

The MIKRON logo, consisting of a stylized 'M' icon followed by the word 'MIKRON' in a bold, sans-serif font.

MIKRON
G05

Sustainability Report 2020

Creating value with passion for precision

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Introduction

At a glance:

PASSION

1,331

highly qualified employees

PRECISION

+/- 0.002 mm

machining precision on our machines

PRODUCTIVITY

>10,000

machines and systems installed at customer sites

160,000,000

parts assembled each day worldwide using Mikron Automation solutions

145,000,000

ball pen tips produced daily on Mikron Machining systems

INNOVATION

3

awards won

CHF 257.8 million

2020 sales revenue

LETTER TO STAKEHOLDERS

- As a leader in high-volume production solutions, Mikron designs efficient high-quality solutions that help our customers make the most of resources and deliver value to their customers.
- Our commitment to sustainability is therefore incorporated into the solutions we develop for our customers, as well as the investments we make in our own operations.
- Sustainability is one of our focus areas and an important part of our daily activities. We want to communicate our commitments and achievements more actively, which is why we have published this sustainability report. Our operational and financial targets are in sync with our capacity to contribute to making the world a better place. Moreover, by proactively engaging in sustainability, we hope to inspire others to do the same.
- We take care: we invest in great working conditions for our employees and cooperate in a reliable and responsible manner with all our partners, including customers, suppliers and scientific institutions.
- Our solutions last long and increase efficiency, ergonomoy and usability for our customers. The products manufactured and assembled with our machines and tools help to reduce the consumption of resources like fuel and electricity, and contribute to making the world's population healthier.
- Much like the rest of the world, Mikron and all our employees have been impacted by the COVID-19 pandemic. We are incredibly proud of how our teams have responded to this challenge. We have been able to meet the needs of customers worldwide while maintaining a safe operating environment. Mikron responded immediately and with clear priorities, activating and implementing measures to keep all our employees safe while ensuring a continued supply of our products. Moreover, we have played an essential role in supplying relevant equipment to our customers who needed them to manufacture products such as COVID test kits. Amid the pandemic, we quickly scaled up online training to ensure the continuity of our apprenticeship and internship programs.
- Our sustainability efforts are rooted in our values, culture and products. We are committed to doing our part to achieve the United Nations Sustainable Development Goals (SDGs). This report serves to reinforce our commitments and provide documentation of our activities in the area of sustainability.
- Our targets cover environmental, social and governance aspects. This includes the reduction of energy consumption, increasing female representation in leadership roles, and ensuring zero harm to our people, to name a few.
- We have made important investments to reduce our CO₂ footprint, like investing in new climate control systems in our four factories.
- We are grateful for your collaboration and support as we at Mikron continue to take on the challenge of building a sustainable future. We know that amazing things happen when we all work together.

Bruno Cathomen

CEO Mikron Group

**Javier Perez Freije**

CFO Mikron Group

**Rolf Rihs**

COO Mikron Automation



MIKRON

6 VALUES

Mikron’s values are the six principles that shape our organization. They are foundational to the company’s long-term success and more than just a set of random corporate clichés. Of course, words and declarations aren’t magic; they need to be understood, lived by and acted upon.



Skilled and motivated employees make the business successful

Each employee contributes to Mikron’s success. Therefore, everyone must be a trusted and empowered expert in their area of activity. Everyone must relentlessly develop their skills and competencies, and apply them responsibly. Constant development, learning and teamwork excellence are integral to meeting current and future market needs. Within its social responsibility, Mikron is committed to invest for its employees’ education, specifically for the youngest as the apprentices programs which are in place in different Mikron’s sites.



Taking responsibility

Taking responsibility to uphold its values, policies and corporate objectives is important to Mikron. The company operates and serves its best interests in a manner characterized by professionalism and expertise, and always respects legal and social frameworks. Mikron makes and executes decisions in its area of responsibility, liaises with managers and colleagues, and honors its agreements. Completing each task successfully and in a timely manner are key to achieving the company’s corporate objectives.



Focusing on market and customer expectations

Mikron is a customer-centric company that always focuses on customer needs. The company operates in global markets that are fiercely competitive and cyclical, so concentrating on client needs and cultivating long-term business relationships with them is vital. Respect, trust and excellent technical competence are at the core of Mikron’s actions. The company is also investing to increase individual and corporate agility and responsiveness, especially as the environment becomes more and more of a priority issue. As such, Mikron is strengthening its ability to understand the market and respond to customer demands.



Delivering the highest quality

Quality is all-encompassing, which is why Mikron aims to bring customers the highest level of precision and performance – on time and on budget. Meeting the ever-changing safety and environmental needs of clients is a fundamental part of the quality Mikron provides. From making rapid adjustments and responding to new requests, to constantly improving products, processes and personnel competencies, quality is critical to securing market leadership and long-term competitiveness.



Respecting confidentiality

Mikron is always very careful and restrictive about the information it shares beyond the walls of the company. Confidential data is never shared without the approval of management or a written confidentiality agreement, and data is protected to ensure it is only available to duly authorized individuals. Mikron is particularly aware of new cyber risks and vulnerabilities, and all employees maintain discretion and use modern communication tools with the utmost care.



Striving to achieve targets and results

Mikron is driven by its mission to increase the industrial productivity of its customers. Profit is key to both the company’s further development and its long-term stability. Therefore, it does everything in its power to meet financial targets, even if it means compromising on some of its other goals. Mikron sets demanding and clearly defined quantitative and qualitative targets, and each employee is aware of these as well as their own targets, and what their specific contribution is.

See our Mission & Values (mikron.com) →



Code of Conduct

- The Code of Conduct underpins Mikron’s commitment to act with complete ethical integrity in all situations while respecting every person’s individual rights. It sets out the relevant principles of ethical behavior in writing and applies them to all Mikron areas and sites. The aim of the Code of Conduct is to ensure that the Mikron Group acts as a good corporate citizen, complies with legislation, and creates a working environment characterized by mutual respect, openness and personal integrity.
- The Code of Conduct defines what Mikron as an employer expects from its employees. All employees are obliged to adhere to Mikron’s Code of Conduct. It sets out how all employees should behave – both in general and also in specific situations in which an individual action can have an impact on Mikron’s reputation. Compliance with these guidelines is essential to upholding Mikron’s reputation.
- Mikron stands for machining, automation and tool solutions that deliver the highest productivity, precision and quality. Mikron does business in a responsible and ethical manner, and is committed to contributing to circular economies and long-term sustainable development, taking different needs into account.
- Mikron’s good reputation is one of its most valuable assets. The company’s various stakeholder groups expect Mikron to conduct itself in a proper manner. All Mikron employees have a responsibility to foster and protect Mikron’s good reputation. The six Mikron values provide guidance for everyday behavior at work and form the basis of the Code of Conduct. Maintaining high standards in our business relations is foundational to enduring success.
- Mikron does not measure performance by achievements alone, but also by the way these achievements are accomplished. As such, we put particular emphasis on upholding ethical standards in all that we do.
- The Mikron Group’s membership in various industrial associations and interest groups is one way in which it advocates the attitudes encouraged by the Code of Conduct.
- Employees at all sites have completed an e-learning course in ethical behavior and compliance and have practiced suitable conduct by working through concrete example situations. Four sites have also held specific compliance awareness workshops on the topics of conduct in difficult situations and preventing cyber attacks, phishing and data loss.
- Mikron does not tolerate violations of applicable legal requirements and company policies, such as the Code of Conduct. All employees are required to ensure that violations are identified, investigated and rectified. They are also responsible for reporting on these matters to direct line managers, HR managers, local management or the division head (COO), and to the compliance officer. Managers and the Executive Board monitor overall compliance with the Code of Conduct.

[See Code of Conduct \(mikron.com\)](https://mikron.com)



Certifications

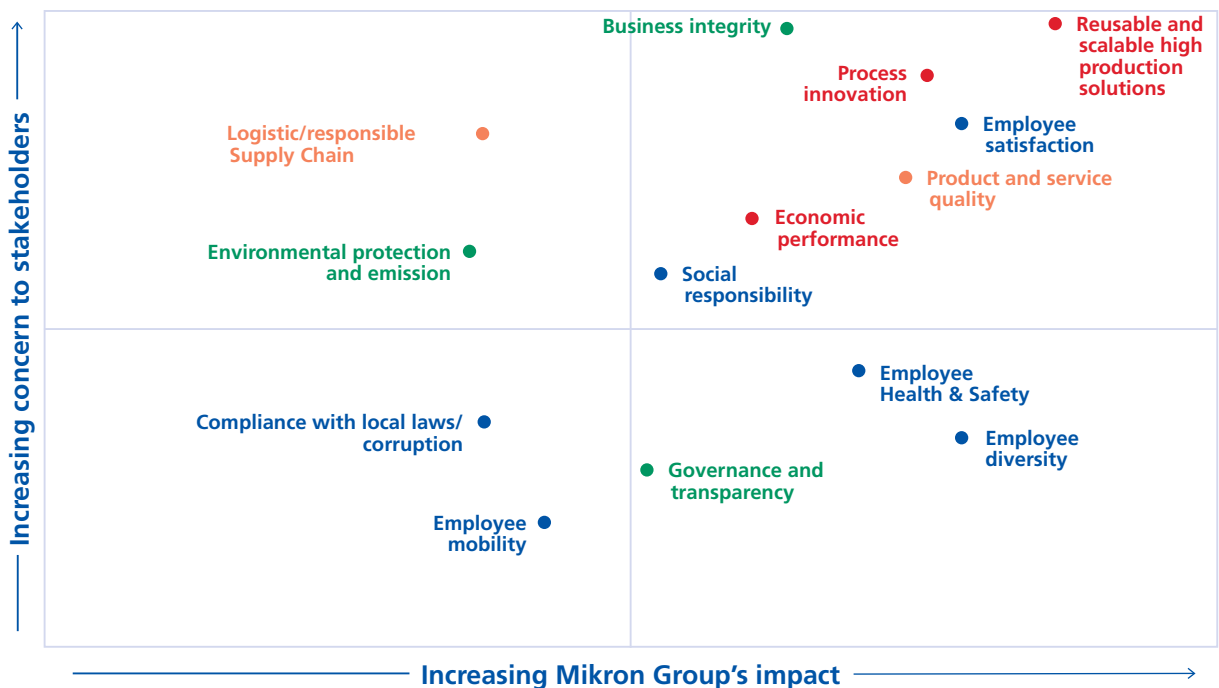
- Thanks to its highly efficient machining and automation solutions, the Mikron Group helps its customers to produce in an environmentally friendly and healthy way.
- The increasing scarcity of energy and raw materials is a major challenge, to which the Mikron Group is resolutely facing up. The company thus takes responsibility for the environment at every link in the value chain very seriously.
- The Mikron Group’s certifications
 - ISO 9001** (Quality Management)
 - ISO 14001** (Environmental Management - for the Swiss entities in Agno and Boudry)
 - ISO 45001** (Occupational Health and Safety – at Agno entities in Switzerland)

Materiality Map

The Mikron Group views its commitment to sustainability through the following 4 indicators:

- Workplace
- Environment
- Marketplace
- Innovation

The Mikron Group conducts a regular qualitative survey to determine which indicators are most relevant to sustainability reporting. Customers, suppliers, employees and other business partners along the group’s value chain take part in this survey, together with authorities, new and potential employees. The company also facilitates internal focus groups to identify and prioritize other indicators relevant to sustainability reporting, and to act on environmental, social and governance issues. The accumulated findings are presented in the following matrix.



Workplace

SUSTAINABLE DEVELOPMENT GOALS



Skilled and motivated employees

1,331

highly qualified employees

135

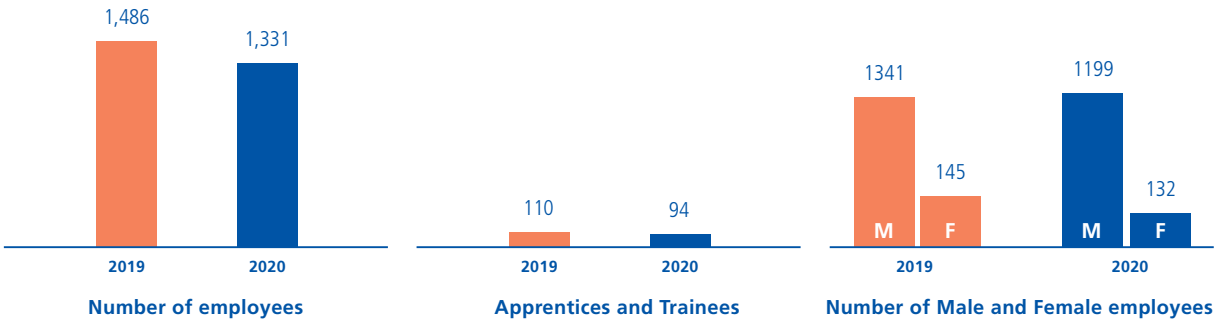
different job profiles

94

94 apprentices and trainees

13

locations around the world



Headcount

The number of employees is the total of the full-time equivalent of all employees. The total headcount is higher than the group's full-time equivalent, as not all employees work full-time.

As of the end of the 2020 financial year, the Mikron Group's overall number of employees is 1,331 (FTE), representing a decrease of 10.4% over the previous year (1,486 employees). This reduction was due to the job cuts made in the Mikron Machining division and the re-dimensioning of the Berlin site. In parallel with the workforce reduction, short-time working was implemented to some extent in the Machining Solutions segment.

The majority of the reduced workforce found new jobs within a few weeks of leaving Mikron, thanks in part to the valuable support of Mikron's HR and management teams.

Moreover, despite the adverse market conditions linked to the pandemic situation, our sites in Boudry and Denver hired new employees.

The number of apprentices and trainees also decreased, from 110 to 94, at the end of 2020.

Absenteeism

The Health & Safety of staff is extremely important to the Mikron Group's management team. Internal processes are regularly reviewed for potential negative effects on Health & Safety. Like the previous year, there were no significant occupational accidents in 2020. The figures in the table below include illness/disease, workplace accidents and accidents that occurred outside of work in Swiss locations. The

	2019	2020
Total hrs of absence	50,470	47,000
Total annual hrs of work	2,828,300	2,312,877
Rate of absenteeism	2%	2%

rate of absenteeism (working hours absent proportionate to annual working hours) matched the prior-year figure of 2%, thus remaining at an encouragingly low level.

Employee Satisfaction

Mikron operates in a demanding, highly cyclical and global market, and is exposed to globally active and locally specialized competitors. The key to success is having highly skilled and motivated employees willing to assume responsibility and work together constructively. This allows the whole group to respond to the rapid changes, diverse customer requests and complexity inherent in the business.

Recruiting, retaining and developing employees and inspiring them to embrace shared goals and practices remain priorities at all our locations.

Mikron regularly assesses employee satisfaction levels through a dedicated survey.

Mikron aims to attract and retain employees with the right level of technical qualifications who are able to work in dynamic interdisciplinary teams, have a broad set of language skills, and are willing to travel and work abroad – even if this was only possible to a very limited extent in 2020.

Mikron continues to invest in training and education, and has conducted numerous virtual seminars. New apprentices and trainees were taken on in 2020, and the management and leadership training program, as well as specific project manager training continued. With very few exceptions, all employees have been trained in the application of our Code of Conduct.



Diversity

The Mikron Group’s management team is keen on promoting diversity within the workforce. At the same time, however, those responsible for recruiting staff are dependent on the labor and training market. For example, in Switzerland it is still the case that considerably more men than women gain technical qualifications. The proportion of women pursuing initial training in engineering and technology amounts to 6.9%, with 12.7% studying technical subjects at universities of applied sciences and 31% at regular universities (source: Swiss Federal Statistical Office). Employee remuneration is based on the role in question, performance, specific knowledge or value to Mikron (languages, special technological expertise), and experience.

Men and women are paid equally for performing the same work. Women account for around 10% of Mikron’s staff and most of them perform tasks related to internal service functions. The economic performance and regional differences of the individual companies are also taken into account. It is Mikron’s aim to compensate employees fairly and in a way that is comparable to similar internationally active companies. Mikron also takes the differences that may arise at individual sites into account. For instance, an equal pay approach is applied when a site employs local residents as well as commuters coming from a neighboring county, as is the case in Agno.

The Mikron Group has employees of a number of different nationalities at its sites in Switzerland, Germany, the USA and Asia: alongside the Swiss (39%), Italians (24%), Americans (15%), Germans (13%) and Asians (9%) are most widely represented.

The relatively high proportion of different nationalities is due to the geographic location of the Agno site – Agno is on the border between Switzerland and Italy. Mikron employees come from a total of 56 different nations.

Experience at a glance

Mikron Agno’s canteen

Mikron’s Agno site is proud of its canteen because in addition to the services it provides to the site’s staff, it is certified for correctly recovering wet waste and transforming it into biogas and valuable fertilizer for the local community in the Canton of Ticino. Moreover, it has also set targets to reduce plastic use, support local products and suppliers, and achieve CO₂ neutrality.

We support these objectives through the implementation of different initiatives, such as:

- using water from local sources, available in glass bottles or in recyclable cups;
- offering fresh and healthy takeaway dishes in eco-friendly containers.



Smart working experience

One of Mikron’s employees worked remotely from Australia for six months. She maintained her work schedule but also discovered a whole new culture and played on a local hockey team.

During the pandemic, more than 50% of Mikron’s employees worked remotely while providing ongoing and efficient services to customers. Notwithstanding the pandemic, Mikron had already developed an open approach to smart working in 2018. This granted employees the opportunity to work from home and achieve a better work/life balance.

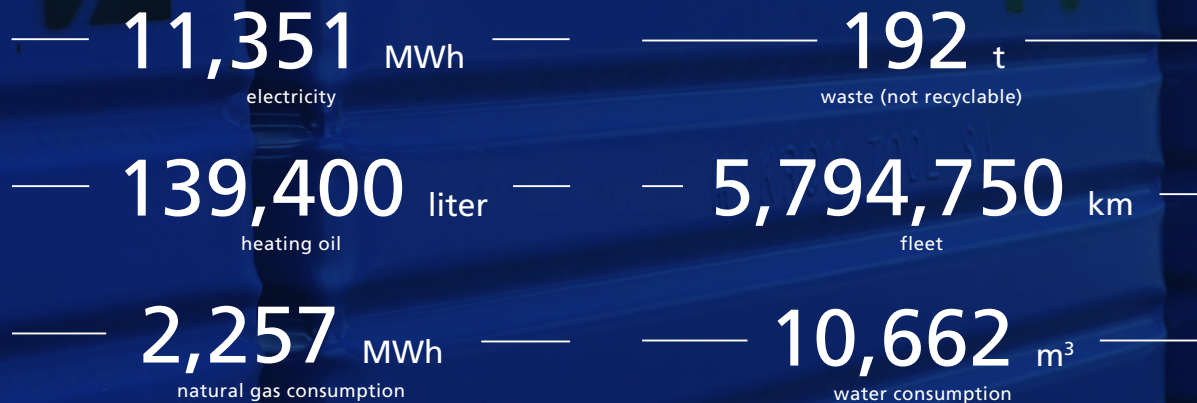
Environment

SUSTAINABLE DEVELOPMENT GOALS



Taking responsibility

CONSUMPTIONS



EMISSIONS



OTHER



Consumptions	Unit	2020
Energy		
Electricity	MWh	11,351
Natural gas	MWh	2,257
Heating oil (fuel oil)	l	139,399
Waste		
Municipal garbage	t	147
Used oil	t	40
Other waste (electrical not recyclable)	t	6
Fleet		
km diesel with particle filter	km	5,794,749
Water		
2020 yearly consumption	m ³	10,662

Greenhouse gas emissions	2020 tCO ₂ eq
Energy	
Electricity	1,623
Natural gas	417
Heating oil (fuel oil)	368
Waste	
Municipal garbage	179
Used oil	150
Other waste (electrical not recyclable)	18
Fleet	
km diesel with particle filter	115
	2,872

Greenhouse gas emissions

The greenhouse gas emissions connected to Mikron’s manufacturing activities can be distinguished as both direct and indirect.

Direct emissions (Scope I, according to the GHG Protocol) are considered to be those produced by the machinery owned or controlled by the company (boilers, burners, as well as means of transport, such as company cars). Indirect emissions (Scope II) are those that occur from the production of electricity imported and consumed by the company. They are calculated in tons of CO₂ equivalent, tCO₂eq.

Following this definition, Mikron’s direct emissions are calculated taking into consideration the tools of the GHG Protocol, while an estimate of indirect emissions stemming from the production of electricity was carried out using the market-based method and the latest available data relating to the energy mix, arising from the information received by service provider.

Energy

Mikron’s energy consumption is attributed mainly to the operation of machinery in testing and production plants. To date, the electricity required for these operations has been purchased entirely from external suppliers.

The consumption of electricity and gas in 2020 amounted to 13,608 MWh. Renewable resources represented about 30% of the purchased energy mix. In addition to the electricity purchased, we also consider methane and automotive fuels (diesel and gasoline) for company vehicles among the energy sources necessary for company activities.

Waste

Mikron makes every effort to ensure that waste is dealt within an environmentally compatible way. In 2020, the group produced 192 tons of waste in Switzerland, Germany and the USA (2017: 473 tons, 2016: 453 tons), corresponding to a decrease of 59%. This reflects an increase in recycling waste (42%) and reduced operating activities in some sites due to the pandemic situation.

Water

Due to the nature of our processes and the fact that water is not used in our production processes, Mikron’s water consumption is not very significant in terms of impact. Our water consumption is mainly related to kitchen and hygiene facilities, and to a lesser extent, the operation of air conditioning systems. The sites included in the report consumed 10,662 m³ of water in the year under review (previous report: 15,600 m³), corresponding to a decrease of 31%. This reflects the reduction of operating activities in some sites due to the pandemic situation.

How circular are the machine tools produced by the Mikron Machining Division?

Machine tools are products with long lifespans, and many are used for more than 20 years before being completely refurbished.

On average, 80% of machines are still in service ten years after installation, while 65% are still in service after 20 years. This information provides evidence of the durability and long lifespan of machine tools. However, it is also important to recognize that, on the other hand, advanced manufacturing technologies are constantly evolving, and long lifespans may also translate into the extended use of machinery with lower levels of efficiency and productivity. For this reason, it's relevant to highlight that machine tools are retrofitted and refurbished when they are between five and 15 years old, depending on the specific sector and application. In addition, we offer different services to facilitate the reuse of our products or to ensure that they are long-lasting. These services include tool regrinding and retrofitting spindles.



80% of machines are still in service ten years after installation, while 65% are still in service after 20 years.

Experience at a glance

Customer Parts Recycling Program at Mikron Denver

Our customers need to destroy confidential and proprietary scrap parts from Factory Acceptance Tests and debugs. Our site in Denver is able to help them avoid shipping scrap material across the country by sending scrap parts to a local company called Colorado Medical Waste.

The company shreds the waste to a confetti-like residual, rendering it unrecognizable while reducing its volume by 90% with zero emissions! They also provide a signed manifest, which serves as proof of part destruction and disposal. The result is a win-win local and sustainable process.

Here's a [video](#) about the process used to shred the parts with zero emissions, and more info about it [here](#).



Mikron Denver customer parts get shredded, sterilized and reduced to a residual similar to confetti.



Marketplace

SUSTAINABLE DEVELOPMENT GOALS

17 PARTNERSHIPS
FOR THE GOALS



Focusing on market and
customer expectations

80%

of local suppliers

17%

suppliers within 25 km

72%

of key suppliers from certified
businesses (ISO 9001)

The Mikron Group puts particular emphasis on the source of materials, building relationships with suppliers based on trust and reliability, and contributing to the global shift to circular economies.

Mikron's expectations of suppliers are:

- Business Integrity & Standards
- Human Rights & Labor Standards
- Health & Safety Standards
- Environmental Impact
- Quality & Competitive

Mikron communicates these expectations to its suppliers and gives guidelines with respect to responsible sourcing, including commitments to human rights, the environment, health & safety, business ethics and the development of a diverse and sustainable supply chain.

All suppliers and business partners must communicate these expectations throughout their supply chains.

In the spirit of continuous improvement, Mikron is committed to working with and supporting our suppliers to meet and exceed these requirements.

Experience at a glance

Special internal supply chain for Mikron Agno

NFI is a Mikron Agno internal high precision mechanical parts manufacturer for new machine components, after-sales service and spare parts.

Setup 2019

- Collets production cell
- Small lot and high precision production cell
- Heat treatment cell
- Apprentice department
- 35,000 units produced in collets cell
- 42,000 production hours provided in high precision production cell
- 31 staff and 19 apprentices

2020 strategic realignment to improve:

- Speed
- Robustness
- Efficiency

2020 substantial investment in state-of-the-art production technology and energy reduction

- (grinding, milling, turning, honing, automated manufacturing) > CHF 4 million

2020-2021 investment in improved processes, reduced environmental impact, and interlocking with internal customers

- Move from existing rented building in refurbished main Mikron Agno building
- Reduce area covered from 4,000 to 2,000 m²
- Improve logistic process by means of smart machine layout, short distances and proximity to internal customer (in adjacent hall)
- Use resources for raw material handling, quality control and logistic services to serve more efficiently shop floor needs
- Adopt lean production methods
- Establish short lines of communication between assembly hall and internal supply chain
- Renew insulation and reduce floor space impact
- Replace fuel oil heating and air conditioning units with heat pump units
- Replace paint shop equipment with state-of-the-art technology to reduce wastewater and waste color mud
- Reduce CO₂ impact by 270 tons (from 910 to 640)



Innovation

SUSTAINABLE DEVELOPMENT GOALS



Striving to achieve targets and results

6.5 million

CHF in 2020 R&D investments

42

patent applications

23

registered trademarks

5

R&D locations

Experience at a glance

Great news for the very special Mikron MultiX platform. The innovative MultiX rotary transfer machine by Mikron Machining has already won two important awards – the 2019 EMO in Hanover and the Best of Industry Award 2020 in the Manufacturing Technology category.



“We are delighted to receive these awards,” says Walter Sayer, Head of Division Mikron Machining. “They are proof of Mikron Machining’s innovative strength and reinforce that we are on the right track with our new products.”

The Mikron MultiX is tailored to customer requirements. It is very easy to convert and offers unique possibilities, with machining solutions for the production of 50 to 5,000,000 parts. Among the new platform’s innovative features is the simple reconfiguration for new applications. Once the application for which the system was initially configured is no longer needed, the system can be easily and quickly reconfigured with a revolutionary (patented) concept. Customers can thus eliminate the need to invest in a new system.



Multifunctional solution

The Mikron MultiX impresses with its distinct technical features. These include direct machining from the bar (turning or milling), three machining units working simultaneously at each station, as well as multi-spindle lathe and transfer machine capabilities in one single machining system.

Customers have a complete set of machining units at their disposal for their various needs: The machining units differ in size, number of axes, size of compatible spindles, strokes, stiffness, and can be exchanged within the platform and re-used in various different configurations.

More Mikron Machining news here



Modular and user-friendly

The modular software package and the Mikron HMI interface are designed for ease of use and quick adaptability to any machine configuration. This enables simple and efficient operation, configuration and reconfiguration of the desired machining solution.

Further flexibility is provided by scalability; customers can start producing with a single cycle Mikron MultiX configuration and add supplementary cycles according to volume growth. Find more information [here](#) and [here](#).



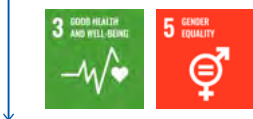
Key future ESG initiatives

Environment



Priority Topics	Targets		
Climate & Energy	Implementing energy management system at all sites	Increasing the share of energy used from renewable sources	Increasing the number of operations that are climate-neutral and reducing CO ₂ emissions
Circular Economy (incl. recycling & waste management)	Reducing the share of disposed waste		
Innovation	100% of R&D investment in new products must cover ESG criteria		

Social



Priority Topics	Targets		
Employment Practices	Increasing the percentage of women in high potential talent programs	Increasing dedicated trainings and employment branding to encourage highly motivated and skilled staff	Implementing a tool to calculate the ratio of basic salary and remuneration of women and men (i.e., equal pay)
Health & Safety	Ensuring zero harm to people		

Governance



Priority Topics	Targets	
Governance (incl. ethics & compliance)	Increasing the percentage of employees who have completed the Compliance and Code of Conduct training	Facilitating workshops and awareness trainings online and at Mikron's sites to increase the spread of our values and increase awareness of Ethics, Compliance and Security topics



About this report

This Sustainability report is Mikron Holding AG's first since 2017. Together, the Annual Report 2020, the Financial Statements 2020 (which form part of the Annual Report 2020) and this Sustainability Report 2020 constitute the reporting of Mikron Group.

All of the information and figures presented in this Sustainability Report apply to the Mikron Group – namely, its locations in Switzerland, Germany, China and the United States.

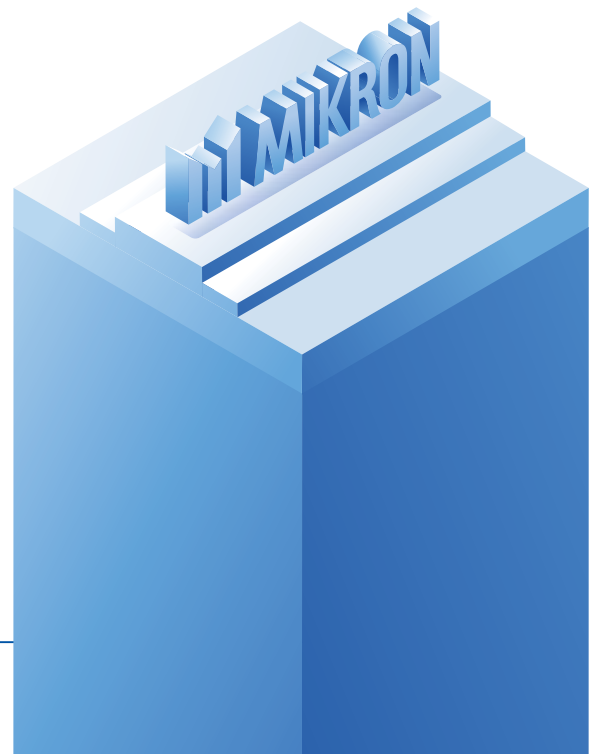
Mikron views sustainability reporting as a step-by-step process. We believe that collecting data and information on the economic, environmental and social impact of our business activities annually provides an additional basis for the Mikron Group's strategic development and capacity for innovation, including aligning with the UN Sustainable Development Goals (SDGs).

This report was drawn up following the international framework and in accordance with the Global Reporting Initiative (GRI) standards.

The Mikron Sustainability Report has not been subject to an external audit. The consolidated financial statements (as part of the Annual Report 2020) were audited by a third party; see the Mikron Annual Report 2020, pages 90-94.

The Annual Report 2020 is available for download:
[Reports \(mikron.com\)](https://www.mikron.com/reports)

This Sustainability Report 2020 is available only in digital format and for download:
[Sustainability \(mikron.com\)](https://www.mikron.com/sustainability)



GRI CONTENT INDEX

The GRI Content Index provides a clear overview of where to find information on a particular Sustainability topic. In addition to the references to relevant places in this Sustainability Report 2020, there are also page references to the Mikron Annual Report 2020.

GRI indicators	Disclosure	Document / Section	Page(s)
GRI 101: Foundation 2016			
GRI 102: General Disclosures			
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GRI 102-2	Activities, brands, products, and services	Annual Report 2020 / Mikron Automation - Machining	11 / 24-34 / 66
GRI 102-3	Location of headquarters	Annual Report 2020	2 / 66
GRI 102-4	Location of operations	Annual Report 2020 / Mikron Group	5 / 112
GRI 102-5	Ownership and legal form	Annual Report 2020 / Significant shareholders	36
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GRI 102-7	Scale of the organization	Annual Report 2020 / Key Figures - Mikron Group	4-5 / 35 / 87
GRI 102-8	Information on employees and other workers	Sustainability Report 2020 / At a glance - Workplace	3 / 8-10
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GRI 102-56	External assurance	Sustainability Report 2020 / About this report Annual Report 2020 / Compensation Report Report of the statutory auditor	19 59 / 90-94 / 108-111
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Material topics			
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GRI 103-2	The management approach and its components	Annual Report 2020 / Management Report - Corporate Governance	4,5 / 12-23 / 35-51
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