

Data and Performance

Sustainable Solutions

Ensure the long-term sustainability of Bystronic and help customers and the sheet metal industry to reduce and avoid emissions

Decarbonization

Reduce energy consumption/become a carbon-neutral business

Energy consumption

GRI	Key Indicators	Unit	YoY	2023	2022	2021
302-1, 302-4	Total energy consumption	MWh	-2%	40,637	41,664	43,908
	Fuel for fleet (diesel, petrol, LPG)	MWh		15,329	15,057	14,928
	Stationary energy for buildings (natural gas, fuel, oil)	MWh		8,183	9,284	10,083
	Purchased energy (electricity, district heating, electric cars)	MWh		16,588	16,763	18,897
	Produced energy (solar panel electricity)	MWh		538	560	
302-3	Energy intensity per net sales	MWh/ CHF million	6%	43.7	41.0	46.7
	Renewable energy consumption					
	Share of renewable energy consumption	%	-10%	16%	18%	4%
	Electrification					
	Share of grid electricity consumption	%	-3%	35%	36%	38%
	Electricity consumption					
302-1, 302-4	Total electricity consumption	MWh	-6%	14,221	15,077	16,672
	Total renewable electricity consumption	MWh		6,513	7,399	1,912
	Purchased renewable electricity	MWh		5,975	6,839	1,912
	Produced renewable electricity	MWh		538	560	
	Total nonrenewable electricity consumption	MWh		7,708	7,678	14,759
	Share of renewable electricity consumption	%	-7%	46%	49%	11%

Greenhouse gas emissions (Scope 1 and 2)

GRI	Key Indicators	Unit	YoY	2023	2022	2021
305-1, 305-2, 305-5	Scope 1 and 2, total emissions market-based	tCO ₂ e	0.9%	10,789	10,698	12,011
	Target – Science-based target reduction (-42% in 2030) versus baseline	tCO ₂ e	-4.9%	10,882	11,447	Baseline
	Scope 1 and 2, total emissions location-based	tCO ₂ e		11,570	11,649	13,001
	Scope 1, direct emissions	tCO ₂ e		6,406	6,395	6,661
	Scope 2, energy indirect emissions – location-based	tCO ₂ e		5,164	5,254	6,340
	Scope 2, energy indirect emissions – market-based	tCO ₂ e		4,384	4,303	5,350
305-4	Scope 1 and 2, intensity per net sales	tCO ₂ e/ CHF million	10%	11.6	10.5	12.8
	Scope 1, emissions					
305-1	Scope 1, emissions	tCO ₂ e	0.2%	6,406	6,395	6,661
	Fuel for fleet emissions	tCO ₂ e		4,152	4,239	4,196
	Stationary energy for buildings emissions	tCO ₂ e		1,836	2,116	2,250
	Refrigerants emissions	tCO ₂ e		417	40	216
	Scope 2, emissions					
305-2	Scope 2, emissions – Market-based	tCO ₂ e	2%	4,384	4,303	5,350
	Purchased electricity emissions	tCO ₂ e		3,543	3,463	4,509
	Purchased heat emissions	tCO ₂ e		840	840	841
	Renewable electricity transition					
305-4	Greenhouse gas emissions per MWh of electricity consumption	tCO ₂ e/MWh		0.76	0.71	0.72

Sustainable Solutions

Decarbonization

Reduce carbon emissions across all scopes and categories

Greenhouse gas emissions (Scope 3)

GRI	Key Indicators	Unit	YoY	2023	2022	2021
305-3	Scope 3, total emissions	tCO ₂ e	-20%	1,116,876	1,391,743	1,578,340
305-3	Target – Science-based target reduction (–25% in 2030) versus baseline	tCO ₂ e	-2.9%	1,489,953	1,534,147	Baseline
305-3	Scope 3, upstream emissions	tCO ₂ e		322,623		
	Cat. 1 – Purchased goods & services	tCO ₂ e	-10%	302,927	338,080	302,812
	Cat. 2 – Capital goods	tCO ₂ e		557		
	Cat. 3 – Fuel- and energy-related activities not included in Scope 1 or Scope 2	tCO ₂ e		1,970		
	Cat. 4 – Upstream transportation and distribution	tCO ₂ e		2,884		
	Cat. 5 – Waste generated in operations	tCO ₂ e		157		
	Cat. 6 – Business travel	tCO ₂ e		4,078		
	Cat. 7 – Employee commuting	tCO ₂ e		10,049		
	Cat. 8 – Upstream leased assets – reported in Scope 1 and 2	tCO ₂ e		–		
305-3	Scope 3, downstream emissions	tCO ₂ e		794,253		
	Cat. 9 – Downstream transportation and distribution	tCO ₂ e		14,593		
	Cat. 10 – Processing of sold products – not material (Bystronic products are final products)	tCO ₂ e		–		
	Cat. 11 – Use of sold products – customer country grid emission factor method	tCO ₂ e	-23%	776,783	1,010,486	1,216,225
	Cat. 11 – Use of sold products – world grid emission factor method	tCO ₂ e	-23%	808,630	1,053,663	1,275,528
	Cat. 12 – End-of-life treatment of sold product	tCO ₂ e		2,877		

GRI	Key Indicators	Unit	YoY	2023	2022	2021
	Cat. 13 – Downstream leased assets – not material (no leasing assets)	tCO ₂ e		–		
	Cat. 14 – Franchises – not applicable (Bystronic does not hold franchises)	tCO ₂ e		–		
	Cat. 15 – Investments – not material (equity investment reflected in Scope 1 and 2)	tCO ₂ e		–		
	Scope 1, 2, and 3, total emissions	tCO ₂ e	-20%	1,127,665	1,402,440	1,590,352
	Share of Scope 3 Cat. 1 and Cat. 11 in Scope 1, 2, 3 total emissions	%		96%		
	Share of Scope 1, 2, 3 total emissions assured by third party	%		100%		
305-4	Scope 1, 2, and 3 intensity per net sales	tCO ₂ e/CHF million	-12%	1,212	1,380	1,693

Sustainable Solutions

Resource Efficiency & Circular Economy

Improve resource efficiency, reduce waste through circular processes

Waste management in manufacturing plants

Key Indicators	Unit	YoY	2023	2022	2021
306-3 Waste, total amount in manufacturing plants	tons	-14%	3,323	3,860	4,267
306-3 Target – Waste committed reduction (-20% in 2030) versus baseline	tons	-2.3%	4,077	4,172	Baseline
Non hazardous waste	tons		3,266	3,785	4,266
Metals	tons		2,400	2,989	3,253
Wood	tons		375	465	575
Paper & cardboard	tons		117	137	218
Plastics ¹	tons		61	6	7
Domestic ²	tons		298	176	156
Special non hazardous waste	tons		13	11	57
Hazardous waste & toxic material ³	tons		57	75	1
306-4, 306-5 Waste by disposal methods					
Landfill	tons		23	23	
Incineration	tons		350	472	
Recycling, reuse & recovery	tons		1,197	1,136	
Other disposal methods	tons		1,753	2,228	
306-4 Recycled waste					
Metal waste share (mostly recycled)	%		72%	77%	76%
Waste intensity per net sales	tons/CHF million	-6%	3.6	3.8	4.5

Water management in manufacturing plants

GRI	Key Indicators	Unit	YoY	2023	2022	2021
303-3	Water withdrawal ⁴	cbm		23,162	12,273	
	Water intensity per net sales	cbm/CHF million		24.9	12.1	

Refurbished machines, reuse of machine parts, recycled material

Increase machine circularity

GRI	Key Indicators	Unit	YoY	2023	2022	2021
	Number of refurbished machines	#	-13%	85	98	87
	Share of refurbished machines revenue (in DACH region)	%		9.0%		
	Share of refurbished spare parts (ratio of refurbished parts to total parts in value)	%		5.8%		
301-2	Share of recycled steel in machine – estimation based on statistics and purchase	%		26%		

Certification of the management system in manufacturing plants

Deploy environmental and social management systems across all industrial plants

GRI	Key Indicators	Unit	2023
	Percentage of companies certified to ISO 9001 – 10 sites	%	70%
	Percentage of companies certified to ISO 14001 – 10 sites	%	20%
	Percentage of companies certified to ISO 45001 – 10 sites	%	10%
	Percentage of companies certified to ISO 50001 – 10 sites	%	10%

¹ Plastic waste corresponding to 56 tons at our Swiss site was accounted for in the domestic category in 2021 and 2022

² All non metal waste is reported in the domestic category in our plant in the US

³ Hazardous waste at our Swiss site was accounted for in Special non hazardous waste category in 2021

⁴ Water withdrawal available at 6/10 manufacturing sites in 2022 and 9/10 manufacturing sites in 2023

General Human Resources

General disclosures

GRI	Key Indicators	Unit	YoY	2023	2022	2021
2-7	Employees at year end					
	Total number of employees ¹	#	-3%	3,498	3,609	3,543
	Male	%		84%	85%	85%
	Female	%		16%	15%	15%
	Employees by employment contract, gender, region & age group					
2-7	Permanent contract²	#	-3%	3,455	3,550	3,474
	Male	%		84%	85%	85%
	Female	%		16%	15%	15%
	Americas	%		11%	10%	8%
	EMEA	%		57%	55%	53%
	APAC	%		6%	6%	6%
	China	%		26%	29%	33%
	< 30	%		12%		
	30-50	%		54%		
	> 50	%		21%		
2-7	Temporary contract³	#	-27%	43	59	69
	Male	%		81%	77%	72%
	Female	%		19%	23%	28%
	Americas	%		0%	0%	7%
	EMEA	%		38%	88%	90%
	APAC	%		0%	4%	3%
	China	%		63%	8%	0%
	< 30	%		25%		
	30-50	%		56%		
	> 50	%		19%		

GRI	Key Indicators	Unit	YoY	2023	2022	2021
2-21	Annual total compensation ratio	%		19:1	13.9:1	14:1
	Share of employees under collective bargaining agreements to total headcounts ⁴	%		34%	34%	32%
	Employees by employment type, gender, region & age group					
2-7	Full-time employment⁵					
	Male	%		85%	86%	86%
	Female	%		15%	14%	14%
	Americas	%		11%	10%	9%
	EMEA	%		56%	54%	52%
	APAC	%		7%	6%	6%
	China	%		27%	30%	33%
	< 30	%		11%		
	30-50	%		54%		
	> 50	%		21%		
2-7	Part-time employment⁶					
	Male	%		70%	65%	61%
	Female	%		30%	35%	39%
	EMEA	%		97%	98%	100%
	Americas	%		0%	1%	0%
	APAC	%		0%	1%	0%
	China	%		3%	1%	0%
	< 30	%		20%		
	30-50	%		53%		
	> 50	%		26%		
2-8	Apprentices					
	Number of apprentices	#	-12%	84	95	101

¹Total headcount ²Total headcount of employees with permanent contracts ³Total headcount of employees with temporary contracts ⁴Employees from 13 different countries that are employed within the framework of a collective labor agreement ⁵Distribution based on headcount of full-time employees excluding temporary employees and apprentices ⁶Distribution based on headcount of part-time employees excluding temporary employees and apprentices

Engaged People

Diversity, Equity & Inclusion

Build and develop a diverse and inclusive workforce

GRI	Key Indicators	Unit	YoY	2023	2022	2021
	Board of Directors					
405-1	Board of Directors	#		8	7	7
	Male	#		6	6	7
	Female	# +100%		2	1	–
	Extended Executive Committee					
405-1	Employees in Extended Executive Management	#		13	13	13
	Male	%		92%	85%	85%
	Female	% –48%		8%	15%	15%
	< 30	%		0%		
	30–50	%		23%	46%	46%
	> 50	%		77%	54%	54%
	Employees reporting directly to senior management					
405-1	Employees reporting directly to the EEC ¹	#	–3%	93	96	90
	Male	%		76%	78%	79%
	Female	% +8%		24%	22%	21%
	< 30	%		2%		
	30–50	%		57%		
	> 50	%		40%		

GRI	Key Indicators	Unit	YoY	2023	2022	2021
405-1	Employees in management positions up to N-3 ²			262		
	Male	%		80%		
	Female	%		20%		
	EMEA	%		13%		
	Americas	%		53%		
	APAC	%		12%		
	China	%		22%		
	< 30	%		1%		
	30–50	%		67%		
	> 50	%		32%		
	New hires					
401-1	Total new employees hired	#	–36%	474	739	858
	Male	%		78%	81%	84%
	Female	% +15%		22%	19%	16%
	Americas	%		18%	20%	14%
	EMEA	%		65%	56%	42%
	APAC	%		7%	6%	5%
	China	%		10%	18%	39%

¹ Number of employees reporting to a member of the Extended Executive Committee

² Number of employees in the first 3 management layers

Engaged People

Talent Management

Attract, develop and retain the best employees

GRI	Key Indicators	Unit	YoY	2023	2022	2021
Engagement						
	Employee Net Promoter Score (eNPS) – scale: –100 to +100	score		6	No survey	31
	Voluntary turnover rate ³	%		8.9%	5.4%	6.8%
	Engagement theme score ³	score		77	No survey	82
Training and education						
404-1	Number of training classes	#		352		
	Number of training participants	#		1,730		
	Number of completed certifications	#		844		
Employee turnover						
401-1	Total employee turnover rate ³	%	–6%	16%	17%	13%
401-1	Total employee turnover	#		461	464	440
	Male	%		83%		
	Female	%		17%		
	Americas	%		15%		
	EMEA	%		65%		
	APAC	%		5%		
	China	%		15%		

Workplace & Psychological Safety

Continuously improve workplace and psychological safety for all employees

GRI	Key Indicators	Unit	YoY	2023	2022	2021
403-9	TRI rate of recordable injuries in manufacturing plants	#Injuries/200,000 hours	+79%	1.9	1.1	1.6
403-9	Target – Safety committed reduction (TRI < 0.8 in 2030)	#		0.8		
	Number of recordable injuries in manufacturing plants	#		35	21	31
	Number of high-consequence recordable injuries	#		0	1	
	Fatalities	#		1	0	0
	Fatality rate	#Fatalities/200,000 hours		6%	0	0
	Number of worked hours in manufacturing plants	#		3,603,464	3,845,672	3,911,171
	Number of lost days due to recordable injuries	#		450	203	
	Number of employees in manufacturing plants	#		1,910	2,002	2,073
Psychological safety						
	Psychological safety theme score (scale 1 to 100)	score		81	no survey	80

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.

Responsible procurement

Towards a sustainable supply chain that protects human rights

GRI	Key Indicators	Unit	YoY	2023	2022	2021
	Share of suppliers on EcoVadis platform (as purchased value share)	#		10%		
	Suppliers in risk management tool	#		2,000	1,000	
	EcoVadis OEM score (scale 1 to 100)	score		46	35	
205-3	Number of corruption incidents	#		–		
408-1, 409-1	Number of human rights identified issues in supply chain	#		–		

Customer care & safety

Improve customer safety while using our machines

GRI	Key Indicators	Unit	YoY	2023	2022	2021
416-2, 417-2,	Annual fines and penalties	#		–	–	–
416-2	Number of customer injuries reported ¹	#		1	1	3

¹ Number of customer injuries reported by customers in CRM in 2023

ESG ratings (on year one disclosure)

Improve stakeholder recognition on Bystronic progress

GRI	Key Indicators	Unit	YoY	2023	2022	2021
	Bystronic rating index	%	+12 points	56%	44%	33%
	CDP rating score (scale D- to A)	score		B	C	D
	Sustainalytics risk rating score (scale SEVERE to NEGLIGEABLE)	score		MEDIUM	MEDIUM	SEVERE
	ISS rating score (scale D- to A+)	score		C–	D+	D
	MSCI rating score (scale CCC to AAA)	score		BBB	BB	B