



Our Commitment to Sustainability

ESG REPORT 2024

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This report covers our company level performance, encompassing all entities of Top Financiere N Sas (hereafter referred to as ‘Nemera’). Our sustainability reporting is in line with our financial reporting, both of which run from January to 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

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GRI 2

€630M
Global sales in 2024

60+
Patients use a Nemera device every second

51
Countries currently served by our products

2
Private equity companies jointly own Nemera:
Astorg and Montagu

2,982
Global workforce in 2024

126
Patent families developed to date

2B
Billion devices manufactured in 2024

8
Physical locations in Europe, North and South
America, with an international footprint

Message from the CEO

2024 was a milestone year for Nemera: full of growth, innovation, and a renewed commitment to our mission to put patients first. We celebrated our 10th anniversary, upskilled our workforce, welcomed more than 600 talented people, and achieved impressive growth. Most importantly, we delivered over two billion devices to patients. Better yet, having expanded our manufacturing capabilities in France, Poland, and the United States, we’re well-placed to meet the increasing demand for our products, setting the stage for an exciting future.

In this report, we’re proud to share our progress on our environmental, social, and governance (ESG) initiatives. From earning an EcoVadis Gold Medal to achieving ISCC PLUS certification in all our French plants, our accomplishments reflect our dedication to sustainability. Of course, our journey is far from over. Here, we celebrate our achievements in 2024 while outlining our ambitious goals for 2025 and beyond.

During the year, we witnessed significant developments in the pharmaceutical industry, including rapid advancements in treating obesity. This presents a unique opportunity to enhance patients’ health and minimize environmental impact by providing practical, safe, and sustainable drug delivery devices. How will we do this? Through innovation and creativity.

We know innovation is vital to addressing drug delivery challenges in the pharmaceutical, biotech, and generics industries. It’s also key to tackling broader environmental and social challenges, such as the role of plastics in creating safe and effective drug delivery devices.

Although plastics are necessary in our products, we continually prioritize the use of low-impact alternative raw materials and promote circularity, recyclability, and reuse. We encourage our suppliers and industry partners to do the same.

This year, we also divided Nemera into one service and two own-IP business units to improve our flexibility and speed up sustainable product development. Each own-IP business unit is focused on its specific product innovation and ESG goals. This approach will help us respond more effectively to patient needs, adapt to evolving customer priorities, and address environmental and social developments.

Despite the ESG challenges in the highly regulated drug delivery device industry, there’s plenty to be excited about. Our talented and motivated team has been the driving force behind Nemera’s success for the past decade. I’m confident that we have the best people in place and the ability to attract top talent as we accelerate our progress in the years ahead. Together, we can improve patients’ lives worldwide, achieve our ESG goals, and contribute to a healthier, more sustainable future.

Marc Hämel
Chief Executive Officer



2024 highlights

Hired more than 600 employees

Invested around €150M in CAPEX

Expanded our production capabilities by 12,162 m²

Awarded an EcoVadis Gold Medal

Gained our first ISO 45001 and secured ISO 14001 certification in Szczecin

Launched new ESG partnerships with suppliers

Achieved ISCC PLUS certification in Le Tréport

Who we are

A world leader in drug delivery device solutions.

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



Corporate strategy

Nemera’s corporate strategy is laid out until 2035. We want to partner with pharmaceutical, biotech, and generics customers by offering integrated solutions. To achieve our ambition, we will grow our proprietary drug delivery device business, work to win new contract manufacturing opportunities, and increase our combination product services.

To deliver the above, we will focus on reaching leadership positions in the market for our own-IP (OIP) products. We will do this by continuing to focus on high-value contract manufacturing projects and adding new services and capabilities to our offerings.

-  Grow OIP sales to reach 1 billion in 2035
-  Strengthen CMO business to best serve customers and patients
-  Develop synergistic services to accelerate our growth



We serve customers across the world



Our certifications

Location	ISO 13485 ¹	ISO 15378 ²	ISO 9001 ³	ISO 14001 ⁴	ISO 50001 ⁵	ISO 45001 ⁶	BREAAM ⁷	ISCC PLUS ⁸
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
⁶ISO 45001: Occupational health and safety management systems
⁷BREAAM: Building Research Establishment Environmental Assessment Method
⁸ISCC PLUS: Certification scheme to validate sustainability characteristics of alternative feedstocks

Our products



Ophthalmic

A clear vision for 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 prescribed for chronic pathologies that require the long-term daily use of eye drops, such as glaucoma, dry eye disease (DED), conjunctivitis, and allergies.

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.

Intimate Care & Oral Administration

Women’s health, pediatrics & food supplements.

We offer solutions in women’s health with applicators and dispensers, as well as products for pediatric pathologies and 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 prescription (Rx) and over-the-counter 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.



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 the 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.
- Implanters for sustained released formulations.



Ear - Nose - Throat

Every spray counts.

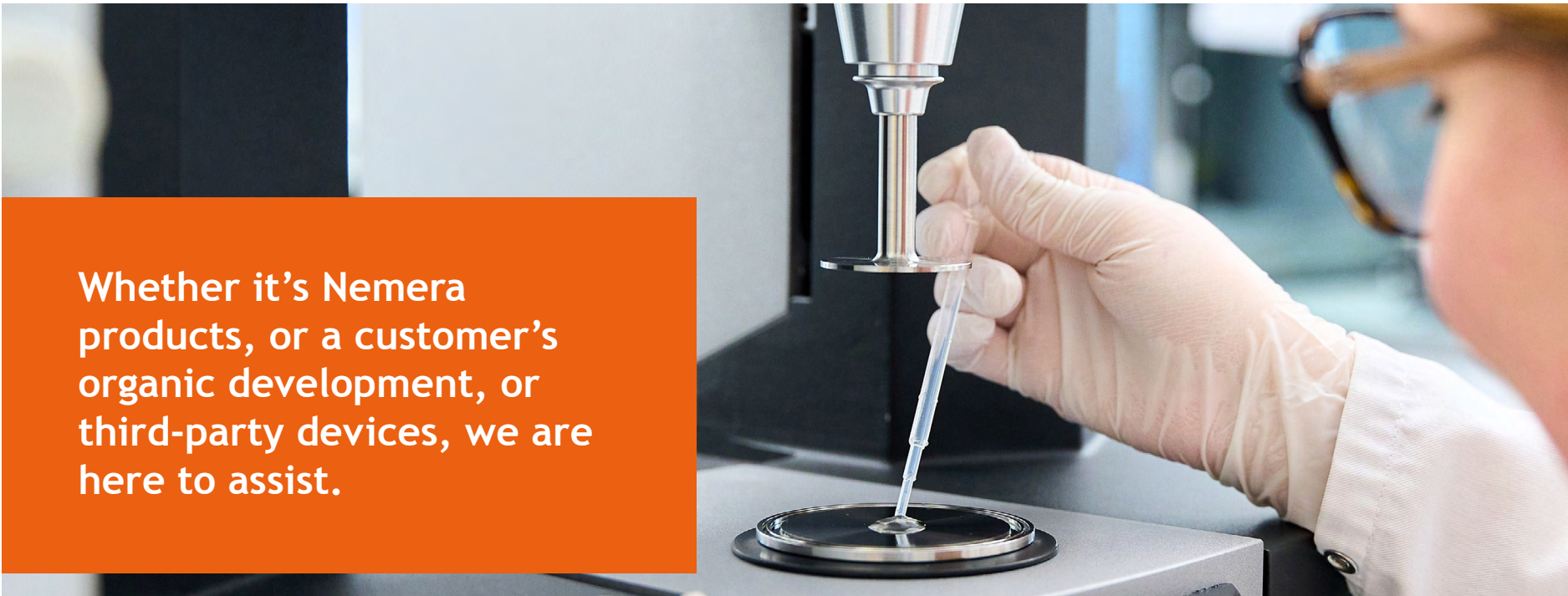
We provide a comprehensive range of pumps for the Ear, Nose & Throat (ENT) route, suitable for regulated and low-regulated markets. Our expertise and our holistic approach are crucial in ENT device development to ensure optimal region targeting and drug deposition efficacy. Our products include:

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

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, our customers' organic development, or third-party devices, we are here to help.

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, we ensure the accelerated delivery of their drugs to patients.



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

Our services include:

1. Front end innovation and device development

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

2. Clinical and commercial manufacturing

- CGMP clinical supply
- Process definition and manufacturing planning
- Global small-series and high-scale manufacturing
- Life cycle management

3. 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



SUSTAINABILITY AT NEMERA

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GRI 2, GRI 3, GRI 405, GRI 416

79/100

EcoVadis rating

47

Customer audits

B

CDP rating

774/1,000

CyberVadis rating

48

Supplier audits conducted

6/6

Plants ISO 13485 certified

Driving sustainable growth

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Denise Johnston
Vice President Global Sales

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Nemera had a very successful year in 2024, with sales growth of up to 8% combined sales across our OIP and contract development manufacturing. While this partly reflects favorable market conditions, it also shows that our customers continue to trust us to deliver high-quality products that enhance patients’ lives.

As well as significantly expanding our OIP business, we successfully responded to strong customer demand. This was particularly notable in the injectables sector, as the pharmaceutical industry ramps up to respond to the growing popularity of anti-obesity medications like GLP-1 drugs.

Our customers continue to ask about Nemera’s approach to sustainability, but this is more than just a conversation. Customers increasingly want to work with us to turn discussions into practical impact. That’s where our environmentally sustainable innovations come in, such as adopting biobased resins and replacing disposable devices with reusable ones.

As further proof of our ESG commitments, we earned an EcoVadis Gold Medal and validated our emission-reduction targets with the Science Based Targets initiative (SBTi). I believe both help us secure new prospects and strengthen relationships with existing partners, as they can trust our credentials and motivation on ESG.

While we’ve reduced our environmental footprint and grown our positive impact on people, we must go further and faster to reach our 2030 targets. How? By engaging our customers along the way. At Nemera, we foster open

dialogues with our customers, emphasizing the importance of collaboration on sustainability initiatives and translating macro-objectives into concrete programs for change. As an industry, we need to face the reality that drug delivery devices still rely on fossil-fuel-derived products, and this needs to change not just with new product introductions but also by retroactively addressing the incumbent products on the market. We also need to improve our efforts to ensure that leadership teams in our industry truly reflect the diverse people and communities we serve.

What will it take to challenge the status quo?
An unwavering commitment to environmental and social sustainability, science-driven innovation, and creative problem-solving.

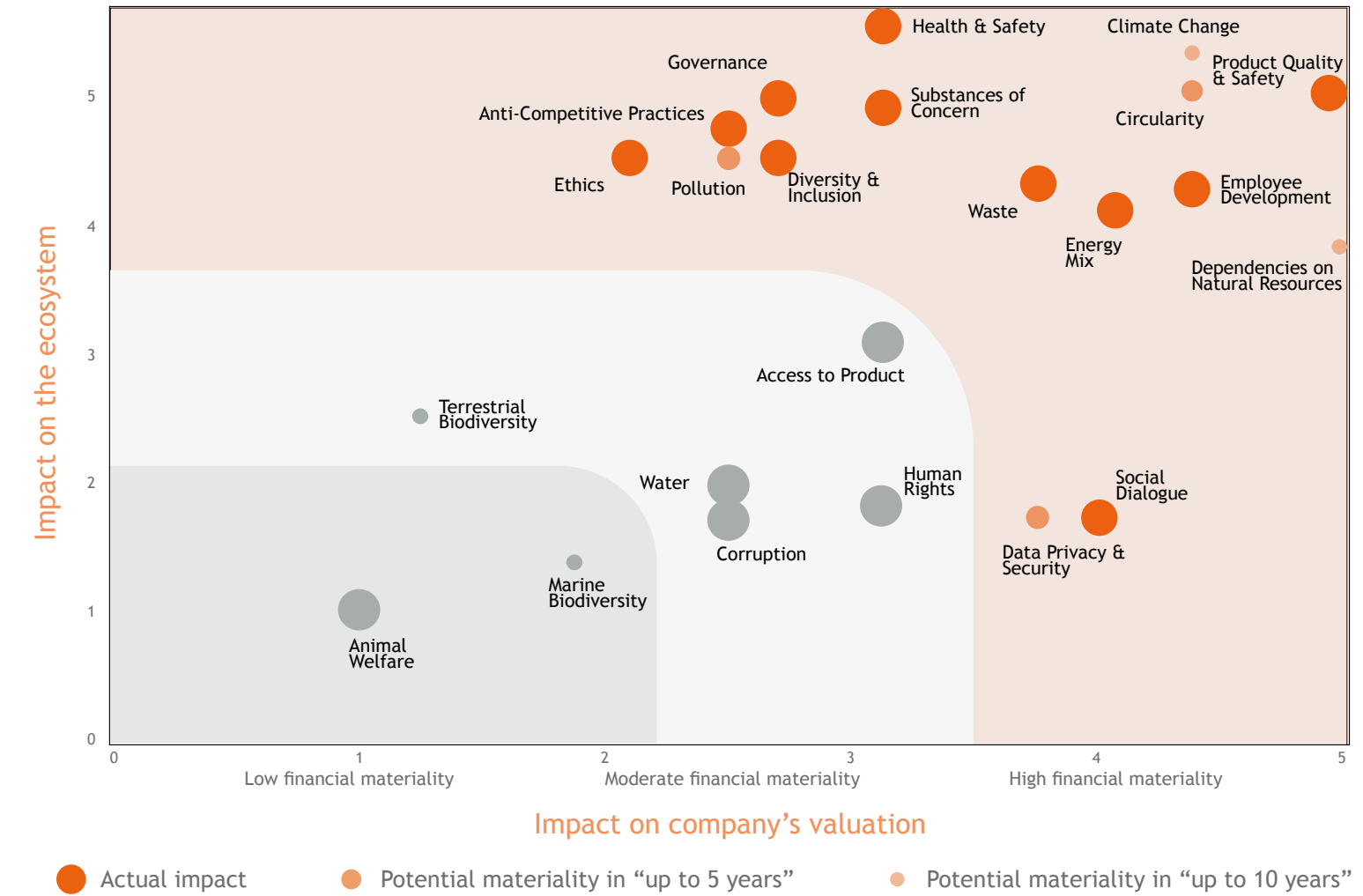
By working with our customers and partners, we can find and build the transformative solutions we need. Only this way can we address current challenges and pave the way for a healthier, safer, and more sustainable future for people and the planet.

Double materiality assessment

We took a major step forward in our ESG strategy by conducting a detailed double materiality assessment (DMA). Our double materiality matrix evaluates our impact on our ecosystem while also considering how this ecosystem influences our business. It demonstrates the topics we assessed as having high, moderate, and low materiality. Topics deemed highly material from both perspectives are prioritized within our strategic approach and in determining which GRI standards we are reporting in accordance with in this report.

In addition, this assessment provides us with the foundation for compliance with the incoming CSRD legislation, which requires companies to conduct a DMA as part of the reporting process.

Material topics from the standpoint of Nemera’s own operations



Our five core pillars

Nemera’s sustainability strategy is based on five pillars:



Governance

NEMERA BOARD

Astorg		Independent	MARC HÄMEL CEO, Nemera	Montagu		
ANTOINE THOMAS	NICOLAS MARIEN	VÉRONIQUE KODJO		HÉLOISE PUJOLLE	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



Frédéric Brunet
Chief Financial Officer



Elizabeth De Longeaux
VP Human Resources &
Communications



Sebastian Perrier
Chief Operating Officer



Denise Johnston
VP Global Sales



Christian Meusinger
VP Quality & Regulatory



Dimitri Grasswill
VP BU ENT, Ophthalmic,
Inhalation



Bernhard Rohn
VP BU Parenteral
Biologics, ICO



Tristan Courtial
VP BU Strategy &
Services

OUR ESG COMMITTEE

Responsibilities



Validate action plan, set new goals and present new projects.



Present on major ESG projects in place and advancement of our goals.



Validate new projects, budgets and resources needed.

Parenteral BU: maximizing scalability, agility, and innovation

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Bernhard Rohn
VP BU Parenteral Biologics, ICO

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Restructuring our business was a pivotal achievement for Nemera in 2024. For years, our different functions reported directly to the CEO. This setup helped us grow and deliver outstanding products that improve patients’ lives. So, why the change? Simply put, we needed a new structure to foster the growth of our different businesses. This new structure is enhancing our decision-making agility and driving business forward, enabling faster innovation and increasing the scalability of our organization.

A core element of this change was the launch of three innovative business units: OIP Parenteral, Intimate Care, and Oral; OIP Nasal, Ophthalmic, and Inhalation; and Services. This new structure helps us operate more efficiently, respond faster to market developments and customer needs, and accelerate time to market. Plus, each of these changes will strengthen our organization’s long-term sustainability. With the new business structure, we’re well-positioned to generate over one billion euros in revenue by 2030. Strong business performance enables us to continue investing in and accelerating sustainable product development.

As part of this new structure, I was delighted to take on the role of Vice President of Parenteral, Intimate Care, and Oral. Within our business unit, we develop cartridge-based pen injectors. One of our recent innovations, PenSET (see page 32 for more information), combines the fixed-dose advantage of autoinjectors with the multi-dose benefits of an injection pen. With devices like PenSET, we can reduce the carbon footprint and waste associated with single-use autoinjectors while helping patients avoid over- or underdosing.

This is particularly important given the rise in global demand for GLP-1 drugs, which are typically administered using delivery devices. By refining Nemera’s extensive range of pen injector platforms and improving device multi-use, reusability, and recyclability, we can help the pharmaceutical industry meet the rising demand for this new class of medications while minimizing their environmental impact.

And that’s just the start! In 2025, we’ll use the advantages offered by our new business unit to enhance more of our life-improving drug delivery devices, making Nemera’s solutions safer, more effective, and more environmentally sustainable.

Industry-leading innovation in sustainability

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Dimitri Grasswill
VP BU ENT, Ophthalmic, Inhalation

From beginning to end, 2024 was a transformative year for Nemera. By reorganizing into three core business units, we sharpened our focus on patient-centered innovations and sustainability. This transformation will enable us to bring more innovative and sustainable drug delivery devices to the market faster and ultimately improve our patients’ lives.

By conducting a comprehensive life cycle analysis of our Novelia product, we identified a major opportunity: switching to biobased resins would enable us to cut its carbon footprint by up to 30%. Building on that insight, we launched a dedicated project team to bring this lower-impact version of one of our best-selling products to market—proving that performance and sustainability can go hand in hand.

But we’re not stopping there. We are also exploring ways to integrate electronic technologies into our products. These smart, reusable solutions can do more than reduce waste; they hold the potential to redefine how patients interact with their treatment by making drug delivery solutions more intuitive, effective, and sustainable.

These projects, from 2024 and previous years, underline our commitment to lead with purpose. We now aim to formalize that commitment by embedding eco-design principles into every stage of product development, from concept to launch. This structured approach ensures that we consider environmental, social, and governance factors right from the start while continuing to meet the high safety and efficacy standards that customers and patients deserve.

We are excited to expand our focus on sustainability across more products in the years ahead. Our aim is to lead the drug delivery device industry in reducing carbon emissions while improving patients’ lives.

Innovation and sustainability aren’t just goals—they’re how we shape a healthier future for both patients and the planet. While the future may be uncertain, our direction is clear: we are committed to creating solutions that truly make a difference.

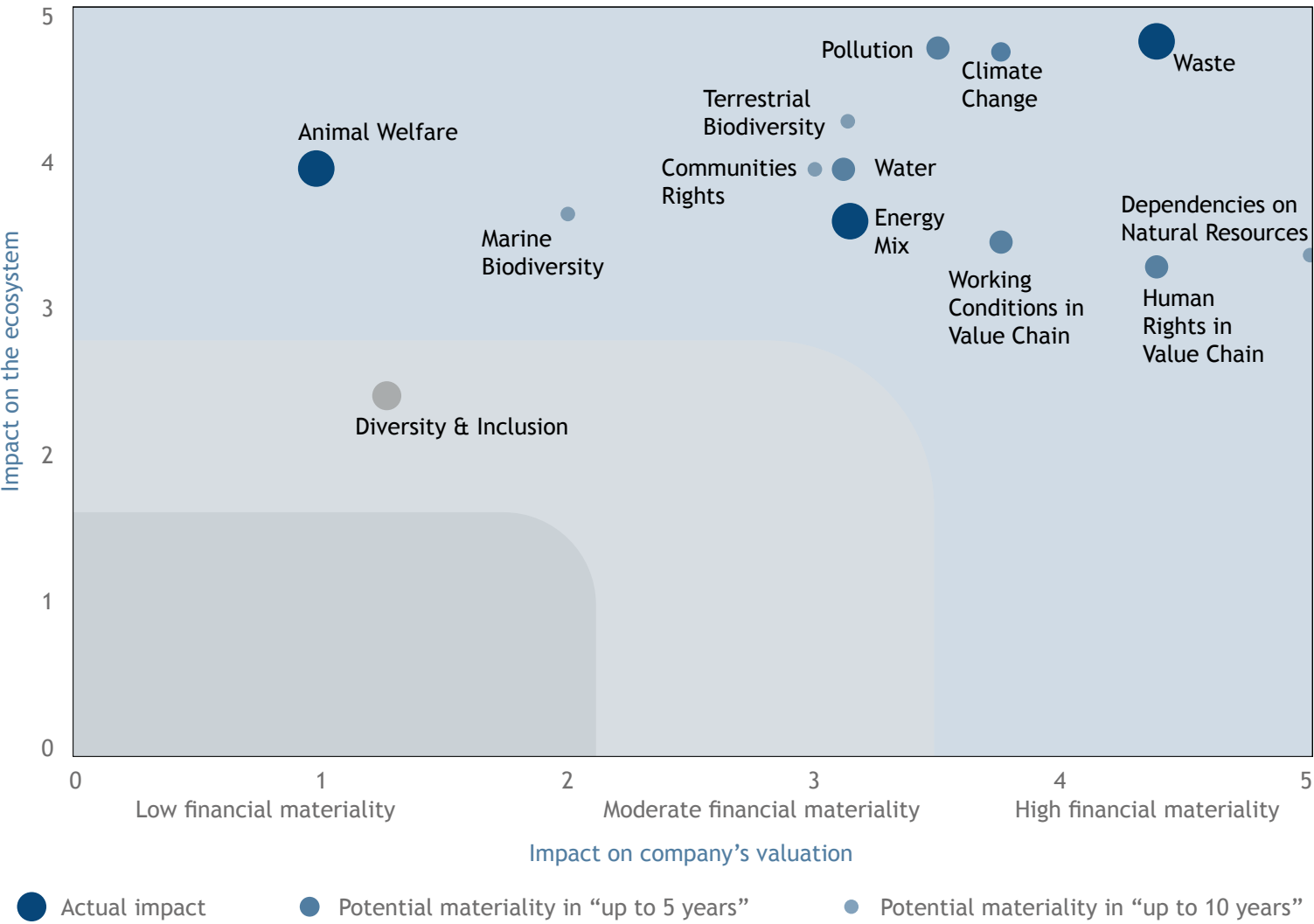
Scaling our impact across the value chain

At Nemera, we believe it is crucial to understand and address our company’s impact across our entire sphere of influence. When conducting our DMA in 2023, we considered perspectives from our operational footprint and the value chain; this matrix shows the outcomes for the latter.

Our assessment allows us to see which topics are specifically relevant for our customers and suppliers. It will form a key part of our decision-making and conversations with these key stakeholders as we mature our sustainability approach in 2025 and beyond.

Throughout this report, we will address each material topic to present the full picture of Nemera’s ESG efforts. In addition to the material topics identified in our DMA, we will also outline our approach to sustainable procurement in detail, as this is an essential part of our sustainability strategy.

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



Patients first, always.



We maintained a proud record of zero incidents of regulatory non-compliance related to any health and safety impacts of our products and services in 2024.

Pendura

Product quality and 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, using methodologies such as Design Failure Mode and Effect Analysis (DFMEA) and Process Failure Mode and Effect Analysis (PFMEA). 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.

Furthermore, we only use 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. Nemera also carries out complete chemical characterizations for any raw material in direct contact with the patient or with the drug. These are extractables studies that follow toxicological risk assessments to highlight potential substances that could pose toxicological concerns.

Going the extra mile with our customers

In 2023, we completed our ninth customer engagement survey, with extremely positive results. 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 and in our key markets, with 8% and 3% increases for our operations in the USA and France, respectively.

We conduct customer engagement surveys every two years, with the next one scheduled for May 2025. This frequency aligns well with our customers’ busy schedules and allows us sufficient time to act on all the insights the surveys provide. In 2024, we received very positive feedback from customers throughout the year during formal and informal business review meetings. We are incredibly proud of this feedback as it reflects positively on our long-term approach and helps us to build strong trust-based relationships with our customers.

Customer Engagement Survey Wordcloud Outcomes



Active participation in industry associations

We are a member of MedPharmPlast Europe (MPPE) which is an association member of European Plastic Converters (EuPC). EuPC is the professional representative body of plastics converters in Europe. MPPE represents the interests of these industry groups and interacts with European institutions to support the delivery of workable regulations for the industry that also 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 drug delivery 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 group focused on sustainability. Conversations so far have focused on the opportunities for 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 Consort on Regulation & Science (IPAC-RS), through which we have been centrally involved in workshops, publications, and roundtables, including roundtables specifically focusing on sustainability.



Nemera at CPHI



Quality Audits

01

ISO certification

As shown on page 6, we have obtained a wide range of ISO certificates across our operational footprint. In relation to patient safety in particular, 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 (La Verpillière, Le Tréport, and Neuenburg) also ISO 15378 certified.

03

Customer audits

In 2024, our customers conducted 47 audits across our facilities. As in 2023, we did not record any critical findings, which shows that our QMS remain robust and our continuous improvement efforts are effective.

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 2023, our central audit showed improvements or steady performance across all our plants. Our next central audit will take place in 2025, and this will yield valuable results that will help us to make insightful comparisons with the 2023 central audit.

04

Supplier audits

Our quality team members conducted 48 audits on suppliers in 2024. In line with our focus on integrating ESG into our suppliers' operations, 37 of these audits included ESG criteria. Moving forward, we are working on integrating ESG criteria in all our suppliers' categories to mature our approach further.



Our sustainability ratings and endorsements



EcoVadis

We are thrilled to share that we received the EcoVadis Gold Medal in 2024. Our overall EcoVadis score is now 79 out of 100, which represents a 12-point increase from 2023. With this improvement, Nemera is now ranked in the top 5% of all companies assessed by EcoVadis.

We made significant progress in all four pillars assessed by EcoVadis. We saw the most substantial gain with our environmental measures, with Nemera scoring 90 out of 100. This increase in our score was due to our endorsement of the RE100 initiative, the SBTi, and the United Nations Global Compact (UNGC).

We also improved our scores in the three key pillars of labor and human rights, ethics, and sustainable procurement. In labor and human rights, we achieved ISO 45001 accreditation for excellent health and safety management at our Szczecin plant. We also boosted our sustainable procurement score by receiving ISCC PLUS certification and improved our ethics score by strengthening our ethics policies and practices across the organization.

While we are pleased with the significant progress on our EcoVadis rating, we will carefully consider all improvement recommendations and continue working to enhance our overall performance, including actions beyond the scope of EcoVadis.

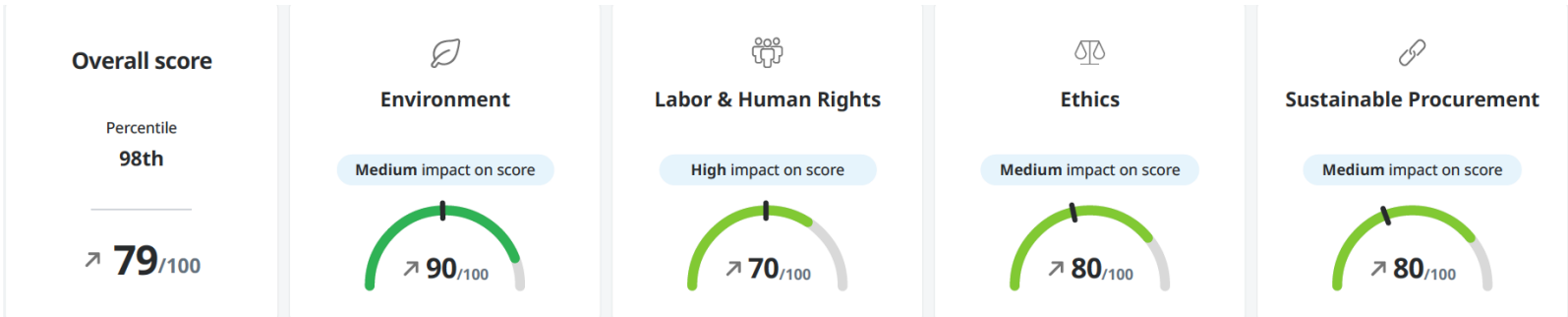


Figure 1 | Nemera Ecovadis scorecard

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The EcoVadis Gold medal is a great achievement to add to our sustainability journey and a testament to the hard work of our teams! While we celebrate this milestone, we know the journey does not end here. Now is the time to take even greater action, deepen our impact, and continue striving for a more sustainable and ethical future.

Jessica Rizk
ESG Specialist

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CyberVadis

At Nemera, we take cybersecurity very seriously. In 2024, we validated our cyber resilience and security policies with an assessment of over 254 security controls conducted by CyberVadis. We are proud to have achieved such a high rating in our first CyberVadis evaluation. Overall, we achieved a high score of 774 out of 1,000. In 2025, we plan to implement the recommended improvements to enhance our resilience against cyber threats.



CDP

We submitted our data to the CDP for the fourth time in 2024. CDP rates companies from A (best performers) to D (low performers) based on climate practices and efforts to mitigate and reduce their impact. In 2023, we increased our score from B- to B and maintained this improved score throughout 2024. This score is above the industry average (C), demonstrating that we are actively addressing climate issues and steadily moving toward recognized best practices. As with other third-party assessments like EcoVadis, we are proud to have made yearly progress. However, we are also determined to seek further improvements and continue pushing our boundaries as a sustainable organization.



UNGC

In 2023, we joined the UNGC, the world’s largest sustainability initiative. Our participation in this initiative strengthens our commitment and alignment to the Sustainable Development Goals, 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



We commit to reducing our absolute Scope 1 and 2 GHG emissions by 90% by 2030, compared to a 2019 base year. We are also committed to reducing Scope 3 GHG emissions from purchased goods and services by 55% per euro value added within the same timeframe. We are also members of RE100, a global initiative uniting businesses dedicated to achieving 100% renewable electricity use.



ENVIRONMENT

Climate change and energy mix	25
Circularity	29
Water	33
Biodiversity	34
Pollution	34
Animal welfare	34

GRI 301, GRI 302, GRI 305, GRI 306

100%
Carbon-free electricity

121,776
tCO₂eq total greenhouse gas emissions

95%
Scope 1 and 2 greenhouse gas emissions
reduction vs 2019

50,262
m³ Water Consumption

69%
Renewable electricity in 2024

124,385
MWh of electricity consumed

78%
Plastic waste recycled

Environment

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Sandrine Coutarel
Global EHS and Sustainability Director

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Our business has grown rapidly in recent years, and it’s up to us to ensure our progress on ESG initiatives keeps up with the pace! In 2024, we improved Nemera’s environmental and social performance, and we were delighted to see all our efforts reflected positively by the significant increase in our EcoVadis score.

The results of our DMA guided the development of our ESG roadmap and strategy toward 2030. This includes setting clear targets and key performance indicators for the future. We also assigned stakeholders responsible for improving key topics across all our sites. To report on progress, enhance overall transparency, and keep us on track toward our targets, we held two ESG committee meetings during the year.

Having already successfully met our Scope 1 and Scope 2 greenhouse gas (GHG) emission reduction goals, we decided to intensify our efforts by exploring power purchase agreements (PPAs) with local renewable energy projects. These will ensure that our GHG reductions are sustainable over the long term. Our commitment doesn’t stop there, however. As well as increasing our use of green electricity, we’re always on the lookout for opportunities to reduce our overall electricity consumption.

Reducing our Scope 3 emissions remains a significant challenge. Two main reasons for this are the extensive use of fossil-fuel-based plastics in drug delivery devices and the enduring popularity of disposable devices. To address this, we’ve initiated projects to integrate biobased resins into our products.

While convincing regulators to approve devices made from more sustainable raw materials is a complex task, we have already demonstrated through a detailed physicochemical study that we can achieve equivalence between biobased and fossil-fuel-based resins. This lays the groundwork for reducing our Scope 3 emissions but also sets Nemera up to pioneer the adoption of more sustainable raw materials in the drug delivery device industry. We are taking significant steps in this area by creating a version of our popular Novelia product made with biobased resins.

As a leading provider of drug delivery solutions, we positively impact the lives of patients worldwide. Yet, when it comes to society and the environment, we know this is only the start of our journey.

In 2025, we will take the next vital steps by taking more innovative actions and introducing new policies aligned with Nemera’s climate transition plan. We’ll do this while remaining committed to our core mission: prioritizing patients’ needs!

Climate change and energy mix

The SBTi approved Nemera’s short- and long-term greenhouse gas (GHG) emissions reduction targets in 2023. In line with this, we commit to reducing 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 by 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 2024 with a 95% 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.

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

Achieving our Scope 3 target is now even higher on our list of strategic priorities. We are actively engaging with customers and other key stakeholders to drive initiatives that will push us further toward this target. We are currently in continuous discussions with our main customers to implement projects aimed at reducing Scope 3 emissions from purchased goods and services.

As shown on page 6, our operational sites in La Verpillière, Le Tréport and Neuenberg are ISO 50001 certified. In 2024, our Szczecin plant also secured ISO 14001 certification, bringing it in line with the rest of our plants, which achieved this certification in previous years. 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.

4/6 (67%) plants are ISO 14001 certified, covering 74% of our workforce

3/6 (50%) plants are ISO 50001 certified, covering 64% of our workforce

Figure 2 | Emissions per site, 2024

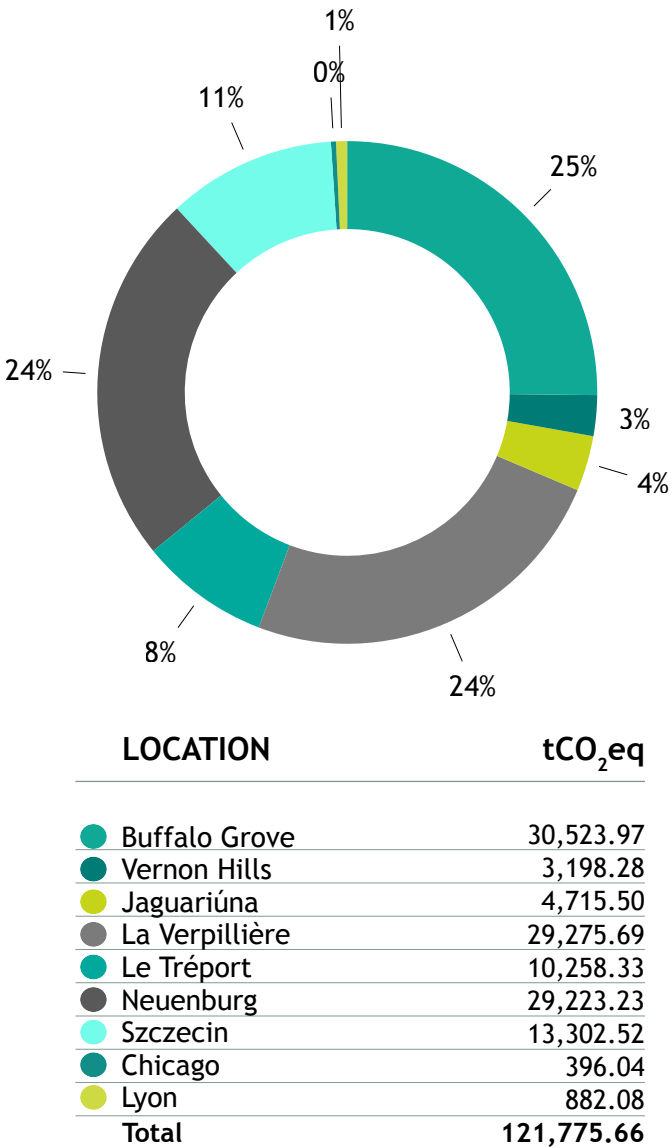
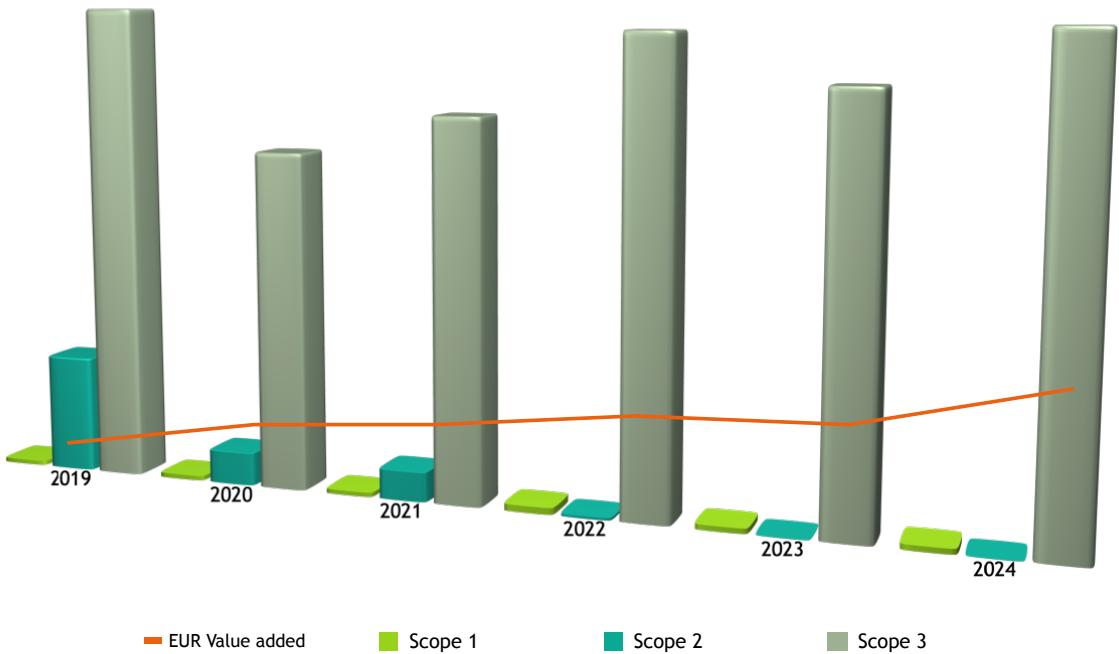


Figure 3 | Greenhouse gas emission (GHG) at Nemera, 2024 (in tCO₂eq)



The increase in our carbon emissions in 2024 is due to the expansion of our production capacity. We have extended the clean room production space by 12,162 m² in Szczecin and Vernon Hills. We have also invested around 150 million euros in CAPEX.

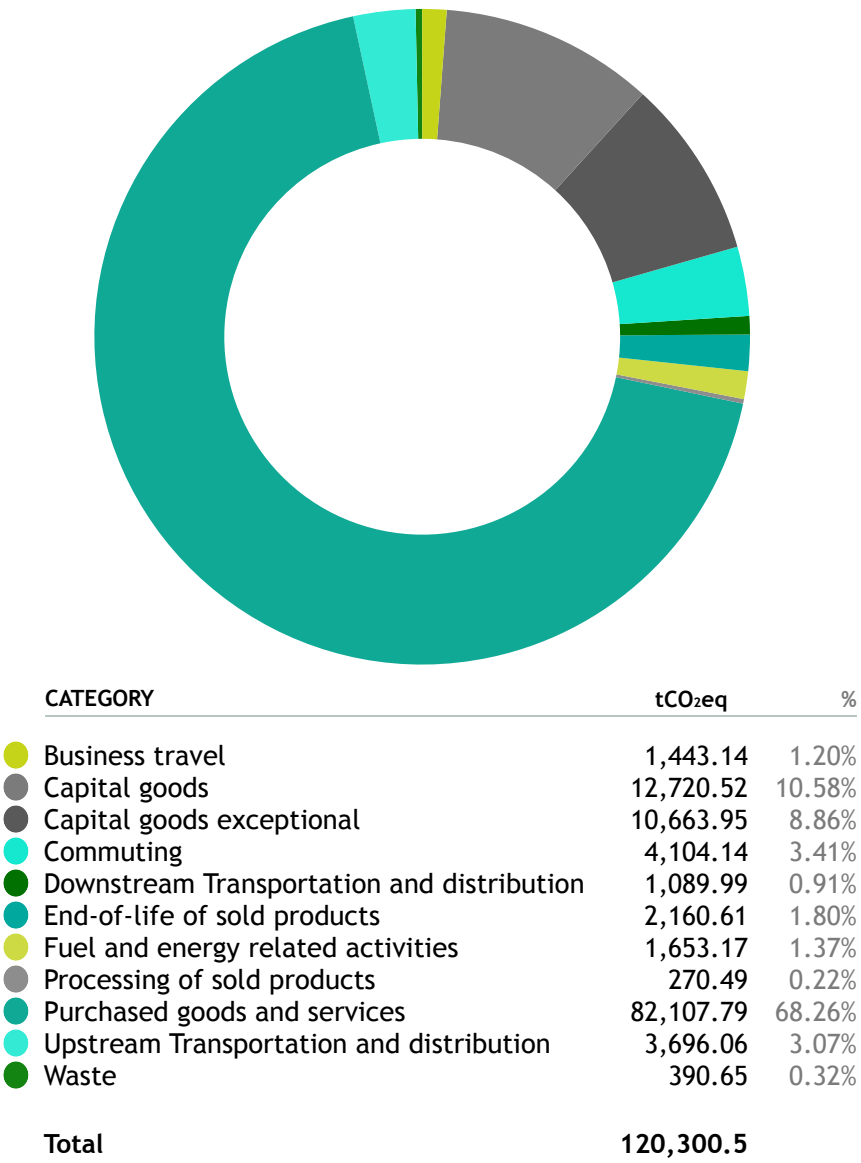
↓ 95%

Scope 1 & 2 greenhouse gas emissions reduction vs 2019

↑ 87%

Increase on company value added vs 2019

Figure 4 | Scope 3 emissions breakdown, 2024 (in t CO₂eq)



Carbon footprint audit

The first carbon audit of our key performance indicators (KPIs) in 2022 confirmed that our carbon tracking adheres to industry standards. This audit also verified our GHG indicators, which we 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. We have run a carbon audit yearly since 2022, and our 2024 KPIs will be audited in early 2025.

Climate risk assessment

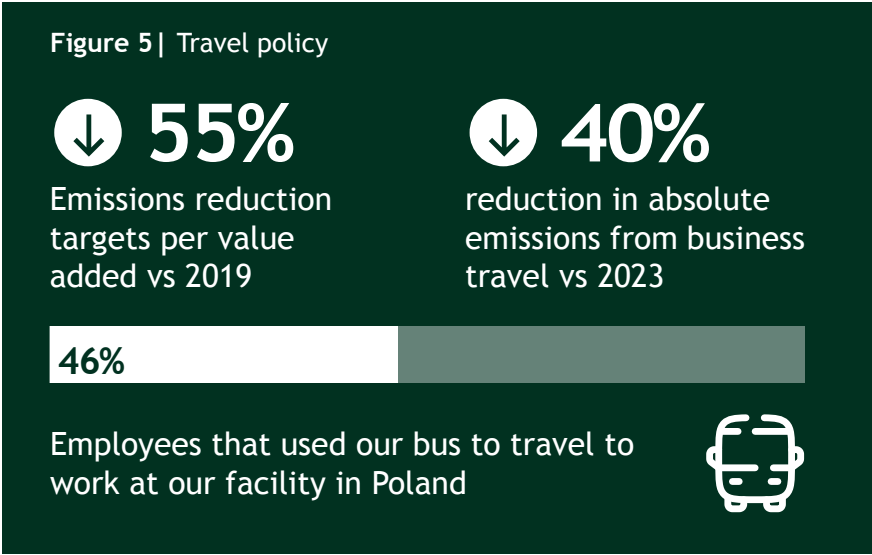
To better understand the risks posed by climate change to our activities, we conducted a climate risk assessment covering 100% of our sites. Compared to past assessments, this evaluation gives us a fuller picture of our climate risk scenarios. The report summarizes the risks linked to our business activities, covering both physical and transitional aspects.

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

Reducing commuting and business traveling emissions

We implemented a new travel and commuting policy in 2024. In line with our carbon reduction targets, we aim to reduce our carbon emissions related to business travel by 55% in tCO₂/added value by 2030 compared to 2019. We aim to achieve this commitment by rethinking how we travel, such as encouraging more employees to commute via public transport and offering monthly budgets for electric vehicle use. In 2024, we were pleased to reduce emissions related to business travel by almost 40%.

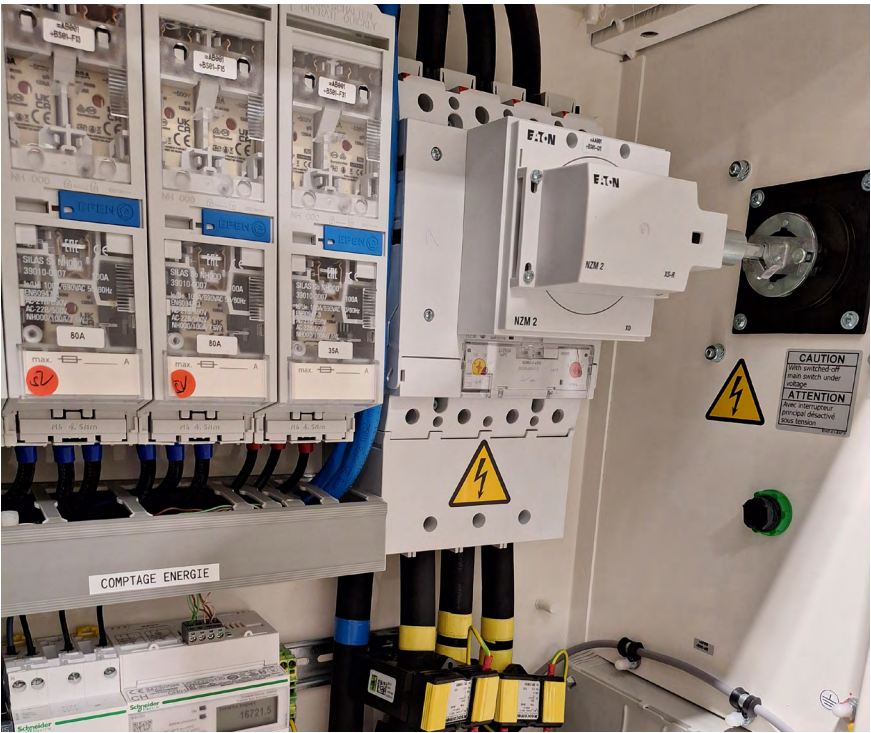
This year we continued to provide a company bus for our employees at our manufacturing facility in Szczecin, Poland. In 2024, 46% of employees working at the Szczecin plant took this company bus to and from work, helping to significantly reduce the GHG emissions associated with individual commuting.



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 reach this objective, we became members of RE100, a global initiative uniting business dedicated to achieving 100% renewable electricity use. As of 2024, all our European and Brazilian sites are running on electricity from 100% renewable sources.

100% of electricity in Nemera’s operations will be from renewable sources by 2030



At a Glance | Improving efficiency and reducing consumption

One of the main pillars of our strategy is energy. In recent years, we have focused on reducing our environmental impact from electricity consumption by transitioning to 100% carbon-free energy across all sites. In 2023, we reached a major milestone: our European and Brazilian sites now operate on 100% renewable electricity, not just carbon-free. We have also committed to the RE100 target of using 100% renewable electricity at all sites by 2030.

But our efforts don’t stop there. We are not only focused on the source of our electricity—we are equally committed to improving efficiency and reducing overall consumption.

To support this, we have established a global standard that all newly acquired injection molding machines (IMMs) will be either electric or hybrid, moving away from the use of traditional hydraulic models. IMMs are critical to the production of many drug delivery devices and must meet stringent regulatory requirements for precision and cleanroom compatibility.

To further enhance energy management, all new IMMs are equipped with electricity counters. The detailed data these systems provide allows us to identify inefficiencies, detect abnormal consumption patterns, and spot potential faults early.

A key example of this initiative took place in 2024 at our Le Tréport site in France, where we began replacing older hydraulic IMMs with more energy-efficient models. With an investment of over €1.5 million, we have replaced three hydraulic machines with electric and hybrid models, and plan to replace six more in 2025. The new IMMs are

significantly more energy efficient, consuming around 50% less electricity on average. Actual consumption varies depending on factors such as mold design, screw size, and the materials being processed. For instance, one of the new machines consumes just 1 kWh per kilogram of processed material, compared to 2.72 kWh/kg for the previous hydraulic models.

These efforts reflect our commitment to combining sustainability with operational performance, as we work to reduce our environmental footprint while maintaining the highest standards of quality and performance.



Circularity

We recognize the efforts that the drug delivery device industry has made to increase the use of sustainable materials. We are committing to and investing in biobased resins and materials that can be recycled and recovered, and we have put in place waste management initiatives at each of our plants.

Alongside this, we are committed to:

- 1 Keep progressing our action plan to reduce Novelia®’s carbon footprint based on the results of the life-cycle assessment (LCA), more details on page 31.
- 2 Developing an eco-design framework as part of Nemera’s project development methodology
- 3 Identifying networking opportunities that allow us to reduce the impact of the end-of-life of our products
- 4 Sending zero plastic waste to landfill by 2026 and recycling 100% of plastic used in our operations by 2030.

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

Waste management

We have implemented several waste efficiency and performance programs and 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 already made considerable progress on this goal.

Our Buffalo Grove and Le Tréport plants currently recycle 100% of plastic waste. We will continue accelerating and scaling our efforts to achieve similar results in our other plants.

Figure 6 | Types of waste

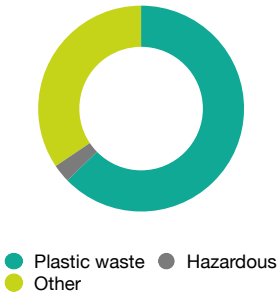
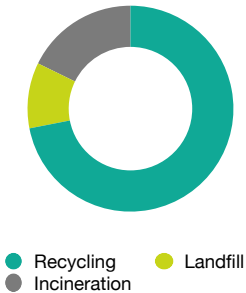


Figure 7 | Waste treatment method



68%

Plastic waste recycled in 2024

90%

Waste diverted from landfills

La Verpillière Roadmap

- 2022 We started analyzing data to identify the products generating the most waste at our La Verpillière plant. Our insulin pen range stood out, producing approximately 50 metric 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 thoroughly reviewed recycling practices and discovered that we could recycle up to 40 tons of waste (plastic caps for insulin pens) previously deemed unrecyclable.
- 2025 We will launch new tenders for waste management service providers to find suppliers that can ensure that no Nemera plastic reaches landfills by 2026.

Eco-design and biobased resins

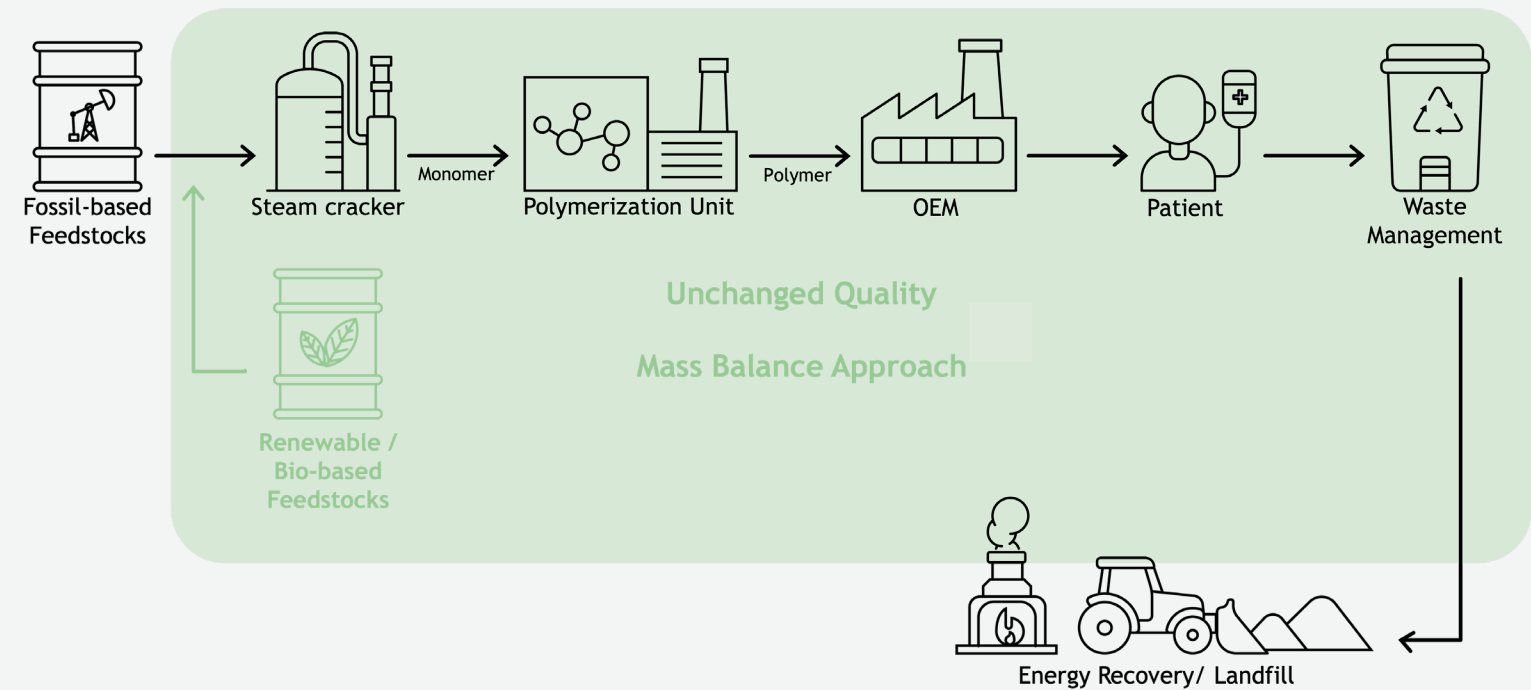
The production of drug delivery devices typically relies on fossil-based plastics and linear life cycles. This has severe environmental consequences as large amounts of non-recyclable waste are incinerated, while the disposal of these products harms local ecosystems and habitats, including soil, water,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

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

Our research shows that by adopting biobased resins, we can reduce our GHG emissions by up to 30% per device on average. This applies to different Nemera products, including bottles and caps, which demonstrate the versatility of biobased resins. Despite having few impact transfers, a biobased resin offers the same quality as its original material equivalent.

In 2023, our La Verpillière plant obtained Nemera’s first ISCC PLUS accreditation, which validates the use of biobased, renewable, and circular materials. This underlines our commitment to incorporating renewable and circular materials in our products and manufacturing processes. This year, our Le Tréport plant also obtained the ISCC PLUS certification. Both our French sites are now certified with ISCC PLUS.

Figure 8| Circular polymers options: biobased resins



At a Glance | Novelia biobased resins

In 2023, Nemera conducted its first-ever 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 2,850 tons of CO₂ in a year, approximately 2.5% of our overall emissions. Most of the impact is 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 consider 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. Conducting this LCA was the first step toward understanding what is most critical for product improvement and environmental impact reduction.

In 2024, we took further steps to enhance Novelia based on the findings of our LCA. At the project level, we established a dedicated team to ensure that the development of a biobased version of Novelia remained on track at every

stage. We also implemented regular meetings with the different stakeholders to maintain focus and keep the project moving forward. This project has significantly strengthened our expertise, particularly in the use of biobased resins, and has reinforced our role as a proactive and trusted partner in driving innovation.

At the operational level, we achieved ISCC PLUS certification for our plants in La Verpillière and Le Tréport. This certification verifies that our materials meet internationally recognized sustainability standards, covering traceability, responsible sourcing, and reduced environmental impact.

To address the regulatory challenges associated with adopting biobased resins in drug delivery devices, we conducted a detailed physicochemical analysis comparing biobased materials to fossil-fuel alternatives. Our study demonstrated that biobased resins can provide quality, safety, and performance equivalent to fossil-fuel-based materials. We take particular pride in this study as we exceeded the minimum requirements set by our industry, demonstrating Nemera’s ability to find innovative solutions to complex environmental challenges.





At a Glance | PenSET

Amid rising demand for GLP-1 agonists and other injectable medications, Nemera launched a new multi-dose injection pen in 2024 that effectively replaces single-use autoinjectors. Featuring fixed-dose pen functionality combined with automatic dose delivery, this new device provides patients with comparable convenience to that offered by an autoinjector.

PenSET is a four-dose device that consolidates an entire month's treatment into one convenient unit, greatly simplifying the patient experience. Due to its compact design, PenSET is easy to carry while traveling or commuting. Additionally, the device eliminates the risk of dosing errors, as doses are pre-set within PenSET, preventing the accidental administration of any incorrect dose. In this way, PenSET not only provides the highest patient safety by eliminating dosing errors, but it also offers significant benefits in terms of carbon footprint reduction and waste reduction compared to single-use autoinjectors.

As many of our customers plan to expand their injectable drug offerings in the coming years, we remain committed to supporting the development of more sustainable and innovative products.

Water

Water is a material 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 physicochemical 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 sufficient water in the network.

Conduct regular testing

To improve water use efficiency, we conducted an in-depth study on the use of cooling water. The results showed that purging 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. These particles can create operational problems and quality issues if they accumulate in our equipment. Therefore, our new industrial water management standards integrate the evacuation of mold purge water with wastewater.

Manage plastic pellets

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

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 USA, where we have a cooling tower).

Monitor wastewater discharge

We discharge water 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.

Commit to the principles of soil preservation and biodiversity

To benefit the local ecosystem, 15% of our Szczecin site was left free of construction or asphalt. 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, which naturally treat hydrocarbons and avoid the need to install drainage and depollution equipment such as water networks and hydrocarbon separators. Meanwhile, selected plant species naturally eliminate hydrocarbons. This type of landscaping helps prevent soil sealing, thereby reducing the risk of flooding.



At a Glance | Collecting rainwater at Szczecin

Our Szczecin rainwater management project aims to capture and store rainwater during heavy storms to prevent flooding on our site and in the surrounding area. This initiative addresses immediate flooding concerns while ensuring reservoirs are prepared to collect additional rainwater for future storms.

To accomplish our goals, we constructed a series of reservoirs that enhance our capacity to manage excess water and mitigate flooding risks. In hall one, we installed four tanks that hold 208 cubic meters of rainwater in total. In halls two and three, we also added 1.5-meter-wide concrete pipes that can hold 273 cubic meters of water. These pipes are buried north of the site and help move water from the buildings to the tanks. Overall, the plant’s entire rainwater storage capacity, including halls one, two, and three, is now 690 cubic meters.

Biodiversity

The outcome of our DMA has shown that biodiversity should be considered within our strategic approach. Therefore, we are dedicated to improving our biodiversity standards throughout our activities. Before starting a project, we conduct studies to check whether our activities might negatively impact local fauna and flora. For example, in planning our parking project at La Verpillière, which aims to expand our operational capacity, we consider its impact on soil, biodiversity, and water management.

However, we do much more than conducting assessments. In Buffalo Grove, USA, our employees promoted biodiversity by creating a small garden at our facility. In 2023, we were proud to announce that this garden was certified by Monarch Watch as a Monarch Waystation. Monarch Waystations are vital habitats, providing essential resources like milkweed for egg-laying and nectar for nourishment. They support monarch butterflies and promote biodiversity by attracting pollinators, which enhances ecological health. By encouraging sustainable landscaping and raising awareness about pollinator needs, Monarch Waystations showcase environmental stewardship and foster community conservation efforts.

Pollution

Pollution is another topic that emerged from our DMA, particularly through the lens of our value chain. We ensure that our operations are environmentally responsible and employ processes to minimize pollution. Our procedures use 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. This includes checking filters weekly and monthly to ensure 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, especially considering this topic is also materially relevant. 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

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GRI 402, GRI 403, GRI 404, GRI 405

600+

New hires

86%

Of employees had performance review

34%

Of women employed in leadership roles

38%

Of Nemera employees are women

85,502

Total hours of training, up from 71,874 in 2023

29.92

Hours of training per employee, up from 27.6 hours in 2023

1.1

Nemera incident rate

7.25%

Overall voluntary turnover, down from 7.32% in 2023 and 9.4% in 2022

People



Elizabeth de Longeaux
VP Human Resources



2024 was a landmark year for Nemera, full of energy, change, and celebration. We welcomed over 600 new colleagues, reshaped our organization, streamlined processes, and strengthened our governance. All while marking a huge milestone: our 10-year anniversary. One thing never changed through it all—our mission to put patients first.

**What makes Nemera truly special?
Our culture. It’s the secret sauce
behind our success.**

New joiners often tell us how instantly welcome they feel. Thanks to our people-first mindset, we kept voluntary turnover low and employee engagement high. That’s a credit to our dedicated HR team, our inspiring managers, and every single team member who contributes to a workplace where everyone is valued and empowered.

Growth doesn’t stop at onboarding. On average, each employee clocked 30 hours of training in 2024. We helped nearly 1,000 people boost their leadership skills and launched STEP, a new program for shift and team leaders. Based on our Learn to Lead model, STEP is a six-month journey that mixes interactive workshops with hands-on peer coaching, all designed to help leaders create stronger, more connected teams.

Our culture thrives on inclusion. This year, we launched the D&I Champions program, which enables any employee

to lead local diversity initiatives. At Nemera, we understand that effective inclusion initiatives come from bringing people with diverse backgrounds together to create positive change.

And let’s not forget the party of the year—our 10th anniversary celebration! I had the honor of helping to organize the event, and it was nothing short of amazing. From sharing stories about our journey over the years to dancing together in a flash mob, the day was filled with joy, pride, and connection.

**It was a powerful reminder that
Nemera’s success comes down to one
thing: our people.**

Employee health & safety

Our safety management system

Ensuring the safety of our team is a critical step in putting patients first. We are committed to providing a safe and healthy work environment for all our employees and individuals working on our sites. To achieve this, we always take the necessary steps to prevent workplace work-related accidents, injuries, and illness. We also ensure that all our facilities and other workplaces comply with all applicable laws and regulations, and we implement a hierarchy of controls to prevent our people from incurring injuries. These measures are essential for the safety of our employees and customers. We aim 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. It also incorporates clear communication with the Board of Directors, which regularly examines our safety results and seeks to minimize risks proactively. All meetings, trainings, and discussions start with a ‘safety minute’ where we share key takeaways around safety. For instance, this can include tips on working safely or simply highlight upcoming safety-related events. Mandated within our Global Safety Policy, this approach helps raise awareness and maintain an organizational culture focused on safety at every level.

Risk assessments

Each site is responsible for conducting risk assessments and has its own Environmental, Health, and Safety (EHS) Manager. For extra safeguarding, our Safety Committee conducts and reviews risk assessments annually.

Our “Risk Hunt” program brings 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 2024, we carried out 25 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 they can disengage from a situation they judge to be unsafe, which is then reported to their manager and the EHS site manager. In 2024, we reported 4,355 Safety Training Observation Program (STOP) incidents. We also achieved a 1.1 incident rate throughout the year, demonstrating our teams’ hard work and dedication to championing health and safety issues.

Training and knowledge-building

All employees must participate in regular training on health and safety topics. 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 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 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. These practices help us acknowledge our efforts quantitatively and make better data-based decisions. Moreover, 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. Around 10% of employees, mainly managers, were trained at each site, and we carried out a total of 4,355 discussion observations in 2024. 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 to manage emergencies 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.

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 worldwide 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.

Employees come together to participate in challenges and workshops that allow them to learn, share their experiences, and contribute to creating a safe workplace for everyone.

Examples of this year’s initiatives include:

- At Neuenburg, we held workshops on fire and first aid and provided training on ergonomics.
- We conducted the 2-Tonnes workshop in Buffalo Grove to raise awareness of the impact of greenhouse gas emissions.

- At Jaguariúna, we held workshops on general health and well-being and global safety topics (including slips, trips, and falls).
- We offered fire, first aid, and STOP training sessions at Szczecin.
- At La Verpillière, we ran a workshop on personal protective equipment (PPE), recycling, and 2-Tonnes awareness training.
- At Le Tréport, we ran mental health training workshops.

The Safety Week is held annually and will continue to be an important part of our practice to engage employees and embed safety within all our departments and roles. We see a significant increase in participation year after year at all Safety Week events, and we aim to reach an 80% participation rate in 2025.



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 who need support with job stress, depression, grief, substance abuse, and any other non-financial issues can talk in confidence to a counselor at any time. A finance professional is also available to answer employees’ questions about tax-related matters 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 renewed this program in 2024 and are working on gradually extending it to other sites.

At a Glance | ISO 45001

In 2024, our Szczecin plant was the first of our sites to obtain ISO 45001 accreditation. This achievement demonstrates that our facility has implemented an occupational health and safety management system based on internationally recognized best practices. By systematically analyzing hazards and implementing risk control measures within this framework, we expect to see a reduction in workplace injuries, illnesses, and incidents. Looking ahead, we aim to secure ISO 45001 accreditation for all our plants.

At a Glance | Safety Starts with Me

At Nemera, safety is our top priority. Analyzing our workplace accidents shows that 95% have a behavioral cause. This underscores the importance of adopting safer habits every day. To address this, during Safety Week 2024, we launched the Safety Starts with Me campaign, which will continue until December 2025.

Our goal is to encourage everyone to take responsibility for their own and others’ safety at work and in everyday life. To support this, we developed a comprehensive program that includes awareness sessions, challenges, local initiatives, practical tools, and safety tips to promote and reinforce good safety habits.



Employee development & well-being

Employee engagement

Being a people-focused, fast-growing company, our business must 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. Our next global employee engagement survey is scheduled for 2025. Our goal is to have a 75% participation rate.

In 2024, we carried out several smaller site-based and function-based surveys throughout the year. The results of these surveys reaffirmed our findings from 2023, which indicated that employees generally feel engaged, listened to, and supported.

At our Buffalo Grove plant, we recorded an overall employee engagement score of 84%, four percentage points higher than our score from the 2023 survey. This survey also returned some of the highest ratings we have seen, with 73% of employees reporting that they feel supported in their career goals, 84% feeling connected to their co-workers, and 73% expressing confidence in speaking up about workplace issues without fear of negative consequences.

Similarly, we achieved an overall employee engagement score of 88% in a 2024 survey conducted in Jaguariúna. Other key highlights from this survey include employees agreeing that they see good career opportunities at Nemera, confirming they understand how their work contributes to Nemera’s company goals, and agreeing that

our leaders demonstrate that people are important to Nemera’s success.

The 2024 employee well-being survey also reflected positively on Nemera’s supportive culture. For instance, respondents indicated that they receive support from their colleagues when needed, most said they feel productive at work, and many also expressed a positive attitude toward their experience at Nemera.

These surveys demonstrate that our resources and efforts in cultivating a people-focused culture yield positive results. While we are pleased with these outcomes, we remain committed to enhancing engagement further and implementing the feedback and recommendations our employees provide.

“Great program! I not only learned more about myself but also about others, the importance of giving feedback, and the need to be fair in order to build trust within the team. Most importantly, I learned from others. I realized that many participants were facing similar managerial situations, and we could help each other by sharing experiences and brainstorming solutions together.

STEP participant



At a Glance | Step back, Transform, Engage, Progress (STEP, Leadership program)

In 2024, we launched the STEP leadership program, a six-month program designed for shift and team leaders across our plants to develop new leadership skills. Participants attend regular sessions that focus on leading operational performance, providing direction, engaging team members, facilitating two-way communication, and managing change. In addition to the group sessions, each participant in the STEP program receives individual coaching between sessions to reinforce their learning and increase opportunities for practice and engagement.

Surveys completed before and after the STEP sessions asked participants to self-evaluate their skills. After each session, participants reported significant improvements in their ability to inspire and unite teams, engage team members through feedback, foster engagement and mobilize teams, differentiate between internal and external motivation, and eliminate cognitive bias from their decision-making processes.

Session 1 | Be an authentic leader

Session 2 | Inspire, engage & motivate

Session 3 | Be an adaptive leader

Session 4 | Drive performance

Developing our workforce

Putting patients first means ensuring that our employees are continuously improving their skills and expertise to build innovative and improved products. It is important that we provide time and encouragement for people to achieve this, which 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 given a list of 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 training on our Code of Conduct. 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 meet with their managers to discuss their performance against job duties, career aspirations, upskilling, and other relevant subjects. Because we recognize the benefits of having an organizational culture that values feedback and open discussions, managers are encouraged to provide feedback informally. In 2024, 86% of our employees had completed a performance evaluation.

Skills development programs

In response to employee feedback, we launched a global mentoring program called Tandem. This enables individuals to develop their talents by partnering with a mentor in another function and/or country to gain different insights. Ten cross-functional pairs were identified for the pilot program, with one of the pair mentoring the other for at least one year. This program is offered to everyone, regardless of their 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 to positively change 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, so long as they are not detrimental to the running of our business. We are also 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.

Our quality of life measures include:

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

Leadership programs

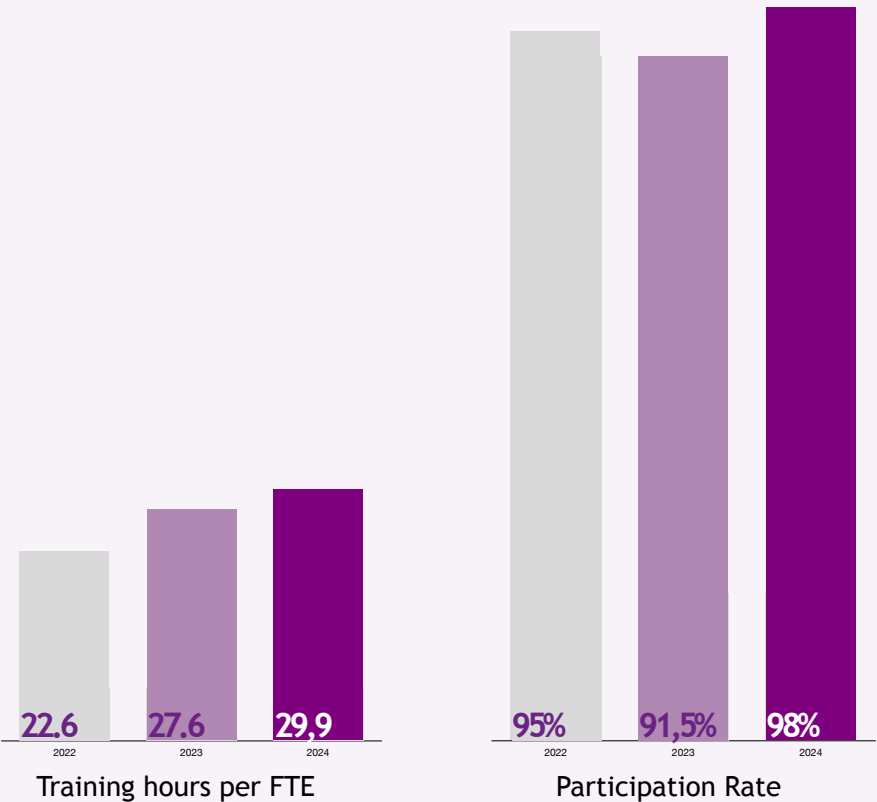
We offer leadership training to our managers and aspiring leaders in two main forms. In 2021, we launched the Nemera leadership model called Learn to Lead, which clearly outlines our expectations of all our leaders. We have developed and are offering training modules to help our team leaders build and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

In addition, the Nemera STEP program (Step back, Transform, Engage, Progress) was recently created for shift leaders and offers a robust leadership development program, including self-leadership assessments, workshops, and coaching. Shift leaders learn how to be authentic leaders, inspire and engage others, develop the necessary characteristics of a leader, and drive performance in their teams.

Several compulsory e-learning courses are also available for our employees to complete. Topics include our Code of Conduct, sexual harassment, good manufacturing practices, and information technology (IT) compliance. In 2024, training hours per full-time equivalent (FTE) were 29.92, up from 27.6 in 2023, with a training participation rate of 98% compared to 91.5% in 2023.

➔ Our goal in 2025 is for every employee to complete 23 hours of training and for 90% of our workforce to have received a performance review.

Figure 9 | Employee training at Nemera, 2022 - 2023 - 2024



Diversity & inclusion (D&I)

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 shape an environment that celebrates our differences while maintaining our core purpose as an organization.

We strive to achieve equal retention rates and engagement scores across all demographics in our talent pool. We are also committed to zero tolerance of discrimination or harassment and to 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 D&I Policy.

Traditionally, there has been an imbalance in gender representation in the manufacturing sector. While maintaining a meritocracy, we aspire for 40% female leadership representation by 2026.

In 2024, we launched several key D&I initiatives to foster an even more inclusive workplace and engage with local communities. These include:

D&I Champions program

Volunteers from each Nemera location participate in training sessions and help promote relevant D&I topics. Four training sessions are planned for 2025.

Community engagement

In Gerland, Lyon, we invited students from underprivileged backgrounds to participate in a week-long internship at Nemera, introducing them to various departments and functions within the company.

Disability week

In La Verpillière, we focused on disability-related issues for a full week, with conferences and duo days that paired employees with individuals from the disabled community.

Women’s Network

In Buffalo Grove, we set up the first Women’s Network at Nemera in 2024, an interest group focused on discussing meaningful topics and driving D&I.

“I believe the D&I Champions project is vital for driving innovation and fulfilling our social responsibility. Promoting inclusivity is the right thing to do as part of a socially integrated company. It boosts employee engagement, retention, and our brand reputation.

Guillaume Tertre,
Global Talent Acquisition D&I Manager



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 rich pool of applicants, and we have included a footer in all our recruitment publications encouraging people from all demographics and backgrounds to apply.



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.



Where possible, we offer flexible work arrangements to accommodate individual needs, contributing to fairer working conditions for each employee.



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 International Labor Organization (ILO) standards, Nemera forbids the employment of workers under the legal minimum age to ensure that child labor is not used on 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.

- ➔ We also maintain a zero-tolerance policy for child and forced labor, with 100% of identified cases leading to immediate corrective actions.

Social dialogue

We follow and adhere to the local legislative and collective bargaining framework of the countries in which we operate in accordance with applicable 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 a legally recognized union represents employees, 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 non-compliance reports received are properly investigated in a timely manner.

- ➔ We will run four global webcasts per year with the aim of providing a forum for employees to ask questions anonymously and have them addressed by leaders at Nemera.



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 non-governmental organizations (NGOs) to provide our people with the opportunity to make a difference. A snapshot of these initiatives includes:

La Scintillante

In 2024, 114 Nemera employees joined forces to run La Scintillante and raise awareness and funds for causes like cancer research and patient support. This is the fourth time that Nemera employees participated in this event, joining more than 5,700 participants from around the world. The Centre Léon Bérard, a prominent cancer research organization in Lyon, organized this run. With the help of our employees, the center collected approximately €341,000 to support the global fight against cancer.

La Scintillante 2024



Sport Dans la Ville

As in previous years, Nemera has provided significant funding and resources to support the Young Talents program run by Sports dans la Ville. Founded in 1901, this charity gives young people from underprivileged backgrounds the confidence, motivation, and means to dream and succeed.

Through tutoring, sports classes, and mentorship, Sports dans la Ville inspires young people aged 5 to 26 to access learning, discovery, and empowerment opportunities. This year, we were proud to support Sports dans la Ville with financial donations and offer site visits and internship opportunities at our facilities in the USA and France.



Sport Dans la Ville

“Convinced that international exposure changes the career paths of the young people that Sport dans la Ville accompanies toward 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 through site visits or English sessions is essential. Nemera helped us build this program on an international scale.

Pascale Remy,
Head of Global Partnerships at Sport dans la Ville

”

Events at Nemera

We hold regular events across all our sites to promote a supportive and open culture. Every few months, we conduct global webcasts that update all employees on the company’s current performance and the challenges and opportunities we face. During these webcasts, employees can ask any questions they may have to our senior leadership team.

To complement this, we also organize in-person meetings in a town hall format at our sites. At these shows, we present key topics and projects relevant to each location. We prioritize open dialogue and ensure that employees have the time and space to ask questions freely, reinforcing our commitment to a workplace culture where no question is off-limits at Nemera.

Nemera Oscars

We hold the Nemera Oscars each year to celebrate the successes of different sites, plants, and teams. This event showcases the accomplishments of top performers from across the company, presenting medals and rewards for outstanding work in key areas, including quality successes and product development.

Celebrating 10 years of Nemera

In 2024, we had the unique opportunity to celebrate Nemera’s 10-year anniversary. This event aimed to foster a deeper sense of belonging within each location, inspire pride in working for the company, and motivate teams around our collective purpose: putting patients first.

To make the day special, we organized a series of events, including a presentation from our Chief Executive Officer and senior leaders, a surprise flash mob and dance party in the canteen during lunch, and drinks and sweet treats. The event was a tremendous success and a lot of fun for all who participated.



Nemera Oscars

Celebrating 10 years of Nemera





BUSINESS ETHICS

Ethical conduct	49
Our anti-corruption policy	49
Speak up	49
Anti-competitive practices	50
Data privacy and security	51

GRI 206, GRI 406, GRI 418

32

Speak up reports

0

Leaks, instances of theft, or losses in customer data

0

Legal actions pending or completed regarding any aspects of competitive behaviour and antitrust violations

0

Complaints from regulatory bodies

0

Substantiated claims concerning breaches of customer privacy

89%

Of employees completed cybersecurity awareness sessions

Business ethics

“



As an organization that puts patients first, Nemera believes that 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 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 information technology (IT) security. This is essential to future-proof our business from non-compliance with existing and upcoming laws and regulations. We ensure compliance with global standards across all our operations—from procurement and product development to back-office functions, including 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. Everyone must follow certain conduct guidelines that ensure business integrity and are embedded in our Code of Conduct and company policies. 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.

In 2025, we aim to organize annual ethical awareness training sessions to continue embedding these principles in the organization. In addition, we will carry out ethics risk mapping to find improvement hotspots.

Our anti-corruption policy

Nemera prohibits any act of corruption, bribery, improper payment, or unethical conduct. This applies to every country and continent where we operate, in compliance with anti-bribery legislation. Breaking these laws and our ethical commitments will lead to disciplinary action and, potentially, termination of employment.

To strengthen compliance with these rules, Nemera provides annual training to the employees most directly affected and, more generally, to all human resources (HR), finance, purchasing, and sales teams. We also require all employees to know about our Code of Conduct, which outlines the main principles of our ethical approach and aspects of our anti-corruption policy. This information is included in all our onboarding sessions for new employees, irrespective of their department or role.

From time to time, Nemera also offers additional training to improve employees’ knowledge and practices in this area and to increase their awareness of our rules on ethics.

- ➔ Our goal is for 100% of office-based staff to receive annual training on fraud, money laundering, and corruption via e-learning modules and for all production employees to receive training on our Code of Conduct every two years.



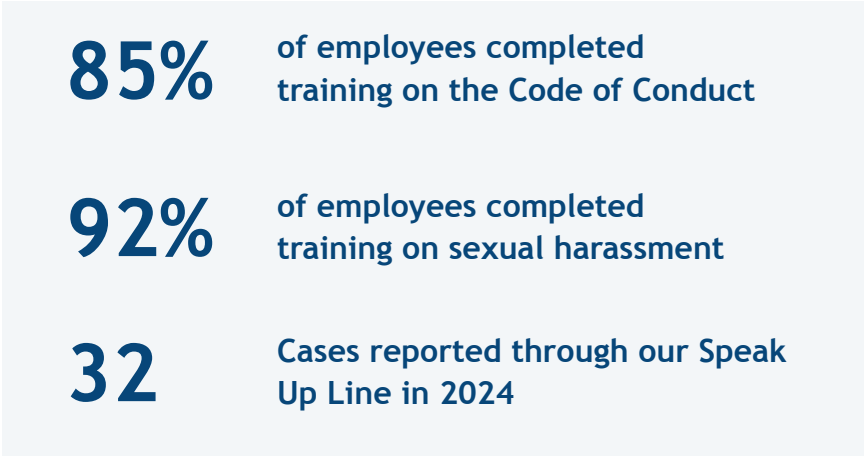
Speak up

A key part of being an ethical company is safeguarding an open and safe working culture that allows employees to speak up and communicate their concerns. Our Code of Conduct guarantees two different solutions. Where possible, we encourage our staff to refer to their manager or HR team for face-to-face discussions. To report misconduct anonymously, we provide a “Speak Up” line operated by People InTouch, an independent external party mediating communication between employees and Nemera’s Ethics Committee.

In 2024, our Speak Up line registered 32 reports across five regions globally. Moving forward, our goal is to reinforce communication regarding our Speak Up line and encourage employees to use it when necessary.

All reports made 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 with the 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. When a case is solved, the Ethics Committee acts on the necessary measures to be taken.



Anti-competitive practices

Nemera’s Antitrust and Competition Law Policy aligns with existing global laws and regulations and applies to all areas of our operations. While certain business activities or departments are more sensitive to antitrust conduct, employees from all levels must follow the company’s guidelines.

By complying with antitrust conduct, Nemera ensures fair competition and reduces risks of malpractice 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 in subtle forms. We regularly provide awareness training about anti-competitive practices. 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 constantly exposed to our competitors often conduct more sensitive activities than others and require consultation with our legal team before engaging.

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

- ➔ Our goal is to maintain zero violations in anti-competitive behavior and anti-trust violations in 2025 and beyond.



Data privacy and security

Information security and data management are fundamental to maintaining our business in the short, medium, and long term. First, we manage high volumes of sensitive data as part of the healthcare industry and, therefore, need secure spaces to store them. Second, 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 identify and manage IT security risks quickly, respond to customer demands, protect assets from cyberattacks and incidents, and apply legal and contractual obligations. Security management is applied from the strategic to the operational level. Its implementation helps to reduce risks and guarantee the continuity and quality of services provided to customers.

In collaboration with the Information Management Director, our Chief Information Security Officer (CISO) is responsible for the entire company’s information security strategy. In addition to monitoring systems and ensuring continuous security, the CISO also oversees regular audits and risk assessments and runs awareness training for our employees and users, whether internal or external.

Lastly, we count on a monthly committee meeting to share and discuss security-related matters. Among other duties, this team ensures the consistent implementation of security measures and monitors information security processes. In practice, this includes tracking information security trends, analyzing security crises and incidents that have occurred in the past, and providing updates on security projects.

The combination of these actions leads to the proper identification of areas for improvement, contributing to keeping our systems resilient against cyber threats. We are also happy to share that we achieved an overall score of 777 out of 1,000 in our 2024 CyberVadis data privacy and security review.

Other responsible information management achievements in 2024 included:

- The rollout of an external security operations center (SOC) with extended detection and response (XDR)
- The rollout of a privileged access management (PAM) tool
- The introduction of darknet monitoring and web filtering

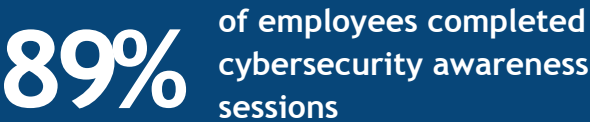
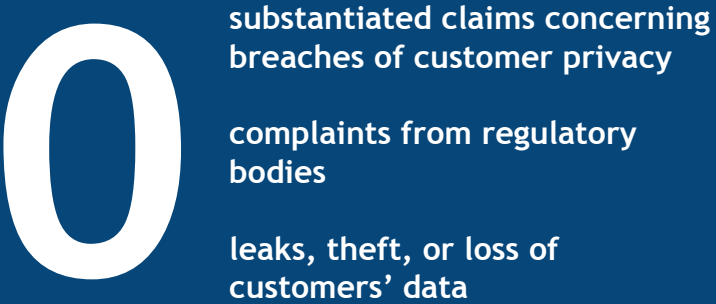
Our goals for 2025

In the coming year, we aim to take the following steps to further enhance our data security and privacy:

- Implement a network segregation in all of Nemera’s plants
- Roll out a robust vulnerability management process
- Deploy data classification on a first pilot site

We maintained high standards in 2024.

In total, there were:



Strengthening awareness

While hackers now use artificial intelligence tools to generate even more convincing emails or to bypass security systems, human vigilance remains our best response. Cybersecurity is everyone’s business: by involving every employee, we are not just protecting our data, but also strengthening our trust, collaboration, and resilience. In addition to e-learning, we rolled out face-to-face awareness sessions for all shifts in all plants in 2024 and intend to do the same in 2025.

SUSTAINABLE PROCUREMENT

Sustainable procurement policy	54
Supplier selection and management	55
ESG supplier partnerships	55

GRI2

100%
Of new suppliers signed our code of conduct

20%
Initiated partnership with 20% of targeted suppliers

100%
Of new contracts include ESG clauses

Sustainable procurement

“



Vincent Gerbet
Procurement Performance Manager

Our ESG impact goes far beyond our direct operations at Nemera, so we take a holistic approach to sustainability. That all starts with the goods and services we purchase.

In 2024, we stepped up our sustainable procurement practices by embedding ESG considerations into our procurement processes from supplier selection to supplier relationship management.

In one major highlight, we launched an ESG partnership program with our strategic suppliers, representing approximately 80% of our direct spend. This approach is designed to support engagement on ESG topics and to encourage suppliers to make continuous improvements in eight key areas: EcoVadis ratings, emissions reductions, circularity and waste management policies, electricity consumption, health and safety policies, diversity and inclusion measures, working conditions, and supply chain engagement.

We also included ESG clauses in all new supplier contracts. Covering a wide range of topics, these clauses set out Nemera’s expectations when it comes to continuous improvement on sustainability. In parallel, we updated our sustainable procurement policy, which describes how we embed ESG considerations into all our procurement processes and outlines the need for compliance across our organization.

Resins are one of our main hurdles as we work toward our Scope 3 emission reduction goals. They are an essential component in our products. To tackle the environmental impact of fossil-fuel-based resins in our supply chain, we aim to source biobased feedstocks in the coming years. To do so, we’ve obtained ISCC PLUS certification at two plants: La Verpillière and Le Tréport. This positions Nemera to lead the way in using biobased resins for drug delivery devices.

Our rigorous approach to sustainable purchasing is already paying off. I’m proud that we increased our EcoVadis score in this area by 10 points compared to the previous year. We also streamlined the data-gathering process for our carbon footprint calculations. Now, we’re preparing to automate this process for quicker and more detailed calculations. This will give us a clearer understanding of our procurement impact today and help us make more data-driven decisions tomorrow.

The pillars of our supplier engagement strategy

- 1 We encourage suppliers to endorse or commit to SBTi, the UN Global Compact (UNGC), EcoVadis, and ISCC PLUS.
- 2 We collaborate with our suppliers to conduct ESG rating assessments, thereby benchmarking 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 partners to respect our strategy by signing our supplier Code of Conduct (CoC).
- 3 We support our partners in their ESG initiatives, to improve sustainability standards while enhancing performance.

Sustainable Procurement Policy

Nemera is dedicated to integrating ESG considerations into its procurement processes, recognizing the critical importance of addressing climate change and promoting sustainability. We updated the Nemera Sustainable Procurement Policy to improve our work with suppliers by using our existing practices and policies as guidelines.

This policy is structured around three core pillars of sustainability:

1 Environmental stewardship

We prioritize partnering with suppliers who are committed to sustainable practices, including the use of renewable energy, adherence to circular economy principles, eco-design, and efforts to minimize environmental impact. By 2027, we aim to evaluate 100% of our suppliers representing 80% of direct spend on their environmental maturity.

2 Social responsibility and ethical conduct:

We uphold human rights and fair labor practices and champion D&I. We support social integration and ensure ethical sourcing throughout our supply chain. We expect our suppliers to uphold these values, and we constantly work to ensure that all new suppliers commit to Nemera’s supplier CoC. By 2027, we aim for 80% of our strategic suppliers to complete an EcoVadis assessment, reflecting their commitment to social responsibility.

100% Of new suppliers signed our code of conduct

100% Of new contracts include ESG clauses

3 Economic prosperity:

We encourage the development of long-term, collaborative relationships with our suppliers, promoting innovation and fair competition in our procurement processes. As part of this objective, Nemera will provide support to help suppliers improve their ESG performance.



Supplier selection & management

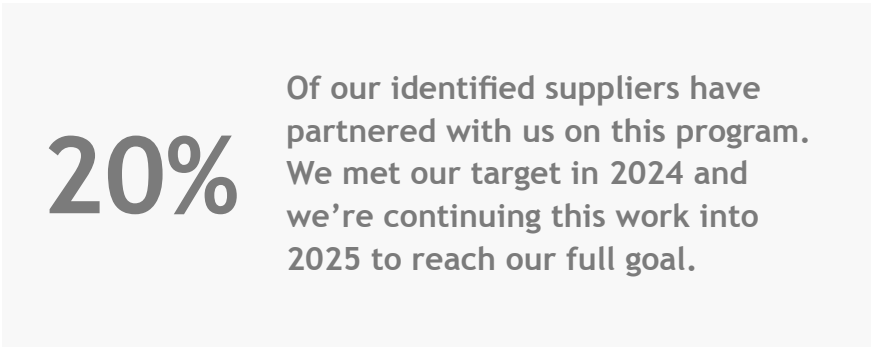
This year, we took significant steps forward by redesigning our procurement practices to integrate ESG criteria. This new process will be based on assessing our suppliers during the initial onboarding process and continually thereafter. We will assess new suppliers in four different phases:

- 1 **New supplier selection:** At this stage, the primary goal is to identify potential ESG misconduct or non-compliance with our Code of Conduct.
- 2 **Supplier quote comparison:** We are progressing on integrating ESG criteria in the process of comparing suppliers’s proposals.
- 3 **Contract creation:** We integrate ESG clauses into our new supplier contracts.
- 4 **Continuous support:** We work to understand our suppliers’ ESG maturity, enhance the importance of ESG initiatives in our partnership, and stimulate continuous improvement.

Integrating ESG in supplier contracts

In 2024, we implemented a significant change: we embedded ESG clauses in all contracts with our suppliers and service providers. These clauses promote initiatives that aim to enhance sustainability in all areas. For example, our suppliers must adopt sustainable practices in water and waste management, use eco-friendly, non-harmful materials and substances, comply with local chemical regulations, and commit to fair labor practices and safe working conditions.

Suppliers must report their ESG performance to us each year. They are also expected to follow Nemera’s CoC at all times, which promotes sustainable development and respect for labor laws. By collaborating with all suppliers, including subcontractors, we aim to create a supply chain that is both socially responsible and environmentally sustainable.



At a Glance | Building new communications channels with our partnerships

At Nemera, our goal is to integrate our ESG vision throughout our supply chain. To begin this journey with our suppliers, we have developed a framework that will guide our discussions. Supported by a new, dedicated channel for ESG communication, this addresses the ESG issues that are most significant to our business.

We ask our suppliers to complete the EcoVadis assessment to help us better understand their performance on various ESG topics. On the environmental front, we are particularly interested in suppliers’ plans for reducing carbon emissions, strategies for using renewable electricity, and practices related to waste management. Regarding the social dimension, we focus on ensuring employee health and safety in our supply chain, improving working conditions, and promoting D&I. This approach enables us to share experiences related to ESG and gain a better understanding of the strengths of and challenges faced by each company, ultimately benefiting everyone involved.

Actively partnering with our suppliers on ESG is essential to effectively manage risks, build resilience, and create shared sustainable value.

LOOKING FORWARD TO 2025

Looking forward to 2025
2025 & beyond

57
58

Looking forward to 2025

“



Sebastian Perrier
Chief Operating Officer

”

2024 has been a year of double-digit growth for Nemera, marked by the expansion of our manufacturing network in Europe and the US, as well as the creation of two new product-centric business units aimed at accelerating our growth in the coming years. At the same time, we have made significant progress on becoming a more sustainable company. We have established stronger governance for our sustainability initiatives, supported by our Board and the Nemera leadership team.

We have enhanced our policies and practices, expanded the coverage of our ISO certifications, and established a robust supplier management model. These improvements have led to measurable results in terms of safety, quality, customer preference, and employee satisfaction. We have also continued to reduce the carbon footprint of our operations, achieving a 95% reduction on Scope 1 and 2 emissions since 2019. Additionally, we are on track to meet our 55% intensity reduction target, as set by the SBTi.

Our combined ESG efforts have been recognized with an EcoVadis Gold Medal, placing us in the top 1% of our industry.

We achieved this improved score by making significant progress in all EcoVadis categories—environment, human resources, ethics, and supplier management—recognizing the commitment of all Nemera’s sustainability champions.

However, we also faced some challenges in implementing our first biobased resins into our product portfolio. Despite the rapid ISCC PLUS certification of our manufacturing sites, we struggled with regulatory complexities, supply chain transparency, and pricing.

So, what did this year teach us for 2025? We realized that advancing future initiatives will require even greater focus and determination. These valuable lessons will guide us in supporting sustainable growth in the years ahead, with a special emphasis on our people, culture, and mindset.

In 2025, we will focus on leading by example through initiatives on our OIP products in the main therapeutic areas in which we operate. This includes promoting eco-design in the early stages of innovation (such as multi-dose or reusable devices), being more ambitious in extending the use of biobased resins, and operating more energy-efficient machines and plants. We will also increase our efforts to engage key suppliers and customers in our sustainability journey and empower our teams at each of our plants to take locally meaningful initiatives.

I am convinced that together, we will continue to have a positive impact on the environment and achieve our ultimate ambition: improving the lives of our patients and the world they live in.

2025 & beyond

01

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

02

Further strategic integration of ESG principles across all our sites, including a specific focus on cultural integration, and focus on building an ESG roadmap at the site level. In the context of strong commercial growth, we will pay particular attention to integrating ESG principles from the very onset of new projects.

03

Consolidating our comprehensive climate transition plan, including our decarbonisation roadmap, to align with and support achievement of our validated 2030 SBTi targets. This plan will bring together our efforts, set clear milestones, and enhance transparency and accountability.

04

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

05

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

06

Build a sustainability roadmap by OIP franchise.

Our progress towards SDGs

Some of the key initiatives, programs, and activities in the pipeline for 2025 include:

Pillar	Commitment and contribution	Targets & KPIs	2024	SDGs
Environment	We contribute to this SDG by increasing our use of clean energy.	100% of electricity from renewable sources by 2030.	69%	7 AFFORDABLE AND CLEAN ENERGY
	Our science-based approach to climate action means Nemera plays our part in operating within safe planetary boundaries.	90% reduction in Scope 1 and 2 GHG emissions by 2030, from 2019 baseline.	95%	13 CLIMATE ACTION
		55% reduction in Scope 3 GHG emissions from purchased goods and services per value added by 2030, from 2019 baseline.	45%	
People	Our operations and drug delivery devices and services directly benefit the health and well-being of our patients and employees.	100% plastic recyclability in our operations by 2030.	78%	12 RESPONSIBLE CONSUMPTION AND PRODUCTION
		Zero plastic waste to landfill by 2026.	10%	
	Training and upskilling our employees, therefore contributing to their education and personal development, is one of our primary social focus areas.	Zero incidents of regulatory non-compliance.	0	3 GOOD HEALTH AND WELL-BEING
		Nemera Incident Rate <1.	1.1	
	We commit to zero tolerance of discrimination and have set targets to address gender equality.	22 training hours per FTE per year.	29.92	4 QUALITY EDUCATION
		90% training participation rate.	98%	
	As an employer, we strive to create and foster a healthy, diverse, and welcoming workplace that allows our employees to develop their careers and grow with our company.	40% female leadership representation by 2026.	34%	5 GENDER EQUALITY
		90% of employees who undertake performance reviews.	86%	8 DECENT WORK AND ECONOMIC GROWTH
Ethics	Our robust governance and business conduct practices help to prevent cases of corruption, bribery and unethical activities.	Zero breaches of customer privacy.	0	16 PEACE, JUSTICE AND STRONG INSTITUTIONS
		Employees who undertake training on data protection and cybersecurity.	89%	
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.	100% of new suppliers signing the Nemera Code of Conduct.	100%	17 PARTNERSHIPS FOR THE GOALS
		100% of new contracts that include ESG clauses.	100%	
		Partnerships initiated with 100% of targeted suppliers.	20%	

APPENDIX

GRI Index Table

Nemera has reported the information cited in this GRI content index for the period January to December 2024 in accordance with GRI Standards.

GRI 2: General Disclosure

GRI Disclosure	Disclosure Title	Location	Page	Additional Comments
GRI 2-1	Organizational details	About the Report	2	
		Who We Are	5	
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 will be published on June 17th 2025.
GRI 2-4	Restatements of information		25	We have restated information related to our GHG emissions (GRI 305) since our 2023 report, due to a methodological and audit review
GRI 2-5	External assurance	Climate Change & Energy Mix	25-28	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	7-8	
		Our Services	9	
		Sustainable Procurement	53-55	

GRI Disclosure	Disclosure Title	Location	Page	Additional Comments
GRI 2-7	Employees	Who We Are	5	

Region/Country	Gender	Headcount 2023	Headcount 2024	Full-Time Equivalent 2024
France	Female	450	477	471.05
	Male	725	790	788.14
Total France		1,175	1,267	1,259.19
Germany	Female	136	142	138.17
	Male	471	494	490.86
Total Germany		607	636	629.03
United States	Female	220	229	299.00
	Male	336	369	369.00
	Nonbinary	1	1	1
	Total United States	557	599	599.00

Region/Country	Gender	Headcount 2023	Headcount 2024	Full-Time Equivalent 2024
Brazil	Female	132	122	122.00
	Male	71	64	64.00
Total Brazil		203	186	186.00
Poland	Female	115	167	167.00
	Male	75	127	126.30
Total Poland		190	294	293.30
Total		2,732	2,982	2,966.52

GRI 2-8	Workers who are not employees	Country	Number of contingent workers
In 2024, Nemera had a headcount of 1,368 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.		France	845
		Germany	113
		United States	259
		Brazil	93
		Poland	58
		Total	1,368

GRI Disclosure	Disclosure Title	Location	Page	Additional Comments
GRI 2-9	Governance structure and composition	Governance	14	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	14	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	14	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 cutomers satisfaction survey, the employee satisfaction survey, and other business factors. The highest governance body of Nemera meets 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.
GRI 2-13	Delegation of responsibility for managing impacts	Governance	14	
GRI 2-14	Role of the highest governance body in sustainability reporting	Double Materiality Assessment	12	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	49	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	14 49	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 2024.
GRI 2-17	Collective knowledge of the highest governance body			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. 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).
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			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. 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. The Leadership team are not eligible for recruitment bonuses. Depending on country, eligibility for termination payments strictly driven by local law, and retiree benefits are also specific per country.
GRI 2-20	Process to determine remuneration			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. Nemera also has a contract in place with PayFactors to provide relevant market data.
GRI 2-21	Annual total compensation ratio			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. Annual total remuneration ratio: 5.52.
GRI 2-22	Statement on sustainable development strategy	Message from the CEO	4	

GRI Disclosure	Disclosure Title	Location	Page	Additional Comments
GRI 2-23	Policy commitments	People		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. 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. 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.
GRI 2-24	Embedding policy commitments			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.
GRI 2-25	Processes to remediate negative impacts	Speak Up	49	
GRI 2-26	Mechanisms for seeking advice and raising concerns	Speak Up	49	

GRI Disclosure	Disclosure Title	Location	Page	Additional Comments
GRI 2-27	Compliance with laws and regulations	Patients first, always.	18	
		Business Ethics	48-51	
GRI 2-28	Membership associations	Active Participation in Industry Associations	22	
GRI 2-29	Approach to stakeholder engagement	Double Materiality Assessment	12, 17	
		Governance	14	
		Going the extra mile with our customers	19	
		Employee engagement	40	
GRI 2-30	Collective bargaining agreements	Who We Are	5	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 (70% of our employees).

GRI 3: Material Topics 2021

GRI Disclosure	Disclosure Title	Location	Page	Additional Comments
GRI 3-1	Process to determine material topics	Double Materiality Assessment	12, 17	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.) 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. 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. 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? 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 on page 12 and page 17.
GRI 3-2	List of material topics	Double Materiality Assessment	12, 17	

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

GRI Disclosure	Disclosure Title	Location	Page	Additional Comments
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 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	50	

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 material. In 2024, resins represented 75% of our purchased goods and services.

GRI 302: Energy 2016

GRI Disclosure	Disclosure Title	Location	Page	Additional Comments
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GRI 302-1	Energy consumption within the organization	Climate Change & Energy Mix	25-28	
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Sum of Scope 1 & 2 in kWh		FY2022	FY2023	FY2024
Electricity	Renewable electricity	76,401,833	86,341,302	85,939,735
	Grey electricity	5,459,388	290,082	129,277
	Nuclear electricity	35,773,145	34,796,181	38,306,446
	Renewable electricity - Produced and consumed on site	8,213	8,173	9,099
	Electric cars	18,042	12,495	30,008
Purchased electricity Total		117,642,579	121,448,234	124,414,565
Mobile Combustion	Diesel	441,808	455,211	338,340
	Gasoline	436,667	460,981	341,044
	LPG	20,883	2,461	18,765
Total Mobile Combustion		917,400	918,654	698,149
Stationary Combustion	Domestic fuel	418,848	366,673	344,847
	Natural gas	2,562,058	3,180,646	4,346,564
	Off-road diesel	9,413	9,705	11,068
	Propane	101,760	78,185	60,685
Total Stationary Combustion		3,092,078	3,635,209	4,763,164
Grand Total		121,652,057	126,002,096	129,875,878

GRI 302-2	Energy consumption outside of the organization	We have chosen to omit this disclosure on the basis of unavailable information.		
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GRI 302-3	Energy intensity	We have not yet defined an energy intensity ratio (to be calculated in 2025) and therefore choose to omit this disclosure on the basis of unavailable information.		
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GRI Disclosure	Disclosure Title	Location	Page	Additional Comments
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GRI 302-4	Reduction of energy consumption	Climate Change & Energy Mix	25-28	
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GRI 302-5	Reductions in energy requirements of products and services	Circularity	29-30	
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GRI 305: Emissions 2016

GRI Disclosure	Disclosure Title	Location	Page	Additional Comments
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v	Direct (Scope 1) GHG emissions	Climate Change & Energy Mix	25-28	
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GRI 305-2 ²	Energy indirect (Scope 2) GHG emissions	Climate Change & Energy Mix	25-28	
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GRI 305-3 ³	Other indirect (Scope 3) GHG emissions	Climate Change & Energy Mix	25-28	
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GRI 305-4	GHG emissions intensity	We choose to omit this disclosure on the basis of unavailable information.		
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GRI 305-5	Reduction of GHG emissions	Climate Change & Energy Mix	25-28	
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GRI Disclosure	Disclosure Title	Location	Page	Additional Comments
GRI 305-6	Emissions of ozone-depleting substances (ODS)	Climate Change & Energy Mix	25-28	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 (NO _x), sulfur oxides (SO _x), and other significant air emissions			Nitrogen oxides (NO _x), sulfur oxides (SO _x), and other significant air emissions are not material for our business activities and therefore we choose to omit this disclosure.

	2019 tCO ₂ e	2022 tCO ₂ e	2023 tCO ₂ e	2024 tCO ₂ e
¹ GRI 305-1	1,097.05	1,717.88	1,346.22	1,414.72
² GRI 305-2	29,972.83	578.60	77.23	60.40
³ GRI 305-3	119,794.52	116,555.49	103,436.25	120,300.55
Grand Total	150,864.40	118,551.98	104,859.70	121,775.67

Types of waste generated	2022	2023	2024
Hazardous Waste	104.47	167.58	121.33
Plastic waste	2,370.30	2,538.00	2,632.00
Other types of waste	1,308.22	1,438.22	1,445.84
Total waste generated	2,782.99	4,143.80	4,199.20

GRI 306: Waste 2020

GRI Disclosure	Disclosure Title	Location	Page	Additional Comments
GRI 306-1	Waste generation and significant waste-related impacts	Circularity	29-30	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	29-30	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 4,199.8 tons of waste this year. 2,632 tons comprised of plastic waste as well as 121.33 tons of hazardous waste.
GRI 306-4	Waste diverted from disposal			We recycled 3,020.13 tons of waste this year, representing 72% of our total waste. We also recycled 2,056.12 tons of plastic waste, representing 78% of our total in this category.
GRI 306-5	Waste directed to disposal			433.34 tons of waste were diverted to landfill and 745.7 tons of waste were incinerated in 2024.

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	37-39	1/6 (16%) of Nemera plants are certified ISO45001
GRI 403-2	Hazard identification, risk assessment, and incident investigation	Employee Health & Safety	37-39	
GRI 403-3	Occupational health services	Employee Health & Safety	37-39	

GRI Disclosure	Disclosure Title	Location	Page	Additional Comments
GRI 403-4	Worker participation, consultation, and communication on occupational health & safety	Employee Health & Safety	37-39	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 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.
GRI 403-5	Worker training on occupational health & safety	Employee Health & Safety	37-39	
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	37-39	

GRI 403: Occupational Health & Safety 2018

GRI Disclosure	Disclosure Title	Location	Page	Additional Comments																				
GRI 403-8	Workers covered by an occupational health and safety management system	Employee Health & Safety	37-39																					
GRI 403-9	Work-related injuries	Employee Health & Safety	37-39																					
GRI 403-10	Work-related ill health	Employee Health & Safety	37-39																					
				<table><tr><td></td><td>2022</td><td>2023</td><td>2024</td></tr><tr><td>Lost-time injuries:</td><td>13</td><td>20</td><td>22</td></tr><tr><td>Medical incidents:</td><td>8</td><td>5</td><td>4</td></tr><tr><td>First aid:</td><td>130</td><td>168</td><td>108</td></tr><tr><td>Near misses and hazards:</td><td>238</td><td>338</td><td>511</td></tr></table>		2022	2023	2024	Lost-time injuries:	13	20	22	Medical incidents:	8	5	4	First aid:	130	168	108	Near misses and hazards:	238	338	511
	2022	2023	2024																					
Lost-time injuries:	13	20	22																					
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GRI 404: Training & Education 2016

GRI Disclosure	Disclosure Title	Location	Page	Additional Comments		
GRI 404-1	Average hours of training per year per employee	Employee Development & Well-being	40-42			
			Location	2022	2023	2024
			Buffalo Grove	21	24.60	27.69*
			Vernon Hills	11.10	9.92	-
			Neuenburg	20.80	21.09	21.79
			La Verpillière	22.50	21.12	24.56
			Le Tréport	14.80	26.80	26.07
			Szczecin	30.50	27.08	31.10
			Jaguariúna	51	82.10	95.77
			Insight Lyon	22.90	27.89	24.92
			Nemera Service	14.50	21.64	20.45
			Chicago	11.10	9.72	21.59
			Total	22.60	27.57	29.92
*Buffalo Grove and Vernon Hills						
GRI 404-2	Programs for upgrading employee skills and transition assistance programs	Employee Development & Well-being	40-42			
GRI 404-3	Percentage of employees receiving regular performance and career development reviews	Employee Development & Well-being	40-42			

GRI 405: Diversity & Equal Opportunity 2016

GRI Disclosure	Disclosure Title	Location	Page	Additional Comments
GRI 405-1	Diversity of governance bodies and employees	Governance	14	- Female representation on Nemera Board: 28% - Female representation on Nemera Leadership team: 22% - Female Representation: 39% - Under 30: 2023: 15% -> 2024: 17% 30-50: 2023: 59% -> 2024: 57% +50: 2023: 26% -> 2024: 26%
GRI 405-2	Ratio of basic salary and remuneration of women to men			Our gender remuneration ratio is 8.41.

Nbr of employees		Gender			
Region/Country	ESG - Age Band	Female	Male	Nonbinary	Total
France	-30 years old	79	137		216
	30-50 years old	284	456		740
	Over 50 years old	114	197		311
Total France		477	790		1,267
Germany	-30 years old	20	61		81
	30-50 years old	75	303		378
	Over 50 years old	47	130		177
Total Germany		142	494		636
Poland	-30 years old	44	20		64
	30-50 years old	107	93		200
	Over 50 years old	16	14		30
Total Poland		167	127		294
United States	-30 years old	30	70		100
	30-50 years old	103	163	1	267
	Over 50 years old	96	136		232
Total United States		229	369	1	599
Brazil	-30 years old	27	21		48
	30-50 years old	89	37		126
	Over 50 years old	6	6		12
Total Brazil		122	64		186
Total		1,137	1,844	1	2,982

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	49	

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 Namera.

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 415: Public Policy 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.	18	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.	18	

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	54	

Thank you to all the Nemera colleagues and partners who appear in the report.

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ESG REPORT 2024

“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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