

2024

Sustainability Report

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Introduction



Disclosure

Disclosure: This Sustainability Report provides an overview of Sensience's environmental, social, and governance strategies, initiatives, and accomplishments for fiscal year 2024. It has been developed with reference to the Sustainability Accounting Standards Board (SASB) Resource Transformation - Electrical & Electronic Equipment Sector Standard. We are committed to ongoing evaluation and adaptation of our reporting practices to remain aligned with evolving sustainability regulations and industry standards.

Cautionary Statement Regarding Forward-Looking Information: This report may contain forward-looking statements, which are subject to risks and uncertainties. Forward-looking statements are identified by words or phrases such as “believes,” “expects,” “anticipates,” “estimates,” “may,” “plans,” “will,” “goal,” or other similar expressions. These statements are based on current assumptions and projections about future events, which may differ materially from actual outcomes due to various factors, including, but not limited to, operational performance, cash flow results, supply chain disruptions, regulatory changes, and other factors outside of Sensience's control. We may adjust our stated goals as circumstances evolve and cannot guarantee the achievement of all goals outlined in this report.

Letter from the CEO

As is the case across many industries, the growing demand for more efficient and sustainable products is driving innovation in numerous areas. In the realm of sensor technology, making the applications we support smarter and more efficient requires not only advancements in sensor technology but also enhanced product capabilities to meet the evolving needs of these applications. In parallel, our sustainability initiatives guide key business decisions, including our choices about sourcing and manufacturing, ensuring we reduce our environmental footprint.

As we celebrate the second year of our Sustainability Report, we are proud to share the progress Sensience has made in this important area over the past year. Our commitment to sustainability remains steadfast, and we firmly believe that these initiatives not only benefit the customers and industries we serve but also positively impact the stakeholders and communities in which we live and work.

As you will see in our Sustainability Report, we are proud of our sustainability efforts including our social responsibility and inclusion initiatives. To prioritize these initiatives among our management teams, the objectives related to these initiatives are embedded into our key performance indicators and remain at the forefront of what we do. Equally, the governance that we have established for the Company ensure that we continue to have transparency, accountability, and ethical practices in both what we do and how we do it. We remain committed to these initiatives and appreciate your continued support of our efforts in this area.

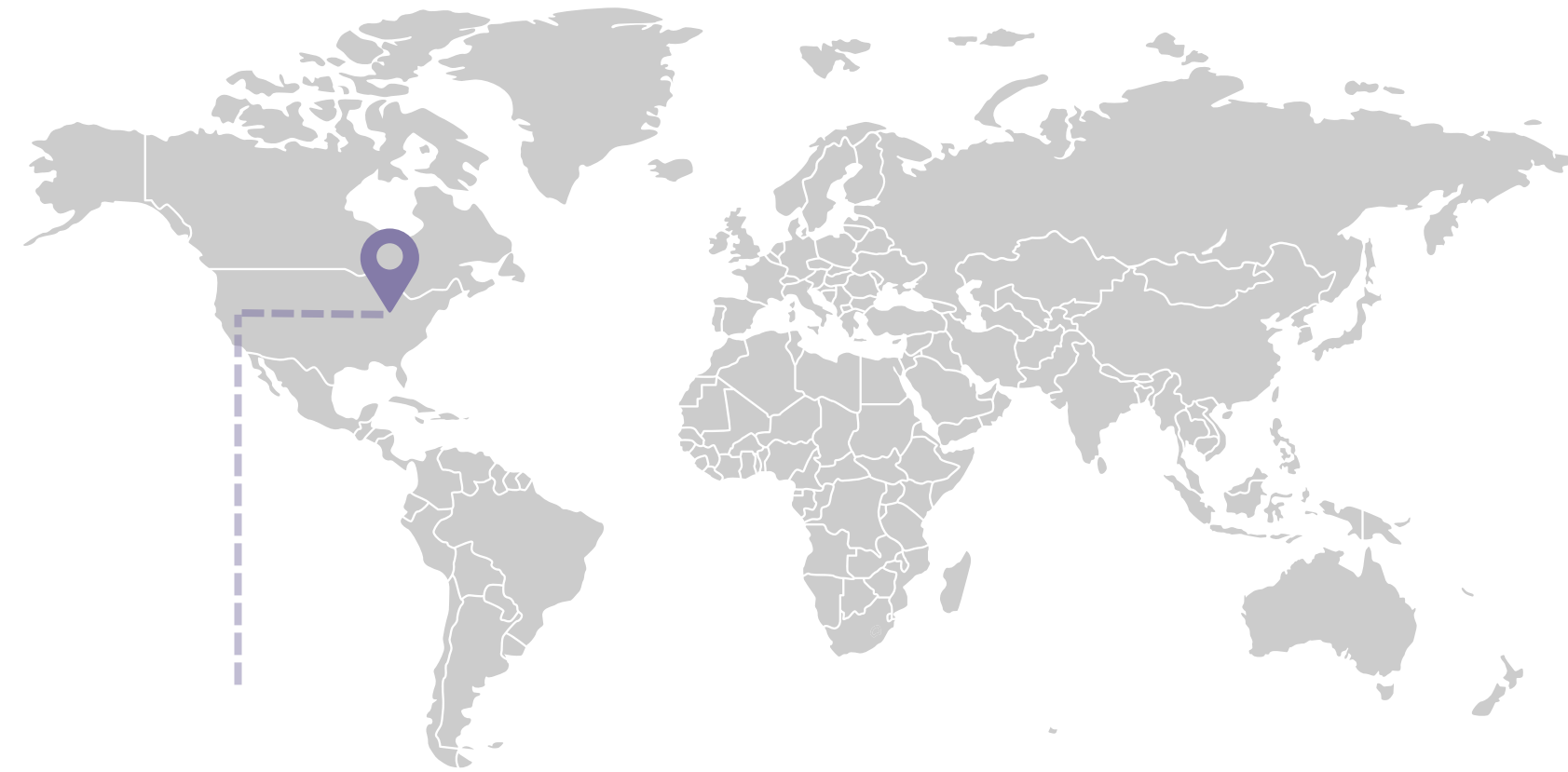


Roger Roundhouse

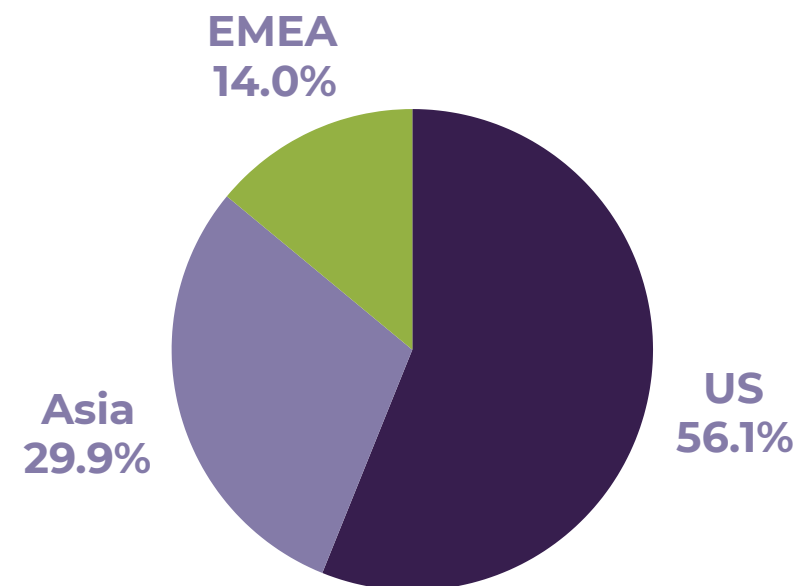
Meet SENSIENCE

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

~2,800



Annual Production

700+ Million



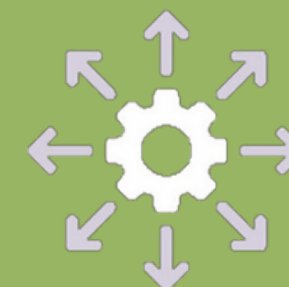
Units Manufactured



Multi-site, Multi-region
Production for
Risk Mitigation



Leading Product
Application Experts

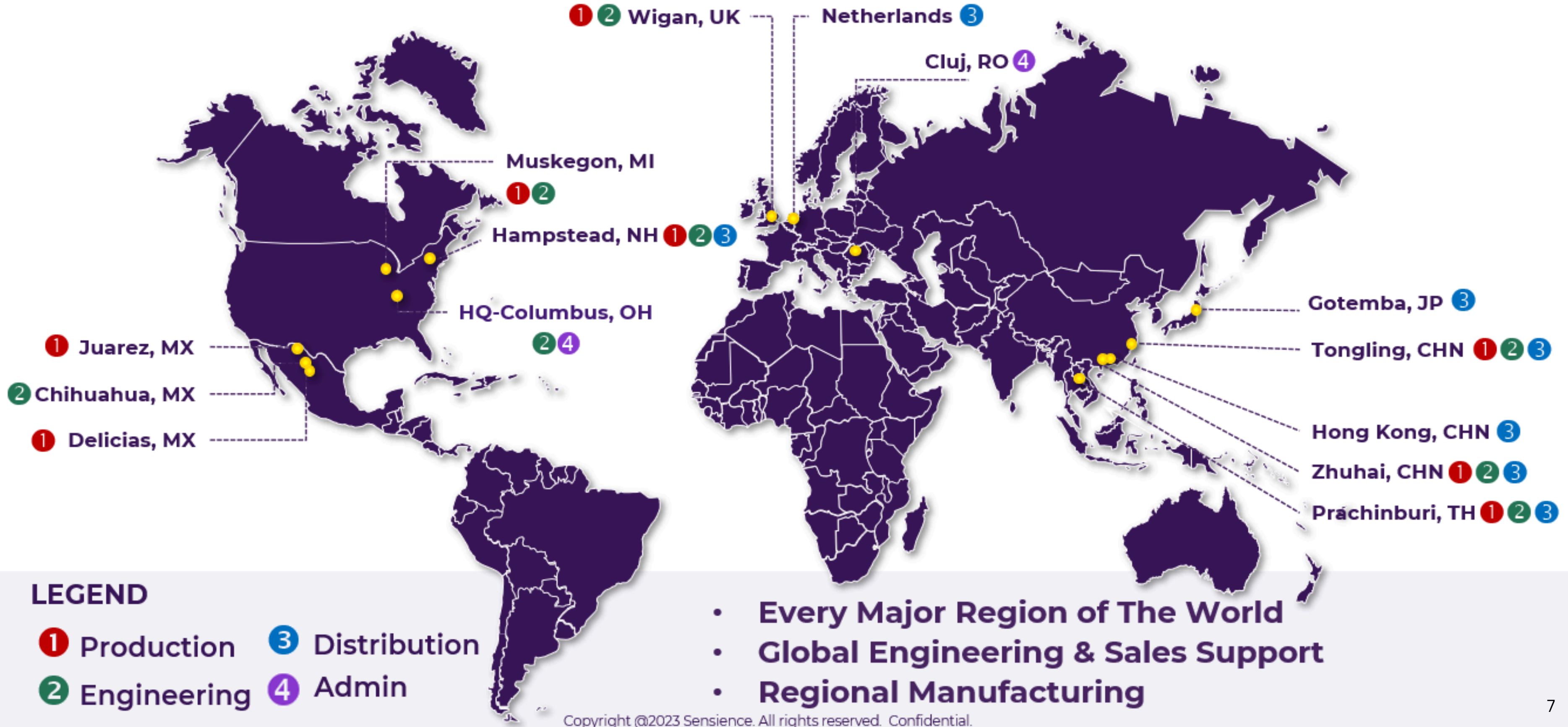


Broad Range
of Product Options



Rapid Custom
Prototypes

Global Footprint





Our Vision

To be a trusted partner in delivering innovative and reliable sensing and hermetics solutions to customers.



Our Mission



To enable a cleaner, safer, and 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.

SENSIENCE

Values

At Sensience, we are dedicated to fostering a culture where every team member can thrive and contribute to our success. In 2024, we introduced clear, actionable behaviors aligned with our values. These behaviors help employees understand what they need to do to live out the values each day.

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 customers 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's 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 leads the market in advanced sensing and hermetic solutions across various industries.

Therm-O-Disc specializes in cutting-edge bi-metal and temperature sensors for reliable performance, while **Fusite** is a leader in high-quality glass-to-metal sealed components and feedthroughs. **Microtemp** prioritizes global safety with its innovative thermal cutoff technology, and **Thunderline-Z** serves the Aerospace and Defense sector with exceptional RF and DC feedthroughs, as well as microwave packages. Additionally, **Pactrol** electronic controls contribute to increased efficiency in the heating appliance market.



HVACR



ENERGY



TRANSPORTATION



APPLIANCE



AEROSPACE



INDUSTRIAL



Sustainability

2024 Sustainability Report

At-a-Glance



Environmental

- Surpassed annual emissions reduction target.
- Launched a product to support the transition to A2L lower-emission refrigerants.

Social

- Launched our Women's Employee Resource Group.
- Enhanced people practices.
- Implemented a volunteering policy and introduced volunteer hours tracking.
- Achieved strong safety performance.

Governance

- Launched a supplier survey
- Launched a comprehensive cybersecurity awareness program.

2024 Highlights



Sensience achieved the EcoVadis Silver Medal Rating for the second consecutive year, placing us in the top 15% of all companies assessed. The results highlight our strong performance in key sustainability areas, including Environment, Ethics, and Labor & Human Rights.

We recognize the value of external certifications in validating our practices in quality, environmental, and safety standards. We have maintained our existing certifications and earned one new certification early in FY25. Additionally, we are actively working towards ISO certifications at sites that have not yet achieved them, with significant progress made at our Delicias site.

	Delicias	Juarez	Prachinburi	Tongling	Zhuhai
ISO 9001: 2015	✓	✓	✓	✓	✓
ISO 14001: 2015		✓	✓	✓	✓
ISO 45001: 2018				New (Dec 2024)	✓
IATF 16949: 2016		✓		✓	✓

Select Recognition & Awards

Star Enterprise	Tongling Municipal Government has recognized our Tongling Plant as the Star Enterprise in 2023. This accolade celebrates our commitment to innovation, sustained business growth, and impactful contributions to society.
General Motors Supplier Quality Award	2023 GM Supplier Quality Award – Zhuhai plant 2023 GM Supplier Quality Award – Juarez plant Sensience has earned the 2023 GM Supplier Quality Excellence Award! This achievement showcases our dedication to top-notch quality and collaboration with General Motors.
Authorized Economic Operator (AEO) Certification	Sensience also received the Authorized Economic Operator (AEO) Certification. This is a prestigious recognition by customs authorities worldwide. This achievement highlights our commitment to compliance, security, and operational excellence, reinforcing the trust our customers and partners place in us.
Florece Distinctive Award	Sensience’s Juarez facility also received the Florece Distinctive Award. This certification focuses on implementing actions aimed at preventing domestic violence.
ELSSA certification as a safe place to work by IMSS	Safe and healthy work environments (Entornos laborales seguros y saludables – ELSSA) is a free, voluntary and non-punitive program from the Mexican Social Security Institute (Instituto Mexicano del Seguro Social – IMSS) that aims to foster three-way coordination and participation between companies, workers and the IMSS. It looks to implement strategies and actions to improve the health, safety and wellbeing of workers in workplaces, while at the same time promoting productivity and quality. This was awarded to our Delicias facility.
2024 TOBY Award	Westar I & II buildings in Columbus, Ohio where the Sensience Headquarters is located, were awarded The Outstanding Building of the Year Award for Suburban Mid-Rise Office Park by Building Owners and Managers Association (BOMA) of Columbus, Ohio. Built in 2003, these Energy Star rated buildings focus heavily on sustainability and energy efficiency through a partnership with Heapy. The TOBY Award is the most prestigious and comprehensive program of its kind in the commercial real estate industry recognizing quality in commercial buildings and rewarding excellence in building management.

Materiality Analysis

Sensience conducted a Materiality Analysis to identify the most relevant sustainability topics for the organization. This analysis helped shape our sustainability roadmap and prioritize actions accordingly. It also enabled us to integrate sustainability considerations into our overall strategic priorities and business decisions, helping to identify key opportunities for value creation aligned with our sustainability goals.

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

- Energy Consumption & Greenhouse Gases (GHG's)
- Product Use
- Supplier Environmental Practices
- Health and Safety
- Child Labor, Forced Labor, & Human Trafficking
- Corruption and Anti-competition
- Diversity, Equity, and Inclusion (DEI)

	Environmental:
1	Materials, Chemicals, Waste
2	Energy Consumption & GHGs
3	Product Use
	Social:
4	Health & Safety
5	Customer Health & Safety
6	Social Dialogue
7	Diversity, equity and inclusion
8	Working conditions
9	Career management
	Governance
10	Supplier Environmental Practices
11	Supplier Social Practices
12	Corruption & Anti-competition
13	Responsible information management



United Nations Sustainable Development Goals

The United Nations Sustainable Development Goals (SDGs) serve as a roadmap for sustainability-related targets and objectives. Sensience has developed our sustainability 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.



A scenic landscape photograph of a turquoise lake with rocky shores, evergreen trees, and snow-capped mountains in the background. The word "Environmental" is overlaid in large white text.

Environmental

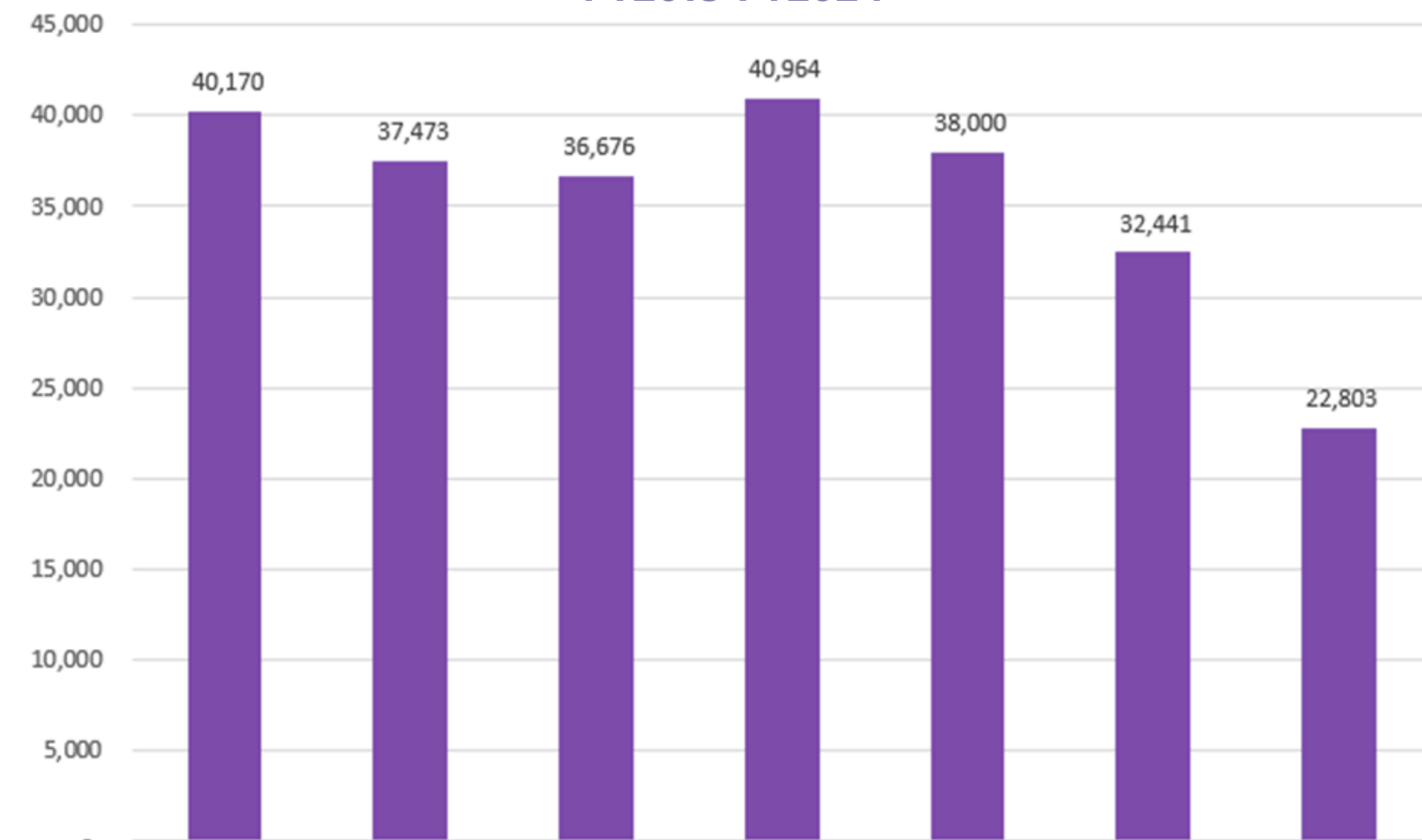
Greenhouse Gas Reductions

Sensience is committed to mitigating climate change through increasing energy efficiency and renewable energy use during operations. Since 2018, Sensience has been tracking Scope 1 and Scope 2 greenhouse gas (GHG) emissions using the Greenhouse Gas Corporate Accounting Protocol. Our efforts to reduce emissions have focused on optimizing electricity usage and exploring renewable energy options. In 2024, we achieved a 16.9% reduction in emissions intensity compared to the prior year and a 29.7% reduction in combined emissions, surpassing our annual target of a 6% reduction. We remain on track to meet our long-term goal of achieving an Emissions Intensity of 60.1 or lower by 2030.

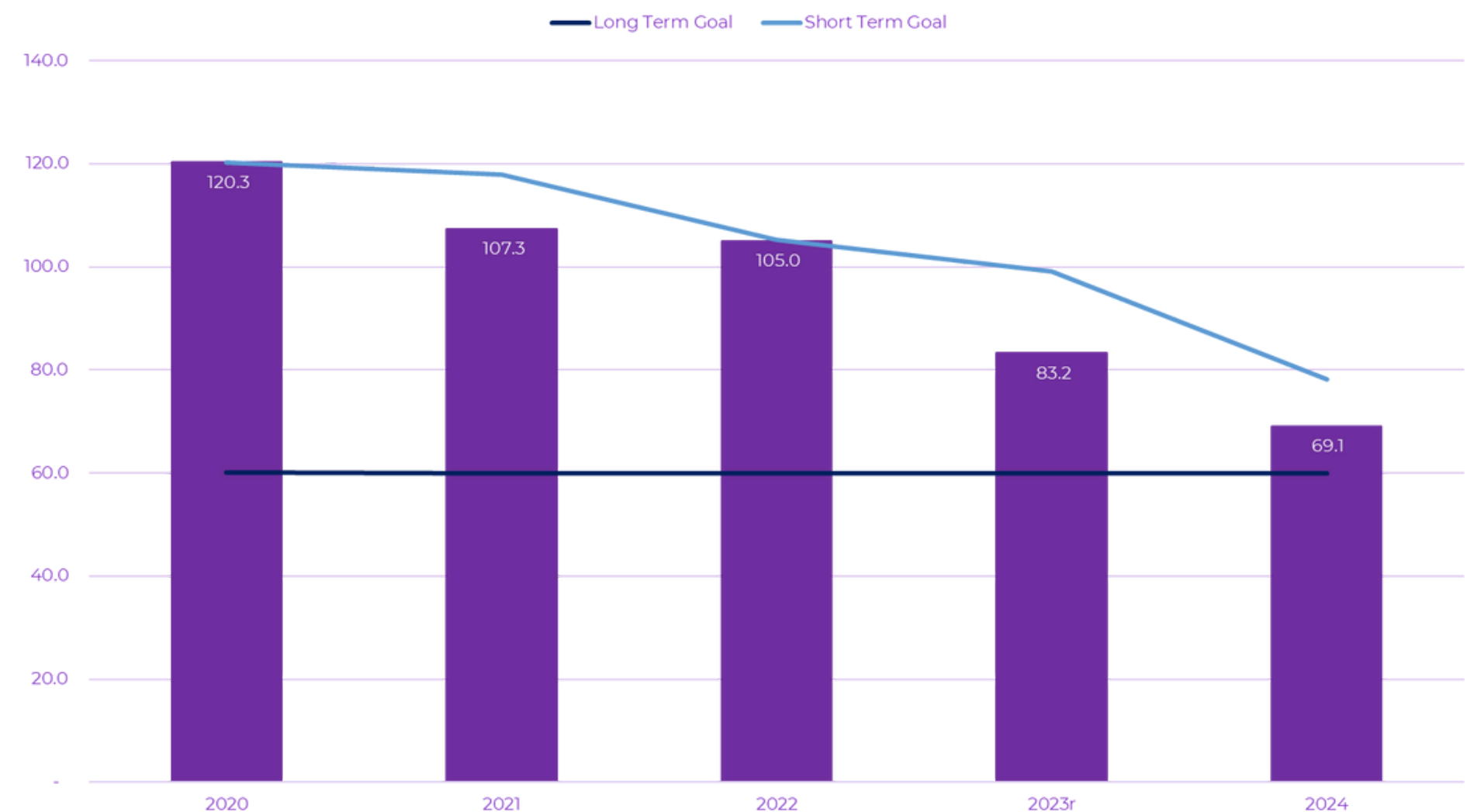
Commitment: Mitigate climate change through increasing energy efficiency and renewable energy use during operations.

Target: Reduce absolute scope 1 and 2 GHG emissions by 50% by 2030 from a 2020 baseline.

Total Scope 1 & 2 GHG Emissions (MT CO₂e)
FY2018-FY2024



Emissions Intensity (MT CO₂e / \$M)



¹ Effective Jan 1, 2024, we have changed our emissions factor from GHG Protocol to International Energy Agency. FY23r is FY23 data restated using updated emission factors.

Greenhouse Gas Reductions

Several initiatives have contributed to our emissions improvement efforts. At our Tongling facility, we replaced the Nitrogen Gasify Cooling Recycling system with an air conditioning system and implemented load shifting and peak shaving. In our Zhuhai plant, we have continued optimizing lighting, including switching some lights from normally open to normally closed. Additionally, the facility focused on air conditioning management, turning off air conditioners in winter and keeping only one main unit operating based on the temperature.

We have enhanced our emissions data tracking by implementing the Benchmark Gensuite ESG system. This new system has proven to be a valuable improvement, centralizing data into one platform, making it easier to consolidate information across plants, and providing better visibility into opportunities for further optimization. Key performance indicators are reviewed monthly with each site, and any measures not meeting targets are required to have a root cause analysis and corrective action plan.

We are also dedicated to tracking our Scope 3 greenhouse gas (GHG) emissions, with plans to have a tracking mechanism in place by the end of 2025. In 2024, we completed a preliminary analysis of our supplier data to assess the information available to support this initiative.



Tongling Site



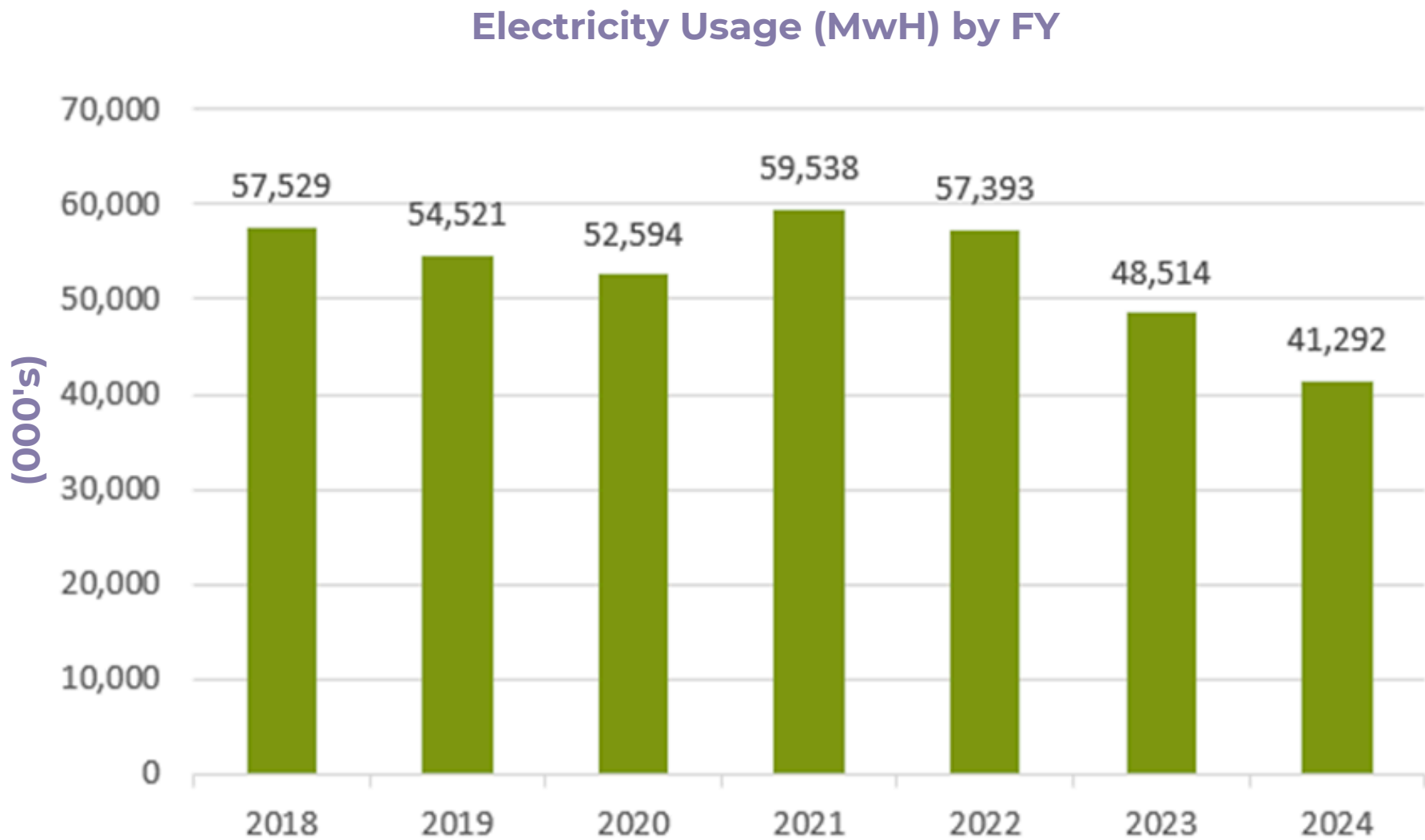
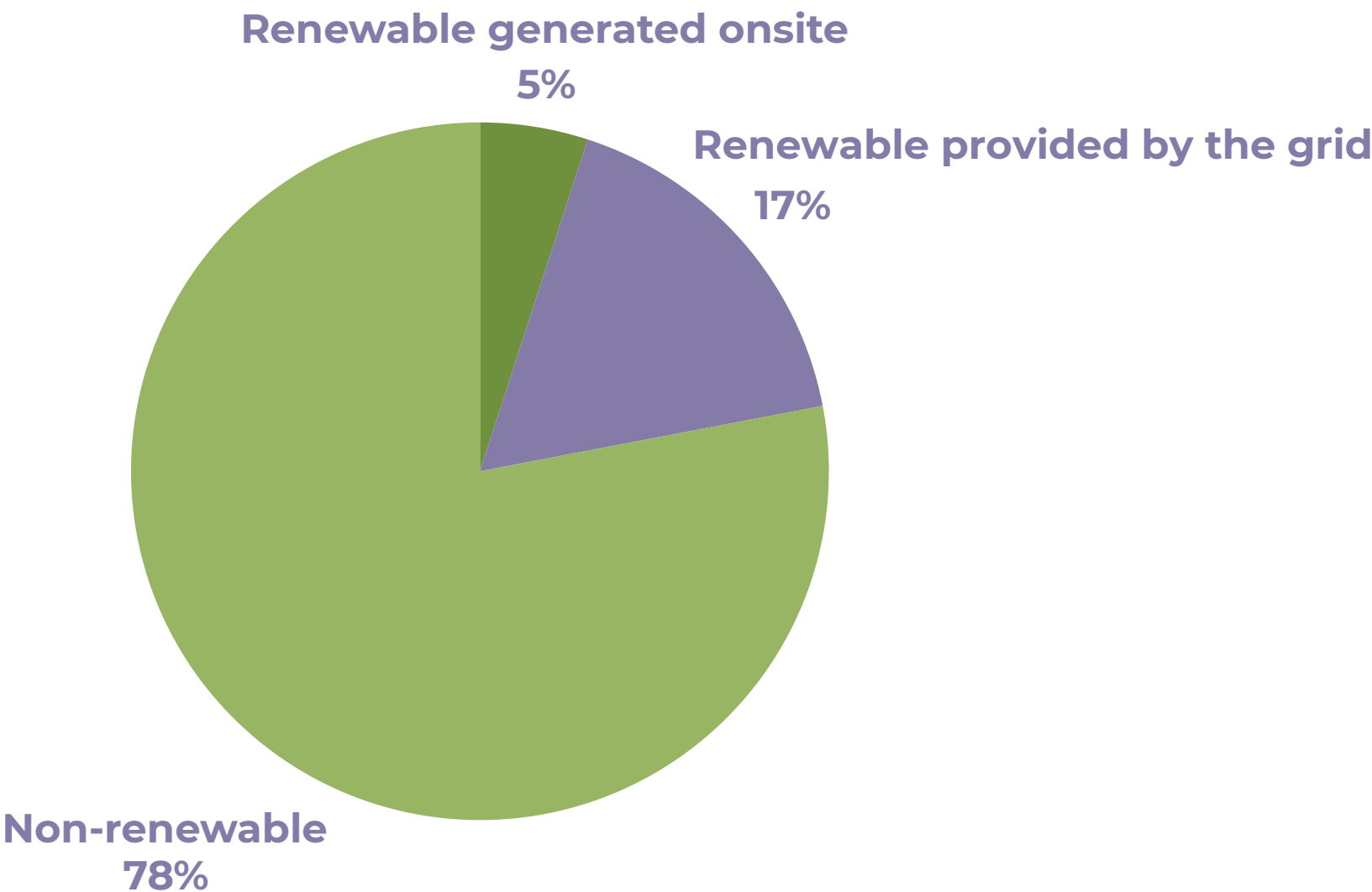
Zhuhai Site

Energy Efficiency

Sensience is continually seeking opportunities to reduce our energy consumption. Over the past year, we successfully reduced electricity usage by more than 7,200 mWh. Additionally, we increased the percentage of energy sourced from renewables to 22%, up from 18% in FY23.

In October 2023, our Tongling facility installed 1.1MW of solar panels on the roof, capable of generating between 1.2 and 1.5 million kWh per year. This installation will reduce carbon emissions by approximately 740 tons annually.

Building on these positive results, we are exploring other facilities that could benefit from solar panel installations. Our Delicias facility completed a solar energy feasibility study in 2024 and is currently preparing a business case for installing solar panels at that site.



Energy Efficiency

In 2024, the Delicias facility undertook several energy efficiency projects, including upgrading external lighting to LEDs, installing presence sensor lights in employee bathrooms, and updating air conditioning units with sensors and programmable logic controllers. Additionally, an electronic board analysis for thermal inspection was conducted, and a process for identifying and repairing compressed air leaks was established.



At our Zhuhai facility, we successfully inspected and repaired 133 air leaks, preventing compressors from running longer and harder to maintain the desired pressure. This not only reduces energy consumption but also helps maintain efficiency in achieving the same level of pressure. Additionally, Zhuhai installed an energy management system to monitor electricity consumption across individual units.

Our Juarez plant implemented similar energy efficiency measures, including replacing xenon lamps with energy-efficient LEDs, which reduced both energy consumption and maintenance costs. The capacitor bank was expanded, improving the power factor from 90% to 99%. The facility also introduced an air and CO2 leak detection program to further enhance operational efficiency.

At our Tongling facility, an energy management system was established to monitor and control power, water, and compressed air usage, minimizing unnecessary waste. The site also conducted successful tests on the potential for using a high-temperature heat pump system to replace electric heating tubes in electroplating. Based on these results, they plan to improve heating equipment to reduce electricity usage by 60,000 kWh in 2025.

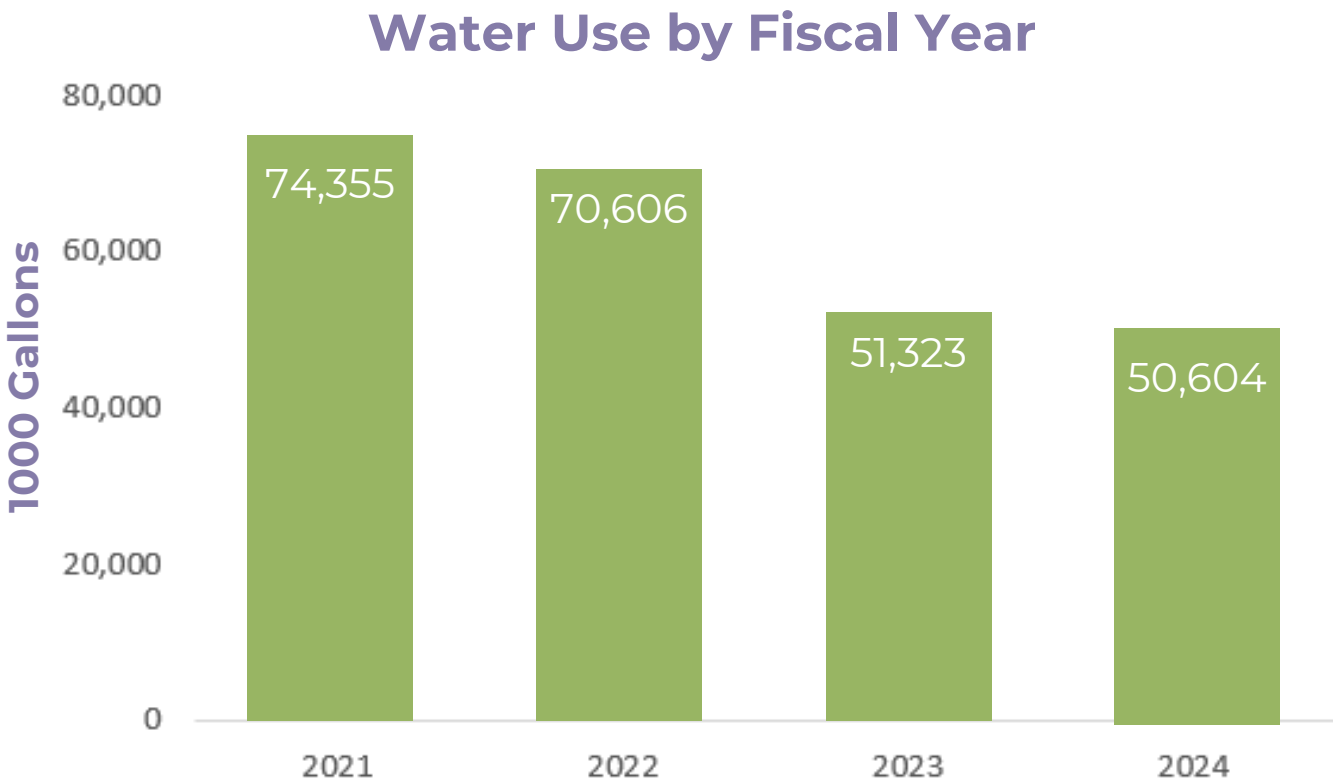
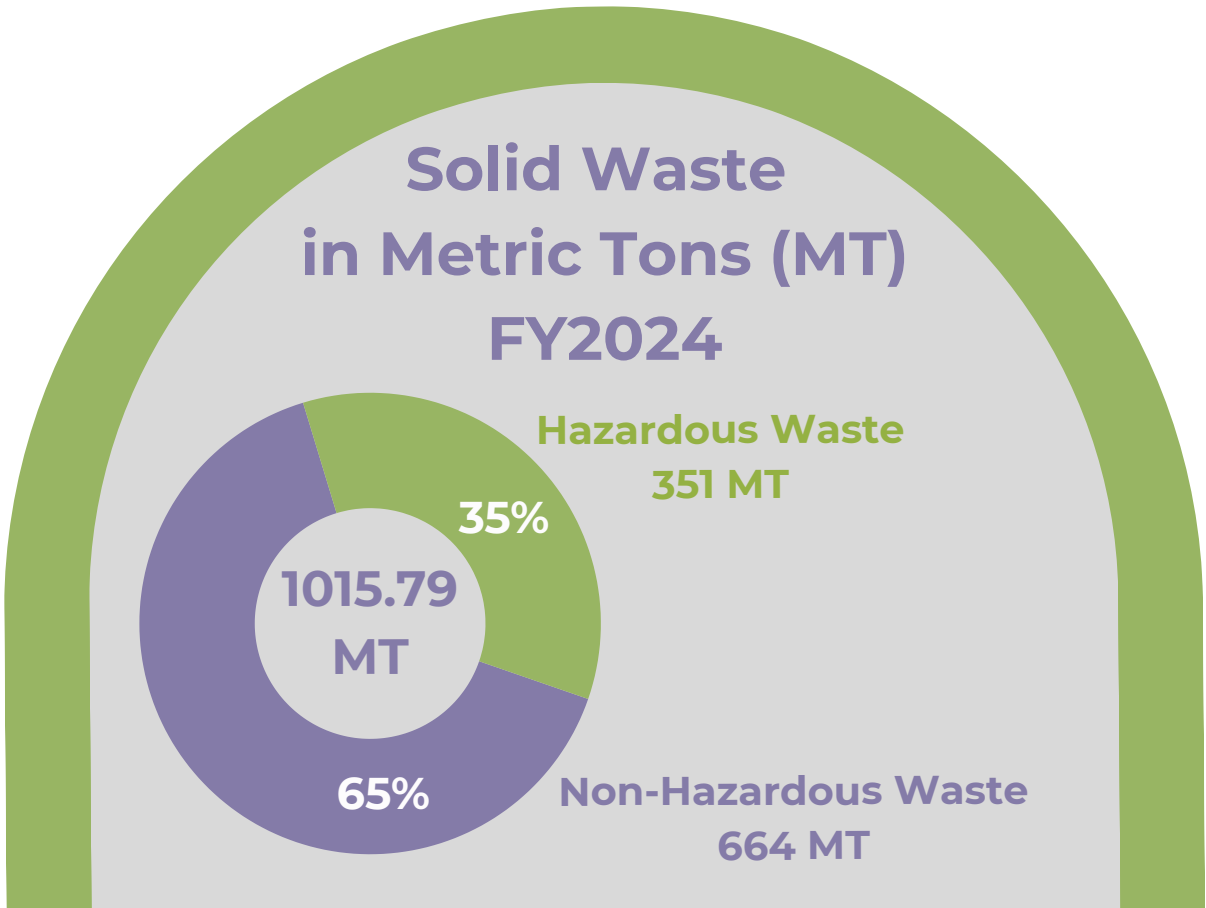
Waste & Water Reduction

Commitment: Reduce harm to the environment by reducing waste and substituting hazardous or toxic materials with other alternatives.
Target: By the end of 2025, each manufacturing site will have a waste reduction target.

Commitment: Responsibly handle natural resources such as water by implementing actions that will reduce water consumption.
Target: Conduct a water analysis and implement one action to reduce water consumption annually at each manufacturing location.

At Sensience, we are continuously seeking opportunities to reduce waste. As a result of our efforts, we successfully reduced hazardous waste by 17.6% and non-hazardous waste by 23.6%, leading to an overall reduction of more than 200 metric tons of solid waste. Moving forward, we are committed to further reducing our environmental impact by substituting input materials with less hazardous or toxic alternatives, thereby minimizing harm to the environment and promoting sustainability throughout our operations.

At Sensience, water stewardship remains a key focus. Our efforts to reduce water consumption have successfully offset the increased usage driven by production growth. As a result, we achieved a modest year-over-year reduction in water consumption. Moving forward, we are committed to enhancing our water management practices by implementing more efficient technologies and exploring opportunities to substitute water-intensive processes with more sustainable alternatives, ensuring a long-term positive impact on water resources.



Waste & Water Reduction

At our Tongling plant, we identified an opportunity to address the nickel-plating waste liquid generated during the chemical plating process. To tackle this, we installed a low-temperature evaporation machine that concentrates the waste liquid. This innovation not only reduces the amount of waste but also allows us to return it to a recycler, resulting in cost savings. Furthermore, the project earned the “Cleaner Production Certification” from the local government in recognition of its environmental impact. In addition, the site enhanced its hazardous waste procedures and management, leading to a reduction of approximately 190 tons of waste annually.

Tongling Low Temperature Evaporation Process



Waste & Water Reduction

At our Muskegon location, waste is a routine byproduct of our injection molding process, primarily due to gating and run pieces. This year, we implemented a solution to collect and partner with a vendor to regrind these pieces, enabling them to be reused in the injection molding process. Over the course of the year, we successfully collected approximately 3,200 lbs. of material, which was then reprocessed for reuse.

At our Delicias plant, we replaced an existing water pump with an energy-efficient model and installed sensors in the bathrooms to control water flow. Both initiatives contributed to improved water stewardship and overall sustainability.

At our Zhuhai plant, we also made significant strides in waste reduction, reclassifying or reducing a total of 42 tons of hazardous waste. This was achieved through various measures, including better management of rag purchases and usage, eliminating unnecessary packaging, and a hazardous waste reconstruction project.

Some of our sustainability efforts extend beyond our manufacturing processes. For example, at our facility in Japan, we are supporting the Eco-Cap Movement. As part of this initiative, plastic bottle caps are collected and sent to a non-profit organization (NPO), which sells the caps to recycling companies. The profits from this initiative are donated to support the purchase of vaccines for children in need.



Muskegon Injection Molding

Before



After



Zhuhai Hazardous Waste Reduction

Product Lifecycle Sustainability

In addition to focusing on sustainability within our operations, we recognize the significant opportunities our products and their applications can provide to contribute to environmental progress. We are committed to developing products that minimize harm to the local environment during use and promote long-term sustainability.

We are also actively working on material compliance, where we inventory and categorize the materials used in our products. Based on this analysis, we prioritize materials to reduce or eliminate based on their environmental impact. We continuously monitor global legislation and engage with our suppliers to ensure our products remain compliant, safe, and environmentally responsible. We are also committed to optimizing the collection and recycling of post-consumer products, particularly in the electronics sector, to ensure responsible disposal and reduce environmental impact.

Globally, there is a growing focus on transitioning how vehicles are powered and the impact this has on greenhouse gas emissions and the environment. To support this transition, vehicle modifications and the availability of convenient charging stations are essential. Sensience is contributing through our hermetic products, used in electric compressors and temperature sensors for electric vehicles. Since electric vehicles require approximately twice the number of sensors as internal combustion engine (ICE) vehicles, Sensience is playing a vital role in enabling the transition to EVs and related infrastructure like charging stations.

In November 2023, we received a product carbon footprint certification from the China Quality Certification Center (CQC) for 52% of our thermal cut-off products at our Zhuhai facility.

Commitment: Develop products that minimize harm to the environment.

Target: Comply with any new materials requirements within 6 months.

At Sensience, we conduct rigorous life tests on our products to meet the highest standards of reliability and durability. Our goal is to design products that last, eliminating the need for replacements throughout the lifetime of their applications.

Heating homes and other dwellings is a significant source of greenhouse gas emissions, but heat pumps offer a more sustainable solution. They are highly efficient and help reduce emissions. Sensience contributes to this sustainable solution by providing products that regulate and limit the temperatures of heating elements and fans. Our moisture-resistant thermostats and compressor feedthroughs for glass-to-metal sealing play a crucial role in the safe and effective operation of heat pumps.

Our products also support the quick production and safe installation of heat pumps through our portfolio of temperature, gas, and pressure sensing devices. One of our newest innovations, the 30G sensor, is among the first to detect A2L lower-flammability, lower-toxicity refrigerants, which are being adopted in the HVAC industry starting in early 2025. This shift will significantly benefit the environment by reducing the reliance on ozone-depleting hydrofluorocarbons as refrigerants.

The 30G sensor, calibrated for over 15 years of use, offers the longest-lasting A2L sensor on the market. This not only provides the best total return on investment for customers but also benefits the environment. Additionally, our advanced technology prevents nuisance alarms, reducing the need for HVAC technicians to intervene, saving time and reducing carbon emissions.

Through these efforts, Sensience is dedicated to providing durable, long-lasting products that contribute to energy efficiency and environmental sustainability.



30G
A2L Gas Sensor

Product Lifecycle Sustainability

Earth Day Activities

Sensience once again participated in Earth Day celebrations across our sites. We join with others around the world in raising awareness about environmental issues and promoting actions towards conservation and sustainability.

Columbus, OH USA: Employees volunteered at the Franklin Park Conservatory for spring clean-up of the grounds.

Hampstead, NH, USA: Employees took part in a spring clean-up around the facility grounds. The site also conducted a chemical inventory, safely disposing of expired or excess materials through an environmentally responsible waste

Muskegon, MI USA: Employees participated in a recycle event, collecting materials and returning them to a local recycler.

Tongling, CN: The site organized a recycling event and tree planting for the employees.



Earth Day Activities



Delicias, MX: Activities at this site focused on both environmental and safety. Employees participating in planting trees and emergency drills.



Juarez, MX: The site held an event for employees' children. As part of the day's activities, employees and their children planted trees.



Prachinburi, TH: Employees spent time cleaning up the site and planting flowers and trees.

Zhuhai, CN: Employees participated in a green walk where they collected trash along the 10 KM span of the seacoast. A workshop was also held on air leakage inspection.

A group of people in a modern office setting, engaged in social interactions. The word "Social" is overlaid in large white text. The scene is set in a bright, modern office with large windows and a chandelier. People are dressed in business casual attire, and some are wearing lanyards. A person in a wheelchair is visible in the background.

Social

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 & Safety

In 2024, Sensience continued strengthening our health and safety culture through the expansion of our Safety and Health Management System. Some key improvements included:

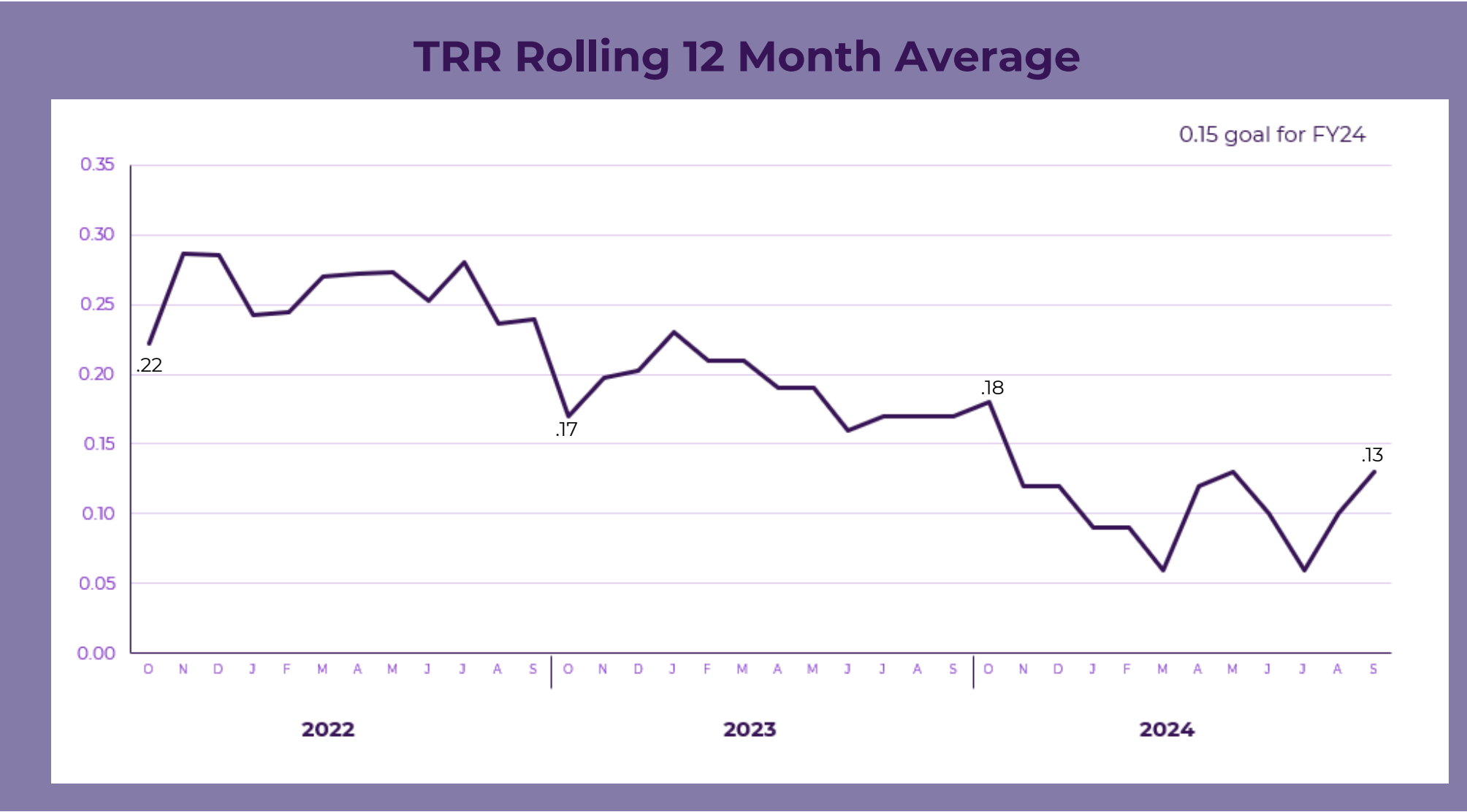
- **New Policies:** We released five new policies to standardize and clarify practices across the organization. These included Incident Management, Machine Guarding, Emergency Preparedness, Hazard Communication, and Non-Routine Work.
- **Benchmark System Launch:** At the start of FY24, we launched Benchmark, a data and tracking system for environmental, health, and safety (EHS) reporting and data management. This online portal allows us to track incidents, corrective actions, and environmental data, providing visibility across sites and helping us drive ongoing improvements. Key performance indicators (KPIs) are reviewed monthly with each site, and any measures that fall outside our goals require a root cause countermeasure.
- **Expanded EHS Update Meetings:** We increased both the frequency and participation in our EHS Update meetings. Previously held quarterly with site EHS leads, these meetings are now held monthly and include site leads, HR, and plant managers to ensure a more comprehensive approach to safety.
- **Structured EHS Audit Program:** We developed a structured EHS Audit Program based on self-assessments to verify that our policies are being implemented effectively. The first round of self-assessments, launched in May, focused on Machine Guarding and Lockout/Tagout. 100% of sites completed these assessments and are working to close any identified gaps. In September, we expanded the self-assessments to include Emergency Preparedness and Hazard Communication. We will analyze the results and take action to address any gaps.
- **Hand Safety Campaign:** Based on safety data indicating hand safety as an area of concern, we launched the "Everyone Has a Hand in Safety" campaign. This initiative aims to raise awareness of the potential for hand injuries and reinforce actions to prevent them.



Health & Safety

We are pleased to see that our efforts continue to drive outstanding results in safety performance. We finished the year with a Total Recordable Rate (TRR) of 0.13, which is 13% better than our goal of 0.15 and 27% better than our FY23 results. Our performance is also strong in comparison to the respective industry rate of 2.7.¹

Our Hazard Identification performance also showed strong results, with a rate of 1.48 hazards reported per employee in 2024, surpassing our goal of 1.33 and matching the FY23 result. Hazard identification is crucial for fostering a culture of injury prevention and continuous safety improvement.



Commitment: Provide all employees with a safe working environment.

Target: Achieve Total Recordable Rate (TRR) target of .15 in 2025.

¹ Source: Bureau of Labor Statistics Incident rates of nonfatal occupational injuries and illness by industry (<https://www.bls.gov/web/osh/table-1-industry-rates-national.htm>), reference North American Industry Classification System United State (NAICS) 334512 33

Product & Customer Safety

Since 1947, Sensience products have been helping keep families safe by preventing appliance fires, overheating, and hot water scalding. Our products also ensure proper temperature management in vehicles and other consumer and commercial applications. Given this long-standing commitment, product safety is at the core of Sensience's integrity and business practices.

Our product safety efforts are designed to provide customers with high-quality products that perform safely when used as intended, and even in reasonably foreseeable misuse scenarios. We are dedicated to minimizing the risks of personal injury and property damage that may arise during the use of our products.

Sensience has a Product Safety Officer responsible for ensuring the global implementation of our product safety policies and practices. A Product Safety Committee is tasked with evaluating product safety issues and coordinating with operations teams to resolve them. This committee is composed of the Product Safety Officer, executive-level staff, and representatives from operations, quality, and other key departments.

Each Sensience manufacturing location also has a Plant Product Safety Committee, which provides additional support and involvement at the plant level. These committees provide feedback to the overarching Product Safety Committee regarding newly identified concerns and updates on the resolution of active issues.

To further ensure product safety, we use an internal, online reporting system where employees can report potential safety concerns. Safety Design Reviews are conducted for 100% of new production designs or major design updates. We adhere to all relevant government, industry, and customer-specific safety standards. Additionally, we use product warnings and instructions to guide the safe use of our products.

Commitment: Provide products that are safe for use.

Target: By 2026, 100% of all new designs and design updates have design and process failure modes and effects analyses (FMEA).

People Practices

A key element of our sustainability efforts is ensuring we have strong people practices in place to attract and retain the talent needed to deliver on our commitments to customers and other stakeholders. Our People value guides our efforts to invest time and resources to develop our teams and provide fulfilling career opportunities. A key focus in 2024 was to establish several of our talent processes.

Commitment: Support employees' career development by providing adequate training and development.

Target: 100% of all salaried employees will have an annual performance review.

Performance Management

In 2024, we introduced an updated performance management process that emphasized both performance goals and development goals. The process encouraged mid-cycle discussions, in addition to ongoing check-ins, and concluded with a year-end review.

We first applied this new process to conduct performance reviews for 100% of salaried employees globally at the beginning of FY24. Our goal was not only to ensure performance conversations took place but also to ensure those discussions were meaningful. As a result, 100% of salaried employees had a performance conversation with their manager. A follow-up survey of employees revealed the following results:

87.3%

Agreed or strongly agreed that their manager recognized their contributions.

87.3%

Agreed or strongly agreed that their manager listened to their perspective during the performance conversation.

82.5%

Agreed or strongly agreed that the performance discussion was meaningful.

As part of our performance management process, employees identify one development goal each year. To enhance this, we refreshed our development planning process, providing additional guidance and support to managers and employees as they prioritize their development goals and actions.

Learning & Development

In 2024, a key area of focus was strengthening our learning and development efforts. One of the first initiatives was to establish the infrastructure to support and track employee development. In April 2024, we launched our Learning Management System (LMS), which allows us to define, assign, and track courses for employees. The system also houses online learning resources, making it more accessible for our team.

In August 2024, we introduced our Global Professional Development Policy, which outlines the company's support for professional development, including workshops, conferences, and certifications. Additionally, we launched an updated Educational Assistance Program in the US, which reimburses eligible employees for technical, undergraduate, master's, and other graduate program expenses up to \$5,250 per calendar year. One of the key features of the program is that 100% of full-time employees are immediately eligible upon hire.

Looking ahead, our focus is on identifying learning opportunities that align with business needs to support the achievement of our goals while developing the capabilities of our employees. For example, after piloting a course with executives this year, we plan to roll out a blended learning program in FY25 for 50 leaders, project leaders, and product managers. The course will focus on fostering accountability.

Succession

Strong people practices not only address current needs but also anticipate the talent and skills required for the future. A strategic priority for Sensience in 2024 was building a strong talent bench, which led to the refresh of our succession planning process.

The goal of our succession practices is to understand our talent, their capabilities, and potential, and to plan how to meet future needs. In February 2024, executive leadership assessed our rising talent based on both performance and potential. In March, they calibrated succession plans for approximately 30 of our most critical roles. Based on these sessions, managers worked with rising talent to provide feedback and guide them in creating and executing development plans.

The development process focuses on building essential capabilities, broadening experiences, and increasing readiness for future roles. Leaders engaged rising talent through career discussions to confirm aspirations and share feedback on strengths and areas for improvement. Employees take ownership of creating and executing their development plans, while leaders provide support, debrief learning experiences, offer coaching and feedback, and monitor progress.

People Practices

Mentoring

Mentoring is another valuable development tool we utilize at Sensience. While mentoring was utilized in the past, we have since updated our approach. Our revised guidance now includes a clear overview of the roles and responsibilities of both the mentor and mentee, along with a mentoring agreement to guide their partnership.

Leadership Transitions

In late 2023, we developed resources to support leaders transitioning into new roles. These resources and our approach are customizable to meet the unique needs of each leader. The resources include a "New Leader Start-Up" to accelerate assimilation into the team, an onboarding plan template, and a development planning guide and template. Our ultimate goal is to ensure the leader's success in the new role. We utilized these tools for both newly hired leaders and existing employees who transitioned into leadership positions.

Talent Acquisition

Recruiting plays a crucial role in helping us meet our talent needs. One key focus area has been building pipelines for early-career professionals. To support this, we've partnered with various institutions, including Sun Yat-sen University and The Ohio State University. As a result, during FY24, we offered internships to 39 college students across China, Mexico, Thailand, and the United States. Additionally, we extended full-time offers to 21 of these students upon their graduation.

Sensience offers a comprehensive range of rewards and benefits designed to attract and retain employees, often surpassing legal requirements. Our compensation packages may include competitive hourly rates, annual salaries, merit-based increases, variable pay, and retirement savings options. In addition, we provide health and welfare benefits that are tailored to meet the specific regulations of each country in which we operate.

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 and bond with their new child.

Flexible Work Arrangements

Sensience supports a healthy work-life balance by offering flexible work arrangements—such as flexible scheduling or hybrid/remote options—when feasible. Availability depends on role requirements, collaboration needs, and access to necessary tools or equipment.

People Practices

Employee Wellbeing



At Sensience, we prioritize employee wellbeing as part of our broader focus on health. Across our global locations, we've increased attention and support through various health and wellbeing campaigns.

In the US, we launched the Power of Vitality Platform to invest in the wellbeing of our people. This platform offers personalized tools and resources tailored to each individual's health goals, encouraging healthy habits, providing assessments, promoting preventative actions, and offering articles, webinars, and other useful resources. The program also rewards employees for making healthy choices by allowing them to earn points that can be redeemed.

Our Juarez facility also held a series of events to support employee health. In January, they launched a Nutritional Program that ran for 10 weeks. The program provided nutritional assessments, fostered healthy eating habits, and included weekly check-ins and educational sessions on conditions such as diabetes and colitis. In May, the facility offered onsite mammography exams, which 60 women participated in, helping to prevent breast cancer. In November, a prostate cancer screening event for men saw 72 participants. Also in November, the facility hosted an Influenza Prevention Campaign, where 197 employees were vaccinated against the flu.

At our Prachinburi site, we provided annual health checks, including blood pressure and vision screenings.

The Zhuhai site also conducted annual health checks for employees, providing them with a comprehensive analysis report and offering sessions where doctors shared valuable health insights. These initiatives helped employees better understand their health status.

Commitment: Provide all employees with good working conditions by ensuring that they have adequate wages, working hours, and benefits.
Target: Maintain 100% of US employees are eligible for (healthcare coverage) benefits

Diversity, Equity & Inclusion



Our Inclusion value emphasizes that diversity, equity, and inclusion are essential to our team's success. We are committed to creating an inclusive work environment where employees and others feel welcomed, appreciated, and valued. Building on our efforts from 2023, we expanded our workshops and introduced new approaches in 2024.

In 2023, we offered Unconscious Bias training to 100% of top leaders, and in 2024, we expanded this initiative to target 95% of our salaried workforce. We exceeded this goal, with 99% (529) of salaried employees participating in the workshop. The session raised awareness and generated discussions about how unconscious bias can affect anyone and provided actionable steps to mitigate its impact.

Additionally, we celebrated International Women's Day across our sites. The celebration included an executive discussion panel featuring female leaders from across the organization. The panel shared their insights on building confidence and resilience throughout one's career, the value of mentorship in nurturing female talent, and the importance of recognizing and owning one's value.

Commitment: Provide fair and equitable treatment and respect for all employees.
Target: 100% of salaried employees will complete culture awareness, anti-harassment, and/ or discrimination training annually.

Diversity, Equity & Inclusion

A key highlight of our International Women's Day celebration was announcing our first Employee Resource Group (ERG) — a Women's ERG. Since then, we've launched four chapters (Columbus, Delicias, Tongling, and Zhuhai), each with annual plans focused on inclusion, awareness, and community engagement. Activities include a Breast Cancer Awareness Walk, community crafts, and cultural celebrations like dumpling-making for the Winter Solstice.



Awareness & Understanding

Fostering greater understanding and awareness about the group the ERG is based upon



Belonging

Building a sense of belonging among those of the group represented by the ERG and building stronger allyship of others; fostering a sense of being heard and appreciated for the unique experiences and contributions



Recruitment & Retention

Supports the business's efforts to recruit and retain a diverse workforce



Community Involvement

Builds the positive brand of Sensience within the community through involvement in community activities as an ERG

At the end of 2023, we identified an initiative aimed at ensuring diverse slates of candidates for 100% of salaried positions. As part of this focus, 82% of salaried roles in FY24 had a diverse slate of candidates.

Gender diversity across our global workforce has remained steady, with 66% of our employees identifying as female. At the executive level (Vice President roles and higher), we saw an increase in the percentage of females and individuals from underrepresented groups. However, we observed a slight decline in diversity within the broader leadership population (manager roles and above).

Pay equity is a critical area of focus for any organization committed to diversity, equity, and inclusion. We aim to ensure that employees performing comparable work receive comparable compensation, regardless of gender, race, or ethnicity. In 2024, we launched a pay equity study to assess our progress and identify areas for improvement. While the final stages of the project are still underway, our initial findings indicate that we are paying men and women equitably across the organization.

As a global organization, our employees come from diverse backgrounds, cultural practices, and heritage. We celebrate these differences and unique experiences through various celebrations throughout the year. In 2024, some of these included:

- Chinese New Year
- Diwali
- Día de los Muertos
- Pride Celebration

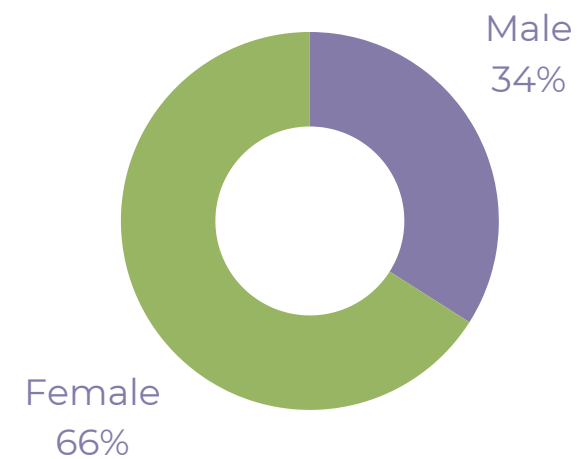
Diversity, Equity & Inclusion



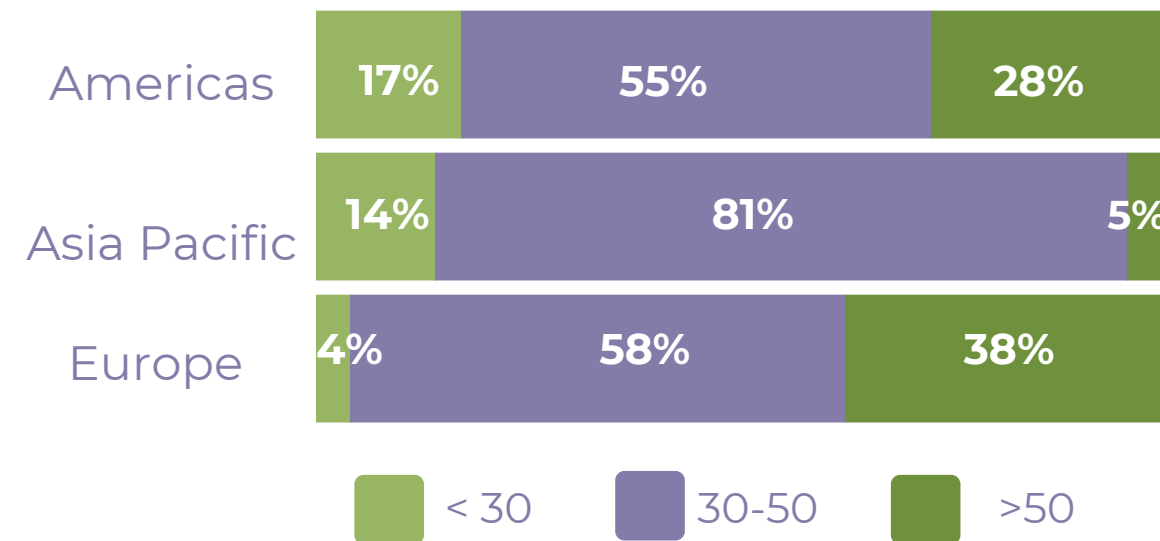
Workforce by the Numbers

ENTIRE COMPANY

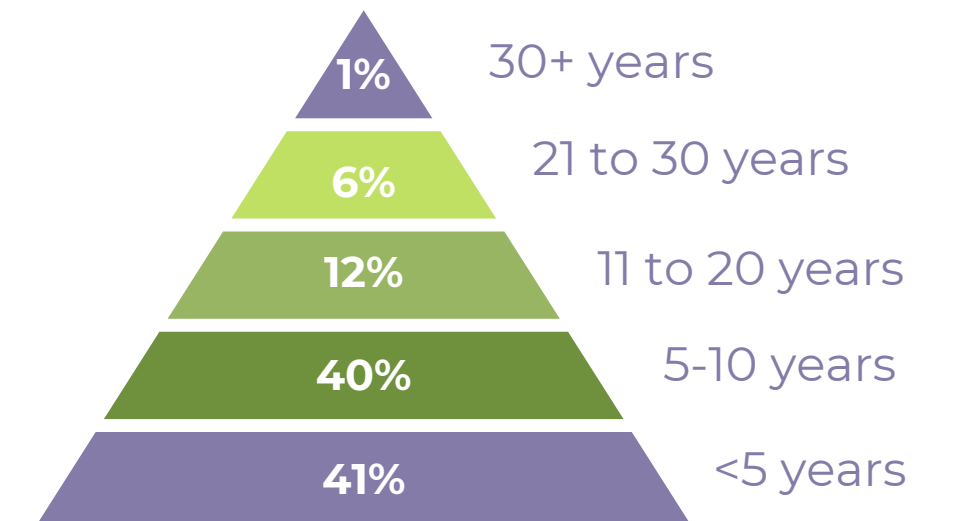
GLOBAL GENDER



WORKFORCE AGE

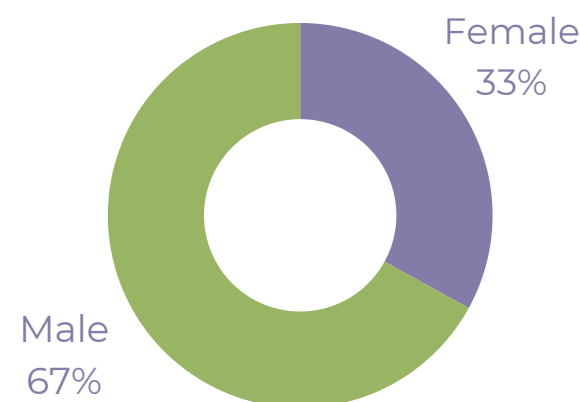


YEARS OF SERVICE

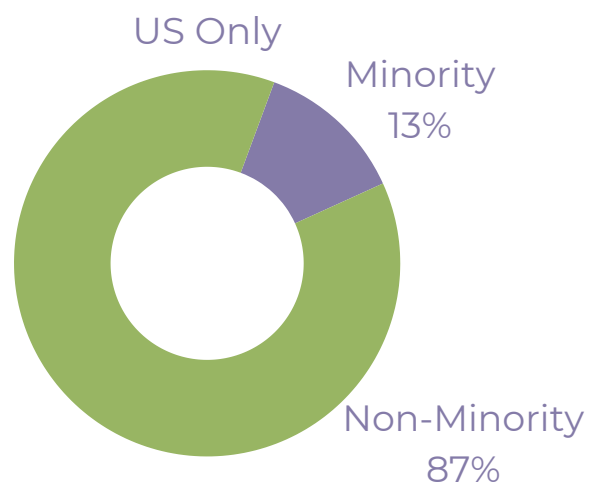


EXECUTIVE DIVERSITY¹

GENDER

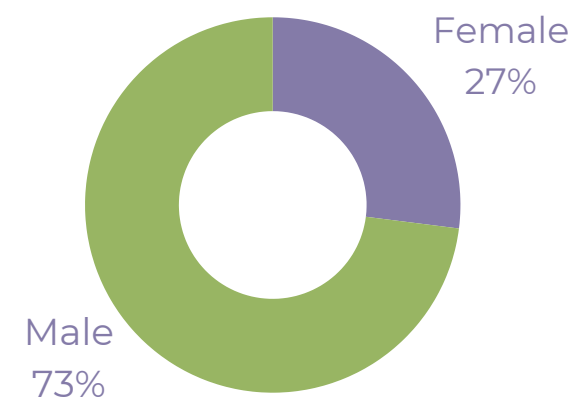


MINORITY²

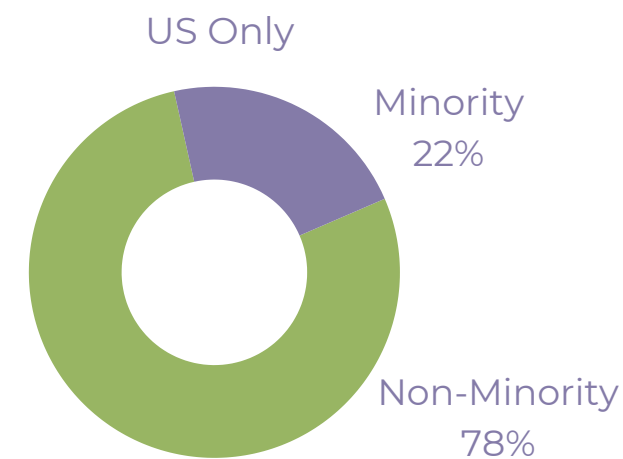


LEADERSHIP DIVERSITY³

GENDER



MINORITY²



INITIATIVES



80% of salaried roles required to have a diverse slate of candidates⁴

¹ Executive includes Vice President and above

² Minority Demographic information is based on employee self-reported ethnicity and only reported for US workforce.

³ Leadership includes roles that are Manager and above

⁴ Outside USA a diverse slate may include gender. Within USA a diverse slate may include gender and race/ethnicity.

Community

At Sensience, our commitment to people includes making a positive impact in the communities where we operate. In 2024, we focused our community engagement efforts on two key causes: Climate Action and Quality Education.

Examples of employee contributions include:

- United Way Day of Caring (Muskegon): Yard clean-up for a local military veteran
- Red Cross Blood Drives (Columbus & Romania): On-site donation events
- Book Drive (Zhuhai): Books donated to a local children's center
- School Book Bag Packing (Columbus): Executive team assembled backpacks for students
- School Supply Vouchers (Juarez): Support for employees' children
- Classroom Donations (Prachinburi): Supplies delivered to local schools

(Additional Volunteer activities related to Earth Day can be found in the Environmental section.)

To support this, we launched a volunteering policy in April, allowing employees to use paid time during work hours to volunteer. Since mid-2024, we've recorded 245 volunteer hours, with 64% dedicated to our core focus areas.

We're also proud that our Juarez facility earned the Florece Distinctive Award, recognizing efforts to prevent domestic violence. Through a partnership with the Municipal Institute for Women, 53 employees have completed awareness training, further supporting our commitment to social responsibility.



A photograph of an industrial facility, possibly a power plant or refinery, with large pipes and machinery. In the foreground, a woman in a white hard hat, glasses, and a dark blazer points her right hand towards the equipment while holding a tablet in her left. Next to her, a man in a yellow hard hat and a dark suit stands looking in the same direction. In the background, another worker in a yellow hard hat and overalls is visible, working on the machinery. The word "Governance" is overlaid in large white text across the center of the image.

Governance

Responsible Supply Chain

At Sensience, we hold our business partners to high standards, expecting them to uphold our core values of integrity, respect, fairness, and honesty in their treatment of people and the environment. Suppliers are a crucial part of our sustainability-focused value chain, and we require all of them to adhere to the Sensience Supplier Code of Conduct. This includes implementing systems and practices to ensure these principles are upheld within their operations and throughout their supply chains. To ensure accountability, we offer a hotline that allows partners and their employees to report concerns to an independent party for investigation and resolution.

Our Supplier Code of Conduct specifically addresses Human Rights and Labor standards, clearly outlining our expectations for suppliers to uphold the rights of workers. This includes a commitment to no forced labor, no inappropriate use of child labor, and the humane and non-discriminatory treatment of workers. The Code also sets expectations for the responsible sourcing of minerals, requiring suppliers to adopt policies and conduct due diligence on the sourcing and chain of custody of various minerals, in alignment with our stance on conflict minerals.

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 OEC 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.

Commitment: Not knowingly obtain or supply products that contain conflict minerals that were extracted and directly or indirectly benefit armed groups in the Democratic Republic of Congo (DRC).

Target: 90% of direct material suppliers respond to the Conflict Mineral Reporting Template (CMRT) in 2026.
Aim to audit 75% of direct material suppliers with regards to conflict minerals by 2030.

Responsible Supply Chain

In the fall of 2024, we launched a supplier survey to gather data on the environmental and sustainability practices of our supply base. We are currently reviewing the results and following up with suppliers who have not yet responded.

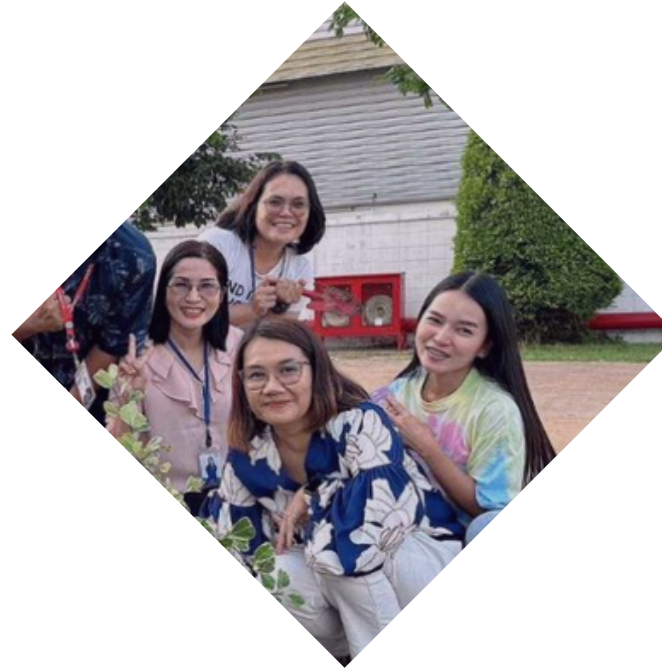
Additionally, we have recently finalized and internally published a Sustainability Procurement Policy, which complements our Supplier Code of Conduct and outlines standards related to various environmental, social and ethical topics.

Commitment: Manage the risks of adverse environmental & social impacts in our supply chain and select suppliers that implement the best environmental & social practices.

Target: Annually assess the suppliers representing 80% of spend for sustainability actions and policies by 2026.



Ethics



One of our core values at Sensience is Accountability. At the heart of this value is our commitment to holding ourselves to the highest standards. We do what we say, and we say what we do. We are accountable for driving business results with the utmost ethical integrity, which encompasses several key governance areas.

Our Employee Code of Conduct sets clear expectations for employees and serves as the foundation of our Ethics Program. This program is overseen by the Corporate Ethics Committee and the Corporate Ethics Officer. Additionally, each location has a Local Ethics Officer who conducts an annual site certification to ensure compliance with program requirements. New employees are introduced to our Code of Conduct during their onboarding process. Any concerns raised through any channel are addressed promptly and effectively.

Twice a year, we reinforce our commitment to ethical practices through various programming. In February 2024, 100% of salaried employees participated in anti-bribery and anti-corruption training. In the summer, we provided a refresher on our Code of Conduct Training, and 100% of salaried employees completed an updated conflict of interest survey.

We continue to rely on our ethics hotline and reporting process to identify, investigate, and take appropriate action on any ethical concerns that arise.

Ethics

Part of our commitment to ethical practices is to provide a work environment that is free from all forms of discrimination. We take several actions in order to prevent discrimination. We define our expectations within our Code of Conduct, reinforcing that the organization will not tolerate discrimination. New employees are introduced to these expectations during onboarding, and it is reinforced with all employees during annual ethics programming. We also conducted unconscious bias training to make employees more aware of biases that could lead to discrimination.

In addition to these preventative actions, Sensience takes seriously any potential claim. Employees can share discrimination concerns through their supervisor, Human Resources, Ethics Officer, or our Ethics Hotline. Claims are thoroughly investigated, and actions are determined based on results. Even when no discrimination is found, we treat these as a learning opportunity by counseling individuals and /or providing further education tailored to the situation.

Fair Employment & Human Rights

At Sensience, our value of Inclusion drives our fair employment practices, ensuring we not only meet legal requirements but also foster an environment where all individuals are respected and welcomed. In 2024, we took a significant step in strengthening our commitment to human rights by developing a Modern Slavery Policy. Released in March, this policy underscores our dedication to fair labor practices across our company and supply chain, including a firm commitment to eliminating child labor, forced labor, and human trafficking.

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

We actively foster two-way communication to gather the employee voice around a variety of topics such as working conditions. We have a number of policies and practices that facilitate employees' ability to share their perspectives. Sensience has an open door policy which allows employees to reach out directly to leaders. Sensience uses communication meetings such as Sensience Town Halls, site town halls, and toolbox meetings. Leaders also use skip level meetings to hear from employees two levels down which creates greater transparency and direct communication. For circumstances where the employee wishes to maintain anonymity, our ethics hotline is available to share concerns.

Commitment: Build constructive relationships with employees and trade representatives.

Target: Zero unfair labor practices in any collective bargaining situation.

Commitment: Will not condone any use of child or forced labor

Target: 100% of locations annually certify all labor is age 18 or older and no forced labor.



Information Security

At Sensience, we are committed to safeguarding the confidentiality, integrity, and availability of sensitive information, reinforcing our cybersecurity posture with a defense-in-depth strategy. Our global cybersecurity framework leverages advanced tools for rapid threat detection, complemented by comprehensive security policies and procedures.

To strengthen our incident response capabilities, we utilize a global 24x7 incident response capability, supported by leading cybersecurity tools that detect and respond to threats as they occur. We conduct frequent cybersecurity tabletop exercises annually, the most recent of which took place in 2025. This exercise, moderated by a leading cybersecurity consulting firm, involved both executive and technical stakeholders, further enhancing our preparedness and response efficiency.

In 2024, we launched a security awareness program to enhance our cybersecurity culture. This program features IT security education, newsletters, an information-sharing website, annual training, simulated phishing campaigns, and targeted remedial training when necessary. We encourage a proactive environment where employees actively report suspicious emails via our phishing reporting tool.

In line with our commitment to cybersecurity excellence, we initiated efforts in 2024 to achieve ISO 27001 Certification. We have completed a gap assessment and developed a project plan. In 2025, we are set to finalize the necessary tasks and undergo a third-party audit to achieve certification. This certification will further solidify our ability to manage and protect sensitive information, demonstrating our dedication to cybersecurity and information security management systems.

Appendices

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)	173775.25
	(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)	351.36
	Percentage recycled	RT-EE-150a.1	Percentage (%)	76
	Number and aggregate quantity of reportable spills	RT-EE-150a.2	Number	0 reportable spills in FY2024
	Quantity recovered	RT-EE-150a.2	Kilogrammes (kg)	N/A
Product Safety	Number of recalls issued	RT-EE-250a.1	Number	0 Product Recalls in FY2024
	Total units recalled	RT-EE-250a.1	Number	N/A

SASB Disclosure Index

Disclosure Topic	Metric	SASB Code	Units	Sensience Metric / Disclosure Location
Product Lifecycle Management	Percentage of products by revenue that contain IEC 62474 declarable substances	RT-EE-410a.1	Percentage (%) by revenue	Revenue data is not reported.
	Percentage of eligible products, by revenue, certified to an energy efficiency certification	RE-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 products certified to relevant energy efficient certifications but Sensience has no control over that.
	Revenue from renewable energy-related and energy efficiency-related products	RT-EE-410a.3	Presentation currency	Revenue data is not reported.
Material Sourcing	Description of the management of risks associated with use of critical materials	RT-EE-440a.1	N/A	Sensience 2024 Sustainability report (p. 45)
Business Ethics	Description of policies and practices for the prevention of (1) corruption and bribery and (2) anti competitive behavior	RT-EE-510a.1	N/A	Sensience 2024 Sustainability report (p. 47)
	Total amount of monetary losses as a result of legal proceedings associated with bribery or corruption	RT-EE-510a.2	Presentation currency	\$0 monetary losses as a result of legal proceedings associated with bribery or corruption in FY2024
	Total amount of monetary losses as a result of legal proceedings associated with anticompetitive behaviours regulations	RT-EE-510a.3	Presentation currency	\$0 monetary losses as a result of legal proceedings associated with anticompetitive behavior regulations in FY2024
Activity Metric	Number of units produced by product category	RT-EE-000.A	Number	Sensience 2024 Sustainability report (p. 6)
	Number of employees	RT-EE-000.B	Number	Sensience 2024 Sustainability report (p. 6)

Qualitative Objectives and Quantitative Targets for Key Sustainability Areas of Focus

Areas of Focus	Qualitative Objectives / Commitment	Quantitative target	Page Reference
Product use	Develop products that minimize harm to the environment	Comply with any new materials requirements within 6 months	page 26
Customer health and safety	Provide products that are safe for use	By 2026, 100% of all new designs and design updates have design and process failure modes and effects analyses (FMEA)	page 34
Energy consumption and GHGs	Mitigate climate change through increasing energy efficiency and renewable energy use during operations	Reduce absolute scope 1 and 2 GHG emissions by 50% by 2030 from a 2020 baseline	page 19
Materials, chemicals, and waste	Reduce harm to the environment by reducing waste and substituting hazardous or toxic materials with other alternatives	By the end of 2025, each manufacturing site will have a waste reduction target	Page 23
Water	Responsibly handle natural resources such as water by implementing actions that will reduce water consumption	Conduct a water analysis and implement one action to reduce water consumption annually at each manufacturing location	Page 23
Working conditions	Provide all employees with good working conditions by ensuring that they have adequate wages, working hours, and benefits	Maintain 100% of US employees are eligible for (healthcare coverage) benefits	page 38
Social dialogue / labor	Build constructive relationships with employees and trade representatives	Zero unfair labor practices in any collective bargaining situation	page 49
Employee Health & safety	Provide all employees with a safe working environment	Achieve Total Recordable Rate (TRR) target of .15 in 2025	page 33

Qualitative Objectives and Quantitative Targets for Key Sustainability Areas of Focus

Areas of Focus	Qualitative Objectives / Commitment	Quantitative target	Page Reference
Career management & training	Support employees' career development by providing adequate training and development	100% of all salaried employees will have an annual performance review	page 35
Child labor, forced labor, human trafficking	Will not condone any use of child or forced labor	100% of locations annually certify all labor is age 18 or older and no forced labor	page 49
Diversity, Equity, and Inclusion	Provide fair and equitable treatment and respect for all employees	100% of salaried employees will complete culture awareness, anti-harassment and / or discrimination training annually	page 39
Sustainable Procurement - Environmental & Human Rights	Manage the risks of adverse environmental & social impacts in our supply chain and select suppliers that implement environmental & social best practices	Annually assess the suppliers representing 80% of spend for sustainability actions and policies by 2026	page 46
Conflict minerals	Not knowingly obtain or supply products containing conflict minerals that were extracted and directly or indirectly benefit armed groups in the Democratic Republic of Congo (DRC)	90% of direct material suppliers respond to the Conflict Mineral Reporting Template (CMRT) in 2026 Aim to audit 75% of direct material suppliers with regards to conflict minerals by 2030	page 45

Summary of Non-Financial KPI's related to Sustainability

KPIs	Value	Page number
Percentage of the total workforce across all locations who received training (internally or externally) on environmental issues	100%	N/A
Percentage of operational facilities certified ISO 14001, EMAS or against other environmental management standard	50%	N/A
Total weight of non-hazardous waste	664.43 MT	Page 23
Total water consumption	50,603,584.06 gal	Page 23
Total renewable energy consumption	8,884,929.93 MT	SASB Index
Total energy consumption	41,292,319.13 kWh	SASB Index
Total weight of hazardous waste	351.36 MT	Page 23 and SASB Index
Total gross Scope 1 GHG emissions	2,110.67 MT CO2e	N/A
Total gross Scope 2 GHG emissions (market or location based)	20,802.97 MT CO2e	N/A
Customer health and safety KPI (e.g., product recalls)	100% of new production designs get safety review	N/A
Percentage of all operational sites that have been subject to human rights reviews	100%	N/A
Percentage of all operational sites for which an employee health & safety risk assessment has been conducted	80%	N/A

Summary of Non-Financial KPI's related to Sustainability

KPIs	Value	Page number
Percentage of the total workforce across all locations who received regular performance and career development reviews	100% Salaried employees	page 35
Percentage of the total workforce across all locations who received training on diversity, discrimination and/or harassment	99%	N/A
Percentage of employees from a minority and/or vulnerable group at top management level	13%	page 42
Percentage of women within the organization's board	22%	N/A
Percentage of women employed in the whole organization	66%	Page 42
Percentage of women at top management level	33%	Page 42
Number of work-related accidents	4	N/A
Number of days lost to work-related injuries, fatalities and ill health	29	N/A
Percentage of total workforce trained on business ethics issues	100%	page 47
Number of confirmed corruption incidents	0	N/A
Percentage of all operational sites with an information security management system (ISMS) certified to ISO 27000 (or other equivalent/similar standard)	0%	N/A
Number of reports related to whistleblower procedure	0	N/A



LET'S BUILD A

SAFER, MORE CONNECTED

FUTURE TOGETHER.

THANK YOU

sensience 