

Glossary

Term	Definition
ADEME	ADEME is a French agency for ecological transition. It is active in the implementation of public policy in the areas of the environment, energy, and sustainable development. ADEME provides expertise and advisory services to businesses, local authorities and communities, government bodies and the public at large, to enable them to establish and consolidate their environmental action.
Agenda 2030	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.
APAC	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.
ByAcademy	ByAcademy is a global in-house organization that provides educational and training services to Bystronic customers, technicians, salespersons and managers of Bystronic.
CBAM	The EU's Carbon Border Adjustment Mechanism (CBAM) is the EU's tool to put a fair price on the carbon emitted during the production of carbon-intensive goods that are entering the EU, and to encourage cleaner industrial production in non-EU countries.
Collective Bargaining Agreements	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.
Compensation Ratio	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).
Competence Center	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.
EiQ	EiQ is an end-to-end supply chain ESG due diligence platform. It helps companies monitor and manage the supply chain ESG risks in real time, enhance responsible sourcing, and comply with due diligence regulations. Comprised of Sentinel, Product Risk Ratings, Geography Risk Ratings, Segmentation, Digital Learning and LRQA's Equivalency (EQ) Process, EiQ enables a tailored risk-based program aligned with the supply chains of each individual business.
EMEA	Europe, Middle East, and Africa (EMEA) is a geographical grouping widely used by global corporations to define regional business activity.

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Employee Engagement Survey Score	The results scores from the global Employee Engagement Survey can range from 0 (the most negative assessment) to 100 (the most positive assessment). The scores are to be interpreted as percentages, whereas the final score per question combines the percentages of people that have selected either "strongly agree" or "agree" on the reply scale. Theme scores are to be interpreted as the percentage of people that "agree" or "strongly agree" across all theme questions.
Employee NPS	The Employee Net Promoter Score (eNPS) shows the extent to which employees would promote Bystronic as a good employer to others. It asks employees how likely they are to recommend Bystronic as an employer to others on a scale from zero to ten. The responses are classified into detractors (0–6), passives (7, 8) and promoters (9, 10). The eNPS score is calculated by subtracting the % of detractors from the % of promoters. This means the final eNPS score can range between –100 (most negative) and +100 (most positive). This score predicts how likely employees are to become ambassadors of their organization.
GDPR	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.
GRI	GRI is the abbreviation for Global Reporting Initiative. GRI is the independent, international organization that helps businesses and other organizations take responsibility for their impacts, by providing them with the global common language to communicate those impacts. GRI provides the world's most widely used standards for sustainability reporting – the GRI Standards.
High-Consequence Recordable Injury	Work-related injury that results in a recordable injury from which the worker cannot, does not, or is not expected to recover fully to pre-injury health status within six months (GRI 403).
HR Committee	HR Committee refers to a committee of the Board of Directors of Bystronic AG. The HR Committee prepares major decisions around people and submits its proposals to the Board of Directors. The HR Committee is made up of three members of the Board of Directors.
Individual Development Plan	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.

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Industry 5.0	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 “It places the well-being 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”.
Innovation Ratio	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.
LCA	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.
Materiality	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.
MyLearning Platform	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.
Non-Guaranteed Hours	Non-guaranteed hours refer to employment contracts with Bystronic AG or a daughter company of Bystronic AG that stipulate an hourly wage and does not guarantee a certain number of work hours to the employee. The employee may be requested to work – within the boundaries set in the employment contract and/or by labor law – more or less depending on the business needs.
Permanent Contract	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.
Rate of Recordable Injuries	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 a 40-hour week, 50 weeks per year.

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Recordable Injury	A recordable incident is a work-related injury or illness that results in any of the following: fatality, loss of consciousness, day(s) away from 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 countries, the recording of incident differs from one country to another.
Refurbished machine	Reused or refurbished machines means goods that may have either had a previous life or have been put back into the manufacturing process due to a defect. Parts may have been replaced and/or repaired prior to retail.
SDGs	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.
Stationary energy	
SUVA Safety Charter	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.
Swiss Export	Swiss Export is an association that strives to convey current export knowledge in a practical way and to network member companies.
Swissmem	Swissmem is the association for Switzerland’s mechanical and electrical engineering industries (MEM industries) and related technology-oriented sectors.
Temporary Contract	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.
Total Turnover	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).
UN Global Compact	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.

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Voluntary Turnover	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).
Water withdrawal	Sum of all water drawn from surface water, groundwater, seawater, or a third party for any use over the course of the reporting period (GRI 303).
Workplace Safety Team	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.