sensience
ADVANCED SENSING TECHNOLOGIES

BUILDING A SAFER, MORE CONNECTED FUTURE TOGETHER

2025 Sustainability Report

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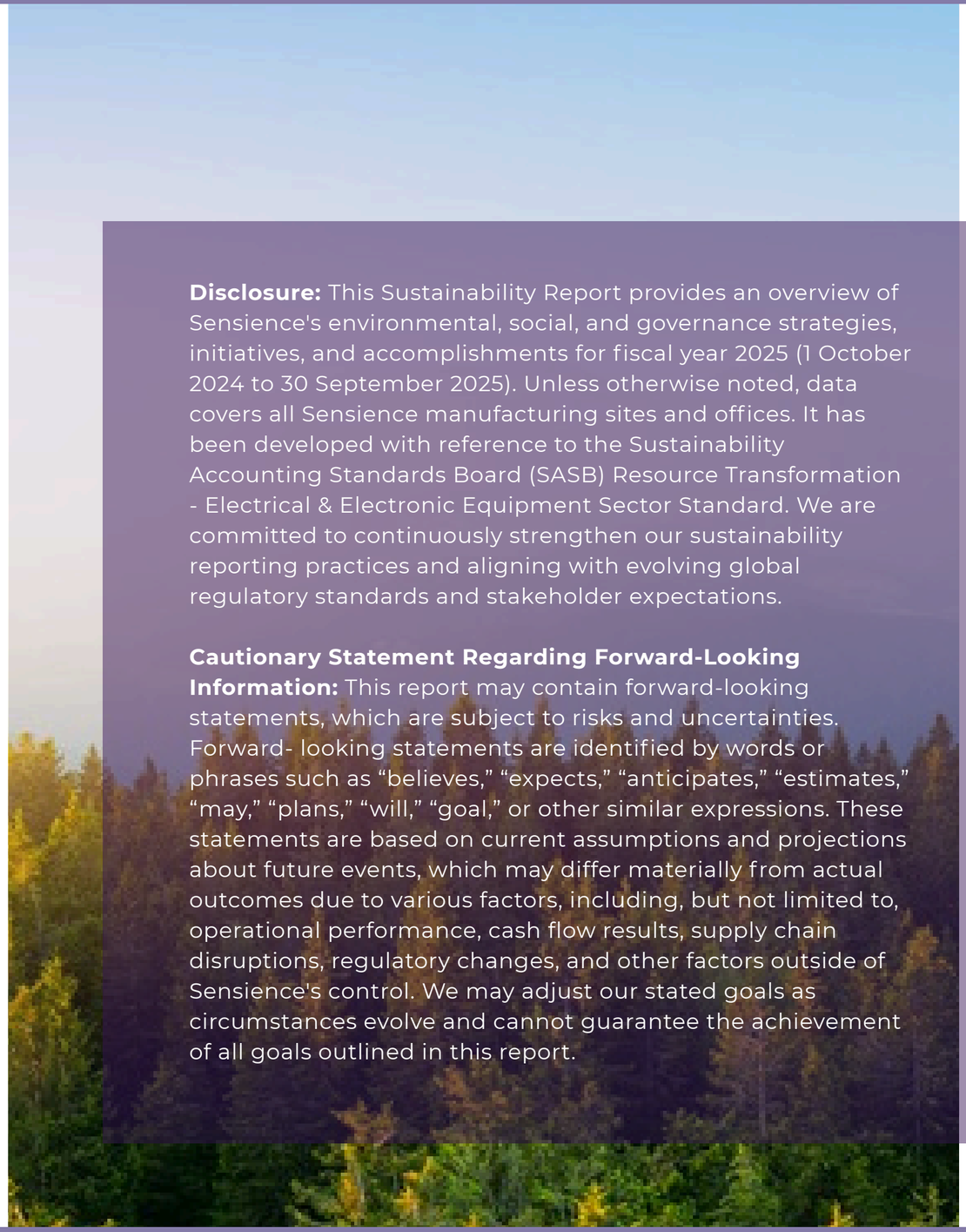
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Disclosure: This Sustainability Report provides an overview of Sensience's environmental, social, and governance strategies, initiatives, and accomplishments for fiscal year 2025 (1 October 2024 to 30 September 2025). Unless otherwise noted, data covers all Sensience manufacturing sites and offices. It has been developed with reference to the Sustainability Accounting Standards Board (SASB) Resource Transformation - Electrical & Electronic Equipment Sector Standard. We are committed to continuously strengthen our sustainability reporting practices and aligning with evolving global regulatory standards and stakeholder expectations.

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.

Introduction

Environmental

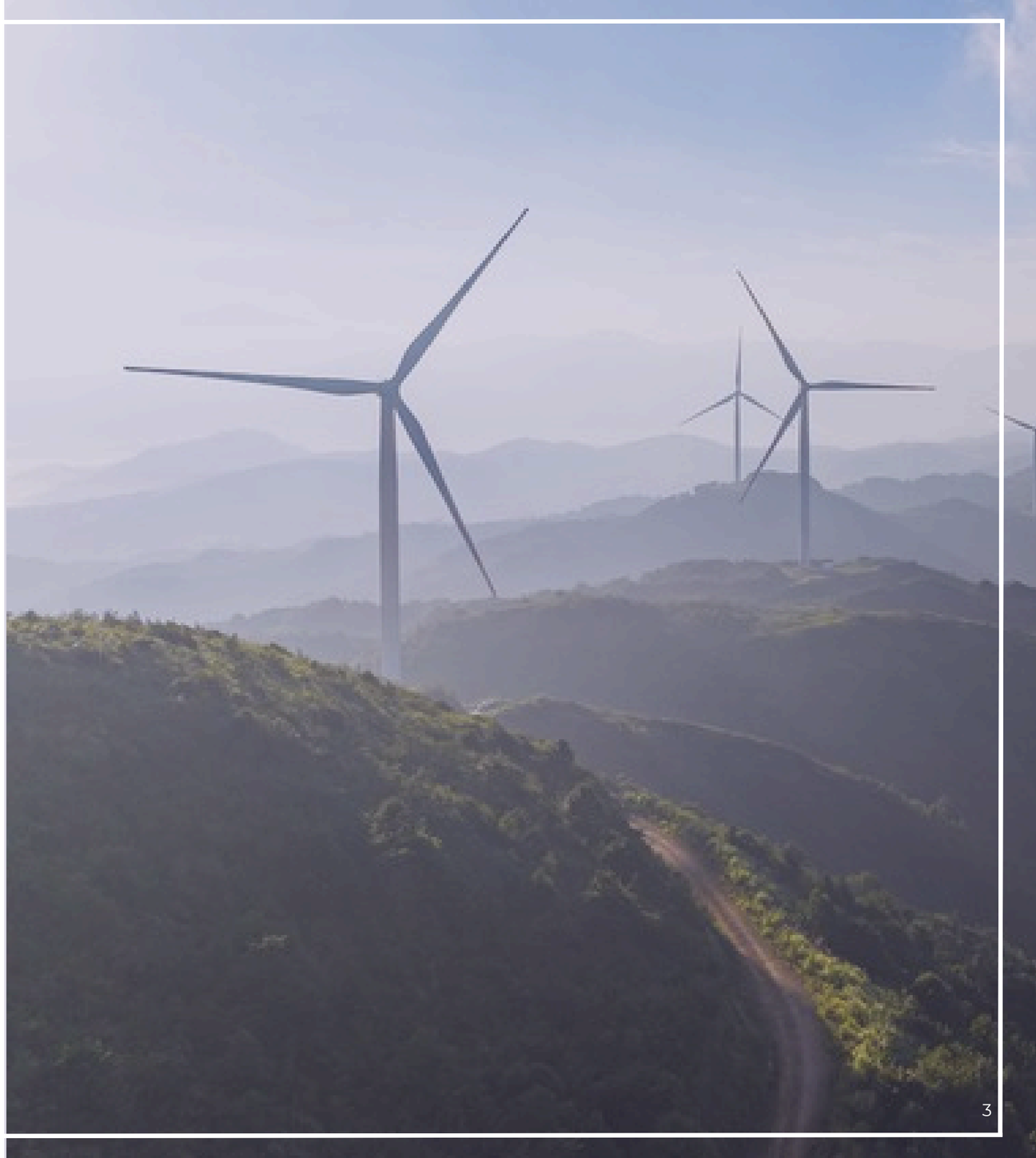
- Achieved an 8.5% reduction in Scope 1 and Scope 2 emissions intensity year-over-year.
- Reduced absolute Scope 1 and Scope 2 emissions by 2.3% vs. FY2024.
- Completed our first comprehensive Scope 3 greenhouse gas inventory.
- 55% of operational waste was recycled, improving year-over-year.

Social

- Achieved Syndio Fair Pay Certification.
- Completed our first global employee engagement survey.
- Expanded global EHS programs and proactive risk reduction focus areas.
- Reported a TRR of 0.40, significantly below the industry benchmark.

Governance

- Expanded supplier engagement for conflict minerals and regulatory compliance (REACH, RoHS, PFAS).
- Engaged suppliers representing 99% of direct material volume through our regulatory platform.
- Required DFMEAs and PFMEAs for 100% of new product launches and major redesigns.



Executive Summary



Mark Sefcik
Chief Executive Officer

At Sensience, sustainability is embedded in how we design safety-critical products, operate our facilities, and manage risk across our global value chain.

Sensience's sustainability strategy supports electrification, product safety and reliability, and reductions in operational and value chain impacts. We remain committed to achieving a Scope 1 and 2 emissions intensity of 60.42 tCO_2e per $M revenue or lower by FY2030, a 50% reduction from our FY2020 base year, while integrating sustainability into capital allocation, product innovation, and operational excellence.

Fiscal Year 2025 marked measurable progress and structural advancement in Sensience's sustainability journey. We reduced Scope 1 and Scope 2 emissions intensity by 8.5% year-over-year and reduced absolute Scope 1 and Scope 2 emissions by 2.3%. We also completed our first comprehensive Scope 3 greenhouse gas inventory, strengthening transparency across our value chain. Operationally, we advanced on-site renewable energy expansion, implemented energy efficiency projects across facilities, increased our recycling rate to 54.9%, strengthened global safety programs, and expanded supplier engagement on regulatory compliance.

The safety, engagement, and development of our workforce are central to our people value. In FY25, we completed our first global employee engagement survey, achieving a 91% participation rate and establishing a strong baseline for ongoing improvement. We also hosted more than 30 employee events worldwide to reinforce our inclusion and people-centered values. As a global organization, we remain firmly committed to ethical conduct, fair employment practices, and the protection of human rights across our operations.

We remain focused on disciplined execution and continuous improvement to strengthen long-term resilience and value creation. The goals and commitments throughout our 2025 Sustainability Report reflect Sensience's priority sustainability focus areas and alignment with the United Nations Sustainable Development Goals (UN SDGs), which provide a global framework for responsible growth.

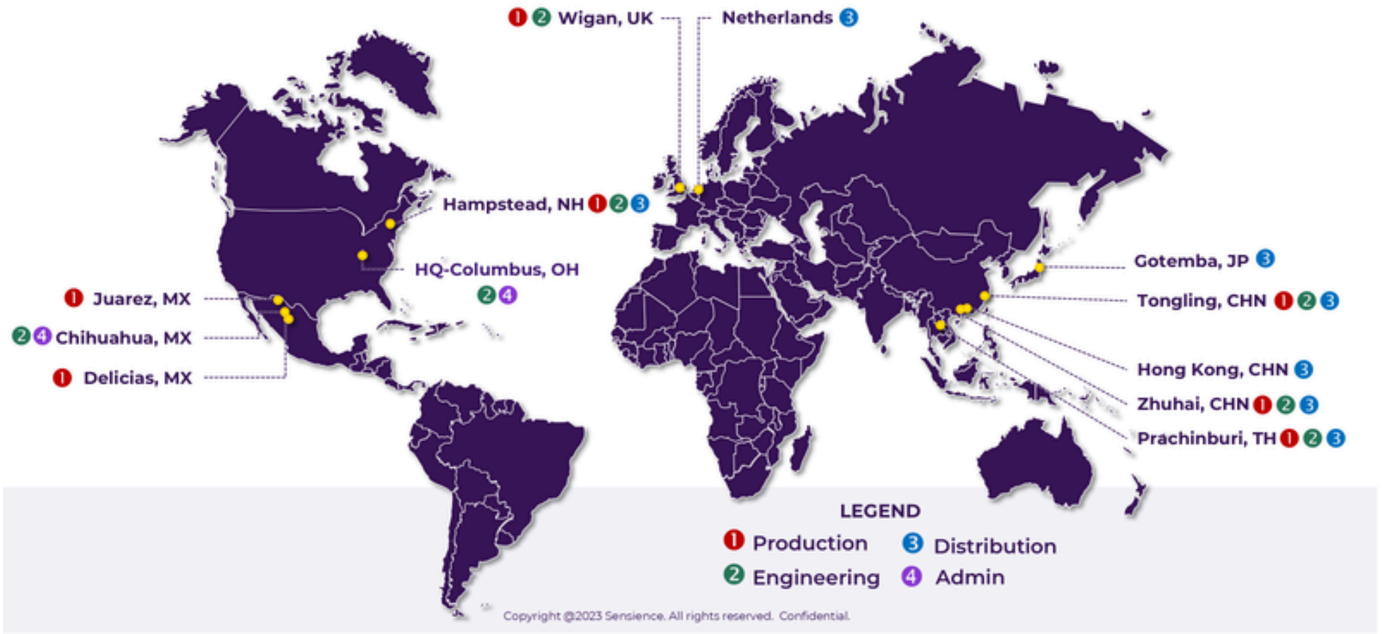
Meet sensience

Sensience enables systems and machines to sense, detect, and respond reliably in critical operating environments. Our advanced sensing technologies and hermetic sealing components play a vital role in ensuring safety, durability, and performance across a wide range of applications.

Our products are integrated into leading global brands spanning household appliances, HVAC systems, industrial equipment, and electric vehicles. As global demand accelerates for electrification, heat pumps, lower Global Warming Potential (GWP) refrigerants, and energy-efficient technologies, Sensience's sensing and protection solutions support safer, more efficient system performance. By designing products for long service life and reliable performance for safety-critical thermal protection, we help customers reduce failure risk, improve energy efficiency, and meet evolving safety and regulatory standards.

With engineering and manufacturing operations across North America, Europe, and Asia, we combine global scale with regional production capabilities, strengthening supply chain resilience and customer proximity. In FY25, we manufactured 600 million+ units globally.

Global Footprint




HVACR


ENERGY


TRANSPORTATION


APPLIANCE


AEROSPACE


INDUSTRIAL

Our Approach to Sustainability



Commitment: Deliver sensing and protection technologies that enable safer, more energy-efficient systems.

Target: Support electrification, heat pump adoption, and lower-GWP transitions through durable, safety critical product designs.

Scope and Owner: This is applicable to our global organization and overseen by the VP of Sales.

As Sensience continues to grow, we are strengthening product capabilities and operational discipline to meet evolving customer needs while reducing environmental impact and enhancing long-term resilience. Sustainability is embedded in how we design products, operate facilities, manage our supply chain, and support our people. Our approach is grounded in disciplined performance improvement, risk management, and enabling the transition toward electrification and energy efficiency through our technologies.

We align our sustainability priorities with the United Nations Sustainable Development Goals (UN SDGs), focusing on areas where our operations and products can have meaningful impact. These goals serve as a reference framework as we set targets and measure progress.

Our sustainability framework is built on three interconnected pillars.

- **Operational Excellence** - improving energy efficiency, reducing emissions intensity, strengthening safety culture, and increasing resource efficiency across our manufacturing footprint.
- **Responsible Value Chain** - strengthening supplier engagement, improving Scope 3 transparency, managing regulatory risk, and reinforcing responsible sourcing practices.
- **Product Responsibility & Innovation** - designing durable, safety-critical technologies that enable safer appliances, electrified systems, and lower-emission solutions while supporting long product lifecycles.

Together, these pillars ensure that sustainability supports both environmental performance and long-term business value creation.

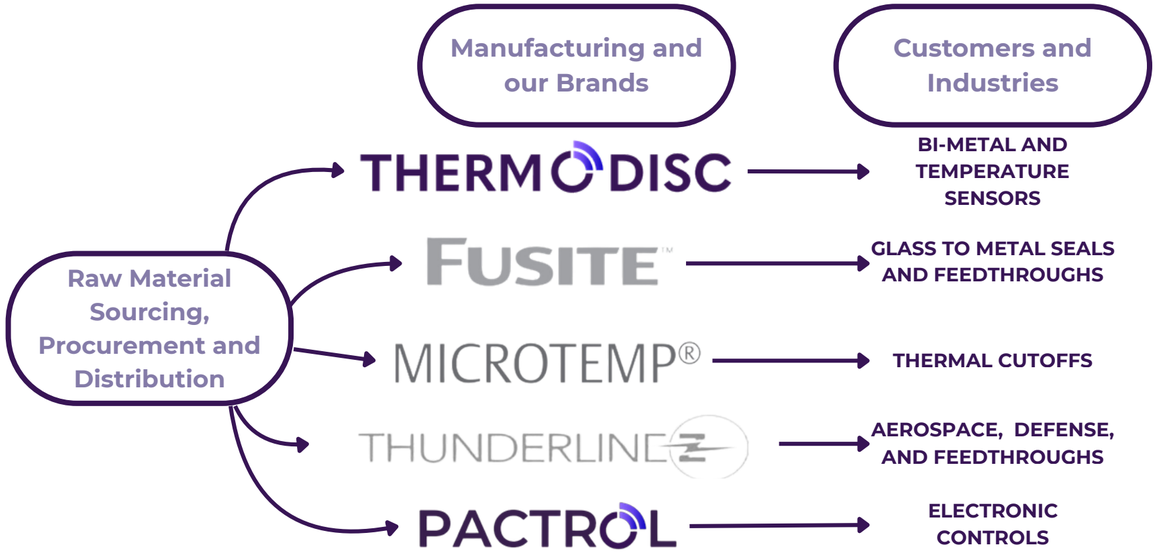


Our Value Chain

Sensience's value chain spans raw material sourcing, manufacturing, customer integration, product use, and end-of-life management. Sustainability is embedded across each stage to manage risk, improve efficiency, and support long-term value creation.

We evaluate environmental and operational impacts across the value chain, including energy use, emissions, water consumption, material efficiency, regulatory compliance, and supply chain resilience. This supports transparency across Scope 1, Scope 2, and Scope 3 emissions.
As regulatory expectations evolve, we strengthen supplier engagement, regionalize production where feasible, and optimize logistics to reduce transportation emissions and improve continuity.

By integrating sustainability across the value chain, Sensience strengthens operational performance and reduces transition risk.



Upstream Scope 3 Emissions

Responsible Sourcing: We source metals, electronic components, and specialty materials from a global supplier base and engage suppliers on regulatory compliance, environmental disclosures, and responsible sourcing practices. High-impact categories are prioritized to improve data accuracy and emissions visibility. Where feasible, we regionalize sourcing to reduce transportation-related emissions.

Scope 1 and 2 Emissions

Efficient Manufacturing: Across our manufacturing network, we focus on reducing energy intensity, expanding renewable energy generation, minimizing scrap, and improving waste diversion. Continuous improvement initiatives and capital investments support emissions reduction and operational resilience.

Downstream Scope 3 Emissions

Product Integration & Use: Our technologies enable safe, reliable performance in electrified and energy-efficient applications. By designing for durability and long service life, our products support energy efficiency, safety compliance, and reduced failure-related waste.

Customers

Customers define our success. Enabling our customers' success creates shared growth and long-term partnership.

Innovation

Our curiosity drives innovation. We develop solutions to our customers' most complex challenges.

Accountability

We are accountable for results. We do what we say and act with integrity in delivering business outcomes.

Inclusion

Diversity, equity, and inclusion are central to our team's success. We foster an environment where employees can reach their full potential.

People

We invest in our people by developing talent and providing meaningful career opportunities.

Our Values

Our mission and vision guide how we approach sustainability by designing durable, safety-critical components that support customers across the industries we serve. Our values reinforce accountability, safety, innovation, and inclusion, embedding sustainability principles into everyday decision-making across our facilities, teams, and supply chain.

Our Mission

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

Our Vision

To be a trusted partner delivering innovative and reliable sensing and hermetic solutions.



Distinctions and Awards

Sensience benchmarks its sustainability performance against recognized global standards to support continuous improvement and transparency.

In FY25, Sensience achieved an EcoVadis Silver Medal rating for the third consecutive year, placing us among the top 15% of companies assessed globally. In our first year of scored disclosure, we received a CDP C rating for both climate and water. We also achieved organization-wide Syndio Fair Pay Certification, reinforcing our commitment to equitable compensation practices.

All major manufacturing facilities maintained ISO and IATF certifications during FY25, and our Prachinburi facility achieved ISO 45001 certification in early FY26. We continue to align certifications across our global footprint to support consistent global standards in quality, environmental management, and occupational health and safety.

While third-party certification and recognition is an important benchmark, our focus is on sustained performance improvement, execution, and the strengthening of operational controls that underpin safe, reliable, and responsible operations.







Certifications	Delicias	Juarez	Prachinburi	Tongling	Zhuhai
ISO 9001: 2015	✓	✓	✓	✓	✓
ISO 14001: 2015	✓	✓	✓	✓	✓
ISO 45001: 2018			New (Dec 2025)	✓	✓
IATF 16949: 2016		✓		✓	✓



Commitment: Benchmark sustainability against recognized global standards

Target: Maintain or improve EcoVadis ratings, achieve a CDP climate score of B by FY2027 vs. C in FY2025, and obtain ISO 45001 certification at our Mexico facilities by FY2027 (vs. 3 of 5 sites in FY2025).

Scope and Owner: This is applicable to our global organization and overseen by the Sr. Manager EHS and ESG. Progress is reviewed annually as part of our materiality and goal review.

Materiality Analysis

Commitment: Annually re-assess sustainability value creation for the business

Target: Complete an annual review of our materiality assessment and sustainability goals to ensure alignment with global standards and our business.

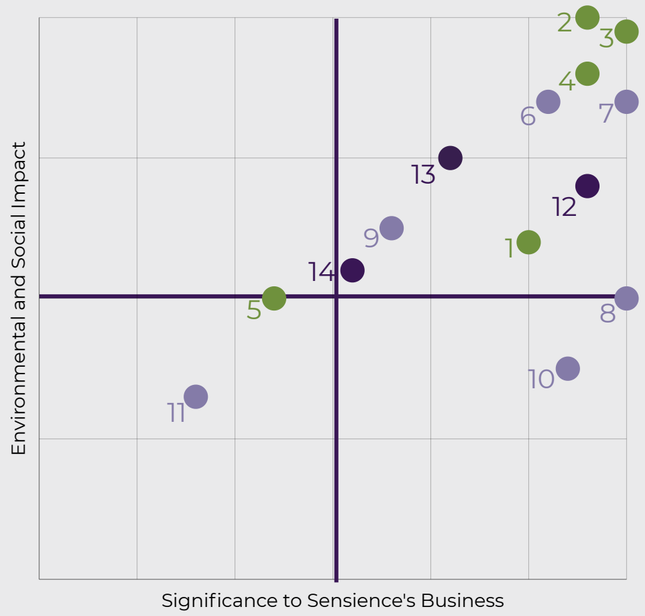
Scope and Owner: This is applicable to our global organization and overseen by the Sr. Manager EHS and ESG.

In FY25, Sensience conducted a cross-functional materiality review to align material topics, sustainability priorities with business risk and value chain impact. Fourteen topics were assessed based on business performance and regulatory exposure and environmental and social impact across the value chain.

Topics in the upper-right quadrant represent the highest strategic priority and inform sustainability goals and enterprise risk management.

- **Energy Consumption & GHGs:** Operational energy efficiency and emissions management.
- **Product Use:** Product safety, durability, and energy efficiency in customer systems.
- **Supplier Environmental Practices:** Supplier compliance and Scope 3 risk management.
- **Health & Safety:** Workplace safety and operational continuity.
- **Human Rights:** Responsible labor practices across operations and supply chain.

Material topics are reviewed by senior leadership and inform sustainability goals, operational planning, and enterprise risk management. Topics are reassessed periodically to ensure continued strategic alignment. We will continue refining our materiality methodology to enhance data quality and strengthen integration with enterprise risk management and capital planning.



	Environmental:
1	Materials, Chemicals, Waste
2	Energy & GHGs
3	Product Use
4	Supplier Environmental
5	Water

	Social:
6	Health & Safety
7	Human Rights
8	Career Management
9	Diversity and Inclusion
10	Working Conditions
11	Social Dialogue

	Governance
12	Business Ethics
13	Responsible Information
14	Supplier Social Practices

Environmental Responsibility

Since 2018, Sensience has focused on reducing operational environmental intensity while supporting business growth. In FY25, we expanded renewable energy, advanced efficiency initiatives, and completed our first Scope 3 greenhouse gas inventory. Sensience's environmental strategy prioritizes emissions intensity reduction, renewable expansion, and value chain transparency to support long-term resilience.



Climate Change

Since 2018, we have tracked Scope 1 and Scope 2 GHG emissions in accordance with the Greenhouse Gas Corporate Accounting Protocol. In FY25, we reviewed our emissions inventory as part of Scope 3 development and identified previously unreported industrial process gases. FY24 Scope 1 emissions and intensity were restated to ensure accuracy and consistency.

In FY25, we achieved an 8.5% reduction in Scope 1 and Scope 2 emissions intensity and a 2.3% reduction in absolute operational emissions, exceeding our annual intensity reduction target. We remain on track toward our long-term goal of achieving a Scope 1 and 2 emissions intensity of 60.42 tCO_2e per $M revenue by FY30, a 50% reduction from our FY2020 base year. In FY25, intensity was 67.85, representing 87.7% of the required reduction. As Sensience grows, we monitor emissions intensity to ensure efficiency improvements outpace production increases. Absolute emissions may fluctuate with volume, but sustained intensity reduction reflects improved performance. Climate-related risks include energy price volatility, regulatory change, and evolving customer requirements. Strengthening emissions transparency and energy performance reduces transition risk and supports cost discipline.

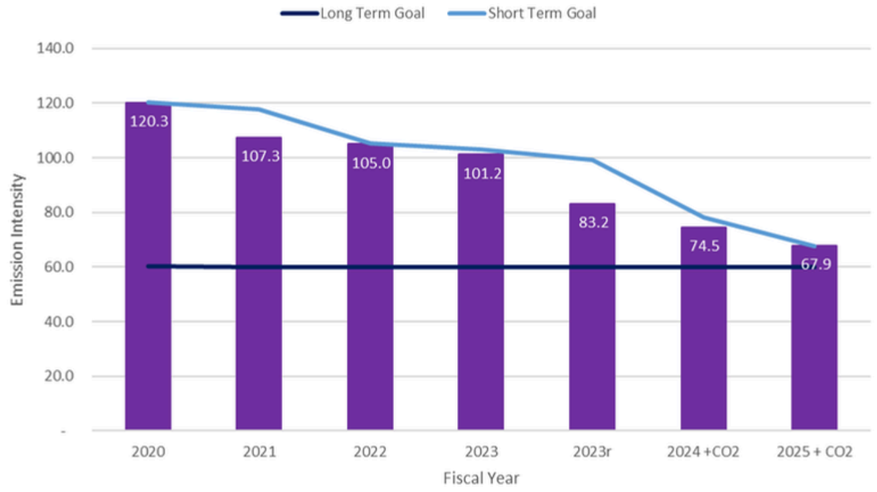
The chart at right presents Scope 1 and Scope 2 emissions trends. Emissions are presented separately alongside intensity metrics for clarity and comparability.

Commitment: Reduce operational greenhouse gas emissions and improve energy efficiency across global operations.

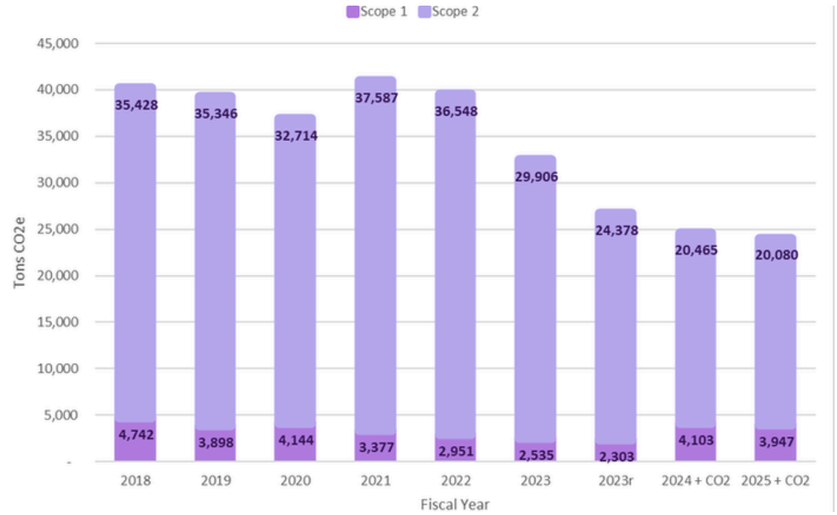
Target: Achieve a Scope 1 and 2 intensity of 60.42 tCO_2e / $M revenue or lower by FY30 vs. a FY20 base year, with continued year-over-year intensity reductions.

Scope and Owner: This is applicable to our global organization and overseen by the VP of Manufacturing and Sr. EHS and ESG Manager. Progress is reviewed annually as part of our materiality and goal review.

Emissions Intensity (MT CO_2e / $M revenue)



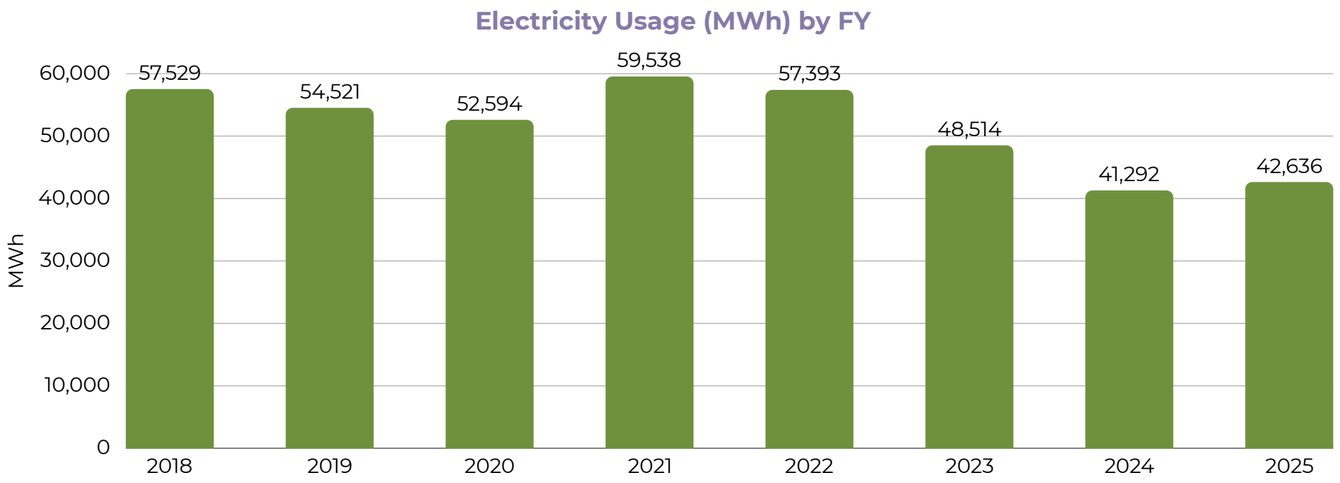
Total Scope 1 & 2 GHG Emissions (MT CO_2e) FY2018-FY2025



Energy Efficiency

Sensience evaluates energy efficiency opportunities while supporting operational growth. In FY25, total energy consumption increased by approximately 1,344 MWh due to higher production and insourcing. Despite higher absolute consumption, emissions intensity declined due to efficiency improvements and expanded renewable energy use.

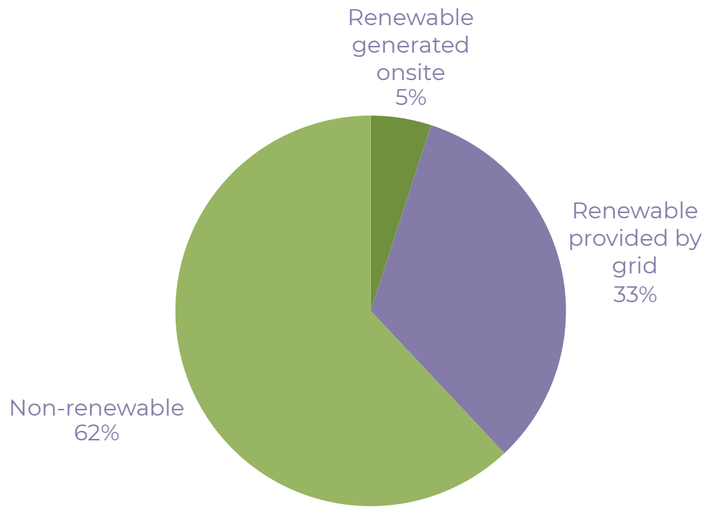
Our Tongling facilitie's solar installation generates 1.2–1.5 million kWh annually, reducing an estimated 740 mT CO_2e per year and lowering exposure to grid electricity price volatility. At Prachinburi, we are expanding our 1.1 million kWh solar system by an additional 550,000 kWh annually, which is expected to reduce an estimated 288 mT CO_2e once operational in FY2027. In parallel, renewable electricity provided by the grid increased to 33% in FY25, up from 22% in FY24, reflecting grid decarbonization and procurement shifts. On-site solar power purchase agreements supplied 2,222.18 MWh in FY25 (Tongling 1,208.58 MWh; Prachinburi 1,013.60 MWh).



Commitment: Increase renewable electricity generation and sourcing

Target: Completion of the 550,000 kWh/year solar expansion at Prachinburi by FY2027 (FY2025 baseline: 1.1 million kWh/year on-site) and continued evaluation of renewable sourcing opportunities across global facilities through FY2030.

Scope and Owner: This is applicable to our global organization and overseen by the Sr. EHS and ESG Manager in collaboration with VP of Manufacturing. Progress is reviewed annually as part of our materiality and goal review.



Renewable grid percentages are calculated using IEA, U.S. Energy Information Administration, and China National Energy Administration data

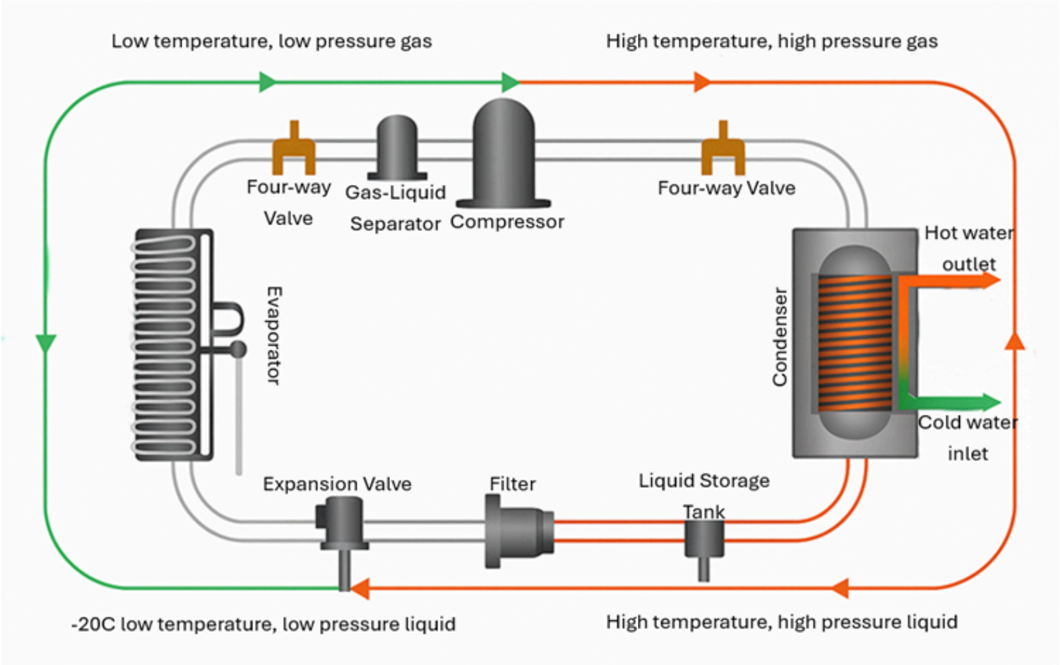
GHG Reductions

Across our manufacturing network, facilities implemented targeted energy efficiency projects focused on lighting, compressed air, heat recovery, and equipment optimization.

- **Lighting and Controls:** Facilities in Delicias and Juarez upgraded to LED lighting and installed motion sensors to reduce non-essential energy use.
- **Compressed Air:** System audits identified and repaired leaks, reducing compressor runtime and improving efficiency.
- **Heat Recovery:** Tongling implemented an oven heat recovery system supporting electroplating operations, reducing approximately 284 mT CO_2e annually and lowering electricity costs.
- **HVAC Optimization:** Zhuhai reduced electricity consumption by approximately 226,000 kWh through air conditioning and compressed air system improvements.

Planned FY26 initiatives include reducing industrial gas use in Delicias and installing a heat pump system in Prachinburi.

Tongling Heat Recovery Process



The Tongling heat recovery system captures waste heat from curing ovens to support electroplating operations, eliminating electric heaters and reducing approximately 284 mT CO_2e annually.

Climate Change

Scope 3

In FY25, Sensience expanded climate reporting to include Scope 3 emissions across material categories in alignment with the GHG Protocol Corporate Value Chain Standard[1]. This assessment provides visibility into emissions associated with purchased goods, transportation, capital equipment, and other value chain activities.

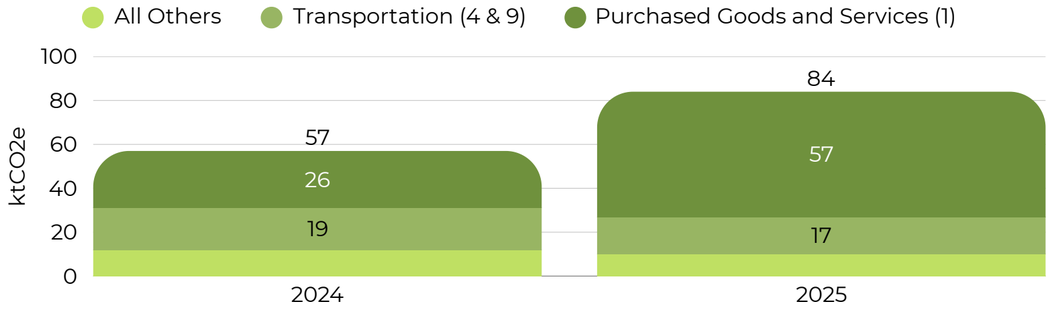
Purchased goods and services, and transportation categories represent the largest portion of our Scope 3 footprint, accounting for 58.5% and 25.6% respectively across FY24 and FY25 combined. As Scope 3 emissions represent the majority of our total value chain impact, improving supplier transparency, regional sourcing, and material efficiency remain key levers for long-term emissions management and supply chain resilience.

In FY25, our category 4 transportation-related emissions decreased due to transitions of select shipments from air to ocean freight. We also advanced regional sourcing and localized manufacturing to shorten supply chains and reduce logistics exposure. An example of this is production of our new pressure transducer product was localized in Delicias, Mexico to serve our North American customer base, with additional sensor localization planned for FY26. Our increase in purchased goods and services aligns with our increase in production year over year.

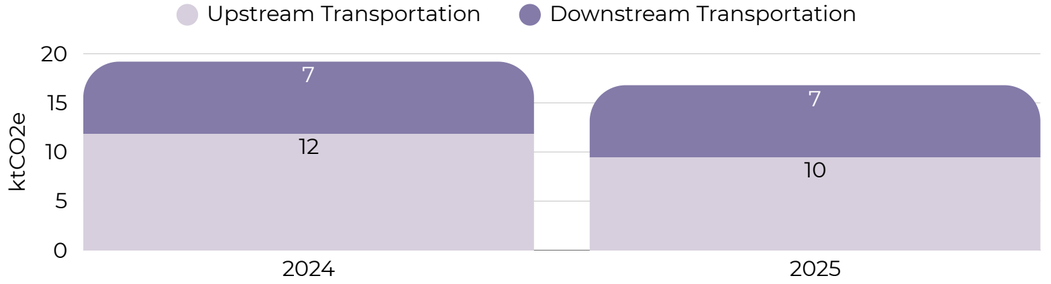
NEW PRODUCT
Pressure Transducer



Total Scope 3 GHG Emissions (MT CO_2e)
FY2024-2025



Category 4 and 9 GHG Emissions (MT CO_2e)
FY2024-2025



Commitment: Quantify and manage Scope 3 emissions while strengthening supplier engagement

Target: Improve data quality in high-impact categories in FY26 and work to reduce category 4 and 9 emissions through continued target transitions to ocean freight and full container shipping.

Scope and Owner: This is applicable to our global organization and overseen by the VP of Supply Chain and Sr. EHS and ESG Manager. Progress is reviewed annually as part of our materiality and goal review.

[1] *Scope 3 emissions were calculated in partnership with Persefoni using spend-, distance-, and weight-based methodologies aligned with the GHG Protocol. We will continue improving data quality by increasing primary supplier emissions data in high-impact categories. Included categories: Purchased Goods & Services, Capital Goods, Fuel & Energy Related Activities, Upstream & Downstream Transportation, Employee Commuting, Business Travel, and Waste Generated in Operations.*

Waste Reduction

In FY25, Sensience increased its global recycling rate from 48.3% to 54.9%, diverting more than 600 tons of material from landfill through improved segregation and process efficiency. While total waste increased with higher production volumes, diversion performance improved year-over-year. Waste reduction efforts focus on process optimization, material substitution, and improved segregation and recycling. Several of our sites completed projects to decrease waste this year.

- **Prachinburi – Scrap Reduction:** Rubber molding optimization reduced scrap from 7.4% to 0.25%.
- **Delicias – Single Use Reduction:** Replaced single-use paper towels with reusable materials in high-volume process areas.
- **Zhuhai – Process Efficiency:** Process improvements eliminated approximately one ton of epoxy waste.
- **Hampstead- Metals Recycling**: All CNC metal waste is recycled.

Waste is systematically tracked by disposal pathway in alignment with GHG Protocol guidance, with comprehensive mapping and segregation of all waste streams at each facility. The chart summarizes total waste generation and diversion for FY24 and FY25. Improving diversion supports emissions reduction and cost management. Material efficiency remains a priority as production evolves.

Commitment: Reduce waste to landfill and improve material efficiency. Better understand product end-of-life pathways through life cycle assessments to inform future product design.

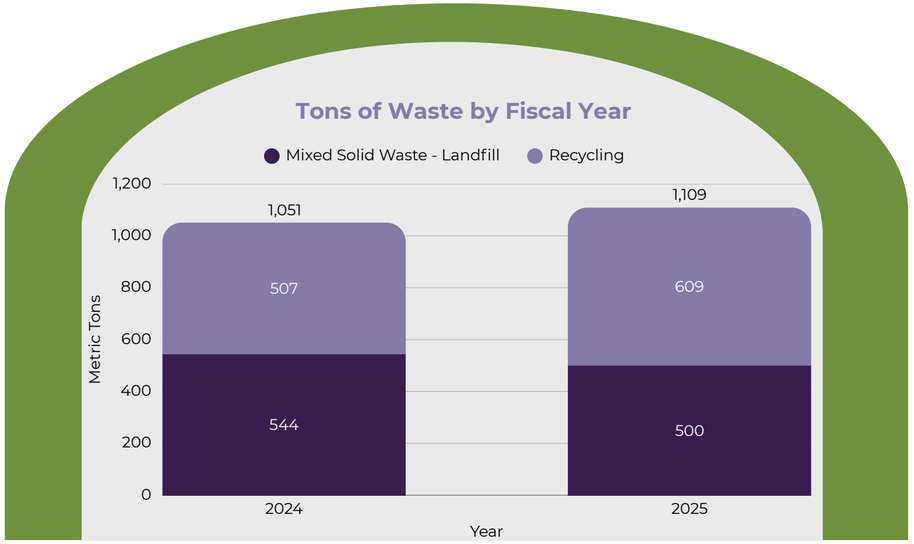
Target: Increase the operational recycling rate above the FY2025 baseline of 54.9% each fiscal year through FY2030, and continue process-driven scrap reduction initiatives in own operations.

Scope and Owner: This is applicable to our global organization and overseen by the VP of Manufacturing and Sr. EHS and ESG Manager. Progress is reviewed annually as part of our materiality and goal review.

Community Engagement Initiatives

Several facilities extended recycling efforts beyond operations. The Juarez facility partnered with Fundación Gazpro to support plastic and bottle cap recycling benefiting local health and food programs (see picture). In Japan, employees participated in the Eco-Cap Movement, supporting vaccine funding through bottle cap collection.





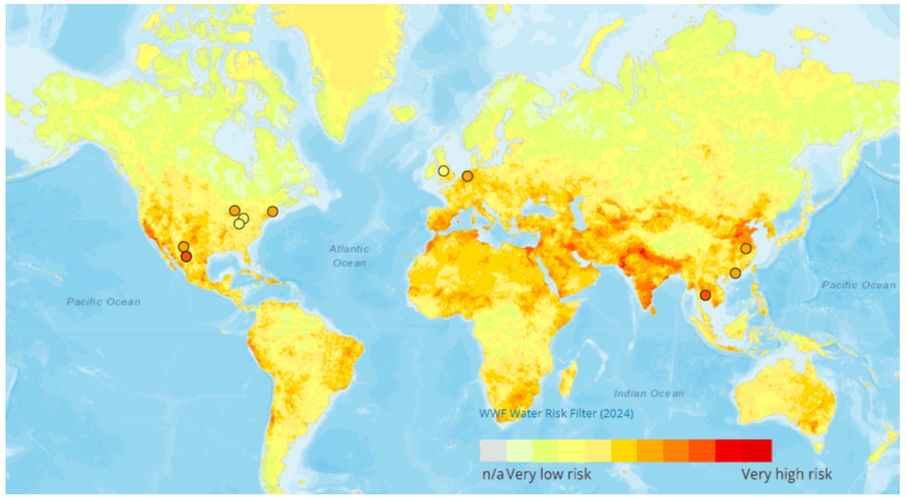
Water Risk

In FY25, Sensience completed a water risk assessment across manufacturing facilities using the WWF Water Risk Filter and site-level consumption data. Facilities in the Rio Grande basin in Mexico were identified as higher-risk due to regional water stress. Prachinburi and Tongling reported the highest total water consumption, primarily driven by electroplating operations.

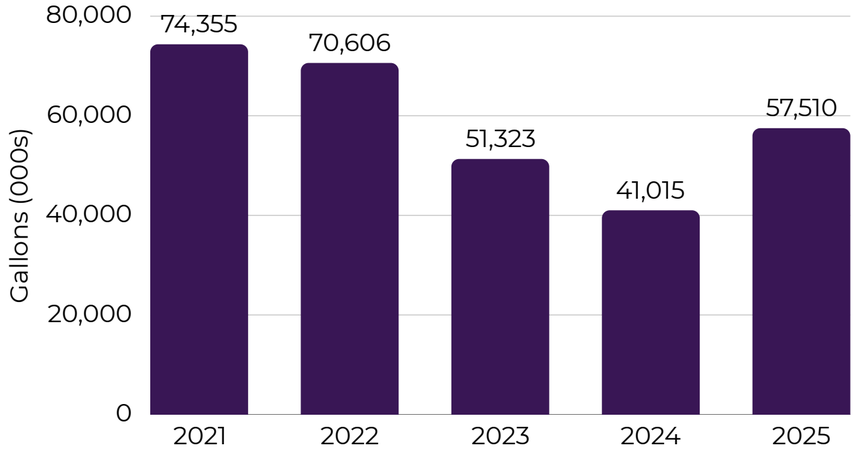
Total water consumption increased by approximately 11.9 million gallons year-over-year due to higher production volumes, insourcing, and product integrity initiatives at our electroplating facilities that increased cleaning water flow rates by 200 liters/hour. Several facilities achieved year-over-year water reductions through targeted efficiency initiatives:

- At Delicias installation of sensor-based faucets contributed to an 18% reduction in water consumption.
- Juarez reduced water consumption by 9% through targeted conservation initiatives in employee-use areas.
- Zhuhai eliminated a water-intensive cleaning process by implementing laser marking technology, reducing water use by approximately 13,000 gallons while also lowering electricity and chemical consumption.

Sensience will continue to focus on efficiency improvements in higher-risk regions, supported by ongoing monitoring and management of water use across electroplating operations.



Water Withdrawal by Fiscal Year



In FY25, we corrected a reporting error in FY24 water data at the Juarez facility. Previously reported consumption of 50,604,000 gallons was revised to 41,015,000 gallons.

Commitment: Proactively manage water risk in high-stress regions

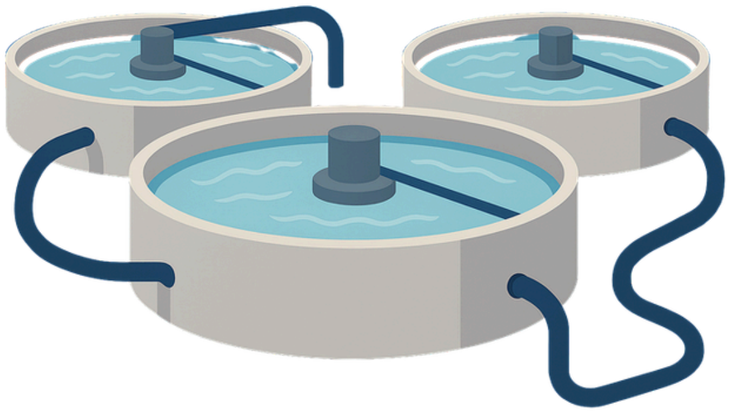
Target: Expand water risk mapping to 99% of supplier volume from tier 1 suppliers by FY2027.

Scope and Owner: This is applicable to our global organization and overseen by the VP of Supply Chain and Sr. EHS and ESG Manager. Progress is reviewed annually as part of our materiality and goal review.

Wastewater

Wastewater generated from manufacturing operations, primarily oily wastewater, is treated onsite or managed through licensed third-party providers in accordance with municipal discharge permits and regulatory requirements. At our Thailand and China facilities, onsite treatment systems support electroplating operations and ensure discharge remains within regulatory limits. In FY25, the Thailand facility upgraded wastewater testing equipment to enhance monitoring precision and contaminant detection prior to discharge.

At Tongling, a low-temperature evaporation system concentrates nickel-plating waste liquid from electroplating operations. In FY25, the system reduced wastewater volume, enabled recycling of approximately 270 tons of waste, reuse of 70% of process water through the closed-loop plating system, and approximately $147,000 of annual benefit. The project received local government “Cleaner Production Certification.”



Effective wastewater management supports regulatory compliance and environmental protection. Sensience will continue investing in treatment optimization and monitoring improvements across facilities.

Tongling Low Temperature Evaporation Process



Product Lifecycle

The most significant environmental impact of Sensience products occurs during downstream system use and end-of-life. Our sensing and protection technologies contribute to system safety, energy efficiency, and durability, positioning product performance as a key sustainability lever.

Residential and commercial heating contribute significantly to global emissions. Sensience products support lower-emission technologies, including heat pumps, by regulating temperature, preventing overheating, and ensuring reliable system performance. Our hermetically sealed glass-to-metal feedthroughs enable safe adoption of lower global warming potential (GWP) refrigerants and support regulatory compliance.

Sensience designs products for durability and long service life, with the objective that a single sensor performs reliably throughout its intended lifecycle. Our UL-certified laboratories in the United States and China conduct lifecycle testing to validate durability and safety performance. Many products carry international certifications, including UL, VDE, CSA, KETI, METI, and CQC. In November 2023, 52% of thermal cut-off products at our Zhuhai facility received Product Carbon Footprint certification from CQC.

Sensience products are composed of metals, glass, and engineered polymers. Depending on system configuration and local infrastructure, these materials may be recoverable at end-of-life and may be repairable while in service (product dependant). We are working with customers to better understand end-of-life pathways and recycling feasibility to inform future product design.

By designing durable, safety-critical components that improve system efficiency and reliability, Sensience contributes to reduced failure-related waste, improved energy performance, and extended equipment lifespans in downstream applications. This lifecycle perspective strengthens both environmental outcomes and long-term customer value.



Hermetically Sealed
to support transition to lower-GWP refrigerants such as CO_2.

Employee & Community Engagement

Sensience encourages employee participation in environmental and community initiatives across our global facilities. These activities reinforce environmental awareness and local engagement.

Community Partnership & Social Impact
Facilities supported local recycling, health, and environmental initiatives. Sensience enables employee volunteer participation during work hours in alignment with our community engagement policy.

Examples include:

- Participation in local recycling and waste diversion programs supporting healthcare and food assistance organizations
- Partnerships with local environmental organizations

Sensience supports employee volunteerism through policies that enable participation in community activities during work hours, reinforcing our commitment to responsible citizenship in the regions where we operate.







Earth Day Engagement
In FY25, multiple facilities hosted Earth Day activities to promote environmental stewardship and employee participation. Examples included:

Juarez, MX: A family-oriented open house was hosted that included a tree raffle and games for employees and their families

Prachinburi, TH: Hosted an Earth Day fair featuring sustainability-focused education booths and interactives games.

Zhuhai, CN: Employees planted native vegetation to enhance facility landscaping and biodiversity support.

Columbus, OH: Employees volunteered in the Franklinton Earth Day Clean-UP, a community trash clean-up in downtown Columbus.

Hampstead, NH: Employees built herb gardens to promote environmental awareness and sustainability education.

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

Delicias, MX: The facility hosted environmental education sessions and recognized employees who participated in prior tree-planting inititives.

Social Responsibility

Sensience’s social strategy focuses on workplace safety, employee development, inclusion, and responsible labor practices. A strong safety culture and engaged workforce support operational reliability and long-term performance.

By integrating structured social practices, we strengthen long-term organizational resilience and employee wellbeing across our global footprint.



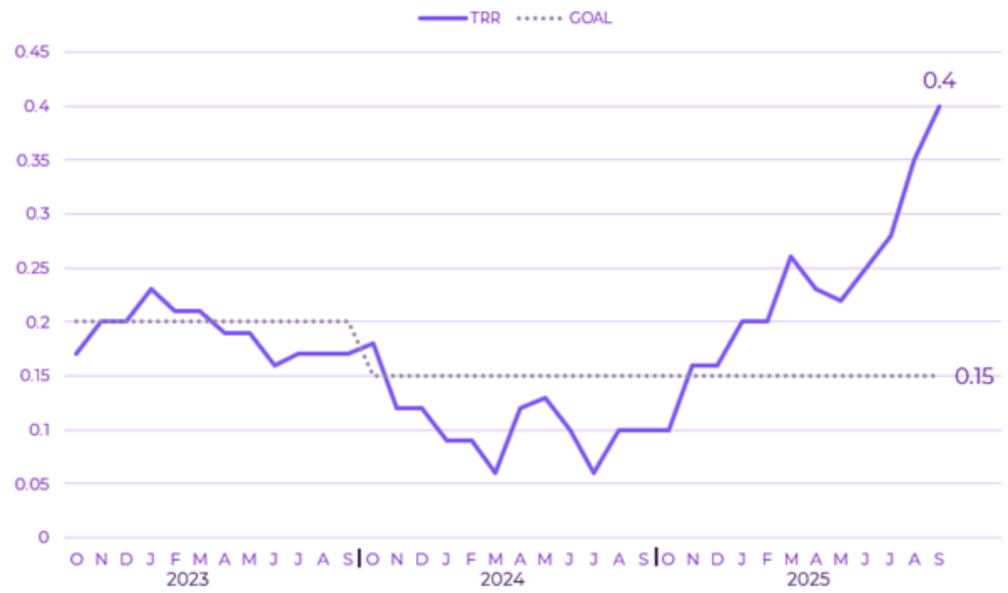
Health & Safety

Sensience's Environmental, Health, and Safety (EHS) framework emphasizes proactive risk identification, structured corrective action, and leadership accountability across manufacturing locations.

In FY25, we prioritized lockout/tagout and machine guarding to reduce mechanical and electrical hazard exposure. These initiatives were implemented globally and resulted in strengthened training programs, standardized equipment-level lockout/tagout (LOTO) procedures in local languages, and audits with actions to improve machine guarding and safety interlocks across more than 100 machines globally.

Sensience reported a Total Recordable Rate (TRR) of 0.40 in FY25. While this reflects an increase from the prior year, performance remains significantly below the U.S. Bureau of Labor Statistics (BLS) industry benchmark of 2.4[1]. The increase prompted targeted corrective actions in the second half of FY25, with a focus on machine guarding, ergonomic improvements, reducing repetitive motions risk, and expanding job rotation to mitigate musculoskeletal strain and support safer work design.

TRR Rolling 12 Month Average





Commitment: Maintain strong safety culture through structured EHS Management Systems

Target: TRR reduction of 10% per fiscal year from the FY2025 baseline of 0.40, through FY2028, to maintain TRR performance well below industry average; expansion of proactive risk assessment programs across all facilities globally through FY2028, supported by our EHS Management System.

Scope and Owner: This is applicable to our global organization and overseen by the Sr. EHS and ESG Manager and VP of Manufacturing. Progress is reviewed annually as part of our materiality and goal review.

[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), 2024, reference North American Industry Classification System United State (NAICS) 335931

Health & Safety

In FY25, all facilities completed at least one hour of EHS training per employee per month, covering lockout/tagout, machine guarding, chemical handling, forklift safety, and emergency response.

The Safety and Health Management System was expanded to include a formal EHS Management of Change policy, supporting ISO 45001 certifications at Prachinburi, Tongling, and Zhuhai and advancing our goal of certification at our Mexico facilities.

The Benchmark platform remains central to tracking EHS performance metrics. In FY25, facilities logged an average of 2.14 safety actions per employee globally, exceeding our goal of 1.33. Hazards identification and timely corrective action remain critical components of our safety culture, with a 98% on-time closure rate for identified actions.

In FY26, Sensience will continue strengthen risk identification and mitigation through structured job-level risk assessments and targeted action planning across all sites. With job level risk assessments completed company-wide, this proactive approach reinforces leadership accountability and enhances long-term safety performance.

Commitment: Strengthen EHS self and cross-site auditing, benchmarking and corrective action processes

Target: Complete initial benchmarking audits at all facilities with focused improvements on the highest risk processes and jobs, taking a proactive approach to risk management and leveraging the Benchmark EHS system.

Scope and Owner: This is applicable to our global organization and overseen by the Sr. EHS and ESG Manager and VP of Manufacturing. Progress is reviewed annually as part of our materiality and goal review.







People Practices

Commitment: Ensure structured performance management and professional development for salaried employees

Target: 100% of salaried employees complete an annual performance review each fiscal year through FY2028 (FY2025 baseline: 100%).

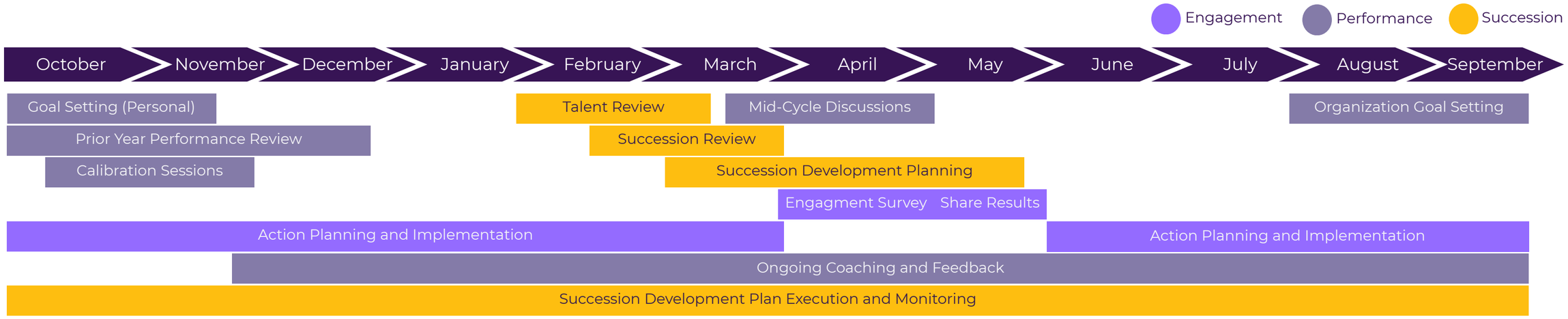
Scope and Owner: This is applicable to our global organization and overseen by the Chief People Officer. Progress is reviewed annually as part of our materiality and goal review.

Sensience's people strategy supports operational excellence through structured performance management, employee engagement, and leadership development. In FY25, we strengthened goal-setting, calibration, and succession processes across the organization.

Performance Management: Sensience's People value guides our investment in workforce development and leadership capability. Structured performance management ensures alignment between individual objectives and organizational goals while reinforcing accountability across teams. In 2024, foundational talent processes were established to standardize goal-setting and evaluation to ensure measurable goals. In FY25, these processes were further refined and expanded to improve leadership alignment, strengthen calibration practices, and enhance development planning as part of our annual talent calendar shown below. All salaried employees completed annual performance reviews in FY25. Mid-year calibration sessions reinforced consistency and equitable evaluation across leadership levels.

Succession Planning

Succession planning supports leadership continuity and organizational stability. The Executive Leadership Team conducts annual talent reviews to assess readiness and development priorities. Identified talent receive structured development plans focused on expanding leadership capability and cross-functional experience to support long-term business needs.



People Practices

33% **Employees classified as engaged**
Global Benchmark 21%[1]

91% **Employee Engagement Survey Participation Rate**

[1] *Source: Gallup State of the Global Workplace 2025*

Employee Engagement

In FY25, Sensience conducted its first global engagement survey, achieving a 91% participation rate. Thirty-three percent of employees were classified as engaged, compared to a 21% global benchmark. Leaders developed action plans with a target of 95% completion prior to the April 2026 follow-up survey.

Learning and Development

Sensience invests in technical and leadership development to strengthen workforce capability and succession readiness. Our learning management system, professional development policy, and educational assistance program provide structured support for employee growth and capability building aligned with business priorities. In FY25, we launched LinkedIn Learning subscriptions for our salaried employees. Overall 1,900 courses, totaling more than 34,000 eLearning videos, were completioned. Ninety-four percent of salaried employees activated LinkedIn Learning licenses, compared to a 52% external benchmark. We have driven ongoing usage through campaigns, leader assignments and recommendations.

1,900
Courses completed by 491 salaried employees

34,000
Learning modules completed globally

94%
Salaried employees with activated LinkedIn Learning licenses

External Benchmark: 52%

Benefits and Flexible Work

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. We continue to 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. To support employees who wish to seek higher education, we have an employee education assistance program in the US for technical, undergraduate, master's, and other graducate programs.

Commitment: Maintain transparent communication channels and follow-through on engagement survey action plans

Target: 95% completion of employee engagement action plans for all facilities and teams prior to April 2026 follow-up engagement survey; timely communication of 2026 engagement survey results following our talent calendar.

Scope and Owner: This is applicable to our global organization and overseen by the Chief People Officer. Progress is reviewed annually as part of our materiality and goal review.

Employee Wellbeing









Sensience supports employee wellbeing through health, prevention, and awareness initiatives across global locations. In the United States, we continued our partnership with Power of Vitality, providing interactive wellness tools and monthly engagement events. Sixty-three percent of U.S. employees enrolled in the program, collectively logging 8,667,756 steps through participation in step challenges and wellness activities.

Across global facilities, 18 employee wellbeing events were hosted during FY25, including on-site vaccination programs, breast and prostate cancer screenings, general health screenings, and physician-led education sessions. Several sites partnered with local medical providers to increase access to preventive care.

Facilities in Delicias and Prachinburi worked with cafeteria providers to improve healthy meal offerings, while Prachinburi also enhanced hygiene standards and affordable meal support. These initiatives aim to improve employee health awareness and access to preventive resources.



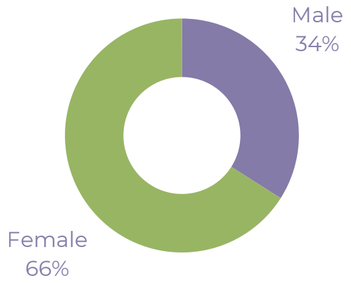
Employee Inclusion

Our Inclusion value reinforces our commitment to fostering a respectful and inclusive workplace. In FY25, we continued advancing diverse candidate slates for salaried roles, increasing representation from 82% to 87%. Outside the United States, diversity metrics may include gender; within the United States, diversity may include gender and race/ethnicity.

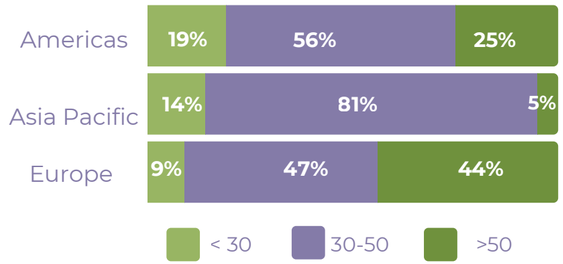
Globally, 66% of employees identify as female. At the executive level (Vice President and above), female representation increased to 38%, while representation of underrepresented groups in U.S. executive roles remained at 13%. Within broader leadership roles (manager and above), female representation was 27% and minority representation in U.S. leadership roles was 18%.

We continue monitoring workforce demographics, years of service, and age distribution to support inclusive talent development and long-term workforce planning.

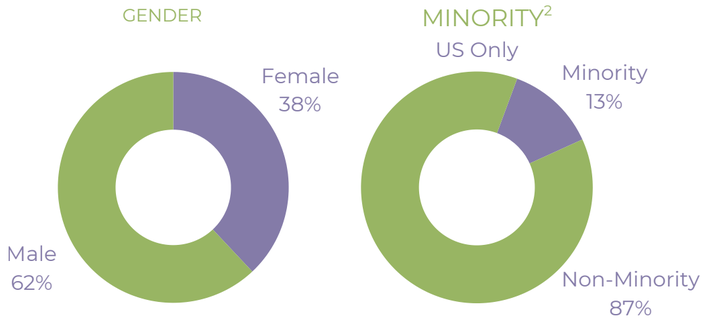
ENTIRE COMPANY
GLOBAL GENDER



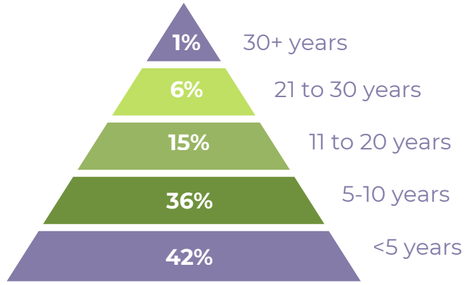
WORKFORCE AGE



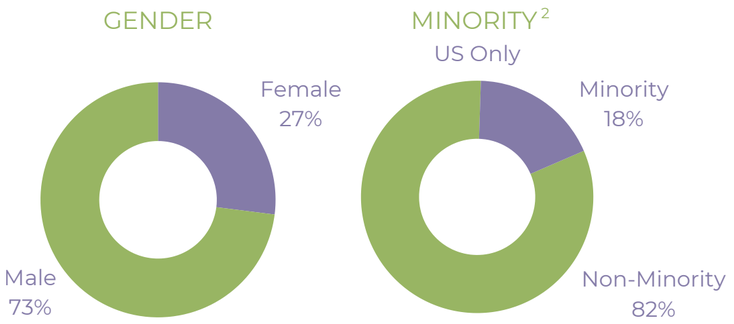
EXECUTIVE DIVERSITY [1]



YEARS OF SERVICE



LEADERSHIP DIVERSITY [3]



[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

Employee Inclusion









Employee Resource Groups

The Sensience Women's employee resource group (ERG) has active chapters at four locations globally. Between all of the chapters there were over 12 events hosted globally, each event aligned with one of our four employee resource group pillars of Awareness and Understanding, Belonging, Community Involvement, and Recruitment and Retention. Select events include:

- International Women's Day (Columbus HQ, Juarez, Prachinburi, Tongling, Zhuhai)
- Municipal Institute for Women workshops for 6 members of our Women's ERG at our Juarez plant. The workshops focus on strengthening connections among women's networks throughout the community.

At our Delicias facility we converted an area for a private new mothers room to provide a comfortable space for new mothers once they return to work.

Other events hosted by the Women's ERG are highlighted in employee wellbeing and community section of this report.

Awareness & Understanding

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

Belonging

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

Community Involvement

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

Recruitment & Retention

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

Employee Inclusion

As a global organization with 2800+ employees, our employees come from diverse backgrounds, cultural practices, and heritage. We celebrate these differences and unique experiences through various celebrations throughout the year. We chose to highlight several events this year, but as an organization we hosted nearly 20 events celebrating our employee diversity.

- Our Prachinburi site hosted Songkran (or Thai New Year) celebrations for all the employees. This included ceremonies and festivities aligned with Thai traditions.
- Diwali was celebrated at our Columbus HQ office this year.
- Our Columbus HQ office hosted a Pride Celebration trivia game during Pride Month
- Our Mexico Facilities celebrated King's Day, Mexico Independance Day and Dia De Los Muertos
- Our Tongling facility participated in a local Dragon Boat festival











Community







At Sensience, our commitment to people includes making a positive impact in the communities where we operate. In 2025, our community engagement efforts lead to nearly 60 hours of volunteerism with two key causes: Climate Action and Health Care.

- Supporting climate action, we participated in neighborhood clean ups and hosted earth day fairs for employees and their families as part of our earth day celebrations.
- For health care, employees in our Columbus office participated in quarterly on-site blood donations with the American Red Cross, and our Women's ERG hosted a blanket tying event for the James Cancer Center in Ohio. We also had a team participate in Race for the Cure, a nationwide fundraiser for Cancer research.

These efforts were supported by our volunteering policy, which allows employees to use paid time during work hours to volunteer. Since launching our volunteering policy, Sensience employees have dedicated over 300 hours of volunteer time.

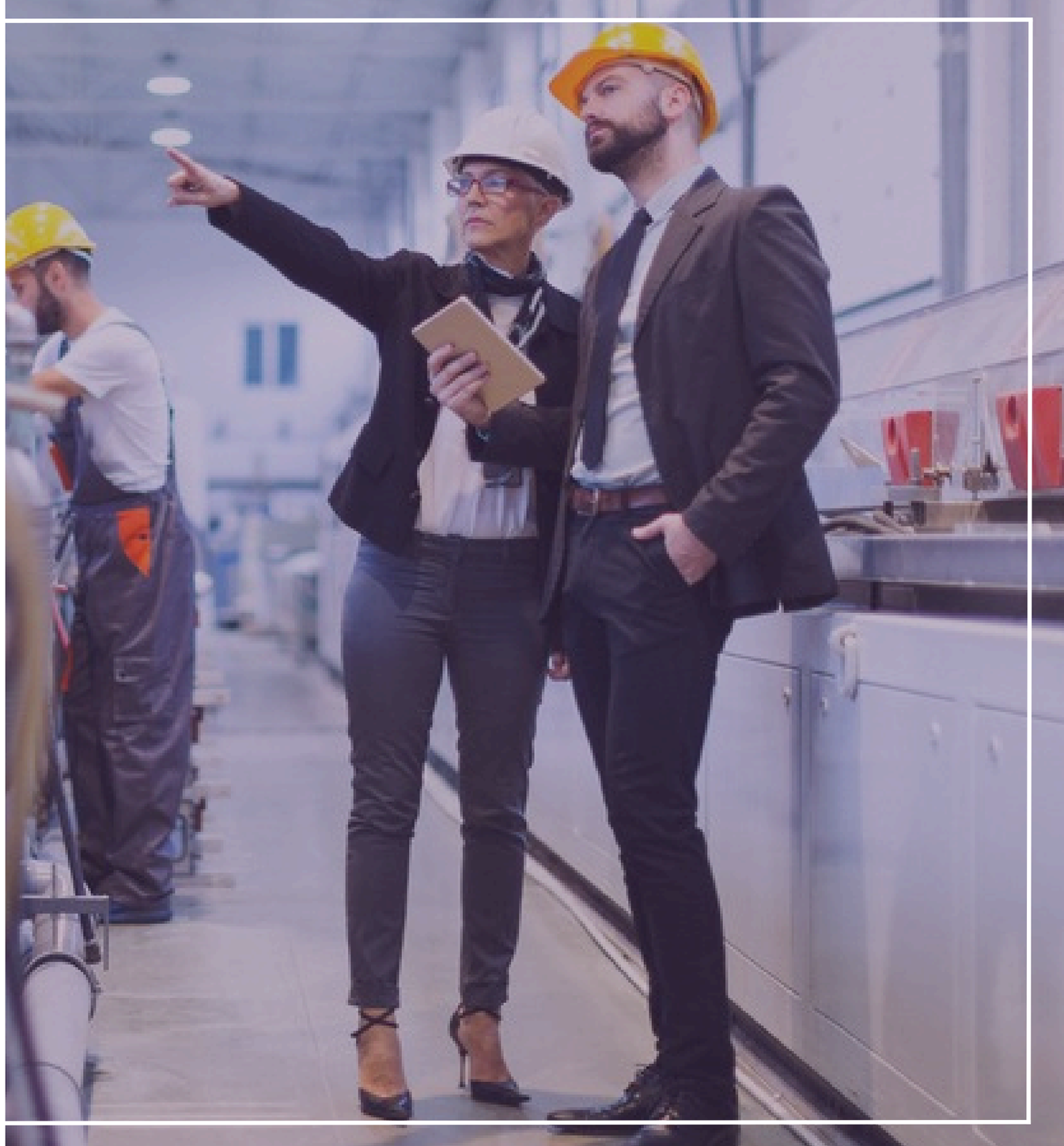
In addition to our volunteering, our Columbus HQ and Hampstead manufacturing facility participated in a November giving challenge, benefiting LifeCare Alliance and Toys for Tots. Our Juarez location collected toys for children in the hospital in partnership with the local government and was recognized for their efforts.

We're also proud that our Juarez facility continues to partner with the FLORECE Program. This year they offered workshops for 27 of our employees discussing resources for domestic violence and recognizing domestic violence, further supporting our commitment to social responsibility.

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

Governance

Sensiences’ governance framework is underpinned by long-term business resilience and stakeholder trust. This is reflected by strong product safety, ethical conduct and responsible oversight. Governance is integrated into our risk management, regulatory compliance, and company values.



Product & Customer Safety

Commitment: Provide products that are safe for use.

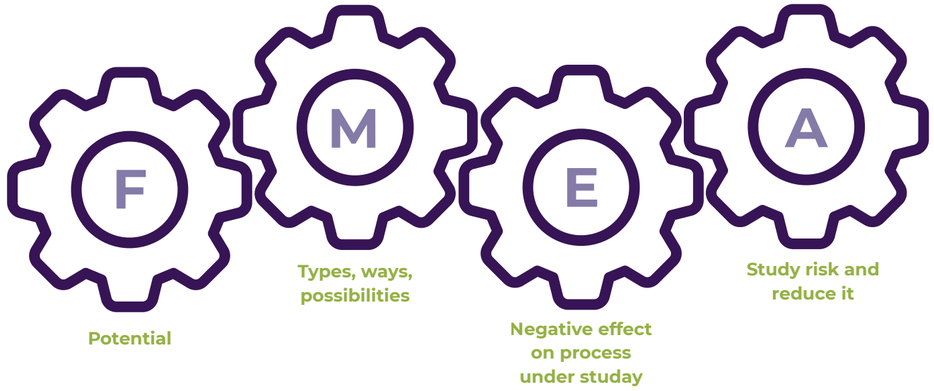
Target: Completion of design and process FMEAs for 100% of new product launches and major redesigns to proactively identify and mitigate safety risks.

Scope and Owner: This is applicable to our global organization and overseen by the VP of Engineering. Progress is reviewed annually as part of our materiality and goal review

Since 1947, product safety has been foundational to Sensiences' business and central to our engineering, manufacturing, and quality assurance process. Sensience requires completion of design and process Failure Mode and Effects Analyses (FMEA) for 100% of new product launches and major redesigns to proactively identify and mitigate safety risks.

Our life testing laboratories in the United States and China are certified to ISO/IEC 17025, the international standard for testing and calibration competence, ensuring consistent, reliable, and impartial validation of product performance. Recent investments include enhanced quality management systems, upgraded testing equipment, and strengthened global product safety governance processes to further reduce risk and improve traceability.

Sensience maintains a dedicated Product Safety Officer responsible for global oversight of product safety policies, risk assessments, and compliance processes. A cross-functional Product Safety Committee evaluates emerging safety risks, monitors incident trends, and coordinates mitigation actions across engineering, operations, and quality teams. Employees are encouraged to report potential safety concerns through internal reporting systems, ensuring rapid evaluation and corrective action where necessary.



Safety Design Reviews are conducted for 100% of new production designs or major design updates to ensure alignment with internal risk standards and applicable regulatory requirements. Sensience adheres to all relevant government, industry, and customer-specific safety standards across global markets. Where appropriate, product warnings, installation guidance, and technical documentation support the safe and intended use of our components within downstream systems.

Maintaining rigorous product safety standards reduces liability exposure, protects customer trust, and supports long-term brand reputation. Sensience's structured risk management approach ensures that safety considerations remain integrated throughout product development, manufacturing, and post-market monitoring.

Responsible Supply Chain

Sensience's responsible supply chain approach focuses on risk management, regulatory compliance, and supplier transparency across high-impact materials and components. As sustainability expectations and regulatory requirements evolve, strengthening supplier oversight remains essential to product integrity and operational continuity.



Commitment: Strengthen supplier sustainability, regulatory compliance for Conflict Minerals, REACH, RoHS and PFAS transition.

Target: Response from suppliers representing 99% of direct material volume for compliance reporting requests (REACH, RoHS, PFAS, TSCA, CMRT) in 2026. Continue qualifications of PFAS alternatives through FY26.

Scope and Owner: This is applicable to our global organization and overseen by the VP of Supply Chain and Sr. EHS and ESG Manager. Progress is reviewed annually as part of our materiality and goal review.

Supplier Transparency & Regulatory Compliance

In FY25, Sensience expanded supplier engagement through the Assent platform to enhance regulatory oversight, material traceability, data visibility, and improve compliance monitoring. Suppliers representing approximately 99% of direct material volume were engaged to support disclosures related to conflict minerals (CMRT), REACH, RoHS, PFAS, TSCA, and other regulatory requirements. Sensience continuously monitors global regulatory developments and engages suppliers proactively to ensure products remain compliant, safe, and environmentally responsible across all applicable jurisdictions in alignment with our goal of complying with all new material compliance requirements withing 6 months.

PFAS Evaluation & Regulatory Preparedness

In FY25, Sensience established a cross-functional task force to assess PFAS presence within the supply chain. Approximately 20 components (0.002% of purchased goods) were identified through supplier disclosures as containing PFAS-related substances. We are working with suppliers and customers to evaluate technically feasible alternatives and support qualification of PFAS-free options where able.

Scope 3 Integration

Purchased goods and services represent 58.5% of Sensience's Scope 3 emissions profile. Strengthening supplier transparency and material efficiency is therefore central to long-term emissions management and supply chain resilience. Sustainability considerations are integrated into procurement, supplier engagement and supplier audits, and regulatory oversight processes enhanceing both compliance discipline and enterprise risk management across its global value chain.

Responsible Supply Chain

Supplier Sustainability Survey

In addition to regulatory disclosures, Sensience relaunched our supplier sustainability survey in FY25, covering climate, environmental management, and social responsibility practices. Suppliers representing approximately 99% of direct material volume were engaged. Through these efforts Sensience continues to strengthen supply chain transparency and improve data completeness. Our goal in FY26 is to strengthen risk visibility across our supply chain.

Supplier Audits & Governance Integration

Supplier site visits have long been a part of our quality assurance program. In FY25, audit criteria were formally expanded to include social and environmental responsibility metrics alongside quality and operational controls. These expectations are codified within our Supplier Quality Manual, Supplier Code of Conduct, and Sustainable Procurement Policy. Suppliers assessed under the updated framework achieved an average rating of 85% across social and environmental criteria.

Customer Sustainability Engagement

In parallel, Sensience actively responding to customer inquiries related to environmental, social responsibility, and governance topics. In FY25, customers accounting for 56% of sales engaged Sensience on sustainability-related topics. This reinforces the importance of structured supplier oversight and data integrity across our value chain.



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 suppliers representing at least 99% of direct material volume for sustainability actions and policies, each fiscal year through FY2028 (FY2025 baseline: 99%) and identify levers in high-impact areas to drive reduction and compliance.

Scope and Owner: This is applicable to our global organization and overseen by the VP of Supply Chain and Sr. EHS and ESG Manager. Progress is reviewed annually as part of our materiality and goal review.

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, anti-corruption, anti-bribery, and zero-tolerance discrimination programs and policies. All new employees are introduced to our Code of Conduct during their onboarding process and it is reviewed annually with all employees. Any concerns raised through any channel are addressed promptly and effectively.

The ethics program is overseen by the Corporate Ethics Committee and the Corporate Ethics Officer, with a local ethics officer at location. Our locations conduct annual site certifications to ensure compliance with program requirements. Part of our commitment to ethical practices is to provide a work environment that is free from all forms of discrimination. We have previously conducted unconscious bias training, and continue to develop leadership courses and information for our locations to be educated on all forms of discrimination.

Employees are empowered to share any concerns they have with their supervisor, human resources, ethics officer, or with our ethics hotline. Our ethics hotline is available to our employees, customers, and suppliers. We continue to rely on the ethics hotline and reporting process to identify, investigate, and take appropriate action on any ethical, bribery, corruption, or discrimination concerns that arise.



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, welcomed, and provided fair employment. Pay equity is a critical area of focus for any organization committed to fair employment and 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. Following our initial findings, Sensience received the Syndio Fair Pay certification, with the results finding that overall our company pays equitably for similarly situated positions in all countries. The review for this certification looks at a 12-month period to assess fair wage practices across skill levels.

In 2024, we took a significant step in strengthening our commitment to human rights by developing a Modern Slavery Policy. 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 respect the rights of workers to freely form and join trade unions of their choice, engage in collective bargaining, and participate in peaceful assembly. At Sensience, one manufacturing facility recently unionized, and we are in the early stages of establishing a collective bargaining agreement. Throughout this process, employees and their representatives are able to communicate openly with management regarding working conditions and labor 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 a zero tolerance for use of any child or forced labor across our supply chain.

Target: Zero unfair labor practices in any collective bargaining situation (FY2025 baseline: 0), and 100% of locations certifying annually that all labor is age 18 or older with no forced labor (FY2025 baseline: 100%), each fiscal year through FY2028.

Scope and Owner: This is applicable to our global organization and overseen by the Chief People Officer. Progress is reviewed annually as part of our materiality and goal review.



Commitment: Ensure pay equity across roles at similar levels.

Target: Zero instances of unfair pay practices across roles at similar levels each fiscal year through FY2028 (FY2025 baseline: 0; Syndio Fair Pay Certification held)

Scope and Owner: This is applicable to our global organization and overseen by the Chief People Officer. Progress is reviewed annually as part of our materiality and goal review.

Information Security

At Sensience, we prioritize the protection of sensitive information by upholding its confidentiality, integrity, and availability through a robust, multi-layered cybersecurity approach. Our defense-in-depth strategy is at the core of our global cybersecurity framework, which integrates sophisticated detection technologies such as real-time monitoring, automated threat analytics, and advanced endpoint protection. These tools enable us to identify and mitigate risks swiftly, while our comprehensive security policies and procedures establish clear guidelines for safeguarding organizational assets and responding to potential incidents.

To further enhance our resilience against cyber threats, Sensience operates a global, 24/7 incident response program. This capability is supported by industry-leading cybersecurity solutions, including Security Information and Event Management (SIEM) systems, intrusion detection and prevention technologies, and continuous vulnerability assessments. Our dedicated response team is trained to react promptly to emerging threats, ensuring rapid containment, investigation, and recovery.

We also place a strong emphasis on preparedness and continuous improvement. Sensience conducts frequent cybersecurity tabletop exercises each year, with the latest session held in 2025. Facilitated by a renowned cybersecurity consulting firm, these exercises bring together both executive leaders and technical experts to simulate real-world attack scenarios. This collaborative approach helps refine our response protocols, improve cross-functional communication, and identify opportunities for further strengthening our incident management processes.

Recognizing the critical role of employee awareness in maintaining a secure environment, we introduced an advanced Phishing Awareness Program in 2025. This initiative includes monthly company-wide simulated phishing campaigns to test and educate staff, targeted IT security training sessions, and access to an online information-sharing platform. Employees receive annual refresher courses to stay current on the latest threats and best practices. Moreover, we actively promote a culture of vigilance by encouraging personnel to report suspicious emails using our dedicated phishing reporting tool, fostering collective responsibility in protecting our organization from cyber risks. Sensience is also currently in the process of assessing and implementing TISAX®, with the goal of achieving full TISAX® certification by mid-2027. This initiative aligns with our commitment to upholding the highest standards of information security and further strengthens our robust, multi-layered cybersecurity framework.



Commitment: Uphold strong compliance, cybersecurity and ethical standards.

Target: Maintain zero substantiated corruption incidents; complete annual ethics and cybersecurity training for 100% of employees.

Scope and Owner: This is applicable to our global organization and overseen by the Chief People Officer and Chief Finance Officer. Progress is reviewed annually as part of our materiality and goal review.

**(Trusted Information Security Assessment Exchange (TISAX®) is an assessment and exchange mechanism for information security in the automotive industry.)*



Appendices

SASB Disclosure Index - FY2025

The following disclosure is aligned to the Sustainability Accounting Standards Board (SASB) framework for the sector denoted as “Resource Transformation – Electrical and Electric Equiment (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)	153,489.43
	(2) Percentage grid electricity	RT-EE-130a.1	Percentage (%)	97
	(3) Percentage renewable	RT-EE-130a.1	Percentage (%)	36
Hazardous Waste Management	Amount of Hazardous waste generated	RT-EE-150a.1	Metric tons (t)	183.86
	Percentage recycled	RT-EE-150a.1	Percentage (%)	54.9
	Number and aggregate quantity of reportable spills	RT-EE-150a.2	Number	0
	Quantity recovered	RT-EE-150a.2	Kilogrammes (kg)	N/A
Product Safety	Number of recalls issued	RT-EE-250a.1	Number	0
	Total units recalled	RT-EE-250a.1	Number	0
	Total amount of monetary losses as a result of legal proceedings associated with product safety	RT-EE-250a.2	Presentation currency	Financial data is not reported.
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
	Percetage 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 efficency-related products	RT-EE-410a.3	Presentation currency	Revenue data is not reported

SASB Disclosure Index - FY2025

The following disclosure is aligned to the Sustainability Accounting Standards Board (SASB) framework for the sector denoted as “Resource Transformation – Electrical and Electric Equiment (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
Material Sourcing	Description of the management of risks associated with use of critical materials	RT-EE-440a.1	N/A	Sensience 2025 Sustainability Report (p. 33, 34)
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 2025 Sustainability Report (p. 35, 36)
	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 FY25
	Total amount of monetary losses as a result of legal proceedings associated with anticompetitive behavior regulations	RT-EE-510a.3	Presentation currency	$0 monetary losses as a result of legal proceedings associated with anticompetitive behavior regulations in FY25
Activity Metric	Number of units produced by product category	RT-EE-000.A	Number	Sensience 2025 Sustainablity Report (p. 5)
	Number of employees	RT-EE-000.B	Number	Sensience 2025 Sustainablity Report (p. 29)

Qualitative Objectives and Quantitative Targets for Key Sustainability Areas of Focus

Strategic Priority	Qualitative Objectives / Commitment	Quantitative Target	Page Reference
Product Sustainability	Deliver sensing and protection technologies that enable safer, more energy-efficient systems.	Support electrification, heat pump adoption, and lower-GWP transitions through durable, safety critical product designs.	6
Benchmarking	Benchmark sustainability against recognized global standards.	Maintain or improve EcoVadis ratings; achieve a CDP rating of B; obtain ISO 45001 certification at our Mexico facilities.	9
Sustainability Value Creation	Annually re-assess sustainability value creation for the business.	Complete an annual review of our materiality assessment and sustainability goals to ensure alignment with global standards and our business.	10
Climate & Energy Transition	Reduce operational greenhouse gas emissions and improve energy efficiency across global operations.	Achieve a Scope 1 and 2 intensity of 60.42 tCO2e / $M revenue or lower by FY2030 vs. a FY2020 base year, with continued year-over-year intensity reductions	12, 13, 14
Renewable Energy Expansion	Increase renewable electricity generation and sourcing.	Completion of the 550,000 kWh/year solar expansion at Prachinburi by FY2027 (FY2025 baseline: 1.1 million kWh/year on-site) and continued evaluation of renewable sourcing opportunities across global facilities through FY2030.	13
Value Chain Decarbonization	Quantify and manage Scope 3 emissions while strengthening supplier engagement.	Improve data quality in high-impact categories in FY26 and work to reduce category 4 and 9 emission through continued targeted transitions to ocean freight and full container shipping.	15, 33
Circularity & Resource Efficiency	Reduce waste to landfill and improve material efficiency. Better understand product end-of-life pathways through life cycle assessments to inform future product design.	Increase the operational recycling rate above the FY2025 baseline of 54.9% each fiscal year through FY2030, and continue process-driven scrap reduction initiatives in own operations.	16, 19
Water Stewardship	Proactively manage water risk in high-stress regions.	Expand water risk mapping to 99% of supplier volume from tier 1 suppliers by FY2027	17
Responsible Supply Chain	Strengthen supplier sustainability, regulatory compliance for Conflict Minerals, REACH, RoHS and PFAS transition.	Response from suppliers representing 99% of direct material volume for compliance reporting requests (REACH, RoHS, PFAS, TSCA, CMRT) in 2026. Continue qualifications of PFAS alternatives through FY26.	33
	Manage the risks of adverse environmental & social impacts in our supply chain and select suppliers that implement the best environmental & social practices.	Annually assess suppliers representing at least 99% of direct material volume for sustainability actions and policies, each fiscal year through FY2028 (FY2025 baseline: 99%).	34

Qualitative Objectives and Quantitative Targets for Key Sustainability Areas of Focus

Strategic Priority	Qualitative Objectives / Commitment	Quantitative Target	Page Reference
Workplace Safety and Wellbeing	Maintain strong safety culture through structured EHS Management Systems	TRR reduction of 10% per fiscal year from the FY2025 baseline of 0.40, through FY2028, to maintain TRR performance well below industry average; expansion of proactive risk assessment programs across all facilities globally through FY2028, supported by our EHS Management System.	22
	Strengthen EHS self and cross-site auditing, benchmarking and corrective action processes	Complete initial benchmarking audits at all facilities with focused improvements on the highest risk processes and jobs, taking a proactive approach to risk management and leveraging the Benchmark EHS system.	23
Product and Customer Safety	Provide products that are safe for use.	Completion of design and process FMEAs for 100% of new product launches and major redesigns to proactively identify and mitigate safety risks.	32
Ethics and Governance	Build constructive relationships with employees and a zero tolerance for use of any child or forced labor across our supply chain.	Zero unfair labor practices in any collective bargaining situation (FY2025 baseline: 0), and 100% of locations certifying annually that all labor is age 18 or older with no forced labor (FY2025 baseline: 100%), each fiscal year through FY2028.	36
	Uphold strong compliance, cybersecurity and ethical standards.	Maintain zero substantiated corruption incidents; complete annual ethics and cybersecurity training for 100% of employees.	37
		Obtain TISAX certification by mid-2027	37
	Ensure pay equity across roles at similar levels.	Zero instances of unfair pay practices across roles at similar levels each fiscal year through FY2028 (FY2025 baseline: 0; Syndio Fair Pay Certification held).	36
Career Management	Ensure structured performance management and professional development for salaried employees	100% of salaried employees complete an annual performance review each fiscal year through FY2028 (FY2025 baseline: 100%).	24
Employee Engagement	Maintain transparent communication channels and follow-through on engagement survey action plans	95% completion of employee engagement action plans for all facilities and teams prior to April 2026 follow-up engagement survey; timely communication of 2026 engagement survey results following our talent calendar.	25

Non-Financial KPIs - FY2025

KPIs	Value	Page
Employees trained on specific environmental issues	100%	N/A
Operational sites with an environmental certification, such as ISO 14001	83%	9
Total weight of waste sent to landfill	500 mT	16
Total weight of non-hazardous waste	925.14 mT	N/A
Total waste from company operations diverted from landfills	609 mT	16
Total water withdrawal	57,509,613 gal	17
Total renewable energy consumption	15,280,288 kWh	N/A
Total energy consumption	42,635,952 kWh	13
Total gross Scope 1 GHG emissions	3,947 t CO_2e	12
Total gross Scope 2 GHG emissions (location based)	20,080 t CO2e	12
Total gross Scope 3 GHG emissions	84,342 t CO2e	15
Total gross Scope 3 downstream emissions	7,389 t CO2e	N/A
Total gross Scope 3 upstream emissions	76,953 t CO2e	N/A
Customer health and safety KPI (e.g., product recalls)	0	N/A
Operational sites assessed for human rights impact or risks	100%	N/A
Operational sites undergoing an employee health and safety risk assessment	100%	23
Average hours of training per employee	12	N/A
Average adjusted gender pay gap (Syndio)	2%	N/A
Employees trained on discrimination and harassment	100%	35
Employees who received regular performance and career development reviews	100%	24

KPIs	Value	Page
Employees from a minority and/or vulnerable group at top management level	18%	27
Women within the organization's board	38%	27
Women employed in the whole organization	66%	27
Women at top management level	27%	27
Operational sites with a labor and human rights certification, such as ISO 45001	60%	9
Number of work-related accidents	13	N/A
Days lost to work-related injuries, fatalities and ill health	650	N/A
Total workforce trained on business ethics issues	100%	35
Number of confirmed corruption incidents	0	N/A
Number of reports related to whistleblower procedure	0	N/A
Employees covered by employee representatives or collective agreements	17%	N/A
Employees who received skills-related training	100%	N/A
Number of child or forced labor incidents reported	0	N/A
Number of confirmed information security incidents	0	N/A
Risky trading partners covered by a due diligence process on corruption or information security	100%	N/A
Identified discrimination or harassment incidents or corrective actions	0	N/A
Operational sites assessed on specific environmental risks	100%	N/A
Accidental pollution events from company operations	0	N/A
Sites assessed or audited internally on a specific business ethics issue	100%	N/A
Targeted suppliers that have signed the sustainable procurement charter or supplier code of conduct	100%	N/A
Targeted suppliers with contracts that include clauses on ESG requirements	100%	N/A
Targeted suppliers that have gone through a sustainability assessment	100%	33, 34
Buyers across all locations who have received training on sustainable procurement	100%	N/A


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