

Corporate Responsibility Report



2025

Covering 2024
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 our businesses and believe we hold global number-one market positions in most of them. We are recognized as an innovation leader and as a company committed to sustainability.

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 and sustainable growth.

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 corporate headquarters is located in Greifensee, Switzerland, with executive offices in Columbus, Ohio. We list our subsidiaries in Exhibit 21 of our Annual Report on Form 10-K, which is available at www.mt.com/investors.



~17,300

Workforce



\$3.9 Billion

Net Sales



~40

Countries with Operations



140+

Countries Served



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METTLER TOLEDO
remains committed to
sustainable growth.

A Word from the CEO



Dear Stakeholders,

I am pleased to present our Corporate Responsibility Report for 2024, a testament to our unwavering commitment to sustainable growth. Our responsible business practices benefit all stakeholders—including shareholders, employees, customers, partners, and the communities we serve.

Fifteen years ago, we launched our GreenMT Corporate Program, which continues to drive our sustainability efforts and has become a core aspect of our operations. I am proud of the numerous ways in which our engaged teams and individuals are advancing sustainability throughout the organization, and their commitment to our GreenMT goals is crucial to our success.

In 2024, we once again achieved our targets for 100-percent renewable electricity sourcing and carbon-neutral operations and made another leap toward our 2025 zero-waste-to-landfill goal. We increased the adoption of electric vehicles in our fleet, though we needed to adjust our 2030 target for the share of electric vehicles due to challenges in various markets. Our Business Units have made strides in incorporating sustainability into both new and existing products, including objectives related to sustainable packaging and the transition from print to digital for manuals and other product documents. Our supply chain organization has also enhanced supplier engagement and transparency to meet new regulatory requirements.

A highlight of this year has been the focus on employee engagement and corporate culture. This has resulted in recognition through several employer awards and a historic low in voluntary attrition rates across the Company.

I am excited to share more details of our achievements and ongoing commitments in this report. As we navigate the complexities of the business environment, we remain dedicated to continuous improvement, striving to create a positive and lasting impact for a healthier, more sustainable tomorrow.

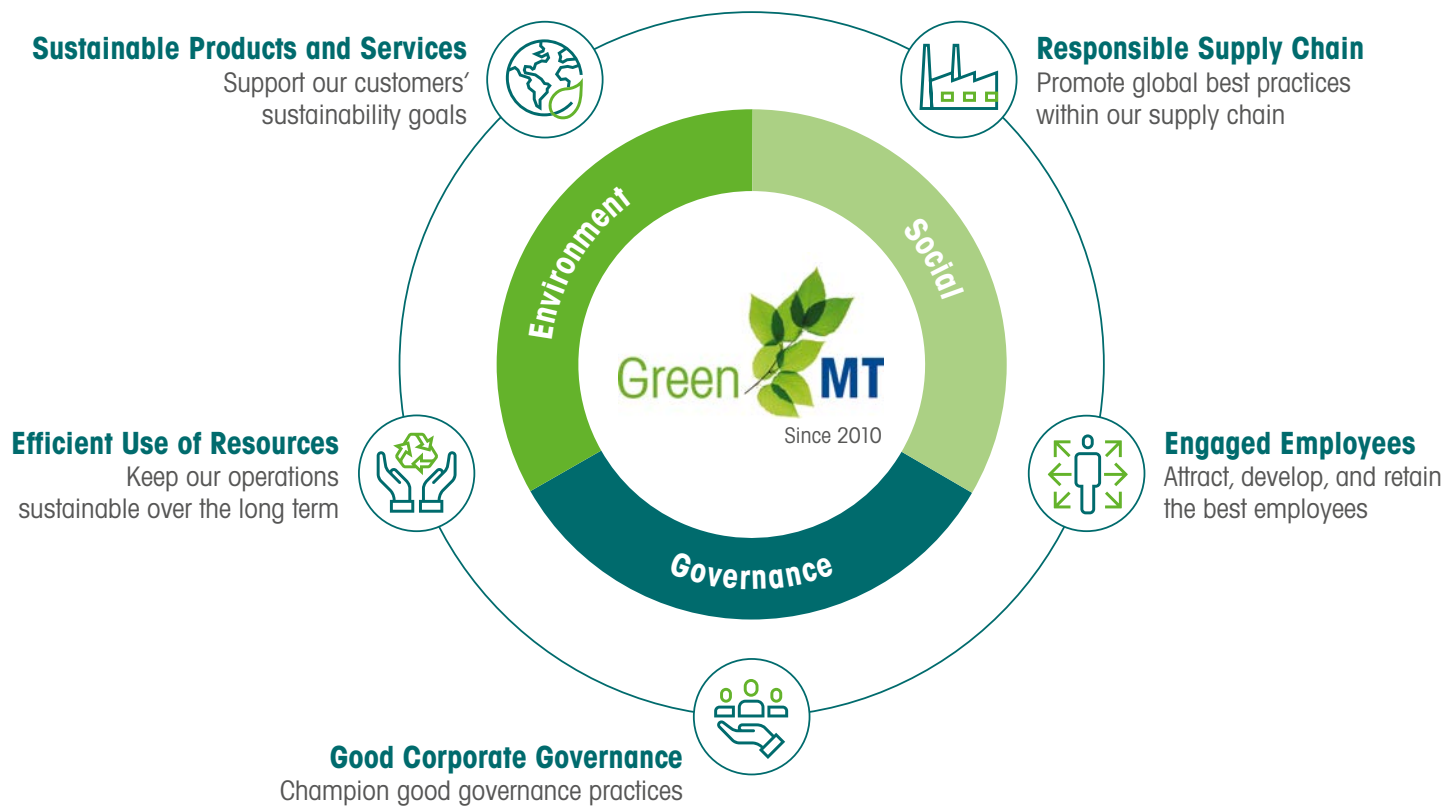
Sincerely,

Patrick K. Kaltbach
President and Chief Executive Officer

April 2025

Strategic Program—GreenMT

The GreenMT Program supports the Company’s mission by pursuing environmental, social, and governance (ESG) priorities where we can have a significant positive impact.



GreenMT Goals

- Reduce greenhouse gas emissions across Scopes 1–3
- Increase energy efficiency and remain carbon neutral (Scope 1 and 2)
- 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 sustainable conduct throughout our supply chain
- Continuously improve our employment conditions and high-performance culture
- Continue to cultivate an inclusive workplace
- Continuously improve workplace health and safety for all employees
- Champion good corporate governance practices, including compliance with relevant standards and principles
- Provide clear, accurate, and consistent disclosure on progress toward GreenMT goals
- Align the GreenMT strategy and related disclosures to the goals, regulations, and standards most relevant to us



Sustainability Materiality Assessment

Our initial comprehensive materiality assessment dates to 2018 and was conducted by members of the Corporate Sustainability team, senior management, and various stakeholder representatives. During this assessment, we identified and prioritized the issues most relevant to us and our customers and shareholders, as bound within this report. To prioritize relevant topics, we identified our main economic, environmental, social, and governance impacts. We then viewed these in the context of the Company's culture, Corporate Vision and Values, and overall strategy to deliver sustainable shareholder and customer value over the long term.

Our assessment considered 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 all have an impact on the Company's success or are affected by the Company's actions and performance.

We have ongoing engagement with stakeholder groups: management has numerous interactions with the Board of Directors and with employees at all levels through regularly scheduled surveys, town hall meetings in local Units, training events, and other forums.

We regularly engage with our customers through our extensive sales and service interactions, customer surveys, and 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 regarding sustainability in our supply chain.

Our Investor Relations program ensures that we have a good sense of our shareholders' interests. We also actively monitor global trends and draw on consultants to understand current and emerging expectations of regulators, nongovernmental organizations, and other interested parties.

As sustainability topics continue to evolve, we update the assessment to reflect changing and emerging topics and how these affect our Company and stakeholders. Based on best practice reviews and the stakeholder engagement described above, we updated this assessment in 2021, 2022, and 2023 to redefine and reprioritize topics where appropriate. In 2024, we started a revision of our climate risk and materiality assessments to prepare for compliance with the new EU Corporate Sustainability Reporting Directive (CSRD). We plan to disclose the revised assessments once the CSRD regulation is final.

We are confident our GreenMT strategy and updated goals are positioned to address all relevant ESG topics and help us deliver meaningful results.

Sustainability Materiality Assessment



Progress at a Glance

 GreenMT Strategic Pillar	Status 2024	Summary of Targets and KPIs	UN Sustainable Development Goals (SDGs)
 Efficient Use of Resources	✓ ✓	Carbon neutral (Scope 1 and 2) 100% renewable electricity Science-based targets (2030) ○ Scope 1 and 2 emissions ○ Scope 3 emissions ● Waste intensity (2025) ● Zero waste* to landfill (2025)	6 CLEAN WATER AND SANITATION 7 AFFORDABLE AND CLEAN ENERGY 12 RESPONSIBLE CONSUMPTION AND PRODUCTION 13 CLIMATE ACTION
 Sustainable Products and Services	● ● ● ○	Design for Environment Principles Regular training Implementation in products Sustainable packaging materials (2025) ● Sustainable sources ○ Recyclability	3 GOOD HEALTH AND WELL-BEING 6 CLEAN WATER AND SANITATION 8 DECENT WORK AND ECONOMIC GROWTH 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE 12 RESPONSIBLE CONSUMPTION AND PRODUCTION 13 CLIMATE ACTION
 Responsible Supply Chain	● ●	Responsible Sourcing implementation Supplier due diligence	3 GOOD HEALTH AND WELL-BEING 5 GENDER EQUALITY 6 CLEAN WATER AND SANITATION 7 AFFORDABLE AND CLEAN ENERGY 16 PEACE, JUSTICE AND STRONG INSTITUTIONS
 Engaged Employees	● ✓ ● ●	Continuous training and education Annual voluntary turnover Inclusive workplace Occupational health KPIs	3 GOOD HEALTH AND WELL-BEING 5 GENDER EQUALITY 8 DECENT WORK AND ECONOMIC GROWTH 12 RESPONSIBLE CONSUMPTION AND PRODUCTION
 Good Corporate Governance	✓ ● ✓ ✓	Compliance with CPCG** Alignment with relevant disclosure frameworks Board Demographics ESG Ratings	5 GENDER EQUALITY 8 DECENT WORK AND ECONOMIC GROWTH 16 PEACE, JUSTICE AND STRONG INSTITUTIONS
✓ Achieved ● On Track ○ Partially on Track * Less than 5% of waste to landfill. ** Commonsense Principles of Corporate Governance.			

Economic Performance

We operate a global business with sales that are diversified by region, product range, and customer type. We hold leading positions worldwide in all our markets thanks to the strength of our brand name and reputation, our comprehensive offering of innovative products and services, and the breadth and quality of our global sales and service network.

Our net sales were \$3.9 billion for the year ended December 31, 2024, compared with \$3.8 billion in 2023. Our local currency sales increased 3 percent. Despite soft market conditions and uncertainty in the economic environment, we benefited from our strong culture of execution and continuous improvement. Our team’s resilience and agility, as well as our productivity and cost savings initiatives, were critical to our ability to mitigate these challenges.

Our net sales in 2024 were derived 42 percent from the Americas, 30 percent from Asia and other countries, and 28 percent from Europe. Our customer base is also diversified by industry as well as by individual end-customer. We are a worldwide manufacturer with major facilities located in the United States, China, Switzerland, Germany, the United Kingdom, and Mexico.

Further information about our products and services, sales, operating results, cash flow, organization, and subsidiaries can be found in our Annual Report 2024, Item 1 (Business), Item 7 (Management’s Discussion and Analysis of Financial Condition and Results of Operations), and Item 8 (Financial Statements and Supplementary Data).



Financial Highlights



\$3.9 Billion
Net Sales

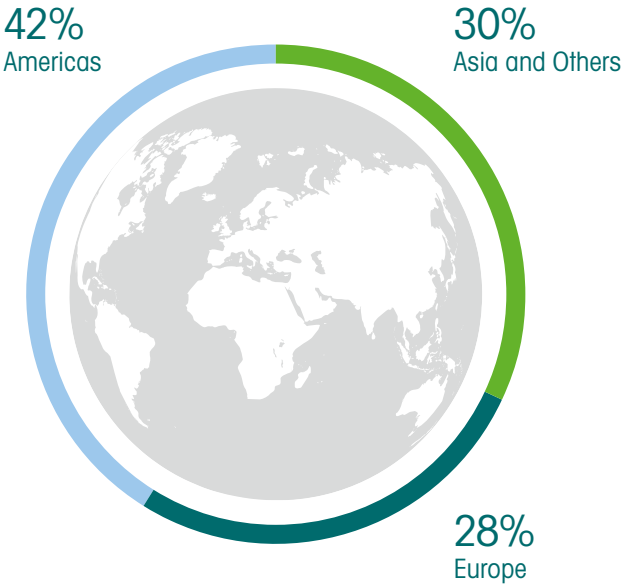


\$901 Million
Free Cash Flow*

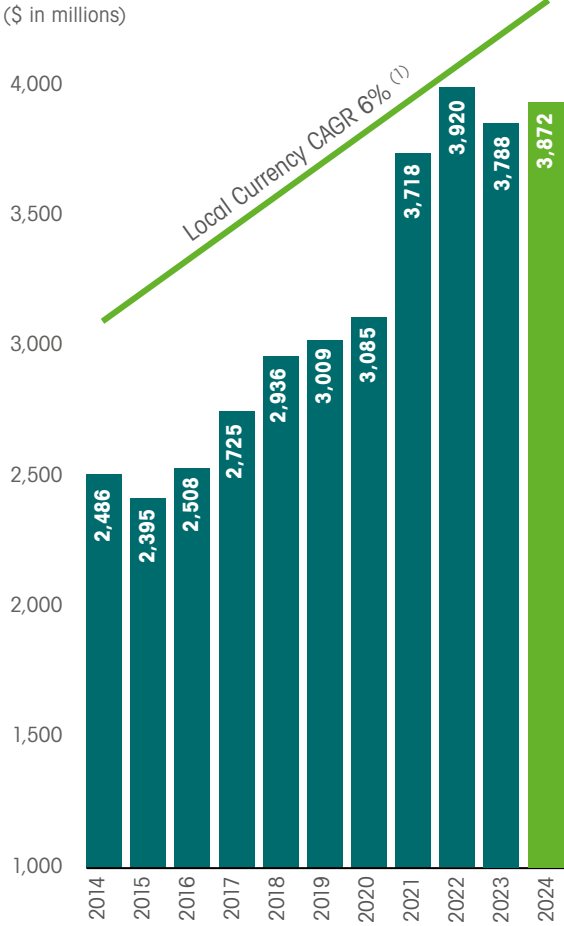


\$41.11
Adjusted Earnings per Share*

Sales by Customer Destination

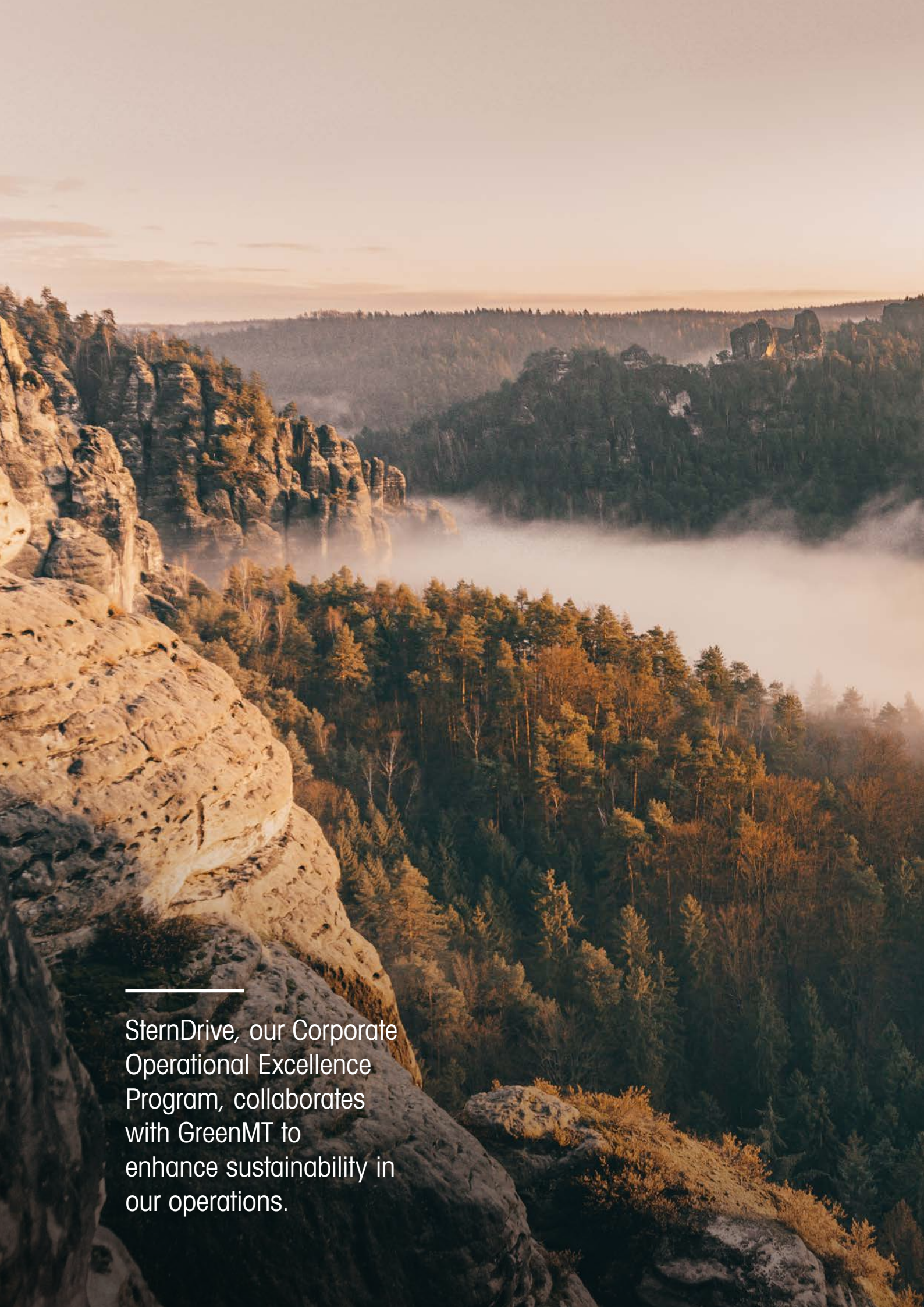


Sales



* Non-GAAP measure. More information with respect to the use of and differences between the non-GAAP financial measures and the most directly comparable GAAP measures is provided in our 8-K filings.

⁽¹⁾ CAGR in USD for the period 2014–2024 is 5%.



SternDrive, our Corporate Operational Excellence Program, collaborates with GreenMT to enhance sustainability in our operations.

Efficient Use of Resources

Keep Our Operations Sustainable over the Long Term

GreenMT Goals	Targets and KPIs	Status
Reduce Energy Consumption and Carbon Emissions	Carbon Neutral (Scope 1 and 2)	Achieved
	100% renewable electricity	Achieved
	Near-term science-based targets: • Reduce absolute Scope 1 and 2 emissions 70% by 2030 (from 2018 base year)	-54%
	• Reduce absolute Scope 3 GHG emissions* 30% by 2030 (from 2019 base year)	+5%
Reduce Waste and Increase Recycling	Reduce waste intensity 20% by 2025 compared with 2018 (tons of waste per million USD sales)	-28% compared with 2018
	Zero waste to landfill by 2025 (less than 5% of waste to landfill)	6% of total waste
Sustainable Development Goals 6 CLEAN WATER AND SANITATION 7 AFFORDABLE AND CLEAN ENERGY 12 RESPONSIBLE CONSUMPTION AND PRODUCTION 13 CLIMATE ACTION		Company Policies GreenMT Environmental Policy www.mt.com/policies

* Scope 3 targets are detailed on page 18.

When we initiated our GreenMT Program in 2010, we focused on managing our own operations sustainably, with minimal environmental impact. Over the years, we have improved energy efficiency by focusing on facilities, manufacturing processes, and our global sales and service fleet. Since 2020, we have achieved two important targets each year: 100 percent sourcing of renewable electricity and carbon neutrality in our operations.

Climate change highlights the need to accelerate actions and look beyond our operations to understand and limit the impact on climate across our entire value chain.

In 2021, we committed to near- and long-term Company-wide greenhouse gas (GHG) emissions reductions, in line with the Science Based Targets initiative (SBTi). These targets are consistent with the latest climate science and the Paris Agreement goal of limiting global warming to 1.5 °C above preindustrial levels and were approved by SBTi in 2022. For a detailed description of our science-based targets covering Scopes 1, 2, and 3, see box on page 18.



The approval of these targets underlines our long-term commitment to take meaningful action to limit climate change. Furthermore, it supports credible collaboration with our suppliers and customers toward decarbonization (also see chapter “Responsible Supply Chain”). In 2024, we continued to focus on reducing Scope 1 and 2 emissions while expanding activities to lower Scope 3 emissions, in line with our climate strategy and road map.

In addition to reducing our GHG emissions, we continue our efforts to reduce the waste generated in our operations and to advance toward our zero waste-to-landfill target (less than 5 percent by 2025).

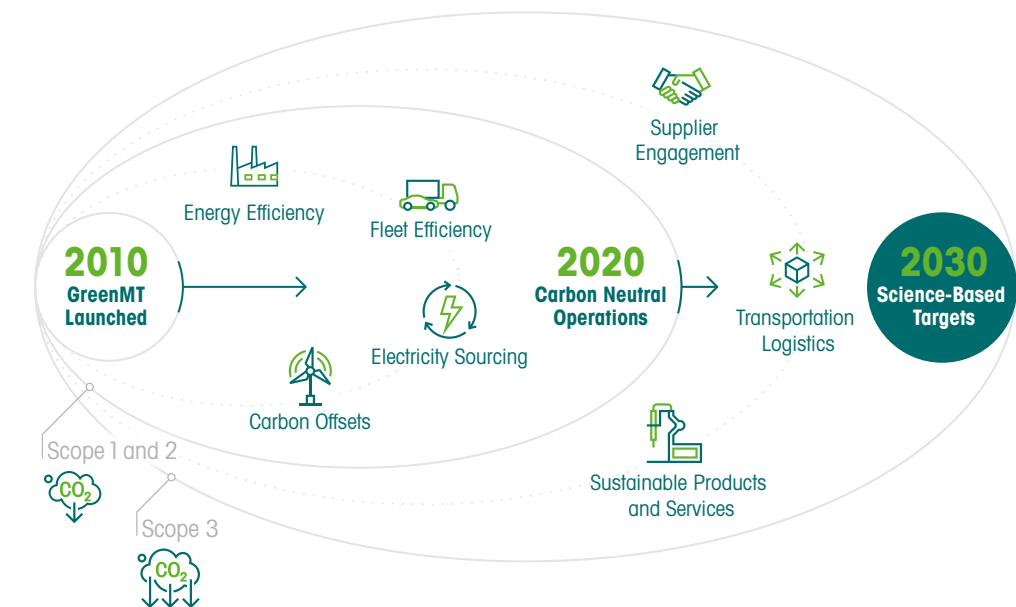
The Corporate Sustainability team manages the GreenMT targets in these areas. Executive management members oversee projects in pursuit of the goals in their respective areas of responsibility including SternDrive, our Corporate Operational Excellence Program for continuous improvement efforts within our supply chain, manufacturing, and back-office operations. The individual Units manage initiatives relating to their specific business operations. Since 2021, we broadened our analysis of climate-related risks and opportunities to incorporate the recommendations from the Task Force on Climate-Related Disclosure (TCFD) into this report and our annual submission to the Carbon Disclosure Project (CDP).

As part of our broader annual assessment of enterprise risks, the Head of Sustainability leads the assessment of climate-related risks and opportunities with active involvement from the Chief Executive Officer. Our annual enterprise risk assessment, conducted under the supervision of the Chief Financial Officer, includes the results of the climate-related assessment and is presented to the Board of Directors.

Business continuity planning is also a component of our enterprise risk management. Our Business Units update their business continuity plans every other year under the direction of the Chief Financial Officer’s office and the Head of Supply Chain and IT. Where relevant, these plans assess and outline actions to mitigate and manage physical climate-related risks to our business locations. For information on risk oversight, also see chapter “Good Corporate Governance.”

Our climate-related risks and opportunities cover the short-, medium-, and long-term, and also address regulatory, technological, legal, market, reputational, and physical risks. We include further details in our annual submission to CDP, accessible on the CDP webpage (<https://www.cdp.net>).

The METTLER TOLEDO Climate Strategy



Absolute emissions cover Scopes 1, 2, and 3: Scope 1 covers direct emissions from owned or controlled sources; Scope 2 covers indirect emissions from the generation of purchased electricity, steam, heating, and cooling consumed by the reporting company; Scope 3 includes all other indirect emissions that occur in a company’s value chain, such as upstream and downstream-related activities.

Reducing Our Carbon Footprint

Reducing the carbon footprint of our operations has been at the core of the GreenMT Program since 2010, and we have made good progress since then. With our commitment to science-based targets in 2021, we further stepped up our ambition to reduce emissions from our operations (Scope 1 and 2). We also expanded the scope of our commitment to include GHG emission reductions in our value chain, upstream and downstream of our operations (Scope 3).

In support of these goals, we have developed a comprehensive climate strategy with the initial focus on achieving our near-term targets by 2030. This strategy builds upon a range of key initiatives and measures, detailed on page 20.

Strategy for Reducing Emissions from Operations (Scope 1 and 2)

The largest share—80 percent—of our operations’ GHG emissions stems from our sales and service vehicle fleet, consisting of more than 3,000 vehicles. We have been working to enhance the efficiency of our vehicle fleet for many years, and we are committed to achieving

a target of more than 60 percent electric vehicles by 2030. (This target has been revised from an original goal of 90 percent in 2024 due to implementation and infrastructure challenges in several markets.)

We have country-specific targets for our Business Units’ purchase and use of low-emission hybrid and electric vehicles, considering the availability of suitable vehicle types and charging infrastructure in their markets, as well as the vehicles’ life-cycle costs. In addition, we have implemented efficiency-raising fleet management practices and measures. Remote sales and service approaches are also applied where possible to reduce the use of vehicles altogether.

Refrigerants and fossil fuels used for stationary heating needs contribute to the remaining emissions from our operations. We aim to upgrade additional facilities to more modern HVAC systems, using refrigerants in lower volumes and with lower GHG emissions. We also aim to transition more facilities that are using fossil fuels to lower-emission and renewable energy options, including electric heat pumps, on-site renewable energy generation, or district heating. Projects for several of our facilities are currently being implemented or evaluated.

Energy efficiency projects continue to be implemented in our facilities to reduce greenhouse gas emissions, increase operational resilience, and reduce operational cost. Energy efficiency measures are part of our Corporate Operational Excellence Program, SternDrive. These measures are focused on optimizing manufacturing equipment and processes as well as facility infrastructure, including building insulation, lighting, heating, cooling (including refrigerants), and related control systems.

In addition to the above measures, we continue to purchase renewable electricity covering 100 percent of our electricity needs.

Strategy to Reduce Emissions from Upstream and Downstream Value Chain Activities (Scope 3)

Our responsibility extends beyond our direct operations and includes our Company’s value chain emissions from upstream and downstream activities, also known as Scope 3 emissions.

Emissions from Purchased Goods and Services (Category 1) and Capital Goods (Category 2) together represent the largest share of our Scope 3 emissions. They are mainly driven by sourcing steel, metal parts, and other materials used in our products. A key priority for our teams in product development and supply chain is finding ways to reduce the amount—and the emissions impact—of metals and other materials used to make our products. This requires improved product and packaging designs and alternative low-emission material choices. We are actively engaging with suppliers to find such materials with a lower carbon footprint.

Emissions from the Use of Sold Products (Category 11) are the second-largest contributor to our Scope 3 emissions. These emissions are largely driven by the electricity consumed by our products when used by customers. While most of our products have relatively low power consumption, they are sold in large numbers and remain in use by our customers for many years, leading to sizeable aggregate emissions. We continue to focus on improving our products’ energy efficiency during use, as well as training our customers to use energy-saving



Our Approved Science-Based Emissions Reduction Targets

Near-Term Targets

Mettler-Toledo International Inc. commits to reduce absolute Scope 1 and 2 GHG emissions 70% by 2030 from a 2018 base year.

Mettler-Toledo International Inc. commits to reduce absolute Scope 3 GHG emissions from purchased goods and services, fuel and energy related activities, upstream transportation, business travel, employee commuting, and the use of sold products 30% by 2030 from a 2019 base year.

Long-Term / Net Zero Targets

Mettler-Toledo International Inc. commits to reduce absolute Scope 1 and 2 GHG emissions 90% by 2050 from a 2018 base year. Mettler-Toledo International Inc. commits to reduce absolute Scope 3 GHG emissions 90% by 2050 from a 2019 base year.

options where available. In addition, as our customers increase their use and sourcing of renewable electricity to reduce their own operations emissions, we can expect an additional reduction of our Category 11 emissions over time.

Emissions from Upstream and Downstream Transportation and Distribution (Categories 4 and 9) are the third largest—although relatively smaller—contributor to our Scope 3 emissions. We have major manufacturing facilities located in the United States, China, Switzerland, Germany, the United Kingdom, and Mexico, and ship products worldwide to more than 140 countries. We continue to work with our logistics experts and transportation partners to improve the efficiency of our logistics network and to optimize routing and packing, as well as increase the share of low-emission transportation modes.

Business Travel (Category 6*) and Employee Commuting (Category 7) are two other relevant categories where we are making efforts to reduce emissions. Business travel to some extent is a necessity, given the global reach of our organization. Nevertheless, we continue to encourage our employees to optimize travel and to use alternative web-based conferencing. For air travel, we have a general policy to travel economy class. With our flexible and hybrid working models and the general shift to electric mobility, we expect emissions reductions in the coming years. Wherever possible, employees are encouraged to use public transportation and bicycles when commuting to work.

* Category 6 also includes emissions related to the use of private vehicles to the extent covered by Company allowances or reimbursements.

Our Design for Environment Principles (see chapter “Sustainable Products and Services”), Responsible Sourcing Framework and supplier engagement activities (see chapter “Responsible Supply Chain”), and our SternDrive Corporate Operational Excellence Program are all instrumental in our decarbonization pathway toward achieving the targeted Scope 1, 2, and 3 emissions reduction measures.

Key Climate Strategy Initiatives and Measures



Fleet Efficiency

- Move to a 60% electric fleet by 2030
- Use remote sales and service approaches



Energy Efficiency

- Optimize facilities, manufacturing equipment and processes, and related control systems



Renewable Energy

- Increase share of renewable energy
- Source 100% renewable electricity or produce on-site



Supplier Engagement

- Encourage/require suppliers to reduce emissions
- Work with suppliers to reduce emissions tied to their specific products



Sustainable Products

- Reduce material usage and use lower-emission materials for products and packaging
- Reduce power consumption of products during use



Transportation and Logistics

- Increase network efficiency including routing and packing, and share of lower-emission transportation modes

Greenhouse Gas Emissions from Our Operations (Scope 1 and 2)

Our efforts to reduce greenhouse gas emissions in our operations remain on track despite a slight increase in our Scope 1 and 2 emissions primarily related to loss of refrigerants at one of our facilities due to storm damage. Without this incident, we would have achieved a 4 percent reduction in our Scope 1 emissions compared to the prior year.

In 2019, the decision to switch entirely to renewable electricity was central to our climate strategy for Scope 1 and 2 emission reduction. To date, we source renewable electricity for our manufacturing facilities, logistics centers, and offices around the world. We accomplish this by purchasing supplier-specific electricity products, by producing renewable electricity onsite, and by purchasing Energy Attribute Certificates. These certificates verify the environmental attribute and reliable claim that for every MWh of electricity we consume, an equivalent MWh from certified renewable sources is generated and delivered to the grid.

As a result, 100 percent of our electricity—representing 43 percent of our total energy consumption in 2024—is generated from renewable sources.

As of 2024, we have reduced our total Scope 1 and 2 emissions by close to 33,000 tons of carbon dioxide equivalent (CO₂e) from our 2018 base year—achieving a 54 percent reduction (excluding offsets).

Our GHG emissions from operations have overall remained consistent with the prior year. Emissions from our vehicle fleet decreased by 2 percent, while facilities-related emissions increased by 3 percent location-based and 11 percent market-based, respectively. The decrease in GHG vehicle fleet emissions was made possible by further electrification of our fleet and was achieved despite another year of strong growth in our service business and kilometers driven.

In 2024, 25 percent of replacement vehicles were fully electric, which brought the share of electric vehicles in our fleet to 9 percent by the end of 2024, up from 5 percent at the end of 2023. Despite this progress, we recognize that the required trajectory to achieve our original ambitious goal of a 90 percent electric fleet by 2030 has presented significant challenges. After carefully evaluating market and infrastructure trends and assessing operational, financial, and ecological impacts, we have revised our target to 60 percent. The revised target, if achieved, will still allow us to reach our 2030 science-based emission reduction target for Scope 1 and 2. We remain committed to further accelerate the expansion of our electric fleet. To support this effort, we installed additional on-site charging stations at several locations in 2024.

To reach carbon-neutral operations in 2024 with respect to Scope 1 and 2 emissions, we made partial use of carbon credits, which represent GHG emissions reduced, avoided, or sequestered through offset projects that are third-party verified according to credible standards such as Verified Carbon Standard (VCS). A wind power project in India was selected in 2024 based on its relevance to our strategic framework. The project was undertaken in 2019.

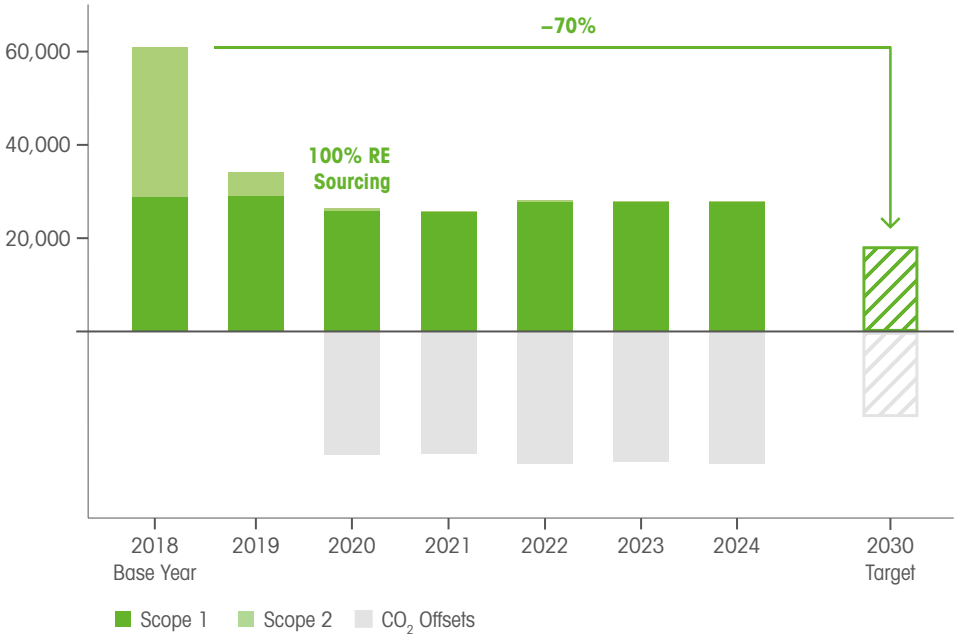
For detailed Scope 1 and 2 emissions, see the table GHG Emissions by Scope on page 26.



SternDrive Sustainability Module

In Wave 3 of our Corporate Operational Excellence Program, SternDrive, we have launched a dedicated sustainability module. This module emphasizes energy management, waste, and operational safety, with the primary goal of establishing clear local targets that will be regularly monitored. SternDrive aims to integrate a comprehensive sustainability roadmap into the operations plans of each Unit.

Emissions from Operations (tons CO₂e)



Energy Consumption, Efficiency, and Sourcing

Most of our energy use is driven by fuel consumption from our sales and service fleet and by electricity consumption at our facilities—with 100 percent of the latter generated from renewable sources. Several facilities in China, Switzerland, Germany, the UK, and the Netherlands have invested in renewable on-site generation projects to cover a portion of their electricity consumption. We completed two additional solar energy installations in 2024 with a total of 180 MWh annual output at facilities in the UK and Germany. We have also signed a contract for a large installation at our site in Vacaville, California (US), to be completed in 2026. Additional solar energy projects are under evaluation in several countries.

In 2024, our site in Giesen, Germany, replaced its 100 percent natural gas-fired central heating system with a bivalent heat pump/natural gas heating system, using geothermal heating as a primary source. This change will drastically reduce the site’s energy consumption and reduce CO₂e emission by 75 percent (compared to our base year of 2018). The site also achieved certification of its new energy management system according to ISO 50001. (See box on page 24.)

As another example, our US logistics hub expects to reduce its annual energy consumption by 120 MWh, representing a 10 percent reduction, due to the installation of a more efficient HVAC system in 2024.

Our total energy consumption increased by 1 percent in 2024 compared to the prior year. Although facilities-related energy consumption rose by 3 percent, largely due to a 5 percent

increase in electricity usage, we achieved an 11 percent reduction in stationary fossil energy consumption and a 2 percent decrease in fuel energy consumption from our vehicle fleet. The energy intensity of our operations decreased from 45.4 MWh/Mio sales in 2023 to 44.9 MWh/Mio sales in 2024 despite the previously mentioned slight increase in overall energy consumption.

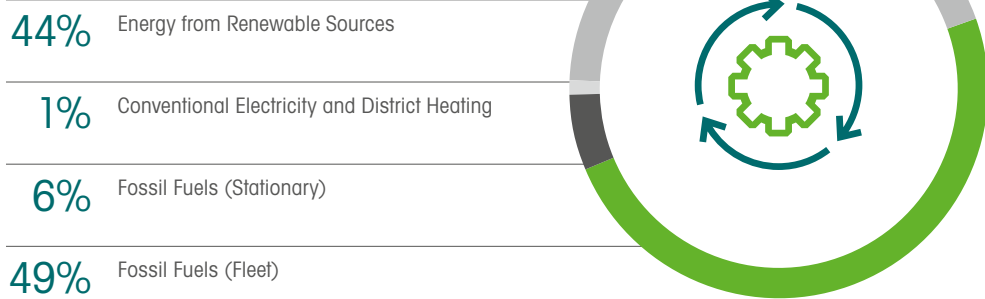
The use of refrigerants in our operations accounts for 11 percent of our Scope 1 emissions. CO₂e emission from refrigerants increased by 39 percent in 2024 compared to the prior year mainly due to the previously mentioned storm damage incident at one of our facilities that led to a loss of refrigerants. Without this incident, we would have realized a CO₂e reduction of 12 percent versus the prior year.

The figures presented in all tables in this section reflect only activity data of direct measurements.

Energy Consumption (MWh)	2018	2021	2022	2023	2024
Stationary Combustion	15,224	14,871	13,855	12,386	11,002
Mobile Combustion	90,128	78,452	84,405	89,869	88,519
Electricity	74,179	76,029	77,153*	73,264*	77,153
District Heating	4,246	3,653	4,246	4,277	4,826
Total	183,777	173,004	179,659	179,796	181,501
Energy Intensity (MWh per million sales)	62.6	46.9	44.1	45.4	44.9

* Figures for 2022 and 2023 are updated to correct for a data inaccuracy reported by our operating Units.

Energy Sourcing



Refrigerants		2018	2021	2022	2023	2024
Refrigerants Refilled	tons	1.1	1.2	1.4	1.0	1.0
Refrigerants' GHG Emissions	tCO ₂ e	2,397	2,410	3,202	2,137	2,976
Refrigerants' Ozone Depleting Potential	kg CFC 11e	39	16	39	21	5

Greenhouse Gas Emissions Upstream and Downstream of Our Operations (Scope 3)

Like other industrial companies, our Scope 3 emissions represent more than 90 percent of our total GHG emissions baseline of approximately 900 kilotons CO₂e. Within our Scope 3 emissions in 2024, Purchased Goods and Services (Category 1) and Use of Sold Products (Category 11) are the key categories, accounting for 62 percent and 20 percent of our Scope 3 emissions, respectively. Within Purchased Goods and Services, most emissions are driven by the purchase of direct materials, in particular, metal and metal parts, as well as electronic parts. Upstream and Downstream Transportation and Distribution (Categories 4 and 9), Capital Goods (Category 2), and Business Travel (Category 6) are the next-largest categories, accounting for 5, 6, and 4 percent, respectively. The remaining Scope 3 emissions categories account for 3 percent of our total Scope 3 emissions.

Total calculated Scope 3 emissions decreased in 2024 by 4 percent (7 percent for SBTi-relevant emissions) compared to the prior year but are still 8 percent (5 percent for SBTi-relevant emissions) above the level of the base year 2019. The reduction compared to the previous year is mainly due to lower purchases of metal parts and lower sold quantities of products with high electricity consumption. This reduced both upstream and downstream emissions. For the largest emission category, Purchased Goods and



Renewable Energy Boost in Germany

In 2024, our Giesen, Germany site underwent a significant upgrade to its energy infrastructure. The installation of a new bivalent heat pump combined with a natural gas heating system is expected to reduce CO₂e emissions by an impressive 75 percent. This new hybrid heating solution meets 80 percent of the local heating requirements. In addition, rooftop solar panels were installed on one of the buildings. At the same time, the Giesen site achieved ISO 50001 certification, further underscoring our commitment to energy efficiency and sustainability.



Refined Waste Management in China

One of our main production sites in China further optimized its waste management. Through a comprehensive analysis, additional opportunities for reducing, reusing, and recycling waste were identified. As a result of the initiatives implemented in 2024, the site successfully reduced close to 37 tons of waste.

The most significant contributor to this reduction was a switch to renewable activated carbon filters used for the absorption of VOC emissions throughout the plant. Rather than regularly replacing these filters with new ones, they will now undergo a cleaning process and be reused.

Services, as well as Capital Goods, changes also include contributions from pricing, which we currently cannot separate out in the spend-based calculation methodology used for these categories.

Our emissions inventory may be subject to changes as we continue to work with supply chain partners to address the challenges with accurate Scope 3 accounting. Our focus in this regard for the next few years is to increase the share of activity-based and primary data, which we expect to be more accurate and will enable us to better track the progress of our initiatives throughout our value chain. See “Appendix” for additional details related to calculation methodology.

METTLER TOLEDO Carbon Footprint 2024



Upstream	Operations	Downstream
Scope 3 Category 1 – Purchased Goods and Services Category 2 – Capital Goods Category 3 – Fuel and Energy-Related Activities Category 4 – Upstream Transportation and Distribution Category 5 – Waste Category 6 – Business Travel Category 7 – Employee Commuting	Scope 1 Stationary Vehicles Refrigerants Scope 2 Electricity District Heating	Scope 3 Category 9 – Downstream Transportation and Distribution Category 11 – Use of Sold Products Category 12 – End-of-Life of Sold Products

* Categories 8, 10, 13–15 not relevant as described in the Appendix: Greenhouse Gas Emissions Calculation Methodology (pages 86–87).

GHG Emissions by Scope (tons CO ₂ e)		2018	2019	2021	2022	2023	2024
Scope 1		28,814	29,228	25,736	27,722	27,715	27,797
Stationary		3,079	2,726	3,025	2,822	2,519	2,232
Vehicles		23,338	24,329	20,301	21,698	23,059	22,588
Refrigerants		2,397	2,173	2,410	3,202	2,137	2,976
Scope 2*							
Location-Based		33,217	31,132	32,881	33,400	31,924	32,330
Market-Based		32,274	4,964	231	778	428	417
Total Emissions – Scope 1 and 2 (Market-Based)		61,088	34,192	25,967	28,500	28,143	28,214
Emissions Neutralized by Carbon Offset Projects				(25,944)	(28,089)	(27,871)	(28,214)
Scope 3							
Category 1	Purchased Goods and Services	513,081	591,294	666,717	594,735	569,408	
	Subcategory – Included in SBTi	322,772	373,488	416,361	381,269	351,106	
	Subcategory – Not Included in SBTi	190,309	217,806	250,356	213,466	218,302	
Category 2	Capital Goods	40,827	53,754	54,622	47,895	52,142	
Category 3	Fuel and Energy-Related Activities	11,913	10,799	11,239	10,739	12,382	
Category 4	Upstream Transportation	33,583	49,359	45,524	35,264	33,403	
Category 5	Waste	518	418	378	342	247	
Category 6	Business Travel	34,090	21,294	28,246	35,634	37,224	
Category 7	Employee Commuting	17,088	16,501	17,474	15,987	15,728	
Category 9	Downstream Transportation	16,566	15,077	15,559	11,843	12,137	
Category 11	Use of Sold Products	182,944	241,975	234,579	199,302	182,413	
Category 12	End-of-Life of Sold Products	1,379	1,600	1,664	1,509	1,483	
Total Emissions – Scope 3		851,989	1,002,071	1,076,002	953,250	916,566	
Total Emissions – Scope 3 (SBTi)		602,390	713,416	753,423	678,195	632,256	

■ Scope 1 and 2 SBTi relevant ■ Scope 3 SBTi relevant

* Location- and Market-based electricity and district heating emissions corrected due to emission factor updates 2018–2023.

Water and Waste

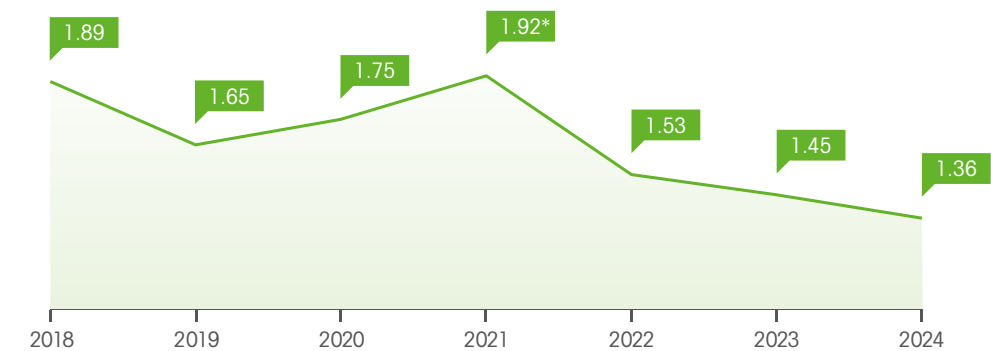
For many years, we have focused on ensuring our operations and products are compliant with environmental and safety regulations and standards. Due to the nature of our business—manufacturing high-quality precision instruments—the production and assembly processes are not water intensive. Water-related risks are evaluated as part of our sustainability materiality assessment and monitored following regulatory requirements applicable to our operations.

In 2020, we undertook a review of the total waste disposed from our operations. As a result, we set ambitious waste management and reduction targets for our operating Units. Specifically, by 2025, we aim to (1) reduce the waste intensity of our operations by 20 percent (compared with 2018) and (2) achieve zero waste to landfill (less than 5 percent of waste to landfill).

Our larger production Units and offices, which represent approximately 90 percent of total waste generated by our Company worldwide, have developed Unit-specific ambitions and targets and have implemented new or updated waste management plans in line with our Group targets.

Total hazardous waste generated on-site is relatively low and managed according to local regulations. We had no significant spills for the reporting year.

Waste Intensity



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

* When excluding a major manufacturing site relocation in 2021, waste intensity was 1.6 tons waste per \$1 million.



Water and Waste		2018	2021	2022	2023	2024
Total Water Withdrawal	m³	238,964	186,263	196,629	203,003	201,110
Hazardous Waste	tons	302	294	287	272	271
Non-Hazardous Waste	tons	5,252	6,773	5,958	5,470	5,240
Recycled	% of total	52	70	61	60	61
Incinerated	% of total	20	17	26	27	28
Landfill	% of total	22	8	9	8	6
Total Waste Disposed	tons	5,554	7,067	6,245	5,742	5,511
Waste Intensity per Net Sales*		1.9	1.9	1.5	1.5	1.4

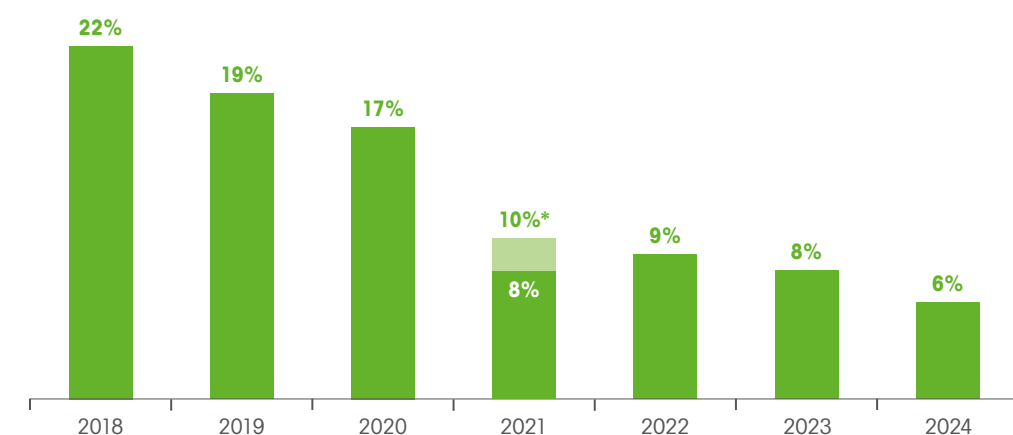
* Tons waste per \$1 million (at 2018 constant currency rates).

We are on track to achieve our waste management and reduction targets by 2025. Our total waste decreased by 4 percent in 2024 compared to the prior year. This trend can be attributed to continuous waste reduction improvements by local operating Units and to lower production volumes. As of 2024, our waste intensity has decreased by 28 percent compared to the 2018 base.

Waste sent to landfill was reduced by 29 percent in 2024 and accounted for 6 percent of total waste. This improvement was driven by further progress with waste management practices in several of our large production facilities in the United States. Our operating Units and offices will continue to reduce waste intensity and work toward achieving our zero waste-to-landfill target by 2025.

Water withdrawal in our operations decreased by 1 percent in 2024. Water withdrawal across our Units in 2024 was 16 percent lower than in 2018, and water intensity (per net sales) of our business declined by 39 percent over the same period.

Percent of Waste to Landfill



* 10% excludes a major manufacturing site relocation in 2021.

Biodiversity

Because our business consists mostly of manufacturing, assembling, distributing, and servicing precision instruments, our operational activities are not deemed to have significant direct on-site impacts on biodiversity due to altering natural land or water ecosystems. However, we recognize the importance of addressing these potential impacts in our supply chain.

We manage the protection of natural resources and biodiversity through our sustainability commitments and actions and by continuing to operate our business in compliance with our Environmental Policy and Ethical, Social, and Quality Standards. Potential impacts in our supply chain are addressed through our Business Partner Code of Conduct at www.mt.com/policies. Our approach is to avoid operating within proximity to protected areas. As such, our direct operational sites are in established industrial areas and business parks.



Our products help reduce food waste in different industries.

Sustainable Products and Services

Support Our Customers’ Sustainability Goals

GreenMT Goals	Targets and KPIs	Status
Emphasize and Expand Sustainable Features	Percent of Business Units regularly retrained on Design for Environment	More than 95% (Units trained in last three years)
	Percent of Business Units introducing products with Design for Environment features	91% (Units with products launched in last three years)
	Sustainable packaging materials: • More than 80% from recycled or certified sustainable sources (by 2025)	78%
	• More than 95% easily recyclable or compostable (by 2025)	90%

Sustainable Development Goals



Company Policies

- Design for Environment Principles
 - GreenMT Environmental Policy
- www.mt.com/policies

METTLER TOLEDO enables customers around the world to ensure the quality of their products, reach compliance with regulatory requirements, and increase productivity and process efficiencies. As a result, customers often benefit from reduced energy and resource consumption, lower emissions, and less waste. Our products and services also allow our customers to advance natural science and medicine and to develop new technologies, materials, and products. Increasingly, our product designs are made with fewer and lower-emission materials and have a higher degree of modularity. Our new designs also strive to lower electricity usage or other resource consumption over the product’s life. In turn, our products and services help our customers’ businesses run more sustainably.

Most of our precision instruments, consumables, and related services provide significant sustainability benefits. Through communication, documentation, and training, we raise our customers’ awareness of how our products and services can best contribute to their own sustainability goals.

As part of our product development approach, we draw on scientific insights and novel technical solutions and materials to expand the features and improve the sustainability of our products. Our commitment to science-based targets for the reduction of Scope 3 greenhouse gas emissions (GHG) is an additional motivation to design our products in ways that reduce emissions.

Executive management members are responsible for the strategic development of products and services in their respective Divisions. Our Business Units manage market research and developments relating to their specific products and services. These developments build on insights derived from direct interactions with our customers, as well as exchanges with market experts and our Market Organizations worldwide. Our Business Units also ensure compliance with relevant regulatory requirements. Since 2024, our new JetStream Corporate Program has been guiding and supporting our Business Units in deepening their understanding of customer needs.

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

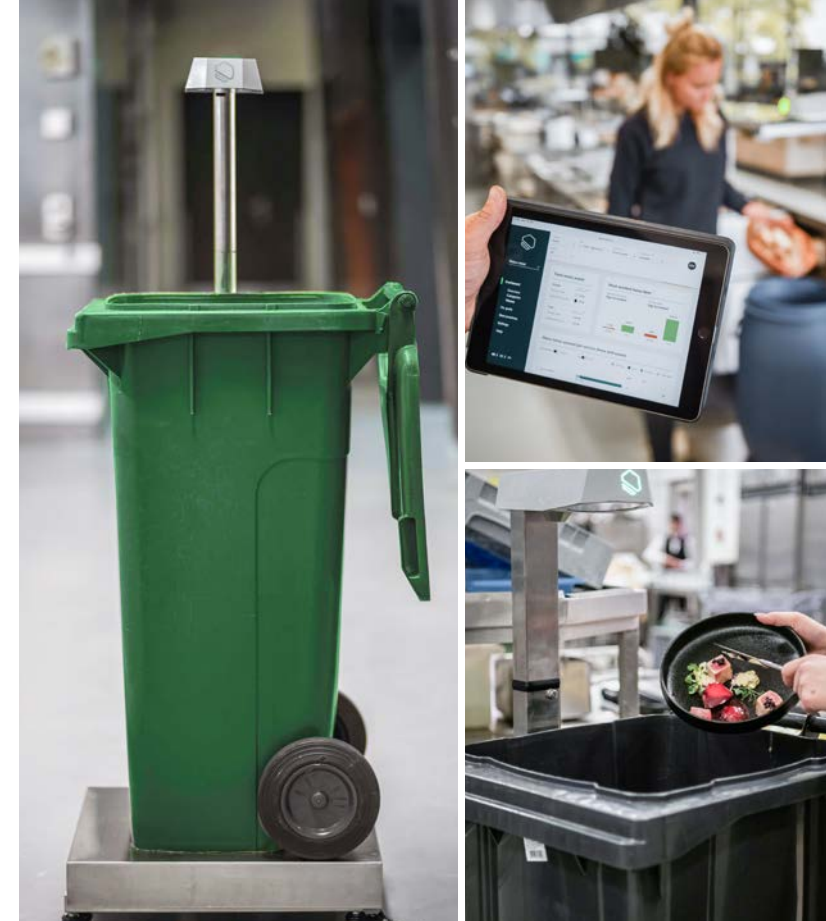
Our products and services contribute to our customers' sustainability by increasing the efficiency and productivity of their processes, improving yield, avoiding waste, and reducing energy consumption.

Our Good Measuring Practices framework is a well-established example of how our products and services help customers to be more sustainable. This framework consists of global standards that customers in any industry and workplace can apply to new and existing measurement instruments from any manufacturer. Good Measuring Practices help customers optimize their measurement processes by choosing the right equipment, installing it correctly, testing and maintaining it regularly, and properly training users. These practices ensure that the instruments provide accurate results over an extended lifetime. Reliable results are a precondition for robust, reproducible, and efficient processes, as well as consistent quality. As a result, customers can improve their sustainability by reducing waste and inefficiencies resulting from out-of-specification parameters and results. We have developed and share Good Measuring Practices with our customers for most of our instrument categories. See www.mt.com/gp for more information.

Our products also help our customers reduce food waste. Our X-ray, metal detection, vision inspection, and checkweighing product inspection solutions help our customers reduce recalls of food, beverage, and pharmaceutical products and avoid false product rejects in manufacturing. Among many other applications, our industrial precision scales are used in innovative solutions to reduce food waste in the food services industry (see box).

Helping Our Customers to Advance Green Technologies

A wide range of our products, including automated titrators, pH meters, thermal analysis instruments, high-precision laboratory and industrial balances, and process analytical sensors, play a crucial role in the research and development, manufacturing, and quality control of green and renewable technologies. These technologies encompass lithium and various other types of batteries, green hydrogen, solar panels, and components for wind turbines. These same products, and our automated reactors and inline spectroscopy solutions, are instrumental in advancing green chemistry, chemical recycling processes, and the development of more sustainable materials.



Food Waste Reduction

Food waste accounts for approximately one-third of all food produced globally and poses a growing problem in the food services industry that requires urgent attention. To help combat this challenge, Swiss start-up Kitro has partnered with METTER TOLEDO to develop an innovative solution aimed at reducing food waste. The solution combines Kitro's AI-based image analysis technology with the precision of METTLER TOLEDO industrial scales. By collecting data at customer sites, Kitro's systems provide actionable insights and tailored recommendations, empowering businesses to take significant steps toward minimizing food waste and fostering more sustainable practices in the industry.

Contributing to a More Circular Economy

We take great pride in our large service organization that supports customers globally every day, both on-site and remotely, ensuring that our products are operational, delivering the specified performance, and compliant with regulations and standard operating procedures. By delivering comprehensive training, maintenance, upgrade, and repair services, we ensure that our high-quality products have longer lifetimes.

We already have some offerings today that are based on circular business models. For some products and locations, we offer customers the ability to purchase or rent refurbished equipment or purchase refurbished parts. We also offer upgrade kits for several of our products (e.g., metal detectors, automated reactors) to extend their useful lifetime.

We are increasingly building standardization, modularity, and upgradability concepts into our products, which will help us expand circular business models in the future. A recent example is our new portfolio of standard- and advanced-level laboratory balances. Unlike the previous generation, these new designs use many more shared parts, including a uniform, rugged steel base across all models, making the new balances much more amenable to remanufacturing concepts, which we have started to assess.

We are also encouraging our Business Units to use recycled materials for our product packaging and for the products themselves (see following pages).



METTLER TOLEDO Service at a Glance

METTLER TOLEDO operates one of the largest service networks in the precision instrument industry. More than 4,000 factory-trained and certified service technicians help our customers worldwide keep their instruments and equipment up and running over an extended lifetime. Our technicians also ensure that customers' instruments operate efficiently, effectively, and in compliance, thereby conserving resources.

In addition, we are working to reduce the environmental impact of our products at the end of their lifecycles. For example, we provide technical information to our customers about proper recycling and disposal and offer to take back products in select markets for recycling. 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.

While these are meaningful steps in the right direction, we and our industry still have a challenging path ahead to adopt truly circular business models on a broad scale.

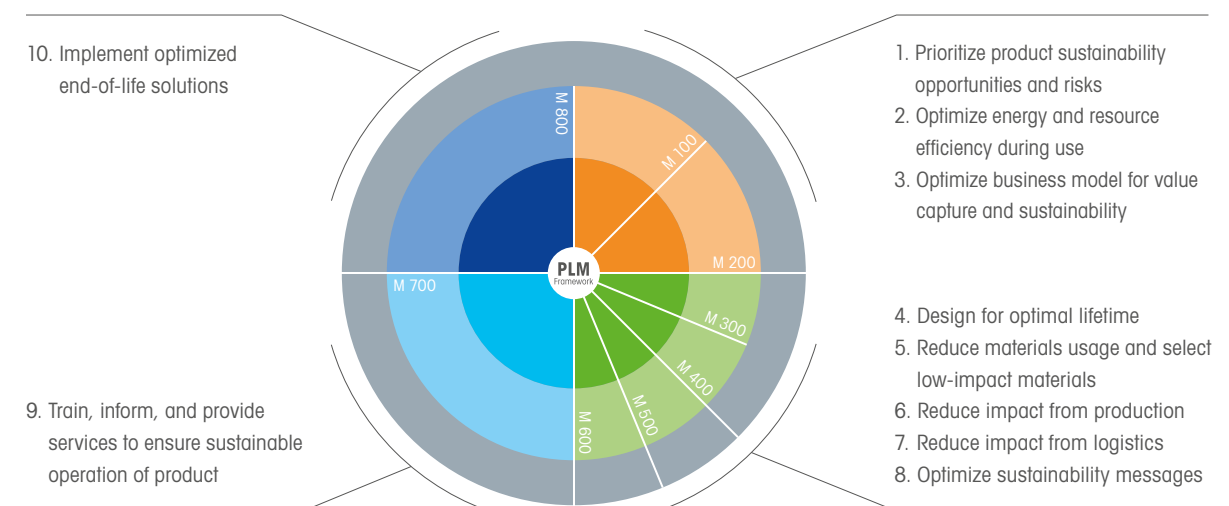
Our Product Lifecycle Management Framework with Design for Environment Principles

Our Design for Environment Principles (DfE) provide guidance for new product development and redesign efforts within our Product Lifecycle Management (PLM) process. We target the full product lifecycle: optimizing the use of materials and energy in manufacturing, reducing energy and resources during use, and mitigating impacts at the end of life. The DfE Principles include many of the key design concepts enabling circularity. These concepts are: circular business models, dematerialization and use of low impact (recycled) materials, modularity, serviceability, repairability, and upgradeability for optimal lifetime and end-of-life solutions. The DfE Principles are consistent with the precautionary approach introduced by the United Nations in Principle 15 of the Rio Declaration on Environment and Development.

We updated the Design for Environment Principles in 2022 and rolled out a series of training events with close to four hundred participants attending so far. Given the multifunctional and global nature of our product development, we invited participants from R&D, product management, quality, and supply chain functions from all our Business Units worldwide.

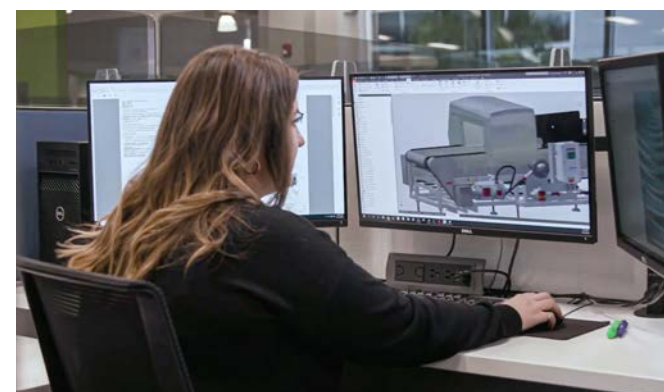
To ensure consistent implementation across our businesses, we made setting specific sustainability targets mandatory for all new product development projects. We have nominated and onboarded DfE Champions in all main product development organizations to promote DfE locally and facilitate regular information exchange across our Business

Design for Environment Principles



Units. In 2024, the DfE Champions participated in several specific initiatives. These included sustainable packaging, low-emission metals sourcing, advancing product energy efficiency, evaluation of life-cycle assessments, and further embedding DfE in our PLM processes. In parallel, our Business Units continued to work on product-specific sustainability improvements following one or several of the DfE Principles. At our headquarters in Switzerland, our procurement team hosted a Supplier Impulse Day, where key suppliers showcased their latest technologies and offerings that align with our DfE goals.

The Design for Environment Principles are an important enabler for reducing our upstream and downstream Scope 3 emissions. With this in mind, we focus our efforts on optimizing material usage, material selection, and reducing the power consumption of our products. In 2024, we continued to investigate opportunities for incorporating low-emission steel and aluminum parts into our products. We expect to launch the first products in 2025.



Value Engineering

Value engineering principles are applied as part of our SternDrive Operational Excellence Program to reduce costs and improve the customer value of our products. The same principles often allow for a significant reduction in the amount of material used for manufacturing designed parts, which helps reduce Scope 3 greenhouse gas emissions. In the example to the left, a 30 percent reduction in material (mainly steel) was achieved compared to the former design.

As part of our SternDrive Operational Excellence Program, many of our Business Units executed value engineering projects for designed metal parts. These projects often resulted in a reduction of the amount of material used in the manufacturing of these parts (see box on page 35), in addition to significant cost savings. Steel and aluminum are major contributors to our Scope 3 emissions, and reducing emissions from these materials will be critical for achieving our science-based targets.

More Sustainable Packaging

We aim to minimize waste and reduce the environmental footprint of our product packaging. We accomplish this by reducing the amount of packaging where practical, by using renewable packaging materials that are easily reusable, recyclable, or compostable—an important contribution toward a more circular economy.

In 2021, we defined two targets to achieve by 2025: (1) to have more than 80 percent of packaging materials by weight come from recycled or certified sustainable sources, and (2) to achieve greater than 95 percent of packaging by weight that is easily reusable, recyclable, or compostable. We aim to reach these targets mainly by moving from virgin plastic packaging materials to materials based on recycled or certified sustainably sourced cardboard or other natural fibers, or by eliminating certain packaging elements entirely. Achieving these targets will also support eventual compliance with the anticipated EU packaging directive.

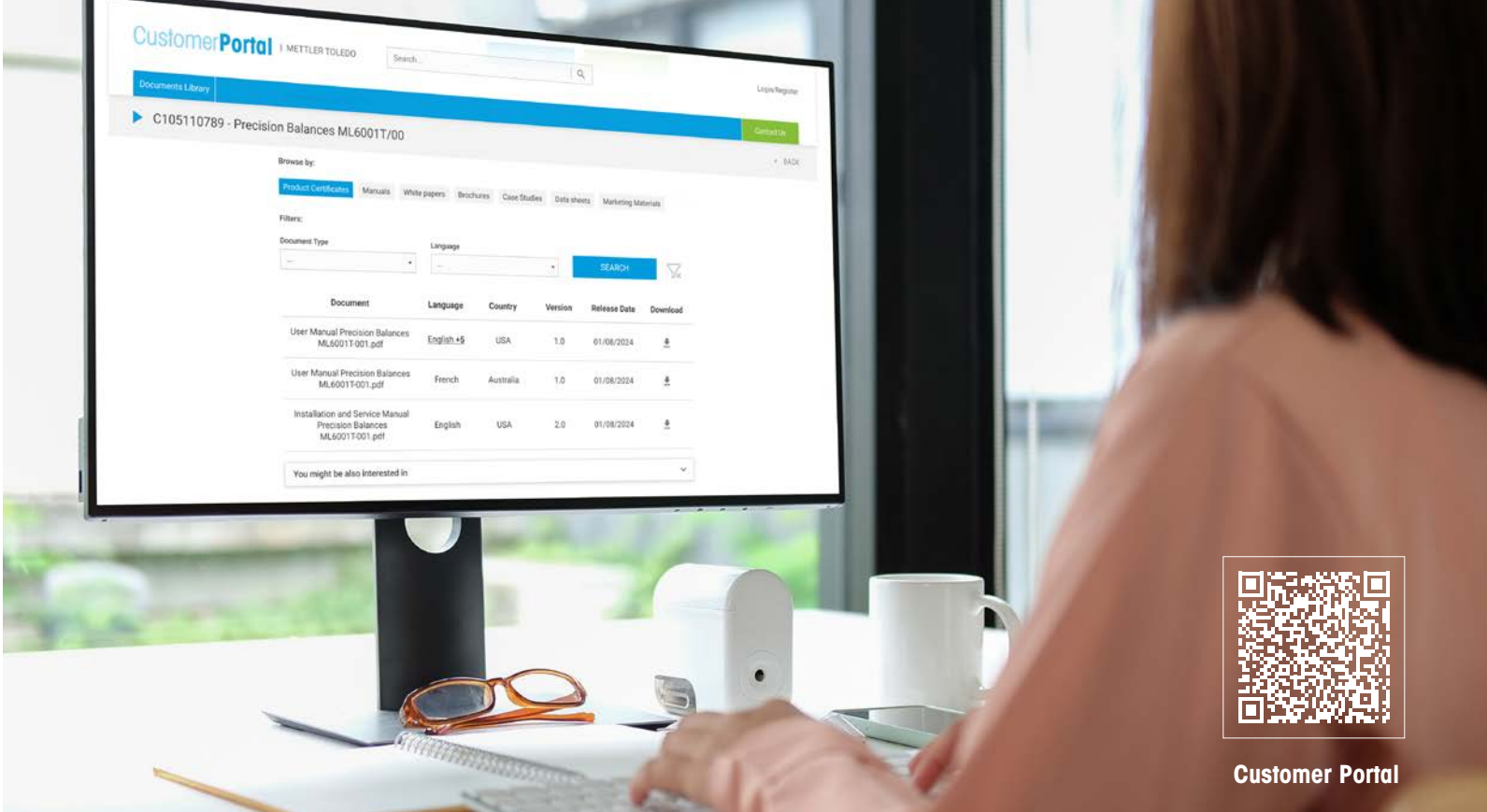
In 2024, we launched a sustainable packaging data dashboard providing full transparency to all our Business Units on where they stand regarding target achievement. The dashboard features detailed information on individual packaging materials and suppliers, and helps Business Units to identify areas of further improvement.

We see good progress across our Business Units, many of which have adopted new innovative packaging concepts that are often both more sustainable and lower cost (see box).



Sustainable Packaging

METTLER TOLEDO strives to use sustainable packaging materials for our products. Many of our Business Units have transitioned from traditional plastic foam-based protective packaging to more sustainable natural fiber-based materials that our customers can easily recycle. The new packaging designs often come with other benefits, such as requiring less warehousing space, offering improved logistics properties, and reducing costs.



As a result, the share of packaging materials from recycled or certified sustainable sources has further increased to 77.5 percent. The share of materials that are easily reusable, recyclable, or compostable reached 90 percent. This is below the reported prior year result of 93 percent; however, this is mainly due to the inclusion of an additional Business Unit for which relevant data was previously unavailable. As we continue to work toward our 2025 targets, we look forward to making further progress in partnership with our packaging suppliers and logistics partners.

Print to Digital

In line with general communications trends, changing customer needs, and regulatory requirements, we continue to shift our marketing materials and product documentation from printed to digital media. This shift reduces the amount of paper and ink consumed, cuts down on emissions from transportation, and eliminates waste. We introduced a formal Company-wide program in 2024 to harmonize and accelerate this transition from print to digital for product documentation leveraging our online Customer Portal. The METTLER TOLEDO Customer Portal offers a state-of-the-art web-based self-service portal for our customers, enabling online procurement, device management, and collaboration. We estimate that the actions taken since 2023 will eliminate more than six million pages of printed materials annually. We aim to largely complete the migration of paper product documentation to digital libraries by 2025.

Innovation, Product Quality, and Compliance

Product development and innovation are central to our Corporate Vision and Values and Business Unit strategies and are a main driver of our long-term competitiveness and growth. More than 1,600 of our colleagues are directly involved in product and application development or engineering at one of our more than 30 R&D sites worldwide. We are proud

of our long-standing leadership in innovation and quality, staying ahead of the increasing speed of changes, and launching many new products annually. We hold more than 5,400 patents and trademarks for a wide variety of technical innovations, building on collaborations with many academic and industrial technology partners.

We are committed to the highest level of product quality and safety. We design, manufacture, and deliver products that are safe to use, conform to performance requirements, and comply with laws and regulatory standards. In 2024, we maintained ISO 9001 Quality Management System certificates with associated external audits at our manufacturing facilities. These certifications are part of the comprehensive quality control programs that we have in place. The programs include extensive testing designed to ensure that we meet or exceed relevant quality and safety standards. In the infrequent instance 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 cases.

We want to ensure that our products enter the market in a responsible and safe manner. With a global approach to product compliance, our policy is to comply with or exceed legal requirements. Within the technical framework of our Design for Compliance approach, we regularly validate that our new products address relevant industry, regulatory, and safety standards. This includes weights and measures, hazardous areas, standard electrical safety (e.g., ATEX, UL), chemicals and hazardous substances (e.g., CE, RoHS, REACH), and good manufacturing practice regulations.

Consequently, there were no significant fines levied against our Company in the reporting period for noncompliance with laws and regulations concerning the provision and use of products and services. There were also no significant incidents of noncompliance with regulations concerning the health and safety impacts of our products and services within the reporting period, and we were not required by regulators to recall any of our products.

When legal approvals are required for products, we follow a defined process with reviews, milestones, and management authorization. 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 to ensure that product labeling and product operation manuals meet or exceed all information requirements. This includes safe operation, material content, safe use and servicing, and end-of-life handling.

We have established continuous improvement programs through certified ISO 14001 Environmental Management Systems in all main manufacturing facilities in Europe and Asia, and our logistics hub in the United States. These sites represent close to 80 percent of Company sales in 2024. Many of our laboratory products have been audited for the ACT label through the My Green Lab Certification program. Due to the nature of our business activities and operations, we are confident that the potential environmental risks in our operations are low. During the reporting period, no significant fines or nonmonetary sanctions were levied against the Company for noncompliance with environmental laws or regulations.



Because our products are precision measurement instruments, they typically do not become the subject of public debates or otherwise raise questions or concerns. We do not manufacture harmful products, nor do our products require clinical trials. Our products also do not generally require animal testing. For a limited portfolio of single-use USP 88 class VI plastics sensors, some customers will require that they undergo animal testing if the materials or components are changed. In these instances, we recommend and offer to our customers alternative in-vitro testing approaches for these products. We only conduct animal testing when those alternatives are not accepted.

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, and we regularly review our marketing materials to ensure that they meet our standards. In 2023, we developed and rolled out Sustainability Marketing Guidelines to help our Business Units reduce the risk of greenwashing and remain compliant with relevant regulations.

There were no significant incidents or fines levied against our Company 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.

Sustainability Features in Selected Products

Our Design for Environment Principles provide guidance for new product development and redesign efforts, targeting the full product lifecycle.

-  Lower power consumption
-  Lower emissions
-  Less material use
-  Circularity
-  Less waste
-  Modular design
-  Fewer hazardous materials
-  More sustainable packaging
-  Less water use



SPE Weighing Module



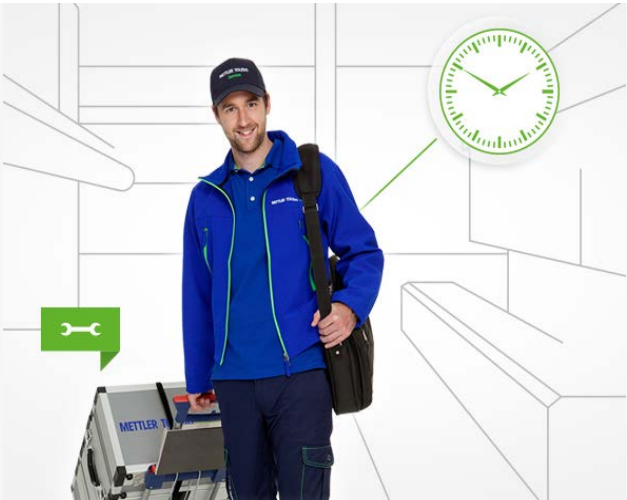
Rainin EarthRack™



Safeline X-ray Generators



RapidCal™ Tank Scale Calibration Kit



Preventive Maintenance Services



C23 Checkweigher



Ingold pH Sensors



KF Titrator EVA



TOC Sensor 6000i



MA6001P Precision Balance

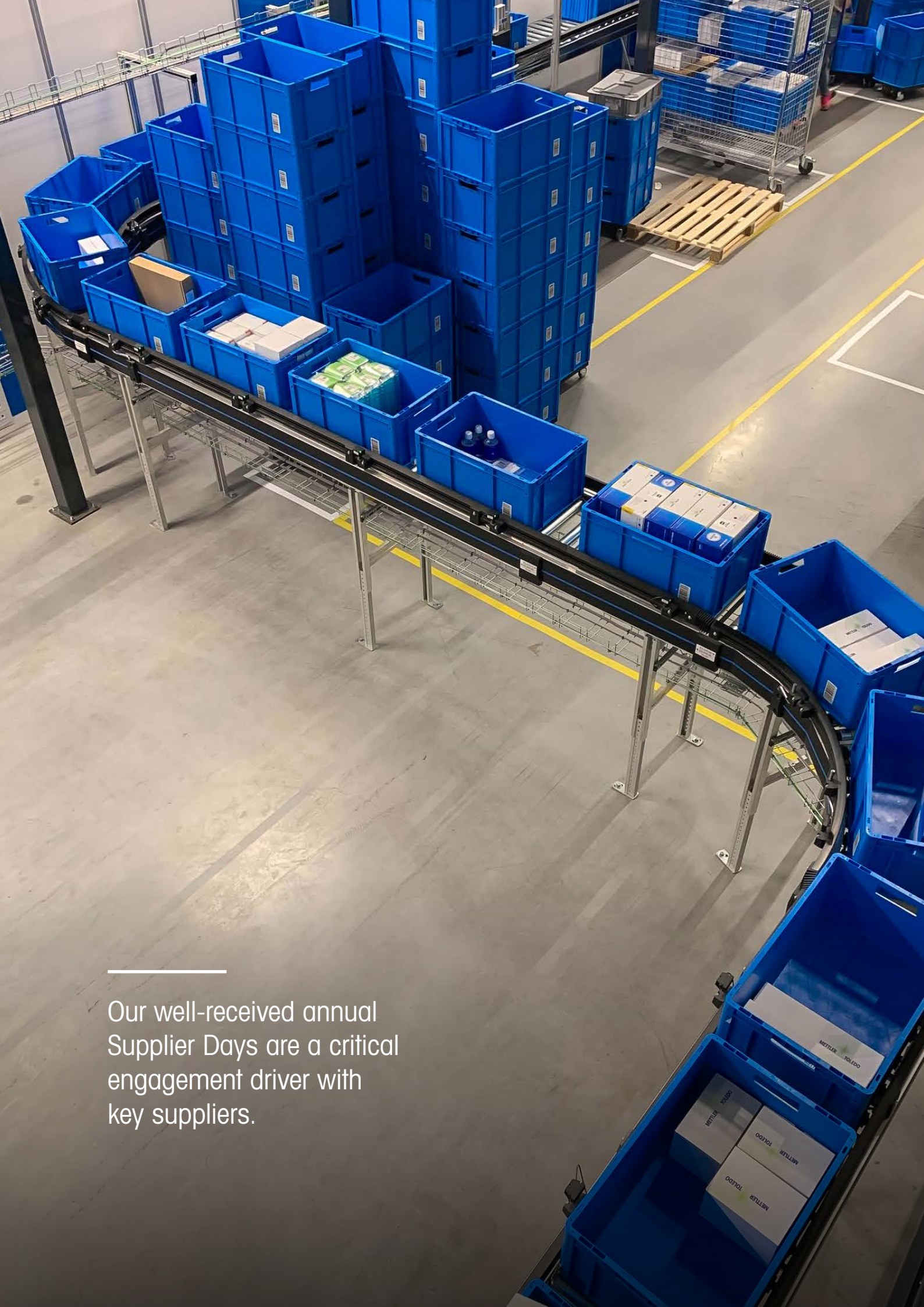


FreshWay Retail Scales



TLD850 Static Parcel Dimensioner





Our well-received annual Supplier Days are a critical engagement driver with key suppliers.

Responsible Supply Chain

Promote Global Best Practices within Our Supply Chain

GreenMT Goals	Targets and KPIs	Status
Leverage Responsible Sourcing Framework	Engage with key suppliers to enhance their sustainability performance	On track
	Perform risk-based due diligence and implement mitigating actions with respect to key suppliers.	On track

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

We aim to continuously improve the sustainability performance of our supply chain. This includes labor practices, human rights, supply chain transparency, and reducing environmental impact.

Our ESG focus encompasses the entire supply chain. This includes the Company as a supplier to our customers and also the many companies that are our suppliers. As the Company works with thousands of suppliers globally, we recognize that this scope represents a unique avenue where we can make a significant impact.

In our own operations, we diligently manage and oversee our compliance program. This program is designed to manage each of our businesses to be consistent with our Code of Conduct and related global best practices. These practices include labor practices, human rights, business ethics, and more. Our Code of Conduct applies to every Unit, and all employees undergo annual training.

Our Responsible Sourcing Framework enables us to positively influence the sustainability efforts of our suppliers. This framework integrates both social and environmental considerations into our sourcing decisions and supplier management processes. Key elements of the framework include our well-established Business Partner Code of Conduct and the Responsible Sourcing Guidelines. The framework covers environmental, business ethics, labor practices, and human rights-related issues and questions. We expect our suppliers to respect their workers’ rights to freedom of association, third-party consultation, and collective bargaining, where provided by law.

In 2024, we continued to implement our Responsible Sourcing Framework. We re-engaged with almost 450 direct material suppliers, representing approximately 65 percent of our global direct spend, to prioritize our social and environmental initiatives. We targeted key suppliers for engagement based on strategic relevance, human rights and environmental risks, and contribution to our Scope 3 emissions.

Supply Chain Overview

Our Head of Supply Chain and IT is an executive management member, reporting to the Chief Executive Officer, and has responsibility and oversight for the entire supply chain. Key focus areas include supplier performance and behavior within our global procurement operations, as well as logistics and trade compliance. Our Head of Supply Chain and IT also oversees SternDrive, our Corporate Operational Excellence Program for continuous improvement efforts within our supply chain, manufacturing, and back-office operations.

SternDrive embraces several of our sustainability goals in close cooperation with the Corporate Sustainability team. It performs annual maturity assessments, including sustainability topics for all our main production facilities. Through its annual GreenMT award, SternDrive promotes and honors projects that achieve both productivity and sustainability improvements.

Our supply chain is globally oriented with an emphasis on quality, efficiency, resilience, and sustainability. It encompasses a high-mix portfolio of high- and low-volume products ranging from lightweight pipette tips to heavy-duty truck scales. Our major production facilities are in China, Switzerland, the United States, Germany, the United Kingdom, and Mexico. We operate three regional logistics hubs located in China, the Netherlands, and the United States.



Local Supplier Engagement

Our China team operates Project Morning Star to enhance relationships with key local suppliers. Among other topics, Morning Star promotes sustainability principles with these suppliers.

Morning Star emphasizes eco-friendly technology, sustainable packaging and logistics, and green materials. In 2024, the project achieved Forest Stewardship Council (FSC) certification for 100% of materials used for two main cardboard packaging categories and solid-wood pallets.

The project team also collaborated with a key fabricated sheet metal supplier to implement an energy management system that achieved annual electricity savings of 150,000 kWh, a 15% reduction in consumption.

We generally manufacture critical components containing proprietary technology in-house. When it is more efficient to work with manufacturing partners, we contract with other producers for certain nonproprietary components.

Our longstanding regional logistics and final-assembly hub strategy positions us to serve our customers better and reduce the overall greenhouse gas emissions of our distribution network.

In 2024, we continued to expand the scope of our regional supply capabilities at facilities in North America and in Europe. These expansions enable us to supply products regionally that were previously shipped from overseas locations, increasing supply chain resilience and efficiency, while further reducing emissions associated with logistics. There were otherwise no substantive changes to our supply chain since the prior report.

Our supply chain supplier base is globally diversified and complex, represented by approximately 3,400 direct materials suppliers. Most of these suppliers are located close to our major production facilities. Among our suppliers, we partner most closely with strategic and preferred suppliers, who represented 44 percent of direct materials spend in 2024. We believe that we can have the biggest impact by focusing our engagement efforts on these groups.

METTLER TOLEDO as a Supplier to Its Customers

We are committed to being a responsible and sustainable partner to our customers. We have publicly committed to prevent slavery and human trafficking and to uphold human rights in the supply chain. As a result, we have adopted formal Company-wide policies that apply to all our global employees. Our commitment to performing with integrity and complying with local laws and international standards—including the International Labour Organization (ILO) Declaration on Fundamental Rights and Principles at Work and the ILO Conventions—guides these policies. Our policies cover a variety of topics. These include prohibitions against the use of forced labor, child labor, and human trafficking. Our policies also protect the rights of our employees to freedom of association and a safe and healthy work environment. All our employees receive annual Code of Conduct training, which addresses many of these topics, and our Units direct additional training and communication with employees on localized policies. For more information, see our Code of Conduct and our Ethical, Social, and Quality Standards at www.mt.com/policies.

In our own production facilities, we primarily employ a highly skilled workforce due to the complexity of our products. Our well-established policies, discussed above, also cover recruiting and human resources practices, including minimum working age, working conditions, wages, and hours worked. For these reasons, we believe that we are not at risk of direct use of child labor, forced labor, or compulsory labor.

We also aim to ensure that our procurement activities are aligned with our sustainability priorities through training. Our Corporate Sustainability team regularly attends and presents

at town hall meetings hosted by our procurement organization. We train our category and regional procurement managers to identify and respond to human trafficking and forced labor red flags.

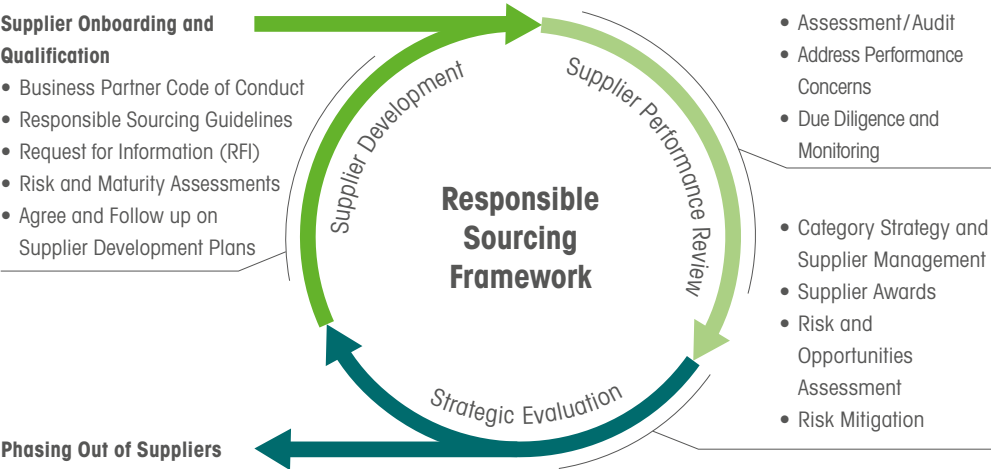
We increasingly rely on various third-party platforms to provide transparency to our customers about our sustainability-related policies and practices. For the past several years, we have received Gold or Silver medal ratings from EcoVadis. Our consistently high rating is an important recognition of our sustainability efforts as a supplier. Further, as a long-time Sedex member, our Company uses the Sedex tools and services to help improve our responsible business practices. For example, we have undertaken Sedex member Ethical Trade Audits (SMETA) at several of our manufacturing facilities.

As we work toward greater supply chain transparency, we aim to better understand the origin of the materials that go into our products. This includes understanding the social and environmental impacts of their sourcing. Accordingly, we take seriously the requirements of various existing and emerging supply chain transparency regulations, including regulations related to responsible minerals, forced labor, child labor, and human trafficking. Furthermore, as a member of the Responsible Minerals Initiative, an initiative of the Responsible Business Alliance, we use its framework as support for our due diligence and reporting on responsible minerals. For more information, see our Conflict Minerals Report at www.mt.com/policies.

See also our Statement on the Environment, Human Rights, and Transparency in the Supply Chain, which the Board of Directors reviews and approves annually, at www.mt.com/policies.

Responsible Sourcing Framework

Our Responsible Sourcing Framework outlines the main elements, tools, and process steps to ensure responsible behavior and promote global best practices within our global supply



chain. The main goals are to: (1) drive human rights and environmental transparency and compliance, and (2) to increase transparency and achieve reduction of greenhouse gas emissions from purchased goods and services that are relevant to our science-based targets.

The Responsible Sourcing Framework builds on our Business Partner Code of Conduct and guides risk-based actions throughout our relationship with our suppliers. These actions include risk assessments, audits and remediation, and regular engagement including our annual Supplier Days.

We continue to implement our Responsible Sourcing Framework. Our focus is on ensuring human rights and environmental compliance throughout our supply chain. Additionally, we aim to reduce Scope 3 emissions in specific high-emissions material categories and encourage our suppliers to use sustainable packaging.

We made further progress implementing our Responsible Sourcing Framework in 2024. The Responsible Sourcing Guidelines, a key element within our Responsible Sourcing Framework, are increasingly shaping our procurement strategies and activities. Initiated in 2022 and implemented in 2023, category managers embedded specific responsible sourcing goals and risks into our procurement category strategies. The Responsible Sourcing Guidelines are now also instrumental to our supplier requalification project, which commenced in 2024. ESG considerations are a fundamental aspect of this initiative, ensuring that our strategic and preferred suppliers adhere to our Business Partner Code of Conduct. This allows us to assess their ESG maturity and reporting readiness and will facilitate more effective engagement with our key suppliers in the future.

Business Partner Code of Conduct

For many years, our Business Partner Code of Conduct has been an integral part of our standard terms and conditions we seek to apply to all our suppliers. It defines standards of business conduct and practices that our business partners, and their partners, must comply with, including 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 for more information.

Starting in 2022, we have been taking additional compliance actions with our key suppliers. These action steps aim to reaffirm our suppliers' explicit commitment to our Business Partner Code of Conduct beyond our standard terms and conditions for suppliers. To date, 68 percent of our strategic and preferred suppliers, covering 68 percent of relevant spending,

have explicitly agreed to our Business Partner Code of Conduct or equivalent principles. We continue to expand this through our supplier requalification project. We will phase out suppliers that continue to refuse to provide an explicit commitment to our Business Partner Code of Conduct or equivalent principles.

We encourage our suppliers to work with their own business partners to ensure that they also meet the principles of our Business Partner Code of Conduct.

Supplier Risk Assessments

As part of our Responsible Sourcing Framework, we deploy a risk-based approach to managing human rights and environmental risks in our supply chain. This approach also aims to improve the sustainability performance of our suppliers. In addition to targeted supplier audits that we have performed for many years, we increasingly rely on various third-party platforms. We use these platforms to help us proactively monitor and investigate potential risks.

In 2024, we again completed a general risk and opportunities assessment of direct materials suppliers. The assessment focused on nearly 450 suppliers, including our strategic and preferred suppliers, as well as suppliers primarily contributing to our Scope 3 emissions. Based on this assessment, we understand that most of our suppliers are not at high risk of child labor, forced labor, or compulsory labor. We have also identified mitigating actions for risks that are present.

We evaluated our suppliers using data from our risk management platform. This evaluation considers geography, and both industry-based environmental and human rights risk factors. Additionally, we assessed their greenhouse gas emission reduction potentials. (Reduction potentials for our main indirect suppliers were mapped previously in 2023.) The results of this assessment are guiding actions to improve performance with suppliers that pose relatively higher risks with respect to environmental and human rights topics, and/or present significant opportunities to advance our GreenMT priorities.



In 2024, we expanded our membership with Sedex, bringing more granular and site-specific supplier data to our risk assessments. We will use Sedex tools and services to work with our suppliers to ensure that they are upholding safe, ethical, and sustainable business practices, helping us to protect the working conditions for people working in our supply chain. As a Sedex member, we will be able to map ESG risks in our supply chain. This will help us identify higher risk suppliers more specifically. We can then request such suppliers to complete additional due diligence actions. These actions include requiring a supplier to complete the Sedex Self-Assessment Questionnaire. If indicated, the supplier must undergo third-party audits and take corrective actions on their social, ethical, or environmental practices.



Supplier Audits

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 engagement. Supplier audits are an additional tool that we use to confirm supplier performance across a broad range of topics, including ESG.

We aim to screen all new and potential suppliers thoroughly with an assessment, which also covers environmental, social, and governance topics, along with various quality-related topics. In addition, ongoing audits for existing suppliers are a major component of our Responsible Sourcing Framework. Our own employees conduct these audits, and they receive regular training. We work with external experts to keep our audit procedures and checklists up to date. In 2023, our auditors attended three half-day workshops, covering topics including ISO 9001, ESG and cybersecurity topics, assessment program and purpose, and assessment planning and execution. Established processes for noncompliance include dialogue, action plans, and termination of the collaboration if there is continued noncompliance.

From an ESG perspective, we focus our recurring audits on strategic and preferred direct suppliers. We aim to ensure that as part of our audit program, we annually assess the ESG performance of suppliers with significant spend and the highest environmental or human rights risk. This assessment is conducted unless they have demonstrated documented processes and measures to adequately mitigate those risks.

As part of our audit program in 2024, we audited a total of 101 suppliers, who together represent approximately 12 percent of our spending with strategic and preferred suppliers. All of our suppliers meeting our spend and risk thresholds were audited in 2024 or in Q1 2025 or have documented processes to mitigate identified risks. In 2024, we did not identify any of our audited suppliers as needing significant corrective actions to address negative environmental, social, or governance impacts.

Going forward, we will use our expanded Sedex membership to complement our audit program with audits entirely focused on labor, health and safety, environmental performance, and ethics, as needed. Independent third-party auditors will perform these audits. Leveraging the Sedex network of qualified, independent auditors, we will use SMETA audits to understand and make improvements to working conditions and environmental performance in our supply chain. Through the SMETA audits, we will define corrective action plans for our supplier sites. This will help improve performance in these areas and further protect workers from unsafe conditions, overwork, discrimination, low pay, and forced labor.

Supplier Engagement

We operate a comprehensive supplier engagement program focused on our strategic and preferred direct materials suppliers and with other suppliers with the highest greenhouse gas emission reduction potentials. Through our engagements, we aim to achieve our supply chain-related goals of (1) driving human rights and environmental transparency and compliance, and (2) increasing transparency and achieving reduction of greenhouse gas emissions.

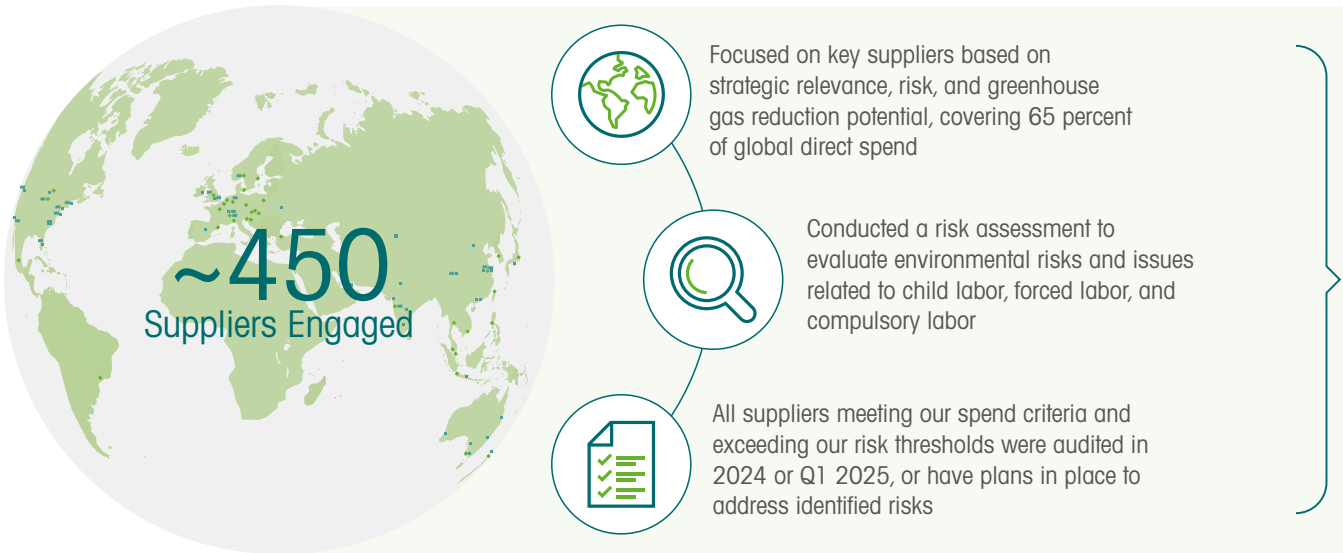
We invite key suppliers annually to in-person Supplier Days in Europe, China, and North America involving presentations, workshops, and best-practice sharing. In 2024, we held concurrent Supplier Days in all three regions, with more than 220 attendees representing more than 100 suppliers joining the events.

At these Supplier Days, we communicated to our suppliers the increasing importance of ESG priorities in our purchasing decisions. The suppliers participated in a well-received hands-on workshop exploring the need for greater supply chain transparency and due diligence to mitigate supply chain risks and drive compliance. We aim to expand this program in 2025. As in previous years, the 2024 Supplier Days included recognizing suppliers for making significant contributions to our sustainability goals with sustainability awards.

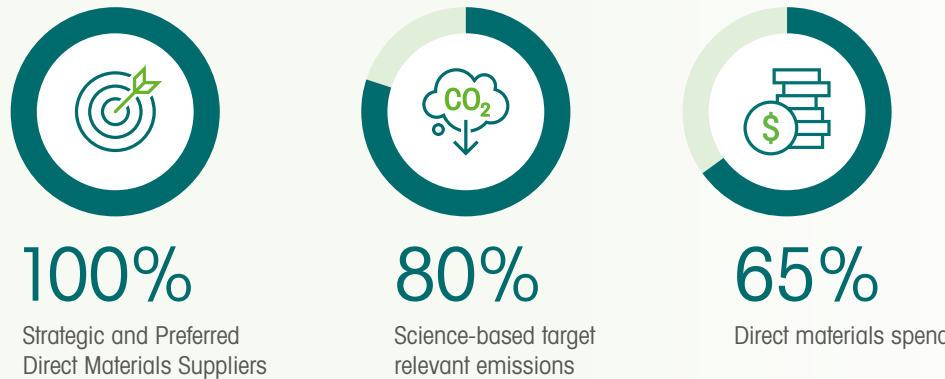
In 2024, we again completed a direct supplier engagement campaign, designed to further reinforce our expectations regarding ESG and conduct. This campaign targeted strategic and preferred suppliers, as well as our suppliers with the highest greenhouse gas emissions reduction potentials. Our 2024 engagement campaign was also an important step toward building a foundation to further expand our Sedex partnership in 2025.

We engage with our suppliers also on a more technical level with the goal to advance the sustainability of our products and packaging (see the discussion of Supplier Impulse Day on page 35).

ESG Expectations Communicated to Our Suppliers



Coverage of 2024 Supplier Engagement Campaign





At METTLER TOLEDO, our team-building activities strengthen our One Team performance and promote a healthier, more connected workforce.

Engaged Employees

Attract, Develop, and Retain the Best Employees

GreenMT Goals	Targets and KPIs	Status
Leverage and Continue to Improve	Continuous training and education	Average of 13.4 hours of training per employee*
Employment Conditions	Voluntary turnover <10%	6.5%
Inclusive Workplace	Cultivate an inclusive workplace for all employees	On track
Employee Safety	Occupational health KPIs	All safety KPIs at or below five-year average

Sustainable Development Goals



Company Policies

- Code of Conduct
 - Equal Employment Opportunity
 - Diversity and Inclusion Policy
 - Statement on the Environment, Human Rights, and Transparency in the Supply Chain
- www.mt.com/careers

* Only training logged in our online Learning Management System.

As a highly successful organization, our many strengths position us well for the future. These strengths, of course, include our valued employees, who make a difference each day. We are proud of our corporate culture and of our employees’ continued dedication and drive. Together as One Team, we are committed to delivering value and an exceptional customer experience. Our achievements speak to the strength of our Company and to the quality of our employees.

METTLER TOLEDO is committed to providing an attractive workplace experience for our employees. We support this by focusing on three strategic goals: (1) continually improving our employment conditions and high-performance culture, (2) continuing to cultivate an inclusive workplace, and (3) fostering an ever-safer and healthy workplace for all employees.

We know that engaged employees are the foundation of our success, which is why we are committed to attracting, developing, and retaining our best employees and talent.

To support the above strategic goals, we recently launched a global initiative aimed to enhance both the employee experience and our inclusive, high-performance culture.

One Team Many Passions



By prioritizing servant leadership, mentorship, high collaboration, and a robust employer brand, we create opportunities for personal, professional, and organizational growth. The Head of Human Resources has responsibility for the implementation and execution of our Human Resources (HR) programs, processes, and systems. Our individual Business Units manage relevant HR initiatives in their local organizations. One of our Division Heads, reporting to the CEO, oversees employee safety. The Board of Directors receives periodic updates from management on the Company's safety performance.

The Power of Purpose

In 2023, we introduced a new METTLER TOLEDO Purpose Statement. Along with the refreshed Employer Brand, these elements build on our long-established Corporate Vision and Values and track record of contributing positively to society and the environment.

Our Purpose Statement helps to promote our corporate identity and culture. In addition, our Purpose Statement strengthens employee engagement and retention by fostering an emotional connection with our Company and our activities.

Purpose Statement

As One Team, we innovate amazing solutions that deliver sustainable value and empower our stakeholders worldwide to make new developments, enhance productivity, and improve quality. Together we are building a better, healthier, and safer tomorrow.

Our Purpose Statement also helps ensure that our actions are consistent with our core values and beliefs, along with our ongoing aspiration to deliver sustainable value to our stakeholders.

In this report, we provide many examples of how METTLER TOLEDO strives to build a better, healthier, and safer tomorrow with our products and services (see chapter "Sustainable Products and Services"), our management of operations (see chapter "Efficient Use of Resources"), our supply chain (see chapter "Responsible Supply Chain"), and our organization (see current chapter "Engaged Employees" and chapter "Good Corporate Governance"). We are proud of our progress and remain focused on achieving even more.

Employer Brand

Our refreshed Employer Brand is based on three pillars—Innovation That Inspires, Striving for Excellence, and A World of Opportunities. They not only represent who we are as an organization and what we stand for, but also further strengthen a nurturing culture that enables engagement and growth for our employees. The pillars were identified through an extensive survey with more than 5,000 METTLER TOLEDO employees worldwide.

Our Employer Brand initiatives and activities are designed to engage employees globally and attract top talent. We successfully completed a global internal launch of our Brand Ambassadors program, empowering employees to share their unique stories and experiences at the local level.

To enhance this effort, we held special sessions to help our leaders understand how to effectively promote the Employer Brand with their teams. In a recent Employer Brand leadership survey, a significant majority of respondents—76 percent—viewed the local employer branding rollout as successful and believed the Employer Brand messages resonated well with employees.

We also conducted worldwide training sessions and workshops to ensure that all employees have an opportunity to learn about our Purpose and engage with our Values.

Our Employer Brand Corner on our corporate intranet serves as a hub for showcasing our values and culture, providing resources that can be used both internally and with potential candidates.

We also launched a new intranet news section, "One Team, Many Passions." This internal editorial feature highlights the diverse interests and backgrounds of our employees while reinforcing our commitment to a vibrant and inclusive workplace. Together, these activities strengthen our brand and highlight just some of the reasons that make us a great place to work.





Code of Conduct, Corporate Vision and Values

Our strength is anchored in the METTLER TOLEDO Code of Conduct, which includes our principles of integrity and respect for each other. Together with our Corporate Vision and Values, they guide us to do the right thing for all our stakeholders. In this way, our business is enhanced and more sustainable, and our reputation is protected.

The Code of Conduct also guides employees in identifying and helping to solve various legal and ethical questions. It includes contact details and information on various internal and external channels—such as hotlines, the Ombudsman, access to Internal Audit, and the Board of Directors—where individuals can seek guidance and report concerns. Employees and third parties can utilize these mechanisms confidentially or anonymously, without fear of retaliation. These reporting channels are available worldwide, and employees are required to report violations or suspected violations of our Code of Conduct. We are committed to addressing misconduct and ethical risk; each report receives thorough follow-up and attention.

We deliver mandatory Code of Conduct training to all our employees on an annual basis. To further strengthen engagement, we will roll out an enhanced training in 2025, which will feature a more comprehensive and seamless learning experience.

The importance of our employees is reflected in our Corporate Vision by the elements “One Team” and “You make the difference ... *precisely*.” METTLER TOLEDO is constantly striving to provide value to our customers globally. We can only achieve this by working together with our fellow employees worldwide as One Team. At the same time, we encourage and rely on individual employees’ original thinking and their drive to solve challenges and create innovations.

Our Corporate Values support our ESG efforts through commitments to integrity, innovation, quality, continuous improvement, and using resources wisely.

The principles established in our Corporate Vision and Values form the foundation of our Purpose Statement and Employer Brand.

METTLER TOLEDO Corporate Vision

- One Team
- Global Reach
- Amazing Solutions
- You make the difference ... *precisely*

Corporate Values Statements

- 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 resources, time, and money, empowering a sustainable business

We are engaged in continued efforts to further integrate the GreenMT goals into all aspects of our corporate culture, including through CEO communications, employee news, and new employee onboardings.

Our commitment to integrity and innovation is evident in the quality of the products that we produce, the services we provide our customers, and the expectations we set for ourselves—including how we treat employees and the world of opportunities we offer them.

Workforce Inclusion

As a global company comprised of employees representing almost 100 nationalities, we understand varied perspectives and backgrounds of our colleagues are among our greatest strengths. We recognize the importance of inclusion and respect across the Company and believe in treating each other with respect, dignity, and fairness. This is fundamental and is emphasized in our Code of Conduct and other policies. We believe that an inclusive work environment has a positive impact on employee satisfaction and engagement, increases team performance across our global workforce, and makes our Company an attractive employer in the competitive recruiting market for top talent.

Our policies prohibit unlawful discrimination based on race, color, creed, sex, gender, and other factors. We have a comprehensive and global Equal Employment Opportunity Policy. We periodically run gender pay-gap analysis surveys in several Business Units in various countries. The surveys have confirmed no statistically relevant differences and full compliance with local laws.

We base our employment decisions on valid business reasons, such as qualifications, talents, and achievements, and comply with local and national employment laws. We select job candidates most likely to help the Company achieve all its goals. We are committed to providing a work environment that is free of unlawful discrimination and harassment.

Our global workforce is largely a reflection of the approximately 40 countries in which we have a direct presence. Women make up approximately 36 percent of our employees and hold 29 percent of management positions. This reflects a 5 percentage point increase in the representation of women in management roles since 2018.

Our workplace values are supported by regular training, targeted communications, and discussions at all management levels. They are reflected in our processes for recruiting, internal talent development, and performance management.

Our commitment to inclusion across our global workforce is reflected in several initiatives that we have implemented. After a successful multiregional pilot, we rolled out an inclusive workplace program globally. This program is designed to help our leaders develop behaviors that foster inclusivity and respect in the workplace, benefitting working relationships, team interactions, engagement, and performance.

Since 2021, our organization in China has received annual recognition for its inclusive best practices. In 2024, we were also recognized as an employer of choice by meeting the rigorous criteria for two additional awards—the Top Employer award from the Netherlands-based Top Employers Institute and a prestigious ESG Award from HuXiu, a prominent

technology and business information platform in China. These awards speak to our commitment to both inclusion and creating and supporting a positive working environment and culture.

Inclusive workplace goals are included in the executive management performance targets as part of the cash bonus incentive. More details can be found in our most recent proxy statement at www.mt.com/proxyonline.

Workplace Protections for Employees

We have established an open-door policy and a complaint resolution process within each of our Business Units. We carefully and fully investigate all allegations of unlawful discrimination and hold employees accountable, up to and including possible termination, for violations of our policies.

In our own production facilities, we primarily employ a highly skilled workforce due to the complexity of our products. We also have well-established recruiting and human resources policies and practices in place, covering topics including minimum working age, working conditions, wages, and hours worked. Further, we have undertaken Sedex Members Ethical Trade Audits (SMETA) at several of our manufacturing facilities. For these reasons, we believe that we are not at risk of direct use of child labor, forced labor, or compulsory labor. In the few countries where we employ minors in apprenticeship programs or “summer jobs,” we strictly follow local protective regulations particular to this age group. An updated Statement on the Environment, Human Rights, and Transparency in the Supply Chain, approved by our Board in February 2025, further supports our commitment to performing risk-based due diligence to ensure compliance.

We handle grievances regarding labor-related issues through the employee’s line manager and HR. Confidential reporting of any concerns can be made by contacting the Company’s Ombudsman or calling an externally hosted, third-party hotline. 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 employee interests. The HR department oversees cooperation with the regional, functional, and business management teams. In 2024, approximately 9,600* employees worldwide were covered by collective bargaining agreements, or another arrangement organized to represent employee interests.

In addition to the above policies and actions, we prioritize the health and safety of our employees (see section “Occupational Health and Safety” below).

* Increase compared to prior year mainly related to more harmonized classification of employee representations in line with ILO definitions.



Our One Team Spirit

At METTLER TOLEDO, our team-building and appreciation activities foster a more fulfilled and connected workforce by celebrating our success and the talents of our global team.



Workforce Demographics

Our workforce growth over the years is mostly organic, supported by low turnover, long employee tenure, and our capability to attract new talent. We are particularly pleased by the significantly lower voluntary turnover in 2024 (6.5 percent) compared to the prior year (7.4 percent), despite continued tight labor markets in many geographies. When adding employees through acquisitions, we have a record of successfully integrating new team members into our workplace culture.

Our workforce (FTE) numbered 17,300 at the end of 2024, which is unchanged from the previous year. This includes 16,000 employees and 1,300 temporary personnel. Of these, 6,200 are in Europe, 4,800 are in the Americas, and 6,300 are in Asia and other countries.

Most of our employees in North America and China are full-time employees, in line with local practices in these regions. According to local practices in many European countries, we have a greater percentage of part-time employees in this region.

Additional workforce demographic information is shown, rounded, in the below tables. The US Employer Information Report (EEO-1) is available on our corporate website.

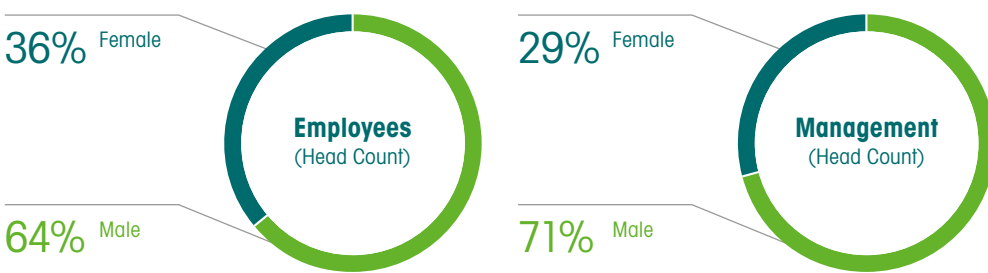
Workforce Data 2024 (Head Count)

Employment Type	Female	Male	Americas	Europe	Asia/Others
Permanent	5,600	10,800	4,000	6,200	6,200
Temporary	700	500	800	200	200

Permanent and Temporary Employees	<30 Years	30–50 Years	>50 Years
Hires	1,200	1,100	100
Departures	900	1,300	500

Permanent and Temporary Employees	Female	Male
Hires	1,100	1,300
Departures	1,200	1,500

Workforce and Gender 2024 (Head Count)



Employment Type (Head Count)	Female	Male
Full Time	5,900	11,000
Part Time	400	300

Talent Attraction

We understand the importance of attracting and retaining top talent and therefore are committed to Empowering a World of Opportunities. This includes supporting professional growth and employee well-being, and creating innovative ways to reach employees globally. Several recent awards affirm the positive impact of our efforts:

- Our European and North American Talent Acquisition Teams each received 2024 Global Candidate Experience Awards from the ERE Media and the CandE Benchmark Research Program. The award is based on job candidates’ satisfaction surveys and recognizes excellence related to user experience of digital recruiting platforms, the speed of recruiting processes, the quality of interaction with the recruiting team, and impressions of the messages shared regarding company culture.
- In recognition of our commitment to employee well-being, our Shared Business Center organization in Poland received a Mental Health at Work Certification. Additionally, for several years, our locations in Switzerland have received an equal pay certification, underscoring our dedication to fair compensation practices.
- Our US Learning and Development team was recognized for its innovative approach to help meet the learning and development needs of our employees, receiving the Brandon Hall Group™ Bronze Award for Best Use of a Blended Learning Program for our Hybrid MST (Management Skills Training).

Related, several of our Business Units have received employer awards, including our Business Units in India¹, Japan², and Denmark³, (Great Place to Work® Certification™ by Great Place to Work) and China (Top Employers Institute Certification)⁴. Both are respected external ratings organizations on workplace culture. These certifications and awards recognize high scores for the categories of support from management, fair treatment, trustworthiness, and integrity.

We believe that a positive workplace culture is essential to attract and retain top talent, and we are committed to continuing our efforts to create a great workplace environment for our employees.

We engage our globally distributed workforce with locally designed and market-competitive programs related to compensation, benefits (e.g., health care coverage), and workplace policies. In each case, these programs are consistent with our global commitments outlined in our Ethical, Social, and Quality Standards available at www.mt.com/policies, covering workforce-related health and safety, human rights, antidiscrimination and harassment, and labor law compliance. Our commitments are guided by international standards, including the International Labour Organization (ILO) Declaration on Fundamental Rights and Principles at Work and the ILO Conventions. Local policies and local application are additionally guided by local laws and market conditions. We also operate a number of globally standardized benefit programs including management-level bonus programs and a Restricted Stock Unit plan. Wherever possible, we offer colleagues a hybrid work model and flexible working hours to help facilitate work-life balance.

Developing and Retaining Employees

As part of our culture of continuous improvement, we invest in our employees’ personal and career growth.

We have numerous local and regional programs around the world to help us develop our employees. These include programs targeted to initial career professionals to accelerate their development and drive engagement. For example, our initial career experience programs in the United States and Europe offer rotating assignments across functions, such as sales, marketing, engineering, and finance. Our MOVE program provides rotational, international leadership experience to early-in-career individuals. Our Development Academy in Poland is a unique training program dedicated to supporting and nurturing the skills of employees with outstanding performance and high potential. Since the program’s launch in September 2016, we have awarded a total of 143 diplomas.

We want to offer a world of opportunities to ensure that our workforce remains competitive in a global environment. We operate an internal careers portal and place great emphasis on training and developing our employees across all levels and regions. We have a harmonized

¹ Awarded for March 2023 to March 2024 and March 2024 to March 2025.

² Awarded in late 2024 for 2025.

³ Awarded in 2022.

⁴ Awarded in 2024.



Health and Well-Being

Off-site sporting events and on-site well-being activities support our employees’ mental and physical health.



Global Performance Management (GPM) process and system, which we believe drives the engagement, productivity, and effectiveness of our employees.

We have designed our Global Performance Management process to help ensure that individual development aspirations align with our Values and with our Company and Business Unit strategy implementation. Employee performance reviews include a harmonized set of competencies based on our Corporate Values Statements for nonmanagerial employees and on our Leadership Competencies for managers. We aim for all employees to receive an annual performance review, which includes suggestions for continuous improvement and ongoing career development. By strengthening employees on an individual level, we ensure that we are striving for excellence as a Company as well.

Our employees have access to learning resources including our online Learning Management System (LMS), which is available on demand. Classroom training is available in many of our global locations, and a significant amount of training is offered online. Internal experts and senior leaders facilitate our in-person training.

During 2024, approximately 93 percent of our employees completed one or more training courses, spending an average of 13.4 hours of training per employee, a slight decrease compared to the prior year. The total number of completed training sessions was almost 212,500 sessions.

Middle management helps to reinforce and shape our culture across the Company. Every year, we train approximately 60 to 80 of these leaders in our comprehensive, nine-day METTLER TOLEDO Management Seminar. As of the end of 2024, more than 850 employees have completed this seminar since the program’s inception.

At METTLER TOLEDO, we are committed to fostering an enriching work environment that empowers our employees to engage in meaningful experiences both personally and professionally. The following events in 2024 are some of the ways we create a positive environment, engage employees, and help retain our valued global workforce.

- The 2024 “BM4W” (Bike Month for Work) initiative in China promoted cycling for a healthier lifestyle, resulting in participants logging more than 9,000 kilometers (5,592 miles) in just one month, highlighting the collective commitment to reducing carbon emissions.
- During a special Impact Day, employees in Poland learned valuable practices for well-being and mental health, including healthy eating and stress management.
- The fourth Women in Tech Forum was held in December 2024 in Shanghai, China, in collaboration with the local community and government. This event brought together men and women from various companies across China to discuss women’s roles and opportunities in the workplace. Approximately 100 people attended, including many from METTLER TOLEDO.
- Appreciation events acknowledge employees as they achieve various milestones. For instance, each quarter in Columbus, Ohio, employees celebrating their work anniversaries are honored with a special breakfast.

We conduct periodic employee surveys locally with most of our employees to confirm our efforts are effective and to drive continuous improvement.

In 2024, our voluntary turnover rate was 6.5 percent, in line with our target of less than 9 percent. In the past years’ shifting job markets, we are proud of our high retention rate and our adaptability to changing expectations for employers.



Community Engagement

Opportunities for community involvement promote collaboration among employees and strengthen our One Team spirit.



Community Engagement

Community engagement and charitable work are part of our social responsibility. We believe in being responsible members of the communities in which we operate, and our local Business Units engage with their respective communities in various ways. Many of our employees live close to their workplaces, which enables us to be more closely involved in and sensitive to local communities.

Examples of regular community engagement range from year-end charity campaigns (Switzerland), bake sale events to support foster children (Poland), tree planting activities (several Business Units), litter-cleaning activities (several Business Units), charity runs (several Business Units), toy drives and charity fundraisers (United States), and other community activities.

Occupational Health and Safety

We are invested in the well-being of our employees. In many Business Units, we provide various health insurance coverage options for employees. Many of our Business Units also offer employee health programs, such as fitness activities, regular health checks, and employee assistance programs.

We remain committed to fostering an ever-safer work environment. We continuously work to minimize the negative impacts of any incidents and have set a goal of keeping our current year health and safety key performance indicators (TRIR, DART, SR) at or below the average of the previous five years. We annually review each Business Unit’s performance and work with them to continue to focus on employee safety through targeted actions relevant to the type of operation. In addition to the tracking of standard health and safety KPIs for all our Business Units globally, our main production facilities undergo an annual maturity assessment, including safety, as part of our SternDrive Corporate Operational Excellence Program.

We have local safety programs and training in place at all relevant Business Units. In addition, select locations have implemented a certified work safety management system (ISO 45001 or comparable local standard). Our Business Unit managers continuously monitor their safety metrics, and our executive management team regularly reviews these metrics. We strive to make continued improvements through our existing preventive risk management programs, best practice sharing, and safety awareness campaigns throughout the organization.



— Average value over the previous five years (2019–2023).
* Figures in each case represent number of incidents per 200,000 working hours.
** Covering period January through September only.

We Set the Stage
You Engage



Health and Safety Performance 2024

In 2024, we implemented additional efforts including Company-wide communication by our CEO to continue to enhance awareness of safety risks and measures. We partially attribute the general improvement of our health and safety KPIs compared to levels during the previous five years to these activities.

We observed no occupational injury-related fatalities and, compared to 2023, a reduction in total recordable cases (TRIR) and a significant reduction of lost hours (SR), but a slight increase in cases causing days of absence or work restrictions (DART).

The predominant safety incidents that we see at our Business Units are bruises and minor cuts from the handling of tools or sharp objects, strains from moving heavy objects, and injuries from tripping while walking or using stairs. Severe workplace accidents are rare. In the past five years, unfortunately, there has been one employee fatality from an occupational incident related to a motor vehicle accident. Detailed incident rates are shown below.

Detailed Incident Rates 2019–2024

Occupational Health and Safety	2019	2020	2021	2022	2023	2024
Total Number of Workforce	16,200	16,500	17,800	18,000	17,300	17,300
Total Recordable Cases	195	119	170	171	199	186
Total Recordable Injury Rate (TRIR)	1.4	0.8	1.2	1.1	1.2	1.1
Days Away, Restricted, Transfer Rate (DART)	0.9	0.5	0.8	0.6	0.6	0.7
Occupational Injury Severity Rate (SR)	24.7	10.7	16.0	14.7	18.1	12.9
Occupational Fatalities	0	0	0	1	0	0



We disclose emissions data and related energy consumption with external assurance.

Good Corporate Governance

Champion Good Governance Practices

GreenMT Goals	Targets and KPIs	Status
Good Corporate Governance	Compliance with Commonsense Principles of Corporate Governance	No significant governance concerns were raised
	Maintain a diverse array of skills, experiences, perspectives, and other backgrounds on the Board of Directors	37.5% women and 12.5% racial/ethnic diversity, and five national origins represented on the Board, with cybersecurity expertise and other critical skills represented*
Disclosure on GreenMT Progress	Achieve consistently good ratings with select external rating agencies	First or second decile ranking with many leading rating organizations
Strategy and Disclosure Alignment	Alignment with GRI, TCFD, SASB, and UN SDGs	CRR published annually, with external assurance of emissions data and cross-referencing to relevant frameworks
Sustainable Development Goals   		Company Policies • Code of Conduct • Corporate Governance Guidelines • Political Participation Policy www.mt.com/policies

* Nominated at 2025 Annual Meeting of Shareholders.

We recognize that strong corporate governance and transparent reporting are key drivers of long-term sustainability. The ongoing attention of the Board of Directors and executive management to governance topics has enabled the successful, continual improvement of the Company’s governance profile and the avoidance of significant noncompliance issues. The Company is committed to being a champion of good governance practices.

Historically, including in 2024, we have three governance priorities: (1) ensuring compliance with relevant regulations, (2) providing meaningful disclosure on our activities and progress, and (3) aligning our strategy and disclosure practices with the third-party standards, goals, and frameworks that are most relevant to our business and are of the greatest interest to our stakeholders. We enhance our good governance by continually aligning internal strategies with our GreenMT program and ESG priorities.

Since 2022, the Board of Directors has aligned the cash incentives of executive management with the main GreenMT sustainability goals through quantitative and qualitative performance targets as part of the cash bonus incentive. These targets were updated and reconfirmed in 2024 by our Board of Directors and Compensation Committee. Additional details can be found in our most recent proxy statement at www.mt.com/investors.

Structure and Oversight

The full Board of Directors oversees the Company’s management of our ESG programs, including GreenMT and our Ethics and Compliance Program. Typically, executive management updates the Board on each of these programs at least annually, or more frequently as necessary, including reviews of strategy, goals, and performance. These Board updates include evaluation of the Company’s performance on relevant ESG topics. In 2024 specifically, the Board (including each Board committee, as applicable) and executive management discussed various relevant ESG topics at each quarterly Board meeting. Topics included new goals and progress toward existing targets, emerging global regulatory requirements, cybersecurity, employee topics, and the performance of our GreenMT and Ethics and Compliance Programs.

The Audit Committee oversees the Company’s enterprise risk management process, which includes topics such as climate-related risks and opportunities, as well as cybersecurity. With respect to climate-related risks, the enterprise risk assessment includes results from scenario analysis related to physical risks and transition risks. The Audit Committee reviews the results of the enterprise risk assessment report in detail and, on an annual basis, reports on its review to the full Board of Directors.

The Chief Executive Officer oversees the GreenMT Program, including review of the Corporate Responsibility Report (CRR), with day-to-day responsibility for GreenMT held by the Head of Sustainability, who reports directly to the Chief Executive Officer. In addition, the Corporate Sustainability team works directly with the Head of Sustainability to manage the GreenMT goals. Our Chief Legal Officer oversees public company governance topics and the Company’s Ethics and Compliance Program, while the Group Compliance Director is responsible for the daily operation of the Ethics and Compliance Program worldwide. Our Chief Financial Officer oversees our enterprise risk management process. Since 2022, in light of increasingly complex regulatory requirements and in support of good governance practices, our Chief Financial Officer also oversees the reporting and internal validation of Scope 1 and 2 activities and emissions data. Our Head of Supply Chain and IT and our Chief Information Officer, who reports to our Head of Supply Chain and IT, oversee our cybersecurity program.

Each of the Chief Legal Officer, Chief Financial Officer, and Head of Supply Chain and IT report directly to the Chief Executive Officer. All executive management members of the Group Management Committee actively participate in these programs and have performance-based compensation targets related to GreenMT goals.

Board of Directors

As of the 2025 Annual Meeting of Shareholders, the Board of Directors consists of eight directors with broad experience and represent a geographically diverse group from Asia, Europe, and North America. We provide further information about 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/proxyonline for more information and a copy of our current proxy statement.

The Board strives to cultivate 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. In the past year, there were no conflicts identified, and the Board did not approve any waivers of the Code of Conduct with respect to our executive officers or directors. We address additional topics such as the professional backgrounds and experiences of each of our directors and director shareholding in our proxy statement.

Board Composition and Committees

Under relevant rules, all directors are independent, and half of the Board of Directors has been refreshed in recent years. The Company has an independent, nonexecutive Board Chair.

In addition, one director serves as the Lead Director who assists the Board Chair as needed and oversees all meetings of directors at which the Board Chair is not present. Women comprise 37.5 percent of the nominees to our Board of Directors at our 2025 Annual Meeting

Board of Directors			
Audit Committee, Compensation Committee, and Nominating and Corporate Governance Committee			
Chief Executive Officer			
Representative Topics See the associated chapters of this report for more details	Environmental Pillar	Social Pillar	Governance Pillar
	Efficient Use of Resources Keep our operations sustainable over the long-term	Responsible Supply Chain Promote global best practices within our supply chain	Good Corporate Governance Champion good governance practices
	Sustainable Products and Services Support our customers’ sustainability goals	Engaged Employees Attract, develop, and retain the best employees	
Management Team Senior management with direct responsibilities related to ESG matters	Head of Sustainability Heads of Divisions Head of Supply Chain and IT Heads of Market Organizations	Head of Sustainability Head of Human Resources Head of Supply Chain and IT Heads of Divisions Heads of Market Organizations	Head of Sustainability Chief Legal Officer and Corporate Secretary Chief Financial Officer

of Shareholders. The Board has developed a skills and experience competency matrix, which is used to ensure that the Board of Directors is composed of individual directors possessing a diverse array of skills, experiences, expertise, industry knowledge, perspectives, and characteristics. See our current proxy statement for director age, tenure, and additional biographical details.

The Board has three committees: Audit, Compensation, and Nominating and Corporate Governance. All members of each committee are independent directors. We detail the responsibilities of each committee 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 multiple compliance topics, and the Nominating and Corporate Governance Committee oversees governance topics.

Elements of Corporate Governance Leadership

As a US public company, we are subject to some of the strictest corporate governance standards in the world. These include the rules and regulations arising from US 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, management compensation, and succession planning. See www.governanceprinciples.org for a detailed description of the principles.

Our Compliance Program

Our Ethics and Compliance Program contributes significantly to our leadership in good governance. We designed this program and continue to update it according to relevant regulatory guidance, which helps us prevent, detect, and respond to potential violations. We periodically engage independent parties to ensure that our program is well designed. We complete an ethics and compliance risk assessment annually, which directs our activities and guides the strategy of our Ethics and Compliance Program.

The Board of Directors oversees our management of the Ethics and Compliance Program. We describe and reinforce our expectations for all employees in our Code of Conduct, which the Board approved in its current form in February 2025. We deliver mandatory Code of Conduct training to all our employees on an annual basis, and we also reach employees with Code of Conduct messaging through multiple levels of leadership. Employees receive additional training online and in person on individual compliance and Code of Conduct topics throughout the year. Code of Conduct implementation is part of our internal audit procedures, which cover each of our Business Units at least every three years. See www.mt.com/policies for more information, including the full Code of Conduct.

The Code of Conduct guides employees in identifying and helping to solve various legal and ethical questions. It includes contact details and information on various internal and external channels—such as hotlines, the Ombudsman, access to Internal Audit, and the Board of Directors—where individuals can seek guidance and report concerns. Employees and third parties can utilize these mechanisms confidentially or anonymously, without fear of retaliation. These reporting channels are available worldwide, and employees are required to report violations or suspected violations of our Code of Conduct. We are committed to addressing misconduct and ethical risks, and each report receives thorough follow-up and due attention.

Ethical, Social, and Quality Standards

Our Ethical, Social, and Quality Standards, available at www.mt.com/policies, set out our public commitment to conducting our business ethically, legally, and in a socially and environmentally responsible manner. This document 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 these topics as part of its oversight of the Ethics and Compliance Program and the Code of Conduct.

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 our operations for corruption risk. Throughout the year, we conduct trainings online and in person at various Company locations. We also have standardized processes for communicating our policies and expectations to third-party business partners, and we conduct risk-aligned, third-party due diligence on all our channel partners. As a result of our efforts, we currently consider the risk of corruption across our business to be low. We have not had any incidents of confirmed corruption in the past year.

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, and we take compliance with these laws very seriously. Employees may not participate in any



agreement, understanding, or other activity that would violate any such laws. We conduct online and in-person trainings at various Company locations throughout the year as to these obligations. We have not had any instances of violations or fines levied against the Company for anticompetitive behavior in the past year.

Data Privacy and Cybersecurity

We have implemented various measures to ensure compliance with data protection laws around the world. We publish our privacy policies and statements at www.mt.com/legal. We have active programs in place and have adopted the NIST Cybersecurity Framework to reinforce cybersecurity, which includes mandatory quarterly cybersecurity trainings for all employees, technical security controls, enhanced data protection, and the maintenance of backup and protective systems. Since 2023, we have maintained ISO 27001 certification for our core corporate IT processes and systems and for our processes and systems at our China Business Units. In the reporting year, we did not receive any substantiated complaints concerning breaches of customer or employee privacy and are not aware of any leaks, thefts, or losses of customer or employee data.

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. We have 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 2024. See 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 several local business groups, industry and trade associations, and various standardization bodies relevant to our underlying businesses. We maintain some of these memberships to comply with local laws. For example, some of our employees may belong to industry associations like the US Scale Manufacturers Association, the Swiss Weighing Association, and the European Weighing Industry Association (CECIP). We also participate in standardization bodies, such as the International Organization of Legal Metrology, European Cooperation in Legal Metrology, and US National Conference on Weights and Measures.

Business Strategy Alignment

In 2024, we made further progress aligning our business strategies with our GreenMT program. As discussed above, all executive management members have performance-based compensation targets related to GreenMT goals. In the preceding chapters, we have described how ESG priorities are built into the following initiatives: SternDrive, our Corporate Operational Excellence Program; our Design for Environment Principles, which guide new product development and product redesigns; and our Responsible Sourcing Framework, a critical component in our sourcing decisions. Our Business Units now also use strategic review meeting templates that mandate strategic alignment with our GreenMT program.

Disclosure and Interaction with Shareholders and Other Stakeholders

We believe accurate and meaningful disclosure of our ESG 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 Global Reporting Initiative (GRI) Standards. We carefully select the priorities where we want 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.

Due to the varying interests of our many stakeholders, the indexes at the back of this report also align our disclosures to the Sustainability Accounting Standards Board (SASB) and the Task Force on Climate-Related Financial Disclosures (TCFD). In the section immediately following, we outline how our GreenMT strategy contributes to the UN Sustainable Development Goals.

We continuously evaluate emerging regulatory requirements relating to ESG disclosure and aim to keep our disclosure agile to align with emerging mandates. We are already taking steps to comply with many of these regulations and believe that we will be well-positioned for compliance. As described earlier in this report, we have started revisions of our climate risk and materiality assessments to prepare for compliance with the new Corporate Sustainability Reporting Directive (CSRD) of the European Union.

Recognizing that reliability and accuracy in disclosures are of primary importance, we continue to proactively design our ESG disclosures not only to meet stakeholder expectations but also to align with control systems. We also conduct external assurance of our emissions data and related energy consumption according to ISO 14064-1:2019. Our own Internal Audit has been involved in reviewing Scope 1 and Scope 2 data and processes since 2022. We prioritize engagement with third-party raters that we believe are relevant to our various stakeholders. We have a history of high performance with many raters, including the Carbon Disclosure Project (CDP), MSCI, Sustainalytics, ISS, and S&P Global.

We also are a member of several sustainability assessment platforms that help promote ethical supply chains. We use Sedex to share information with our customers about our performance relating to environmental topics, health and safety, labor practices, and human rights. Our material manufacturing facilities have been subject to third-party audits—including Sedex Member Ethical Trade Audits (SMETA)—including our facilities in China, Germany, India, the United Kingdom, and the United States. We also are an active member of EcoVadis, a platform where suppliers and buyers are rated according to ethical, environmental, and social parameters. Furthermore, we provide similar information through other sustainability assessment platforms upon request from our customers.

We maintain an active Investor Relations function, maintaining a close relationship with our shareholders and other external stakeholders. Topics our shareholders and other external stakeholders raise with Investor Relations are typically shared with the Chief Executive Officer, Chief Financial Officer, Chief Legal Officer, and Board of Directors. We also engage with our shareholders on a regular basis, including during proxy season and leading up to our annual shareholders meeting.

We engage with other stakeholder groups in a variety of ways, described previously in the section, Sustainability Materiality Assessment. No critical concerns were communicated to Investor Relations or the Board in 2024.

Interested parties may contact the Board of Directors via regular mail to Mettler-Toledo International Inc. or via email to LeadDirector@mt.com.

How METTLER TOLEDO Connects to the UN Sustainable Development Goals

We believe that 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 SDGs most relevant to us.

We track our commitment to, and progress on, sustainability topics in our Corporate Responsibility Report, where we show how the strategic topics from our GreenMT strategy relate to the SDGs. We believe that we can most directly contribute to the following SDGs with our GreenMT strategy:

- Pursuing 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 the release of hazardous materials
- Investing in innovation and enhancing scientific research
- Promoting safe and secure working environments and eradicating forced labor
- Preventing corruption and bribery in all their forms
- Ending unlawful discrimination on the basis of gender
- Ensuring women's full and effective participation and equal opportunities for leadership, in accordance with applicable laws

We have set specific GreenMT goals to drive desired behavior and, as described throughout this Corporate Responsibility Report, aligned them to the SDGs most relevant to us.



Appendix

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Appendix: Report Profile

About This Report

We prepared this report based on the GRI Standards, applying the GRI-referenced approach. Beginning with the 2020 Corporate Responsibility Report (CRR), we have conducted an external limited assurance of our GHG emissions data and related energy consumption according to ISO 14064-1:2019, GHG Protocol Corporate Accounting and Reporting Standard, and Corporate Value Chain (Scope 3) Standard. We intend to continue conducting such an external assurance on an annual basis.

Our prior report was published in 2024, covering information for the year 2023. This report covers the business year 2024. Unless otherwise stated, the reporting period is from January 1, 2024 to December 31, 2024. 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.

In the GRI Index that follows, we include alignment references to relevant SASB disclosure standards, principally in the Resource Transformation—Electrical and Electronic Equipment sector. Our diversified businesses do not fit neatly into this sector or any other SASB sector. We therefore include additional standards from the Health Care—Medical Equipment and Supplies sector, which we believe are of interest to our stakeholders. After the GRI Index, we provide a table indicating where in our public reporting stakeholders can locate details responding to each of the recommendations of the TCFD. Details related to Scope 1, 2, and 3 GHG emissions calculation methodologies can be found in the Supplemental Documentation. The external assurance completes the Appendix.

Data Coverage

The scope of this report includes all entities of the Mettler-Toledo International Inc. group of companies. Our subsidiaries are listed in Exhibit 21 of our [Annual Report](#). The coverage of quantitative data referenced in this report ranges between 98 and greater than 99 percent. Depending on the type of data, this coverage is based on the number of employees or included facilities, respectively. The data is collected, analyzed, and structured through our internal sustainability performance measurement system. The boundary of our reporting is consistent with a focus on the METTLER TOLEDO Group of companies as outlined above.

We Value Your Feedback

Please contact us if you have questions or comments about our report or about the GreenMT Program. You can write to the Head of Sustainability at Mettler-Toledo International Inc., Im Langacher 44, 8606 Greifensee, Switzerland, or at sustainability@mt.com.

Appendix: GRI Index

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Appendix: TCFD Responses

This index aligns our public disclosures with the recommendations of the Task Force on Climate-Related Financial Disclosures (TCFD).

Recommended Disclosure	TCFD Disclosure Location
Governance a) Describe the Board’s oversight of climate-related risks and opportunities. b) Describe management’s role in assessing and managing climate-related risks and opportunities.	We describe the roles and responsibilities of our Board of Directors and management team in climate-related oversight and management, including related to risks and opportunities, in part C4. Governance of our CDP Climate Change 2024 questionnaire response and more recently on pages 10 and 11 of our Proxy Statement for the Annual Meeting of Shareholders 2025 and page 70 of this report.
Strategy a) Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term. b) Describe the impact of climate-related risks and opportunities on the organization’s businesses, strategy, and financial planning. c) Describe the resilience of the organization’s strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	We describe climate-related risks and opportunities and related strategy and planning in parts C3. Disclosure of Risks and Opportunities and C5. Business Strategy of our CDP Climate Change 2024 questionnaire response and more recently on page 16 of this report.
Risk Management a) Describe the organization’s processes for identifying and assessing climate-related risks. b) Describe the organization’s processes for managing climate-related risks. c) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization’s overall risk management.	We describe our process for identifying, assessing, and managing climate-related risks and our broader enterprise risk assessment in part C2. Identification, Assessment, and Management of Dependencies, Impacts, Risks, and Opportunities of our CDP Climate Change 2024 questionnaire response and more recently on pages 10 and 11 of our Proxy Statement for the Annual Meeting of Shareholders 2025 and page 70 of this report.
Metrics and Targets a) Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process. b) Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions and the related risks. c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	We describe our climate-related metrics, targets, and emissions in parts C4. Governance and C7. Environmental Performance - Climate Change of our CDP Climate Change 2024 questionnaire response and more recently in the Efficient Use of Resources section of this report. We have also committed, since 2021, to the Science Based Targets initiative, with target approval achieved in 2022.



Appendix: Supplemental Documentation

1. Greenhouse Gas Emissions Calculation Methodology

1.1 GHG Reporting Standards

METTLER TOLEDO calculates its reported greenhouse gas (GHG) emissions in accordance with the industry guidelines as developed by the World Resources Institute (WRI) GHG Protocol:

- For Scope 1 and 2 emissions reporting, METTLER TOLEDO utilizes the GHG Protocol Corporate Standard
- For Scope 3 emissions reporting, METTLER TOLEDO utilizes the GHG Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard

1.2 Organizational Boundaries

Scope 1 and 2 emissions are calculated for the sites within operational control of METTLER TOLEDO. Remote facilities of operating Units with less than or equal to 500 square meters are not included in our annual data collection process for Scope 1 and 2 emissions. This represents approximately less than 2 percent of our combined global Scope 1 and 2 GHG emissions. The approach is consistent with our disclosure to the CDP Climate Change assessment and to the Science Based Targets initiative (SBTi).

1.3 Reporting Timeframe

Scope 1, 2 and 3 emissions are based on and reported for the most recent fiscal year of METTLER TOLEDO, January 1, 2024 through December 31, 2024.

1.4 Table 1: Emissions Calculation Methodology

Emissions	Calculation Methodology
Scope 1 (2024) GHG emissions related to (1) global vehicle fleet, (2) stationary combustion, (3) refill of refrigerants in air conditioning (AC) equipment and manufacturing processes	1. Vehicle fleet Based on actual fuel consumption reported by METTLER TOLEDO operating Units or fleet service providers and converted to GHG emissions using conversion factors provided by the Sphera Corporate Sustainability software (based on IPCC data sets) 2. Stationary combustion Based on actual fuel consumption reported by METTLER TOLEDO operating Units and converted to GHG emissions using conversion factors provided by the Sphera Corporate Sustainability software (based on IPCC data sets) 3. Refrigerants Based on actual consumption of different types of refrigerants reported by METTLER TOLEDO operating Units and converted to GHG emissions using conversion factors provided by the Sphera Corporate Sustainability software (based on multiple data sets)
Scope 2 (2024) Indirect GHG emissions associated with the purchase of electricity, steam, heat, or cooling	METTLER TOLEDO uses both location and market-based calculation methods 1. Electricity Based on actual consumption (unspecified grid or renewable) reported or estimated by METTLER TOLEDO operating Units and converted to GHG emissions using country-specific conversion factors provided by the Sphera Corporate Sustainability software (based on IEA 2024 v4.0 and AIB v13 data sets) 2. District heating Based on actual energy consumption (unspecified source or renewable) by METTLER TOLEDO operating Units and converted to GHG emissions using conversion factors provided by the Sphera Corporate Sustainability software (based on the MLC v16.1 data set)

Scope 3 (2024)

Indirect GHG emissions associated with activities from assets not owned or controlled by the reporting organization but that the organization indirectly impacts in its value chain

1. **Purchased goods and services (spend-based method)**
Based on actual spend in USD for various direct and indirect spend categories and converted to GHG emissions using the scope3analyzer (<https://scope3analyzer.pulse.cloud/>) and the underlying database
2. **Capital goods (spend-based method)**
Based on actual spend in USD for various capital goods categories and converted to GHG emissions using the scope3analyzer (<https://scope3analyzer.pulse.cloud/>) and the underlying database
3. **Fuel and energy related activities not included in Scope 1 and 2 (average-data method)**
Based on reported market-based Scope 1 and 2 emissions and converted to GHG emissions using conversion factors provided by the Sphera Corporate Sustainability software (based on Defra, MLC, VfU and IEA data sets)
4. **Upstream transportation and distribution (mixed method – primary and spend)**
For approximately 54% of spend (2024), based on actual emission figures provided by METTLER TOLEDO main transportation service providers. For the remainder, based on actual spend in USD and converted to GHG emissions extrapolating actual data from main transportation service providers to global spend data
5. **Waste generated in operations (average-data method)**
Based on actual waste disposal figures provided by METTLER TOLEDO operating Units and converted to GHG emissions using global conversion factors provided by the Sphera Corporate Sustainability software (based on Defra v13.0 data sets)
6. **Business travel (mixed method – primary and spend)**
 - Based on actual air travel distances and related GHG emissions reported by METTLER TOLEDO travel management service providers for main countries
 - Remaining emissions from countries not covered or other forms of business travel are calculated based on actual spend in USD and converted to GHG emissions using the scope3analyzer (<https://scope3analyzer.pulse.cloud/>) and the underlying database
7. **Employee commuting (average-data method)**
Based on actual number of employees and regional assumptions for distances travelled to work, share of remote work, and means of transportation. Emission factors for transportation mode used from Defra Conversion Factors 2023 v28 June 2023 and EPA, Emission Factors for Greenhouse Gas Inventories v12 September 23)

8. **Upstream leased assets**
Reported under Scope 1 and 2
9. **Downstream transportation and distribution (mixed method – primary and spend)**
Downstream transportation emissions associated with outbound freight expenses not covered by METTLER TOLEDO are calculated based on USD spend and actual emissions figures provided by METTLER TOLEDO main transportation service providers and extrapolated to global actual outbound USD spend data
10. **Processing of sold products**
Not material (METTLER TOLEDO products are typically final products)
11. **Use of sold products (average-data method)**
 - The main emissions of our products during their use phase relate to the indirect emissions associated with their electricity consumption during operation
 - Such indirect emissions were calculated based on the estimated power consumption during the typical lifetime of top-selling product lines by volume as well as known energy-intensive product lines with lower unit volumes, accounting for approximately 96% (2024) of the total number of electronic products sold by METTLER TOLEDO and extrapolated to the rest of the portfolio. The total power consumption calculated in this approach was then converted to GHG emissions using a global revenue-weighted average of 0.38 kg CO₂e per kWh electricity (2024)
12. **End-of-life treatment of sold products (average-data method)**
Extrapolated based on actual sales volume growth for 2024 compared to 2019. For 2019 approximated total weight of sold products and estimated overall material composition and converted to GHG emissions using the closest matching material categories available in the Quantis Scope 3 Evaluator tool.
13. **Downstream leased assets**
Not material (METTLER TOLEDO is not leasing assets to third parties to a material extent)
14. **Franchises**
Not applicable (METTLER TOLEDO does not hold franchises)
15. **Investments**
Not material (equity investments reflected in Scope 1 or 2 emissions)

2. Perimeter of Science-Based Targets

Our science-based emissions reduction target for Scope 3 includes all major emissions categories for which we believe we can reduce emissions by 2030. Electronic parts (Category 1) and capital goods (Category 2) are not included in our Scope 3 target, because we do not expect emissions reductions for those categories to be achieved short- and mid-term. For electronic parts, we see the trend toward increasing computing power and large screens in our products combined with long investment cycles in the electronics industry. Continued capital goods investment will be necessary to achieve emissions reductions in other emissions categories (including Scope 1 and 2). Furthermore, we have limited influence on material choice and design of capital goods purchased from third parties.

3. Renewable Electricity Sourcing

METTLER TOLEDO operating Units are encouraged to purchase (or produce) renewable electricity locally and ask electricity suppliers to provide bundled renewable electricity certificates (RECs) or energy attribute certificates (EACs) for the corresponding amount of electricity sourced. In situations where such sourcing is not feasible or economical, METTLER TOLEDO purchases unbundled certificates regionally.

In 2024, 40 percent of our total electricity consumption of 77 gigawatt hours was covered by bundled certificates and 60 percent by unbundled certificates. Across bundled and unbundled RECs / EACs, 99 percent of the renewable electricity volume was retired within the same country as the METTLER TOLEDO operations for which unbundled certificates were sourced, and less than 1 percent of the volume was retired in the same geographic region (in case of small volume and / or limited availability of suitable certificates).

All certificates are related to power generated in 2024 and were retired on behalf of METTLER TOLEDO.

GreenMT Regional Approach to Sourcing Unbundled Renewable Electricity Certificates

Region	Country of Production for Retired Certificates	Countries Covered by Sourcing
Americas	United States	United States, Canada
	Mexico	Mexico
	Brazil	Brazil
Europe	France	Austria, Belgium, Croatia, Czech Republic, Germany, Hungary, Ireland, Italy, Netherlands, Norway, Slovakia, Slovenia, Sweden, Switzerland, Ukraine
	Poland	Poland
	Turkey	Turkey
	United Kingdom	United Kingdom
Asia Pacific	Thailand	Thailand, Malaysia, Singapore
	Malaysia	Malaysia
	India	India
	Indonesia	Indonesia, Australia, New Zealand, Philippines
	Japan	Japan
	Vietnam	Vietnam
	China	China, South Korea, Taiwan

4. Use of Carbon Credits

In 2024, we used carbon credits to offset our Scope 1 and 2 emissions. The Verified Carbon Units (VCUs) were sold by Verra, administrator of the Verra Registry, and retired on January 23, 2025 for 2024 operations. The VCUs relates to the project Maharashtra by BWDPL (Pawan India) / 199.70 MW total capacity wind farm, project identification number VCS1447. This project is an avoided emissions project for a wind farm in Pawan, India. The protocol used to estimate emissions reductions determines the CO₂ emission factor for the displacement of electricity generated by power plants in an electricity system, by calculating the “combined margin” emission factor of the electricity system. This protocol is described more fully at <https://registry.terra.org/app/projectDetail/VCS/1447>. Information on the independent third-party verification of Verra projects is available at <https://terra.org/programs/verified-carbon-standard/>.



WHEN TRUST MATTERS

INDEPENDENT ASSURANCE STATEMENT

Statement no: 2025-10548681-1 Valid from: 28th March 2025 Valid to: 2026 revision

Mettler-Toledo International Inc. GHG Accounting Verification 2024

Introduction

DNV Business Assurance Norway (DNV) has been commissioned by the management of Mettler-Toledo International Inc. (Mettler-Toledo) to carry out an independent review of their GHG accounting data for 2024.

Mettler-Toledo has sole responsibility for the preparation of data and external reports provided to DNV. DNV, in performing assurance work, is responsible for the management of Mettler-Toledo. Our assurance statement, however, represents our independent opinion and is intended to inform all stakeholders including Mettler-Toledo.

Scope of Assurance

DNV has performed limited assurance on the Selected Information against the Reporting Criteria described below:

Selected Information:

- Scope 1 CO₂-eq emissions
- Scope 2 CO₂-eq emissions:
 - Market-based emissions
 - Location-based emissions
- Selected Scope 3 CO₂-eq emissions:
 - Category 1: Purchased goods and services
 - Category 2: Capital goods
 - Category 3: Fuel and energy related activities
 - Category 4: Upstream transportation and distribution
 - Category 5: Waste generated in operations
 - Category 6: Business travel
 - Category 7: Employee commuting
 - Category 9: Downstream transportation and distribution
 - Category 11: Use of sold products
 - Category 12: End-of-life treatment of sold products

Reporting Criteria:

- ISO 14064-1:2019, GHG Protocol Corporate Accounting and Reporting Standard, and Corporate Value Chain (Scope 3) Standard.

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WHEN TRUST MATTERS

Level of Assurance

DNV has performed a limited assurance engagement in accordance with the *International Standard on Assurance Engagements (ISAE) 3000 revised – ‘Assurance Engagements other than Audits and Reviews of Historical Financial Information’ (revised)*, issued by the International Auditing and Assurance Standards Board. This standard requires that DNV complies with ethical requirements and plans and performs the assurance engagement to obtain limited assurance.

DNV applies its own management standards and compliance policies for quality control, in accordance with ISO/IEC 17021-1:2015 - Conformity Assessment Requirements for bodies providing audit and certification of management systems. Accordingly, DNV maintains a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

All assurance engagements are subject to inherent limitations as selective testing (sampling) may not detect errors, fraud or other irregularities. Non-financial data may be subject to greater inherent uncertainty than financial data, given the nature and methods used for calculating, estimating and determining such data. The selection of different, but acceptable, measurement techniques may result in different quantifications between different entities. DNV planned and performed the work to obtain the evidence considered sufficient to provide a basis for our opinion, so that the risk of this conclusion being an error is reduced but not reduced completely.

Our assurance relies on the premise that the data and information provided to us by Mettler-Toledo have been provided in good faith. DNV expressly disclaims any liability or co-responsibility for any decision a person or an entity may make based on this Independent Assurance Report.

Assurance Methodology

DNV uses a risk-based approach throughout the assurance engagement. We are required to plan and perform our work to consider the risk of material misstatement of the Selected Information. Our work included, but was not restricted to:

- Conducting interviews with Mettler-Toledo's management to obtain an understanding of the key processes, systems and controls in place to generate, aggregate and report the Selected Information;
- Performing limited substantive testing on a selective basis of the Selected Information to check that data had been appropriately measured, recorded, collated and reported;
- Reviewing that the evidence, measurements and their scope provided to us by Mettler-Toledo for the Selected Information are prepared in line with the Reporting Criteria;
- Assessing the appropriateness of the Reporting Criteria for the Selected Information; and
- Reading the Report and narrative accompanying the Selected Information within it, with regard to the Reporting Criteria.

Declaration of Independence

DNV established policies and procedures are designed to ensure that DNV, its personnel and, where applicable, others are subject to independence requirements (including personnel of other entities of DNV) and maintain independence where required by relevant ethical requirements. This engagement work was carried out by an independent team of sustainability assurance professionals.

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DNV Findings

DNV's findings of Mettler-Toledo's GHG Accounting for the reporting year 2024 (01/01/2024 – 31/12/2024):

Scopes [tCO ₂ -eq]	2024
Scope 1, Total CO ₂ -eq Scope 1 emissions:	27 797
Scope 2, Total CO ₂ -eq Scope 2 emissions (location based):	32 330
Scope 2, Total CO ₂ -eq Scope 2 emissions (market based):	417
Scope 3, Total CO ₂ -eq Scope 3 emissions:	916 566
Category 1: Purchased goods and services	569 408
Category 2: Capital goods	52 142
Category 3: Fuel-and-energy-related activities	12 382
Category 4: Upstream transportation and distribution	33 403
Category 5: Waste generated in operations	247
Category 6: Business travel	37 224
Category 7: Employee commuting	15 728
Category 9: Downstream transportation and distribution	12 137
Category 11: Use of sold products	182 413
Category 12: End-of-life treatment of sold products	1 483

Assurance Opinion

Based on the procedures we have performed and the evidence we have obtained, nothing has come to our attention that causes us to believe that the Selected Information presented in DNV Findings is not fairly stated and has not been prepared, in all material respects, in accordance with the Reporting Criteria.

This conclusion relates only to the Selected Information and is to be read in the context of this Independent Limited Assurance Report, in particular the inherent limitations explained under 'Level of Assurance'.

DNV Business Assurance Norway.

Oslo, Norway

8th April 2025

Stinchcombe, Amy	Digitally signed by Stinchcombe, Amy	Rice, Tone	Rice, Tone
	Date: 2025.04.08 12:28:37 +02'00'		
Amy Stinchcombe Lead Verifier		Tone Rice Technical Reviewer	



Photos courtesy of our METTLER TOLEDO employees: Jeff Vittetoe, cover; Jon Knutsen, p. 4; Dirk-Jan Pippel, pp. 6-7; Robert Schmelzer, p. 8; Abhishek Sail, pp. 10-11; Oliver Preuß, p. 12; Tobias Oehler, p. 14; Anne Breilkopf, p. 19; Igor Knapp, p. 26; I-Lin Fang, pp. 28–29; Matteo Stefanoni, p. 39; Jeff Vittetoe, p. 49; Umesh Aundhakar, pp. 160–61; Abhishek Sail, p. 68; Kruti Modi, p. 72; Steve Althaus, p. 77; Oliver Preuß, p. 78; Yuanzheng Zhang ,p. 85; Michael Dommer, pp. 96–97.

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