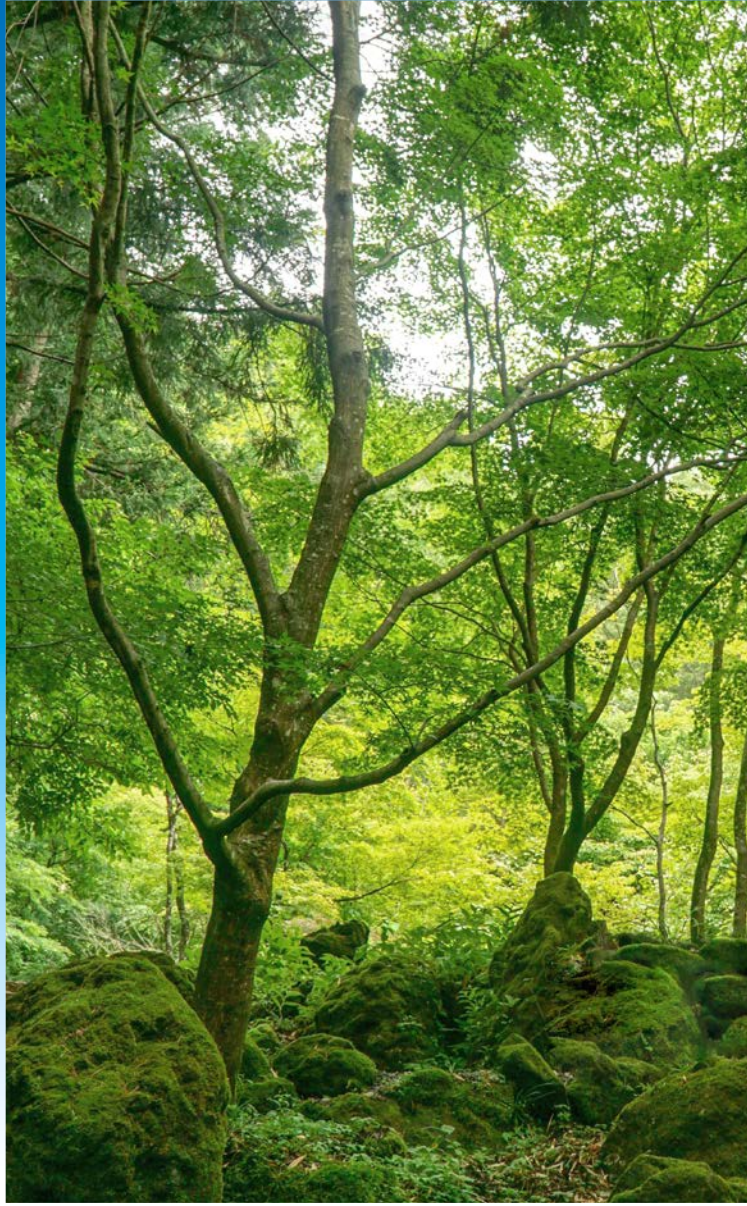
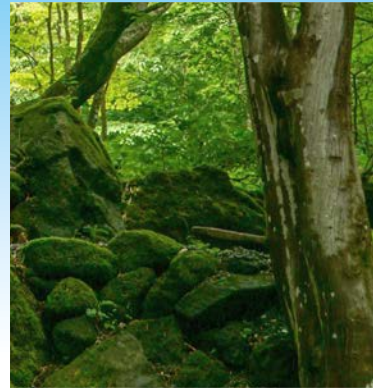


# Corporate Responsibility Report



**2021**  
Covering 2020  
Reporting Year



**METTLER TOLEDO**

# About METTLER TOLEDO

METTLER TOLEDO is a leading global supplier of precision instruments and services. We have strong leadership positions in all of our businesses and believe we hold global number-one market positions in most of them. We are recognized as an innovation leader. Our solutions are critical in key research and development, quality control, and manufacturing processes for customers in a wide range of industries including life sciences, food, and chemicals. Our sales and service network is one of the most extensive in the industry. Our products are sold in more than 140 countries, and we have a direct presence in approximately 40 countries. With proven growth strategies and a focus on execution, we have achieved a long-term track record of strong financial performance.

Mettler-Toledo International Inc. became a publicly traded company with its initial public offering in 1997. Shares of METTLER TOLEDO are listed on the New York Stock Exchange as MTD (NYSE: MTD).

Our executive offices are located in Columbus, Ohio and in Greifensee, Switzerland. We list our subsidiaries in Exhibit 21 of our Annual Report on Form 10-K, which is available on [www.mt.com/investors](http://www.mt.com/investors).



22.6 Million

Visits to mt.com



93,900

Internal Training Courses



16,500

Employees



140+

Countries Served



- METTLER TOLEDO
- Dealer and Partner
- R&D and Manufacturing Center
- Sales and Service Office
- Market Head Office

## Table of Contents

A Word from the CEO	5	Green Products and Services	22
Strategic Framework—GreenMT Program	6	Responsible Supply Chain	28
Materiality Assessments	8	Engaged Employees	34
UN Sustainable Development Goals	9	Good Corporate Governance	42
Progress at a Glance	10	Report Profile	48
Economic Performance	12	GRI Index	50
Efficient Use of Resources	14		





---

Through the combined efforts of our global teams, METTLER TOLEDO has achieved carbon neutrality in 2020.

## A Word from the CEO



### Dear Stakeholders,

We all experienced an unprecedented 2020 due to the COVID-19 pandemic. Our priorities were focused on protecting the health and safety of our employees around the world and at the same time, ensuring that we continue to safely supply our customers with our products and services. These priorities remain in 2021 and demand our ongoing attention.

We stand committed to sustainable development and our GreenMT sustainability program. We believe a sustainable mindset helps us make the right decisions for our customers, employees, suppliers, shareholders, and the communities in which we operate, as demonstrated by our actions during the COVID-19 pandemic.

A decade ago we embarked on an important journey when we launched our GreenMT sustainability program. Our goal then was to minimize our impact on the environment while at the same time realizing value for the company. Thanks to great progress from hundreds of individual GreenMT projects over many years from our employees around the world, and our more recent shift to renewable electricity across the company, we have steadily reduced METTLER TOLEDO's carbon intensity. As of 2020, we achieved carbon neutrality with respect to Scope 1 and Scope 2 CO<sub>2</sub> emissions, and we continue to review our broader environmental impact across our value chain with suppliers and customers.

In 2020, we also broadened our goals relating to waste. We committed to reducing our waste intensity by 20 percent and achieving zero waste to landfill, in each case by 2025. We look forward to reporting our progress on these important waste goals in our future reports. We invite you to take some time to review our progress and our plans as we continue our journey as a leader in sustainability.

Sincerely,

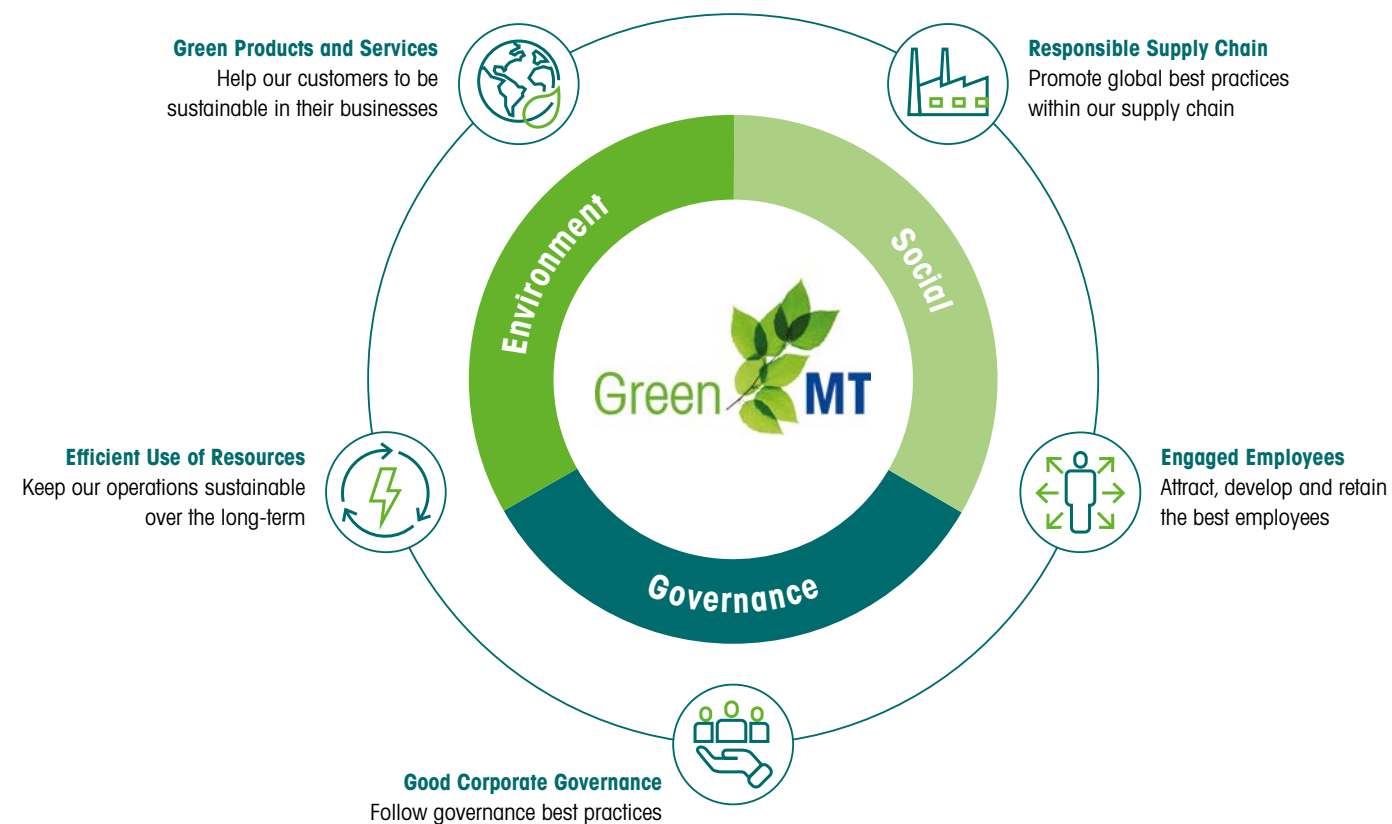
Olivier A. Filliol  
President and Chief Executive Officer

February 2021



## Strategic Framework—GreenMT Program

The GreenMT strategy is to support the company's mission by pursuing Environmental, Social, and Governance (ESG) priorities where we can have a significant impact.



## GreenMT Goals

- Reduce energy consumption and carbon emissions
- Reduce waste and increase recycling
- Emphasize the sustainable features of our products and services, and continue to expand those features
- Leverage our responsible sourcing framework to ensure aligned conduct throughout our supply chain
- Leverage and improve our employment conditions and high-performance culture
- Continue to foster a diverse and inclusive workplace
- Foster an ever-safer workplace for all employees
- Be a corporate governance leader, including by complying with relevant standards and principles
- Provide meaningful disclosure on our GreenMT progress
- Align the GreenMT strategy to the UN Sustainable Development Goals most relevant to us

# Materiality Assessments

We conducted a comprehensive materiality assessment in 2018 with members of the Corporate Sustainability team, senior management, and various stakeholder representatives. During this assessment, we identified and prioritized material issues and the boundaries of this report, and reviewed more than 40 potential topics. To prioritize and determine material topics, we reflected on our significant economic, environmental, and social impacts, viewed in the context of the company’s culture, values, and overall strategy to deliver shareholder and customer value over the long-term.

Our assessment took into account inputs we received from internal stakeholders, such as employees and representatives of different functional groups; and external stakeholders, including potential employees, customers, investors, suppliers, governments, regulators, and other interest groups. These various stakeholder groups have an impact on the company’s success or are affected by the company’s actions and performance.

We engage with stakeholder groups on an ongoing basis in a variety of ways, including the following: Management has numerous interactions with the Board of Directors, and with employees at all levels through regularly scheduled surveys, town hall meetings, training events, and other forums. We are constantly engaged with our customers through our extensive sales and service interactions, customer surveys, and through specific sustainability assessments that customers ask us to participate in. Our Supply Chain Management team is closely engaged with our suppliers on all relevant topics, including our expectations with regard to sustainability in the supply chain. Our active Investor Relations program ensures we have a good sense of our shareholders’ interests, as well as those of regulators, NGOs, and other interested parties. We updated our materiality matrix in 2020 to reflect these various stakeholder inputs.

The materiality matrix shows the outcome of our materiality assessments.

## Materiality Matrix



# United Nations Sustainable Development Goals

We believe we have a role to play in helping achieve the UN Sustainable Development Goals (SDGs) and we share the UN’s commitment to proactively address sustainability challenges. Our GreenMT strategy aligns with the SDG targets most relevant to us.

We track our commitment to, and progress on, sustainability topics in our Corporate Responsibility Report. In this year’s report, we show how the strategic topics from our GreenMT strategy relate to the SDGs.

GreenMT Strategic Objective		High Impact SDG Targets	
<ul style="list-style-type: none"><li>Engaged Employees</li><li>Green Products and Services</li><li>Responsible Supply Chain</li></ul>	3.9 Reduce the number of deaths and illnesses from hazardous chemicals and air, water and soil pollution and contamination		
<ul style="list-style-type: none"><li>Engaged Employees</li><li>Good Corporate Governance</li><li>Responsible Supply Chain</li></ul>	5.1 End all forms of discrimination against women		
	5.5 Ensure women’s full participation and equal opportunities for leadership		
<ul style="list-style-type: none"><li>Efficient Use of Resources</li><li>Green Products and Services</li><li>Responsible Supply Chain</li></ul>	6.3 Improve water quality by reducing and eliminating pollution, dumping, and release of hazardous materials		
	7.2 Increase the share of renewable energy in the global energy mix		
	8.7 Take effective measures to eradicate forced labor		
<ul style="list-style-type: none"><li>Engaged Employees</li><li>Responsible Supply Chain</li><li>Good Corporate Governance</li></ul>	8.8 Protect labor rights and promote safe and secure working environments		
	12.2 Achieve sustainable management of natural resources		
	12.5 Substantially reduce waste generation		
<ul style="list-style-type: none"><li>Good Corporate Governance</li><li>Responsible Supply Chain</li></ul>	16.5 Substantially reduce corruption and bribery in all their forms		



## Progress at a Glance

GreenMT Strategic Pillar	GreenMT Goals	Targets and KPIs	Status 2020
<b>Efficient Use of Resources</b> Keep our operations sustainable over the long-term	• Reduce energy consumption and carbon emissions	• Achieve carbon neutrality (Scope 1 and 2 emissions)	✓ Achieved in 2020
		• Reduce absolute carbon emissions (Scope 1 and 2)	57% Reduction compared to 2018
		• Electricity sourced from renewable sources across global operations	100% Renewable electricity sourcing
	• Reduce waste and increase recycling	• Map Scope 3 emissions	50% Completed
		• By 2025 compared to 2018, reduce waste intensity by 20 percent (tons of waste per \$ million sales)	6% Reduction since 2018
		• Achieve zero waste to landfill by 2025 (<5% of waste to landfill)	18% Percent of total waste to landfill in 2020
<b>Green Products and Services</b> Help our customers to be sustainable in their businesses	• Emphasize the sustainable features of our products and services, and continue to expand those features	• Percent of business units that have received training on “Design for Environment” principles	100% Units trained in last three years
		• Percent of business units that have introduced new products that incorporate one or more “Design for Environment” principles	>75% Units with products launched in last three years following “Design for Environment” principles
<b>Responsible Supply Chain</b> Promote global best practices within our supply chain	• Leverage our responsible sourcing framework to ensure aligned conduct throughout our supply chain	• Percent of global and regional preferred suppliers subjected to an assessment of their ESG performance	7% Suppliers assessed in 2020 (29% assessed in last two years)
		• Ensure adequate internal implementation of responsible sourcing guidelines	NA New target in 2020
<b>Engaged Employees</b> Attract, develop, and retain the best employees	• Leverage and improve our employment conditions and high-performance culture • Continue to foster a diverse and inclusive workplace • Foster an ever-safer workplace for all employees	• Average hours trained per employee	11h
		• Voluntary turnover <10%	6%
		• Percent of women in management roles	27% Compared to 35% total women
		• Maintain occupational health key performance indicators below prior five-year averages	✓ All KPIs below five-year average
<b>Good Corporate Governance</b> Follow governance best practices	• Be a corporate governance leader, including by complying with relevant standards and principles • Provide meaningful disclosure on our GreenMT progress • Align the GreenMT strategy to the UN Sustainable Development Goals most relevant to us	• Compliance with Commonsense Principles of Corporate Governance (Commonsense Principles 2.0)	✓ No exceptions noted
		• Compliance with Global Reporting Initiative reporting standards and monitor evolving disclosure frameworks	✓ Ongoing

NA = not applicable, new target





## Economic Performance

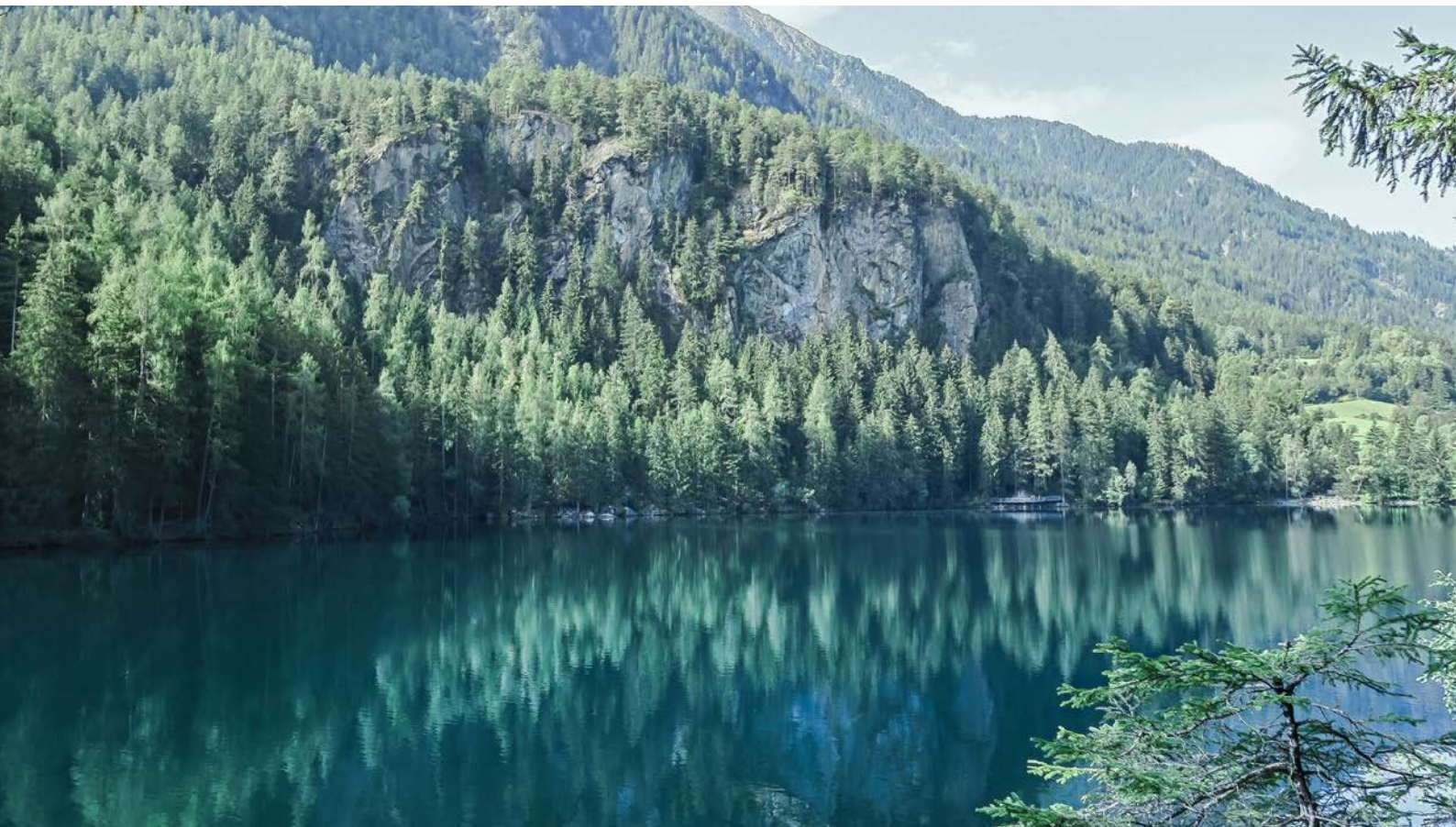
We operate a global business with sales that are diversified by geographic region, product range, and customer. We hold leading positions worldwide in many of our markets and attribute this leadership to several factors, including the strength of our brand name and reputation, our comprehensive offering of innovative instruments and solutions, and the breadth and quality of our global sales and service network.

Our net sales were \$3.1 billion for the year ended December 31, 2020, compared to \$3 billion in 2019. Net sales in 2020 were negatively impacted by the COVID-19 pandemic. However, we continue to benefit from our strong global leadership positions, diversified customer base, innovative product offering, investment in emerging markets, significant installed base, and the impact of our sophisticated global sales and marketing programs.

Our business is geographically diversified, with net sales in 2020 derived 30 percent from Europe, 38 percent from the Americas, and 32 percent from Asia and other countries. Our customer base is also diversified by industry and by individual end-customer.

Further information about our products and services, group sales, capitalization, and changes in shareholders' equity can be found in our Annual Report 2020, Item 1 (Business), Item 6 (Selected Financial Data) and Item 7 (Management's Discussion and Analysis of Financial Condition and Results of Operations).

We are a worldwide manufacturer, with facilities principally located in China, Switzerland, the United States, Germany, the United Kingdom, and Mexico.

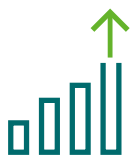


## Financial Highlights



**\$3.1 Billion**

Net Sales



**\$725 Million**

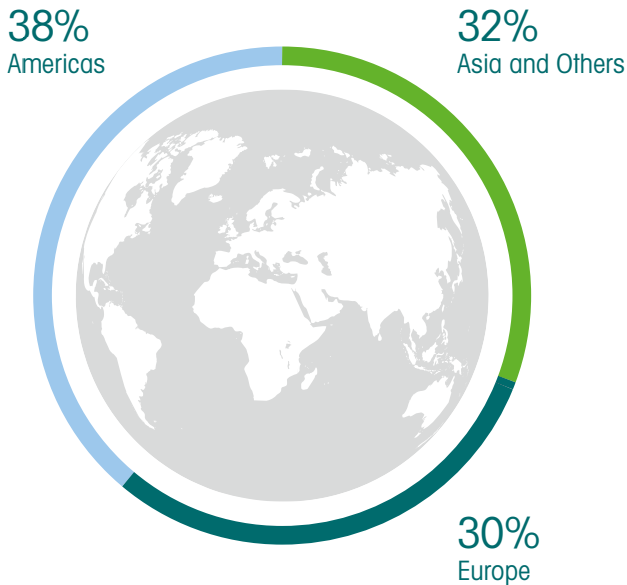
Net Cash Provided  
by Operating Activities



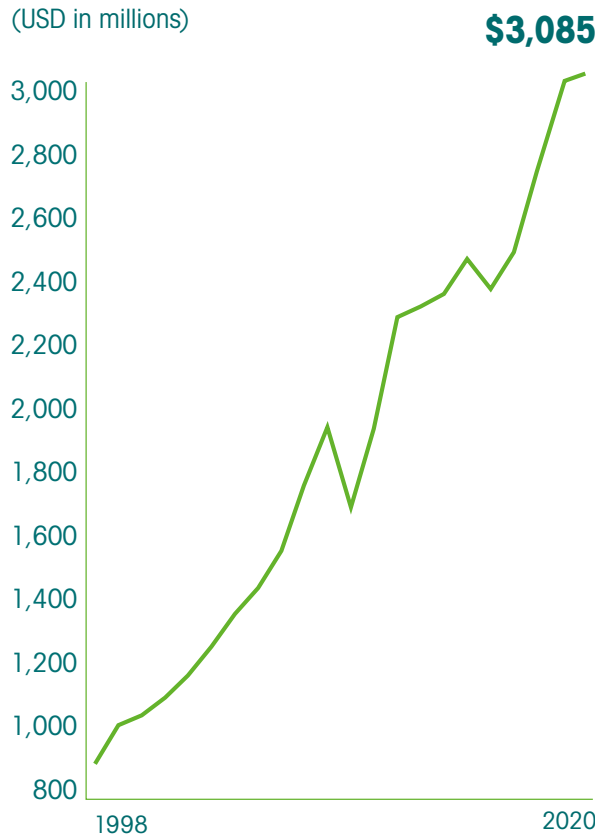
**\$24.91**

Earnings per Share

### Sales by Region



### Sales







We source 100 percent of our electricity from renewable sources.

## Efficient Use of Resources

### Keep Our Operations Sustainable Over the Long-Term

GreenMT Goals	Targets and KPIs	Status
Reduce Energy Consumption and Carbon Emissions	Achieve carbon neutrality (Scope 1 and 2 emissions)	Achieved in 2020
	Reduce absolute carbon emissions (Scope 1 and 2 emissions)	57% reduction since 2018
	Electricity sourced from renewable sources across global operations	100%
	Map Scope 3 emissions	50% (ongoing)
Reduce Waste and Increase Recycling	By 2025 compared to 2018, reduce waste intensity by 20 percent (tons of waste per \$ million sales)	6% reduction since 2018
	Achieve zero waste to landfill by 2025 (less than 5 percent of waste to landfill)	18% of total waste to landfill in 2020

#### Sustainable Development Goals



#### Company Policies

GreenMT Environmental Policy  
[www.mt.com/policies](http://www.mt.com/policies)

When we initiated our GreenMT program a decade ago, we focused on managing our own operations sustainably and with minimal environmental impact. Our operations involve manufacturing in multiple locations across the globe, and a substantial sales and service fleet. These processes represent the greatest contributors to our energy consumption and carbon footprint.

As part of our efforts to reduce energy and emissions we originally committed to a goal of reducing our carbon intensity by 20 percent by 2020, compared with 2010. We outperformed and met this goal ahead of schedule in 2018.



We defined a new target: to become carbon neutral in 2020 with respect to Scope 1 and 2 emissions. We have achieved this with a combination of efforts and investments:

- Continuing to reduce emissions across the company through energy efficiency projects;
- Sourcing renewable electricity for our manufacturing facilities and offices; and
- Investing in carbon offset projects to compensate for remaining emissions.

The Corporate Sustainability team manages the GreenMT goals in this area. Members of the Group Management Committee oversee projects in pursuit of the goals in their respective areas of responsibility. The individual business units manage initiatives relating to their specific business operations.

Reducing Our Carbon Footprint

To further reduce our emissions, we will continue to invest in facilities to make them more energy efficient. This includes improving manufacturing processes and updating facility infrastructure such as lighting, heating, cooling, and building insulation and controls. Finally, we will continue our multi-year journey to improve the efficiency of our fleet of sales and service vehicles.

In 2019, we made a decision to largely source renewable energy for our manufacturing facilities, logistics centers, and offices across the world. We did this by sourcing renewable electricity through supplier-specific products and unbundled Energy Attribute Certificates. As a result, 100 percent of our electricity comes from renewable sources and 45 percent of our total energy consumption comes from renewable sources. In addition, some offices have started to rely on self-generated electricity to cover their energy use, including our offices in the Netherlands and Thailand.

To achieve Carbon Neutrality in 2020 with respect to Scope 1 and 2 emissions, we made partial use of carbon offsets. When selecting carbon offset projects, we chose high-quality, third-party-verified projects with Gold Standard label. The projects are also certified for SDGs related to our strategic framework. For 2020, we invested in three different projects: reforestation (REDD+) in the Brazilian Amazon, power generation from biomass in China and wind power generated in Turkey.



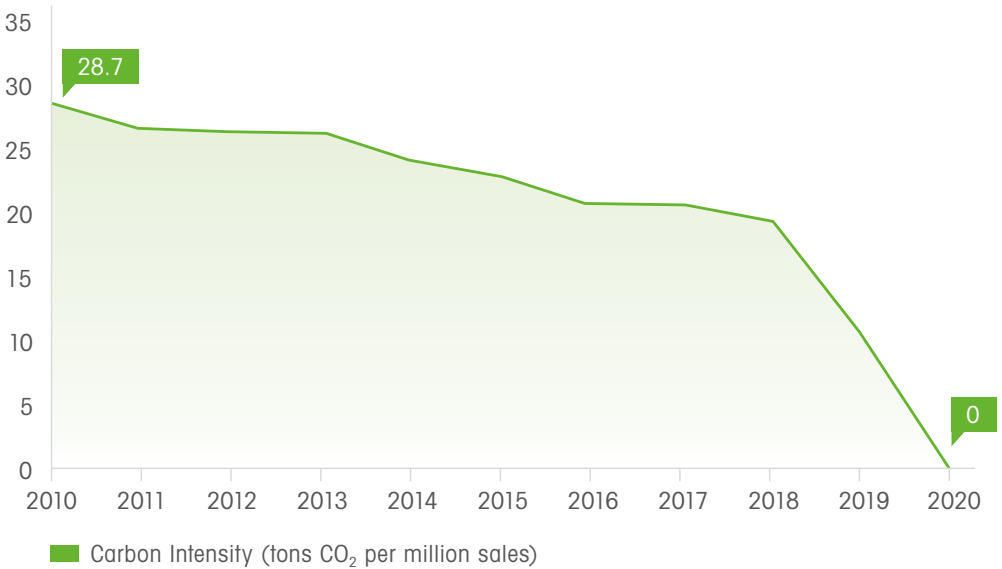
Protecting Forests and Reducing Emissions in the Brazilian Amazon

We support the Jari Valley REDD+ Project in the Brazilian Amazon as one of our carbon offsetting projects that focuses on reducing emissions from deforestation and forest degradation. The region is of great social and environmental importance, and constantly threatened by human activity. The main topics include forest monitoring and protection, research, and promoting the well-being of the communities and turning them into partners for the maintenance of the forest resources.

Our investments cover projects undertaken in 2019 and 2017. As we work to reduce our emissions by improving energy efficiency and sourcing renewable energy our need for carbon offsets will continue to decrease.

We continue to improve the level of certainty we have in mapping emissions related to up- and downstream activities in our value chain, so called Scope 3 emissions. In close cooperation with our supply chain department we have mapped close to 50 percent of related emissions, and aim to share more details on this in upcoming reports.

Carbon Intensity



Greenhouse Gas Emissions (tCO <sub>2</sub> e)	2010	2018	2019	2020
Scope 1*	28,410	28,814	29,228	26,265
Scope 2 (Market-based)*	29,482	32,010	4,617	209
Scope 2 (Location-based)*	28,928	35,250	34,713	35,406
Scope 3 (Business travel)*	NA	9,869	8,410	3,298
Total	57,892	70,693	42,255	29,772
Total Scope 1, 2 (Market-based)	57,892	60,824	33,845	26,474
Emissions Neutralized by Carbon Offset Projects	0	0	0	-26,474
Net Operational Carbon Emissions	57,892	60,824	33,845	-
Carbon Intensity per Net Sales**	28.7	19.3	10.4	0

Energy Consumption (MWh)	2010	2018	2019	2020
Stationary Combustion	13,559	15,224	13,533	13,093
Mobile Combustion	92,333	90,128	93,679	80,770
Electricity	59,655	74,179	72,252	72,860
District Heating	3,659	4,246	4,030	3,408
Total	169,206	183,777	183,493	170,132

\* Indicates verified data. Scope 1, 2, and part of Scope 3 emissions are verified annually by an independent, accredited verifier. Our energy use is also part of our Scope 2 verification.

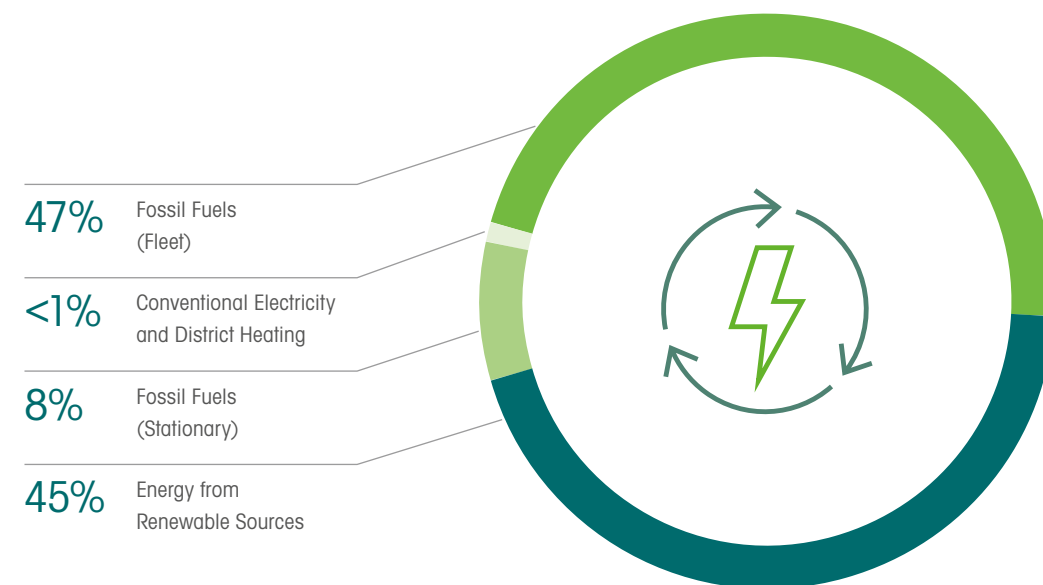
\*\* Tons CO<sub>2</sub>e per \$1 million (at 2013 constant currency rates)





### Energy by Source 2020

METTLER TOLEDO is sourcing 100 percent of its electricity from renewable sources. Our fossil fuel consumption mainly relates to the operation of our sales and service fleet, where we rely primarily on vehicles with internal combustion engines.



### Impacts from Logistics and Travel

Logistics is an important area for us because of the widespread distance between our operations and sales and service organizations. We have key manufacturing facilities located in China, Switzerland, the United States, Germany, the United Kingdom, and Mexico. Also, the vehicle fleets for our sales and service personnel contribute to our overall greenhouse gas emissions.

We seek to control and optimize our fleets by procuring efficient vehicles and implementing efficiency-raising fleet management practices. We encourage our units to purchase and use low-emission vehicles, taking into account the vehicles' lifecycle costs and ability to support our operations and services. This can include alternative engine types (i.e., natural gas, hybrid, electric), especially in urban environments. In addition, we have implemented fuel efficiency measures including seeking to eliminate unnecessary travel and transportation, encouraging fuel-saving driving and routing, ensuring well-adapted loading, and undertaking proper vehicle maintenance.

Air travel is a necessity for us because of the global reach of our organization. To reduce our emissions, we encourage our employees to minimize travel wherever possible, including by using alternative meeting methods such as web-based conferencing. This agility benefited our business and our Scope 3 emissions as we shifted to temporary remote work arrangements and significantly reduced travel in response to the COVID-19 pandemic. While we do not include emissions related to air travel in our total CO<sub>2</sub> emissions target, we disclose the impact of air travel above in our Scope 3 emissions.



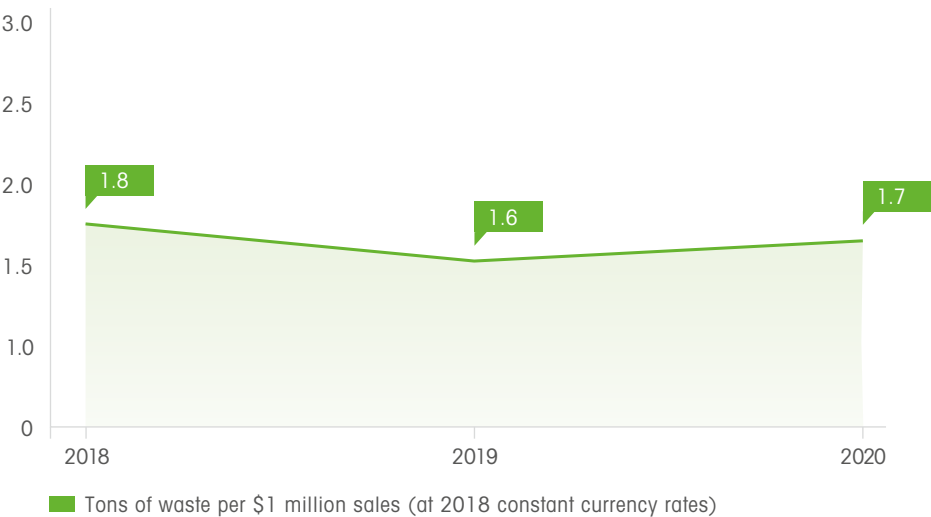
Water, Waste, and Other Emissions

For many years, we have had a strong focus on ensuring our operations and products are compliant with environmental and safety regulations and standards. Our business of high-quality precision instruments is not waste intensive, and we generate relatively little hazardous waste. We had no significant spills for the reporting year.

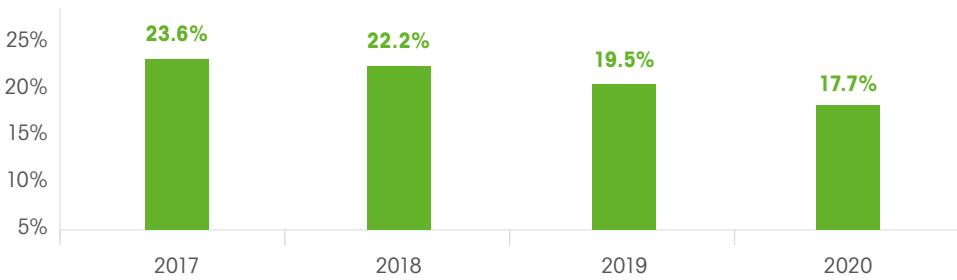
We recently undertook a review of the waste from our operations and the waste our products generate at our customers’ locations. We are setting ambitious waste reduction and waste management targets for our operations and our products. Specifically, by 2025 we want to:

- Reduce the waste intensity of our own operations by 20 percent (compared to 2018); and
- Achieve zero waste to landfill (less than five percent of waste to landfill).

Waste Intensity



Waste to Landfill



Waste and Water		2018	2019	2020
Total Water Consumption	m³	238,964	241,140	219,576
Hazardous Waste	tons	302	275	269
Non-hazardous Waste	tons	5,117	4,614	5,085
Recycled	%	50	59	66
Incinerated	%	22	15	12
Landfill	%	22	20	18
Total Waste Disposed	tons	5,419	4,890	5,355
Waste Intensity per Net Sales*		1.8	1.6	1.7

\* Tons waste per \$1 million (at 2018 constant currency rates)

We did not make net progress in reducing our waste intensity in 2020. Due to COVID-19, manufacturing output of certain of our high volume laboratory and liquid handling products expanded dramatically, which slowed us down in our planned waste reduction initiatives.

Refrigerants		2018	2019	2020
Refrigerants’ Refilled	tons	1.1	1.0	1.1
Refrigerants’ GHG Emissions	tons	2,397	2,173	2,564
Refrigerants’ Ozone Depleting Potential	kg CFC 11e	39	29	24

The figures presented in all tables in this section reflect data from a combination of direct measurements and, sporadically, estimations based on costs. We have excluded the effect of currency fluctuation on net sales for all years.



Reducing Waste in Truck Scale Manufacturing

Reducing the volume of hazardous waste, which we generate using paint, was cleverly solved by our Vehicle PO team in Changzhou, China. By installing plastic-linings in our steel paint buckets, the team was able to reduce this waste. Now, only a fraction of the waste is generated, because only the plastic liner has to be disposed and not the whole bucket. This has brought down our hazardous waste from 12,960 kilograms to 360 kilograms per year – a significant reduction of over 95 percent.





Our high quality products generally have long lifetimes and uptime, which helps conserve resources over time for our customers.

## Green Products and Services

### Help Customers to Be Sustainable in Their Businesses

GreenMT Goals	Targets and KPIs	Status
Emphasize and Expand Sustainable Features	Percent of business units trained on Design for Environment	100% (units trained in last three years)
	Percent of business units introducing products with Design for Environment features	>75% (units with DfE products launched in the last three years)

#### Sustainable Development Goals



#### Company Policies

GreenMT Environmental Policy  
Design for Environment  
[www.mt.com/policies](http://www.mt.com/policies)

We have been successful in managing our own operations sustainably and with minimal environmental impact. We also want to help our customers to be sustainable in their businesses via the use of our green products and services. Most of our products and services deliver strong sustainability value propositions, and we want to ensure customers are aware of how our green products and services help them to achieve their own sustainability goals.

Our goal is to emphasize the sustainable features of our products and services and continue to expand those. Members of the Group Management Committee oversee the strategic development of products and services in their respective Divisions. The individual Business Units manage developments relating to their specific products and services.

#### Sustainable Features of Our Products and Services

It is important for our customers to understand and leverage the sustainable features of our current products and services, even as we expand these features. At a high level, our products and services help contribute to our customers' sustainability by reducing their energy consumption, increasing the efficiency and productivity of their processes, reducing material lost in production, and avoiding wasted material in other processes. In addition, our high quality products generally have long lifetimes and uptime, which helps conserve resources over time.

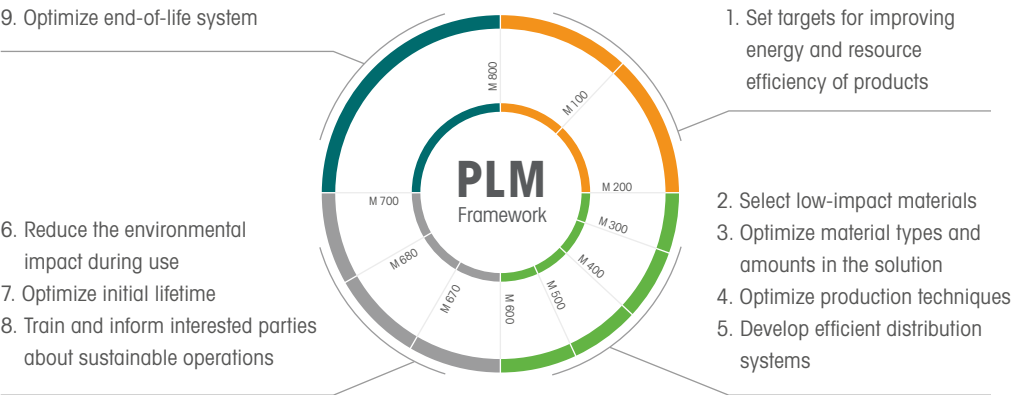
In the last three years, units in all our Divisions introduced products designed consistent with Design for Environment principles. We estimate at least half of our revenue comes from products that offer sustainability benefits compared to their predecessor versions.



Design for Environment

We have integrated lifecycle thinking into our product development and design processes through our Design for Environment program. This program provides guidelines for new product development and redesign efforts. We target the full product lifecycle by holistically optimizing the use of materials and energy in manufacturing, reducing energy and resources during use, and mitigating impacts at the end of life. These principles are consistent with the precautionary approach introduced by the United Nations in Principle 15 of the Rio Declaration on Environment and Development.

Our Product Lifecycle Management (PLM) Framework with Design for Environment Features



Helping Our Customers Ensure Accuracy, Increase Productivity, and Reduce Waste

Our Good Measuring Practices framework is one example of our approach to helping our customers to be sustainable. This framework consists of global standards that customers can apply to new or existing measurement instruments from any manufacturer in any industry and work place. We developed these practices as part of a standardized scientific methodology for secure selection, calibration, and operation of measuring instruments. Through appropriate equipment selection, correct installation, regular testing and maintenance, and finally, proper training of users, Good Measurement Practices help customers ensure that instruments are optimized to fit the exact customer processes where they will be used. This creates consistent accuracy of measurement processes, which enables customers to improve their own sustainability profile by helping them reduce waste resulting from out-of-specification results. The practices also help ensure reliability and reproducibility, and improve the overall efficiency and quality of our customers’ measurement processes.

We have already developed and are currently sharing Good Measurement Practices for most of our instruments. See [www.mt.com/gp](http://www.mt.com/gp) for more information.

Helping Our Customers Ensure Food Safety and Further Reduce Waste

As another example of how we are helping our customers to be sustainable, we continue to educate the professional community about how to improve food safety, quality, and operational efficiency. We offer trainings, webinars, guidebooks, and white papers to industry participants such as manufacturers, certification bodies, and auditors. Some key areas where we can add value to food manufacturers’ processes include traceability, formulation, foreign body detection, vision inspection, hygienic production, and performance verification of measuring and manufacturing devices. See [www.mt.com/food](http://www.mt.com/food) for more information.

Contributing to the Circular Economy

We offer customers the ability to purchase or rent refurbished equipment. This helps keep products in operation for longer periods, contributing to a circular economy.

We seek to reduce the environmental impact of our products at the end of their lifecycle. For example, we provide technical information to our customers about proper recycling and disposal. In addition, we offer to take back products in select markets. In the European Union, our products are covered by the Waste Electric and Electronic Equipment (WEEE) regulation, and we have joined national collection and recycling programs.

With our Old Product Replacement Initiative (OPRI), we seek to replace products that have been in service for many years, allowing customers to upgrade to new, more energy efficient models with enhanced benefits.



Supporting a Circular Economy

With our Product Inspection repair and exchange program, customers can return a failed part and have it repaired for a fixed price. To ensure minimal downtime, they can also exchange their part for a refurbished one and receive credit towards the purchase price. We also offer refurbished equipment as loaners or rental units. In this way, products and materials continue to stay in the system for as long as possible, contributing to a more sustainable future.



Product Quality, Innovation, and Compliance

We have established continuous improvement programs through certified ISO 14001 environmental management systems in most of our key facilities. During the reporting period, no significant fines or nonmonetary sanctions were levied against the company for non-compliance with environmental laws or regulations.

We make great efforts to ensure our products enter the market in a responsible and safe manner. Our policy is to comply with, or exceed, legal requirements with a global approach to product compliance. We regularly validate that our new products address relevant industry, regulatory, and safety standards within the technical solution concepts of our Design for Compliance approach. This includes weights and measures, hazardous area and standard electrical safety, chemicals and hazardous substances, and good manufacturing practice regulations. Consequently, there were no significant fines levied against METTLER TOLEDO in the reporting period for noncompliance with laws and regulations concerning the provision and use of products and services or for noncompliance with laws or regulations.

For legal approvals required for some of our products, we follow a defined process with reviews, milestones, and management approvals. Our Legal Metrology experts oversee this process and give guidance across the organization. We periodically interact with relevant authorities about the content and format of our product labeling. Our goal is for product labeling and product operation manuals to meet or exceed all information requirements for safe operation, material content, safe use and servicing, and end-of-life handling.

We are committed to the highest level of product quality and safety. We seek to design, manufacture, and deliver products that are safe to use, conform to performance requirements, and comply with laws and regulatory standards. We have comprehensive quality control programs in place, which include testing designed to ensure we meet or exceed relevant quality and safety standards. In the infrequent situation that a problem is detected after customer delivery, we seek to resolve the issue quickly, responsibly, and effectively. We have set clear definitions of responsibilities and accountabilities for such a case. There have been no significant incidents of noncompliance with regulations concerning the health and safety impacts of products and services within the reporting period. Due to the nature of our business activities and operations, we believe the potential environmental risks in this area are quite low.

Because our products are precision measurement instruments, we do not typically see our products being the subject of public debates or otherwise giving rise to questions or concerns. We do not manufacture harmful products nor do our products require animal testing or clinical trials. We have an export controls and trade compliance program in place to ensure that we comply with restrictions relating to specific country export controls and economic sanctions programs.

We are also guided by ethics and integrity in the marketing of our products. We regularly review our marketing materials to ensure they meet our standards for ethics and integrity. There were no reported incidents or fines levied against METTLER TOLEDO in the reporting period for noncompliance with regulations and voluntary codes concerning marketing communications, advertising, promotion, or sponsorships. We have infrequent interactions with competitors regarding the content of advertising claims, where we or another party believes a statement may be misleading or inaccurate.



Helping Manufacturers Reduce Their Water Use

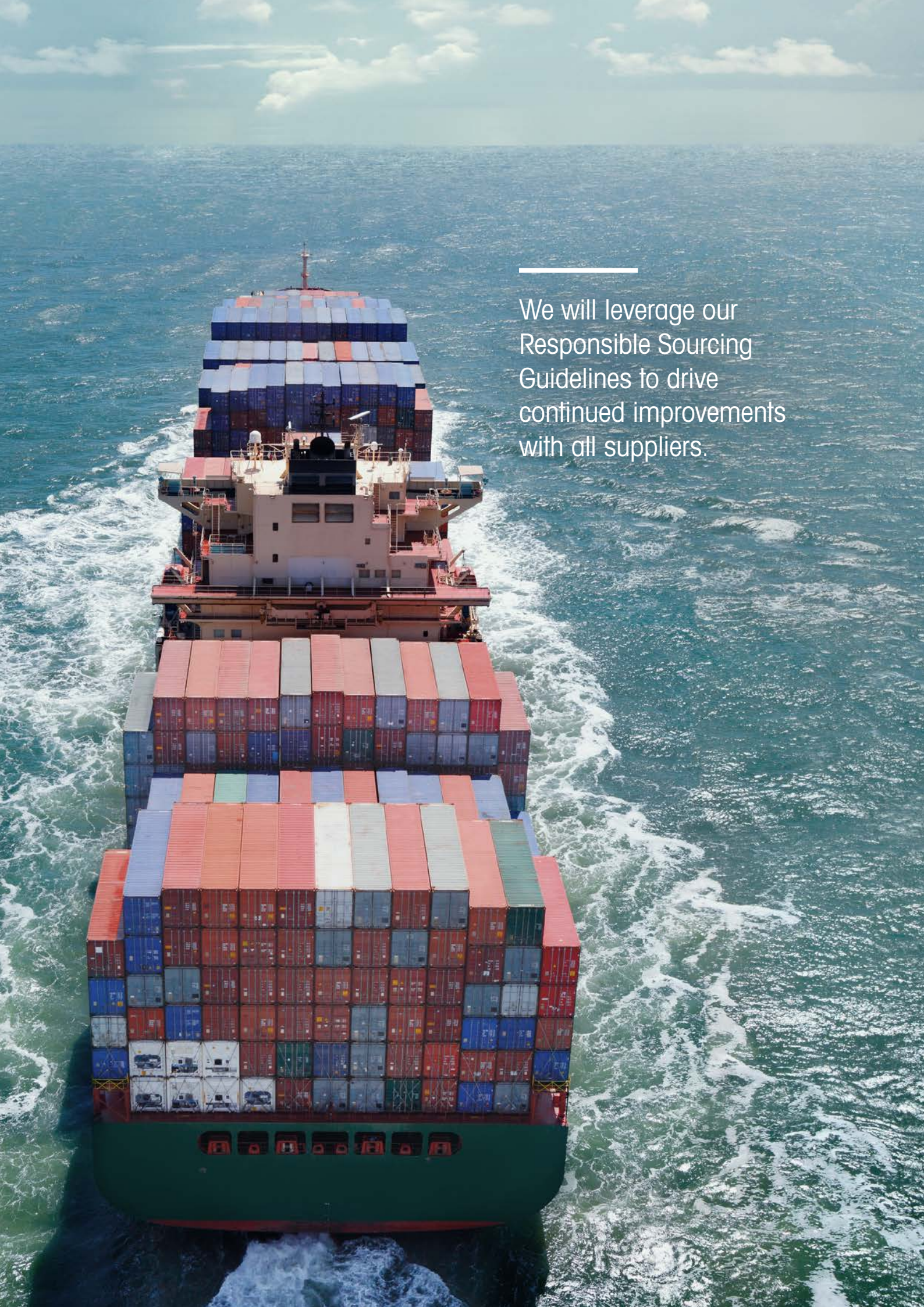
Pharma/biotech, microelectronics, and power generation customers use vast quantities of pure and ultrapure waters to manufacture with the highest yield and quality. Since water is a critical and valuable resource, companies worldwide are setting goals to reduce their water use as part of their green initiatives. Our industry-leading, new generation 6000TOCi sensor uses 50 percent less water for sampling versus the previous generation and 80 percent less than its competition. Our product provides real-time measurement of total organic carbon levels (TOC), requiring only one minute of testing time. The new sensor gives customers foolproof accuracy, while supporting their environmental goals and improving their infrastructure management.



Reduce Electronic Waste with the Ecofriendly M80 SM Transmitter

In biopharmaceutical process development and scale up, the management and control of reactor analytics plays a critical role to optimize productivity and yield. The compact M80 SM transmitter allows direct connection of a digital pH sensor into a bioreactor, and is a green alternative to a pH sensor with a built-in transmitter. Because pH sensors need to be disposed of on a regular basis, the M80 SM transmitter helps to reduce electronic waste by up to 60 percent compared to pH sensors with a built-in transmitter. The detachable, reusable M80 ensures you are not throwing out a transmitter with each sensor.





We will leverage our Responsible Sourcing Guidelines to drive continued improvements with all suppliers.

## Responsible Supply Chain

### Promote Global Best Practices within Our Supply Chain

GreenMT Goals	Targets and KPIs	Status
<b>Leverage Responsible Sourcing Framework</b>	Percent of global and regional preferred suppliers subjected to an ESG assessment	29% of suppliers assessed (in the last two years)
	Implementation of responsible sourcing guidelines	We finalized our Responsible Sourcing Guidelines in 2020 and will begin implementation in 2021

#### Sustainable Development Goals



#### Company Policies

Business Partner Code of Conduct,  
Responsible Sourcing Guidelines,  
Ethical, Social, and Quality Standards  
Transparency in the Supply Chain  
Conflict Minerals Policy and Report  
[www.mt.com/policies](http://www.mt.com/policies)

By diligently operating our compliance program, we have been successful in managing our own businesses consistent with global best practices, including topics related to labor practices, human rights, and business ethics. Our Code of Conduct is applicable to all units, and we train all employees on this annually. Given the significant scope of our several-thousand suppliers, we realize we can have a potentially greater impact on our suppliers' sustainability performance.

We drive further improvement across our supply chain by leveraging our Business Partner Code of Conduct with all suppliers. Internally, we will apply Responsible Sourcing Guidelines, which we developed in 2020, to our purchasing decisions and supply chain engagements. These cover environmental impacts, labor practices, human rights, business ethics, and related areas. We aim to engage with suppliers representing the majority of our spending, mainly through audits, to enhance their economic, environmental, and social performance.

In 2016, we launched SternDrive, our global program for continuous improvement efforts within our supply chain. The GreenMT goals of SternDrive are managed by the Corporate Sustainability team. Our Head of Supply Chain and IT oversees the overall SternDrive program. Our Head of Global Sourcing and Procurement oversees our Supplier Management Program and Preferred Supplier Assessments.



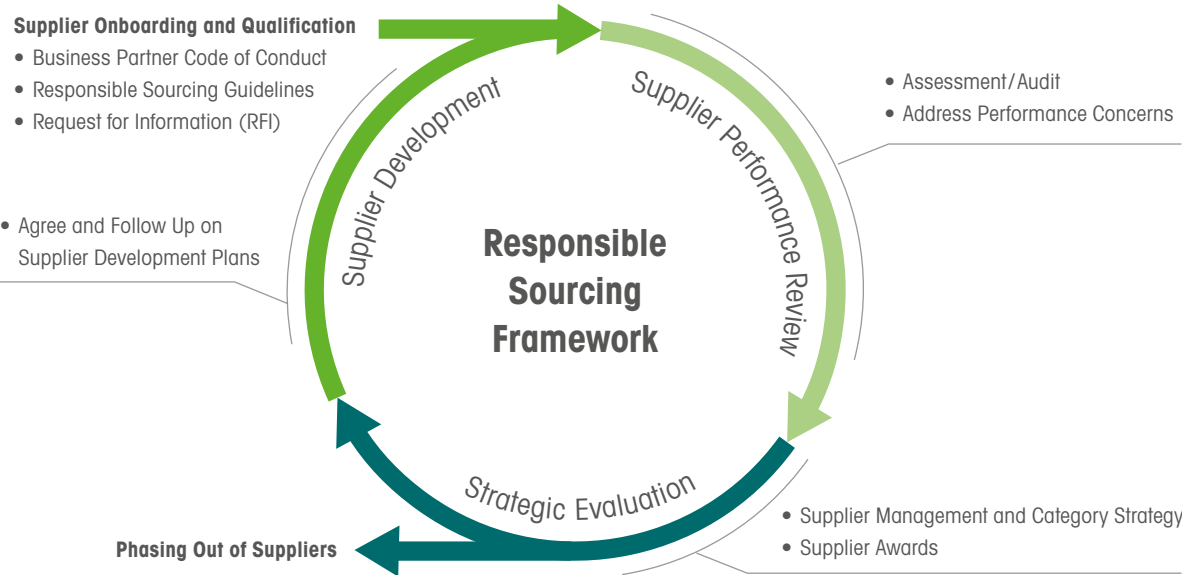
### Supply Chain Overview

We generally manufacture critical components in-house, which are components that contain proprietary technology. When outside manufacturing is more efficient, we contract with other producers for certain non-proprietary components. Our supply chain is globally diversified, complex, and represented by more than 3,000 suppliers of direct materials. There were no material changes to our supply chain during the reporting period.

Our supply chain is globally-oriented with an emphasis on efficient country sourcing and manufacturing. This is not only for cost leadership but also for proximity to important customer markets. The majority of our suppliers are located close to our major production facilities in China, Germany, Mexico, Switzerland, the United Kingdom, and the United States. With our regional logistics and final-assembly hub strategy, we position ourselves to better serve our customers and reduce the overall CO<sub>2</sub> emissions of our distribution network.

We are a member of several sustainability platforms that help promote ethical supply chains. As a member of the Responsible Business Alliance we provide information on its Risk Readiness Assessment online platform. We use Sedex to share information with our customers about our responsible supply chain performance relating to environmental topics, health and safety, labor practices, and human rights. Our material manufacturing facilities have been subject to third-party audits, so-called Sedex Member Ethical Trade Audits (SMETA). In the past five years, our units have undergone some 18 such initial, partial, and periodic audits, including at our facilities in China, Germany, India, the United Kingdom, and the United States. We are also an active member of EcoVadis, a platform where suppliers and buyers are rated on a number of ethical, environmental, and social parameters. We participate in the Carbon Disclosure Project (CDP), through which we provide data on our environmental performance. CDP currently gives us a Climate Change score of B.

### Responsible Sourcing Framework



### Business Partner Code of Conduct

Our Business Partner Code of Conduct is an integral part of our terms and conditions that we seek to apply to all suppliers and all orders. We encourage our suppliers to work with their own business partners to ensure that they also meet the same or equivalent principles.

The Business Partner Code of Conduct sets out standards of business conduct and business practices that our business partners must comply with, including relating to the following:

- Ethical conduct and fair competition
- Compliance with laws, prohibition of bribery
- Environmentally responsible production
- Human rights, prohibition of child labor and forced labor
- Worker health and safety

See [www.mt.com/policies](http://www.mt.com/policies) for more information.

### Labor Practices and Human Rights

We expect our suppliers to respect their workers’ rights to freedom of association, third-party consultation, and collective bargaining where provided by law. We have publicly committed to prevent slavery, human trafficking, and to uphold human rights in the supply chain. See our Statement on Slavery, Human Trafficking, and Transparency in the Supply Chain at [www.mt.com/policies](http://www.mt.com/policies). In our own production facilities, we use a highly-skilled workforce due to the complexity of our products. This means we are not at risk regarding direct use of child labor or forced or compulsory labor. For the same reasons and considering the locations of their facilities, we think this is also the case for our suppliers. There have been no reported instances where this was an issue. To help ensure ongoing compliance, we audit the performance of certain suppliers annually as described below.





### Supplier Assessment and Engagement

We aim to put all new and potential suppliers through a thorough screening assessment, which also covers environmental, social, and governance topics. We set high expectations for our suppliers, and manage their sustainability performance through a combination of our Business Partner Code of Conduct, Responsible Sourcing Guidelines, and our ongoing supplier program.

As part of our supplier assessment program in 2020, we assessed the performance of 42 strategic and key direct suppliers, who together represent approximately 7 percent of our supplier spending. Our audit plan in 2020 was affected by travel and access restrictions relating to COVID-19. We had to sharply curtail audits in the US and Europe and focused on suppliers in China. In the past two years, we have assessed more than 162 suppliers, representing approximately 29 percent of our supplier spending. We assess environmental, social, and governance impacts as part of our audits along with a variety of quality related topics. We ensure our auditors receive regular training and work with external auditors to update audit procedures and checklists. We have established processes for non-compliance, which include dialogue, action plans, and ultimately termination of collaboration in case of continued non-compliance. In the most recent year, we did not identify any of our assessed suppliers as having significant negative environmental, social, or governance impacts.

Starting in 2018, we have begun engaging with our preferred suppliers through an in-person Supplier Day, involving presentations, workshops, and sharing best practices. To encourage continuous improvement by our suppliers, we grant a variety of supplier awards. These awards celebrate outstanding performance in four categories: Innovation, operational excellence, global partnership, and sustainability. We will leverage our Supplier Day to help our suppliers continue to enhance their economic, environmental, and social performance. In 2020 we held our Supplier Day in a virtual format, with over 100 participants joining. In light of the COVID-19 situation, we recognized supplier performance in the area of risk management and agility.

### Supply Chain Transparency and Annual Reporting

As part of our effort for greater supply chain transparency, we seek to understand the origin of the materials that go into our products, including the social and environmental impacts their sourcing has. Accordingly, we take seriously the requirements of various supply chain transparency regulations, including relating to conflict minerals and human trafficking. To ensure we meet these requirements, we adopted formal, company-wide policies, which we communicate to and enforce with our suppliers. These policies describe our commitment to compliance, supplier due diligence, and ongoing supply chain evaluation. See our Ethical, Social and Quality Standards and Form SD Specialized Disclosure Report furnished to the Securities and Exchange Commission, both available at [www.mt.com/policies](http://www.mt.com/policies), for more information.







We are proud to see new generations of committed and talented employees.

**Engaged Employees**  
Attract, Develop, and Retain the Best Employees

GreenMT Goals	Targets and KPIs	Status
Employment Conditions	Leverage and improve our employment conditions and high-performance culture	Average of 11 hours of training per employee
	Voluntary turnover <10%	6%
Diverse and Inclusive Workplace	Percent of women in management roles	27%
Employee Safety	Occupational health key performance indicators	All safety KPIs below five-year average

Sustainable Development Goals



Company Policies

Vision, Values and Integrity  
Equal Employment Opportunity  
[www.mt.com/careers](http://www.mt.com/careers)

We are proud of our corporate culture and our talented employees. Every day our employees display amazing drive and dedication to help our company succeed. We want to continue to provide an attractive work environment and keep our employees fully engaged. We know that our future success depends on attracting, developing, and retaining the best employees.

We have set three strategic goals relating to this topic: to leverage and improve our employment conditions and our high-performance culture, to continue to foster a diverse and inclusive workplace, and to continue to foster an ever-safer workplace for all employees. The Head of Human Resources has responsibility for the implementation and execution of our HR programs, processes, and systems. The individual business units manage the relevant HR initiatives in their local departments. One of our Division Heads oversees employee safety topics. The Board of Directors regularly reviews the company’s performance on these topics.



## METTLER TOLEDO Values

### We Perform with Integrity

We behave ethically and legally

### We Pursue Innovation

We put good ideas to work

### We Deliver Quality

We give our best

### We Drive Continuous Improvement

We seize opportunities to make a difference

### We Use Resources Wisely

We save time, money, and resources

## Our Corporate Values

Our Values Statements directly support us in our pursuit of the GreenMT goals. Our commitment to behave legally and ethically is a bedrock principle underlying all our actions. By maintaining high quality standards and finding innovative approaches, we are able to continuously improve our performance, even when we are starting from a world-leading position. And our commitment to use resources wisely embeds the sustainability value into our corporate culture.

## Attracting Employees

We have been steadily growing our workforce, which numbered 16,500 at the end of 2020 as compared with 16,200 in the previous year. This includes 14,900 employees and 1,600 temporary personnel, of whom 6,000 are in Europe, 4,900 in the Americas, and 5,600 in Asia and other countries. Our workforce growth is mostly organic, resulting from low turnover and long-serving employees. When we have added employees through acquisitions, we have a strong track record of successfully integrating those employees into our workplace cultures. We engage our globally distributed workforce with locally designed and market competitive programs related to compensation, benefits, and workplace policies. In each case, these programs are consistent with the global commitments outlined in our Ethical, Social, and Quality Standards available at [www.mt.com/policies](http://www.mt.com/policies).

## Employee Data 2020

Employee Type	Female	Male	Americas	Europe	Asia/Others
Permanent	5,100	9,800	3,800	5,800	5,300
Temporary	600	1,000	1,100	200	300

Employee Type	<30 Years	30–50 Years	>50 Years
Hires	550	800	100
Departures	275	825	350

Employee Type	Female	Male
Hires	525	925
Departures	425	1,025

The large majority of our employees in the United States, Canada, and China are full-time employees, in line with local practice in these regions. In Europe, we have a number of countries with greater percentages of part-time employees, in line with local practices.

Our voluntary turnover rate was 6 percent in 2020, below our target of 10 percent. This is consistent with our historical ability to attract and retain talent, as reflected by our significant long-serving employee population.

## Impact of Coronavirus

The COVID-19 pandemic presented us with challenges in 2020, including relating to overcoming obstacles in the supply chain, serving our customers, and protecting our employees' health.

We were among the first manufacturing facilities to reopen in China after the outbreak, and we did not have any shutdowns in our European and North American manufacturing organizations. Our ability to supply products uninterrupted differentiated us from competitors, particularly in the early stages of the crisis. We were able to overcome numerous obstacles through diligent execution, including immediately implementing employee protection protocols, compensating for significant component shortages, orchestrating global safety stocks, navigating freight capacity, and quickly adapting to changing trade restrictions.

Our sales organization quickly adapted our Go-to-Market approach to telesales and remote sales due to reduced access to customer sites. To support our approach, we broadly adopted virtual platforms, which proved instrumental in keeping us connected to each other and to our customers.

Our service teams throughout the world went above and beyond to provide critical service to our customers throughout the crisis. Customers, particularly in essential industries such as pharma and food, rely on our service technicians for timely maintenance, calibration and repair. COVID-19 presented unique challenges including securing safety gear for technicians and adhering to guidelines on social distancing and hygiene at customer facilities.

In 2020, our employees adapted to changed work environments, dislocated customer interactions, new requirements from suppliers and partners, and countless other challenges. Our priorities throughout the crisis have been to ensure the safety of our employees and continue to serve our customers.



## Biotix Face Shield Creates Positive Effects

During the first wave of the pandemic, our subsidiary Biotix had the idea to help frontline responders. Employees formed a task force, and worked evenings and weekends to realize new face shields to meet the needs. The team chose to produce plastic safety shields that resemble welder's masks. They called the mask the "Defender". Three weeks later, their efforts touched communities in Mexico and the States of California and Pennsylvania by providing more than 15,000 shields to each community. Soon after, Biotix and METTLER TOLEDO Rainin decided to join forces to manufacture over a million shields to aid in protecting healthcare workers and first responders by reducing the risk of coronavirus transmission.



Diversity, Inclusion, and Equal Opportunity

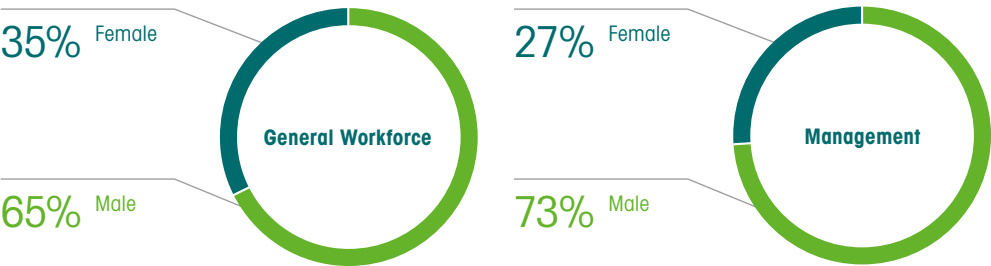
We believe in an inclusive One Team philosophy. We work together with fellow employees worldwide towards common goals and are a team of many thousands of people across the globe. We believe in treating each other with respect and fairness at all times, and we value the differences of diverse individuals from around the world.

We promote equal opportunity worldwide and value diversity in our global workforce, which reflects the diversity in the many communities in which we operate internationally. We employ people of more than 85 nationalities. Our products are sold in more than 140 countries, and we have a direct presence in approximately 40 countries.

We seek to hire employees from the communities we operate in and most of our employees live near their workplace. As a result, we can have an impact on local communities, particularly in our larger locations in Switzerland, the United States, and China. Typically, we hire almost all employees and management locally, i.e. from the country where the business unit is located, rather than making use of expatriates.

Overall, women make up approximately 35 percent of our total workforce, and hold 27 percent of management positions. This represents an increase of women in management roles of more than 20% in the past five years.

Workforce and Gender 2020



Employment Type	Female	Male
Full Time	5,400	10,600
Part Time	300	200

We wish to further promote all forms of diversity, and we encourage all employees, inclusive of all our demographics, to take on more responsibilities and management positions. While we promote this from Group Management, we believe local management teams are in the best position to identify the specific needs and opportunities of the diverse employees at their locations.

We base all employment decisions on valid business reasons, such as qualifications, talents, and achievements, and must comply with local and national employment laws. We are committed to providing a working environment that is free of unlawful discrimination and harassment. Our policies prohibit unlawful discrimination based on race, color, creed, sex, and gender, among others. We have a comprehensive and globally valid Equal Employment and Opportunity (EEO) policy, which we reviewed and updated in 2020. The full policy is available on [www.mt.com/careers](http://www.mt.com/careers). We have established an open door policy and a complaint resolution process within each of our business units. Our Human Resources managers are appointed as Equal Opportunity Officers at their respective business units. In 2020, we had no validated incidents of discrimination in violation of our policies.

We handle grievances regarding labor-related issues through an employee’s line manager and human resources. There have been no substantiated concerns or material complaints reported to any regulatory agency. We do have an ongoing number of internally-reported employment-related concerns that are promptly investigated and resolved.

We respect our workers’ rights to freedom of association, third-party consultation, and collective bargaining where provided by law. In some countries, workers’ councils represent employees’ interests. The Human Resources department oversees cooperation with the regional, functional, and business management teams. In 2020, approximately 7,400 employees worldwide were covered by collective bargaining agreements or another arrangement organized to represent employee interests.



SHEROES – Supports a Sustainable Company Culture

The broad-based enthusiasm for sustainable practices of our global workforce has sparked countless initiatives across all units. Initiatives range from energy efficiency and waste management projects to employee well-being. One of the many examples is the SHEROES Women Council in India. The Council aims to make the workplace more fair and invigorating for women, by giving them a platform to showcase their skills and develop themselves.



Developing and Retaining Employees

We want to ensure our workforce remains competitive in a global environment. We place great emphasis on performance management, training, and developing our employees across all levels and regions. We believe this drives the engagement, effectiveness, and productivity of our employees. We conduct periodic employee surveys in all regions, including engagement surveys, to confirm our efforts are effective.

We have designed our Global Performance Management process to help ensure alignment of individual development aspirations with our strategy implementation. Employee performance reviews are based on a harmonized set of competencies that reference our Corporate Values. We aim for all employees to receive an annual performance review, which includes suggestions for continuous improvement and ongoing career development.

Our employees have access to learning resources through our online Learning Management System (LMS), which is available 24 hours per day, seven days per week. We also make classroom trainings available in many of our global locations. Internal experts and senior leaders facilitate our in-person trainings. During 2020, almost 90 percent of our employees completed one or more training courses, with each spending an average of 12.2 hours per employee (down from 16.1 hours the prior year).

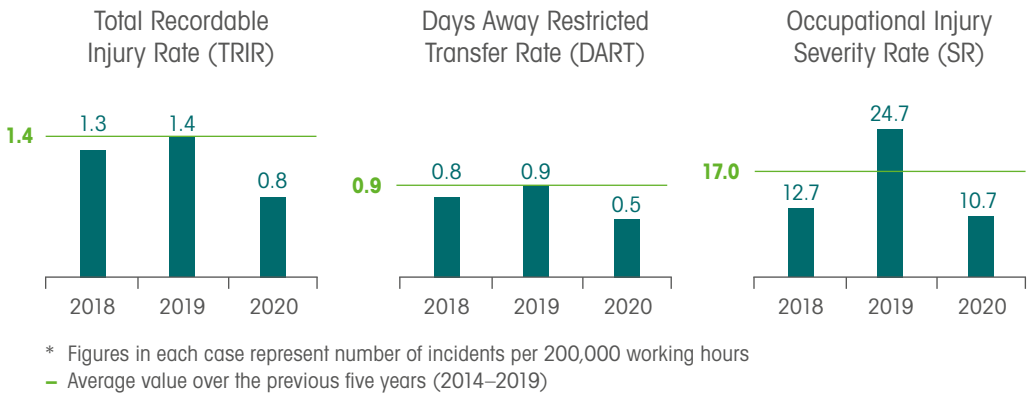
We have numerous local and regional programs across the world to help us develop our employees. These include programs targeted to young professionals to accelerate their development and drive engagement. Examples include initial career experience programs in the United States and Germany with rotating assignments across functions such as sales, marketing, engineering, and finance.

Middle management greatly helps to reinforce and shape our culture across the company. Every year, we train some sixty of these leaders in our comprehensive, nine-day METTLER TOLEDO Management Seminar. As of the end of 2020, more than 600 employees had completed this seminar.

Occupational Health and Safety

We care about the wellbeing of our employees and are working to minimize the negative impacts of accidents and injuries. We are committed to fostering an ever-safer work environment. We have set a goal of keeping our current year key performance indicators below the five year average of the previous five years. We review each unit’s performance and work with them to improve employee safety through targeted actions relevant to the type of operation. Successfully pursuing our goal will result in steadily improved performance on our safety KPIs.

Health and Safety Performance 2020



Because the number of incidents we experience is so low, a small number of new incidents can skew our results. With more employees working from home due to COVID-19, we saw improvements in all our safety KPIs in 2020.

We have local safety programs in place at all relevant units. In addition, select locations have implemented a certified work safety management system. Our unit managers monitor safety metrics in their units and the Group Management Committee reviews these metrics. We believe we can make further improvements in accident prevention through preventive risk management programs, best practice sharing, and raising safety awareness on all levels.

The predominant incidents we see are bruises and minor cuts from handling tools or sharp objects or concussions and strains from tripping while walking or using stairs. Severe accidents are rare. We had no fatalities from occupational incidents in the reporting period. Detailed accident rates are shown below.

Occupational Health and Safety	2017	2018	2019	2020
Total Number of Employees	15,300	16,000	16,200	16,500
Total Recordable Cases	184	168	195	119
Total Recordable Injury Rate (TRIR)	1.4	1.3	1.4	0.8
Days-Away, Restricted, Transfer Rate (DART)	1.0	0.8	0.9	0.5
Occupational Injury Severity Rate (SR)	17.2	12.7	24.7	10.7
Occupational Fatalities	0	0	0	0

The workforce demographic data presented in this section represents the approximately 99 percent of our total global workforce that is currently covered by our HR information systems.





## Good Corporate Governance

### Follow Governance Best Practices

GreenMT Goals	Targets and KPIs	Status
Good Corporate Governance	Compliance with Commonsense Principles of Corporate Governance	No significant governance concerns were raised in 2020
Disclosure on GreenMT Progress	Compliance with Global Reporting Initiative reporting standards	CRR published annually, with external verification of emissions data

#### Sustainable Development Goals



#### Company Policies

Code of Conduct  
Corporate Governance Guidelines  
Political Participation Policy  
[www.mt.com/policies](http://www.mt.com/policies)

We recognize that strong corporate governance and transparent reporting are key drivers of long-term sustainability. By virtue of the board’s and senior management’s ongoing attention to governance topics, we have been successful in continuously improving the company’s governance profile and avoiding significant non-compliance issues.

We have set several strategic goals relating to this topic: to align the GreenMT strategy with the UN Sustainable Development Goals that are most relevant for us; to continue our track record of good governance, including compliance with relevant standards and principles; and to provide meaningful disclosure on our activities and progress.

The Corporate Sustainability team manages the GreenMT goals. Our Group General Counsel oversees public company governance topics, and the Group Compliance Director is responsible for the day-to-day operation of our Ethics and Compliance Program.



## How METTLER TOLEDO Connects to the UN Sustainable Development Goals

We believe we can most directly contribute to the following SDGs with our GreenMT strategy:

- Sustainable management and efficient use of natural resources
- Reducing waste generation through prevention, reduction, recycling, and reuse
- Increasing the use of renewable energy
- Increasing water-use efficiency, reducing pollution, and minimizing release of hazardous materials
- Promoting safe and secure working environments and eradicating forced labor
- Preventing corruption and bribery in all their forms
- Ending discrimination on the basis of gender
- Ensuring women's equal participation in leadership

We have set specific GreenMT goals to drive desired behavior and, as described in this Corporate Responsibility Report, aligned them to the SDGs most relevant to us. We track our progress and report annually on our performance.

## Elements of Corporate Governance Leadership

As a U.S. public company, we are subject to some of the strictest corporate governance standards in the world. These include the rules and regulations arising from the U.S. securities laws, as enforced principally by the Securities and Exchange Commission, and the listing standards enforced by the New York Stock Exchange.

We generally align our corporate governance with the best practice principles set out in the Commonsense Principles of Corporate Governance (Commonsense Principles 2.0). These voluntary principles provide a framework for sound, long-term oriented governance, and cover topics relating to the Board of Directors and its responsibilities, shareholder rights, public reporting, board leadership, and management compensation and succession planning. See [www.governanceprinciples.org](http://www.governanceprinciples.org) for a detailed description of the principles.

## Our Compliance Program

Our Ethics and Compliance Program contributes significantly to our governance leadership. We designed it and continue to modify it according to relevant regulator issued guidance to prevent, detect, and respond to potential violations, and periodically engage independent parties to ensure our program is well designed. We operate the Ethics and Compliance Program under the oversight of the Board of Directors. We describe and reinforce our expectations for all employees in our Code of Conduct. We deliver Code of Conduct training to all our employees every year, and additionally aim to reach employees with Code of Conduct messaging from multiple levels of leadership. Code of Conduct implementation is part of our internal audit procedures, reaching each of our business units at least every three years. See [www.mt.com/policies](http://www.mt.com/policies) for more information, including the full Code of Conduct.

The Code of Conduct guides employees on identifying and resolving a variety of legal and ethical questions. This includes a variety of internal and external mechanisms (hotlines, ombudsmen, access to Internal Audit, and the Board of Directors) for seeking advice and reporting concerns, which our employees can use without fear of retaliation.

## Ethical, Social, and Quality Standards

Our Ethical, Social, and Quality Standards, available at [www.mt.com/policies](http://www.mt.com/policies), set out our public commitment to conducting our business ethically, legally, and in a socially and environmentally responsible manner. This covers topics including compliance with the law, ethical conduct, fair competition, anti-bribery, information security, environmental and quality standards, product responsibility, health and safety, discrimination, and human rights. At least annually, the Board of Directors reviews the topics set out in our Ethical, Social and Quality Standards, including with respect to human rights, for which all METTLER TOLEDO units are assessed.

## Anti-Bribery and Corruption

We have policies prohibiting any payment or acceptance of bribes, including facilitation payments, and we expect the same from our suppliers, channel partners, and all other business partners. Periodically, we formally assess all of our operations for corruption risk. We conduct online and in-person trainings at company locations throughout the year. We also have standardized processes for communicating our policies and expectations to business partners and we conduct risk aligned third party due diligence. As a result of our efforts, we currently consider the risk of corruption across our business to be relatively low. There have been no incidents of confirmed corruption in the past year. Our board oversees compliance generally, which includes an emphasis on corruption. The board is aware of our policies and procedures and receives regular updates.

## Anti-Competitive Behavior

We aim to comply with the antitrust laws of the United States, the competition laws of the European Union, and similar laws adopted by other countries around the world. Employees may not participate in any agreement, understanding, or other activity that would violate any such law. There were no instances of violations or fines levied against the company for anticompetitive behavior.

## Data Privacy

In 2018, we substantially completed implementation of various measures to ensure compliance with the EU General Data Protection Regulation and other data protection laws around the world. We publish our privacy policies and statements on [www.mt.com/legal](http://www.mt.com/legal). In the reporting year, we received no substantiated complaints concerning breaches of customer or employee privacy and are not aware of any leaks, thefts, or losses of customer or employee data.



## Board of Directors

As of February 2021, the Board of Directors has eight members with broad experience, coming from Asia, Europe, and the United States. We provide further information on the directors and the composition of the board and its committees in our annual proxy statements. Shareholders elect all directors on an annual basis.

See [www.mt.com/investors](http://www.mt.com/investors) for more information and our current proxy statement.

The board strives to foster the company's long-term success in a manner that is consistent with its obligations to shareholders. Board members are required to act in good faith in the best interests of the company and to disclose circumstances that may give rise to a conflict of interest. Our Code of Conduct addresses conflicts of interest and potential conflicts of interest must be disclosed in our proxy statement. In the past year, there were no conflicts identified and no waivers of the Code of Conduct. Additional topics such as cross-board memberships and shareholding are addressed in our proxy statement.

## Board Composition and Committees

Under relevant rules, all members of the Board of Directors are independent except for our CEO. The company has a separate non-executive Board Chair. In addition, one director serves as the Presiding Director at all meetings of the independent directors. See our current proxy statement for director age, tenure, and additional biographical details.

The full board oversees our GreenMT program and diversity and inclusion topics. The board has three committees: Audit, Compensation, and Nominating and Corporate Governance. All members of each committee are independent directors. The detailed responsibilities of each Committee are set out in our proxy statement, which also contains an extensive Compensation Discussion and Analysis describing our policy and processes related to director and executive compensation. The Audit Committee has oversight of a number of compliance topics, and the Nominating and Corporate Governance Committee oversees most governance topics.

Otherwise, and considering the experience of the various board members on these topics, the full board reviews the company's strategy, goals, and performance relating to economic, environmental, and social impacts. This includes the annual evaluation of the board's and the company's performance on the relevant ESG topics as reflected in the GreenMT program. The CEO and a member of the Group Management Committee have oversight responsibility of the GreenMT program and review the Corporate Responsibility Report, with day-to-day responsibility for GreenMT vested with the Head of Regulatory Affairs, who is also Head of Sustainability.

## Disclosure and Interaction with Shareholders and Other Stakeholders

We believe meaningful disclosure of our environmental, social, and governance performance is important to ensure transparency and alignment with the interests of our various stakeholders. Since 2014 we have disclosed our progress in-line with the GRI Standards. We carefully select the priorities we work on to optimize our impact while contributing to our overall business strategies. GRI provides a useful and broadly accepted framework for us to communicate these priorities and our progress to interested stakeholders. As the landscape evolves we will continue monitoring framework developments and consider whether additional or alternative disclosures are appropriate to ensure continued meaningful and effective disclosures.

We also maintain an active Investor Relations function, keeping a close relationship with our shareholders and other stakeholders. Concerns raised with Investor Relations are typically shared with the CFO, General Counsel, and the board. We also engage with our shareholders through the annual shareholders meeting. We engage with other stakeholder groups in a variety of ways, described above in the section Materiality Assessments. No critical concerns were communicated to Investor Relations or the board in the most recent year.

Interested parties may contact the Board of Directors via regular mail to Mettler-Toledo International Inc., or via e-mail to [PresidingDirector@mt.com](mailto:PresidingDirector@mt.com).

## Political Participation Policy and Participation in Associations

We have a long-standing policy of not participating in or contributing to political campaigns, individuals, or groups, and do not take positions in public policy debates. METTLER TOLEDO has in the past responded to regulators' requests for (1) financial or business information that may be considered by those regulators in formulating rules, and (2) public comment on proposed rules affecting businesses. Consistent with our Political Participation Policy, no political donations were made during 2020. See [www.mt.com/policies](http://www.mt.com/policies) for more information.

METTLER TOLEDO and its employees, who are often recognized as technical and subject matter experts, do participate in a number of local business groups, industry and trade associations, and various standardization bodies relevant to our underlying businesses. METTLER TOLEDO maintains some of these memberships to comply with local laws. As examples, our representatives belong to industry associations like the U.S. Scale Manufacturers Association, the Swiss Weighing Association, and the European Association of Manufacturers of Weighing Instruments. We also participate in standardization bodies, such as the International Organization of Legal Metrology, European Cooperation in Legal Metrology, and U.S. National Conference on Weights and Measures.



## Report Profile

### About This Report

We prepared this report in accordance with the GRI Standards: Core option. Starting with the 2020 Corporate Responsibility Report, we conducted an external verification of our emissions data and related energy consumption according to ISO 14064-3. We currently intend to continue conducting such an external verification on an annual basis. Our prior report was published in 2020, covering information for the year 2019. This report covers the business year 2020. Unless otherwise stated, the reporting period is from January 1, 2020 to December 31, 2020. Data presented in the report were collected, structured, and analyzed in-house by our Corporate Sustainability team. We plan to regularly report on our sustainability progress and plan to publish a corporate responsibility report every year. Questions regarding this report may be addressed to our Head of Regulatory Affairs at the address set out on the inside back cover.

### Data Coverage

The scope of this report includes all entities of the METTLER TOLEDO Group and its subsidiaries. Our subsidiaries are listed in Exhibit 21 of our annual report. The coverage of quantitative data referenced in this report is 98 percent. This coverage is based on number of employees and is collected, analyzed, and structured through our internal sustainability performance measurement system. Locations with less than 20 employees are usually not included in our data collection process and represent the two-percent gap. The boundary of our reporting is consistent with a focus on the METTLER TOLEDO Group and its subsidiaries as outlined above. In 2020, we estimated electricity consumption for units representing approximately 12 percent of the total electricity consumption. This share represent smaller market organizations who have insignificant changes in electricity consumption from year to year.

### We Value Your Feedback

Please contact us if you have questions or comments about our report, or about the GreenMT sustainability program. You can write to the Head of Regulatory Affairs at Mettler-Toledo International Inc., Im Langacher 44, 8606 Greifensee, Switzerland, or at [sustainability@mt.com](mailto:sustainability@mt.com).



# GRI Index

Standard	Disclosure	Page/Reference	SASB Reference
<b>Organizational Profile</b>			
102-1	Name of the organization	2	
102-2	Activities, brands, products, and services	2, 12–13, 27	
102-3	Location of headquarters	12	
102-4	Location of operations	12	
102-5	Ownership and legal form	2, 12–13	
102-6	Markets served	2–3, 12–13	
102-7	Scale of the organization	2–3, 12–13	
102-8	Information on employees and other workers	36, 41	
102-9	Supply chain	29–33	
102-10	Significant changes to the organization and its supply chain	12–13, 29–33	
102-11	Precautionary principle or approach	5, 8, 48	
102-12	External Initiatives	9, 28, 40	
102-13	Membership of associations	9, 28, 40, 48	
<b>Strategy</b>			
102-14	Statement from senior decision-maker	4–5	
102-15	Key impacts, risks, and opportunities	4–5, 8	
<b>Ethics and Integrity</b>			
102-16	Values, principles, standards, and norms of behavior	36, 43–47	
102-17	Mechanisms for advice and concerns about ethics	36, 43–47	
<b>Governance</b>			
102-18	Governance structure	43–47	
102-19	Delegating authority	43–47	
102-20	Executive-level responsibility for economic, environmental, and social topics	8, 43–47	
102-21	Consulting stakeholders on economic, environmental, and social topics	8, 43–47	
102-22	Composition of the highest governance body and its committees	43–47	
102-23	Chair of the highest governance body	43–47	
102-24	Nominating and selecting the highest governance body	43–47	
102-25	Conflicts of interest	43–47	
102-26	Role of highest governance body in setting purpose, values, and strategy	43–47	
102-27	Collective knowledge of highest governance body	43–47	
102-28	Evaluating the highest governance body’s performance	43–47	
102-29	Identifying and managing economic, environmental, and social impacts	8, 43–47	
102-30	Effectiveness of risk management processes	8, 43–47	
102-31	Review of economic, environmental, and social topics	8, 43–47	
102-32	Highest governance body’s role in sustainability reporting	46	
102-33	Communicating critical concerns	44–45	
102-34	Nature and total number of critical concerns	44–45	
102-35	Remuneration policies	36, 46	
102-36	Process for determining remuneration	36, 46	

Standard	Disclosure	Page/Reference	SASB Reference
<b>Stakeholder Engagement</b>			
102-40	List of stakeholder groups	8, 29, 47	
102-41	Collective bargaining agreements	31, 39	
102-42	Identifying and selecting stakeholders	8, 29, 47	
102-43	Approach to stakeholder engagement	8, 29, 47	
102-44	Key topics and concerns raised	8, 29, 47	
<b>Reporting Practice</b>			
102-45	Entities included in the consolidated financial statements	12–13/AR Exhibit 21	
102-46	Defining report content and topic boundaries	6–11, 48	
102-47	List of material topics	8	
102-48	Restatements of information	21, 17	
102-49	Changes in reporting	6–11	
102-50	Reporting period	1, 48	
102-51	Date of most recent report	48	
102-52	Reporting cycle	48	
102-53	Contact point for questions regarding the report	48, 55	
102-54	Claims of reporting in accordance with the GRI Standards	48	
102-55	GRI content index	50–53	
102-56	External assurance	48	

## Management Approach and Topic Specific Standards

### ECONOMIC TOPICS

<b>Economic Performance</b>			
201-1	Direct economic value generated and distributed	12–13/AR 30–47	
201-3	Defined benefit plan obligations and other retirement plans	AR 47	
201-4	Financial assistance received from government	AR F33–34	

<b>Market Presence</b>			
202-2	Proportion of senior management hired from the local community	36–37	

<b>Indirect Economic Impacts</b>			
203-2	Significant indirect economic impacts	8	

<b>Procurement Practices</b>			
204-1	Proportion of spending on local suppliers	30–33	RT-EE-440a.1

<b>Anti-Corruption</b>			
			RT-EE-510a.1
205-1	Operations assessed for risks related to corruption	44–45	
205-2	Communication and training about anti-corruption policies and procedures	44–45	
205-3	Confirmed incidents of corruption and actions taken	44–45	RT-EE-510a.2

<b>Anti-Competitive Behavior</b>			
			RT-EE-510a.1
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	44–45	RT-EE-510a.3



Standard	Disclosure	Page/Reference	SASB Reference
<b>ENVIRONMENTAL TOPICS</b>			
<b>Materials</b>			
301-3	Reclaimed products and their packaging materials	23–27	
<b>Energy</b>			
302-1	Energy consumption within the organization	15–19	RT-EE-130a.1
302-4	Reduction of energy consumption	15–19	RT-EE-130a.1
<b>Water</b>			
303-3	Water withdrawal by source	21	
303-5	Water consumption	21	
<b>Emissions</b>			
305-1	Direct (Scope 1) GHG emissions	10–11, 15–19	
305-2	Energy indirect (Scope 2) GHG emissions	10–11, 15–19	
305-3	Other indirect (Scope 3) GHG emissions	10–11, 15–19	
305-4	GHG emissions intensity	17	
305-5	Reduction of GHG emissions	10–11, 15–19	
305-6	Emissions of ozone-depleting substances (ODS)	21	
<b>Effluents and Waste</b>			
306-1	Water discharge by quality and destination	21	RT-EE-150a.1
306-2	Waste by type and disposal method	10–11, 15, 20–21	RT-EE-150a.1
306-3	Significant spills	21	RT-EE-150a.2
306-4	Transport of hazardous waste	21	RT-EE-150a.1
<b>Environmental Compliance</b>			
307-1	Non-compliance with environmental laws and regulations	15–21	
<b>Supplier Environmental Assessment</b>			
308-1	New suppliers that were screened using environmental criteria	30–33	
308-2	Negative environmental impacts in the supply chain and actions taken	17, 30–33	
<b>SOCIAL TOPICS</b>			
<b>Employment</b>			
401-1	New employee hires and employee turnover	36	
<b>Occupational Health and Safety</b>			
403-1	Occupational health and safety management system	40–41	
403-2	Hazard identification, risk assessment, and incident investigation	40–41	
403-3	Occupational health services	40–41	
403-4	Worker participation, consultation, and communication on occupational health and safety	40–41	
403-5	Worker training on occupational health and safety	40–41	
403-6	Promotion of worker health	40–41	
403-7	Prevention and mitigation of occupational health and safety	40–41	

Standard	Disclosure	Page/Reference	SASB Reference
403-9	Work-related injuries	40–41	
403-10	Work-related ill health	40–41	
<b>Training and Education</b>			
404-1	Average hours of training per year per employee	40	
404-2	Programs for upgrading employee skills and transition assistance programs	38–40	
404-3	Percentage of employees receiving regular performance and career development reviews	38–40	
<b>Diversity and Equal Opportunity</b>			
405-1	Diversity of governance bodies and employees	35–39, 46	
<b>Non-Discrimination</b>			
406-1	Incidents of discrimination and corrective actions taken	39	
<b>Freedom of Association and Collective Bargaining</b>			
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	29–33, 39	
<b>Child Labor</b>			
408-1	Operations and suppliers at significant risk for incidents of child labor	29–33	
<b>Forced or Compulsory Labor</b>			
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	29–33	
<b>Human Rights Assessment</b>			
412-2	Employee training on human rights policies or procedures	40, 44	
<b>Supplier Social Assessment</b>			
414-1	New suppliers that were screened using social criteria	29–33	
414-2	Negative social impacts in the supply chain and actions taken	29–33	
<b>Public Policy</b>			
415-1	Political contributions	47	
<b>Customer Health and Safety</b>			
416-1	Assessment of the health and safety impacts of product and service categories	26–27	RT-EE-250a.1 RT-EE-250a.2
<b>Marketing and Labelling</b>			
417-1	Requirements for product and service information and labeling	23–27	
417-2	Incidents of non-compliance concerning product and service information and labeling	23–27	
417-3	Incidents of non-compliance concerning marketing communications	23–27	
<b>Customer Privacy</b>			
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	23–27	
<b>Socioeconomic Compliance</b>			
419-1	Non-compliance with laws and regulations in the social and economic area	23–27	



**Photos courtesy of Unsplash:** cover – Aaron Katz, p. 4 – Nathan Dumlao, pp. 6–7 – Claudio Testa, p. 11 – Connor Phillips, p. 12 – Paul Gilmore, p. 14 – Dan Meyers, pp. 18–19 – Miha Rekar, p. 22 – Dorothea Oldani, and pp. 32–33 – Jason Blackeye.  
**Other photos:** p. 16 – Jari Valley REDD+ Project, p. 28 – iStock, and p. 42 – iStock.

**Mettler-Toledo International Inc.**  
Im Langacher 44  
8606 Greifensee, Switzerland

**Contact person:**  
James Bellerjeau  
Head of Regulatory Affairs

[www.mt.com/sustainability](http://www.mt.com/sustainability)



[www.mt.com](http://www.mt.com)



© 2021 Mettler-Toledo International Inc.  
Printed in Switzerland 603017706