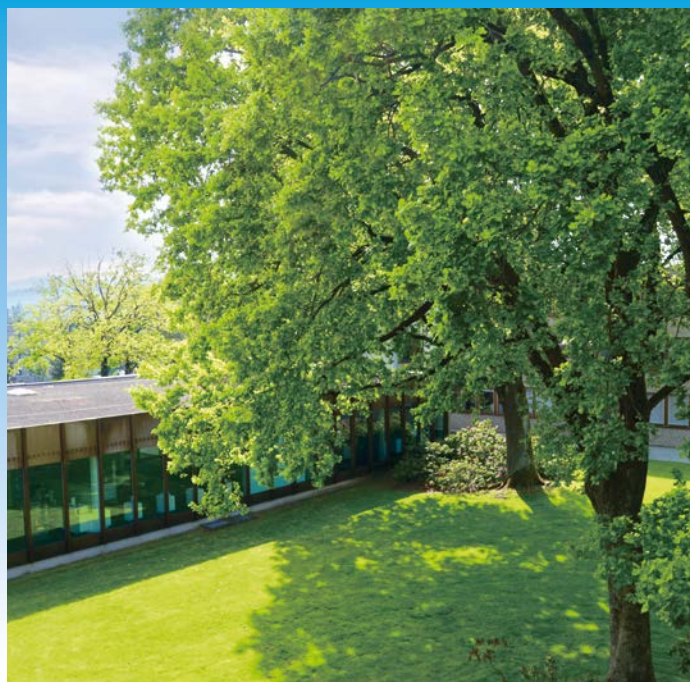


# Corporate Responsibility 2018 Report



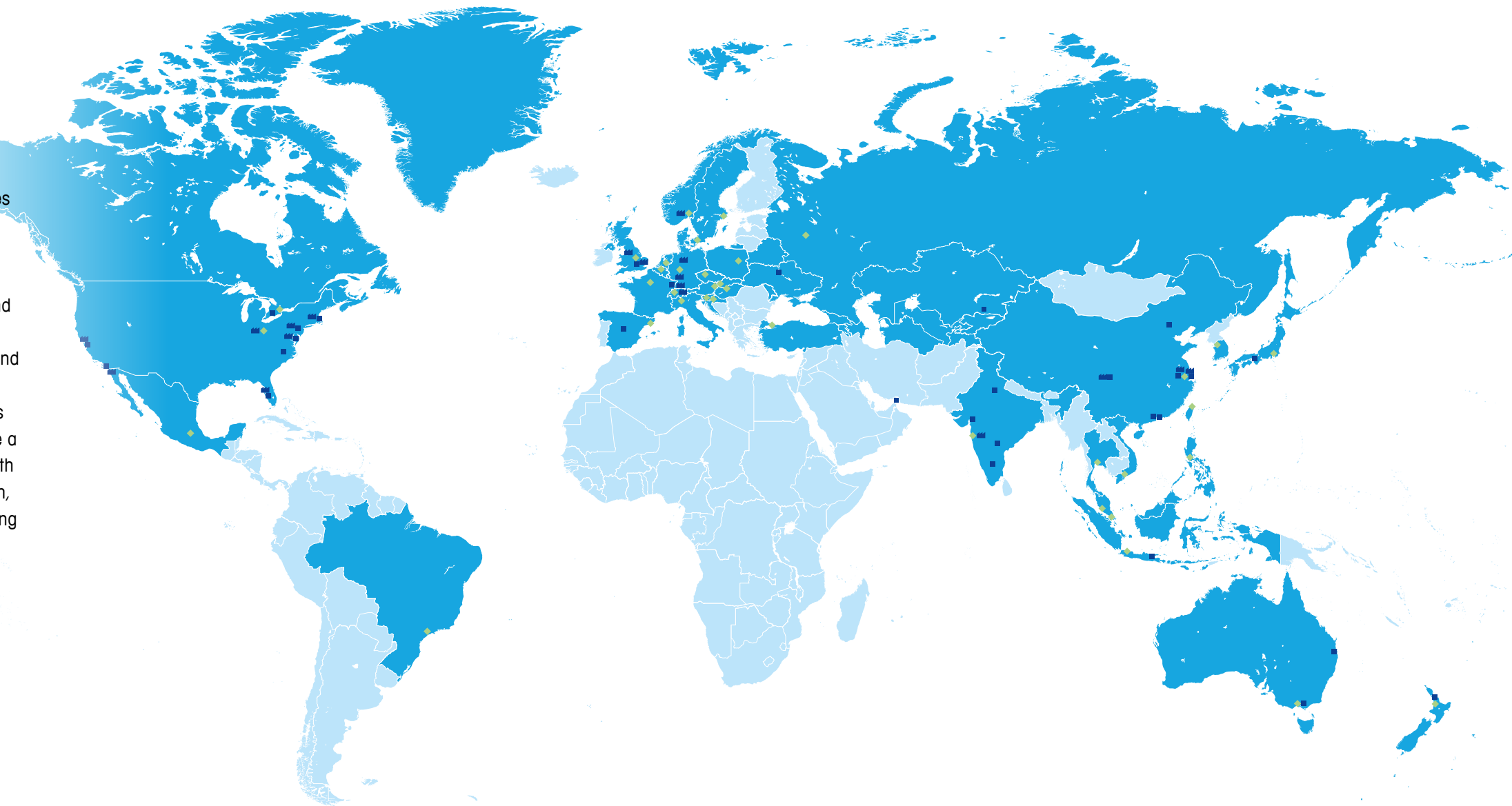
**METTLER TOLEDO**

## 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 2018 Annual Report on Form 10-K, which is available on [www.mt.com/investors](http://www.mt.com/investors).




 R&D and Manufacturing Center

 Market Head Office

 Sales and Service Office

 METTLER TOLEDO

 Dealer and Partner



**16,000**  
Employees



**20.7 Million**  
Visits to mt.com



**140+**  
Countries Served



**3,500**  
Suppliers

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## A Word from the CEO



### Dear Stakeholders,

We embarked on an important journey in 2010 when we launched our GreenMT sustainability program to take a probing look at all aspects of our activities. Our goal then was to minimize our impact on the environment while at the same time realizing value for the company. Sustainable development is critical in both protecting the environment and ensuring the long-term success of our company. It touches all aspects of our business, from designing and producing our products, to selling and delivering them to our customers. A sustainable mindset guides us to make the right decisions for our customers, employees, suppliers, shareholders, and the communities in which we operate.

This year METTLER TOLEDO broadened the scope of its environmental, social, and governance (ESG) reporting. We conducted a materiality assessment to evaluate each relevant topic from three perspectives: how it impacts our company's value creation, how various stakeholders perceive it, and how much impact our actions can have on it.

We recognized that we could extend the success of the core GreenMT program and promote sustainability more broadly with suppliers, customers, and employees. As a result, we expanded the scope of our GreenMT program to cover five strategic topics as follows:

- (1) Reduced energy use and emissions,
- (2) Green products and services,
- (3) Responsible supply chain,
- (4) Engaged employees, and
- (5) Good corporate governance.

Furthermore, we aligned our GreenMT goals to the United Nations Sustainable Development Goals where we believe we can have the greatest impact.

Thanks to the creativity and dedication of our employees, we have completed more than 500 efficiency projects related to lighting, heating, air conditioning, and our fleet. Due to the effectiveness of these efforts, we surpassed our original goal to reduce our carbon footprint by 20 percent compared with 2010 (relative CO<sub>2</sub> emissions per net sales). Although we are already highly efficient compared to most companies, we can do more. We are committing to a new target to reduce our relative CO<sub>2</sub> emissions per net sales by 30 percent by the end of 2025 compared with 2010.

Our culture of continuous improvement and strong execution means we are constantly reviewing our performance and progress in all areas of sustainability, which helps us prioritize our efforts. For example, besides reducing our relative CO<sub>2</sub> emissions, we are focusing on increasing the proportion of energy we consume from renewable sources. And we are continuing to drive employee engagement so that we can attract, develop, and retain the best employees.

This report measures progress and highlights accomplishments since our Sustainability Report 2017. We have followed the standards from the Global Reporting Initiative, with a focus to report publicly on economic, environmental, and social topics that are material to us. We invite you to take some time to review our progress and our plans as we continue our journey toward being a more sustainable organization.

Sincerely,

A handwritten signature in black ink that reads "Olivier Filliol". The signature is written in a cursive, slightly informal style.

Olivier A. Filliol  
President and Chief Executive Officer

May 2019

## Materiality Assessment

We conducted another 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 in a variety of ways, including the following: Management has numerous interactions 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.

The materiality matrix shows the outcome of our materiality assessment. Topics identified in the assessment have led us to determine our material topics for 2018.

Material Topics 2018	Topic Includes
<b>Economic Performance</b>	<ul style="list-style-type: none"> <li>Economic performance</li> </ul>
<b>Reduce Energy Use and Emissions</b>	<ul style="list-style-type: none"> <li>Energy consumption</li> <li>Greenhouse Gas (GHG) emissions</li> <li>Renewables*</li> </ul>
<b>Green Products and Services</b>	<ul style="list-style-type: none"> <li>Customers' sustainability</li> <li>Indirect emissions</li> <li>Design for Environment (DfE) products and services</li> </ul>
<b>Responsible Supply Chain</b>	<ul style="list-style-type: none"> <li>Anti-corruption/competition</li> <li>Labor practices/Human rights*</li> </ul>
<b>Engaged Employees</b>	<ul style="list-style-type: none"> <li>Attract, develop, and retain employees*</li> <li>Employee health and safety</li> </ul>
<b>Good Corporate Governance</b>	<ul style="list-style-type: none"> <li>Compliance standards</li> <li>Global standards*</li> </ul>

\* New topics in 2018

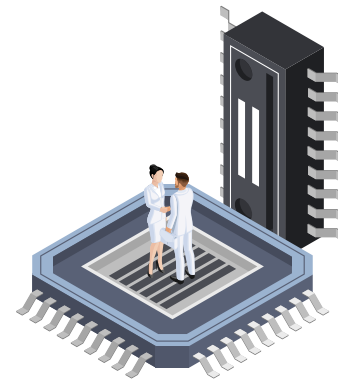
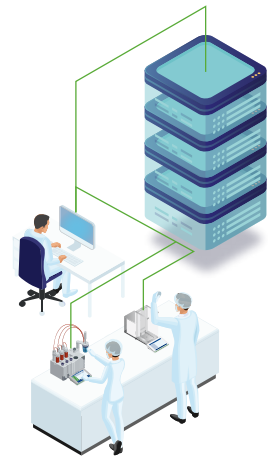
### Materiality Matrix





# GreenMT Strategy

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.



## Reduced Energy Use and Emissions

Keep our operations sustainable over the long-term

By the end of 2025, compared with 2010:

1. Reduce by 30% our CO<sub>2</sub> emissions per net sales
2. Increase the percentage of energy we consume from renewable sources

## Green Products and Services

Help our customers to be sustainable in their businesses

Elaborate and expand our Green customer value proposition:

3. Emphasize the sustainable features of our current portfolio
4. Develop additional Green value propositions in our products and services following our Design for Environment (DfE) program

## Responsible Supply Chain

Promote global best practices within our supply chain

Leverage our Business Partner Code of Conduct:

5. Drive improvements in labor practices, human rights, business ethics, and related areas
6. Engage with key suppliers to enhance their economic, environmental, and social performance

## Engaged Employees

Attract, develop, and retain the best employees

Ensure we remain a fair, attractive, and safe workplace:

7. Leverage and improve our employment conditions, Vision and Values, and high-performance culture
8. Foster an ever-safer workplace for all employees

## Good Corporate Governance

Follow governance best practices

Recognize our responsibilities as a global company:

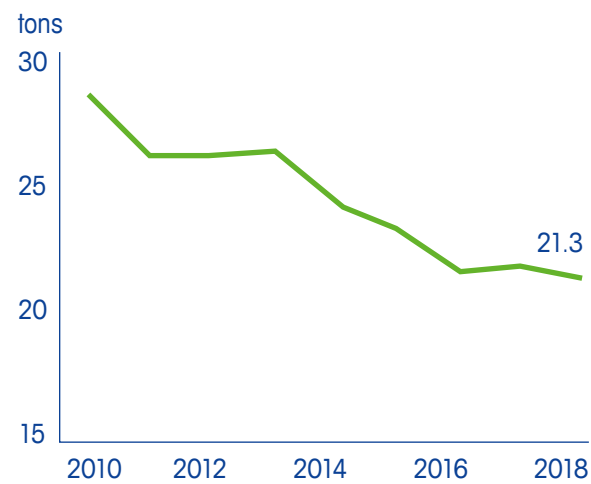
9. Use the GreenMT strategy to deliver on the most relevant of the UN Sustainable Development Goals
10. Be a corporate governance leader, including by complying with relevant standards and principles

## Progress at a Glance

### Reduced Energy Use and Emissions

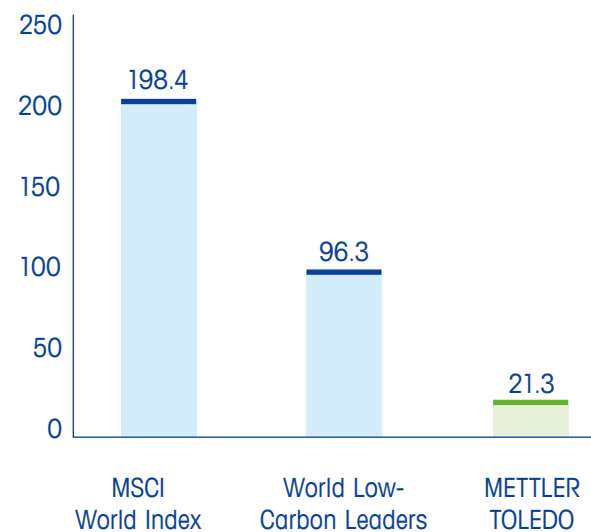
Our operations are highly efficient, and we have made steady progress in reducing our already low emissions.

#### CO<sub>2</sub> Emissions per Net Sales 2018



We are a clear leader compared to other companies when it comes to how much we have been able to reduce our greenhouse gas emissions.

#### Relative Carbon Intensity (Tons of CO<sub>2</sub>e per \$M sales)<sup>1</sup>



### Green Products and Services

Our products deliver a host of sustainable value propositions, and with our Design for Environment standards, we will continue to develop even more:

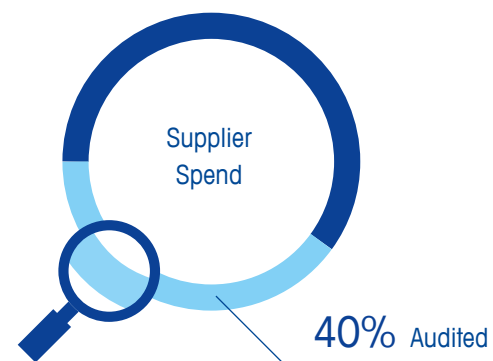
- ✓ More energy efficient and minimal waste generation
- ✓ Low impact materials, recycled materials
- ✓ Minimal, environmentally friendly packaging
- ✓ Compact footprint
- ✓ Easy disassembly for service and end of life recycling

### Responsible Supply Chain

All suppliers are subject to our Business Partner Code of Conduct.

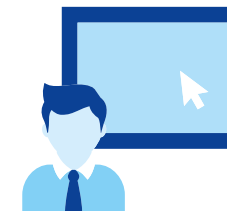
We have a robust engagement with our suppliers.

#### Supplier Audits



### Engaged Employees

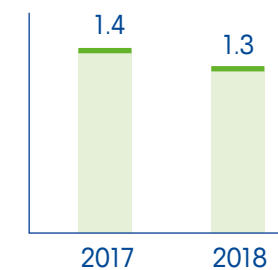
Our commitment to our employees includes providing best in class training to help them develop.



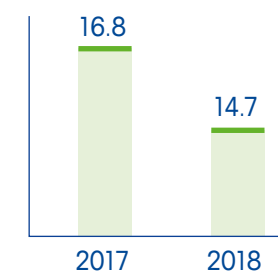
**69,000**  
Internal Training Courses

We provide a safe workplace for employees and strive to minimize workplace injuries.

#### Total Recordable Injury Rate (TRIR)



#### Occupational Injury Severity Rate (SR)



### Good Corporate Governance



We have aligned our GreenMT goals with those of the UN Sustainable Development Goals.<sup>2</sup>

#### Commonsense Principles 2.0

We follow the best practices outlined in the Commonsense Principles 2.0.<sup>3</sup>

We are proud to have been recognized for our sustainable performance, for example by being included in the following "best of" rankings:



Barron's 100 Most Sustainable Companies<sup>4</sup>



Drucker Institute's Management Top 250<sup>5</sup>

## UN Sustainable Development Goals



A blueprint to achieve a better and more sustainable future for all.



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.

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 five focus areas from our GreenMT strategy relate to the SDGs.

On these pages, we highlight six of the SDGs and their related targets where we believe we can have the greatest impact with each strategic topic. Please see the pages of this report for more details.

## SUSTAINABLE DEVELOPMENT GOALS

				Relevant GreenMT Goals
<p><b>5 GENDER EQUALITY</b></p>	Achieve gender equality and empower all women and girls	5.1 End all forms of discrimination against all women and girls everywhere	5.5 Ensure women's full and effective participation and equal opportunities for leadership at all levels of decisionmaking in political, economic and public life	<ul style="list-style-type: none"> <li>• Responsible Supply Chain</li> <li>• Engaged Employees</li> <li>• Good Corporate Governance</li> </ul>
<p><b>6 CLEAN WATER AND SANITATION</b></p>	Ensure access to water and sanitation for all	6.3 By 2030, improve water quality by reducing pollution, eliminating dumping and minimizing release of hazardous chemicals and materials	6.4 By 2030, substantially increase water-use efficiency across all sectors and ensure sustainable withdrawals and supply of freshwater	<ul style="list-style-type: none"> <li>• Reduced Energy Use and Emissions</li> <li>• Green Products and Services</li> <li>• Responsible Supply Chain</li> </ul>
<p><b>7 AFFORDABLE AND CLEAN ENERGY</b></p>	Ensure access to affordable, reliable, sustainable and modern energy	7.2 By 2030, increase substantially the share of renewable energy in the global energy mix		<ul style="list-style-type: none"> <li>• Reduced Energy Use and Emissions</li> <li>• Responsible Supply Chain</li> </ul>
<p><b>8 DECENT WORK AND ECONOMIC GROWTH</b></p>	Promote inclusive and sustainable economic growth, employment and decent work for all	8.7 Take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking	8.8 Protect labour rights and promote safe and secure working environments for all workers	<ul style="list-style-type: none"> <li>• Responsible Supply Chain</li> <li>• Engaged Employees</li> </ul>
<p><b>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</b></p>	Ensure sustainable consumption and production patterns	12.2 By 2030, achieve the sustainable management and efficient use of natural resources	12.5 By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse	<ul style="list-style-type: none"> <li>• Reduced Energy Use and Emissions</li> <li>• Green Products and Services</li> <li>• Engaged Employees</li> </ul>
<p><b>16 PEACE, JUSTICE AND STRONG INSTITUTIONS</b></p>	Promote just, peaceful and inclusive societies	16.5 Substantially reduce corruption and bribery in all their forms		<ul style="list-style-type: none"> <li>• Responsible Supply Chain</li> <li>• Good Corporate Governance</li> </ul>

## 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 \$2.9 billion for the year ended December 31, 2018, compared to \$2.7 billion in 2017, an increase of 8 percent. Global market conditions were favorable during 2018, and we continued to benefit from the execution of our global sales and marketing programs, our innovative product portfolio, and investments in our field resources.

Our business is geographically diversified, with net sales in 2018 derived 31 percent from Europe, 38 percent from North and South America, 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 2018 Annual Report, 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. We have recently completed new facility projects in China, Switzerland, and the United States, and continue working on a new facility in the United Kingdom. Building these facilities allows us to meet growing demand while also improving our operational efficiency.

## Financial Highlights



**\$2.9 Billion**  
Sales

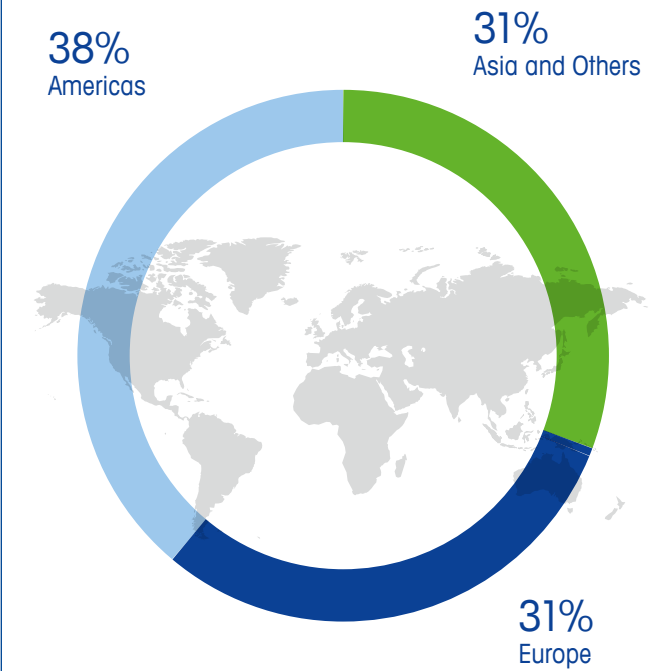


**\$731 Million**  
Operating Profit



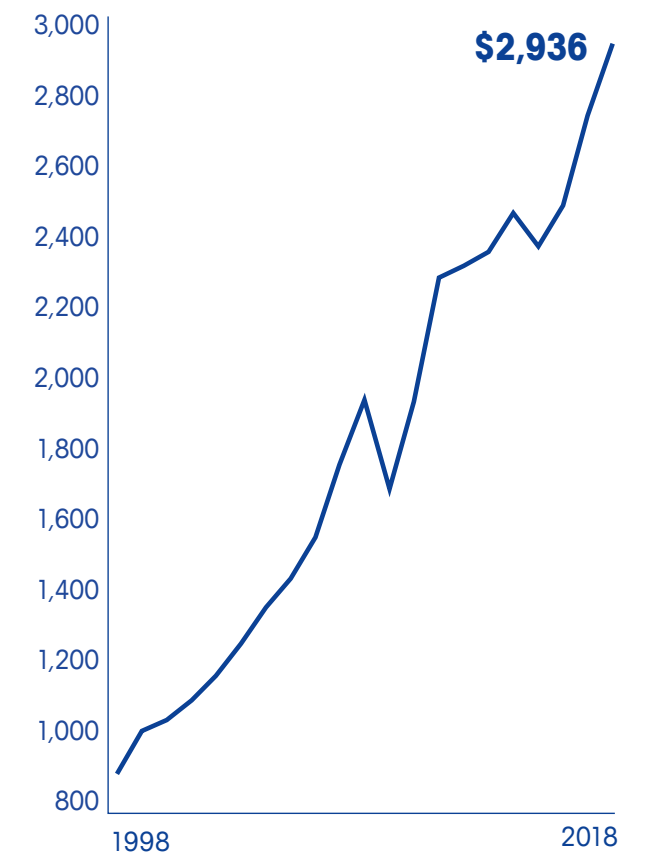
**\$20.32**  
Adjusted Earnings per Share

## Sales by Region



## Sales

(USD in millions)





## Reduced Energy Use and Emissions

### Keep our operations sustainable over the long-term

	GreenMT Goals	Policies
<b>CO<sub>2</sub> Emissions</b>	Reduce by 30% our CO <sub>2</sub> emissions per net sales by 2025 compared with 2010	<a href="http://www.mt.com/integrity">GreenMT Environmental Policy</a> <a href="http://www.mt.com/integrity">www.mt.com/integrity</a>
<b>Renewable Energy</b>	Increase the percentage of energy consumed from renewable sources	

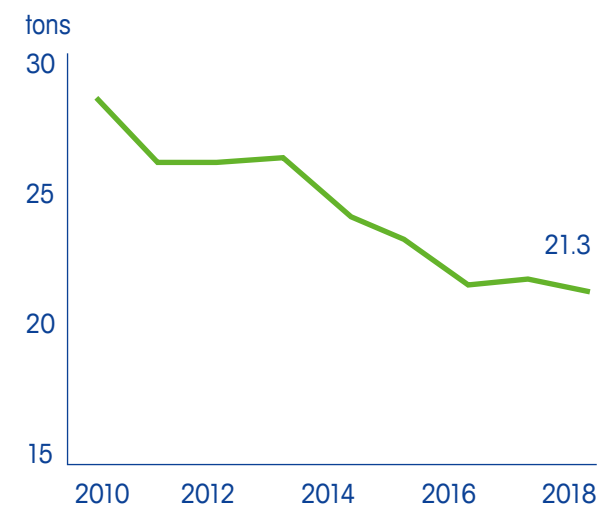


When we initiated our GreenMT program a decade ago, we focused on managing our own operations sustainably and with a minimal environmental impact. We committed to a public goal of reducing our carbon footprint by the end of 2020 by 20 percent compared with 2010, measured by relative CO<sub>2</sub> emissions per net sales. We are proud to have reached this target ahead of schedule, due to many hundreds of individual projects at all units across the Group. Today, our carbon intensity is much smaller compared to that of other global companies. We nonetheless believe we can continuously improve, and have set ourselves further ambitious targets.

We have set two strategic goals relating to this topic: We aim for a further reduction against our original target by committing to a 30 percent reduction in our CO<sub>2</sub> emissions by the end of 2025 compared with 2010. We also seek to increase the percentage of energy we consume from renewable sources. These GreenMT goals are managed by the Corporate Sustainability team. 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.

From 2010 through 2018, we reduced our relative CO<sub>2</sub> emissions from 28.3 tons CO<sub>2</sub> per million U.S. dollars net sales to 21.3 tons, a reduction of almost 25 percent.

#### CO<sub>2</sub> Emissions per Net Sales 2018



We have excluded the effect of currency fluctuation on net sales for all years. We restated CO<sub>2</sub> emissions data for prior years due to minor corrections in our own data. To ensure comparability, we include in 2017 figures the full emissions generated by our subsidiary Biotix, even though we acquired them in the third quarter of 2017.

#### Detailed Overview of Energy Consumption and Emissions

We report our detailed energy consumption and emissions below. We report Scope 2 emissions according to the location-based method in the Greenhouse Gas (GHG) Protocol, and engage with our suppliers to report market-based emission factors. We will disclose such emissions when the data quality meets the requirements set forth by the GHG Protocol.

CO <sub>2</sub> e Emissions		2010	2017	2018
Scope 1 Stationary Combustion (Buildings)	tons	2,768	2,721	2,954
Scope 1 Fugitive Emissions and Process Emissions	tons	1,607	2,936	4,260
Scope 1 Mobile Combustion (Fleet)	tons	24,035	24,092	23,951
Scope 2 Electricity and District Heating	tons	28,593	34,960	36,209
Scope 3 Business Air Travel	tons		8,639	9,678
<b>Total CO<sub>2</sub>e Emissions</b>	<b>tons</b>	<b>57,004</b>	<b>73,349</b>	<b>77,052</b>

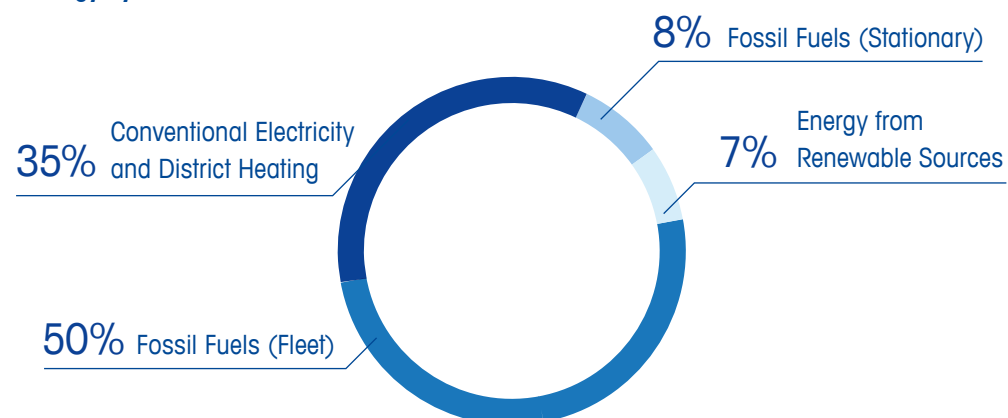
CO <sub>2</sub> e Emissions Reduction   Target and Data Corrections		2010	2017	2018
Data Corrections vs. Previous Report	tons	-362	1,681	-
CO <sub>2</sub> e per Net Sales (at 2013 Rates)	tons per \$1 million	28.3	21.7	21.3



Energy Consumption (MWh)			2017	2018	
Scope 1	Stationary Combustion	Heating Oil	98	93	
		Natural Gas	13,207	14,301	
		Other Fuels	78	135	
	Mobile Combustion	Diesel	55,937	55,235	
		Gasoline	34,951	34,066	
		LPG and CNG	235	1,013	
	Total Scope 1		Consumption	104,506	104,843
Scope 2	Electricity	Consumption	71,202	74,181	
		Portion from Renewable Sources	10,663	10,389	
	District Heating	Consumption	4,462	4,659	
		Portion from Renewable Sources	2,620	2,871	
	Total Scope 2		Consumption	75,664	78,840
	<b>Total</b>	<b>Scope 1 and 2</b>	<b>Consumption</b>	<b>180,170</b>	<b>183,683</b>

Our data reflects that we continue to grow organically and by acquisitions. We have built larger and more efficient factories in China, Switzerland, and the United States each of which began operations in 2018. Furthermore, acquired companies typically do not initially demonstrate the same energy efficiency that we have come to expect from our existing facilities. We support our acquired companies and their sites in improving their carbon efficiency.

#### Energy by Source 2018



#### Renewable Energy

Most of our renewable energy consumption relates to stationary energy consumption, primarily the operation, heating, and cooling of our various facilities. In total these types of energy consumption make up about 40 percent of our total consumption, and of this, about 17 percent comes from renewable sources. We seek to increase the amount of energy consumed from renewable sources, which is a new goal for the company. In 2019, we will

be exploring initiatives to determine how best to accomplish this, including initiatives related to renewable energy supply and investment in solar installations.

#### Sustainability Initiatives

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 non-compliance with environmental laws or regulations.

Corporate Sustainability oversees progress on projects and initiatives undertaken in our global units. Typical energy projects would relate to vehicle choice, electricity consumption, and facility heating and cooling. By the end of 2018, we completed more than 500 projects across the Group.

#### Impacts from Logistics and Travel

Logistics is an important area for us because of the widespread locations of our operations and sales and service organizations. We have key manufacturing facilities located in China, Europe, 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 eliminating unnecessary travel and transportation, encouraging fuel-saving driving and routing, ensuring well-adapted loading, and undertaking proper vehicle maintenance.

Air travel is a necessity 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 CO<sub>2</sub> emissions target, we are disclosing the impact of air travel above in our Scope 3 emissions.

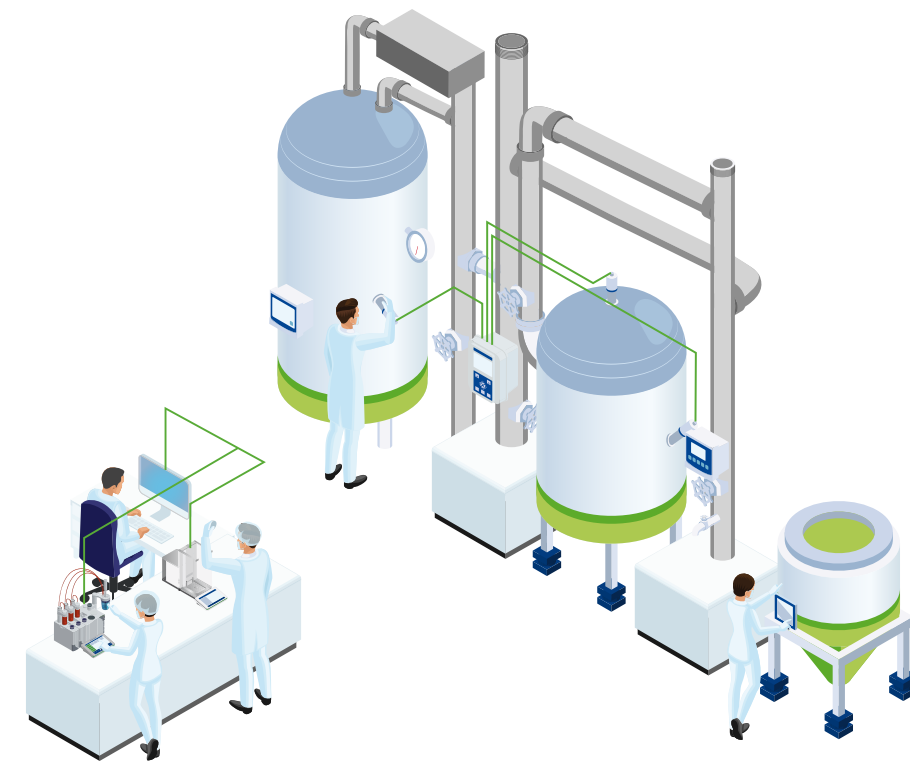
#### Water, Waste, and Other Emissions

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

The figures presented reflect data from a combination of direct measurements and, in few instances, estimations based on costs. The increase in our hazardous waste reflects that certain sites do not dispose of waste on an annual basis, but only periodically. Certain of our sites changed their waste disposal procedures, moving from landfill to incineration.

<b>Water, Effluents, and Waste</b>			<b>2017</b>	<b>2018</b>
<b>Water</b>	Water Withdrawn (public supply)	m <sup>3</sup>	224,878	232,152
	Groundwater Withdrawn	m <sup>3</sup>	422	486
	Wastewater Treated by Third Parties	m <sup>3</sup>	256	172
<b>Waste</b>	Hazardous Waste	tons	158	406
	Non-hazardous Waste	tons	4,487	5,058
	– Waste to Landfill	tons	1,268	1,250
	– Waste to Incineration	tons	591	1,142
	– Waste to Recycling	tons	2,628	2,667

<b>Other Emissions</b>			<b>2017</b>	<b>2018</b>
<b>Refrigerants (including ozone-depleting substances)</b>	kg		1,389	2,101
<b>Refrigerants' Ozone-Depleting Potential</b>	kg CFC-11e		63	83
<b>Refrigerants' Global Warming Potential</b>	tons CO <sub>2</sub> e		2,836	4,168



### Reduced Emissions: PI Instruments Help Reduce Food Waste

As much as one third of the food produced for human consumption is lost or wasted every year. The United Nations Environment Program has estimated that more than half of global food waste occurs during production, post-harvest handling and storage, and the remainder during processing, distribution, and at the consumption stage.<sup>6</sup> Our product inspection technologies, including x-ray inspection, metal detection, vision inspection, and checkweighing, help to reduce food waste during manufacturing by:

- Detecting contaminants
- Controlling for under- and overfilling
- Minimizing false reject rates
- Checking product and package integrity
- Inspecting label accuracy



X34 X-Ray Inspection

## Green Products and Services

Help our customers to be sustainable in their businesses

	<b>GreenMT Goals</b>	<b>Policies</b>
<b>Green Portfolio</b>	Emphasize and expand the sustainable features of our current portfolio	GreenMT Environmental Policy Design for Environment <a href="http://www.mt.com/integrity">www.mt.com/integrity</a>
<b>Green Development</b>	Develop additional Green value propositions in our products and services following the Design for Environment program	



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. When we consider our significant installed base of weighing instruments, which we believe is one of the largest in the world, we can have a potentially greater impact now on our customers' sustainability performance.

We have set two strategic goals relating to this topic. Firstly, to emphasize and expand the sustainable features of our current portfolio of products, and secondly to develop additional green value propositions in our new products and services by following our Design for Environment Program. These GreenMT goals are managed by the Corporate Sustainability team. Our Global Head of Product Lifecycle Management oversees the Design for Environment program. The individual business units manage initiatives relating to their specific products and services.

## Sustainable Features of Our Current Portfolio

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. Sustainable features include the use of low impact materials in the manufacture of our products, their relative energy efficiency, sustainable packaging, design for uptime and serviceability, including remote diagnostics and predictive diagnostics, applications to enhance customers' productivity and efficiency, and overall quality and long service life.

## Good Measuring Practices

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 consistent accuracy of measurement processes. This enables customers to improve their own sustainability profile, for example, 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 the following Good Measurement Practices:

- Good Weighing Practice™
- Good Titration Practice™
- Good Pipetting Practice™
- Good Density and Refractometry Practice™
- Good Electrochemistry Practice™
- Good Thermal Analysis Practice™
- Good UV/VIS Practice™
- Good Melting and Dropping Point Practice™

See [www.mt.com/gp](http://www.mt.com/gp) for more information.

## Food Safety and Hygienic Design

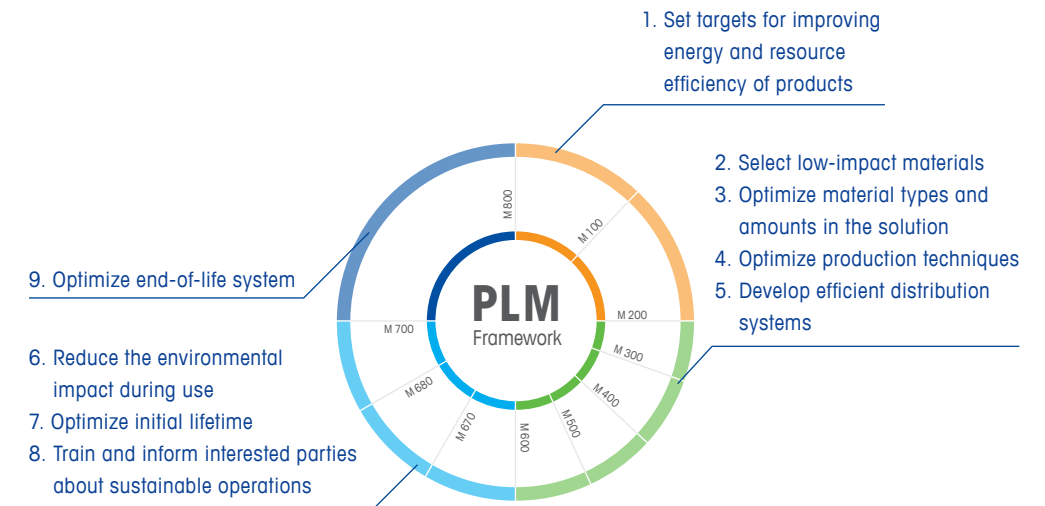
As another example of how we are helping our customers to be sustainable, we continue to educate the professional community about how to improve food safety, quality, and operational efficiency. We offer trainings, webinars, guidebooks, and white papers to key industry players such as manufacturers, 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](http://www.mt.com/food) for more information.

## 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.

## Product Lifecycle Management (PLM) Framework



The criteria we consider in our Design for Environment process include the following:

- More energy efficient in comparison to predecessor products and other products on the market
- Less material and lower impact materials used for the product
- Minimal, environmentally-friendly packaging
- Compact footprint and optimization for ease of service
- Features and applications enabling customers' efficiency and productivity
- End-of-life optimization, such as take-back, refurbishing, and recycling

## Design for Environment: New Portable Scale Is Energy Efficient

Here is one recent example from our product development team in China. They followed the Design for Environment process in designing our Portable Scale BPA121. In so doing, they addressed battery control, LED brightness, indicators, and other power-related features. As a result, the new product consumes 70 percent less energy than its predecessor.



BPA121 Portable Scale

In addition to product design, packaging is also an integral part of our design process. Proper packaging is crucial to ensure that our products arrive safely and in optimal condition at our customers' locations around the world. We strive to reduce the impact of packaging, both with respect to the packaging itself and the transportation of our products.

#### **Design for Environment: Rainin Uses Sustainable Packaging**

Rainin's Green-Pak™ SpaceSaver tip packaging uses up to 85 percent less plastic waste compared with the prior tip packaging. We eliminated unnecessary shrink wrap and packaging material in product containers. Product boxes are made of 100 percent recycled fiber, and the shells of the SpaceSaver are made from recycled water bottles (PET). The shipping containers themselves are made of recycled material.



Rainin Tip Packaging

We 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.

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 features.

#### **Product Compliance**

We ensure that our products enter the market in a responsible and safe manner. We comply with, or exceed, legal requirements with a global approach to product compliance. We 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 product labeling and product operation manuals 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 unlikely 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.





## Responsible Supply Chain

### Promote global best practices within our supply chain

	GreenMT Goals	Policies
<b>Supply Chain Practices</b>	Drive improvement in labor practices, human rights, business ethics, and related areas	<a href="#">Business Partner Code of Conduct</a> , <a href="#">Ethical, Social and Quality Standards Transparency in the Supply Chain</a>
<b>Supplier Performance</b>	Engage with key suppliers to enhance their economic, environmental, and social performance	<a href="#">Conflict Minerals Policy and Report</a> , <a href="http://www.mt.com/businesspartner">www.mt.com/businesspartner</a>



By diligent operation of 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 employees are trained 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 have set two strategic goals relating to this topic. Firstly, to drive improvement across our supply chain in labor practices, human rights, business ethics, and related areas; and secondly to engage with key suppliers 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 manufacturers for certain non-proprietary components. Our supply chain is globally diversified, complex, and represented by more than 3,500 suppliers. There were no significant 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, Switzerland, 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 CO<sub>2</sub> emissions of our distribution network.

We are a member of several sustainability platforms that help promote ethical supply chains. We are a member of the Responsible Business Alliance, and provide information on its Risk Readiness Assessment online 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. All our manufacturing facilities have been subject to third-party audits, so-called Sedex Member Ethical Trade Audits (SMETA). 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.

### Supplier Management Program

We subject all potential new suppliers to 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 an ongoing supplier program.

### 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/businesspartner](http://www.mt.com/businesspartner) 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/businesspartner](http://www.mt.com/businesspartner). 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 key suppliers annually as described below.

**Conflict Minerals Policy and Annual Reporting**

We seek to understand the origin of the materials that go into our products and 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.

**Supplier Assessment and Engagement**

As part of our supplier assessment program, we perform annual assessments of more than 250 strategic and key direct suppliers, who together represent approximately 40 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.



**Engaged Employees**  
Attract, develop, and retain the best employees

	<b>GreenMT Goals</b>	<b>Policies</b>
<b>Employment Conditions</b>	Leverage and improve our employment conditions, Vision and Values, and high-performance culture	Vision and Values Equal Employment Opportunity Parental Leave Policy Caregiver Leave Policy <a href="http://www.mt.com/careers">www.mt.com/careers</a>
<b>Employee Safety</b>	Foster an ever-safer workplace for all employees	



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 Vision and Values 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 units. 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 and finding innovative approaches, we are able to continuously improve our performance, even when we are starting from a world-leading level. And our commitment to use resources wisely embeds the sustainability value into our corporate culture.

### 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

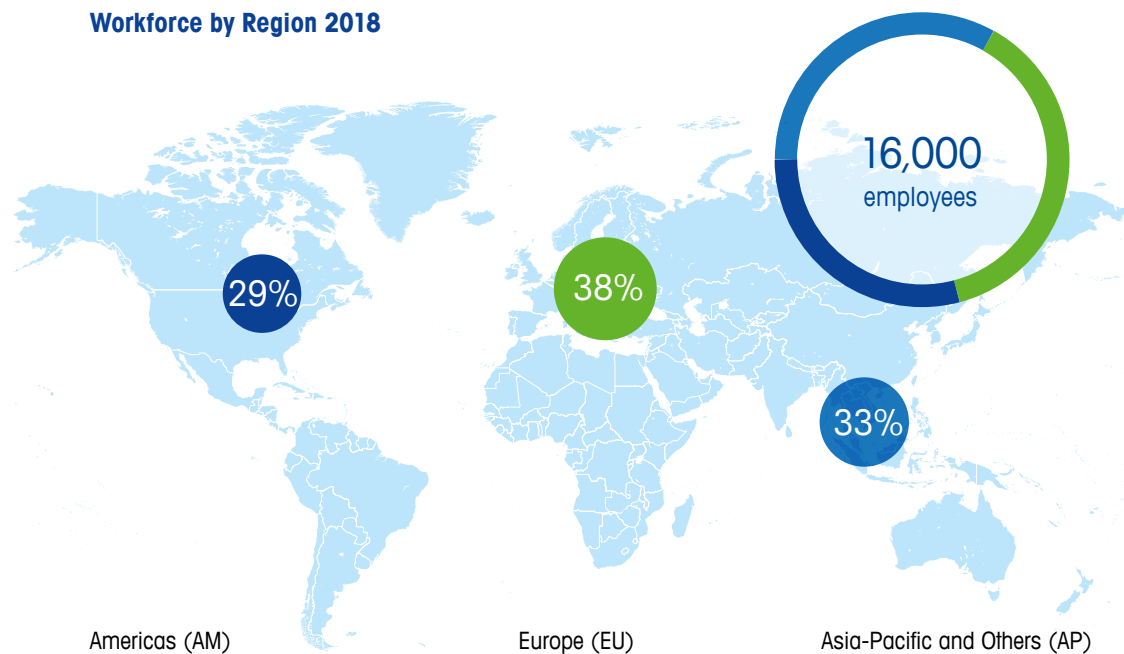
#### We Use Resources Wisely

We save time, money, and resources

## Attracting Employees

We have been steadily growing our workforce, which numbered 16,000 at the end of 2018 as compared with 15,400 last year. This includes 14,200 employees and 1,800 temporary personnel, of whom 6,000 are in Europe, 4,700 in North and South America, and 5,300 in Asia and other countries.

## Workforce by Region 2018



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.

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.

## Employee Data 2018

Employee Type	Female	Male	AM	EU	AP
Permanent	3,879	8,749	3,246	5,332	4,050
Temporary	186	285	6	370	95
External	559	1,247	356	823	640

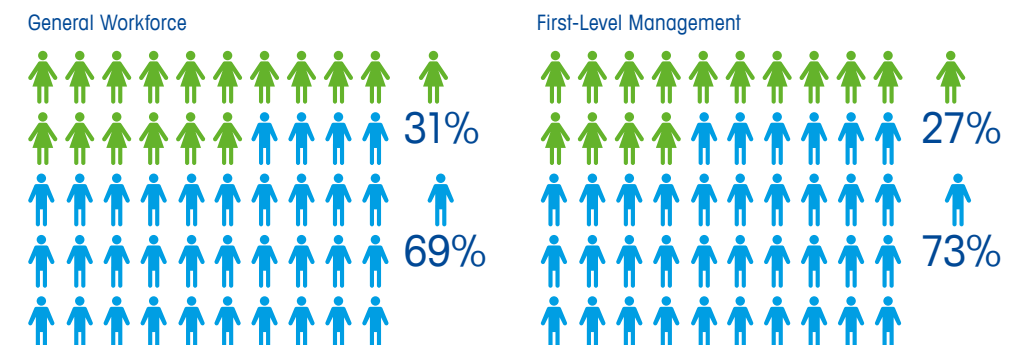
Employment Type	Female	Male	Employee Type	Under 30 years	30–50 years	Over 50 years
Full Time	4,063	9,754	Hires by Age Group	1,231	1,090	210
Part Time	561	527	Turnover by Age Group	376	185	51

Employee Type	Female	Male
Hires by Gender	920	1,607
Turnover by Gender	237	375

## Diversity and Equal Opportunity

We promote equal opportunity worldwide and value diversity in our teams. Our workforce is very diverse, reflecting the global diversity of our business. Overall, women make up approximately 31 percent of our total workforce, and hold 27 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 2018



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](http://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 2018, we had no reported incidents of discrimination in violation of our policies.

Grievances regarding labor-related issues are handled through an employee's line manager and human resources. If needed, it is escalated until a satisfactory resolution is reached. 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. Approximately 15 percent of our employees worldwide were covered by collective bargaining agreements in 2018.

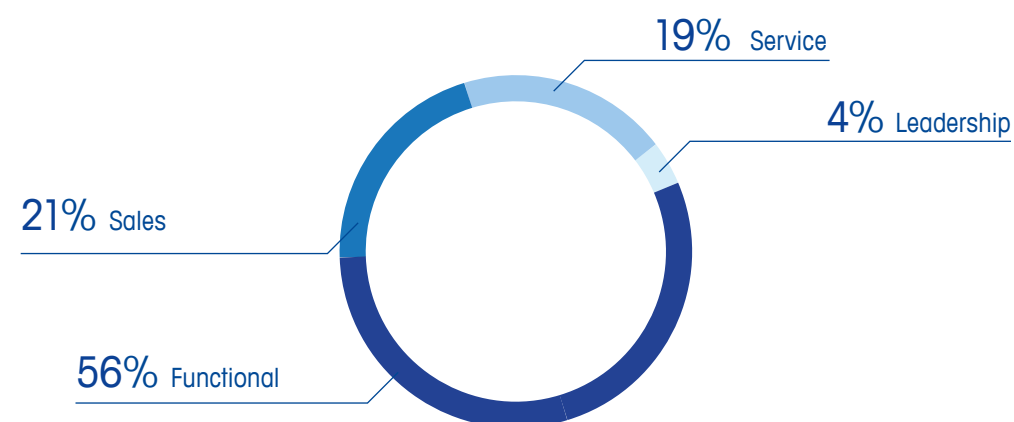
### Developing and Retaining Employees

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 2018, more than 13,000 employees completed one or more training courses, spending an average of 13.2 hours per employee (up from 11.7 hours the prior year).

### Training Courses Completed by Job-Function Area 2018



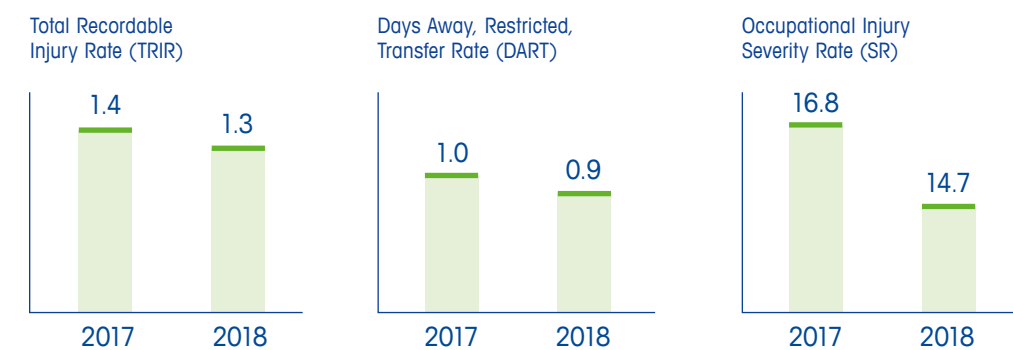
We have numerous local and regional programs across the world to help us develop our employees. These include programs targeted to young professionals to accelerate their development and build loyalty. Examples include initial career experience programs in the United States and Germany with rotating 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 2018, more than 500 employees had completed this seminar.

### 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.

### Health and Safety Performance 2018



We have local safety programs in place in 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. Our processes for monitoring occupational health and safety performance and for sharing best practices across units have continued to deliver improvements, especially in safety awareness on all levels. We believe we can make further improvements in accident prevention through preventive risk management programs.

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, reflected in our lost day rate of 14.7. We had no fatalities from occupational incidents in the reporting period. Detailed accident rates are shown in the table on the following page.

### Occupational Health and Safety

	2017	2018
Total Number of Employees	15,400	16,000
Total Recordable Cases	184	168
Total Recordable Injury Rate (TRIR)	1.4	1.3
Days-Away Cases (including restricted work and transfer)	125	103
Days-Away, Restricted, Transfer Rate (DART)	99	90
Occupational Injury Severity Rate (SR)	16.8	14.7
Occupational Fatalities	0	0

The workforce demographic data presented in this section represents the approximately 90 percent of our total global workforce that is currently covered by our HR information systems. The remainder is not yet covered by these systems, also because of recent acquisitions. We believe employee demographics for the remaining employees would be consistent with the figures reported.

### Community Volunteering: Jogging for Charity

The METTLER TOLEDO employee jogging club in Shanghai, China, sent six representatives to participate in a "Run with Love" 10 km run to benefit the Shanghai Volunteer Service Foundation, a charity for children. The activity was a healthy way to contribute to a worthwhile cause, and enhances team building and communication. One of our employees, Elizabeth Luo, says, "This was my first time to try the charity run. It gave me an opportunity to challenge myself as well as help others. I was also so happy to see that so many in METTLER TOLEDO like running; it helped me to run with them."



## Good Corporate Governance

### Follow governance best practices

	GreenMT Goals	Policies
<b>Good Corporate Governance</b>	<p>Use the GreenMT strategy to deliver on the most relevant of the UN Sustainable Development Goals</p> <p>Be a corporate governance leader, including by complying with relevant standards and principles</p>	<p>Code of Conduct</p> <p>Corporate Governance Guidelines</p> <p>Political Participation Policy</p> <p><a href="http://www.mt.com/integrity">www.mt.com/integrity</a></p>



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 any 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 governance performance, including by complying with relevant standards and principles. The GreenMT goals are managed by the Corporate Sustainability team. Our Group General Counsel oversees public company governance topics, and the Head of Compliance is responsible for the day-to-day operation of our Compliance Program.



## UN Sustainable Development Goals

We believe we have a role to play in helping achieve the Sustainable Development Goals and we share the United Nation's commitment to proactively addressing sustainability challenges. The goals we aim to contribute to with our GreenMT strategy include the following:

- 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 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.

## Our Compliance Program

We operate an Ethics and Compliance Program under the oversight of the Board of Directors, which is designed to prevent, detect, and respond to potential violations. We describe and reinforce our expectations for all employees in our Code of Conduct. All of our employees are required to complete training on the Code of Conduct every year. See [www.mt.com/integrity](http://www.mt.com/integrity) for more information.

The Code of Conduct provides guidance for all 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. Topics that we cover in the Code of Conduct include the following:

- Employment Practices and Conflicts of Interest
- Environmental Compliance, Health, and Safety
- Antitrust, Fair Competition, and Insider Trading Policy
- Intellectual Property and Confidential Information
- Anti-bribery and Corruption

## Ethical, Social and Quality Standards

Our Ethical, Social and Quality Standards 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 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 in place prohibiting any payment or acceptance of bribes and we expect the same from our suppliers and any other business partners we deal with. Periodically, we formally assess all of our operations for corruption risk. We conduct regular in-person trainings at company locations throughout the year. We also have standardized processes for communicating our policies and expectations to business partners. 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 emphasis on corruption. The Board is aware of our policies and procedures and receives regular updates.

## Anti-Competitive Behavior

We 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](http://www.mt.com/legal). In the reporting year, we received no substantiated complaints concerning breaches of customer privacy and are not aware of any leaks, thefts, or losses of customer data.

## Corporate Governance Principles

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.

In 2018, we committed to apply the best practices principles set out in the Commonsense Principles of Corporate Governance (Commonsense Principles 2.0). These voluntary principles are intended to 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](http://www.governanceprinciples.org) for a detailed description of the principles.

## Board of Directors

Our Corporate Governance Guidelines state that the Board of Directors should be composed of successful individuals who demonstrate integrity, dedication, reliability, knowledge of corporate affairs, a general understanding of our business, and an ability to work well together. In evaluating candidates, we consider diversity in business background, area of expertise, gender, and ethnicity.



At the end of 2018, the Board of Directors had nine 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. All directors are elected on an annual basis.

See [www.mt.com/investors](http://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**

All members of the Board of Directors are considered independent except for our CEO. The company has a separate CEO and non-executive Chairman. In addition, one director serves as the Presiding Director at all meetings of the independent directors. The composition of the board at the end of 2018 was as follows: all board members are 50 or older and the average age of the full board is 60; 22 percent of the board members are female; four board members are European, four American, and one Asian. See our proxy statement 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. This analysis includes details of executive compensation, the ratio of the CEO's pay to that of our median employee, and describes the consistently positive (over 90 percent) shareholder votes to approve 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, and day-to-day responsibility is vested with the Head of Regulatory Affairs, who is also Head of Sustainability.

#### **Shareholders' Participation Rights and Stakeholders' Consultation**

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](mailto: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 2018. See [www.mt.com/integrity](http://www.mt.com/integrity) 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. We did not conduct an external assurance, and we do not see this as required for the Corporate Responsibility Report at present. Our last Sustainability Report was published in 2018, covering information for the year 2017. This report covers the business year 2018. Unless otherwise stated, the reporting period is from January 1, 2018 to December 31, 2018. 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 2018 Annual Report. 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.

## References

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<https://www.un.org/sustainabledevelopment/sustainable-development-goals/>
3. **Commonsense Principles 2.0**  
<http://www.governanceprinciples.org/>
4. **Barron's 100 Most Sustainable Companies**  
<https://www.barrons.com/articles/these-stocks-are-winning-as-ceos-push-for-a-sustainable-future-51549657527>
5. **Drucker Institute's Management Top 250**  
<https://www.drucker.institute/programs/company-rankings/>
6. **UN Environment Program food waste statistics**  
<https://www.unenvironment.org/news-and-stories/press-release/food-waste-harms-climate-water-land-and-biodiversity-new-fao-report>

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