

# Glossary

Term	Definition
<b>Agenda 2030</b>	In 2015, all the member states of the United Nations approved the 2030 Agenda for Sustainable Development - an action plan to help people and the planet, encompassing the 17 SDGs.
<b>APAC</b>	Asia-Pacific (APAC) is the part of the world near the western Pacific Ocean. Bystronic treats China as a region separate from the rest of APAC.
<b>ByAcademy</b>	ByAcademy is Bystronic's global in-house organization that provides educational and training services to its customers, technicians, sales staff, and managers.
<b>Collective bargaining agreement</b>	Collective bargaining agreements are written legal contracts between employers and unions representing the employees. They stipulate binding minimum wages and/or working conditions for entire industries or individual companies.
<b>Compensation ratio</b>	Compensation ratio refers to the ratio between the annual total compensation for the organization's highest-paid individual and the median annual total compensation of all employees (excluding the highest-paid individual).
<b>Competence Center</b>	Bystronic's Competence Centers act as specialized centers of excellence for individual technologies (Cutting, Bending, Tube Processing, Automation, Software Services, Global Solutions) while also offering workshops and live demonstrations for customers and employees.
<b>EMEA</b>	Europe, Middle East, and Africa (EMEA) is a geographical grouping widely used by global corporations to define regional business activity.

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<b>Employee Engagement Score</b>	Engagement is the degree to which employees are inspired and energized by their work. It also refers to their positive connection to an organization. Engaged employees experience their work as meaningful and rewarding, are proud of their jobs, and feel that they fit in at the organization. They are willing to go the extra mile because they love what they do and where they work. The Employee Engagement Score tells how enthusiastic the employees are about their work and how connected they feel to the organization. The score ranges from 0 (the most negative assessment) to 100 (the most positive assessment).
<b>Employee NPS</b>	The Employee Net Promotor Score (eNPS) shows the extent to which employees promote Bystronic as a good employer to others. The score is determined as follows: % promoters (employees who rate their own satisfaction with Bystronic with 9 or 10 on a scale of 0-10) - % detractors (employees who rate their own satisfaction with Bystronic between 0 and 6 on a scale of 0-10). This score predicts how likely employees are to become ambassadors of their organization.
<b>GDPR</b>	GDPR is the abbreviation for General Data Protection Regulation - the EU's data protection regulation that took effect in all member states on May 25, 2018, in order to harmonize data privacy laws throughout Europe.
<b>GRI</b>	GRI is the abbreviation for Global Reporting Initiative. GRI is an independent, international organization that helps businesses and other organizations take responsibility for their impacts by providing them with a global common language to communicate those impacts. GRI provides the world's most widely used standards for sustainability reporting - the GRI Standards.
<b>HR Committee</b>	HR Committee refers to a committee of the Board of Directors of Bystronic AG. The HR Committee prepares major decisions relating to Bystronic's workforce and submits its proposals to the Board of Directors. The HR Committee is made up of 3 members of the Board of Directors.

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<b>Individual Development Plan</b>	Individual Development Plan refers to a written agreement between line manager and employee regarding the employee's development areas and short-, medium-, and long-term measures with which certain development goals are to be achieved.
<b>Industry 5.0</b>	According to the European Union, Industry 5.0 "provides a vision of industry that aims beyond efficiency and productivity as the sole goals, and reinforces the role and the contribution of industry to society" and "places the wellbeing of the worker at the centre of the production process and uses new technologies to provide prosperity beyond jobs and growth while respecting the production limits of the planet".
<b>Innovation ratio</b>	The innovation ratio refers to the ratio between the annual net sales generated with products that were launched on the market within the past three years and total net sales.
<b>LCA</b>	LCA or life cycle assessment describes the process of evaluating the effects that a product has on the environment over the entire period of its life, allowing measures to be taken to increase resource efficiency or mitigate negative impacts. It can be used to study the environmental impact of either a product or the function the product is designed to perform.
<b>Materiality</b>	Materiality refers to an organization's significant economic, environmental, and social impacts, or to issues that substantively influence the assessments and decisions of an organization's stakeholders.
<b>MyLearning platform</b>	MyLearning platform refers to a site in Bystronic's learning management system (LMS). The MyLearning platform provides employees with an overview of all the internal and external training courses made available by ByAcademy.
<b>Near miss</b>	A near miss, near hit, or close call is an unplanned event that has the potential to cause, but does not actually result in human injury, environmental or equipment damage, or an interruption to normal operation.
<b>Non-guaranteed hours</b>	Non-guaranteed hours refers to employment contracts with Bystronic AG or a subsidiary of Bystronic AG that stipulates an hourly wage and does not guarantee a certain number of work hours. The employee may be requested to work - within the boundaries set in the employment contract and/or by labor law - depending on the business needs.

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<b>ÖBU</b>	ÖBU stands for "Ökologisch Bewusste Unternehmensführung" (ecologically aware corporate governance). ÖBU is the Swiss network for sustainable business. The business association, founded in 1989 with around 350 members, advocates awareness of economic, ecological, and social responsibility in business life. ÖBU promotes the concrete implementation of advanced sustainability standards, works with its members on the "economy of the future", and is committed to the necessary framework conditions.
<b>Permanent contract</b>	Permanent contract refers to an employment contract with Bystronic AG or a subsidiary of Bystronic AG that has no fixed end date; it runs until one party gives notice or until the employee reaches the statutory age of retirement.
<b>Rate of recordable injuries</b>	The rate of recordable Injuries is defined as the total number of recordable worked-related injuries divided by the number of hours worked multiplied by 200,000. This rate is one of the key indicators for health and safety materiality. 200,000 represents the hours that 100 employees work on average during 40-hour week, 50 weeks per year.
<b>Recordable injury</b>	A recordable incident is a work-related injury or illness that results in any of the following: death, loss of consciousness, day(s) off work, restricted work activity or job transfer, diagnosis of cancer or chronic irreversible diseases, punctured eardrum, fractured or cracked bones, medical treatment beyond first aid. Recording is simply the act of tracking an on-the-job injury or illness. As Bystronic is present in many different countries with different health and safety regulations, the recording of incidents differs from one country to another.
<b>Refurbished machine</b>	Re-used or refurbished machines have either had a previous life or have been returned to the manufacturing process due to a defect. Parts may have been replaced and/or repaired prior to retail.
<b>SDG</b>	The 17 SDGs or Sustainable Development Goals were adopted by the United Nations in 2015 as a universal call to action to end poverty, protect the planet, and ensure that all people enjoy peace and prosperity.
<b>SDGXchange</b>	SDGXchange is a hands-on strategy tool that creates outside-in business opportunities through positive contributions towards the SDGs.
<b>SUVA Safety Charter</b>	The SUVA Safety Charter stipulates safety rules that address employees, supervisors, and planners. SUVA is the Swiss Accident Insurance Institution. Subscribers to the Charter commit to always respect the safety rules.

<b>Term</b>	<b>Definition</b>
<b>swiss export</b>	swiss export is an association that strives to convey current export knowledge in a practical way and to network member companies.
<b>Swissmem</b>	Swissmem is the association for Switzerland's mechanical and electrical engineering industries (MEM industries) and related technology-oriented sectors.
<b>Temporary contract</b>	Temporary contract refers to an employment contract with Bystronic AG or a subsidiary of Bystronic AG that has a fixed term; it ends without notice at the end of the agreed term.
<b>Total employee turnover rate</b>	Total employee turnover rate refers to the ratio between the total number of employees whose permanent contract ended during a calendar year and the average number of employees during that calendar year. The average number of employees is calculated by taking the simple average between the headcount at the beginning of the calendar year (January 1) and at the end of the year (December 31).
<b>UN Global Compact</b>	The United Nations (UN) Global Compact is a voluntary initiative based on the commitments of Chief Executive Officers to implement universal sustainability principles and to take steps to support UN goals.
<b>Voluntary employee turnover</b>	Voluntary employee turnover refers to the ratio between the number of employees whose permanent contract with Bystronic AG or a subsidiary of Bystronic AG ended during a calendar year due to their own resignation and the average total number of employees during that calendar year. The average number of employees is calculated by taking the simple average between the headcount at the beginning of the calendar year (January 1) and at the end of the year (December 31).
<b>Workplace safety team</b>	A workplace safety team ensures an effective and sustainable workplace safety program within an organization by combining knowledge and experience of the management and the employees, identifying relevant problems and measures in a timely and efficient manner, enhancing working relationships between hierarchy levels, improving attitudes that positively affect the corporate culture, enhancing product and workplace quality and employee morale, and providing a melting pot for new ideas by means of observation, debate, and action.