Corporate Responsibility Report

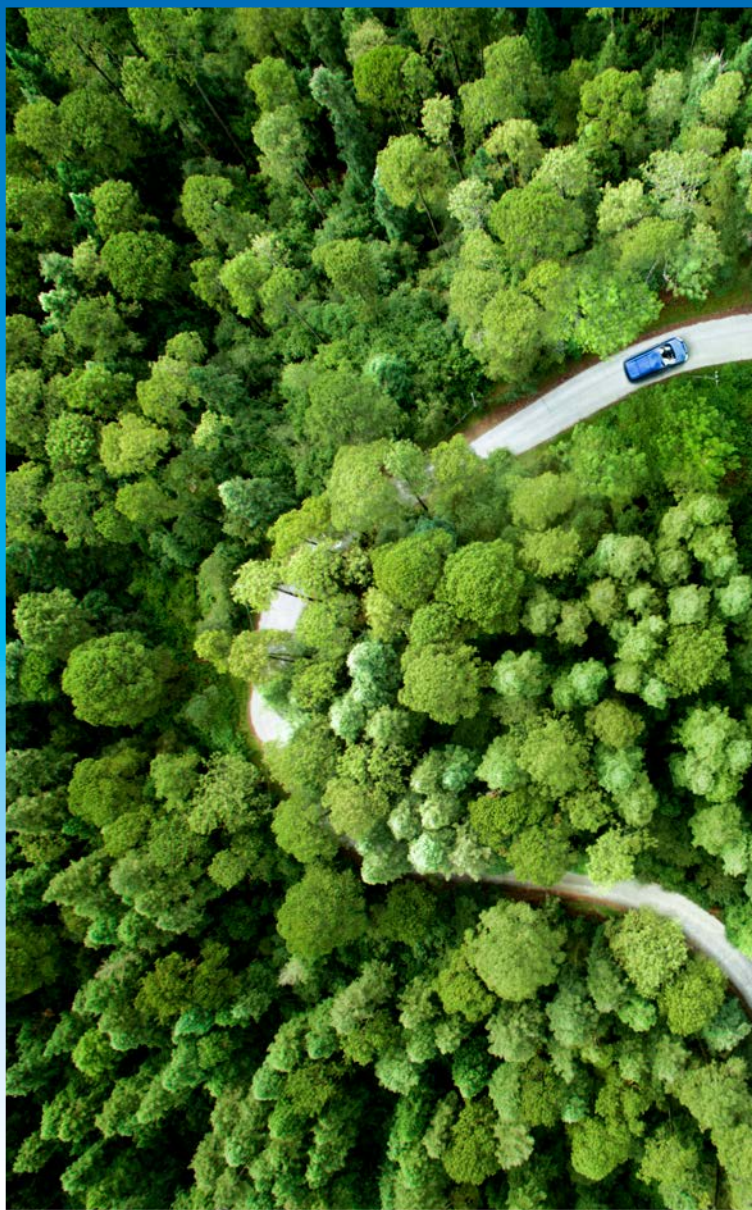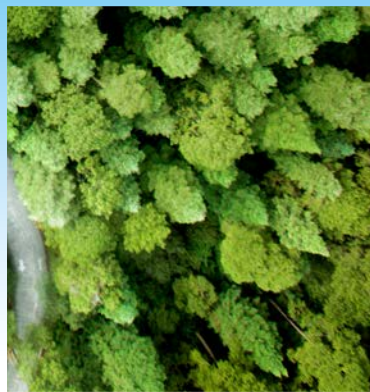METTLER TOLEDO

2022
Covering 2021
Reporting Year

METTLER TOLEDO

About METTLER TOLEDO

METTLER TOLEDO is a leading global supplier of precision instruments and services. We have strong leadership positions in all of our businesses and believe we hold global number-one market positions in most of them. We are recognized as an innovation leader 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 executive offices are located in Columbus, Ohio and in Greifensee, Switzerland. We list our subsidiaries in Exhibit 21 of our Annual Report on Form 10-K, which is available on www.mt.com/investors.
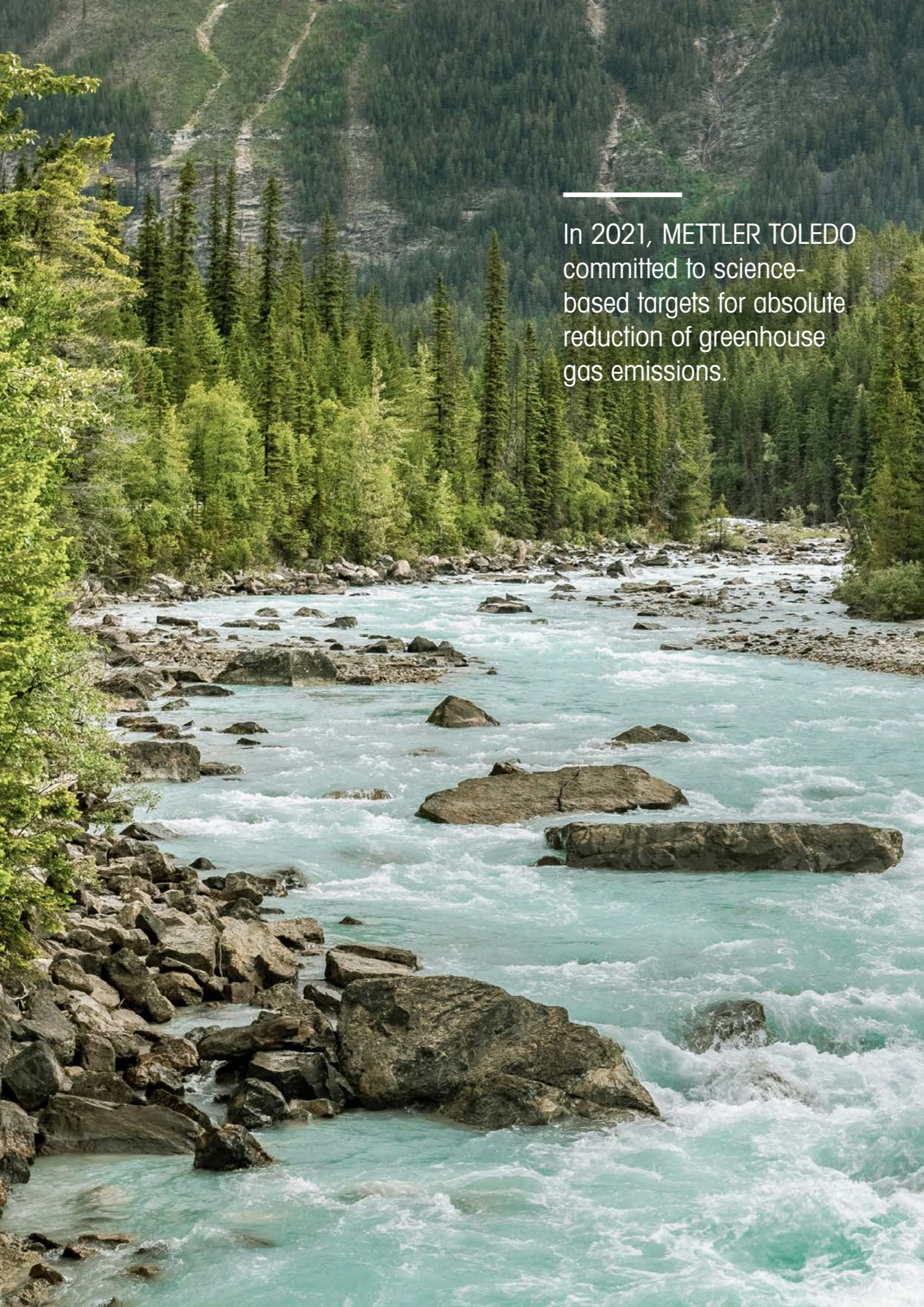
17,800
Workforce

$3.7 Billion
Net Sales

40
Countries with Operations

140+
Countries Served

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

In 2021, METTLER TOLEDO committed to science-based targets for absolute reduction of greenhouse gas emissions.

A Word from the CEO

Dear Stakeholders,

We have a strong track record in environmental, social, and governance (ESG) areas demonstrated by the results of our long-standing GreenMT sustainability program. We believe it is our fundamental responsibility to act in a manner that considers future generations. This sustainable mindset fortifies our long-term growth model and guides us to make the right decisions for all our stakeholders.

In 2021, we benefited from a strong rebound in customer demand and excellent performance by our teams throughout the world, despite the ongoing challenges related to the global pandemic. Protecting the health and safety of our employees while at the same time meeting the needs of our customers remain key priorities. Our culture of agility and resilience is essential as we navigate the ongoing challenges in the global environment.

Our successful sustainability journey continues and we set additional and more ambitious ESG goals in 2021. Most importantly, we are now committed to not only maintaining carbon neutrality for our operations but also to establishing science-based targets to drive absolute reduction of greenhouse gas emissions across our operations and supply chain. In addition, we introduced a new Diversity and Inclusion Policy with specific goals related to women's representation in management. Furthermore, beginning this year, we will link executive management compensation to additional specific ESG targets.

We are excited about our achievements and plans and invite you to take some time to review our progress as we further our recognized leadership in sustainability.
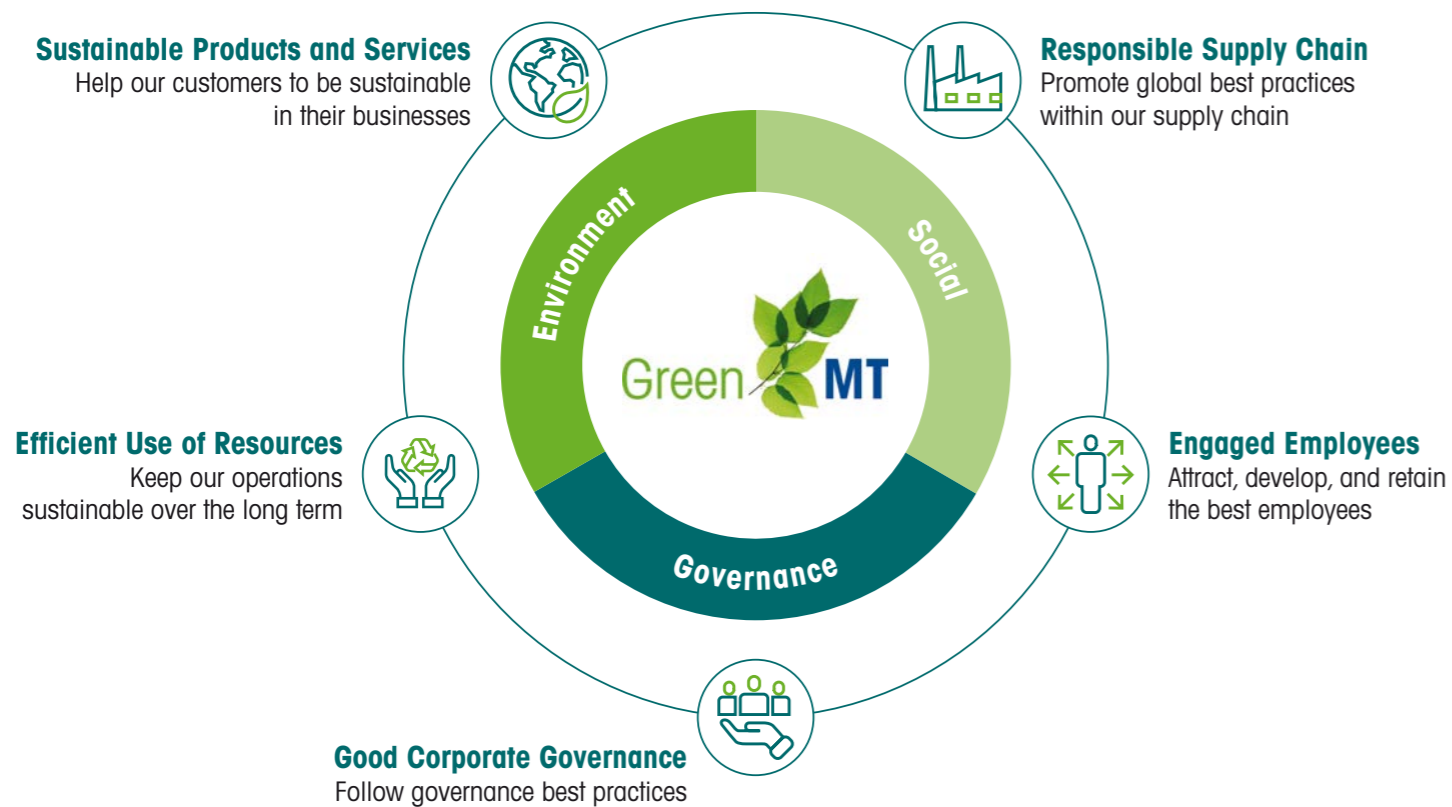
Sincerely,

Patrick K. Kaltenbach
President and Chief Executive Officer

April 2022

Strategic Program—GreenMT

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

Sustainable Products and Services
Help our customers to be sustainable in their businesses

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
Follow governance best practices

GreenMT Goals

- Reduce energy consumption and greenhouse gas emissions

- Reduce waste and increase recycling

- Emphasize the sustainable features of our products and services, and continue to expand those features

- Leverage our responsible sourcing framework to ensure sustainable conduct throughout our supply chain

- Continuously improve our employment conditions and high-performance culture

- Continue to foster a diverse and inclusive workplace

- Foster an ever-safer workplace for all employees

- Be a corporate governance leader, including compliance with relevant standards and principles

- Provide clear, accurate, and consistent disclosure on our GreenMT progress

- Align the GreenMT strategy and related disclosures to the goals, standards, and frameworks most relevant to us
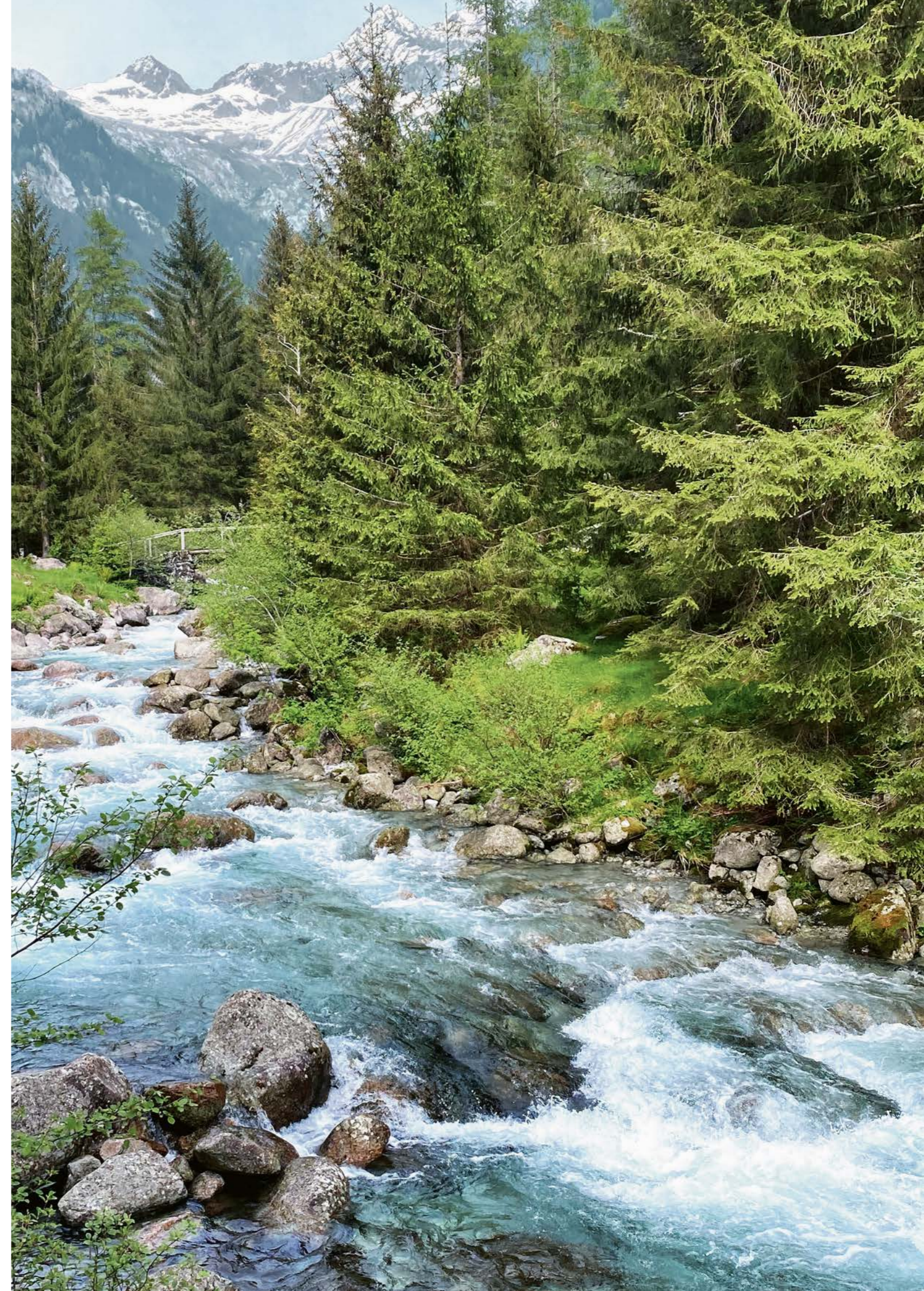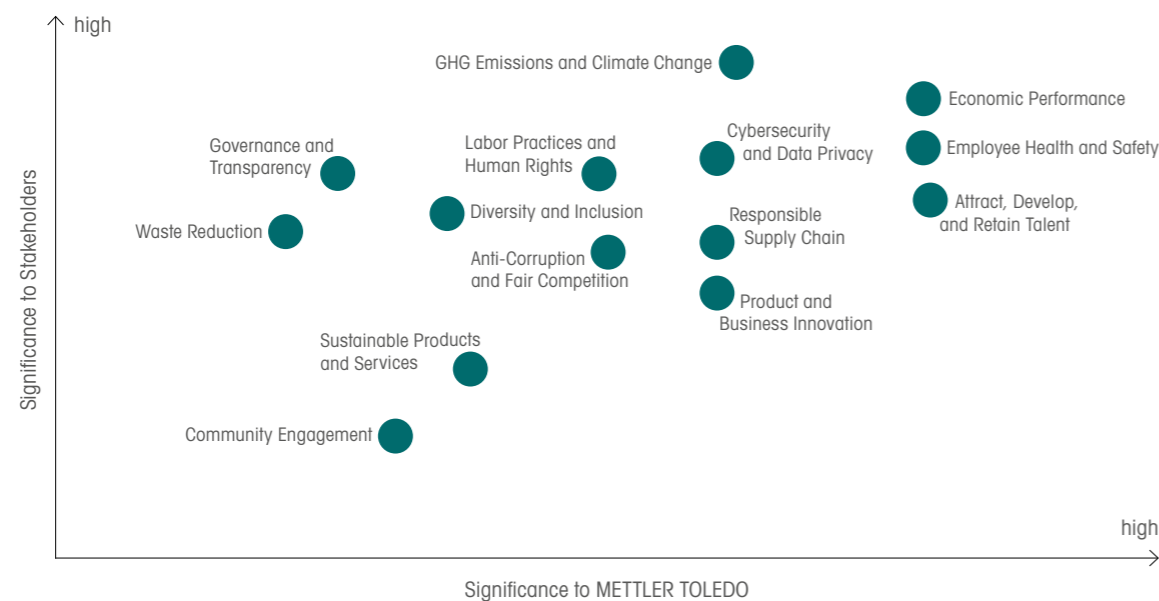
Sustainability Materiality Assessment

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

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

We engage with stakeholder groups on an ongoing basis in a variety of ways. Management has numerous interactions with the Board of Directors and with employees at all levels through regularly scheduled surveys, town hall meetings, training events, and other forums. We are regularly engaged 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 with regard to sustainability in the supply chain. Our active Investor Relations program ensures we have a good sense of our shareholders' interests, as well as those of regulators, non-governmental organizations, and other interested parties.

We updated this assessment in 2021, reflecting on evolving and emerging topics and their shifting relative importance to our company and our stakeholders. Based on best practice reviews and the stakeholder engagement described above, we redefined and reprioritized topics where appropriate. We believe our GreenMT strategy and updated goals remain well designed to address all relevant ESG topics and to deliver high-impact results.

Sustainability Materiality Assessment

Progress at a Glance

GreenMT Strategic Pillar	Summary of Targets and KPIs	Status 2021	UN Sustainable Development Goals (SDGs)
Efficient Use of Resources	• Carbon Neutral (Scope 1 and 2)	⊘	
	• 100% renewable electricity	⊘	
	• Science Based Near-Term Targets*		
	• Reduce absolute Scope 1 and 2 emissions 70% by 2030	New	
	• Reduce absolute Scope 3 emissions 30% by 2030	New	
	• Reduce waste intensity 20% by 2025	○	
	• Zero waste to landfill by 2025**	●	
Sustainable Products and Services	• Design for Environment (DfE) implementation		
	• Share of Business Units regularly retrained on DfE	○	
	• Share of Business Units introducing new products with DfE features	●	
	• Sustainable packaging materials		
	• >80% from recycled or certified sustainable sources (by 2025)	New	
	• >95% easily recyclable or compostable (by 2025)	New	
Responsible Supply Chain	• Progress with implementation of Responsible Sourcing Guidelines	●	
	• 30% of preferred suppliers subject to sustainability assessment in reporting year	○	
Engaged Employees	• Continuous training and education	●	
	• Annual voluntary turnover <10%	⊘	
	• Equal share of women in management roles as total women employees by 2027	●	
	• Maintain occupational health KPIs at or below prior five-year averages	⊘	
Good Corporate Governance	• Compliance with Commonsense Principles of Corporate Governance	⊘	
	• At least 30% women on Board of Directors	●	
	• Achieve consistently good ratings with select external rating agencies	⊘	
	• Alignment with relevant disclosure frameworks	⊘	

* In review by Science Based Targets initiative

** Less than 5 percent of waste to landfill

⊘ Achieved   ● On Track   ○ Partially on Track

Economic Performance

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

Our net sales were $3.7 billion for the year ended December 31, 2021, compared with $3.1 billion in 2020. In 2021, we benefited from strong market conditions and favorable trends in the global economy, but the true differentiator of our performance was our culture of execution and our agility in capitalizing on rapidly changing market conditions.

Our business is geographically diversified, with net sales in 2021 derived 29 percent from Europe, 38 percent from the Americas, and 33 percent from Asia and other countries. Our customer base is also diversified by industry and by individual end-customer. We are a worldwide manufacturer, with major facilities located in the United States, Switzerland, China, 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 2021, 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

$3.7 Billion
Net Sales

$822 Million
Free Cash Flow*

$34.01
Adjusted Earnings per Share*

Sales by Customer Destination

38% Americas

33% Asia and Others

29% Europe

Sales

(USD in millions)

$3,718

3,600
3,200
2,800
2,400
2,000
1,600
1,200
800

1998   2021
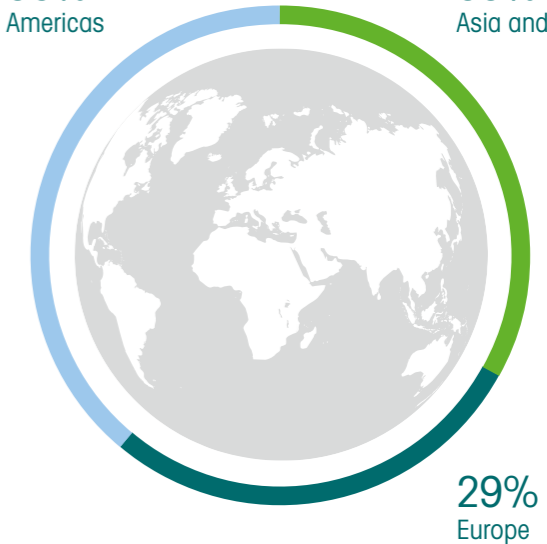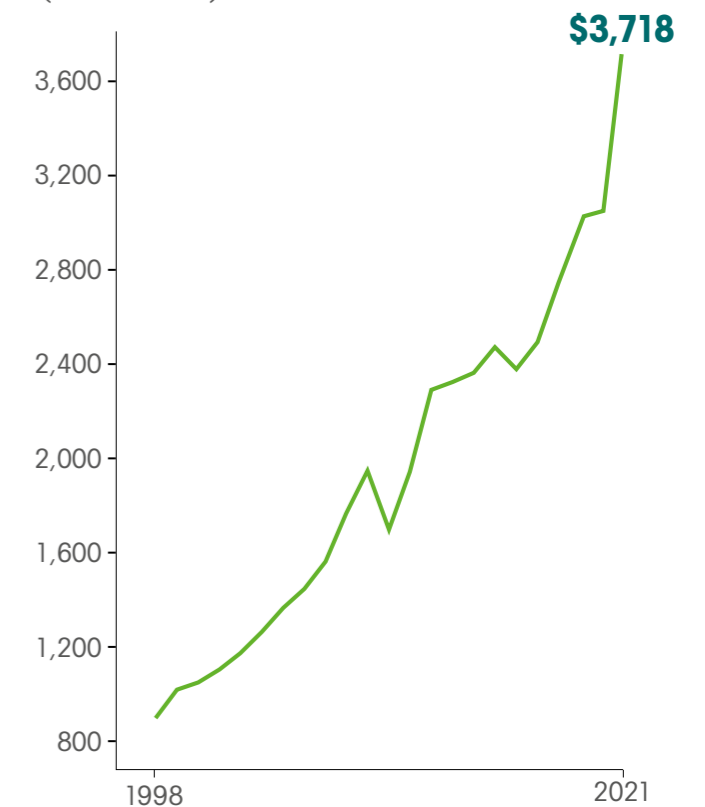
* Non-GAAP measure. More information with respect to the use of and differences between the non-GAAP financial measures and the most directly comparable GAAP measures is provided in our 8-K filings.

Efficient Use of Resources
Keep Our Operations Sustainable Over the Long Term

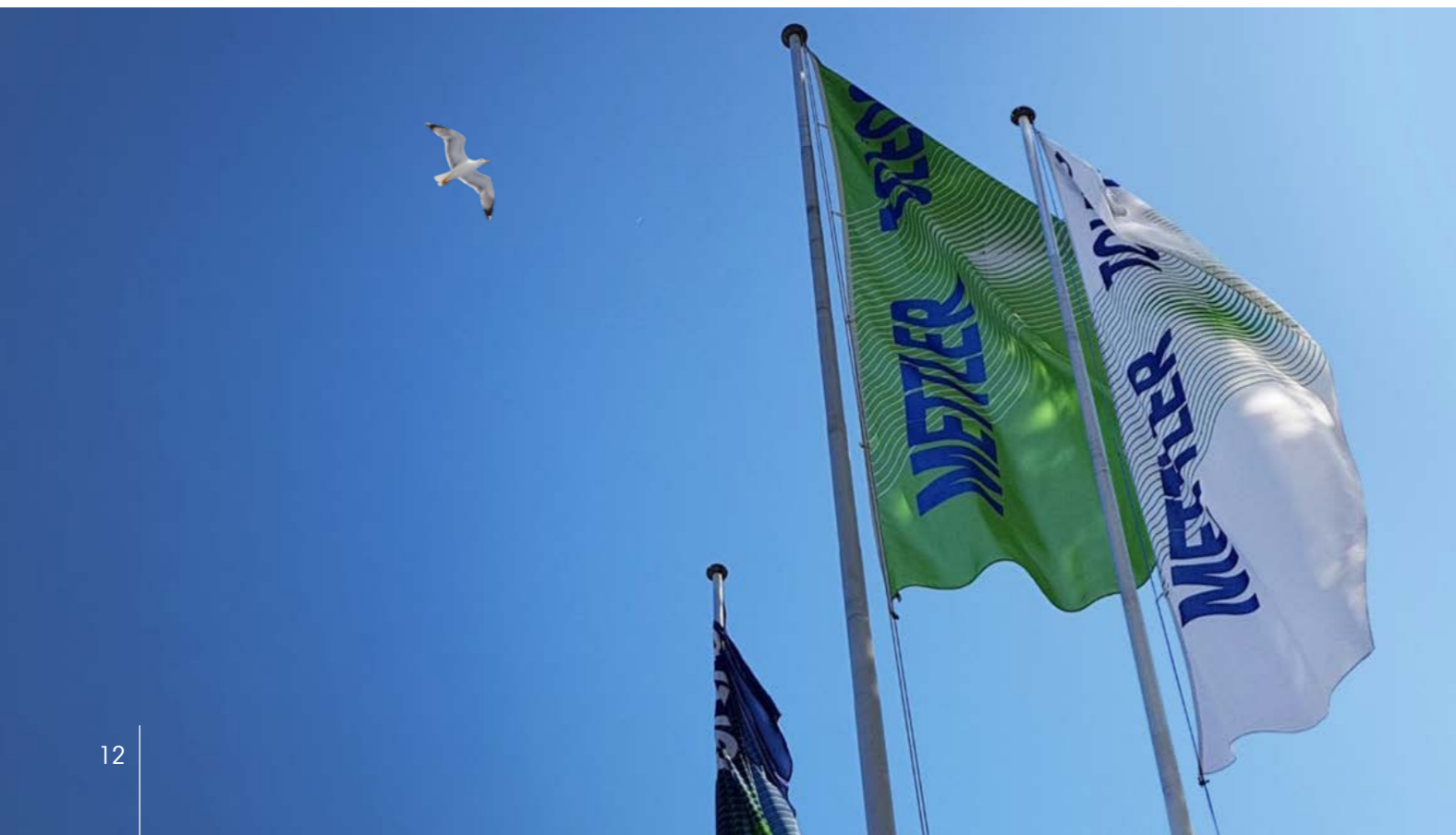| GreenMT Goals	Targets and KPIs	Status
Reduce Energy Consumption and Carbon Emissions	Carbon Neutral (Scope 1 and 2)	Achieved
	100% renewable electricity	Achieved
	Science-Based Near-Term Targets:	
	• Reduce absolute Scope 1 and 2 emissions 70% by 2030 from a 2018 base year	New*
	• Reduce absolute Scope 3 GHG emissions 30% by 2030 from a 2019 base year	New*
Reduce Waste and Increase Recycling	Reduce waste intensity 20% by 2025 compared with 2018 (tons of waste per million USD sales)	+1% (−13%**) compared with 2018
	Zero waste to landfill by 2025 (less than 5% of waste to landfill)	8% (10%**) of total waste

Sustainable Development Goals

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

* In review by Science Based Targets initiative
** Excluding one-time effects in 2021

When we initiated our GreenMT program in 2010, we focused on managing our own operations sustainably and with minimal environmental impact. For 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 key targets: 100 percent sourcing of renewable electricity for our global operations and carbon neutrality with respect to Scope 1 and 2 emissions. We achieved both key targets again in 2021.

In 2021, we made significant progress in reducing the share of waste sent to landfills.

Climate change has highlighted the need to accelerate actions and look beyond our operations to understand and reduce the climate impact across the entire value chain. Our efforts in 2021 in this respect have been focused on assessing our Scope 3 greenhouse gas emissions, modeling reduction targets in line with the latest climate science, and building scenarios of how to further decarbonize many areas of our business activities, from the sourcing of materials to the transport and use of sold products. As a final step, we joined the Science Based Targets initiative (SBTi) and committed in 2021 to our most ambitious emission reduction targets to date. The process of getting specific near-term, long-term, and net-zero reduction targets validated by SBTi will take place in 2022.

We remain committed to using resources wisely and act in a manner that considers future generations. Our main attention in the coming years will be to achieve our new commitments related to greenhouse gas emission absolute reduction targets.

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

Assessment of Climate-Related Risks and Opportunities

In 2021, we started to broaden our analysis on climate-related risks and opportunities and incorporate the recommendations from the Task Force on Climate-Related Disclosure (TCFD) into this report. Our assessment of climate-related risks and opportunities is integrated into our broader 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.

Our climate-related risks and opportunities cover short, medium, and long-term time horizons 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.

PROJETO REDD · VALE DO JARI
PAISAGEM

Protecting Forests and Reducing Emissions in the Brazilian Amazon

Our offset investments for 2021 include projects related to reforestation in the Brazilian Amazon and to renewable power generation in Chile and Turkey. As we work to reduce our emissions by improving energy efficiency and sourcing renewable energy, our need for carbon offsets will continue to decrease.

Reducing Our Carbon Footprint

As part of our efforts to reduce energy and emissions, we originally committed to a goal of reducing our carbon intensity by 20 percent by 2020, compared with 2010. We outperformed and met this goal ahead of schedule in 2018 and defined a new target: to become carbon neutral in 2020 with respect to Scope 1 and 2 emissions. We achieved this in 2020, and aim to maintain this status going forward. In parallel, we have accelerated our ambitions and committed to science-based targets in 2021. Our targets are aligned with the latest climate science and consistent with reductions required to limit global warming to 1.5 °C. We are committed to reduce Scope 1 and 2 emissions 70 percent by 2030 from a 2018 base year and reduce Scope 3 emissions 30 percent by 2030 from a 2019 base year. We have also committed to long-term science-based targets and to reach net zero in 2050. Our approach to reducing our carbon footprint follows these principles:

- Electrifying of our fleet of vehicles (Scope 1)
- Continuing to reduce emissions from our operations through energy efficiency projects and by sourcing or producing renewable electricity for our manufacturing facilities and offices (Scope 2)
- Investing in carbon offset projects to compensate for remaining Scope 1 and 2 emissions
- Decarbonizing our value chain by focusing on high-emission categories (Scope 3)
- Continuing to reduce the power consumption of our products during use (Scope 3)

The vehicle fleets for our sales and service personnel are the largest remaining contribution to our greenhouse gas emissions from operations (Scope 1), and we will continue our multi-year journey to improve the efficiency of our vehicles and to move toward a fleet consisting mostly of electric vehicles. We seek to control and optimize our fleets by procuring efficient vehicles and implementing efficiency-raising fleet management practices. We encourage our units to purchase and use low-emission vehicles, taking into account the vehicles' lifecycle costs and ability to support our operations and services. In addition, we have implemented fuel efficiency measures including seeking to eliminate unnecessary travel and transportation, encouraging fuel-saving driving and routing, ensuring well-adapted loading, and undertaking proper vehicle maintenance.

To further reduce our Scope 2 emissions, we will continue to invest in facilities to make them more energy efficient. This includes improving manufacturing processes and updating facility infrastructure such as lighting, heating, cooling, and building insulation and controls, and installing renewable electricity generation capacity.

In 2019, we made a decision to largely source renewable energy for our manufacturing facilities, logistics centers, and offices across the world. We did this by sourcing renewable electricity through supplier-specific products and unbundled Energy Attribute Certificates. As a result, 100 percent of our electricity, and 46 percent of our energy consumption, come from renewable sources. In addition, some offices have started to rely on self-generated electricity to cover their energy use, including our offices in the Netherlands and Thailand. In 2021, our facilities in China signed a contract for roof mounted photovoltaic panels that will supply our operations with 2.5 GW of green electricity every year. We also signed a contract for a 0.4 GW installation for our main facilities in Switzerland to be installed in 2022. We are evaluating similar opportunities in other locations.

To achieve carbon neutrality in 2021 with respect to Scope 1 and 2 emissions, we made partial use of carbon offsets. When selecting carbon offset projects, we chose high-quality, third-party-verified projects with Gold Standard label or equivalent. The projects are also certified for SDGs related to our strategic framework. For 2021, we invested in three different projects: power generation from biomass in Chile, wind power generated in Turkey, and reforestation (REDD+) in the Brazilian Amazon. Projects were undertaken between 2016 and 2019.

Carbon Intensity (Scope 1 and 2)

Carbon Intensity (tons CO_2e per million sales)
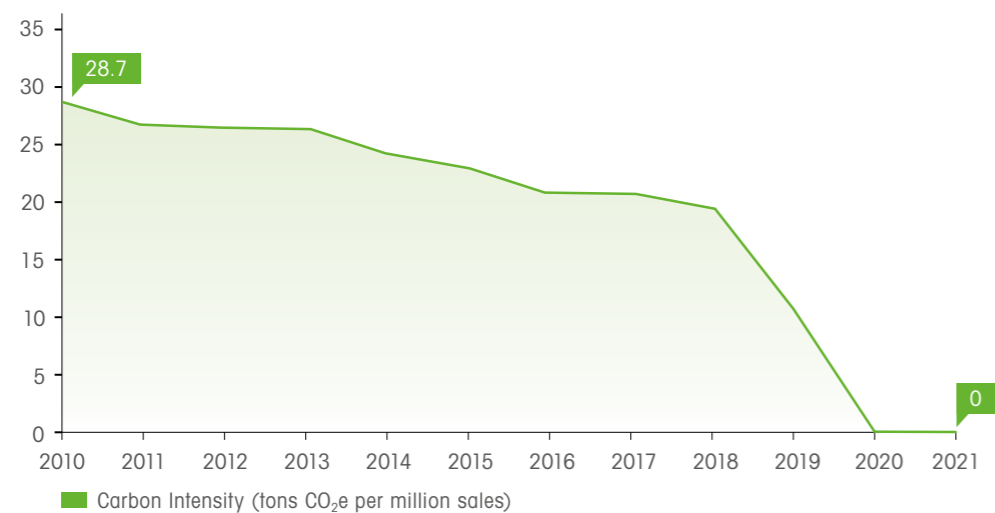
Greenhouse Gas Emissions (tCO_2e)	2018	2019	2020	2021
Scope 1*	28,814	29,228	26,019	27,143
Scope 2 (Market-based)*	32,010	4,617	426	208
Scope 2 (Location-based)*	35,250	34,713	35,406	36,184
Scope 3 (Business travel)*	9,869	8,410	3,298	2,492
Total Scope 1, 2, 3 (Market-based)	70,693	42,255	29,743	29,843
Total Scope 1, 2 (Market-based)	**60,824**	**33,845**	**26,445**	**27,351**
Emissions Neutralized by Carbon Offset Projects	0	0	−26,445	−27,351
Net Operational Carbon Emissions	**60,824**	**33,845**	**0**	**0**
Carbon Intensity per Net Sales**	**19.3**	**10.4**	**0**	**0**

* Indicates verified data. Scope 1, 2, and part of Scope 3 emissions are verified annually by an independent, accredited verifier. Our energy use is also part of our verification.
** Tons CO_2e per $1 million (at 2013 constant currency rates)

METTLER TOLEDO Greenhouse Gas Emission Baseline
Scope 1, Scope 2, and Scope 3 (100% = 1,200 kt CO_2e)

Scope 1 | Goods and Services | Other (incl. Business Travel)

2% | 3% | 70% | 5% | 3% | 17%

Scope 2 | Transport and Distribution | Use of Sold Products

Scope 1* | Scope 2* | Scope 3** (*2018 **2019)
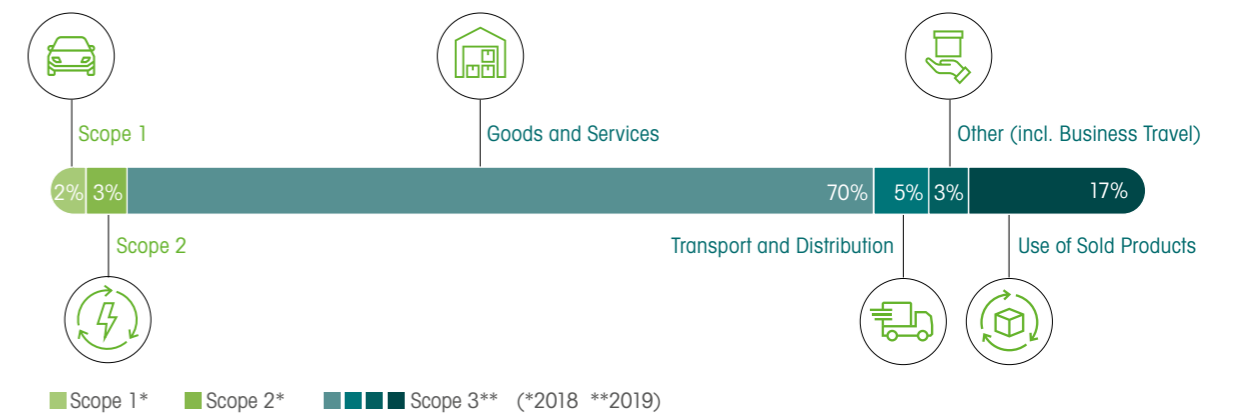
Energy Consumption, Efficiency, and Sourcing

We managed to further reduce our energy intensity in 2021. The reduction in energy intensity was driven by a combination of further energy efficiency measures as well as continued high levels of remote work by our office staff. In 2021, the strong reduction in our energy intensity was also helped by our extraordinary revenue growth of 18 percent in local currency.
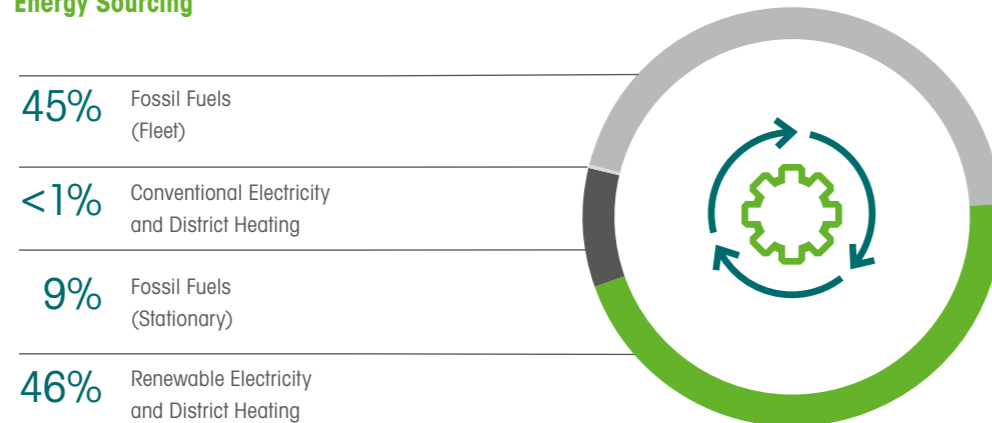
Energy Consumption (MWh)	2018	2019	2020	2021
Stationary Combustion	15,224	13,533	13,093	14,871
Mobile Combustion	90,128	93,679	79,711	78,452
Electricity	74,179	72,252	72,860	76,029
District Heating	4,246	4,030	3,408	3,653
Total	**183,777**	**183,493**	**169,072**	**173,004**
Energy Intensity (MWh per million sales)	**62.6**	**61.0**	**55.2**	**46.9**

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

Energy Sourcing

45% Fossil Fuels (Fleet)

<1% Conventional Electricity and District Heating

9% Fossil Fuels (Stationary)

46% Renewable Electricity and District Heating

Targeting Value Chain Emissions/Impacts from Logistics and Travel

Our responsibility extends beyond our direct operations. In 2021, we started to target the climate impact across the value chain including upstream and downstream activities, also known as Scope 3 emissions. In close cooperation with our supply chain department, we completed our first inventory of Scope 3 emissions for the base year 2019 by following the guidance from the GHG protocol and using a combination of supplier specific emission data, bottom-up estimates, and spend based modeling. The results have helped us identify our largest Scope 3 categories and will help us shape our approach for how to decarbonize our value chain. Similar to other industrial companies, our Scope 3 emissions represent more

than 95 percent of our total GHG emissions baseline of approximately 1,200 kilotons CO_2e. As we continue to work with supply chain partners to address the accuracy challenge involved in Scope 3 accounting, we expect our inventory may be subject to change going forward.

Within Scope 3 emissions, purchased goods and services are by far the largest category, accounting for approximately 70 percent of Scope 3 emissions. Within this group, sourcing steel and other metals represents the largest share. Going forward, a key priority will be to engage with suppliers and our internal teams on how to reduce the impact of metals and other materials we source. This includes working with suppliers to increase the share of recycled content and renewable energy used in the production of materials we source. Other considerations are type and amount of materials used.

The use of sold products is the second largest source of our value chain emissions. Most of our products consume relatively small amounts of electricity during their use phase, but because they are very durable with a long lifetime, they represent a large share of our total value chain emissions. To drive down emissions in this area, we will target further energy efficiency improvements of our products and engage with customers on sourcing renewable energy.

Transport and logistics are another important area for our value chain emissions because of the widespread distance between our operations and sales and service organizations. We have major manufacturing facilities located in the United States, Switzerland, China, Germany, the United Kingdom, and Mexico. We continue to work with our transportation partners and our logistics experts to assess how we can continue to reduce our impact.

Ecofriendly commuting: Our operations in China promote the use of electric scooters, bikes, and vehicles with more than 600 on-site charging stations.
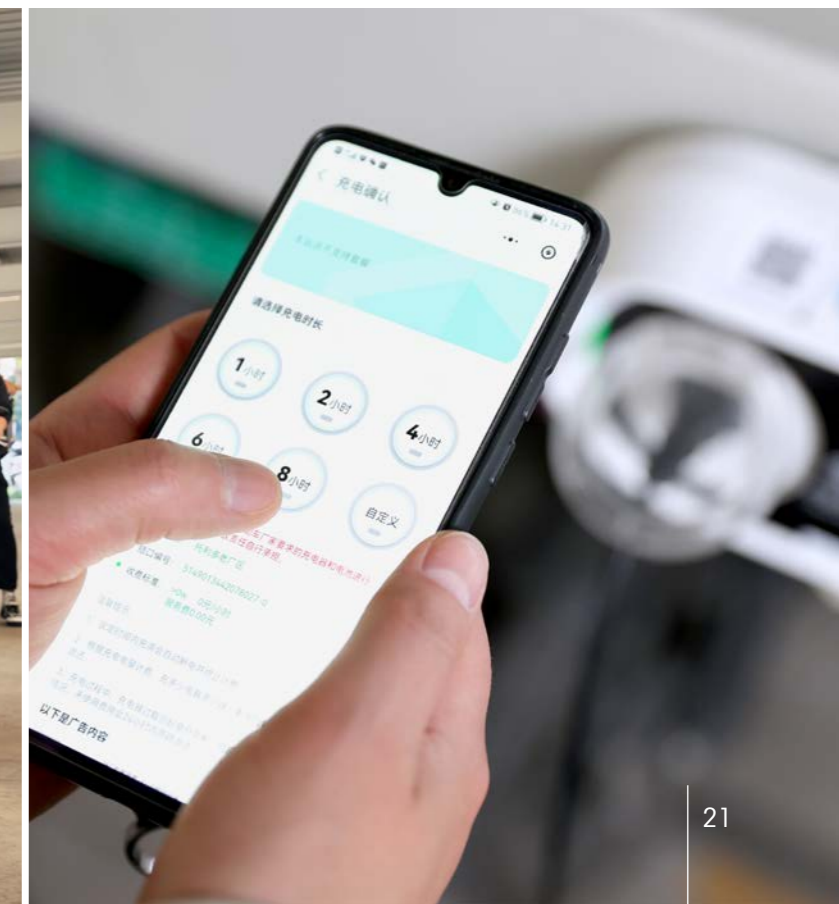
Business travel is to some extent a necessity for us because of the global reach of our organization. To reduce such emissions, we encourage our employees to minimize travel wherever possible, including by using alternative meeting methods such as web-based conferencing. Increased usage of web-based conferencing not only reduces Scope 3 emissions but also adds organizational agility which benefited our business as we shifted to remote work arrangements and significantly reduced travel in response to the COVID-19 pandemic. We expect that these measures and new working models will continue to reduce our emissions in the long run.

Water, Waste, and Other Emissions

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

In 2020, we undertook a review of the waste from our operations and the waste our products generate at our customers' locations. As a result, we set ambitious waste reduction and waste management targets for our operations and our products. Specifically, by 2025, we want to:

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

In the meantime, all larger units (representing more than 90 percent of the Group's waste generation) have developed their own ambitions and targets and have started to implement new waste management plans in line with our Group targets.
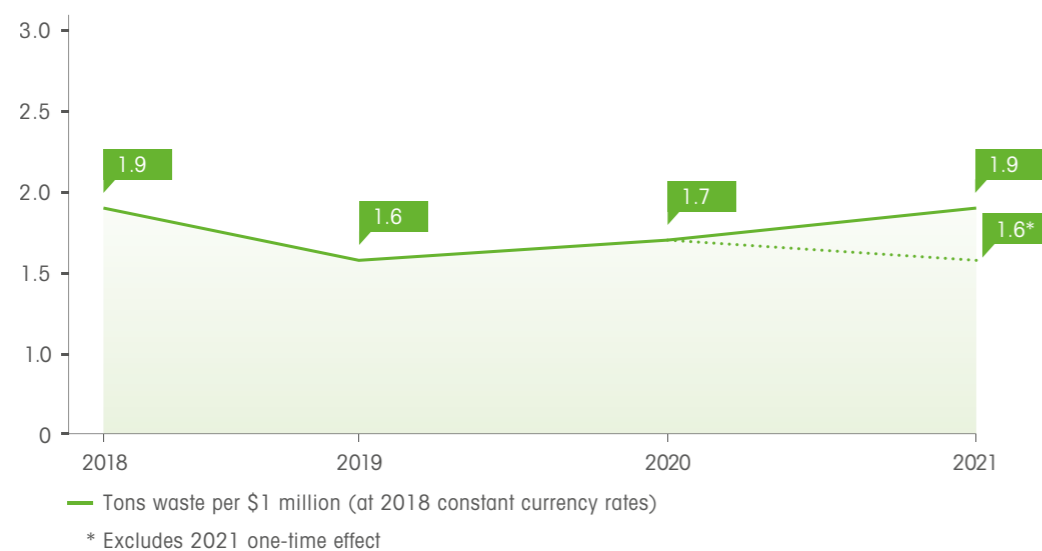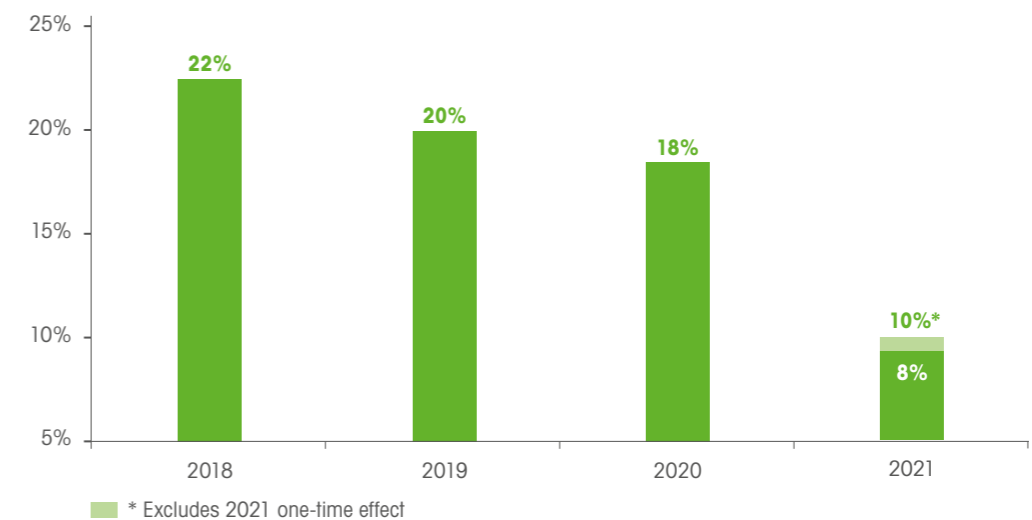
Water and Waste		2018*	2019*	2020*	2021
Total Water Withdrawal	m³	238,964	241,140	219,576	186,263
Hazardous Waste	tons	302	271	270	294
Non-Hazardous Waste	tons	5,252	4,799	5,213	6,773
Recycled	% of total	52	61	67	70
Incinerated	% of total	20	15	11	17
Landfill	% of total	22	19	17	8
Total Waste Disposed	tons	5,554	5,070	5,484	7,067
Waste Intensity per Net Sales**		1.9	1.6	1.7	1.9

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

Our waste intensity increased in 2021 by 10 percent (one percent versus base year 2018) mainly due to the one-time effect of relocating a major manufacturing site in Tijuana, Mexico to a newly constructed facility. Excluding this effect, the waste intensity would have decreased by approximately six percent (–13 percent versus base year 2018). Several units in China and the United States have made good progress in diverting additional waste from landfill to recycling or incineration in line with our zero-landfill target for 2025. The amount of waste sent to landfill was reduced significantly in 2021 (–37 percent) and represented eight percent of total waste disposed (ten percent excluding one-time effect) down from 18 percent in the previous year. This significant reduction was achieved by a combination of diversion to incineration with energy recovery and more recycling. Our operating units will continue in 2022 on their journey to reduce waste intensity and to reach the zero-landfill target by 2025.

Waste Intensity

— Tons waste per $1 million (at 2018 constant currency rates)
 * Excludes 2021 one-time effect

Waste to Landfill

 * Excludes 2021 one-time effect

Refrigerants		2018	2019	2020	2021
Refrigerants' Refilled	tons	1.1	1.0	1.1	1.9
Refrigerants' GHG Emissions	tCO$_2$e	2,397	2,173	2,564	3,817
Refrigerants' Ozone Depleting Potential	kg CFC 11e	39	29	24	29

The utilization of refrigerants in our operations represents a relatively small share of our Scope 1 emissions. The increase in 2021 was driven by HVAC systems refill, repair, and maintenance activities in our operations in China, Malaysia, and to a lesser extent in Mexico and the United States.

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

Biotix HVAC System—Efficiently Green

To accommodate and support continued strong growth, Biotix moved into a new larger building location in Tijuana, Mexico in 2021. At the new facility, Biotix acquired a state-of-the-art HVAC cooling system for the entire operation. The system works with chilled-water pipes running the length of the building over the ceiling. Two large chilling units on the rooftop cool down the water. Powerful pumps then push the water to 17 air-handling units. These machines filter and distribute the conditioned air through a wide network of ductwork to the designated spaces that need to be cooled down or, at times, warmed up.

The new system provides more flexibility for the building management system, which enables Biotix to set more economical parameters throughout the different sections of the building as weather conditions change, and to steer the system remotely.

Biotix's investment in Variable Frequency Devices (VFDs) have increased the system's electric efficiency and made it much easier to maintain and operate. In fact, Biotix has been able to reduce utility costs by 50 percent and maintenance costs by 20 percent. These positive results demonstrate that implementing more sustainable building technology solutions is well worth it.

We introduced sustainability targets for our product packaging to be achieved by 2025.

Sustainable Products and Services
Help Customers to Be Sustainable in Their Businesses

GreenMT Goals	Targets and KPIs	Status
Emphasize and Expand Sustainable Features	Percent of Business Units regularly retrained on Design for Environment	<20% (units trained in last three years)
	Percent of Business Units introducing products with Design for Environment features	>90% (units with products launched in last three years)
	Sustainable packaging materials:	
	• >80% from recycled or certified sustainable sources (by 2025)	New
	• >95% easily recyclable or compostable (by 2025)	New

Sustainable Development Goals

| 3 GOOD HEALTH AND WELL-BEING | 6 CLEAN WATER AND SANITATION | 12 RESPONSIBLE CONSUMPTION AND PRODUCTION | 13 CLIMATE ACTION |

Company Policies
• GreenMT Environmental Policy
• Design for Environment Principles
www.mt.com/policies

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

Our goal is to emphasize the sustainable features of our products and services and continue to expand those. Members of the Group Management Committee oversee the strategic development of products and services in their respective Divisions. The individual Business Units manage developments relating to their specific products and services. These developments are built on direct customer interactions and additional insights on customer needs from our market organizations worldwide.

Sustainable Features of Our Products and Services

At a high level, our products and services contribute to our customers' sustainability by increasing the efficiency and productivity of their processes, improving yield and reducing material lost in production, avoiding wasted material in other processes, and reducing their energy consumption. In addition, our high-quality products generally have long lifetimes, which helps conserve resources over time.

In the last three years, units in all our Divisions introduced products designed consistent with Design for Environment principles. We estimate about half of our 2021 revenue comes from products that offer improved sustainability benefits compared with their predecessor versions. Our efforts to develop more sustainable products were acknowledged in 2021 by receiving certification from ACT (Accountability, Consistency, and Transparency) for RAININ's TerraRack™ pipette tip rack. The TerraRack pipette tip rack is a clean and sterile, single-use but completely recyclable pipette tip rack that helps customers reduce their carbon footprint and waste.

Design for Environment

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

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

9. Optimize end-of-life system

8. Train and inform interested parties about sustainable operations
7. Optimize initial lifetime
6. Reduce the environmental impact during use

1. Set targets for improving energy and resource efficiency of products

2. Select low-impact materials
3. Optimize material types and amounts in the solution
4. Optimize production techniques
5. Develop efficient distribution systems

The Design for Environment principles will be an important enabler for reducing our Scope 3 upstream and downstream emissions. With this in mind, we plan to renew our training and implementation efforts for Design for Environment in the coming years, focusing on optimizing material usage and reducing the power consumption of our products.

Sustainable Packaging

As part of our Design for Environment goals, we introduced new sustainability targets in 2021 to reduce the waste and environmental footprint from our product packaging at our customers. We have defined two targets to be achieved by 2025. First, we want to achieve greater than 80 percent weight share of packaging materials from recycled or certified sustainable sources (in 2019, this share was approximately 60 percent). Second, we want to achieve greater than 95 percent weight share of packaging materials that are easily recyclable or compostable (in 2019, this share was already approximately 85 percent). The targets will be achieved mainly by moving away from packaging materials based on virgin plastic (in particular, foams)

to materials based on recycled plastic or, more preferably, recycled or certified sustainably sourced cardboard or other natural fiber-based materials. In 2021, several additional Business Units started the switching from plastic foams to recycled cardboard as protective packaging.

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

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

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

Helping Our Customers Ensure Food Safety and Further Reduce Waste

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

Contributing to the Circular Economy

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

For some products and geographies, we offer customers the ability to purchase or rent refurbished equipment or purchase refurbished parts. We are using internal depot-repair operations to repair products, which cannot be repaired any longer in the field at the customer site. This helps keep products in operation for longer periods, contributing to a circular economy.

A recent example of circular thinking in our product development is the highly modular design of our new Freshway V retail scale product line. (See call-out box, Circularity FreshWay)

Product Quality, Innovation, and Compliance

We are committed to the highest level of product quality and safety. We seek to design, manufacture, and deliver products that are safe to use, conform to performance requirements, and comply with laws and regulatory standards. In 2021, we maintained ISO 9001 quality management system certificates, with associated external audits, at all of our manufacturing facilities. These certifications are part of the comprehensive quality control programs we have in place, which also include testing designed to ensure we meet or exceed relevant quality and safety standards. In the infrequent situation that a problem is detected after customer delivery, we seek to resolve the issue quickly, responsibly, and effectively. We have set clear definitions of responsibilities and accountabilities for such a case. There have been no significant incidents of noncompliance with regulations concerning the health and safety impacts of products and services within the reporting period, and we issued no product recalls during the reporting period. Due to the nature of our business activities and operations, we believe the potential environmental risks in this area are quite low.

New product development and product innovation are a core element of our Business Unit strategies, of our company vision and values, and a main driver of our long-term competitiveness and growth. We are proud of our long-standing leadership in innovation and quality, keeping pace with an ever-increasing speed of change and launching many new products annually. We hold over 5,000 patents and trademarks in a wide variety of technical innovations.

We make great efforts to ensure our products enter the market in a responsible and safe manner. Our policy is to comply with, or exceed, legal requirements with a global approach to product compliance. We regularly validate that our new products address relevant industry, regulatory, and safety standards within the technical solution concepts of our Design for Compliance approach. This includes weights and measures, hazardous area, standard electrical safety (e.g., ATEX, UL), chemicals and hazardous substances (e.g., CE, RoHS, REACH), and good manufacturing practice regulations. Consequently, we issued no product recalls and 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 or for noncompliance with laws or regulations.

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

We 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 2021. During the reporting period, no significant fines or nonmonetary sanctions were levied against the Company for noncompliance with environmental laws or regulations.

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

We are also guided by ethics and integrity in the marketing of our products. We regularly review our marketing materials to ensure they meet our standards for ethics and integrity. There were no reported incidents or fines levied against 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.

Circularity FreshWay

Modular product design is an important element of circularity. The highly modular design of our new FreshWay scale allows customers to tailor the product to their specific needs and make changes or chose upgrades over time rather than purchasing entirely new products. The high modularity also increases serviceability and repairability and thus increases the lifetime of these products. Lastly, it also allows us to reduce emissions from logistics by performing product configuration on a regional level in our hubs. On a feature level, the scales can now also be used with recyclable blue receipt paper or be configured to work without printouts by displaying a QR code for Smartphone scanning.

We received gold medal status from EcoVadis for our ESG efforts.

Responsible Supply Chain
Promote Global Best Practices within Our Supply Chain

GreenMT Goals	Targets and KPIs	Status
Leverage Responsible Sourcing Framework	Progress implementing the Responsible Sourcing Guidelines	On track
	30% global and regional preferred suppliers subjected to an ESG assessment annually	11%

Sustainable Development Goals

Company Policies

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

By diligently operating our compliance program, we have been successful in managing our own businesses consistent with global best practices, including topics related to labor practices, human rights, and business ethics. Our Code of Conduct is applicable to all units, and we train all employees on this annually. In 2021, we received gold medal status from EcoVadis, which is an important recognition for our sustainability efforts as a supplier.

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

We aim to engage with suppliers representing the majority of spending and/or greenhouse gas emissions mainly through communication, education, target setting, and audits with the goal to enhance their economic, environmental, and social performance. Going forward, decarbonization of our supply chain in support of our Scope 3 emission reduction targets will be a priority in our responsible sourcing efforts.

In 2016, we launched SternDrive, our global program for continuous improvement efforts within our supply chain. Increasingly, the SternDrive program and organization also embrace sustainability topics and goals. The sustainability related goals of SternDrive are managed by the SternDrive Team with support from the Corporate Sustainability team. Our Head of Supply Chain and IT oversees the overall SternDrive program. Our Head of Global Sourcing and Procurement oversees our Supplier Management Program and Preferred Supplier Assessments.
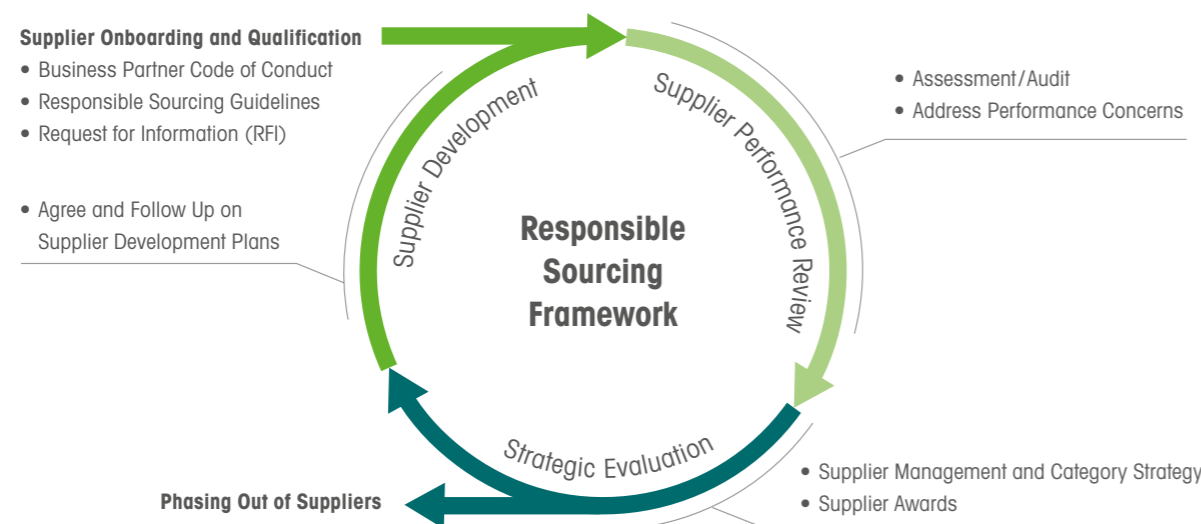
Supply Chain Overview

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

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

Responsible Sourcing Framework

In 2021, we rolled out the Responsible Sourcing Guidelines across different Category Management tools including Category Management Strategy templates. We continue to implement our Responsible Sourcing Framework and will increasingly target Scope 3 reductions in specific high-emissions material categories.

Supplier Onboarding and Qualification
• Business Partner Code of Conduct
• Responsible Sourcing Guidelines
• Request for Information (RFI)

• Agree and Follow Up on
  Supplier Development Plans

Responsible Sourcing Framework

Supplier Development
Supplier Performance Review
Strategic Evaluation

• Assessment / Audit
• Address Performance Concerns

Phasing Out of Suppliers

• Supplier Management and Category Strategy
• Supplier Awards

Business Partner Code of Conduct

Our Business Partner Code of Conduct is an integral part of our terms and conditions that we seek to apply to all suppliers and all orders. We encourage our suppliers to work with their own business partners to ensure that they also meet the same or equivalent principles. The Business Partner Code of Conduct sets out standards of business conduct and practices that our business partners must comply with, including relating to the following:

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

See www.mt.com/policies for more information.

Labor Practices and Human Rights

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

Supplier Assessment and Engagement

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

As part of our supplier assessment program in 2021, we assessed the sustainability performance of 48 strategic and key direct suppliers (out of about 450), who together represent approximately ten percent of our total direct supplier spending. Similar to 2020, our audit plan in 2021 was affected by travel and access restrictions relating to COVID-19. We had to sharply curtail audits in the U.S. and Europe and focus on suppliers in China. In the past two years, we have assessed more than 90 suppliers, representing approximately 17 percent of our direct supplier spending. We assess environmental, social, and governance

impacts as part of our audits along with a variety of quality related topics. We ensure our auditors receive regular training and work with external auditors to update audit procedures and checklists. We have established processes for non-compliance, which include dialogue, action plans, and ultimately termination of collaboration in case of continued non-compliance. In the most recent year, we did not identify any of our assessed suppliers as having significant negative environmental, social, or governance impacts.

Starting in 2018, we have begun engaging with our preferred suppliers through in-person Supplier Days in Europe, China, and North America, involving presentations, workshops, and best practice sharing. In 2021, due to COVID-19 restrictions, we were only able to hold our European Supplier Day, with over 60 preferred suppliers joining in the event. We leverage our Supplier Days to help our suppliers continue to enhance their economic, environmental, and social performance; this year's European Supplier Day included two sustainability workshops held by the Corporate Sustainability team. To encourage continuous improvement by our suppliers, we grant a variety of supplier awards. These awards celebrate outstanding performance in four categories: innovation, operational excellence, global partnership, and sustainability.

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

As a member of the Responsible Minerals Initiative, an initiative of the Responsible Business Alliance, we use its framework as support for our responsible minerals due diligence and reporting.

We introduced a new Diversity and Inclusion (D&I) Policy and corresponding targets.

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 >11 hours of training per employee*
Employment Conditions	Voluntary turnover <10%	10%
Diverse and Inclusive Workplace	Equal share of women in management roles as total women employees by 2027	~28% (+1% vs. 2021) vs. ~36%
Employee Safety	Occupational health key performance indicators	All safety KPIs below five-year average

Sustainable Development Goals

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

* Only trainings logged in our online Learning Management System

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

In our strategy, we have set three strategic goals relating to this topic: to leverage and improve our employment conditions and our high-performance culture, to continue to foster a diverse and inclusive workplace, and to continue to foster an ever-safer workplace for all employees.

In 2021, the Board of Directors approved a Diversity and Inclusion (D&I) Policy that included new targets: that women represent 30 percent of Group Management; and that women's share of management roles is equal to their representation of total employees.

The Head of Human Resources has responsibility for the implementation and execution of our HR programs, processes, and systems. The individual Business Units manage the relevant HR initiatives in their local organizations. One of our Division Heads oversees employee safety topics. The Board of Directors regularly reviews the Company's performance on these topics.

Our Corporate Values

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

Attracting Employees

We have been steadily growing our workforce, which numbered 17,800 at the end of 2021 compared with 16,500 in the previous year. This includes 15,600 employees and 2,200 temporary personnel, of whom 6,200 are in Europe, 5,500 in the Americas, and 6,100 in Asia and other countries. Our workforce growth is mostly organic, supported by low turnover, long tenure of employees, and our capability to attract new talent. When we have added employees through acquisitions, we have a strong track record of successfully integrating new team members into our workplace culture. We engage our globally distributed workforce with locally designed and market-competitive programs related to compensation, benefits, and workplace policies. In each case, these programs are consistent with the global commitments outlined in our Ethical, Social, and Quality Standards available at www.mt.com/policies.

Workforce Data 2021 (FTE)

Employment Type	Female	Male	Americas	Europe	Asia/Others
Permanent	5,550	10,050	4,000	6,000	5,600
Temporary	850	1,350	1,500	200	500

Permanent Employees	<30 Years	30–50 Years	>50 Years
Hires	1,075	1,325	200
Departures	400	1,175	325

Permanent Employees	Female	Male
Hires	1,125	1,475
Departures	675	1,225

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

We ran gender pay-gap analysis surveys in several countries in 2021, which confirmed no statistically relevant differences and full compliance with local laws.

Our voluntary turnover rate was ten percent in 2021. This is in line with our target and consistent with our expectations in the more challenging labor market environment observed in 2021.

Impact from COVID-19

The COVID-19 pandemic continued to present us with challenges in 2021. A particular concern was protecting our employees' health at our facilities and helping to manage stress and fatigue from extended home-office periods and limited direct social interactions.

During 2021, we flexibly adjusted our work and home-office policies to local regulations and COVID-19 situations, as well as to business and employee needs. We also conducted regular local pulse surveys to monitor our employees' situations globally. Furthermore, we offered psychological support services at the local level, knowing that prolonged home-office periods, in combination with home-schooling or other personal circumstances, resulted in higher stress levels for certain employees. Many units made special efforts to support team spirit and inclusion with many forms of online events or local company events where permitted. Most of our units have formulated new hybrid working policies to respond to the changed environment.

Our global supply chain teams faced numerous challenges but demonstrated strong resilience through diligent execution, continued focus on employee protection, and COVID-19 testing protocols, addressing significant component shortages, orchestrating global safety stocks, navigating freight capacity issues, and quickly adapting to changing trade restrictions.

The Special Care Program Supporting Special Needs

In China, the "Special Care Program" aims to provide an inclusive environment to employees who are hard of hearing. The program offers sign language courses to team leaders, and special accessibility readers and software to transfer voice to text have been installed so that employees can communicate with one another more effectively. Since the launch of this program in 2018, team leaders have been offering proactive coaching to demonstrate not only an inclusive mindset but also mutual respect. "We believe that the program brings more empathy and respect in the workplace, which are beneficial to build deep trust among team members. We feel that the atmosphere in the team is better, and the team becomes more engaged," explains the Head of Human Resources, China.

We further rolled out innovative approaches to telesales and remote sales due to continued reduced access to customer sites. Our effective implementation enabled us to significantly increase our direct customer interactions compared with previous years.

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

While most of our employees have managed to adapt to changing work environments and virtual customer interactions, we hope that 2022 will allow again for more direct personal interactions.

Diversity, Inclusion, and Equal Opportunity

Our Corporate Vision of "One Team – Global Reach – Amazing Solutions. You make the difference . . . *precisely*" emphasizes our belief in a diverse and inclusive culture. We work with fellow employees around the world to achieve common goals as one team. We believe in treating each other with respect, dignity, and fairness at all times. We value the contributions from diverse individuals from around the world.

We promote equal opportunity worldwide and value diversity in our global workforce, which reflects the diversity in the many communities in which we operate internationally. We employ people of more than 100 nationalities. Our products are sold in more than 140 countries, and we have a direct presence in approximately 40 countries.

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

To further underline our commitment to diversity and inclusion, the Board of Directors approved a formal Group Diversity and Inclusion policy in 2021. This new policy summarizes and reiterates topics that have already been implemented via other existing company policies (e.g., Code of Conduct, Equal Opportunity Policy, local HR policies), and also introduces the following new diversity targets that we aim to achieve by the end of 2027:

- 30 percent women in Group Management
- Equal share of women in management roles as in total employees

We also aspire to reach 30 percent women on our Board of Directors.

These specific targets will be supported by a number of activities and other commitments to create additional awareness at all management levels through expanded communication and trainings, to set ambitions for recruiting, internal talent pools, development measures including participation in management trainings, as well as to broaden mentoring offerings and best practice exchange.

Overall, women make up approximately 36 percent of our employees and hold approximately 28 percent of management positions. This represents an increase of women in management roles of more than 6 percentage points in the past five years.

Workforce and Gender 2021

| 36% Female | Employees (Head Count) |
| 64% Male | |

| 28% Female | Management (Head Count) |
| 72% Male | |
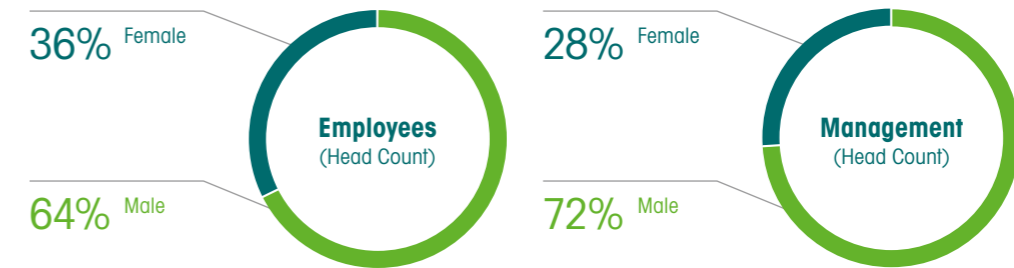
Employment Type (FTE)	Female	Male
Full Time	6,000	11,200
Part Time	400	200

We base all employment decisions on valid business reasons, such as qualifications, talents, and achievements, and must comply with local and national employment laws. We are committed to providing a working environment that is free of unlawful discrimination and harassment. Our policies prohibit unlawful discrimination based on race, color, creed, sex, and gender, among others. We have a comprehensive and globally valid Equal Employment and Opportunity (EEO) Policy, which we reviewed and updated in 2020, as well as a specific Diversity and Inclusion (D&I) Policy, introduced in 2021. We have established an open door policy and a complaint resolution process within each of our Business Units. Our Human Resources managers are appointed as Equal Opportunity Officers at their respective Business Units. 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.

Impact Day

Creating an inclusive environment is an essential foundation for an enriching workplace. To foster diversity and inclusion, our colleagues from Croatia, Czech Republic, Hungary, Poland, Slovakia, and Slovenia have launched the "Impact Day Program" in 2021. The program provides multiple online workshops followed by the grant project in which employees enjoy the opportunity to make contributions as volunteers by sharing ideas to support their selected causes. In addition, each employee receives a surprise 'Impact Day' basket with healthy snacks along with cards with 'daily tips' to make them feel special.

"The program helps us to understand that we can help create an inclusive culture by respecting each other. As an individual, as a team and as a company, we can make a positive impact and create a bright future for METTLER TOLEDO and for our society," explains the Head of Human Resources Shared Business Center, Poland.

We handle grievances regarding labor-related issues through the employee's line manager and Human Resources. Confidential reporting of any concerns can be made by writing an email to the Company's Ombudsman or calling an externally hosted 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 employees' interests. The Human Resources department oversees cooperation with the regional, functional, and business management teams. In 2021, approximately 7,600 employees worldwide were covered by collective bargaining agreements or another arrangement organized to represent employee interests.

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

Developing and Retaining Employees

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

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

Our employees have access to learning resources including our online Learning Management System (LMS), which is available 24 hours per day, seven days per week. We also make classroom trainings available in many of our global locations. Internal experts and senior leaders facilitate our in-person trainings. During 2021, almost 90 percent of our employees completed one or more training courses, spending an average of 12.4 hours per employee, slightly higher versus the prior year. The total number of completed training sessions increased sharply to more than 136,000 sessions (an increase of 45 percent) mainly driven by our IT Security e-learning campaign.

We have numerous local and regional programs across the world to help us develop our employees. These include programs targeted to young professionals to accelerate their development and drive engagement. Such examples include our initial career experience programs in the United States and Europe with rotating assignments across functions such as sales, marketing, engineering, and finance.
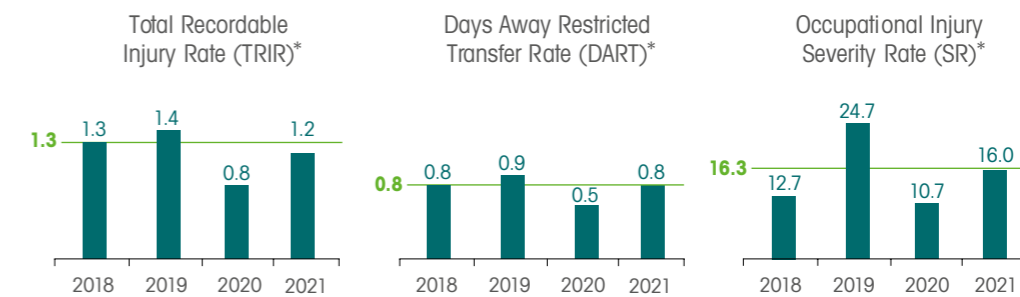
Middle management greatly helps to reinforce and shape our culture across the Company. Every year, we train about 60 of these leaders in our comprehensive, nine-day

METTLER TOLEDO Management Seminar. As of the end of 2021, more than 675 employees had completed this seminar.

Occupational Health and Safety

We care about the well-being of our employees and are working to minimize the negative impacts of accidents and injuries. Many of our units offer employee health programs (e.g., fitness activities, health checks). We are committed to fostering an ever-safer work environment. We have set a goal of keeping our current year key performance indicators at or below the average of the previous five years. We review each unit's performance and work with them to improve employee safety through targeted actions relevant to the type of operation.

Health and Safety Performance 2021

Total Recordable Injury Rate (TRIR)*
1.3 | 2018 1.3 | 2019 1.4 | 2020 0.8 | 2021 1.2

Days Away Restricted Transfer Rate (DART)*
0.8 | 2018 0.8 | 2019 0.9 | 2020 0.5 | 2021 0.8

Occupational Injury Severity Rate (SR)*
16.3 | 2018 12.7 | 2019 24.7 | 2020 10.7 | 2021 16.0

* Figures in each case represent number of incidents per 200,000 working hours
— Average value over the previous five years (2015–2020)

Because the number of incidents we experience is so low, a small number of new incidents can skew our results. With more employees returning to our sites in 2021, we saw an increase for several health and safety KPIs closer to historic levels but still below the averages of the previous five years.

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

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

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

We further aligned
executive management
compensation with our
GreenMT goals.

Good Corporate Governance
Follow Governance Best Practices

GreenMT Goals	Targets and KPIs	Status
Good Corporate Governance	Compliance with Commonsense Principles of Corporate Governance	No significant governance concerns were raised
	At least 30% women on the Board of Directors	25% women on the Board
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

| 5 GENDER EQUALITY | 8 DECENT WORK AND ECONOMIC GROWTH | 16 PEACE, JUSTICE AND STRONG INSTITUTIONS |

Company Policies
• Code of Conduct
• Corporate Governance Guidelines
• Political Participation Policy
www.mt.com/policies

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

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

In 2021, the Board of Directors decided to align further the cash incentives of executive management with the main GreenMT sustainability goals by introducing additional quantitative and qualitative performance targets in 2022, as part of the cash bonus incentive. Additional details can be found in our most recent proxy statement at www.mt.com/investors.

Structure and Oversight

The full Board of Directors oversees the Company's management of our ESG programs, including GreenMT and our Ethics and Compliance Program. The Audit Committee oversees the Company's enterprise risk management process, which includes topics such as climate-related risks and opportunities and cybersecurity. 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 2021 specifically, the Board and executive management discussed relevant ESG topics, including new goals and targets, during each of the quarterly board meetings.

The Chief Executive Officer oversees the GreenMT program, including review of the Corporate Responsibility Report, 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 this program. Our Chief Financial Officer oversees our enterprise risk management process. All 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 GreenMT goals.

Board of Directors

As of March 2022, the Board of Directors has eight members with broad experience, coming from Asia, Europe, and North America. We provide further information about the directors and the composition of the Board and its committees in our annual proxy statements. Shareholders elect all directors on an annual basis. See www.mt.com/investors for more information and a copy of our current proxy statement.

The Board strives to foster the Company's long-term success in a manner that is consistent with its obligations to shareholders. Board members are required to act in good faith in the best interests of the Company and to disclose circumstances that may give rise to a conflict of interest. Our Code of Conduct addresses conflicts of interest. 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 cross-board memberships and director shareholding in our proxy statement.

Board Composition and Committees

Under relevant rules, all members of the Board of Directors are independent except for our former President/Chief Executive Officer, who retired at the end of March 2021. The Company has a separate non-executive Board Chair. In addition, one director serves as the Presiding Director at all meetings of the independent directors. We recently adopted a target for at least 30 percent of our Board of Directors to be women, an example of our commitment to best

practice governance with regard to board composition. See our current proxy statement for director age, tenure, and additional biographical details, including information related to board diversity.

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

Elements of Corporate Governance Leadership

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

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

Our Compliance Program

Our Ethics and Compliance Program contributes significantly to our leadership in good governance. We designed this program and continue to update it according to relevant regulatory guidance, which helps us prevent, detect, and respond to potential violations. We periodically engage independent parties to ensure our program is well designed. The Board of Directors oversees our operation of the Ethics and Compliance Program. We describe and reinforce our expectations for all employees in our Code of Conduct, which the Board approved in its current form in 2021. We deliver mandatory Code of Conduct training to all our employees on an annual basis, and we additionally aim to reach employees with Code of Conduct messaging through multiple levels of leadership. 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 resolving a variety of legal and ethical questions. This includes a variety of 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 can use confidentially or anonymously, and without fear of retaliation.

Ethical, Social, and Quality Standards

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

Anti-Bribery and Corruption

We have policies prohibiting any payment or acceptance of bribes, including facilitation payments, and we expect the same from our suppliers, channel partners, and all other business partners. Periodically, we formally assess all of our operations for corruption risk. We conduct online and in-person trainings at company locations throughout the year. We also have standardized processes for communicating our policies and expectations to business partners, and we conduct risk-aligned third-party due diligence. As a result of our efforts, we currently consider the risk of corruption across our business to be relatively low. We have not had any incidents of confirmed corruption in the past year.

Anti-Competitive Behavior

We aim to comply with the antitrust laws of the United States, the competition laws of the European Union, and similar laws adopted by other countries around the world. Employees may not participate in any agreement, understanding, or other activity that would violate any such laws. We 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 the EU General Data Protection Regulation and other data protection laws around the world. We publish our privacy policies and statements on www.mt.com/legal. We have active programs in place to reinforce cybersecurity, which include mandatory quarterly trainings for all employees. In the reporting year, we did not receive any substantiated complaints concerning breaches of customer or employee privacy and are not aware of any leaks, thefts, or losses of customer or employee data.

Political Participation Policy and Participation in Associations

We have a long-standing policy of not participating in or contributing to political campaigns, individuals, or groups, and do not take positions in public policy debates. We have in the past responded to regulators' requests for (1) financial or business information that may be considered by those regulators in formulating rules, and (2) public comment on proposed rules affecting businesses. Consistent with our Political Participation Policy, no political donations were made during 2021. See www.mt.com/policies for more information.

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

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 now also align our disclosures to the Sustainability Accounting Standards Board (SASB) and the Task Force on Climate-Related Financial Disclosures (TCFD). In the section immediately below, we outline how our GreenMT strategy contributes to the UN Sustainable Development Goals.

Recognizing that reliability and accuracy in disclosures are of primary importance, we continue to proactively design our ESG disclosures to not just meet stakeholder expectations, but we also align our ESG disclosures with control systems to support accuracy. Also, as started with our 2020 Corporate Responsibility Report, we conduct external assurance of our emissions data and related energy consumption according to ISAE 3000 and are evaluating possibilities for further future assurances.

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

We also are a member of several sustainability platforms that help promote ethical supply chains. We use Sedex to share information with our customers about our responsible supply chain performance relating to environmental topics, health and safety, labor practices, and human rights. Our material manufacturing facilities have been subject to third party audits, including Sedex Member Ethical Trade Audits (SMETA). In the past five years, our organization has undergone 19 such initial, partial, and periodic audits, including at our facilities in China, Germany, India, the United Kingdom, and the United States. We are also an active

member of EcoVadis, a platform where suppliers and buyers are rated on a number of ethical, environmental, and social parameters.

We also maintain an active Investor Relations function, keeping a close relationship with our shareholders and other external stakeholders. Concerns raised with Investor Relations are typically shared with the Chief Financial Officer, General Counsel, and the Board of Directors. We also engage with our shareholders through 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 2021.

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

How METTLER TOLEDO Connects to the UN Sustainable Development Goals

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

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

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

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

Report Profile

About This Report

We prepared this report based on the GRI Standards, applying the GRI-referenced approach. Starting with the 2020 Corporate Responsibility Report, we conducted an external assurance of our emissions data and related energy consumption according to ISAE 3000. We currently intend to continue conducting such an external assurance on an annual basis. Our prior report was published in 2021, covering information for the year 2020. This report covers the business year 2021. Unless otherwise stated, the reporting period is from January 1, 2021 to December 31, 2021. 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 Sustainability Report every year. Details related to Scope 1, 2, and 3 greenhouse gas emission calculation methodologies can be found in the METTLER TOLEDO Supplemental Documentation.

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 responsive to each of the recommendations of the TCFD.

Data Coverage

The scope of this report includes all entities of the METTLER TOLEDO Group and its subsidiaries. Our subsidiaries are listed in Exhibit 21 of our annual report. The coverage of quantitative data referenced in this report is 99 percent. This coverage is based on number of employees and is collected, analyzed, and structured through our internal sustainability performance measurement system. Locations with less than 20 employees are usually not included in our data collection process and represent the one-percent gap. The boundary of our reporting is consistent with a focus on the METTLER TOLEDO Group and its subsidiaries as outlined above.

We Value Your Feedback

Please contact us if you have questions or comments about our report or about the GreenMT sustainability 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.

GRI Index

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TCFD Responses

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

Recommended Disclosure	Disclosure Link
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 2021 questionnaire response, and more recently on page 9 of our Proxy Statement for the Annual Meeting of Shareholders 2022 and page 48 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 2021 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 2021 questionnaire response, and more recently on page 8 of our Proxy Statement for the Annual Meeting of Shareholders 2022 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 2021 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.

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▶ **www.mt.com/sustainability**

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