us to do better and we are supported by Nemera's strong emphasis on Research and Development (R&D) to bring these ambitions to life. Our R&D department is now equipped to enhance sustainability and bring circularity into our products.

Our latest innovation Symbioze™, an on-body injector platform, is now reusable, allowing us to improve patients' injection experience and our product sustainability. We continue to work toward our goals and use every development as a steppingstone to move Nemera towards our environmental objectives.

As we look ahead, our commitment is clear: we aim to source our materials from low carbon resins, while also enhancing eco-design and product reusability to drive our circularity ambitions and achieve our objectives on plastic recyclability and waste to landfill. In addition, we are also on the way to achieving our carbon reduction targets, which were approved in 2023 by the Science-Based Target Initiative (SBTi). Our goal is to reduce the carbon footprint generated from our production activities and supply chain. These goals are embedded in our decision-making process as we prioritize sustainability and the long-term viability of our choices.

As a patient-centric organization, we understand that people and their needs are continuously changing, and therefore innovation is part of our daily activities. Innovation comes in different forms. First, our products should maximize treatment efficacy to enhance quality of life for patients. Second, reducing our negative environmental impact is mandatory in a society trying to overcome a climate crisis - which also directly affects patients. Therefore, it is our duty to consider these elements when designing products which benefit both our customers and our planet.

We started our innovation journey in 2007 by establishing an R&D department, allowing us to rethink our designs, processes and impact, and make better decisions. Understanding improvement hotspots through research is essential to achieve success, particularly as we operate in such a highly regulated industry. This foundation allows us to progressively consider our environmental impact, across both our operations and value chain, and is now a huge driver in the way we do business.



DIMITRI GRASSWILL
VP Innovation

Climate change & energy mix

We are delighted that Nemera's short- and long-term greenhouse (GHG) emission reduction targets were approved by the Science Based Targets Initiative (SBTi) in 2023. In line with this, we commit to reduce our absolute scope 1 and 2 GHG emissions by 90% by 2030 from a 2019 base year. We are also committed to reducing scope 3 GHG emissions from purchased goods and services 55% per euro value added within the same timeframe.

We are proud of the fact that our scope 1 and 2 emissions reduction target was already reached, and in fact exceeded, in 2023 with a 96% reduction against the 2019 baseline.



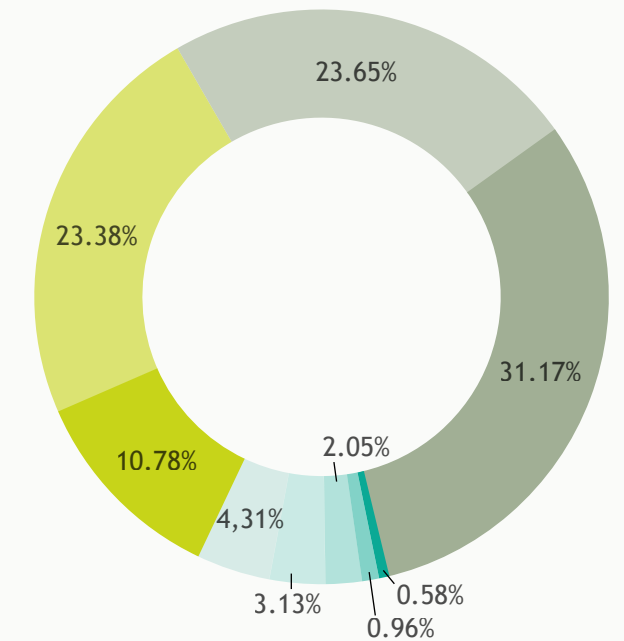
↓ **90%**

Reduction of scope 1 & 2 GHG emissions by 2030 from a 2019 base year.

↓ **55%**

Reduction of scope 3 GHG emissions from purchased goods and services per value added by 2030.

Figure 1 | Emissions per site, 2023



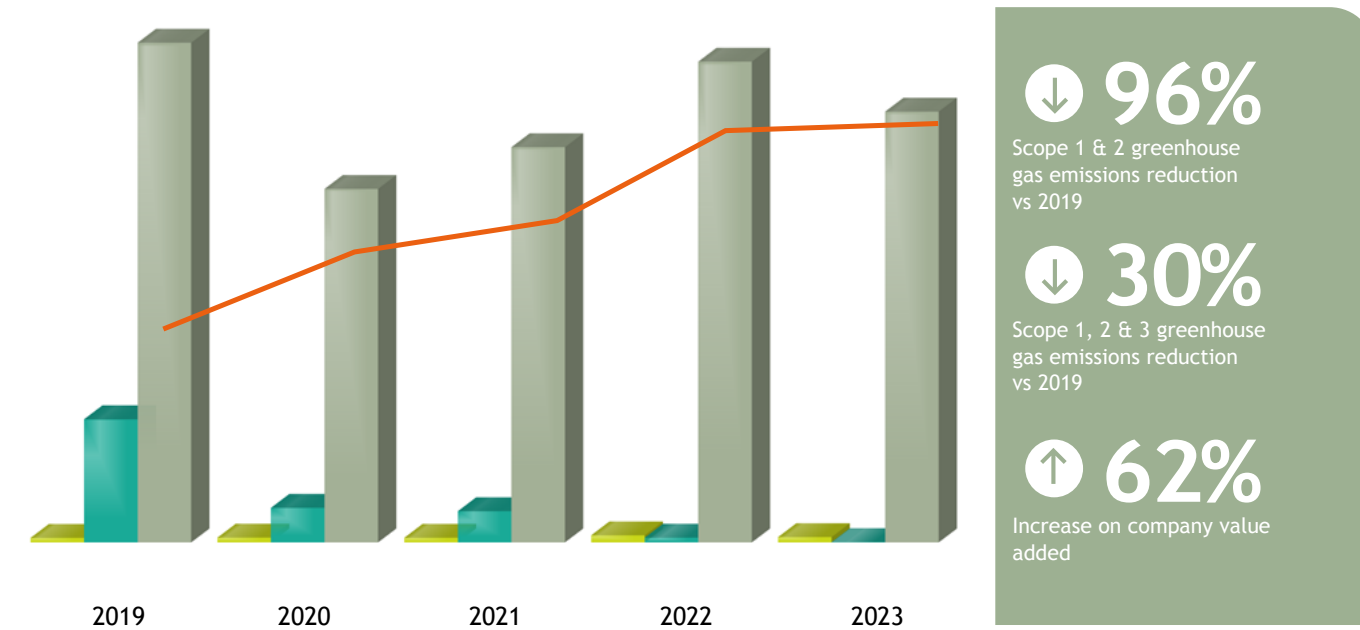
Achieving our scope 3 target is now even higher in our list of strategic priorities. We are actively engaging with customers and other key stakeholders to drive initiatives which will push us further towards this target.

We are currently in advanced discussions with two of our main customers to implement projects aimed at reducing scope 3 emissions from purchased goods and services.

As shown on page 9, our operational sites in La Verpillière, Le Tréport and Neuenburg are ISO 14001 and ISO 50001 certified. These ISO standards are recognized as an industry best practice and enable us to take proactive measures to minimize our environmental footprint, comply with regulations, and achieve our objectives.

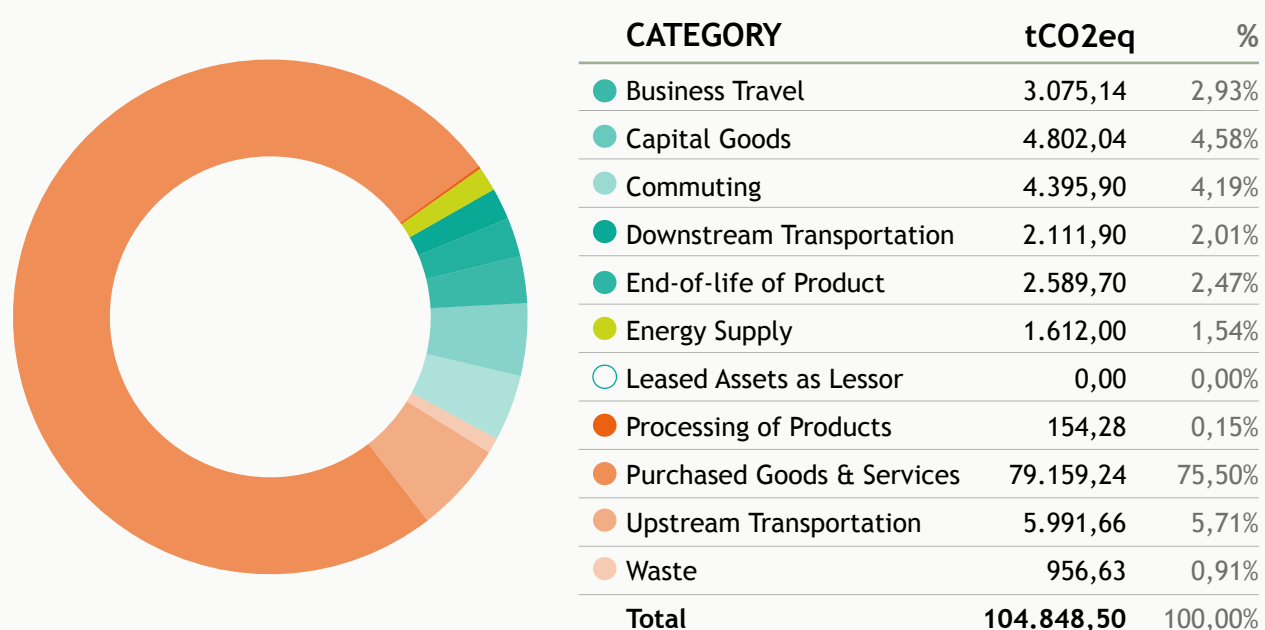
→ To establish a group-wide standard, we are committed to achieving ISO14001 and ISO 50001 certification for all our operational sites by 2026.

Figure 2 | Greenhouse gas emission (GHG) at Nemera, 2023 (in tCO2eq)



- Scope 1
- Scope 2
- Scope 3
- EUR Value Added

Figure 3 | Scope 3 emissions breakdown, 2023 (in tCO2eq)



Carbon footprint audit

Our first carbon audit of our key performance indicators (KPIs) in 2022 confirmed that our carbon tracking adheres to industry standards and verified our GHG indicators submitted to CDP with a limited degree of assurance. This assurance is part of our drive to provide patients, employees, and stakeholders with transparency over our climate performance. Our 2023 KPIs will similarly be audited in early 2024.

Climate risk assessment

To better understand the risks posed by climate change to our activities, we re-conducted a climate risk assessment in 2023. Compared to past assessments, this year's evaluation gives us a fuller picture of our climate risk scenarios. The report summarizes the risks linked to our business activities, covering both physical and transitional aspects.

Overall, the outcomes of this risk assessment will contribute to the development of an action plan that will focus on decreasing the impacts of both physical and transitional risks while also improving our ability to manage and mitigate against these challenges.

Reduce commuting & business travelling emissions

We are in the process of developing a travel and commuting policy with the aim to reduce emissions by 10% and increasing train usage by 5%, by encouraging the use of public transportation and creating a monthly budget for electric vehicle use.

We have also started providing a company bus for our employees at our manufacturing facility in Szczecin, Poland. In 2023, 102 out of 243 employees used our bus to travel to work, helping to reduce the GHG emissions associated with individual commuting.

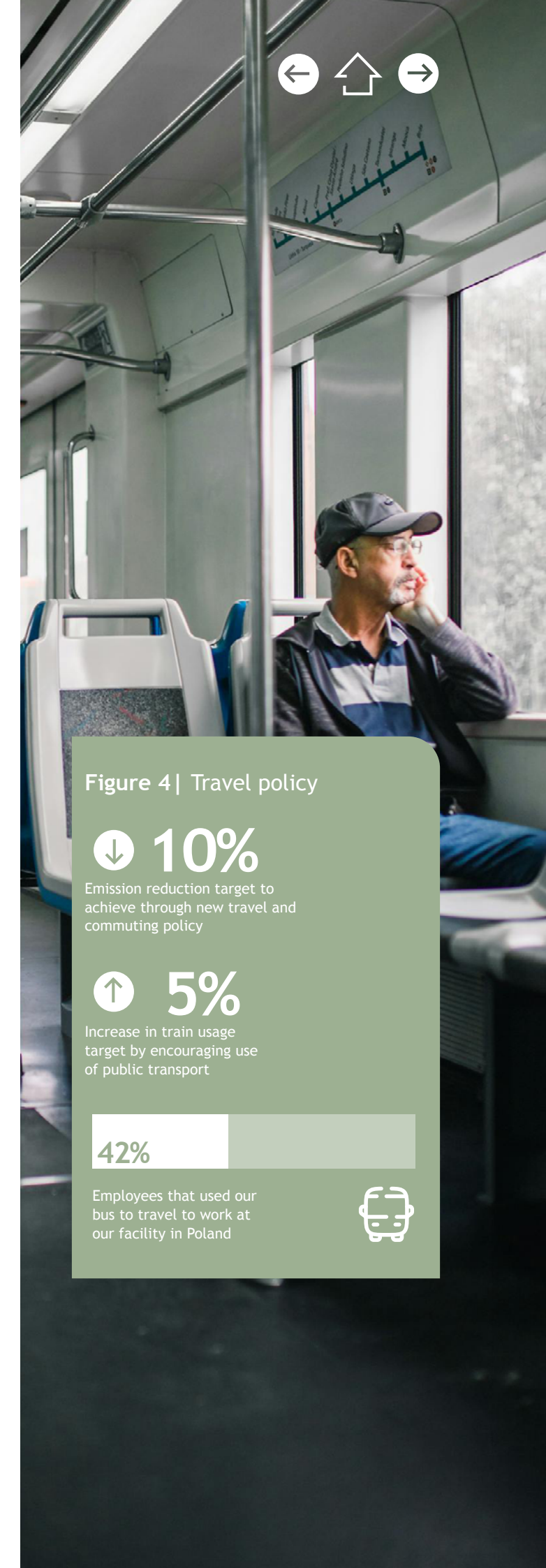


Figure 4 | Travel policy



42%

Employees that used our bus to travel to work at our facility in Poland



Renewable energy

We are determined to obtain all our electricity from renewable sources by 2030. This includes our manufacturing facilities, where most of our energy is consumed. To help us in reaching this objective, this year we became members of RE100, a global initiative uniting businesses which are dedicated to achieving 100% renewable electricity usage. In 2023, our sites in Poland and Brazil also switched to 100% electricity from renewable sources.

A major initiative in 2023 involved upgrading the lighting system in our office building in Buffalo Grove, under the guidance of our Energy Committee. In practice, the lighting systems of our production store and offices were converted to LED lighting. This upgrade has led to a decrease in both our energy usage and greenhouse gas emissions, with estimated savings of 97,474 pounds of carbon dioxide (CO2) emissions and 491,610 tons of nitrogen oxides (NOx) annually.

RE 100 **→ 100%**
 Electricity in Nemera operation from renewable sources by 2030.

The impact of the new lighting systems in the Buffalo Grove offices is equivalent to:

16
Acres of trees planted

7,705
Gallons of gasoline saved each year

At a Glance | 2-Tonnes Workshop

One of our major environmental initiatives this year was the Nemera 2-Tonnes Workshop, with more than 150 employees participating. We identified the need to raise awareness and train our employees regarding the impact of greenhouse gas emissions on the environment, and the various levers for individual and collective action.

The workshop, led by our Global EHS and Sustainability Director Sandrine Coutarel, revolved around a central question: “How can we divide global greenhouse gas emissions by five and limit global warming to a maximum of 2°C?”

To make it more interactive, the workshop was based on the experiences and habits of each individual, helping them to understand better their personal carbon footprint. This was integrated in each of the phases of the workshop, where we reflect on individual and collective actions to reduce emissions. Several of our teams were able to successfully create strategies that would help us meet this collective goal!

Given the success of the workshop and the great feedback we received from the participants, we will continue to deploy this activity in 2024 and hopefully for many years to come.



“Facilitating a 2-Tonnes workshop gives me the opportunity to tackle a subject close to my heart in a fun way! These workshops are always rewarding and fun for colleagues!”

NICOLAS JAME
Facilitator



“An enriching workshop. It’s unbelievable how much we have to learn and how much we can contribute with small actions to a sustainable planet. Every person should have the opportunity to take part in a similar workshop and become aware of the issue.”

TATIANA BARBOSA
Participant



“Being part of the 2-Tonnes workshop has been an eye-opening experience. I’m thankful for the collaborative environment that allowed us to explore solutions together, and I leave feeling inspired and motivated to take action towards a more sustainable future.”

PAOLA GARRIDO
Participant



Circularity

We recognize the efforts that the medical device industry has made to increase the use of sustainable materials. We are committing to and investing in bio-resins and materials that can be recycled and recovered.

Alongside this, we are committed to:

- 01** Put in place an action plan to reduce Novelia®'s carbon footprint based on the results of the Life Cycle Assessment (LCA) (more details on page 36)
- 02** Develop an eco-design framework as part of Nemera's project development methodology
- 03** Identify networking opportunities that allow us to reduce the impact of the end of life of our products
- 04** Send zero plastic waste to landfill by 2026, and recycle 100% of plastic used in our operations on an annual basis by 2030

At Nemera, circularity is central to our environmental efforts. This means we are dedicated to making our medical products easier to recycle and less wasteful. Our R&D department focuses on understanding product impacts and creating eco-friendly designs.

Waste management

We have implemented several waste efficiency and performance programs, as well as partnerships, to help reduce and recycle increasing volumes over time. Our ISO 14001 processes and waste audits ensure our management approach is comprehensive and validated by expert third parties.

One of our key objectives is to achieve 100% plastic recyclability in our operations by 2030. We have been accelerating and scaling our efforts to achieve this:

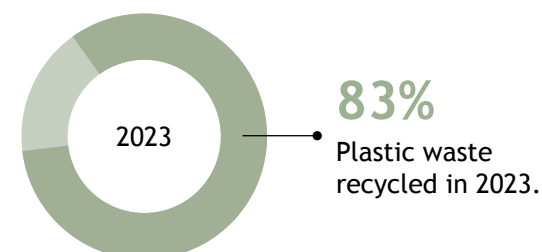
La Verpillière Roadmap

- 2022**

We started analyzing data to identify the products generating the most waste at our La Verpillière plant. Our range of insulin pens product stood out, producing approximately 50 tons of non-recycled waste per year according to estimates.
- 2023**

We partnered with a plastic processing and recovery company to analyze how we can enhance the recyclability of our insulin pens. The study showed that 85% of the waste generated by these products can be recycled.
- 2024**

We will continue to explore new separation processes for other products in our portfolio to gather further insights.



Eco-design and bio-resins

The production of drug delivery devices typically relies on fossil-based plastics and linear life cycles. This has severe environmental consequences as large amounts of non-recyclable waste are incinerated, while the disposal of these products harms local ecosystems and habitats, including soil, water and biodiversity.

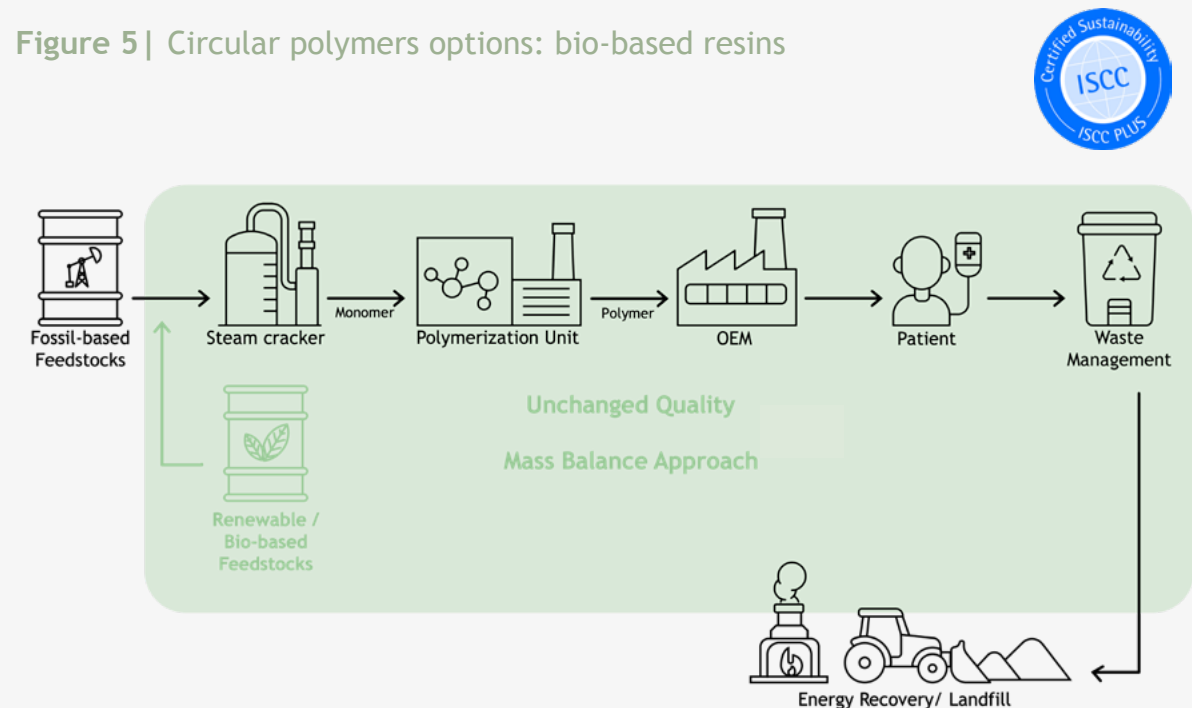
At Nemera we continually explore materials that reduce our environmental footprint. We are looking to scale the use of bio-based resins in our medical containers, replacing traditional and carbon-intensive oil resins with more eco-friendly alternatives.

Our research shows that by adopting bio-based resins, we can reduce our greenhouse gas emissions by up to 30% per device on average.

This applies to different Nemera products, including bottles, and caps, which demonstrate the versatility of bio-based resins. Additionally, despite having few impact transfers, the bio-based resin offers the same quality as its original material equivalent.

This year, our La Verpillière plant obtained Nemera's first International Sustainability & Carbon Certification (ISCC Plus), which validates the use of bio-based, renewable, and circular materials. This certification underlines our commitment to renewable and circular materials in our products and manufacturing processes.

Figure 5 | Circular polymers options: bio-based resins



At a Glance | Novelia Life Cycle Assessment

This year Nemera conducted its first ever Life Cycle Assessment (LCA) for Novelia®. Novelia® is our multi-dose closing tip system which avoids the need for preservatives in the delivery drug and prevents bacterial contamination over the duration of treatment.

On average, the production of 78 million Novelia® devices (our target for 2023) represents 2850 tons of CO2 in a year, approximately 2.5% of our overall emissions, with most impact felt in the raw materials (51%) and processing (30%) segments of our production cycle.

This result is based on a comprehensive 'cradle-to-gate' approach, aligned with the ISO 14040 guidelines. These guidelines take into account the environmental impact of all our processes, materials, and energy consumption across six impact categories, including climate change, resource use of fossil fuels, minerals, and metals, water, and materials prone to acidification.

This LCA is the first step towards understanding what is most critical for product improvement and environmental impact reduction. The next step is to find alternatives, and continuing measuring progress. This initiative was essential to align our processes with our ambition to better integrate sustainability materials into medical devices, as well as giving us a data driven course of action.

The insights of this study help us evaluate Nemera's strategy towards sustainability. We are committed to adopting alternative materials that are more sustainable in our production processes.



At a Glance | Symbioze™

Over the past year, our team of more than 200 innovation professionals has been working to translate concepts into sustainable solutions for Nemera's drug delivery devices. Our goal is to keep the safety standards of our products at a premium while reducing Nemera's footprint and investing in eco-design.

Our most recent innovation, Symbioze™, demonstrates how drug delivery devices can be produced in a more environmentally friendly way. The product consists of an on-body injector platform designed to improve patient adherence by enabling the self-administration of large-volume drugs at home. Unlike other previous devices in this group, Symbioze™ is reusable and rechargeable, allowing the same device to be used to administer different treatments to the same patient multiple times. Apart from reducing the waste of disposable devices, it also continues to ensure quality and cost-effectiveness.

Overall, Symbioze™ preserves user-friendly features, connectivity, and innovative design while integrating sustainability, enhancing the patient's well-being and providing manufacturing cost savings. Put simply, it is a product that benefits both patients and the planet.



Water

Water is an important topic for us as we use it in our industrial activities to cool our presses, molds and plastic injection mechanisms. To improve our water consumption efficiency, we:

Use closed water circuits with a physio-chemical treatment

This maintains water quality and optimizes our consumption, ensuring its use over many cycles. Industrial water consumption is limited to a small amount of water regularly topped up to maintain a sufficient level of water in the network.

Use high efficiency heat pumps across all our production facilities

These are used to maintain the cooling circuit at temperatures suitable for our processes; we intentionally chose machines offering the best energy efficiency (except at our site in the United States, where we have a cooling tower).

Conduct regular testing

In 2023, we carried out an in-depth study on using cooling water to improve water use efficiency. The results showed that the purging of cooling water from injection molds leads to a considerable increase in particles in our cooling network, particularly metal particles. These particles disrupt the balance of the cooling circuits and can lead to high water consumption if the network must be purged. If accumulated in our equipment, these particles can create operating and quality problems. The new industrial water management standards therefore integrate the evacuation of mold purge water with wastewater.

Monitor waste water discharge

We discharge into municipal sewer systems and treat it in municipal water treatment plants. Most of our sites are subject to water quality monitoring and assessment by relevant authorities.

Manage plastic pellets

At our French sites we launched a project to manage plastic pellets, with the goal of limiting accidental dispersion into surface water and sewers. The procedures and systems put in place have been audited by a third-party organization, which has confirmed that our processes align with the principles of limiting plastic pollution of surface waters and oceans.

Commit to the principles of soil preservation and biodiversity

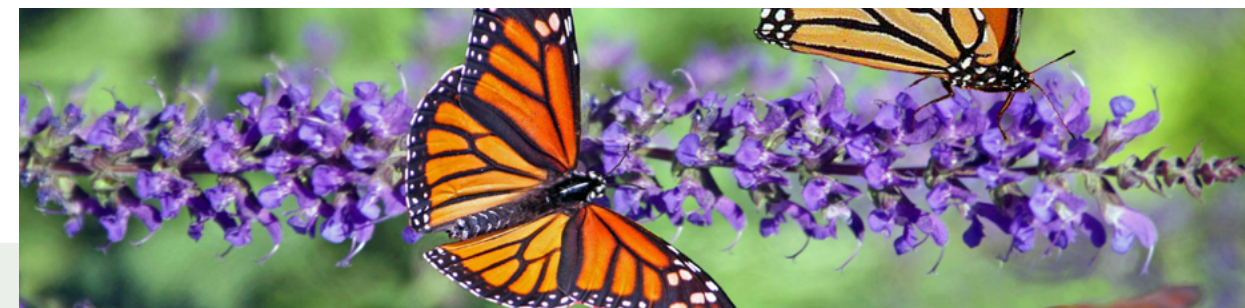
15% of our Szczecin site was left free of construction or asphalt to benefit the local ecosystem. Similarly, the new parking lot at our La Verpillière site incorporates the best ecological principles, with non-waterproofing soil and infiltrating drainage ditches. Excess surface water is naturally channeled into infiltration channels, while hydrocarbons are eliminated naturally by selected plant species. This type of landscaping helps to prevent the sealing of soil, thereby reducing the risk of flooding.

These channels, that naturally treat hydrocarbons, avoid the need to install drainage and depollution equipment such as water networks and hydrocarbon separators.

Biodiversity

The outcome of our materiality assessment has shown that biodiversity should be considered within our strategic approach. Therefore, we are dedicated on improving our biodiversity standards throughout our activities. Before we start a project, we carry out studies to check if our activities might negatively impact local fauna and flora. For example, our parking project at La Verpillière, which has the goal of expanding our operational capacity, takes into consideration its impact on soil, biodiversity and water management.

Our efforts in Vernon Hills, USA, were recognized for creating a habitat for monarch butterflies. Our projects involve more than just building; we actively protect species to preserve natural habitats and keep our planet in balance. We are thrilled to announce that our Vernon Hills site is now certified as a Monarch Waystation, providing essential support for monarch butterflies throughout their lifecycle.



Pollution

Pollution is another topic which emerged from our materiality assessment, particularly through a value chain lens. We ensure that our operations are environmentally responsible and employ processes to minimize pollution. Our procedures utilize the most recent technologies to reduce air pollution from chemicals, aligning with ISO 14644 standards. This means that our facilities follow international best practices for cleanrooms and controlled environments, and our filters are checked on a weekly and monthly basis to ensure that compliance is always maintained.

We also carry out chemical risk assessments for each plant. This allows us to identify our chemical products and assess potential environmental impacts in case a leak or spill occurs. After conducting an environmental risk scenario at each site, we train our operational teams in emergency response procedures to further identify, manage and mitigate these risks.

Animal welfare

We are committed to safeguarding animal welfare, considering that this is also a materially relevant topic. To achieve this, we strictly limit all animal testing to only what is necessary. In addition, all animal testing must comply with ISO 10993, which represents the international best practice for these procedures.

Our current practices focus on replacing animal experiments with scientifically validated alternatives that do not require animal experimentation.

People

GRI 402, GRI 403, GRI 404, GRI 405



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39%

WOMEN AT NEMERA

36%

WOMEN AT LEADERSHIP LEVELS

1,1

NEMERA INCIDENT RATE

82%

EMPLOYEES HAD PERFORMANCE REVIEW

27,6

HOURS OF TRAINING PER EMPLOYEE

71.874

TOTAL HOURS OF TRAINING

7,32%

OVERALL VOLUNTARY TURNOVER DOWN FROM 9.48% IN 2022

66%

OVERALL ENGAGEMENT RATE

People

“

I don't see sustainability as an addition to the work we are doing - instead, I see it as central in the day-to-day work that we do. People are a massive part of sustainability, and I am a firm believer that they are also the most valuable resource we have.

Looking back to 2023, our main challenges were managing the growth of Nemera, which meant on the HR side hiring, onboarding and training over six hundred new joiners while working to maintain our culture, that secret sauce that makes Nemera so special. Newer generations have been paying more attention to how companies address sustainability matters when looking for job opportunities and we get a lot of questions in interviews now on how do we as a company see ourselves contributing to the communities we are part of? Or what do we do at Nemera to grow and retain our talent? The main solution is understanding what people need to thrive at Nemera, and how that supports our business objectives. Our HR strategy is all about attracting and nurturing the best talent for our current and future needs, one that is motivated by our purpose and energized by our growth story.



ELIZABETH DE LONGEAUX

VP Human Resources

Our patient-first purpose is at the heart of who we are. We foster a culture of care that gives us the power to do what is right - for patients, customers and our people. We listen. And accept one another. We prioritize flexibility, health, and well-being. All, while doing what it takes to protect the world we share. Because we're in this together - fueled by collaboration. True teamwork that rejects silos and hierarchy in favor of open, candid communication and autonomy. Our global culture intentionally brings together diverse perspectives in constant pursuit of better patient solutions and stronger customer relationships. Driven by its people, Nemera is committed to providing everyone with fair employment opportunities. Our commitment is embedded in our Employee Handbook, our Human Resources policies, and our support of the United Nations Universal Declaration of Human Rights and the International Labor Organization of Fundamental Principles and Rights at Work. This year, we further strengthened this commitment by becoming a signatory to the United Nations Global Compact.

Our HR focus lies on attracting and retaining the best talent, motivated by our purpose to put patients first and energized by our growth story. We foster a culture of care, collaboration and growth. As we grow at almost 15% every year, the HR department is responsible for adapting to changes while maintaining a healthy organizational culture.

As a team, we're wired for growth. Passionate. High-energy. High Impact. At Nemera, possibility is endless, and learning is expansive. Where every day is a new adventure, and every contribution can help improve patients' lives.

Employee health & safety

Our safety management system

To successfully put patients first, we need first to ensure the safety of our team. We are committed to providing a safe and healthy work environment to all our employees and any individuals working in our sites, and always taking the necessary steps to prevent work related injuries and illness in the workplace. We ensure that all our facilities and other workplaces comply with all laws and regulations, and we implement a hierarchy of controls to prevent our people from injuries. These measures are essential for the safety of our employees and customers. Our constant aim is for every Nemera employee to go home after work in the same physical condition as when they arrived!

However, safety goes far beyond compliance for Nemera. Our safety management system includes an overview of policies, procedures and reporting and clear communication with the Board of Directors, who examine our safety results and seek to proactively minimize risks. All meetings, trainings and discussions start with a 'safety minute' where we share a key takeaway around safety - for instance, tips on how to work safely or communicating upcoming safety-related events. This is mandated within our Global Safety Policy and helps raise awareness and maintain an organizational culture that is fully focused on safety.

Risk assessments

Each of our sites is responsible for conducting risk assessments and has its own EHS Manager. For extra safeguarding, our Safety Committee conducts and reviews risk assessments annually. Our risk hunt program puts together groups of people from different departments across multiple locations; their goal is to identify any risky processes or safety gaps and propose multidisciplinary solutions.

In 2023, we carried our 26 risk hunts, covering all plants and activities. To support these risk assessments, we also have a hazard reporting system for employees to signal hazardous situations. Each employee has the right to say that they can disengage from a situation that they judge as unsafe, which is then reported to their manager and the EHS site manager.

Training & knowledge-building

All employees are required to participate in regular training on health and safety issues. Every year, we draw up a health and safety training plan based on a risk assessment for each site. These training initiatives are designed to pass on Nemera's safety culture to all employees and reduce the risk of accidents. We organize regular training on certain particularly risky tasks and activities, such as crane driving and electrical operations, but also on more general risks such as sleep management for night workers, gestures and postures at the workstation, and handling chemical products.

Safety maturity benchmark

We conduct regular safety audits that cover the safety management system at Nemera, including safety culture. The analysis considers multiple factors including safety leadership, risk assessments, communication of safety processes and emergency procedures. The findings help to create plans for addressing gaps and mitigating against future accidents.

Incident reporting

To evaluate our safety management system, we have implemented reporting practices that monitor our KPIs. They help us acknowledge our efforts quantitatively and make better decisions based on data - more specifically, the Board of Directors gathers monthly to discuss these results.

Behavior based safety program

Several years ago, we set up an awareness program based on discussion observations with employees. We have around 10% of employees, mainly managers, trained at each site, and we carried out a total of 3,500 discussion observations in 2023. This is an extremely powerful tool for developing safe behavior among our employees in all circumstances.

Emergency preparedness

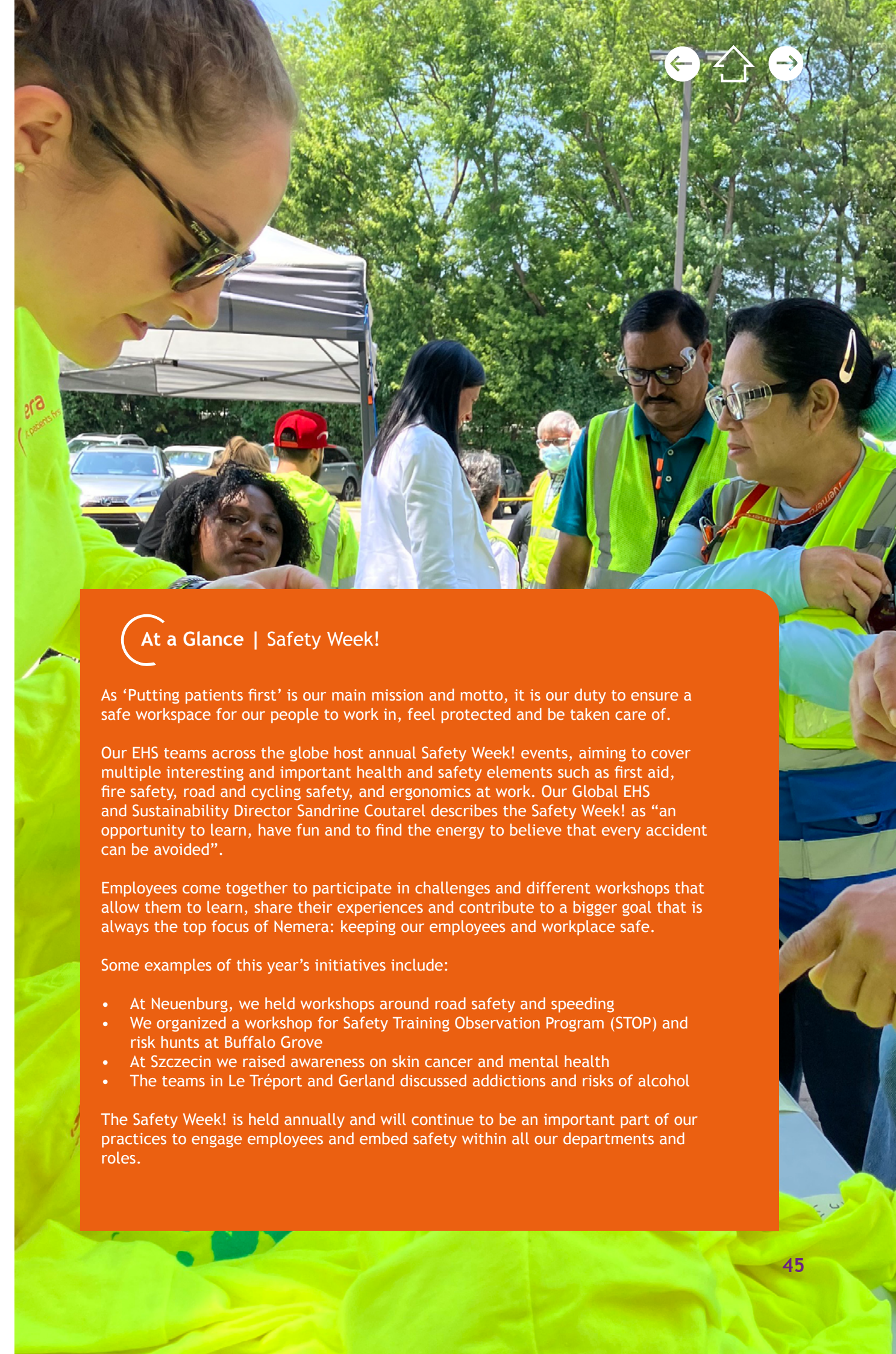
We maintain a network of first aiders at each site so that we can manage emergency situations and deal with any injuries or symptoms our employees may suffer. Around 15% of employees are trained in first aid, and we ensure they are distributed throughout each team and each building.

Mental health at Nemera

As Nemera's employees are not only subject to physical stress, we have also embedded mental health-related benefits into our HR practices. Our Employee Assistance Program (EAP) provides employees and their dependents with counseling by experienced professionals to help with personal and financial challenges.

Employees and their families that need support with job stress, depression, grief, substance abuse and any other non-financial-related issues can talk in confidence to a counsellor at any time. A finance professional is also available to support with matters such as tax questions and retirement planning.

In 2023, we began developing mental health first-aid training at Nemera headquarters. This first experiment was a great success with the participants. We have decided to renew this program in 2024 and gradually extend it to other sites.



At a Glance | Safety Week!

As 'Putting patients first' is our main mission and motto, it is our duty to ensure a safe workspace for our people to work in, feel protected and be taken care of.

Our EHS teams across the globe host annual Safety Week! events, aiming to cover multiple interesting and important health and safety elements such as first aid, fire safety, road and cycling safety, and ergonomics at work. Our Global EHS and Sustainability Director Sandrine Coutarel describes the Safety Week! as "an opportunity to learn, have fun and to find the energy to believe that every accident can be avoided".

Employees come together to participate in challenges and different workshops that allow them to learn, share their experiences and contribute to a bigger goal that is always the top focus of Nemera: keeping our employees and workplace safe.

Some examples of this year's initiatives include:

- At Neuenburg, we held workshops around road safety and speeding
- We organized a workshop for Safety Training Observation Program (STOP) and risk hunts at Buffalo Grove
- At Szczecin we raised awareness on skin cancer and mental health
- The teams in Le Tréport and Gerland discussed addictions and risks of alcohol

The Safety Week! is held annually and will continue to be an important part of our practices to engage employees and embed safety within all our departments and roles.

Employee development & well-being

Employee engagement

Being a people-focused, fast-growing company, it is crucial for our business to nurture our existing talent while also integrating new talent. We measure our progress related to overall employee engagement through surveys via CultureAmp, a platform that allows us to gather insights across multiple areas. We achieved an overall 66% engagement score in 2023, up four points from 2022. We are happy with the progress made across every

single factor over the last year, reflecting our focus on listening to our employees and taking action. We also recognize the growth that is needed ahead of us; by aiming to continually increase our overall score every year, we can impact performance, innovation, retention and talent attraction - these insights are therefore highly valuable when shaping our annual HR strategies. The outcomes also show we have some progress to make and we will continue to strive for improvements across all factors.

FACTOR	COMPARISON	2022	2023	
Work Relationships		78	80	↗ +2
Individual		N/A	77	↻ N/A
Diversity		62	66	↗ +4
Leadership		62	65	↗ +3
Action		57	63	↗ +6
Social Connection		51	62	↗ +11
Growth & Development		54	60	↗ +6
Innovation		57	60	↗ +3
Collaboration & Communication		56	58	↗ +2
Company Confidence		43	48	↗ +5



At a Glance | "The Mark You Make" Campaign

Many of our production and warehouse employees only see a small part of the product we are producing; they don't get to see the end product of the device, assembled and with the label and medication inside. Our "The Mark You Make" campaign, piloted at our Buffalo Grove site, helped our employees to get a better understanding of the positive impact they are having for patients through their day-to-day activities. In fact, we even had multiple employees come forward and share feedback that someone in their family uses our device and they never realized it was what we were making here. Sometimes it was even the employee themselves using the device!

By raising awareness on how our products are used by patients, we have seen an increase in the pride people have in their work. This campaign also helped people to feel connected to each other by seeing themselves and their colleagues in photographs, opening space for conversations for people from all levels of our business.

Overall, this campaign has been a worthwhile initiative and positively impacted how we work, how we view the work we do, and how we view each other.

Developing our workforce

Putting patients first means ensuring that our talent is continuously improving their skills and expertise to build innovative, better products. It is important that we provide time and encouragement for people to achieve this and is why we have developed end-to-end processes that support employees throughout their NemerA journey.

Onboarding

All new employees at NemerA are assigned a buddy and are given a list of different people to engage with to start their integration. Everyone participates in a half-day training called NemerA Essentials, which includes health and safety protocols, information about the company and a code of conduct training. Lastly, new joiners participate in meetings with the HR site coordinator and, if applicable, a member of the employee representative committee.

Performance reviews and feedback culture

Formal performance evaluations take place at least once a year. Employees gather with their managers to discuss their performance against job duties, discuss career aspirations, upskilling and other relevant subjects. As we recognize the benefits of having an organizational culture that values feedback and open discussions, managers are also encouraged to provide feedback informally. In 2023, 82% of our employees had completed a performance evaluation.



Skills development programs

On the back of engagement survey feedback, we have launched Tandem, a global mentoring program that enables individuals to develop their talents by partnering with a mentor in another function and/or country to gain different insights. For the pilot program, ten cross-functional pairs were identified, of which one will mentor the other for at least one year. This program is offered to everyone regardless of role or position.

“
The success story in my mind is the open conversation we have had about challenges in both of our worlds and also the plan for my mentee we came up with for operational experience which he is very excited about.
Mentor

“
The fact that Nemera is global and multi-cultural has been great. It has helped me learn different perspectives and has helped change positively certain aspects of how I work. My mentor has also been great and has gone above and beyond to help, support and discuss various topics. We even met in person when I had a chance to go to France, which was fantastic!
Mentee

Supporting employee quality of life

Employing thousands of professionals with different lifestyles, interests and needs brings challenges. We strive to accommodate individual preferences as much as possible, if not detrimental to the running of our business. We are committed to promoting well-being and work-life balance through multiple benefits; by doing so, we contribute to better job satisfaction, employee engagement and, ultimately, a positive culture for our workforce.

- Telecommuting and hybrid opportunities for employees that can perform their work remotely.
- Medical and dental insurance.
- Retirement savings plan.
- Family and/or health-related leaves which are not legally mandatory (e.g., childbirth) such as additional parental leave in locations where needed, time off to vote and participation in school activities.
- Employee Assistance Program for employees that need psychological or financial support.
- Financial educational assistance for employees that want to upskill.
- Voluntary working groups to discuss employment issues.

Leadership programs

We offer leadership training to our managers and aspiring leaders in two main forms.

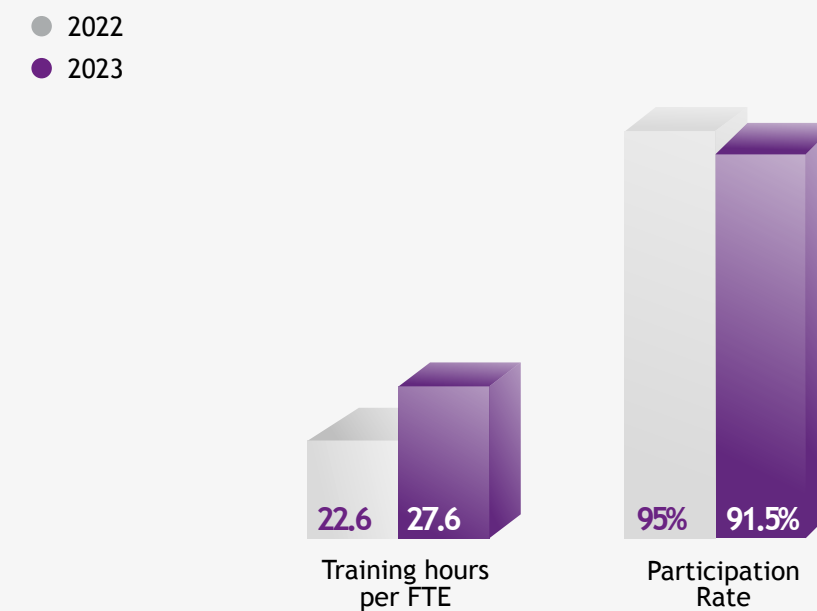
In 2021, we launched the Nemera leadership model, Learn to Lead, which clearly outlines our expectations of all of our leaders. We have developed and are offering training modules to help our team leaders build and enable a positive environment, engage and develop people, foster cooperation at all levels as well as define their vision and drive performance.

Nemera’s STEP program (Step back, Transform, Engage, Progress) was recently created for shift leaders and offers a robust program to develop leadership, including self-leadership assessments, workshops and coaching. Shift leaders learn how to be an authentic leader,

inspire and engage others, develop the necessary characteristics of a leader and drive performance in their teams.

There are several compulsory e-learning courses that our employees are mandated to complete; topics include our Code of Conduct, sexual harassment, good manufacturing practices and IT Compliance. In 2023, training hours per FTE was at 27.6 hours versus 22.6 hours in 2022, with a training participation rate of 91.5% in 2023 against 95% in 2022.

Figure 6 | Employee training at Nemera, 2022 - 2023



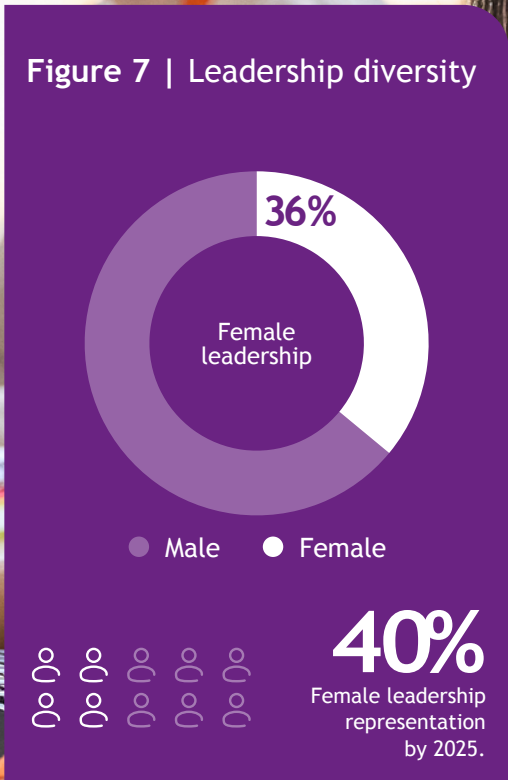
Diversity & inclusion

We understand that the manufacturing sector has historically been highly imbalanced in relation to gender representation. For this reason, Diversity & Inclusion (D&I) is one of our key sustainability focus areas, especially regarding female leadership.

We set a goal in 2018 to achieve 35% female leadership by 2024; we are proud to have already hit this milestone, achieving 36% this year. Based on our successes this year, we have strengthened our commitment by extending the goal to 40% representation by 2025. We are also striving to achieve equal retention rates and engagement scores across all demographics in our talent pool.

We are committed to zero tolerance of discrimination or harassment and providing equal employment opportunities to all candidates regardless of their personal characteristics, such as race, disability, sexual orientation, gender identity and expression of religion or beliefs. Our commitment is reflected in our policies, including our Employee Handbook and Diversity & Inclusion Policy.

For Nemera, diversity refers to the characteristics that make us all different - personally and professionally. Inclusion, on the other hand, refers to fostering an environment where differences are valued and contribute to decision-making. Diversity helps us bring together a workforce of unique individuals, and inclusion embraces those differences. These definitions help us in shaping an HR strategy that celebrates our differences while maintaining our core purpose as an organization.



How we strive for a diverse team and an inclusive culture

- We have modified our contractual terms and approach to recruitment in an effort to have a gender-balanced pool of applicants, and we have included a footer in all our recruitment publications encouraging people from all demographics and backgrounds to apply.
- Where possible, we offer flexible work arrangements to accommodate individual needs, contributing to fairer working conditions for each employee.
- We created a performance indicator that measures the rate of internal promotions to help us identify and fix barriers that might be holding back our female employees.
- We conduct annual salary parity reviews across the entire organization to find discrepancies in the same roles or levels, as part of our drive to close gender pay gaps.

Child & forced labour

In accordance with the International Labor Union standards, Nemera forbids the employment of workers under the legal minimum wage to ensure there is no child labor in our premises and in suppliers' activities.

We also prohibit all forms of forced labor. To properly formalize our commitment, we outline child and forced labor commitments in our Human Rights and Labor Conditions Policy.

Social dialogue

- We follow and adhere to local legislative and collective bargaining framework of the countries in which we operate in accordance with applicable International Labor Organization (ILO) conventions, our values and global standards.
- We respect employees' rights to join, form, or not to join a labor union without fear of reprisal, intimidation, or harassment.
- Where employees are represented by a legally recognized union, we are committed to establishing a constructive conversation with their freely chosen representatives.
- When collective negotiations take place, we are committed to negotiating in good faith through genuine and constructive dialogue to identify common interests, reach sustainable agreements and implement them.
- We are committed to ensuring that any noncompliance reports received are properly investigated in a timely manner.

Working in our communities

Contributing to the greater good of society and local communities and promoting equal opportunities are extremely important to us. With this in mind, Nemera partners with different associations and NGOs to provide our people with the opportunity to make a difference. A snapshot of these initiatives includes:

Sport Dans la Ville

“Convinced that international exposure changes the career paths of the young people that Sport dans la Ville accompanies towards employment, in 2019 our teams created the YOUNG TALENTS program, which has already enabled over 700 young people to improve their English, open up to the world and gain professional experience outside France. Nemera’s support and the commitment of the employees who give up their time for this program is essential, through site visits or English sessions. Nemera helped us build this program on an international scale.”

PASCAL REMY, Head of Global Partnerships at Sport Dans la Ville

Demos

For the last six years we have also partnered with Demos, an organisation which helps to bring the gift of classical music to children who, for economic reasons, would otherwise not have had this opportunity.

Girls Day Initiative

Our Neuenburg site in Germany participates in Girl’s Day, an annual nationwide event aimed at guiding girls in their career and academic choices. This event, sponsored by the German Federal Ministry for Family Affairs, Senior Citizens, Women and Youth, as well as the Federal Ministry of Education and Research, focuses on careers where women make up less than 40% of the total workforce. For example, this includes professions in information technology, trade, and natural sciences.

As part of this event, Nemera participates by delivering company presentations and providing hands-on skill experiences in production, maintenance, mold storage areas, and exposure to various skilled trades. We look forward to organizing and welcoming our participants in the next Girls’ Day, scheduled for April 25, 2024.



Children Day Initiative

On October 12, Children’s Day is celebrated in Brazil. A big event was organized by the HR and EHS teams to pay tribute to all the children of Nemera employees and, above all, to send a very important message to all the parents about the importance of safety.



La Scintillante

In 2023, 83 Nemera’s employees joined to run La Scintillante and raise awareness and funds for causes like cancer, patient support, and cancer research. This run was organized by the Centre Léon Bérard, a prominent cancer research organization located in the region of Lyon. With the help of our employees, the centre collected approximately 80.000 euros to help in the global fight against cancer.



La Charte Des 1000

In 2023 we signed “La Charte Des 1000” initiative from the Municipality of Lyon. This initiative aims to support society’s most vulnerable individuals, including low-income individuals, and young people from the city’s least privileged areas. As part of this initiative, Nemera is contributing by raising awareness about combating discrimination, forming partnerships with marginalized and disabled individuals, and offering internship opportunities for young students from disadvantaged areas of the city.

Business Ethics

GRI 206, GRI 406, GRI 418



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SPEAK UP REPORTS

0
COMPLAINTS FROM REGULATORY BODIES

0
LEGAL ACTIONS PENDING OR COMPLETED REGARDING ANY ASPECTS OF ANTI-COMPETITIVE BEHAVIOR AND ANTITRUST VIOLATIONS

0
SUBSTANTIATED CLAIMS CONCERNING BREACHES OF CUSTOMER PRIVACY

0
LEAKS, THEFTS OR LOSSES IN CUSTOMER DATA

81%
EMPLOYEES TRAINED ON DATA PROTECTION & CYBERSECURITY

Business Ethics

“

As an organization that puts patients first, working ethically is fundamental. Our efforts benefit employees, customers, suppliers and stakeholders, who can trust our solutions and collaborate with us in the long-term. We rely on multiple policies and procedures to ensure a work environment and an organizational culture that is aligned with our ethical values.

To strengthen our ethics management system, we have implemented a Code of Conduct and topic-specific policies, a hotline to report misconduct, and audits of data management and IT security. Being a compliant company is essential to future-proof our business from existing and upcoming laws and regulations. We ensure global standards across our entire operations - from procurement to product use -, including our office activities, which involve information security and financial integrity.

Our efforts benefit employees, customers, suppliers and stakeholders, who can trust our solutions and collaborate with us in the long-term.

Ethical conduct

At Nemera, all employees and staff are responsible for ensuring an ethical workplace and must follow certain conduct guidelines that ensure business integrity, which are embedded in our Code of Conduct and company policies. Among those, we are committed to mitigating any risk of corruption and fraud, competing fairly in the market, managing information and data securely and providing a safe space for everyone to report malpractices.

Moving forward in 2024, we are aiming to organize annual ethical awareness trainings to continue embedding these principles in the organization; and conducting an ethics risk mapping to find improvement hotspots.



CHRISTIAN MEUSINGER
VP Quality & Regulatory

Speak up

A key part of being an ethical company is safeguarding an open, safe working culture that allows employees to speak up and communicate their concerns. Our Code of Conduct guarantees two different solutions. For face-to-face discussions, we encourage our staff to refer to their manager or to HR. For anonymous communication, we provide a Speak Up Line operated by People InTouch, an independent external party that mediates the communication between the employees and Nemera's Ethics Committee.

In 2023, our Speak Up line for employees to report misconduct registered 32 reports across five regions globally, compared to 21 reports in 2022. Our goal moving forward is to reinforce communication regarding our speak up line to encourage employees to use it when necessary.

All reports coming in through the Speak Up Line are delivered via the platform to the Ethics Committee. Follow up investigations focus on an objective, factual analysis, which may require the intervention of an Investigator if necessary, depending on the complexity and urgency of the case. Any appointed external or internal investigator always works under strict confidentiality and supervision of the Ethics Committee.

If a report directly involves a member of the Ethics Committee, the person in question will not be included when the report is transferred to the Committee. The employee who opened the report is continuously informed about the case status and is protected from retaliation by our Code of Conduct. Once the case is solved, the Ethics Committee will act on the necessary measures to be taken.

Ethics Committee



MARC HÄMEL
CEO



ELIZABETH DE LONGEAUX
VPHR



JOELLE RANZINI
Legal Director

32 CASES REPORTED THROUGH OUR SPEAKUP LINE IN 2023

Anti-competitive practices

Nemera's Antitrust and Competition Law Policy is in line with existing global laws and regulations and applicable across all areas of our operations. While certain business activities or departments are more sensitive to antitrust conduct, employees from all levels are required to follow the company's guidelines.

By complying with antitrust conduct, Nemera ensures fair competition and reduces risks of malpractices by internal stakeholders. This is especially important because antitrust issues can arise in many ways, and therefore employees should be equipped with the knowledge to identify misconduct, even if in subtle forms. We provide awareness trainings about anti-competitive practices on a regular basis.

We also continuously evaluate antitrust risks per department to eliminate or mitigate them.

Our legal department works closely with our entities to propose improvements and strengthen our business practices, especially if they pose higher risks. For example, departments that are in constant exposure with our competitors often conduct more sensitive activities compared to others and require consultation with our legal team before engaging.

For 2023, we had no legal actions pending or completed regarding any aspects of anti-competitive behavior and antitrust violations and will strive to maintain the highest standards of corporate conduct in 2024 and beyond.

Data privacy & security

Information security and data management are fundamental to maintaining our business in the short-, medium- and long-term. Firstly, we manage high volumes of sensitive data as part of the healthcare industry, and therefore need secure spaces to store them. And secondly, Nemera's growth relies on strong IT systems that protect the company from accidental breaches and malicious threats.

Our approach is driven by our Information Security Policy, which guides employees to quickly identify and manage IT security risks, respond to demands of customers, protect assets of cyber-attacks and incidents, and apply legal and contractual obligations.

Security management is applied from the strategic to the operational level. Its implementation helps reduce risks and guarantee the continuity and quality of services provided to customers.

Our Chief Information Security Officer (CISO) is responsible for the entire information security strategy of the company. Apart from monitoring systems and ensuring continuous safety, the CISO also oversees regular audits and risk assessments and organizes awareness training for our employees.

We are happy to share that this year we did not receive any:

- 1 Substantiated claims concerning breaches of customer privacy.
- 2 Complaints from regulatory bodies.
- 3 Leaks, thefts or losses of customers data, maintaining the same high standards achieved in 2022.

Lastly, we count on a monthly committee meeting to discuss security-related matters. Among their duties, this team ensures the consistent implementation of our Information Security Management System and monitors information security processes. In practice, this includes tracking information security KPIs, analyzing security crises and incidents that have occurred in the past as well as providing updates on security projects. The combination of these actions lead to the proper identification of improvement areas contributing to keep our systems resilient against cyber threats.

Other responsible information management achievements in 2023 included:

- 1 The roll out of an Endpoint Detection & Response (EDR) system on all our servers and personal computers;
- 2 Network Access Control implemented in all sites;
- 3 A cybersecurity risk analysis and an update of our cybersecurity roadmap.

Phishing exercise

We conduct internal tests to validate the robustness of our information security systems.

This year's phishing campaign showed a failure rate amongst our employees of 4.3% an improvement from the 7.6% rate in 2022. We also implemented mandatory training for those who did fail to further mitigate and reduce the risks linked to this topic in the future.

In December, 81% of our workforce completed trainings on "Data Protection - GDPR and Worldwide Data Privacy Laws" and "Cybersecurity - Securing Our Information and Systems".



81%
Employees trained on Data Protection & Cybersecurity.

Sustainable Procurement

GRI 2



In this chapter

Training	64
Supplier selection & management	64
EcoVadis campaign	65

93%
TEAM MEMBERS TRAINED ON ESG

100%
PERCENTAGE OF NEW SUPPLIERS SIGNED OUR
CODE OF CONDUCT

70%
RESPONSE RATE ON 3RD ECOVADIS CAMPAIGN

Sustainable Procurement

“

At Nemera, we believe that sustainable practices must extend far beyond our operations. This means recognizing our duty to reach our suppliers and enhance sustainability through partnerships. Our objective is for all our suppliers to prioritize the environment and enhance the well-being of workers and communities. We also want our suppliers to continue integrating ESG in their governance frameworks to prevent ESG risks.

To vehiculate our objective through our upstream supply chain, we rely on the expertise and awareness of our procurement department. Our team participated in various training initiatives and workshops to improve Nemera’s ability to integrate ESG principles into our purchasing practices and assess supplier engagement in our sustainability approach.

In addition, this year we introduced assessment and follow-up systems to onboard our upstream supply chain in our sustainability journey. An example of this is our EcoVadis engagement program, where we encourage suppliers to undergo an EcoVadis assessment to rate their sustainability performance. This allows us to identify suppliers’ improvement areas and collaborate with them in continuous improvement initiatives to enhance their sustainability while preserving or improving their performance.

Our vision for 2024 is to embed sustainability further into our decision making and continue to select and assess suppliers with a focus on their carbon footprint and general sustainability engagement. Besides, we are dedicated to intensifying the sustainable part of our suppliers. To achieve these goals, our partners can expect Nemera’s continuous commitment and collaboration.

Our objective is for all our suppliers to prioritize the environment and enhance the well-being of workers and communities.



VINCENT GERBET
Procurement Performance Manager

The pillars of our supplier engagement strategy

- 1 We encourage our suppliers to endorse international certifications and ESG standards such as ISCC+, SBTi and UN Global Compact.
- 2 We collaborate with our suppliers to undergo ESG rating assessments to benchmark their sustainability management systems’ performance against industry peers. We focus on improving Nemera’s procurement processes to develop sustainability more efficiently in our upstream supply chain and require our partner to respect our strategy by signing our CoC.
- 3 We support our partners in their ESG initiatives to improve their sustainability standards while enhancing their global performance.

We recognize the importance of engaging our partners to promote sustainability into our supply chain. These principles are embedded in Nemera’s Supplier Code of Conduct (CoC) and we collaborate with our suppliers through the three pillars of our supplier engagement strategy.

We tailor our assistance to every supplier depending on where they sit along their sustainability journey, to strengthen their ESG awareness and actions and realize the opportunities created through being a more sustainable partner.

To achieve these milestones, we rely on the knowledge of our procurement team and are focused on reviewing our daily actions to further integrate ESG criteria.

Our Supplier Code of Conduct (CoC)

The CoC, based on the principles of the UN Global Compact and International Labor Organization (ILO), formalizes our sustainable procurement commitments and is a key tool in onboarding our suppliers to be part of our ESG journey.

100% PERCENTAGE OF NEW SUPPLIERS SIGNED OUR COC

Training

In 2023, we focused on initiatives to upskill our procurement team. We partnered with Des Enjeux et des Hommes to conduct a training on the topic of 'Responsible Procurement'.

The training proved to be highly successful as our employees actively engaged in practical case studies, gained insights into responsible procurement across environmental and social topics, and benefited from an external point of view of Nemera's initiatives.

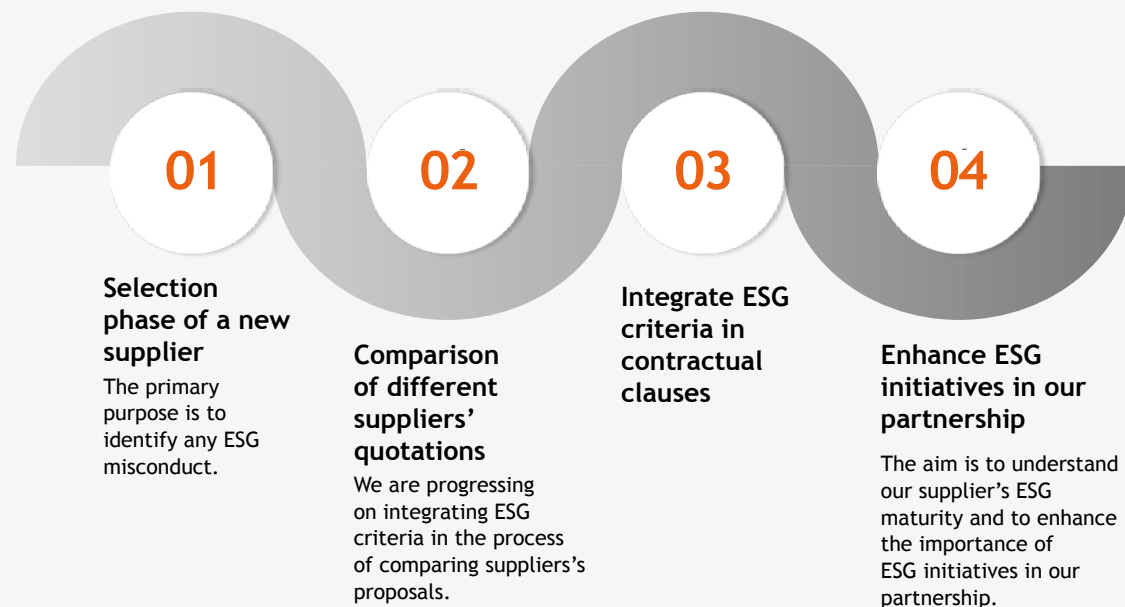
25 EMPLOYEES ATTENDED THE 'RESPONSIBLE PROCUREMENT' TRAINING

This training session was attended by 25 employees and focused on:

- 1 The role of the procurement department in considering planetary boundaries and sustainability commitments;
- 2 Strategies to engage suppliers;
- 3 Methods to mitigate the environmental and social impacts of purchased products and services;
- 4 Ways to integrate sustainability considerations into internal procurement decisions.

Supplier selection & management

We took significant steps forward this year by redesigning our procurement practices to integrate ESG criteria. This new process will be based on assessing our suppliers during four different phases. These phases correspond to:



EcoVadis campaign

We use EcoVadis to evaluate our suppliers' sustainability practices across four key areas: environment, labor and human rights, ethics, and sustainable procurement. This helps us understand our supply chain's readiness for sustainability challenges and compare their performance with industry standards.

In addition, our EcoVadis campaign aims to encourage suppliers to undergo external ratings and enhance their sustainability management systems. In 2023, we launched our third campaign, and the results were encouraging with a high participation rate. Overall, our supply chain performs above the EcoVadis average, with most suppliers classified as 'opportunity' - the highest-performing category. Crucially, none of our suppliers were deemed high risk.

A strong supply chain not only reduces risks but also drives innovation and benefits the planet and society. At Nemera, we understand our responsibility to promote sustainability in the drug and medical device industry.

A strong supply chain not only reduces risks but also drives innovation and benefits the planet and society.

At a Glance | ObsAR Initiative

In the complex supply chain landscape of the drug and medical device sector, we recognize the importance of partnering with external organizations to develop our responsible purchasing practices. That is why we are proud to announce our endorsement of the Observatoire des Achats Responsables (ObsAR).

Founded in 2010, ObsAR aims to scale good purchasing practices that consider economic, environmental, and social factors. It operates as a think tank, offering tools to measure and integrate sustainable business practices into companies' procurement departments.

Through our partnership with ObsAR, we focus on various themes such as circular economy, carbon impact, and waste management. As members, we gain access to valuable resources including working groups that share and discuss responsible purchasing practices, exclusive events on the topic, and access to monthly newsletters and tailored educational materials.

Looking Forward to 2024



In this chapter

Looking forward to 2024

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Looking forward to 2024

“

2023 was a year of great progress for sustainability at Nemera. One of our biggest achievements is the completion of our first double materiality assessment, which will allow us to build a more holistic strategy that will fit the needs of everyone across our company. We are already seeing the benefits of this deeper understanding of the topics which are most important for both our own operations and value chain.

Internal engagement on sustainability has never been higher, something which brings pride and encouragement for our work. We have heard stories of how participants in our 2-Tonnes workshop have organized similar events for their families and friends, which is a sign of how we can positively scale our sustainability impact beyond our everyday working lives. We also hear more and more conversations on sustainability in our daily work, facilitated by the training and awareness we are looking to raise on topics across all pillars of our sustainability strategy. These conversations are taking place everywhere in our company, with sustainability now a central part of conversations from top management to site level. Strengthening our corporate governance in relation to sustainability was another major achievement along these lines and gives us an even stronger foundation from which to pursue our sustainability goals in the coming years.

A welcome challenge that comes from this increased engagement, is that the more engaged our employees become on sustainability, the more they expect from us as a company. This message reinforces our aim to never stand still on this topic, shown by our desire for continuous improvement in ratings such as EcoVadis and CDP, increasing the coverage of our ISO certifications and moving towards our 2030 objectives. We have set the foundation for continued success, and we are now focused on delivering this to patients, customers, employees, investors and all other stakeholders impacted by our work.

Internal engagement on sustainability has never been higher, something which brings pride and encouragement for our work.



SANDRINE COUTAREL
Global EHS & Sustainability Director

2024 & BEYOND

Some of the key initiatives, programs and activities in the pipeline for 2024 include:



Building a more robust project governance scheme and model for new and ongoing ESG projects. This will include creating or strengthening project charters, sustainability objectives and key performance indicators (KPIs).

The first Nemera ESG Committee meeting will be held in June 2024, where the 2024 action plan will be validated and the roadmap until 2026 developed.



Further strategic integration of ESG principles across all our sites, including specific focus on cultural integration.

In a context of strong commercial growth, we pay particular attention to integrating ESG principles from the very onset of new projects.



Preparation for compliance with the incoming EU CSRD legislation, including using the outcomes of our double materiality assessment to reformulate our sustainability strategy and implementing a refreshed governance model. Nemera will be mandated to report publicly under the CSRD in 2026.



Expanding our ISO certification coverage, with plans to obtain ISO 14001/45001 in Szczecin (Poland) and ISO 14001/50001 in Buffalo Grove (USA).



Sustainability re-branding, ensuring our mission and vision are matched with our enhanced strategic approach.

We will continue to organize 2-Tonnes workshops to further enhance employees' knowledge on ESG.



Strengthening our eco-design capabilities, similarly building on the successes of our Innovation team over the past few years.



Scaling our use of bio-resins in product development, building on the successes of this year with our Novelia product at the forefront.

OUR PROGRESS TOWARDS SDGs

We identified and prioritized the most relevant Sustainable Development Goals (SDGs) that Nemera contributes to through our work.

PILLAR	COMMITMENT & CONTRIBUTION	Targets & KPIs	2023	SDGs
Environment	As one of our goals is to source 100% of our electricity from renewable sources, we contribute to this SDG by ensuring the use of clean energy.	100% of electricity from renewable sources by 2030	71%	
		90% reduction in scope 1 and 2 GHG emissions by 2030, from 2019 baseline	96%	
	Our science-based approach to climate action means Nemera will contribute our part in operating within safe planetary boundaries.	55% reduction in scope 3 GHG emissions from purchased goods and services per value added by 2030, from 2019 baseline	41%	
		100% plastic recyclability in our operations by 2030	83%	
Our emphasis on circular and bio-based input materials and efforts to reduce waste across our operations and value chain are aligned with the principles of responsible consumption and production.	Zero plastic waste to landfill by 2026	70.3 tons		
	Our operations and drug delivery devices and services directly benefit the health and well-being of our patients and employees.	Zero incidents of regulatory non-compliance	0	
Nemera Incident Rate <1		1,1		
Training and upskilling our employees, therefore contributing to their education and personal development, is one of our primary social focus areas.	Training hours per FTE	27,6		
	Training participation rate	91,5%		
We commit to zero tolerance of discrimination and have set targets to address gender equality.	40% female leadership representation by 2025	36%		
As an employer we strive to create and foster a healthy, diverse and welcoming workplace which allows our employees to develop their careers and grow with us as a company.	% of employees who undertake performance reviews	82%		
Ethics	Our robust governance and business conduct practices help to prevent cases of corruption, bribery and unethical activities.	Zero breaches of customer privacy	0	
		% of employees who undertake training on data protection and cybersecurity	81%	
Procurement	We aim to scale our positive impact and influence in relation to the SDGs across our value chain, working closely with key suppliers to achieve this.	EcoVadis campaign response rate	70%	

Appendix

GRI Index Table

Nemera has reported the information cited in this GRI content index for the period January - December 2023 in accordance with GRI Standards.

GRI 2: General Disclosure 2021

GRI Disclosure	Disclosure Title	Location	Page	Additional Comments
GRI 2-1	Organizational details	About the Report	2	
		Who We Are	8-9	
GRI 2-2	Entities included in the organization's sustainability reporting	Who We Are		Nemera Insight Chicago LLC Nemera Services SAS Nemera La Verpilliere SAS Nemera Le Tréport SAS Nemera Neuenburg GmbH Nemera Buffalo Grove LLC Nemera Vernon Hills LLC Nemera Szczecin Sp.z.o.o Nemera Jaguariuna Industria e Comércio Ltda
GRI 2-3	Reporting period, frequency and contact point	About the Report	2	This report was published on 5th June 2024.
GRI 2-4	Restatements of information			We have restated information related to our GHG emissions (GRI 305) since our 2022 Report, due to a methodological update.
GRI 2-5	External assurance	Climate Change & Energy Mix	29-33	Our Sustainability Report has not been assured. Our Scope 1, 2 and 3 GHG emissions are externally assured (limited) by KPMG.
GRI 2-6	Activities, value chain and other business relationships	Our Products	10	
		Our Services	12	
		Sustainable Procurement	60-65	

GRI Disclosure	Disclosure Title	Location	Page	Additional Comments
GRI 2-7	Employees	Who We Are	8-9	

Region/Country	Gender	Nbr of Employees	Region/Country	Gender	Nbr of Employees
France	Female	450	Brazil	Female	132
	Male	725		Male	71
Total France		1175	Total Brazil		203
Germany	Female	136	Poland	Female	115
	Male	471		Male	75
Total Germany		607	Total Poland		190
United States	Female	220			
	Male	336			
	Nonbinary	1			
Total United States		557			

GRI 2-8 Workers who are not employees

In 2023, Nemera had a headcount of 349 contingent workers, that is, workers with a temporary or fixed contracts, of which the majority are operators. Such staff are hired depending on the type of job they perform and according to the needs of each entity.

Country	Nbr of contingent workers
France	233
Germany	20
United States	63
Brazil	22
Poland	11
Total	349

GRI Disclosure	Disclosure Title	Location	Page	Additional Comments
GRI 2-9	Governance structure and composition	Governance	19	Nemera is jointly owned by two different private equities: Montagu (since ten years) and Astorg (since five years).
GRI 2-10	Nomination and selection of the highest governance body			Members from the investing companies (namely Astorg and Montagu) were selected based on their knowledge of the sector.
GRI 2-11	Chair of the highest governance body	Governance	19	Marc Hamel is the CEO and Chair of Nemera's Board. All board decisions are taken collectively. The chairman's role at Nemera focuses on facilitating the team's dynamic, organizing meeting agendas and proposing topics for discussion and decision-making.
GRI 2-12	Role of the highest governance body in overseeing the management of impacts	Governance	19	<p>The Nemera leadership team is the key decision maker in relation to our overall approach to sustainable development. The top company goals each year are set based on different factors such as the results of the customers satisfaction survey, the employee satisfaction survey, and other business factors.</p> <p>The highest governance body of Nemera meet once a month. Once a year, during the meeting, a presentation is held to bring to the attention of the different members the social, environmental, governance trends, policies and the different issues that may affect the business operations and company's performance. During this meeting, the members are engaged in the ESG strategy, review and guide the strategy and approve the long-term goals and Nemera's sustainability roadmap.</p>
GRI 2-13	Delegation of responsibility for managing impacts	Governance	19	
GRI 2-14	Role of the highest governance body in sustainability reporting	Double Materiality Assessment	17	Nemera's leadership team is responsible for validating the reported information and sharing it with the board.

GRI Disclosure	Disclosure Title	Location	Page	Additional Comments
GRI 2-15	Conflicts of interest	Speak Up	57	While making decisions, stakeholders should keep the best interest of Nemera in mind. any conflict of interest should be avoided. Further information and guidance is incorporated in our Code of Conduct.
GRI 2-16	Communication of critical concerns	Governance Speak Up	19 57	A summary of employee concerns from the Speak Up line are presented to the Board yearly. Critical concerns are communicated during the monthly Board meetings. In case of urgency, specific Board calls are set up. No critical concerns were raised in 2023.
GRI 2-17	Collective knowledge of the highest governance body			<p>Montagu board members are trained on Montagu's Responsible Investment Policy, which includes policy statements on D&I and climate. This is augmented with training and information sharing on ESG internal practices (such as due diligence and ICT processes), ESG external expectations and regulations, and carbon management practices.</p> <p>Astorg board members are governed via an ESG Policy, due diligence processes and regular training (on topics such as climate change, ESG regulations, EcoVadis and materiality).</p>
GRI 2-18	Evaluation of the performance of the highest governance body			To evaluate the performance of our leadership team, we conduct 1) annual reviews linked to specific objectives, 2) independent mid-year formal check-ins, and 3) annual formal evaluations.

GRI Disclosure	Disclosure Title	Location	Page	Additional Comments
GRI 2-19	Remuneration policies			<p>Nemera has a variety of variable pay programs in place, all designed to facilitate the attainment of specific organizational objectives. Variable pay is direct compensation that does not become a permanent part of base pay / salary and which may vary in amount from period to period. All variable pay programs in place are based on specific measures and criteria that must be attained during a specified measurement period.</p> <p>A review of base pay is conducted annually to ensure salaries continue to be appropriate and fair as conditions internally and externally change over time, and are related to individual performance. Leaders, with the assistance of HR, conduct a review of all salaries and make any adjustments as necessary. Any changes are effective in May of the review year (salaried employees). We do not today have any bonus payouts linked to sustainability targets.</p> <p>The Leadership team are not eligible for recruitment bonuses.</p> <p>Depending on country, eligibility for termination payments strictly driven by local law, and retire benefits are also specific per country.</p>
GRI 2-20	Process to determine remuneration			<p>Market data is the cornerstone of Nemera's base pay structure. Nemera uses a market data approach to set a foundation for effective comparisons to the external market and to recognize the importance of market competitiveness. A market benchmark is established based on a median of a comparable set of positions of similar job size and scope.</p> <p>Nemera also has a contract in place with PayFactors to provide relevant market data.</p>
GRI 2-21	Annual total compensation ratio			<p>There is no specific compensation for the CEO, Astorg and Montagu members to be part of Nemera's board. Only the independent member has a specific remuneration.</p>
GRI 2-22	Statement on sustainable development strategy	Message from the CEO	6-7	

GRI Disclosure	Disclosure Title	Location	Page	Additional Comments
GRI 2-23	Policy commitments	People	42	<p>Nemera is committed to protecting the human rights of everyone who works for the company. Our policy is based on the United Nations Universal Declaration of Human Rights, the 8 fundamental conventions of the International Labor Organization ("ILO"), the UN Convention on the Rights of the Child and the UN Ruggie framework.</p> <p>Our policy principles include: child labor, forced labor, health and safety, freedom of association and right to collective bargaining, anti-discrimination, disciplinary matters, working hours, compensation and living conditions. All employees are responsible for ensuring their own actions do not impair the human rights of others, and are encouraged to bring forward any concerns they may have about human rights abuses.</p> <p>The policy applies to everyone at Nemera, its subsidiaries and affiliates, including all officers, directors, employees (individually, a "Nemera Representative") and agents acting on Nemera's behalf. They can access it in our Employee Handbook. Each plant is responsible for ensuring that it has in place the necessary arrangements to monitor and report compliance against the Policy on an annual basis.</p>
GRI 2-24	Embedding policy commitments			<p>Responsibility for compliance lies ultimately with the Nemera Leadership Team (NLT) and with the Board. Performance will generally be reported to the Board by the Vice President of Human Resources. Responsibility for the implementation of the policy lies, generally speaking, with the local HR Managers who are required to develop procedures relevant to their plant or locations. They will work with plant managers who are responsible for the day-to-day implementation.</p>
GRI 2-25	Processes to remediate negative impacts	Speak Up	57	
GRI 2-26	Mechanisms for seeking advice and raising concerns	Speak Up	57	

GRI 3: Material Topics 2021

GRI Disclosure	Disclosure Title	Location	Page	Additional Comments
GRI 2-27	Compliance with laws and regulations	Patients First. Always	21	
		Business Ethics	56-59	
GRI 2-28	Membership associations	Active Participation to Industry Associations	23	
GRI 2-29	Approach to stakeholder engagement	Double Materiality Assessment	17-20	
		Governance	19	
		Going the extra mile with our customers	23	
		Employee engagement	46	
GRI 2-30	Collective bargaining agreements	Who We Are	9	All sites except Buffalo Grove and Poland are covered by collective bargaining agreements. Employees in Buffalo Grove operate under the same working terms and conditions (i.e. standards) as other sites (72% of our employees).

GRI Disclosure	Disclosure Title	Location	Page	Additional Comments
GRI 3-1	Process to determine material topics	Double Materiality Assessment	17-20	<p>The long list of sustainability matters considered in our materiality assessment builds on the list provided by the CSRD European Sustainability Reporting Standards and is complemented with sector and company-specific topics from international standards (i.e., GRI, MSCI and SASB.)</p> <p>We engaged with a diverse group of stakeholders (both internal and external) to gather qualitative and quantitative information to inform the identification and scoring of impacts, risks and opportunities. Surveys and interviews were conducted with top management at Nemera, customers, suppliers, trade associations, external experts and investors, ensuring perspectives were gathered from across our entire value chain.</p> <p>a) Assessing impacts The assessment for impact materiality relied on two factors: the likelihood of a potential negative impact and the severity of that impact across three dimensions - scale, scope and irremediability. The likelihood and severity were each rated on a scale from 0 - 5, combining a sectoral and location-based approach.</p> <p>b) Assessing financial risks and opportunities The assessment for financial materiality also relied on two factors: the likelihood of a financial effect and the magnitude of that effect (analogous to severity above). The assessment then focused on two key questions; to what extent can we continue to use current resources, and to what extent can we maintain our existing relationships?</p> <p>To tailor the analysis to our own context, a premium was applied to the impact materiality score to reflect the information shared by our stakeholders and adjust the score where necessary. The outcome is the materiality matrix you see above.</p>

GRI Disclosure	Disclosure Title	Location	Page	Additional Comments
GRI 3-2	List of material topics	Double Materiality Assessment	17-20	
GRI 3-3	Management of material topics	Double Materiality Assessment Environment People Ethics Sustainable Procurement	All	

GRI 206: Anti-competitive behavior 2016

GRI Disclosure	Disclosure Title	Location	Page	Additional Comments
GRI 206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Anti-competitive practices	58	

GRI 301: Materials 2016

GRI Disclosure	Disclosure Title	Location	Page	Additional Comments
GRI 301-1	Materials used by weight or volume			Resins are our primary raw materials. In 2023, resins represented 71% of our purchased goods and services.
GRI 301-2	Recycled input materials used			We choose to omit this disclosure on the basis of unavailable information.
GRI 301-3	Reclaimed products and their packaging materials			We choose to omit this disclosure on the basis of unavailable information.

GRI 302: Energy 2016

GRI Disclosure	Disclosure Title	Location	Page	Additional Comments
GRI 302-1	Energy consumption within the organization	Climate Change & Energy Mix	29-33	
Sum of Scope 1 & 2 in kWh				
Electricity				
	Green electricity			FY2023
	Grey electricity			290.082
	Renewable electricity			86.341.302
	Nuclear electricity			34.796.181
	Renewable electricity produced and consumed on site			8.173
Total Electricity				
121.435.738				
Mobile Combustion				
	Diesel			455.211
	Gasoline			460.981
	LPG			2.461
	Grey electricity - Cars			12.495
Total Mobile Combustion				
931.149				
Stationary Combustion				
	Domestic fuel			353.673
	Natural gas			2.890.907
	Off-road diesel			9.705
	Propane			78.185
Total Stationary Combustion				
3.332.470				
Grand Total				
125.699.357				
GRI 302-2	Energy consumption outside of the organization			We have chosen to omit this disclosure on the basis of unavailable information.
GRI 302-3	Energy intensity			We have not yet defined an energy intensity ratio (to be calculated in 2024) and therefore choose to omit this disclosure on the basis of unavailable information.
GRI 302-4	Reduction of energy consumption	Climate Change & Energy Mix	29-33	We have reduced our energy consumption by 3.33% since our 2019 baseline.
GRI 302-5	Reductions in energy requirements of products and services	Circularity	36-37	

GRI 305: Emissions 2016

GRI Disclosure	Disclosure Title	Location	Page	Additional Comments
GRI 305-1 ¹	Direct (Scope 1) GHG emissions	Climate Change & Energy Mix	29-33	
GRI 305-2 ²	Energy indirect (Scope 2) GHG emissions	Climate Change & Energy Mix	29-33	
GRI 305-3 ³	Other indirect (Scope 3) GHG emissions	Climate Change & Energy Mix	29-33	
GRI 305-4	GHG emissions intensity			We choose to omit this disclosure on the basis of unavailable information.
GRI 305-5	Reduction of GHG emissions	Climate Change & Energy Mix	29-33	
GRI 305-6	Emissions of ozone-depleting substances (ODS)	Climate Change & Energy Mix	29-33	We collect data regarding refrigerants lost to the atmosphere at the site level and report consolidated information in our carbon footprint. These include; R407C, R410A, R134A, HCFC-22/R22.
GRI 305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions			Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions are not material for our business activities and therefore we choose to omit this disclosure.

	2019	2020	2021	2022	2023
	tCO2e	tCO2e	tCO2e	tCO2e	tCO2e
¹ GRI 305-1	1.097,05	1.160,26	1.124,49	1.726,01	1.290,68
² GRI 305-2	29.972,83	8.416,64	7.599,24	1.147,17	76,4
³ GRI 305-3	121.610,09	86.034,94	96.184,21	117.006,57	104.848,50

GRI 306: Waste 2020

GRI Disclosure	Disclosure Title	Location	Page	Additional Comments
GRI 306-1	Waste generation and significant waste-related impacts	Circularity	34	Waste is primarily related to plastic resins and packaging, and the majority of our waste is nonhazardous and recyclable. Primarily occurs in our own activities related to core processes of assembly and injection.
GRI 306-2	Management of significant waste-related impacts	Circularity	34	We have waste efficiency and performance programs to reduce waste generation, recycling partnerships and management practices in relation to waste auditing On our sites that are ISO 14001 certified and our European sites, we ensure our partners have the correct authorizations and follow all local regulations.
GRI 306-3	Waste generated			We generated 4,143.8 tons of waste this year. 2538 tons comprised of plastic waste as well as 167.58 tons of hazardous waste.
GRI 306-4	Waste diverted from disposal			We recycled 2739.4 tons of waste this year, representing 66% of our total waste. We also recycled 2106.8 tons of plastic waste, representing 83% of our total in this category.
GRI 306-5	Waste directed to disposal			70.3 tons of waste were diverted to landfill and 701.1 tons of waste were incinerated in 2023.

GRI 402: Labor/Management Relations 2016

GRI Disclosure	Disclosure Title	Location	Page	Additional Comments
GRI 402-1	Minimum notice periods regarding operational changes			Our minimum notice period varies dependent on geography. In the US, the general guidelines for any situation that will trigger what is called the 'WARN notice' is 60 days, which refers to changes that would lead to a layoff of 50+ employees for locations under 500 employees or more than 1/3 of a locations population for 500+ employees. In Brazil the criteria is 30 days, in Germany 28 days, and in France the number is dependent on the number of employees impacted. In Poland we follow legal and regulatory guidance.

GRI 403: Occupational Health & Safety 2018

GRI Disclosure	Disclosure Title	Location	Page	Additional Comments
GRI 403-1	Occupational health & safety management system	Employee Health & Safety	43-45	
GRI 403-2	Hazard identification, risk assessment, and incident investigation	Employee Health & Safety	43-45	
GRI 403-3	Occupational health services	Employee Health & Safety	43-45	

GRI 404: Training & Education 2016

GRI Disclosure	Disclosure Title	Location	Page	Additional Comments
GRI 403-4	Worker participation, consultation, and communication on occupational health & safety	Employee Health & Safety	43-45	<p>Our employees are our main stakeholders in the evaluation of risks and they actively participate in risk evaluations and proposing mitigation measures. Risk are identified and evaluated based on four criteria (severity, frequency, duration, probability); mitigation actions are then identified and the risks are reevaluated to understand their impact</p> <p>The committee is chaired by the legal site representative or his/her delegate. Each committee is composed of employee representatives and health and safety officers; when relevant, HR managers, occupational physicians and labor inspectors are also invited to these regular meetings. The main objectives are to protect employee health, help prevent risks in the workplace and to improve working conditions.</p>
GRI 403-5	Worker training on occupational health & safety	Employee Health & Safety	43-45	
GRI 403-6	Promotion of worker health			We operate in countries where employees from outside organisations should have medical coverage from their employers. Nemera has a process with its subcontractors where they validate our company's code of conduct and ensure to meet the local regulations applicable in each case.
GRI 403-7	Prevention and mitigation of occupational health & safety management system	Employee Health & Safety	43-45	
GRI 403-9	Work-related injuries	Employee Health & Safety	43-45	<ul style="list-style-type: none"> Lost-time injuries: 20 Medical incidents: 5 First aid: 168 Near misses and hazards: 338
GRI 403-10	Work-related ill health	Employee Health & Safety	43-45	In 2023, we did not record any case of fatalities or work-related ill health.

GRI Disclosure	Disclosure Title	Location	Page	Additional Comments
GRI 404-1	Average hours of training per year per employee	Employee Development & Well-being	46-49	
		LOCATION	2022	2023
		Buffalo Grove	21	24,60
		Neuenburg	20,8	21,09
		La Verpillière	22,5	21,12
		Le Tréport	14,8	26,80
		Lyon	22,9	27,89
		Veronon Hills	11,1	9,92
		Chicago	14,5	21,64
		Szczecin	30,5	27,08
		Jaguariúna	51	82,10
		Total	22,6	27,57
GRI 404-2	Programs for upgrading employee skills and transition assistance programs	Employee Development & Well-being	46-49	
GRI 404-3	Percentage of employees receiving regular performance and career development reviews	Employee Development & Well-being	46-49	

GRI 405: Diversity & Equal Opportunity 2016

GRI Disclosure	Disclosure Title	Location	Page	Additional Comments
GRI 405-1	Diversity of governance bodies and employees	Governance	19	<ul style="list-style-type: none"> Female Representation: 39% Under 30: 15% 30-50: 59% +50: 26%
GRI 405-2	Ratio of basic salary and remuneration of women to men			Our gender remuneration ratio is 6.8.

GRI 406: Non-discrimination 2016

GRI Disclosure	Disclosure Title	Location	Page	Additional Comments
GRI 406-1	Incidents of discrimination and corrective actions taken	Speak Up	57	

GRI 407: Freedom of Association and Collective Bargaining 2016

GRI Disclosure	Disclosure Title	Location	Page	Additional Comments
GRI 407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk			We do not operate in any high risk countries and therefore deem this disclosure not to be applicable for Nemera.

GRI 415: Public Policy 2016

GRI Disclosure	Disclosure Title	Location	Page	Additional Comments
GRI 415-1	Political Contributions			We do not make any financial or in-kind political contributions.

GRI 416: Customer Health & Safety 2016

GRI Disclosure	Disclosure Title	Location	Page	Additional Comments
GRI 416-1	Assessment of the health and safety impacts of product and service categories	Patients First. Always	21	100% of our products are assessed for health and safety impacts.
GRI 416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	Patients First. Always	21	

GRI 418: Customer Privacy 2016

GRI Disclosure	Disclosure Title	Location	Page	Additional Comments
GRI 418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Data Privacy & Security	58	

ESG REPORT 2023

“We welcome all stakeholders reading this report to engage further with Nemera on sustainability, so that we can effectively scale the positive impact of our work and, together, seek to leave a healthier planet for future generations to come.”

MARC HÄMEL

Chief Executive Officer



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