

Bystronic

Your best choice.

ESG Data Report 2024

Overview on the ESG Data Report

Status on Target	Target for 2024	Status	2024	2023	2022	2021
Scope 1 & 2 -42% reduction in 2030 vs 2021 (tCO2e)	10,344	OK	10,127	10,510	11,413	12,028
Scope 3 -25% reduction in 2030 vs 2021 (tCO2e)	1,446,812	OK	1,015,518	1,117,132	1,391,743	1,578,340
25% Women in management positions in 2030 (%)	21%	Not yet	19%	20%		
Industry leader in occupational safety (TRI \leq 0.8)	0.80	Not yet	1.59	1.94	1.40	1.59
20% reduction of waste in 2030 vs 2021 (tons)	3,413	OK	2,288	3,323	3,860	4,267

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

ESRS	GRI	Key Indicators	YoY	2024	2023	2022	2021
E1-5	302-1, 302-4	Total energy consumption (MWh)	-3%	38,509	39,576	41,664	43,861
		Fuel for fleet (diesel, petrol, LPG)		15,139	14,268	15,042	14,949
		Stationary energy for buildings (natural gas, fuel, oil)		6,398	8,183	9,297	10,014
		District heating		2,490	2,905	2,246	2,226
		Non renewable electricity		8,168	7,708	7,680	14,759
		Renewable electricity		6,314	6,513	7,399	1,912
	302-3	Energy intensity per net sales (MWh / million CHF)		59,4	42,6	41,0	46,7
		Share of renewable electricity consumption		4.4%	4.6%	4.9%	11%
		Share of renewable energy consumption		16%	16%	18%	4%

Greenhouse gas emissions (GHG) scope 1 & 2

ESRS	GRI	Key Indicators	YoY	2024	2023	2022	2021
E1-5	305-5	SCOPE 1 & 2 (market-based – tCO2e)	-4%	10,127	10,510	11,413	12,028
		Scope 1, direct emissions		5,559	6,126	7,110	6,678
		Scope 2, energy indirect emissions – market-based		4,567	4,384	4,303	5,350
		Scope 2, energy indirect emissions – location-based		5,174	5,164	5,254	6,340
		Fuel for fleet (diesel, petrol, LPG)		4,035	3,871	4,236	4,197
		Stationary energy for buildings (natural gas, fuel oil)		1,428	1,836	2,119	2,265
		Refrigerants		97	419	755	216
		Scope 1, emissions					
	305-1	Scope 1: direct emissions	-9%	5,559	6,126	7,110	6,678
		District heating		761	840	840	840
		Non renewable electricity		3,807	3,543	3,464	4,509
		Renewable electricity		-	-	-	-
		Scope 2, emissions					
	305-2	Scope 2: energy indirect emissions (market-based)	+4%	4,567	4,384	4,303	5,350
		Scope 1 & 2 intensity per net sales (tCO2e/million CHF)		15.6	11.3	11.2	12.8
	305-4	GHG emissions per energy consumption (tCO2e/MWh)		26%	27%	27%	27%

Sustainable Solutions

Decarbonization

Reduce carbon emissions across all scopes and categories

Greenhouse gas emissions (GHG) scope 3

ESRS	GRI	Key Indicators	Unit	YoY	2024	2023	2022	2021
E1-6	305-3	Scope 3, total emissions (tCO₂e)	tCO ₂ e	-9%	1,015,518	1,117,132	1,391,743	1,578,340
		Cat 1 – Purchased goods & services			224,629	302,927	338,080	302,812
		Cat 2 – Capital goods			444	557		
		Cat 3 – Fuel- and Energy-Related Activities Not Included in Scope 1 or Scope 2			2,190	1,970		
		Cat 4 – Upstream Transportation and Distribution			2,603	2,884		
		Cat 5 – Waste generated in operations			130	157		
		Cat 6 – Business travel			6,078	4,078		
		Cat 7 – Employee commuting			8,617	10,049		
	305-3	Scope 3, upstream emissions	tCO₂e		244,691	322,623		
		Cat 9 – Downstream Transportation and Distribution			12,926	14,593		
		Cat 11 – Use of sold products – customer country grid emission factor method			754,581	776,783	1,010,486	1,216,225
		Cat 12 – End-of-life treatment of sold product			3,320	3,133		
	305-3	Scope 3, downstream emissions	tCO₂e		770,827	794,509		
		Scope 1, 2 & 3: total emissions (tCO₂e)	tCO₂e	-9%	1,025,644	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			95%	96%		
	305-4	Scope 1 & 2 & 3: intensity per net sales (tCO₂e/million CHF)	tCO₂e/CHF million		1,582	1,212	1,381	1,693

Sustainable Solutions

Resource Efficiency & Circular Economy

Improve resource efficiency, reduce waste through circular processes

Resource inflows in manufacturing plants

ESRS	GRI	Key Indicators	YoY	2024	2023	2022	2021
E5-4	301-1	Total weight of purchased goods (tons)		33,918	41,785		
		Metal		26,419	27,054		
	301-2	Share of recycled steel in machine (%)		27%	27%		
		Estimation of recycled in purchased metals (tons)		7,133	7,304		

Resource outflows in manufacturing plants

ESRS	GRI	Key Indicators	YoY	2024	2023	2022	2021
E5-5	306-3	Waste: total amount in manufacturing plants (tons)	-31%	2,288	3,323	3,860	4,266
		Non hazardous waste		2,241	3,266	3,785	4,266
		Metals		1,593	2,400	2,989	3,253
		Wood		176	375	465	575
		Paper & cardboard		102	117	137	218
		Plastics		4	6	6	7
		Domestic ²		346	354	176	156
		Special non hazardous waste		18	13	11	4
		Hazardous waste & toxic material ³		47	57	75	1
	306-4, 306-5	Waste by disposal methods (%)					
		Landfill		1%	1%	1%	
		Incineration		4%	11%	12%	
		Recycling, reuse & recovery		70%	72%	77%	76%
		Other disposal methods		26%	17%	10%	
		Waste intensity per net sales (tons/million CHF)		2.9	3.6	3.8	4.5

² All non metal waste is reported in the domestic category in our plant in the US since 2023

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Water management in manufacturing plants

ESRS	GRI	Key Indicators	YoY	2024	2023	2022	2021
E5-5	303-4 303-5	Water consumption in manufacturing plants	0%	23,562	23,664	12,274	
		Water withdrawal (mainly ground water)		24,259	23,664	12,274	
		Water discharged		697			
		Water intensity per net sales (m3/million CHF)		36.3	25.4	12.1	

303-3	Water risk in manufacturing plants (Source: Aqueduct water risk atlas)	Water Risk Atlas	Water withdrawal (m ³) in 2024
	Bystronic Tube Processing S.p.A. Italy – Lombardia	Medium – High (2-3)	2,242
	Bystronic Automation Technology S.p.A. Italy – Lombardia	Low – Medium (1-2)	1,804
	S.C. Bystronic Laser S.R.L. Romania – Braşov	High (3-4)	987
	Bystronic Benelux B.V. Netherlands – Zuid-Holland	Low (0-1)	
	Bystronic Laser AG Switzerland – Bern	Low (0-1)	4,988
	Bystronic Maschinenbau GmbH Germany – Thüringen	Low – Medium (1-2)	1,976
	Bystronic Tianjin Laser Ltd. China – Tianjin	Extremely High (4-5)	8,146
	China Bystronic (Shanghai) Automation China – Shanghai	High (3-4)	
	Bystronic (Shenzhen) Laser Technology Co., Ltd. China – Guangdong	Medium – High (2-3)	
	Bystronic Manufacturing Americas LLC United States – Illinois	Medium – High (2-3)	1,336
	Sales entities		2,082

Sustainable Solutions

Resource Efficiency & Circular Economy

Improve resource efficiency, reduce waste through circular processes

Certification of the management system in manufacturing plants

Deploy environmental and social management systems across all industrial plants

ISO management systems	2024
Percentage of company certified to ISO 9001 – 10 sites	70%
Percentage of company certified to ISO 14001 – 10 sites	20%
Percentage of company certified to ISO 45001 – 10 sites	20%
Percentage of company certified to ISO 50001 – 10 sites	10%

Certified plants	ISO	Number of certifications
Bystronic Tube Processing S.p.A. – Italy	9001	1
Bystronic Automation Technology S.p.A. – Italy	9001	1
S.C. Bystronic Laser S.R.L. – Romania		
Bystronic Benelux B.V. – Netherlands		
Bystronic Laser AG – Switzerland	9001/45001	2
Bystronic Maschinenbau GmbH – Germany	9001	1
Bystronic Tianjin Laser Ltd. – China	9001/14001/45001/50001	4
China Bystronic (Shanghai) Automation – China	9001/14001	2
Bystronic (Shenzhen) Laser Technology Co., Ltd. – China		
Bystronic Manufacturing Americas LLC – USA	9001	1

General Human Resources

General disclosures

ESRS	GRI	Key Indicators	YoY	2024	2023	2022	2021
S1-6	2-7	Employees at year end					
		Total number of employees	-9%	3,193	3,498	3,609	3,543
		Male		84%	84%	85%	85%
		Female		16%	16%	15%	15%
		Permanent contract	-9%	3,155	3,455	3,550	3,474
		Male		84%	84%	85%	85%
		Female		16%	16%	15%	15%
		Americas		10%	11%	10%	8%
		EMEA		58%	57%	55%	53%
		APAC		6%	6%	6%	6%
		China		26%	26%	29%	33%
		< 30		12%	12%		
		30-50		65%	54%		
		> 50		24%	21%		
		Temporary contract	-12%	38	43	59	69
		Male		87%	81%	77%	72%
		Female		13%	19%	23%	28%
		Americas		0%	0%	0%	7%
		EMEA		53%	38%	88%	90%
		APAC		3%	0%	4%	3%
		China		45%	63%	8%	0%
		< 30		42%	25%		
		30-50		42%	56%		
		> 50		16%	19%		

ESRS	GRI	Key Indicators	YoY	2024	2023	2022	2021
S1-16	2-21	Annual total compensation ratio		14.1:1	19:1	13.9:1	14:1
S1-8	2-30	Collective bargaining agreements		1,039	1,198	1,213	1,130
		Share of employees under collective bargaining agreements		33%	34%	34%	32%
S1-6	2-7	Full-time employment		3,075			
		Male		85%	85%	86%	86%
		Female		15%	15%	14%	14%
		Americas		10%	11%	10%	9%
		EMEA		56%	56%	54%	52%
		APAC		6%	7%	6%	6%
		China		27%	27%	30%	33%
		<30		12%	11%		
		30-50		65%	54%		
		>50		23%	21%		
		Part-time employment		118			
		Male		70%	70%	65%	61%
		Female		30%	30%	35%	39%
		Americas		0%	0%	1%	0%
		EMEA		100%	97%	98%	100%
		APAC		0%	0%	1%	0%
		China		0%	3%	1%	0%
		<30		15%	20%		
		30-50		56%	53%		
		>50		29%	26%		
		Number of apprentices		81	84	95	101

Engaged People

Diversity, Equity & Inclusion

Build and develop a diverse and inclusive workforce

ESRS	GRI	Key Indicators	YoY	2024	2023	2022	2021
S1-9	405-1	Board of Directors		8	8	7	7
		Male		6	6	6	7
		Female		2	2	1	0
		Employees In The Extended Executive Committee (EEC)	-23%	10	13	13	13
		Male		90%	92%	85%	85%
		Female	25%	10%	8%	15%	15%
		<30		0%	0%		
		30-50		30%	23%	46%	46%
		>50		70%	77%	54%	54%
		Employees reporting directly to the EEC	-11%	83	93	96	90
		Male		78%	76%	78%	79%
		Female	-8%	22%	24%	22%	21%
		<30		4%	2%		
		30-50		61%	57%		
>50		35%	40%				

ESRS	GRI	Key Indicators	YoY	2024	2023	2022	2021
		Employees in management positions up to N-3	-2%	257	262		
		Male		81%	80%		
		Female	-4%	19%	20%		
		EMEA		11%	13%		
		Americas		55%	53%		
		APAC		9%	12%		
		China		25%	22%		
		<30		0%	1%		
		30-50		67%	67%		
		>50		32%	32%		

Engaged People

Talent Management

Attract, develop and retain the best employees

ESRS	GRI	Key Indicators	YoY	2024	2023	2022	2021
S1-6	401-1	New employee hired	-47%	253	474	739	858
		Male		77%	78%	81%	84%
		Female	3%	23%	22%	19%	16%
		EMEA		67%	65%	56%	42%
		Americas		15%	18%	20%	14%
		APAC		5%	7%	6%	5%
		China		12%	10%	18%	39%
		Talent Management					
		Survey results					
		Employee NPS		No survey	6	No survey	31
		Voluntary turnover rate		9.0%	8.9%	5.4%	6.8%
		Employee engagement score		No survey	77	No survey	82

ESRS	GRI	Key Indicators	YoY	2024	2023	2022	2021
S1-13	404-1	Training and education					
		Number of training hours		74,104			
		Average training hours by employee		23			
		Male		26			
		Female		10			
S1-6	401-1	Employee Turnover					
		Total employee turnover rate		17%	16%	17%	13%
		Total employee turnover		492	461	464	440
		Male		79%	83%		
		Female		21%	17%		
		Americas		18%	15%		
		EMEA		60%	65%		
		APAC		8%	5%		
		China		13%	15%		

Engaged People

Workplace & Psychological Safety

Continuously improve workplace and psychological safety for all employees

ESRS	GRI	Key Indicators	YoY	2024	2023	2022	2021
S1-14	403-9	TRI Rate of recordable injuries (# Injuries / 200,000 hours)	-18%	1.59	1.94	1.40	1.59
		Number of recordable injuries in manufacturing plants		25	35	27	31
		Number of high-consequence recordable injuries		0	0	1	0
		Fatalities		0	1	0	0
		Number of worked hours in manufacturing plants		3,136,998	3,603,464	3,863,592	3,911,171
		Number of lost days due to recordable injuries		374	354	147	0
		Psychological safety					
		Psychological safety survey result (Scale 1 to 100)		No survey	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

ESRS	GRI	Responsible procurement	YoY	2024	2023	2022	2021
		Purchase share of Suppliers in EcoVadis platform		20%	10%	5%	--
		EcoVadis OEM score (scale 1 to 100)		46	46	35	-
S1-17	406-1	Number of incidents reported to Bystronic's Business Ethics Hotline		4	4	-	-
G1-4	205-3	Number of corruption incidents		-	-	-	-
S2-4	409-1	Number of human right identified issues in supply chain		-	-	-	-

Customer care & safety

Improve customer safety while using our machines

ESRS	GRI	Key Indicators	YoY	2024	2023	2022	2021
S4-5	417-2	Customer Care & Safety		-	-	-	-
		Number of customer requests in CRM (maintenance, issues, installation)		100,864	105,000	100,000	98,000
		Annual fines and penalties		-	-	-	-
		Number of customer injuries reported		2	1	1	3

ESG ratings (on year one disclosure)

Improve stakeholder recognition on Bystronic progress

ESRS	GRI	Key Indicators	2024	2023	2022	2021
		Bystronic rating index (Score)	58%	53%	44%	33%
		CDP rating score (scale D- to A)	B	B	C	D
		Sustainalytics risk rating score (scale SEVERE to NEGLIGEABLE)		MEDIUM	MEDIUM	SEVERE
		ISS rating score (scale D- to A+)	C-	C-	D+	D
		MSCI rating score (scale CCC to AAA)	BBB	BBB	BB	B