

Sustainability Report 2014



METTLER TOLEDO

12,500

Employees worldwide

84

Countries served

4,800

Patents and trademarks

115

Energy-saving projects executed

25,000

Internal trainings

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A Word From the CEO

G4-1, G4-2

“Sustainable business positions us for long-term growth”



Olivier A. Filliol
President and
Chief Executive Officer

Dear Stakeholders,

Sustainability touches all aspects of our business, from designing and producing our products, to selling and delivering them to our customers, to handling them at the end of their lifecycle. Sustainability helps guide us to make the right decisions for our customers, employees, suppliers, shareholders, and the communities in which we operate our business. We want to manage our business sustainably to position METTLER TOLEDO for long-term growth.

We are pleased to present this report, which measures progress and highlights accomplishments since our last report in 2011. We have followed the Global Reporting Initiative G4 guidelines, with a focus on topics that are material to our Company.

With our GreenMT program, launched in 2010, we began assessing our energy and resource usage globally and have added more sustainability indicators over time. We focused initially on educating employees and management about sustainability and its importance for METTLER TOLEDO's business. Now we systematically share best practices among our units and across geographies. In many units, we have formed local GreenMT teams, who actively drive change and work on projects together with their local management.

We have determined our global carbon footprint and identified a large number of potential improvement opportunities in our units. Our sales and service vehicle fleet is the largest contributor to our global carbon footprint, and improving our vehicles' fuel efficiency and optimizing mileage is a key objective now and in the coming years. Through the end of 2013, we completed 115 projects with total energy savings of more than 3,300 megawatt hours or the equivalent of 2,100 tons of CO₂. By the end of 2020, our goal is to reduce our relative CO₂ emissions per net sales by 20 percent compared with 2010.

Our products fundamentally support our customers in reducing material and product waste in their processes. We expect that more of our products will improve environmental performance with the integration of our EcoDesign approach into our global Product Lifecycle Management this year.

In addition, we have begun to assess and integrate sustainability in our supply chain. Our Business Partner Code of Conduct requires a certain standard from all our business partners globally. We have begun building systems to take a closer look at the composition and origins of our materials and expect synergies as we combine our efforts to implement various regulations.

METTLER TOLEDO values and supports our employees through trainings and regular performance reviews and places great emphasis on safety in the work place. We regularly review safety performance and promote the sharing of best practices across units with the goal to further reduce our accident rate.

Our culture of innovation and strong execution forms the basis of our relentless effort to improve our business. It is through our employees' creativity and dedication that we continually strive to mitigate risks and seize opportunities for long-term value creation for our shareholders. As we look ahead, we believe strongly that sustainable business positions us for long-term growth.

Sincerely,



Olivier A. Filliol
President and Chief Executive Officer

April 2014

Our Company

Sustainable Thinking



1

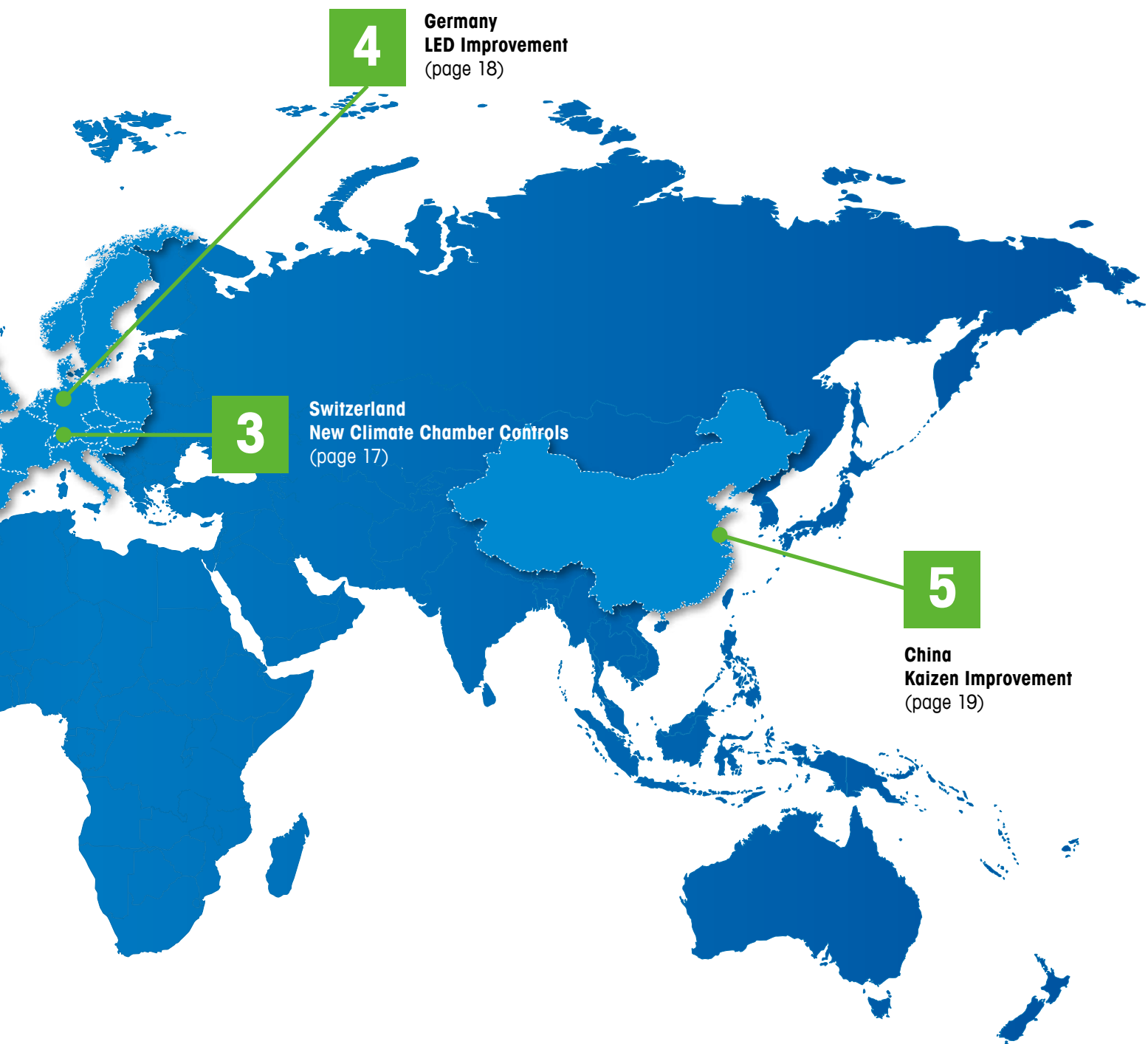
**USA
Compressor Upgrades**
(page 16)

2

**USA & Europe
Fleet Management**
(page 16)

Mettler-Toledo International Inc. was founded through a merger in 1989 between the Toledo Scale Corporation (a U.S. company founded in 1901) and Mettler Instrumente AG (a Swiss company founded in 1945). The Company was incorporated as a Delaware corporation in 1991 and became a publicly traded company with its initial public offering in 1997. Shares of METTLER TOLEDO are listed on the New York Stock Exchange as MTD (NYSE: MTD). ^{G4-3, G4-7}

Our products and services are sold in more than 80 countries around the world. We are present with our own sales or manufacturing locations in 36 countries. We have principal facilities in China, England, France, Germany, India, Switzerland, and the United States. Our executive offices are located in Columbus, Ohio and in Greifensee, Switzerland. A list of our subsidiaries can be found in our 10K filing, Exhibit 21 – Subsidiaries. ^{G4-5, G4-6, G4-8}



Our business is geographically diversified, with net sales in 2013 derived 35 percent from both Europe and the Americas and 30 percent from Asia and other countries. Our customer base is also diversified by industry and by individual customer, with no one customer accounting for more than 1 percent of our 2013 net sales. ^{G4-8, G4-9}

In recent years, we acquired businesses in the United States and Germany and expanded our market presence in emerging markets including Brazil, Vietnam, Indonesia, and Turkey. With more than a 25-year history in China and emerging markets, we have a track record of strong performance in these regions. There were no significant changes to our ownership, structure, or size in the period covered by this report. ^{G4-13}

Economic Performance

In 2013, our global operations achieved year-over-year net sales growth of 1 percent (in local currencies) and generated \$2.379 billion in revenues. Our operating cash flow was \$346 million in 2013. Further information about sales, capitalization, and changes in shareholders equity can be found in our Annual Report 2013. G4-9, G4-EC1

In terms of economic performance, the majority of our business comes from developed countries. However, a growing percentage of our sales comes from emerging markets. We expect to continue to grow our markets through our strong global leadership positions, robust product offering, investment in these markets, and our global sales and marketing programs. G4-8

As a global leader in precision instruments, we also have an indirect economic impact through jobs created and development of skills and knowledge among the professional community. G4-EC8

Participation in Associations

METTLER TOLEDO has a long-standing policy of not participating in or contributing to political campaigns, individuals, or groups, and does not take positions in public policy debates. G4-S06

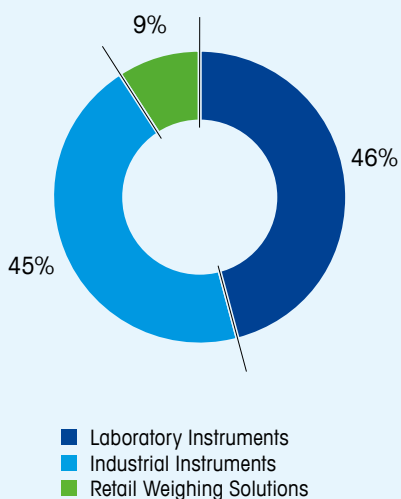
The Legal Metrology experts of METTLER TOLEDO, however, do participate as members of various industry associations, such as the U.S. Scale Manufacturers Association (SMA) and other national associations. Our experts also hold board memberships in the European Association of Manufacturers of Weighing Instruments (CECIP), the German VDMA Working Group for Balances (AWA), and the Swiss Weighing Association (SWV). Further experts cooperate in various national, regional, and international standardization bodies such as the U.S. National Conference on Weights and Measures (NCWM), the European Cooperation in Legal Metrology (WELMEC), the European Committee for Standardization (CEN/ CENELEC), and the International Organization of Legal Metrology (OIML), as well as regulatory bodies such as the technical committees of the European Commission. G4-16

Carbon Footprint

The Company is taking steps to actively manage greenhouse gas emissions that come from energy usage in our facilities and from the vehicle fleets we operate. The Company is committed to increasing energy efficiency in ways that reduce costs and minimize environmental impacts. As part of this commitment, we established a global energy monitoring program to help determine our global carbon footprint. Detailed energy consumption and emissions data are shown in the graphs and tables on pages 10-14. G4-EN3, G4-EN6

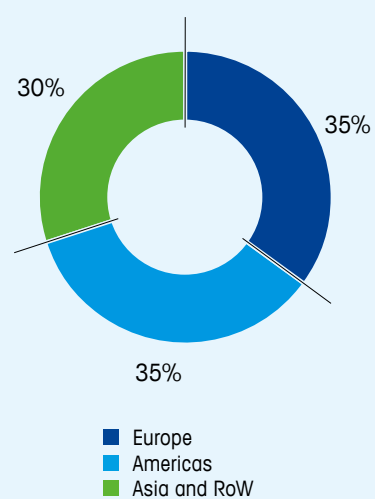
2013 Net Sales by Product Segment

G4-EC1



2013 Net Sales by Region

G4-EC1



In 2010, we began the process of calculating our global greenhouse gas footprint. During 2013, we extended the scope of our energy consumption and emissions monitoring, leading to additional CO₂ emissions being reported for 2011 and 2012 and data corrections for 2010. At the same time, we had effects on our carbon footprint, for example from transfers of production to China, due to China's higher CO₂ emission per electrical unit generated. In addition, our change of geographic mix has a negative impact as our Asian business has a higher CO₂ emission intensity. Other reasons included insourcing of processes, use of backup generators in Asian countries as a reaction to electricity shortages, and increased cooling and heating demand due to extreme weather in 2012. We compensated for some of these changes as we extended our use of renewable energy for heating in Switzerland and started procuring electricity from renewable sources in Germany. ^{G4-22, G4-23}

For this report, we have excluded the effect of currency fluctuation on net sales for all years. We also outline the changes to our 2011 Sustainability Report as well as the impacts of the above effects in the chart "CO₂e Emission Changes 2010-2013" on page 13. Overall, we realized a reduction of our relative CO₂ emissions from 29 tons to 27 tons CO₂e per million U.S. dollars net sales. ^{G4-EN18, G4-EN19}

Energy Efficiency Programs

With regard to our facilities, we conducted energy efficiency assessments in our largest production sites in 2012 and 2013 and identified more than 150 improvement possibilities. By the end of 2013, we completed 115 projects, which resulted in savings of more than 3,300 megawatt hours of energy. ^{G4-EN6}

We are currently extending the energy efficiency program to all our locations. Corporate Sustainability oversees progress, while local management retains ultimate responsibility. ^{G4-EN6}

In addition, the vehicle fleet for our sales and service personnel contributes significantly to the Company's overall greenhouse gas emissions. Therefore, it is essential that we control and optimize our fleet to reduce our carbon footprint by procuring efficient vehicles and implementing efficiency-raising fleet management practices. We are now monitoring fleet inventory data regularly. ^{G4-EN6, G4-EN7}

As a result, all our units are required to purchase and use low-emission vehicles, taking into account the vehicle's lifecycle costs and ability to support the Company's operations and services.

We ask unit fleet managers to set locally defined maximum limits for CO₂ emissions per kilometer traveled, with reference to the European Union's Cars

Selected Financial Data (in thousands U.S. dollars)

G4-EC1

	2011	2012	2013
Net Sales	2,309,328	2,341,528	2,378,972
Cost of Sales	1,091,054	1,100,473	1,096,946
Gross Profit	1,218,274	1,241,055	1,282,026
Research and Development	116,139	112,530	116,346
Selling, General, and Administrative	703,632	684,026	692,788
Amortization	17,808	21,357	24,539
Interest Expense	23,226	22,764	22,711
Restructuring Charges	5,912	16,687	19,830
Other Charges (Income), Net	2,380	1,090	3,103
Earnings Before Taxes	349,177	382,601	402,709
Provision for Taxes	79,684	91,754	96,615
Net Earnings	269,493	290,847	306,094

Regulation of 130 grams per kilometer. We also encourage units to use alternative engine types (i.e., natural gas, hybrid, electric), especially in urban environments. In addition to appropriate vehicle selection as described above, we have implemented fuel efficiency measures including eliminating unnecessary travel and transportation, encouraging fuel-saving driving and routing, well-adapted loading, and proper vehicle maintenance. ^{G4-EN19}

In parallel, we are currently evaluating further opportunities in sourcing energy, materials, components, and logistics and in using and recycling our products. With regard to climate protection, delivering these efficiency measures will help us in reducing our relative carbon footprint by 20 percent in 2020, compared with 2010 levels. ^{G4-EN19}

Environmental Management

METTLER TOLEDO is committed to doing business in an environmentally responsible manner that minimizes adverse impacts on the environment. We operate our business in compliance with applicable environmental laws and regulations. We strive to reduce consumption of natural resources and reduce our emissions. The Company has established continuous improvement programs through certified ISO 14001 environmental management systems in all our key facilities. During the reporting period, no significant fines or nonmonetary sanctions were

levied against the Company for noncompliance with environmental laws or regulations. ^{G4-EN29}

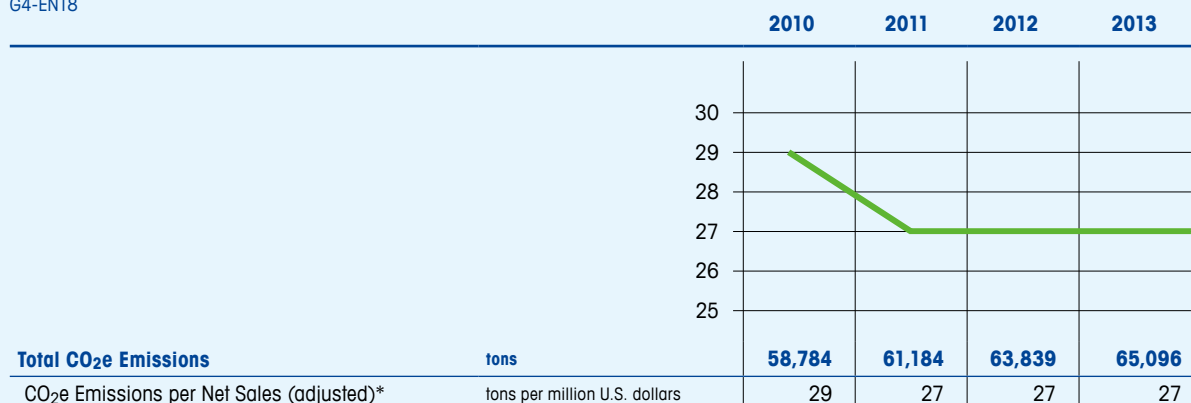
With regard to water, waste, and other emissions, METTLER TOLEDO has begun to systematically monitor its performance. We are pleased to report that our impact is relatively low in all three aspects. Specifically, our data on page 14 reflect that the volume and impact of water withdrawn and discharged, hazardous and nonhazardous waste disposed, and additional air emissions emitted are relatively low. Furthermore, no significant spills were reported. ^{G4-EN8, G4-EN24}

Impacts From Logistics and Travel

We view logistics as important for our Company due to the global locations of our operations and sales and service organizations. We have key manufacturing facilities located in China, Europe, and the United States. We also purchase most of our raw materials, components, and supplies from multiple suppliers around the globe. Integrated logistics processes along the entire value chain require us to work closely with customers and therefore represent an important link to our customers. Supply Chain Management is diligently working on concepts to reduce the number of "empty" kilometers and increase truck and air capacity utilization.

CO₂e Emissions Intensity

^{G4-EN18}



*Net sales adjusted for acquisitions and excluding the effects of currency exchange rate fluctuations.

For many of our employees, business travel is a necessity due to the global reach of our organization. We encourage our employees to use alternative means such as web-based conferencing and other technical equipment to minimize travel wherever possible. We train employees and provide information about how to reduce unnecessary travel and emissions.

We do not currently have consolidated data to report on specific integrated logistics processes or business travel improvements. It is our aim for the future to have a basis to increase our insight into logistics and business travel, so we can further our sustainable approach in both areas. ^{G4-EN17, G4-EN30}

Supply Chain

We generally manufacture critical components in-house, which are components that contain proprietary technology. When outside manufacturing is more efficient, we contract with other manufacturers for certain nonproprietary components. We use a wide range of suppliers and our supply chain is complex and globally diversified. We believe our supply arrangements are adequate and that there are no material constraints on the sources and availability of materials. From time to time, we may rely on a single supplier for all of our requirements of a particular component. We have implemented global procurement and supply chain management programs over the last several years. As a result, our supply

chain is transforming to a more global setup with increased focus on low-cost country sourcing and manufacturing. This is not only for cost leadership but also for proximity to our fastest-growing customer markets. With our regional logistics and final-assembly hub strategy, we position ourselves to better serve our customers and reduce the overall CO₂ emissions of our distribution network. ^{G4-12}

Sustainability in the Value Chain

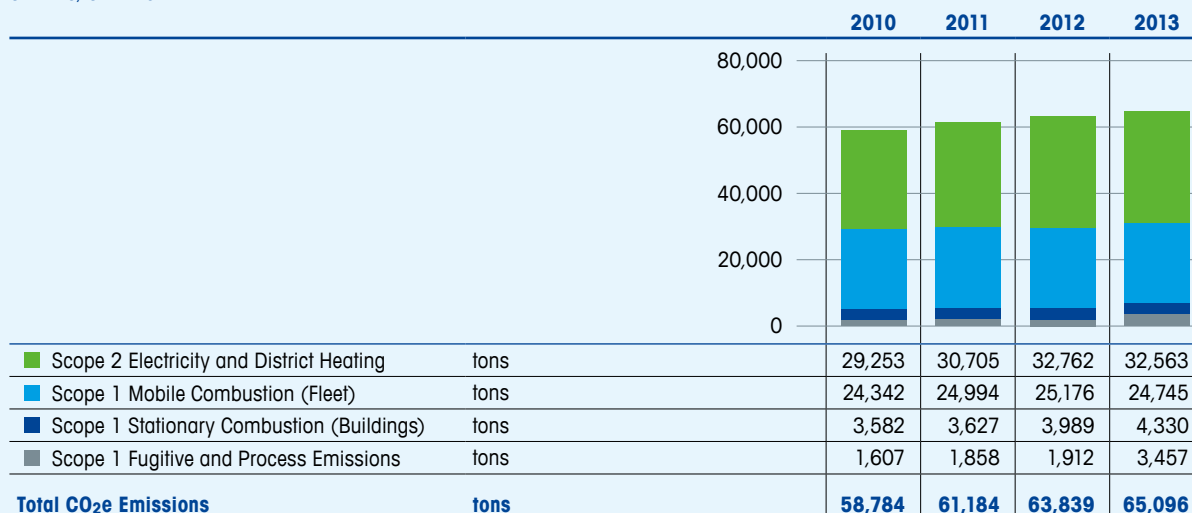
All our suppliers and other business partners in the value chain are subject to our Business Partner Code of Conduct and are encouraged to work with their own business partners to ensure that they also strive to meet the principles of that code or equivalent principles. The Code sets out standards of business conduct and business practices that we expect our business partners to comply with. The Business Partner Code of Conduct is an integral part of our terms and conditions.

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

It is our aim to further integrate ethical conduct, environmental protection and health and safety, as well as labor and human rights, into our global supply chain management to manage risk associated with those sustainability impacts of our supply chain. We plan to build on the tools and processes we have in place for supplier segmentation, such as

CO₂e Emissions

^{G4-EN15, G4-EN16}



requests for information, supplier auditing, and specific supply agreements. This program for supply chain sustainability is driven by an internal cross-functional team and overseen by the head of Global Supply Chain Management. G4-HR11, G4-EN33, G4-LA15, G4-SO10

Conflict Minerals

METTLER TOLEDO is aware of the conflict minerals requirements of the Dodd-Frank Act. Like other companies, we are actively working on implementing a conflict minerals program in response to this legislation. We do not source conflict minerals directly, and our program includes due diligence to determine the source of conflict minerals that may end up in our products. We intend for our conflict minerals program to be fully compliant with the requirements of Section 1502 of the Dodd-Frank Wall Street Reform and Consumer Protection Act of 2010. To ensure we meet these commitments, we engage with suppliers to perform reasonable, risk-based due diligence to check the origin of potential conflict minerals present in METTLER TOLEDO products. As part of this commitment, we will also evaluate our supply base on an ongoing basis. G4-HR11

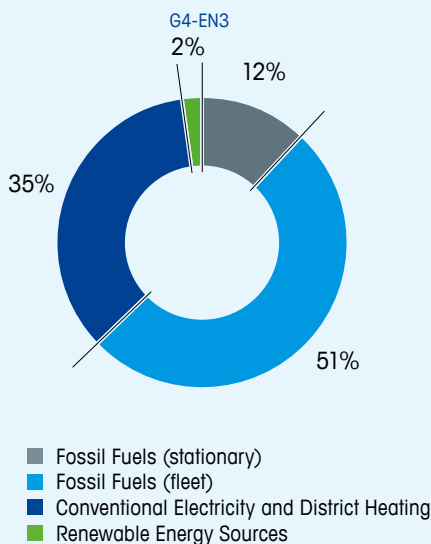
Shareholders’ Participation Rights and Stakeholders’ Consultation

The Company has an active Investor Relations function, keeping a close relationship with the Company’s main shareholders. Any appropriate concerns reported to Investor Relations are reported to the General Counsel and the Board. G4-37

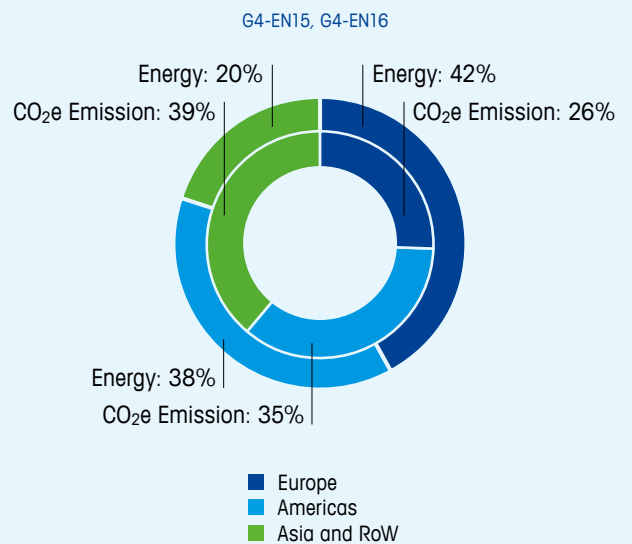
METTLER TOLEDO also engages with its shareholders through the annual shareholders meeting. This provides shareholders with an opportunity to vote on the proposals and any other business properly brought before the meeting. Each share of common stock outstanding is entitled to one vote. Interested parties, including employees and shareholders, may contact the Presiding Director individually, the Board of Directors, or the nonmanagement directors as a group via regular mail to Mettler-Toledo International Inc., Attention: Presiding Director, or via e-mail to PresidingDirector@mt.com. G4-37, G4-49

The annual meeting is generally held in New York. A quorum is required to hold the meeting, which is a majority of the Company’s outstanding shares of common stock as of the record date. Voting can take place by attending the meeting in person or by proxy via telephone or internet voting. G4-26

2013 Energy by Source



2013 Energy Consumption and CO₂e Emission by Region



Role in Evaluating Economic, Environmental, and Social Reporting and Performance

The CEO is actively involved in economic, environmental, and social topics. An executive officer and Group Management Committee member oversees the GreenMT program, which is led by the Head of Corporate Sustainability. The Head of Human Resources bears the main responsibility for all social aspects. With responsibility for all strategies, policies, and goals related to economic, environmental, and social impacts, the Group Management Committee and the CEO formally review and approve any aspects identified as material. G4-34, G4-35, G4-36, G4-42, G4-48

Critical concerns may be reported to the Presiding Director individually, the Board of Directors, or the nonmanagement directors as a group via Investor Relations and via the communication channels mentioned above. There have been no reports of critical concerns to the Board of Directors during the reporting period, and the Company has not received any grievances about environmental impacts through its various reporting channels. G4-49, G4-50, G4-EN34

CO₂e Base Year Emissions

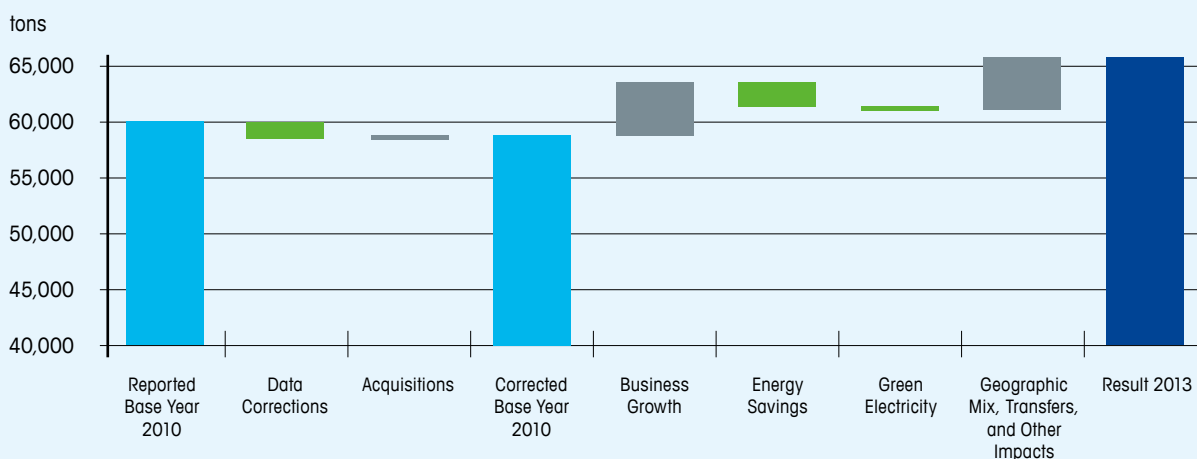
G4-22, G4-EN18

		2010	2011	2012	2013
Original Data	tons	59,926	60,821	64,068	65,458
Data Corrections vs. 2011 Report	tons	-1,505	n.a.	n.a.	n.a.
Acquisitions (adjusted)	tons	363	363	-	-
Green Electricity	tons	-	-	-228	-362
Resulting Corrected CO ₂ e	tons	58,784	61,184	63,839	65,096
CO ₂ e per Net Sales*	tons per million U.S. dollars	29	27	27	27

*Net sales adjusted for acquisitions and excluding the effects of currency exchange rate fluctuations.

CO₂e Emission Changes 2010–2013

G4-EN15, G4-EN16, G4-EN19



Energy (MWh)

G4-EN3

			2011	2012	2013
Scope 1	Stationary Combustion	Heating Oil	332	350	124
		Natural Gas	17,294	19,086	20,981
		Other Fuels	101	130	202
	Mobile Combustion	Diesel	52,206	52,985	54,563
		Gasoline	42,440	42,838	39,368
LPG and CNG		846	908	979	
	Total Scope 1	Consumption	113,221	116,297	116,217
Scope 2	Electricity	Consumption	62,427	65,449	65,017
		Portion from Green Energy	–	531	841
	District Heating	Consumption	3,305	3,152	4,242
		Portion from Renewable Sources	2,897	2,689	3,209
		Total Scope 2	Consumption	65,733	68,601
Total	Scope 1 & Scope 2	Consumption	178,953	184,898	185,476

Differences in totals due to rounding

Other Emissions

G4-EN15, G4-EN20

			2011	2012	2013
Emissions	Refrigerants (including ozone-depleting substances)	kg	900	926	1,565
	Refrigerants' Ozone Depletion Potential	kg CFC-11e	41	47	68
	Refrigerants' Global Warming Potential	tons CO ₂ e	1,725	1,792	3,330

Water, Effluents, and Waste

G4-EN8, G4-EN22, G4-EN23

			2011	2012	2013
Water	Water Withdrawal	m ³	333,041	313,566	287,502
	Water Discharge	m ³	278,008	260,219	207,348
Waste	Hazardous Waste	tons	544	491	519
	Nonhazardous Waste	tons	3,793	6,010*	3,954
	Portion from Recycling	percentage	65%	77%	66%

* In 2012, we changed some processes resulting in a one-time increase in scrap metal being sent to recycling.



Company Examples

Compressor Upgrades

1

We achieved significant energy and cost savings at our Worthington, USA facility, through the use of a new air compressor. The older model, in use for over 25 years, operated 24 hours per day, seven days a week, and required a separate air dryer. With an integrated smart control, the new compressor operates on demand, allowing controlled hours of operation and automatically reducing speed as demand changes. The facility now saves 40,000 kilowatt hours per year, an equivalent of 28 tons of CO₂. Several other operating sites have begun implementing compressor efficiency upgrade programs as well.

Fleet Management

2

Our sales and service teams are making great strides in helping to lower our global carbon footprint through the use of a more efficient automobile fleet. With the assistance of our procurement team, we have put into place new policies in our European and American regions calling for the conversion of existing sales and service vehicles to eco-efficient models. We see a high potential to deliver both financial and environmental benefits once all our regions have implemented these policies. We anticipate reduced emissions as well as financial savings in fuel costs from the new models and also from more eco-efficient driving skills.





New Climate Chamber Controls

3

Weighing instruments have to pass an adjustment process in a special climate chamber to minimize any impact of temperature changes on the precision of the instrument. These chambers, while critical for testing, use an enormous amount of energy – almost 15 percent of the total electric energy consumption of METTLER TOLEDO in Greifensee and Nänikon, Switzerland. This amount of energy usage prompted us to undertake a detailed analysis to see where we could improve our systems. For example, to maintain a precise level of temperature and humidity, the chambers were constantly heating and cooling at

the same time. By reprogramming and optimizing the energy fluxes, we managed to reduce energy consumption by more than 40 percent. These changes were possible without compromising product quality.

A second project shortened the cycle time of the adjustment process, which reduces the energy consumption per cycle. We plan improvements for all chambers in the coming years, in total saving about 1 million kilowatt hours of electricity.



LED Improvement

4

Our facility in Giesen, Germany, has begun to implement a new lighting initiative to replace fluorescent lights with Light Emitting Diode (LED) systems in its warehouse, assembly lines, and adjacent office spaces.

This change is expected to reduce the energy consumption by 30 percent. Savings are expected to be as high as 80,000 kilowatt hours of electricity or 35 tons of CO₂ annually. Furthermore, the lights have less thermal output, which demands less air conditioning, resulting in additional savings of electricity. A total of 220 fluorescent lamps have already been replaced by LED lights in the warehouse. In 2014, new LED lights will be installed in the assembly line facilities and offices. With proper planning and a modular installation of the new lighting system, the Geisen facility will be able to more closely control the range of illumination and ensure lighting only in the areas where employees are working.





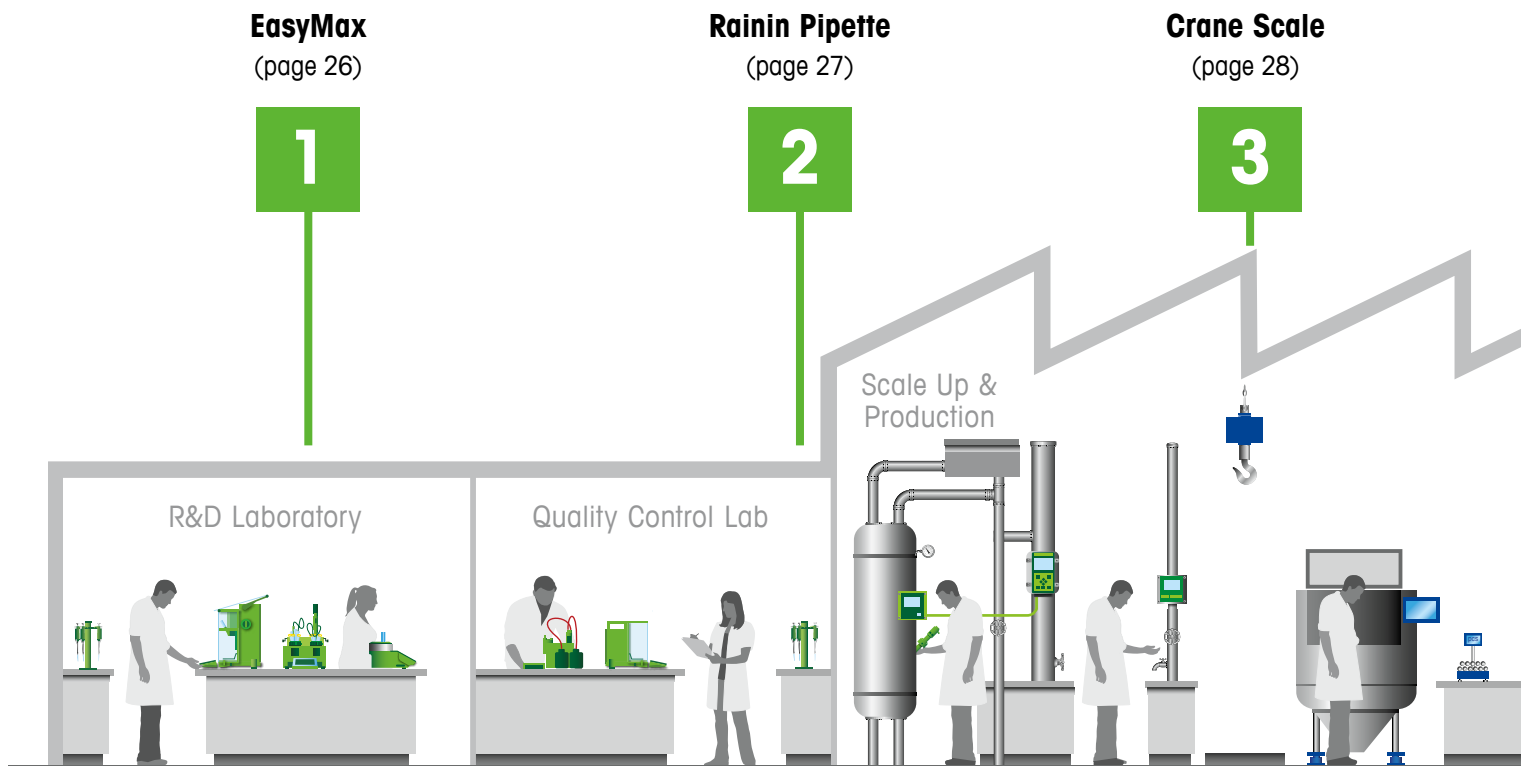
Kaizen Improvement

5

When analyzing the energy consumption of one of our production locations in Changzhou, China, we discovered that our use of electricity makes up 98 percent of our total energy usage. Since most of the electricity was used in the gaging process, we took actions to make the process more efficient by optimizing process capacity, improving production line setup, and replacing the continuous curing oven. We made further improvements in air conditioning and lighting throughout the buildings. The effect of these improvements became evident immediately as we saw significant reductions in our electricity consumption. Motivated by this success, our Chinese GreenMT team continued its efforts. In 2013, they managed to decrease power consumption of our Chinese unit by 1 million kilowatt hours.

Our Solutions

Engineered to Save Resources



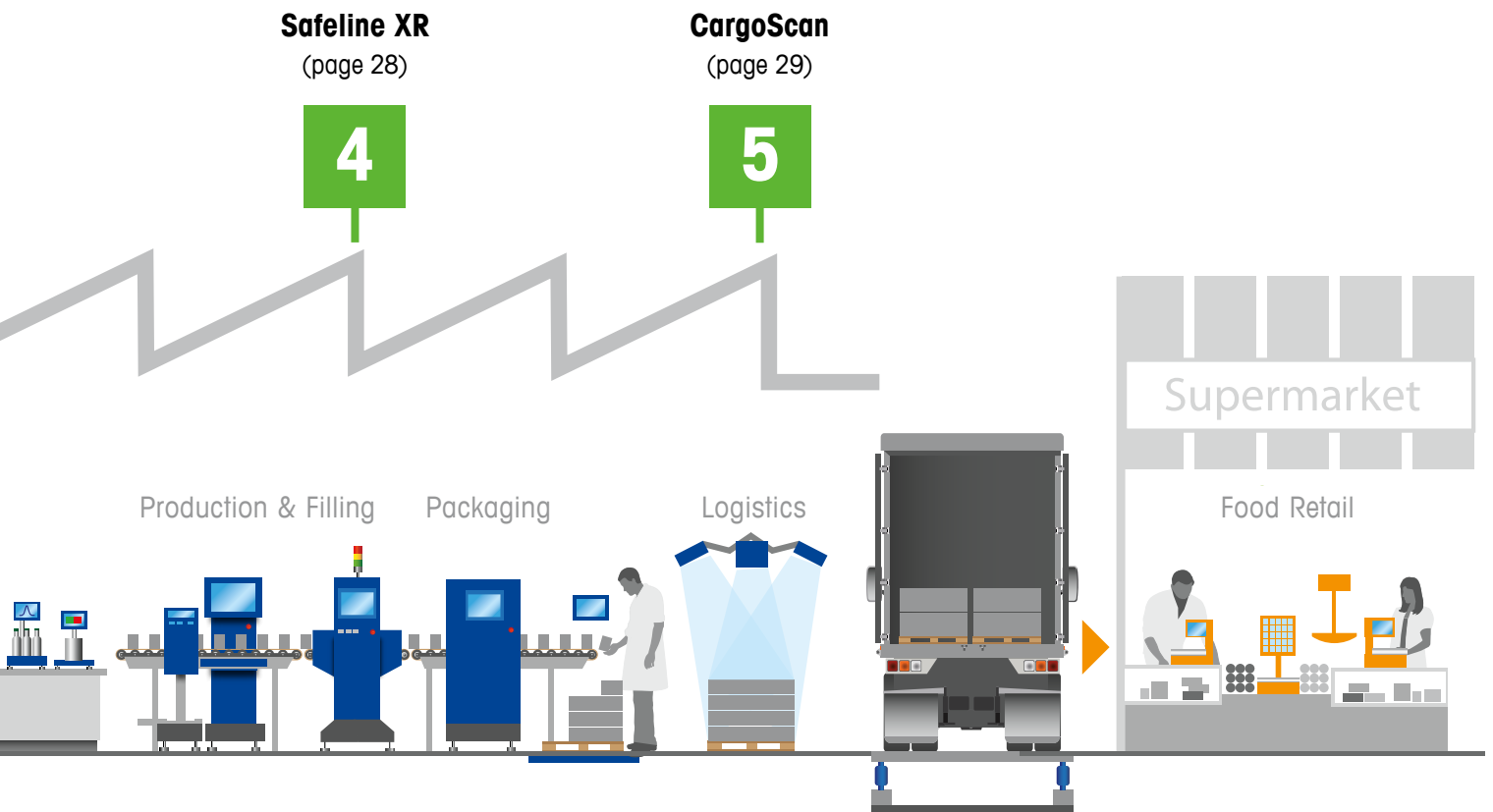
We manufacture a wide variety of precision laboratory instruments, including laboratory balances, pipettes, titrators, thermal analysis systems, and other analytical instruments. We shorten time-to-market for our customers by accelerating the process of research and development through integration, automation, and sophisticated software solutions. We sell our products under various brand names, including principally METTLER TOLEDO and OHAUS. ^{G4-4}

Our process analytics products provide liquid analytical measurement solutions to control production processes in chemical, pharmaceutical, food and beverage, semiconductor, and power industries. These technologies enable reliable and accurate measurement of pH, dissolved oxygen, conductivity/resistivity, turbidity, CO₂, dissolved ozone, and flow rates in a variety of process and manufacturing scenarios.

We are also the world's leading supplier of in-line checkweighing, metal detection, and x-ray inspection solutions, providing contaminant detection and product integrity capabilities, as well as high-speed vision inspection solutions for the food, beverage, pharmaceutical, packaging, personal care, and household chemical industries.

In addition to our wide variety of industrial weighing instruments, we offer related terminals and dedicated software solutions for the pharmaceutical, chemical, food, and other industries. We supply automatic identification and data capture solutions, which integrate in-motion weighing, dimensioning, and identification technologies for transport, shipping, and logistics customers. We also offer heavy industrial scales and related software.

Supermarkets, hypermarkets, and other food retail businesses make use of multiple weighing and food



labeling solutions for handling fresh goods (such as meats, vegetables, fruits, and cheeses). We offer stand-alone scales for basic counter weighing and pricing, price finding, and printing. In addition, we offer networked scales, which integrate back office, counter, self-service, and checkout functions. G4-4, G4-8

EcoDesign

Since the launch of our GreenMT program, we have paid increased attention to how our products impact economic, social, and environmental aspects of our society. As a result, we have started to assess the direct and indirect effects of our products with the aim of developing a holistic understanding of their impact. We are actively integrating lifecycle analysis into our Product Lifecycle Management (PLM) process through our EcoDesign program. Our EcoDesign Initiative provides guidelines for new product development and redesign efforts. This means not only increasing awareness for the environment and selecting low-

impact materials, but also optimizing production techniques, use-phase, and end-of-life systems for our products. We are confident that EcoDesign will improve our sustainability performance and create additional green value and benefits for our Company and our customers. Responsibility for EcoDesign lies with the individual business units' product management. The program is overseen by the Head of Corporate Sustainability and the Global Head of Product Lifecycle Management.

Our products are typically very durable and have a long lifetime. Their electricity consumption is comparably low: from milliwatts for sensors to several hundred watts for our larger product inspection devices. We are aware, however, that the manner in which our products and services are produced and ultimately used by our customers still has an impact on the environment. Thus we regularly seek ways to reduce the environmental impact of our products and services. G4-EN7

Our global PLM process incorporates design for the environmental aspects into all new product developments. We believe this structured approach continuously improves the efficiency and other positive aspects of our products such as efficiency, while reducing potential negative environmental impacts. Specifically, the EcoDesign approach targets the full product lifecycle by holistically optimizing the use of materials and energy in manufacturing, reducing energy and resources during use, and mitigating impacts at the end of life. ^{G4-EN27}

Criteria of EcoDesign

- Lower energy consumption in comparison to other products on the market.
- Lower energy consumption compared with a product's predecessor.
- Less material and resources used for the product, for manufacturing, or for servicing.
- Resource efficiency for our customers (such as enabling them to use less material or create less waste).
- End-of-life optimization (such as take-back, refurbishing, defined recycling).

We show a selection of recently launched products already incorporating EcoDesign in our value chain illustration on pages 20 and 21 and in the examples on pages 26 to 29. We plan to monitor and report on our performance in providing more products with EcoDesign features to our customers. ^{G4-EN7, G4-EN27}

Producer Responsibility

We are working to reduce the environmental impact of our products at the end of their lifecycle. One such way is by providing technical information to our customers about proper recycling and disposal. In addition, we offer to take back products in select markets. Our Product Inspection business was one of our first Divisions to integrate the concept of refurbishing into their business model. For several years, we have offered customers the choice of upgrading their existing custom-engineered systems to the latest technology, thus reducing waste and leveraging their initial investment.

Our North American sales organization offered trade-in programs for used laboratory balances independent of brand, resulting in more than 400 balances

received and recycled at our American hub in the past four years. In the European Union, our products are covered by the Waste Electric and Electronic Equipment (WEEE) regulation, and we joined national collection and recycling programs. ^{G4-EN28}

In addition to product design, packaging is also an integral part of our design process. Proper packaging is crucial to ensure that our products arrive safely and in the best condition at our customers' locations around the world. We strive to reduce the impact of packaging, both with respect to the packaging itself and the transportation of our products. In the European Union for example, we joined official waste management and packaging collection programs. Our Rainin pipette products feature a new multi-use packaging, which we highlight on page 27. Currently, we do not have consolidated data to report about reclaimed products and packaging. ^{G4-EN28}

Indirect Market Effects

By offering value-added products and providing innovative solutions that often integrate various technologies, we enable our customers to enhance the productivity of their processes. We design our instruments to facilitate the processing and transfer of data into customers' management information systems. Our products contribute to our customers' ability to meet their own sustainability targets. By avoiding bad batches and measuring accurately, customers are able to save resources, waste less material, and improve efficiency. ^{G4-EC8}

Another indirect effect is enhancing skills and knowledge among professionals as an integrated part of our solutions offering. METTLER TOLEDO has developed the Good Weighing Practice™, GWP®, for efficient lifecycle management of weighing systems. We also run competence programs for food safety and legal metrology, assisting our customers in becoming compliant and improving productivity while increasing product quality.

Accurate Measuring Through GWP®, the Weighing Standard

GWP® is a global standard that can be applied to new or existing weighing equipment from any manufacturer in any industry and work place. METTLER TOLEDO developed GWP®, Good Weighing Practice™, as a standardized scientific methodology for secure selection, calibration, and operation of weighing equipment. GWP® ensures consistent accuracy of weighing processes and thus enables our customers to improve their own sustainability profile by helping them reduce waste occurring from out-of-specification results. Through appropriate equipment selection, correct installation, regular testing and maintenance, and finally, proper training of users, GWP® is a framework that minimizes waste, ensures reliability and reproducibility, and improves the overall quality of customers' weighing processes.

When United States Pharmacopeia (USP) Chapters 41 and 1251 were revised in June 2013, the benefits of GWP® to pharmaceutical manufacturers and suppliers became clear. METTLER TOLEDO provided a multitude of supporting measures to the industries and their customers to help meet the six-month compliance deadline. We conducted more than 350 seminars in 27 countries and trained over 8,300 people. We offer comprehensive free, comprehensive white papers and webinars on a dedicated website www.mt.com/lab-usp and a video that demonstrates in an easy-to-understand manner how to test, and how to avoid weighing errors. METTLER TOLEDO also helped some customers with their regulatory audits by providing appropriate USP certificates and GWP® verifications and assisting them with updating their standard operating procedures. ^{G4-EC8, G4-EN27}
See www.mt.com/GWP for more information.

Food Safety and Hygienic Design

We are educating the professional community about how to improve food safety, quality, and operational efficiency. We offer live and web-based trainings, webinars, guide books, and white papers to key industry players such as manufacturers, certification bodies, and auditors. Some key areas where we can add value to food manufacturers' processes include traceability, formulation, foreign body detection, vision

inspection, hygienic production, and performance verification of measuring and manufacturing devices. During the reporting period, we had several thousand subscriptions to our live and on-demand webinars in multiple languages. In addition, an estimated 30,000 copies of our food safety and regulatory compliance guide books were distributed. ^{G4-EC8, G4-EN27}
See www.mt.com/food for more information.

Customer Council

We introduced the Customer Council in January 2011 out of a desire for a common forum to share and learn from the best and brightest professionals in the grocery industry. The Council convenes every 18 months. Last year there were over 100 participants. We received feedback on our products in several ways from, voting and ranking specific proposed features to small group roundtable discussions. Through the Customer Council, we are working to establish METTLER TOLEDO as a trusted advisor through the Customer Council – a partner who understands the grocery industry and is committed to its success. In addition, topics raised in these councils addressing sustainability aspects of METTLER TOLEDO are forwarded and discussed with the Head of Corporate Sustainability. ^{G4-25, G4-26, G4-EC8}

Product Compliance

We are confident that our products enter the market in a responsible and safe manner. We comply with, or exceed, legal requirements with a global approach to product compliance. METTLER TOLEDO validates that its new products or product upgrades address relevant industry, regulatory, and safety standards within the technical solution concepts of our Design for Compliance approach. This includes weights and measures, hazardous area and standard electrical safety, chemicals and hazardous substances, and good manufacturing practice regulations. Consequently, there were no significant fines levied against METTLER TOLEDO for noncompliance with laws and regulations concerning the provision and use of products and services or for noncompliance with laws or regulations. Furthermore, we have not received substantiated complaints concerning breaches of customer privacy and are not aware of any leaks, thefts, or losses of customer data. ^{G4-14, G4-PR8, G4-PR9, G4-S08}



For legal approvals required for some of our products, we follow a defined process with reviews, milestones, and management approvals. Legal Metrology experts of METTLER TOLEDO oversee this process and give guidance across the organization. Concerning product and service information and labeling, there were minor incidents of noncompliance with regulations regarding size and content of product labels, none of which resulted in a fine, penalty, or warning. The Company periodically interacts with relevant authorities about the content and format of its product labeling. G4-PR3, G4-PR4

METTLER TOLEDO is committed to the highest level of product quality and safety. We make every attempt to design, manufacture, and deliver products that are safe to use, conform to performance requirements, and comply with laws and regulatory standards. In the unlikely situation that a problem is detected after customer delivery, METTLER TOLEDO is committed to resolve the issue as quickly, responsibly, and effectively as possible. We have set clear definitions of responsibilities and accountabilities for such a case. There have been no significant incidents of noncompliance with regulations concerning the health and safety impacts of products and services within the reporting period. G4-14, G4-PR1, G4-PR2

Due to the nature of our products as precision instruments, we don't typically see our products being the subject of public debates or otherwise giving rise to questions and concerns. We do not manufacture harmful products. METTLER TOLEDO has an export controls and trade compliance program in place to ensure that we comply with restrictions relating to specific country export controls and economic sanctions programs, prohibited end users and end uses, and product classification. In January 2012, the Company, including its non-U.S. subsidiaries, already determined to cease doing business in Iran and Syria. The Company has also largely ceased business in Sudan. G4-PR6

Ethics and integrity are also guiding principles in how we market our products. There were no reported incidents or fines levied against METTLER TOLEDO for noncompliance with regulations and voluntary codes concerning marketing communications, advertising, promotion, or sponsorships. We have infrequent interactions with competitors regarding the content of advertising claims, where we or another party believes a statement is misleading or inaccurate. G4-PR7

Solution Examples

EasyMax – helps reduce waste

1

EasyMax is a new generation of reactor for the synthesis lab and the synthetic organic chemist. EasyMax was developed together with organic chemists from the chemical and pharmaceutical industry. This single, self-contained box with a built-in, solid-state thermostat replaces the traditional, round-bottom flask, increases productivity, and is easy to use. EasyMax can host different sizes of reactors that vary from

10 milliliters to 150 milliliters. By running more experiments in a shorter time frame, customers can save time for other work. In addition, because EasyMax uses less reagents and solvents, it reduces both costs and potential safety risks. The integrated heating and cooling system makes it more sustainable than the old system by eliminating the need for energy-intensive external cooling devices such as cryostats.





Rainin Pipette Packaging – eco-friendly material

2

METTLER TOLEDO Rainin offers a new program encouraging its customers to reuse the cardboard boxes it provides for mail-in service of pipettes. Furthermore, the boxes are now made with cardboard that contains 40 percent post-consumer fiber. Together with a return and reuse rate of almost 80 percent, the Company anticipates a reduction in its use of new packaging materials by 50 percent, saving about 80 trees per year. In addition, each time a pipette kit is returned, our partner, the American Forest Foundation, plants a tree. As one of the largest pipette service providers in North America, METTLER TOLEDO Rainin sends out thousands of the cardboard service return kits each year, and so far more than 3,600 trees have

been planted through this program. When a box finally reaches the end of its service life, we recycle both the outer cardboard shell and foam inserts to close the material cycle.



Crane Scale PCA765 – reduces energy demand

3

The previous generation of wireless crane scale products had a high power consumption, leading customers to replace their rechargeable batteries every three days. After years of research, our development team made use of a new low-power wireless technology. The new PCA765 model helps customers reduce power consumption by over 97 percent. The PCA765 has four work modes to suit the customer's application and is able to work two to three years without requiring battery replacement. With its ultra-low power consumption, every PCA765 crane scale saves 103 kilograms of CO₂ over 10 years compared with its predecessor and over 200 kilograms of CO₂ compared with rival products.



Safeline XR – less operating power consumption

4

New technology enables our X3310 x-ray system to detect foreign bodies with high accuracy using five times less power than traditional x-ray systems. We have reduced the overall operating power consumption of the complete system by up to 45 percent. In addition, it has the lowest-power usage x-ray inspection system at this level of detection capability. Devised to make life easier for those operating the machine on a day-to-day basis, its features include an enhanced tracking and tensioning system, gas strut-assisted lids and doors, and a touchscreen that is set at an average operator's height. The new sensor technology will be introduced across the complete x-ray system range, allowing us to reduce x-ray system power on all models.





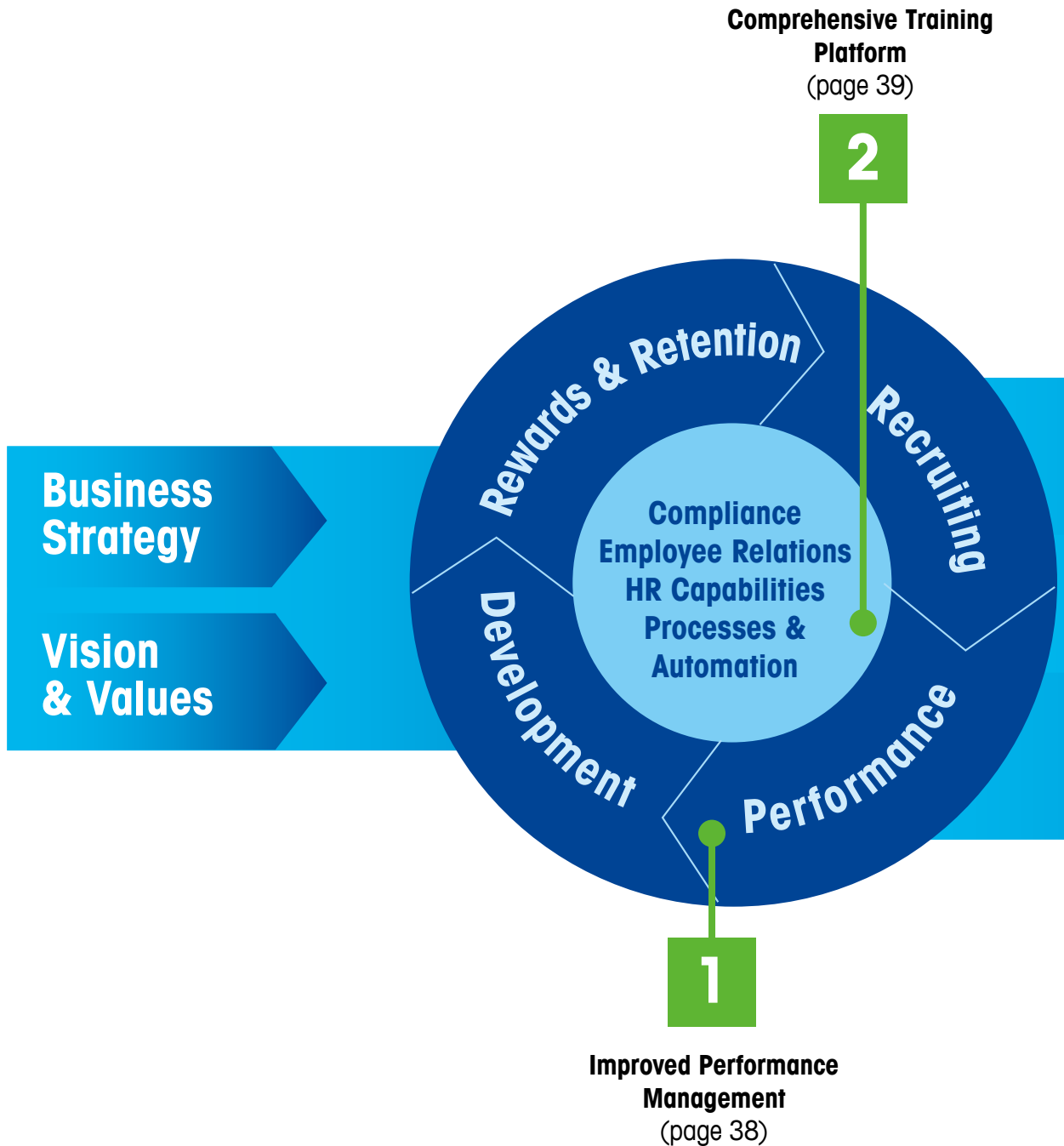
CargoScan CSN950 – sustainable product design

5

Our GreenMT Initiative also provides guidelines for new product development and redesign efforts. CargoScan's new dimensioner CSN950, a device that scans cargo packages to optimize truck loading, is a showcase for what can be achieved by applying our new EcoDesign guidelines. The new CSN950 dimensioner reduces the time, costs, and complexity of manufacturing, with 270 fewer parts and 80 percent less energy required for production. In addition, it is 50 percent smaller than its predecessor.

Our Team

High-Performance Culture



In the past years, we increased our global workforce to approximately 12,500 employees worldwide, including 4,900 in Europe, 3,300 in the Americas, and 4,300 in Asia and other countries. We mainly rely on our own permanent workforce. Contractual and temporary employees make up less than 8 percent of our workforce. Details are also shown in the graphs on pages 32 and 33. Almost all of our employees in the United States, Canada, and China are employed full-time. This is in line with industry practice in these

regions. In Europe, we have a number of countries with a larger population of part-time employees (up to approximately 20 percent), in line with local practices. G4-9, G4-10, G4-LA1

While many of our employees live near where they work, METTLER TOLEDO does not have a policy of preferentially hiring employees from the local communities in which we operate. In general, the Company seeks to hire and develop local

**Apprentices – Investing
in Young Talent**
(page 40)

3

**Kaizen – Continuous
Improvement**
(page 41)

4

Engagement

**Capabilities
Enhancement**

**Workforce
Management**

High-Performance Culture

management. There are only a few exceptions where senior management is nonlocal. Management and senior executives at METTLER TOLEDO are hired based on past career, experience, skills, and ability, and are preferentially, but not exclusively, hired from the local regions where we have operations. We are aware of the indirect economic impacts that this has on the communities where we operate, particularly in terms of the salaries we pay to our employees. Salary levels are driven by market and competitive

conditions and are overseen by the Compensation Committee of the Board of Directors in the case of senior executive salaries, and by the Global Head of Human Resources in most other cases. In terms of size, we expect our locations in Switzerland, Ohio, and Changzhou may have a significant impact on the local job market. G4-EC5, G4-EC6

Training and Qualification Programs

Our success can be attributed to a culture of training, innovation, and integrity. We ask much of our employees and in return support them in their professional development. METTLER TOLEDO places a major focus on training and development throughout the Company, across all levels and geographies. We recognize training and development as a key advantage to promote the engagement and productivity of our workforce.

We strive to provide easy access to learning resources for our global workforce through our global training portal, training catalog, and Learning Management System (LMS). Our eLearning is available 24 hours per day, seven days per week. Classroom trainings and centers are located in many of our locations around the globe.

We have built a comprehensive training portfolio over the past few years, serving employees at all levels of the Company and in all functions. We expand our portfolio every year in response to employee feedback, development plans, and Company strategy. Most recently, we added a cross-regional and cross-functional modular training program for sales managers.

To ensure the investment in our training activities materializes in a well-skilled and engaged workforce,

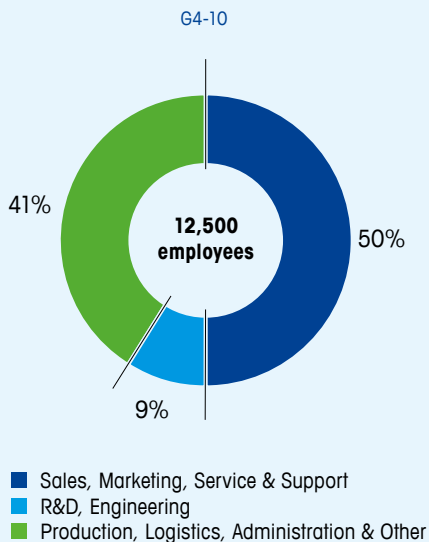
we complement training with measures such as coaching by, and development planning with, the employee’s direct manager; peer and learning groups that meet outside the training events; and simulation of real customer situations. Internal experts or senior leaders facilitate most trainings.

We see middle management as an important group of employees who influence and shape the Company culture and the way our employees live up to our Company values. Every year some 60 of these leaders are trained in a nine-day METTLER TOLEDO Management Seminar. As of 2013, nearly 270 participants have completed this seminar. G4-LA9

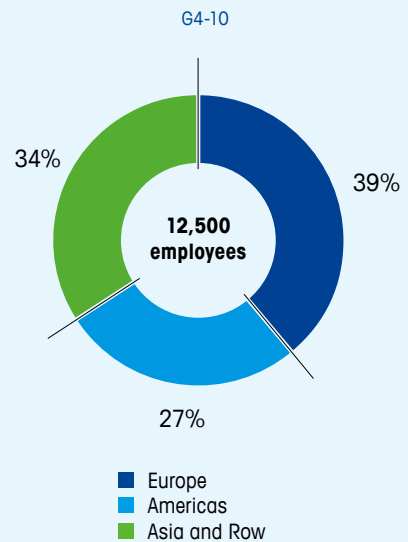
We believe that trainings are not just a one-time event, but rather a lifelong process that a successful and responsible company provides in addition to supporting its employees with adequate working conditions, tools and measures, infrastructure and leadership. G4-LA10

We have a variety of apprenticeship programs for young adults as well as trainee programs for young graduates across the world. In the United States, for example, our Initial Career Experience (ICE) Program offers recent engineering, marketing, and finance graduates the opportunity to experience multiple assignments throughout the METTLER TOLEDO organization, customized and tailored to

Workforce by Function 2013



Workforce by Region 2013



the graduate's specific skills and interests. This type of program builds loyalty among our employees and allows us to cross-train employees in a variety of disciplines. G4-LA10

Performance Evaluations

Our Global Performance Management process helps ensure alignment of individual development aspirations and Company strategy implementation. We want our workforce to be competitive in a global environment. It is our goal that all our employees receive annual performance reviews, which include suggestions for continuous improvement and ongoing career development. To support this goal, the Company has implemented one globally structured process and harmonized workflows while considering local legislation and local needs, a harmonized set of competencies that are based on the METTLER TOLEDO Vision & Values, and a set of templates for performance reviews. G4-LA11

This enables managers to successfully lead their local teams in the context of an increasingly global METTLER TOLEDO organization and supports our "One Team" approach. Managers are having performance discussions with their employees that focus on SMART goals (specific, measurable, attainable, relevant, and time-bound objectives), the Company values, and personal development.

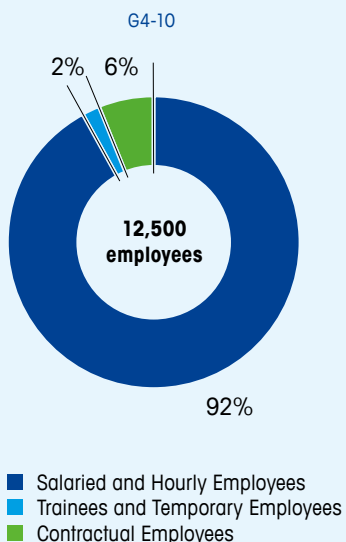
By the end of 2013, about 80 percent of our units had implemented this new process in six different languages. So far we have trained more than 800 managers on how to leverage the new Global Performance Management process. Other smaller units will follow in a second wave. As part of our effort to streamline processes and save paper, we will deploy a global on-line system in 2014 that replaces the paper version.

Diversity and Equal Opportunity

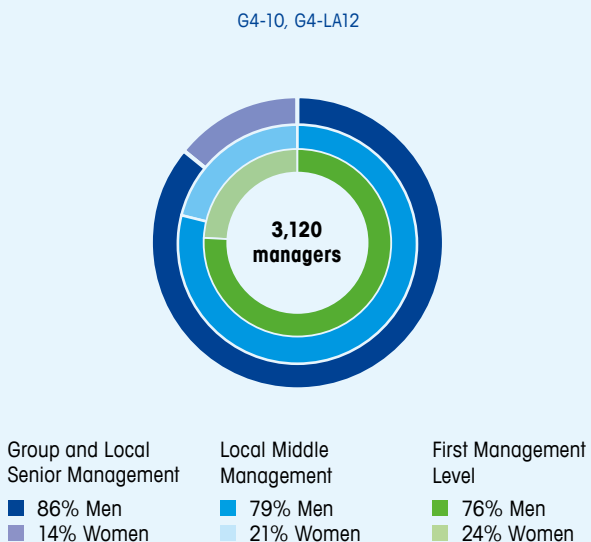
We promote equal opportunity worldwide and value diversity in our teams in terms of business background, area of expertise, gender, and ethnicity. Management on all levels encourages female employees to take on more responsibilities and enter management positions. Overall, approximately 21 percent of management positions were held by females, as shown in the graph below. We believe that local management is in the best position to identify the specific needs and opportunities of the diverse employees at their locations. G4-LA12

METTLER TOLEDO is also committed to providing a working environment that is free of unlawful discrimination and harassment. Abusive, harassing or offensive conduct is unacceptable, including derogatory comments based on racial or ethnic characteristics and unwelcome sexual advances. As reflected in our Global Ethics and Compliance

Workforce by Type 2013



Management Level and Gender 2013



Standards, equal opportunities are offered to all employees.

The Company implemented a comprehensive and globally valid Equal Employment and Opportunity (EEO) policy in early 2013. METTLER TOLEDO is an equal opportunity employer and makes employment decisions on the basis of merit. We want to have the best available person in every job. Company policy prohibits unlawful discrimination based on race, color, creed, sex (including gender harassment, gender reassignment and discrimination based on family responsibility, pregnancy, childbirth or related conditions), sexual orientation, religion, marital status, civil partnership, age, national origin or ancestry, citizenship status, physical or mental disability, medical condition including genetic characteristics, veterans' status, gender identity or

expression, religious or political belief, or any other consideration made unlawful by federal, state, or local laws. It also prohibits unlawful discrimination based on the perception that anyone has any of those characteristics, or is associated with a person who has or is perceived as having any of those characteristics. G4-LA12, G4-LA13

To help the Company meet its goal of being an Equal Employment Opportunity employer, we have established an Open Door policy and a complaint resolution process within each of the Company's business units. The Company's Human Resources Managers are appointed as Equal Opportunity Officers at their respective business units. Between 2011 and 2013, there were no reported incidents of any sort of discrimination to the Company Ombudsman that necessitated any action by management. G4-HR3

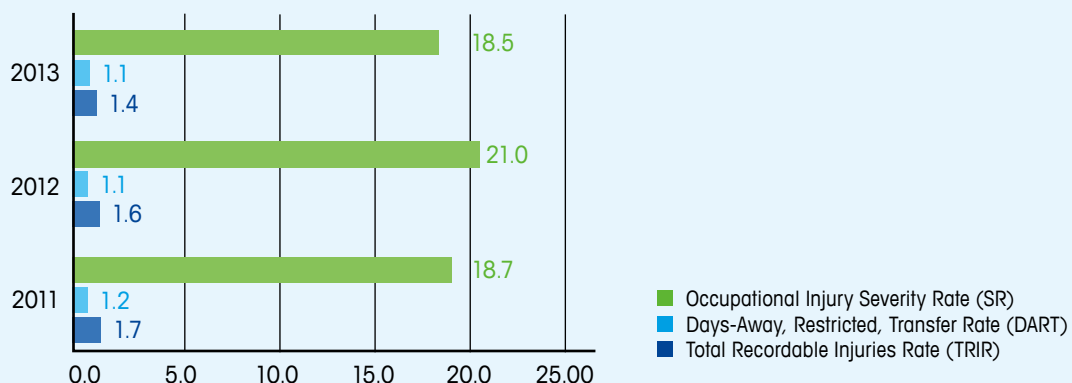
Occupational Health and Safety

G4-LA6

	2011	2012	2013
Total Number of Employees	12,176	12,417	12,500
Total Hours Worked (in Thousands)	22,355	22,898	22,732
Total Recordable Cases	185	179	154
Days-Away Cases (including Restricted Work and Transfer)	132	126	125
Occupational Fatalities	0	0	0

Health and Safety Performance

G4-LA6



All rates calculated based on 200,000 working hours.

Occupational Health and Safety

METTLER TOLEDO places great emphasis on safety in the work place. Our accident rate is carefully watched in all units as part of every general manager's responsibility. Due to the nature of our business, our main focus areas are work places in the factories and warehouses, as well as our field service. The predominant incidents are bruises and minor cuts from handling tools or sharp objects or concussions and strains from tripping while walking or using stairs. Severe accidents are seldom, reflected in our lost-day rate of 18.5 days per 200,000 working hours. We had no fatalities from occupational incidents in the reporting period. Detailed accident rates are shown in the graph on page 34. We are not aware of any grievances regarding labor practices which necessitated group management attention.

G4-LA6, G4-LA7, G4-LA16

Locally, programs for safety are in place in all relevant units. In addition, select locations have implemented a certified work safety management system. In 2013, we consolidated our occupational health and safety performance data on a group level for the first time. Because we still see potential for improvement, we started a cross-unit best-practice sharing program in 2013, which is overseen by the Group Management Committee. We expect this exercise to deliver improvements especially in safety awareness on all levels, as well as suggestions on better accident prevention. G4-LA6

Other Labor Aspects

We respect our workers' rights to freedom of association, third-party consultation and collective bargaining where provided by law. With regard to labor management relations, collective bargaining agreements are not a major factor at METTLER TOLEDO. There are countries with worker's councils who represent employees' interests to the Company. Cooperation is overseen by the Company's Human Resources department in collaboration with the regional, functional, and business management teams. G4-11, G4-HR4

Due to the highly skilled workforce we employ, we are confident that our facilities are not at risk regarding child labor or forced labor. There were also no reported instances where this was an issue between 2011 and 2013. We are also unaware of any such risks with our suppliers. However, we will remain vigilant about this issue and will continue to adhere to labor laws in the countries where we do business.

G4-HR5, G4-HR6

In terms of compliance training on human rights, all managers at METTLER TOLEDO are required to undertake our mandatory compliance training annually. G4-HR2

Any grievances regarding labor-related issues are handled through the employee's line manager and escalated as needed until a satisfactory resolution is reached. There have been no substantiated complaints and no complaints of any kind reported to any regulatory agency. There have been some instances of internal complaints that were investigated and resolved. G4-LA16, G4-HR12

Antibribery and Corruption

METTLER TOLEDO operates its business in compliance with applicable antibribery and corruption laws. We have policies in place prohibiting any payment or acceptance of bribes or participation in other illegal inducements in business or government relationships. We expect the same from our suppliers, agents, distributors, and any other business partners we deal with. When dealing with third parties, we exercise due diligence in order to ensure this. This is detailed in the Internal Code of Conduct and the Ethics, Social and Quality Standards and is overseen by the General Counsel of the Company, supported by the Head of Internal Audit. G4-S04

All of our operations were formally assessed for corruption risk in late 2012 and early 2013. We consider the risk of corruption for our Company mainly stems from operations in high-risk geographies, government interactions and our use of third parties. We discipline employees for policy violations, but there have been no incidents of confirmed corruption.

G4-S03, G4-S05

We are rolling out new, globally standardized processes for communication of our policies and expectations to business partners. Our Board oversees compliance generally, which includes emphasis on corruption. They are aware of our policies and procedures and receive regular updates. Since introduction of our global training available in 11 languages, we averaged 50 trainings per month. Additionally, we conduct regular in-person trainings at several locations throughout the year. ^{G4-S04}

Anticompetitive Behavior

The Company's General Counsel oversees the Company's actions as they relate to anticompetitive behavior. As expressed in the Company's Code of Conduct and the Ethics, Social, and Quality Standards, METTLER TOLEDO complies with the antitrust laws of the United States, the competition laws of the European Union, and similar laws adopted by other countries around the world. Employees may not participate in any agreement, understanding or other activity that would violate any such law. There were no instances of violations or fines levied against our firm for anticompetitive behavior. ^{G4-S07}

Code of Conduct

Our business is based upon reliability, accuracy, and reproducibility. This extends to how we engage with our employees and conduct our business. The rule of law is of the utmost importance in every region of the world where we operate. We also recognize that strong corporate governance and transparent reporting are key drivers of long-term sustainability.

We have a variety of policies in place related to the above topics including our Antibribery Policy, Reporting on Fraudulent Activities, and Code of Conduct. At this time, the Company does not endorse or subscribe to any externally developed economic, environmental and social charters or principles. See www.mt.com/governance for our policies and codes. ^{G4-15}

The METTLER TOLEDO Code of Conduct provides general guidance for resolving a variety of legal and ethical questions for all employees. Topics covered under the Code include: ^{G4-56}

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

At METTLER TOLEDO, we have a strong commitment to conducting business in an ethical manner. Upon joining the Company, all employees are informed about their ethical obligations, including information about our policies and procedures regarding discrimination and corruption in the work place and the expectation to treat one another with integrity and respect. All employees receive a Vision, Values & Integrity book that includes our Code of Conduct and anticorruption policy. ^{G4-S04}

Governance Structure

The Corporate Governance Guidelines of METTLER TOLEDO state that the Board of Directors should be composed of successful individuals who demonstrate integrity, reliability, knowledge of corporate affairs, a general understanding of the Company's business, and an ability to work well together. Diversity in business background, area of expertise, gender, and ethnicity should be considered. Longer-term Board succession is to be considered, taking into account the demographics of Board members. ^{G4-38, G4-40}

The Board of Directors has nine members with very broad experience, coming from Asia, Europe, and the United States. Further information on the Directors and composition of the Board and its Committees (including biographies) is provided in the Company's proxy statement. See www.mt.com for more information. ^{G4-34, G4-38, G4-LA12}

All Directors are elected on an annual basis. The primary responsibility of the Board is to represent and protect the interests of the Company's shareholders. The Board strives to foster the long-term success of the Company 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. Potential conflicts of interest are disclosed to the stakeholders in the Company's proxy statement. G4-41, G4-42

Board Committees

The Board has three committees. Responsibilities of the Audit Committee include overseeing the accounting and financial reporting processes and audits of the financial statements. In addition, the Audit Committee assists the Board in general compliance oversight, especially in issues relating to the quality or integrity of the Company's financial statements, the Company's compliance with legal or regulatory requirements, the performance and independence of the Company's external auditors, or the performance of the internal audit function. G4-34

The Compensation Committee reviews executive management compensation arrangements; monitors compensation arrangements so that the Company continues to retain, attract, and motivate quality executive management; and reviews our annual report on executive compensation (the Compensation Discussion and Analysis contained in our annual meeting proxy statement). G4-51, G4-52

Responsibilities of the Nominating and Corporate Governance Committee include recommending director nominees for the next annual shareholder meeting, developing corporate governance guidelines, providing advice on Board committee structure and membership, and leading the Board in its annual review of the Board's performance.

There is no committee that has been delegated authority for economic, environmental and social impacts, which are addressed by the full Board. G4-34, G4-35, G4-36

In terms of diversity, the composition of the Company's Board of Directors is 100 percent male with 10 percent aged 30 to 50 years old and 90 percent aged 50 years and older, with a composition of 45 percent from Europe, 45 percent from the Americas and 10 percent from Asia. G4-LA12

Independent Directors and Executive Officers

Director independence is evaluated considering the following criteria: (i) independence under the rules of the New York Stock Exchange; and (ii) no relationships with the Company (other than as a director or shareholder) or only immaterial relationships. In light of these criteria, all members of the Board of Directors are considered independent, except for the Company's president and CEO, Olivier A. Filliol, and the Chairman of the Board, Robert F. Spoerry, who was formerly the Company's CEO and president. G4-38, G4-39

In addition to the CEO, the Company's officers include the Executive Vice President/Head of Finance, Supply Chain and IT; the Head of Human Resources; the heads of the Laboratory, Process Analytics, Industrial and Product Inspection divisions; and the heads of the European and Asia/Pacific regions. This group of individuals forms the Group Management Committee. Currently all nine members of the Group Management Committee are male. G4-40, G4-LA12

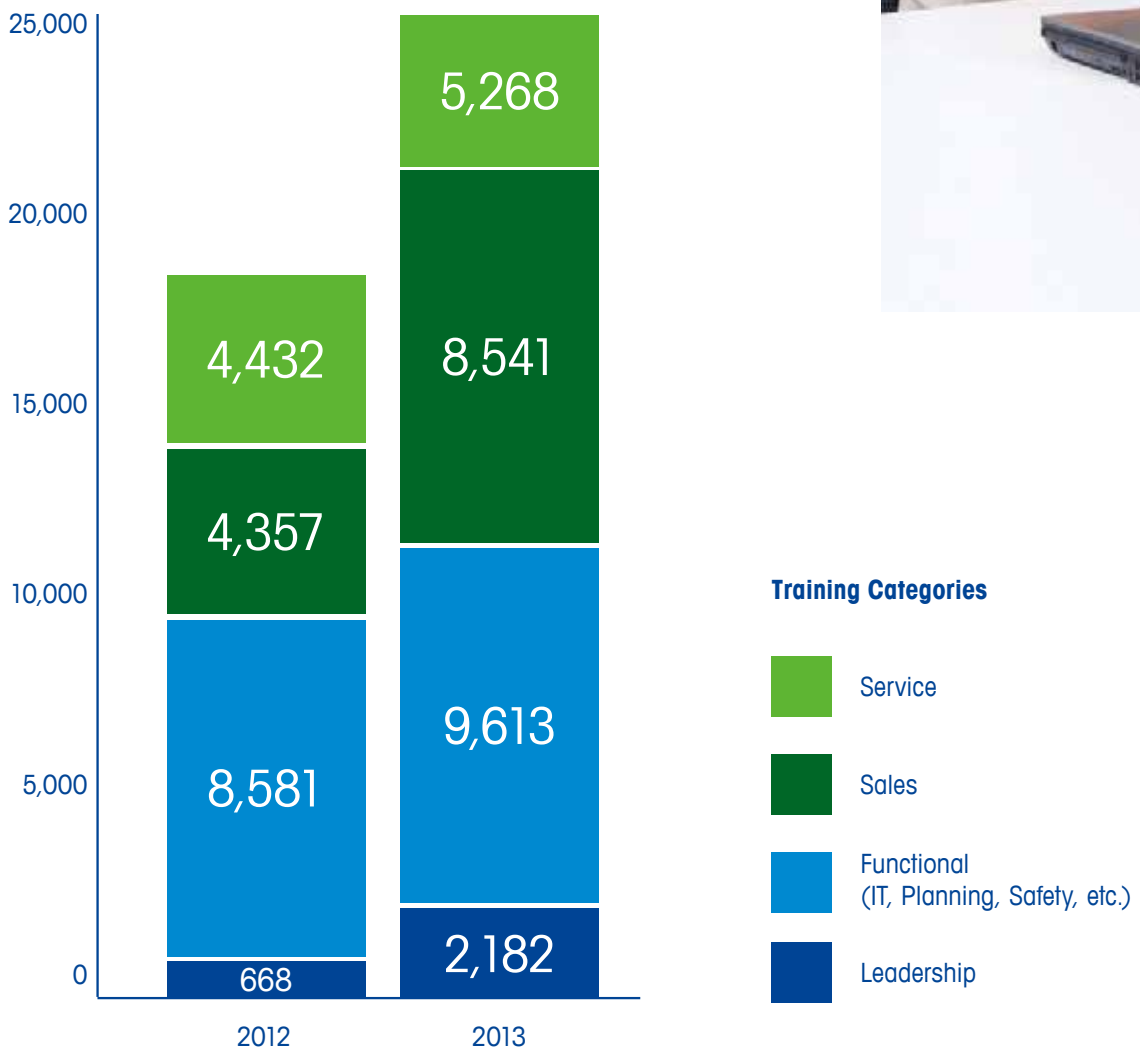
Team Examples

Improved Performance Management

1

We give emphasis to developing employees throughout the Company and across all levels and geographies. We see training and development as a key factor to promote engagement and productivity of the workforce.

We put in place a new Global Performance Management process to ensure alignment of individual development aspirations and Company strategy implementation and to ensure the employability and competitiveness of our workforce in a global environment. METTLER TOLEDO strives to provide easy access to learning resources to its global workforce.



More than 25,000 eLearning and classroom activities were completed in 2013.



Comprehensive Training Platform

2

The Learning Management System (LMS), our global on-line training platform, provides us with data about training activities. We have a total of 350 classroom trainings and 293 eLearning opportunities available in the global training catalog. In 2013, we recorded more than 25,000 training activities in our LMS (18,000 in 2012).

Seven thousand employees participated in one or multiple training activities in 2013 (5,000 in 2012). Of all trainings, 31 percent covered health and safety or compliance topics, such as our Code of Conduct, followed by 30 percent sales trainings, 22 percent service trainings, and 7 percent management trainings. Twenty percent of the employees who attended trainings are managers, totaling 1,450 employees. Our trainings were distributed globally as follows: 38 percent in Europe, 32 percent in North America, and 30 percent in Asia. ^{G4-LA9}

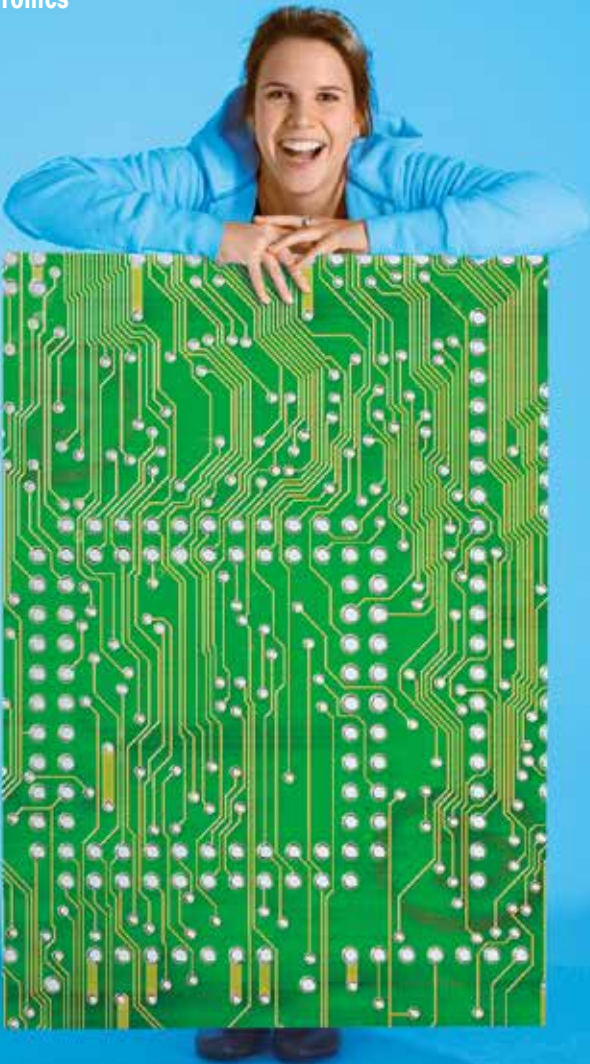
Apprentices – Investing in Young Talent

3

In our Swiss operations, we educate over 60 apprentices in different occupations (e.g., electrical engineering, design engineering, polytechnic, administration, logistics and gastronomy). We seek to provide practical education with hands-on experience to young adults to help them in becoming skilled workers of the future. We also try to complement their hands-on learning with classroom trainings. We place value on practically oriented and interdisciplinary training.

Apprentices at METTLER TOLEDO are trained in different fields

Electronics



Gastronomy



Kaizen – Continuous Improvement Workshops

4

Through our Kaizen workshops we encourage our employees and managers to work together on continuous improvement. In China for example, a total of 950 employees and their managers took part in 41 “practice and sharing” workshops focused on learning from one another, sharing best practices, and implementing improvements to a multitude of local projects. Thirty-nine percent of these workshops focused on sustainable topics as part of the GreenMT initiatives in China.

Logistics



Administration



GRI-Index	Description	Location	External Assurance
General Standard Disclosures Overview			
Strategy and Analysis			
G4-1	Statement from the CEO and the Board of Directors	SR 4, 5	
G4-2*	Description of key impacts, risks, and opportunities	SR 4, 5	
Organizational Profile			
G4-3	Name of the organization	SR 6	
G4-4	Primary brands, products, and services	SR 20, 21	
G4-5	Location of headquarters	SR 6	
G4-6	Countries in which operations are located	SR 6	
G4-7	Nature of ownership and legal form	SR 6	
G4-8	Markets served	SR 6-8, 20, 21	
G4-9	Scale of the reporting organization	SR 7, 8, 30	
G4-10	Breakdown of workforce	SR 30, 32, 33	
G4-11*	Coverage of collective bargaining agreements	SR 35	
G4-12	Description of supply chain	SR 11	
G4-13	Significant changes during the reporting period	SR 7 AR 8, 12, F-12	AR F-12
G4-14	Addressing the precautionary approach or principle	SR 23, 25	
G4-15	External charters, principles, or initiatives endorsed	SR 36	
G4-16	Memberships in associations	SR 8	
Identified Material Aspects and Boundaries			
G4-17	Report coverage of the entities in the consolidated financial statements	SR 46, AR Exhibit 21	AR Exhibit 21
G4-18	Process for defining the report content and the aspect boundaries	SR 46	
G4-19	Material aspects identified	SR 46	
G4-20	Material aspects and report boundaries within the organization	SR 46	
G4-21	Material aspects and report boundaries outside the organization	SR 46	
G4-22	The effect of restatements of information provided in previous reports	SR 9, 13, 46	
G4-23	Significant changes in the scope and aspect boundaries from previous report	SR 9, 46	
Stakeholder Engagement			
G4-24	Stakeholders engaged by the organization	SR 46	
G4-25	Identification and selection of stakeholders	SR 23, 46	
G4-26	Approaches to stakeholder engagement	SR 12, 23, 46	
G4-27	Response to key topics and concerns raised through stakeholder engagement	SR 46	
Report Profile			
G4-28	Reporting period	SR 46	
G4-29	Date of most recent previous report	SR 46	
G4-30	Reporting cycle	SR 46	
G4-31	Contact point for questions	SR 47	
G4-32	'In accordance' option, the GRI content index, and external assurance	SR 42-46	
G4-33	Policy and current practice regarding external assurance	SR 46	

* partially covered

SR = page in Sustainability Report 2014, AR = page in Annual Report 2013

GRI-Index	Description	Location	External Assurance
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Governance

G4-34	Governance structure	SR 13, 36, 37	
G4-35	The process for delegating authority for sustainability topics	SR 13, 37	
G4-36	Executive-level positions with responsibility for sustainability topics	SR 13, 37	
G4-37	Consultation between stakeholders and the highest governance body	SR 12	
G4-38	Composition of the highest governance body and its committees	SR 36, 37	
G4-39	Position of the chair of the board of directors	SR 37	
G4-40	Selection processes for the highest governance body and its committees	SR 36, 37	
G4-41	Avoiding conflicts of interest	SR 36, 37	
G4-42	Highest governance body's role in setting purpose, values, and strategy	SR 13, 36, 37	
G4-48	Highest committee to formally approve this report and its materiality aspects	SR 13	
G4-49	Process for communicating critical concerns to the highest governance body	SR 12, 13	
G4-50	Critical concerns communicated to the highest governance body	SR 13	

Remuneration and Incentives

G4-51	Remuneration policy	SR 37	
G4-52	Process for determining remuneration	SR 37	

Ethics and Integrity

G4-56	Values, principles, standards, code of conduct, and code of ethics	SR 36	
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Disclosures on Management Approach (DMA) and Indicators

Economic

Economic Performance DMA		SR 8	AR 4-16
G4-EC1	Direct economic value generated and distributed	SR 8, 9	AR 25-42
G4-EC3	Coverage of defined benefit plan obligations	AR 38	AR 38
G4-EC4	Financial assistance from government	AR F-29 - F-31	AR F-29 - F-31
Market Presence			
G4-EC5*	Entry-level wage by gender compared with minimum wage	SR 31	
G4-EC6	Local hiring	SR 30, 31	
Indirect Economic Impacts			
G4-EC8	Significant indirect economic impacts	SR 8, 22, 23	

Environment

Energy DMA		SR 8-10, 21, 22
G4-EN3	Energy consumption within the organization	SR 8, 12, 14
G4-EN6	Reduction of energy consumption	SR 8, 9
G4-EN7*	Reductions in energy requirements of products and services	SR 9, 21, 22
Water DMA		SR 10
G4-EN8	Total water withdrawal	SR 10, 14

* partially covered

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GRI-Index	Description	Location	External Assurance
Emissions DMA		SR 8-11	
G4-EN15	Direct greenhouse gas emissions (scope 1)	SR 11-14	
G4-EN16	Energy indirect greenhouse gas emissions (scope 2)	SR 11-13	
G4-EN17*	Other indirect greenhouse gas emissions (scope 3)	SR 11	
G4-EN18	Greenhouse gas emissions intensity	SR 9, 10, 13	
G4-EN19	Reduction of greenhouse gas emissions	SR 9, 10, 13	
G4-EN20	Emissions of ozone-depleting substances	SR 14	
Effluents and Waste DMA		SR 10	
G4-EN22	Total water discharge	SR 14	
G4-EN23	Total weight of waste by type and disposal method	SR 14	
G4-EN24	Significant spills	SR 10	
Products and Services DMA		SR 21, 22	
G4-EN27	Mitigation of environmental impacts of products and services	SR 22, 23	
G4-EN28*	Percentage of products sold and their packaging materials reclaimed	SR 22	
Compliance DMA		SR 23, 25	
G4-EN29	Fines and sanctions for noncompliance with environmental regulations	SR 10, AR 10	AR 10
Transport DMA		SR 10, 11	
G4-EN30*	Significant environmental impacts of transportation	SR 10, 11	
Supplier Environmental Assessment DMA		SR 11, 12	
G4-EN33*	Environmental impacts in the supply chain	SR 11, 12	
Environmental Grievance Mechanisms			
G4-EN34	Grievances about environmental impacts through formal mechanisms	SR 13	
Labor Practices			
Employment DMA		SR 30, 31	
G4-LA1*	New employee hires and employee turnover	SR 30	
Occupational Health and Safety DMA		SR 34, 35	
G4-LA6	Injuries, lost days, absenteeism, and fatalities	SR 34, 35	
G4-LA7	High risk of diseases related to occupation	SR 35	
Training and Education DMA		SR 32, 33	
G4-LA9	Average hours of training per year per category	SR 32, 38, 39	
G4-LA10	Programs for skills management and lifelong learning	SR 32, 33	
G4-LA11	Regular performance and career development reviews	SR 33	
Diversity and Equal Opportunity DMA		SR 33, 34	
G4-LA12	Composition of governance bodies and employee breakdown	SR 33, 34, 36, 37	
Equal Remuneration for Women and Men			
G4-LA13*	Ratio of basic salary and remuneration of women to men	SR 34	
Supplier Assessment for Labor Practices DMA		SR 11, 12	
G4-LA15*	Labor practices in the supply chain and actions taken	SR 11, 12	
Labor Practices Grievance Mechanisms DMA		SR 35	
G4-LA16	Grievances about labor practices through formal grievance mechanisms	SR 35	

* partially covered

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GRI-Index	Description	Location	External Assurance
Human Rights			
Investment			
G4-HR2	Employee training on human rights	SR 35	
Nondiscrimination DMA		SR 33, 34, 35	
G4-HR3	Actions taken in incidents of discrimination	SR 34	
Freedom of Association and Collective Bargaining DMA		SR 35	
G4-HR4*	Right to freedom of association and collective bargaining in risk areas	SR 35	
Child Labor DMA		SR 35, 36	
G4-HR5*	Measures taken to eliminate child labor in risk areas	SR 35	
Forced or Compulsory Labor DMA		SR 35, 36	
G4-HR6*	Measures taken to eliminate forced or compulsory labor in risk areas	SR 35	
Supplier Human Rights Assessment DMA		SR 11, 12	
G4-HR11*	Potential negative human rights impacts in the supply chain	SR 11, 12	
Human Rights Grievance Mechanisms DMA		SR 34	
G4-HR12	Grievances about human rights impacts filed, addressed, and resolved	SR 35	
Society			
Anticorruption DMA		SR 35, 36	
G4-SO3	Operations assessed for risks related to corruption	SR 35, 36	
G4-SO4	Anticorruption training	SR 35, 36	
G4-SO5	Actions taken in response to corruption incidents	SR 35, 36	
Public Policy DMA		SR 8	
G4-SO6	Political contributions	SR 8	
Anticompetitive Behavior DMA		SR 35, 36	
G4-SO7	Anticompetitive behavior, antitrust, and monopoly practices	SR 36	
Supplier Assessment for Impacts on Society DMA		SR 35, 36	
G4-SO8	Fines and sanctions for noncompliance	SR 23	
Anticompetitive Behavior DMA		SR 11, 12	
G4-SO10*	Potential negative impacts on society in the supply chain	SR 11, 12	
Product Responsibility			
Customer Health and Safety DMA		SR 23, 25	
G4-PR1	Assessment of health and safety impacts of products	SR 25	
G4-PR2	Compliance concerning the health and safety impacts of products	SR 25, AR 10	AR 10
Product and Service Labeling DMA		SR 23, 25	
G4-PR3*	Product information required by procedures	SR 25	
G4-PR4	Compliance concerning product information	SR 25	
Marketing Communications DMA		SR 25	
G4-PR6	Sale of banned or disputed products	SR 25	
G4-PR7	Compliance concerning marketing communications	SR 25	
Customer Privacy			
G4-PR8	Complaints regarding breaches of customer privacy and data	SR 23	
Compliance DMA		SR 23, 25	
G4-PR9	Compliance concerning the provision and use of products and services	SR 23, AR 10	AR 10

* partially covered

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Report Profile

About This Report

This is the second sustainability report of METTLER TOLEDO. It was developed by applying the new G4 guidelines of the Global Reporting Initiative (GRI), the most widely used voluntary standard on sustainability reporting worldwide. We prepared our report in accordance with the "Core" option. We list the content of our sustainability report and the material aspects identified in the GRI-Index on pages 42-45 and on www.mt.com/sustainability. Beyond GRI's Materiality Matters check, no further external assurance was conducted, and we do not see this as required for the sustainability report at present. ^{G4-32, G4-33}

Our last sustainability report was published in 2011, covering information for the years 2009 and 2010 (G3, Level C). This report covers the business years 2011, 2012 and 2013. Specifically, the reporting period is from January 1, 2011 to December 31, 2013. 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 to publish sustainability reports every third year. ^{G4-28, G4-29, G4-30}

Materiality Aspects

We conducted a formal materiality assessment with members of the METTLER TOLEDO GreenMT team and senior management to identify material issues, report boundaries, and limitations of this report. A cross-functional and a multi-national group of experts assessed the materiality aspects and content of this report, supported by external sustainability experts. Within the materiality process, we reflected on our significant economic, environmental, and social impacts. To approach this we visualized our value chain followed by identifying affected stakeholder groups. ^{G4-18}

This assessment took into account requests for information received during the reporting period from internal stakeholders, such as employees and representatives of different functional groups, as well as from external stakeholders, including customers,

investors, governments, and other interest groups. We identified all aspects listed in the GRI-Index as material from a corporate perspective. ^{G4-19, G4-24}

When considering material issues, we try to be responsive to all of these stakeholders, but particularly to our customers. In 2013, we conducted the third Annual Customer Council. We believe that engagement with our customers is important to develop a strategic response to sustainability questions. More information about the Customer Council can be found on page 23. We also use our Sustainability Reports to respond to our investors' requests for information about our global carbon footprint. ^{G4-25, G4-26, G4-27}

Data Coverage

The scope of this report includes all entities of the METTLER TOLEDO group and its subsidiaries. A list of our Company's entities is listed in our 10K filing Exhibit 21 – Subsidiaries. The coverage of quantitative data referenced in this report is 98 percent. This coverage is based on number of employees and is collected, analyzed, and structured through our internal sustainability performance measurement system. Locations with less than 20 employees are usually not included in our data collection process and represent the 2 percent gap. The boundary of our reporting is consistent with a focus on the METTLER TOLEDO Group and its subsidiaries as outlined above. ^{G4-17, G4-20, G4-21}

A significant change since our last report has been data reporting now being conducted through our sustainability performance measurement system, which was introduced in 2012. This has allowed us to reach a higher level of accuracy and quality control in this reporting period. We have updated emission factors in accordance with the Greenhouse Gas Protocol and revised full-year data for 2010, enabling us to report more exact numbers for indicators stated in the previous sustainability report. ^{G4-22, G4-23}



www.mt.com/sustainability

G4-31

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