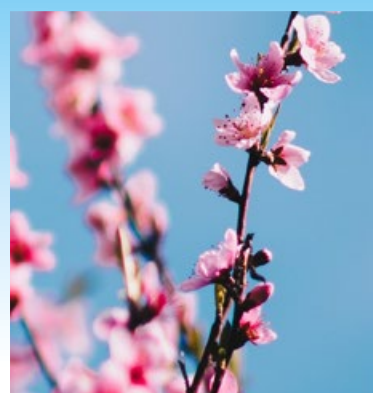


Corporate Responsibility Report



2023

Covering 2022
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 on www.mt.com/investors.



18,000
Workforce



\$3.9 Billion
Net Sales



40
Countries with Operations



140+
Countries Served

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In 2022, METTLER TOLEDO further intensified sustainability efforts across a broad range of ESG topics.

A Word from the CEO



Dear Stakeholders,

I am pleased to present our latest Corporate Responsibility Report, which highlights our continued commitment to manage and operate our Company in a manner that considers future generations. We have a strong environmental, social, and governance (ESG) track record, as demonstrated by the results of our long-standing GreenMT Program. At METTLER TOLEDO, integration of ESG initiatives into our global operations validates our belief that long-term value creation is closely linked to sustainable practices. I am proud of our employees across the world, who truly live by our vision of One Team, Global Reach, and Amazing Solutions to deliver meaningful value to our customers and shareholders.

With all stakeholders in mind, we further intensified our efforts in 2022 across a broad range of ESG topics. I am very pleased with the progress we made, including increasing activities related to Design for Environment Principles and our Responsible Sourcing Framework, maintaining carbon neutrality in our global operations, and bolstering our existing commitments to an inclusive workforce. In anticipation of new reporting requirements, we have further enhanced our processes for data collection, assurance, and reporting related to climate change, and for monitoring ESG risks and opportunities.

Significantly, we also received approval from the Science Based Targets initiative (SBTi) for our ambitious greenhouse gas reduction targets. While our sustainability efforts are positively recognized by the industry's most respected ratings agencies, we remain steadfastly focused on and firmly committed to continuous improvements toward our ESG goals.

I am excited to share details about our achievements and plans in this report and invite you to review our progress. We are proud of what we have accomplished so far and are excited about the opportunities that lie ahead as we continue to prioritize sustainability in our global operations.

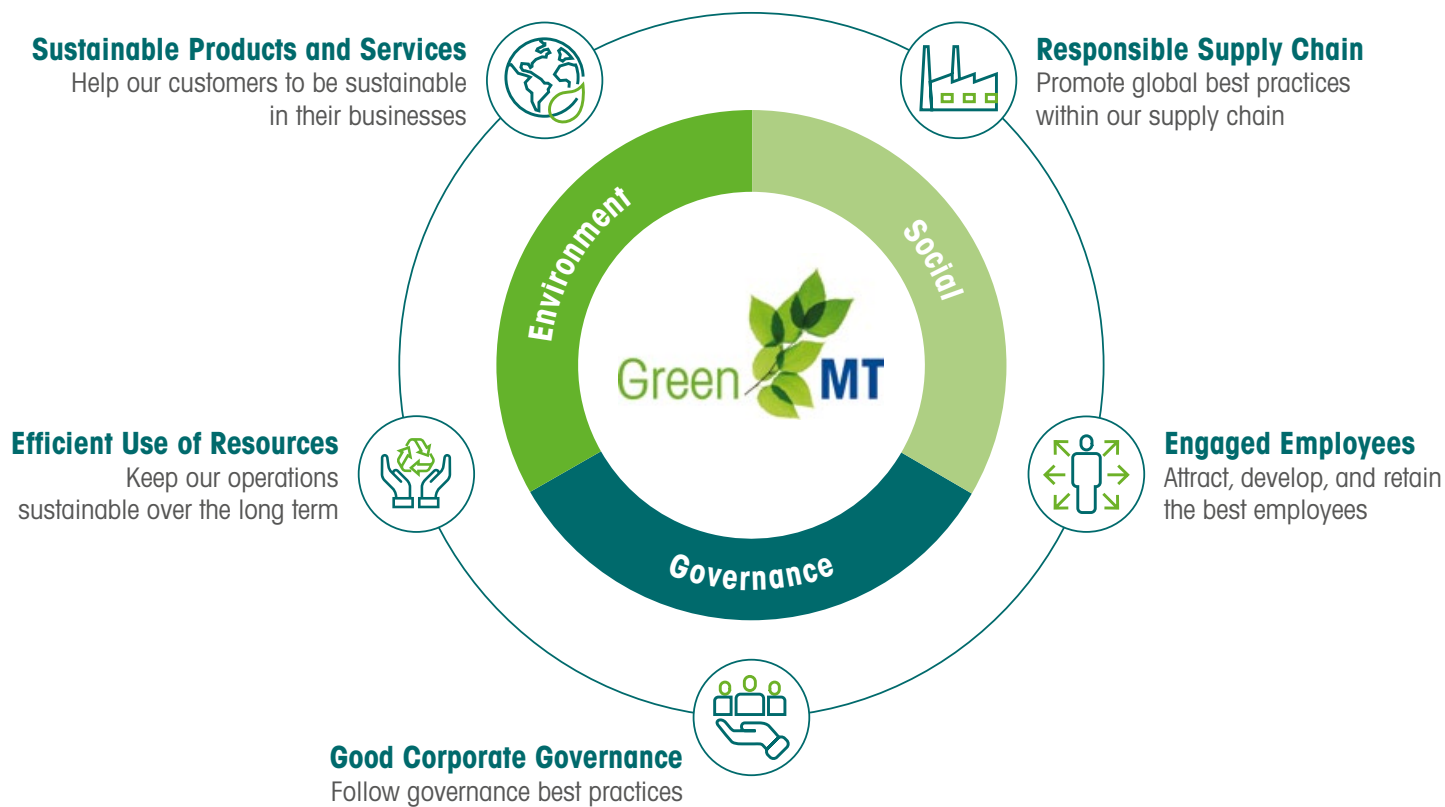
Sincerely,

Patrick K. Kaltenbach
President and Chief Executive Officer

May 2023

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 a diverse and inclusive workplace
- Continuously improve workplace safety for all employees
- Excel at corporate governance, 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, standards, and frameworks 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 issues most relevant to us and our customers and shareholders, within the boundaries of 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.

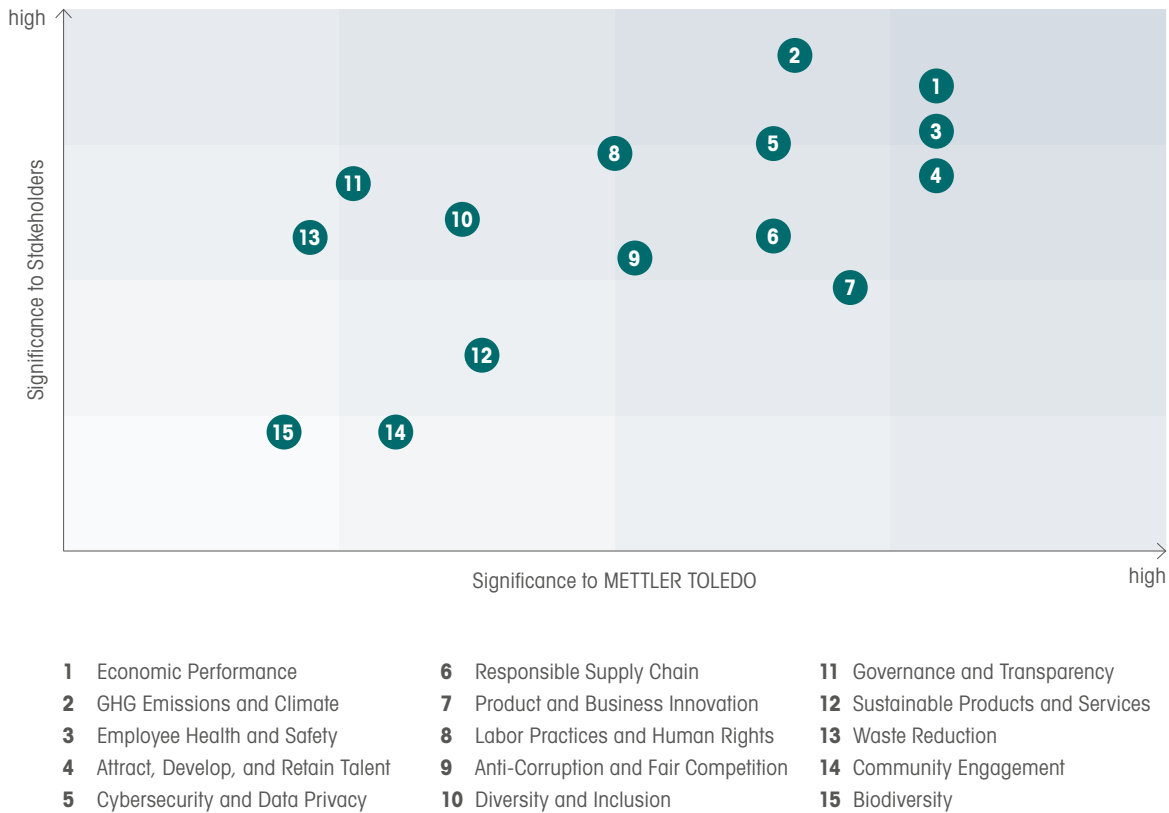
Our assessment also considered inputs we received from internal stakeholders—such as employees and representatives of different functional groups—and external stakeholders, including potential employees, customers, investors, suppliers, governments, regulators, and other interest groups. These various 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, non-governmental organizations, and other interested parties.

As sustainability topics continue to evolve, we update the assessment, reflecting on 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 to redefine and reprioritize topics where appropriate. In 2022, we added Biodiversity to our matrix in line with the landmark agreement reached at the UN Biodiversity Conference (COP15).

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

Sustainability Materiality Assessment



Progress at a Glance

GreenMT Strategic Pillar	Status 2022	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)	   
 Sustainable Products and Services	● ● ● ●	- Design for Environment Principles ● Regular training ● Implementation in products - Sustainable packaging materials (2025) ● Sustainable sources ● Recyclability	     
 Responsible Supply Chain	● ○	- Responsible Sourcing implementation - Supplier ESG audits	    
 Engaged Employees	● ✓ ● ✓	- Continuous training and education - Annual voluntary turnover - Diverse and inclusive leadership - Occupational health KPIs	   
 Good Corporate Governance	✓ ● ✓ ✓	- Compliance with CPCG** - Alignment with relevant disclosure frameworks - Board diversity - ESG Ratings	  

✓ 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, 2022, compared with \$3.7 billion in 2021. In 2022, we benefited from broad-based growth across geographic regions and product categories. Our culture of excellence and our team’s resilience and agility allowed us to overcome significant external challenges in the current market environment to meet customer demand.

Our net sales in 2022 derived 40 percent from the Americas, 34 percent from Asia and other countries, and 26 percent from Europe. Our customer base is also diversified by industry and by individual end-customer. We are a worldwide manufacturer with major facilities located in China, Switzerland, the United States, 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 2022, 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

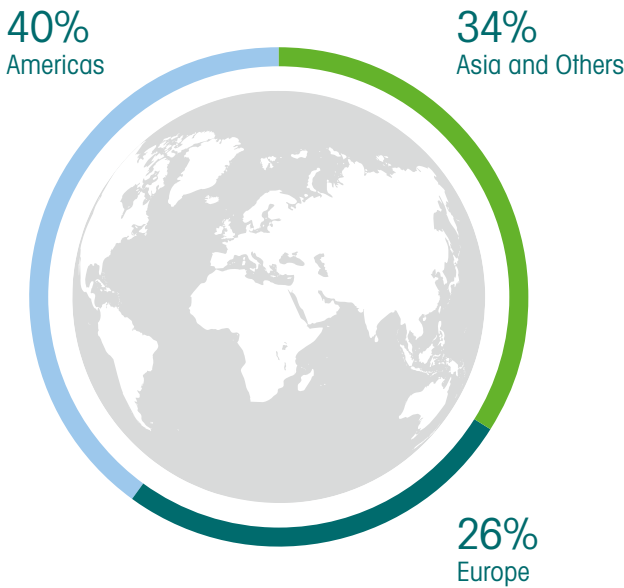


\$781 Million
Free Cash Flow*



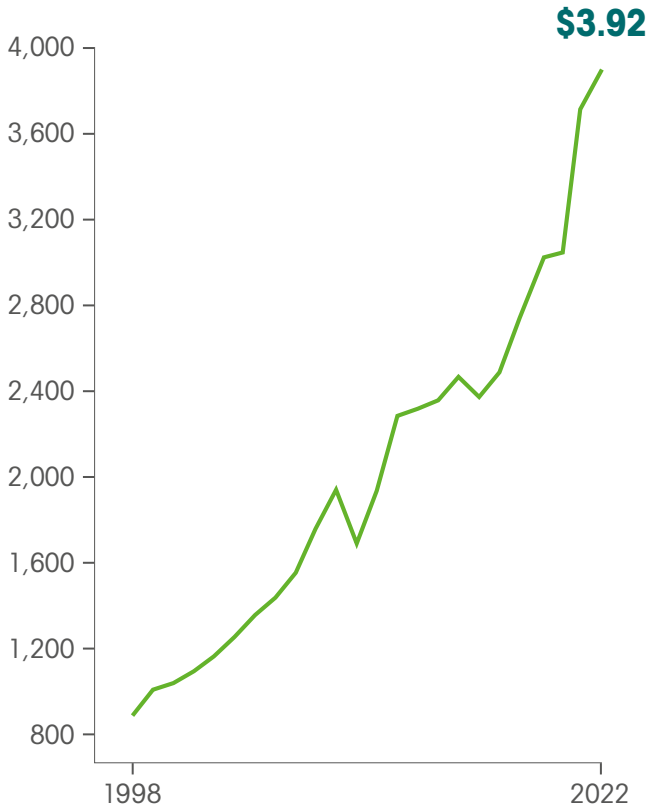
\$39.65
Adjusted Earnings per Share*

Sales by Customer Destination



Sales

(USD in millions)



* 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.

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 a 2018 base year - Reduce absolute Scope 3 GHG emissions* 30% by 2030 from a 2019 base year	-54% +26%
Reduce Waste and Increase Recycling	Reduce waste intensity 20% by 2025 compared with 2018 (tons of waste per million USD sales)	-19% compared with 2018
	Zero waste to landfill by 2025 (less than 5% of waste to landfill)	9% of total waste

Sustainable Development Goals



Company Policies

GreenMT Environmental Policy
www.mt.com/policies

* Scope 3 targets are detailed on page 19.

When we initiated our GreenMT Program in 2010, we focused on managing our own operations sustainably, with minimal environmental impact. We have improved energy efficiency in our own operations by focusing on facilities, manufacturing processes, and our global sales and service fleet. Our progress and commitment led us to step up our ambitions and in 2020, we achieved two key targets: 100 percent sourcing of renewable electricity and carbon neutrality in our operations. We achieved both key targets again in 2021 and 2022.

In 2022, SBTi approved our near- and long-term science-based emissions reduction targets.

Climate change has highlighted the need to accelerate actions and look beyond our operations to understand and reduce the climate impact across our entire value chain. In 2021, we committed to near- and long-term company-wide emissions reductions, in line with the Science Based Target 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 pre-industrial levels.

In 2022, SBTi approved our science-based targets to reduce absolute Scope 1 and 2 greenhouse gas (GHG) emissions by 70 percent from a 2018 base year and to reduce absolute Scope 3 GHG emissions* by 30 percent from a 2019 base year. Our long-term target, validated by SBTi, is to reach net-zero GHG emissions across our value chain by 2050. The approval of these targets underlines our long-term commitment to taking meaningful action to limit climate change and supports credible collaboration with our suppliers and customers toward decarbonization. Our focus in 2022 was to further define our climate strategy and implement additional measures to help us achieve our ambitious targets.

In addition to reducing our GHG emissions, we continue our efforts to reduce the waste generated in our operations and to make progress towards our zero waste to landfill target (less than five 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. The individual Units manage initiatives relating to their specific business operations.

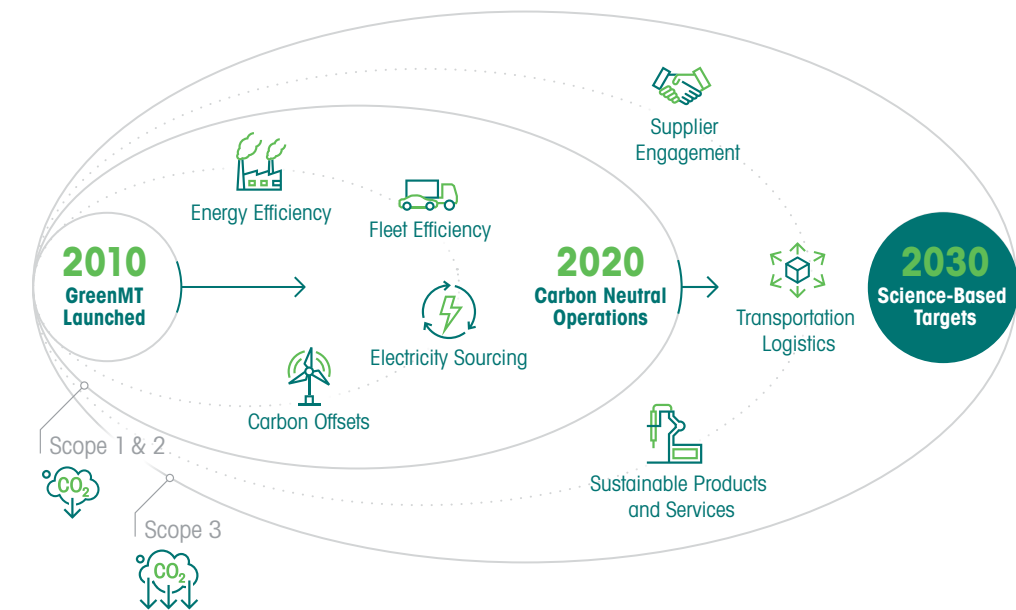


Assessment of Climate-Related Risks and Opportunities

In 2021, we started to broaden 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

* Scope 3 targets are detailed on page 19.

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.

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. In 2022, all our businesses updated business continuity plans 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, see also chapter Good Corporate Governance.

Our climate-related risks and opportunities cover the short, medium, and long term and address regulatory, technological, legal, market, reputational, and physical risks. We include further details in our annual submission to CDP, accessible at www.cdp.net/en/scores.

Reducing Our Carbon Footprint

As part of our efforts to reduce emissions, we originally committed to a target of reducing our carbon intensity by 20 percent by 2020, from a 2010 base year. We met this target ahead of schedule in 2018. And in addition, we have achieved carbon neutrality in our operations since 2020.

We accelerated our ambitions by committing to science-based emissions reduction targets in 2021, followed by SBTi approval in 2022. We developed a comprehensive climate strategy aimed at reducing our carbon footprint, with the initial focus on achieving our near-term targets by 2030. This strategy builds upon a range of key initiatives and measures, detailed below.

Reducing Emissions from Operations (Scope 1 and 2)

The largest share—77 percent—of our operations’ GHG emissions stems from our sales and service vehicle fleet. We have been optimizing the efficiency of our vehicles for many years and are moving toward a fleet with more than 90 percent electric vehicles by 2030. We support and encourage our operating Units’ purchase and use of low-emission hybrid and electric vehicles, taking into account the availability of suitable vehicle types and charging infrastructure in their markets, as well as the vehicles’ lifecycle costs. In addition, we have implemented efficiency-raising fleet management practices and measures. Remote sales and service approaches are also leveraged where possible to reduce the usage of vehicles altogether.

Refrigerants and fossil fuels used for stationary heating needs contribute to the remaining emissions from our operations. We aim to switch additional facilities 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 evaluated (for example, a switch to district heating is planned for one of our production facilities in Switzerland in 2023).

Energy efficiency projects continue to be implemented in our facilities not only to reduce greenhouse gas emissions but also to 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 and to evaluate opportunities for installing on-site renewable electricity generation capacity.

Reducing 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) represent the largest share of our Scope 3 emissions and are mainly driven by sourcing steel, metal parts, and other materials used in our products and their manufacture. 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 more efficient production processes.



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.

We are engaging with suppliers to find alternative, low-emission materials or supply sources, such as materials with recycled content or produced with renewable energy.

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 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 China, Switzerland, the United States, Germany, the United Kingdom, and Mexico, and ship products worldwide to over 140 countries. We continue to work with our logistics experts and transportation partners to improve the efficiency of our logistics network and 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 is to some extent a necessity, given the global reach of our organization. Nevertheless, we continue to encourage our employees to minimize travel and leverage alternative web-based conferencing. This has allowed us to keep business travel activities well below levels prior to the COVID-19 outbreak, despite strong business growth and a larger workforce. With more flexible and hybrid working models and the general shift to electric mobility and Company emission vehicles, we expect further emissions reductions in the coming years.

Our Design for Environment Principles (see chapter Sustainable Products and Services), Responsible Sourcing Framework and supplier engagement activities (see chapter Sustainable Supply Chain), and our SternDrive corporate operational excellence program are all instrumental for 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 >90% 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

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



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

Our efforts to reduce emissions from our operations are on track.

In 2019, the decision to switch entirely to renewable electricity was central to our climate strategy. To date, we source renewable electricity for our manufacturing facilities, logistics centers, and offices across the world. We accomplish this by purchasing supplier-specific electricity products and 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. In addition, several sites in China, Switzerland, and the Netherlands have invested in renewable on-site generation projects to cover a portion of their electricity consumption.

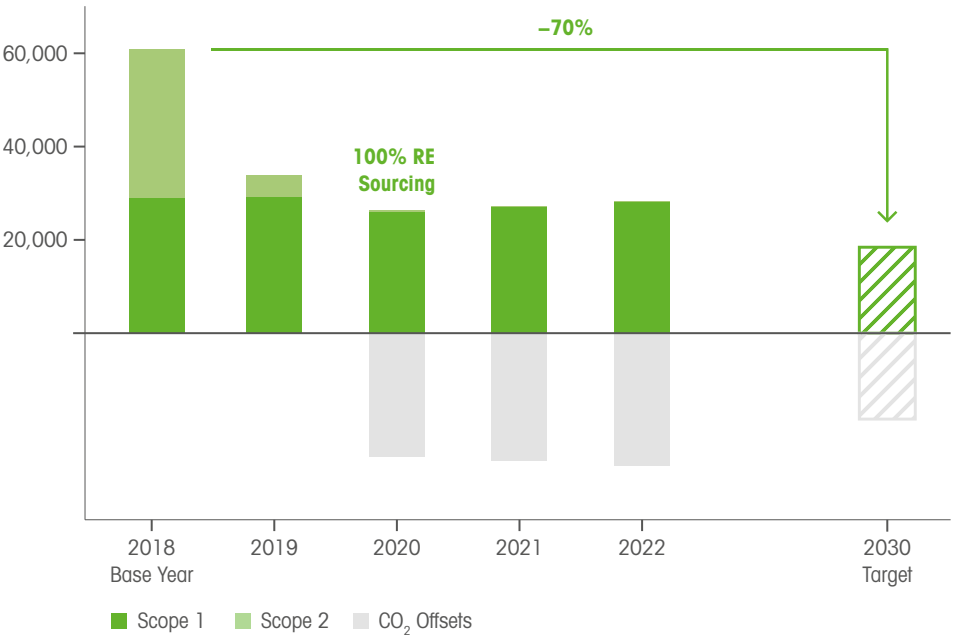
As a result, 100 percent of our electricity—representing 45 percent of our total energy consumption in 2022—is generated from renewable sources.

As of 2022 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 emissions have been trending upwards since 2020 but are still below pre-pandemic levels, despite strong revenue growth. The eight percent emissions increase in 2022 is mainly linked to gas-fueled vehicles used by our sales and service personnel. This is the largest contributor to our remaining emissions from operations. We expect this growth trend to reverse in the coming years as the share of electric vehicles in our fleet increases.

To achieve carbon-neutral operations in 2022, 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). Three projects were selected in 2022 based on their relevance to our strategic framework: power generation from biomass in Chile, wind power generation in India, and hydropower generation in China. Projects were undertaken between 2012 and 2021.

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

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.

We managed to further reduce our energy intensity (MWh per million sales) in 2022. The reduction was driven by a combination of energy efficiency measures and helped by strong revenue growth of 11 percent in local currency. These measures included process optimization and a reduction in natural gas combustion typically used for heating, with a five percent reduction recorded in Europe.

Our total energy consumption increased by three percent in 2022 compared to the prior year. Ramping up our activities after COVID-19 restrictions were eased worldwide has led to a rebound in our fleet’s consumption of fossil fuels, driving the emissions increase observed for our operations since 2020.

We currently operate more than 3,000 vehicles globally. A 2022 priority set the path for the electrification of our fleet. Our efforts to replace older vehicles with electric ones are on track—in 2022, nearly ten percent of replacement vehicles were fully electric. This was achieved despite long delivery times for electric vehicle manufacturers. We anticipate further acceleration in the availability and adoption of electric vehicles in the coming years, which will help us achieve the goal of a 90 percent electric fleet by 2030.



On-Site Renewable Energy Generation with Solar Panels

New rooftop solar installations were completed in 2022 at our major sites in Changzhou, China and in Nänikon-Greifensee, Switzerland. The large installation at two site locations in China can generate 2.7 gigawatt hours (GWh) a year, enough to cover nearly 15 percent of the local electricity consumption. The installation at our main facility in Switzerland has over 1,000 roof-mounted photovoltaic panels with capacity to generate 400 megawatt hours (MWh) annually, accounting for approximately five percent of the facility’s total electricity requirements.

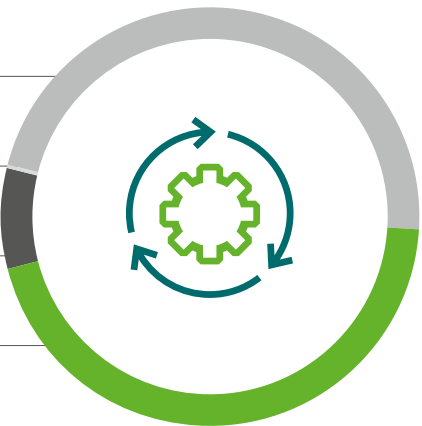
“We are proud of the teamwork which made this happen. The installation could only be achieved through our One Team spirit and the excellent collaboration between various internal stakeholders and our suppliers,” says our Head of Facility Management Switzerland.

Through these on-site solar installations, we are increasingly contributing to the availability of locally generated renewable energy for our businesses.

Energy Consumption (MWh)	2018	2019	2020	2021	2022
Stationary Combustion	15,224	13,533	13,093	14,871	13,855
Mobile Combustion	90,128	93,679	79,711	78,452	84,405
Electricity	74,179	72,252	72,860	76,029	76,188
District Heating	4,246	4,030	3,408	3,653	4,246
Total	183,777	183,493	169,072	173,004	178,694
Energy Intensity (MWh per million sales)	62.6	61.0	55.2	46.9	43.8

Energy Sourcing

- 47% Fossil Fuels (Fleet)
- <1% Conventional Electricity and District Heating
- 8% Fossil Fuels (Stationary)
- 45% Renewable Electricity and District Heating



Refrigerants

		2018	2019	2020	2021*	2022
Refrigerants Refilled	tons	1.1	1.0	1.1	1.2	1.4
Refrigerants' GHG Emissions	tCO ₂ e	2,397	2,173	2,564	2,410	3,202
Refrigerants' Ozone Depleting Potential	kg CFC 11e	39	29	24	16	39

* Figures for 2021 are updated to correct for a data inaccuracy for one of our operating Units.

The use of refrigerants in our operations accounts for 12 percent of our Scope 1 emissions. The significant increase in 2022 was driven by HVAC systems refill, repair, and maintenance activities in our operations, mainly in China and the United States.

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

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

In 2021, we completed our first inventory and accounting of Scope 3 emissions for the base year 2019. We followed the guidance from the GHG Protocol, using a combination of supplier-specific emissions data, bottom-up estimates, and spend-based models. These initial results have helped us to identify the Scope 3 categories contributing most to our emissions and to guide our approach for decarbonizing our value chain. We improved our emissions calculation methodology in 2022 and extended the years covered from the base year 2019 to 2022. The main improvement to our initial calculation approach involved using more up-to-date and granular emissions factors, specifically for calculating the two main Scope 3 categories, Purchased Goods and Services (Category 1) and Use of Sold Products (Category 11).



Striving to Be a Sustainability Leader in China

Two awards for green factories were granted in 2022 for our sites in Changzhou and Chengdu, China. In addition, one of our Changzhou facilities was classified as a Class A facility by the Jiangsu Province administration.

These awards are a recognition of the environmental performance of these production sites, which have undertaken several improvement projects related to environmental protection and better air quality (such as reducing carbon and VOC emissions, limiting harmful materials use, increasing waste recycling, etc.). Sites that receive such awards are allowed to continue operating during periods of governmental air pollution control.

These awards highlight our ongoing ESG initiatives in China. They not only offer reputational recognition but also competitive operational benefits.

As we continue to work with supply chain partners to address the challenges with accurate Scope 3 accounting, our inventory may be subject to further changes. For additional details related to the calculation methodology, see Appendix.

Similar to other industrial companies, our Scope 3 emissions represent more than 90 percent of our total GHG emissions baseline of approximately 900 kilotons CO₂e (initially estimated at 1,200 kilotons CO₂e). Within our Scope 3 emissions in 2022, Purchased Goods and Services (Category 1) and Use of Sold Products (Category 11) are the dominant categories, accounting for 62 percent and 22 percent of our Scope 3 emissions, respectively. Within Purchased Goods and Services, the majority of 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 six, five, and three percent respectively. The remaining Scope 3 emissions categories account for less than two percent of our total Scope 3 emissions.

The total Scope 3 emissions increased in 2022 by seven percent compared to the prior year and 26 percent compared to the base year 2019. Our ambition and efforts to reduce Scope 3 emissions are not yet reflected in our trends for most of the Scope 3 emissions categories. A notable exception is emissions from business travel, which we have significantly reduced since 2019 through a combination of alternative meeting formats and reduced travel budgets. Many of the emissions reduction measures that we and our suppliers are implementing will take time to be completed; therefore, we do not expect a significant reduction of our Scope 3 emissions for at least two more years.

METTLER TOLEDO Carbon Footprint 2022



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 appendix Greenhouse Gas Emissions Calculation Methodology (pages 74–75).

GHG Emissions by Scope (tons CO ₂ e)		2018	2019	2020	2021	2022
Scope 1		28,814	29,228	26,019	25,736	27,722
Stationary		3,079	2,726	2,614	3,025	2,822
Vehicles		23,338	24,329	20,841	20,301	21,698
Refrigerants		2,397	2,173	2,564	2,410*	3,202
Scope 2						
Location-Based		35,250	34,713	35,406	36,184	36,600
Market-Based		32,010	4,617	426	208	367
Total Emissions – Scope 1 and 2 (Market-Based)		60,824	33,845	26,445	25,944	28,089
Emissions Neutralized by Carbon Offset Projects				(26,445)	(25,944)	(28,089)
Scope 3						
Category 1	Purchased Goods and Services	513,081	495,721	591,294	666,717	
	Subcategory – Included in SBTi	322,772	311,426	373,488	416,361	
	Subcategory – Not Included in SBTi	190,309	184,295	217,806	250,356	
Category 2	Capital Goods	40,827	42,966	53,754	54,622	
Category 3	Fuel and Energy-Related Activities	11,913	10,476	10,799	11,239	
Category 4	Upstream Transportation	33,583	32,867	49,359	45,524	
Category 5	Waste	183	530	418	378	
Category 6	Business Travel	34,090	19,060	21,294	28,246	
Category 7	Employee Commuting	17,088	12,052	16,501	17,474	
Category 9	Downstream Transportation	16,566	12,258	15,077	15,559	
Category 11	Use of Sold Products	182,944	171,162	241,975	234,579	
Category 12	End-of-Life of Sold Products	1,379	1,370	1,600	1,664	
Total Emissions – Scope 3		851,654	798,462	1,002,071	1,076,002	
Total Emissions – Scope 3 (SBTi)		602,390	557,043	713,416	753,423	

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

* Figures for 2021 are updated to correct a data inaccuracy for one of our operating Units.

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.

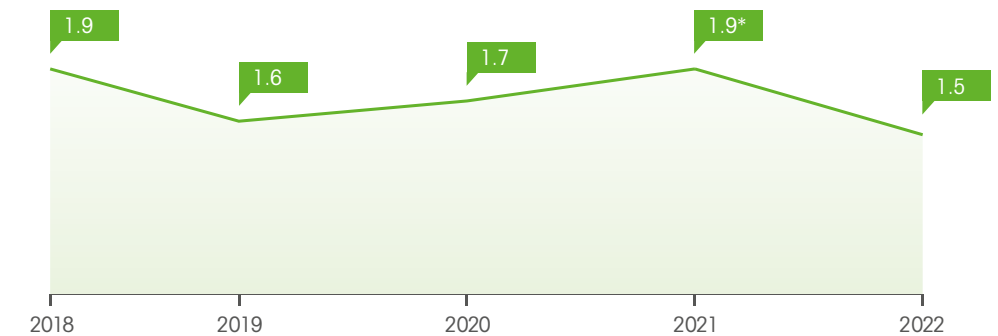
In 2020, we undertook a review of the total waste disposed from our operations. As a result, we set ambitious waste management and reduction targets for our operating Units. Specifically, by 2025, we aim to:

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

In the meantime, larger production Units and offices, which represent more than 90 percent of total waste generated by our Company worldwide, have developed Unit-specific ambitions and targets and have started implementing 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*	2019*	2020*	2021	2022
Total Water Withdrawal	m³	238,964	241,140	219,576	186,263	196,629
Hazardous Waste	tons	302	271	270	294	287
Non-Hazardous Waste	tons	5,252	4,799	5,213	6,773	5,958
Recycled	% of total	52	61	67	70	61
Incinerated	% of total	20	15	11	17	26
Landfill	% of total	22	19	17	8	9
Total Waste Disposed	tons	5,554	5,070	5,484	7,067	6,245
Waste Intensity per Net Sales**		1.9	1.6	1.7	1.9	1.5

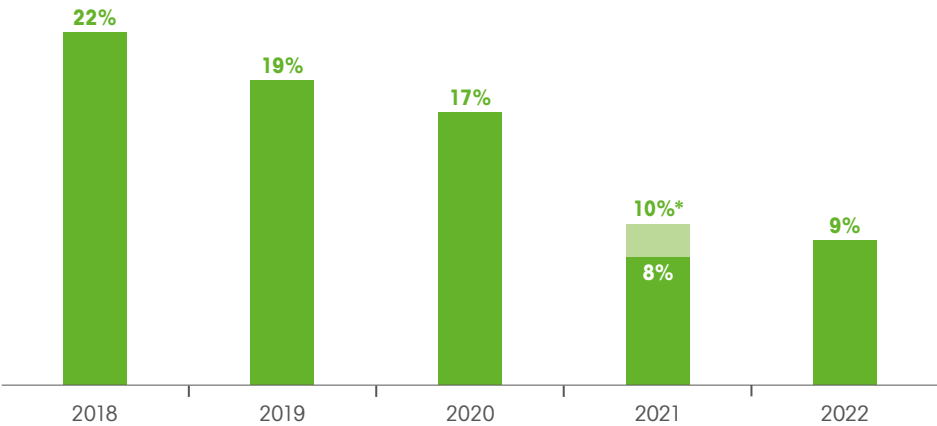
* Waste figures for the years 2018–2020 are updated to correct for a data inaccuracy from one of our operating Units.
** Tons waste per \$1 million (at 2018 constant currency rates).

Waste management and reduction targets are on track to be achieved by 2025. As of 2022, our waste intensity has decreased by 19 percent compared to the 2018 base year and by 20 percent compared to the prior year (seven percent, excluding a major manufacturing site relocation in 2021).

Despite increased production and strong revenue growth, our total waste increased by only two percent in 2022 compared to the prior year (excluding the major manufacturing site relocation noted above). This trend can be partially attributed to continuous waste reduction improvements by local operating Units. The absolute amount of waste sent to landfill was reduced by eight percent in 2022 and accounted for just under nine percent of total waste. This improvement is driven by factors including better waste management practices in our operating Units and local regulatory actions, such as in China, that allow diverting waste from landfill to incineration with energy recovery. Some of the progress in reducing waste to landfill was offset in 2022 by office renovation projects at two large locations in the United States and by more stringent recycling requirements by third-party vendors in the United States, which impacted the amount of waste previously sent to recycling.

Our operating Units and offices will continue to reduce waste intensity toward achieving our zero waste to landfill target by 2025. Actions will focus on further raising awareness in our Units to better manage waste generation on-site to reduce overall waste amounts and increase recycling.

Percent of Waste to Landfill



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

Biodiversity

Due to our business consisting mostly of manufacturing, assembling, distributing, and servicing precision instruments, our operational activities are not deemed to have significant direct on-site impacts on biodiversity from 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 compliant 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 located in established industrial areas and business parks.



Reducing Waste in Switzerland

Reducing the waste generated in our operations is central to our waste management program and related targets.

Located in Switzerland, our facility that manufactures core components for load cells has optimized its Electric Discharge Machining (EDM) filtration system. To maintain the machines’ efficiency, the fluid generated must be properly treated. The new purpose-built centralized filtration system replaces its predecessor to eliminate the waste previously generated by the machine filters—nearly 20 tons incinerated per year—and reduces hazardous slag by over three tons per year.

In addition to the environmental benefits of waste reduction, this project highlights process and quality improvements as well as significant financial benefits from annual operational and materials cost savings.



We updated our Design for Environment Principles and made it mandatory to define specific sustainability improvement targets for new product development.

Sustainable Products and Services

Help Customers to Be Sustainable in Their Businesses

GreenMT Goals	Targets and KPIs	Status
Emphasize and Expand Sustainable Features	Percent of Business Units 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	90% (Units with products launched in last three years)
	Sustainable packaging materials: More than 80% from recycled or certified sustainable sources (by 2025)	65%
	More than 95% easily recyclable or compostable (by 2025)	91%

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. This often results in reduced energy and resource consumption, emissions, and 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. Our new designs also strive to lower electricity or other resource consumption over the product's life. In turn, our products and services help our customers to be sustainable in their businesses.

Most of our precision instruments, consumables, and related services deliver strong sustainability value propositions. Through communication, documentation, and trainings, we are making our customers aware of how our products and services can best contribute to their own sustainability goals.

As we develop new products, we are drawing on scientific insights and novel technical solutions and materials to expand their features and improve their sustainability. 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 upstream and downstream of our operations—at our suppliers and customers.

Executive management members are responsible for the strategic development of products and services in their respective Divisions. Our Business Units manage developments relating to their specific products and services. These developments are built on direct customer interactions and insights on customer needs from our Market Organizations worldwide, and compliance with relevant regulatory requirements.

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. In addition, our high-quality products generally have long lifetimes, which helps conserve resources.

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 can apply to new and existing measurement instruments—from any manufacturer in any industry and workplace. We developed these practices as part of a standardized scientific methodology for secure selection, calibration, and operation of measuring instruments. Through appropriate equipment selection, correct installation, regular testing and maintenance, and proper training of users, Good Measuring Practices ensure that customers’ measurement instruments are optimized to fit the processes in which they are used. This ensures that the instruments perform reliably. Additionally, Good Measuring Practices ensure consistent accuracy, which is a precondition for robust, reproducible, and efficient processes as well as consistent quality. As a result, customers improve their sustainability by reducing waste and inefficiencies resulting from out-of-specification parameters and results.

We have developed and are sharing Good Measuring Practices for most of our instrument categories. See www.mt.com/gp for more information.



XPR Automatic Balance Improves Efficiency

The METTLER TOLEDO Excellence XPR automatic balances combine automated dispensing of powders and liquids with extremely accurate weighing capabilities.

This unique combination offers several benefits, including lower substance or sample requirements, fewer out-of-spec results, improved user safety, and increased productivity.

These benefits are of value in biopharma and life sciences research, where customers may be dealing with potent, toxic, or precious substances and samples.

Helping Our Customers to Advance Green Technologies

More broadly, our products are helping to advance green technologies. Many of our products, including automated titrators, pH meters, thermal analysis instruments, high-precision laboratory and industrial balances, and process analytical sensors are widely used in research and development, manufacturing, and quality control of green and renewable technologies. These technologies include lithium batteries, green hydrogen, solar panels, and components for wind turbines. These same products, as well as our automated reactors and inline spectroscopy solutions, are instrumental in advancing green chemistry, chemical recycling processes, and the development of more sustainable materials.

Contributing to the Circular Economy

We are also 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. In addition, we offer to take back products in select markets. In the European Union, our products are covered by the Waste Electric and Electronic Equipment (WEEE) regulation, and we have joined national collection and recycling programs.

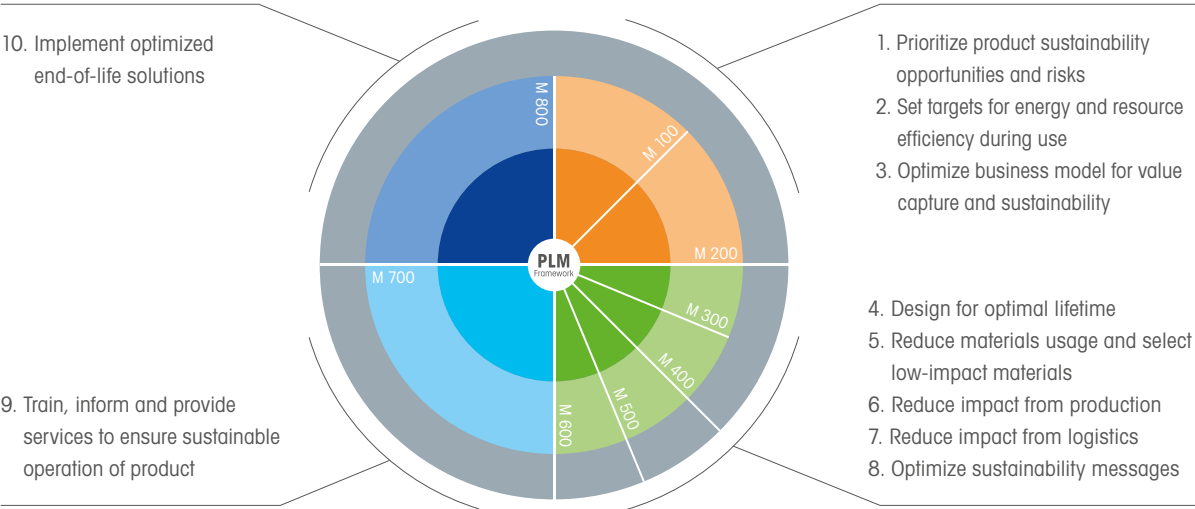
For some products and locations, we offer customers the ability to purchase or rent refurbished equipment or purchase refurbished parts. We are using internal depot repair operations to repair products that can no longer be serviced at the customers’ sites. This helps to keep products in operation.

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

Our Design for Environment Principles provide guidance for new product development and redesign efforts. 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 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 to put more emphasis on sustainability opportunities and risk assessments as an important input to product design decisions. We also included more circularity and circular business model aspects. To ensure consistent implementation across our businesses, we made the setting of specific sustainability targets mandatory for all new product development projects. In addition, we further aligned the Design for Environment Principles with the phases and stage gates of our standard Product Lifecycle Management process (PLM).

Design for Environment Principles



To introduce these changes, we led a workshop at our Global R&D Management Conference and held multiple online trainings with more than 250 participants from all our strategic Business Units around the world.

The Design for Environment Principles are an important enabler for reducing our upstream and downstream Scope 3 emissions. With this in mind, we plan further activities in 2023 and beyond, initially focusing on optimizing material usage, material selection, and reducing the power consumption of our products.

Sustainable Packaging

In 2021, we introduced new sustainability targets to reduce the waste and environmental footprint from our product packaging. This limits waste along our value chain—at our customers and in our operations. We defined two targets to be achieved by 2025: The first target is to have more than 80 percent of packaging materials by weight come from recycled or sustainable sources. The second target is to achieve greater than 95 percent of packaging by weight that is easily reusable, recyclable, or compostable. We will reach these targets mainly by reducing the amount of packaging and by moving from virgin plastic packaging materials (in particular, foams) to materials based on recycled plastic or, preferably, recycled or certified sustainably sourced cardboard or other natural fiber-based materials.

As of 2022, several Business Units have switched their protective packaging from plastic foams to recycled or reused cardboard or paper. As a result, the share of packaging materials from recycled or certified sustainable sources has increased to 65 percent, and the share of materials that are easily reusable, recyclable, or compostable has increased to 91 percent. 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 and changing customer needs, we continue to shift our marketing materials from printed to digital media, which have overall lower environmental impact. This has reduced the amount of paper and ink consumed, emissions from transportation, and waste.

In a broad customer survey we conducted in 2022, a large majority of our customers confirmed a general preference for receiving digital rather than printed information and materials. This is encouraging us to further reduce the volume of printed marketing materials in the coming years. In a related initiative, we strive to minimize the amount of printed product documentation that is shipped with our products. To the extent permissible by applicable regulations, we will migrate product documentation to digital libraries on our corporate website and customer portal.

Innovation, Product Quality, and Compliance

Product development and innovation are central to our Corporate Vision and Values and Business Unit strategies—and 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 in one of our more than 30 R&D Units worldwide. We are proud of our long-standing leadership in innovation and quality, keeping pace with the increasing speed of change and launching many new products annually. We hold over 5,000 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 2022, 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 we have in place, including testing designed to ensure 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. Our policy is to comply with or exceed legal requirements, with a global approach to product compliance. We regularly validate that our new products—and their components and materials—address relevant industry, regulatory, and safety standards within the technical framework of our Design for Compliance approach. 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



AutoChem Solutions Support Sustainability Goals

Powerful laboratory tools and services developed by METTLER TOLEDO AutoChem support customers' green chemistry efforts in the pharmaceutical, biopharma, chemical, and other industries—to achieve higher safety, greater efficiencies, and waste reduction in chemical reactions and processes. A sophisticated combination of automated reactors, advanced analytical tools, and modelling capabilities allows chemists to do more with fewer experiments, less material, and in less time across the chemical product lifecycle. Increasingly, our AutoChem Software solutions are used for remote monitoring, as well as scale-up from R&D to production. Among the many benefits to customers is help in meeting sustainability targets.



TruckPass Helps Reduce Emissions

METTLER TOLEDO introduced the first certified legal-for-trade, single-draft weigh-in-motion (WIM) solution for trucks in the United States. The new TruckPass™ WIM solution eliminates the need for trucks to stop on or after the scale to complete a transaction. The ability to weigh trucks while moving offers efficiency, data quality, operator safety, and sustainability benefits to our customers. One of the benefits is the reduction in truck idling time at the scale, which helps reduce gas consumption and emissions.

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 for product labeling and product operation manuals to meet or exceed all information requirements for safe operation, material content, safe use and servicing, and end-of-life handling.

We have established continuous improvement programs through certified ISO 14001 Environmental Management Systems in all main manufacturing facilities in Europe and Asia, as well as our logistics hub in the United States. This represents approximately 75 percent of Group sales in 2022. Due to the nature of our business activities and operations, we are confident that the potential environmental risks in our operations are quite 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, we do not typically see our products being the subject of public debates or otherwise giving rise to questions or concerns. We do not manufacture harmful products, nor do our products require animal testing or clinical trials. We have an export controls and trade compliance program in place to ensure that we comply with restrictions relating to specific country export controls and economic sanctions programs.

We are also guided by ethics and integrity in the marketing of our products, and we regularly review our marketing materials to ensure they meet our standards. 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 water use
- 

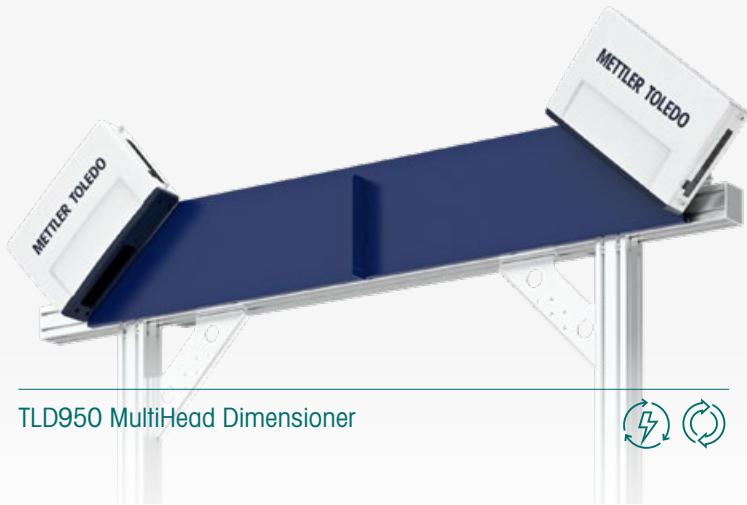
Modular design
- 

Less waste
- 

More sustainable packaging
- 

Less hazardous materials
- 

Improved recyclability



TLD950 MultiHead Dimensioner



pH Buffers



METTLER TOLEDO Remote Service



TOC Sensor 6000i



Green-Pak™ and TerraRack™ Tip Racks



PFA589 Floor Scales



Safeline X34 X-Ray Inspection System



SP+™ Serological Pipette Controller



RapidCal™ Tank Scale Calibration Kit



Eagle Pack 240 X-Ray Inspection System



InSUS 607 DO Sensor with InSUS H60i Sensor Head



FreshWay Retail Scales



VTS Third-Generation Truck Scales



M80 Sensor-Mount Transmitter with InPro 6850 sensor





We engaged with all our strategic direct material suppliers and aim to hold them accountable for our joint ESG goals.

Responsible Supply Chain

Promote Global Best Practices within Our Supply Chain

GreenMT Goals	Targets and KPIs	Status
Leverage Responsible Sourcing Framework	Progress implementing the Responsible Sourcing Guidelines	On track
	30% strategic preferred suppliers subjected to an annual ESG assessment	14%

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

Our ESG focus encompasses the entire supply chain, addressing both our many suppliers and our Company as a supplier to its customers. By diligently operating our compliance program, we have been successful in managing our own businesses consistent with global best practices, including topics related to labor practices, human rights, and business ethics. Our Code of Conduct is applicable to all Units, and we train all employees on this annually. In 2021, we received gold medal status from EcoVadis, which is an important recognition for our sustainability efforts as a supplier.

Given the significant scope of our several thousand suppliers, we realize we can have a potentially greater impact by positively influencing our suppliers’ sustainability performance. We drive further improvement across our supply chain by leveraging our Responsible Sourcing Framework, which helps us integrate social and environmental considerations into our sourcing decisions and supplier management process. Key elements of the framework are our well-established Business Partner Code of Conduct as well as the recently introduced corresponding Responsible Sourcing Guidelines, which cover environmental, business ethics, labor practices, and human rights related issues and questions.

In 2022, we engaged with all our strategic direct material suppliers. Additionally, we aim to engage with suppliers representing the majority of spending and/or greenhouse gas emissions—mainly through communication, education, and target setting—and aim to hold them accountable through audits, with the goal of enhancing their economic, environmental, and social performance. Going forward, decarbonization of our supply chain in support of our Scope 3 emissions reduction targets will be a priority in our responsible sourcing efforts.

In 2016, we launched SternDrive, our corporate operational excellence program for continuous improvement efforts within our supply chain. Increasingly, the SternDrive Program and organization embrace sustainability topics and goals, including a new annual GreenMT Award honoring projects that achieve both productivity and sustainability improvements.

As an executive management member, our Head of Supply Chain and IT oversees the SternDrive Program, including our Supplier Management Program and Preferred Supplier Assessments. The SternDrive team, with support from the Corporate Sustainability team, manages the Program’s sustainability-related goals.

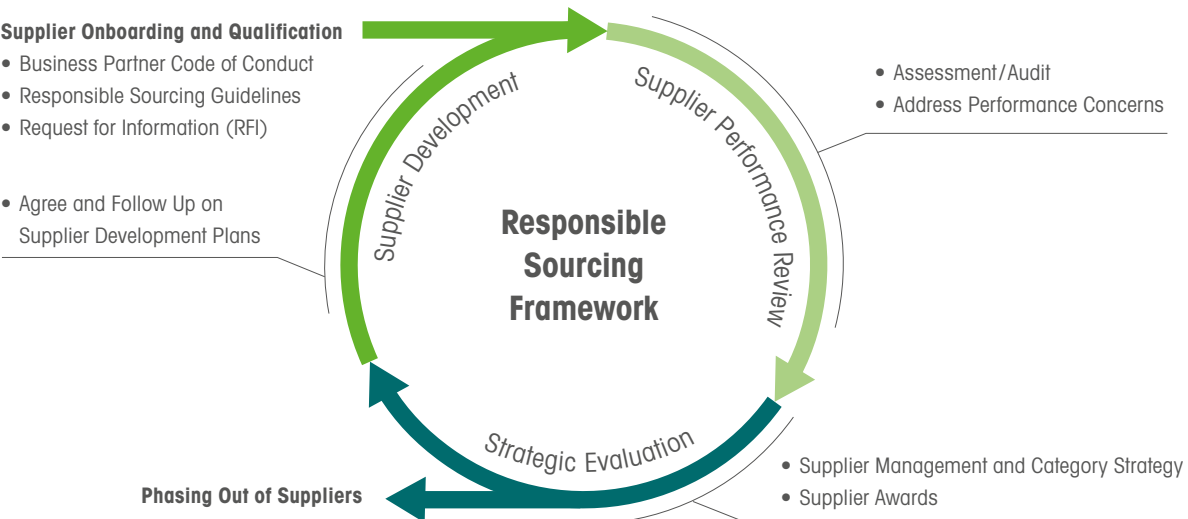
Supply Chain Overview

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 supply chain is globally diversified and complex, represented by approximately 3,000 direct materials suppliers. There were no substantive changes to our supply chain since the prior report.

Our supply chain is globally oriented with an emphasis on quality, efficiency, resilience, and sustainability. Most of our suppliers are located close to our major production facilities in China, Switzerland, the United States, Germany, the United Kingdom, and Mexico. With our regional logistics and final-assembly hub strategy, we position ourselves to better serve our customers and reduce the overall greenhouse gas emissions of our distribution network.

Responsible Sourcing Framework

In 2022, we continued to roll out the Responsible Sourcing Guidelines within different category management tools, including further embedding responsible sourcing into our category management strategies and developing enhanced guidance and supplier assessment tools. We continue to implement our Responsible Sourcing Framework, with a focus on Scope 3 reductions in specific high-emissions material categories and ensuring human rights compliance throughout our supply chain.



Business Partner Code of Conduct

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

Labor Practices and Human Rights

We expect our suppliers to respect their workers’ rights to freedom of association, third-party consultation, and collective bargaining, where provided by law. We have publicly committed to prevent slavery and human trafficking and to uphold human rights in the supply chain. See our Statement on Slavery, Human Trafficking, and Transparency in the Supply Chain at www.mt.com/policies. In our own production facilities, we primarily employ a highly skilled workforce due to the complexity of our products. This means we are not at risk of direct use of child labor, forced labor, or compulsory labor. For the same reasons, and considering the locations of our suppliers’ facilities, we understand that our suppliers are also generally not at risk regarding child labor, forced labor, or compulsory labor. In 2022, there have been no reported incidents of such violations. To help ensure ongoing compliance, we assess the performance of certain suppliers annually as described below.

Supplier Assessment and Engagement

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.

We aim to thoroughly screen all new and potential suppliers with an assessment, which also covers environmental, social, and governance topics. In addition, ongoing audits for existing suppliers are a major component of our Responsible Sourcing Framework. Here, we focus our efforts on strategic preferred direct suppliers. We aim to annually assess 30 percent of our strategic preferred suppliers on environmental, social, and governance (ESG) topics. As part of our supplier audit program in 2022, we assessed the sustainability performance of 80 suppliers, who together represent approximately 12 percent of our total direct supplier spending. As in 2021, our audit plan in 2022 continued to be affected by travel and access restrictions relating to COVID-19, mostly in China. In the past two years, we have assessed

more than 125 suppliers, representing approximately 22 percent of our direct supplier spending. We assess ESG impacts as part of our audits along with a variety of quality-related topics. We ensure our auditors receive regular training and work with external auditors to update audit procedures and checklists. We have established processes for non-compliance, which include dialogue, action plans, and ultimately termination of collaboration in case of continued non-compliance. In 2022, we did not identify any of our assessed suppliers as having significant negative environmental, social, or governance impacts.

Starting in 2018, we have been inviting our preferred suppliers to in-person Supplier Days in Europe, China, and North America involving presentations, workshops, and best practice sharing. In 2022, due to ongoing COVID-19 restrictions in China and severe weather disruptions in the United States, we were only able to hold our Supplier Day in Europe, with over 30 suppliers joining the event. Supplier Days help our suppliers continue to enhance their economic, environmental, and social performance. This year's European Supplier Day again included two sustainability workshops held by the Corporate Sustainability team. To encourage continuous improvement by our suppliers, we grant a variety of supplier awards at these events. These awards celebrate outstanding performance in four categories: innovation, operational excellence, global partnership, and sustainability.

To further reinforce our expanding ESG expectations and commitments, in 2022 we directly engaged with all our strategic direct suppliers. These engagements were designed to create further awareness, and gain support from our suppliers to help us achieve our specific goals related to compliance, greenhouse gas emissions reductions, and more sustainable waste management in our operations.

ESG Expectations Communicated to Our Suppliers in 2022



Provide transparency on and compliance with relevant global social, ethical, and legal standards.



Provide transparency on and reduction of greenhouse gas emissions of products and services supplied to METTLER TOLEDO.



Increase the sustainability of packaging used for the products supplied to our operations.



Supply Chain Transparency Enhances Resilience

Managing a globally diverse and complex supply chain can present sustainability and business continuity challenges. Climate-related events, geopolitical incidents, and other disturbances can disrupt supply chains. We are implementing new Artificial Intelligence (AI)-powered tools provided by an external partner to help us manage these challenges. These tools rely on various static and dynamic data sources to provide risk ratings and identify potential specific risks and actual incidents or disturbances related to our supply chain partners. Our supply chain managers are using these tools to increase supply chain transparency and to monitor in real time for compliance incidents and other potentially disruptive events. This further enhances the resilience of our supply chain and implementation of our Responsible Sourcing Framework.

Supply Chain Transparency and Annual Reporting

As we work toward greater supply chain transparency, we seek to better understand the origin of the materials that go into our products, including the social and environmental impacts of their sourcing. Accordingly, we take seriously the requirements of various supply chain transparency regulations, including those relating to responsible minerals, forced labor, child labor, and human trafficking. To ensure we meet these requirements, we increasingly rely on various platforms to help us proactively monitor and investigate potential risk in our supply chain. As a result, we adopted formal company-wide policies that we communicate to and enforce with our suppliers. These policies describe our commitment to compliance, supplier due diligence, and ongoing supply chain evaluation. For more information, see our Ethical, Social, and Quality Standards and Conflict Minerals Report (which is filed with the Securities and Exchange Commission with our Form SD Specialized Disclosure), both available at www.mt.com/policies.

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.



We have numerous local and regional programs across the world to help us develop our employees.

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 >14 hours of training per employee*
Employment Conditions	Voluntary turnover <10%	9.5%
Diverse and Inclusive Workplace	Ensuring full and effective participation and equal opportunities in leadership for women	Share of women in management roles 28%
Employee Safety	Occupational health KPIs	All safety KPIs below five-year average

Sustainable Development Goals



Company Policies

- Vision, Values, and Integrity
 - Equal Employment Opportunity
 - Diversity and Inclusion Policy
- www.mt.com/careers

* Only trainings logged in our online Learning Management System.

As a highly successful organization, we have many strengths that position us well for the future. An important key to our success is our employees. We are proud of our corporate culture and of our employees' continued dedication and drive. Together as One Team, we seek and capture opportunities to deliver value and an exceptional customer experience. As a team, we have done well, and this speaks to the strength of our Company and the quality of our employees, even in a year with significant external challenges.

METTLER TOLEDO is committed to providing an attractive workplace experience for our employees. To do so, we are focused on three strategic goals: further refining our employment conditions and high-performance culture, continuing to cultivate a diverse and inclusive workplace, and fostering an ever-safer workplace for all employees. We know that engaged employees are at the heart of our success, which is why we are committed to attracting, developing, and retaining the best employees.

In 2022, we partnered with an agency to survey the perspectives of our colleagues around the world. More than 5,300 employees were randomly selected from across the Company to take part in an employee perception survey. With a remarkable 80 percent response rate, we gained insights into how the Company and its work culture are perceived. In addition, individual interviews were conducted with more than 90 employees, including 26 leaders. The survey was part of the development of an updated employer brand launching in 2023.

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 the relevant HR initiatives in their local organizations. One of our Division Heads oversees employee safety. The Board of Directors regularly reviews the Company’s safety performance.

Code of Conduct and Corporate Vision and Values

METTLER TOLEDO’s strength is anchored in our 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 sustainable, and our reputation is protected.

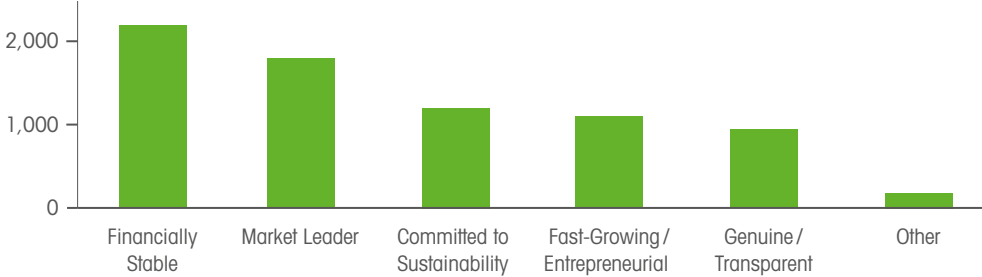
The importance of our employees is reflected in our Corporate Vision by the elements “One Team” and “You make the difference ... precisely.” To remain successful, METTLER TOLEDO is constantly striving to provide value to our customers globally. We can only achieve this by working together with fellow 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 new innovations.

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

Our Corporate Values support our ESG efforts through commitments to integrity, innovation, quality, continuous improvement, and using resources wisely. And according to the 2022 employee perception survey, “Committed to sustainability” was among the highest-ranking drivers of employee satisfaction.

Employee Satisfaction (by number of respondents)



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, trainings, and new employee onboardings. Our emphasis on continuous improvement is fundamental to ongoing and ambitious corporate responsibility.

Our commitment to integrity and innovation is evident in the quality of the products 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.

The employee perception survey reveals that our colleagues take pride in living our core values every day. Respondents frequently used terms such as “quality,” “stable,” and “supportive” to characterize the Company. We see a connection: when employees feel valued and secure, they can do their best work.

In the survey, “innovative” was the most-used term to describe METTLER TOLEDO, confirming our Corporate Vision element of “Amazing Solutions.” We understand that the novel solutions offered by our products and services are rooted in our employees’ engagement and their ingenuity. We strive to offer an inclusive culture that supports the uniqueness of every employee and benefits from their diverse perspectives—both being key ingredients for innovation.



Walk and Talk with the CEO

Since 2021, more than 125 employees have participated in a “Walk and Talk with the CEO.” Employees have had the opportunity to discuss everything from vision and strategy to work culture to non-work-related topics with CEO, Patrick Kaltenbach. Participants have described the ongoing opportunity as “inspiring,” “enriching,” and “personal.”

Workforce Diversity, Inclusion, and Equal Opportunity

As a global company comprised of employees representing more than 100 nationalities, we understand that the diversity of our colleagues is among our greatest strengths. To that end, we are committed to diversity, inclusion, and equal opportunities across the Company. This is outlined in our Diversity and Inclusion Policy and Equal Employment Opportunity Policy, respectively. We believe in treating each other with respect, dignity, and fairness. This is fundamental—and embedded in our Code of Conduct.

These behavioral aims are supported by regular trainings and targeted communications and through discussions at all management levels. They are reflected in our processes for recruiting, internal talent development, and performance management.

We primarily hire employees and managers from the communities in which we operate, rather than relying on expatriates, and most of our employees live near their workplace. As a result, we can have a positive impact on local communities, particularly in our larger locations in Switzerland, the United States, and China. Wherever possible, employees are encouraged to use public transportation and bicycles to come to work.



Events, Trainings, and Community Strengthen Our One Team

METTLER TOLEDO offers employees a wide range of professional trainings and development opportunities.

Cultural events and celebrations offer employees shared experiences and a chance to develop relationships that benefit our One Team culture.

With a direct presence in 40 countries, METTLER TOLEDO employees make a difference in their communities.

The diversity of our global workforce is largely a reflection of the more than 40 countries in which we have a direct presence. Overall, women make up approximately 36 percent of our employees and hold approximately 28 percent of management positions. This represents an increase of women in management roles of more than five percent in the past five years.

We base our employment decisions on valid business reasons, such as qualifications, talents, and achievements, and comply with local and national employment laws. We are committed to providing a work environment that is free of unlawful discrimination and harassment. Our policies prohibit unlawful discrimination based on race, color, creed, sex, and gender, among others. We have a comprehensive and globally valid Equal Employment Opportunity Policy. In 2022, we ran gender pay-gap analysis surveys in several Units in various countries. The surveys confirmed no statistically relevant differences as well as full compliance with local laws.

Employee Rights

We have established an open-door policy and a complaint resolution process within each of our Business Units. Our Human Resources managers are appointed as Equal Opportunity Officers in their respective Business Units. We carefully and fully investigate all allegations of unlawful discrimination and hold employees accountable, up to and including possible termination, for verified violations of our policies.

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 2022, approximately 9,000 employees worldwide were covered by collective bargaining agreements or another arrangement organized to represent employee interests.

Attracting Employees

We have been steadily growing our workforce, which numbered 18,000 at the end of 2022, compared with 17,800 in the previous year. This includes 16,400 employees and 1,600 temporary personnel, of whom 6,400 are in Europe, 5,200 in the Americas, and 6,400 in Asia and other countries.

Our workforce growth is mostly organic, supported by low turnover, long employee tenure, and our capability to attract new talent. When adding employees through acquisitions, we have a record of successfully integrating new team members into our workplace culture.

We engage our globally distributed workforce with locally designed and market-competitive programs related to compensation, benefits, and workplace policies. In each case, these programs are consistent with the global commitments outlined in our Ethical, Social, and Quality Standards available at www.mt.com/policies.

Most of our employees in the United States, Canada, 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 there.

“

I knew it was a company where I could develop my career.

”

European employee

“

I wanted a role in a company that offers stability and growth opportunities.

”

Asia Pacific employee

“

I like the idea of working for a global company where I can work with international people.

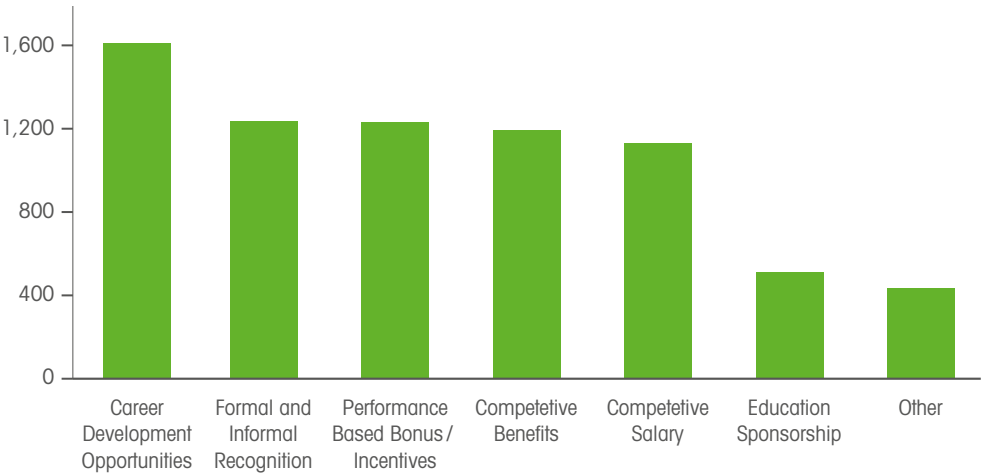
”

Americas employee

Developing and Retaining Employees

As part of our culture of continuous improvement, personal and career growth is another way we invest in our employees. The 2022 employee perception survey revealed that career development opportunities stood out as the leading key reward driver for respondents.

Key Reward Drivers (by number of respondents)



We have numerous local and regional programs around the world to help us develop our employees. These include programs targeted to young 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.

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

Our employees have access to learning resources including our online Learning Management System (LMS), which is available on demand. Classroom trainings are available in many of our global locations, and many trainings are offered online. Internal experts and senior leaders facilitate our in-person trainings. During 2022, almost 97 percent of our employees completed one or more training courses, spending an average of 14.4 hours per employee, a 16 percent increase from the prior year. The total number of completed training sessions increased again sharply to more than 239,000 sessions (an increase of 75 percent), mainly driven by increasing efforts to raise awareness and train our employees on IT security threats.

Middle management greatly 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 2022, more than 758 employees had completed this seminar.

We have designed our Global Performance Management process to help ensure alignment of individual development aspirations with corporate and Unit-level strategy implementation and our Corporate Values. Employee performance reviews are based on a harmonized set of competencies that reference our Corporate Values Statements. 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.

In 2022, our voluntary turnover rate was 9.5 percent. This is in line with our target of less than 10 percent. In the past years’ shifting job markets, we are proud of our high retention rate and our adaptability to changing expectations for employers. For instance, wherever possible, we offer colleagues a hybrid work model and flexible working hours to facilitate work-life balance.

Occupational Health and Safety

We are invested in the well-being of our employees. Many of our Units offer employee health programs, such as fitness activities and regular health checks.

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 review each Unit’s performance and work with it to improve employee safety through targeted actions relevant to its type of operation. In 2022, our health and safety KPIs were lower than in 2021 and the previous five years.

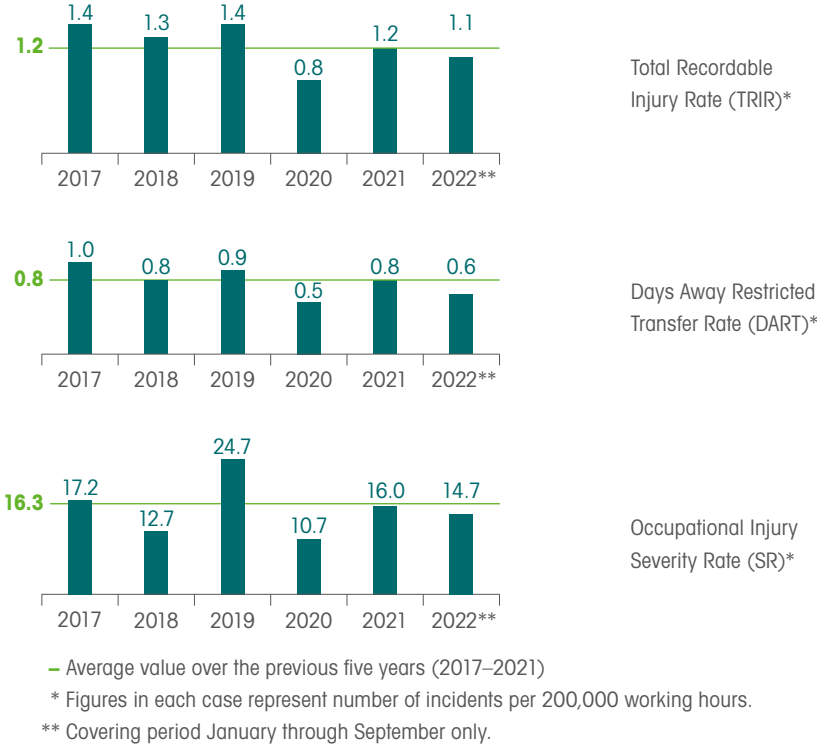


Health and Well-Being

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



Health and Safety Performance 2022



We have local safety programs in place at all relevant Units. In addition, select locations have implemented a certified work safety management system. Our Unit managers monitor safety metrics in their Units and our executive management team reviews these metrics. Although our incident levels are already relatively low, we believe we can make further improvements through our existing preventive risk management programs, best practice sharing, and safety awareness campaigns on all levels.

The predominant incidents we see are bruises and minor cuts from the handling of tools or sharp objects and strains or concussions from tripping while walking or using stairs. Severe workplace accidents are rare, yet in the past five years, there has been one very unfortunate fatality from an occupational incident related to a motor vehicle accident. Detailed accident rates are shown below.

Detailed Incident Rates 2022

Occupational Health and Safety	2017	2018	2019	2020	2021	2022
Total Number of Workforce	15,400	16,000	16,200	16,500	17,800	18,000
Total Recordable Cases	184	168	195	119	170	171
Total Recordable Injury Rate (TRIR)	1.4	1.3	1.4	0.8	1.2	1.1
Days Away, Restricted, Transfer Rate (DART)	1.0	0.8	0.9	0.5	0.8	0.6
Occupational Injury Severity Rate (SR)	17.2	12.7	24.7	10.7	16.0	14.7
Occupational Fatalities	0	0	0	0	0	1

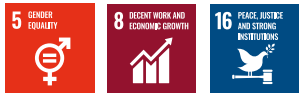


Our Board and executive management devote a significant amount of time and oversight to ESG topics.

Good Corporate Governance Follow Governance Best Practices

GreenMT Goals	Targets and KPIs	Status
Good Corporate Governance	Compliance with Commonsense Principles of Corporate Governance	No significant governance concerns were raised
	Maintain a diverse array of skills, experiences, perspectives, and other characteristics on the Board of Directors	37.5% women and 12.5% racial/ethnic diversity 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

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

We have set several strategic goals relating to this topic: to continue our track record of good governance, including compliance with relevant standards and principles; to provide meaningful disclosure on our activities and progress; and to align our strategy and disclosure practices with the third-party standards, goals, and frameworks that are most relevant to our business and of the greatest interest to our stakeholders.

In 2022, the Board of Directors further aligned the cash incentives of executive management with the main GreenMT sustainability goals by implementing additional quantitative and qualitative performance targets as part of the cash bonus incentive. 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. This includes evaluation of the Company’s performance on relevant ESG topics. In 2022 specifically, the Board (including each Board committee, as applicable) and executive management discussed relevant ESG topics during each of the quarterly Board meetings, including 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 and cybersecurity. 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 General Counsel 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. Beginning in 2022, in order to ensure ongoing good governance in light of increasingly complex regulatory requirements, our Chief Financial Officer also oversees the reporting and internal validation of Scope 1 and 2 activities and emissions data. Both the General Counsel and Chief Financial Officer 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 integrity, diversity and inclusion, sustainability, and other GreenMT goals.

Board of Directors

The Board of Directors consists of eight directors with broad experience, coming 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/investors 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 a separate non-executive Board Chair. In addition, one director serves as the Presiding Director at all executive sessions of the directors. As of May 2023, 37.5 percent of our Board of Directors are women. The Board has developed a skills and experience competency matrix, which is used to ensure 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, including information related to Board diversity.

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 Follow good governance best practices
	Sustainable Products and Services Help our customers to be sustainable in their businesses	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 General Counsel and Corporate Secretary Chief Financial Officer

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 our program is well designed. The Board of Directors oversees our operation 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 2021. 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 on identifying and solving a variety of legal and ethical questions. This policy provides information about various internal and external mechanisms (such as hotlines, Ombudsman, access to Internal Audit, and the Board of Directors) for seeking advice and reporting concerns, which our employees or third parties can use confidentially or anonymously, without fear of retaliation.

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 the topics set out in our Ethical, Social, and Quality Standards—including those relating to human rights—which applies to all our Business Units.

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,

most recently in 2022. We conduct online and in-person trainings at Company locations throughout the year. We also have standardized processes for communicating our policies and expectations to business partners, and we conduct risk-aligned third-party due diligence 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. 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 Company locations throughout the year on these obligations. We have not had any instances of violations or fines levied against the Company for anti-competitive 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 on www.mt.com/legal. We have active programs in place to reinforce cybersecurity, which include mandatory quarterly trainings for all employees. 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 2022. 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 a number of 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. As examples, some of our employees may belong to industry associations like the US Scale Manufacturers Association, the Swiss Weighing Association, and the European Association of Manufacturers of Weighing Instruments. We also participate in standardization bodies, such as the International Organization of Legal Metrology, European Cooperation in Legal Metrology, and US National Conference on Weights and Measures.

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 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 below, we outline how our GreenMT strategy contributes to the UN Sustainable Development Goals.

Recognizing that reliability and accuracy in disclosures are of primary importance, we continue to proactively design our ESG disclosures to not only 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 ISAE 3000 and are evaluating possibilities for further future assurances.

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, such as the Carbon Disclosure Project (CDP), MSCI, Sustainalytics, ISS, and S&P Global.

We also are a member of several sustainability platforms that help promote ethical supply chains. We use Sedex to share information with our customers about our responsible supply chain performance relating to environmental topics, health and safety, labor practices, and human rights. Our material manufacturing facilities have been subject to third-party audits, including Sedex Member Ethical Trade Audits (SMETA). In the past five years, our organization has undergone 20 such initial, partial, and periodic audits, including at our facilities in China, Germany, India, the United Kingdom, and the United States. We are also an active member of EcoVadis, a platform where suppliers and buyers are rated according to ethical, environmental, and social parameters. In 2022, for the second consecutive year, we achieved a gold medal rating from EcoVadis.

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 Financial Officer, General Counsel, and Board of Directors. We also engage with our shareholders 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 2022.

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

How METTLER TOLEDO Connects to the UN Sustainable Development Goals

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

We track our commitment to, and progress on, sustainability topics in our Corporate Responsibility Report, where we show how the strategic topics from our GreenMT strategy relate to the SDGs. We believe 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 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 discrimination on the basis of gender
- Ensuring women's full and effective participation and equal opportunities for leadership

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 assurance of our emissions data and related energy consumption according to ISAE 3000. We intend to continue conducting such an external assurance on an annual basis.

Our prior report was published in 2022, covering information for the year 2021. This report covers the business year 2022. Unless otherwise stated, the reporting period is from January 1, 2022 to December 31, 2022. 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 Group and its subsidiaries. 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 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 and its subsidiaries 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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GRI 3: Material Topics			
3-1	Process to determine material topics	9	
3-2	List of material topics	9	
3-3	Management of material topics	9	

Standard	Disclosure	Page/Reference	SASB Reference
Topic-Specific Disclosures			
ECONOMIC TOPICS			
GRI 201: Economic Performance			
201-1	Direct economic value generated and distributed	12–13	
201-2	Financial implications and other risks and opportunities due to climate change	70	
201-3	Defined benefit plan obligations and other retirement plans	AR F-30	
201-4	Financial assistance received from government	AR F-10, F-15	
GRI 202: Market Presence			
202-2	Proportion of senior management hired from the local community	50–51	
GRI 203: Indirect Economic Impacts			
203-2	Significant indirect economic impacts	9, 43, 47–55	
GRI 204: Procurement Practices			
204-1	Proportion of spending on local suppliers	41–45	RT-EE-440a.1
GRI 205: Anti-corruption			
205-1	Operations assessed for risks related to corruption	60–61	RT-EE-510a.1
205-2	Communication and training about anti-corruption policies and procedures	60–61	
205-3	Confirmed incidents of corruption and actions taken	60–61	RT-EE-510a.2 HC-MS-510a.1
GRI 206: Anti-competitive Behavior			
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	60–61	RT-EE-510a.1 RT-EE-510a.3
ENVIRONMENTAL TOPICS			
GRI 301: Materials			
301-3	Reclaimed products and their packaging materials	36	
GRI 302: Energy			
302-1	Energy consumption within the organization	23	RT-EE-130a.1
302-2	Energy consumption outside of the organization	18–21, 24–25	
302-3	Energy intensity	23	
302-4	Reduction of energy consumption	23	RT-EE-130a.1
302-5	Reductions in energy requirements of products and services	31–39	
GRI 303: Water and Effluents			
303-3	Water withdrawal	27–28	
GRI 304: Biodiversity			
304-1	Operational sites owned, leased, managed in, or adjacent to protected areas and areas of high biodiversity value outside protected areas	29	
304-2	Significant impacts of activities, products, and services on biodiversity	29	
304-3	Habitats protected or restored	29	
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	29	

Standard	Disclosure	Page/Reference	SASB Reference
GRI 305: Emissions			
305-1	Direct (Scope 1) GHG emissions	17–18, 21–22	
305-2	Energy indirect (Scope 2) GHG emissions	17–18, 21–22	
305-3	Other indirect (Scope 3) GHG emissions	17–20, 24–26	
305-5	Reduction of GHG emissions	17–26	
305-6	Emissions of ozone-depleting substances (ODS)	24	
GRI 306: Waste			
306-1	Waste generation and significant waste-related impacts	27–28	RT-EE-150a.1 RT-EE-150a.2
306-2	Management of significant waste-related impacts	27–28	
306-3	Waste generated	27–28	
306-4	Waste diverted from disposal	28	
306-5	Waste directed to disposal	28	
GRI 308: Supplier Environmental Assessment			
308-1	New suppliers that were screened using environmental criteria	41, 43–45	
308-2	Negative environmental impacts in the supply chain and actions taken	43–45	
SOCIAL TOPICS			
GRI 401: Employment			
401-1	New employee hires and employee turnover	47–53	
GRI 403: Occupational Health and Safety			
403-1	Occupational health and safety management system	55	
403-2	Hazard identification, risk assessment, and incident investigation	55	
403-3	Occupational health services	55	
403-4	Worker participation, consultation, and communication on occupational health and safety	55	
403-5	Worker training on occupational health and safety	55	
403-6	Promotion of worker health	55	
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	55	
403-8	Workers covered by an occupational health and safety management system	55	
403-9	Work-related injuries	55	
403-10	Work-related ill health	55	
GRI 404: Training and Education			
404-1	Average hours of training per year per employee	52–53	
404-2	Programs for upgrading employee skills and transition assistance programs	52–53	
404-3	Percentage of employees receiving regular performance and career development reviews	53	
GRI 405: Diversity and Equal Opportunity			
405-1	Diversity of governance bodies and employees	58–60	
405-2	Ratio of basic salary and remuneration of women to men	51	
GRI 406: Non-discrimination			
406-1	Incidents of discrimination and corrective actions taken	51	

Standard	Disclosure	Page/Reference	SASB Reference
GRI 407: Freedom of Association and Collective Bargaining			
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	43, 51	
GRI 408: Child Labor			
408-1	Operations and suppliers at significant risk for incidents of child labor	43	
GRI 409: Forced or Compulsory Labor			
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	43	
GRI 413: Local Communities			
413-1	Operations with local community engagement, impact assessments, and development programs	49–51	
GRI 414: Supplier Social Assessment			
414-1	New suppliers that were screened using social criteria	43–45	
414-2	Negative social impacts in the supply chain and actions taken	43–45	
GRI 415: Public Policy			
415-1	Political contributions	61	
GRI 416: Customer Health and Safety			
416-1	Assessment of the health and safety impacts of product and service categories	36–37	RT-EE-250a.1; HC-MS-250a.1
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	36–37	RT-EE-250a.2
GRI 417: Marketing and Labeling			
417-1	Requirements for product and service information and labeling	36–37	
417-2	Incidents of non-compliance concerning product and service information and labeling	36–37	
417-3	Incidents of non-compliance concerning marketing communications	36–37	
GRI 418: Customer Privacy			
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	61	

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 C1. Governance of our CDP Climate Change 2022 questionnaire response and more recently on page 11 of our Proxy Statement for the Annual Meeting of Shareholders 2023 and page 58 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 C2. Risks and Opportunities and C3. Business Strategy of our CDP Climate Change 2022 questionnaire response and more recently on page 17 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. Risks and Opportunities of our CDP Climate Change 2022 questionnaire response and more recently on page 10 of our Proxy Statement for the Annual Meeting of Shareholders 2023 and page 17 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. Targets and Performance, C6. Emissions Data, and C9. Additional Metrics of our CDP Climate Change 2022 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 500 square meters are not included in our annual data collection process for Scope 1 and 2 emissions. This represents approximately less than two 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 and 2 emissions are based on and reported for the most recent fiscal year of METTLER TOLEDO, January 1, 2022 through December 31, 2022. All Scope 3 emission categories reported in the Corporate Responsibility Report 2023 were calculated based on our updated GHG accounting methodologies for the reported time frame from 2019 to 2022. Our absolute baseline emissions targets for Scope 3 have been updated in line with the SBTi guidelines.

1.4 Table 1: Emissions Calculation Methodology

Emissions	Calculation Methodology
Scope 1 (2022) GHG emissions related to (1) global vehicle fleet, (2) stationary combustion, (3) refill of refrigerants in air conditioning (AC) equipment and manufacturing processes, and (4) additional air emissions	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 SoFi/Sphera system (based on IEA 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 SoFi/Sphera system (based on IEA 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 SoFi/Sphera system (based on multiple data sets)
Scope 2 (2022) 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 SoFi/Sphera system (based on IEA and AIB 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 SoFi/Sphera system (based on the VfU data set)

Scope 3 (2019–2022)

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 SoFi/Sphera system (based on Defra, Gabi and IEA data sets)
- 4. Upstream transportation and distribution (Hybrid method)**
For approximately 47% of spend (2022), 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 SoFi/Sphera (based on Defra v10.0 data sets)
- 6. Business travel (Hybrid method)**
 - 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 GHG Protocol (<https://ghgprotocol.org/calculation-tools>)

- 8. Upstream leased assets**
Reported under Scope 1 and 2
- 9. Downstream transportation and distribution (Hybrid method)**
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% (2022) 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 0.41 kg CO₂e per kWh electricity (2022)
- 12. End-of-life treatment of sold products (Average-data method)**
For 2019, based on 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. For following years, emissions were extrapolated based on actual sales volume growth
- 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 towards 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 2022, 41 percent of our total electricity consumption of 76 gigawatt hours was covered by bundled certificates and 59 percent by unbundled certificates. Across bundled and unbundled RECs/EACs, more than 98 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 two 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 2022 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	Canada
	Mexico	Mexico
	Brazil	Brazil
Europe	Austria, Spain	Belgium, Croatia, Denmark, Germany, Ireland, Italy, Switzerland, Netherlands, Norway, Slovakia, Slovenia, Czech Republic, Hungary
	Poland	Poland
	Turkey	Turkey
	United Kingdom	United Kingdom
Asia Pacific	Thailand	Thailand, Singapore, Australia, New Zealand
	India	India
	Indonesia	Indonesia
	Malaysia	Malaysia
	Vietnam	Vietnam
	Philippines	Philippines
	China	China, Japan, South Korea, Taiwan

Appendix: External Assurance



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

DNV Business Assurance Norway AS
Veritasveien 1
1363 Høvik
Norway

Organisation no.: 959 627 606
Tel: +47 67 57 99 00

Date: 19-04-2023

To whom it may concern

The purpose of this letter is to clarify matters set out in the verification process. It is not an assurance report and is not a substitute for an assurance report.

This letter and the verifier's assurance report, including the opinion(s), are addressed to you and are solely for your benefit in accordance with the terms of the contract. We consent to the release of this letter by you to CDP in order to satisfy the terms of CDP disclosure requirements but without accepting or assuming any responsibility or liability on our part to CDP or to any other party who may have access to this letter or our assurance report.

In accordance with our engagement contract with you of 28th November 2022 (the "contract") and for the avoidance of doubt, we confirm that our verification process incorporated the following matters:

1. Boundaries of the reporting company covered by the assurance report and any known exclusions.

Mettler-Toledo International Inc commissioned DNV Business Assurance Norway AS to provide an independent third-party limited assurance verification of the Mettler-Toledo International Inc ("Mettler-Toledo") for 2023 CDP reporting to the Climate Change Program. The scope of the work included:

- Scope 1 CO₂ emissions (ref. CDP report point C 6.1)
- Scope 2 CO₂ emissions (ref. CDP report point C 6.3)
- Scope 3 CO₂ emissions (ref. CDP report point C 6.5)
 - 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 Sold Products



2. Emissions data verified - broken down by Scope 1, Scope 2 and Scope 3 categories with figures given; option to include other relevant data that has been verified with figures given.

Our verification scope included the Mettler-Toledo's aggregated emissions data for 1 January 2022 to 31 December 2022 as follows:

Scope 1: Data as reported in C6.1:

Total CO_{2e}- Scope 1 emissions: 27 722 metric tonnes CO_{2e}-

Scope 1: Data as reported in C6.3:

Total CO_{2e}- Scope 2 emissions (market based): 367 metric tonnes CO_{2e}-

Total CO_{2e}- Scope 2 emissions (location based): 36 600 metric tonnes CO_{2e}-

Scope 3: Data as reported in C6.5:

Total CO_{2e}- Scope 3 emissions: 1 076 002 metric tonnes CO_{2e}-

Category 1: Purchased Goods and Services 666 717 metric tonnes CO_{2e}-

Category 2: Capital Goods 54 622 metric tonnes CO_{2e}-

Category 3: Fuel- and Energy-Related Activities 11 239 metric tonnes CO_{2e}-

Category 4: Upstream Transportation and Distribution 45 524 metric tonnes CO_{2e}-

Category 5: Waste Generated in Operations 378 metric tonnes CO_{2e}-

Category 6: Business Travel 28 246 metric tonnes CO_{2e}-

Category 7: Employee Commuting 17 474 metric tonnes CO_{2e}-

Category 9: Downstream Transportation and Distribution 15 559 metric tonnes CO_{2e}-

Category 11: Use of Sold Products 234 579 metric tonnes CO_{2e}-

Category 12: End of Life Sold Products 1 664 metric tonnes CO_{2e}-

Verified historic selected Scope 3 emissions:

	Metric tonnes CO _{2e} -		
	2019	2020	2021
Category 1: Purchased Goods and Services	513 081	495 721	591 294
Category 2: Capital Goods	40 827	42 966	53 754
Category 3: Fuel- and Energy-Related Activities	11 913	10 476	10 799
Category 4: Upstream Transportation and Distribution	33 583	32 867	49 359
Category 5: Waste Generated in Operations	183	530	418
Category 6: Business Travel	34 090	19 060	21 294
Category 7: Employee Commuting	17 088	12 052	16 501
Category 9: Downstream Transportation and Distribution	16 566	12 258	15 077
Category 11: Use of Sold Products	182 944	171 162	241 975
Category 12: End of Life Sold Products	1 379	1 370	1 600
Total	851 654	798 462	1 002 071



3. Period covered (e.g., '12 months to DD MM YY')

Period included in the verification of Scope 1 and Scope 2 emissions: 1 January 2022 to 31 December 2022

Period included in the verification of Scope 3 emissions: 1 January 2019 to 31 December 2022

4. Verification standard used

ISO 14064-3, Greenhouse Gas Protocol Corporate Accounting and Reporting Standard, Corporate Value Chain (Scope 3) Accounting and Reporting Standard

5. Assurance opinion (including level of assurance and any qualifications)

Level of assurance: Limited assurance

Assurance opinion:

The verification activities included:

- Document reviews
- Interviews with responsible persons at the corporate level
- A review of the corporate emissions datasets and consolidation process
- Review of procedures for collection of activity data and emission factors and calculations including routines for data quality management

In 2022, the reported CO_{2e} emissions for Mettler-Toledo were 1 104 091 metric tonnes of CO_{2e}- market-based or 1 140 324 metric tonnes of CO_{2e}- location-based. During the verification, nothing has come to our attention that causes us to believe that the reported CO_{2e}- emissions for Mettler-Toledo are not fairly stated.

Qualifications:

Our limited assurance opinion relates only to the emission data as defined in item 2 above i.e., C 6.1, C 6.3 and C 6.5.

6. Verification provider and any relevant accreditations

DNV Business Assurance Norway AS



7. Lead verifier name and any relevant accreditations/professional membership

Lead Verifier:	Catharina Torp
Verifier:	Sam Dresner Barnes
Technical Reviewer:	Tone Rice

8. This letter should be prepared on the verifier's letterhead or include the signature of the lead verifier (or authorized signatory/ organization responsible for issuing the assurance report / statement) in the box below.

For DNV Business Assurance Norway AS		
		
Catharina Torp Lead Verifier	Sam Dresner Barnes Verifier	Tone Rice Technical Reviewer

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Other photos: Mei Gong, 4; Patrik Zindel, 6–7; Igor Knapp, 8; Dirk Neff, 12

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Contact person:
Christian Gurtner
Head of Sustainability

► www.mt.com/sustainability

www.mt.com