



# Metrohm Culture

SCIENCE, HUMANS, AND THE STORIES IN BETWEEN



**WE GO**  
BEYOND

A photograph of a laboratory setting. In the foreground, a male scientist in a white lab coat and safety glasses is focused on a task, possibly using a pipette. In the background, a female scientist in a white lab coat and safety glasses is also working. The scene is brightly lit, and various laboratory equipment like a pipette and boxes of gloves are visible on the workbench.

IN PURSUIT OF BEST-IN-CLASS CUSTOMER EXPERIENCE

**Pushing the limits of science is what we do, but connecting with authenticity is who we are.**

# We Go Beyond

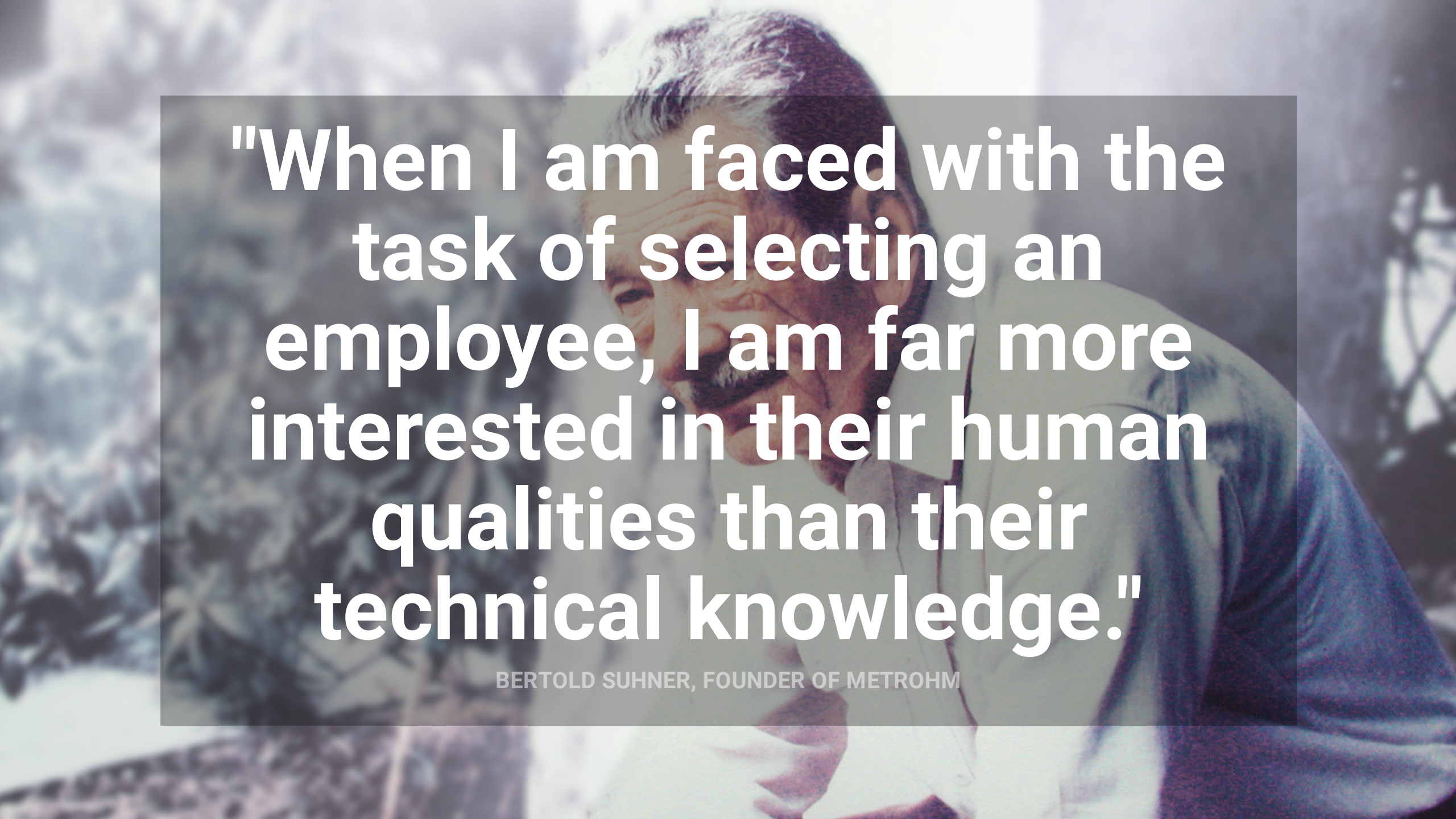
- 1 | **Our Origin**
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Destiny**
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**WE GO**  
BEYOND

SECTION 1

# Our Origin



**"When I am faced with the task of selecting an employee, I am far more interested in their human qualities than their technical knowledge."**

BERTOLD SUHNER, FOUNDER OF METROHM

# From Humble Beginnings to Global Leader

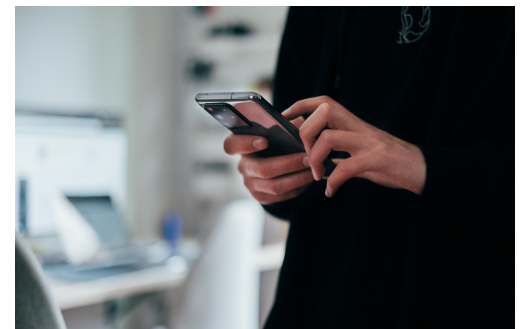


**Since our founding in 1943, we've grown into a global leader in chemical analysis.**

But we always did it sustainably, prioritizing organic growth over quick profits.

# It's always been about more than "just" the science


Our products are important. It's almost impossible to get through the day without interacting with something that's been touched by a piece of Metrohm.



SECTION 2

# Our Values





Our Values are our DNA

**Our values shape  
the culture that  
sets us apart.**

# Modesty and Integrity

**We stay humble and always keep our promises. Simple as that.**



# Perfection and Passion

**We strive to be the best we can be and love what we do. It's a winning combo!**



# Curiosity and Perseverance

**Curiosity sparks our innovation, and perseverance keeps us going.**



# Trust and People

**We trust our team and know they're our greatest asset. People first, always.**




# Fairness

**Fairness is key. We treat everyone with respect and dignity.**



SECTION 3

# Leadership Philosophy



**"Being a great leader is not just about driving results, it's also about inspiring and connecting with people so that they can become our future leaders."**

ED COLIHAN, PRESIDENT & CEO




# Leadership Philosophy: Lighting the Way



**Our leaders hire people that elevate their teams, that can do things they can't - and then get out of the way.**

SECTION 4

# Mutual Respect

A photograph of a family of four walking away from the camera on a dirt path through a field. The father is on the left, wearing a blue denim jacket and jeans, holding the hand of a small child in a checkered sweater. The mother is on the right, wearing a blue denim jacket and black pants, holding the hand of a young girl in a white quilted jacket. The scene is lit with warm, golden light, suggesting late afternoon or early morning.

**"Metrohm not only cares about my professional well-being but also my well-being as a part of a family."**

SYLVIA SINGH, APPLICATIONS SPECIALIST

# Mutual Respect: The Fabric of our Organization



**Everyone at Metrohm matters, and mutual respect is at our core.**

You, yes you, are an important part of the magic

# Work Life Balance



**We get it. Life's a balancing act, and we're here to help.**

It's not just about work. It's about recognizing and nurturing all facets of life.

SECTION 5

# In Control of our Destiny

# Crafting the Metrohm Experience



## Talking the talk AND walking the walk.

Vertical integration, expanding local support functions and adding field offices - it's all about getting closer to our customers when others are moving further away.

SECTION 6

# Giving Back





**"Giving back has been part of the Metrohm story for so long, it's become part of our identity. It's an organizational and a personal commitment to making a difference, creating positive change, and building a legacy of compassion within our communities."**

ED COLIHAN, PRESIDENT & CEO

# Responsibility Beyond Business: Sprinkling Kindness Throughout our Communities



**Inspired by our founder's vision, we believe in a world where businesses play a role in making a difference.**

Volunteer hours, charity donations, food drives - we enable giving back in ways that are personal to each employee.

# Responsibility Beyond Business: The Metrohm Foundation



**Financial independence  
and maintaining our  
innovative spirit.**

The Metrohm Foundation, governing body of the Metrohm Group, ensures that our company will always be led according to Suhner's vision. And it does a lot of good at the same time!

SECTION 7

**So what does this all mean?**

# Culture is a Team Effort



**Our culture thrives because everyone contributes. It's a give and take, and we all have a role to play.**

Feel a sense of responsibility to keep growing our culture. Your actions shape Metrohm's future!

# Engage in the Metrohm Culture



## 1 | Connect with our Community

Take initiative to reflect Metrohm's commitment to social responsibility and environmental sustainability.

## 2 | Foster Collaboration and Respect

Work across departments, break down silos, and show appreciation for the diverse talents and perspectives around here

## 3 | Commit to Continuous Learning

Professional development helps not only you, but also contributes to Metrohm's growth and success.

## 4 | Mentor and Support


Be gracious with your time to mentor and support your colleagues and peers, They can learn from you and you can learn from them.

## 5 | Volunteer on Company Committees

Providing your time for committees that help create a more engaging culture not only helps us, it's also super rewarding.

## 6 | Share Your Knowledge

Be open about sharing your knowledge and skills so that everyone can learn from you.

A close-up photograph of a field of red poppies. In the foreground, a single white poppy is in sharp focus, its petals fully open. The background is filled with many red poppies, some in focus and some blurred, creating a sense of depth. The lighting is bright, suggesting a sunny day.

**"I have seen and  
heard it from my team  
so frequently, that it  
just "feels" different at  
Metrohm."**

JEFF THOMAS, SR. MANAGER, CUSTOMER CARE

