



POWERING  
POSSIBILITIES **TOGETHER**

SENSATA'S 2024 SUSTAINABILITY REPORT



**Sensata**  
Technologies

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# About Sensata

## Contents

- Who We Are
- A Message from Our CEO
- About This Report



# Who We Are

## Sensor-Rich Solutions Delivering Deep Insights

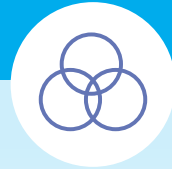
Sensata is a leading industrial technology company that develops sensors and sensor-based, mission-critical solutions to create valuable business insights for customers and end users. We provide a wide range of customized solutions that address increasingly complex engineering and operating performance requirements for our customers' applications. Our solutions enhance safety and reduce the environmental impact of thousands of consumer and industrial products worldwide.

## Purpose and Values

Our purpose is to help our customers and partners deliver a safer, cleaner, more efficient and electrified world.

# Sensata's Values Are the Essence of Our Identity

They provide a level-set foundation and are a key way we can change or improve our culture. Moreover, they guide us in delivering on our vision and leading our industry.



### Integrity

We are open and honest with all our stakeholders. We do what's right and deliver what we promise.



### Excellence

We strive for continuous improvement in all we do. We find new, innovative ways to problem solve, grow our company and ourselves.



### OneSensata

We trust, respect and rely on each other. We recognize that a shared vision, diversity of thought and a global team is central to our enduring success.



### Flexibility

We operate in a dynamic, fast-paced environment and act with agility to best serve our stakeholders.



### Passion

We have a dedicated and committed team working to solve some of the world's most challenging problems. We are passionate about serving customers and building our future.

## Sensing is What We Do

Sensata's name comes from the Latin word *sensate* or "those gifted with sense". Collaborating at Sensata means working with some of the world's most talented people in an enriching environment that is constantly pushing towards the next best thing.

### Sustainable Innovation

Our commitment to sustainable innovation is guided by **two growth drivers:**



**Safe & Efficient:** Sensata sensors enable vehicles, industrial equipment, aircraft and other systems to be safer and more energy-efficient, ultimately reducing greenhouse gas emissions.

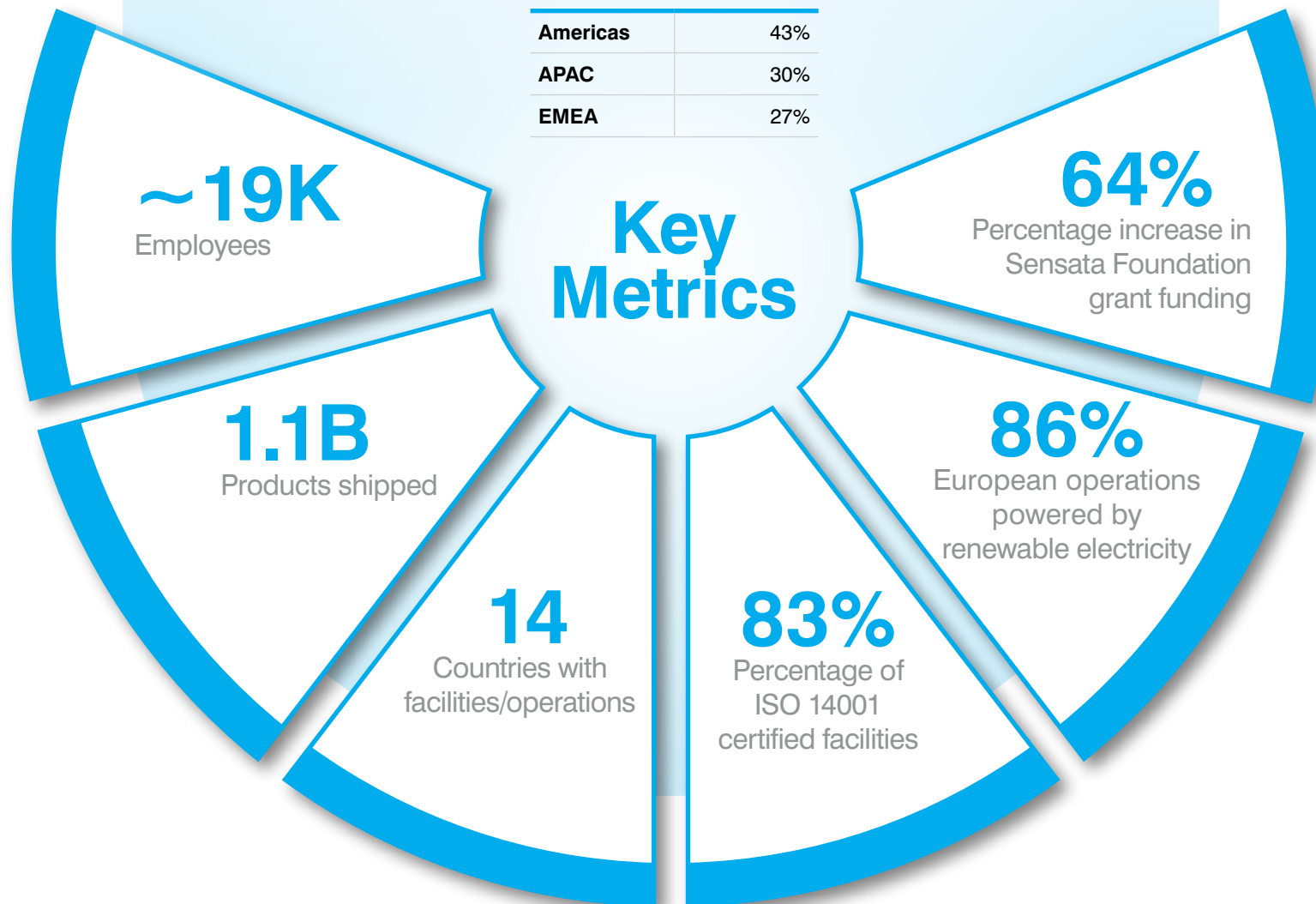


**Electrification:** Electrification and clean energy applications help decarbonize the planet by delivering power conversion and energy storage solutions for renewables; and components for electric vehicles, charging stations, infrastructure and more.

2024 Revenue  
**\$3.9B+**

Revenue by geographic location

Americas	43%
APAC	30%
EMEA	27%



# Delivering customer excellence globally

- Manufacturing
- Business Site

## Americas

Brazil, Mexico, United States  
(California, Idaho, Massachusetts,  
Michigan, Minnesota, Vermont, Virginia)

## Europe

Bulgaria, Denmark, France, Germany,  
The Netherlands, United Kingdom

## Asia

China, India, Japan, Korea,  
Malaysia



**1.1 Billion**  
devices shipped each year,  
each highly engineered

**+** Sales & Engineering Support Offices Worldwide

# A Message from Our CEO

## Dear Stakeholders,

It is an honor to write to you as Sensata Technologies' new Chief Executive Officer. I step into this role at a pivotal moment—for our business, for our industry, and for the planet. Sensata's purpose—to help build a safer, cleaner, more efficient, and electrified world—resonates deeply with me, and I'm proud to lead a company already delivering on this mission through innovation and integrity.

In 2024, we continued to make meaningful progress in aligning our operations, product strategy, and culture with global sustainability priorities. I want to highlight just a few of the notable achievements:

- **Greenhouse Gas Emissions:** Through installation of on-site solar panels and efforts to source more renewable energy, our European operations are powered by 86% renewable energy, and we remain committed to our 45% reduction goal by 2030.
- **Product Innovation:** From our award-winning Resonix™ sensor to enhanced high-voltage contactors and fuses, our technologies are driving cleaner, more efficient systems in vehicles, renewable energy infrastructure, and industrial and aero applications—supporting customers in their own sustainability transitions and delivering tangible impact across sectors and geographies.
- **Community Impact:** The US-based Sensata Foundation increased the reach of its grant program, awarding more than \$615,000 to 50 nonprofits that support Sensata's core initiatives, including Science, Technology, Engineering, and Mathematics (STEM) education and community priorities.

As we look to the future, our purpose—helping to build a safer, cleaner, more efficient, and electrified world—has never been more critical. Our path forward is clear: continue embedding sustainability into our product roadmap, operations, and culture. We will deepen collaboration with our customers and partners, drive innovation that reduces environmental impact, invest in talent that accelerates our progress, and uphold our values as we grow.

I want to thank our global Sensata team for their dedication and our stakeholders for your continued support. Amidst a time of significant change and instability in our end markets, I am energized by the road ahead and confident in our collective ability to shape a future that is not only innovative, but sustainable—delivering value for our customers, shareholders and the planet.

Sincerely,



**Stephan von Schuckmann**

Chief Executive Officer  
Sensata Technologies



# About This Report

This is Sensata Technologies' fifth Sustainability Report. It has been developed in reference to the Global Reporting Initiative (GRI) Standards and is informed by other leading reporting frameworks such as the Sustainability Accounting Standards Board (SASB) and the Task Force on Climate-Related Financial Disclosures (TCFD), as well as guidance from ESG rating agencies. It incorporates the results of an initial materiality assessment for ESG risks conducted in 2020 and 2021.

This report presents our sustainability data for fiscal 2024 and covers facilities worldwide that are under the operational control of Sensata and its wholly-owned subsidiaries. The data presented herein has been collected based on Sensata's internal systems and processes and is not externally assured unless otherwise noted.

## Our Commitment to Sustainable Practices

Sensata has adopted sustainable practices throughout its operations that are aligned with the goals of its stakeholders and that address the applicable regulatory requirements in the countries where we conduct business. To fully address our stakeholders' expectations for transparency, Sensata intends to use this and future annual sustainability reports to share our continuing efforts to expand and improve our sustainable practices and progress toward meeting our sustainability goals.

## Forward-Looking Statements

This report includes information that could constitute forward-looking statements made pursuant to the safe harbor provision of the Private Securities Litigation Reform Act of 1995. These statements include those that may be identified by words such as "anticipate," "believe," "could," "estimate," "expect," "feel," "forecast," "intend," "may," "plan," "potential," "project," "should," "would," and similar expressions. These statements are subject to risks and uncertainties, and actual results and events could differ materially from what presently is expected. Detailed information

about some of the other known risks is included in our Annual Report on Form 10-K for the year ended December 31, 2024 and our other reports filed with the Securities and Exchange Commission. Because actual results could differ materially from our intentions, plans, expectations, assumptions and beliefs about the future, readers are urged to view all forward-looking statements contained in this report with caution. All such forward-looking statements speak only as of the date they are made, and we do not undertake any obligation to update these statements other than as required by law.



# Our Approach to Sustainability

## Contents

- **Powering Possibilities Together**
- **Material Sustainability Topics and Our Commitment to the UN SDGs**
- **ESG Governance**



# POWERING POSSIBILITIES **TOGETHER**

At Sensata, we power possibilities and are engineered to solve big problems. Today, our solutions serve as critical building blocks for making safer, cleaner and more efficient products while our systems enable millions to make smarter, more sustainable choices. By harnessing the passion and expertise of our people and working closely with our partners and customers, we are designing a future where the smartest choice is also the most sustainable. At Sensata, a strong culture of belonging drives success, and transparency and accountability are reflected in everything that we do. We envision the future as being smarter and more sustainable, which is why we are committed to powering these possibilities together.



## Empowering Our Workforce

We promote a workforce that reflects a strong culture of belonging and prioritizes employee health, safety and well-being, while supporting our communities and suppliers.



## Innovating for Sustainability

We develop products and technology solutions that help our customers and partners deliver a safer, cleaner, more efficient and electrified world.



## Protecting Our Environment

We focus on building products that reduce environmental impact and improve technological efficiencies, while optimizing and reducing our operational footprint through energy, emissions, water and waste reduction.



## Operating Responsibly

We consider transparency and accountability as table stakes in everything that we do, guiding our approach to governance, risk management and ESG management.

# Our Priorities

# Material Sustainability Topics

Understanding the priorities and expectations of our stakeholders is essential for establishing how we set our strategies and goals to power possibilities. In 2020 and 2021, we conducted our first materiality assessment, with the assistance of an external third party, to identify the environmental, social and governance (ESG) issues most important to our business and our stakeholders.

The assessment included interviews with Sensata stakeholders, including customers, shareholders and employees and the analysis of trends and ESG topics most relevant for Sensata and our stakeholders. An issue prioritization exercise followed the completion of the interviews and analysis and supported the finalization of our material topics list:

We have prioritized reporting on our initial goals and our performance against these material topics in this report. Additionally, we have incorporated information where possible across other sustainability topics that are important to Sensata and its stakeholders. In 2025, we will conduct a double materiality assessment and refresh our topic list.



# Our Commitment to the United Nations Sustainable Development Goals

We are also committed to aligning our strategic priorities with the mandate laid out by the UN SDGs. The following UN SDGs align with our priorities and are where we believe we can make the most impact:

## Empowering Our Workforce



**SDG GOAL 8**  
STEM community involvement and internships  
**Page 19, Page 29**



**SDG GOAL 10**  
Commitment to a culture of belonging  
**Page 14**

## Operating Responsibly



**SDG GOAL 8**  
Human Rights and Working Conditions Policy  
**Page 57**

Responsible Sourcing initiatives  
**Pages 57-59**

## Protecting Our Environment



**SDG GOAL 7**  
Our long-term goal to be carbon neutral  
**Page 42**



**SDG GOAL 9**  
Strategic investment in the design and production of green technologies  
**Pages 32-36**



**SDG GOAL 12**  
Continuous improvement efforts in the reduction of waste, water use and GHG emissions associated with our operations  
**Pages 42-45, Pages 47-48**

# ESG Governance

Our sustainability efforts are led by our General Counsel, implemented by multiple functions within the organization and championed throughout our company by Team Sensata. Our CEO, Strategy Leadership Team (SLT) and Board of Directors are actively engaged in the governance of our ESG program across Sensata. Learn more about our approach to ESG Governance in the [Corporate Governance section](#).

## Continuing Stakeholder Engagement

Consistent with Sensata’s commitment to continuous improvement and innovation, we have purposefully engaged with our stakeholders in our sustainability efforts to make sure we are understanding their new realities and goals, incorporating diverse perspectives, responding to shifting trends and practicing our commitment to transparency.

### Related Links

[Code of Business Conduct and Ethics](#)

[Board Committee Charters](#)



We listen to and engage with key stakeholder groups in several ways, including:

Stakeholder Group	How We Engage
<b>Shareholders and investors</b>	Direct engagement Inclusion in materiality assessment
<b>Customers</b>	Direct engagement Inclusion in materiality assessment Participation in trade organizations, such as the Automotive Industry Action Group
<b>Board of Directors</b>	Quarterly reports from our General Counsel
<b>Current and prospective employees</b>	Internal communications and seminars Annual trainings
<b>Suppliers</b>	Onboarding process Direct engagement Inclusion in materiality assessment Annual Responsible Sourcing campaigns
<b>Nonprofit organizations</b>	Facility outreach to communities (global) Community engagement initiatives facilitated by the Sensata Foundation

# Empowering Our Workforce

## Contents

- **Culture and Belonging**
- **Our Workforce by the Numbers**
- **Talent Management and Future Workforce**
- **Employee Health, Safety and Well-Being**
- **Labor Practices**
- **Community Impact**

## Our Approach

Each and every day, Team Sensata designs, develops and delivers products that serve as critical building blocks to help our customers and partners deliver a safer, cleaner, more efficient and electrified world. None of this would be possible without the passion, diversity and expertise of our team. Our continued success requires a workforce that reflects a strong culture of belonging, which values transparency and accountability.

With roughly 19,000 employees across 14 countries, we live by our Employee Value Proposition – SmarterTogether – every day to develop solutions that improve our world's connections.



# Smarter Together

## One Team, One Mission

Collaborating at Sensata means working with some of the world's most talented people in an enriching environment, constantly pushing toward the next best thing.

Our employees work across functions, countries and cultures, gaining new perspectives through mutual respect and open communication. As OneSensata, we are working together to make things work together.



# Culture and Belonging

## Our Approach

We believe that a strong culture of belonging, which promotes inclusion and cultivates a sense of community throughout the entire employee experience, is critical to the success of our company, as an engaged workforce fosters creativity, fuels innovation, guides business strategies and drives long-term success. We are committed to identifying and preventing discrimination in our business practices and ensuring our employees feel a sense of belonging and respect every day, enabling them to bring their whole selves to work so they can engage, contribute and deliver results.

Each person brings unique value through their varying backgrounds and life experiences, no matter their age, race, color, disability, ethnicity, family or marital status, gender identity or expression, language, national origin, physical or mental ability, political affiliation, religion, sexual orientation, socio-economic status, veteran status and other characteristics that make our employees unique. It is our policy and practice to hire and employ qualified individuals without regard to these characteristics. We strive to create and foster a supportive and understanding environment in which ideas are shared freely, helping all individuals realize their maximum potential within Sensata.

Culture and Belonging at Sensata is overseen by our Chief Human Resources Officer and guided by our **Commitment to a Culture of Belonging**.

## Diversity and Innovation Summit

In 2024, we hosted a Diversity and Innovation Summit as part of our annual Tech Week, where leaders from across Sensata discussed the impact of diversity and inclusion on innovation, with a call to be curious and open to initiating change. Sessions with external speakers and employee panels brought out personal and professional stories of how a mindset of curiosity, collaboration and willingness to step outside our comfort zones enables belonging and innovation. The event closed with an awards ceremony recognizing three employees for their efforts to promote inclusion and belonging at Sensata.

## Employee Resource Groups

Employee Resource Groups (ERGs) are voluntary, employee-led communities based on commonalities. Our ERGs provide employees meaningful community and global engagement, networking and mentoring opportunities, and an inclusive workplace. These communities exist for employees to gather, discuss, learn together, build relationships, positively impact the business and culture at Sensata and advocate for change. Through interaction with these groups, senior leadership can identify emerging and high-potential talent, acquire cultural knowledge, hear directly from employees and strengthen inclusive management skills.

Sensata has a network of nine ERGs that, in 2024, continued their mission to foster a greater sense of belonging for all employees. Local, regional and international partnerships created engaging and community building activities, including programming for International Women’s Day; recognition of Disability Employment and Hispanic Heritage Month; a global meeting to discuss celebrating Autumnal Festivals; training to utilize accessibility features across platforms for greater inclusion; and participation in Pride parades in the United Kingdom, United States and Bulgaria.



Asian, Asian-American & Pacific Islander



Black Employee Network



Sensata Hispanic Association



Appreciating Cultural Exchange



Sensata Disability Awareness



Proud@Sensata



Sensata Armed Forces



Sensata Emerging Professionals



Women in Sensata

## Encouraging Feedback and Engagement

In 2024, we continued our global semi-annual Employee Engagement Survey. The confidential survey, sent to all indirect labor employees twice a year, helps strengthen and shape Sensata’s culture. Approximately 78% of employees responded, with Authenticity listed as a top strength in the April survey and Inclusion listed as a top strength in the October survey. Managers are given access to anonymized survey results of their teams, empowering them to discuss the feedback and develop action plans based on their team’s identified strengths and opportunities. We continue to survey employees every six months to measure progress on teams’ engagement, action plans developed based on employee feedback and collect new input.

In addition to our survey, employees are encouraged to provide feedback through other forums. We host various opportunities for employees to engage with leadership on a quarterly basis:

- Global town halls where employees can submit live questions and engage with our Strategy Leadership Team.
- ‘Connect with a Leader’ sessions enable any employee to connect virtually with senior leaders in small groups.
- ‘Food for Thought’ series provides insight into specific business topics that have been raised by employees globally.



### Related Links

**[Commitment to a Culture of Belonging](#)**

# Our Workforce by the Numbers

## 2024 Highlights



**19,028**  
employees



**33%**  
women in senior executive roles



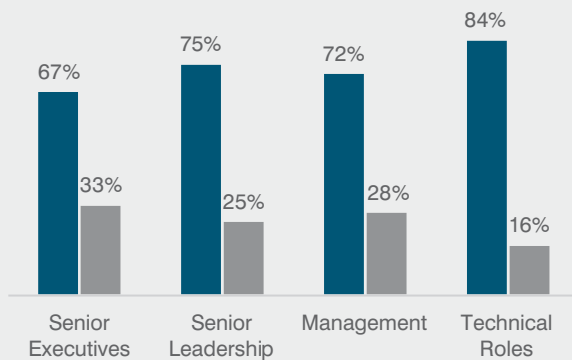
**99%**  
of U.S. employees have self-identified their race and ethnicity

### Board of Directors

**10** Non-Executive Directors  
8 Male/2 Female

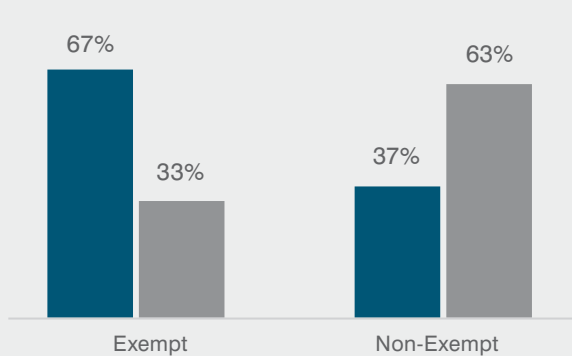
**1** Executive Director  
(the CEO)

### Workforce by Role

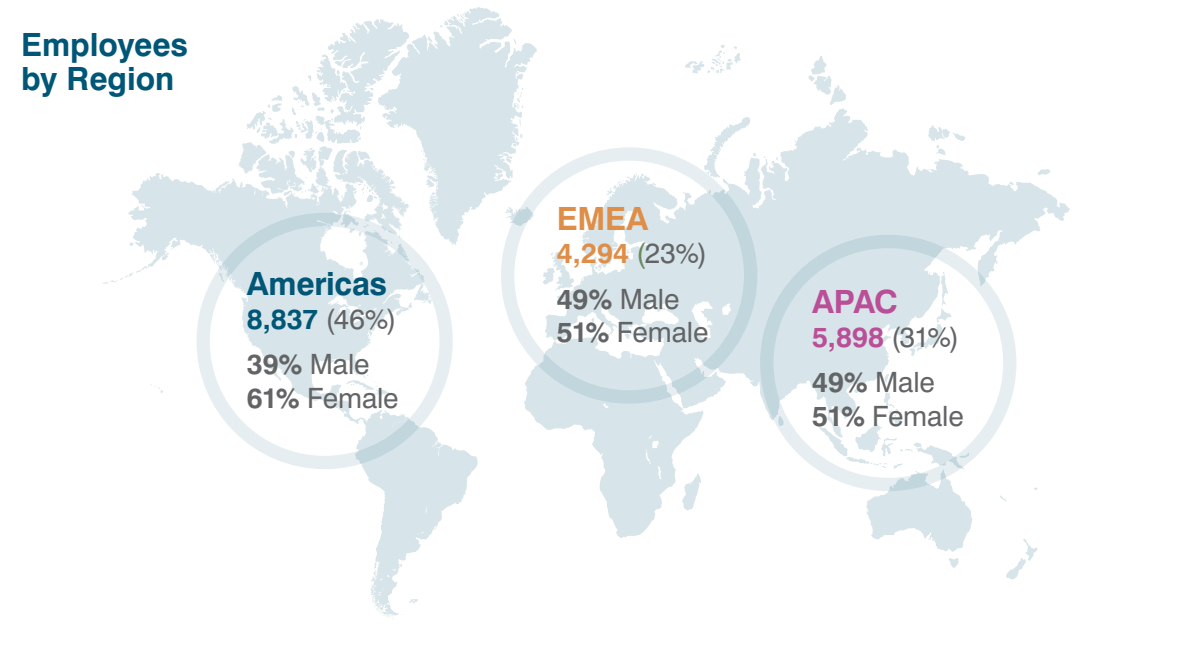


Senior Executives = CEO and direct reports  
Senior Leadership = Sr. Director+  
Management = Supervisor to Director  
Technical = Employees in technical roles eligible for the Tech Ladder

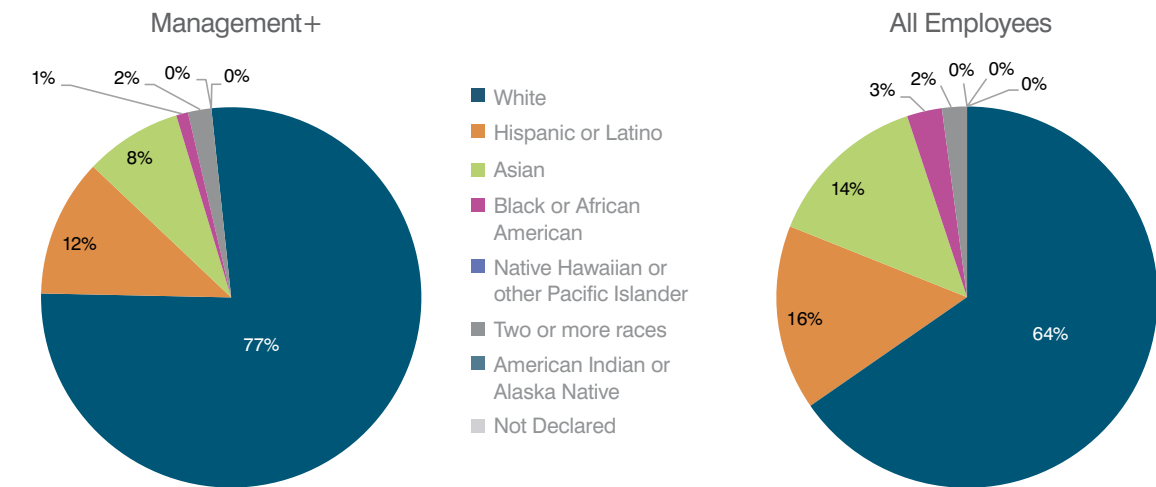
### By Job Status



### Employees by Region



### U.S. Workforce by Race



\*Totals may not add up to 100% due to rounding

# Our Workforce by the Numbers

	2022	2023	2024
<b>Employees</b>			
Employees – Total	20,908	19,455	19,028
Employees – Men	44%	44%	45%
Employees – Women	56%	56%	56%
<b>Employees: Americas</b>			
Total	9,993	9,052	8,837
Men	40%	40%	39%
Women	60%	60%	61%
<b>Employees: APAC</b>			
Total	5,908	5,825	5,898
Men	48%	48%	49%
Women	52%	52%	51%
<b>Employees: EMEA</b>			
Total	5,007	4,578	4,294
Men	49%	49%	49%
Women	51%	51%	51%
<b>Employees: By Age</b>			
Employees – Age 30 and under	6,035	5,116	4,733
Employees – Age 31-50	11,523	11,030	10,904
Employees – Age 51 and over	3,350	3,309	3,391
<b>Employees: Full Time</b>			
Employees – Full Time	20,799	19,365	18,934
Employees – Full Time – Men	9,216	8,599	8,412
Employees – Full Time – Women	11,582	10,763	10,522
Employees – Full Time – Americas	9,983	9,045	8,831
Employees – Full Time – APAC	5,907	5,825	5,898
Employees – Full Time – EMEA	4,909	4,495	4,206

	2022	2023	2024
<b>Employees: Part Time</b>			
Employees – Part Time	109	90	94
Employees – Part Time – Men	55	54	57
Employees – Part Time – Women	54	36	37
Employees – Part Time – Americas	10	7	6
Employees – Part Time – APAC	1	0	0
Employees – Part Time – EMEA	98	83	88
<b>Board of Directors</b>			
Non-Executive Directors	9	9	10
Executive Directors	1	1	1
Men	7	7	8
Women	3	3	2
<b>Senior Executives</b>			
<i>CEO and direct reports</i>			
Men	70%	78%	67%
Women	30%	22%	33%
<b>Senior Leadership</b>			
<i>Sr. Director+</i>			
Men	81%	76%	75%
Women	19%	24%	25%
<b>Management</b>			
<i>Supervisor to Director</i>			
Men	74%	73%	72%
Women	26%	27%	28%
<b>Technical Roles</b>			
<i>Employees in technical roles eligible for the Tech Ladder</i>			
Men	84%	84%	84%
Women	16%	16%	16%



	2022	2023	2024
<b>Exempt &amp; Non-Exempt Employees</b>			
Exempt Employees – Men	70%	68%	67%
Exempt Employees – Women	30%	32%	33%
Non-Exempt Employees – Men	36%	36%	37%
Non-Exempt Employees – Women	64%	64%	63%
<b>U.S. Employees</b>			
White	61%	66%	64%
Hispanic or Latino	9%	15%	16%
Asian	10%	14%	14%
Black or African American	3%	3%	3%
Native Hawaiian or other Pacific Islander	0%	0%	0%
Two or more races	2%	2%	2%
American Indian or Alaskan Native	0%	0%	0%
Not Declared	15%	0%	0%
<b>U.S. Management+</b>			
White	70%	77%	77%
Hispanic or Latino	9%	11%	12%
Asian	8%	9%	8%
Black or African American	2%	2%	1%
Native Hawaiian or other Pacific Islander	0%	0%	0%
Two or more races	1%	1%	2%
American Indian or Alaskan Native	0%	0%	0%
Not Declared	10%	1%	0%
<b>U.S. Non-Management</b>			
White	59%	63%	61%
Hispanic or Latino	9%	16%	17%
Asian	10%	15%	16%
Black or African American	3%	4%	4%
Native Hawaiian or other Pacific Islander	0%	0%	0%
Two or more races	2%	2%	2%
American Indian or Alaskan Native	0%	0%	0%
Not Declared	16%	0%	0%

\*Totals may not add up to 100% due to rounding.

# Talent Management and Future Workforce

## Our Approach

Our people are at the core of Sensata's success. Working across offices and sites in 14 countries, our people and technology help us to provide innovative and customized solutions for our customers' mission critical applications. Our workforce is comprised of indirect labor (professional office-based roles) and direct labor (manufacturing or deskless workers across global operations), and we are committed to creating a best-in-class work environment that promotes belonging, skill development, job satisfaction and innovation for all.

Maintaining focus on our people is a key priority as we develop internal talent, foster a sense of belonging and increase retention rates. Our strategy for talent management and developing the future workforce is overseen by our Chief Human Resources Officer.



## Talent Acquisition

Our talent acquisition and talent management strategies support Sensata and our strategic imperatives. Our careers platform enables extended engagement with previous candidates, connecting them with future opportunities. Additionally, for most of our professional positions, we continue to offer career listings without degree requirements, enabling us to access a larger pool of talented applicants.

In 2024, we continued our 12-week paid summer internship program in the U.S., providing students with the opportunity to learn from Sensata leaders and mentors, tackle challenging business problems and work on cutting edge products. We also offered a robust graduate program in the United Kingdom and grew our program in Mexico, working with universities in Aguascalientes and the Bajío and frontier regions. We plan to expand and formalize similar university internship programs at our major locations in 2025, including China and Bulgaria.

## Learning and Development

To successfully execute our business strategy, we recognize the importance of offering our employees a broad range of learning and development programs. SensataLearning, our online global learning management system, enables employees to access instructor-led classrooms, live virtual classes or self-paced on-demand content. In 2024, employees completed more than 97,000 hours of training spanning various required learning and professional development topics. This included indirect labor employees completing more than 75,000 hours of training, with an average of 10.1 hours of training per employee.

### Technical Coaching Program

Our Technical Coaching Program, created by the Engineering Council in 2018 at our Attleboro HQ, encourages employees to participate as mentors or mentees to provide opportunities for technical career advancement through mentorship. The program serves to increase visibility and engagement of key talent by offering employees more development opportunities. Every mentee will embark on a journey paired with a senior technical mentor and enjoy peer-to-peer learning to improve their technical and soft skills. In 2024, the program consolidated the U.S., Mexico Engineering Center and Hengelo Technical Coaching programs and expanded to include Bulgaria and additional sites in Mexico, resulting in 90 mentoring matches.

### Ability to Execute Essentials

As part of our commitment to continuously improve our culture, we offer Ability to Execute Essentials (A2E), a foundational behavior change program for all employees, at no charge. The A2E program uses a series of live virtual webinars in multiple languages and self-paced resources covering topics such as prioritizing effectively, driving idea generation, coaching others, having courageous conversations, influencing change and building personal resilience.

## Employee Performance Management

Our robust approach to performance management includes providing managers with tools to check in with direct reports about performance on a quarterly basis, with formal mid-year and year-end reviews recorded in our talent management system. In 2024, 98% of our eligible indirect employees received formal performance reviews.

## Communities of Practice

Our Connector Manager program is a three-part training designed to help managers support their teams. This program, available to managers at all levels, provides guidance on conducting career conversations with employees, effective performance evaluations, improving coaching skills and increasing team cohesion. To build on this program, in 2024, we added a Communities of Practice component - in-person sessions that bring program participants together after program completion, to share best practices and challenges faced when implementing the key concepts within day-to-day work. Based on positive feedback, we plan to incorporate the Communities of Practice concept into our A2E program in 2025.



## Retention and Succession Planning

In 2024, we conducted our second semi-annual global Employee Engagement Survey for indirect labor to measure and improve engagement, satisfaction and performance. Our April and October surveys both received response rates greater than 75%, identifying areas of both strength and improvement. We intend to continue surveying employees every six months to measure progress on action plans related to the survey topics and collect new input.

Our talent and succession planning process develops our talent pipeline and ensures we have a variety of qualified candidates. We review succession plans in detail to align to a build, buy and/or borrow strategy for key roles. For individuals designated as high potential and high performers, we work to ensure there is a clear development plan in place to enable continuous skill development and career opportunities.

Our *Rising Leaders* program aims to strengthen competencies and accelerate leadership skills by providing access to mentors, professional coaching and focused development. This program benefits both participants and our company as it builds our leadership pipeline, expands the knowledge base of our leaders and increases our resilience to turnover in leadership positions. Since the start of the program in 2015, more than 50% of all Rising Leaders have experienced internal movement including promotions, lateral moves and role changes.

## Performance

	2022	2023	2024
<b>Learning &amp; Development</b>			
<b>Total Training Hours</b>	95,182	98,839	97,446
<b>Training Hours – Indirect Employees</b>	67,646	67,194	75,865
<b>Average Training Hours per Employee – Indirect</b>	8 hours	8.5 hours	10.1 hours
<b>Percent of indirect employees receiving regular performance reviews</b>	100%	96%	98%
<b>Talent Management</b>			
<b>Employee Turnover (Exempt Employees only)</b>	13.7%	12.2%	8.5%
<b>New Hires – Total</b>	7,676	4,606	4,397
<b>New Hires – Indirect Labor</b>	1,207	914	794
<b>New Hires – Direct Labor</b>	6,469	3,692	3,603
<b>New Hires – Men*</b>	3,256	1,972	1,817
<b>New Hires – Men – Indirect Labor*</b>	880	604	527
<b>New Hires – Men – Direct Labor*</b>	2,376	1,368	1,290
<b>New Hires – Women*</b>	4,420	2,626	2,580
<b>New Hires – Women – Indirect Labor*</b>	327	303	267
<b>New Hires – Women – Direct Labor*</b>	4,093	2,323	2,313
<b>New Hires – Age 30 and under</b>	-	2,827	2,635
<b>New Hires – Age 31-50</b>	-	1,528	1,490
<b>New Hires – 51 and over</b>	-	251	273

\*Employees are not required to self-identify their gender, therefore New Hires – Men and New Hires – Women may not add up to New Hires – Total

# Employee Health, Safety and Well-Being

## Our Approach

Creating a work environment that fosters employee health, safety and well-being across our global locations is a high priority at Sensata. We provide regular training, resources and tools to managers, employees and contractors to promote our safety culture. We offer comprehensive and competitive benefits that facilitate holistic well-being including mental, physical and financial health. We focus on providing relevant and easy-to-access programs that build resilience and accommodate the different needs of our employees across the world.



## Employee Health and Safety

We strive to comply with applicable government laws and regulations and adhere to a standard of continuous improvement in our policies and practices that keep employees healthy and safe at all our sites. We expect all employees, contractors and site visitors to demonstrate safe and responsible behavior.

In addition to external safety assessments, Sensata’s manufacturing facilities and business centers conduct routine internal, location-based safety risk assessments to determine risks including natural disaster and emergency-related operational risks. Each facility maintains an emergency response plan developed in collaboration with facility managers, the respective business units and, where appropriate, local municipalities.

Our approach to Health and Safety is codified in our **Global Environmental, Health and Safety (EHS) Policy** and overseen by our Senior Director of Sustainability and Facilities, Environment, Health and Safety.

### Safety Audits and Training

In 2024, we continued to execute our five-year corporate due diligence assessment at our facilities. Incorporating key components from the Responsible Business Alliance’s audit program and some aspects required by ISO 45001 certification, the audits provide insights into the performance of our sites, guiding global assessment of key risks and corrective action across our entire portfolio.

In 2024, we assessed seven manufacturing sites for alignment with our global EHS minimum standards, all of which demonstrated compliance with the standards.

Each year, we provide health and safety refresher training for employees as we believe that proactive training on health and safety issues leads to fewer incidents. We are committed to providing one hour of training per month (12 hours per year) to direct labor and three hours of training per year to indirect labor employees.

### Global Program Alignment

Our global health and safety management strategy establishes a set of minimum EHS standards for our sites to follow. As our sites operate in different countries, each with a different set of occupational health and safety regulations, this strategy recognizes that a one-size-fits-all approach does not support our global operations. In addition to our EHS minimum standards, we tailor our health and safety processes to adhere to local requirements and applicable in-country laws and regulations.

In 2024, the EHS team in Attleboro continued to play a key role globally to align with our Electric Vehicle products. The team ensured compliance with federal requirements (e.g., OSHA, DOT) and Massachusetts safety requirements regarding permitting, licensing, handling, testing and shipping pyrotechnic devices. We provided third-party high voltage testing training to relevant test

engineers, and our efforts ensure custom-designed high voltage testing cells are properly safeguarded globally.

## Sensata’s Environmental Health and Safety Policy



### Comply

We endeavor to comply with all EHS laws and regulations.



### Prevent

We seek opportunities to prevent any kind of injury, ill health or pollution.



### Improve

We constantly strive to improve our performance in EHS.

All Sensata manufacturing facilities have safety management systems that are, at a minimum, aligned with the ISO 45001 Safety Standard, and we continue to support our locations in complying with audits. In 2024, 54% of our manufacturing, engineering, business center and lab locations were ISO 45001 certified, covering 76% of Sensata’s global workforce. We also achieved zero Major Non-Conformances for all sites with ISO 45001 certification and fewer observations in total, reflective of the increased safety performance at each site.

**Measuring Health and Safety**

Each of our facilities is responsible for tracking health and safety metrics every month. Our Global EHS performance dashboard, which summarizes key metrics including Total Recordable Incident Rate (TRIR) and Lost Day Case Rate, is accessible to all employees at any time, enabling increased transparency of our performance across our organization.

In 2024, we focused on maintaining safe work sites and continuing to improve our safety performance. We saw a slight increase in our Total Recordable Incident Rate, but a considerable decrease in the number of Lost Days, while our Lost Day Case Rate (LDCR) and Lost-time Injury Frequency Rate remained consistent with our 2023 performance. Part of this improvement is attributable to the internal targets and alignment with our global health and safety protocols that we implemented for one of our sites which has a higher risk of safety incidents due to the nature of the products manufactured there. These actions led to a 50% reduction in total recordable injuries at the site in 2024.

**Related Links**

[Global Environmental, Health and Safety \(EHS\) Policy](#)

**Performance**

	2022	2023	2024
<b>Facilities with ISO 45001 Certification</b>	50%	48%	54%
<b>Total Recordable Incident Rate (TRIR)</b>	0.09	0.13	0.16
<b>Lost Day Case Rate (LDCR)</b>	0.05	0.08	0.08
<b>Number of Lost Days</b>	192	819	703
<b>Lost-time Injury Frequency Rate – Employees</b>	0.23	0.38	0.38



## Employee Well-Being

We are committed to providing comprehensive and competitive benefit packages that attract and retain employees and enhance their well-being. We approach wellness as a philosophy, offering programs that foster holistic engagement and behaviors that help employees improve their health and feel better. We continue to offer versatile and easy-to-access programs and tools, particularly around mental health.

Our Chief Human Resources Officer oversees employee well-being with support from the Human Resources team. We develop programs based on current, relevant trends in our markets as well as feedback from employees, health brokers and benchmarked companies.

Our benefits include an array of quality health and income protection benefits that address different needs and protect employees and their families' health. Some benefits are provided automatically at no cost to employees, while costs for other benefits are shared between the employee and Sensata. We manage our benefit programs globally in a responsible manner, ensuring our programs comply with local government, state and federal regulations and are administered efficiently and effectively.

We assess our benefits every year to ensure we provide employees with competitive programs. Globally, we offer health care benefits, flexible leave, income savings and protection benefits in addition to programs that support financial, mental and physical well-being. We also offer a hybrid working model to provide flexibility to our employees and encourage work-life balance.



Employee photo submission - China

### Americas

#### United States

Across the U.S., we offer medical, prescription drug coverage, dental, vision, health savings account, health care and dependent care flexible spending accounts. We also offer income protection benefits, including life insurance, accidental death and dismemberment (AD&D), disability, critical illness and group accident insurance. Other benefit offerings include six weeks of paid parental leave and surrogacy and adoption assistance. This is in addition to paid vacation, sick leave, bereavement leave and holidays; education assistance; employee discounts; employee assistance program; and subsidized back-up care for children and adults.

In 2024, Sensata transitioned to a Flexible Time Off Policy for exempt employees working in the United States<sup>1</sup>. Instead of receiving or accruing a fixed number of paid vacation days, employees may take a reasonable

amount of Flexible Time Off at their discretion, subject to meeting business needs, satisfying internal obligations and manager approval.

Focusing on financial wellness, Sensata offers a comprehensive contribution and 401(k) Savings Plan that can improve retirement readiness. Contributions may be made on a pre-tax or post-tax basis, and we offer an employer match of up to 4% of eligible compensation with immediate 100% vesting. In 2024, we made 401(k) plan provision changes to support employees in challenging circumstances. These changes allow employees experiencing domestic abuse, terminal illness or federally declared disasters to withdraw from their retirement savings, to a limit, without an early withdrawal penalty.

<sup>1</sup>In California, the Flexible Time Off Policy is only applicable to employees in certain job grades. Employees not included in these job grades continue to accrue vacation time, determined by years of service, on a monthly basis.

### Mexico

We continued our Wellness Education Series in 2024, providing employees with opportunities to learn about physical health, mental health, social well-being and personal finance through webinars and other communications. Additionally, we provide nursing rooms at our Aguascalientes and Mexicali facilities to support nursing mothers.

### APAC

#### China

Our Employee Assistance Program, available to both employees and their immediate family, offers a variety of counseling services at no cost to employees. We hosted well-being focused webinars covering topics including energy and stress management, the power of self-awareness, tackling loneliness, supporting children's mental health and financially smart parenting.

On World Mental Health Day, we launched a "Healthy Minds at Work" webinar, covering the signs and symptoms of common mental health challenges, prioritizing mental health in personal daily routines, managing work-life balance, advocating for mental health and coping strategies for resilience.

#### India

In India, we offered multiple health and wellness initiatives including yoga and Zumba; free eye exams; and sessions on ergonomics, physical fitness, guided meditation and mental health to educate employees about strategies for overall well-being.

### Malaysia

For employees in Malaysia, we introduced a new option to obtain long-term medication through a collaboration between a local pharmacy and our insurance provider. This initiative provides increased convenience and lower costs, helping employees save time by placing medication orders online and enabling medications to be delivered directly to their homes.

### EMEA

#### Bulgaria

In 2024, we enhanced the medical plan for employees in Bulgaria, adding dental coverage. We also offer free counselling sessions to employees and dependents as part of our Employee Assistance Program. Local "Fun Committees" led events to build community and

promote belonging among employees. Activities included kayaking, tree planting, creation of a book club and a charity run.

#### The Netherlands

We hosted events throughout the year to support our Health and Wellness tradition in Hengelo. These included happiness and stress resilience workshops, team hikes and other sports and cultural events organized by our local ERGs. Our dedicated Health and Wellness Day treated employees to a healthy breakfast followed by wellness activities such as yoga, a laughter workshop, running clinic and climbing wall.

#### United Kingdom

In April 2024, we revamped our pension provision and introduced a 'pension salary sacrifice' initiative that allows employees to save tax and social security on their contributions. We also renewed our focus on financial well-being education, with monthly webinars and updates on key topics.

In Northern Ireland, our WinS ERG hosted several well-being activities, including organizing a yoga event, discussion on cancer prevention and training on 'Safe Place to Work,' in conjunction with the Women's Aid charity.

### Aguascalientes Receives National EHS Award

In 2024, Sensata's Aguascalientes site received the Mexican Social Security Institute's Entornos Laborales Seguros y Saludables (ELSSA) National Award in recognition for commitment to employee safety, health and well-being.



# Labor Practices

## Our Approach

We take pride in offering a safe, respectful and enriching work environment for Team Sensata at all our global locations. This means ensuring compliance with labor and government laws, as well as rules and regulations that apply to each location where Sensata operates. We have established policies for our operations and maintain high standards with our **Code of Business Conduct and Ethics**.

We also expect our suppliers to ensure fair labor practices and follow labor laws in their applicable jurisdictions. We believe that all individuals should be treated with dignity and respect, and we prohibit forced labor, child labor and human trafficking in our operations as well as those of our contractors, subcontractors, suppliers and their sub-suppliers around the world.

We comply with applicable government audits for payrolls, employee work permits and underage labor. Our Human Resources (HR) team regularly monitors wage rates to ensure employees are paid at or above the wages prescribed by the jurisdictions where they work. When conducting annual assessments for pay

gaps and performance reviews, we look for gender and regional bias and make corrections to ensure an equitable process. Sensata values our good standing in the locations where we operate, addressing concerns promptly and maintaining a record of zero violations of labor standards and practices.

### Oversight

The HR leadership team and Legal department oversee Sensata's labor practices as well as compliance with and communication of our policies. We ensure that our employees, including hiring managers and those in HR who are responsible for upholding labor standards at Sensata and within our supply chain, receive regular training in these areas.

**Our efforts are guided by our Code of Business Conduct and Ethics, as well as the following policies:**

- **Human Rights and Working Conditions Policy**
- **Commitment to a Culture of Belonging**
- **Supplier Code of Conduct**

Each of these policies is posted on our corporate website and accessible to all employees, including facility leads and HR managers. A review of these policies is included in new hire orientation and other training as appropriate.

### Freedom of Association

We respect our employees' rights to associate to form trade unions if they choose and do not stand in the way of collective bargaining activities. As of year-end 2024, approximately 170 of our employees, representing 0.81% of our total workforce, were covered by collective bargaining agreements. In addition, in various countries, local law requires our participation in works councils.

Employees have the right to express work-related opinions and grievances without fear of retaliation, harassment or retribution. Where we have unions, we work with them in good faith, and where we do not, we partner directly with employees to address concerns. In the process of implementing major operational changes such as workforce reductions that could affect employees, we follow country-specific requirements and laws to provide advance notice about the changes to our employees.

## Labor Management

Our global Labor Ethics Management System enables us to continually assess and evaluate potential risks and liabilities related to human rights and working conditions in our global operations. At the local level, each site's HR team meets regularly to discuss and proactively address potential employee relations and ethics concerns, which are reported to the HR leadership team during quarterly check-ins. These meetings enable our leadership team to stay abreast of global employee concerns.

Sensata is committed to a safe and inclusive work environment. We encourage any employee who witnesses or experiences discrimination in the workplace to immediately report it to our Ethics Hotline. Additionally, maintaining dialogue with our employees is important to us. In 2024, we conducted our second semi-annual pulse surveys with our global indirect labor in April and October to measure and improve engagement, satisfaction and performance. We used the results of the first survey to identify areas for improvement, while the second helped monitor engagement and demonstrate progress toward the survey action plans developed by our teams.

We are committed to continuous progress by establishing best practices across our organization. We will continue to work with our customers, suppliers and internal leaders to improve our labor practices.

## Related Links

[Human Rights and Working Conditions Policy](#)

[Code of Business Conduct and Ethics](#)

[Commitment to a Culture of Belonging](#)

[Supplier Code of Conduct](#)

## Sensata Bulgaria Named Team of the Year

In November 2024, our sites in Bulgaria - Botevgrad, Plovdiv and Sofia - were collectively named Team of the Year 2024 by Manager Magazine and Deloitte. Competing against 28 other companies, Sensata Bulgaria emerged as the winner after completing a rigorous three-stage selection process judging delivery of shared goals, effective collaboration, leadership and trust. Earlier in 2024, Sensata Bulgaria also secured third place in the "Employer of the Year" category at the annual Forbes Business Awards.



# Community Impact

## Our Approach

Since our founding over 100 years ago, Sensata has maintained a history of supporting the communities where we operate. We are proud of our role as a responsible community steward where our employees live and work, offering support for science, technology, engineering and mathematics (STEM) education, community development and equitable access to opportunities.

We seek input from employees and community partners to identify areas of need and use this information in implementing initiatives that maximize our impact. Team Sensata’s engagement made 2024 a successful year for the Foundation and our social responsibility programs.



### OUR APPROACH TO COMMUNITY IMPACT COMBINES:



**The Sensata Foundation’s (the Foundation) philanthropic programs** that build community partnerships, raise funds and distribute grants and donations to provide support to nonprofits across the U.S.



**Company-sponsored community impact programs** that encourage employee-led activities including volunteering through the Sensata Serves program.



## Sensata Foundation

The Sensata Foundation is governed by a Board of Directors and supported by Foundation Officers who provide regular updates to Sensata’s Strategy Leadership Team. The Foundation is focused on increasing employee engagement at U.S. sites, as well as growing community impact and giving through its programs (e.g., grants and matching gifts). Funding for the Foundation is sourced from both company and employee donations.

In 2024, the Foundation increased the reach of its grant program, awarding more than \$615,000 to nonprofits in the U.S. This is the largest amount distributed by the Foundation since its inception in 2017, and significantly exceeded the \$375,000 distributed to grantees in 2023. This was made possible by generous contributions from employees in 2023, which unlocked additional Company funding, enabling the Foundation to award grants to 50 nonprofits.

Additionally, the Foundation strengthened its collaboration with our ERGs by making honorary donations, totaling \$8,000, to charities chosen by the ERGs. The donations underscore the Foundation’s commitment to empowering ERGs in making meaningful contributions to communities. The Foundation has also committed to growing this program, allocating \$2,000 in honorary donations for each of the U.S. ERGs in 2025.

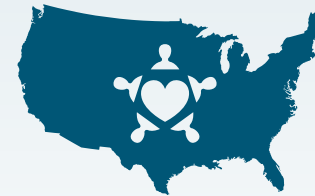


# Community. STEM.



Employee giving to the Foundation

**\$150,000+**



**50**  
community organizations received grants

**45%**  
of U.S. employees volunteered nearly



**~\$97,000**  
in matching gifts from the Foundation supporting 247 nonprofits across the U.S.

**6,500**  
hours with

**69**  
agencies to help communities in need

## Supporting Hurricane Helene Relief

In response to Hurricane Helene, which impacted multiple states in the eastern U.S., the Foundation donated \$5,000 each to the American Red Cross and World Central Kitchen for relief efforts.



### Employee Giving

Sensata supports employee giving to the Foundation and direct to charities. In 2024, employees gave more than \$150,000 to the Foundation through direct donations and fundraising events such as the Annual Giving Campaign and eAuction. 15% of U.S. employees, and 100% of U.S.-based Strategy Leadership Team members, made donations to the Foundation.

Employees also gave directly to other charities, participating in the Foundation’s 1:1 Matching Gift Program, which matches donations, dollar-for-dollar, up to \$1,500 per year per employee. On Giving Tuesday, the Foundation again hosted a special 2:1 matching gift opportunity to promote charitable contributions. In total, the Foundation matched nearly \$97,000 in employee donations, reaching 247 nonprofits across the country.

## Global Community Impact

Sensata Serves, the Company's volunteer program, creates opportunities for employee-driven initiatives to give time and talents for community impact. Employees across the world host events throughout the year to support a range of causes.

### United States

Employees receive eight hours of Volunteer Time Off every year to participate in community service, including our annual Day of Service or other volunteering events, during working hours.

In 2024, 45% of U.S. employees volunteered almost 6,500 hours with 69 agencies in their communities. More than 525 employees participated in Sensata's annual Day of Service in May, collaborating with community partners on 40 service projects across the U.S. Our culture of service is also woven into the Intern Day of Service, and in 2024, summer interns in Attleboro, MA; Bloomington, MN; Carpinteria, CA; and Troy, MI participated in service activities organized at their sites.

We also launched our annual Volunteer Recognition Program to celebrate Sensata's longstanding tradition and culture of giving back. The cornerstone of the program, which recognizes U.S.-based employees who consistently dedicate time for community service, is the annual Steve Reynolds Impact Award, given to an employee who models the values of compassion, humility and service. The winner is chosen by a Committee from nominations submitted by employees.

### Annual Events in Attleboro Inspire Interest in STEM

Every year, our Attleboro site hosts local students for STEM-focused events. With support from Sensata volunteers, for the third consecutive year, Attleboro welcomed young visitors, ages 5-12 years old, from Robbins Children's Programs, a longstanding community partner and Sensata Foundation grantee. Sensata volunteers engaged the students in a day of immersive learning and provided a peek into STEM at work.

For the seventh year, and in conjunction with Massachusetts STEM week, our Attleboro facility hosted students from community organizations, as well as employees' children, for our annual STEM Open House. Twenty-seven Sensata volunteers planned, designed and facilitated interactive experiments to make the event a success. Students explored a world of science, launching rockets, creating spaghetti towers, coding and building snap circuits.



### Bulgaria

Our sites in Bulgaria host annual Charity Bazaars to raise funds for local organizations. In 2024, funds raised from the bazaars were donated to the "Louis Braille" School in Sofia, the "Good for Everyone" Foundation in Botevgrad and "Mother Teresa" Family Accommodation Center in Plovdiv. Our Botevgrad, Plovdiv and Sofia sites also competed in the Concordia Foundation Charity Cup to support youth access to sports.

Additionally, Sensata Plovdiv celebrated the eighth anniversary of the production site's opening by continuing its tradition of supporting sustainable and ecological development in the community. As part of the celebrations, the team planted 80 trees and installed eight park benches in Trakia, the largest neighborhood in Plovdiv.

### China

Employees in Baoying participated in a 'Green and Healthy' campaign for Earth Day, combining fitness with service as they biked trails and picked up trash along the route. In Changzhou, employees participated for the third consecutive year in the annual "One Bag of Milk" walkathon, donating 17,300 RMB for children in need and walking approximately 26 kilometers through Changzhou City to support the cause.

### India

Employees in India sponsored a training program for engineering students in Jalgaon, Maharashtra, away from the industrial belt of Mumbai-Pune-Nashik, as part of an initiative to enhance employability and create opportunities in less industrial areas. Over the seven-day training, 120 electrical and electronics engineering students learned to build, program and implement systems on their own, receiving essential exposure to connect theory with practice.

**Malaysia**

In Malaysia, a team continued its volunteer work supporting students in the Young Enterprise (YE) Program at a secondary school. Acting as a Corporate Advisor, the team volunteered 141 hours, meeting with students regularly to provide guidance on establishing a company, running a business and managing its operations, including production, sales and marketing. These efforts culminated in the school winning five awards at the YE Annual Showcase and, in recognition of its longstanding support, Sensata was honored with a service award for 15 years of contribution to the program.

**Mexico**

As in recent years, employees in Aguascalientes engaged in various giving activities, including donating school supplies for children at Casa Mais, a nongovernmental organization that provides literacy programs and health care for people from indigenous communities. Employees celebrated Children’s Day with a trip to Rodolfo Landeros Park and hosted a holiday event, where they brought 80 presents for residents, played games and spent time together.

In Tijuana, employees supported elderly residents at Asilo El Tesoro de Vivir A.C. by organizing a food drive in collaboration with Sensata’s Otay and El Lago teams. Generous contributions from employees enabled the team to donate a stove, blender and laptop to the shelter.

**Performance**

	2022	2023	2024
<b>Sensata Foundation U.S. Giving</b>			
<b>Foundation Giving – Total</b>	\$515,446	\$532,537	\$736,188
<b>Foundation Giving – Grants</b>	\$350,000	\$375,000	\$615,260
<b>Foundation Giving – Matching Gifts</b>	\$104,870	\$133,347	\$96,926
<b>Foundation Giving – All Other</b> (e.g., disaster relief, ERG honorary donations)	\$60,576	\$24,190	\$24,002
<b>Number of Agencies Receiving Grant Funding</b>	37	41	50
<b>Employee Giving (U.S. only)</b>			
<b>Annual Giving to Foundation</b>	\$172,587	\$194,965	\$150,053
<b>Direct-to-charity</b>	\$129,703	\$123,470	\$92,219
<b>Employee Volunteerism (U.S. only)</b>			
<b>Participation – % of Employees</b>	39%	45%	45%
<b>Volunteer Hours</b>	5,304	6,552	6,464



**The Netherlands**

Our Hengelo team hosted their fourth annual Day of Service with both community and office-based activities. Events included removing litter from the Hardenbergse Canal; recycling devices for a charity store; building bird houses; painting fences and installing posts for the local environment; and walking with a group of elderly wheelchair users.

**Northern Ireland**

Employees at our Antrim site got involved in activities throughout the year to engage with their local community. One team participated in a bicycle ride to support Assistance Dogs NI, which aims to improve the quality of life for people with disabilities, while another group walked Cuilcagh Boardwalk in Enniskillen for TinyLife, a charity supporting premature babies.

# Innovating for Sustainability

## Contents

- Innovation of Sustainable Products
- Safe Mobility
- Product Quality
- Circular Economy

## Our Approach

At Sensata, our solutions serve as critical building blocks for making cleaner and more efficient products while our systems enable millions to make smarter, more sustainable choices. Our solutions create technological efficiencies, enhance user safety and promote a cleaner environment, facilitating reduced greenhouse gas (GHG) emissions and supporting our customers in developing more sustainable consumer products.



# Innovation of Sustainable Products

## Sustainable Innovation

Our commitment to sustainable innovation is guided by two growth drivers:



### Safe & Efficient

Sensata sensors are used to help improve the efficiency, performance and safety of products, including improving fuel efficiency in cars and heavy off-road vehicles, ultimately reducing greenhouse gas emissions.



### Electrification

Electrification and clean energy applications help decarbonize the planet by delivering power conversion and energy storage solutions for renewables, and components for electric vehicles, charging stations, infrastructure and more.

## Our Approach

At Sensata, our solutions serve as critical building blocks for making safer, cleaner and more efficient products, while our systems enable millions to make smarter, more sustainable choices. Our products create technological efficiencies, enhance user safety and promote a cleaner environment, facilitating reduced GHG emissions and supporting our customers in developing more sustainable end products.

We offer components and solutions across the complete electrification ecosystem, bringing the innovation, expertise and scale that empowers our partners to reach their goals. We are helping to lead the electrification transformation across multiple categories, from passenger cars to heavy trucks and industrial infrastructure to the power grid.

We are committed to making a significant contribution in the path to electrification with products such as high-voltage contactors and fuses, and thermal management systems for battery usage and storage, which require sophisticated monitors, controls and sensors.

Our solution innovation is focused on three primary areas:

- Increasing adoption of electrification and energy optimization systems,
- A growing need for diagnostic insights and prognostics, and
- Smart and intelligent sensing solutions to support digitization.

In 2024, electrification applications across our business were supported by global demand for greater efficiency and a cleaner environment. We are investing ahead of the curve in initiatives around electric vehicles (EVs), electrified commercial vehicles and clean energy solutions for a wide range of customers. In 2024, Electrification revenue was \$585 million across Sensata, representing more than 15.8% of total revenue.

Innovation of sustainable products is led by our Chief Technology Officer and supported by business unit leaders.





### Renewable Energy

Sensata is a leader in the global transition to cleaner energy, improving the efficiency, performance and safety for power conversion and storage for renewable energy and hydrogen applications.

#### Energy Storage and Power Conversion

Installing energy storage systems behind the meter enables customers to reduce energy costs and peak demand on the grid, which is often powered by fossil fuels. As industrial businesses begin utilizing renewable energy sources to power their facilities, they also need to time-shift between generation and use. Behind-the-meter storage offers customers energy resiliency and significant GHG emissions reduction, particularly when paired with on-site solar power generation. Dynapower products, including inverters, converters, rectifiers and custom transformers for renewable energy generation, green hydrogen production, EV charging stations and microgrid applications, energize and strengthen vital industries such as hydrogen production, e-mobility, energy storage, mining, metal finishing and defense, helping shape a clean energy future. In addition to energy storage solutions, our equipment prognostics software and performance data analytics enable customers to track energy usage and the flow of energy in and out of their storage solutions.

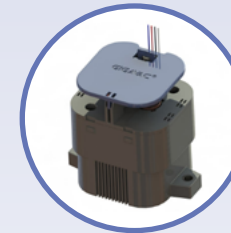
### Gigavac GTM400 and GTM500 Bidirectional Contactors

Our Gigavac bidirectional contactors, for applications up to 1500 volts and 400 and 500 amps, enable EV battery charging from the grid and/or a vehicle-to-grid system. The contactors are ideal for high-power applications that require reliable switching and DC circuit protection, including energy storage systems, DC fast charging stations and heavy-duty vehicles.

GTM400

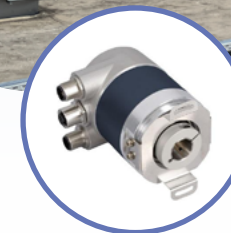


GTM500



### Encoders in Solar Photovoltaic Tracking Systems

Tracking the sun's path across the sky enables solar panels to produce more energy per day than a similar system with no tracking capability. Since the sun's movement is predictable from day-to-day and season-to-season, providing a motor/feedback system for each axis of each solar panel is a straightforward way to program the correct movement of the panel based on the season. Given that the panels are large and subject to hot, dusty conditions, they typically require a geared motor for precise movement, which in turn requires multi-turn absolute encoders, such as Sensata's hollow shaft encoder.



MHK5

## e-Mobility

From cars to heavy vehicles to aerospace, we are helping our partners navigate electrification.

### Automotive

While the future is driven by fast-changing consumer behavior and the need for a sustainable environment, trends such as automotive electrification and connectivity dictate the need for user-oriented, intuitive innovations where sensor-rich solutions play a key role. Our solutions can be found in a variety of automotive systems and powertrain architectures such as EV, hybrid and internal combustion engines (ICE).

Within our automotive business, we engage with nearly all of the world's leading Original Equipment Manufacturers (OEMs) launching battery EVs. In 2024, when EVs represented about 20% of total global auto production, EV revenues comprised about 18% of our total automotive revenues. In addition to building our portfolio with new technology and solutions aligned to EVs, we are positioning our current propulsion agnostic solutions, including tire pressure, brake pressure for electronic stability control and thermal management pressure sensors, to drive content growth on EV platforms. These differentiated solutions provide environmental and social benefits, including cleaner air and safer driving experiences.



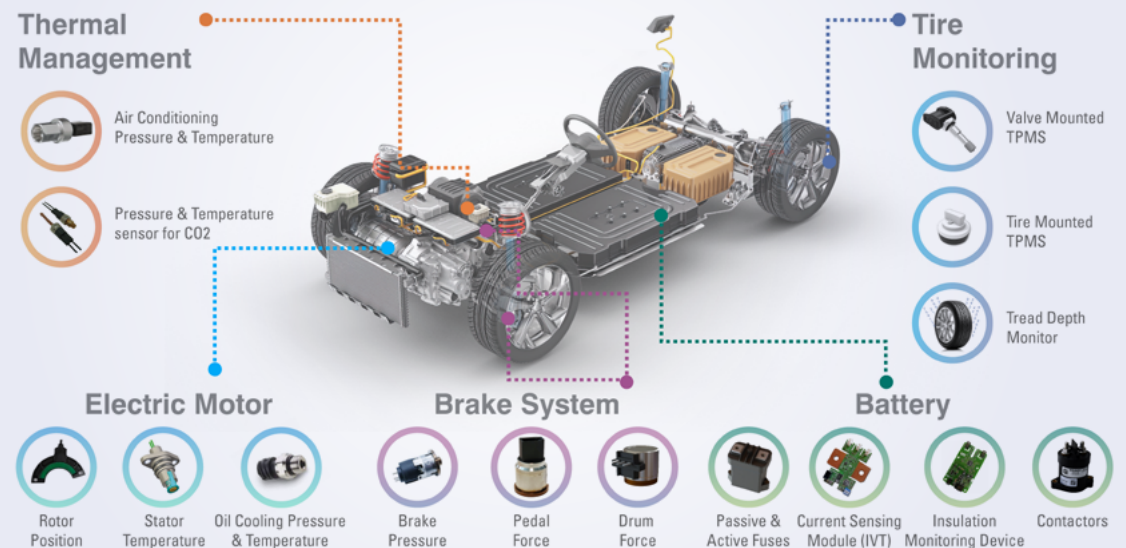
**PACE Awards Finalist for Second Consecutive Year**

Following a 2024 PACE Award win for our GigaFuse product, two Sensata products - our Modular Contactor (SMC600) and Fuel Cell Vehicle (FCV) Pressure Sensing Solution - were selected as finalists for 2025 Automotive News PACE and PACEpilot Awards. Automotive News' PACE Awards highlight breakthroughs that set new industry standards, recognizing automotive suppliers for excellence in innovation, technological advancement and business performance. The PACEpilot program acknowledges emerging, pre-commercial innovations in automotive and future mobility sectors.

## Sensata Applications in EVs

As EVs increase as a proportion of total production, our ability to improve the safety and efficiency of those vehicles increases. By 2026, we believe Sensata could contribute approximately double the content per vehicle of EVs compared to ICE vehicles.

Balancing our customers' needs to both optimize their internal combustion vehicles and launch new electrified vehicles is critical for Sensata. While we are focused on the transition to electric vehicles, we are doing our part to ensure all cars on the road are safer and more efficient. We continue to collaborate with our customers to ensure our products enable improved efficiency of ICE and hybrid vehicles.

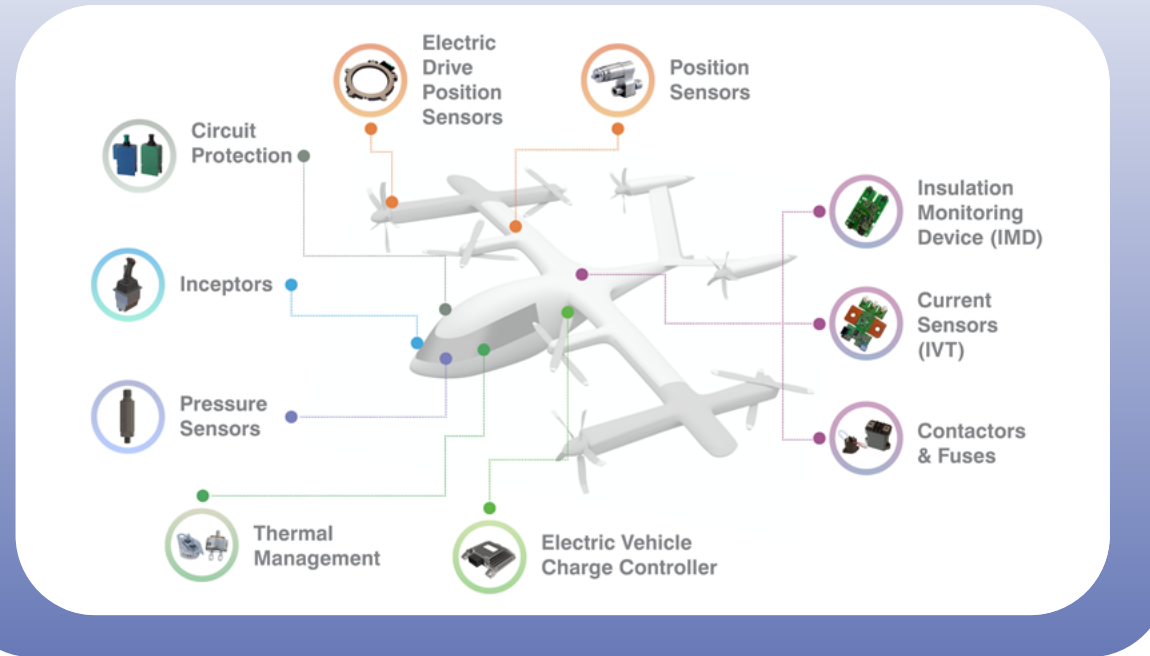


**Commercial Vehicles**

Although adoption rates of Battery Electric Vehicles (BEVs) for medium and heavy-duty transportation are not yet at the same levels as passenger cars, almost all traditional vehicle manufacturers and many newcomers have offerings in the market and are currently developing their next generation BEVs.

One of the major hurdles for increased adoption rates is the time needed to charge the large battery packs necessary to operate these trucks, and to remove this hurdle, charging power will need to increase above 1 megawatt. Our Heavy Vehicle and Off Road (HVOR) business unit supports the vehicle manufacturers achieving this, with both a dedicated range of contactors and fuses capable of supporting these power levels, as well as fully integrated assemblies, including our high-voltage junction box solutions that provide safe and reliable protection and power distribution for high power charging of commercial electric vehicles. The solutions include DC charging boxes that support megawatt charging of medium and heavy-duty electric trucks up to 850 volts and 1300 amps. Combining Sensata’s contactor, fuse and controller technologies into a compact package, the new high-voltage junction box is custom designed for specific vehicle requirements.

**Electrified Flight Portfolio**



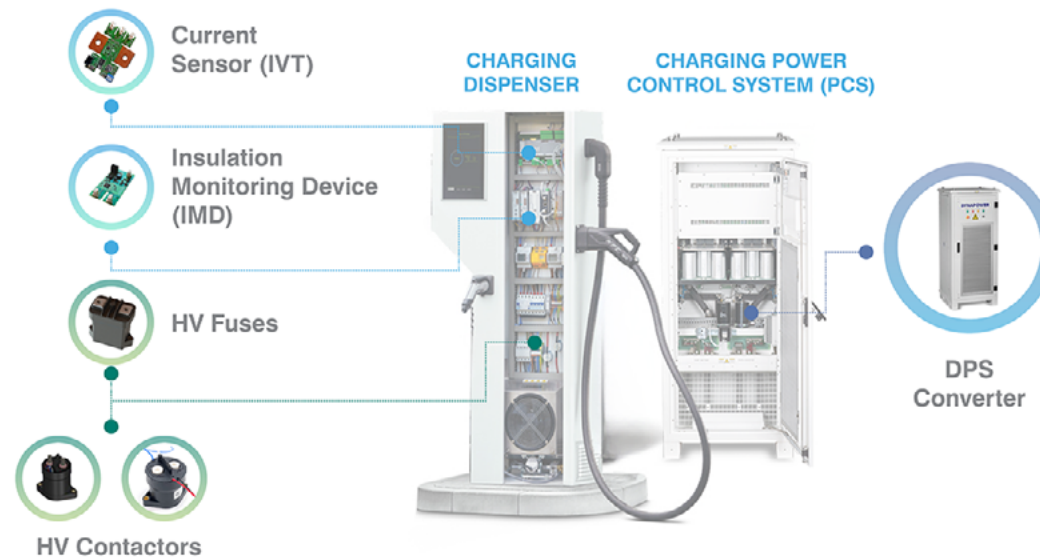
**Electric Aircraft**

In aerospace, we are working with OEMs to develop electrified vertical take-off and landing vehicles to address urban mobility challenges. Our contactors and fuses are customized to meet the small size and low weight requirements of these designs while protecting the vehicles and their occupants from the very high power levels required. Our aerospace applications respond to the need for full energy storage solutions where safe and efficient energy storage is of paramount importance for critical onboard tasks. Our designs support both infrastructure and aircraft mission profiles for advanced air mobility, urban air mobility, air taxi and middle or last mile cargo delivery.

**Electric Charging Infrastructure**

Driven by innovation, we are industry leaders in high-voltage components for fast-charging infrastructure.

Featuring innovative design tailored to meet the high voltage, temperature and current requirements of DC fast charging, our contactors, insulation monitoring devices, current sensors and power converters enable the safe and reliable charging of electric applications.



## Industrial

From HVAC systems to material handling applications, we are leading the way toward increasing the resource efficiency and electrification of industrial vehicles and buildings.

### Infrastructure Solutions

Sensata has been a trusted supplier of HVAC and refrigeration (HVAC/R) manufacturers for decades, with pressure, temperature and other components that are designed to deliver reliable performance and drive maximum efficiency in a challenging environment. With constant changes in temperature and pressure, HVAC/R systems – such as heat pumps, commercial chillers, boilers and more – demand design approaches with a strong focus, while meeting efficiency requirements that become more stringent every day.

We are also working with utilities to incorporate digital pressure sensors into water infrastructure. These sensors help prevent water loss in distribution networks by allowing utilities to remotely identify potential leaks, monitor usage and provide real-time intelligence through measuring the flow of water into each housing unit. Mapping these demand signals can help optimize water usage and better manage any network issues, enabling utilities to reliably supply water to the communities they serve.

### Material Handling

Lithium-ion batteries offer many advantages over lead acid batteries, such as operational efficiency, lower charging costs, no warm-up or cool-down periods between uses, longer cycle life, no maintenance needs and less carbon emissions during production. With the rise in lithium-ion battery packs, we recognize that a management system is necessary to monitor and maintain the health of the battery pack. Lithium Balance pushes battery-based electrification technology forward by developing, manufacturing and selling Battery Management Systems (BMS) for lithium-ion battery technologies. Our BMS is designed to be a long-term solution for our customers with the highest level of safety in mind.

Our c-BMS24X product uses advanced software functionality that enables improvements in vehicle range, uptime, battery health and performance in applications up to 24 cells in series and 2000 amps, such as energy storage systems, scooters, three-wheelers, forklifts and automated guided vehicles.

## Performance

	2022	2023	2024
<b>R&amp;D Spend as a % of Net Revenue</b>	4.7%	4.4%	4.3%
<b>% Revenue from Electrification Business</b>	11.4%	16.6%	15.8%



### Resonix™ RGD Sensor Wins Excellence Award at MCE Trade Show

The Mostra Convegno Expocomfort (MCE) event showcases the latest technologies, solutions and systems for smart buildings in commercial, industrial and domestic residential sectors from companies operating in the fields of HVAC+R, renewable sources, energy efficiency and water. Sensata’s Resonix™ RGD Sensor was one of about 50 products, chosen from approximately 1,700 exhibitors, for special recognition with the MCE Excellence Award.

HVAC manufacturers are phasing out hydrofluorocarbon (HFC) refrigerants to reduce global warming impacts, and as new platforms are deployed, the flammable refrigerants they are designed with need dedicated leak detection systems.

The Resonix™ RGD Sensor is recognized under UL 60335-2-40 Edition 4 and is the first sensor certified for multiple A2L refrigerants.

# Safe Mobility

## Our Approach

As a company that takes pride in engineering innovative solutions, we incorporate safety considerations into our product design. We are focused on increasing the safety of transportation vehicles and creating a net benefit for the safety of road users and the wider community through our products and technologies, including advanced sensing and vehicle autonomy. Our highly engineered devices - used in automotive, aircraft, industrial, military, heavy vehicle, recreational vehicle and marine applications - satisfy the world's growing need for a cleaner environment and improve safety, efficiency and comfort for millions of people every day. Our speed sensors, power controls, circuit breakers and pressure sensors and switches enable our partners to enhance their future safety offerings and save lives.

## Tire Pressure Monitoring Systems (TPMS)

Our tire pressure monitoring systems (TPMS) are designed to meet safety regulations across the world and reduce roadside tire events, automate tire checks and improve tire life. With more than 500 million TPMS sensors in the field today, we are one of the leading TPMS providers. Properly inflated tires improve vehicle handling by providing more contact with the road surface and increasing traction, which is essential for safe driving. Increased contact also leads to improved braking and turning performance.

Our TPMS solutions provide real time, actual tire pressure and temperature, enhancing vehicle safety and offering remote tire management for the future of autonomous driving, car sharing and connected vehicle initiatives. We continue to innovate, bringing next generation technology to the market including Bluetooth low energy communication, tire-mounted sensing hardware and virtual sensors, enabling insights beyond pressure and temperature.

## Brake Force Sensors

The brake force sensors we produce also contribute to safe mobility solutions. Our brake force sensor is used to directly measure the applied clamping force within the foundation brake, enabling closed-loop control of calipers and drums for passenger cars. Electromechanical brakes that use force sensors present an opportunity to enhance braking performance, increase safety and optimize regenerative braking capability. By replacing the traditional hydraulic control circuitry with electric signals, electromechanical brakes improve upon hydraulic-based control, given the demanding design requirements of electric vehicles.

## Aerospace Applications

Sensata parts are installed in aircraft worldwide and used for applications in flight control actuation, engine valve control, landing gear actuation, cockpit controls and environment control systems. A commercial jet alone is equipped with more than 1,500 Sensata components including mission-critical sensors and controls that play a role in enhancing the system's overall safety, efficiency and performance for millions of people every day. We are also supporting the aerospace industry's transformation as we work with innovative companies to develop solutions for new electric aircraft.

## Performance

	2022	2023	2024
<b>Tire Pressure Monitoring Systems Shipped</b>	89,016,592	83,327,715	76,800,160

## Related Links

### Vehicle safety case studies



## AirCheck BLE TPMS Retrofit Kit

In 2024, our Schrader brand launched its AirCheck BLE Retrofit Kit designed for towable trailers, recreational trailers, motorhomes and passenger cars without factory TPMS, featuring Bluetooth Low Energy (BLE) technology. The AirCheck BLE Retrofit Kit includes BLE sensors that monitor pressure, temperature and sensor battery status, providing accurate and timely information displayed in a user-friendly mobile app. This product utilizes the latest BLE technology to offer a reliable and convenient solution for monitoring tire pressure and temperature, ensuring a safer driving experience.

# Product Quality

## Our Approach

We prioritize product quality and are passionate about positive customer experiences. We recognize that our ability to deliver high-quality products is integral to maintaining our reputation and viability as a company. Our focus on incorporating quality into all aspects of our business reduces risk of product defects and enables us to maintain the trust of our valued customers and end users.

Sensata has produced billions of quality products and solutions for more than 100 years. We are guided by our internal Quality Policy and procedures, as well as stringent industry and customer requirements that determine how we design, develop and test products.

Led by the Global Head of Quality, our product quality efforts have helped enhance our customers' product portfolios while furthering our commitment to safety and sustainability. Our five quality pillars ensure we are engaging employees in our quality commitment and actively partnering with suppliers for continuous improvement. We also leverage our Global Centers of Excellence (CoEs), supported by our India Technology Center, to drive quality best practices and compliance across Sensata.



## Regulatory Compliance

Our operations are subject to local and global product regulations and protocols, including the International Material Data System (IMDS); Restriction of Hazardous Substances Directive (RoHS); Registration, Evaluation, Authorisation, Restriction of Chemicals (REACH); and International Traffic in Arms Regulation (ITAR). We are committed to providing customers with compliant products and being at the forefront of evolving regulations.

To ensure and document compliance with these requirements, Sensata's development and manufacturing facilities are certified under ISO 9001 and, where applicable, IATF 16949 and AS9001 global standards, as well as customer-specific or industry requirements, including Trusted Information Security Assessment Exchange (TISAX) certification, for the relevant sectors in which we operate. Additionally, our Material Content CoE is responsible for ensuring our products meet customer needs and comply with applicable environmental laws.

## Automation

Our decades of manufacturing expertise enable us to drive efficient, high-quality processes. We leverage next-generation automation to improve quality by providing consistent, accurate and uniform results to complex tasks. These automation efforts help guarantee that every product will consistently meet our standards and drive to zero defects while increasing employee productivity. To promote increased adoption of automation, a group of cross-functional leaders created a bi-weekly forum to review automation opportunities and accelerate implementation. We will continue our focus on, and capital investments in, automation across our manufacturing sites in 2025.

## Software Quality Assurance and Security

The advancement of complex, programmable electronics and software applications in our solutions has increased our focus on safety and security. We are working closely with Sensata’s Software and Systems teams to incorporate the latest systems and software product quality standards in our processes. These requirements include ISO standards for Functional Safety, Safety of the Intended Function (SOTIF), Product Cybersecurity and Over the Air (OTA) updates.

In early 2021, we completed our first major quality Software and Systems Process Improvements Capability Determination (SPICE) model assessment and set clear multi-year milestones for the different businesses working with software and systems to support our business strategy. Throughout 2024, we implemented, assessed and continued to review capabilities, including cybersecurity and functional safety assessments. This included establishing a focused software engineering organization in 2024, which reports directly to the Vice President of Engineering. We continue to assess and improve this skill set to ensure we comply with industry standards.

### TISAX Certification

As part of our commitment to software quality and information security, we continue to work with TISAX (Trusted Information Security Assessment Exchange) to increase the number of Sensata locations that are third-party certified. In 2024, we obtained certification for our remaining sites where TISAX is applicable, demonstrating the robust nature of our Quality Management System.

As vehicle regulations continue to harmonize and include software and cybersecurity updates, we will continue to evolve our product quality and capabilities to meet new requirements. This includes focusing on electric vehicles, material compliance, cybersecurity and product safety compliance. Additionally, we have restructured our organization to better serve our global customer base with a focus on regional implementation.

### Sensata GigaFuse Awarded 2024 Automotive News PACE Award

Sensata was awarded a 2024 Automotive News PACE Award for our GigaFuse product, an electromechanical fuse used in Battery Electric Vehicles. The prestigious award recognized automotive suppliers for superior innovation, technological advancement and business performances.

## Customer Satisfaction and Recognition

We pride ourselves on providing high quality products to our customers and strive for excellence. In 2024, we received 22 customer and industry satisfaction awards recognizing our commitment to delivering quality products and services. Award highlights include:

- **Automotive PACE Award - Gigavac**
- **Clean Energy and Employee Safety, Health and Well-Being Award - Aguascalientes, Mexico**
- **Five Star Industrial Award - Changzhou, China**
- **Supplier Excellence Award - Baoying, China**
- **Zero PPM Award - India**

We continually measure customer satisfaction to drive improvement in our products. We use indices and roadmaps, including customer scorecards, manufacturing site trends, customer events, causal analysis and more, to measure satisfaction and proactively address customer concerns throughout the life cycle of our products.

We strive to deliver customer excellence and continuously improve customer experiences by incorporating all learnings in all phases, beginning with development and continuing through end user feedback. Customers can raise questions or concerns by contacting us directly at [quality@sensata.com](mailto:quality@sensata.com).

### Performance

	2022	2023	2024
<b>Product Safety Recalls</b>	0	2	1
<b>Government Penalties Related to Product Regulatory Compliance</b>	0	0	0
<b>Quality Management System Certifications Withdrawn by Third Parties</b>	0	0	0
<b>Customer and Industry Satisfaction Awards</b>	19	15	22

# Circular Economy

## Our Approach

As our products continue to enable customers to deliver a safer, cleaner, more efficient and electrified world, it is critical that we consider the impacts of both our product inputs and end-of-life management. A circular economy focuses on reduced waste and pollution through fewer inputs as well as product repair and reuse. Given the nature of our business and our end markets, Sensata products are typically small components of larger products sold by our customers. Therefore, we believe our role in a circular economy is to design our products to optimize and extend the lifespan of our customers' end products through reduced emissions and waste, while increasing resource efficiency across components and materials used in our products. We also recognize that, by addressing the entire life cycle of our products, we can further limit our environmental impact and support the circular economy-related goals of our customers. Our approach to circular economy is influenced by our Engineering and Procurement departments as they are responsible for determining and obtaining the materials needed to manufacture our products.

## Products Supporting a Circular Economy

Sensata has been providing tire pressure management solutions to the automotive industry for more than 25 years and produces more than 76 million sensors annually. Two of the biggest benefits of maintaining proper tire pressure are extending tire life and improving the fuel efficiency of a vehicle, ultimately reducing emissions and waste.

Our Aftermarket business also enables consumers to extend the life of their automotive, heavy duty or motorsport vehicles. As material extraction is one of the highest emission-producing aspects of a vehicle's life cycle, extending the life of a vehicle by replacing mission-critical sensors that contribute to a safer, cleaner, more efficient and electrified world helps reduce the lifetime emissions of a vehicle and limit waste.



## Circular Design Principles

Although we are early in our journey to transition our products into a circular economy, we have historically integrated some of its aspects into product design and execution. All our products are designed with quality and durability in mind, enabling continued use throughout the lifetime of our customers' products (e.g., cars, trucks, HVAC systems, etc.). Additionally, recycled material is incorporated into some existing products, and we are working toward tracking the total number or percentage of our products that contain recycled content.

In 2024, we conducted an assessment to determine the availability of recycled materials within our supply chain. With greater awareness of our sustainable procurement options, we were able to successfully integrate recycled metal and plastic into several newly designed products.

We are also focused on increasing employee knowledge of circular economy principles. In 2024, we organized ecodesign workshops with our engineering community to help link sustainability and innovation. Further, we are working to increase our understanding of R-ladder solutions, with a focus on repair, recycling and refurbishment.

## Intelligent Tire Solutions for EV and Tire Manufacturers

Within the tire segment, the emergence of Intelligent Tire Solutions offers avenues for automotive OEMs to address critical issues, from driving range limitations to heightened environmental concerns regarding particulate emissions. For consumers, there is evidence that maintaining optimum tire pressure could reduce the cost of replacing tires over the life of a vehicle. For example, at 20% underinflation, EV owners could pay up to two times more for tires due to faster wear rates and higher tire pricing; therefore owners benefit from tire pressor sensors that provide better visibility to the actual versus recommended pressure in the tire. Advanced tread depth estimation software could also be used to alert the consumer to faster than normal tire wear, enabling the driver to make adjustments to decrease the rate of wear. Learn more [here](#).

# Protecting Our Environment

## Contents

- Energy and Emissions
- Environmental Compliance
- Waste Management
- Water Stewardship

## Our Approach

While our solutions serve as critical building blocks for making cleaner and more efficient products, we recognize that we must also reduce our own energy and water use, and, to the extent feasible, eliminate the use of harmful or non-recyclable materials in our products. We are committed to responsible environmental management practices at all our facilities worldwide and promoting a culture of working together for a more sustainable world.



# Energy and Emissions

## Our Approach

As a global company, we recognize the role we must play to address climate change by managing energy consumption and emissions resulting from our operations. We also recognize that a changing climate may impact significant aspects of our business and the operation of our facilities. Since 2017, Sensata has disclosed information regarding our greenhouse gas (GHG) emissions performance through CDP and other sustainability reporting platforms.

Our energy and emissions efforts are led by our Senior Director of Sustainability and Facilities, Environment, Health and Safety, who is responsible for program management and implementation of initiatives to improve the energy efficiency of our operations, reduce greenhouse gas emissions and other activities aimed at decreasing the environmental impact of our global sites.



## Climate Risks and Opportunities

We have conducted a qualitative assessment at the group level to identify the short-, medium-, and long-term climate risks and opportunities that have the greatest potential impact to our business. We face potential regulatory and market risks associated with the transition to a low-carbon economy, including regulatory mandates on existing products, changing customer behavior and increased cost of raw materials, as well as physical risks from the effects of climate change on our business, including extreme weather events and changes in long-term weather patterns. However, these risks also present opportunities and are considered in the development of our company strategy.

In addition to the qualitative assessment, we conducted a scenario analysis to quantify the potential impact of these risks to our business strategy and future financial results. We found that our business strategy is well positioned for both high and low emissions scenarios for EV and electrification market growth and, in modeling physical climate risk, identified drought and heat stress as top chronic physical risks. However, droughts are not expected to have a significant impact on our operations as we are not water-dependent, and the risk of heat stress is expected to be mitigated as the affected locations have air conditioning and

employees work inside. Further detail regarding our risk and opportunity assessment and scenario analysis can be found in our 2025 CDP Climate Change submission and [2024 IFRS filing](#).

### PROTECTING OUR ENVIRONMENT

By 2050



ACHIEVE  
**CARBON  
NEUTRALITY**

in our operations

By 2030



**45%**

Absolute reduction in Scope 1 and 2 market-based emissions compared to a 2021 baseline

### Managing Our Footprint

We are continuously evaluating opportunities to both decrease energy consumption and increase renewable energy use at our manufacturing facilities and business centers. We are focused on first reducing or eliminating our carbon emissions and then mitigating the remaining emissions through new technologies, renewable energy credits and other investments.

### Energy Efficiency and Renewable Energy

As a company that manufactures mission-critical sensor-rich solutions, we understand that energy is essential to our business. We strive to run our operations as efficiently as possible but recognize there is always room for improvement. We continue to implement practices from our Energy Efficiency Playbook across our global locations to enable sites to maximize energy efficiency and reduce energy consumption.

In 2024, we completed projects to improve operational efficiency and incorporate more renewable energy into our portfolio. We upgraded the air handling unit in our Operations Center in Attleboro, MA and installed solar panels at our facilities in Subang Jaya, Malaysia and Botevgrad, Bulgaria. In 2024, 15.5% of our total energy consumption came from renewable sources, a slight increase compared to our renewable energy consumption in 2023. In addition to the renewable energy already powering 100% of our Attleboro headquarters, Engineering Center in Hengelo, Netherlands and Unit 7 and 11 buildings in Antrim, Northern Ireland; we now have renewable energy powering 93% of our operations in Bulgaria and 3% of our operations in Malaysia.



### Over 85% of European Operations Powered by Renewable Electricity

As we continue to build our renewable energy portfolio, we are particularly focused on increasing the percentage of renewable energy driving our European facilities. As a result of our recent efforts, approximately 86% of the electricity consumed by our European sites came from renewable sources in 2024.

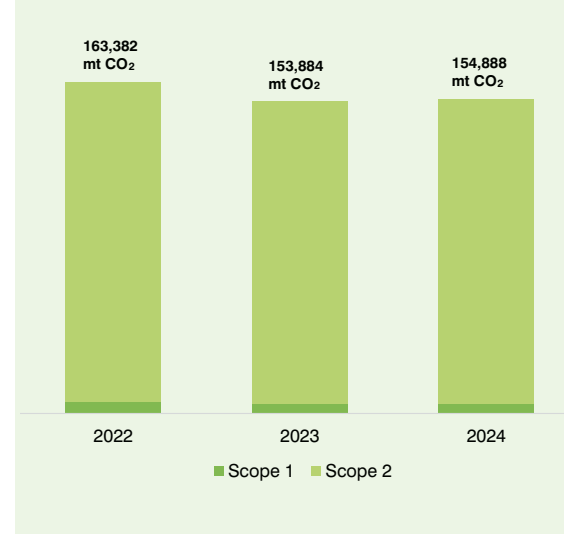
### GHG Emissions

#### Scope 1 & 2 Emissions

In January 2024, we announced a near-term goal to reduce absolute Scope 1 and 2 market-based emissions 45% by 2030 from a 2021 baseline. This goal is consistent with climate science and the level of decarbonization required to limit global temperature increase to 1.5°C compared to pre-industrial levels.

As part of our roadmap to achieve carbon neutrality in our operations, we are striving to power all our manufacturing facilities with 100% renewable energy by 2035, with six of our major manufacturing facilities reaching 100% renewable energy by 2030. We continue to calculate our GHG emissions according to the Greenhouse Gas Protocol and **obtained third-party verification** of our 2024 Scope 1, 2 and all relevant categories of our Scope 3 emissions.

### Scope 1 and 2 Market-Based GHG Emissions



In 2024, our Scope 1 and Scope 2 market-based emissions were 4,590 and 150,298 metric tons CO<sub>2</sub> respectively, representing a slight increase in Scope 2 market-based emissions compared to 2023. This increase is attributable to increased automation and the energy demands of advanced machinery and robotics, as well as greater production output at our manufacturing facilities in China. Although increased automation in our factories has led to higher electricity consumption and associated GHG emissions, automation also enhances sustainability by improving production efficiency, reducing waste and enabling more precise resource management, ultimately decreasing the overall environmental impact per unit of output. We remain committed to achieving our 2030 and 2050 goals and will continue to implement projects and initiatives aimed at decreasing our emissions and improving our overall sustainability. Furthermore, our GHG emissions strategy is constantly evolving, and we continue to evaluate our targets and timelines as we progress toward our goals.

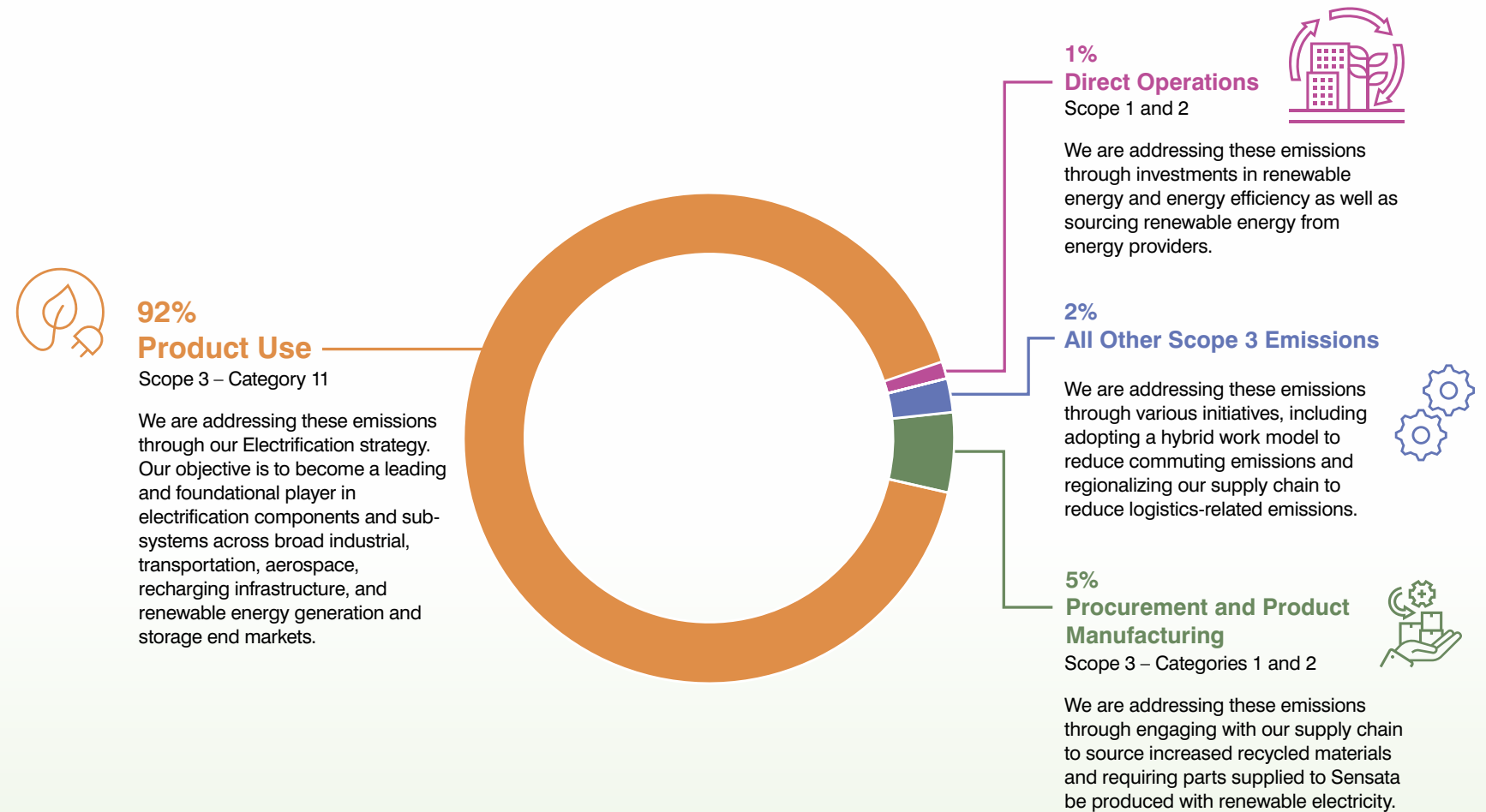
### Scope 3 Emissions

As part of our emissions inventory, Scope 3 emissions accounted for approximately 99% of our overall footprint, with most of our impact, roughly 92%, occurring during product use.

Our products are generally small components of much larger products and require minimal energy to operate. However, many of our products are used in fuel-powered transportation, including vehicles, heavy-duty equipment and airplanes, which currently have a large carbon footprint. Execution of our Electrification strategy and greener electricity grids have led to a meaningful reduction in emissions from the use of products we sell (Category 11), with a more than 21% reduction in emissions from our 2021 baseline. These developments have significantly contributed to the overall decline in our Scope 3 emissions footprint - 20% reduction from our 2021 baseline - aligning with our commitment to enabling cleaner and more efficient products.

We are also taking steps to address our upstream Scope 3 emissions. In 2024, we introduced **renewable energy requirements for our suppliers**, requiring the products they deliver to be manufactured with 100% renewable energy by the end of 2029. We continued our annual supplier sustainability survey to collect environmental data, including GHG emissions, achieving a 49.2% response rate in 2024. We also led several supplier workshops demonstrating how to conduct product carbon footprint assessments, improving the accuracy of our Category 1 and 2 data. Further, we are strengthening our region-for-region supply chains, focusing on regional production and distribution, which will reduce emissions associated with the transportation and distribution of our products.

### 2024 Scope 1, 2 and 3 GHG Emissions



## Performance

	2022	2023	2024
<b>Scope 1 Emissions (metric tons CO<sub>2</sub>)</b>	5,572	4,766	4,590
<b>Scope 2 Emissions Location-based (metric tons CO<sub>2</sub>)</b>	162,715	165,211	170,919
<b>Scope 2 Emissions Market-based (metric tons CO<sub>2</sub>)</b>	157,810	149,118	150,298
<b>Scope 1 &amp; 2 Location-based Emissions (metric tons CO<sub>2</sub>)*</b>	168,287	169,977	175,509
<b>Scope 1 &amp; 2 Market-based Emissions (metric tons CO<sub>2</sub>)</b>	163,382	153,884	154,888
<b>Scope 3 Emissions (metric tons CO<sub>2</sub>)</b>	15,690,500	14,052,500	13,067,317
<b>GHG Emissions Intensity</b> (Scope 1 & 2 Location-based Emissions/\$1M Revenue)	41.77	41.93	44.62
<b>GHG Emissions Intensity</b> (Scope 1 & 2 Market-based Emissions/\$1M Revenue)	40.55	37.96	39.38
<b>Market-based GHG Emissions Intensity Reduction from 2021 Baseline</b> (Scope 1 & 2 Market-based Emissions/\$1M Revenue)	10.7%	16.4%	13.3%
<b>Market-based GHG Emissions Absolute Reduction from 2021 Baseline</b>	N/A	N/A	10.7%
<b>Electricity Use (MWh)</b>	274,705	277,486	286,221
<b>Renewable Energy (%)**</b>	6.6%	12.8%	15.5%

\*2023 data has been updated to correct a data entry error that overstated our emissions by 20 metric tons.

\*\*Reflects renewable energy confirmed via certificates from our utility providers and on-site solar power generated at our facilities.

	2022	2023	2024
<b>Scope 3 Emissions (metric tons CO<sub>2</sub>)</b>	15,690,500	14,052,500	13,067,317
<b>Category 1: Purchased Goods and Services</b>	695,000	611,000	628,000
<b>Category 2: Capital Goods</b>	70,000	137,000	91,000
<b>Category 3: Fuel- and Energy-Related Activities</b>	40,000	40,000	40,000
<b>Category 4: Upstream Transportation and Distribution</b>	107,000	80,000	107,000
<b>Category 5: Waste Generated in Operations</b>	4,000	4,000	4,000
<b>Category 6: Business Travel</b>	7,000	6,000	6,000
<b>Category 7: Employee Commuting</b>	51,000	49,000	49,000
<b>Category 8: Upstream Leased Assets</b>	N/A	N/A	N/A
<b>Category 9: Downstream Transportation and Distribution</b>	5,000	4,400	6,200
<b>Category 10: Processing of Sold Products</b>	N/A	N/A	N/A
<b>Category 11: Use of Sold Products</b>	14,708,000	13,118,000	12,132,917
<b>Category 12: End-of-Life Treatment of Sold Products</b>	3,000	3,000	3,000
<b>Category 13: Downstream Leased Assets</b>	N/A	N/A	N/A
<b>Category 14: Franchises</b>	N/A	N/A	N/A
<b>Category 15: Investments</b>	500	100	200

# Environmental Compliance

## Our Approach

At Sensata, our solutions serve as critical building blocks for making safer, cleaner and more efficient products, and our technology systems enable millions of people to make smarter, more sustainable choices. While we highlight our contribution to the sustainability of our customers' products and energy transition in the **Innovating for Sustainability section**, we also recognize the need to ensure those contributions are made in an environmentally responsible way.

As part of our Environmental, Health and Safety (EHS) program, we aim to drive continuous improvement across our operations, progressively reducing the environmental impact of our activities and products by focusing on:

- The health and safety of employees and others, ensuring that personnel are properly trained;
- Efficient use of natural resources, including water conservation, materials recycling and responsible land use (e.g., prevention of deforestation and negative biodiversity impacts);
- Use of development and manufacturing processes that do not adversely affect the environment, including implementing processes and technologies to minimize waste and prevent air, water and other pollution;

- Responsible energy use and mitigation of greenhouse gas emissions, in line with activities to limit the impact of climate change, including improving energy efficiency and incorporating renewable sources into our energy portfolio;
- Decreasing the environmental impact of our products during use, including reducing the energy required to power them; and
- Eliminating hazards or reducing risks, where possible, to a reasonably practical level.

Our efforts are overseen by our Senior Vice President, Operational Excellence and underpinned by our Global Environmental, Health and Safety Policy.

## Environmental Management at Our Facilities

Sensata endeavors to comply with all applicable EHS laws and regulations. Our Environmental Management Program covers our global operations with a total footprint of nearly 5 million square feet, used by approximately 22,000 employees and temporary workers.

We collaborate with our workforce to develop and execute our performance goals and build a culture of accountability. Accordingly, through a consolidated dashboard system, we routinely develop and measure our performance toward our environmental management goals, and

train employees, contractors and visitors to our facilities on their responsibilities and our environmental management requirements. We also collaborate with the communities where we operate on the design and implementation of environmental and emergency response strategies at our facilities.

Sensata's facilities are managed in alignment with the ISO 14001 Management Standard, and in 2024, 83% of our manufacturing, engineering, business center and lab locations were ISO 14001 certified by a third party. Per this standard, all certified facilities are also audited annually by a qualified third party.

In 2025, we will continue to strive for full compliance with all relevant environmental laws and regulations, conduct our operations in a way that minimizes our environmental impact and work toward increasing the number of our facilities with ISO 14001 certification.

## Performance

	2022	2023	2024
<b>Facilities with ISO 14001 Certification</b>	77%	80%	83%

## Related Links

**[Global Environmental Health and Safety Policy](#)**

## Assessing Biodiversity Risk

In 2024, we conducted a location-specific assessment to better understand biodiversity risks for facilities within our operational control. Using the World Wildlife Foundation's Biodiversity Risk Filter, we observed that, while most of our facilities do not have a high impact or dependence on biodiversity, our sites in Mexico and China, as well as one site in India and one in the western United States face the greatest physical biodiversity risk. These sites were rated as high or very high for nature-dependent risks related to water availability, water quality, air quality and natural hazards including landslide, fire hazard, extreme heat and tropical cyclones.

All of our sites were rated as medium to very low risk for pressures on biodiversity (e.g., negative impact and reduced ecosystem services), as well as medium to very low reputational risk for proximity to Key Biodiversity Areas. Some of these risks were previously identified in our 2023 climate risk assessment and will be considered in the development of future Sensata facilities.

# Waste Management

## Our Approach

Our waste-related priority is compliance with local, national and global regulations and adherence to requirements for third-party certification of our environmental management systems. Although our operations do not generate a tremendous amount of waste relative to other manufacturers, minimizing waste and diverting it from landfill enables us to reduce our environmental impact.

At Sensata, waste management is overseen by our Senior Vice President, Operational Excellence, with program implementation led by our Senior Director of Sustainability and Facilities, Environment, Health and Safety in collaboration with Facility Managers at each of our sites.

## Measuring Waste

We track solid waste generation on a monthly and annual basis at all our manufacturing facilities and maintain recycling programs at these sites. As part of our ISO 14001 certification, we have set internal goals to reduce our solid waste and hazardous waste annually.

We strive to achieve a 100% recycling rate and actively recycle cardboard, wood, e-waste, batteries, plastics and non-metal scrap parts as well as several metals including silver, platinum,

cast iron, gold, aluminum, brass, nickel and copper. In 2024, we generated 9,372 metric tons of solid waste, an increase compared to 2023; however, we diverted a higher percentage of waste from landfill (84%) in 2024.

We also measure hazardous waste generation on a monthly and annual basis at all our sites that generate hazardous waste. Examples of hazardous waste generated by our operations, as classified per legislation in the country of origin, include cured and dried non-recyclable resins and glues, waste oils, solvents, liquid chemical pastes, expired chemical wipes, liquid cleaning agents and liquids from aerosol spray cans. In 2024, we generated 528 metric tons of hazardous waste, and in 2025, we will continue implementing initiatives to decrease waste created by our operations.

## Recycling Initiatives

As part of our waste management strategy, we periodically review and assess opportunities to both reduce waste generation and increase our recycling rate. For the last four years, we have partnered with a supplier to collect eligible hard-to-recycle hazardous waste items from our Attleboro headquarters, such as nitrile gloves and safety eyewear, to be upcycled into new consumer goods. We also continued our global electronic waste recycling program, enabling

e-waste to be sorted and processed at our facilities and then sent to an external vendor for final recycling.

In 2024, as part of our effort to reduce the amount of waste we dispose, we continued our project to better understand the contents of our recycled solid waste. We have implemented systems and processes that enable us to create a detailed breakout of recycled materials at facilities where recycling is available. The increased visibility supports our manufacturing facilities in consistently recycling more than 80% of the solid waste generated by our operations.

## Performance

	2022	2023	2024
<b>Total Non-Hazardous Waste Generated</b> (metric tons)	9,674	8,667	9,372
<b>Total Non-Hazardous Waste Recycled</b> (metric tons)	7,762	7,108	7,375
<b>Total Waste Disposed</b> (metric tons)	1,912	1,559	1,550
<b>Hazardous Waste Generated</b> (metric tons)*	537	526	528

\*2023 hazardous waste generated has been corrected to reflect data that was collected after the 2023 Sustainability Report was published.



# Water Stewardship

## Our Approach

The growing global scarcity of water poses a challenge to our operations, our customers and the communities where we conduct business. Water use at our facilities is not a significant component of our environmental impact; however, we recognize the need for clean and accessible water.

The majority of our water footprint occurs at our facilities through potable consumption and sanitation for employees and contractors, and as a result of the cooling process at some of our sites. Most of the water we use, aside from potable water consumption, is discharged back into the environment through wastewater treatment facilities or evaporation.

Our water stewardship efforts are led by our Senior Director of Sustainability and Facilities, Environment, Health and Safety, in collaboration with Facility Managers at each of our sites.

## Reducing Water Consumption

Consistent with our EHS Policy, we endeavor to comply with all applicable water regulations and maximize water efficiency throughout our direct operations. We seek to mitigate our impact on local water bodies through appropriate use of storm water management systems and by recycling processes and cooling water inside our facilities when feasible.



As we are not a water-intensive company, our primary focus is to provide safe sanitation and hygiene stations for our employees and ensure access to clean water, toilets and handwashing facilities. Based on our water use, we estimate a 90% discharge rate for water withdrawn into Sensata facilities, and in 2024, we saw a 6% decrease in water use.

## Assessing Water Risk

As part of a climate risk scenario analysis conducted in 2023, we identified increased severity of extreme weather events, including drought, flooding and access to clean water, as potential risks to our operations. We have already experienced instances of flooding in Malaysia and China, but our geographic diversification provides some resilience to these risks. Our scenario analysis will be used to inform decision making regarding the development of future Sensata locations.

## Performance

	2022	2023	2024
<b>Water Use</b> (megaliters)	1,280	1,328	1,243

## Aguascalientes Facility Reduces Water Consumption Through Efficiency Improvements

Since 2012, our facility in Aguascalientes, Mexico has used an on-site water recycling treatment plant to reduce its environmental impact. In 2024, the team identified and implemented efficiency measures, including increasing the number of water cycles in cooling towers and improving clarified water recovery volume, to help decrease the site's water consumption by more than 10% compared to 2023.

# Operating Responsibly

## Contents

- **Corporate Governance**
- **Ethics and Compliance**
- **Data Privacy and Security**
- **Government Relations**
- **Responsible Sourcing**

## Our Approach

At Sensata, we have a sense of pride and integrity in everything we do, from how we govern ourselves to our responsible sourcing practices. Our reputation for doing business with integrity and operating with high standards of business ethics helps us grow our business and solve the need to deliver a safer, cleaner, more efficient and electrified world.



# Corporate Governance

## Our Approach

At Sensata, we are committed to operating with integrity and adopting robust and transparent governance policies that promote the interests of our stakeholders and strengthen Board and management accountability. Strong governance is the foundation of our work and is led by our Strategy Leadership Team and overseen by our Board of Directors and its standing committees. Learn more about our corporate governance policies that reflect best practices in our [2025 Proxy Statement](#).

## Board of Directors

Our Board is diverse and experienced, and our directors bring unique perspectives to the issues and challenges we face. Our [Corporate Governance Guidelines](#) set forth the process for evaluating candidates for directors and require the Nominating and Corporate Governance Committee to consider diversity of professional backgrounds, age, gender and ethnicity of candidates. As of year-end 2024, 10 of our 11 directors are independent, including our Chairman of the Board, and five of 11 directors represent gender or racial diversity. We are committed to using succession planning and the refreshment process to continue advancing Board diversity.

## Enterprise Risk Management

Our management team is responsible for day-to-day management of risks that we face, while the Board, as a whole and through its committees, has responsibility for the oversight of risk management. In its risk oversight role, the Board is responsible for ensuring that the risk management processes designed and implemented by management are adequate and functioning as intended. Our entire Board and each of its committees are actively involved in overseeing risk management. The Board receives presentations from senior management on strategic matters involving our operations and regularly dedicates a portion of its meeting agenda to discuss Company strategy, including the corresponding risks. In addition, senior management attends Board meetings and is available to address questions or concerns raised by the Board related to risk management and other matters.

## Oversight of Sustainability

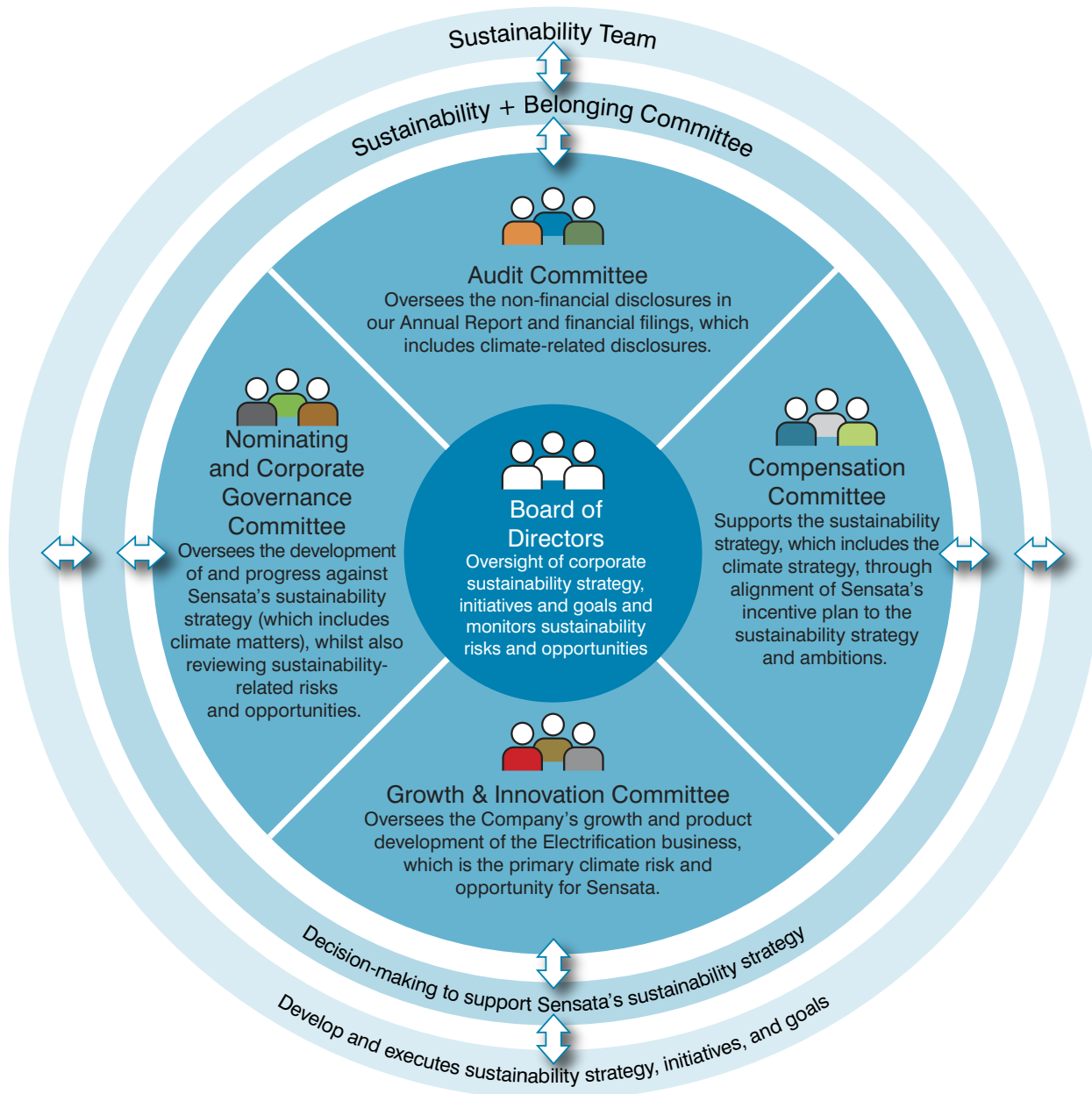
Our sustainability efforts are led by our General Counsel who, with the Sustainability team, collaborates with functional leaders across the company to develop and execute our sustainability strategy, initiatives and goals. Our strategy on sustainability issues is governed by the Sustainability + Belonging Committee, which convened four times in 2024 and is co-chaired by the Chief Human Resources Officer and the General Counsel. The Committee plays an important decision-making role to support Sensata's sustainability strategy, with membership including senior leaders across the organization who are responsible for the execution of the strategy within their respective business areas.

The Board of Directors oversees our corporate sustainability strategy, initiatives and goals and monitors the management of sustainability risks and opportunities, including those related to climate change. The Board considers oversight and effective management of sustainability issues and their related risks and opportunities as crucial to Sensata's ability to execute its strategy and achieve long-term sustainable growth. The Board receives quarterly updates on sustainability topics from the management team, which include progress against our sustainability-related goals.

## Our Purpose

To help our customers and partners deliver a safer, cleaner, more efficient and electrified world.

The Board delegates specific sustainability matters to its committees:



### Governance Data

	2022	2023	2024
<b>Number of Directors</b>	10	10	11
<b>Independent Directors</b>	8	8	10
<b>Woman Directors</b>	3	3	3
<b>Racially Diverse Directors</b>	1	2	2
<b>Average Director Tenure</b>	Less than 5 years	5.3 years	5.4 years
<b>Independent Chairman of the Board</b>	Yes	Yes	Yes

### Related Links

[2025 Proxy Statement](#)

[Corporate Governance Guidelines](#)

[Governance website](#)

Learn more about our Board and Committees, as well as their Charters and responsibilities, in our [2025 Proxy Statement](#) or by visiting our [Governance website](#).

# Ethics and Compliance

## Our Approach

At Sensata, our reputation for operating with integrity and high ethical standards helps us grow our business and contribute to a safer, cleaner, more efficient and electrified world. We expect suppliers and business partners to share our commitment to operating responsibly with respect for people and our planet and to take a stand against corruption, labor violations and human trafficking.

Sensata's approach to business ethics is guided by our Code of Business Conduct and Ethics ("Code"), which provides a framework for making business decisions and is available in local languages where we operate. Our Code establishes the importance of exercising sound, ethical judgment and recognizing shared priorities with our customers, shareholders, employees, suppliers and other third parties with whom we do business. The principles outlined in the Code reflect the fundamental values of fairness and integrity that are part of our culture globally and central to our goal of operating responsibly. The Code applies to all employees, officers and directors of the company, and Board approval is required for all Code revisions. Our Business Ethics program is overseen by our General Counsel who provides updates to the Audit Committee of our Board of Directors at each quarterly meeting.

## Reporting Concerns

We encourage and expect Team Sensata and our business partners to speak up by reporting any concerns regarding violations of our Code, policies or applicable law. We prohibit retaliation against employees for making a good faith report and offer multiple channels for reporting actual or suspected violations:

- Directly to a supervisor, supervisor's supervisor or representatives in the Human Resources or Legal departments.
- Directly or anonymously through our third-party managed **Ethics Hotline**.

Reported violations are appropriately investigated by our Legal and Human Resources departments, which report their findings to the Audit Committee. In 2024, our reports per 1,000 employees remained near 6.00 and continued to be well below an external benchmark of 10 reports per 1,000 employees.

We continue to focus on active investigation of all reports to drive improvements to investigation closure cycle time. In 2024, our average time to close reports was less than 50 days.



Sensata Technologies  
**Integrity Week 2024**

We hosted our fifth annual Integrity Week in 2024 as part of our continued commitment to embed ethical business principles within our organization. To address new risks to integrity created by technological changes, including the advancement of Artificial Intelligence (AI), the theme of the event was **Integrity in a Changing World**. During the week,

leaders from around the globe emphasized that new product development, market challenges, customer-driven challenges, new technologies and ever-evolving cybersecurity risks mean that we must stay vigilant about maintaining integrity in fast-paced environments. The week also featured the introduction of Sensata's AI Usage Policy.



## Pulse Integrity Survey

In 2024, we launched our second annual Pulse Integrity Survey to our global indirect labor force about ethics and compliance. With 66% of employees responding, the results were very positive, demonstrating improvement in most areas compared to 2023:

- Nearly 100% of respondents confirmed they are aware of Sensata’s Code of Business Conduct and Ethics (up from 98%).
- 95% of respondents confirmed they are aware of the Ethics Hotline (up from 90%).
- 94% of respondents agreed that Sensata shows commitment to ethical business decisions and conduct (up from 92%).
- 91% of respondents agreed that Sensata does not tolerate retaliation (up from 90%).
- 85% of respondents agreed that Sensata’s culture promotes reporting violations of the Code, our policies and the law (down from 87%).



## Mandatory Trainings

All employees are required to complete quarterly training, consisting of four modules, on our Code. In addition, mandatory training on other compliance topics, such as antitrust, anti-corruption and anti-harassment, are provided on a targeted basis across the organization. Our quarterly training calendar, reminders and reporting updates to Team Sensata help drive strong training completion rates.

## Anti-Corruption

Bribery harms communities, causes damage to reputation and disrupts markets. We are committed to winning customers and selecting business partners based on the merit of our solutions and never because of bribery or other illegal activity. All forms of bribery are prohibited across all Sensata operations, in all our locations and in all our interactions. We do not allow giving or accepting cash, cash equivalents or anything else of value to secure an unfair business advantage. We do not allow payments or the provision of any benefit to government officials to obtain business or other favorable treatment. We also do not allow facilitation payments to government officials to speed up their performance.



## Performance

	2022	2023	2024
<b>Code of Conduct Training Completion % (exempt)</b>	99.6%	99.7%	99.7%
<b>Code of Conduct Training Completion % (non-exempt)</b>	99.7%	99.9%	99.6%
<b>Ethics Hotline Reports/1,000 employees (assuming 22,000 Sensata employees)</b>	4.73	6.00	5.91

## Related Links

[Code of Business Conduct and Ethics](#)

[Anti-Bribery and Anti-Corruption Policy](#)

[Sensata Legal Policies & Procedures](#)

# Data Privacy and Security

## Our Approach

Maintaining data privacy and cybersecurity to protect our employees, customers and business is an integral aspect of our operations. Our approach to data privacy and cybersecurity is defined by our commitment to preserving the trust our employees and customers place in us and focuses on driving continuous improvement as the threat landscape evolves.

Our Director of Cybersecurity leads security operations, with a focus on identifying, evaluating, mitigating and reporting on information technology (IT) and cybersecurity risks that have the potential to threaten Sensata's enterprise information assets and systems, as well as data privacy and data protection programs. Our data protection, cybersecurity and global IT strategy is regularly aligned with business leaders across Sensata through our IT Excellence Committee meetings, chaired by our Chief Information and Digital Officer. Composed of employees in vice president and above roles, the committee met eight times in 2024 to ensure data protection, cybersecurity, IT and business priorities are communicated and understood throughout the organization.

The Chief Information and Digital Officer provides at least quarterly updates to the Audit Committee of our Board of Directors, which has ultimate oversight of data privacy and cybersecurity.



## Data Privacy

Data privacy at Sensata is guided by the National Institute of Standards and Technology (NIST) Cybersecurity Framework as well as industry best practices for maintaining the confidentiality, integrity and availability of employee, product, customer and supplier data. We promote transparency by disclosing how we collect, use and share personal information in our **Privacy Policy** to more clearly explain our data handling practices and increase trust with our customers and employees.

Our dedicated Privacy team, with support from our Legal team, continues to monitor developments in privacy regulations and protections and updates our policies and programs as required. On a regular basis, we implement and evaluate a range of technical and organizational measures designed to provide a level of security appropriate to the risk to the personal information

we process, including addressing the ongoing confidentiality, integrity and availability of personal information, through data processing agreements and data privacy impact assessments.

In 2024, we launched our AI Community of Practice and our first AI Usage Policy. The Community of Practice meets monthly with members of IT, Engineering and other business unit teams and serves as an open forum to discuss AI topics including trends, threats and best practices.

## Cybersecurity

At Sensata, the security of our information and IT assets are critical to our company. We are guided by our Information Security Policy, which includes our philosophy of information security, identifies the motivation for security, describes information security principles and terms and defines the scope of information security policies and responsibilities for various functions. We continue to improve the maturity of our cybersecurity program, aligning with the NIST Cybersecurity Framework.

Our Incident Response Team (IRT) utilizes guidelines identified in our Incident Response Plan to identify, assess and disclose cybersecurity incidents as applicable. The IRT consists of a core team, which includes representation from IT, Legal, and Human Resources, and an extended team, which includes other internal stakeholders. The IRT meets monthly to evaluate the effectiveness of our cybersecurity risk management processes and procedures, including the Incident Response Plan, which is designed to ensure prompt escalation of certain cybersecurity incidents so that management decisions regarding public disclosure and reporting of such incidents can be made in a timely manner.

In response to a third-party risk assessment conducted on our IT operations and systems to identify top risks specific to current operations, we took actions to strengthen our IT operations, cybersecurity and data protection programs in 2024. In addition to correcting findings from the risk assessment, we partnered with internal departments to develop new procedures to reduce risks and known critical vulnerabilities.



We also hosted our first “phishing tournament” in October for Cybersecurity Awareness Month, during which over 200,000 mock phishing emails were sent to employees. While our tournament was successful in improving employee awareness of potential threats, it led to a decrease in our phishing assessment pass rate for 2024 due to the volume of mock phishing emails sent. We also continued our annual tabletop cybersecurity incident exercises to help maintain employee awareness of cybersecurity threats.

### Performance

	2022	2023	2024
<b>Average Completion Rate – Mandatory Trainings</b>	98.8%	99.5%	99.4%
<b>Phishing Assessment – Pass Rate</b>	91.3%	95.4%	93.6%
<b>Phishing Assessment – Messages Sent</b>	109,669	123,678	327,345

### Related Links

[Privacy Policy](#)

# Government Relations

## Our Approach

Sensata actively engages with the communities in which we do business around the world and supports a variety of corporate citizenship initiatives. Sensata also encourages employees to be active in civic and community activities, including participation in the political and democratic process. All political, lobbying and civic activity by Sensata and our employees must comply with applicable laws, Sensata's Code of Business Conduct and Ethics and our **Political Activity Policy**. This policy, which sets forth basic principles concerning political contributions, trade associations and lobbying activities, applies to Sensata and its subsidiaries, affiliates and employees. The Nominating and Corporate Governance Committee has oversight responsibility of any political activity.

## Trade Associations

Sensata supports and participates in trade associations for a variety of reasons, including monitoring of industry policies and trends. Our participation with these organizations does not mean we endorse an organization's entire agenda or the views of its leaders or members. Furthermore, we do not make additional contributions to these organizations to support their political activities and prohibit these organizations from using our contributed funds to intervene, directly or indirectly, in any election.

## Political Contributions

As outlined in our **Political Activity Policy**, Sensata does not make contributions from corporate funds to candidates for state, local or federal office or to political parties. We also do not make any contributions from corporate funds to entities organized under Section 527 of the Internal Revenue Code, entities organized under Section 501(c)(4) to support political activities or to any super political action committees (PACs), ballot initiatives, electioneering communications, non-candidate organizations (such as political convention host committees) or for independent political expenditures.

## Related Links

### [Political Activity Policy](#)



In 2025, Sensata Technologies earned a perfect score of 100% on the CPA-Zicklin Index of Corporate Political Disclosure and Accountability, which evaluates transparency and oversight of corporate political spending. This recognition reflects our strong governance practices and commitment to ethical conduct, transparency, and accountability. Clear disclosure of political engagement is an important component of ESG, as it builds stakeholder trust, mitigates reputational and regulatory risk, and ensures alignment with our corporate values and long-term sustainability goals. We are one of only four Russell 1000 companies not in the S&P 500 to receive a 100% rating in 2024.

# Responsible Sourcing

## Our Approach

In 2024, Sensata's global supply chain included more than 6,600 suppliers in over 50 countries, and our total supplier spend exceeded \$2.4 billion, encompassing a wide variety of commodities and services that are required to support our operations. We are committed to operating with the highest standards of integrity and ethical behavior, and extend this commitment to our suppliers to ensure that participants in our supply chain are treated with dignity and respect. Assessing and managing our supply chain risks and engaging with suppliers to address these risks is critical to our long-term success.

Our **Supplier Code of Conduct** sets forth expectations for ethical social, business and environmentally responsible practices. The Supplier Code of Conduct is aligned with the Responsible Business Alliance Code of Conduct and reflects the fundamental values of fairness and integrity articulated in international, national and local conventions, namely the International Labor Organization (ILO) Conventions, International Bill of Human Rights and the United Nations (UN) Guiding Principles on Business and Human Rights (2011). Our suppliers have an affirmative obligation to promptly report, via our Ethics Hotline, any information or allegations related to a violation of our Supplier Code of Conduct. To drive responsible practices across our supply chain, we engage with multiple groups including nonprofit organizations,

regulators, suppliers, partners and sourcing advocates. We also continue to evolve our business continuity planning efforts to address climate, supply chain, geopolitical and marketplace risks.

We have identified the following areas as salient risks and have therefore prioritized them: child labor, forced labor or human trafficking; and conflict-related impacts from sourcing of minerals. While we currently prioritize these risks through focused efforts and collaborative engagements, the full scope of human rights risk is continuously managed through our responsible sourcing program and our annual due diligence responsible sourcing campaigns.

Our responsible sourcing practices are overseen by our Vice President, Global Procurement, who provides regular updates to senior leadership. Additionally, our Sustainability + Belonging Steering Committee receives bi-monthly updates on risks and opportunities associated with our responsible sourcing program, and our General Counsel provides periodic updates to the Board.

## Human Rights and Working Conditions

We expect our suppliers to maintain labor, health and safety, environmental and ethics practices that meet or exceed all applicable laws and relevant international norms and standards, such as the UN Universal Declaration of Human Rights and ILO International Labor Standards. We do not tolerate the use of child labor, forced labor or human trafficking in any form – including slave labor, prison labor, indentured servitude or bonded labor – in our operations or supply chain. We expect our suppliers to abide by relevant minimum wage and maximum hour regulations, including the payment of overtime, as applicable. Each year, Sensata publishes our **Annual Slavery and Human Trafficking Statement** that describes how we are tackling the challenges of modern slavery and human trafficking throughout our operations and supply chain.



## 2026 GOALS



### Achieve 75%

response rate on our responsible sourcing campaigns



### Achieve 100%

sourcing of Conflict Minerals from smelters that are conformant with the Responsible Minerals Assurance Process (RMAP) or equivalent standard

Since 2021, we have partnered with a third-party provider to assist in identifying and mitigating the risk of modern slavery and human trafficking throughout our global supply chain. Our approach focuses on surveying suppliers that make up 80% of our total spend and are located in high-risk countries, which included 1,379 suppliers in 2024. We survey suppliers on three key areas, which collectively assess our supply chain for the identified salient risks of child labor, forced labor and human trafficking:

**1. Human Rights:**

Survey evaluates supplier policies, procedures and management systems related to human rights and performance against international standards, conventions and agreements. Topics addressed include data privacy and security, use of security personnel, respect for indigenous land and people, and sub-supplier requirements to uphold human rights.

**2. Labor Rights:**

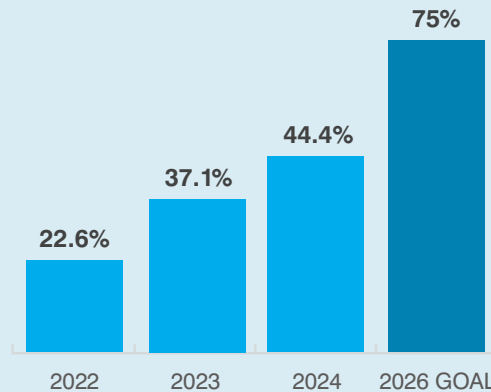
Survey assesses supplier policies, due diligence mechanisms, internal programs and certifications related to labor issues, including performance against international standards, particularly the ILO core conventions. Topics addressed include wages and benefits, discrimination, harassment, working hours, freedom of association and occupational health and safety.

**3. Organizational Commitment:**

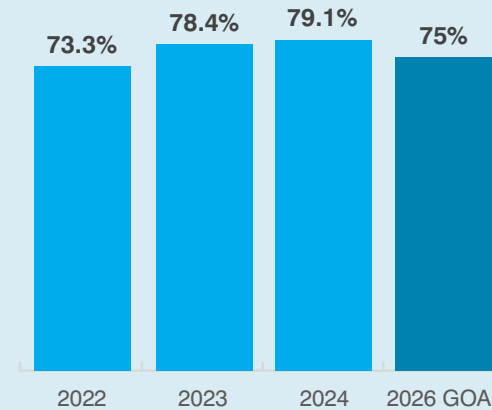
Survey evaluates suppliers on the policies, processes and practices they have in place to guide and communicate conduct on governance issues. Topics addressed

**Response Rates for Responsible Sourcing Campaigns**

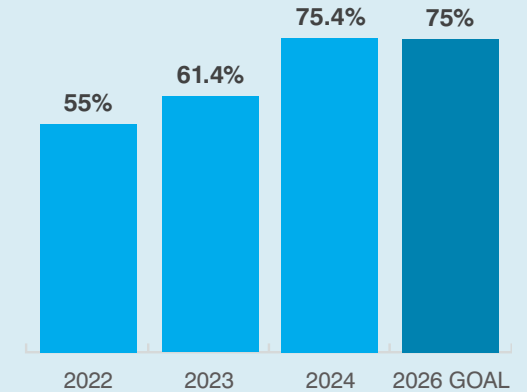
**Slavery and Human Trafficking**



**Conflict Minerals**



**Extended Minerals**



include business integrity, anti-bribery, anti-corruption and antitrust regulations, and whistleblower systems.

In 2024, the average response rate for the three surveys was 44.4%, exceeding the response rates for all of our campaigns since 2021. We remain committed to gaining meaningful insights into our supply chain and ensuring supplier compliance with our policies. We will continue to partner with and educate our suppliers as part of our efforts to reduce the risk of modern slavery and human trafficking practices throughout our global supply chain, providing training and feedback to support their completion of the surveys.

**Responsible Mineral Sourcing**

As with many manufactured goods, our products contain different minerals and metals that are required for functionality. Some of these raw materials can originate from conflict-affected and other high-risk areas. Although we do not have direct business relationships with any smelters or refiners of metals, we are committed to the transparency of our sources of certain minerals and to procuring minerals from suppliers that do not directly or indirectly finance or contribute to armed conflict or human rights abuses or are sanctioned by the U.S. government. Our **Responsible Mineral Sourcing Policy** and Supplier Code of Conduct set forth our requirements for supplier due diligence, risk assessment and compliance with this commitment.

We conduct an annual conflict minerals campaign to determine the smelter or refinery of conflict minerals within our supply chain and report our findings using the Responsible Mineral Initiative’s (RMI) Conflict Minerals Reporting Template (CMRT) and in our Conflict Minerals Report filed with the U.S. Securities and Exchange Commission. Consistent with our commitment to human rights, we also conduct due diligence regarding the use of cobalt and mica in our supply chain using the Extended Minerals Reporting Template (EMRT). A dedicated team, with the support of our third-party provider, analyzes information from our suppliers’ CMRT and EMRT disclosures and conducts due diligence on the source and chain of custody of minerals in our supply chain. Our Global Procurement organization engages with non-responsive suppliers or suppliers reporting sanctioned, high-risk or non-RMAP (Responsible Minerals Assurance Process) conformant smelters to implement corrective action plans.

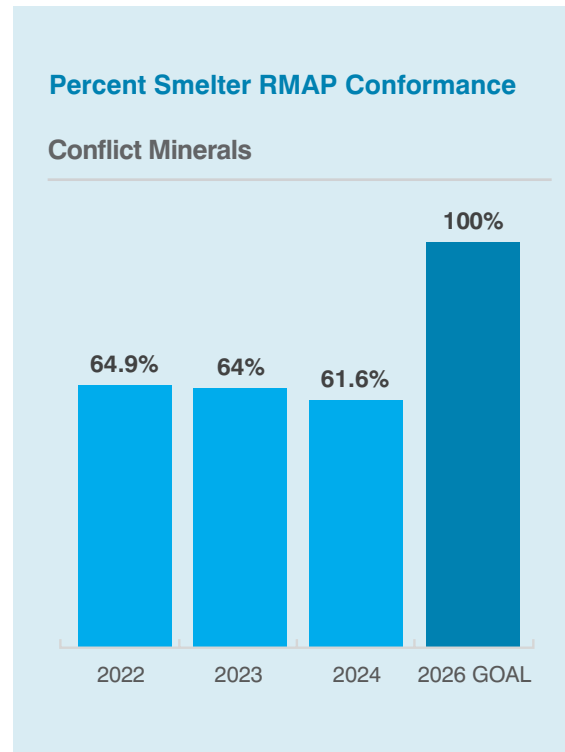
### Conflict Minerals and Extended Minerals Campaigns

During our 2024 conflict minerals campaign, we surveyed 1,507 suppliers and received responses from 79.1% of these suppliers. As a result of our heightened supplier engagement and targeted action plans, including training webinars to communicate our requirements to suppliers, we exceeded our 2026 goal to reach 75% response rate for the second consecutive year.

For our 2024 extended minerals campaign, we surveyed 1,480 suppliers and received responses from 75.4% of these suppliers, achieving our 2026 goal two years ahead of schedule. For each of our responsible mineral sourcing campaigns, we will continue to enhance our internal processes to refine the scope of suppliers, prioritizing those with active commercial relationships during the campaign year, and limiting outreach to suppliers that provide components containing the respective minerals.

While the supplier response rate for our conflict minerals and extended minerals campaigns increased, the percentage of reported smelters in our supply chain that are conformant with RMAP or an equivalent standard decreased and remains below our target. We are committed to making progress toward our 2026 goal and believe this decrease is partly attributable to the continuing trend, as noted by our third-party consultant, of smelters shifting away from compliance with RMI and other third-party verification groups for political reasons.

Additionally, due to the ongoing conflict between Russia and Ukraine, many Russian smelters have lost their RMAP conformant status. Though we do not directly source from any smelters, we will continue to work with our direct suppliers to encourage all smelters in our supply chain to be conformant with RMAP or an equivalent standard.



### Supplier Engagement

Our on-site supplier audit program, led by a third party, focuses on compliance with our Supplier Code of Conduct. During the audit, suppliers must provide business processes and procedures, integrity and ethical policies and management system certifications to demonstrate their compliance with our requirements. We conducted our second audit in 2024 and have identified the suppliers we intend to audit in 2025.

Further engaging with our suppliers in our responsible sourcing efforts, our annual sustainability survey collects data from suppliers regarding environmental sustainability and compliance. In 2024, we surveyed 1,379 suppliers, achieving a 49.2%% response rate. We will continue to engage with our suppliers regarding their environmental data, and the survey results will contribute to the development of our Scope 3 reduction initiatives.

### Performance

	2022	2023	2024
<b>Responsible Sourcing Campaign Response Rates</b>			
Conflict Minerals	73.3%	78.4%	79.1%
Extended Minerals	55.0%	61.4%	75.4%
Slavery & Human Trafficking	22.6%	37.1%	44.4%
<b>Percent Smelter RMAP Conformance</b>			
Conflict Minerals	64.9%	64.0%	61.6%

### Related Links

- [Global Supplier Quality Manual \(GSQM\)](#)
- [Human Rights and Working Conditions Policy](#)
- [Responsible Mineral Sourcing Policy](#)
- [Annual Slavery and Human Trafficking Statement](#)
- [Supplier Code of Conduct](#)
- [Supplier Portal](#)

# Appendix

- GRI Index
- SASB Index
- TCFD Index



## Global Reporting Initiative (GRI): 2024 Index

### General Disclosures

GRI Standard	Disclosure Number	Description	Location or Direct Answer
<b>Foundation</b>			
GRI 1: Foundation 2021	Requirement 7	Publish a GRI content index	This document represents the company's GRI content index.
	Requirement 8	Provide a statement of use	This report has been prepared in reference to the Global Reporting Initiative (GRI) 2021 and 2016 Standards. Some disclosures reference updated Standards: Water and Effluents 2018, Occupational Health and Safety 2018 and Waste 2020.
<b>General Disclosures</b>			
GRI 2: General Disclosures 2021	<b>The organization and its reporting practices</b>		
	2-1	Organizational details	Sensata Technologies Publicly traded company (NYSE: ST) Attleboro, MA, USA <a href="https://www.sensata.com/locations/business-centers">https://www.sensata.com/locations/business-centers</a> ; Who We Are, p. 6
	2-2	Entities included in the consolidated financial statements	2025 Form 10-K, Exhibit 21.1
	2-3	Reporting period, frequency and contact point	Reporting period: January 1, 2024 - December 31, 2024; Annual reporting Publication date: June 26, 2025 Point of contact: Kramer Ortman, Assistant General Counsel, Corporate & ESG ESGcompliance@sensata.com
	2-4	Restatements of information	2023 data has been restated in the following sections: Energy and Emissions, p. 45 - Scope 1 and 2 location-based Emissions Waste Management, p. 47 - Hazardous waste generated
	2-5	External assurance	<a href="https://www.sensata.com/sensata-sustainability-policies-procedures-and-notice">https://www.sensata.com/sensata-sustainability-policies-procedures-and-notice</a>
	<b>Activities and workers</b>		
	2-6	Activities, value chain and other business relationships	About Sensata, p. 5; Innovation of Sustainable Products, p. 32 2025 Form 10-K, p. 4-13; Our Brands ( <a href="https://www.sensata.com/our-brands">https://www.sensata.com/our-brands</a> ); Responsible Sourcing, p. 57; No significant changes compared to the previous reporting period.
	2-7	Employees	Our Workforce by the Numbers, p. 16
	2-8	Workers who are not employees	2025 Form 10-K, p. 11

GRI Standard	Disclosure Number	Description	Location or Direct Answer
GRI 2: General Disclosures 2021	<b>Governance</b>		
	2-9	Governance structure and composition	Our Approach to Sustainability, p. 12; Corporate Governance, p. 50-51
	2-10	Nomination and selection of the highest governance body	2025 Proxy Statement, p. 6-19
	2-11	Chair of the highest governance body	2025 Proxy Statement, p. 13
	2-12	Role of the highest governance body in overseeing the management of impacts	2025 Proxy Statement, p. 16-17; Corporate Governance, p. 50-51
	2-13	Delegation of responsibility for managing impacts	Corporate Governance, p. 50-51
	2-14	Role of the highest governance body in sustainability reporting	Corporate Governance, p. 50-51
	2-15	Conflicts of interest	2025 Proxy Statement, p. 72
	2-16	Communication of critical concerns	2024 IFRS Annual Report, p. 24-25
	2-17	Collective knowledge of the highest governance body	Corporate Governance Guidelines, p. 6
	2-18	Evaluation of the performance of the highest governance body	2025 Proxy Statement, p. 16
	2-19	Remuneration policies	2025 Proxy Statement, p. 33-50
	2-20	Process to determine remuneration	2025 Proxy Statement, p. 33-50
	2-21	Annual total compensation ratio	2025 Proxy Statement, p. 52
	<b>Strategy, policies and practices</b>		
	2-22	Statement on sustainable development strategy	A Message from our CEO, p. 7
	2-23	Policy commitments	Code of Business Conduct and Ethics; Responsible Mineral Sourcing Policy; Supplier Code of Conduct
	2-24	Embedding policy commitments	Operating Responsibly, p. 49-59
	2-25	Processes to remediate negative impacts	Ethics and Compliance, p. 52; Code of Business Conduct and Ethics, p. 4
	2-26	Mechanisms for seeking advice and raising concerns	Code of Business Conduct and Ethics, p. 4
	2-27	Compliance with laws and regulations	2025 Form 10-K, p. 105
	2-28	Membership associations	Government Relations, p. 56
	2-29	Approach to stakeholder engagement	Our Approach to Sustainability, p. 12
	2-30	Collective bargaining agreements	Labor Practices, p. 25

GRI Standard	Disclosure Number	Description	Location or Direct Answer
<b>Material Topics</b>			
GRI 3: Material Topics 2021	3-1	Process to determine material topics	Our Approach to Sustainability, p. 11; About this Report, p. 8
	3-2	List of material topics	Our Approach to Sustainability, p. 11

## Global Reporting Initiative (GRI): 2024 Index Environmental Topics

GRI Standard	Disclosure Number	Description	Location or Direct Answer
<b>Circular Economy</b>			
GRI 3: Material Topics 2021	3-3	Management of material topics	Circular Economy, p. 40
	Other KPI	Under development	Information unavailable - We are currently developing KPIs for this material topic that we intend to disclose in future reporting.
<b>Climate Risk</b>			
GRI 3: Material Topics 2021	3-3	Management of material topics	2024 IFRS Annual Report, p. 42-43
	Other KPI	Percent of revenue from electrification business	Innovation of Sustainable Products, p. 36
<b>Energy and Emissions</b>			
GRI 3: Material Topics 2021	3-3	Management of material topics	Energy and Emissions, p. 42-45
GRI 302: Energy 2016	302-1	Energy consumption within the organization	Energy and Emissions, p. 45; CDP 2025 Questionnaire, section 7.30.1
GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	Energy and Emissions, p. 45
	305-2	Energy indirect (Scope 2) GHG emissions	Energy and Emissions, p. 45
	305-4	GHG emissions intensity	Energy and Emissions, p. 45
<b>Environmental Compliance</b>			
GRI 3: Material Topics 2021	3-3	Management of material topics	Environmental Compliance, p. 46
GRI 307: Environmental Compliance 2016	307-1	Non-compliance with environmental laws and regulations	2025 Form 10-K, p. 105
<b>Innovation of Sustainable Products</b>			
GRI 3: Material Topics 2021	3-3	Management of material topics	Innovation of Sustainable Products, p. 32-36
	Other KPI	Percent of revenue from electrification business	Innovation of Sustainable Products, p. 36

GRI Standard	Disclosure Number	Description	Location or Direct Answer
<b>Waste Management</b>			
<b>GRI 3: Material Topics 2021</b>	<b>3-3</b>	Management of material topics	Waste Management, p. 47
<b>GRI 306: Waste 2020</b>	<b>306-1</b>	Waste generation and significant waste-related impacts	Information unavailable - We are working to collect relevant information to report on this indicator in the future.
	<b>306-2</b>	Management of significant waste-related impacts	Information unavailable - We are working to collect relevant information to report on this indicator in the future.
	<b>306-3</b>	Waste generated	Waste Management, p. 47
	<b>306-4</b>	Waste diverted from disposal	Waste Management, p. 47
	<b>306-5</b>	Waste directed to disposal	Waste Management, p. 47
<b>Water Stewardship</b>			
<b>GRI 3: Material Topics 2021</b>	<b>3-3</b>	Management of material topics	Water Stewardship, p. 48
<b>GRI 303: Water and Effluents 2018</b>	<b>303-1</b>	Interactions with water as a shared resource	Information unavailable - We are working to collect relevant information to report on this indicator in the future.
	<b>303-2</b>	Management of water discharge-related impacts	Environmental Compliance, p. 46
	<b>303-5</b>	Water consumption	Water Stewardship, p. 48; CDP 2025 Questionnaire, section 9.2.2

## Global Reporting Initiative (GRI): 2024 Index Social Topics

GRI Standard	Disclosure Number	Description	Location or Direct Answer
<b>Community Impact</b>			
<b>GRI 3: Material Topics 2021</b>	<b>3-3</b>	Management of material topics	Community Impact, p. 27-30
<b>GRI 413: Local Communities 2016</b>	<b>413-1</b>	Operations with local community engagement, impact assessments, and development programs	Community Impact, p. 27-30
<b>Culture and Belonging</b>			
<b>GRI 3: Material Topics 2021</b>	<b>3-3</b>	Management of material topics	Culture and Belonging, p. 14-15
<b>GRI 405: Diversity and Equal Opportunity 2016</b>	<b>405-1</b>	Diversity of governance bodies and employees	Our Workforce by the Numbers, p. 16
<b>Future Workforce</b>			
<b>GRI 3: Material Topics 2021</b>	<b>3-3</b>	Management of material topics	Talent Management and Future Workforce, p. 19-20
<b>GRI 401: Employment 2016</b>	<b>401-1</b>	New employee hires and employee turnover	Talent Management and Future Workforce, p. 20

GRI Standard	Disclosure Number	Description	Location or Direct Answer
<b>GRI 404: Training and Education 2016</b>	<b>404-1</b>	Average hours of training per year per employee	Talent Management and Future Workforce, p. 20
	<b>404-2</b>	Programs for upgrading employee skills and transition assistance programs	Talent Management and Future Workforce, p. 19-20
<b>Health, Safety and Well-Being</b>			
<b>GRI 3: Material Topics 2021</b>	<b>3-3</b>	Management of material topics	Employee Health, Safety and Well-Being, p. 21-24
<b>GRI 403: Occupational Health and Safety 2018</b>	<b>403-1</b>	Occupational health and safety management system	Employee Health, Safety and Well-Being, p. 21-22
	<b>403-2</b>	Hazard identification, risk assessment, and incident investigation	Employee Health, Safety and Well-Being, p. 21
	<b>403-3</b>	Occupational health services	Employee Health, Safety and Well-Being, p. 21-22
	<b>403-4</b>	Worker participation, consultation, and communication on occupational health and safety	Information unavailable - We are working to collect relevant information to report on this indicator in the future.
	<b>403-5</b>	Worker training on occupational health and safety	Employee Health, Safety and Well-Being, p. 21
	<b>403-6</b>	Promotion of worker health	Employee Health, Safety and Well-Being, p. 23-24
	<b>403-7</b>	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Supplier Code of Conduct
	<b>403-8</b>	Workers covered by an occupational health and safety management system	Employee Health, Safety and Well-Being, p. 22
<b>403-9</b>	Work-related injuries	Employee Health, Safety and Well-Being, p. 22	
<b>Labor Practices</b>			
<b>GRI 3: Material Topics 2021</b>	<b>3-3</b>	Management of material topics	Labor Practices, p. 25-26
<b>GRI 402: Labor/Management Relations 2016</b>	<b>402-1</b>	Minimum notice periods regarding operational changes	Labor Practices, p. 25
<b>Responsible Sourcing</b>			
<b>GRI 3: Material Topics 2021</b>	<b>3-3</b>	Management of material topics	Responsible Sourcing, p. 57-59
	<b>Other KPI</b>	Response rate for responsible sourcing campaigns	Responsible Sourcing, p. 59
<b>Safe Mobility</b>			
<b>GRI 3: Material Topics 2021</b>	<b>3-3</b>	Management of material topics	Safe Mobility, p. 37
	<b>Other KPI</b>	Tire pressure monitoring systems shipped	Safe Mobility, p. 37

## Global Reporting Initiative (GRI): 2024 Index Governance Topics

GRI Standard	Disclosure Number	Description	Location or Direct Answer
<b>Corporate Governance</b>			
GRI 3: Material Topics 2021	3-3	Management of material topics	Corporate Governance, p. 50-51
	Other KPI	Board diversity	Corporate Governance, p. 51
<b>Data Privacy and Security</b>			
GRI 3: Material Topics 2021	3-3	Management of material topics	Data Privacy and Security, p. 54-55
GRI 418: Customer Privacy 2016	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Information unavailable - We are working to collect relevant data to report on this indicator in the future.
<b>Ethics and Compliance</b>			
GRI 3: Material Topics 2021	3-3	Management of material topics	Ethics and Compliance, p. 52-53
GRI 205: Anti-Corruption 2016	205-2	Communication and training about anti-corruption policies and procedures	Ethics and Compliance, p. 53
<b>Product Quality</b>			
GRI 3: Material Topics 2021	3-3	Management of material topics	Product Quality, p. 38-39
	Other KPI	Product safety recalls	Product Quality, p. 39

## Sustainability Accounting Standards Board (SASB): Electrical and Electronic Equipment

Topic	Code	Accounting Metric	Location or Direct Response
Energy Management	RT-EE-130a.1	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	Energy and Emissions, p. 45
Hazardous Waste Management	RT-EE-150a.1	Amount of hazardous waste generated, percentage recycled	Waste Management, p. 47
	RT-EE-150a.2	Number and aggregate quantity of reportable spills, quantity recovered	We experienced no reportable spills in 2024.
Product Safety	RT-EE-250a.1	Number of recalls issued, total units recalled	Product Quality, p. 39
	RT-EE-250a.2	Total amount of monetary losses as a result of legal proceedings associated with product safety	We are unable to provide data for this metric at this time.
Product Lifecycle Management	RT-EE-410a.1	Percentage of products by revenue that contain IEC 62474 declarable substances	We are unable to provide data for this metric at this time.
	RT-EE-410a.2	Percentage of eligible products, by revenue, certified to an energy efficiency certification	This metric is not relevant for our company. Our products cannot be certified to an energy efficiency standard as they are components of larger consumer products.
	RT-EE-410a.3	Revenue from renewable energy-related and energy efficiency-related products	Innovation of Sustainable Products, p. 36
Materials Sourcing	RT-EE-440a.1	Description of the management of risks associated with the use of critical materials	Responsible Sourcing, p. 57-59
Business Ethics	RT-EE-510a.1	Description of policies and practices for prevention of: (1) corruption and bribery and (2) anti-competitive behavior	Ethics and Compliance, p. 52-53
	RT-EE-510a.2	Total amount of monetary losses as a result of legal proceedings associated with bribery or corruption	We experienced no monetary losses as a result of legal proceedings associated with bribery or corruption in 2024.
	RT-EE-510a.3	Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations	We experienced no monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations in 2024.

## Task Force on Climate-Related Financial Disclosures (TCFD)

Governance	Location or Direct Answer
a) Describe the board's oversight of climate-related risks and opportunities.	CDP 2025 Questionnaire, section 4; 2024 IFRS Annual Report, p. 42-43
b) Describe management's role in assessing and managing climate-related risks and opportunities.	CDP 2025 Questionnaire, section 4; 2024 IFRS Annual Report, p. 42-43
Strategy	Location or Direct Answer
a) Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	CDP 2025 Questionnaire, section 3
b) Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.	CDP 2025 Questionnaire, sections 3 and 5
c) Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	2024 IFRS Annual Report, p. 47-48
Risk Management	Location or Direct Answer
a) Describe the organization's processes for identifying and assessing climate-related risks.	2024 IFRS Annual Report, p. 43
b) Describe the organization's processes for managing climate-related risks.	2024 IFRS Annual Report, p. 48
c) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.	2024 IFRS Annual Report, p. 48
Metrics and Targets	Location or Direct Answer
a) Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	Energy and Emissions, p. 45
b) Disclose Scope 1, Scope 2 and, if appropriate, Scope 3 greenhouse gas (GHG) emissions and the related risks.	Energy and Emissions, p. 45
c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	Energy and Emissions, p. 42

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