

Mettler-Toledo International Inc.

Diversity and Inclusion Policy

We work together with fellow employees worldwide towards common goals and are a team of many thousands of people across the globe. We foster an inclusive One Team culture and believe in treating each other with respect and fairness at all times.

We value the differences of diverse individuals from around the world and want to leverage the diverse thinking, skills, experience, and working styles of our employees. As such, our workforce should reflect the mix of the people and communities where we operate.

We promote diversity and inclusion at the highest levels in the company, including by the Board of Directors and the senior management team. Our goal is to have a broad, diverse set of candidates for job openings and promotion opportunities, selecting candidates most likely to help the company achieve all of its goals including, but not limited to, diversity considerations.

We wish to further promote diversity throughout our organization, and we encourage all employees, inclusive of all our demographics, to take on more responsibilities and management positions. While we promote these objectives from the Group Management level, we believe local management teams are best situated to identify the specific needs and opportunities of the diverse employees at their locations.

We have a comprehensive and globally valid Equal Employment Opportunity Policy and make our employment-related decisions based on job qualifications, skills, experience, merit, and development potential. We want to have the best available person in every job. We are committed to pay for performance, and to ensuring equal pay for equal work.

Our policy prohibits unlawful discrimination based on any of the following characteristics:

- race, color, or creed;
- sex (including gender reassignment, family responsibility, pregnancy, childbirth, or related considerations, gender identity or expression, and sexual orientation);
- religion and religious or political belief;
- marital or relationship status;
- age, national origin, or ancestry;
- citizenship status and protected veteran status;
- physical or mental disability, or medical condition, including genetic information; or
- any other category/characteristic made unlawful by applicable laws.

We design our recruiting, training, and engagement practices to attract, develop, and retain the best employees and to accommodate individual needs at different career and life stages. We have numerous local and regional programs across the world to help us develop our employees. We report annually in our Corporate Responsibility Report on our progress related to these important employee initiatives

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METTLER TOLEDO

