

Corporate Responsibility Report



2026

Covering 2025
Reporting Year



METTLER TOLEDO



About METTLER TOLEDO

METTLER TOLEDO is a leading global supplier of precision instruments and services. We have strong leadership positions in all our businesses and believe we hold global number-one market positions in most of them. We are recognized as an innovation leader and as a company committed to sustainability.

Our solutions are critical in key research and development, quality control, and manufacturing processes for customers in a wide range of industries including life sciences, food, and chemicals. Our sales and service network is one of the most extensive in the industry. Our products are sold in more than 140 countries, and we have a direct presence in approximately 40 countries. With proven growth strategies and a focus on execution, we have achieved a long-term track record of strong financial performance and sustainable growth.

Mettler-Toledo International Inc. became a publicly traded company with its initial public offering in 1997. Shares of METTLER TOLEDO are listed on the New York Stock Exchange as MTD (NYSE: MTD).

Our corporate headquarters is located in Greifensee, Switzerland, with executive offices in Columbus, Ohio. We list our subsidiaries in Exhibit 21 of our Annual Report on Form 10-K, which is available at www.mt.com/investors.



~18,100
Workforce



\$4 Billion
Net Sales



~40
Countries with Operations



140+
Countries Served

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We continue to strengthen the integration of environmental and social priorities within our organization, operations, and products.

A Word from the CEO



Dear Stakeholders,

I am pleased to share our 2026 Corporate Responsibility Report (CRR), which outlines our progress in 2025 and reflects how sustainability contributes to our strategy, governance, and operations. In a year marked by rapid change, we remained focused on building a resilient business that delivers long-term value for our shareholders, customers, employees, and the communities we serve. We continue to strengthen the integration of environmental and social priorities within our organization, operations, and products to meet customer and workforce expectations for sustainable business practices and solutions while also proactively responding to regulatory developments.

In 2025, we achieved several of our key environmental goals. We achieved our 2025 targets for zero waste to landfill (<5%) and waste intensity reduction. We also maintained 100 percent renewable electricity sourcing and carbon-neutral operations while advancing energy efficiency actions and resource stewardship. In recognition of these efforts, we earned our first CDP A rating for climate action. This accomplishment recognizes our commitment to climate-related disclosures and our ongoing efforts to reduce greenhouse gas emissions.

Our teams continue to embed sustainability into product design and lifecycle considerations, including sustainable packaging, digital-first documentation, and sourcing lower impact materials.

People and culture remained a central focus in 2025, highlighted by a multi-year transformation of our HR department, processes, and systems. These enhancements aim to improve the employee experience, from hiring and onboarding to development and performance. These initiatives align with our belief that a positive, high-performance culture is foundational to business success.

Looking ahead, we are focused on continuous improvement, sustainable growth, and long-term value creation. Led by our One Team culture of collaboration, we look to advance strong results and a more sustainable future.

Sincerely,

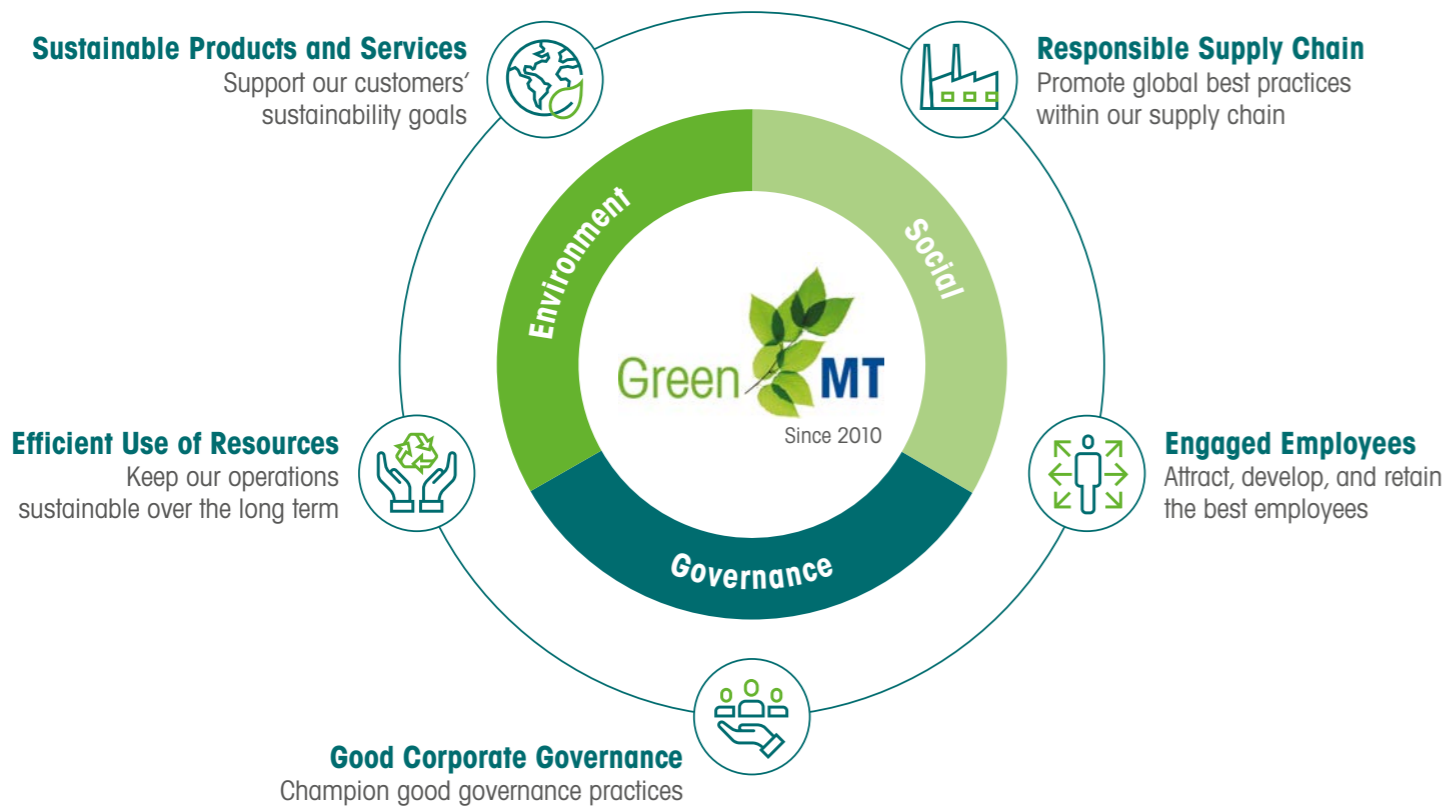
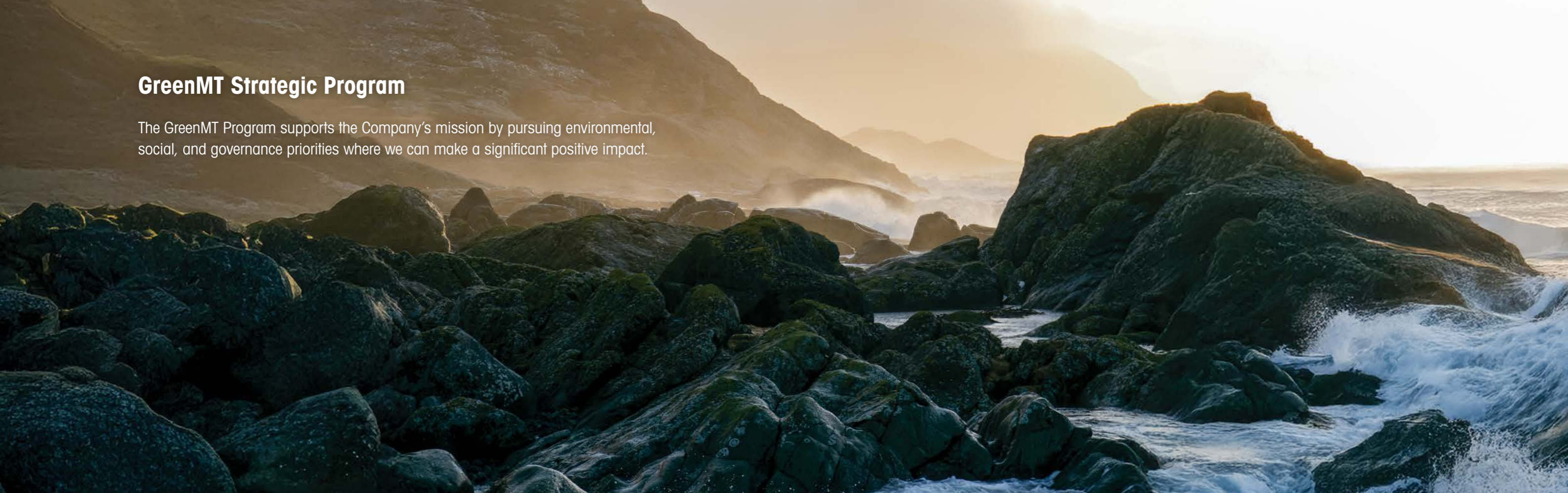
A handwritten signature in black ink, appearing to read "Patrick K. Kaltenbach".

Patrick K. Kaltenbach
President and Chief Executive Officer

April 2026

GreenMT Strategic Program

The GreenMT Program supports the Company’s mission by pursuing environmental, social, and governance priorities where we can make a significant positive impact.



GreenMT Goals

- Reduce greenhouse gas emissions across Scopes 1–3
- Increase energy efficiency and remain carbon neutral (Scope 1 and 2)
- Reduce waste and increase recycling
- Emphasize the sustainable features of our products and services, and continue to expand those features
- Leverage our Responsible Sourcing Framework to ensure sustainable conduct throughout our supply chain
- Continuously improve our employment conditions and high-performance culture
- Continue to cultivate an inclusive workplace
- Continuously improve workplace health and safety for all employees
- Champion good corporate governance practices, including compliance with relevant standards and principles
- Provide clear, accurate, and consistent disclosure on progress toward GreenMT goals
- Align the GreenMT strategy and related disclosures to the goals, regulations, and standards most relevant to us

Progress at a Glance

GreenMT Strategic Pillar	Status 2025	Summary of Targets and KPIs	UN Sustainable Development Goals (SDGs)
 <p>Good Corporate Governance</p>	<ul style="list-style-type: none"> <input checked="" type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/> 	<p>Compliance with Commonsense Principles of Corporate Governance</p> <p>Alignment with relevant disclosure frameworks</p> <p>Board composition</p> <p>Sustainability ratings</p>	   
 <p>Efficient Use of Resources</p>	<ul style="list-style-type: none"> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/> 	<p>Carbon neutral (Scope 1 and 2)</p> <p>100% renewable electricity</p> <p>Science-based targets (2030)</p> <ul style="list-style-type: none"> <input type="checkbox"/> Scope 1 and 2 emissions <input type="checkbox"/> Scope 3 emissions <p>Waste intensity (2025)</p> <p>Zero waste (<5%) to landfill (2025)</p>	   
 <p>Sustainable Products and Services</p>	<ul style="list-style-type: none"> <input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/> 	<p>Design for Environment Principles</p> <ul style="list-style-type: none"> <input type="checkbox"/> Regular training <input type="checkbox"/> Implementation in products <p>Sustainable packaging materials (2025)</p> <ul style="list-style-type: none"> <input checked="" type="checkbox"/> Sustainable sources <input type="checkbox"/> Recyclability 	     
 <p>Responsible Supply Chain</p>	<ul style="list-style-type: none"> <input type="checkbox"/> <input type="checkbox"/> 	<p>Responsible Sourcing implementation</p> <p>Supplier due diligence</p>	     
 <p>Engaged Employees</p>	<ul style="list-style-type: none"> <input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> 	<p>Continuing education and training</p> <p>Annual voluntary turnover</p> <p>Inclusive workplace</p> <p>Occupational health KPIs</p>	    

Achieved
 On Track
 Partially on Track

Economic Performance

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

Our net sales were \$4.0 billion for the year ended December 31, 2025, compared with \$3.9 billion in 2024. Our local currency sales increased 3 percent. Despite soft market conditions and uncertainty in the economic environment, we benefited from our strong culture of innovation and operational excellence.

Our net sales in 2025 were derived 42 percent from the Americas, 29 percent from Asia and other countries, and 29 percent from Europe. Our customer base is also diversified by industry as well as by individual end-customer. We are a worldwide manufacturer with major facilities located in the United States, China, Switzerland, Germany, the United Kingdom, and Mexico.

Further information about our products and services, sales, operating results, cash flow, organization, and subsidiaries can be found in our Annual Report 2025, Item 1 (Business), Item 7 (Management's Discussion and Analysis of Financial Condition and Results of Operations), and Item 8 (Financial Statements and Supplementary Data).



Financial Highlights



\$4 Billion
Net Sales

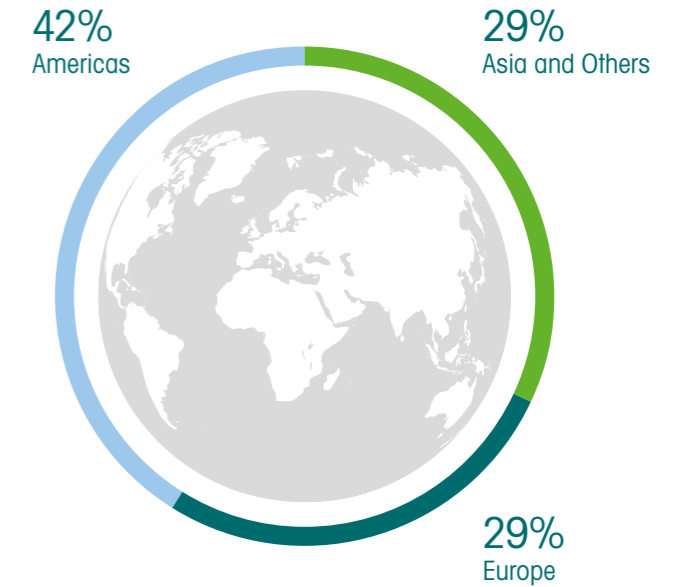


\$878 Million
Free Cash Flow*



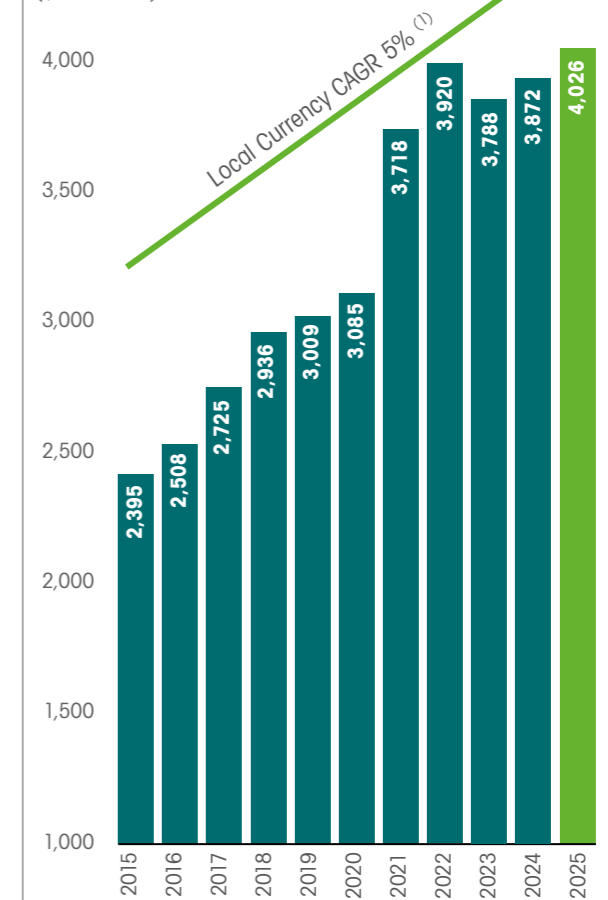
\$42.73
Adjusted Earnings per Share*

Sales by Customer Destination



Sales

(\$ in millions)



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

⁽¹⁾ CAGR in USD for the period 2015–2025 is 5%.



Our climate-related risk assessment incorporates scenario analysis.

Good Corporate Governance

Champion Good Governance Practices

GreenMT Goals	Targets and KPIs	Status
Good Corporate Governance	Compliance with Commonsense Principles of Corporate Governance Maintain a diverse array of skills, experiences, perspectives, and other backgrounds on the Board of Directors	No significant governance concerns were raised One third women and six national origins represented on the Board, with cybersecurity expertise and other critical skills represented*
Disclosure on GreenMT Progress	Achieve consistently good ratings with select external rating agencies	First or second decile ranking with many leading rating organizations
Strategy and Disclosure Alignment	Alignment with TCFD, SASB, and UN SDGs	CRR published annually, with external assurance of emissions data and cross-referencing to relevant frameworks

Sustainable Development Goals



Company Policies

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

* Nominated at 2026 Annual Meeting of Shareholders.

The Company is committed to championing good governance practices, and we recognize that strong corporate governance and transparent reporting are key drivers of long-term sustainability. Ongoing attention by the Board of Directors and executive management to governance topics has enabled the successful, continuous improvement of the Company's governance profile.

Historically, including in 2025, we have three governance priorities: (1) ensuring compliance with relevant regulations; (2) providing meaningful disclosure on our activities and progress; and (3) aligning our strategy and disclosure practices with the third-party standards, goals, and frameworks that are most relevant to our business and are of the greatest interest to our stakeholders.

Structure and Oversight

The full Board of Directors oversees the Company’s management of our sustainability programs, including GreenMT and our Ethics and Compliance Program. Typically, executive management updates the Board on each of these programs at least annually, or more frequently as necessary. Topics include, but are not limited to, performance against targets, strategy roadmaps, sustainability risks and opportunities, trends, and regulatory requirements.

Each year, the Company conducts a comprehensive enterprise risk assessment that includes details of the Company’s management of enterprise-wide risk topics, including climate-related risks. The Board receives the full results of the annual enterprise risk assessment, including an evaluation of the risks presented and a detailed description of the actions taken by the Company to mitigate these risks. On an annual basis, the Audit Committee and the full Board review the results of the enterprise risk assessment in detail with management. The Chief Executive Officer reports directly to the Board and oversees the GreenMT Corporate Program.

The GreenMT Program addresses the Company sustainability priorities, including climate-related topics, in five pillars: (1) efficient use of resources; (2) sustainable products and services; (3) responsible supply chain; (4) engaged employees; and (5) good corporate governance. See the section GreenMT Strategic Program above for more details.

Day-to-day responsibility for GreenMT is held by the Head of Sustainability, who reports directly to the Chief Executive Officer. The Head of Sustainability manages GreenMT to meet its objectives, including climate-related strategy objectives, metrics, and targets.

All executive management members of the Group Management Committee actively participate in GreenMT initiatives and have performance-based compensation targets related to GreenMT goals as part of the cash bonus incentive. Compensation targets include performance metrics related to progress toward and achievement of emissions reduction, resource use and efficiency, supplier engagement, product sustainability, employee safety, and others. For more information on these goals see our Proxy Statement for the Annual Meeting of Shareholders at www.mt.com/investors.

Our Chief Legal Officer oversees public company governance topics and the Company’s Ethics and Compliance Program, while the Head of Ethics & Compliance is responsible for the daily operation of the Ethics and Compliance Program worldwide. Our Chief Financial Officer oversees our enterprise risk management process. Since 2022, in light of increasingly complex regulatory requirements and in support of good governance practices, our Chief Financial Officer also oversees the reporting and internal validation of Scope 1 and 2 activities and emissions data. Our Chief Information Officer oversees our cybersecurity program.

The Chief Legal Officer, Chief Financial Officer, and Chief Information Officer each report directly to the Chief Executive Officer.

Board of Directors

As of the 2026 Annual Meeting of Shareholders, the Board of Directors consists of nine directors with broad experience and represents a geographically diverse group from Asia, Europe, and the Americas. We provide further information about the directors and the composition of the Board and its committees in our annual proxy statements. Shareholders elect all directors on an annual basis. See our latest proxy statement for more information.

The Board strives to cultivate the Company’s long-term success in a manner that is consistent with its obligations to shareholders. Board members are required to act in good faith in the best interests of the Company and to disclose circumstances that may give rise to a conflict of interest. Our Code of Conduct addresses conflicts of interest. In the past year, there were no conflicts identified, and the Board did not approve any waivers of the Code of Conduct with respect to our executive officers or directors. We address additional topics such as the professional backgrounds and experiences of each of our directors and director shareholding in our proxy statement.

Board Composition and Committees

Under relevant rules, all directors are independent, and over half of the Board of Directors has been refreshed in recent years. The Company has an independent, nonexecutive Board Chair.

In addition, one director serves as the Lead Director who assists the Board Chair as needed and oversees all meetings of directors at which the Board Chair is not present. Women comprise one third of the nominees to our Board of Directors at our 2026 Annual Meeting of Shareholders. The Board has developed a skills and experience competency matrix, which is used to ensure that the Board of Directors is composed of individual directors possessing

Board of Directors			
Audit Committee, Compensation Committee, and Nominating and Corporate Governance Committee			
Chief Executive Officer			
Representative Topics	Environmental Pillar	Social Pillar	Governance Pillar
See the associated chapters of this report for more details	Efficient Use of Resources Keep our operations sustainable over the long-term	Responsible Supply Chain Promote global best practices within our supply chain	Good Corporate Governance Champion good governance practices
	Sustainable Products and Services Support our customers’ sustainability goals	Engaged Employees Attract, develop, and retain the best employees	
Management Team Senior management with direct responsibilities related to sustainability matters	Head of Sustainability Chief Financial Officer Heads of Divisions Head of Global Supply Chain Heads of Market Organizations	Head of Sustainability Chief Human Resources Officer Head of Global Supply Chain Heads of Divisions Heads of Market Organizations	Head of Sustainability Chief Legal Officer and Corporate Secretary Chief Financial Officer Chief Information Officer



a variety of skills, experience, expertise, industry knowledge, backgrounds, and perspectives. See our current proxy statement for director age, tenure, and additional biographical details.

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

Elements of Corporate Governance Leadership

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

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

Enterprise Risk Assessment—Climate-Related Risk Oversight

The enterprise risk assessment discussed above, in Structure and Oversight, identifies and defines risk topics through a series of interviews with senior management. With respect to climate-related risks, the results from scenario analysis related to physical and transition risks are incorporated into the risk assessment.

Each risk topic included in the enterprise risk assessment is mapped with respect to its anticipated likelihood, potential magnitude, and potential velocity. The likelihood scale runs from “rare” to “almost certain,” looking at a five-year time horizon. The magnitude scale runs from “insignificant” to “catastrophic,” as judged by the potential impact on annual profitability. The velocity scale runs from “gradual” to “nearly immediate” as judged by the potential time over which a risk may materialize.

The enterprise risk assessment aims to focus the attention of the Board and management on the most significant risks the Company faces or could potentially face. However, inclusion of a risk or potential risk topic in the enterprise risk assessment does not mean per se the Company has determined that that risk or potential risk topic is an actual risk (versus a potential one) or that a risk or potential risk topic is material.

The Company engaged third-party experts to help identify and quantify climate-related risks and opportunities in 2024. This engagement went deeper than the enterprise risk assessment by evaluating transition and physical (both acute and chronic) risks and opportunities using multiple scenarios over short-, medium-, and long-term time horizons. Accordingly, this climate-specific assessment highlighted related risks and opportunities that, even if not material over a five-year horizon, could become significant in the longer term.

The Company’s climate-specific risk assessment evaluated physical (both acute and chronic) risks and opportunities using climate models from Correntics under two scenarios: (1) a “net zero” scenario under which global temperature increases are limited to 1.5°C by 2050; and (2) a “current policies” scenario under which global temperature increases by 4°C by 2050. Correntics modeling uses high-resolution, multi-model, and multi-scenario datasets of weather and climate variables, indices, and physical hazards that provide a collection of climate information for risk analysis and modeling. For this exercise, the Company evaluated business and asset exposures under both scenarios.

For transition risks and opportunities, the Company's climate-specific risk assessment also analyzed seven climate scenarios and two business paths published by the Network of Central Banks and Supervisors for Greening the Financial System (NGFS) in 2023: (1) RCP 2.6 (1.8°C) and (2) RCP 8.5 (BAU 4.4°C). The NGFS uses three integrated assessment models to generate its scenarios. For this exercise the Company evaluated the impact of changes in energy expenses and the cost of carbon, two key drivers of the transition to a low-carbon economy, under these scenarios.

The Company's climate-related risk assessment has not identified any material risks over the short-term (five-year) horizon. For the long-term horizon (beyond five years), significant variability and uncertainty exist in the future models and forecasts. As part of our ongoing focus, we continue to actively monitor climate-related risks and opportunities over the short, medium, and long terms.

Sustainability Materiality Assessment

Our initial comprehensive sustainability materiality assessment dates to 2018 and was conducted by members of the Corporate Sustainability team, senior management, and various stakeholder representatives. During this assessment, we identified and prioritized the issues most relevant to us and our customers and shareholders, as bound within this report. To prioritize relevant topics, we identified our main economic, environmental, social, and governance impacts. We then viewed these in the context of the Company's culture, Corporate Vision and Values, and overall strategy to deliver sustainable shareholder and customer value over the long term.

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

We regularly engage with our customers through our extensive sales and service interactions, customer surveys, and specific sustainability assessments that customers ask us to participate in. Our Supply Chain Management team is closely engaged with our suppliers on all relevant topics, including our expectations regarding sustainability in our supply chain.

Our Investor Relations Program ensures that we have a good sense of our shareholders' interests. We also actively monitor global trends and draw on consultants to understand current and emerging expectations of regulators, non-governmental organizations, and other interested parties.

As sustainability topics continue to evolve, we update the assessment to reflect changing and emerging topics and how these affect our Company and stakeholders. Based on best practice reviews and the stakeholder engagement described above, we updated this assessment in 2021, 2022, and 2023 to redefine and reprioritize topics where appropriate.



In 2024, we started preparations to comply with the European Union Corporate Sustainability Reporting Directive (CSRD). The uncertainty accompanying the implementation of CSRD has impacted our ability to finalize updates to our assessment. While we continue to evaluate the regulatory implications for our assessment we direct our readers to our assessment disclosures in our past Corporate Responsibility Reports.

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

Business Strategy Alignment

As discussed above, all executive management members have performance-based compensation targets related to GreenMT goals. In the following chapters of this report, we describe how sustainability priorities are built into the following initiatives: SternDrive, our Corporate Operational Excellence Program; our Design for Environment Principles, which guide new product development and product redesigns; and our Responsible Sourcing Framework, a critical component in our sourcing decisions. Our Business Units now also use strategic review meeting templates that mandate strategic alignment with our GreenMT Program.

Disclosure and Interaction with Shareholders and Other Stakeholders

We believe accurate and meaningful disclosure of our sustainability performance is important to ensure transparency and alignment with the interests of our various stakeholders. We began voluntarily disclosing our targets and progress in 2014 covering the years 2011–2013. We carefully select the priorities where we want to optimize our impact while contributing to our overall business strategies.

We continuously evaluate the shifting landscape of sustainability reporting standards and frameworks, as well as emerging regulatory requirements relating to sustainability disclosure, and aim to keep our disclosure agile to align with emerging mandates. We are already taking steps to comply with many of these regulations and believe that we will be well positioned for compliance.

Recognizing that reliability and accuracy in disclosures are of primary importance, we continue to proactively design our sustainability disclosures not only to meet stakeholder expectations but also to align with control systems. We conduct external assurance of our emissions data and related energy consumption according to ISO 14064-1:2019. Our own Internal Audit has been involved in reviewing Scope 1 and Scope 2 data and processes since 2022.

We prioritize engagement with third-party ratings agencies that we believe are relevant to our various stakeholders. We have a history of high performance with many ratings agencies, including CDP, MSCI, Sustainalytics, ISS, and S&P Global.

We also are an active member of EcoVadis, a platform where suppliers and buyers are rated according to ethical, environmental, and social parameters. Furthermore, we provide similar information through other sustainability assessment platforms upon request from our customers.

We maintain an active Investor Relations function, maintaining a close relationship with our shareholders and other external stakeholders. Topics our shareholders and other external stakeholders raise with Investor Relations are typically shared with the Chief Executive Officer, Chief Financial Officer, Chief Legal Officer, and Board of Directors. We also engage with our shareholders on a regular basis, including during proxy season and leading up to our annual shareholders meeting.

We engage with other stakeholder groups in a variety of ways, described previously in the section Sustainability Materiality Assessment. No critical concerns were communicated to Investor Relations or the Board in 2025.



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

How METTLER TOLEDO Aligns with the UN Sustainable Development Goals

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

Our Corporate Responsibility Report tracks our sustainability commitments and progress and illustrates how our GreenMT priorities align with SDGs. We believe that we can most directly contribute to the following SDGs via our GreenMT strategy:

- Pursuing sustainable management and efficient use of natural resources
- Reducing waste generation through prevention, reduction, recycling, and reuse
- Increasing the use of renewable energy
- Increasing water-use efficiency, reducing pollution, and minimizing the release of hazardous materials
- Investing in innovation and enhancing scientific research
- Promoting safe and secure working environments and eradicating forced labor
- Preventing corruption and bribery in all their forms
- Promoting inclusion and ending unlawful discrimination
- Ensuring women's full and effective participation and equal opportunities for leadership, in accordance with applicable laws

We have set specific GreenMT goals to drive desired behavior and, as described throughout this report aligned them to the SDGs most relevant to us.

Our Compliance Program

Our Ethics and Compliance Program contributes significantly to our leadership in good governance. We designed this program and continue to update it according to relevant regulatory guidance, which helps us prevent, detect, and respond to potential violations. We periodically engage independent parties to ensure that our program is well designed.

We complete an ethics and compliance risk assessment annually, which directs our activities and guides the strategy of our Ethics and Compliance Program.

The Board of Directors oversees our management of the Ethics and Compliance Program. We describe and reinforce our expectations for all employees in our Code of Conduct, which the Board approved in its current form in February 2025. We deliver mandatory Code of Conduct training to all our employees on an annual basis, and we also reach employees with Code of Conduct messaging through multiple levels of leadership. Employees receive additional online and in-person training throughout the year on individual compliance and Code of Conduct topics. Code of Conduct implementation is part of our internal audit procedures, which cover each of our Business Units at least every three years. See www.mt.com/policies for more information, including the full Code of Conduct.

The Code of Conduct guides employees in identifying and helping to solve various legal and ethical questions. It includes contact details and information on various internal and external reporting channels, such as hotlines, the Ombudsman, access to Internal Audit, and the Board of Directors, where individuals can seek guidance and report concerns. Employees and third parties can utilize these mechanisms confidentially or anonymously, without fear of retaliation. These reporting channels are available worldwide, and employees are required to report violations or suspected violations of our Code of Conduct. We are committed to addressing misconduct and ethical risks, and each report receives thorough follow-up and due attention.

Ethical, Social, and Quality Standards

Our Ethical, Social, and Quality Standards, available at www.mt.com/policies, set out our public commitment to conducting our business ethically, legally, and in a socially and environmentally responsible manner. This document covers topics including compliance with the law, ethical conduct, fair competition, anti-bribery, information security, environmental and quality standards, product responsibility, health and safety, discrimination, and human rights. At least annually, the Board of Directors reviews these topics as part of its oversight of the Ethics and Compliance Program and the Code of Conduct.

Anti-Bribery and Corruption

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

Anti-Competitive Behavior

We aim to comply with the antitrust laws of the United States, the competition laws of the European Union, and similar laws adopted by other countries around the world, and we take compliance with these laws very seriously. Employees may not participate in any agreement, understanding, or other activity that would violate any such laws. We conduct online and in-person training sessions at various Company locations throughout the year to address these obligations. We have not had any instances of violations or fines levied against the Company for anticompetitive behavior in the past year.

Data Privacy and Cybersecurity

We have implemented various measures to ensure compliance with data protection laws around the world. We publish our privacy policies and statements at www.mt.com/legal.



We have adopted the NIST Cybersecurity Framework and meet the controls requirements set forth in the ISO 27001:2022 standard for core corporate IT processes and systems and also for our China Business Units. We undertake annual audits from certified third parties, as well as qualified external penetration assessment firms, to ensure proper and effective application of security control. For our product development lifecycle processes, our cybersecurity management system is IEC 62443-4-1 certified, which addresses security for operational technology (OT) in general and is also specific to industrial automation and control systems. Our programs also include cybersecurity practice drills, mandatory quarterly cybersecurity training for all employees, employee email phishing tests, technical security controls, enhanced data protection, and the maintenance of backup and protective systems.

Political Participation Policy and Participation in Associations

We have a long-standing policy of not participating in or contributing to political campaigns, individuals, or groups, and do not take positions in public policy debates. We have in the past responded to regulators' requests for (1) financial or business information that may be considered by those regulators in formulating rules and (2) public comment on proposed rules affecting businesses. Consistent with our Political Participation Policy, no political donations were made during 2025. See www.mt.com/policies for more information.

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



In 2025, METTLER TOLEDO received a CDP A rating for Climate Action and achieved zero waste to landfill (<5%) for the first time.

Efficient Use of Resources

Keep Our Operations Sustainable over the Long Term

GreenMT Goals	Targets and KPIs	Status
Reduce Energy Consumption and Carbon Emissions	Carbon Neutral (Scope 1 and 2)	Achieved
	100% renewable electricity	Achieved
	Near-term science-based targets: <ul style="list-style-type: none"> • Reduce absolute Scope 1 and 2 GHG emissions 70% by 2030 (from 2018 base year) -56% • Reduce absolute Scope 3 GHG emissions 30% by 2030 (from 2019 base year)* -4% 	
Reduce Waste and Increase Recycling	Reduce waste intensity 20% by 2025 compared with 2018 (tons of waste per million USD sales)	-28% compared with 2018
	Zero waste to landfill (<5%) by 2025	Achieved (4%)

Sustainable Development Goals



Company Policies

GreenMT Environmental Policy
www.mt.com/policies

* Scope 3 targets are detailed on page 29.

When we initiated our GreenMT Program in 2010, we focused on managing our own operations sustainably, with minimal environmental impact. Over the years, we have improved energy efficiency by focusing on facilities, manufacturing processes, and our global sales and service fleet. Since 2020, we have achieved two important targets each year: 100 percent sourcing of renewable electricity and carbon neutrality in our operations.

Climate change highlights the need to accelerate actions and look beyond our operations to understand and limit the impact on climate across our entire value chain.

In 2021, we committed to near- and long-term Company-wide greenhouse gas (GHG) emissions reductions, in line with the Science Based Targets initiative (SBTi). These targets are consistent with the latest climate science and the Paris Agreement goal of limiting global warming to 1.5°C above preindustrial levels and were approved by SBTi in 2022. For a detailed description of our science-based targets covering Scopes 1, 2, and 3, see box on page 29.



These targets underline our long-term commitment to take meaningful action to limit climate change. Furthermore, it supports credible collaboration with our suppliers and customers toward decarbonization (also see chapter “Responsible Supply Chain”). In 2025, we continued to focus on reducing Scope 1 and 2 emissions while expanding activities to lower Scope 3 emissions, in line with our climate strategy and road map.

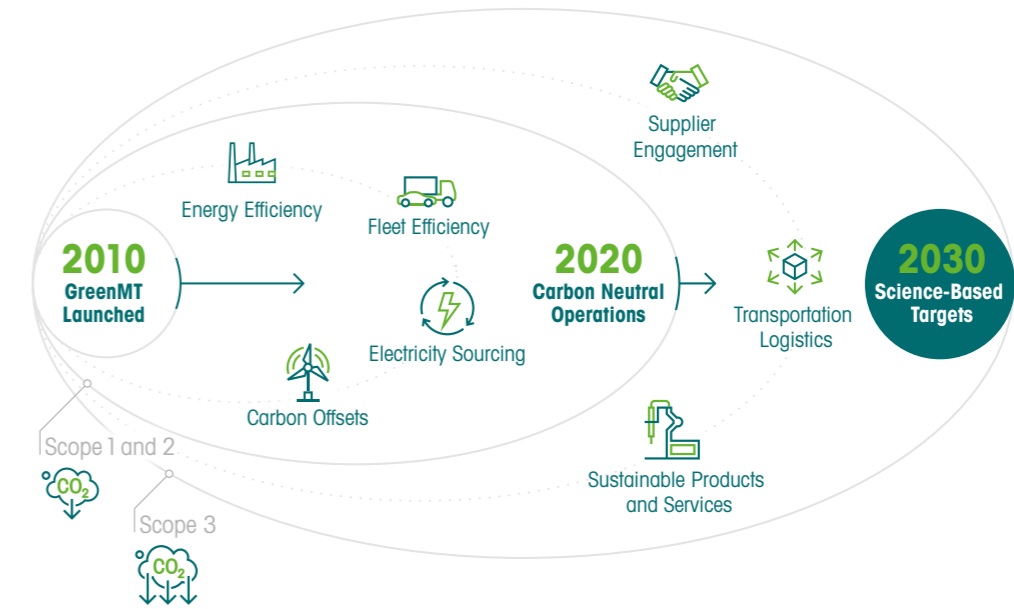
In addition to reducing our GHG emissions, we continue our efforts to reduce the waste generated in our operations, increase recycling, and achieve and maintain our zero waste-to-landfill (<5%) target.

The Corporate Sustainability team manages the GreenMT targets in these areas. Executive management members oversee projects in pursuit of the goals in their respective areas of responsibility including SternDrive, our Corporate Operational Excellence Program for continuous improvement efforts within our supply chain, manufacturing, and back-office operations. Individual Business Units manage initiatives relating to their specific business operations. Since 2021, we broadened our analysis of climate-related risks and opportunities to incorporate recommendations from the Task Force on Climate-Related Disclosure (TCFD) into this report and our annual submission to CDP.

As part of our broader annual assessment of enterprise risks, the Head of Sustainability leads the assessment of climate-related risks and opportunities with active involvement from the Chief Executive Officer. Our annual enterprise risk assessment, conducted under the supervision of the Chief Financial Officer, includes the results of the climate-related assessment and is reviewed with the Board of Directors.

Business continuity planning is also a component of our enterprise risk management. Our Business Units update and maintain their business continuity plans under the direction of the Chief Financial Officer’s office and the heads of Supply Chain and IT. Where relevant, these plans assess and outline actions to mitigate and manage physical climate-related risks to our business locations. For information on risk oversight, also see chapter “Good Corporate Governance.”

The METTLER TOLEDO Climate Strategy



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

Reducing Our Carbon Footprint

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

In support of these goals, we have developed a comprehensive climate strategy with the initial focus on achieving our near-term targets by 2030. This strategy builds upon a range of key initiatives and measures, detailed on page 30.



For the first time, we have achieved the highest score—an A—in the 2025 CDP assessment on climate action. Furthermore, we re-achieved the A score in CDP’s Supplier Engagement Assessment. These accomplishments recognize our commitment to climate-related disclosures and our ongoing efforts to reduce greenhouse gas emissions.

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

The largest share—82 percent—of our operations' GHG emissions stems from our sales and service vehicle fleet, consisting of more than 3,500 vehicles. We have been working to enhance the efficiency of our vehicle fleet for many years, and we are working towards a target of more than 60 percent electric vehicles in our global passenger vehicle fleet by 2030.

We have country-specific targets for our Business Units' purchase and use of low-emission hybrid and electric vehicles, considering the availability of suitable vehicle types and charging infrastructure in their markets, as well as the vehicles' life-cycle costs. In addition, we have implemented fleet management practices and measures to increase efficiency. Remote sales and service approaches are also applied where possible to reduce the use of vehicles altogether.

Refrigerants and fossil fuels used for stationary heating needs contribute to the remaining emissions from our operations. We aim to upgrade additional facilities to more modern HVAC systems, using refrigerants in lower volumes and with lower GHG emissions. We also aim to transition more facilities currently using fossil fuels to lower-emission and renewable energy options, including electric heat pumps, on-site renewable energy generation, or district heating. Projects for several of our facilities are currently being implemented or evaluated.

Energy efficiency projects continue to be implemented in our facilities to reduce greenhouse gas emissions, increase operational resilience, and reduce operational cost. Energy efficiency measures are part of our SternDrive Operational Excellence Program. These measures are focused on optimizing manufacturing equipment and processes as well as facility infrastructure, including building insulation, lighting, heating, cooling (including refrigerants), and related control systems.

In addition to the above measures, we continue to purchase renewable electricity, covering 100 percent of our electricity needs.

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

Our responsibility extends beyond our direct operations and includes our Company's value chain emissions from upstream and downstream activities, also known as Scope 3 emissions. Emissions from Purchased Goods and Services (Category 1) and Capital Goods (Category 2) together represent the largest share of our Scope 3 emissions. They are mainly driven by sourcing steel, metal parts, electronic parts, and other materials used in our products. A priority for our teams in product development and supply chain is finding ways to reduce the amount—and the emissions impact—of metals and other materials used to make our products. This requires improved product and packaging designs and alternative low-emission material choices. We are actively engaging with suppliers to find such materials with a lower carbon footprint.

Emissions from the Use of Sold Products (Category 11) are the second-largest contributor to our Scope 3 emissions. These emissions are largely driven by the electricity consumed by our products when used by our customers. While most of our products have relatively low power



Our Approved Science-Based Emissions Reduction Targets

Near-Term Targets

Mettler-Toledo International Inc. commits to reduce absolute Scope 1 and 2 GHG emissions 70% by 2030 from a 2018 base year.

Mettler-Toledo International Inc. commits to reduce absolute Scope 3 GHG emissions from purchased goods and services, fuel and energy related activities, upstream transportation, business travel, employee commuting, and the use of sold products 30% by 2030 from a 2019 base year.

Long-Term / Net Zero Targets

Mettler-Toledo International Inc. commits to reduce absolute Scope 1 and 2 GHG emissions 90% by 2050 from a 2018 base year. Mettler-Toledo International Inc. commits to reduce absolute Scope 3 GHG emissions 90% by 2050 from a 2019 base year.

consumption, they are sold in large numbers and remain in use by our customers for many years, leading to sizeable aggregate emissions. We continue to focus on improving our products' energy efficiency during use, as well as training our customers to use energy-saving options where available. In addition, as our customers increase their use and sourcing of renewable electricity to reduce their own operations emissions, we can expect an additional reduction of our Category 11 emissions over time.

Emissions from Upstream and Downstream Transportation and Distribution (Categories 4 and 9) are the third largest—although relatively smaller—contributor to our Scope 3 emissions. We have major manufacturing facilities located in the United States, China, Switzerland, Germany, the United Kingdom, and Mexico, and ship products worldwide to more than 140 countries. We continue to work with our logistics experts and transportation partners to improve the efficiency of our logistics network and to optimize routing and packing, as well as increase the share of low-emission transportation modes.

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

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

Our Design for Environment Principles (see chapter “Sustainable Products and Services”), Responsible Sourcing Framework and supplier engagement activities (see chapter “Responsible Supply Chain”), and our SternDrive Corporate Operational Excellence Program are all instrumental in our decarbonization pathway toward achieving the targeted Scope 1, 2, and 3 emissions reduction measures.

Key Climate Strategy Initiatives and Measures

 <p>Fleet Efficiency</p> <ul style="list-style-type: none"> Move to a 60% electric passenger vehicle fleet by 2030 Use remote sales and service approaches 	 <p>Energy Efficiency</p> <ul style="list-style-type: none"> Optimize facilities, manufacturing equipment and processes, and related control systems 	 <p>Renewable Energy</p> <ul style="list-style-type: none"> Increase share of renewable energy Source 100% renewable electricity or produce on-site
 <p>Supplier Engagement</p> <ul style="list-style-type: none"> Encourage/require suppliers to reduce emissions Work with suppliers to reduce emissions tied to their specific products 	 <p>Sustainable Products</p> <ul style="list-style-type: none"> Reduce material usage and use lower-emission materials for products and packaging Reduce power consumption of products during use 	 <p>Transportation and Logistics</p> <ul style="list-style-type: none"> Increase network efficiency, including routing, packing, and share of lower-emission transportation modes

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

Our efforts to reduce greenhouse gas emissions in our operations remain on track with a decrease in our Scope 1 and 2 emissions primarily related to the continued shift to electric vehicles and reduction in the number of diesel fueled cars. GHG emissions from our operations decreased by 5 percent overall in 2025 compared to the prior year. Compared to the 2018 base year, emissions have decreased by slightly more than 34,000 tons of carbon dioxide equivalent (CO₂e), achieving a 56 percent reduction (excluding offsets).

Scope 1 emissions declined 5 percent in 2025 compared to the prior year. Emissions from our vehicle fleet decreased by 3 percent and facilities-related direct emissions decreased by 13 percent (market-based).

The decrease in GHG vehicle fleet emissions was made possible by further electrification of our fleet and was achieved despite another year of strong growth in our Service business and distances driven. In 2025, 32 percent of replacement vehicles were fully electric, which

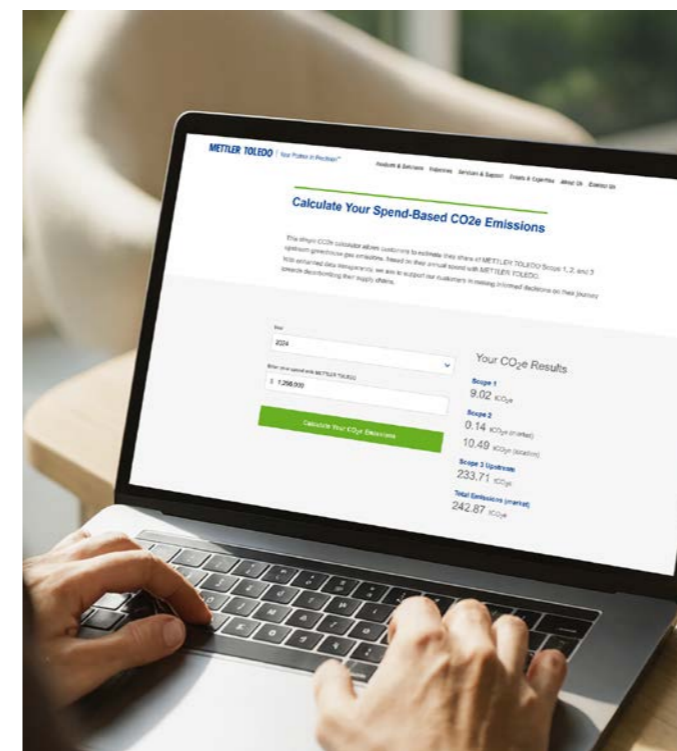
brought the share of electric vehicles in our fleet to 13 percent by the end of 2025 (18 percent for passenger vehicles), up from 9 percent at the end of 2024. Despite this progress, we recognize that the required trajectory to achieve our goal of a 60 percent electric passenger vehicle fleet by 2030 is challenging. Regional differences in the type of vehicles used in our fleet (passenger cars vs. heavy-duty and pick-up trucks), as well as in electric vehicle adoption and availability of infrastructure in the respective markets necessitate tailoring our strategies to each specific region.

The use of refrigerants in our operations accounts for 8 percent of our Scope 1 emissions. CO₂e emission from refrigerants decreased by 32 percent in 2025 compared to the prior year.

In 2019, the decision to switch entirely to renewable electricity was central to our climate strategy for Scope 2 emission reduction. To date, we source renewable electricity for our manufacturing facilities, logistics centers, and offices around the world. We accomplish this by purchasing supplier-specific electricity products, by producing renewable electricity onsite, and by purchasing Energy Attribute Certificates. These certificates verify the environmental attribute and reliably claim that for every MWh of electricity we consume, an equivalent MWh from certified renewable sources is generated and delivered to the grid. As a result, 100 percent of our electricity—representing 44 percent of our total energy consumption in 2025—is generated from renewable sources.

To reach carbon-neutral operations in 2025 with respect to Scope 1 and 2 emissions, we made partial use of carbon credits, which represent GHG emissions reduced, avoided, or sequestered through offset projects that are third-party verified according to credible standards, such as Gold Standard. A solar power project in India was selected in 2025 based on its relevance to our strategic framework. The project was undertaken between 2018 and 2022.

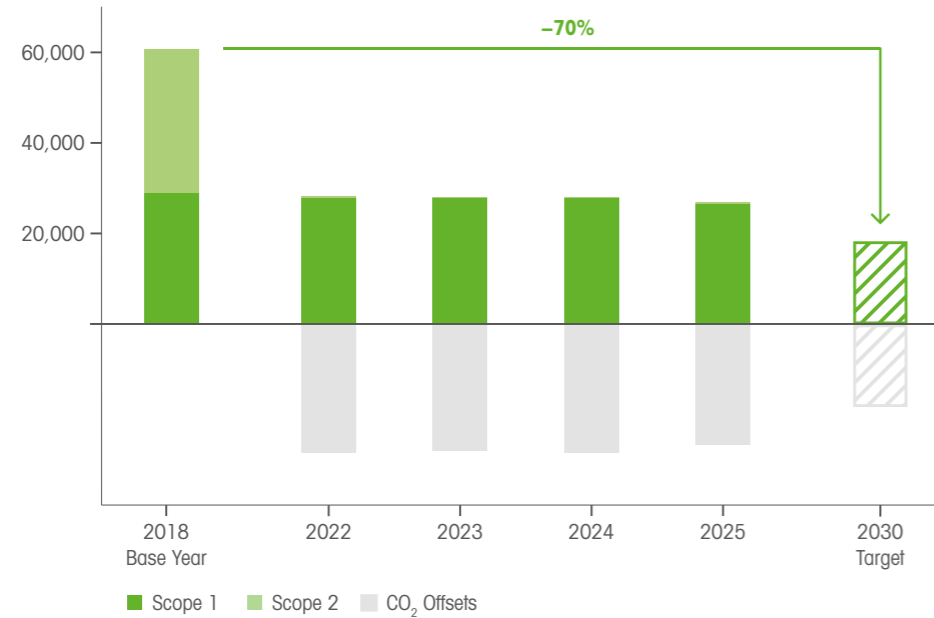
For detailed Scope 1 and 2 emissions, see the table GHG Emissions by Scope on page 36.



CO₂e Calculator Increases Transparency for our Customers

We introduced a publicly accessible CO₂e Calculator on our mt.com corporate website, allowing customers to easily estimate their share of our corporate carbon footprint. This user-friendly tool supports our commitment to transparency and sustainability by helping customers understand and manage the environmental impact of their purchases. By providing valuable insights into carbon emissions, we enable collaborative progress towards a more sustainable future.

Emissions from Operations (tons CO₂e)



Energy Consumption, Efficiency, and Sourcing

Most of our energy use is driven by fuel consumption from our sales and service fleet and by electricity consumption at our facilities—with 100 percent of electricity generated from renewable sources. Several facilities in China, Switzerland, Germany, the UK, the US, and the Netherlands have invested in renewable on-site generation projects to cover a portion of their electricity consumption. At our site in Vacaville, California, construction work for a 1,200 MWh solar energy installation started in 2025 and will be completed in 2026. Additional solar energy projects are under evaluation in several countries.

Our total energy consumption remained flat in 2025 compared to the prior year. Facilities-related energy consumption rose by 3 percent, largely due to a 2 percent increase in electricity usage. Stationary fossil energy consumption increased by 10 percent, driven by a colder winter in North America and acquisitions in 2025. Although our Service activities increased significantly, we managed to reduce fossil fuel consumption for vehicles by 3 percent.

The energy intensity of our operations decreased from 44.6 MWh/Mio sales in 2024 to 43.5 MWh/Mio sales in 2025.

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

Energy Consumption (MWh)	2018	2022	2023	2024	2025
Stationary Combustion	15,224	13,855	12,386	11,002	12,050
Mobile Combustion	90,128	84,405	89,869	88,519	86,082
Electricity	74,179	77,153	73,264	77,153	79,114
District Heating	4,246	4,246	4,277	4,826	4,534
Total	183,777	179,659	179,796	181,501	181,780
Energy Intensity (MWh per million sales)	62.6	44.1	45.4	44.9	43.5

Energy Sourcing

45% Energy from Renewable Sources

1% Conventional Electricity and District Heating

7% Fossil Fuels (Stationary)

47% Fossil Fuels (Fleet)



Refrigerants

	2018	2022	2023	2024	2025	
Refrigerants Refilled	tons	1.1	1.4	1.0	1.0	0.8
Refrigerants' GHG Emissions	tCO ₂ e	2,397	3,202	2,137	2,976	2,011
Refrigerants' Ozone-Depleting Potential	kg CFC 11e	39	39	21	5	14



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

Like other industrial companies, our Scope 3 emissions represent more than 90 percent of our total GHG emissions baseline of approximately 900 kilotons CO₂e. Within our Scope 3 emissions in 2025, Purchased Goods and Services (Category 1) and Use of Sold Products (Category 11) are the key categories, accounting for 59 percent and 22 percent of our Scope 3 emissions, respectively. Within Purchased Goods and Services, most emissions are driven by the purchase of direct materials, especially metal and metal parts, as well as electronic components. Upstream and Downstream Transportation and Distribution (Categories 4 and 9), Capital Goods (Category 2), and Business Travel (Category 6) are the next-largest categories, accounting for 6, 5, and 4 percent, respectively. The remaining Scope 3 emissions categories account for 3 percent of our total Scope 3 emissions.

Total calculated Scope 3 emissions decreased in 2025 by 3 percent (9 percent for SBTi-relevant emissions) compared to the prior year but are still 5 percent above the 2019 base year level, mainly due to business growth. We have decreased our SBTi-relevant emissions by 4 percent compared to the 2019 base year. The main reduction compared to the prior year is attributable to fewer purchases of metal parts. For the largest emission category, Purchased Goods and Services, as well as Capital Goods, changes also include contributions from pricing, which we currently cannot separate out in the spend-based calculation methodology used for these categories.

Our emissions inventory may be subject to changes as we continue to work with supply chain partners to address the challenges with accurate Scope 3 accounting. Our focus over the next few years is to increase the share of activity-based and primary data. We expect this data to be more accurate and to help us better track the progress of our initiatives across our entire value chain.

In 2025, we made significant strides in this area. Our vehicle scales Business Units worked closely with their primary carbon steel suppliers to gather detailed information about their

METTLER TOLEDO Carbon Footprint 2025

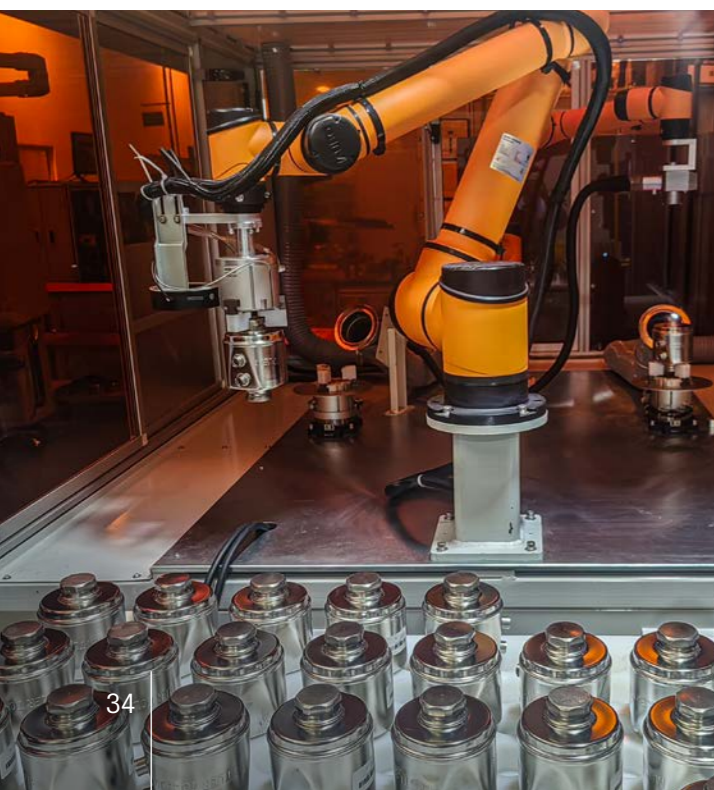


Upstream	Operations	Downstream
Scope 3 Category 1 – Purchased Goods and Services Category 2 – Capital Goods Category 3 – Fuel and Energy-Related Activities Category 4 – Upstream Transportation and Distribution Category 5 – Waste Category 6 – Business Travel Category 7 – Employee Commuting	Scope 1 Stationary Vehicles Refrigerants Scope 2 Electricity District Heating	Scope 3 Category 9 – Downstream Transportation and Distribution Category 11 – Use of Sold Products Category 12 – End-of-Life of Sold Products

* Categories 8, 10, 13–15 not relevant as described in “Appendix: Greenhouse Emissions Calculation Methodology” (pages 84–87).

steel mill partners and production methods. These insights enabled us to prioritize sourcing from suppliers offering low-emission materials—particularly electric arc furnace (EAF) steel with high recycled content. This supplier engagement initiative will continue in the coming years and is expected to substantially reduce the carbon footprint of our purchased metals. See “Appendix” for additional details related to calculation methodology.

In our second-largest emission category, Use of Sold Products, we have started updating the electricity consumption data for our products. The sold unit data continues to be updated annually. This revision had an immaterial effect on our results, resulting in a slight increase. The overall emissions for this category increased by 2 percent compared to the prior year.



Laser Technology Drives Major Environmental and Safety Gains

Our manufacturing facility in Changzhou, China, has achieved significant sustainability improvements through the adoption of a new surface treatment process. Unlike traditional methods of polishing and sandblasting, which present environmental and safety challenges, the new laser treatment technology eliminates dust and explosion hazards. It also reduces electricity consumption and carbon emissions by over 80 percent annually, cuts hazardous waste by nearly five tons each year, and decreases the use of granulate consumables by more than 80 percent.



GHG Emissions by Scope (tons CO ₂ e)		2018	2019	2022	2023	2024	2025
Scope 1		28,814	29,228	27,722	27,715	27,797	26,297
Stationary		3,079	2,726	2,822	2,519	2,232	2,442
Vehicles		23,338	24,329	21,698	23,059	22,588	21,844
Refrigerants		2,397	2,173	3,202	2,137	2,976	2,011
Scope 2*							
Location-Based		33,217	31,132	33,400	31,924	32,330	32,791
Market-Based		32,274	4,964	778	428	417	417
Total Emissions – Scope 1 and 2 (Market-Based)		61,088	34,192	28,500	28,143	28,214	26,714
Emissions Neutralized by Carbon Offset Projects				(28,089)	(27,871)	(28,214)	(26,714)
Scope 3							
Category 1	Purchased Goods and Services	513,081	666,717	594,735	569,408	537,246	
	Subcategory – Included in SBTi	322,772	416,361	381,269	351,106	286,532	
	Subcategory – Not Included in SBTi	190,309	250,356	213,466	218,302	250,714	
Category 2	Capital Goods	40,827	54,622	47,895	52,142	53,149	
Category 3	Fuel and Energy-Related Activities	11,913	11,239	10,739	12,382	12,619	
Category 4	Upstream Transportation	33,583	45,524	35,264	33,403	35,829	
Category 5	Waste	518	378	342	247	201	
Category 6	Business Travel	34,090	28,246	35,634	37,224	39,524	
Category 7	Employee Commuting	17,088	17,474	15,987	15,728	16,198	
Category 9	Downstream Transportation	16,566	15,559	11,843	12,137	11,133	
Category 11	Use of Sold Products	203,139*	256,118*	221,232*	201,507*	204,764	
Category 12	End-of-Life of Sold Products	1,379	1,664	1,509	1,483	1,491	
Total Emissions – Scope 3		872,184	1,097,541	975,180	935,661	912,153	
Total Emissions – Scope 3 (SBTi)		622,585	774,962	700,125	651,350	595,466	

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

* Corrected figures 2019–2024 due to previously underreported electricity consumption during the use phase of one product family.

Water and Waste

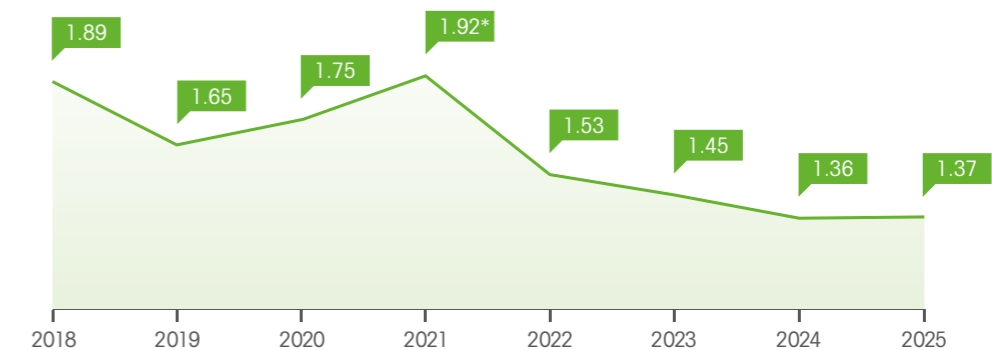
For many years, we have focused on ensuring our operations and products are compliant with environmental and safety regulations and standards. Due to the nature of our business—manufacturing high-quality precision instruments—the production and assembly processes are not water intensive. Water-related risks are evaluated as part of our sustainability materiality assessment and monitored following regulatory requirements applicable to our operations.

In 2020, we undertook a review of the total waste disposed from our operations. As a result, we set ambitious waste management and reduction targets for our Business Units. Specifically, by 2025, we aimed to (1) reduce the waste intensity of our operations by 20 percent (compared with 2018) and (2) achieve zero waste to landfill (<5%).

Our larger production Business Units and offices, which represent approximately 90 percent of total waste generated by our Company worldwide, have developed Unit-specific ambitions and targets and have implemented new or updated waste management plans in line with our Group targets.

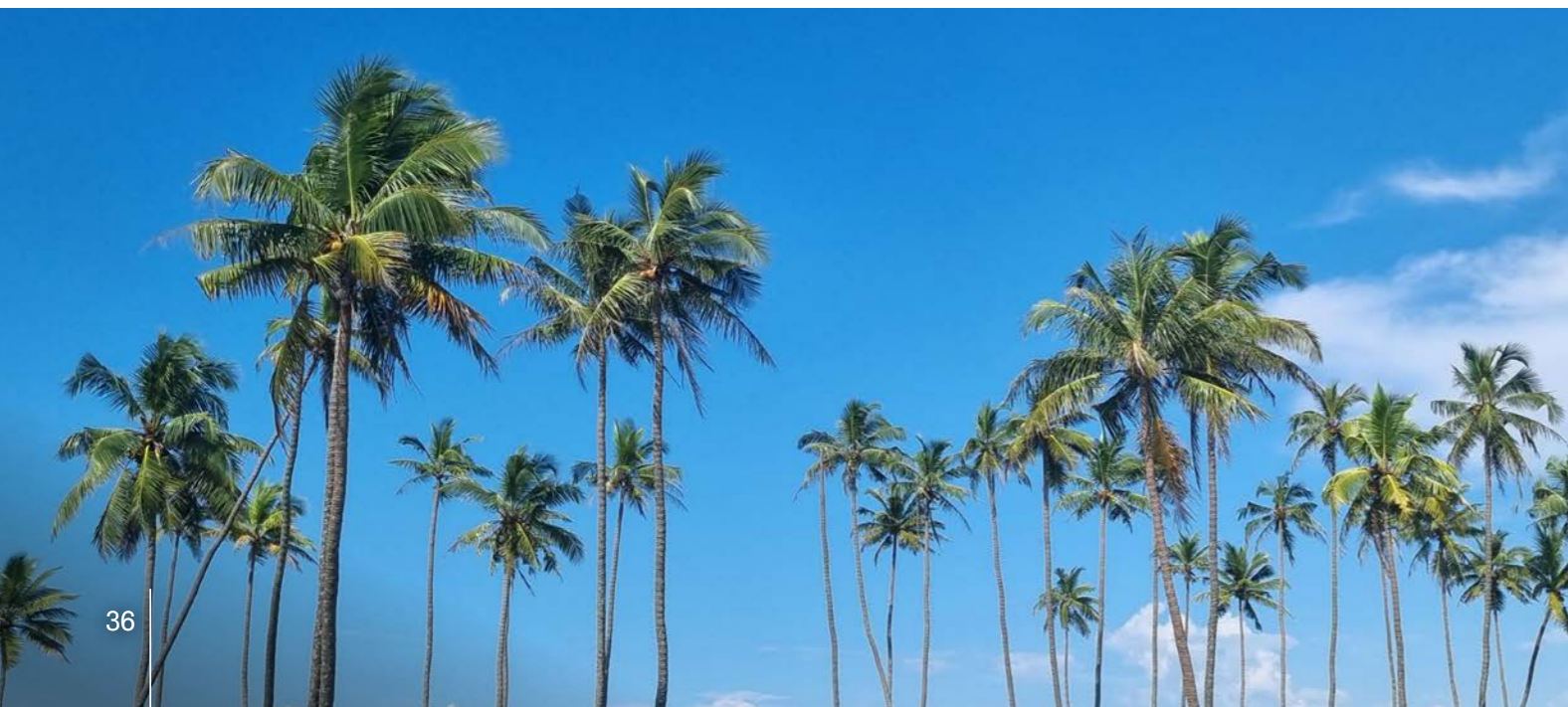
We are proud to announce that we have achieved both reduction targets in 2025. As of 2025, our waste intensity has decreased by 28 percent and waste sent to landfill was reduced by 81 percent compared to the 2018 base year and accounted for 4 percent of total waste (see box on page 39). Our operating Units and offices will continue to reduce waste intensity, increase recycling, and maintain our zero waste-to-landfill commitment in the years to come.

Waste Intensity



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

* When excluding a major manufacturing site relocation in 2021, waste intensity was 1.6 tons waste per \$1 million.





Biodiversity

Because our business consists mostly of manufacturing, assembling, distributing, and servicing precision instruments, our operational activities are not deemed to have significant direct on-site impacts on biodiversity due to altering natural land or water ecosystems. However, we recognize the importance of addressing these potential impacts in our supply chain.

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

Water and Waste		2018	2022	2023	2024	2025
Total Water Withdrawal	m ³	238,964	196,629	203,003	201,110	215,788
Hazardous Waste	tons	302	287	272	271	286
Non-Hazardous Waste	tons	5,252	5,958	5,470	5,240	5,429
Recycled	% of total	52	61	60	61	60
Incinerated	% of total	20	26	27	28	31
Landfill	% of total	22	9	8	6	4
Total Waste Disposed	tons	5,554	6,245	5,742	5,511	5,715
Waste Intensity per Net Sales*		1.9	1.5	1.5	1.4	1.4

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

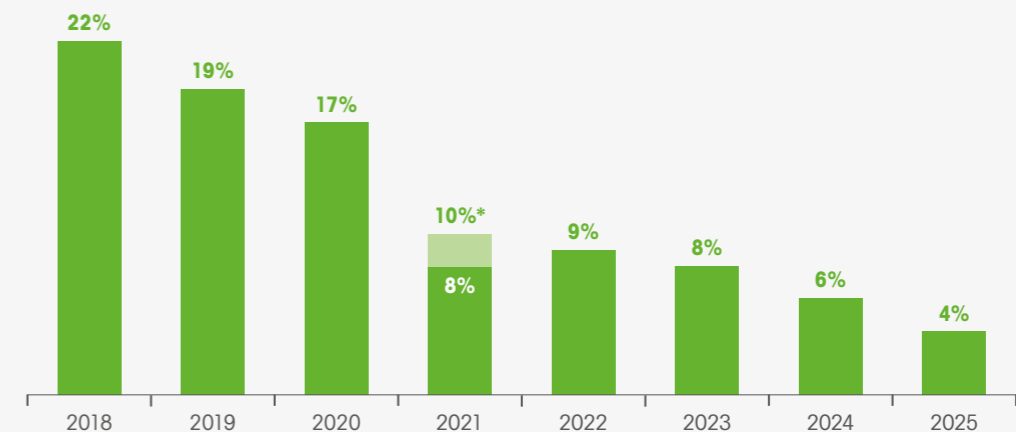
Total hazardous waste generated on-site is relatively low and managed according to local regulations. We had no significant spills for the reporting year.

Water withdrawal in our operations increased by 7 percent in 2025 mainly due to hot weather conditions impacting several of our Business Units. Despite this recent increase, water withdrawal across our Business Units in 2025 was still 10 percent lower than in 2018. Additionally, our water intensity (per net sales) of our business declined by 37 percent over the same period. These results demonstrate our ongoing commitment to efficient water management and resilience against climate-related challenges, guiding our efforts in the years ahead.

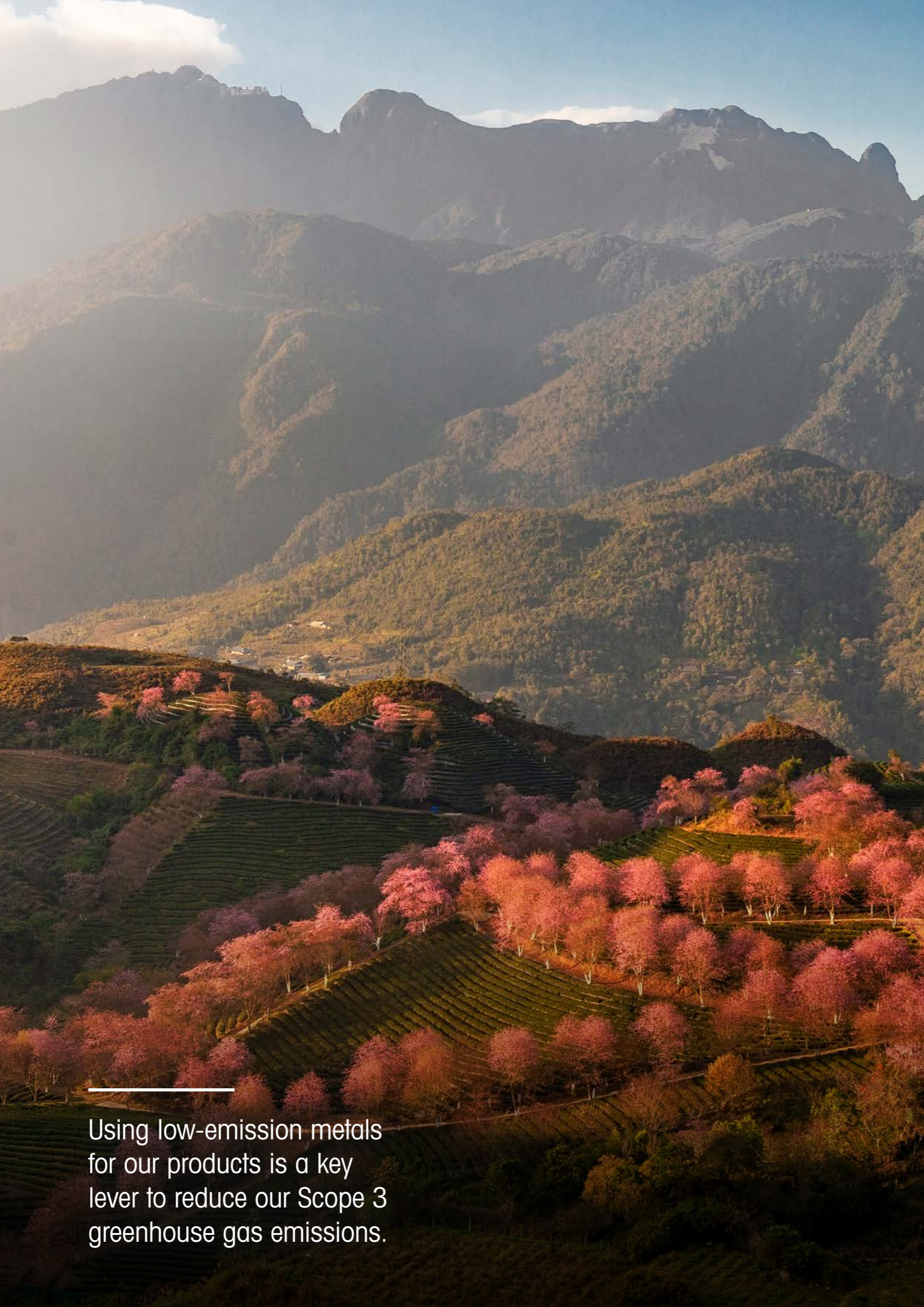
Achieving Our Waste-to-Landfill Reduction Target

In 2018, we set a target to reduce waste sent to landfill to less than 5 percent of the total waste generated in our operations. Starting from a 22 percent landfill share in 2018, equivalent to more than 1,200 tons, our Business Units decreased this to 4 percent or 226 tons in 2025. This achievement was primarily driven by our large production Units, which have continuously sought opportunities to reduce and recycle waste, collaborating closely with waste haulers to divert waste to recycling plants or waste to energy facilities.

Percentage of Waste to Landfill



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



Using low-emission metals for our products is a key lever to reduce our Scope 3 greenhouse gas emissions.

Sustainable Products and Services

Support Our Customers' Sustainability Goals

GreenMT Goals	Targets and KPIs	Status
Emphasize and Expand Sustainable Features	Percent of Business Units regularly retrained on Design for Environment	100% (Units trained in last three years)
	Percent of Business Units introducing products with Design for Environment features	86% (Units with products launched in last three years)
	Sustainable packaging materials: <ul style="list-style-type: none"> • More than 80% from recycled or certified sustainable sources (by 2025) 	89%
	<ul style="list-style-type: none"> • More than 95% easily recyclable or compostable (by 2025) 	91%

Sustainable Development Goals



Company Policies

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

METTLER TOLEDO enables customers around the world to ensure the quality of their products, reach compliance with regulatory requirements, and increase productivity and process efficiencies. As a result, customers often benefit from reduced energy and resource consumption, lower emissions, and less waste. Our products and services allow our customers to advance natural science and medicine and to develop new technologies, materials, and products.

Increasingly, our products are made with fewer and lower-emission materials and have a higher degree of modularity. Our new designs also strive to lower electricity use or other resource consumption over the product's life. In turn, our products help our customers' businesses run more sustainably.

Most of our precision instruments, consumables, and related services provide significant sustainability benefits. Through communication, documentation, and training, we raise our customers' awareness of how our offerings can best contribute to their own sustainability goals.

As part of our product development approach, we draw on scientific insights and novel technical solutions and materials to expand the features and improve the sustainability of our products.

Our commitment to science-based targets for the reduction of Scope 3 greenhouse gas emissions (GHG) is an additional motivation to design our products in ways that reduce emissions.

Executive management members are responsible for the strategic development of products and services in their respective Divisions. Our Business Units manage market research and developments relating to their specific products and services. These developments build on insights derived from direct interactions with our customers, as well as exchanges with market experts and our Market Organizations worldwide. Our Business Units also ensure compliance with relevant regulatory requirements.

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

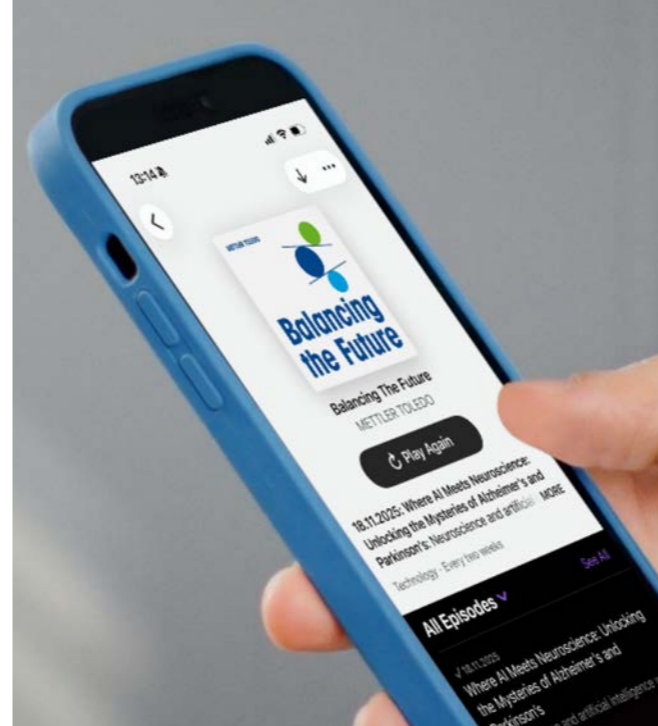
Our products and services contribute to our customers' sustainability by increasing the efficiency and productivity of their processes, improving yield, avoiding waste, and reducing energy consumption.

Our Good Measuring Practices framework is a well-established example of how our products and services help customers to operate more sustainably. This framework consists of global standards that customers in any industry and workplace can apply to new and existing measurement instruments from any manufacturer. Good Measuring Practices help customers optimize their measurement processes by choosing the right equipment, installing it correctly, testing and maintaining it regularly, and training users properly. These practices ensure that instruments provide accurate results over an extended lifetime. Reliable results are a precondition for robust, reproducible, and efficient processes, as well as consistent quality. As a result, customers can improve their sustainability by reducing waste and inefficiencies resulting from out-of-specification parameters and results. We have developed and share Good Measuring Practices with our customers for most of our instrument categories. See www.mt.com/gp for more information.

Our products also help our customers reduce food waste. Our X-ray, metal detection, vision inspection, and checkweighing product inspection solutions help our customers reduce recalls of food, beverage, and pharmaceutical products and avoid false product rejects in manufacturing.

Helping Our Customers to Advance Green Technologies

A wide range of our products—including automated titrators, pH meters, thermal analysis instruments, high-precision laboratory and industrial balances, and process analytical sensors—play a crucial role in the research and development, manufacturing, and quality control of green and renewable technologies. These technologies encompass lithium and various other types of batteries, green hydrogen, solar panels, and components for wind turbines. These same products—and our automated reactors and inline spectroscopy solutions—are instrumental in advancing green chemistry, chemical recycling processes, and the development of more sustainable materials.



Balancing the Future Podcast

Our award-winning podcast, *Balancing the Future*, explores how scientific innovation can enable a more sustainable future for people and the planet. Conversations with experts explore frontiers in wide-ranging scientific fields, such as drug discovery, bioplastics, and clean energy. The podcast emphasizes real-world applications that are reducing environmental impact, advancing science, and improving lives.

Contributing to a More Circular Economy

We take great pride in our large service organization that supports customers globally every day, both on-site and remotely. Our service technicians work to ensure that our products are operational, perform to specifications, and comply with regulations and standard operating procedures. By delivering comprehensive training, maintenance, upgrade, and repair services, we help our high-quality products to have longer lifetimes.

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

We are increasingly building standardization, modularity, and upgradability concepts into our products, which will help further prolong product lifetimes and expand circular business models in the future. Modular architectures also enable separation of high-wear components from reusable electronics. An example is our new NineFocus™ multiparameter measuring system for pH and other parameters. By allowing users to detach and reuse sophisticated signal processing units while replacing only the high-wear parts or consumables, we minimize electronic waste and improve our customers' return on investment (see box on page 44).

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



Modular Product Designs

The highly modular NineFocus™ multiparameter measuring system and InLab® DES digital sensors, launched in 2025, enable circularity by separating long-lasting electronics from consumable components. Unlike traditional analog or digital sensors, the NineFocus™ system uses digital sensors. The detachable signal bridge and universal cables are fully reusable, ensuring only the sensor shaft is replaced at its end of life. The system can flexibly be configured using different measurement modules with casings made from 100 percent recycled plastic. The terminal is designed for easy disassembly and shipped in entirely plastic-free, FSC-certified recycled packaging.

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

While these are meaningful steps in the right direction, we and our industry still have a challenging path ahead to adopt truly circular business models on a broad scale.

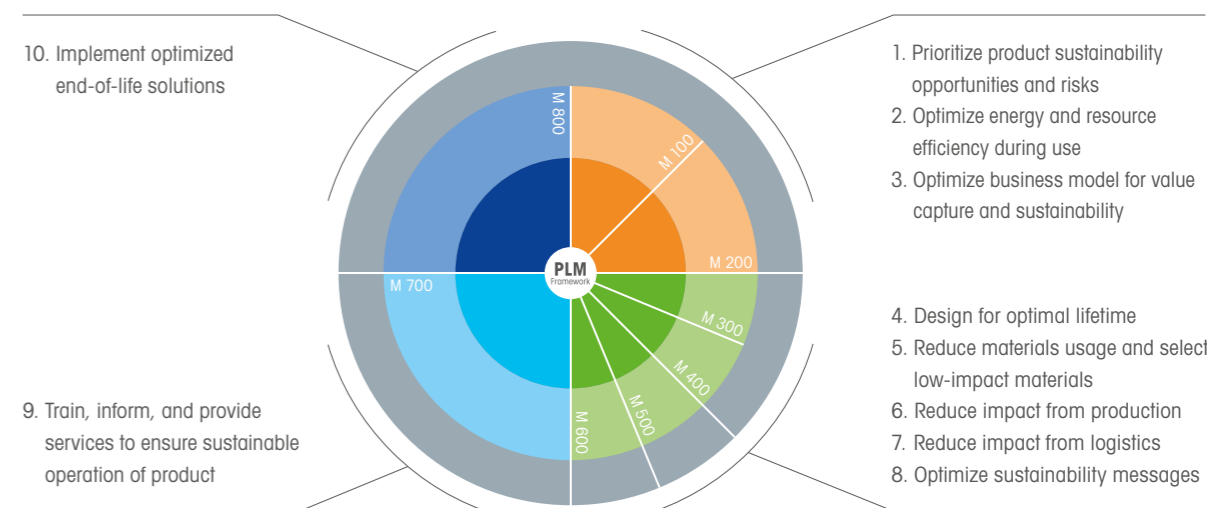
Our Product Lifecycle Management Framework with Design for Environment Principles

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

We updated the DfE Principles in 2022 and rolled out a series of training events; nearly 500 participants have attended so far. Given the multifunctional and global nature of our product development, we invited participants from R&D, product management, quality, and supply chain functions from all our Business Units worldwide.

To ensure consistent implementation across our businesses, we made setting specific sustainability targets mandatory for all new product development projects. We have nominated and onboarded DfE Champions in all main product development organizations to promote DfE locally and to facilitate regular information exchange across our Business Units. The DfE Principles are an important enabler for reducing our upstream and downstream Scope 3 emissions. With this in mind, we focus our efforts on optimizing material usage, material selection, and reducing the power consumption of our products.

Design for Environment Principles



Steel and aluminum are major contributors to our Scope 3 emissions, and reducing emissions from these materials will be critical for achieving our science-based targets. We have launched a suite of resources dedicated to low-emission metals, targeting one of the most significant levers in our greenhouse gas reduction strategy. Recognizing that material selection and strategic sourcing are key to our environmental impact, we have empowered our R&D and procurement teams with a specialized toolkit designed to reduce carbon emissions from carbon steel, stainless steel, and aluminum. This internal resource suite includes an educational framework for emission reduction levers, a carbon emission calculator, and a project evaluation template. By integrating these tools into our design and sourcing workflows, we are ensuring that product performance and environmental progress move forward together.



Shift to Low-Emission Metals

In alignment with our commitment to decarbonization, our truck scale manufacturing Unit in Columbus, Ohio has successfully piloted a partial shift of its carbon steel procurement to low-emission suppliers. Using our internal low-emission metals toolkit to identify low-emission processes and suppliers, we have achieved a meaningful reduction in this Unit's total carbon steel emissions. This is our first pilot, with additional pilots planned to further reduce emissions.

In parallel, and as part of our SternDrive Operational Excellence Program, many of our Business Units continued to execute value engineering projects for designed mechanical parts, typically consisting of metal and plastic materials. These projects often resulted in a significant reduction in the amount of material used in the manufacturing of these parts, in addition to significant cost savings.

More Sustainable Packaging

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

In 2021, we defined two targets to achieve by 2025: (1) to have more than 80 percent of packaging materials by weight come from recycled or certified sustainable sources and (2) to achieve greater than 95 percent of packaging by weight that is easily reusable, recyclable, or compostable.

Since its launch in 2024, our sustainable packaging data dashboard has provided full transparency to all our Business Units on where they stand regarding target achievement. The dashboard features detailed information on individual packaging materials and suppliers and helps Business Units to identify areas of further improvement.

We see good progress alongside further opportunities for improvement across our Business Units, many of which have adopted innovative packaging concepts that are often more sustainable and more cost-effective.

We successfully exceeded our sourcing target in 2025, with 89 percent of our packaging derived from recycled or certified sustainable sources. However, we reached just 91 percent

for the “easily recyclable” goal, falling short of our 95 percent ambition. This gap reflects ongoing challenges to identify and implement alternatives for plastic foam packaging, plastic bags, and shrink-wrap films for some of our high-precision and contamination-free products that are shipped globally. We nevertheless continue to believe that we can make further progress by following the “Reduce, Replace, and Reuse” principles of sustainable packaging, although we will need more time for implementation. An example of replacing single-use plastic stretch-wrap film with a reusable solution is shown in the box on page 46.

Looking ahead, we are increasing our ambition for packaging derived from recycled or certified sustainable sources and aim to reach a 94 percent share by 2030. In the course of 2026, we will also define a new 2030 target for easily recyclable packaging, prioritizing the elimination of most problematic packaging through a targeted and specific roadmap. In parallel, we will continue to find ways to reduce the amount of packaging used for inbound and outbound shipments where practical. Making continued progress with sustainable packaging is of importance not only to reduce our environmental footprint but also to address a key customer concern and stay ahead of new regulations (e.g., the EU Packaging and Packaging Waste regulation).

Print to Digital

In line with general communications trends, changing customer needs, and regulatory requirements, we continue to shift our marketing materials and product documentation from printed to digital media. This shift reduces the amount of paper and ink consumed, cuts down on emissions from transportation, and eliminates waste. In 2024, we introduced a formal Company-wide program to harmonize and accelerate the transition from print to digital for product documentation through our online Customer Portal. This state-of-the-art, web-based self-service portal enables our customers to procure products online, manage devices, and collaborate efficiently. Building on the actions taken since 2023, we aim to complete the transition from printed to digital documentation for all devices by 2027. This commitment will help ensure that documentation is available online for all relevant products sold to date, complies with applicable regulations, and includes most legacy equipment currently in the field.

Innovation, Product Quality, and Compliance

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

We are committed to the highest level of product quality and safety. We design, manufacture, and deliver products that are safe to use, conform to performance requirements, and comply with laws and regulatory standards.



Reusable Netting Replaces Stretch Film

Two of our Units in the United States and China have adopted reusable pallet netting for internal regional logistics. This is an important lever to reduce the use of conventional single-use polyethylene stretch films, which most often are not recycled. The high-durability mesh wraps are engineered for a service life of three to five years, effectively avoiding more than 20 tons of plastic waste per year, while also reducing the time required to secure pallets. Reusable pallet nets contribute to our sustainable packaging, zero waste to landfill, greenhouse gas emission reduction, and operational efficiency goals.

In 2025, we maintained ISO 9001 Quality Management System certificates with associated external audits at our manufacturing facilities. These certifications are part of the comprehensive quality control programs that we have in place. The programs include extensive testing designed to ensure that we meet or exceed relevant quality and safety standards. In the infrequent instance that a problem is detected after customer delivery, we seek to resolve the issue quickly, responsibly, and effectively. We have set clear definitions of responsibilities and accountabilities for such cases.

We want to ensure that our products enter the market in a responsible and safe manner. With a global approach to product compliance, our policy is to comply with or exceed legal requirements. Within the technical framework of our Design for Compliance approach, we regularly validate that our new products address relevant industry, regulatory, and safety standards. This includes weights and measures, hazardous areas, standard electrical safety (e.g., ATEX, UL), chemicals and hazardous substances (e.g., CE, RoHS, REACH), and good manufacturing practice regulations.

Consequently, there were no significant fines levied against our Company in the reporting period for noncompliance with laws and regulations concerning the provision and use of products and services. There were also no significant incidents of noncompliance with regulations concerning the health and safety impacts of our products and services within the reporting period, and we were not required by regulators to recall any of our products. When legal approvals are required for products, we follow a defined process with reviews, milestones, and management authorization. Our Legal Metrology experts oversee this process and give guidance across the organization. We periodically interact with relevant authorities about the content and format of our product labeling. Our goal is to ensure that product labeling and product operation manuals meet or exceed all information requirements. This includes safe operation, material content, safe use and servicing, and end-of-life handling.

We have established continuous improvement programs through certified ISO 14001 Environmental Management Systems in all main manufacturing facilities in Europe and Asia, as well as in our logistics hub in the United States. These sites represent close to 80 percent of Company sales in 2025.

Building on the success of our previous My Green Lab certifications, we are further accelerating our commitment to product transparency by initiating the ACT 2.0 verification process for numerous products across our laboratory products portfolio. We expect to complete the certification for our first batch of products by the end of 2026, marking a major step in our expanded auditing process and our commitment to industry-leading environmental data.

Due to the nature of our business activities and operations, we are confident that the potential environmental risks in our operations are low. During the reporting period, no significant fines or nonmonetary sanctions were levied against the Company for noncompliance with environmental laws or regulations.



Because our products are precision measurement instruments, they typically do not become the subject of public debates or otherwise raise questions or concerns. We do not manufacture harmful products, nor do our products require clinical trials. Our products also do not generally require animal testing. For a limited portfolio of single-use USP 88 class VI plastics sensors, some customers will require that they undergo animal testing if the materials or components are changed. In these instances, we recommend and offer our customers alternative in-vitro testing approaches for these products. We only conduct animal testing when those alternatives are not accepted.

It is our policy to comply with restrictions relating to specific country export controls and economic sanctions programs. We have comprehensive export controls and trade compliance programs in place to help us meet this objective.

We are also guided by ethics and integrity in the marketing of our products, and we regularly review our marketing materials to ensure that they meet our standards. Our Sustainability Marketing Guidelines, in place since 2023, continue to help our Business Units reduce the risk of greenwashing and remain compliant with relevant regulations. There were no significant incidents or fines levied against the Company in the reporting period for noncompliance with regulations and voluntary codes concerning marketing communications, advertising, promotion, or sponsorships. We have infrequent interactions with competitors regarding the content of advertising claims where we or another party believe a statement may be misleading or inaccurate.

Sustainability Features in Selected Products

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

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



Luer Single-Use Pressure Sensor



Recycled Aluminum Sample Pans for Moisture Analyzers



SLP33xD Smart Single Point Load Cells



Ariva-B Retail Checkout Scale Packaging



Preventive Maintenance Services



X3 X-ray Product Inspection Series



PFAS-Free Pipette Tips



CytoDirect Cell Analyzer



Low-Emission Metal Vehicle Scale Platform



TLD970 Dynamic Pallet Dimensioner



FreshAI on Retail Checkout Scale



NineFocus + InLab DES Sensors





Supply capability expansions within all regions increase supply chain resilience and efficiency, while further reducing emissions associated with logistics.

Responsible Supply Chain

Promote Global Best Practices within Our Supply Chain

GreenMT Goals	Targets and KPIs	Status
Leverage Responsible Sourcing Framework	Engage with key suppliers to enhance their sustainability performance	On track
	Perform risk-based due diligence and implement mitigating actions with respect to key suppliers.	On track

Sustainable Development Goals



Company Policies

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

We aim to continuously improve the sustainability performance of our supply chain. This includes labor practices, human rights, supply chain transparency, and reducing environmental impact.

Our sustainability focus encompasses the entire supply chain. This includes the Company as a supplier to our customers and also the many companies that are our suppliers. As our Company works with thousands of suppliers globally, we recognize that this scope represents a unique avenue where we can make a significant impact.

In our own operations, we diligently manage and oversee our compliance program. This program is designed to manage each of our businesses to be consistent with our Code of Conduct and related global best practices. These practices include labor practices, human rights, business ethics, and more. Our Code of Conduct applies to every Unit, and all employees undergo annual training.

Our Responsible Sourcing Framework enables us to positively influence the sustainability efforts of our suppliers. This framework integrates both social and environmental considerations into our sourcing decisions and supplier management processes. Key elements of the framework include our well-established Business Partner Code of Conduct and the Responsible Sourcing Guidelines. The framework covers environmental, business ethics, labor practices, and human rights-related issues and questions. We expect our suppliers to respect their workers' rights to freedom of association, third-party consultation, and collective bargaining, where provided by law.

In 2025, we continued to implement our Responsible Sourcing Framework. We again engaged with direct material suppliers based on strategic relevance, human rights and environmental risks, and contribution to our Scope 3 emissions. These criteria guided an engagement that covered more than 400 suppliers who, together, represented almost 50 percent of our global direct spend in 2025.

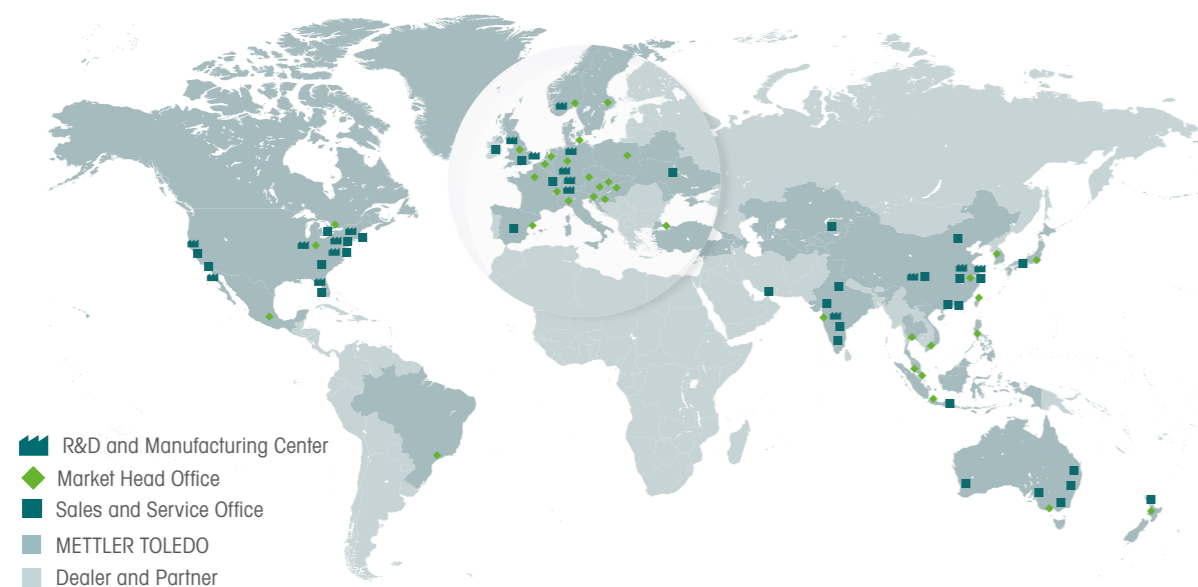
Supply Chain Overview

Our Head of Product Inspection, Retail, and Global Supply Chain is an executive management member, reporting to the Chief Executive Officer, and has responsibility and oversight for the entire supply chain. Key focus areas include supplier performance and behavior within our global procurement operations, as well as logistics and trade compliance. Our Head of Product Inspection, Retail, and Global Supply Chain also oversees SternDrive, our Corporate Operational Excellence Program. SternDrive focuses on continuous improvement efforts within our supply chain, manufacturing, and back-office operations.

SternDrive embraces several of our sustainability goals in close cooperation with the Corporate Sustainability team. It performs annual maturity assessments, including sustainability topics for all our main production facilities. Through its annual GreenMT Award, SternDrive promotes and honors projects that achieve both productivity and sustainability improvements.

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

Regional Setup Increases Resilience



We generally manufacture critical components containing proprietary technology in-house. When it is more efficient to work with manufacturing partners, we contract with other producers for certain nonproprietary components.

Our longstanding regional logistics and final-assembly hub strategy positions us to serve our customers better and reduce the overall greenhouse gas emissions of our distribution network.

In 2025, we made further progress expanding our regional supply capabilities at facilities in North America, China, and in Europe. These expansions enable us to supply products regionally that were previously shipped from overseas locations, increasing supply chain resilience and efficiency, while further reducing emissions associated with logistics. There were otherwise no substantive changes to our supply chain since the prior report.

Our supply chain supplier base is globally diversified and complex, represented by approximately 3,400 direct materials suppliers. Most of these suppliers are located close to our major production facilities. Among our suppliers, we partner most closely with strategic and preferred suppliers, who represented 45 percent of direct materials spend in 2025. We believe that we can have the biggest impact by focusing our engagement efforts on these groups.

METTLER TOLEDO as a Supplier to Its Customers

We are committed to being a responsible and sustainable partner to our customers. We have publicly committed to prevent slavery and human trafficking and to uphold human rights in the supply chain. As a result, we have adopted formal Company-wide policies that apply to all our global employees. Our commitment to performing with integrity and to complying with local laws and international standards—including the International Labour Organization (ILO) Declaration on Fundamental Rights and Principles at Work and the ILO Conventions—guides these policies. Please see chapter “Engaged Employees” below for additional information on workplace policies relevant to METTLER TOLEDO as a supplier to its customers.

We also aim to ensure that our procurement activities are aligned with our sustainability priorities through training. Our Corporate Sustainability team regularly attends and presents at town hall meetings hosted by our procurement organization. We train our category and regional procurement managers to identify and respond to human trafficking, forced labor, and environmental red flags.

We increasingly rely on various third-party platforms to provide transparency to our customers about our sustainability-related policies and practices. For the past several years, we have received Gold or Silver ratings from EcoVadis and maintain an A rating with CDP for supplier engagement. Our consistently high ratings are important recognitions of our sustainability efforts as a supplier. Further, as a long-time Sedex member, our Company uses Sedex tools and services to help improve our responsible business practices. In 2025, one of our manufacturing Units in China underwent and passed the rigorous Responsible Business Alliance Validated Assessment Program.

As we work toward greater supply chain transparency, we aim to better understand the origin of the materials that go into our products. This includes understanding the social and environmental impacts of their sourcing. Accordingly, we take seriously the requirements of various existing and emerging supply chain transparency regulations, including regulations related to responsible minerals, forced labor, child labor, and human trafficking. Furthermore, as a member of the Responsible Minerals Initiative, an initiative of the Responsible Business Alliance, we use its framework as support for our due diligence and reporting on responsible minerals. For more information, see our Conflict Minerals Report at www.mt.com/policies.

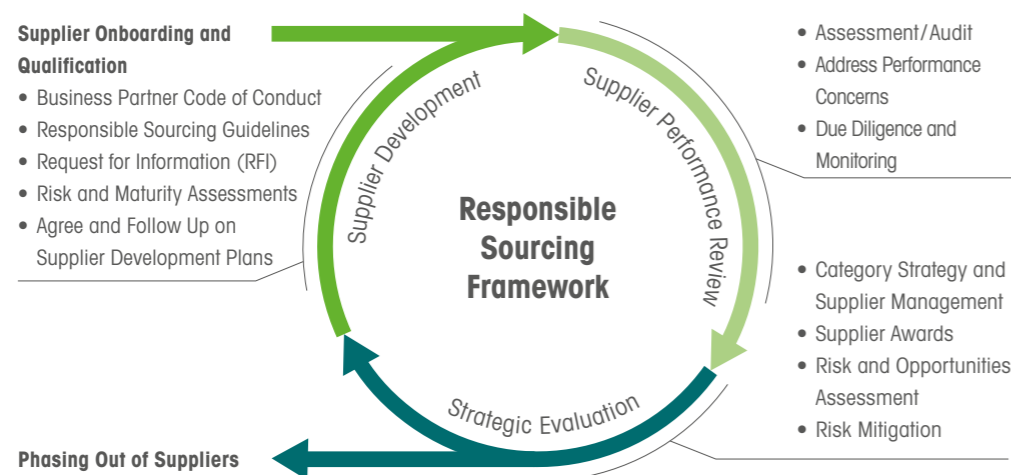
See also our Statement on the Environment, Human Rights, and Transparency in the Supply Chain, which the Board of Directors reviews and approves annually, at www.mt.com/policies.

Responsible Sourcing Framework

Our Responsible Sourcing Framework outlines the main elements, tools, and process steps to ensure responsible behavior and promote global best practices within our global supply chain. The main goals are (1) to drive human rights and environmental transparency and (2) to increase transparency and achieve reduction of greenhouse gas emissions from purchased goods and services that are relevant to our science-based targets.

The Responsible Sourcing Framework builds on our Business Partner Code of Conduct and guides risk-based actions throughout our relationship with our suppliers. These actions include risk assessments, audits and remediation, and regular engagement including our annual Supplier Days.

We continue to implement our Responsible Sourcing Framework. Our focus is on ensuring human rights and environmental compliance throughout our supply chain. Additionally, we aim to reduce Scope 3 emissions in specific high-emissions material categories and encourage our suppliers to use sustainable packaging.



We made further progress implementing our Responsible Sourcing Framework in 2025. The Responsible Sourcing Guidelines, a key element within our Responsible Sourcing Framework, are increasingly shaping our procurement strategies and activities. Initiated in 2022 and implemented in 2023, category managers embedded specific responsible sourcing goals and risks into our procurement category strategies. The Responsible Sourcing Guidelines are now also instrumental to our supplier requalification project, which commenced in 2024 and continued throughout 2025.

Sustainability considerations are a fundamental aspect of this initiative, ensuring that our strategic and preferred suppliers adhere to our Business Partner Code of Conduct. This allows us to assess their sustainability maturity and reporting readiness and will facilitate more effective engagement with our key suppliers in the future.

Business Partner Code of Conduct

For many years, our Business Partner Code of Conduct has been an integral part of our standard terms and conditions that we seek to apply to all our suppliers. It defines standards of business conduct and practices for our business partners and their partners, which include 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

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

We continue to take additional compliance actions with our key suppliers to reaffirm their explicit commitment to our Business Partner Code of Conduct beyond our standard supplier terms and conditions.



To date, 68 percent of our strategic and preferred suppliers, covering 69 percent of relevant spending, have explicitly agreed to our Business Partner Code of Conduct or equivalent principles. We continue to expand this through our supplier requalification project. By the end of 2026, explicit commitment to our Business Partner Code of Conduct or equivalent principles will be implemented as a prerequisite to participating in our strategic and preferred supplier programs.

We encourage our suppliers to work with their own business partners to ensure that they also meet the principles of our Business Partner Code of Conduct.

Supplier Risk Assessments

As part of our Responsible Sourcing Framework, we deploy a risk-based approach to managing human rights and environmental risks in our supply chain. This approach also aims to improve the sustainability performance of our suppliers. In addition to targeted supplier audits that we have performed for many years, we increasingly rely on various third-party platforms. We use these platforms to help us proactively monitor and investigate potential risks.



We increasingly use Sedex tools and services to work with our suppliers to ensure they uphold safe, ethical, and sustainable business practices, helping us protect the working conditions of the people in our supply chain. This helps us identify higher-risk suppliers more specifically. We can then request such suppliers to complete additional due diligence actions. These actions include requiring a supplier to complete the Sedex Self-Assessment Questionnaire. If indicated, the supplier must undergo third-party audits and take corrective actions on their social, ethical, or environmental practices (see below).

Starting in 2024, we have expanded our membership with Sedex, bringing more granular and site-specific supplier data to our risk assessments. Using the platform, we are able to map intrinsic sustainability risks in our supply chain, for example based on the geographic locations and industries of our suppliers. In 2025, we used Sedex tools to complete a sustainability risk assessment of almost 2,200 direct materials suppliers. These include strategic and preferred suppliers, as well as suppliers primarily contributing to our Scope 3 emissions.

Based on this assessment, we understand that most of our suppliers are not at high risk of child labor, forced labor, or compulsory labor. We have implemented mitigating actions, which include the monitoring, audits, and engagements discussed below, for risks that are present.

In 2025, we also deployed a third-party monitoring platform to assess real-time risks in our supply chain. This platform screens our suppliers across a broad spectrum of risk categories, including (for example) human rights, labor practices, and the environment. Throughout 2025, we reviewed 354 indicator messages and implemented additional follow-up actions when appropriate.

Supplier Audits

We set high expectations for our suppliers and manage their sustainability performance through a combination of our Business Partner Code of Conduct, Responsible Sourcing Guidelines, and our ongoing supplier engagement. Supplier audits are an additional tool that we use to confirm supplier performance across a broad range of topics, including sustainability.

We aim to screen all new and potential suppliers thoroughly with an assessment, which also covers environmental, social, and governance topics, along with various quality-related topics. In addition, ongoing audits for existing suppliers are a major component of our Responsible Sourcing Framework. Our own employees conduct these audits, and they

receive regular training. We work with external experts to keep our audit procedures and checklists up to date. In 2023, our auditors attended three half-day workshops, covering topics including ISO 9001, sustainability and cybersecurity topics, assessment program and purpose, and assessment planning and execution. Established processes for noncompliance include dialogue, action plans, and termination of the collaboration if there is continued noncompliance.

From an sustainability perspective, we focus our recurring audits on strategic and preferred direct suppliers. We aim to ensure that as part of our audit program, we annually assess the sustainability performance of suppliers with significant spend and the highest environmental or human rights risk. This assessment is conducted unless they have demonstrated documented processes and measures to adequately mitigate those risks.

As part of our audit program in 2025, we audited a total of 44 strategic and preferred suppliers, who together represent approximately 24 percent of our spending with strategic and preferred suppliers. In 2025, 86 percent of our suppliers that meet our spend and risk thresholds were audited or have documented processes to mitigate identified risks. In 2025, we did not identify any of our audited suppliers as needing significant corrective actions to address negative environmental, social, or governance impacts.

In 2026, we aim to make further use of our expanded Sedex membership to complement our audit program for higher risk suppliers with audits entirely focused on labor, health and safety, environmental performance, and ethics, as needed. Independent third-party auditors will perform these audits. Leveraging the Sedex network of qualified, independent auditors, we will use SMETA audits to understand and make improvements to working conditions and environmental performance in our supply chain. Through the SMETA audits, we will define corrective action plans for our supplier sites. This will help improve performance in these areas and further protect workers from unsafe conditions, overwork, discrimination, low pay, and forced labor.

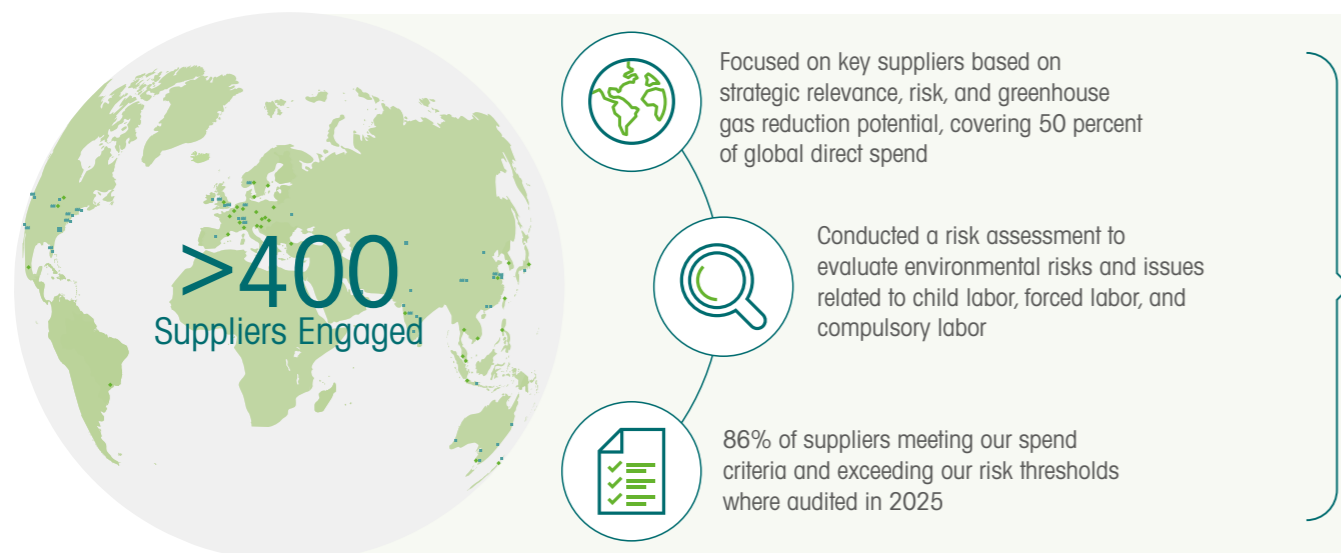


Supplier Engagement

We operate a comprehensive supplier engagement program focused on our strategic and preferred direct materials suppliers and with other suppliers with the highest greenhouse gas emission reduction potentials. Through our engagements, we aim to achieve our supply chain-related goals of (1) driving human rights and environmental transparency and compliance, (2) increasing transparency and achieving reduction of greenhouse gas emissions, and (3) Increase sustainability of packaging for products supplied to our operations.

We invite key suppliers annually to in-person Supplier Days in Europe, China, and North America involving presentations, workshops, and best-practice sharing. In 2025, we hosted concurrent Supplier Days across all three regions, with over 270 attendees from more than 150 suppliers participating in the events.

During our Supplier Days, we communicated to our suppliers the increasing importance of sustainability priorities in our purchasing decisions. The suppliers participated in a hands-on gamified workshop exploring product carbon footprint levers. As in previous years, the 2025 Supplier Days included recognizing suppliers for making significant contributions to our sustainability goals with sustainability awards.

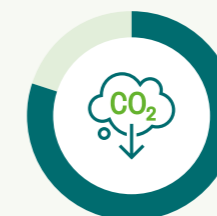


Coverage of 2025 Supplier Engagement Campaign



100%

Strategic and preferred direct materials suppliers



80%

Science-based-target-relevant emissions



50%

Direct materials spend



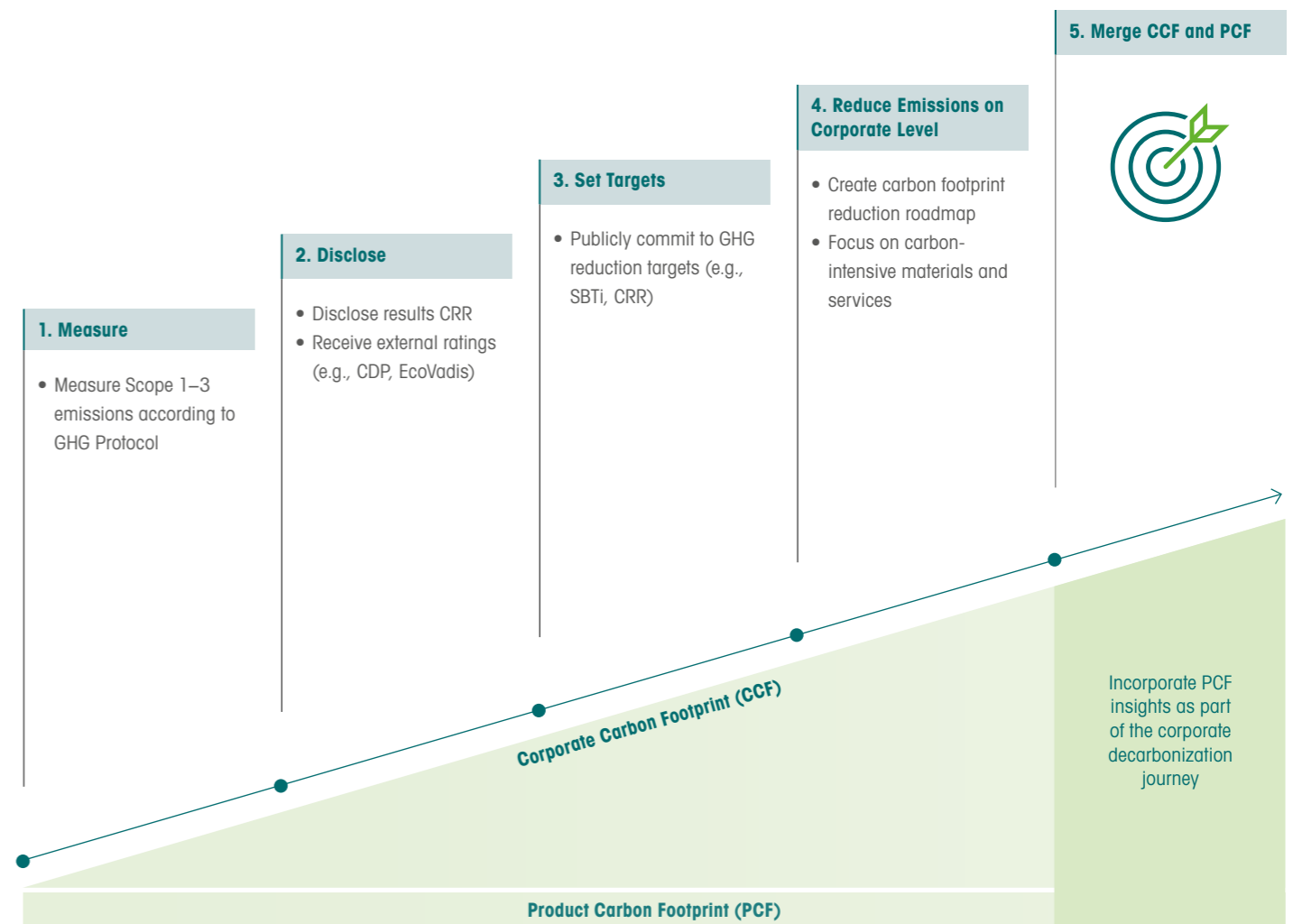
In 2025, we again completed a direct supplier engagement campaign, designed to further reinforce our expectations regarding sustainability and conduct. This campaign focused on strategic and preferred suppliers, as well as those with the greatest potential to reduce greenhouse gas emissions.

Though data remains limited, we understand the sustainability maturity of many of our suppliers is still lacking, particularly with respect to greenhouse gas emission reduction targets and transparency. With the engagement efforts described above we hope to accelerate the maturation of our supplier base along the roadmap for greenhouse gas accounting, disclosure, and reductions.

Sustainability Expectations Communicated to Our Suppliers



Carbon Accounting and Disclosure Roadmap



We know that engaged employees are the foundation of our success, which is why we are committed to attracting, developing, and retaining the best employees.



Engaged Employees

Attract, Develop, and Retain the Best Employees

GreenMT Goals	Targets and KPIs	Status
Leverage and Continue to Improve	Continuous training and education	Average of 16.0 hours of training per employee*
Employment Conditions	Voluntary turnover <10%	5.9%
Inclusive Workplace	Cultivate an inclusive workplace for all employees	On track
Employee Safety	Occupational health KPIs	KPIs show mixed trends compared to five-year average

Sustainable Development Goals



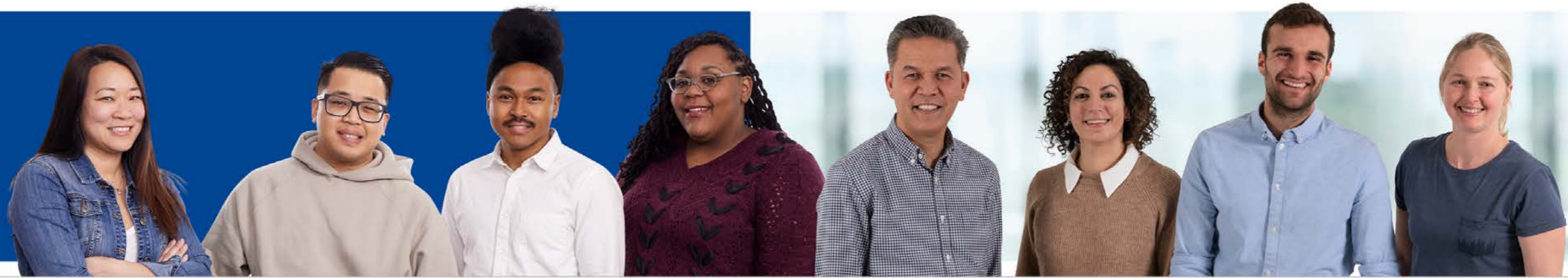
Company Policies

- Code of Conduct
 - Equal Employment Opportunity
 - One Team Policy
 - Statement on the Environment, Human Rights, and Transparency in the Supply Chain
- www.mt.com/careers

* Only training logged in our online Learning Management System.

As a thriving organization, METTLER TOLEDO is confidently positioned for the future thanks to our greatest strength—our valued employees. They are at the center of our success, and we take pride in their ongoing commitment and the vibrant culture they continue to cultivate. United as One Team, we are focused on delivering exceptional value and outstanding customer experiences. Our achievements reflect both the strength of our Company and the quality of our people.

METTLER TOLEDO is committed to providing an attractive workplace experience for our employees. We support this positive experience by focusing on three strategic goals: (1) continually improving our employment conditions and high-performance culture; (2) continuing to cultivate an inclusive workplace; and (3) building a better, healthier, and safer workplace for all employees.



We know that engaged employees are the foundation of our success, which is why we are committed to attracting, developing, and retaining the best employees. We create opportunities for personal, professional, and organizational growth by fostering a growth mindset, modeling servant leadership, and enabling strong global collaboration.

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

The Power of Purpose

Our Purpose Statement works in concert with our Corporate Vision, Values, and Employer Brand. Together, these elements help promote our corporate identity and culture. In addition, we believe our Purpose Tagline and Purpose Statement strengthen employee engagement by fostering an emotional connection with our Company and our activities.

Purpose Tagline	Empowering a World of Opportunities
Purpose Statement	As One Team, we innovate amazing solutions that deliver sustainable value and empower our stakeholders worldwide to make new developments, enhance productivity, and improve quality. Together we are building a better, healthier, and safer tomorrow.

Our Purpose Tagline and Purpose Statement are reflected in a variety of ways. Beyond our suite of leading products and services, the GreenMT Program supports and encourages community involvement. Examples from 2025 include mangrove tree planting in Thailand and donating laptops to a local vocational school in Indonesia. In this report, we provide

more examples of how METTLER TOLEDO strives to build a better, healthier, and safer tomorrow with our products and services (see chapter "Sustainable Products and Services"); management of operations (see chapter "Efficient Use of Resources"); supply chain (see chapter "Responsible Supply Chain"); and organization (see this chapter and chapter "Good Corporate Governance").

We are integrating GreenMT goals into all aspects of our corporate culture, including through CEO communications, employee news, and our careers site. We provide information about GreenMT and our sustainability goals in our new employee onboarding. We are proud of our progress and remain focused on achieving even more.

Employer Brand

In the last few years, we internally launched and cultivated our Employer Brand—a global initiative aimed at enhancing both the employee experience and our inclusive, high-performance culture. In 2026, we will promote this program externally to further attract talent globally.

An employer brand is the reputation and image a company projects to current and prospective employees, reflecting its values, culture, and work environment. Our Employer Brand is based on three pillars—Innovation That Inspires, Striving for Excellence, and A World of Opportunities. These pillars embody our identity and foster a nurturing culture that promotes employee engagement. We identified the pillars through an extensive survey with more than 5,000 METTLER TOLEDO employees worldwide.

Building on this foundation, we launched several initiatives, both globally and locally, to further embed and enact these pillars throughout the organization.

- In March 2025, we released an updated Employer Brand Guidebook, featuring writing and messaging guidelines, design standards, HR guidance, and regional best practices. To deepen understanding, our CEO and CHRO shared insights in an accompanying video, demonstrating executive support and modeling of the Employer Brand to our global workforce.
- One Team, Many Passions is an internal editorial feature that highlights the diverse interests and backgrounds of our employees from around the world and reinforces our commitment to a vibrant and inclusive workplace.



Employees in Thailand participate in a mangrove tree planting event.

Local examples include:

- Service teams in Turkey and Brazil led projects to raise awareness of open Service roles by sharing videos of Service Ambassadors on LinkedIn. This initiative aimed to support the our Company's reputation as a fair and trustworthy employer and to attract more candidates for field service technician positions.
- Teams in Indonesia hosted Employer Brand-centric meetings and interactive games to help further engrain the Employer Brand pillars into their local office. They also published a series of employee profiles that showcased each person's career journey, how their work directly supports the pillars such as Innovation That Inspires, and their tips for success.

Together, these activities strengthen our Employer Brand and highlight why METTLER TOLEDO is a great place to work.

Code of Conduct, Corporate Vision and Values

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

The Code of Conduct also guides employees in identifying and helping to solve various legal and ethical questions. For additional details, see chapter "Good Corporate Governance."

We deliver mandatory Code of Conduct training to all our employees on an annual basis. In 2025, we enhanced this training with a more comprehensive and enhanced learning experience to foster continued engagement and education. Our Code of Conduct is located at www.mt.com/policies.

Our Corporate Values support our sustainability efforts through commitments to integrity, innovation, quality, continuous improvement, and using resources wisely. The principles established in our Corporate Vision and Values form the foundation of our Purpose Statement and Employer Brand.

METTLER TOLEDO Corporate Vision

One Team, Global Reach, Amazing Solutions

You make the difference ... *precisely.*

Corporate Values Statements

We Perform with Integrity

We behave ethically and legally

We Pursue Innovation

We put good ideas to work

We Deliver Quality

We give our best

We Drive Continuous Improvement

We seize opportunities to make a difference

We Use Resources Wisely

We save resources, time, and money, empowering a sustainable business

Our commitment to integrity and innovation is evident in the quality of the products that we produce, the services we provide our customers, and the expectations we set for ourselves—including how we treat employees and the world of opportunities that we offer them.

Workforce Inclusion

As a global company comprised of employees representing almost 100 nationalities, we understand that the varied perspectives and backgrounds of our colleagues are among our greatest strengths. We recognize the importance of inclusion and respect across the Company and believe in treating each other professionally with dignity and fairness. This philosophy is fundamental and is emphasized in our One Team Policy, Code of Conduct, and other policies. We believe inclusion boosts employee satisfaction, engagement, and team performance while making us an attractive employer for talent.

Our policies prohibit unlawful discrimination based on race, color, creed, sex, gender, and other factors. We have a comprehensive global Equal Employment Opportunity Policy. We periodically run gender pay-gap analysis surveys in several Business Units in various countries. The surveys have confirmed no statistically relevant differences and compliance with local laws.

We base our employment decisions on qualifications, talents, and achievements, aligned with local and national employment laws. We select the candidates who are most likely to help the Company achieve all its goals. We are committed to providing a work environment that is free from unlawful discrimination and harassment.

Our workforce reflects the approximately 40 countries in which we operate. Women comprise about 36 percent of our employees and hold 30 percent of management positions. This latter statistic reflects a 6-percentage-point increase in the representation of women in management roles since 2018.

Regular training, targeted communications, and management discussions support our workplace values. Our processes for recruiting, internal talent development, and performance management reflect our workplace values.

We demonstrate our commitment to inclusion through a global workplace program that helps leaders cultivate inclusive behaviors to boost engagement, collaboration, and performance. Almost two-thirds of leaders from across 27 countries have completed the program to date. To maintain a consistent culture of inclusion and awareness, our Units also integrate and reinforce key program concepts into other learning experiences.

Inclusive workplace goals are also part of executive performance targets tied to cash bonuses. More details are included in our most recent proxy statement at www.mt.com/proxyonline.

Workplace Protections for Employees

METTLER TOLEDO maintains an open-door policy and a robust complaint resolution process across all Business Units. We thoroughly investigate all allegations of unlawful discrimination and hold employees accountable, including possible termination, for policy violations.

Our production facilities employ a highly skilled workforce due to product complexity, supported by comprehensive recruiting and HR policies covering minimum working age, working conditions, wages, and hours. Further, we have undertaken Sedex Members Ethical Trade Audits (SMETA) at several of our manufacturing facilities. For these reasons, we believe that we are not at risk of direct use of child labor, forced labor, or compulsory labor. In countries where minors work in apprenticeships or summer jobs, we strictly adhere to local protective regulations.

A Statement on Slavery, Human Trafficking, and Transparency in the Supply Chain, approved by our Board in February 2026, further supports our commitment to performing risk-based due diligence to ensure compliance.



METTLER TOLEDO Rainin employees participate in a breast cancer awareness event.

We handle labor grievances through line managers and HR with confidential reporting available via the Ombudsman or an external third-party hotline. There have been no substantiated concerns or material complaints reported to any regulatory agency, and internal concerns are promptly addressed.

We respect our workers' rights to freedom of association, third-party consultation, and collective bargaining, where provided by law. In some countries, workers' councils represent employee interests. The HR department oversees cooperation with the regional, functional, and business management teams. In 2025, approximately 9,500 employees worldwide were covered by collective bargaining agreements or another arrangement organized to represent employee interests.

Employee health and safety remain a top priority (see "Occupational Health and Safety" section below).

Workforce Demographics

Our workforce growth over the years is mostly organic, supported by low turnover, long employee tenure, and our capability to attract new talent. We are particularly pleased by the lower voluntary turnover in 2025 (5.9 percent) compared to the prior year (6.5 percent) despite continued tight markets for skilled labor in many geographies. This is also in line with our target of less than 10 percent turnover. When adding employees through acquisitions, we have a record of successfully integrating new team members into our workplace culture.

Our workforce (FTE) numbered 18,100 at the end of 2025, compared to 17,300 at the end of 2024. This includes 16,600 employees and 1,500 temporary personnel. Of these, 6,200 are in Europe, 5,200 are in the Americas, and 6,700 are in Asia and other countries.



PendoTECH Business Unites to Fundraise for Autism Support

In October 2025, METTLER TOLEDO PendoTECH employees joined the Eden Autism 5K & Fun Run/Walk in Princeton, New Jersey, raising funds to support individuals with autism. Organized by the local Employee Engagement Committee, the event reflects the PendoTECH One Team spirit and commitment to the community. "Being a part of this event showed me how powerful we are when we move together—families, friends, colleagues and strangers—all united for a cause that touches so many lives," said Shweta Kedia, Quality Control Specialist at PendoTECH.

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

Additional workforce demographic information is shown in the below tables. The data in the tables is approximate, based on rounded head counts as opposed to FTE. Because of rounding and differences in how contractor populations are counted across regions and historical records, some totals do not exactly match. The US Employer Information Report (EEO-1) is available on our corporate website.

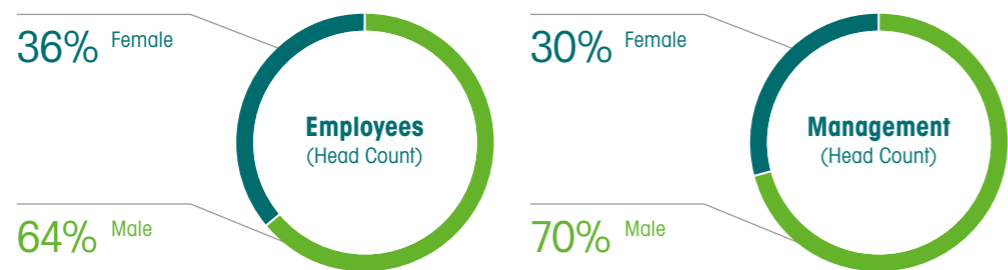
Workforce Data 2025 (Head Count)

Employment Type	Female	Male	Americas	Europe	Asia/Others
Permanent	5,700	11,000	4,200	6,200	6,300
Temporary	900	600	1,100	200	200

Permanent and Temporary Employees	<30 Years	30–50 Years	>50 Years
Hires	1,400	1,200	100
Departures	700	1,000	400

Permanent and Temporary Employees	Female	Male
Hires	1,200	1,500
Departures	800	1,300

Workforce and Gender 2025 (Head Count)



Employment Type (Head Count)	Female	Male
Full Time	6,200	11,300
Part Time	400	300



METTLER TOLEDO China was recognized as China Top Employer for the third consecutive year.

Talent Attraction and Employer Brand Awards

We are committed to attracting and retaining talent by empowering a world of opportunities that support professional growth, employee well-being, and global engagement. Several recent awards affirm the positive impact of our efforts:

- Our Product Inspection (PI) Division received the Innovation in Workforce Development award from the Pasco Economic Development Council in Florida. PI partnered with local training organizations and implemented an early career experience program for new graduates.
- The North American Talent Acquisition team won the 2025 OnCon Award for the Top 50 Talent Acquisition teams worldwide.

Several of our Business Units have received recognition as employers:

- Great Place to Work® Certification™ by Great Place to Work for our Business Units in India¹, Japan², Vietnam³, and Singapore³
- Best Employer Recognition in Switzerland³
- Top Employer in China¹

These certifications and awards recognize our strengths in leadership, employee onboarding, trustworthiness, and integrity.

We believe that a positive workplace culture is essential to attract and retain talent, and we are committed to creating an excellent workplace environment for our employees.

¹ Awards in 2023, 2024, and 2025.

² Awarded in 2024.

³ Awarded in 2025.

Our globally distributed workforce benefits from locally tailored, competitive programs in compensation, benefits (such as health care), and workplace policies. These programs and policies align with our global Ethical, Social, and Quality Standards (www.mt.com/policies) and international frameworks like the ILO Declaration on Fundamental Rights and ILO Conventions, while adhering to local laws and market conditions.

We offer certain globally standardized benefits, including management bonus programs and a Restricted Stock Unit plan. We believe in-person collaboration and connection are important, and we balance this approach by also providing our employees with appropriate degrees of work scheduling flexibility and support.

Developing and Retaining Employees

As part of our culture of continuous improvement, we invest in our employees' personal and career growth. We have numerous local and regional employee development programs worldwide that focus on accelerating growth and increasing engagement for early-career professionals. Notably, our initial career experience programs in the United States and Europe provide rotational assignments across key functions including sales, marketing, engineering, and finance.

Our MOVE program provides rotational, international leadership experience to early-in-career individuals. Our Development Academy in Poland is a unique training program dedicated to supporting and nurturing the skills of employees with outstanding performance and high potential. Since the Development Academy started in September 2016, 200 employees have completed approximately 1,400 hours of training. In 2025, we held three Development Academies and trained 36 employees, showing our continued commitment to growing talent and leadership around the world.

Our Training Center in Malaysia is a specialized hub for product training, people development, and knowledge sharing across multiple Business Units. In 2025, the Center trained more than 100 participants in product-related courses and 66 employees in leadership development. It also supports the MOVE program, hosting at least five positions within the initiative.

MT Academy in China aims to capture valuable methodologies, tools, and best practices to improve daily operational effectiveness and efficiency. Since launching in 2022, the Academy has developed more than 50 online and offline courses. In 2025, 1,780 employees were trained, and 20 courses were added, including AI-tools deployment and general management lectures.

We integrate servant leadership into the Company's high-performance culture by driving activities on multiple levels, including newsletters and recurring discussions in senior, Business Unit, and regional meetings. In workshops, for instance, leaders reflect on their own behaviors and receive and discuss feedback from others on how they demonstrate these behaviors. We encourage leaders to actively engage in discussions about the challenges and opportunities of this leadership style.



Garden to Table

METTLER TOLEDO India employees spent a day planting a vegetable garden at the Kadav Village Anganwadi community center in June 2025. Thirty-five volunteers helped clean and prepare soil beds and plant nutrient-rich fruits and vegetables like papayas, eggplants, and tomatoes, supporting community nutrition and sustainability. "I'm grateful to have been part of this ... initiative. This project not only promotes nutrition and health for the children but also empowers the community with sustainable food sources and environmental awareness," said Saurav Pahari, Assistant Finance Manager. "Thanks to METTLER TOLEDO and United Way Mumbai for providing me with this opportunity to give back to society."

We want to offer a world of opportunities to ensure that our workforce remains competitive in a global environment. We operate an internal careers portal and emphasize training and developing our employees across all levels and regions. We have a harmonized Global Performance Management (GPM) process and system, which we believe drives the engagement, productivity, and effectiveness of our employees.

We have designed our GPM process to help ensure that individual development aspirations align with our Corporate Values and with our Company and Business Unit strategy implementation. Employee performance reviews include a harmonized set of competencies based on our Corporate Values Statements for nonmanagerial employees and on our Leadership Competencies for managers. We aim for all employees to receive an annual performance review, which includes suggestions for continuous improvement and ongoing career development. By strengthening employees at an individual level, we ensure that we are striving for excellence as a Company as a whole.

To further support these efforts, we are undergoing a transformation in Human Resources. We are updating our core HR programs and implementing a new software platform as part of this initiative. This transformation enhances user experience, streamlines HR processes, and provides better insights into workforce development, enabling us to support our employees' growth and career journeys more effectively.

Our employees have access to learning resources including our online Learning Management System (LMS), which is available on demand. Many of our global locations offer classroom training, while a significant amount of training is delivered online. Internal experts and senior leaders facilitate our in-person sessions.



Employee Global Photo Contest

For many years, we have hosted a global photo contest open to all our employees, with the winning images featured in our corporate calendar. Since 2024, including the current edition, the majority of photos in our Corporate Responsibility Report have been selected from submissions to this contest. For a full overview of employee photo credits, see pages 94–95.

During 2025, approximately 91 percent of our employees completed one or more training courses, spending an average of 16 hours of training per employee, an increase of almost three hours compared to 2024. The total number of completed training sessions was almost 236,500 sessions.

Mid-level management helps to reinforce and shape our culture across the Company. Every year, we train approximately 60 to 80 of these leaders in our comprehensive, nine-day METTLER TOLEDO Management Seminar (MTMS). As of the end of 2025, more than 900 employees have completed this seminar since the program's inception.

At METTLER TOLEDO, we are committed to fostering an enriching work environment that empowers our employees to engage in meaningful experiences both personally and professionally. The following events in 2025 are some examples of the ways we created a positive environment, engaged our employees, and helped retain our valued global workforce.

- Appreciation events acknowledge employees as they achieve various milestones. For instance, employees at our offices in Switzerland—including those with up to 45 years of employment—celebrate their anniversaries together. Columbus, Ohio employees reaching employment milestones are honored with a special breakfast.

- During the fifth annual Impact events in Poland, employees embraced our One Team spirit by participating in activities centered on inclusivity and collaboration. Activities included a video reminding employees of the value and importance of an inclusive environment, online discussion groups, a Servant Leadership training for more than 100 leaders, an environmental clean-up followed by a campfire, and later a Poland Business Run.
- Employees in Thailand held a special event to celebrate International Day of Sign Languages. Colleagues whose primary language is sign language created a video to teach simple workplace phrases to their coworkers. This positive exercise in mutual understanding helped build a strong team foundation, as participants learned a new skill and gained a closer workplace relationship with their colleagues.

Community Engagement and Corporate Social Responsibility

Community engagement and charitable activities are part of our social responsibility. We believe it is important to be active in the communities in which we live and work. Our local Business Units actively participate in their communities through diverse initiatives. With many employees residing near their workplaces, we maintain a strong connection and responsiveness to local needs and priorities.

Examples of regular community engagement include creating a community vegetable garden (India), a forest and river clean-up (Poland), year-end charity campaigns (Switzerland), bake sale events to support foster children (Poland), tree planting activities (several Business Units), litter-cleaning activities (several Business Units), charity runs (several Business Units), delivery of hot meals to senior citizens (United States), and other community activities.

Occupational Health and Safety

We are invested in the well-being of our employees. In line with local market practices, a number of Business Units offer health insurance options and health programs, including fitness activities, regular health checks, and employee assistance programs.

We continuously strive to create a safer work environment by minimizing incident impacts and maintaining key health and safety performance indicators (TRIR, DART, SR) at or below the five-year average. Each Business Unit's safety performance is reviewed regularly, with targeted actions to address operation-specific risks. Main production sites undergo an annual safety maturity assessment through our SternDrive Corporate Operational Excellence Program.

Local safety programs and training are implemented across all relevant Business Units. Some locations, including most of our Units in China and several Units in Europe and Asia, have certified safety management systems (ISO 45001 or equivalent). Business Unit managers monitor safety metrics regularly, and executive management conducts ongoing reviews. Preventive risk management, best practice sharing, and safety awareness campaigns drive continuous improvement.



Employees in Malaysia participate in a team-building event.

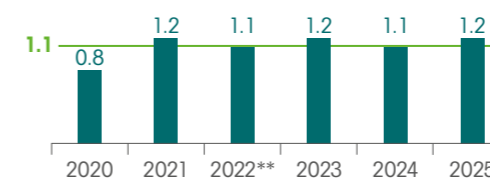
Health and Safety Performance 2025

In 2025, our health and safety KPIs showed mixed trends compared to 2024 and the previous five years: We observed no occupational injury-related fatalities in 2025. Compared to 2024, we experienced a significant further reduction of lost hours leading to a historically low severity rate of 10.1 (SR). However, we also observed a slight increase in total recordable cases (TRIR) and in cases causing days of absence or work restrictions (DART).

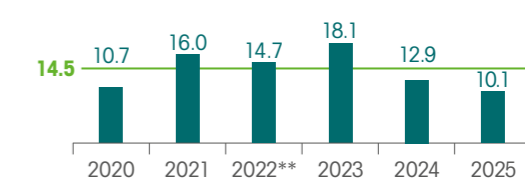
The predominant safety incidents that we see at our Business Units are bruises and minor cuts from the handling of tools or sharp objects, strains from moving heavy objects, and injuries from tripping while walking or using stairs. Severe workplace accidents are rare. In the past five years, unfortunately, there has been one employee fatality from an occupational incident related to a motor vehicle accident. Detailed incident rates are shown below. For better comparability with other organizations, we added the KPI Lost Time Injury Rate (LTIR) to our disclosure.

Although we did not meet our goal of maintaining all health and safety KPIs at or below the previous five-year averages, it is important to note that these averages have significantly decreased because they no longer include data from 2019, a year with unusually high rates.

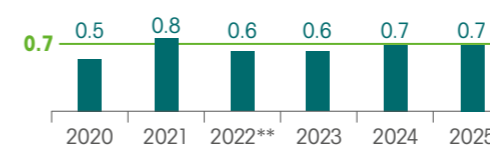
Total Recordable Injury Rate (TRIR)*



Occupational Injury Severity Rate (SR)*



Days Away Restricted Transfer Rate (DART)*



Lost-Time Injury Rate (LTIR)*



— Average value over the previous five years (2019–2023).

* Figures in each case represent number of incidents per 200,000 working hours.

** Covering period January through September only.

Detailed Incident Rates 2020–2025

Occupational Health and Safety	2020	2021	2022	2023	2024	2025
Total Number of Workforce	16,500	17,800	18,000	17,300	17,300	18,100
Total Recordable Cases	119	170	171	199	186	194
Total Recordable Injury Rate (TRIR)	0.8	1.2	1.1	1.2	1.1	1.2
Days Away, Restricted, Transfer Rate (DART)	0.5	0.8	0.6	0.6	0.7	0.7
Occupational Injury Severity Rate (SR)	10.7	16.0	14.7	18.1	12.9	10.1
Lost-Time Injury Rate (LTIR)	0.56	0.56	0.52	0.52	0.40	0.51
Occupational Fatalities	0	0	1	0	0	0

Looking Ahead

Looking ahead, METTLER TOLEDO will continue to prioritize employee engagement, inclusion, and innovation to drive organizational success. The Company plans to expand development programs and integrate advanced digital HR tools. Sustainability and workplace safety remain critical focus areas, with ongoing initiatives to minimize environmental impact and improve health and safety metrics. METTLER TOLEDO will also continue to strengthen our ability to attract and develop talent to support a high-performing and inclusive workforce. These strategic actions position the Company to deliver sustained value to employees, customers, and communities globally.

Appendix

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Appendix: Report Profile

About This Report

Beginning with the 2020 Corporate Responsibility Report, we have conducted an external limited assurance of our GHG emissions data and related energy consumption according to ISO the GHG Protocol Corporate Accounting and Reporting Standard and Corporate Value Chain (Scope 3) Standard. We intend to continue conducting such an external assurance on an annual basis.

Our prior report was published in 2025, covering information for the year 2024. This report covers the business year 2025. Unless otherwise stated, the reporting period is from January 1, 2025 to December 31, 2025. Data presented in the report were collected, structured, and analyzed in-house by our Corporate Sustainability team. We plan to regularly report on our sustainability progress and plan to publish a Corporate Responsibility Report every year.

In the TCFD Index that follows, we provide a table indicating where in our public reporting stakeholders can locate details responding to each of the recommendations of the TCFD. Details related to Scope 1, 2, and 3 GHG emissions calculation methodologies can be found in the Supplemental Documentation. The external assurance completes the Appendix.

Data Coverage

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

We Value Your Feedback

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

Appendix: TCFD Responses

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

Recommended Disclosure

TCFD Disclosure Location

Governance

- a) Describe the Board’s oversight of climate-related risks and opportunities.
- b) Describe management’s role in assessing and managing climate-related risks and opportunities.

We describe the roles and responsibilities of our Board of Directors and management team in climate-related oversight and management, including related to risks and opportunities, on pages 10 and 11 of our Proxy Statement for the Annual Meeting of Shareholders 2026 and page 15 of this report.

Strategy

- a) Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.
- b) Describe the impact of climate-related risks and opportunities on the organization’s businesses, strategy, and financial planning.
- c) Describe the resilience of the organization’s strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.

We describe climate-related risks and opportunities and related strategy and planning page 16 of this report.

Risk Management

- a) Describe the organization’s processes for identifying and assessing climate-related risks.
- b) Describe the organization’s processes for managing climate-related risks.
- c) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization’s overall risk management.

We describe our process for identifying, assessing, and managing climate-related risks and our broader enterprise risk assessment on pages 10 and 11 of our Proxy Statement for the Annual Meeting of Shareholders 2026 and page 16 of this report.

Metrics and Targets

- a) Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.
- b) Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions and the related risks.
- c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.

We describe our climate-related metrics, targets, and emissions in the Efficient Use of Resources section of this report. We have also committed, since 2021, to the Science Based Targets initiative, with target approval achieved in 2022.



Appendix: Supplemental Documentation

1. Greenhouse Gas Emissions Calculation Methodology

1.1 GHG Reporting Standards

METTLER TOLEDO calculates its reported greenhouse gas (GHG) emissions in accordance with the industry guidelines, as developed by the World Resources Institute (WRI) GHG Protocol.

- For Scope 1 and 2 emissions reporting, METTLER TOLEDO utilizes the GHG Protocol Corporate Standard.
- For Scope 3 emissions reporting, METTLER TOLEDO utilizes the GHG Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard.

1.2 Organizational Boundaries

The organizational boundary for our GHG inventory is defined based on the operational control approach.

We include all direct emissions (Scope 1) and indirect energy-related emissions (Scope 2) from these controlled facilities and operations. Additionally, we account for relevant Scope 3 emissions associated with our business activities.

Facilities smaller than 500 square meters are excluded from our organizational boundary. These excluded sites are typically warehouses and office spaces. A materiality assessment was conducted, which demonstrated that emissions from these smaller facilities constitute less than 2 percent of our total Scope 1 and Scope 2 emissions and less than 1 percent of our total Scope 3 emissions. Therefore, these emissions are considered not material to our overall emissions footprint.

We commit to periodically reviewing our organizational boundary and exclusion criteria to ensure the accuracy and relevance of our GHG inventory over time. The approach is consistent with our disclosure to the CDP Climate Change assessment and to the Science Based Targets initiative (SBTi).

1.3 Reporting Timeframe

Scope 1, 2, and 3 emissions are based on and reported for the most recent fiscal year of METTLER TOLEDO, January 1, 2025 through December 31, 2025.

1.4 Table 1: Emissions Calculation Methodology

Emissions	Calculation Methodology
<p>Scope 1 (2025) GHG emissions related to (1) global vehicle fleet, (2) stationary combustion, (3) refill of refrigerants in air conditioning (AC) equipment and manufacturing processes</p>	<p>1. Vehicle fleet Based on actual fuel consumption reported by METTLER TOLEDO operating Business Units or fleet service providers and converted to GHG emissions using conversion factors provided by the Sphera Corporate Sustainability software (based on the GHG Protocol v20 [07/2024] and Defra v14.1 [10/2025]).</p> <p>2. Stationary combustion Based on actual fuel consumption reported by METTLER TOLEDO operating Business Units and converted to GHG emissions using conversion factors provided by the Sphera Corporate Sustainability software (based on the GHG Protocol v20 [07/2024]).</p> <p>3. Refrigerants Based on actual consumption of different types of refrigerants reported by METTLER TOLEDO operating Units and converted to GHG emissions using conversion factors provided by the Sphera Corporate Sustainability software (based on the GHG Protocol v20 [07/2024] and Defra v14.1 [10/2025]).</p>
<p>Scope 2 (2025) Indirect GHG emissions associated with the purchase of electricity, steam, heat, or cooling</p>	<p>METTLER TOLEDO uses both location and market-based calculation methods</p> <p>1. Electricity Based on actual consumption (unspecified grid or renewable) reported or estimated by METTLER TOLEDO operating Business Units and converted to GHG emissions using country-specific conversion factors provided by the Sphera Corporate Sustainability software (based on IEA 2025 v5.0 and AIB v15 2024 [10/2025] datasets).</p> <p>2. District heating Based on actual energy consumption (unspecified source or renewable) by METTLER TOLEDO operating Business Units and converted to GHG emissions using conversion factors provided by the Sphera Corporate Sustainability software (based on the MLC v18 [12/2025]).</p>

Scope 3 (2025)

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

- 1. Purchased goods and services (mixed method—average, supplier-specific, and spend)**
Mainly based on actual spend in USD for various direct and indirect spend categories and converted to GHG emissions using Systain's 2024 scope3analyzer spend based factors and the underlying database. A portion of metal-related emissions is determined using weight-based emission factors, which are calculated either from market-average data or supplier-specific process data. These emissions are calculated using a proprietary metal emission calculator developed together with ETH Zurich.
- 2. Capital goods (spend-based method)**
Based on actual spend in USD for various capital goods categories and converted to GHG emissions using Systain's 2024 scope3analyzer spend based factors and the underlying database.
- 3. Fuel and energy related activities not included in Scope 1 and 2 (average-data method)**
Based on reported market-based Scope 1 and 2 emissions and converted to GHG emissions using conversion factors provided by the Sphera Corporate Sustainability software (based on Defra v14.1, MLC v18 [12/2025], vfu 2018 v1.4, and IEA v5.0 [11/2025] datasets).
- 4. Upstream transportation and distribution (mixed method—primary and spend)**
For approximately 69 percent of spend (2025), based on actual emission figures provided by METTLER TOLEDO's main transportation service providers. For the remainder, based on actual spend in USD and converted to GHG emissions, extrapolating actual data from main transportation service providers to global spend data.
- 5. Waste generated in operations (average-data method)**
Based on actual waste disposal figures provided by METTLER TOLEDO operating Business Units and converted to GHG emissions using global conversion factors provided by the Sphera Corporate Sustainability software (based on Defra v14.1 datasets).
- 6. Business travel (mixed method—primary and spend)**
 - Based on actual air travel distances and related GHG emissions reported by METTLER TOLEDO's travel management service providers for main countries.
 - Remaining air travel emissions are based on an average emission factor calculated by primary data provided by the travel agencies. Other forms of business travel (e.g., hotel nights, meals, and ground transportation) are calculated based on actual spend in USD and converted to GHG emissions using Systain's 2024 scope3analyzer spend-based factors and the underlying database.

- 7. Employee commuting (Average-data method)**
Based on actual number of employees and regional assumptions for distances travelled to work, share of remote work, and means of transportation. Emission factors for transportation mode used from Defra Conversion Factors (06/2023) and EPA, Emission Factors for Greenhouse Gas Inventories v12 (09/2023).
 - 8. Upstream leased assets**
Reported under Scope 1 and 2.
 - 9. Downstream transportation and distribution (mixed method—primary and spend)**
Downstream transportation emissions associated with outbound freight expenses not covered by METTLER TOLEDO are calculated based on USD spend and actual emissions figures provided by METTLER TOLEDO's main transportation service providers and extrapolated to global actual outbound USD spend data.
 - 10. Processing of sold products**
Not material (METTLER TOLEDO products are typically final products).
 - 11. Use of sold products (average-data method)**
 - The main emissions of our products during their use phase relate to the indirect emissions associated with their electricity consumption during operation.
 - Indirect emissions are calculated based on estimated typical lifetime power consumption for each product or product family times the number of units sold during the reporting year. The resulting total energy consumption is multiplied by a global revenue-weighted average emission factor of 0.38 kg CO₂e per kWh of electricity (based on IEA v5.0 [11/2025]).
 - 12. End-of-life treatment of sold products (average-data method)**
Extrapolated based on actual sales volume growth for 2025 compared to 2019. For 2019, approximated total weight of sold products and estimated overall material composition and converted to GHG emissions using the closest matching material categories available in the Quantis Scope 3 Evaluator tool.
 - 13. Downstream leased assets**
Not material (METTLER TOLEDO is not leasing assets to third parties to a material extent).
 - 14. Franchises**
Not applicable (METTLER TOLEDO does not hold franchises).
 - 15. Investments**
Not material (equity investments reflected in Scope 1 or 2 emissions).
-

2. Perimeter of Science-Based Targets

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

3. Renewable Electricity Sourcing

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

In 2025, 38 percent of our total electricity consumption of 79 gigawatt hours was covered by bundled certificates and 62 percent by unbundled certificates. Across bundled and unbundled RECs/EACs, over 99 percent of the renewable electricity volume was retired within the same country as the METTLER TOLEDO operations for which unbundled certificates were sourced, and less than 1 percent of the volume was retired in the same geographic region (in case of small volume and/or limited availability of suitable certificates). METTLER TOLEDO procured energy attribute certificates that meet all eight GHG Protocol Scope 2 Quality Criteria. The certificates are sourced from generation located within the same electricity market and all instruments are retired on behalf of METTLER TOLEDO. All certificates are related to power generated in 2025.

GreenMT Regional Approach to Sourcing Unbundled Renewable Electricity Certificates

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

4. Use of Carbon Credits in 2025

In 2025, we used carbon credits to offset our Scope 1 and 2 emissions. The Verified Carbon Units (VCUs) were sold by Gold Standard (www.goldstandard.org) and retired on December 02, 2025 for 2025 operations. The VCUs relates to the project Guttigoli Solar Power (Karnataka India) Gold Standard Nr. 6760. This project is an avoided emissions project for a solar farm in Karnataka, India. The protocol used to estimate emissions reductions determines the CO₂e emission factor for the displacement of electricity generated by power plants in an electricity system by calculating the “combined margin” emission factor of the electricity system. This protocol is described more fully at <https://assurance-platform.goldstandard.org/project-documents/GS6760>. Information on the independent third-party verification of Gold Standard projects is available at Certification Process I GS (<https://www.goldstandard.org/gold-standard-for-the-global-goals/gg4gg-certification-process>).



INDEPENDENT ASSURANCE STATEMENT

Statement no: DNV-2026-ASR-C840596 Valid from: 27th March 2026

Mettler-Toledo International Inc. GHG Accounting Verification 2025

Introduction

DNV Business Assurance Norway (DNV) has been commissioned by the management of Mettler-Toledo International Inc. ("Mettler-Toledo") to perform a limited assurance of their GHG accounting data from 1st January 2025 to 31st December, 2025.

Criteria

The criteria used comprise the greenhouse gas (GHG) accounting principles, methodologies, and guidance defined by Mettler-Toledo ("Reporting Criteria"), which are based on the GHG Protocol Corporate Accounting and Reporting Standard (2004), as well as the GHG Protocol Scope 2 Guidance: An Amendment to the Corporate Standard (2015) and the GHG Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard (2011). These criteria were applied consistently in preparing the Company's 2025 GHG emissions inventory.

DNV has concluded that the Reporting Criteria can be understood as suitable criteria for this engagement.

Scope of work

DNV has performed limited assurance on the following information ("Selected Information") against the Reporting Criteria:

Selected Information:

<ul style="list-style-type: none"> • Scope 1 CO₂-eq emissions • Scope 2 CO₂-eq emissions: <ul style="list-style-type: none"> ○ Marked-based emissions ○ Location-based emissions 	<ul style="list-style-type: none"> • Selected Scope 3 CO₂-eq emissions: <ul style="list-style-type: none"> ○ Category 1: Purchased goods and services ○ Category 2: Capital goods ○ Category 3: Fuel and energy related activities ○ Category 4: Upstream transportation and distribution ○ Category 5: Waste generated in operations ○ Category 6: Business travel ○ Category 7: Employee commuting ○ Category 9: Downstream transportation and distribution ○ Category 11: Use of sold products ○ Category 12: End-of-life treatment of sold products
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Disclaimers

The assurance provided by DNV is limited to the Selected Information specified in the scope of work. DNV has not conducted an assessment of the reporting organisation's overall adherence to reporting principles or the preparation of the report. Therefore, no conclusions should be drawn regarding the reporting organization's compliance with reporting principles or the quality of the overall report. The assurance provided by DNV is based on the selected indicators and information made available to us at the time of the engagement. DNV assumes no responsibility for any changes or updates made to the indicators or information after the completion of the assurance engagement.

Inherent limitations

DNV's assurance engagements are based on the assumption that the data and information provided by Mettler-Toledo to us as part of our review have been provided in good faith, are true, and are free from material misstatements. Because of the selected nature (sampling) and other inherent limitation of both procedures and systems of internal control, there remains the unavoidable risk that errors or irregularities, possibly significant, may not have been detected. The engagement excludes the sustainability management, performance, and reporting practices of Mettler-Toledo's suppliers, contractors, and any third parties mentioned in the Report. We did not interview external stakeholders as part of this assurance engagement. We understand that the reported financial data, governance and related information are based on statutory disclosures and Audited Financial Statements, which are subject to a separate independent statutory audit process. We did not review financial disclosures and data as they are not within the scope of our work. The assessment is limited to data and information in scope within the defined reporting period. Any data outside this period is not considered within the scope of assurance. DNV expressly disclaims any liability or co-responsibility for any decision a person or an entity may make based on this Independent Limited Assurance Report.

Level of Assurance

We performed a **limited** assurance engagement of specified data and information in accordance with the International Standard on Assurance Engagements (ISAE) 3000 revised – 'Assurance Engagements other than Audits and Reviews of Historical Financial Information' (revised), issued by the International Auditing and Assurance Standards Board. This standard requires that we comply with ethical requirements and plan and perform the assurance engagement to obtain limited assurance.

To ensure consistency in our assurance process, we conducted our work in accordance with DNV's assurance methodology, VerisustainTM, applying only the pertinent sections of the protocol relevant to the specific purpose of the activity. This methodology ensures compliance with ethical requirements and mandates planning and execution of the assurance engagement to obtain the desired level of assurance.

DNV applies its own management standards and compliance policies for quality control, in accordance with ISO IEC 17029:2019 - Conformity Assessment – General principles and requirements for validation and verification bodies and accordingly maintains a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards, and applicable legal and regulatory requirements.

The procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent than for, a reasonable assurance engagement. Consequently, the level of assurance obtained is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed. We planned and performed our work to obtain the evidence we considered sufficient to provide a basis for our opinion, so that the risk of this conclusion being in error is reduced but not reduced to very low.

DNV used a risk-based approach throughout the assurance engagement, concentrating on the areas that we believe are most material for both the company and its stakeholders. DNV applied a materiality threshold of five percent for the Selected Information.

Responsibilities

The Management of Mettler-Toledo have sole responsibility for:

- Preparing and presenting the Selected information in accordance with the Reporting Criteria;
- Designing, implementing and maintaining effective internal controls over the information and data, resulting in the preparation of the Selected Information that is free from material misstatements;
- Measuring and reporting the Selected Information based on their established Criteria; and
- Contents and statements contained within product carbon intensity declarations

Our responsibility is to plan and perform our work to obtain limited assurance about whether the Selected Information has been prepared in accordance with the Reporting Criteria and to report to Mettler-Toledo in the form of an independent limited assurance conclusion, based on the work performed and the evidence obtained. We have not been responsible for the preparation of the data.

Our competence, independence and quality control

DNV established policies and procedures are designed to ensure that DNV, its personnel and, where applicable, others are subject to independence requirements (including personnel of other entities of DNV) and maintain independence where required by relevant ethical requirements. This engagement work was carried out by an independent team of sustainability assurance professionals. Our multi-disciplinary team consisted of professionals with a combination of environmental and sustainability assurance experience.

Selected information - results

DNV's findings of Mettler-Toledo's GHG Accounting for the reporting year 2025 (01/01/2025 – 31/12/2025):

Scopes [tCO ₂ -eq]	2025
Scope 1, Total CO ₂ -eq Scope 1 emissions:	26 297
Scope 2, Total CO ₂ -eq Scope 2 emissions (location based):	32 791
Scope 2, Total CO ₂ -eq Scope 2 emissions (market based):	417
Scope 3, Total CO ₂ -eq Scope 3 emissions:	912 153
Category 1: Purchased goods and services	537 246
Category 2: Capital goods	53 149
Category 3: Fuel-and-energy-related activities	12 619
Category 4: Upstream transportation and distribution	35 829
Category 5: Waste generated in operations	201

Category 6: Business travel	39 524
Category 7: Employee commuting	16 198
Category 9: Downstream transportation and distribution	11 133
Category 11: Use of sold products	204 764
Category 12: End-of-life treatment of sold products	1 491

Basis of our conclusion

DNV uses a risk-based approach throughout the assurance engagement. We are required to plan and perform our work to consider the risk of material misstatement of the Selected Information. Our work included, but was not restricted to:

- Conducting interviews with Mettler-Toledo's management to obtain an understanding of the key processes, systems and controls in place to generate, aggregate and report the Selected Information;
- Performing limited substantive testing on a selective basis of the Selected Information to check that data had been appropriately measured, recorded, collated and reported;
- Reviewing that the evidence, measurements and their scope provided to us by Mettler-Toledo for the Selected Information are prepared in line with the Reporting Criteria;
- Assessing the appropriateness of the Reporting Criteria for the Selected Information; and
- Reading the Report and narrative accompanying the Selected Information within it, with regard to the Reporting Criteria.

Assurance Opinion

Based on the procedures we have performed and the evidence we have obtained, nothing has come to our attention that causes us to believe that the Selected Information presented in *Selected Information - Results* is not fairly stated and has not been prepared, in all material respects, in accordance with the Reporting Criteria.

This conclusion relates only to the Selected Information and is to be read in the context of this Independent Limited Assurance Report, in particular the inherent limitations explained under 'Level of Assurance'.

DNV Business Assurance Norway.

Oslo, Norway

27th March 2026

Perez Casado, Laura
Digitally signed by Perez Casado, Laura
 Date: 2026.03.27 12:06:25 +01'00'

Laura Perez Casado
 Lead Verifier

Bley, Oliver
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Oliver Bley
 Technical Reviewer

A World of Opportunities as Seen Through the Eyes of Our Employees

Photos courtesy of the following METTLER TOLEDO employees



Cover, Martin Tipson
Jiuzhaigou National Park, China



Page 4, Giovanni Gabriele
Cadini di Misurina, Dolomites, Italy



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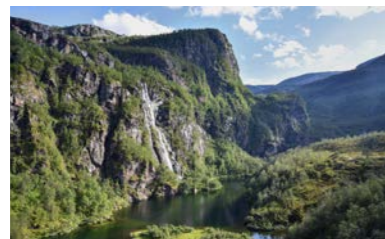
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Palghar, India



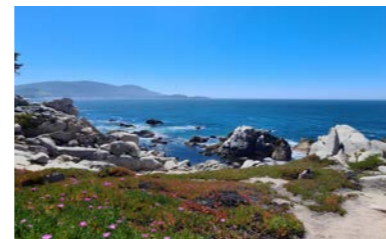
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Red Rocks Park Colorado, United States



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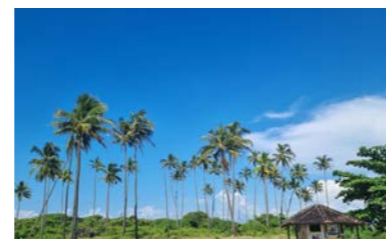
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