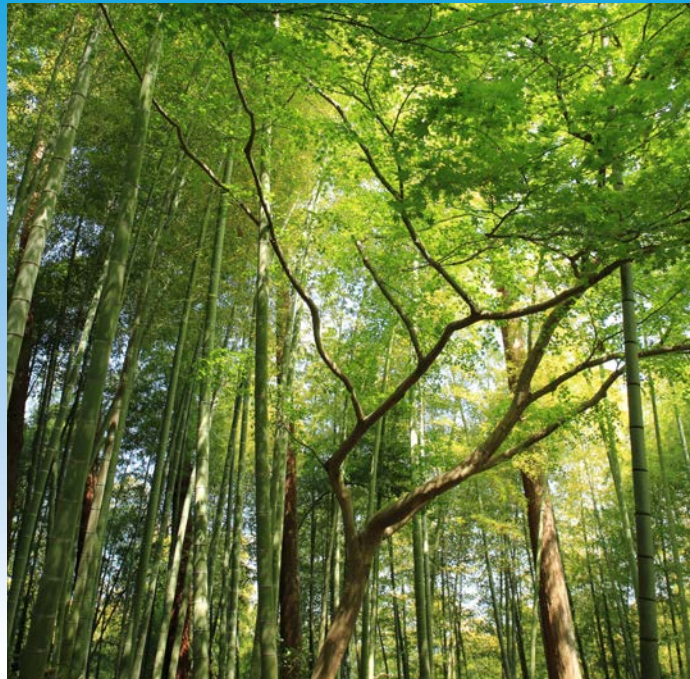


Corporate Responsibility 2020 Report

Covering 2019 Reporting Year



METTLER TOLEDO

About METTLER TOLEDO

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

Mettler-Toledo International Inc. was incorporated as a Delaware corporation in 1991 and 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.



16.8 Million

Visits to mt.com



67,200

Internal Training Courses



16,200

Employees



140+

Countries Served

Table of Content

A Word from the CEO	5	Green Products and Services	20
Strategic Framework—GreenMT Program	6	Responsible Supply Chain	26
Materiality Assessment	8	Engaged Employees	32
UN Sustainable Development Goals	9	Good Corporate Governance	38
2019 GreenMT Highlights	10	Report Profile	44
Economic Performance	12	GRI Index	46
Efficient Use of Resources	14		



To further reduce our carbon emissions, METTLER TOLEDO will target becoming carbon neutral in 2020.

A Word from the CEO



Dear Stakeholders,

Sustainable development is critical in both protecting the environment and ensuring the long-term success of our company. A sustainable mindset helps us make the right decisions for our customers, employees, suppliers, shareholders, and the communities in which we operate.

We embarked on an important journey in 2010 when we launched our GreenMT sustainability program. Our goal then was to minimize our impact on the environment while at the same time realizing value for the company. Thanks to great progress from hundreds of individual GreenMT projects over many years, and our more recent shift to renewable electricity at our largest producing organizations, we have reduced METTLER TOLEDO's carbon intensity by 64 percent in the last ten years. We are very pleased with this progress. We believe we can do more to reduce our carbon emissions even further.

We are pleased to announce that METTLER TOLEDO will target becoming carbon neutral already in 2020, covering all of its Scope 1 and Scope 2 CO₂ emissions. We will achieve this ambitious goal with a combination of efforts and investments:

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

We are also undertaking a comprehensive review of our waste generation and have committed to several goals relating to our waste, including reducing our waste intensity by 20 percent and achieving zero waste to landfill.

We invite you to take some time to review our progress and our plans as we continue our journey as a leader in sustainability.

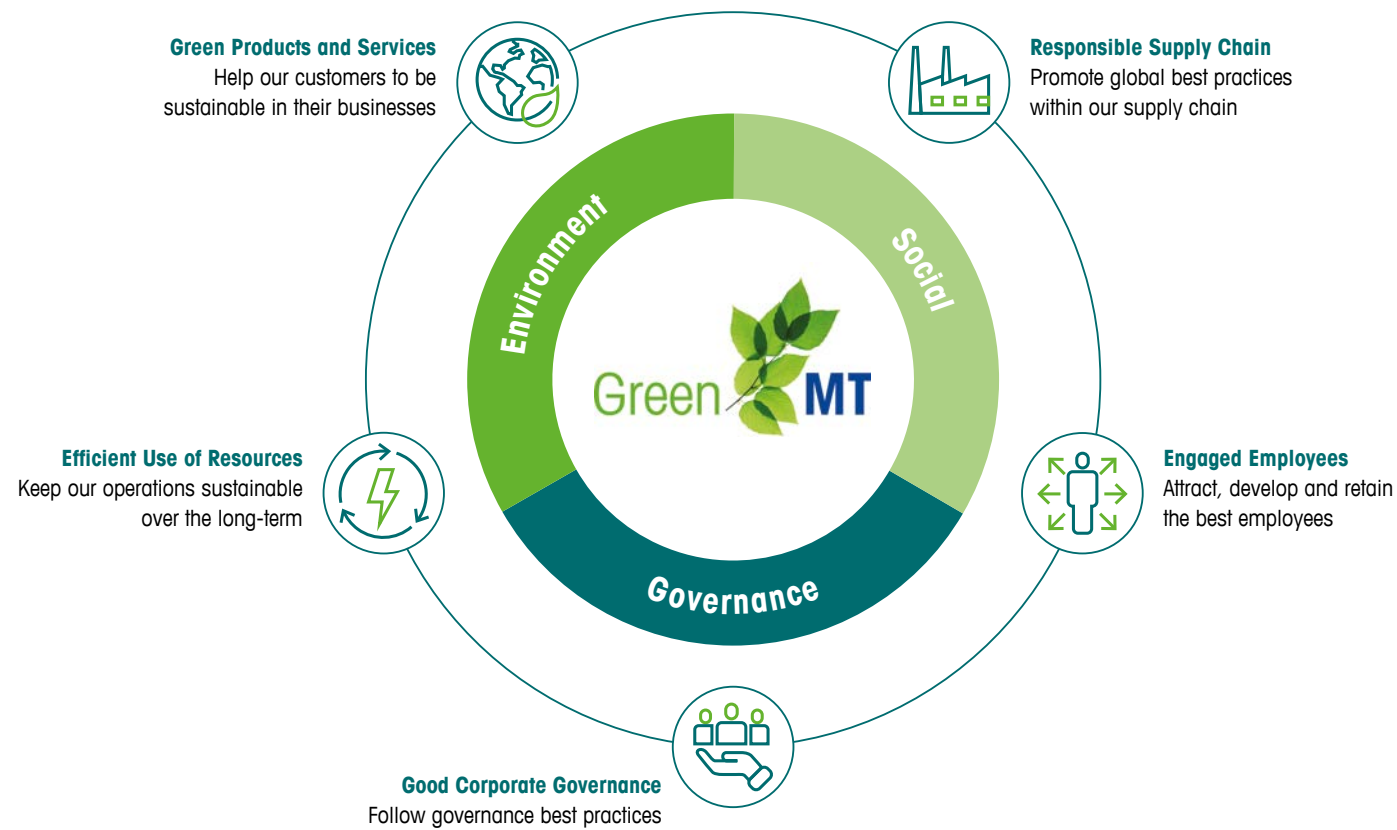
Sincerely,

Olivier A. Filliol
President and Chief Executive Officer

April 2020

Strategic Framework—GreenMT Program

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



GreenMT Goals

- Become carbon neutral in 2020 (Scope 1 and 2 emissions)
- By 2025 compared to 2018 reduce waste intensity by 20 percent (tons of waste per \$ million sales)
- Achieve zero waste to landfill by 2025 (less than 5 percent of waste to landfill)
- Emphasize the sustainable features of our products and services, and continue to expand those features
- Engage with key suppliers representing 70 percent or more of spend to enhance their ESG performance
- Leverage and improve our employment conditions and high-performance culture
- Foster an ever-safer workplace for all employees, improving our safety indicators by 5 percent per year
- Use the GreenMT strategy to deliver on the UN Sustainable Development Goals most relevant to us
- Be a corporate governance leader, including by complying with relevant standards and principles

Materiality Assessments

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

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

We engage with stakeholder groups on an ongoing basis in a variety of ways, including the following: Management has numerous interactions with the Board of Directors, and with employees at all levels through regularly scheduled town hall meetings, training events, and other forums. We are constantly engaged with our customers through our extensive sales and service interactions, and through specific sustainability assessments that customers ask us to participate in. Our Supply Chain Management team is closely engaged with our suppliers on all relevant topics, including our expectations with regard to sustainability in the supply chain. Our active Investor Relations program ensures we have a good sense of our shareholders' interests, as well as those of regulators, NGOs, and other interested parties. We updated our materiality matrix in 2019 to reflect these various stakeholder inputs.

The materiality matrix shows the outcome of our materiality assessments.

Materiality Matrix



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 address proactively sustainability challenges. We aim to use our GreenMT strategy to deliver on objectives that advance the SDG targets most relevant to us.

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

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

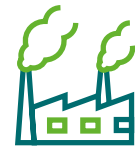
2019 GreenMT Highlights

Below we highlight some of the most significant progress on the GreenMT goals we made in the last year. We provide more details on each of the items in the following sections of this report.



46%

Reduction in Carbon Intensity



44%

Reduction in Absolute Carbon Emissions
(Scope 1 and Scope 2 emissions)



36%

Energy Consumed from Renewable Sources
(Up from 7% in prior year)



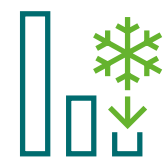
8%

Reduction in Total Waste Generated



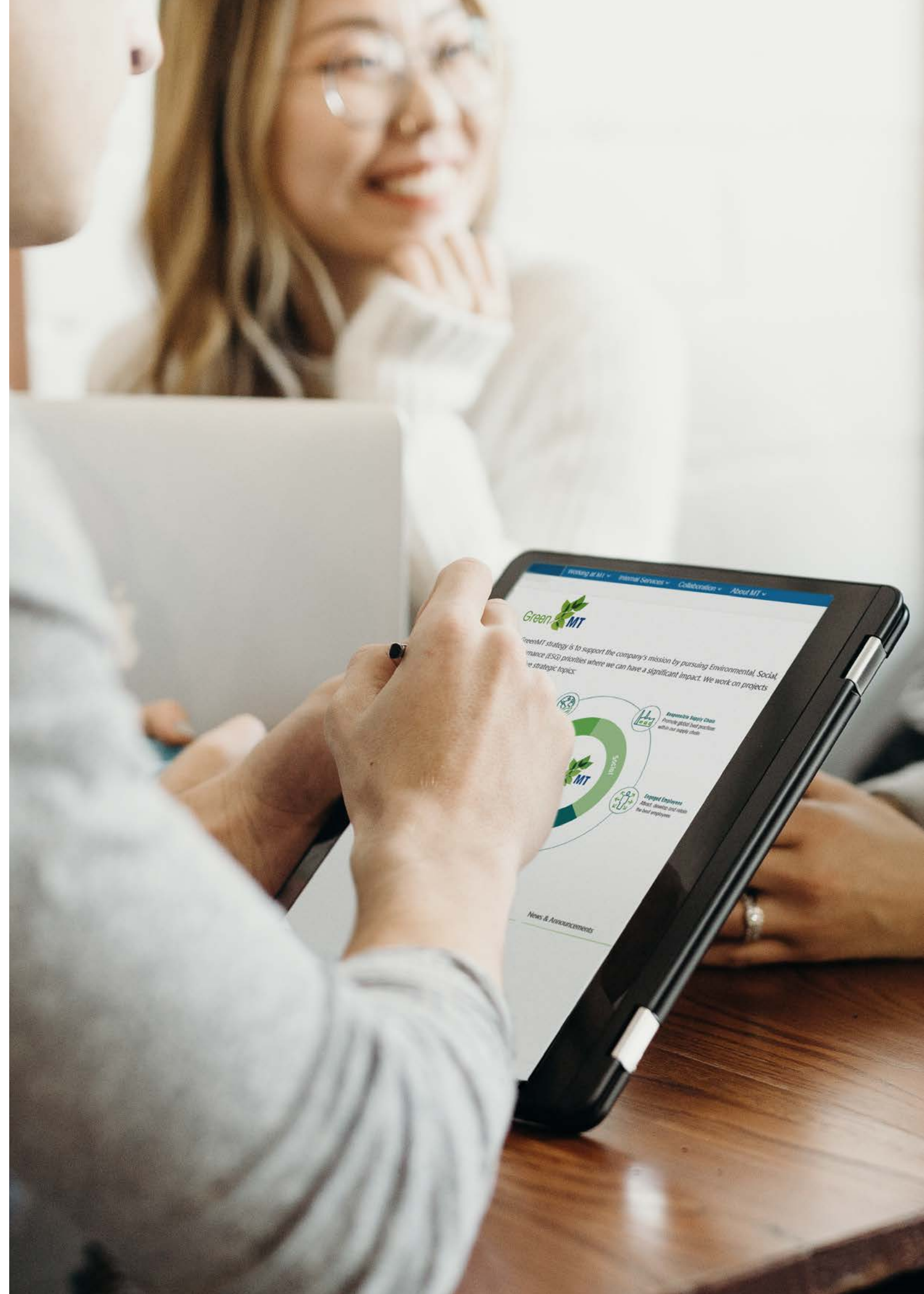
15%

Decrease in Waste to Landfill



8%

Decrease in Refrigerants



Economic Performance

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

Our net sales were \$3 billion for the year ended December 31, 2019, compared to \$2.9 billion in 2018, an increase of two percent. Global market conditions were generally favorable during 2019, and we continued to benefit from our strong global leadership positions, diversified customer base, innovative product offering, investment in emerging markets, significant installed base, and the impact of our global sales and marketing programs.

Our business is geographically diversified, with net sales in 2019 derived 30 percent from Europe, 39 percent from the Americas, and 31 percent from Asia and other countries. Our customer base is also diversified by industry and by individual customer.

Further information about our products and services, group sales, capitalization, and changes in shareholders' equity can be found in our Annual Report 2019, Item 1 (Business), Item 6 (Selected Financial Data) and Item 7 (Management's Discussion and Analysis of Financial Condition and Results of Operations).

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



Financial Highlights



\$3 Billion
Net Sales



\$531 Million
Free Cash Flow

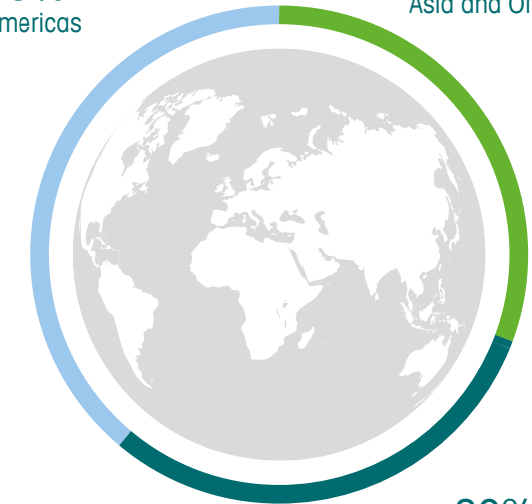


\$22.77
Earnings per Share

Sales by Region

39%
Americas

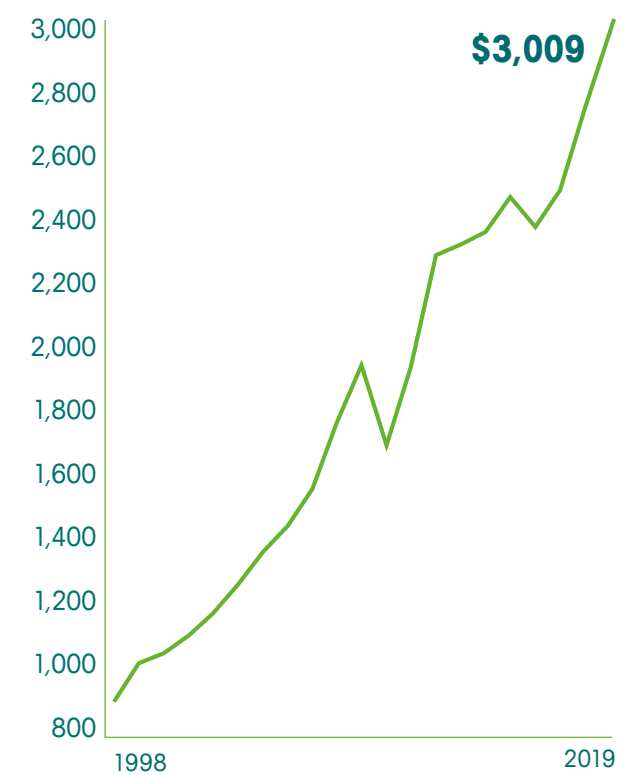
31%
Asia and Others

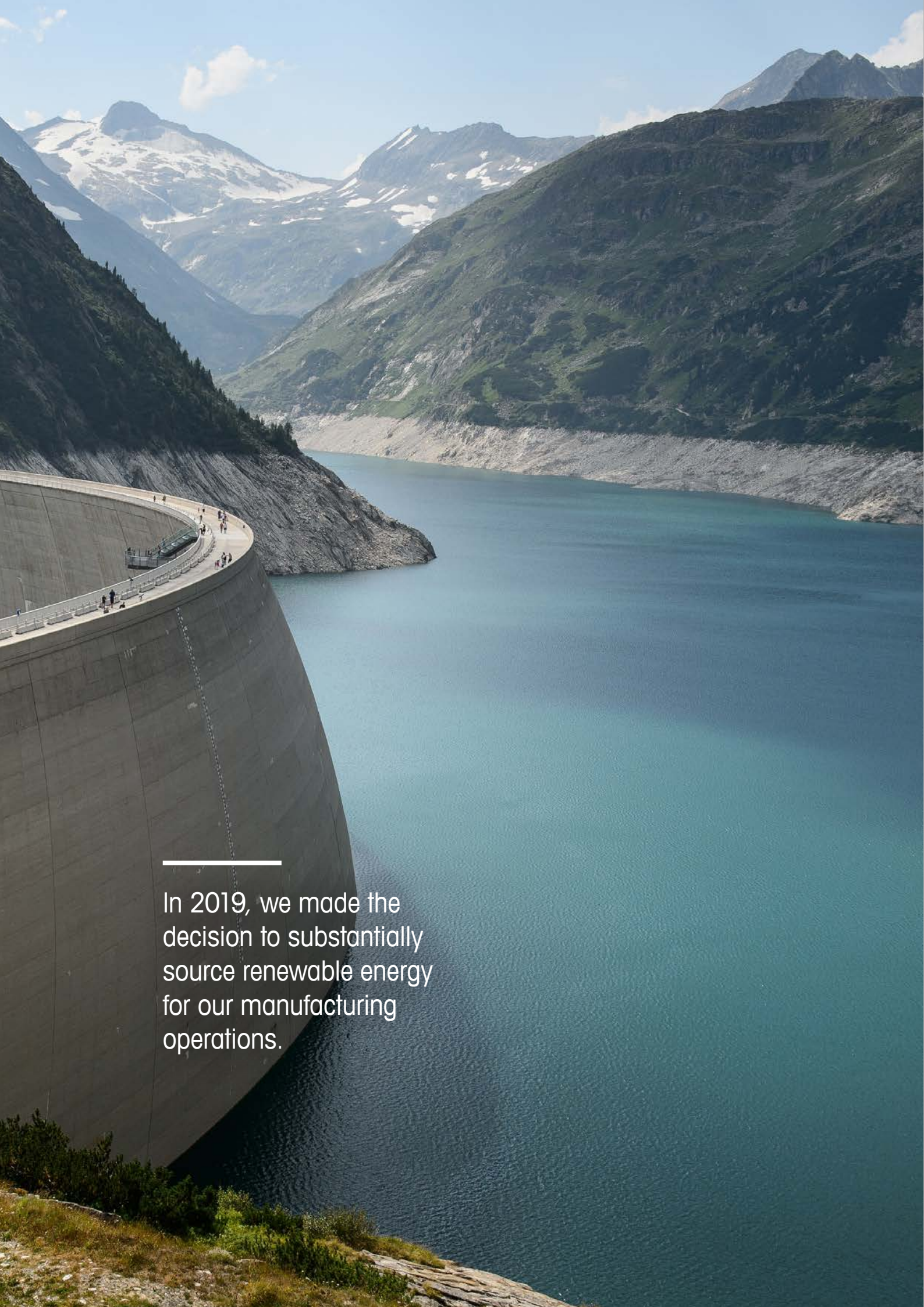


30%
Europe

Sales

(USD in millions)





In 2019, we made the decision to substantially source renewable energy for our manufacturing operations.

Efficient Use of Resources

Keep Our Operations Sustainable over the Long-Term

	GreenMT Goals	Progress
CO₂ Emissions	Become carbon neutral in 2020 (Scope 1 and 2 emissions)	We significantly reduced both our carbon intensity and absolute emissions
Waste Intensity	By 2025 compared to 2018 reduce waste intensity by 20% (tons of waste per \$ million sales)	in 2019 by sourcing renewable energy for our largest manufacturing sites
Zero Landfill	Achieve zero waste to landfill by 2025 (less than 5% of waste to landfill)	In 2019, we reduced our total waste by eight percent and reduced the percentage of waste to landfill by 15 percent

Sustainable Development Goals



Company Policies

GreenMT Environmental Policy
www.mt.com/policies

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

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

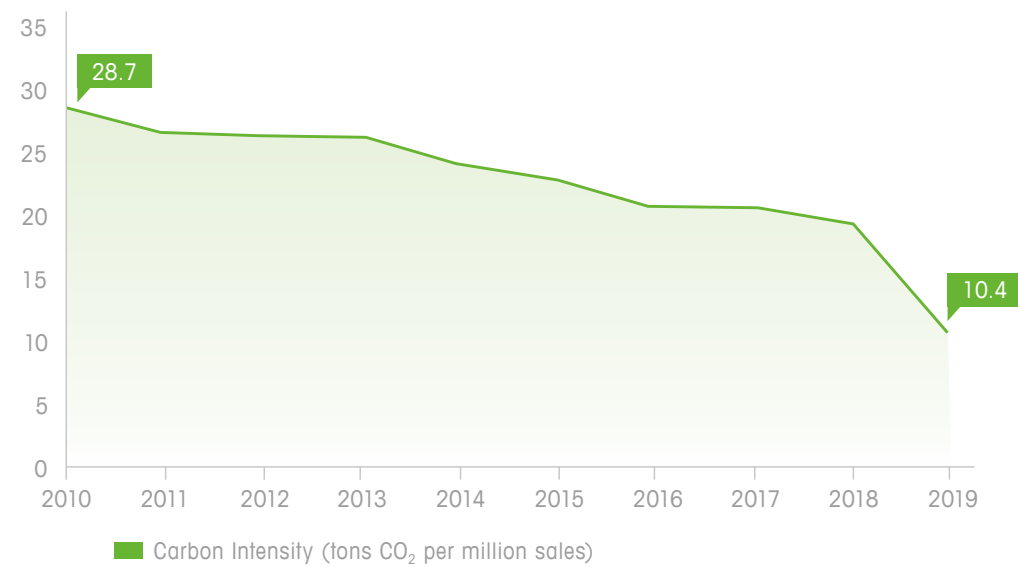
We originally committed to a goal of reducing our carbon intensity by 2020 by 20 percent compared with 2010. We met this goal ahead of schedule and in 2018 set a new goal of a 30 percent reduction. In 2019, we made the decision to substantially source renewable energy for our manufacturing operations, including via the purchase of renewable energy certificates. Because of this, we significantly outperformed our target.

We are announcing with this report our commitment to achieving carbon neutrality already in 2020, with respect to our Scope 1 and 2 emissions. We will do this with a combination of efforts and investments:

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

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

Carbon Intensity



We have excluded the effect of currency fluctuation on net sales for all years. To ensure comparability, we restated CO₂ emissions data for prior years due to minor corrections in our data.

Energy Consumption (MWh)		2010	2017	2018	2019
Scope 1 Stationary Combustion	Heating Oil	293	98	93	0
	Natural Gas	13,169	13,207	15,078	13,394
	Other Fuels	97	78	53	149
Scope 1 Mobile Combustion	Diesel	49,776	55,937	55,235	59,162
	Gasoline	42,450	34,951	33,322	32,869
	LPG and CNG	107	235	207	235
	Biofuels	0	1,003	1,364	1,193
Total Scope 1 Consumption	105,892	105,509	105,352	107,002	
Scope 2 Electricity	Consumption	59,655	71,202	74,179	72,250
	Portion from Renewable Sources	0	10,663	11,610	63,291
Scope 2 District Heating	Consumption	3,659	4,462	4,246	4,030
	Portion from Renewable Sources	3,281	2,620	2,681	2,386
Total Scope 2 Consumption	63,314	75,664	78,425	76,280	
Total Scope 1 and 2 Consumption		169,205	181,173	183,778	183,282



Detailed Overview of Energy Consumption and Emissions

In 2019, we applied Scope 2 emission reporting according to the market-based method in the Greenhouse Gas (GHG) Protocol.

CO ₂ e Emissions		2010	2017	2018	2019
Scope 1 Stationary Combustion (Buildings)	tons	2,768	2,721	3,093	2,752
Scope 1 Fugitive Emissions and Process Emissions	tons	1,607	2,936	2,489	2,447
Scope 1 Mobile Combustion (Fleet)	tons	24,035	23,835	23,232	24,178
Scope 2 Electricity (Market-based method)	tons	29,453	32,280	32,066	4,757
Scope 2 Electricity (Location-based method)	tons	28,573	34,053	35,277	34,744
Scope 2 District Heating (Market-based method)	tons	37	357	304	319
Scope 2 District Heating (Location-based method)	tons	360	866	824	782
Scope 3 Business Air Travel	tons	–	8,639	9,869	8,410
Total CO₂e Emissions Scope 1, 2	tons	57,020	62,130	61,184	34,453
Total CO₂e Emissions Scope 1, 2, 3	tons	57,020	70,769	71,053	42,863

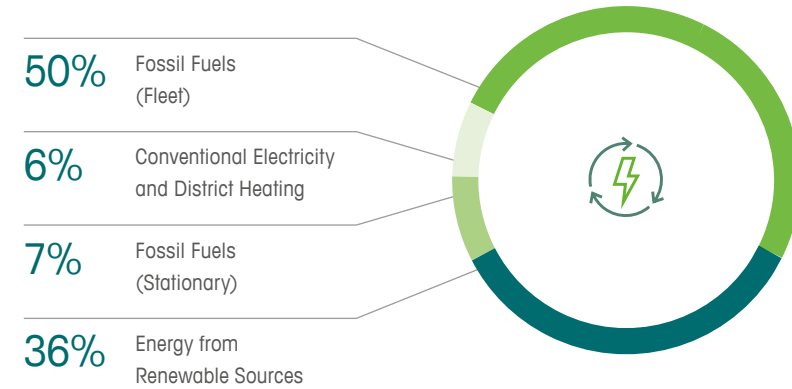
CO ₂ e Emissions Reduction Target and Data Corrections		2010	2017	2018	2019
Data Corrections vs. Previous Report	tons	16	–2,580	–5,999	NA
CO ₂ e per Net Sales (at 2013 Rates)	tons per \$1 million	28.7	20.8	19.3	10.4

NA – not applicable

Renewable Energy

Most of our renewable energy consumption relates to indirect energy consumption, primarily the operation, heating, and cooling of our various facilities. In total these types of energy consumption make up about 42 percent of our total consumption. In 2019, we made a decision to largely source renewable energy in our manufacturing facilities as well as to purchase renewable energy certificates. As a result, about 86 percent of our indirect energy consumption now comes from renewable sources.

Energy by Source 2019



Impacts from Logistics and Travel

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

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

Air travel is a necessity for us because of the global reach of our organization. To reduce our emissions, we encourage our employees to minimize travel wherever possible, including by using alternative meeting methods such as web-based conferencing. While we do not include emissions related to air travel in our total CO₂ emissions target, we disclose the impact of air travel above in our Scope 3 emissions.

Water, Waste, and Other Emissions

Compared to other industrial companies, we have relatively low impact regarding water, waste, and other emissions. We had no significant spills for the reporting year.

We are nonetheless undertaking a comprehensive review of our waste generation and have committed to several goals relating to reducing our total waste, reducing waste to landfill, and reducing our plastic intensity. We will report more on this topic in our upcoming Corporate Responsibility Reports.

The figures presented reflect data from a combination of direct measurements and, in few instances, estimations based on costs.

Water, Effluents, and Waste			2017	2018	2019
Water	Water Withdrawn (public supply)	m ³	224,878	232,152	233,971
	Groundwater Withdrawn	m ³	422	486	442
	Wastewater Treated by Third Parties	m ³	256	172	75
Waste	Hazardous Waste	tons	159	279	275
	Non-Hazardous Waste	tons	4,312	4,821	4,405
	– Waste to Landfill	tons	1,093	1,013	858
	– Waste to Incineration	tons	591	1,142	763
	– Waste to Recycling	tons	2,628	2,667	2,784

Other Emissions		2017	2018	2019
Refrigerants (including ozone-depleting substances)	kg	1,389	1,146	1,060
Refrigerants' Ozone-Depleting Potential	kg CFC-11e	62	39	29
Refrigerants' Global Warming Potential	tons CO ₂ e	2,836	2,397	2,374



Helping Labs to Become "Plastic Neutral"

A University of California campus aims to produce zero waste by 2020. This is why their veterinary lab now switched to METTLER TOLEDO's Rainin TerraRack™ pipette tips. The PET packaging of the TerraRack is 100 percent recyclable and contains 50 percent less plastic than conventional racks, without sacrificing strength. This makes our TerraRack one of the most eco-friendly tip racks on the market. Moreover, we are working to minimize the amount of plastic waste generated during production. In 2019, Rainin reduced the amount of scrap by 18,000 kilogram by improving the manufacturing processes.



Our goal is to emphasize the sustainable features of our products and services and continue to expand those features.

Green Products and Services

Help Customers to Be Sustainable in Their Businesses

	GreenMT Goals	Progress
Green Products and Services	Emphasize the sustainable features of our products and services and continue to expand those features	We continuously communicate to our customers about how our products and services help them to be sustainable in their operations

Sustainable Development Goals



Company Policies

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

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

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

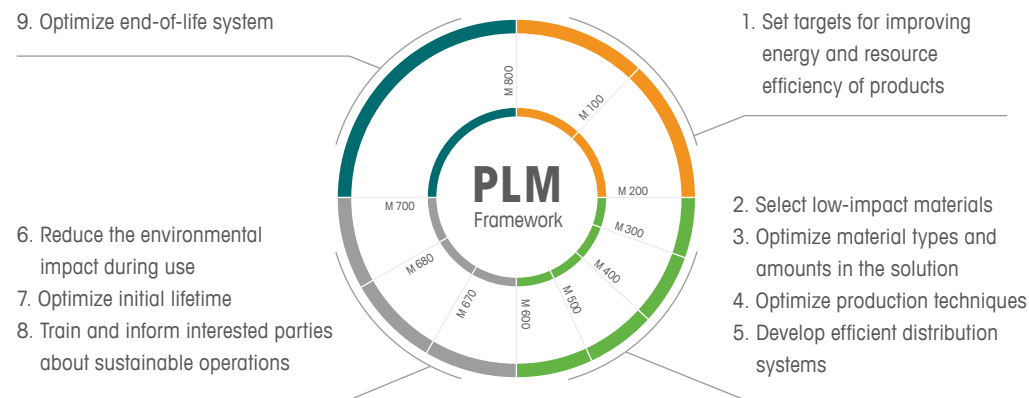
Sustainable Features of Our Products and Services

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

Design for Environment

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

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



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

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

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

Helping Our Customers Ensure Food Safety and Further Reduce Waste

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

Contributing to the Circular Economy

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

We seek to reduce the environment 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.



Circular-Economy Thinking Improves Customer Uptime

Our Cargoscan service program ensures that customers' dimensioning instruments will operate error-free with minimal downtime. Our service organization keeps additional dimensioning heads in stock to quickly replace a head needing service. Cargoscan refurbishes dimensioning heads that are returned for service and upgrades these to the highest current standards. The refurbished dimensioning heads are then cycled back to customers at a reduced price. In this way, the service life of dimensioning heads is significantly increased in a cost-effective and sustainable way.

Product Quality, Innovation, and Compliance

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

We make great efforts to ensure our products enter the market in a responsible and safe manner. Our policy is to comply with, or exceed, legal requirements with a global approach to product compliance. We regularly validate that our new products address relevant industry, regulatory, and safety standards within the technical solution concepts of our Design for Compliance approach. This includes weights and measures, hazardous area and standard electrical safety, chemicals and hazardous substances, and good manufacturing practice regulations.

Consequently, there were no significant fines levied against METTLER TOLEDO for noncompliance with laws and regulations concerning the provision and use of products and services or for noncompliance with laws or regulations.

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

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

Because our products are precision measurement instruments, we do not typically see our products being the subject of public debates or otherwise giving rise to questions or concerns. We do not manufacture harmful products. 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. There were no reported incidents or fines levied against METTLER TOLEDO 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.



Laboratory Compliance Made Easy

When it comes to manufacturing products that can affect public health, scientists need to prove their data integrity to ensure their laboratories remain open and in compliance. Our newly updated instrument control and data management software, LabX™, supports our customers' analyses and data-integrity objectives. LabX can connect to multiple lab instruments. Through the centralized management of instruments, users, and data, all administrative work is automated and provides the highest security. Our software fully supports the current requirements of regulatory bodies. Its security features, electronic signatures, and audit trail, all make lab systems audit-ready in real-time, at any time.



We seek to drive further improvements across our supply chain by leveraging our Business Partner Code of Conduct with all suppliers.

Responsible Supply Chain

Promote Global Best Practices within Our Supply Chain

	GreenMT Goals	Progress
Supply Chain Practices and Supplier Performance	Leverage our Business Partner Code of Conduct to drive improvement in labor practices, human rights, and business ethics. Engage with suppliers representing 70 percent or more of spend to enhance their ESG performance	We apply the Business Partner Code of Conduct to all suppliers, and in 2019 audited suppliers on-site representing 22 percent of our spending with global and regional preferred suppliers

Sustainable Development Goals



Company Policies

Business Partner Code of Conduct.
 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. Given the significant scope of our several-thousand suppliers, we realize we can have a potentially greater impact on our suppliers' sustainability performance.

We drive further improvements across our supply chain by leveraging our Business Partner Code of Conduct with all suppliers. This covers labor practices, human rights, business ethics, and related areas. We engage with suppliers representing the majority of our spending, mainly through audits, to enhance their economic, environmental, and social performance. In 2016, we launched SternDrive, our global program for continuous improvement efforts within our supply chain. The GreenMT goals of SternDrive are managed by the Corporate Sustainability team. Our Head of Supply Chain and IT oversees the overall SternDrive program. Our Head of Global Sourcing and Procurement oversees our Supplier Management Program and Preferred Supplier Assessments.

Supply Chain Overview

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

Our supply chain is globally-oriented with an emphasis on efficient country sourcing and manufacturing. This is not only for cost leadership but also for proximity to important customer markets. The majority of our suppliers are located close to our major production facilities in China, Germany, Mexico, Switzerland, the United Kingdom, and the United States. With our regional logistics and final-assembly hub strategy, we position ourselves to better serve our customers and reduce the overall CO₂ emissions of our distribution network.

We are a member of several sustainability platforms that help promote ethical supply chains. As a member of the Responsible Business Alliance, we provide information on its Risk Readiness Assessment platform. We use Sedex to share information with our customers about our responsible supply chain performance relating to environmental topics, health and safety, labor practices, and human rights. Our material manufacturing facilities have been subject to third-party audits, so-called Sedex Member Ethical Trade Audits (SMETA). In the past five years, our units have undergone some 20 such initial 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 participate in the Carbon Disclosure Project (CDP), through which we provide data on our environmental performance.



Business Partner Code of Conduct

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

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

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

See www.mt.com/policies 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 use a highly-skilled workforce due to the complexity of our products. This means we are not at risk regarding use of child labor, or forced or compulsory labor. For the same reasons, 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 audit, 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 and our ongoing supplier program.

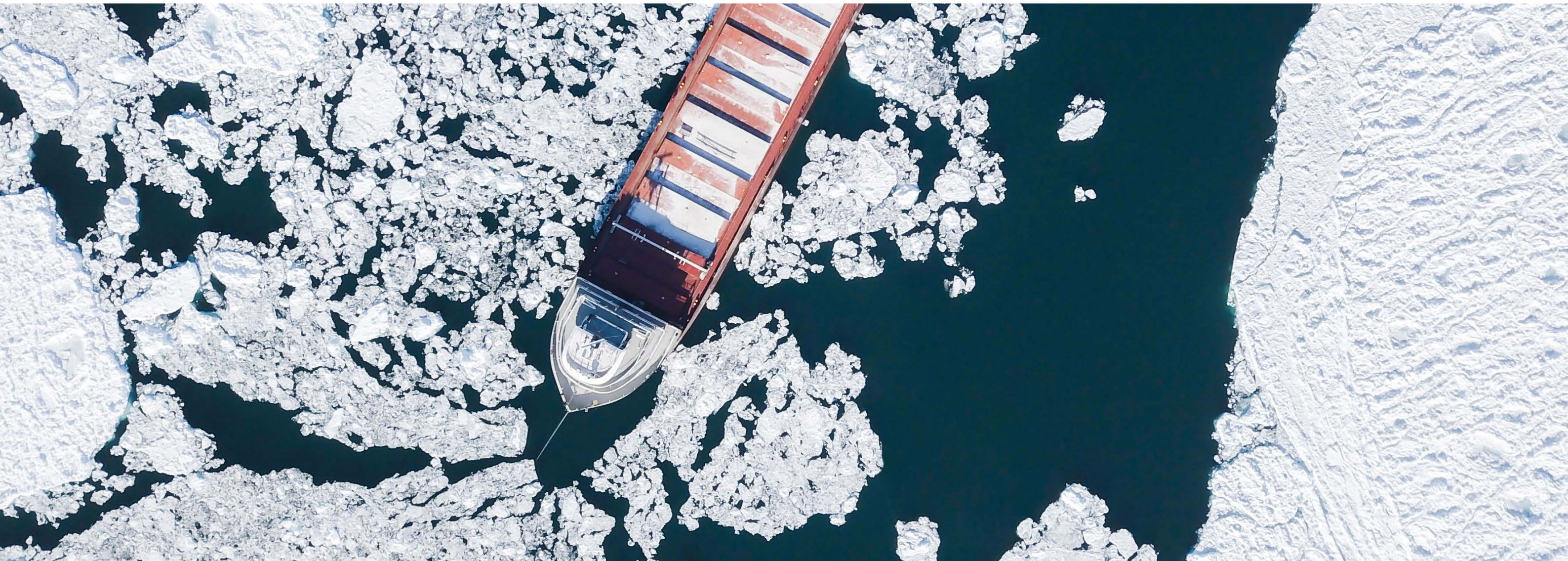
As part of our supplier assessment program in 2019, we assessed the performance of more than 120 strategic and key direct suppliers, who together represent approximately 22 percent of our supplier spending. We assess environmental, social, and governance impacts as part of our audits along with a variety of quality related topics. We ensure our auditors receive regular training and work with external auditors to update audit procedures and checklists. We have established processes for non-compliance, which include dialogue, action plans, and ultimately termination of collaboration in case of continued non-compliance. In the most recent year, we did not identify any of our assessed suppliers as having significant negative environmental, social, or governance impacts.

Starting in 2018, we have begun engaging with our preferred suppliers through an in-person Supplier Day, involving presentations, workshops, and sharing best practices. To encourage continuous improvement by our suppliers, we grant a variety of supplier awards. These awards celebrate outstanding performance in four categories: Innovation, operational excellence, global partnership, and sustainability. We will leverage our Supplier Day to help our suppliers continue to enhance their economic, environmental, and social performance.

In 2019, 35 suppliers participated in our Supplier Day.

Conflict Minerals Policy and Annual Reporting

We seek to understand the origin of the materials that go into our products including the social and environmental impacts their sourcing has. Accordingly, we take seriously the requirements of Rule 13p-1 under the U.S. Securities Exchange Act relating to conflict minerals reporting. To ensure we meet these requirements, we adopted a formal, company-wide conflict minerals policy, which we communicate to and enforce with our suppliers. This policy describes our commitment to compliance with conflict minerals requirements, supplier due diligence, and ongoing supply chain evaluation. Our Conflict Minerals Policy is publicly available as part of our Ethical, Social and Quality Standards. To determine the source of minerals used in our products, we engage with suppliers to perform reasonable, risk-based due diligence regarding the origin of potential conflict minerals present in our products. We report annually regarding the results of our due diligence. See our Form SD Specialized Disclosure Report furnished to the Securities and Exchange Commission. See www.mt.com/policies for more information.





We are proud of our corporate culture and our talented employees.

Engaged Employees

Attract, Develop, and Retain the Best Employees

	GreenMT Goals	Progress
Employment Conditions	Leverage and improve our employment conditions, Corporate Vision and Values Statements, and high-performance culture	Employees participated in 67,200 trainings in 2019, an average of 16.1 hours of training per employee
Employee Safety	Foster an ever-safer workplace for all employees, improving our safety KPIs by 5% per year	
Sustainable Development Goals	   	Company Policies Vision, Values and Integrity Equal Employment Opportunity www.mt.com/careers

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

We have set two strategic goals relating to this topic: to leverage and improve our employment conditions via our Corporate Vision and Values Statements and our high-performance culture, and to foster an ever-safer workplace for all employees. The Head of Human Resources has responsibility for the implementation and execution of our HR programs, processes, and systems. The individual business units manage the relevant HR initiatives in their local departments. The Board of Directors regularly reviews the company's performance on these topics.

METTLER TOLEDO Values

We Perform with Integrity

We behave ethically and legally

We Pursue Innovation

We put good ideas to work

We Deliver Quality

We give our best

We Drive Continuous Improvement

We seize opportunities to make a difference

We Use Resources Wisely

We save time, money, and resources

Our Corporate Values

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

Attracting Employees

We have been steadily growing our workforce, which numbered 16,200 at the end of 2019 as compared with 16,000 in the previous year. This includes 14,850 employees and 1,350 temporary personnel, of whom 6,000 are in Europe, 4,700 in the Americas, and 5,500 in Asia and other 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 at least 80 percent of senior management (general managers and their direct reports) locally, i.e. from the country where the business unit is located.

Employee Data 2019

Employee Type	Female	Male	Americas	Europe	Asia/Others
Permanent	4,755	10,163	3,382	6,351	5,393
Temporary	197	283	15	319	146
External	465	1,097	283	860	438

Employee Type	<30 Years	30–50 Years	>50 Years
Hires by Age Group	1,245	1,080	169
Turnover by Age Group	357	126	33

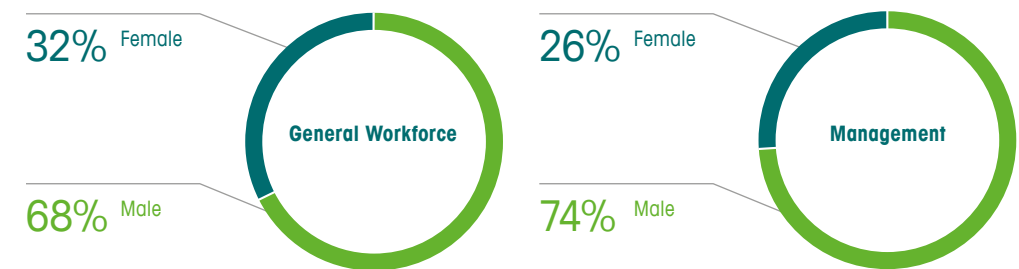
Employee Type	Female	Male
Hires by Gender	893	1,563
Turnover by Gender	201	313

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

Diversity and Equal Opportunity

We promote equal opportunity worldwide and value diversity in our teams. Our workforce is inclusive, reflecting the global diversity of our business. We employ people of more than 85 nationalities. Overall, women make up approximately 32 percent of our total workforce, and hold 26 percent of management positions. We wish to further promote gender diversity, and we encourage female employees to take on more responsibilities and management positions. While we promote this from group management, we believe local management teams are in the best position to identify the specific needs and opportunities of the diverse employees at their locations.

Workforce and Gender 2019



Employment Type	Female	Male
Full Time	4,808	10,986
Part Time	609	557

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. The full policy is available on www.mt.com/careers. We have established an open door policy and a complaint resolution process within each of our business units.

Our Human Resources managers are appointed as Equal Opportunity Officers at their respective business units. In 2019, we had no validated incidents of discrimination in violation of our policies.

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

We respect our workers' rights to freedom of association, third-party consultation, and collective bargaining where provided by law. In some countries, workers' councils represent employees' interests. The Human Resources department oversees cooperation with the regional, functional, and business management teams. In 2019, approximately 7,200 employees worldwide were covered by collective bargaining agreements or another arrangement organized to represent employee interests.

Developing and Retaining Employees

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

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

Our employees have access to learning resources through our online Learning Management System (LMS), which is available 24 hours per day, seven days per week. We also make classroom trainings available in many of our global locations. Internal experts and senior leaders facilitate our in-person trainings. During 2019, more than 96 percent of our employees completed one or more training courses, spending an average of 16.1 hours per employee (up from 13.2 hours the prior year).

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

Middle management greatly helps to reinforce and shape our culture across the company. Every year, we train some sixty of these leaders in our comprehensive, nine-day METTLER TOLEDO Management Seminar. As of the end of 2019, more than 600 employees had completed this seminar.



Fit for Fire Fighting

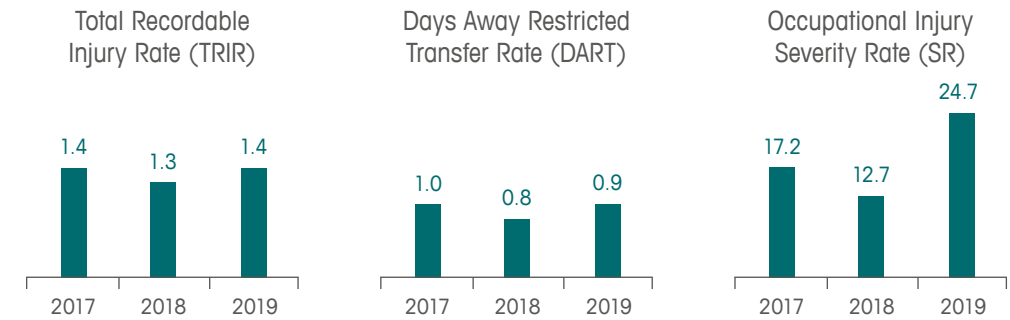
Our METTLER TOLEDO company fire brigade teams are ready around-the-clock, 365 days a year, for potential emergencies at our sites. When needed, they are also prepared to support the neighboring communities. To ensure peak performance in the event of an emergency, some of our fire-brigade members regularly compete in Firefighter Tower runs. These competitions require running up stairs fully suited. We are proud that our fire fighters are among the top-classed in these European championships, often placing in the top rankings.

Occupational Health and Safety

We are committed to fostering an ever-safer work environment. We care about the wellbeing of our employees and are working to minimize the negative impacts of accidents and injuries. While we are making steady progress, we continuously seek to improve.

We saw modest declines in our key safety indicators in 2019, driven mainly by our pipette businesses Rainin and Biotix.

Health and Safety Performance 2019



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

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

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

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



Our commitment to behave legally and ethically is a bedrock principle underlying all our actions.

Good Corporate Governance Follow Governance Best Practices

	GreenMT Goals	Progress
Good Corporate Governance	Use the GreenMT strategy to deliver on the most relevant of the UN Sustainable Development Goals	We benchmark our ESG performance, including on key governance topics, to ensure we are aware of relevant developments. In 2019, no significant governance concerns were raised
	Be a corporate governance leader, including by complying with relevant standards and principles	

Sustainable Development Goals



Company Policies

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

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

We have set two strategic goals relating to this topic: to align the GreenMT strategy with the UN Sustainable Development Goals that are most relevant for us, and to continue our track record of good governance, including compliance with relevant standards and principles. The Corporate Sustainability team manages the GreenMT goals. Our Group General Counsel oversees public company governance topics, and the Group Compliance Director is responsible for the day-to-day operation of our Ethics and Compliance Program.

How METTLER TOLEDO Connects to the UN Sustainable Development Goals

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

- Sustainable management and efficient use of natural resources
- Reducing waste generation through prevention, reduction, recycling, and reuse
- Increasing the use of renewable energy
- 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
- Increasing water-use efficiency, reducing pollution, and minimizing release of hazardous materials

We have set ten specific GreenMT goals to drive desired behavior, as described in this Corporate Responsibility Report. We will track our progress and report annually on our performance.

Elements of Corporate Governance Leadership

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

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

Our Compliance Program

Our Ethics and Compliance Program contributes significantly to our governance leadership. We operate the compliance program, which we designed to prevent, detect, and respond to potential violations, under the oversight of the Board of Directors. We describe and reinforce our expectations for all employees in our Code of Conduct. We deliver Code of Conduct training to all our employees every year, and additionally aim to reach employees with Code of Conduct messaging from multiple levels of leadership. See www.mt.com/policies for more information.

The Code of Conduct guides employees on identifying and resolving a variety of legal and ethical questions. This includes a variety of internal and external mechanisms (hotlines, ombudsmen, access to Internal Audit, and the Board of Directors) for seeking advice and reporting concerns. See www.mt.com/investors for the full Code of Conduct.

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 covers topics including compliance with the law, ethical conduct, fair competition, anti-bribery, information security, environmental and quality standards, product responsibility, health and safety, discrimination, and human rights. At least annually, the Board of Directors reviews the topics set out in our Ethical, Social, and Quality Standards, including with respect to human rights, for which all METTLER TOLEDO units are assessed.

Anti-Bribery and Corruption

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

Anti-Competitive Behavior

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

Data Privacy

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

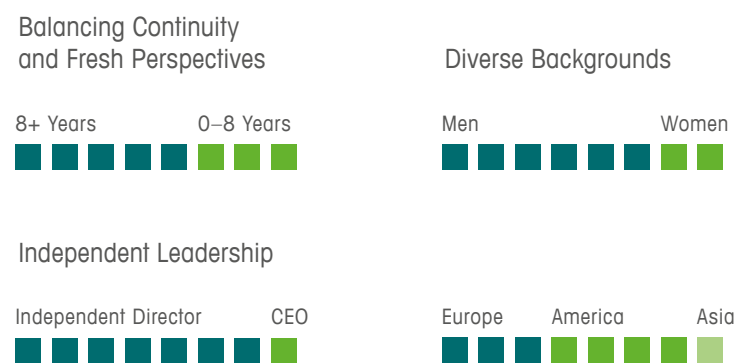
Board of Directors

As of April 2020, the Board of Directors has eight members with broad experience, coming from Asia, Europe, and the United States. We provide further information on the directors and the composition of the board and its committees in our annual proxy statements. Shareholders elect all directors on an annual basis. See www.mt.com/investors for more information and our current proxy statement.

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

Board Composition and Committees

Under relevant rules, all members of the Board of Directors are independent except for our CEO. The company has a separate non-executive Chairman. In addition, one director serves as the Presiding Director at all meetings of the independent directors. The composition of the board as of April 2020 was as follows: all board members are 45 or older and the average age of the full board is 59; 25 percent of the board members are female; four board members are European, three are Americans, and one is Asian. See our proxy statement and the graph below for additional biographical details of our directors.



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

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

Interaction with Shareholders and Other Stakeholders

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

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

Political Participation Policy and Participation in Associations

We have a long-standing policy of not participating in or contributing to political campaigns, individuals, or groups, and do not take positions in public policy debates. METTLER TOLEDO has in the past responded to regulators' requests for (1) financial or business information that may be considered by those regulators in formulating rules, and (2) public comment on proposed rules affecting businesses. Consistent with our Political Participation Policy, no political donations were made during 2019. 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. METTLER TOLEDO maintains some of these memberships to comply with local laws. As examples, our representatives belong to industry associations like the U.S. Scale Manufacturers Association, the Swiss Weighing Association, and the European Association of Manufacturers of Weighing Instruments. We also participate in standardization bodies, such as the International Organization of Legal Metrology, European Cooperation in Legal Metrology, and U.S. National Conference on Weights and Measures.

Report Profile

About This Report

This report has been prepared in accordance with the GRI Standards: Core Option. To ensure the quality of data and processes disclosed in this report we conducted our first external verification of GHG emissions (scope 1, 2, 3) and related energy consumption according to ISO 14064-3. Our last report was published in 2019, covering information for the year 2018. This report covers the business year 2019. Unless otherwise stated, the reporting period is from January 1, 2019 to December 31, 2019. Data presented in the report were collected, structured, and analyzed in-house by our Corporate Sustainability team. We plan to regularly report on our sustainability progress and plan to publish a corporate responsibility report every year. Questions regarding this report may be addressed to our Head of Regulatory Affairs at the address set out on the inside back cover.

Data Coverage

The scope of this report includes all entities of the METTLER TOLEDO Group and its subsidiaries. Our subsidiaries are listed in Exhibit 21 of our annual report. In 2019, we estimated Scope 2 energy consumption for units representing approximately 11 percent of the total. These represent smaller market organizations who have insignificant changes in energy consumption from year to year. The coverage of quantitative data referenced in this report is 98 percent. This coverage is based on number of employees and is collected, analyzed, and structured through our internal sustainability performance measurement system. Locations with less than 20 employees are usually not included in our data collection process and represent the two-percent gap. The boundary of our reporting is consistent with a focus on the METTLER TOLEDO Group and its subsidiaries as outlined above.



GRI Index

Standard	Disclosure	Page/Reference	SASB Reference
Organizational Profile			
102-1	Name of the organization	2	
102-2	Activities, brands, products, and services	2, 12–13	
102-3	Location of headquarters	12	
102-4	Location of operations	12	
102-5	Ownership and legal form	2, 12–13	
102-6	Markets served	2–3, 12–13	
102-7	Scale of the organization	2–3, 12–13	
102-8	Information on employees and other workers	32–37	
102-9	Supply chain	26–31	
102-10	Significant changes to the organization and its supply chain	12–13, 26–31	
102-11	Precautionary principle or approach	5, 8, 44	
102-12	External Initiatives	36	
102-13	Membership of associations	9, 28, 43	
Strategy			
102-14	Statement from senior decision-maker	4–5	
102-15	Key impacts, risks, and opportunities	4–5, 8	
Ethics and Integrity			
102-16	Values, principles, standards, and norms of behavior	4–8, 34, 40–41	
102-17	Mechanisms for advice and concerns about ethics	35, 40–41	
Governance			
102-18	Governance structure	38–43	
102-19	Delegating authority	38–43	
102-20	Executive-level responsibility for economic, environmental, and social topics	8, 38–43	
102-21	Consulting stakeholders on economic, environmental, and social topics	8, 38–43	
102-22	Composition of the highest governance body and its committees	38–43	
102-23	Chair of the highest governance body	38–43	
102-24	Nominating and selecting the highest governance body	38–43	
102-25	Conflicts of interest	38–43	
102-26	Role of highest governance body in setting purpose, values, and strategy	38–43	
102-27	Collective knowledge of highest governance body	38–43	
102-28	Evaluating the highest governance body's performance	38–43	
102-29	Identifying and managing economic, environmental, and social impacts	8, 38–43	
102-30	Effectiveness of risk management processes	8, 38–43	
102-31	Review of economic, environmental, and social topics	8, 38–43	
102-32	Highest governance body's role in sustainability reporting	39	
102-33	Communicating critical concerns	40–41	
102-34	Nature and total number of critical concerns	40–41	
102-35	Remuneration policies	42–43	
102-36	Process for determining remuneration	42–43	

Standard	Disclosure	Page/Reference	SASB Reference
Stakeholder Engagement			
102-40	List of stakeholder groups	8–9, 28, 43	
102-41	Collective bargaining agreements	29, 35	
102-42	Identifying and selecting stakeholders	8, 28, 43	
102-43	Approach to stakeholder engagement	8, 28, 43	
102-44	Key topics and concerns raised	8–9, 28, 43	
Reporting Practice			
102-45	Entities included in the consolidated financial statements	12–13/AR Exhibit 21	
102-46	Defining report content and topic Boundaries	6–8, 44	
102-47	List of material topics	8	
102-48	Restatements of information	4–8	
102-49	Changes in reporting	6–7, 14–19	
102-50	Reporting period	1, 44	
102-51	Date of most recent report	44	
102-52	Reporting cycle	44	
102-53	Contact point for questions regarding the report	51	
102-54	Claims of reporting in accordance with the GRI Standards	44	
102-55	GRI content index	46–49	
102-56	External assurance	44	

Management Approach and Topic Specific Standards

ECONOMIC TOPICS

Economic Performance

201-1	Direct economic value generated and distributed	12–13/AR 28–49	
201-3	Defined benefit plan obligations and other retirement plans	AR 44	
201-4	Financial assistance received from government	AR F33–34	

Market Presence

202-2	Proportion of senior management hired from the local community	34	
-------	--	----	--

Indirect Economic Impacts

203-2	Significant indirect economic impacts	8	
-------	---------------------------------------	---	--

Procurement Practices

204-1	Proportion of spending on local suppliers	28–30	RT-EE-440a.1
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Anti-Corruption

205-1	Operations assessed for risks related to corruption	40–41	RT-EE-510a.1
205-2	Communication and training about anti-corruption policies and procedures	41	
205-3	Confirmed incidents of corruption and actions taken	40–41	RT-EE-510a.2

Anti-Competitive Behavior

206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	40–41	RT-EE-510a.3
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Standard	Disclosure	Page/Reference	SASB Reference
ENVIRONMENTAL TOPICS			
Materials			
301-3	Reclaimed products and their packaging materials	20–25	
Energy			
302-1	Energy consumption within the organization	14–19	RT-EE-130a.1
302-4	Reduction of energy consumption	14–19	RT-EE-130a.1
Water			
303-3	Water withdrawal by source	19	
303-5	Water consumption	19	
Emissions			
305-1	Direct (Scope 1) GHG emissions	16–17	
305-2	Energy indirect (Scope 2) GHG emissions	16–17	
305-3	Other indirect (Scope 3) GHG emissions	16–17	
305-4	GHG emissions intensity	10, 16–17	
305-5	Reduction of GHG emissions	14–19	
305-6	Emissions of ozone-depleting substances (ODS)	19	
Effluents and Waste			
306-1	Water discharge by quality and destination	19	RT-EE-150a.1
306-2	Waste by type and disposal method	19	RT-EE-150a.1
306-3	Significant spills	19	RT-EE-150a.2
306-4	Transport of hazardous waste	19	RT-EE-150a.1
Environmental Compliance			
307-1	Non-compliance with environmental laws and regulations	15	
Supplier Environmental Assessment			
308-1	New suppliers that were screened using environmental criteria	28–30	
308-2	Negative environmental impacts in the supply chain and actions taken	31	
SOCIAL TOPICS			
Employment			
401-1	New employee hires and employee turnover	34	
Occupational Health and Safety			
403-1	Occupational health and safety management system	37	
403-2	Hazard identification, risk assessment, and incident investigation	37	
403-3	Occupational health services	37	
403-4	Worker participation, consultation, and communication on Occupational health and safety	33–37	
403-5	Worker training on occupational health and safety	33–37	
403-6	Promotion of worker health	33–37	
403-7	Prevention and mitigation of occupational health and safety	33–37	

Standard	Disclosure	Page/Reference	SASB Reference
403-9	Work-related injuries	37	
403-10	Work-related ill health	37	
Training and Education			
404-1	Average hours of training per year per employee	36	
404-2	Programs for upgrading employee skills and transition assistance programs	34–36	
404-3	Percentage of employees receiving regular performance and career development reviews	34–36	
Diversity and Equal Opportunity			
405-1	Diversity of governance bodies and employees	34–35, 42	
Non-Discrimination			
406-1	Incidents of discrimination and corrective actions taken	35	
Freedom of Association and Collective Bargaining			
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	29–30, 35	
Child Labor			
408-1	Operations and suppliers at significant risk for incidents of child labor	29–30	
Forced or Compulsory Labor			
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	29–30	
Human Rights Assessment			
412-2	Employee training on human rights policies or procedures	36, 40	
Supplier Social Assessment			
414-1	New suppliers that were screened using social criteria	28–30	
414-2	Negative social impacts in the supply chain and actions taken	28–30	
Public Policy			
415-1	Political contributions	43	
Customer Health and Safety			
416-1	Assessment of the health and safety impacts of product and service categories	24–25	RT-EE-250a.1 RT-EE-250a.2
Marketing and Labelling			
417-1	Requirements for product and service information and labeling	22–25	
417-2	Incidents of non-compliance concerning product and service information and labeling	22–25	
417-3	Incidents of non-compliance concerning marketing communications	22–25	
Customer Privacy			
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	23–25	
Socioeconomic Compliance			
419-1	Non-compliance with laws and regulations in the social and economic area	23–25	

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