Corporate Responsibility Report

2024
Covering 2023
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.

17,300
Workforce

$3.8 Billion
Net Sales

~40
Countries with Operations

140+
Countries Served

- ▰ R&D and Manufacturing Center
- ■ Sales and Service Office
- ◆ Market Head Office

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At METTLER TOLEDO, we strive to preserve a world of opportunities for future generations.

A Word from the CEO

Dear Stakeholders,

I am delighted to present our latest Corporate Responsibility Report, which showcases our commitment to manage and operate our Company in a manner that helps preserve a world of opportunities for future generations. We continue our efforts across a broad range of ESG topics as part of our sustainability journey.

I am particularly pleased to see the high interest and engagement our team has expressed in our GreenMT initiative. Our new Purpose Statement, introduced in 2023, provides additional support and encouragement to align our daily actions with our Company Vision and Values.

In the past year, we made further strides toward our 2025 zero-waste-to-landfill goal; accelerated adoption of electric vehicles in our fleet; ramped up solar power and district heating capacities; and re-achieved our 100-percent-renewable-electricity-sourcing and carbon-neutral-operations targets. As a result, we remain on track to meet our 2030 science-based target for Scope 1 and 2 emissions reduction. However, we recognize that more effort is needed to achieve the corresponding target for our Scope 3 emissions, and we are fully committed to implementing the necessary programs to achieve our ambitious goals here as well.

We have also increased our efforts related to sustainable product design, supplier engagement, and transparency in our supply chain. Additionally, 2023 marked the launch of our refreshed Employer Brand and the expansion of our inclusive workplace program, fostering a diverse and inclusive corporate culture.

I am excited to share the details of our progress and ongoing ESG commitments in this report. We are proud and inspired by our work in these important areas and remain committed to continuous improvement, striving to create a lasting, positive impact for a better and healthier tomorrow.
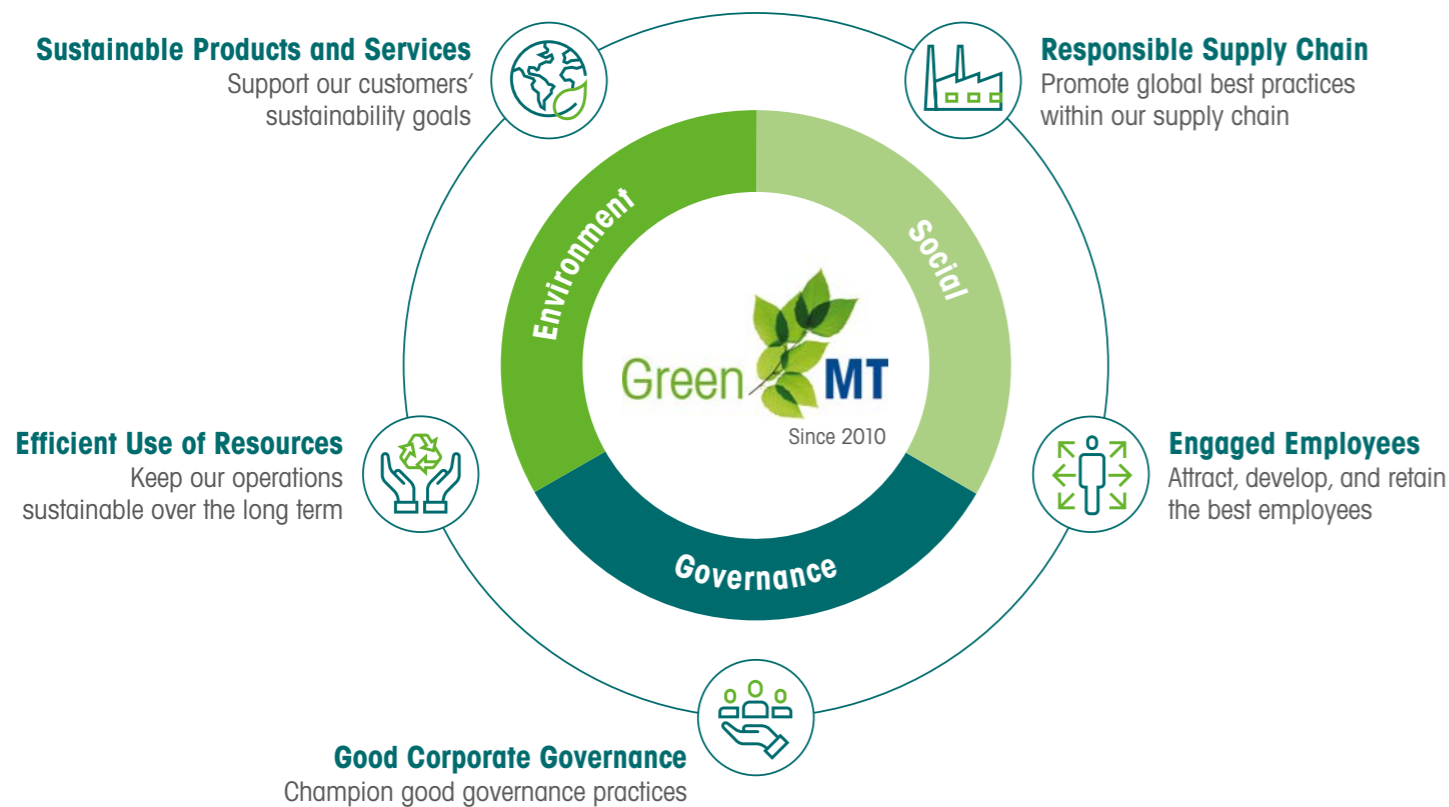
Sincerely,

Patrick K. Kaltenbach
President and Chief Executive Officer

April 2024

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.

Sustainable Products and Services
Support our customers' sustainability goals

Responsible Supply Chain
Promote global best practices within our supply chain

Efficient Use of Resources
Keep our operations sustainable over the long term

Engaged Employees
Attract, develop, and retain the best employees

Good Corporate Governance
Champion good governance practices

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

- Champion good corporate governance practices, including compliance with relevant standards and principles

- Provide clear, accurate, and consistent disclosure on progress toward GreenMT goals

- Align the GreenMT strategy and related disclosures to the goals, regulations, and standards most relevant to us

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 to reflect changing and emerging topics and how these affect our Company and stakeholders. Based on best practice reviews and the stakeholder engagement described above, we updated this assessment in 2021, 2022, and 2023 to redefine and reprioritize topics where appropriate. We plan a further revision in 2024 to prepare for compliance with the new EU CSRD regulation.

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

Sustainability Materiality Assessment

Our initial comprehensive materiality assessment dates to 2018 and was conducted by members of the Corporate Sustainability team, senior management, and various stakeholder representatives. During this assessment, we identified and prioritized the issues most relevant to us and our customers and shareholders, as bound within this report. To prioritize relevant topics, we identified our main economic, environmental, social, and governance impacts. We then viewed these in the context of the Company's culture, Corporate Vision and Values, and overall strategy to deliver sustainable shareholder and customer value over the long term.
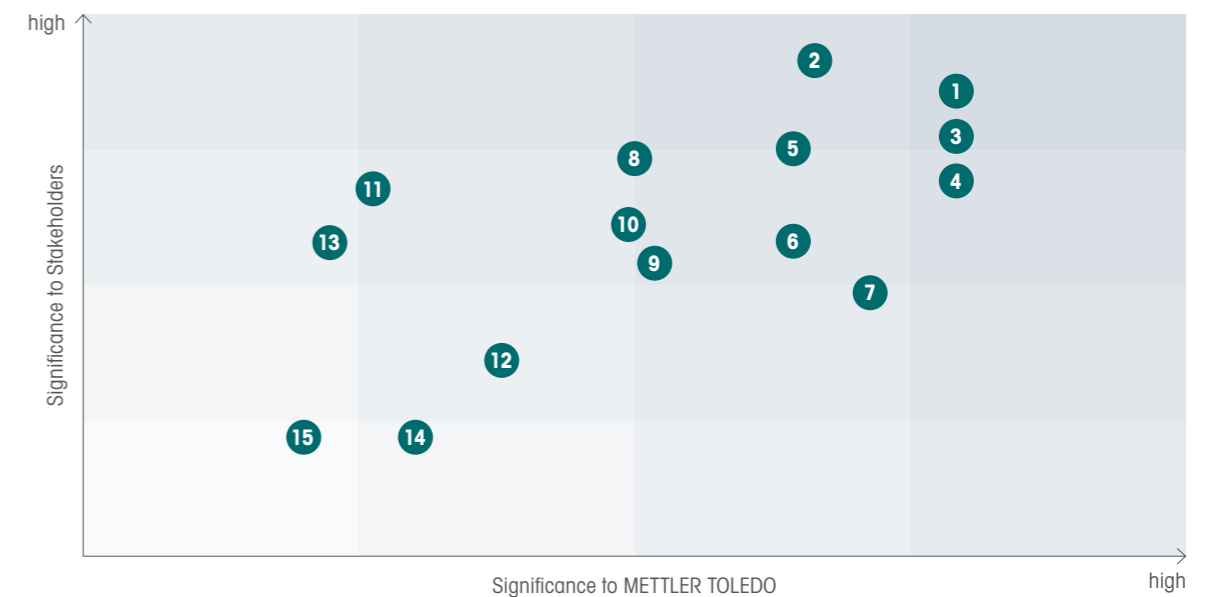
Our assessment considered inputs we received from internal stakeholders—such as employees and representatives of different functional groups—and external stakeholders, including potential employees, customers, investors, suppliers, governments, regulators, and other interest groups. These various stakeholder groups all have an impact on the Company's success or are affected by the Company's actions and performance.

Sustainability Materiality Assessment

1 Economic Performance
2 GHG Emissions and Climate
3 Employee Health and Safety
4 Attract, Develop, and Retain Talent
5 Cybersecurity and Data Privacy
6 Responsible Supply Chain
7 Product and Business Innovation
8 Labor Practices and Human Rights
9 Anti-Corruption and Fair Competition
10 Diversity and Inclusion
11 Governance and Transparency
12 Sustainable Products and Services
13 Waste Reduction
14 Community Engagement
15 Biodiversity

GreenMT Strategic Pillar	Status 2023	Summary of Targets and KPIs	UN Sustainable Development Goals (SDGs)

Efficient Use of Resources	⊘
	⊘
	
	●
	○
	
	●
	●
		Carbon neutral (Scope 1 and 2)
		100% renewable electricity
		
		Science-based targets (2030)
		  Scope 1 and 2 emissions
		  Scope 3 emissions
		
		Waste intensity (2025)
		Zero waste* to landfill (2025)
			6 CLEAN WATER AND SANITATION · 7 AFFORDABLE AND CLEAN ENERGY · 12 RESPONSIBLE CONSUMPTION AND PRODUCTION · 13 CLIMATE ACTION

Sustainable Products and Services	●
	●
	
	●
	●
		Design for Environment Principles
		  Regular training
		  Implementation in products
		
		Sustainable packaging materials (2025)
		  Sustainable sources
		  Recyclability
			3 GOOD HEALTH AND WELL-BEING · 6 CLEAN WATER AND SANITATION · 8 DECENT WORK AND ECONOMIC GROWTH · 9 INDUSTRY INNOVATION AND INFRASTRUCTURE · 12 RESPONSIBLE CONSUMPTION AND PRODUCTION · 13 CLIMATE ACTION

Responsible Supply Chain	● ●	Responsible Sourcing implementation Supplier ESG audits	3 GOOD HEALTH AND WELL-BEING · 5 GENDER EQUALITY · 6 CLEAN WATER AND SANITATION · 7 AFFORDABLE AND CLEAN ENERGY · 16 PEACE, JUSTICE AND STRONG INSTITUTIONS
Engaged Employees	● ⊘ ● ○	Continuous training and education Annual voluntary turnover Diverse and inclusive workplace Occupational health KPIs	3 GOOD HEALTH AND WELL-BEING · 5 GENDER EQUALITY · 8 DECENT WORK AND ECONOMIC GROWTH · 12 RESPONSIBLE CONSUMPTION AND PRODUCTION
Good Corporate Governance	⊘ ● ⊘ ⊘	Compliance with CPCG** Alignment with relevant disclosure frameworks Board diversity ESG Ratings	5 GENDER EQUALITY · 8 DECENT WORK AND ECONOMIC GROWTH · 16 PEACE, JUSTICE AND STRONG INSTITUTIONS

⊘ Achieved   ● On Track   ○ Partially on Track

* Less than 5% of waste to landfill.
** Commonsense Principles of Corporate Governance.

Economic Performance

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

Our net sales were $3.8 billion for the year ended December 31, 2023, compared with $3.9 billion in 2022. Our local currency sales declined three percent following exceptional sales growth over the prior two years. Reduced market demand and a deteriorating economic environment led to an unprecedented sales decline during the second half of 2023. Despite these market challenges, our team demonstrated tremendous resilience and continued to execute extremely well.

Our net sales in 2023 derived 41 percent from the Americas, 32 percent from Asia and other countries, and 27 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 2023, 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).
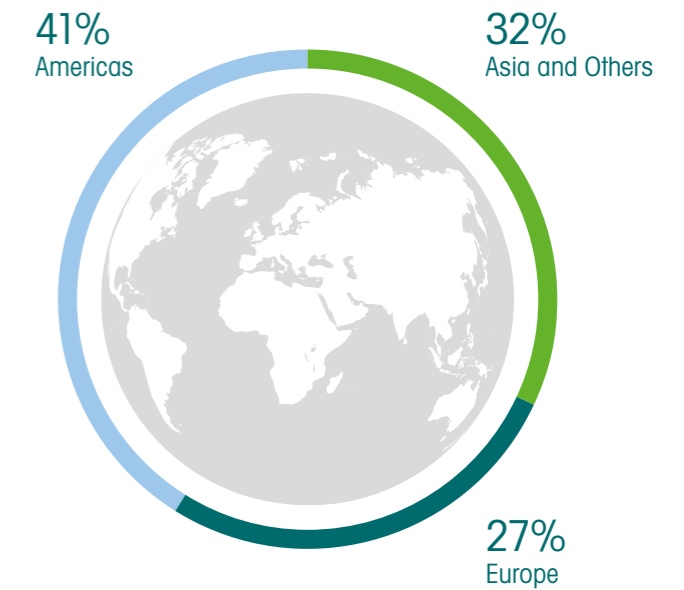
Financial Highlights

$3.8 Billion
Net Sales

$908 Million
Free Cash Flow*

$38.03
Adjusted Earnings per Share*

Sales by Customer Destination

41% Americas

32% Asia and Others

27% Europe

Sales
($ in millions)

Year	Sales
2013	2,379
2014	2,486
2015	2,395
2016	2,508
2017	2,725
2018	2,936
2019	3,009
2020	3,085
2021	3,718
2022	3,920
2023	3,788

Local Currency CAGR 6% [1]

* 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 2018 base year)	−54%
	• Reduce absolute Scope 3 GHG emissions* 30% by 2030 (from 2019 base year)	+12%
Reduce Waste and Increase Recycling	Reduce waste intensity 20% by 2025 compared with 2018 (tons of waste per million USD sales)	−23% compared with 2018
	Zero waste to landfill by 2025 (less than 5% of waste to landfill)	8% of total waste

Sustainable Development Goals

6 CLEAN WATER AND SANITATION	7 AFFORDABLE AND CLEAN ENERGY	12 RESPONSIBLE CONSUMPTION AND PRODUCTION	13 CLIMATE ACTION

Company Policies
GreenMT Environmental Policy
www.mt.com/policies

* Scope 3 targets are detailed on page 19.

When we initiated our GreenMT Program in 2010, we focused on managing our own operations sustainably, with minimal environmental impact. Over the years, we have improved energy efficiency 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 new targets: 100 percent sourcing of renewable electricity and carbon neutrality in our operations. We achieved both targets again in the years 2021 through 2023.

Our Business Units continually seek out ways to increase resource efficiencies and reduce the impact on the environment.

Climate change highlights the need to accelerate actions and look beyond our operations to understand and limit impact on climate across our entire value chain. In 2021, we committed to near- and long-term Company-wide greenhouse gas (GHG) emissions reductions, in line with the Science Based Targets initiative (SBTi). These targets are consistent with the latest climate science and the Paris Agreement goal of limiting global warming to 1.5°C above pre-industrial levels and were approved by SBTi in 2022 (for detailed description of our science-based targets covering Scopes 1, 2, and 3, see box on page 19).

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 (see also chapter "Responsible Supply Chain"). Our focus in 2023 was to continue our efforts to reduce Scope 1 and 2 emissions and to start activities aimed at reducing Scope 3 emissions in line with our climate strategy and road map.

In addition to reducing our GHG emissions, we continue our efforts to reduce the waste generated in our operations and to make progress toward 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 broadened our analysis of climate-related risks and opportunities to incorporate the recommendations from the Task Force on Climate-Related Disclosure (TCFD) into this report and our annual submission to the Carbon Disclosure Project (CDP). As part of our broader annual assessment of enterprise risks, the Head of Sustainability leads the assessment of climate-related risks and opportunities with active involvement from the Chief Executive Officer. Our annual enterprise risk assessment, conducted under the supervision of the Chief Financial Officer, includes the results of the climate-related assessment and is presented to the Board of Directors.

Business continuity planning is also a component of our enterprise risk management. Our Businesses Units update their business continuity plans every other year under the direction

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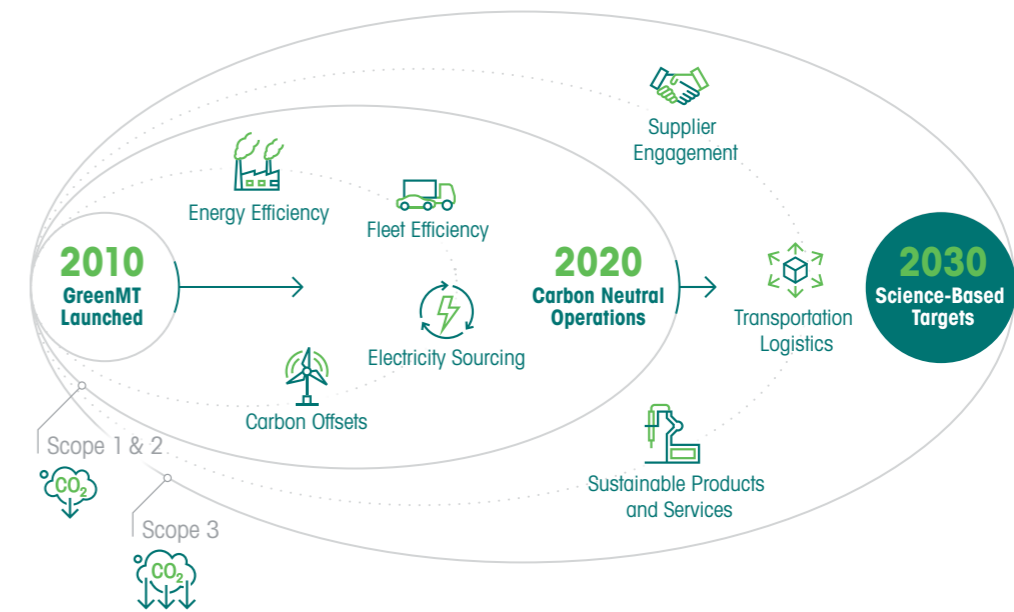
Absolute emissions cover Scopes 1, 2, and 3: Scope 1 covers direct emissions from owned or controlled sources; Scope 2 covers indirect emissions from the generation of purchased electricity, steam, heating, and cooling consumed by the reporting company; Scope 3 includes all other indirect emissions that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

of the Chief Financial Officer's office and the Head of Supply Chain and IT. Where relevant, these plans assess and outline actions to mitigate and manage physical climate-related risks to our business locations. For information on risk oversight, also see chapter "Good Corporate Governance."

Our climate-related risks and opportunities cover the short-, medium-, and long-term and 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

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

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

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

The largest share—83 percent—of our operations' GHG emissions stems from our sales and service vehicle fleet, consisting of more than 3,000 vehicles. We have been optimizing the efficiency of our vehicles for many years and aim for a fleet with more than 90 percent electric vehicles by 2030. We have country-specific targets for our Business 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' life cycle 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 use 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 more modern HVAC systems, using refrigerants in lower volumes with lower GHG emissions. We also aim to switch more 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 implemented or evaluated.

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.

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

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

Emissions from Purchased Goods and Services (Category 1) and Capital Goods (Category 2) together represent the largest share of our Scope 3 emissions. They are mainly driven by sourcing steel, metal parts, and other materials used in our products and the manufacturing of our products. A key priority for our teams in product development and supply chain is finding ways to reduce the amount—and the emissions impact—of metals and other materials used to make our products. This requires improved product and packaging designs and more efficient production processes. We are also 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

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.

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 more than 140 countries. We continue to work with our logistics experts and transportation partners to improve the efficiency of our logistics network and to optimize routing and packing, as well as increase the share of low-emission transportation modes.

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

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

Our Design for Environment Principles (see chapter "Sustainable Products and Services"), Responsible Sourcing Framework and supplier engagement activities (see chapter "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

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

Our efforts to reduce GHG emissions from our operations are on track. However, emission reductions in 2023 were relatively minor and lower than anticipated.

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

As a result, 100 percent of our electricity—representing 41 percent of our total energy consumption in 2023—is generated from renewable sources. This formally represents a

lower percentage than in the prior year; however, this is due to the decrease in our electricity consumption and resulting lower share within the overall energy mix in 2023.

As of 2023 we have reduced our total Scope 1 and 2 emissions by close to 33,000 tons of carbon dioxide equivalent (CO_2e) from our 2018 base year—achieving a 54 percent reduction (excluding offsets).

Our GHG emissions from operations have remained practically the same as during the prior year. While facilities-related emissions declined by 25 percent location-based and 6 percent market-based, respectively, emissions from our vehicle fleet increased by 6 percent as a result of the higher number of kilometers driven, especially by our service technicians. (We recorded 10 percent higher service revenues in 2023 compared to the prior year given the increased demand for our high value services.)

We continued on our path toward a vehicle fleet with more than 90 percent electric vehicles by 2030. In 2023, more than 20 percent of replacement vehicles were fully electric, which brought the share of electric vehicles in our fleet to 5 percent by end of 2023. We aim to further accelerate the introduction of electric vehicles in 2024 but acknowledge that market conditions for adoption have not improved as broadly as we had anticipated. Our future success will depend on how infrastructure build-out and e-vehicle availablity improves.

To re-achieve carbon-neutral operations in 2023, with respect to Scope 1 and 2 emissions, we made partial use of carbon credits, which represent GHG emissions reduced, avoided, or sequestered through offset projects that are third-party verified according to credible standards such as Verified Carbon Standard (VCS). A wind power project in Uruguay was selected in 2023 based on its relevance to our strategic framework. The project was undertaken between 2019 and 2020.

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

Emissions from Operations (tons CO_2e)
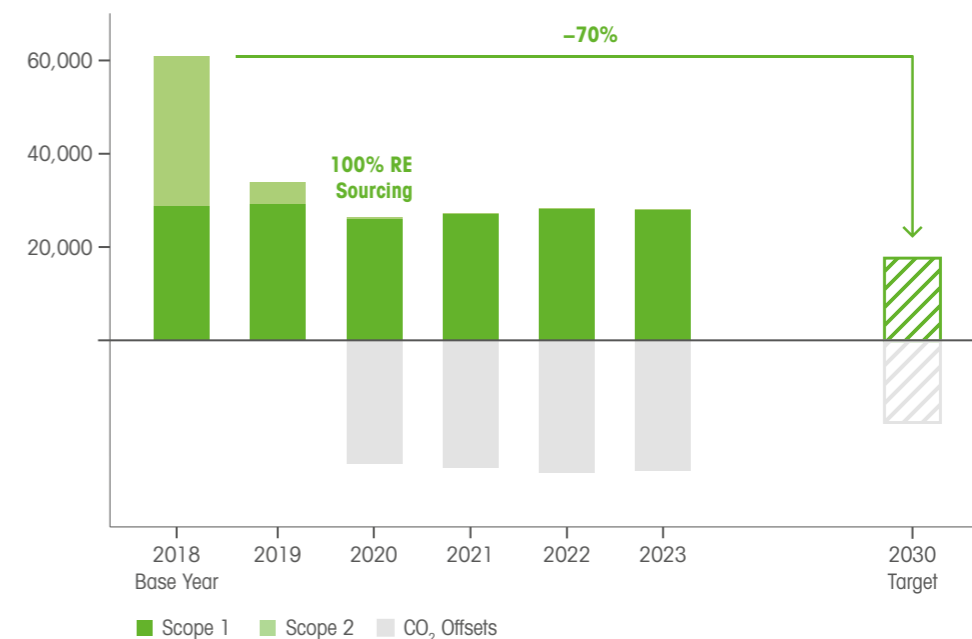
Energy Consumption, Efficiency, and Sourcing

Most of our energy use is driven by fuel consumption from our sales and service fleet and by electricity consumption at our facilities—with 100 percent of the latter generated from renewable sources. Several facilities in China, Switzerland, the UK, and the Netherlands have invested in renewable on-site generation projects to cover a portion of their electricity consumption. We completed two large solar energy installations in 2022 with close to 3.5 gigawatt hours (GWh) annual output at our facilities in China and Switzerland, respectively. In 2023, our Safeline X-Ray site in Royston, UK, completed a smaller installation with an expected annual production of 50 megawatt hours (MWh). We are planning another large installation to be completed in 2024/2025 at our RAININ Vacaville facility in the United States. Additional solar energy projects are under evaluation in several countries.

In 2023, our Business Unit Process Analytics in Urdorf, Switzerland replaced their natural gas-fired central heating system with a link to a regional district heating network. This change will avoid the combustion of close to 40,000 m³ of natural gas every year (see box below). Our overall district heating energy usage stayed largely flat due to reduced heating needs in other facilities.

In another example, one of our Chinese production sites replaced a nitrogen generation system, which will save more than 100 MWh electricity per year and reduce waste during maintenance.

Our total energy consumption increased by one percent in 2023 compared to the prior year. While facilities-related energy consumption declined by 5 percent, including an 11 percent decrease in stationary consumption of fossil energy, consumption for our vehicle fleet increased by 6 percent. The observed decrease in facilities-related energy consumption was driven by a combination of energy efficiency measures and lower production activities.

New District Heating Link at Urdorf, Switzerland

The existing heat supply for our industrial and office building in Urdorf, Switzerland, was overhauled in 2023. We replaced the conventional natural gas-fired heating system with a district heating network, resulting in a reduction of approximately 100 tons of CO_2 emissions per year.

At the same time, the central heating control system was renewed and integrated into the building management system to ensure more efficient heat dissipation. Previously, a more efficient circulation pump was installed, and the waste heat from the air compressors was integrated into the new heat supply. This use of waste heat results in an annual energy saving of approximately 29,000 kWh.
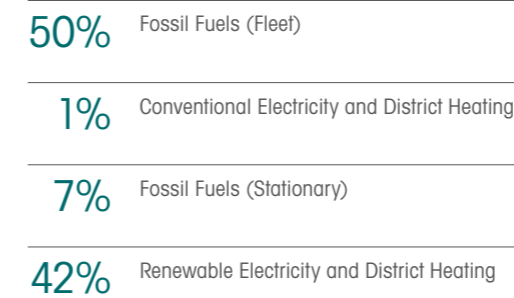
The energy intensity of our operations increased from 43.8 MWh/Mio sales in 2022 to 45.4 MWh/Mio sales in 2023 due to the aforementioned slight increase in overall energy consumption against a backdrop of lower sales.

Our SternDrive operational excellence program embraces several sustainability goals for our main production facilities. During a SternDrive workshop focused on energy saving, our China Business Units identified different operational opportunities that should lead to additional energy conservation in the coming months and years. All major Production Units globally will participate in similar workshops as we continue to deploy the latest wave of SternDrive activities.

In 2023, one of our plants in Changzhou, China, was the first Unit in our Company to achieve certification of its energy management system according to ISO 50001.

Energy Consumption (MWh)	2018	2020	2021	2022	2023
Stationary Combustion	15,224	13,093	14,871	13,855	12,386
Mobile Combustion	90,128	79,711	78,452	84,405	89,869
Electricity	74,179	72,860	76,029	76,188	73,301
District Heating	4,246	3,408	3,653	4,246	4,277
Total	183,777	169,072	173,004	178,694	179,833
Energy Intensity (MWh per million sales)	62.6	55.2	46.9	43.8	45.4

Energy Sourcing

50% Fossil Fuels (Fleet)

1% Conventional Electricity and District Heating

7% Fossil Fuels (Stationary)

42% Renewable Electricity and District Heating

Refrigerants		2018	2020	2021*	2022	2023
Refrigerants Refilled	tons	1.1	1.1	1.2	1.4	1.0
Refrigerants' GHG Emissions	tCO₂e	2,397	2,564	2,410	3,202	2,137
Refrigerants' Ozone Depleting Potential	kg CFC 11e	39	24	16	39	21

* 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 eight percent of our Scope 1 emissions. The significant reduction in 2023 was mainly driven by our sites in China, which made special efforts to repair existing systems and reuse coolants (see box on page 24 and table on page 26).

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

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.

As we continue to work with supply chain partners to address the challenges with accurate Scope 3 accounting, our emissions inventory may be subject to further changes. Our focus in this regard for the next few years is to move toward using more activity-based and primary data, which we expect to be more accurate and will enable us to better track progress of our initiatives along our value chain. 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 CO_2e. Within our Scope 3 emissions in 2023, Purchased Goods and Services (Category 1) and Use of Sold Products (Category 11) are the dominant categories, accounting for 62 percent and 21 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 5, 5, and 4 percent respectively. The remaining Scope 3 emissions categories account for three percent of our total Scope 3 emissions.

Total Scope 3 emissions decreased in 2023 by 11 percent (10 percent for SBTi-relevant emissions) compared to the prior year but are still 12 percent (13 percent for SBTi-relevant emissions) above the level of the base year 2019. The reduction compared to prior year is mainly due to lower purchase and production volumes, which reduced both upstream and downstream emissions. For the largest emission category, Purchased Goods and Services, as well as Capital Goods, the reduction also includes contributions from pricing, which we currently cannot separate out in the spend-based calculation methodology used for these categories. There were additional effects that significantly contributed to the overall reduction in Scope 3 emissions, including improvements related to upstream and downstream transportation (less air freight, more direct shipping routes for some products) and use of sold products (declining electricity grid emission factors). The observed increase in emissions from business travel is largely driven by improved quality of data available for calculation of emissions from air travel (absent of this change, the increase would be nine percent, rather than the reported 26 percent).
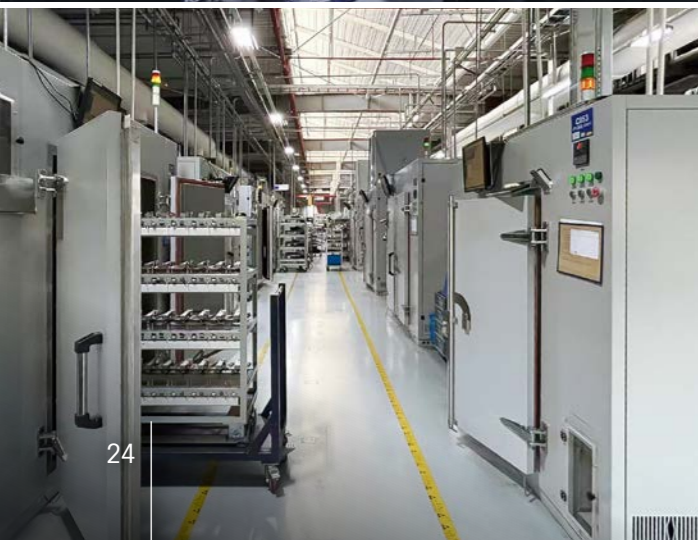
Sites in China Improve Refrigerants Management

Refrigerants are an integral part of heating and cooling systems in almost any industrial facility. To support our GHG reduction targets, our operating Units in China took a closer look at refrigerant consumption and implemented a number of improvement steps.

They started with training sessions for all relevant staff to raise awareness about the importance of proper refrigerant handling. They also took care during repairs to minimize refrigerant usage, implemented refrigerant evacuation procedures, and conducted more regular checks on specific equipment to prevent leaks in advance. Finally, they worked with their suppliers to develop a refrigerant recycling system.

As a result, refrigerant consumption in 2023 was reduced by more than 50 percent compared to 2022. At the Group level, the initiatives in China led to a 28 percent reduction in refrigerants usage and a 33 percent reduction of GHG emissions related to refrigerants.

METTLER TOLEDO Carbon Footprint 2023

2.8%

| 75.5% | | 21.7% |

■ Scope 1 and 2   ■ ■ Scope 3*

Upstream	Operations	Downstream
Scope 3	**Scope 1**	**Scope 3**
Category 1 – Purchased Goods and Services	Stationary Vehicles	Category 9
Category 2 – Capital Goods	Refrigerants	– Downstream Transportation and Distribution
Category 3 – Fuel and Energy-Related Activities		
Category 4 – Upstream Transportation and Distribution	**Scope 2**	Category 11
Category 5 – Waste	Electricity	– Use of Sold Products
Category 6 – Business Travel	District Heating	
Category 7 – Employee Commuting		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 82–83).

GHG Emissions by Scope (tons CO_2e)	2018	2019	2020	2021	2022	2023
Scope 1	**28,814**	**29,228**	**26,019**	**25,736**	**27,722**	**27,715**
Stationary	3,079	2,726	2,614	3,025	2,822	2,519
Vehicles	23,338	24,329	20,841	20,301	21,698	23,059
Refrigerants	2,397	2,173	2,564	2,410*	3,202	2,137
Scope 2						
Location-Based	35,250	34,713	35,406	36,184	36,600	35,237
Market-Based	32,010	4,617	426	208	367	156
Total Emissions – Scope 1 and 2 (Market-Based)	**60,824**	**33,845**	**26,445**	**25,944**	**28,089**	**27,871**
Emissions Neutralized by Carbon Offset Projects			(26,445)	(25,944)	(28,089)	(27,871)
Scope 3						
Category 1	Purchased Goods and Services	513,081	495,721	591,294	666,717	594,735
	Subcategory – Included in SBTi	322,772	311,426	373,488	416,361	381,269
	Subcategory – Not Included in SBTi	190,309	184,295	217,806	250,356	213,466
Category 2	Capital Goods	40,827	42,966	53,754	54,622	47,895
Category 3	Fuel and Energy-Related Activities	11,913	10,476	10,799	11,239	10,739
Category 4	Upstream Transportation	33,583	32,867	49,359	45,524	35,264
Category 5	Waste	518*	530	418	378	342
Category 6	Business Travel	34,090	19,060	21,294	28,246	35,634
Category 7	Employee Commuting	17,088	12,052	16,501	17,474	15,987
Category 9	Downstream Transportation	16,566	12,258	15,077	15,559	11,843
Category 11	Use of Sold Products	182,944	171,162	241,975	234,579	199,302
Category 12	End-of-Life of Sold Products	1,379	1,370	1,600	1,664	1,509
Total Emissions – Scope 3		**851,989**	**798,462**	**1,002,071**	**1,076,002**	**953,250**
Total Emissions – Scope 3 (SBTi)		**602,390**	**557,043**	**713,416**	**753,423**	**678,195**

▮ Scope 1 and 2 SBTi relevant   ▮ Scope 3 SBTi relevant

* Waste figure for 2019 updated to correct an inaccurracy of emission factors in prior year report.

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 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

Year	Value
2018	1.9
2019	1.6
2020	1.7
2021	1.9*
2022	1.5
2023	1.5
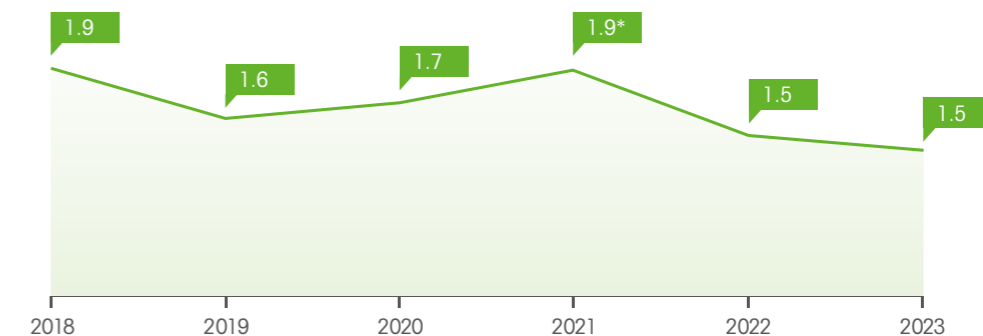
— Tons waste per $1 million (at 2018 constant currency rates). Shown amounts are rounded.
* When excluding a major manufacturing site relocation in 2021, waste intensity was 1.6 tons waste per $1 million.
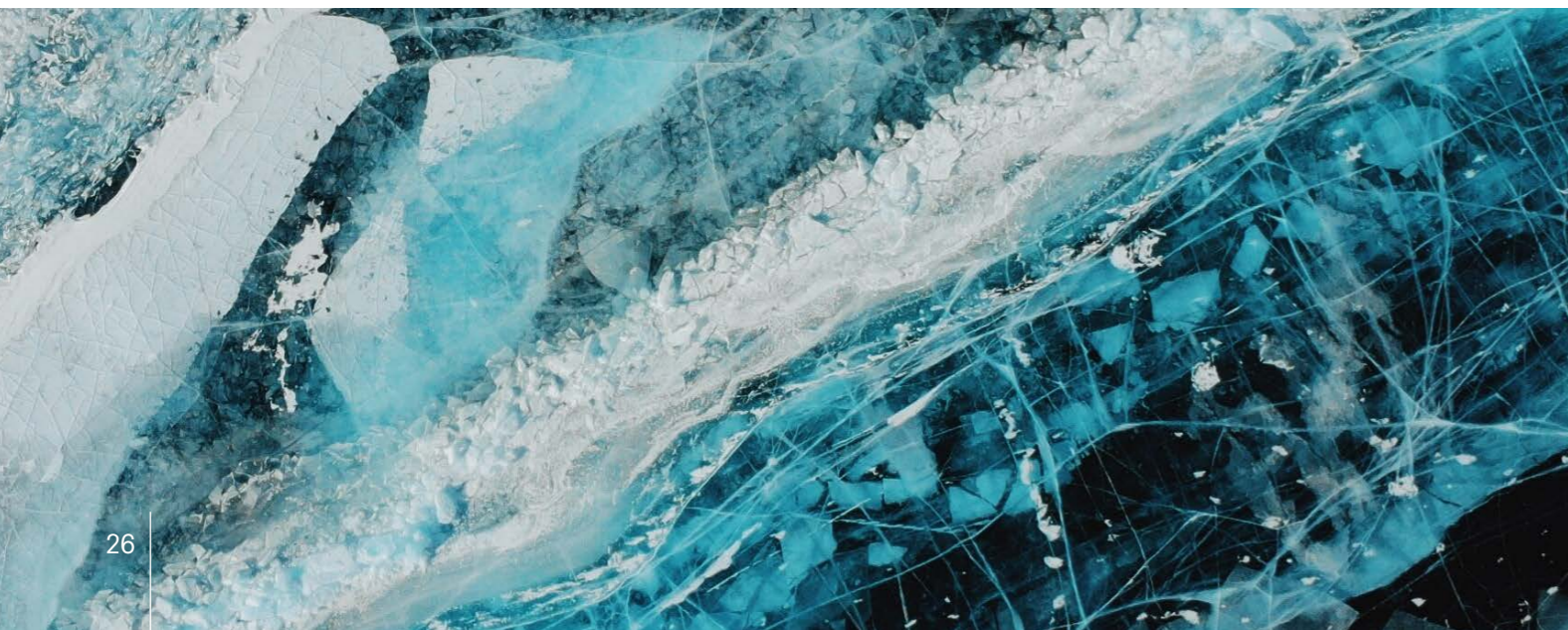
Water and Waste		2018	2020	2021	2022	2023
Total Water Withdrawal	m³	**238,964**	**219,576**	**186,263**	**196,629**	**203,003**
Hazardous Waste	tons	302	270	294	287	272
Non-Hazardous Waste	tons	5,252	5,213	6,773	5,958	5,470
Recycled	% of total	52	67	70	61	60
Incinerated	% of total	20	11	17	26	27
Landfill	% of total	22	17	8	9	8
Total Waste Disposed	tons	**5,554**	**5,484**	**7,067**	**6,245**	**5,742**
Waste Intensity per Net Sales*		**1.9**	**1.7**	**1.9**	**1.5**	**1.5**

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

We are on track to achieve our waste management and reduction targets by 2025. Our total waste decreased by eight percent in 2023 compared to the prior year. This trend can be attributed to continuous waste reduction improvements by local operating Units as well as lower production volumes. As of 2023, our waste intensity has decreased by 23 percent compared to the 2018 base.

Waste sent to landfill was reduced by 20 percent in 2023 and accounted for just under 8 percent of total waste. This improvement was driven by further progress with waste management practices in several of our large production facilities, in particular our RAININ facility in Oakland, California (see box on page 29).

Our operating Units and offices will continue to reduce waste intensity and work toward achieving our zero-waste-to-landfill target by 2025.

Water withdrawal in our operations increased again in 2023. However, water withdrawal is still well below pre-pandemic levels despite higher revenues and headcount. Nevertheless, we are closely monitoring trends for Business Units that significantly increased their water usage and are reviewing mitigation actions with them.

Percent of Waste to Landfill

2018: 22%
2019: 19%
2020: 17%
2021: 10%* / 8%
2022: 9%
2023: 8%
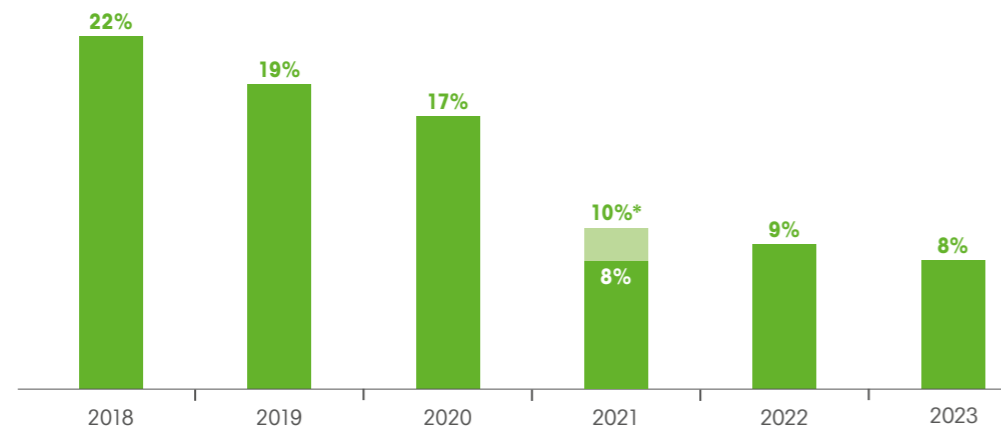
* 10% excludes a major manufacturing site relocation in 2021.

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 due to altering natural land or water ecosystems. However, we recognize the importance of addressing these potential impacts in our supply chain.

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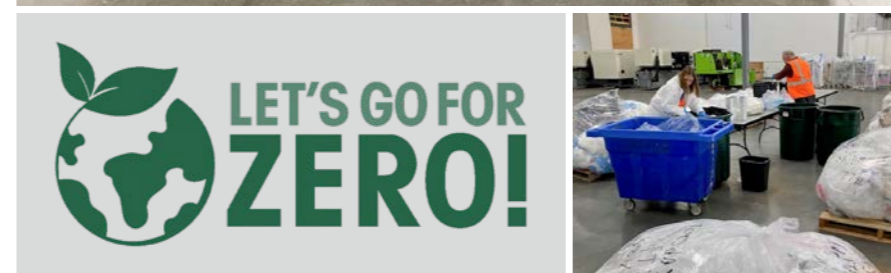
Improved Waste Management Practices at Our RAININ Oakland Facility

We operate a large manufacturing plant for laboratory pipettes and pipette tips in Oakland, California. The facility accommodates an impressive park of injection molding machines, assembly and packaging lines, as well as calibration laboratories. Over the last couple of years, the local team has stepped up efforts to improve waste management practices by raising awareness, making significant investments in process improvements, and establishing rigorous waste separation practices. As a result, the waste intensity was reduced by more than 30 percent, the share of waste diverted to recycling increased by over 30 percent, and the share of waste sent to landfill reduced by more than 60 percent (compared to 2018).

Sustainable Products and Services
Support Our Customers' Sustainability Goals

GreenMT Goals	Targets and KPIs	Status
Emphasize and Expand Sustainable Features	Percent of Business Units regularly retrained on Design for Environment	More than 95% (Units trained in last three years)
	Percent of Business Units introducing products with Design for Environment features	86% (Units with products launched in last three years)
	Sustainable packaging materials:	
	• More than 80% from recycled or certified sustainable sources (by 2025)	75%
	• More than 95% easily recyclable or compostable (by 2025)	93%

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 and have a higher degree of modularity. 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' businesses run more sustainably.

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

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

Our products support the energy transition by advancing the development, production, and recycling of high-performing and safe batteries.

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 interactions with our customers and insights into their needs gathered by our Market Organizations worldwide, as well as 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.

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. 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 the instruments reliably deliver accurate results over an extended lifetime. This 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.

Good Measuring Practices ensure reproducible experiments, robust processes, and consistent quality.

Helping Our Customers 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 and other types of 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 a More Circular Economy

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

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

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

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

In addition, we are working to reduce the environmental impact of our products at the end of their lifecycles. For example, we provide technical information to our customers about proper recycling and disposal and offer to take back products in select markets for recycling. In the European Union, our products are covered by the Waste Electric and Electronic Equipment (WEEE) regulation, and we have joined national collection and recycling programs. While these are meaningful steps in the right direction, we and our industry still have a challenging path ahead to adopt truly circular business models on a broad scale.

Our Product Lifecycle Management Framework with Design for Environment Principles

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

We updated the Design for Environment Principles in 2022 and rolled out a series of training events in 2022 and 2023 with more than 350 participants. Given the multifunctional and global nature of our product development, we invited participants from R&D, product management, quality, and supply chain functions from all our Business Units worldwide. To ensure consistent implementation across our businesses, we made setting specific sustainability targets mandatory for all new product development projects. We have nominated and onboarded DfE Champions in all main product development organizations. An initial focus of these Champions in 2023 was to identify the most relevant product sustainability opportunities and risks in their Business Units, considering our corporate sustainability priorities, emerging regulatory and compliance topics, customer needs, and competitive trends. In parallel, our Business Units continued or started to work on product-specific sustainability improvements following one or several of the DfE Principles.

Design for Environment Principles

10. Implement optimized end-of-life solutions

9. Train, inform, and provide services to ensure sustainable operation of product

1. Prioritize product sustainability opportunities and risks
2. Optimize energy and resource efficiency during use
3. Optimize business model for value capture and sustainability

4. Design for optimal lifetime
5. Reduce materials usage and select low-impact materials
6. Reduce impact from production
7. Reduce impact from logistics
8. Optimize sustainability messages

RAININ Earth-Rack

Pipette tips used in pharmaceutical research, diagnostics, and other applications must satisfy stringent cleanliness and sterility requirements to prevent contamination or alteration of results. This is why pipette tips and pipette racks are typically made from single-use plastic materials. RAININ has developed a new biodegradable pipette rack made from rapidly renewable bamboo and sugar cane cellulose materials. While still satisfying customer requirements for cleanliness, the compostable Earth-Rack™ makes a significant contribution to the reduction of plastic waste and CO_2 emissions.

The Design for Environment Principles are an important enabler for reducing our upstream and downstream Scope 3 emissions. With this in mind, we focus our efforts on optimizing material usage, material selection, and reducing the power consumption of our products. We see progress from these efforts in many of our new products, but we still have ample opportunities for further improvements. For example, in 2023 we started to investigate opportunities for incorporating low emission steel and aluminum parts into our products. Steel and aluminum are major contributors to our Scope 3 emissions, and reducing emissions from these materials will be critical for achieving our science-based targets.

More Sustainable Packaging

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

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

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

As a result, the share of packaging materials from recycled or certified sustainable sources has further increased to 75 percent, and the share of materials that are easily reusable, recyclable, or compostable has increased to 93 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 and product documentations from printed to digital media, which has an overall lower environmental impact. This has reduced the amount of paper and ink consumed, emissions from transportation, and waste. We estimate additional actions taken in 2023 will eliminate more than six million pages of printed materials annually. We will continue with the migration of paper documents to digital libraries on our corporate website and customer portal in 2024.

Innovation, Product Quality, and Compliance

Product development and innovation are central to our Corporate Vision and Values and Business Unit strategies—and are a main driver of our long-term competitiveness and growth. More than 1,600 of our colleagues are directly involved in product and application development or engineering at one of our more than 30 R&D sites worldwide. We are proud of our long-standing leadership in innovation and quality, staying ahead of the increasing speed of changes, and launching many new products annually. We hold more than 5,300 patents and trademarks for a wide variety of technical innovations, building on collaborations with many academic and industrial technology partners.

RapidCal

Tank scale calibration is crucial for businesses to ensure accuracy, compliance, safety, and efficiency. Traditional methods for calibration can be time-intensive and environmentally harmful, consuming up to several thousand liters of purified water. RapidCal™ is an innovative, more sustainable, and DAkkS certified method based on a proprietary closed hydraulic system to apply the test load. It allows calibration within only two hours with an accuracy of 0.01%. It also eliminates the expense and contamination risk from the use of material substitutions, including water.

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 2023, 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 our products enter the market in a responsible and safe manner. With a global approach to product compliance, our policy is to comply with or exceed legal requirements. 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 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.

X2 Series Product Inspection

The X2 Series of automated X-ray inspection systems help customers achieve product safety and quality in food or pharmaceutical production by identifying even the tiniest contaminants. The systems also enhance productivity, feature low power consumption, and increase operator safety. All of this is achieved through a combination of our Optimum Power Generators and the enhanced sensitivity of HiGain detectors. The X2 systems have completely lead-free construction, including shielding and protective curtains.

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 2023. 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 non-monetary 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 clinical trials. Our products also do not generally require animal testing. For a limited portfolio of single-use USP 88 class VI plastics sensors, some customers will require that they undergo animal testing if the materials or components are changed. In these instances, we recommend and offer to our customers alternative in-vitro testing approaches for these products and only conduct animal testing when those alternatives are not accepted.

We have an export controls and trade compliance program in place to ensure 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. In 2023, we developed and rolled out Sustainability Marketing Guidelines to help our Business Units reduce the risk of greenwashing and remain compliant with relevant regulations.

There were no significant incidents or fines levied against our Company in the reporting period for noncompliance with regulations and voluntary codes concerning marketing communications, advertising, promotion, or sponsorships. We have infrequent interactions with competitors regarding the content of advertising claims where we or another party believes a statement may be misleading or inaccurate.

Sustainability Features in Selected Products

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

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

TLW360
Dynamic Scale

Standard- and Advanced-Level
Laboratory Balances

AutoChem Process
Development Solutions

LabX™ and ProdX™
Software Suites

Ariva
Checkout Solutions

TruckPass™
Weigh-in-Motion System

METTLER TOLEDO
Remote Service

DSC 5+ Differential
Scanning Calorimeter

Unattended Weighing Transactions
Truck Scales

Silica
Analyzer

X2 Series
Product Inspection

XPR Automatic
Balance

Responsible Supply Chain
Promote Global Best Practices within Our Supply Chain

GreenMT Goals	Targets and KPIs	Status
Leverage Responsible Sourcing Framework	Engage with key suppliers representing 70% or more of direct spend to enhance their sustainability performance	69%
	30% strategic preferred suppliers subjected to an annual ESG assessment	Achieved

Sustainable Development Goals

3 GOOD HEALTH AND WELL-BEING | 5 GENDER EQUALITY | 6 CLEAN WATER AND SANITATION | 13 CLIMATE ACTION

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, including our many suppliers and the Company as a supplier to our customers. With diligent oversight and operation of our compliance program, we successfully manage each of our businesses with consistent global best practices, including in the areas of labor practices, human rights, business ethics, and more. Our Code of Conduct applies to every Unit, and all employees undergo an annual training. For the past several years we have received Gold or Silver medal ratings from EcoVadis, most recently placing us in the top seven percent of rated companies. Our consistently high rating is an important recognition of our sustainability efforts as a supplier.

As the Company works with thousands of suppliers globally, we recognize this scope represents a unique avenue where we can make a significant impact. Our Responsible Sourcing Framework integrates both social and environmental considerations into our sourcing decisions and supplier management processes. This means we are able to positively influence our supplier's own sustainability efforts, as it is necessary for them to meet our requirements. This approach also helps us drive sustainability improvements across the entire supply chain. Key elements of the framework include our well-established Business Partner Code of Conduct and Responsible Sourcing Guidelines, which cover environmental, business ethics, labor practices, and human rights-related issues and questions.

In 2023, we re-engaged with more than 500 direct material suppliers, representing approximately 70 percent of our global direct spend, to prioritize our social and environmental initiatives. We targeted key suppliers for engagement based on strategic relevance, contribution to our Scope 3 emissions, and human rights risk. This engagement built upon our expanded global effort that began in 2022, encompassing communication, education, target setting, data collection, and audit elements.

We expanded and increased ESG training for our procurement organization.

Our Head of Supply Chain and IT is an executive management member, reporting to the Chief Executive Officer, and has responsibility and oversight for the holistic supply chain. Key focus areas include supplier performance and behavior within our global procurement operations, as well as logistics and trade compliance. Additionally, our Head of Supply Chain and IT oversees SternDrive, our corporate operational excellence program for continuous improvement efforts within our supply chain, manufacturing, and back-office operations. SternDrive embraces several of our sustainability goals in close cooperation with the Corporate Sustainability team and performs annual maturity assessments, including sustainability topics for all our main production facilities. Through its annual GreenMT award, SternDrive promotes and honors projects that achieve both productivity and sustainability improvements.

Supply Chain Overview

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

■■ R&D and Manufacturing Center

◆ Market Head Office

20
Sub-Suppliers → Suppliers

3
Production Organizations

~40
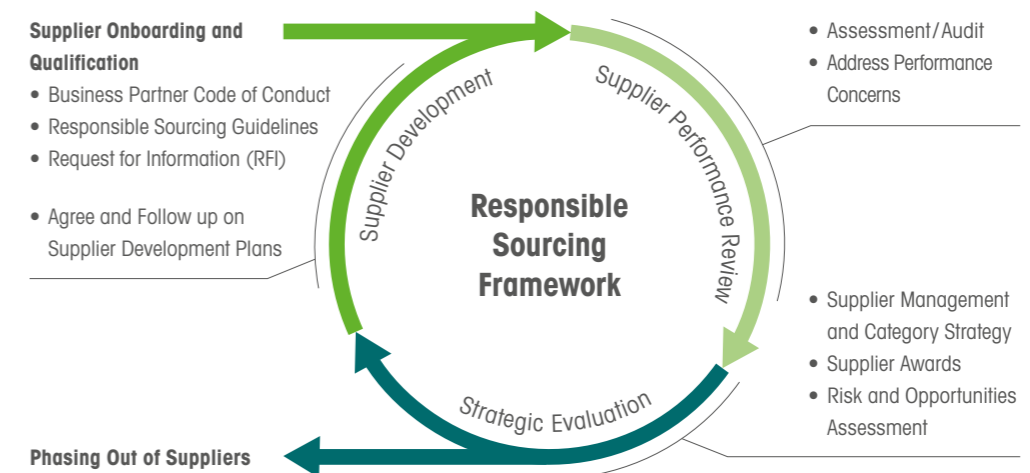Logistics HUBs → Market Organizations → Customers
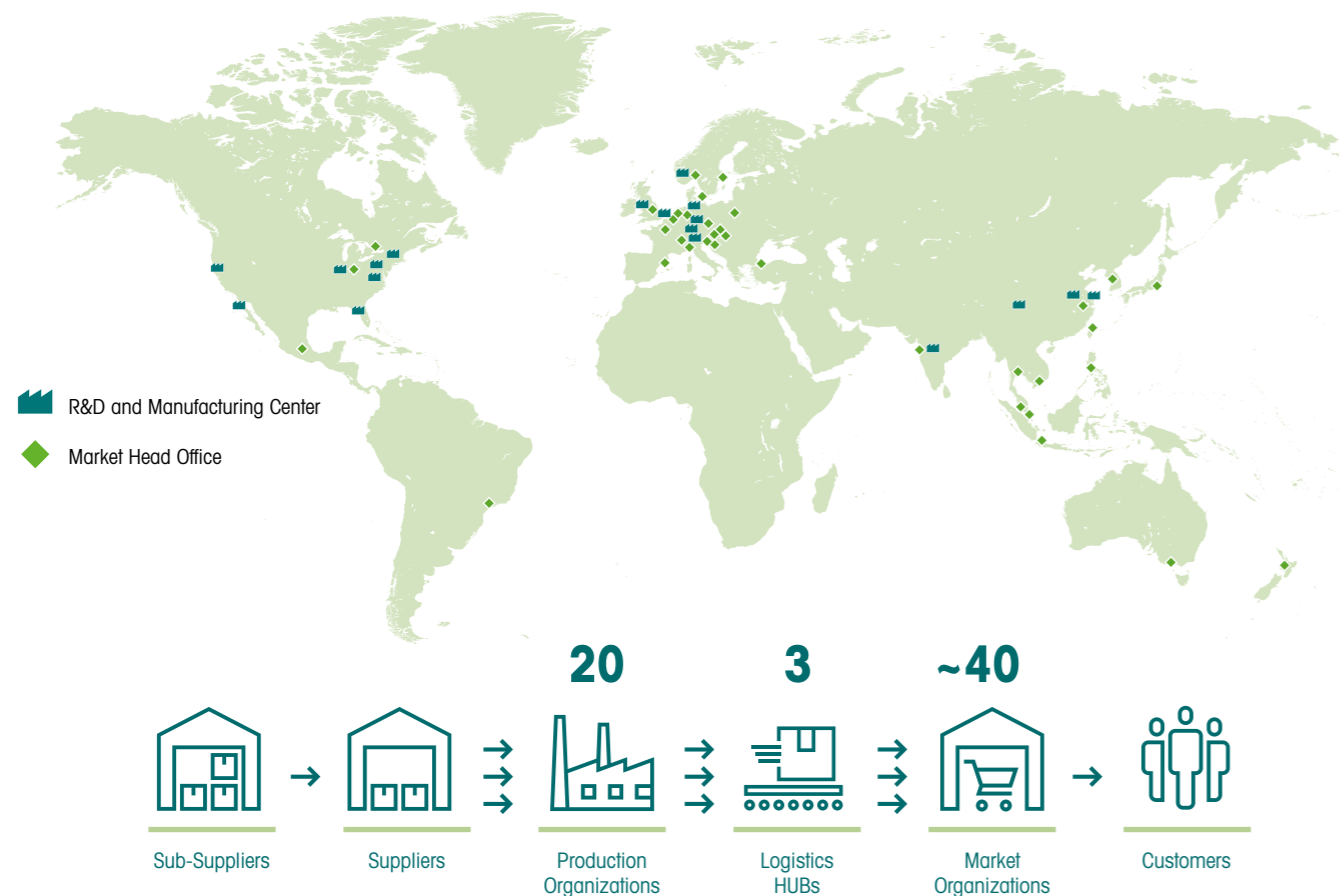
Our longstanding regional logistics and final-assembly hub strategy positions us to better serve our customers and reduce the overall greenhouse gas emissions of our distribution network. In 2023, we further strengthened our regional supply capabilities and capacity for North America with our new regional manufacturing facility in Tijuana, Mexico and by expanding the scope of our existing manufacturing facility in Tampa, Florida. These expansions will enable us to supply products regionally that were previously shipped from overseas locations. There were otherwise no substantive changes to our supply chain since the prior report.

The supplier base of our supply chain is globally diversified and complex, represented by approximately 3,300 direct materials suppliers, with most of them located close to our major production facilities. Among these, we classify 157 as preferred suppliers and 54 as strategic. We partner most closely with our strategic preferred suppliers, who represent 44 percent of direct materials spend. We therefore believe we can have the biggest impact by focusing our engagement efforts on these groups.

Responsible Sourcing Framework

Our Responsible Sourcing Framework outlines the main elements, tools, and process steps to ensure responsible behavior and promote global best practices within our global supply chain. We continue to implement our Responsible Sourcing Framework with a focus on ensuring human rights compliance throughout our supply chain, reducing Scope 3 emissions in specific high-emissions material categories, and encouraging our suppliers' use of sustainable packaging.

Supplier Onboarding and Qualification
- Business Partner Code of Conduct
- Responsible Sourcing Guidelines
- Request for Information (RFI)
- Agree and Follow up on Supplier Development Plans

Supplier Development

Supplier Performance Review

Strategic Evaluation

Responsible Sourcing Framework

- Assessment/Audit
- Address Performance Concerns
- Supplier Management and Category Strategy
- Supplier Awards
- Risk and Opportunities Assessment

Phasing Out of Suppliers

We made significant progress implementing our Responsible Sourcing Framework in 2023. The Responsible Sourcing Guidelines, a key element within our Responsible Sourcing Framework, are increasingly shaping our procurement strategies and activities. Initiated in 2022 and implemented in 2023, category managers embedded specific responsible sourcing goals and risks into our procurement category strategies. We enhanced sustainability guidance for supplier assessments and retrained our auditors (details in the Supplier Assessment and Engagement section that follows).

Furthermore, we completed a risk and opportunities assessment of more than 1,400 direct materials suppliers. We evaluated them using data from our risk management platform,

considering geography and industry-based environmental and human rights risk factors, as well as their greenhouse gas emission reduction potentials. (Reduction potentials were also mapped for our main indirect suppliers.) The results of this assessment are guiding actions to improve performance with suppliers that are relatively higher risk with respect to environmental and human rights topics, and/or present significant opportunities to make progress on our GreenMT priorities. These suppliers, along with our strategic and preferred suppliers, are the key suppliers we are principally targeting for engagement. Important actions are to: (1) Drive human rights and environmental transparency and compliance in our supply chain by applying prioritized risk-based due diligence measures. (2) Engage with key suppliers accounting for at least 80 percent of our greenhouse gas emissions from purchased goods and services that are relevant to our science-based targets.

Risk-based actions started or continued in 2023 include our ongoing direct engagement campaign, Supplier Day activities, and training for our procurement managers, all described more fully below. To ensure alignment and provide training, our Corporate Sustainability team regularly attends and presents at town hall meetings hosted by our procurement organization.

Business Partner Code of Conduct

For many years our Business Partner Code of Conduct is has been an integral part of our standard terms and conditions we seek to apply to all of our suppliers. Starting in 2022, we have been taking additional steps to reaffirm supplier commitment to our Business Partner Code of Conduct. To date, 57 percent of our key suppliers, covering 58 percent of relevant spending, have separately signed the Business Partner Code of Conduct and committed to our ESG expectations. We encourage our suppliers to work with their own business partners to ensure 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, Human Rights, and Supply Chain Transparency

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, which the Board of Directors reviews and approves annually, at www.mt.com/policies.

In our own production facilities, we primarily employ a highly skilled workforce due to the complexity of our products. We also have well-established recruiting and human resources

policies and practices in place, covering topics including working age, working conditions, wages, and hours worked. Further, we have undertaken Sedex member Ethical Trade Audits (SMETA) at material manufacturing facilities. For these reasons, we believe we are not at risk of direct use of child labor, forced labor, or compulsory labor. In 2023, we completed an assessment of human rights risk in our supply chain. Based on this assessment we understand that our suppliers are also generally not at high risk regarding child labor, forced labor, or compulsory labor, and have identified mitigating actions for risks that are present. In 2023, there have been no confirmed incidents of such violations. To help ensure ongoing compliance, we assess the performance of certain suppliers annually as described below. Additionally, in 2023, we trained all our category and regional procurement managers to identify and respond to human trafficking and forced labor red flags.

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 existing and emerging supply chain transparency regulations, including those related 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. We continue to apply continuous improvement principles to these policies and processes to help ensure we are well positioned to meet or exceed regulator and stakeholder expectations. For more information, see our Ethical, Social, and Quality Standards and Conflict Minerals Report, 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.

Supplier Days

More than 80 direct suppliers attended the 2023 supplier days in Switzerland and China under the theme "be inspired." Participants attended four workshops, including one with a focus on sustainable packaging—one of the main ESG expectations communicated to our suppliers. During the hands-on workshop, the group explored and brainstormed innovative strategies and designs to make a meaningful impact on reducing waste and implementing more sustainable materials.

As in previous years, several suppliers were recognized for their contribution to METTLER TOLEDO with awards in the categories of Innovation, Operational Excellence, Global Partnership, and Sustainability.
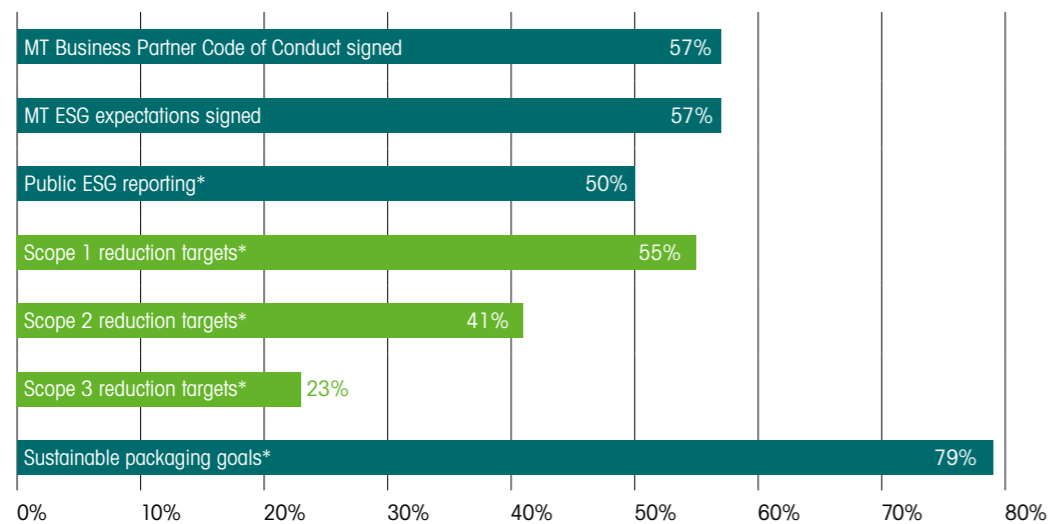
Supplier Assessment and Engagement

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 ESG topics. As part of our supplier audit program in 2023, we assessed 139 suppliers, of which 63 assessments related to strategic preferred suppliers who together represent approximately 30 percent of our spending with strategic preferred suppliers. We assess ESG impacts as part of our audits, along with a variety of quality-related topics; ensure our internal auditors receive regular training; and work with external experts to update audit procedures and checklists. In 2023, our auditors attended three half-day workshops, covering topics including: ISO 9001; ESG and cybersecurity topics; audit program and purpose; and audit planning and execution. Established processes for non-compliance include dialogue, action plans, and termination of the collaboration in case of continued non-compliance. In 2023, we did not identify any of our assessed suppliers as needing significant corrective actions to address negative environmental, social, or governance impacts.

Starting in 2018, we have been inviting key suppliers to in-person Supplier Days in Europe, China, and North America involving presentations, workshops, and best-practice sharing. In 2023, we held concurrent supplier days in Europe and China, with more than 80 suppliers joining the events. Similar to previous years, the 2023 Supplier Days included recognizing suppliers for making significant contributions to our sustainability goals with sustainability

Supplier ESG Maturity

Category	Value
MT Business Partner Code of Conduct signed	57%
MT ESG expectations signed	57%
Public ESG reporting*	50%
Scope 1 reduction targets*	55%
Scope 2 reduction targets*	41%
Scope 3 reduction targets*	23%
Sustainable packaging goals*	79%

Results from engagements with >500 direct suppliers in 2022 and 2023. Data points marked with "*" are based on initial responses of 81 suppliers to our 2023 survey.

awards. The suppliers also participated in a well-received hands-on workshop exploring innovative strategies for sustainable packaging. We aim to expand on this program in 2024.

In 2023, we continued to reinforce our ESG goals and conduct expectations and commitments by building upon the direct supplier engagement program initiated in 2022. Our 2022 engagement with suppliers asked for their explicit commitment to our Business Partner Code of Conduct and ESG expectations (see page 46).

In 2023, we designed our engagement to further reinforce our expectations regarding ESG and conduct. We leveraged our risks and opportunities assessment to target suppliers where we can have the biggest impact. We also used this engagement to enhance our data collection to better understand the maturity of our suppliers' sustainability efforts. From this, we learned that approximately 55 percent of our suppliers have at least set Scope 1 emissions reduction targets, approximately 40 percent have set Scope 2 targets, and approximately 20 percent have set Scope 3 targets. We are also encouraged that more than three quarters of respondents indicated they have programs in place to ensure or increase the sustainability of the materials they use in their product packaging. Currently, only half of the surveyed suppliers provide sustainability reporting. We intend to use these results to drive future targeted engagement to help our suppliers improve and close remaining gaps.

ESG Expectations Communicated to Our Suppliers in 2022 and 2023

Compliance and transparency regarding relevant global social, ethical, and legal standards.

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

For products supplied to our operations, increase packaging sustainability.

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 15 hours of training per employee*
Employment Conditions	Voluntary turnover <10%	7.4%
Diverse and Inclusive Workplace	Cultivate a diverse and inclusive workplace for all employees through hiring, training, mentoring, and development opportunities	On track
Employee Safety	Occupational health KPIs	KPIs show mixed trends compared to five-year average

Sustainable Development Goals

| 3 GOOD HEALTH AND WELL-BEING | 5 GENDER EQUALITY | 8 DECENT WORK AND ECONOMIC GROWTH | 12 RESPONSIBLE CONSUMPTION AND PRODUCTION |

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, our many strengths position us well for the future. Our employees are an important key to our success. We are proud of our corporate culture and of our employees' continued dedication and drive. Together as One Team, we are committed to delivering value and an exceptional customer experience. Our achievements speak to the strength of our Company and to the quality of our employees in another 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: (1) Continually improving our employment conditions and high-performance culture. (2) Continuing to cultivate a diverse and inclusive workplace. (3) 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 top talent.

The Head of Human Resources has responsibility for the implementation and execution of our Human Resources (HR) programs, processes, and systems. Our individual Business Units manage relevant HR initiatives in their local organizations. One of our Division Heads, reporting to the CEO, oversees employee safety. The Board of Directors receives periodic updates from management on the Company's safety performance.

We offer our employees a workplace with a strong purpose to build a better, healthier, and safer tomorrow.

The Power of Purpose

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

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

Purpose Statement

As One Team, we innovate amazing solutions that deliver sustainable value and empower our stakeholders worldwide to make new developments, enhance productivity, and improve quality.

Together we are building a better, healthier, and safer tomorrow.

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

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

Employer Brand

Our refreshed Employer Brand not only represents who we are as an organization and what we stand for; it also further strengthens a nurturing culture that enables engagement and growth for our employees.

An extensive survey sent to more than 5,000 METTLER TOLEDO employees, along with interviews with global employees and leaders, inspired the formation of our Employer Brand pillars: Innovation That Inspires, Striving for Excellence, and A World of Opportunities. From these interactions, we gained valuable insights into how the Company and its work culture are perceived, as well as what employees and candidates expect when building their careers with us.

A key element of our new Employer Brand messaging is a compelling interplay between what we offer as an organization and how we welcome employees from diverse backgrounds to make a difference and have a personal impact on the Company.

As part of the Employer Brand launch, we started worldwide training sessions and workshops to ensure all employees have an opportunity to learn about our Purpose and Values. We want employees to feel empowered to actively participate in our culture of excellence and innovation.
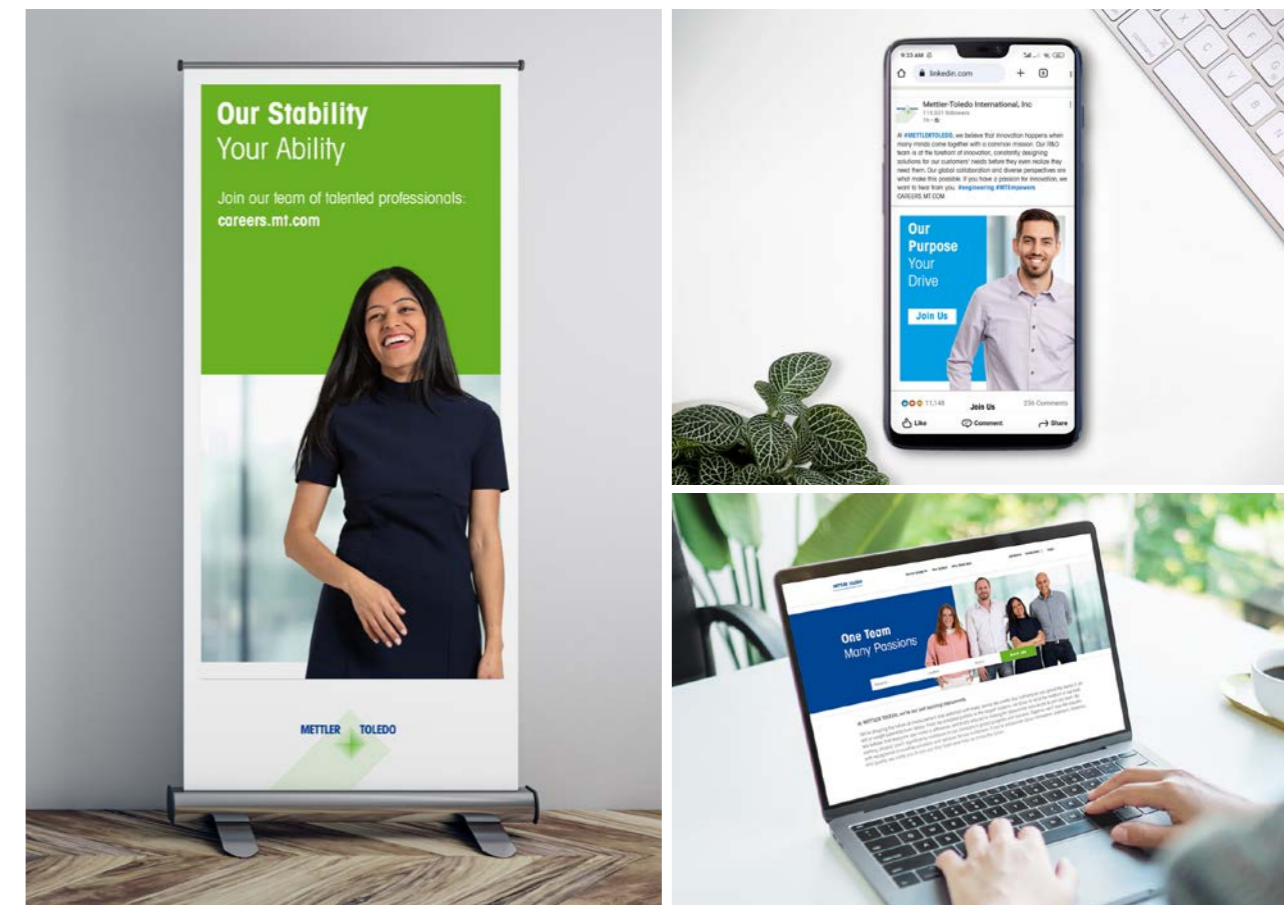
Code of Conduct, Corporate Vision and Values

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

The Code of Conduct 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. These reporting channels are available worldwide, and employees are required to report violations or suspected violations of our Code of Conduct. We are committed to addressing misconduct and ethical risk and each report receives thorough follow-up and attention.

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.

Our Corporate Values support our ESG efforts through commitments to integrity, innovation, quality, continuous improvement, and using resources wisely. According to the 2022 employee perception survey mentioned above, our commitment to sustainability ranked high among drivers of employee satisfaction.

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

METTLER TOLEDO Corporate Vision
One Team
Global Reach
Amazing Solutions
You make the difference … *precisely*

Corporate Values Statements

We Perform with Integrity
We behave ethically and legally

We Pursue Innovation
We put good ideas to work

We Deliver Quality
We give our best

We Drive Continuous Improvement
We seize opportunities to make a difference

We Use Resources Wisely
We save resources, time, and money, empowering a sustainable business

We are engaged in continued efforts to further integrate the GreenMT goals into all aspects of our corporate culture, including through CEO communications, employee news, trainings, and new employee onboardings. Our emphasis on continuous improvement is fundamental to our 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.

Workforce Diversity, Equity, and Inclusion

As a global company comprised of employees representing more than 100 nationalities, we understand the diversity of our colleagues is among our greatest strengths. To this end, we recognize the importance of diversity, equity, and inclusion 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 is 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 at our larger locations in Switzerland, the United States, and China.

The diversity of our global workforce is largely a reflection of the approximately 40 countries in which we have a direct presence. Women make up approximately 36 percent of our employees and hold 29 percent of management positions. This represents an increase of women in management roles of five percent in the past five years. We provide mentoring opportunities to support and encourage women in advancing their careers and to foster increased attendance of women in management trainings. We also seek to include diverse candidates, including women, in all interviews for new management positions. Several Business Units have dedicated programs, such as the Women's Leadership Development Program (WLDP) in our Chinese operations and similar programs in other Asian countries.

Our commitment to diversity, equity, and inclusion across our global workforce is reflected in several initiatives we have implemented. We have started to pilot and roll out an inclusive workplace program in several regions. This program is designed to help our leaders develop behaviors that foster inclusivity and respect in the workplace and incorporates anti-bias and other trainings to help recognize and overcome their unconscious biases. The feedback we have received from our employees has helped us refine our DEI efforts and better understand the needs of our entire workforce. In 2023, our organization in China was recognized for its DEI best practices and received external recognition for achievements in the category of employee well-being.

DEI-related goals are included in the executive management 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. Together, our initiatives contribute to our goal of creating an inclusive workplace for all employees.

Our One Team Spirit

At METTLER TOLEDO, we believe in the importance of developing our employees and promoting a cohesive team environment. To achieve this, we provide a variety of professional training programs and cultural events that cater to the diverse interests of our workforce. Our professional training programs equip our employees with skills and knowledge to perform their jobs effectively. By investing in employee development, we empower them to become more confident and competent, benefiting both the individual and the Company. Additionally, cultural events promote a sense of community and inclusivity, further strengthening our One Team culture, where employees feel recognized and valued.

We base our employment decisions on valid business reasons, such as qualifications, talents, and achievements, and comply with local and national employment laws. We select job candidates most likely to help the Company achieve all its goals, including, but not limited to, diversity consideration. 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. We periodically run gender pay-gap analysis surveys in several Business Units in various countries. The surveys have confirmed no statistically relevant differences, as well as full compliance with local laws.

Workplace Protections for Employees

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.

In our own production facilities, we primarily employ a highly skilled workforce due to the complexity of our products. We also have well established recruiting and human resources policies and practices in place, covering topics including working age, working conditions, wages, and hours worked. Further, we have undertaken Sedex member Ethical Trade Audits (SMETA) at material manufacturing facilities. For these reasons, we believe we are not at risk of direct use of child labor, forced labor, or compulsory labor. In the few countries where we employ minors in apprenticeship programs or "summer jobs," we strictly follow local protective regulations particular to this age group.

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 2023, approximately 8,000 employees worldwide were covered by collective bargaining agreements, or another arrangement organized to represent employee interests.

Talent Attraction

We understand the importance of attracting and retaining top talent. Our European Talent Acquisition Team received the 2023 EMEA Global Candidate Experience Award from the Talent Board, after our North American team received the same award in their region in 2021 and 2022. The award is based on job candidates' satisfaction surveys and recognizes excellence related to user experience of digital recruiting platforms, the speed of recruiting processes, the quality of interaction with the recruiting team, and impressions of the messages shared regarding company culture. Several of our Business Units have received

> "
> It's inspiring to work for a company that's truly committed to making a positive impact in the world.
> "
>
> Colleague from Asia/Pacific Region

> "
> At METTLER TOLEDO, I feel like my contributions are truly valued and my voice is heard.
> "
>
> Colleague from Europe Region

> "
> I appreciate that METTLER TOLEDO values work-life balance and offers flexible scheduling options.
> "
>
> Colleague from North America Region

employer awards, including our Business Units in India (Great Place to Work® Certification™ by Great Place to Work) and China (Top Employers Institute Certification). Both are respected external ratings organizations on workplace culture. These certifications and awards recognize high scores based on support from management, fair treatment, trustworthiness, and integrity. This is a testament to our efforts to create a work environment that fosters employee engagement, development, and satisfaction. We believe a positive workplace culture is essential to attracting and retaining top talent, and we are committed to continuing our efforts to create a great workplace environment for our employees. We strive to create an inclusive workplace culture that provides opportunities for professional growth and development. By doing so, we aim to attract the best and brightest talent to help us achieve our goals and provide our customers with exceptional products and services.

Our workforce growth over the years is mostly organic, supported by low turnover, long employee tenure, and our capability to attract new talent. We are particularly pleased by the significantly lower voluntary turnover in 2023 compared to the prior year, despite continued tight labor markets in many geographies. When adding employees through acquisitions, we have a record of successfully integrating new team members into our workplace culture.

We engage our globally distributed workforce with locally designed and market-competitive programs related to compensation, benefits (e.g., health care coverage), and workplace

policies. In each case, these programs are consistent with our global commitments outlined in our Ethical, Social, and Quality Standards available at www.mt.com/policies, covering workforce related health and safety, human rights, anti-discrimination and harassment, and labor law compliance. We also operate a number of globally standardized benefit programs including management-level bonus programs and a restricted stock units plan.

Our workforce (in FTE) numbered 17,300 at the end of 2023, compared with 18,000 in the previous year. This includes 16,000 employees and 1,300 temporary personnel. Of these, 6,200 are in Europe, 4,800 are in the Americas, and 6,300 are in Asia and other countries.

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

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

Workforce Data 2023 (Head Count)

Employment Type	Female	Male	Americas	Europe	Asia/Others
Permanent	5,400	10,700	4,000	6,100	6,000
Temporary	1,000	800	1,000	500	300

Permanent Employees		<30 Years	30–50 Years	>50 Years
Hires		500	800	100
Departures		500	1,000	400

Permanent Employees		Female	Male
Hires		500	900
Departures		700	1,200

Workforce and Gender 2023 (Head Count)

36% Female

64% Male

Employees (Head Count)

29% Female

71% Male

Management (Head Count)
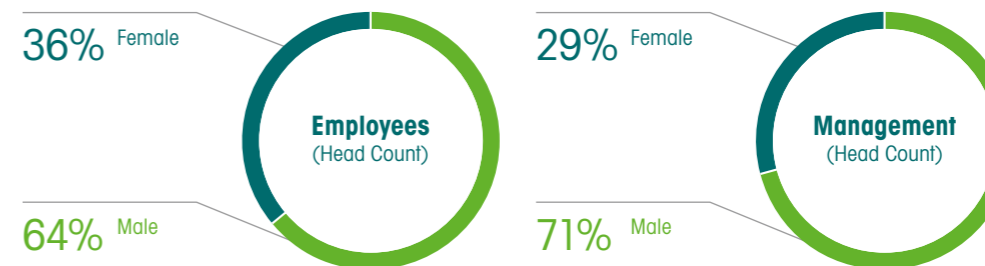
Employment Type (Head Count)	Female	Male
Full Time	6,100	11,300
Part Time	300	200

Developing and Retaining Employees

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

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

We want to offer a world of opportunities to ensure our workforce remains competitive in a global environment. We operate an internal careers portal and place great emphasis on training and developing our employees across all levels and regions. We have a harmonized performance management system, which we believe drives the engagement, productivity, and effectiveness of our employees. We conduct periodic employee surveys locally with the majority of our employees to confirm our efforts are effective and to drive continous improvement.

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 2023, almost 97 percent of our employees completed one or more training courses, spending an average of 14.8 hours per employee, slightly higher compared to the prior year. The total number of completed training sessions increased further to more than 255,000 sessions (an increase of seven 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 2023, more than 790 employees had completed this seminar since the program's inception.

We have designed our Global Performance Management process to help ensure alignment of individual development aspirations with Company and Business Unit strategy implementation and also with 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 2023, our voluntary turnover rate was 7.4 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 help facilitate work-life balance.

Employee Engagement

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

Community Engagement

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

Community engagement examples range from year-end charity campaigns (Switzerland), bake sale events to support foster children (Poland), tree planting activities (several Business Units), litter-picking activities (several Business Units), charity runs (several Business Units), equipment donations (several Business Units), toy drives and charity fundraisers (US), and other activities.

Such community engagement activities create a positive impact and foster a sense of unity within local teams.
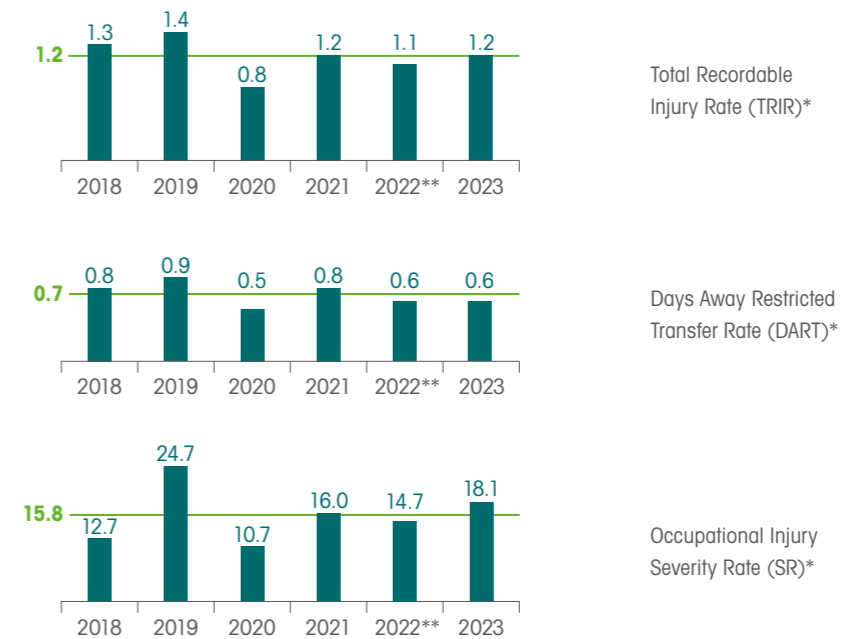
Occupational Health and Safety

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

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

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

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 2023

Total Recordable Injury Rate (TRIR)*

Days Away Restricted Transfer Rate (DART)*

Occupational Injury Severity Rate (SR)*

– Average value over the previous five years (2018–2022).
* Figures in each case represent number of incidents per 200,000 working hours.
** Covering period January through September only.

Despite our ongoing focus on health and safety, in 2023 our health and safety KPIs showed mixed trends compared to 2022 and the previous five years. We observed no occupational injury related fatality and a general reduction of cases causing days of absence or work restrictions (DART). However, we also observed an increase in total recordable cases and TRIR as well as lost hours (SR).

The predominant safety incidents we see at our Business Units are bruises and minor cuts from the handling of tools or sharp objects, strains from moving heavy objects, and injuries from tripping while walking or using stairs. Severe workplace accidents are rare. In the past five years, unfortunately, there has been one employee fatality from an occupational incident related to a motor vehicle accident. Detailed accident rates are shown below. We take the increase in two of the KPIs very seriously and will take targeted action steps in 2024 to diligently work to reverse this trend.

Detailed Incident Rates 2022

Occupational Health and Safety	2018	2019	2020	2021	2022	2023
Total Number of Workforce	16,000	16,200	16,500	17,800	18,000	17,300
Total Recordable Cases	168	195	119	170	171	199
Total Recordable Injury Rate (TRIR)	1.3	1.4	0.8	1.2	1.1	1.2
Days Away, Restricted, Transfer Rate (DART)	0.8	0.9	0.5	0.8	0.6	0.6
Occupational Injury Severity Rate (SR)	12.7	24.7	10.7	16.0	14.7	18.1
Occupational Fatalities	0	0	0	0	1	0

Climate-related risks are integrated into our enterprise risk management process.

Good Corporate Governance
Champion Good Governance Practices

GreenMT Goals	Targets and KPIs	Status
Good Corporate Governance	Compliance with Commonsense Principles of Corporate Governance	No significant governance concerns were raised
	Maintain a diverse array of skills, experiences, perspectives, and other 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

* Nominated at 2024 Annual Meeting of Shareholders.

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

Historically, including in 2023, we have three governance priorities: (1) Compliance with relevant standards and principles. (2) Providing meaningful disclosure on our activities and progress. (3) Aligning our strategy and disclosure practices with the third-party standards, goals, and frameworks that are most relevant to our business and are of the greatest interest to our stakeholders. While these topics continue to be of focus, we also evolve our approach as appropriate to ensure our good governance model meets the changing regulatory demands around the world. We enhance our good governance by continually aligning internal strategies with our GreenMT program and ESG priorities.

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. These targets were reconfirmed and updated in 2023 by our Board of Directors and Compensation Committee. Additional details can be found in our most recent proxy statement at www.mt.com/investors.

Structure and Oversight

The full Board of Directors oversees the Company's management of our ESG programs, including GreenMT and our Ethics and Compliance Program. Typically, executive management updates the Board on each of these programs at least annually, or more frequently as necessary, including reviews of strategy, goals, and performance. This includes evaluation of the Company's performance on relevant ESG topics. In 2023 specifically, the Board (including each Board committee, as applicable) and executive management discussed various relevant ESG topics at each quarterly Board meeting. Topics included new goals and progress toward existing targets, emerging global regulatory requirements, cybersecurity, employee topics, and the performance of our GreenMT and Ethics and Compliance Programs. The Audit Committee oversees the Company's enterprise risk management process, which includes topics such as climate-related risks and opportunities as well as cybersecurity. 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. Since 2022, in light of increasingly complex regulatory requirements and in support of good governance practices, our Chief Financial Officer also oversees the reporting and internal validation of Scope 1 and 2 activities and emissions data. Our Head of Supply Chain and IT oversees our cybersecurity program. Each of the General Counsel, Chief Financial Officer, and Head of Supply Chain and IT report directly to the Chief Executive Officer. All executive management members of the Group Management Committee actively participate in these programs and have performance-based compensation targets related to integrity, diversity and inclusion, sustainability, and other GreenMT goals.

Board of Directors

As of the 2024 Annual Meeting of Shareholders, the Board of Directors consists of eight directors with broad experience and represent a geographically diverse group from Asia, Europe, and North America. We provide further information about the directors and the composition of the Board and its committees in our annual proxy statements. Shareholders elect all directors on an annual basis. See www.mt.com/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 more than 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 Lead Director at all meetings of the Board of Directors at which the Board Chair is not present. Women comprise 37.5 percent of the nominees to our Board of Directors at our 2024 Annual Meeting of Shareholders. 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** Champion good governance practices
	Sustainable Products and Services Support our customers' sustainability goals	**Engaged Employees** Attract, develop, and retain the best employees	
Management Team Senior management with direct responsibilities related to ESG matters	**Head of Sustainability** **Heads of Divisions** **Head of Supply Chain and IT** **Heads of Market Organizations**	**Head of Sustainability** **Head of Human Resources** **Head of Supply Chain and IT** **Heads of Divisions** **Heads of Market Organizations**	**Head of Sustainability** **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. We complete an ethics and compliance risk assessment annually, which directs our activities and guides the strategy of our Ethics and Compliance Program.

The Board of Directors oversees our management of the Ethics and Compliance Program. We describe and reinforce our expectations for all employees in our Code of Conduct, which the Board approved in its current form in July 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. These reporting channels are available worldwide, and employees are required to report violations or suspected violations of our Code of Conduct. We are committed to addressing misconduct and ethical risk and each report receives thorough follow-up and due attention.

Ethical, Social, and Quality Standards

Our Ethical, Social, and Quality Standards, available at www.mt.com/policies, set out our public commitment to conducting our business ethically, legally, and in a socially and environmentally responsible manner. This document covers topics including compliance with the law, ethical conduct, fair competition, anti-bribery, information security, environmental and quality standards, product responsibility, health and safety, discrimination, and human rights. At least annually, the Board of Directors reviews 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. Throughout the year, we conduct trainings online and in-person at Company locations. 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, and we take all these laws very seriously. Employees may not participate in any agreement, understanding, or other activity that would violate any such laws. We conduct online and in-person trainings at 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 at www.mt.com/legal. We have active programs in place and have adopted the NIST Cybersecurity Framework to reinforce cybersecurity, which includes mandatory quarterly trainings for all employees, technical security controls, enhanced data protection, and the maintenance of backup and protective systems. For the first time in 2023, we received ISO 27001 certification for our core corporate IT processes and systems. This adds to the earlier ISO 27001 certification for processes and systems at our China Business Units. In the reporting year, we did not receive any substantiated complaints concerning breaches of customer or employee privacy and are not aware of any leaks, thefts, or losses of customer or employee data.

Political Participation Policy and Participation in Associations

We have a long-standing policy of not participating in or contributing to political campaigns, individuals, or groups, and do not take positions in public policy debates. We have in the past responded to regulators' requests for (1) financial or business information that may be considered by those regulators in formulating rules, and (2) public comment on proposed rules affecting businesses. Consistent with our Political Participation Policy, no political donations were made during 2023. See www.mt.com/policies for more information.

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

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

We continuously evaluate emerging regulatory requirements relating to ESG disclosure and aim to keep our disclosure agile to align with emerging mandates. We are already taking steps to comply with many of these regulations and believe we will be well positioned for compliance.

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 ISO 14064-1:2019. Our own Internal Audit has been involved in reviewing Scope 1 and Scope 2 data and processes since 2022.

We prioritize engagement with third-party raters that we believe are relevant to our various stakeholders. We have a history of high performance with many raters, including the Carbon Disclosure Project (CDP), MSCI, Sustainalytics, ISS, and S&P Global.

We also are a member of several sustainability 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 15 such initial, partial, and periodic audits, including at our facilities in China, Germany, India, the United Kingdom, and the United States. We also are an active member of EcoVadis, a platform where suppliers and buyers are rated according to ethical, environmental, and social parameters. In 2023, we achieved a rating that places us in the top seven percent of all EcoVadis-rated companies.

We maintain an active Investor Relations function, maintaining a close relationship with our shareholders and other external stakeholders. Topics our shareholders and other external stakeholders raise with Investor Relations are typically shared with the Chief Executive Officer, Chief Financial Officer, 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 2023.

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

How METTLER TOLEDO Connects to the UN Sustainable Development Goals

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

We track our commitment to, and progress on, sustainability topics in our Corporate Responsibility Report, where we show how the strategic topics from our GreenMT strategy relate to the SDGs. We believe 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

Appendix: Report Profile

About This Report

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

Our prior report was published in 2023, covering information for the year 2022. This report covers the business year 2023. Unless otherwise stated, the reporting period is from January 1, 2023 to December 31, 2023. Data presented in the report were collected, structured, and analyzed in-house by our Corporate Sustainability team. We plan to regularly report on our sustainability progress and plan to publish a Corporate Responsibility Report every year.

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

Data Coverage

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

We Value Your Feedback

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

Appendix: GRI Index

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Appendix: TCFD Responses

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

Recommended Disclosure	TCFD Disclosure Location
Governance a) Describe the Board's oversight of climate-related risks and opportunities. b) Describe management's role in assessing and managing climate-related risks and opportunities.	We describe the roles and responsibilities of our Board of Directors and management team in climate-related oversight and management, including related to risks and opportunities, in part C1. Governance of our CDP Climate Change 2023 questionnaire response and more recently on page 11 of our Proxy Statement for the Annual Meeting of Shareholders 2024 and page 66 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 2023 questionnaire response and more recently on page 16 of this report.
Risk Management a) Describe the organization's processes for identifying and assessing climate-related risks. b) Describe the organization's processes for managing climate-related risks. c) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.	We describe our process for identifying, assessing, and managing climate-related risks and our broader enterprise risk assessment in part C2. 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 16 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 2023 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, 2 and 3 emissions are based on and reported for the most recent fiscal year of METTLER TOLEDO, January 1, 2023 through December 31, 2023.

1.4 Table 1: Emissions Calculation Methodology

Emissions	Calculation Methodology
Scope 1 (2023) GHG emissions related to (1) global vehicle fleet, (2) stationary combustion, (3) refill of refrigerants in air conditioning (AC) equipment and manufacturing processes No additional material 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 Sphera Corporate Sustainability software (based on IPCC data sets) **2. Stationary combustion** Based on actual fuel consumption reported by METTLER TOLEDO operating Units and converted to GHG emissions using conversion factors provided by the Sphera Corporate Sustainability software (based on IPCC data sets) **3. Refrigerants** Based on actual consumption of different types of refrigerants reported by METTLER TOLEDO operating Units and converted to GHG emissions using conversion factors provided by the Sphera Corporate Sustainability software (based on multiple data sets)
Scope 2 (2023) Indirect GHG emissions associated with the purchase of electricity, steam, heat, or cooling	METTLER TOLEDO uses both location- and market-based calculation methods **1. Electricity** Based on actual consumption (unspecified grid or renewable) reported or estimated by METTLER TOLEDO operating Units and converted to GHG emissions using country-specific conversion factors provided by the Sphera Corporate Sustainability software (based on IEA 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 Sphera Corporate Sustainability software (based on the VfU data set)

Scope 3 (2023)
Indirect GHG emissions associated with activities from assets not owned or controlled by the reporting organization but that the organization indirectly impacts in its value chain

1. **Purchased goods and services (spend-based method)**
   Based on actual spend in USD for various direct and indirect spend categories and converted to GHG emissions using the scope3analyzer (https://scope3analyzer.pulse.cloud/) and the underlying database

2. **Capital goods (spend-based method)**
   Based on actual spend in USD for various capital goods categories and converted to GHG emissions using the scope3analyzer (https://scope3analyzer.pulse.cloud/) and the underlying database

3. **Fuel and energy related activities not included in Scope 1 and 2 (average-data method)**
   Based on reported market-based Scope 1 and 2 emissions and converted to GHG emissions using conversion factors provided by the Sphera Corporate Sustainability software (based on Defra, Gabi and IEA data sets)

4. **Upstream transportation and distribution (mixed method – primary and spend)**
   For approximately 47% of spend (2023), based on actual emission figures provided by METTLER TOLEDO main transportation service providers. For the remainder, based on actual spend in USD and converted to GHG emissions extrapolating actual data from main transportation service providers to global spend data

5. **Waste generated in operations (average-data method)**
   Based on actual waste disposal figures provided by METTLER TOLEDO operating Units and converted to GHG emissions using global conversion factors provided by the Sphera Corporate Sustainability software (based on Defra v12.0 data sets)

6. **Business travel (mixed method – primary and spend)**
   • Based on actual air travel distances and related GHG emissions reported by METTLER TOLEDO travel management service providers for main countries
   • Remaining emissions from countries not covered or other forms of business travel are calculated based on actual spend in USD and converted to GHG emissions using the scope3analyzer (https://scope3analyzer.pulse.cloud/) and the underlying database

7. **Employee commuting (average-data method)**
   Based on actual number of employees and regional assumptions for distances travelled to work, share of remote work, and means of transportation. Emission factors for transportation mode used from Defra Conversion Factors 2023 v28 June 2023 and EPA, Emission Factors for Greenhouse Gas Inventories v12 September 23)

8. **Upstream leased assets**
   Reported under Scope 1 and 2

9. **Downstream transportation and distribution (mixed method – primary and spend)**
   Downstream transportation emissions associated with outbound freight expenses not covered by METTLER TOLEDO are calculated based on USD spend and actual emissions figures provided by METTLER TOLEDO main transportation service providers and extrapolated to global actual outbound USD spend data

10. **Processing of sold products**
    Not material (METTLER TOLEDO products are typically final products)

11. **Use of sold products (average-data method)**
    • The main emissions of our products during their use phase relate to the indirect emissions associated with their electricity consumption during operation
    • Such indirect emissions were calculated based on the estimated power consumption during the typical lifetime of top-selling product lines by volume as well as known energy-intensive product lines with lower unit volumes, accounting for approximately 96% (2023) 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 0.39 kg CO_2e per kWh electricity (2023)

12. **End-of-life treatment of sold products (average-data method)**
    Extrapolated based on actual sales volume growth for 2023 compared to 2019. For 2019, approximated total weight of sold products and estimated overall material composition and converted to GHG emissions using the closest matching material categories available in the Quantis Scope 3 Evaluator tool

13. **Downstream leased assets**
    Not material (METTLER TOLEDO is not leasing assets to third parties to a material extent)

14. **Franchises**
    Not applicable (METTLER TOLEDO does not hold franchises)

15. **Investments**
    Not material (equity investments reflected in Scope 1 or 2 emissions)

2. Perimeter of Science-Based Targets

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

3. Renewable Electricity Sourcing

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

In 2023, 42 percent of our total electricity consumption of 73 gigawatt hours was covered by bundled certificates and 58 percent by unbundled certificates. Across bundled and unbundled RECs / EACs, 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 2023 and were retired on behalf of METTLER TOLEDO.

GreenMT Regional Approach to Sourcing Unbundled Renewable Electricity Certificates

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

4. Use of Carbon Credits

In 2023, we used carbon credits to offset our Scope 1 and 2 emissions. The Verified Carbon Units (VCUs) were sold by Verra, administrator of the Verra Registry, and retired on March 5, 2024 for 2023 operations. The VCUs relates to the project Talas de Maciel II Wind Farm / 50 MW total capacity wind farm, project identification number VCS1289. This project is an avoided emissions project for a windfarm in Flores, Uruguay. The protocol used to estimate emissions reductions determines the CO_2 emission factor for the displacement of electricity generated by power plants in an electricity system, by calculating the "combined margin" emission factor of the electricity system. This protocol is described more fully at https://cdm.unfccc.int/Reference/catalogue/document?doc_id=000003920. Information on the independent third-party verification of Verra projects is available at https://verra.org/programs/verified-carbon-standard/.

DNV

VERIFICATION STATEMENT

Statement no:	Valid from:
C653506	04 April 2024

Mettler-Toledo International Inc.

Verification of Scope 1, Scope 2, and selected Scope 3 categories GHG emissions for year 2023 for Mettler-Toledo International Inc.

DNV Business Assurance Norway AS (DNV) was commissioned by Mettler-Toledo International Inc. (Mettler-Toledo) to provide limited assurance on the information described below for the year ending 31 December 2023.

The purpose of this document is to clarify matters set out in the process of verifying CO_2-eq emissions for Mettler-Toledo's operations. We do not accept or assume any responsibility or liability on our part to any party who may have access to this letter or related documents.

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

   The scope of our work was limited to assurance of the 2023 GHG emission figures including:
   - Scope 1 CO_2-eq emissions
   - Scope 2 CO_2-eq emissions
     - Marked-based emissions
     - Location-based emissions
   - Selected Scope 3 CO_2-eq emissions:
     - Category 1: Purchased goods and services
     - Category 2: Capital goods
     - Category 3: Fuel and energy related activities
     - Category 4: Upstream transportation and distribution
     - Category 5: Waste generated in operations
     - Category 6: Business travel
     - Category 7: Employee commuting
     - Category 9: Downstream transportation and distribution
     - Category 11: Use of sold products
     - Category 12: End-of-life treatment of sold products

2. **Emissions data verified**:

   The GHG aggregated emissions data for Mettler-Toledo (Selected Information) presented in the table below, represent the cumulative emissions for each Scope:

Scopes [tCO$_2$-eq]	2023
Scope 1, Total CO$_2$-eq Scope 1 emissions:	27 715
Scope 2, Total CO$_2$-eq Scope 2 emissions (location based):	35 237
Scope 2, Total CO$_2$-eq Scope 2 emissions (market based):	156
Scope 3, Total CO$_2$-eq Scope 3 emissions:	953 250
Category 1: Purchased goods and services	594 735
Category 2: Capital goods	47 895
Category 3: Fuel-and-energy-related activities	10 739
Category 4: Upstream transportation and distribution	35 264

DNV

Category 5: Waste generated in operations	342
Category 6: Business travel	35 634
Category 7: Employee commuting	15 987
Category 9: Downstream transportation and distribution	11 843
Category 11: Use of sold products	199 302
Category 12: End-of-life treatment of sold products	1 509

Other emissions have not been part of the verification scope and hence have not been verified by DNV.

3. **Period included in the verification**: 01 January 2023 to 31 December 2023.

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

5. **Level of assurance**: Limited Assurance.

   The verification was conducted between 15 February 2024 and 25 March 2024, during which Mettler-Toledo provided its GHG calculations.

   DNV has performed the verification with the following approach:

   - A review of the consolidation process.
   - Review of procedures for collection of activity data and emissions factors and calculations including routines for data quality management.
   - Review of calculation methods and emission source references.
   - Interviews with key personnel through calls (MS Teams).
   - Closing out reported non-compliances, observations, and clarifications.

   Based on the procedures that DNV has performed and the evidence we have obtained, nothing has come to our attention that causes us to believe that the Selected Information for the year ending 31 December 2023 has not been prepared, in all material respects, in accordance with the Reporting Criteria.

6. **Verification provider**:

   DNV Business Assurance Norway AS
   Place and date: Høvik, 04 April 2024

Torp, Catharina	Rice, Tone
Digitally signed by Torp, Catharina Date: 2024.04.04 09:44:08 +02'00'	Digitally signed by Rice, Tone Date: 2024.04.04 15:46:35 +02'00'
Lead verifier	Technical Reviewer

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