

Bystronic Sustainability

Report 2022

Data and Performance



Bystronic's long-term ESG ambitions serve as the benchmark for evaluating performance.

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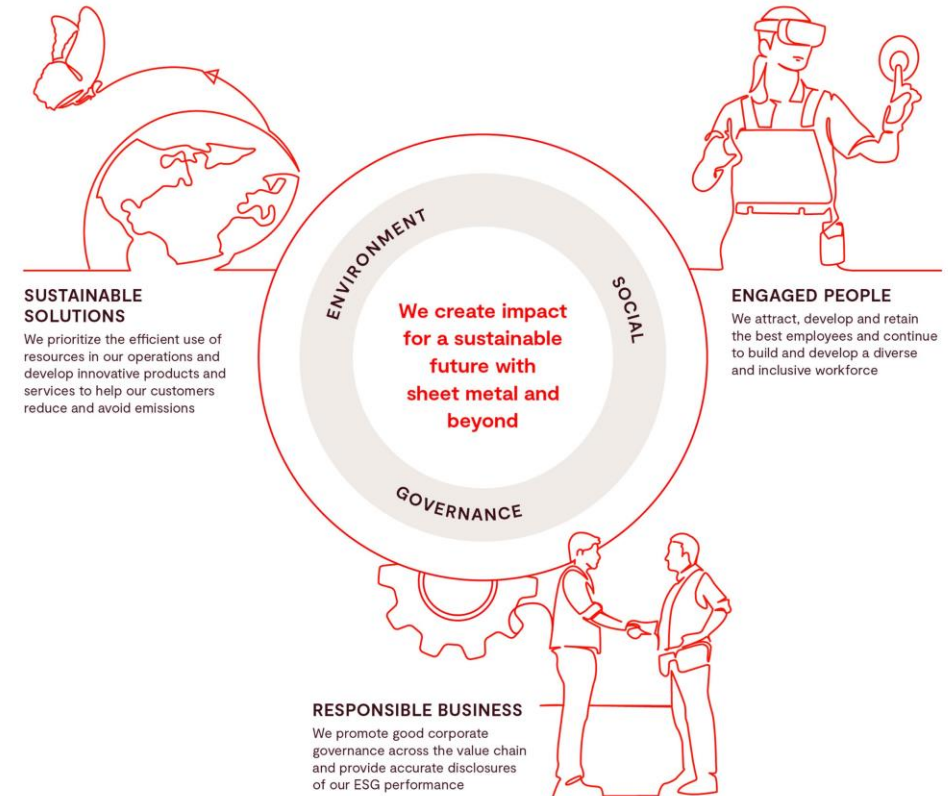
- Reduce greenhouse gas emissions across all scopes in-line with net-zero roadmap
- Reduce energy consumption and become a carbon neutral business
- Increase energy efficiency of our products to decarbonize our customers
- Develop sustainable products and services to reduce/avoid emissions
- Improve resource efficiency and reduce waste through circular processes

S







- Attract, develop and retain the best employees
- Continue to build and develop a diverse and inclusive workforce
- Continuously improve workplace and psychological safety for all employees

G

- Promote good corporate governance
- Promote global best practices to advance a responsible supply chain
- Provide clear and accurate disclosures on the progress of our ESG performance
- Create impact in compliance with relevant frameworks, standards and regulations



Data and Performance

ESG framework	Strategic pillars	Status 2022	Summary of initiatives and KPIs	UN Sustainable Development Goals (SDGs)
 <p>SUSTAINABLE SOLUTIONS</p>	Resource Efficient Operations	<ul style="list-style-type: none"> ● Exit fossil fuel (Scope 1) ● Shift towards renewable energy (Scope 2) ● Reduce energy consumption ● Reduce waste <p>New</p> <p>New</p>	<p>Increase recycling</p> <p>Decrease pollution (pollutants, landfill and water)</p>	
	Sustainable Products and Services	<p>New</p> <ul style="list-style-type: none"> ○ Increase product efficiency & eco-design to reduce carbon emissions of customers (Scope 3.1) <p>New</p> <ul style="list-style-type: none"> ● Avoid carbon emissions through innovation ● Increase machine lifetime 	<p>Reduce carbon emissions supply chain (Scope 3.1)</p>	
 <p>ENGAGED PEOPLE</p>	Diversity, Equity and Inclusion	<ul style="list-style-type: none"> ○ Increase women in leadership ● Improve inclusion 	<p>Increase women in leadership</p> <p>Improve inclusion</p>	
	Talent Management	<ul style="list-style-type: none"> ● Improve engagement (voluntary turnover) ○ Enable personal growth (training hours) ● Improve engagement (employee NPS) 	<p>Improve engagement (voluntary turnover)</p> <p>Enable personal growth (training hours)</p> <p>Improve engagement (employee NPS)</p>	
	Workplace Safety	<ul style="list-style-type: none"> ● Decrease injuries ● Improve employee well-being (Psychological safety) 	<p>Decrease injuries</p> <p>Improve employee well-being (Psychological safety)</p>	
 <p>RESPONSIBLE BUSINESS</p>	Good Corporate Governance	<p>New</p> <p>New</p>	<p>Decrease ethic risk exposure in supply chain</p> <p>Increase employee ethic training</p>	
	Trusted Partnership	<ul style="list-style-type: none"> ○ Improve customer satisfaction (Ecovadis score) ● Improve ESG disclosure 	<p>Improve customer satisfaction (Ecovadis score)</p> <p>Improve ESG disclosure</p>	
	ESG Ratings	<ul style="list-style-type: none"> ○ Improve ESG ratings 	<p>Improve ESG ratings</p>	

● On Track ○ Partially on Track

General Data

GRI 2-7

GRI 2-21

GRI 2-30

GRI 405-1

Key indicators	Unit	YoY	2022	2021	2020
Employees at year-end					
Total number of employees¹	#	+2%	3,609	3,543	3,054
Male	%		85%	85%	86%
Female	%		15%	15%	14%
Employees by employment contract, gender & region					
Permanent contract²	#	+2%	3,550	3,474	3,020
Male	%		85%	85%	86%
Female	%		15%	15%	14%
Americas	%		10%	8%	7%
EMEA	%		55%	53%	54%
APAC	%		6%	6%	6%
China	%		29%	33%	33%
Temporary contract²	#	-14%	59	69	34
Male	%		77%	72%	68%
Female	%		23%	28%	32%
Americas	%		0%	7%	0%
EMEA	%		88%	90%	97%
APAC	%		4%	3%	3%
China	%		8%	0%	0%
Annual total compensation ratio ⁴	%		13.9:1	14:1	
Collective bargaining agreements ⁵	#		1,213	1,130	

Key indicators	Unit	YoY	2022	2021	2020
Employees by employment type, gender & region					
Full-time employment⁶					
Male	%		86%	86%	87%
Female	%		14%	14%	13%
Americas	%		10%	9%	8%
EMEA	%		54%	52%	51%
APAC	%		6%	6%	6%
China	%		30%	33%	35%
Part-time employment⁷					
Male	%		65%	61%	58%
Female	%		35%	39%	42%
EMEA	%		98%	100%	100%
Americas	%		1%	0%	0%
APAC	%		1%	0%	0%
Apprentices					
Number of apprentices	#	-6%	95	101	104

- 1 Total headcount excluding apprentices
- 2 Total headcount of employees with permanent contracts excluding apprentices
- 3 Total headcount of employees with temporary contracts excluding apprentices
- 4 The highest total target compensation is 13.9 times the median total target compensation
- 5 Employees from 13 different countries that are employed within the framework of a collective labour agreement
- 6 Distribution based on headcount of full-time employees excluding temporary employees and apprentices
- 7 Distribution based on headcount of part-time employees excluding temporary employees and apprentices

Engaged People

GRI 401-1

GRI 405-1

Diversity, Equity & Inclusion

Build and develop a diverse and inclusive workforce

Key Indicators	Unit	YoY	2022	2021	2020
Board of Directors					
Board of Directors	#		7	7	7
Male	#		6	7	7
Female	#		1	-	-
Extended Executive Committee					
Employees In The Extended Executive Committee (EEC)	#		13	13	12
Male	%		85%	85%	83%
Female	%		15%	15%	17%
<30	%				
30-50	%		46%	46%	50%
>50	%		54%	54%	50%
Employees reporting directly to the senior management					
Employees reporting directly to the EEC ¹	#	+7%	96	90	
Male	%		78%	79%	
Female	%	+4%	22%	21%	

Key Indicators	Unit	YoY	2022	2021	2020
New hires					
Total new employee hired	#	-14%	739	858	488
Male	%		81%	84%	84%
Female	%		19%	16%	16%
Americas	%		20%	14%	11%
EMEA	%		56%	42%	37%
APAC	%		6%	5%	8%
China	%		18%	39%	44%

1. Number of employees reporting to a member of the Extended Executive Committee excluding employees who report directly to the CEO

Engaged People

GRI 403-9

Workplace Occupational & Psychological Safety

Continuously improve workplace and psychological safety for all employees

Key Indicators	Unit	YoY	2022	2021	2020
Occupational safety					
Rate of recordable injuries ¹	#	-31%	1.1	1.6	1.2
Number of recordable injuries ²	#		21	31	20
Number of high-consequence recordable injuries ²	#		1		
Fatalities	#		-	-	-
Number of lost days due to recordable injuries	#		203		
Psychological safety					
Psychological safety survey result (#/100)	score		No survey ⁴	80	

Talent management

Attract develop and retain the best employees

Key Indicators	Unit	YoY	2022	2021	2020
Survey results					
Employee NPS ³	score		No survey ⁴	30.6	
Voluntary turnover rate ³	%	-21%	5.4%	6.8%	5.4%
Employee engagement score ³	score		No survey ⁴	82	
Employee Turnover					
Total employee turnover rate ³	%	+28%	17%	13%	12%
Total employee turnover	#		464	440	368

- 1 At production sites in Switzerland, Germany, Italy, China, and the US
- 2 See glossary
- 3 See glossary
- 4 Survey run every 2 years

Sustainable Solutions

GRI 305-1

GRI 305-2

GRI 305-4

GRI 306-3

Resource efficient operations

Reduce energy consumption / become a carbon neutral business

Key Indicators	Unit	YoY	2022	2021
Energy consumption				
Total energy consumption	MWh	-5%	41,664	43,908
Fuel for fleet (Diesel, Petrol, LPG)	MWh	+1%	15,057	14,928
Stationary energy for buildings (Natural Gas, Fuel Oil)	MWh	-8%	9,284	10,083
Purchased energy (Electricity, District Heating)	MWh	-11%	16,763	18,897
Produced energy (Solar Panel Electricity)	MWh		560	
Energy Intensity per Net sales	MWh/ CHFm	-12%	41	47
Renewable energy consumption				
Share of renewable energy consumption	%	+308%	18%	4%
Electricity consumption				
Total electricity consumption	MWh	-10%	15,077	16,672
Total renewable electricity consumption	MWh	+287%	7,399	1,912
Purchased renewable electricity	MWh	+258%	6,839	1,912
Produced renewable electricity	MWh		560	
Total nonrenewable electricity consumption	MWh	-48%	7,678	14,759
Share of renewable electricity consumption	%	+328%	49%	11%

Key Indicators	Unit	YoY	2022	2021	2020
Greenhouse gas emissions (Scope 1&2)					
Scope 1 & 2, Total emissions market-based	tCO₂e	-11%	10,698	12,011¹	11,021
Scope 1 & 2, Total emissions location-based	tCO ₂ e	-10%	11,649	13,001	11,729
Scope 1, direct emissions	tCO ₂ e	-4%	6,395	6,661	6,293
Scope 2 Energy indirect emissions - location-based	tCO ₂ e	-17%	5,254	6,340	5,435
Scope 2 Energy indirect emissions - market-based	tCO ₂ e	-20%	4,303	5,350	4,728
Scope 1 & 2, Total emissions per Net sales	tCO₂e/ CHFm	-18%	11	13	14
Scope 1 emissions					
Scope 1 emissions	tCO₂e	-4%	6,395	6,661	
Fuel for fleet emissions	tCO ₂ e	+1%	4,239	4,196	
Stationary energy for buildings emissions	tCO ₂ e	-6%	2,116	2,250	
Refrigerants emissions	tCO ₂ e	-81%	40	216	
Scope 2 emissions					
Scope 2 emissions - Market-based	tCO₂e	-20%	4,303	5,350	
Purchased electricity emissions	tCO ₂ e	-23%	3,463	4,509	
Purchased heat emissions	tCO ₂ e	0%	840	841	

1 2021 value was recalculated due to mistakes (double counting) in entities in US, Romania and Netherland

Sustainable Solutions

GRI 305-1

GRI 305-2

GRI 305-4

GRI 306-3

Resource efficient operations

Improve resource efficiency, reduce waste through circular processes

Key Indicators	Unit	YoY	2022	2021	2020
Waste management					
Waste by categories	tons	-10%	3,860	4,267	2,734
Nonhazardous waste	tons	-11%	3,785	4,266	New
Metals	tons	-8%	2,989	3,253	2,060
Wood	tons	-19%	465	575	316
Paper & Cardboard	tons	-37%	137	218	167
Plastics	tons	-2%	6	7	8
Domestic	tons	13%	176	156	117
Special nonhazardous waste	tons	-81%	11	57	65
Hazardous waste & toxic material	tons		75	1	
Waste by disposal methods					
Landfill ¹	tons		23		
Incineration	tons		472		
Recycling & Reuse & recovery	tons		1,136		
Other disposal methods ²	tons		2,228		
Recycled waste					
Metal waste share ³	%	+2%	77%	76%	75%
Waste intensity per Net sales	tons/ CHFm	-16%	3.8	4.5	3.4
Water management					
Water withdrawal⁴	cbm		14,450		

Sustainable products and services

Reduce carbon emissions across all scopes

Key Indicators	Unit	YoY	2022	2021
Greenhouse gas emissions (Scope 3 - Cat.1 & 11)				
Scope 3, Total emissions	tCO₂e	-12%	1,391,743	1,578,340
Purchased goods & services (cat. 1)	tCO ₂ e	+12%	338,080	302,812
Use of sold products (Cat. 11) - world grid EF ⁵	tCO ₂ e	-17%	1,053,663	1,275,528
Use of sold products (Cat. 11) - client country grid EF ⁶	tCO ₂ e	-17%	1,010,486	1,216,225
Scope 1, 2 & 3, Total emissions	tCO₂e	-12%	1,402,440	1,590,352
Share of Scope 3 emissions	%	0%	99%	99%
Scope 1 & 2 & 3, Total emissions per Net sales	tCO ₂ e/ CHFm	-18%	1,380	1,693

Avoid carbon emissions & increase machine lifetime

Avoid emissions

Number of avoided emissions use cases in R&D	#		3	
Refurbishment				
Number of refurbished machines	#	+13%	98	87

- 1 Domestic waste sent to city waste management system in Romania
- 2 Lack of disposal method data in manufacturing plants in China, US, Germany
- 3 Metal waste is mostly recycled
- 4 Data from 7 manufacturing plants out of 10
- 5 World grid Emission Factor (medium voltage) was applied to the electricity consumption of all sold machines
- 6 Customer country grid Emission Factor (medium voltage) was applied for each sold machine

Responsible Business

Promote global best practices to advance responsible supply chain, Build and maintain trusted partnerships, Provide clear and accurate disclosures on the progress of our ESG performance

Key Indicators	Unit	YoY	2022	2021	2020
Good corporate governance					
Suppliers in EcoVadis platform	#		71		
Suppliers in Risk Method tool	#		1,000		
EcoVadis OEM score (scale 1 to 100)	score ¹			35	
Trusted partnership					
Relevant stakeholder partnerships	#		3	3	
ESG ratings					
Bystronic rating index	%	+33%		44%	33%
CDP rating score (Scale D- to A)	score ¹			C	D
Sustainalytics risk rating score (Scale SEVERE to NEGLIGEABLE)	score ¹			MEDIUM	SEVERE
ISS rating score (Scale D- to A+)	score ¹			D+	D
MSCI rating score (Scale CCC to AAA)	score ¹			BB	B

1 Latest rating values available before the present disclosure for year 2022

About the data and performance report

The Sustainability Data and Performance Report 2022 covers the period from January 1 to December 31, 2022. It was published on November 30, 2023. Since 2021, we publish our Sustainability Data and Performance Report on an annual basis. The calculation of Scope 1 & 2 emissions for all production sites and sales entities has been assured by Swiss Climate AG.

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