



2023 SUSTAINABILITY REPORT



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An aerial photograph of a wind farm situated on rolling green hills. The sun is low on the horizon, creating a warm, golden glow across the landscape. The wind turbines are scattered across the hills, with some in the foreground and others receding into the distance. The sky is filled with soft, wispy clouds, and the overall atmosphere is serene and peaceful.

INTRODUCTION



Disclosure

This inaugural Sustainability Report covers Sensience's environmental, social, and governance (ESG) strategies, activities, and achievements for FY2023. The report was informed by the Sustainability Accounting Standards Board (SASB) Resource Transformation - Electrical & Electronic Equipment Sector Standard. We will continue to evaluate evolving ESG reporting regulations and adapt our reporting methods to ensure compliance with current standards and guidelines.

This report may contain forward-looking statements. When we use words such as “believes,” “expects,” “anticipates,” “estimates,” “may,” “plan,” “will,” “goal,” or similar expressions, we are making forward-looking statements. Forward-looking statements are prospective in nature and are not based on historical facts, but rather on current expectations and projections about future events and are therefore subject to risks and uncertainties, which could cause actual results to differ materially from projected results. Our projected future results, and specifically our ability to meet goals we identify in this report, may be impacted by multiple factors including, but not limited to, our results of operations and cash flows, supply chain disruption and delays, and other factors, some of which are beyond our control. Such factors may impact our ability to meet goals stated herein and/or cause us to adjust goals.



Julie Furber

Letter From the CEO

As I reflect on our journey for a more sustainable future, I am excited to share with you our insights and progress in our first Sustainability Report as a stand-alone company.

In today's global landscape, Environmental, Social, and Governance (ESG) considerations are no longer optional; they are integral to our identity as a responsible corporate citizen. The challenges we face – from climate change to social inequality – demand nothing less than a collective, concerted effort to create positive change. We acknowledge the interconnectedness of economic, social, and environmental factors and strive to create a positive impact that the way we all work, live and play.

One of our proudest achievements is our ongoing effort to reduce our carbon footprint. Through meticulous planning and investment in lower-carbon technologies, we are actively working towards a more circular economy. We are committed to embracing renewable energy sources, optimizing resource usage, and minimizing waste to contribute meaningfully to the global fight against climate change.

Equally important is our dedication to fostering a workplace culture prioritizing social responsibility and inclusivity. We are investing in our most valuable asset – our people – by providing opportunities for education, growth, and well-being. We recognize that a diverse and engaged workforce is not only a moral imperative but also a strategic advantage in today's competitive landscape.

Our governance practices reflect a commitment to transparency, accountability, and ethical conduct. We recognize the importance of maintaining the trust of our stakeholders, and we continually strive to exceed expectations in our governance framework. As we embark on this journey towards innovation and growth, we recognize the crucial role we play in shaping a more connected and sustainable future.

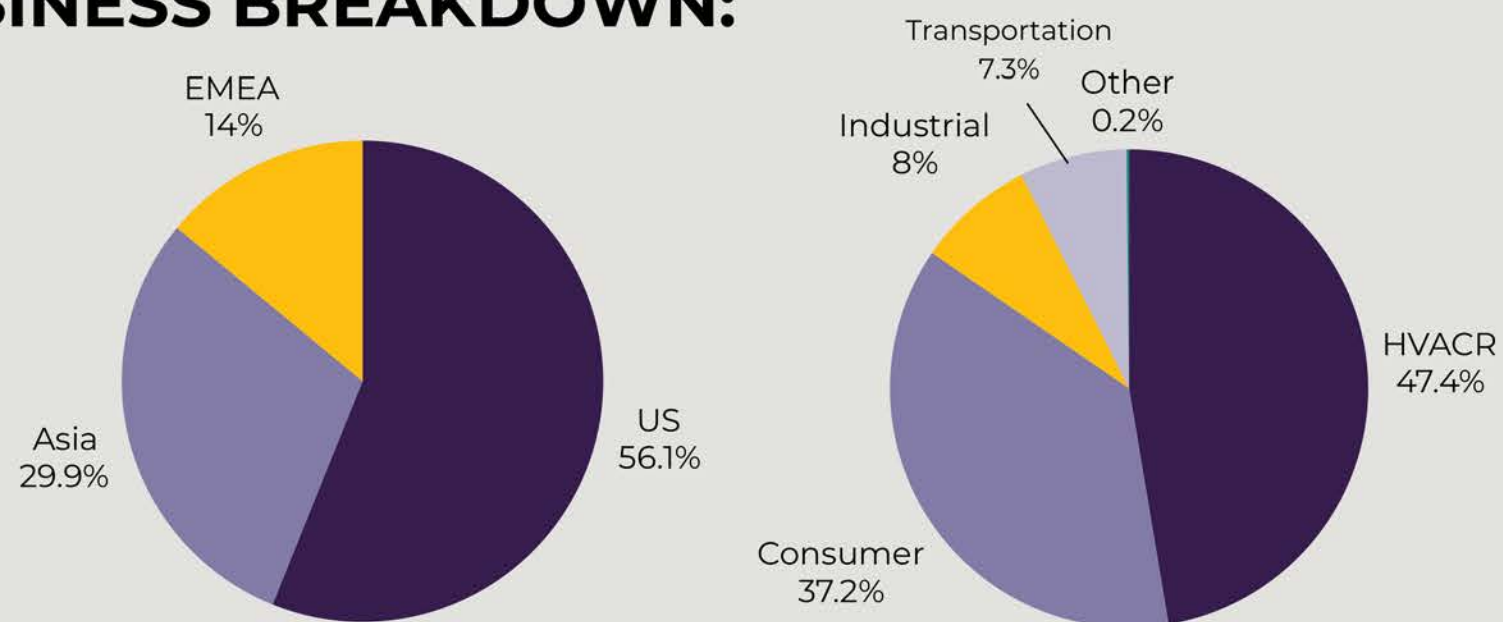
Thank you for your continued support and partnership.

Meet SENSIENCE

We enable systems and machines to sense, detect and respond to their environments at heightened levels.

Sensience's **advanced** sensing technology, coupled with its exceptional sealing and limiting components, **seamlessly integrates** with the world's leading brands and products, spanning from household appliances to electric vehicles.

BUSINESS BREAKDOWN:



HEADQUARTERS

Columbus, OH

FOUNDED

1942

EMPLOYEES

3,000+



Annual Production

700+ Million



Units Manufactured



Multi-site, Multi-region
Production for
Risk Mitigation



Leading Product
Application Experts

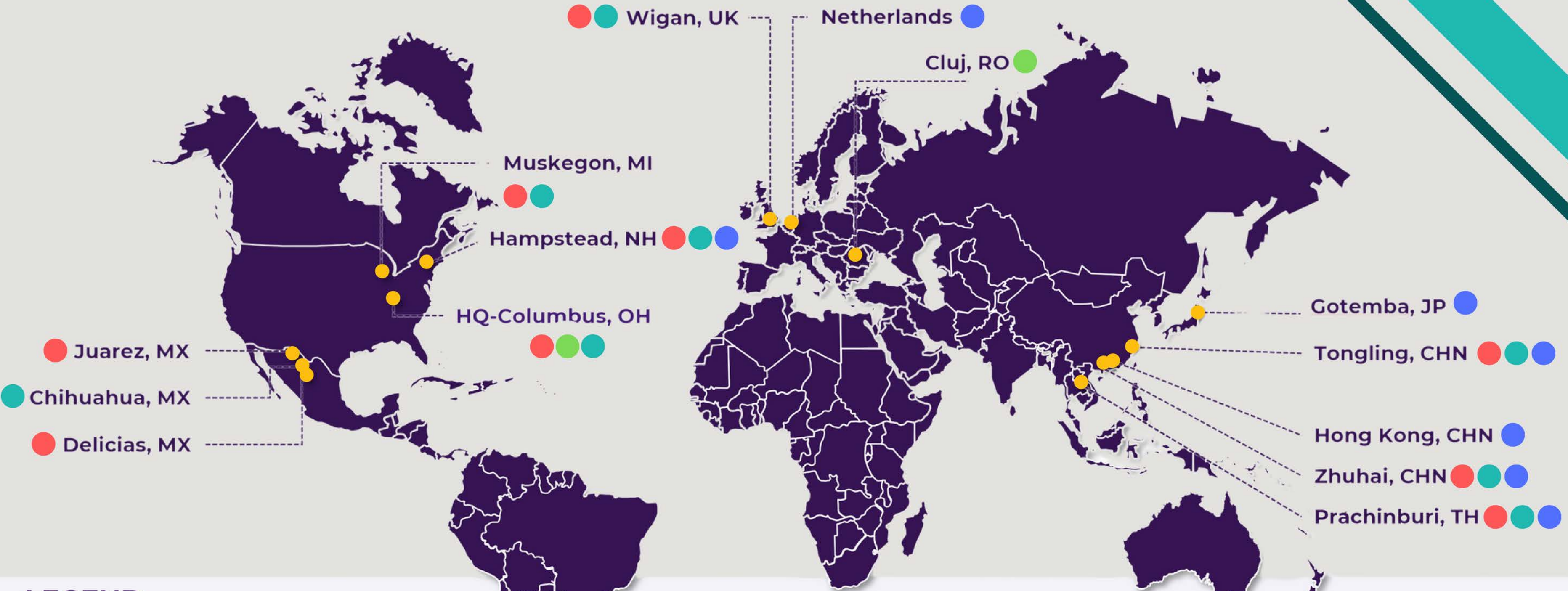


Broad Range
of Product Options



Rapid Custom
Prototypes

Global Footprint



LEGEND

- Production ● Distribution
- Engineering ● Admin

- Every Major Region of The World
- Global Engineering & Sales Support
- Regional Manufacturing

Our Mission

To enable a cleaner, safer, more connected world, by providing industry leading sensing technologies ensuring reliable and efficient operation of products that improve the way we all live, work and play.

Our Vision

To be the first choice for advanced sensing technologies.

Our values will help us maintain our strong reputation, product quality, and history of innovation while supporting our drive to grow in our target markets by ensuring our customers' success.

SENSIENCE VALUES

The executive leadership team introduced the Sensience values in February 2023. We didn't just want them to be words on a wall, though. We routinely discuss the values, their importance, and what they mean.

We have integrated them into the performance management process so that employees are evaluated not just on what they accomplished but also on how they achieved results. We also modified our Results = Success Recognition program to focus on actions that align with our values. During our Global Sales Meeting in November 2023, attendees participated in an activity where they brainstormed what behaviors we needed to start, stop, and continue to ensure our success. It was an engaging discussion that highlighted where we are living our values well and where we needed to focus on improvement.

Customers

Customers define our success.

Ensuring our customer's success creates a space where we both can grow and succeed.

Innovation

Our curiosity drives innovation.

We think outside of the box to provide solutions to our customer's toughest challenges.

Accountability

We are accountable for results.

We do what we say, and we say what we do. We are accountable for driving business results with the utmost ethical integrity.

Inclusion

Diversity, equity and inclusion are core to our team success.

We create an environment where all employees can reach their full potential by bringing their full selves to work.

People

We invest in our people.

We invest time and resources to develop our teams and provide fulfilling career opportunities.

Our Brands and the Industries we serve.

Across industries, Sensience helps the people engineering, designing and building a more sustainable future develop a heightened awareness by connecting systems to environments, data and new thinking.



Our family of brands stands at the forefront of the market, offering unparalleled sensing and hermetic solutions across a spectrum of industries.

Therm-O-Disc excels in providing cutting-edge bi-metal and temperature sensors, ensuring robust and reliable performance. **Fusite** takes the lead in crafting top-tier glass-to-metal sealed components and feedthroughs. **Microtemp** is dedicated to global safety through its innovative thermal cutoff technology. **Thunderline Z** caters to the Aerospace and Defense market, delivering exceptional RF and DC feedthroughs, along with microwave packages. Lastly, **Pactrol** electronic controls play a pivotal role in enhancing efficiency within the heating appliance market.



HVACR



ENERGY



TRANSPORTATION



APPLIANCE



AEROSPACE



INDUSTRIAL

An aerial photograph of a vibrant turquoise river flowing through a dense, green forest. The river is surrounded by rocky banks and is flanked by thick evergreen trees. The water is clear and bright, contrasting sharply with the dark green of the forest. The overall scene is a lush, natural landscape.

SUSTAINABILITY



2023 Sustainability Report At-a-Glance

Environmental

- Consistently achieved Annual Emissions Reduction Targets.
- Formally committed to setting a Science Based Targets Initiative (SBTi) for Scope 1, 2, and 3 emissions.
- Completed an estimate of Scope 3 Emissions.

Social

- Women make up 66% of our workforce and 25% of our Executive team.
- Unconscious Bias Training conducted for Management globally.
- Community events occurring across our global sites.

Governance

- Injury rates consistently below industry standards.
- Annual Code of Conduct Training and Certification completed.
- Participated in Carbon Disclosure project (CDP) Private Markets Questionnaire.

Sustainability Highlights



In recognition of its sustainability efforts, Sensience has been awarded the EcoVadis Silver Medal Rating, placing it in the top 25% of all companies assessed. The results of the assessment show that our top performing sustainability themes are Environment, Ethics, Labor & Human Rights. An acknowledgement of Sensience's commitment to ethical and responsible business practices.



Sensience has consistently met annual emissions reduction targets, putting it on course to realize its previous goal of a 20% reduction in CO₂e Emissions normalized to sales. Due to this we have updated our goals to a 50% reduction in CO₂e Emissions normalized to sales and committed to setting Science Based Targets.



Sensience upholds transparency regarding its environmental performance through its annual disclosure to CDP via the Private Markets Questionnaire. This commitment to openness and accountability contributes to the company's overall sustainability profile.

Sensience's environmental stewardship is underscored by its achievement of ISO 14001 Environmental Management System Certification at four out of its five major manufacturing sites. This certification underscores the company's commitment to establishing and upholding robust environmental management practices throughout its operations. Sensience's comprehensive sustainability strategy exemplifies its dedication to responsible business practices, setting a commendable standard within the industry.

Materiality Analysis

Sensience conducted a Materiality Analysis to identify the most relevant ESG topics for the organization. This helped us shape our ESG roadmap and prioritize actions accordingly. It also allowed us to integrate ESG topics into our overall strategic priorities and business decisions, aiding in the identification of relevant ESG value creation opportunities.

The matrix illustrates the results, with the most critical topics highlighted in the upper right quadrant:

- Energy Consumption & GHG's
- Product Use
- Supplier Environmental Practices
- Health and Safety
- Child Labor, Forced Labor, & Human Trafficking
- Corruption and Anticompetitive Practices
- Diversity, Equity, and Inclusion

	ENVIRONMENTAL:
1	Materials, Chemicals, & Waste
2	Energy Consumption and GHG's
3	Product Use
4	Customer Health and Safety
	SOCIAL:
5	Supplier Social Practices
6	Responsible Information Management
7	Supplier Environmental Practices
8	Corruption Anti Competitive
	GOVERNANCE:
9	Career Management
10	Working Conditions
11	DEI
12	Health and Safety
13	Social Dialogue



United Nations Sustainable Development Goals

The United Nations Sustainable Development Goals (SDGs) serve as a roadmap for ESG-related targets and objectives. Sensience has developed our ESG programs to align with relevant SDGs that we believe we can positively impact. By aligning with these SDGs, Sensience aims to contribute to creating a cleaner, safer, and more connected world through our industry-leading sensing technologies. Our goal is to ensure the reliable and efficient operation of products that enhance the quality of life for individuals worldwide, positively impacting how we live, work, and play.





ENVIRONMENTAL

Greenhouse Gas Emissions

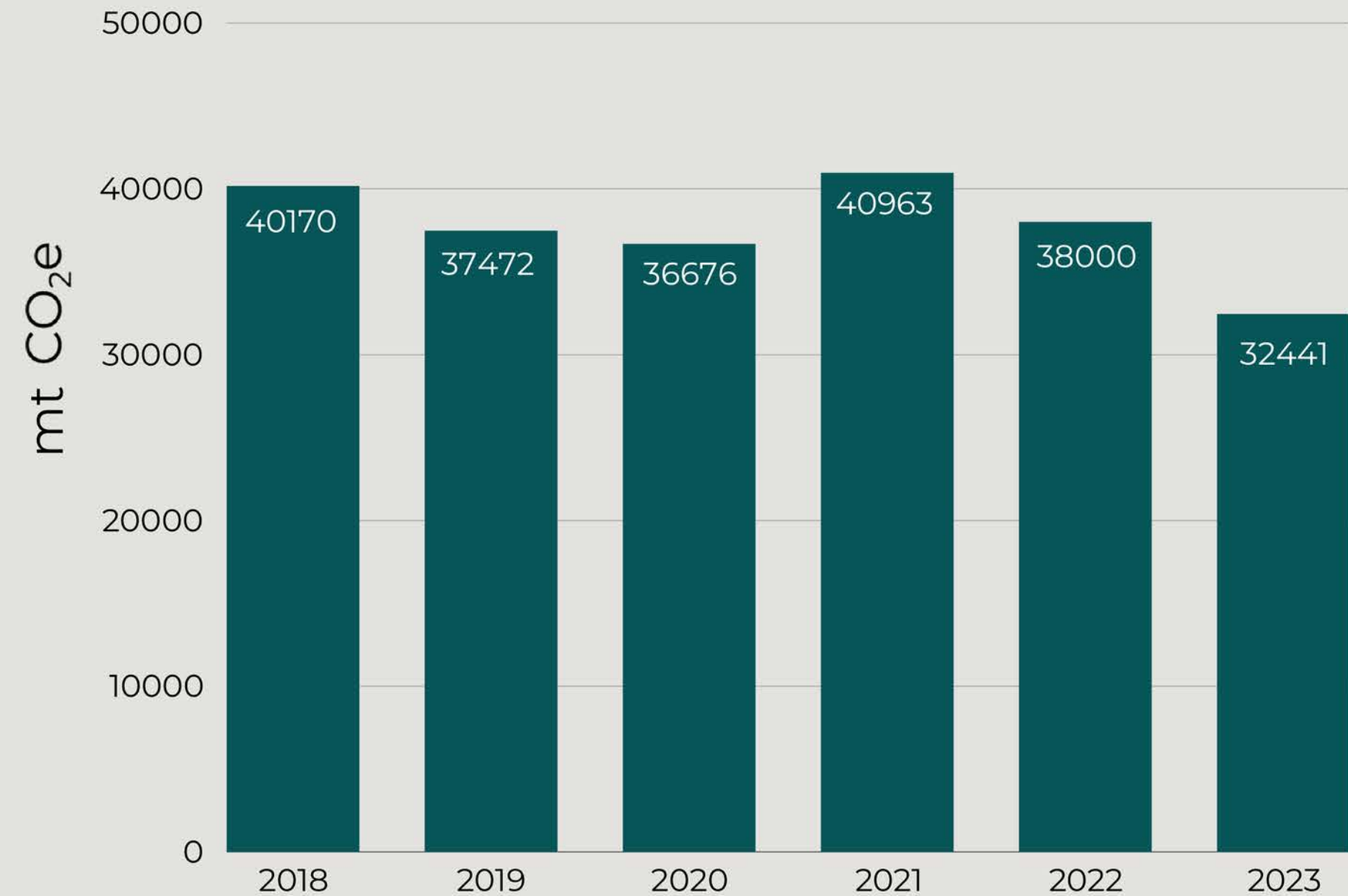


Since 2018, Sensience has been tracking Scope 1 and Scope 2 greenhouse gas (GHG) emissions using the Greenhouse Gas Corporate Accounting Protocol. Our locations have made progress in reducing emissions by focusing on projects to decrease electricity usage and exploring renewable energy options.

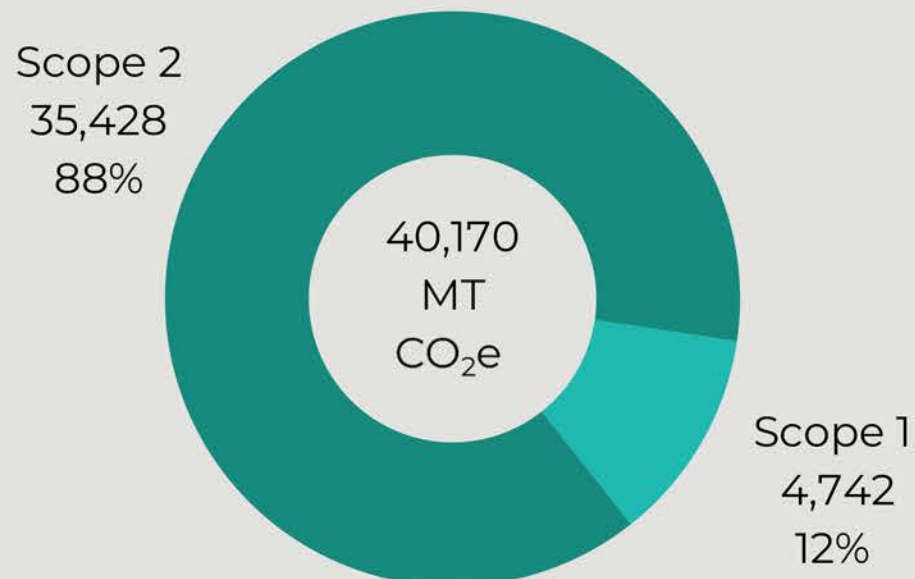
In 2023, we conducted a baseline estimation of our Scope 3 emissions, resulting in a total of 71,292.70mt CO₂e. Moving forward, we plan to improve our Scope 3 tracking by collaborating with our suppliers to measure and reduce these emissions.

Our next steps involve revising our targets to align with SBTi standards and continuing to pursue energy efficiency opportunities. We are also exploring options for renewable electricity sourcing and on-site generation.

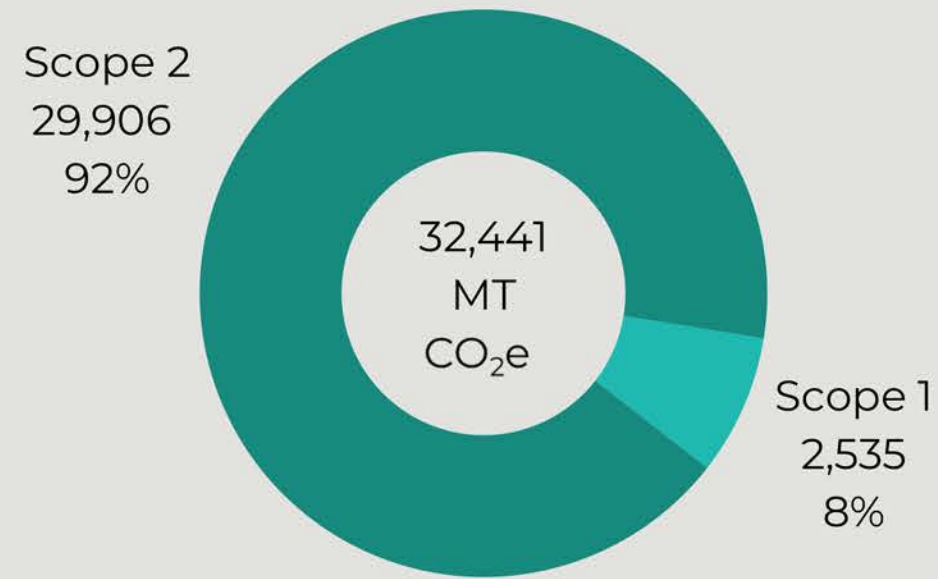
Total Scope 1 & 2 GHG Emissions
FY2018-FY2023



Baseline GHG Emissions
FY2018



GHG Emissions
FY2023



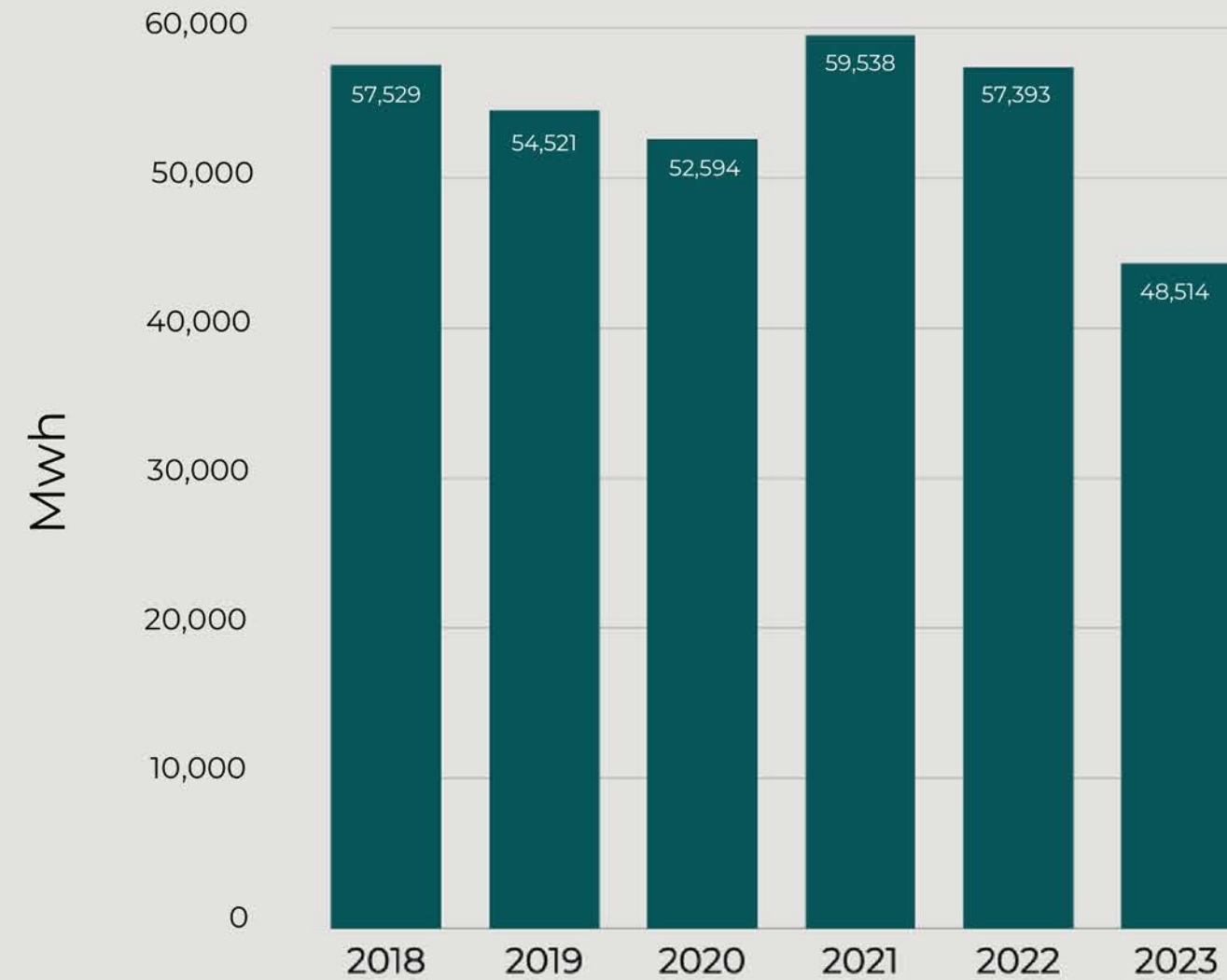
Electricity Usage

Sensience is committed to reducing our energy consumption. Starting in 2024, we have made tracking electricity usage a key performance indicator across all operational locations. While we have always monitored usage, we are now placing more emphasis on achieving actual reductions. By analyzing usage trends, we aim to make informed decisions to lower consumption and improve efficiency.

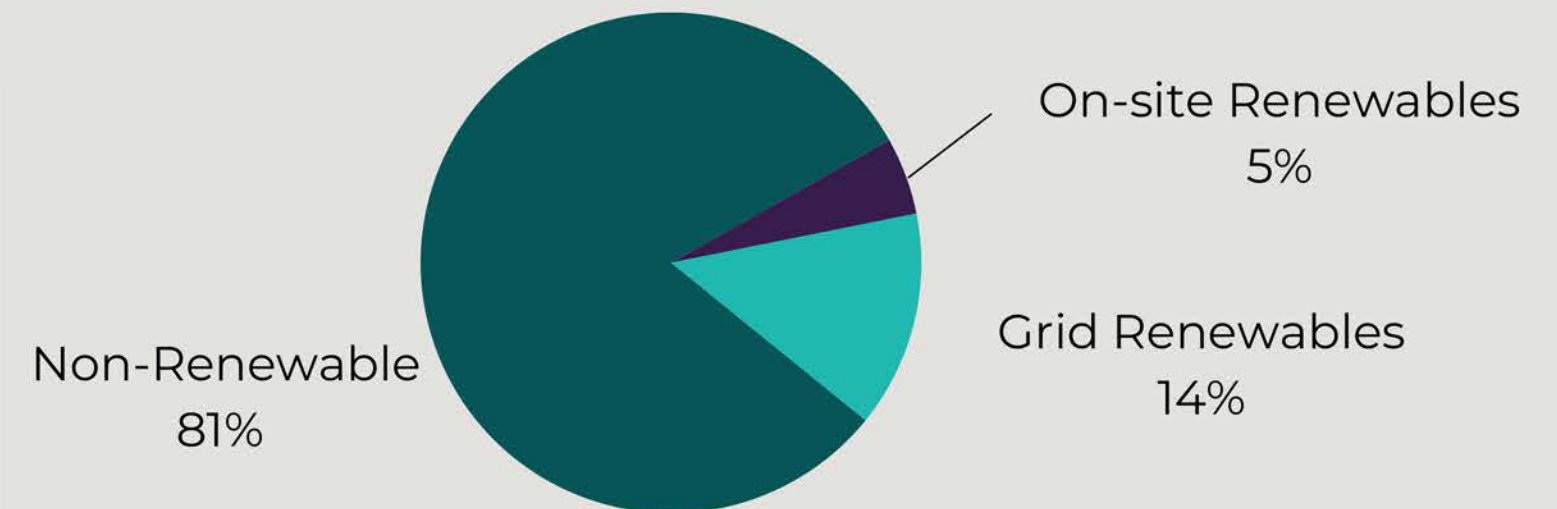
Part of our energy efficiency efforts involves optimizing equipment utilization. Many sites are using energy management system tools to enhance utilization techniques. Given that electricity usage has a significant impact on our indirect CO₂e emissions, this focus is essential.

In FY23, efforts to consolidate our global operational footprint led to notable reductions in electricity usage.

Electricity Usage Mwh by FY



Renewable Energy Usage FY23



CASE STUDY

Solar panels at our facilities help generate clean, renewable energy and reduce greenhouse gas emissions.

Recently, our Tongling, China facility installed 1.1MW of solar panels on its roof. We anticipate that this installation will generate approximately 20% of the site's annual electricity usage.



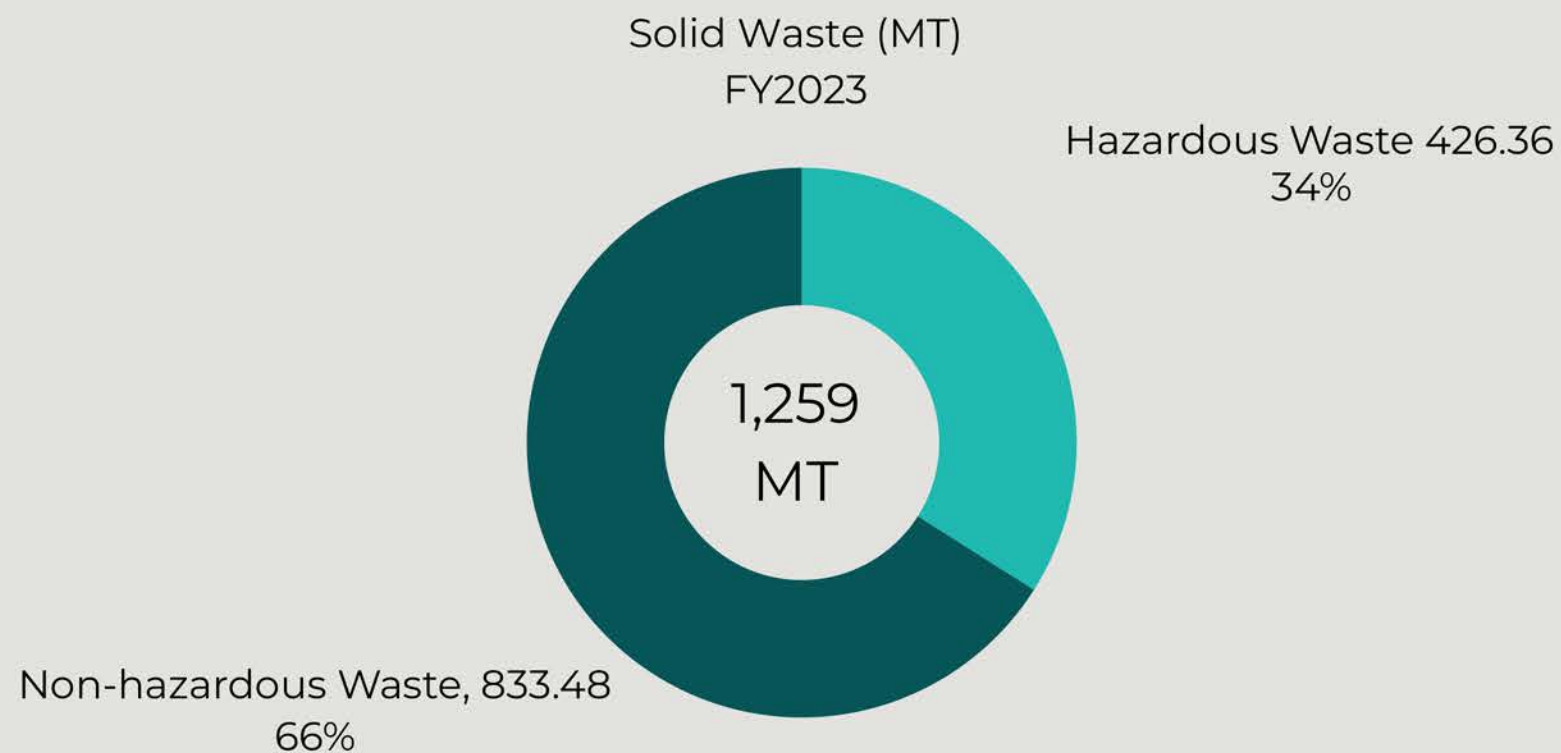
Waste Management and Water Stewardship



WASTE MANAGEMENT

Efforts to minimize waste across our operations remain a top priority, especially when it comes to physical waste generated during our manufacturing process. Our locations consistently excel in finding ways to reduce, reuse, or recycle production-related materials to minimize their environmental impact.

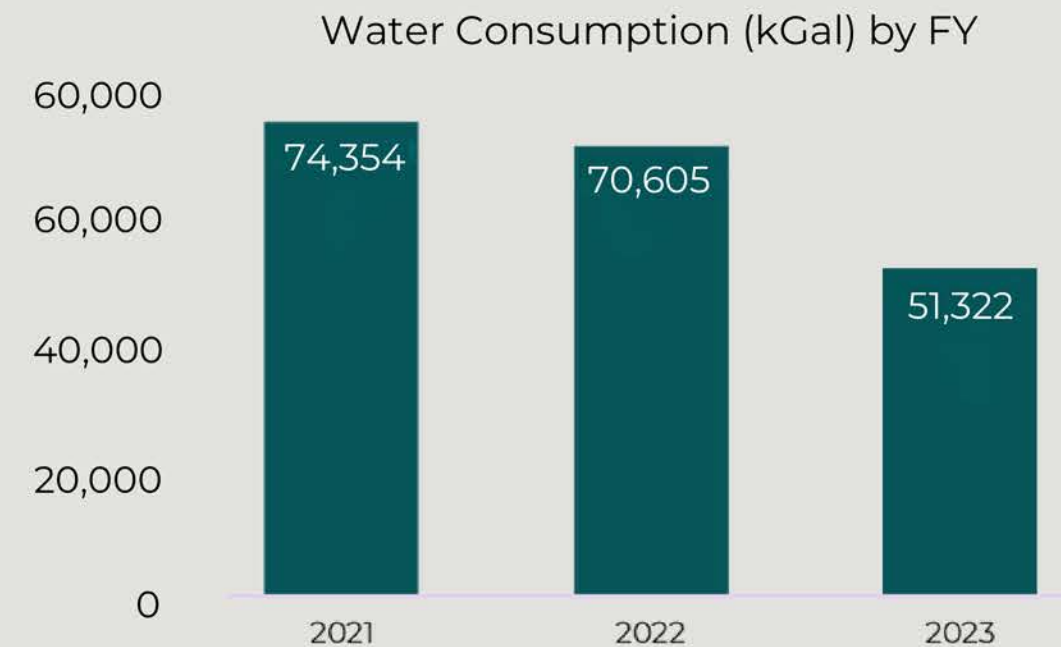
At Sensience, we adhere to all applicable environmental laws and regulations. We strive to reduce or eliminate hazardous waste through source reduction and recycling whenever feasible. Employing a systematic approach, we identify, manage, and reduce solid waste responsibly. Any chemicals, waste, or materials posing a hazard to humans or the environment are identified, labeled, and managed to ensure safe handling, storage, use, recycling, or disposal.



WATER STEWARDSHIP

We recognize that water scarcity poses a challenge to our employees, our customers, and the communities where we live, work, and play. Being a manufacturer for sensors we do not rely on water usage in our manufacturing process as much as other industries. However, Water Stewardship is an essential aspect of responsible environmental management.

Proper Water management that documents, characterizes, monitors and seeks opportunities to conserve water resources is essential in our operations. All wastewater is characterized, monitored, controlled, and treated as required prior to discharge or disposal. Routine monitoring of the performance of its wastewater treatment and containment systems to ensure optimal performance and regulatory compliance.



Product Sustainability



We are committed to fostering a cleaner, safer, and more connected world through our industry-leading sensing technologies, which enhance the operation of products that improve the way we all live, work and play.

GAS SENSING

Our gas sensing products empower OEMs to reducing lower Global Warming Potential (GWP) adhere to evolving refrigerants in their offerings, thereby minimizing emissions and ensures safety and reliability with lower impact on climate change. The proven technology, deployed across diverse applications, guarantees safety, reliability, and sustainability.



EMISSIONS SENSING

Emission temperature sensors accurately monitor and optimize combustion processes to reduce greenhouse gas emissions and enhance energy efficiency.



EV SENSING

EV temperature sensors promote safety and sustainability in electric vehicles by maintaining optimal operating temperatures, preventing overheating, and reducing the risk of thermal incidents. Additionally, by prolonging battery life and improving battery efficiency, these sensors help to ensure that electric vehicles deliver on their sustainability promise.





EARTH DAY CELEBRATION

In 2023, each Sensience location marked Earth Day by promoting its significance and engaging employees in activities such as recycling, tree planting, chemical cleanup, and waste and energy audits.

Earth Day is an opportunity to raise awareness about environmental challenges and advocate for sustainable solutions. These issues affect us all and our communities. At Sensience, we are proud to offer a product portfolio that enables our customers to be more sustainable. We remain committed to integrating this mindset across all areas of our business.



SOCIAL

People Practices

Our value of People underscores our commitment to investing in our employees' development and fostering fulfilling careers. We recognize that their engagement, creativity, and expertise are essential for achieving our business objectives. We leverage various approaches to support our employees and enable them to contribute effectively while building fulfilling careers.

PERFORMANCE MANAGEMENT

In fiscal year 2023, we revamped our approach to enhance effectiveness. This involved implementing a new module in our Human Resource System to streamline the process. Additionally, we provided refresher training for all leaders to ensure fair and consistent application of ratings and meaningful conversations. The refresh also introduced calibration into the process to further enrich the program.

LEARNING AND DEVELOPMENT

Ensuring employees have the right skills to achieve their goals is important to Sensience's success. Over the course of the year, we conducted more than 100 training sessions covering a wide range of topics, including Time Management to Value Stream Mapping to Personal Protective Equipment.

INTERNSHIP PROGRAMS

Sensience values early-career talent and acknowledges the importance of internships in formal education. We run internship programs in both the United States and China. In 2023, we hosted 32 interns across various fields like Engineering, Product Management, and Marketing.

Our internship program is flexible, allowing interns to work full or part-time based on their school schedules. They actively participate in departmental work and projects. At the end of each semester, interns share their experiences, learnings, and contributions with leadership.

SUCCESSION PLANNING

Building a robust talent pool is a strategic priority for Sensience, prompting us to update our succession planning process. Performance reviews, conducted annually in the fall, serve as a key input to this process.

People Practices

Sensience provides a comprehensive range of rewards and benefits to attract and retain employees, often exceeding legal requirements. Our compensation packages may include competitive hourly rates, annual salaries, merit increases, variable pay, and retirement savings options. Additionally, we offer health and welfare benefits tailored to each country's regulations.

KEY GLOBAL HIGHLIGHTS:

PARENTAL LEAVE

Sensience understands the importance of supporting new parents and is committed to aligning our programs with the modern family's needs. Employees welcoming a new child through birth or adoption receive time off to nurture, care for, and bond with their new arrival.

FLEXIBLE WORK ARRANGEMENTS

Recognizing the value of a flexible work environment in promoting a healthy work-life balance, Sensience offers flexible work arrangements where feasible. This may include flexible scheduling, hybrid or remote work options, etc. The availability of flexible work arrangements is determined by the requirements of individual roles, the need for in-person collaboration, and access to specialized materials and equipment necessary for work performance.



Diversity, Equity & Inclusion

In 2023, we continued our focus on building an inclusive work environment. Sensience strives to foster an environment where our employees feel respected, valued, and empowered. Diversity is about capitalizing on each of our strengths, allowing us to achieve together what we could not as individuals. We embrace and celebrate the unique experiences, perspectives, and cultural backgrounds that each employee brings to our workplace.

Recognizing the existence of unconscious bias, we took steps to raise awareness and combat its effects. In 2023, our goal was to offer Unconscious Bias training to our top 70 senior leaders. Surpassing expectations, over 150 leaders participated in our Unconscious Bias workshop. Looking ahead to 2024, we plan to expand the workshop to include all 500+ salaried employees.

While we continue to develop plans related to employee resource groups, we organized events to spotlight these groups and acknowledge their contributions and impact.



In March, all our sites recognized World Women's Day which included a keynote speech from our CEO



In June, a LGBTQ+ and Allies luncheon and trivia event was hosted at our headquarters, led by our Chief People Officer, to demonstrate support for our LGBTQ+ employees during Pride Month.



Diversity, Equity & Inclusion

We are also proudly led by a female CEO. Julie Furber has been recognized with the Globee Award for Woman Excellence of the Year in Manufacturing for her significant contributions to the industry and her promotion of diversity initiatives. The Globee Awards are known for their commitment to recognizing women's excellence in the business world. The rigorous judging process involved over 180 esteemed experts, both women and men, from around the globe.



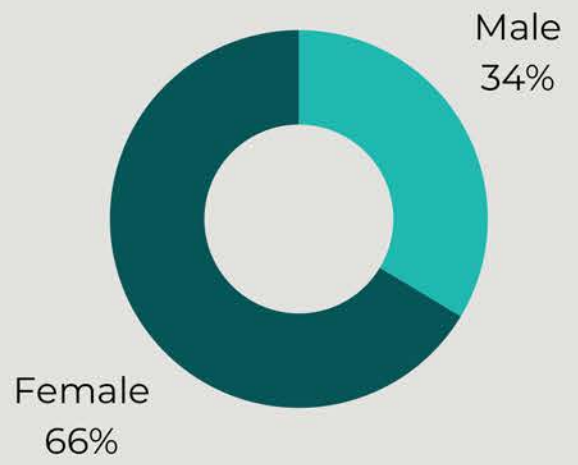
We are also focused on ethnic & racial representation within our US workforce. Members of underrepresented groups composed 10% of our leaders in roles VP and higher within the US. We have opportunities to improve in this area and will leverage our succession efforts to foster the development of underrepresented talent to support their readiness for greater roles in the future.

We aspire to increase diversity within Sensience in leadership positions. We target women to be in 50% of leadership positions through promotions and hires. We also have set a goal that requires diverse slates of candidates for at least 80% of all positions filled globally.

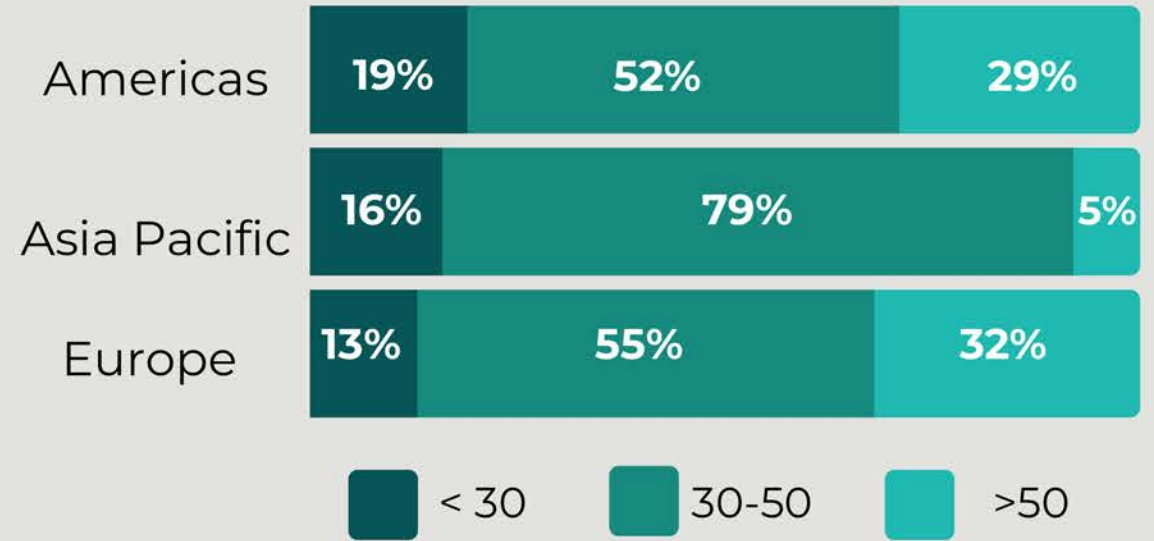
Workforce by the Numbers

ENTIRE COMPANY

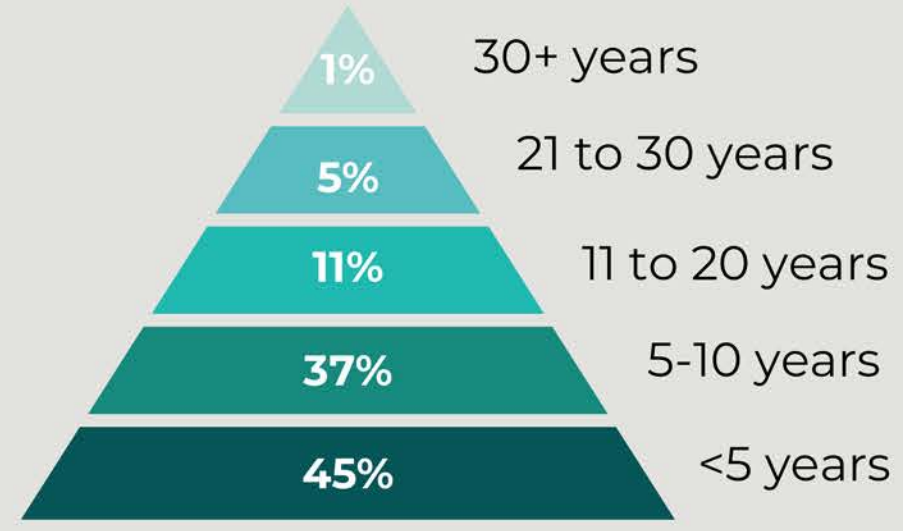
GLOBAL GENDER



WORKFORCE AGE

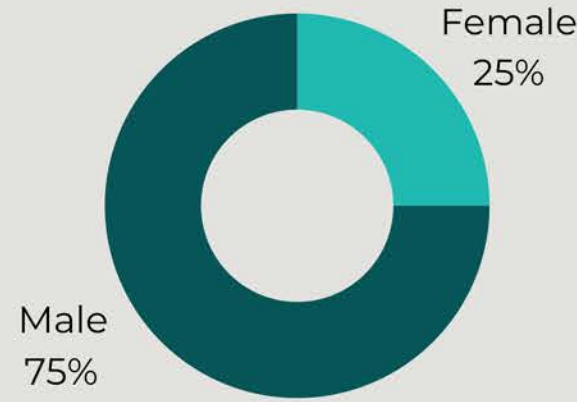


YEARS OF SERVICE

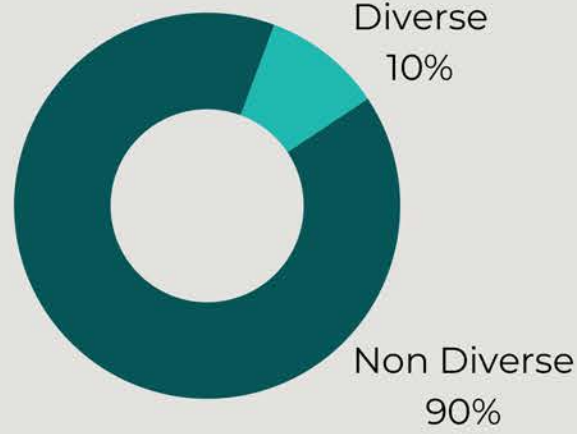


EXECUTIVE DIVERSITY ¹

GENDER



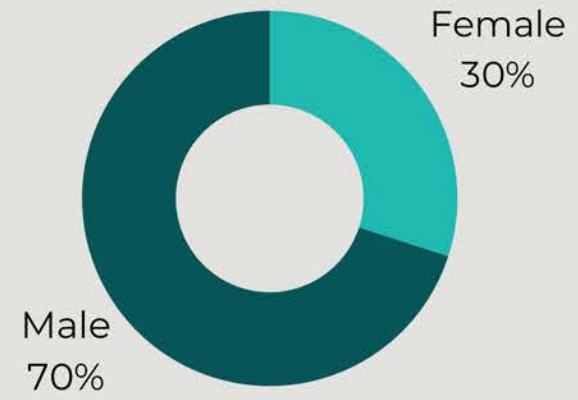
US MINORITY



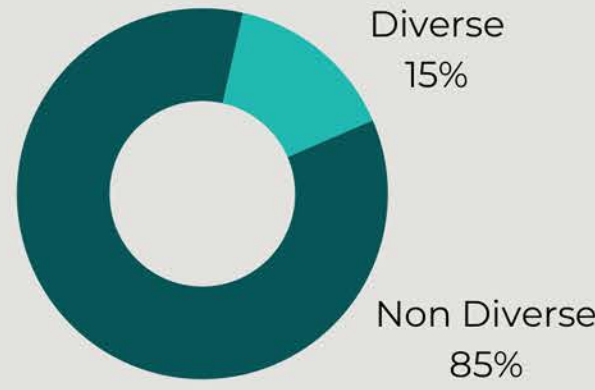
¹ Executive includes Vice President and above

LEADERSHIP DIVERSITY ²

GENDER



US MINORITY



² Leadership includes roles that are Manager and above

DE&I INITIATIVES



50% of hires and promotions into leadership² roles filled with females



80% of salaried roles required to have a diverse³ slate of candidates

³ Outside USA a diverse slate includes gender. Within USA a diverse slate includes gender and race/ethnicity.

Community Spotlight

Our commitment to people extends beyond our employees to being good citizens in the communities where we operate. Here are some highlights of the activities coordinated by our sites in Mexico to support their communities in 2023:

Children's Month / Earth Day Celebration

Our Juarez Plant organized an event for families celebrating both Children's Month and Earth Day. The event engaged children in learning about caring for the earth and included activities such as planting flowers.

Education

Our Delicias facility sponsored scholarship coupons for employees' children to purchase school supplies. Last year, we received 80 scholarship coupon submission requests. Additionally, our Juarez plant also provides coupons for school supplies.

Preventative Health Campaigns

Our Juarez Plant sponsored campaigns to support preventative health. These events offered mammography, HPV testing, and more to aid in the early detection of breast, cervical, and prostate cancers.



A man with a grey beard and glasses, wearing a white hard hat and a blue blazer, stands next to a woman wearing a white hard hat and a dark blazer. They are both looking at a laptop held by the woman. The background is a large industrial factory with high ceilings, pipes, and bright lights. Another worker in a yellow hard hat is visible in the distance.

GOVERNANCE



Guiding Principles of Environmental Health and Safety

EVERYONE OWNS EHS

We take ownership by being informed, empowered and accountable to work safely everyday.

We are personally committed to sustaining an environmentally responsible and injury-free workplace

We act with urgency to eliminate or effectively control risks to people, the environment and our communities

We believe every incident is preventable through the implementation of our lifesaving behaviors

Health and Safety

In 2023, Sensience made significant strides in strengthening our Health and Safety program as an independent entity. With a strong Health and Safety Culture already in place, establishing our own practices was essential to uphold this commitment.

We developed our first Global Environmental Health and Safety Policy under the guidance of our Senior Manager of Global Environmental Health & Safety. This policy serves as the foundation of our EHS Management System and is communicated to all employees worldwide.

Safety Resolution Campaign

To reinforce our commitment, we launched a voluntary "Safety Resolution" campaign at the start of 2023. Over 77% of our employees participated, making personal safety commitments at home or work.

Executive Leadership Involvement

Our Sensience EHS Council, consisting of members of the Executive Leadership Team, meets quarterly to review significant Safety Incidents. Each location also has a dedicated safety leader, overseen by our Senior Manager of Global EHS. Employee involvement is encouraged through safety-related committees or teams, with comprehensive safety training provided.

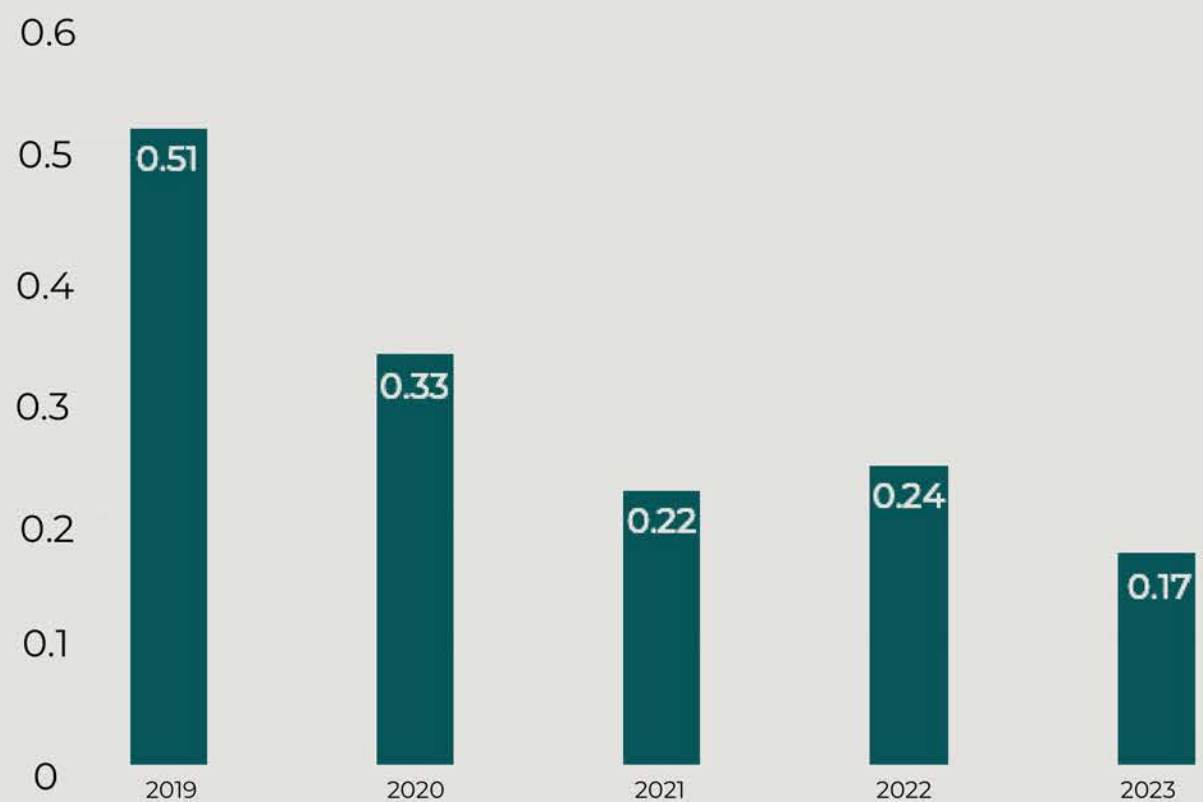
Hazard Reporting and Management

Hazard reporting is crucial for injury prevention and employee engagement. In 2023, we proactively identified over 3,900 hazards globally, treating each as an opportunity to learn and prevent potential injuries. On average, it took us 8.2 days to close these items (vs. a goal of 10 days).

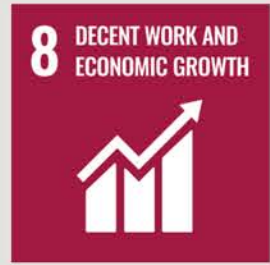
Implementation of Benchmark ESG

We recently launched Benchmark ESG, a cloud-based EHS data management software, to enhance our ability to analyze EHS performance across all global business platforms.

Total Recordable Rate



Responsible Supply Chain



At Sensience, we hold our business partners to high standards, expecting them to uphold our values of integrity, respect, fairness, and honesty towards people and the environment. Suppliers are integral to our sustainability-oriented value chain, and we require each of them to adhere to the Sensience Supplier Code of Conduct. This includes implementing systems and practices to uphold these principles within their businesses and throughout their supply chains. To ensure accountability, we offer a hotline for partners and their employees to report concerns to an independent party for investigation and resolution.

As part of our commitment to a Responsible Supply Chain, we are initiating a training program for Sensience employees on sustainable procurement. We have also assessed our current supply chain's ESG ratings by comparing our top suppliers to a recognized third-party ESG assessment service.

Sensience expects its suppliers, and their suppliers, to conduct due diligence on the source and chain of custody of conflict minerals in their products. This is to ensure alignment with recognized frameworks such as the OECD Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas. Our Material Compliance team regularly evaluates Sensience products against regulatory bodies such as REACh, RoHS, and Prop 65, ensuring product safety for customers and the environment.

In the upcoming year, we aim to enhance our Supply Chain ESG practices further, reinforcing clear expectations and minimizing potential risks. To assess supplier compliance with our Supplier Code of Conduct, we have developed a Supplier ESG survey, set to launch in 2024. This initiative will further strengthen our commitment to responsible sourcing and sustainability throughout our supply chain.

Ethics

At Sensience, accountability lies at the core of our business ethos. We uphold our commitments with integrity and transparency, ensuring that our actions align with our words.

Ethics

Our Employee Code of Conduct serves as the cornerstone of our Ethics Program, guiding the behavior and expectations of all employees. Overseen by the Corporate Ethics Committee and Corporate Ethics Officer, this program encompasses annual Ethics Training, management of the Ethics Hotline and Reporting Process, and disclosure of Conflicts of Interest. Each location appoints a Local Ethics Officer responsible for annual site certification to program requirements. New employees receive orientation to our code of conduct during onboarding, and concerns reported through any channel are promptly addressed.

Legal Compliance

We expect all employees to uphold the highest level of professional and ethical standards, complying with anti-corruption and anti-bribery laws such as the U.S. Foreign Corrupt Practices Act (FCPA) and the UK Bribery Act 2020, among others, applicable to our operations.

Privacy Protection

As regulations on personal data collection and use become increasingly stringent worldwide, Sensience is committed to handling personal data responsibly. We adhere to Company policies and applicable privacy laws, ensuring the proper use, maintenance, and transfer of personal data in accordance with legal requirements.

Fair Employment Practices

Fair employment practices are not only about legal compliance but also about fostering a culture of respect. Sensience is committed to adhering to all laws governing privacy, immigration, working hours, wages, and labor practices, including laws against forced, compulsory, and child labor, as well as employment discrimination. Beyond legal obligations, we aim to cultivate an environment that values and respects all employees, regardless of where our business operates.

We are dedicated to upholding individual human rights, including freedom from forced or compulsory labor, and strongly oppose human trafficking and child labor. Our goal is to provide a safe, healthy, and supportive workplace with fair working conditions, wages, and benefits that exceed legal requirements and recognize performance. Sensience fully complies with child labor laws and advocates for the eradication of unlawful child labor and exploitation. We expect our business partners and suppliers to uphold similar ethical standards.

At Sensience, we respect the rights of workers to form and join trade unions of their choice, engage in collective bargaining, and participate in peaceful assembly. Workers and their representatives have the freedom to communicate openly with management about working conditions and practices without fear of discrimination, retaliation, intimidation, or harassment.



APPENDIX

SASB Disclosure Index

The following disclosure is aligned to the Sustainability Accounting Standards Board (SASB) framework for the sector denoted as “Resource Transformation — Electrical and Electric Equipment (EE).” Sensience will continue to evaluate the disclosure of additional topics as these emerge, considering relevance, availability of high-quality data and competitive sensitivities.

Disclosure Topic	Metric	SASB Code	Units	Sensience Metric/Disclosure Location
Energy Management	(1) Total energy consumed	RT-EE-130a.1	Gigajoules (GJ)	207,989.15
	(2) percentage grid electricity	RT-EE-130a.1	Percentage (%)	95.2
	(3) percentage renewable	RT-EE-130a.1	Percentage (%)	4.8
Hazardous Waste Management	Amount of hazardous waste generated	RT-EE-150a.1	Metric tons (t)	426.37
	Percentage recycled	RT-EE-150a.1	Percentage (%)	29
	Number and aggregate quantity of reportable spills	RT-EE-150a.2	Number	We experienced no reportable spills in FY2023.
	Quantity recovered	RT-EE-150a.2	Kilogrammes (kg)	N/A
Product Safety	Number of recalls issued	RT-EE-250a.1	Number	We experienced no product recalls in FY2023.
	Total units recalled	RT-EE-250a.1	Number	N/A
Product Lifecycle Management	Percentage of products by revenue that contain IEC 62474 declarable substances	RT-EE-410a.1	Percentage (%) by revenue	Revenue based data not reported.
	Percentage of eligible products, by revenue, certified to an energy efficiency certification	RT-EE-410a.2	Percentage (%) by revenue	This metric is not relevant for Sensience. Our products are components of larger consumer products. Our customers may get their product certified to relevant energy efficient certifications but Sensience has no control over that.

SASB Disclosure Index



Disclosure Topic	Metric	SASB Code	Units	Sensience Metric/Disclosure Location
Product Lifecycle Management	Revenue from renewable energy-related and energy efficiency-related products	RT-EE-410a.3	Presentation currency	Revenue based data not reported.
Materials Sourcing	Description of the management of risks associated with the use of critical materials	RT-EE-440a.1	N/A	Sensience 2023 Sustainability Report (p.31)
Business Ethics	Description of policies and practices for prevention of: (1) corruption and bribery and (2) anti-competitive behaviour	RT-EE-510a.1	N/A	Sensience 2023 Sustainability Report (p.32)
	Total amount of monetary losses as a result of legal proceedings associated with bribery or corruption	RT-EE-510a.2	Presentation currency	We experienced no monetary losses as a result of legal proceedings associated with bribery or corruption in FY2023.
	Total amount of monetary losses as a result of legal proceedings associated with anticompetitive behaviour regulations	RT-EE-510a.3	Presentation currency	We experienced no monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations in FY2023.
Activity Metric	Number of units produced by product category	RT-EE-000.A	Number	Sensience 2023 Sustainability Report (p.5)
	Number of employees	RT-EE-000.B	Number	Sensience 2023 Sustainability Report (p.5)

SENSIENCE

The logo icon for Sensience, consisting of three curved lines in shades of blue and white, resembling a stylized signal or sensor.

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