

Sustain ability

Key points

Our business

Sensirion Holding AG is a joint stock company listed on the SIX Swiss Exchange and headquartered in Stäfa, Switzerland. Sensirion further operates 12 offices in China, Germany, Hungary, Japan, Singapore, South Korea, Taiwan, the Netherlands and the United States. Sensirion develops and produces sensor solutions for measuring environmental parameters, gas flow, liquid flow and machine diagnostics. The company enjoys an excellent reputation in its relevant field within the semiconductors industry, delivering sensor solutions for applications to the automotive, medical, industrial and consumer goods sectors.

Main applications per market

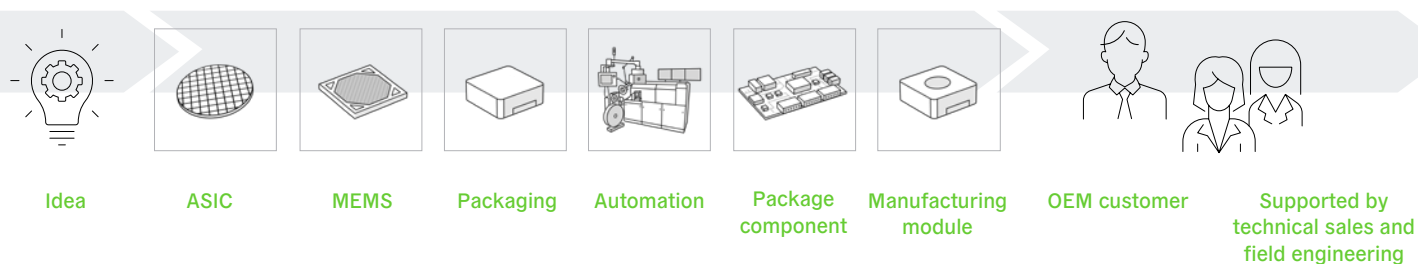
- **Medical** Ventilators and CPAP devices
- **Industrial** Gas burners, home appliances (e.g. refrigerators, air conditioners, air purifiers), smart gas meters and heating, ventilation and air conditioning (HVAC) systems
- **Automotive** Tier 1 and Tier 2 suppliers of modules for interior anti-fog, comfort functions and engine control
- **Consumer** Smart thermostats and air quality monitors

All semiconductor wafers used at Sensirion are developed in-house, specifically designed for each product family. In order to optimize the use of capital and increase flexibility, the production of these CMOS (complementary metal-oxide-semiconductor) wafers is outsourced to global foundries in Asia and Europe. Afterwards, the wafers are shipped to Sensirion Switzerland for further sensor processing on wafer level in our own cleanrooms. The packaging steps and sensor calibration steps that follow the clean room processes are done on equipment that is partially designed by Sensirion's own automation group to meet the specific

requirements of sensor production. Finally, the end test on component level completes the tight process controls and assures that high quality standards are achieved. Depending on the application and product, these semiconductor components are either sold directly to the end customers around the world or further processed into higher-value integrated sensor modules in our own facilities in Hungary, China, South Korea and Switzerland. Sensirion relies on its own sales team, which is organized by market and supported by local sales offices in China, USA, Japan, South Korea, Singapore and Taiwan. We also work with local distributors to reach relevant customers as well as global catalogue distributors.

Finally, Sensirion's finished products are shipped through logistics companies that retrieve goods from our manufacturing facilities and deliver them directly to customer product assembly lines. We predominantly operate an original equipment manufacturer business (OEM) – in other words, the products we make are integrated into our customers' devices; they are not considered standalone products. Thus, the destination of our sensor products is usually another large manufacturing facility that builds our sensor products onto a circuit board or directly into the final devices (e.g. a car or an air purifier) and then ships them to the end consumers.

Value chain



The strategic deep control of the value chain and the close relationship to universities that allows us to keep recruiting top talents from engineering are key ingredients for continued success.

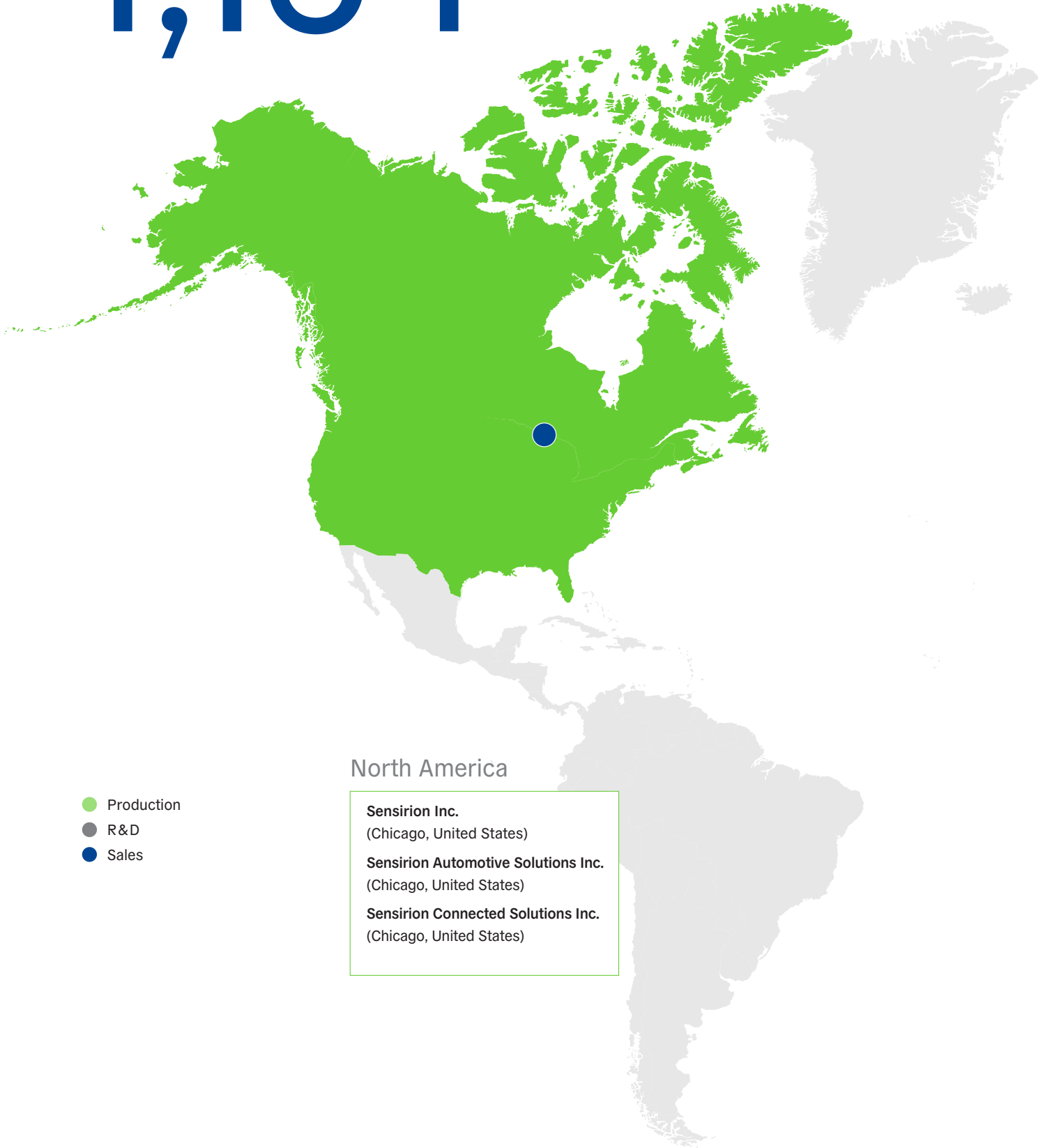
Built with values

Sensirion, a company founded in 1998 as an ETH Zurich spin-off by Moritz Lechner and Felix Mayer, has grown to become a global leader in innovation with a unique culture and style that we call the SensiSpirit. At Sensirion, we prioritize the human factor and strive to build long-lasting relationships with our customers, prospective employees, shareholders, analysts, suppliers and the general public with both curiosity and passion.

The SensiSpirit is based on the following values:

- **Fair and honest** These are the guiding principles for how we work with all involved parties here at Sensirion, be it customers, external suppliers and partners, or our employees.
- **Together** We believe that every employee and supplier should actively be involved in the constructive journey to find workable solutions. Teams are not opponents; they are partners working in concert, where individual goals harmonize with the overall mission. Success is a collective effort, and we can only succeed together.
- **Top performance** Those who understand the needs of customers and offer innovative solutions set themselves apart from the competition. SensiSpirit also means having a competitive drive – in other words, bringing an entrepreneurial mindset and expertise to the table, thinking innovatively, sharing responsibility and achieving extraordinary things, day in and day out.

1,164



North America

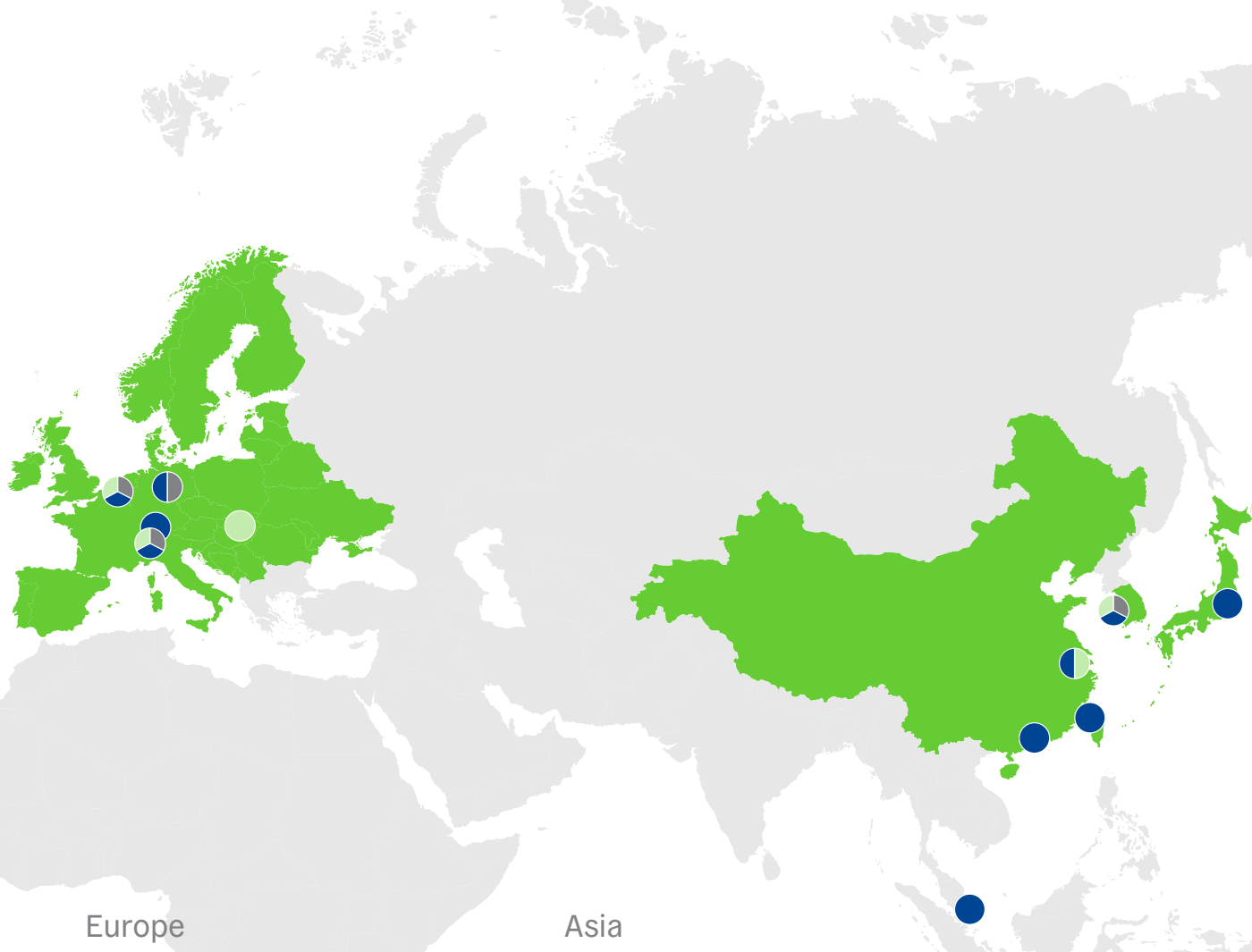
- Production
- R&D
- Sales

Sensirion Inc.
(Chicago, United States)

Sensirion Automotive Solutions Inc.
(Chicago, United States)

Sensirion Connected Solutions Inc.
(Chicago, United States)

Employees (FTE) worldwide as of 31 December 2024



Europe

Sensirion Holding AG
Sensirion AG
Sensirion Automotive Solutions AG
 (Stäfa, Switzerland)
Sensirion Connected Solutions AG
 (Stäfa, Switzerland)*
Sensirion Hungary Kft.
Sensirion Automotive Solutions Hungary Kft.
 (Debrecen, Hungary)
Qmicro B.V. (Enschede, Netherlands)
Sensirion Europe GmbH
 (Gerlingen, Germany)

Asia

Sensirion Automotive Solutions Korea Co., Ltd.
 (Seoul, South Korea)
Sensirion Automotive Solutions (Shanghai) Co., Ltd.
 (Shanghai, China)
Sensirion Korea Co., Ltd. (Dongan-Gu, South Korea)
Sensirion Japan Co., Ltd. (Tokyo, Japan)
Sensirion Taiwan Co., Ltd. (Taipei City, Taiwan)
Sensirion Singapore Branch (Singapore)
Sensirion China Co., Ltd. (Shenzhen, China)

* On 9th April 2024, Sensirion announced to discontinue the activities in the condition monitoring segment and to close the Berlin site (formerly AiSight).

Sustainability at Sensirion

A holistic
commitment



At Sensirion, sustainability drives our business, operations and vision for the future. Our commitment encompasses environmental responsibility, sustainable growth and social engagement to create lasting value for all stakeholders.

Our innovative sensors play a critical role in enhancing energy efficiency, supporting eco-friendly products and helping customers decarbonize their operations. From automotive systems to methane leakage monitoring, our technologies contribute to significant reductions in greenhouse gas emissions. Internally, we focus on sustainable production practices that minimize waste, improve material efficiency and manage natural resources responsibly.

Sustainable growth at Sensirion means addressing sensor challenges with cutting-edge solutions that deliver clear value to our customers. Our long-term customer relationships provide valuable insights that drive our innovation pipeline. With a forward-looking mindset, we invest in future technologies that will shape product development in the next five years and drive sales within the next decade. Stable margins enable us to allocate approximately 19% of sales to Research and Development on average, ensuring continuous innovation and value creation.

At the heart of Sensirion's success are our employees and unique culture. We are committed to providing an inspiring work environment that fosters personal and professional growth. Our award-winning "SensiSpirit" describes a unique culture of innovation and entrepreneurship that we expect all employees to live by, regardless of their function. Collaboration, fairness, honesty and top performance are the foundations of our approach, ensuring every employee feels valued and empowered.

Sustainability is not just a goal – it's how we achieve it. By integrating environmental responsibility, social engagement and growth, we are building a greener tomorrow while fostering an inclusive, innovative workplace. Together, we are shaping a sustainable future.

Marc von Waldkirch, CEO

Our policies

- **Management manual**
- **Responsible Business Alliance Code of Conduct**
- **Internal Code of Conduct** including military goods and conflict of interest
- **Articles of Association and Organizational Regulations**
- **Corporate values**
- **Organizational chart and structure of the company**
- **IT policy**
- **Trading policy** (relates to trading in Sensirion shares)
- **Management principles**
- **Responsible mineral sourcing policy**
- **Anti-corruption policy**

Memberships

- **Zurich Chamber of Commerce**
- **Swiss-American Chamber of Commerce**

Our commitment

As a global company, we recognize that our actions impact both the environment and society. We are dedicated to optimizing sensor production by conserving natural resources and reducing pollutant emissions. Ensuring workplace safety is a top priority, and we actively minimize risks and protect employee health through proactive measures and robust emergency preparedness.

Furthermore, we are steadfast in our commitment to protecting and upholding human rights, both within our organization and across our supply chain. We strive to foster an environment rooted in dignity and respect, ensuring ethical practices and a safe, inclusive workplace for all.

Policies and management systems

Sensirion has a Code of Conduct that exceeds the requirements of the Responsible Business Alliance (RBA). This Code of Conduct is internally trained and published on the intranet. The provisions of the RBA Code of Conduct were derived for our production facilities in Stäfa, Debrecen, Seoul and Shanghai, and these sites were certified in accordance with the IATF 16949 standard. Also, customers undergo external audits and we require audits of current suppliers. Occupational health and safety in our facilities are organized, but not certified, with regard to the ISO 45001 standard.

The location Stäfa completed the RBA Validated Assessment Program in 2023 valid until 2025, achieving SILVER Status without any priority findings. Additionally, the Sensirion Code of Conduct training is mandatory for all employees globally except management and the Board Directors, who are trained individually. This training covers Labor Rights, Environment, Occupational Health & Safety, Ethics (including sourcing of conflict minerals to protect human rights) and Management System topics.

Stakeholder engagement

Engaging in active dialogue with our stakeholders is essential for effectively managing our impact on sustainable development. To provide a clear overview, we have outlined our regular communication channels with stakeholders in the following table.

Key stakeholders	Engagement methods	Engagement priorities
Customers	<ul style="list-style-type: none"> Local on-site technical support through designated field application engineers (FAE) Online feedback surveys on general satisfaction level with Sensirion (Echonovum) Regular interactions with key customers and Sensirion's executive managers Annual partnership event with global distribution and channel partners to provide training and strategic alignment 	<ul style="list-style-type: none"> Our high-quality product offering and efficient delivery Trust and long-term partnerships
Employees	<ul style="list-style-type: none"> Culture workshops in several locations to engage employees on Sensirion's unique way of working together Annual and semi-annual performance and well-being reviews for all employees Frequent social events to foster Sensirion culture Annual international sales meeting where all sales employees from all of our subsidiaries are invited to the HQ for one week of training and engagement SensiWeekend where all employees spend two days together in mixed groups for team building and fun We hold town hall meetings every two weeks for employees in Stäfa – sometimes internationally – to foster an open and transparent communication policy 	<ul style="list-style-type: none"> Remuneration Company strategy Education, and further training events Occupational health and safety Employees are offered transparency about the company's goals, vision and important topics
Shareholders	<ul style="list-style-type: none"> We regularly attend investor meetings, calls, conferences and roadshows We publish an Annual Report (including a Compensation Report) and an Interim Report The company biannually organizes a meeting for media and financial analysts and holds an Annual General Meeting every year 	<ul style="list-style-type: none"> Financial information including shareholder returns, management structure, economic development, strategy, remuneration system, new products and economic outlook
Suppliers	<ul style="list-style-type: none"> Initial contact within the scope of the assessment procedure and implementation of the Code of Conduct Regular performance monitoring (two times per year for all category 1 suppliers) Approximately 5% of the supplier base is audited each year 	<ul style="list-style-type: none"> Order volume Risk assessment and mitigation Price and contract negotiations Sustainable and long term technological and commercial roadmap

Material topics

Materiality process

In 2022, we carried out a materiality assessment to identify the sustainability topics most relevant to our business and stakeholders. In 2024, we revisited these material topics and their associated impacts, confirming that no updates were necessary. To ensure alignment with regulatory requirements and reporting standards, we applied the concept of “double materiality”.

This approach analyzes the potential impact Sensirion’s business activities could have on the economy, society and environment, while also investigating how these topics could impact the company’s activities and long-term business success.

To evaluate our material topics, we began by reviewing our existing materiality matrix, conducting a peer analysis and referencing common reporting standards. This process led to the identification of 21 potentially relevant topics, which were evaluated by senior leaders from various business departments during a dedicated workshop.

These senior leaders, including the Director of Marketing and Communications, the Director of Investor Relations and Business Development, and the Manager for Corporate Projects, assessed each topic based on its impact on society, the environment, and the economy, as well as its significance for Sensirion’s long-term business success.

The insights gathered from this evaluation were used to develop the materiality matrix. This matrix was subsequently validated by Sensirion’s CEO and executive management team. Finally, the results were shared with the Board of Directors for their review.

Our materiality matrix

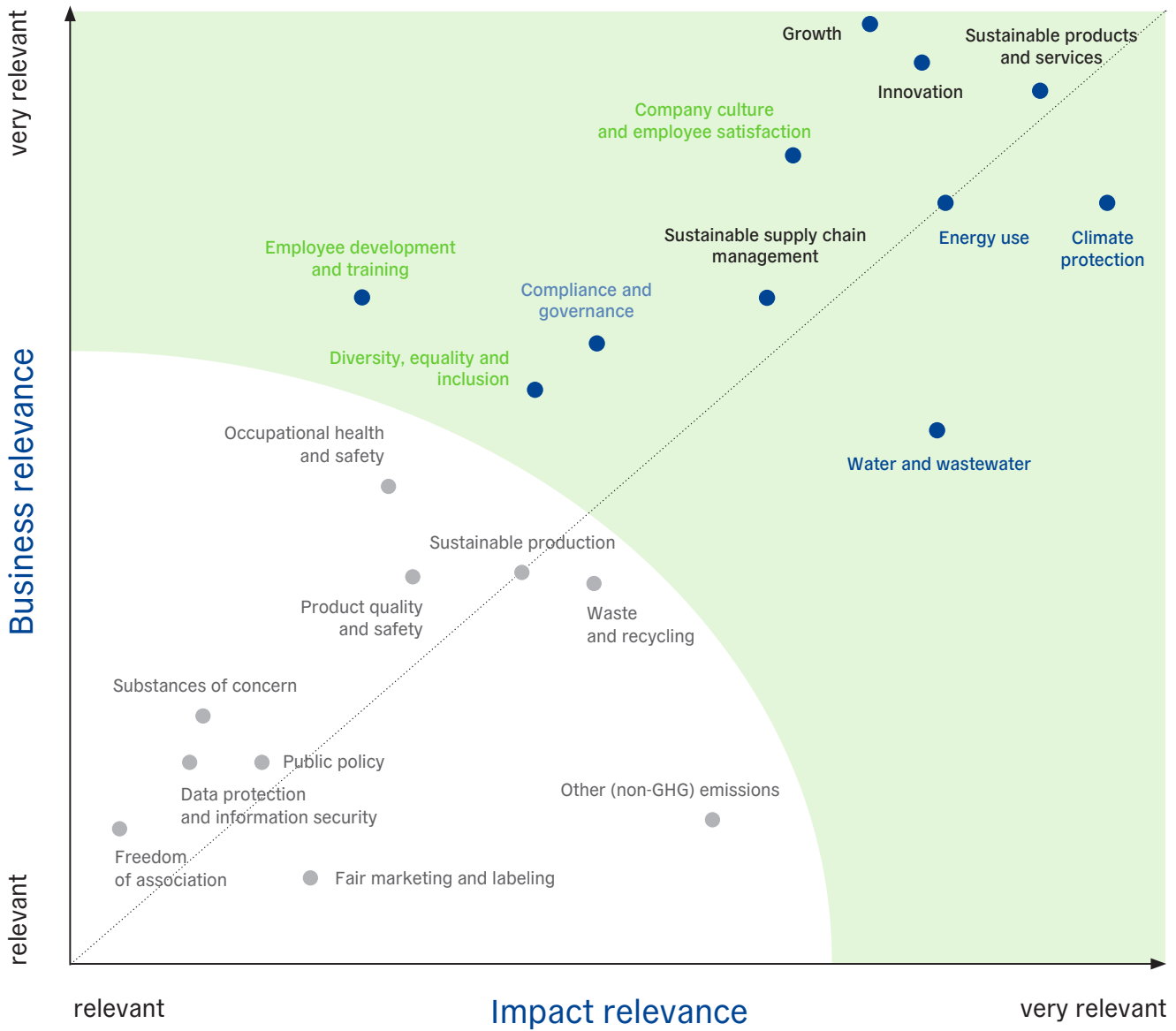
The accompanying graph shows our materiality matrix. As a first step, we are focusing on the material topics (blue point ●), which will be reported on in this Sustainability Report in accordance with the GRI standards. The topics below the threshold are not material but will also be closely monitored.

Local communities were not identified as a material topic in our assessment; however, we recognize their importance and remain committed to supporting them. This commitment is evident through initiatives such as our research collaboration with ETH Zurich and the development of products that can contribute positively to society. In addition, we proudly sponsor various ETH Zurich-affiliated activities and consider local sponsorship requests whenever feasible.

Although this report does not emphasize local communities, we remain committed to meaningful engagement and supporting projects that create a positive impact where possible. We also maintain regular communication with local authorities in Stäfa and Debrecen, including municipal and cantonal government entities, ensuring alignment and fostering strong relationships with the communities where we operate.

Besides others, occupational health and safety is a critical area we address alongside our material topics. While employee health and safety is a fundamental priority for any production company, at Sensirion, we place particular emphasis on fostering a safe and supportive workplace environment with specificities of our industry in mind. Our management approach on occupational health and safety is reported on page 118.

Materiality matrix



- Economic value creation
- Corporate environmental and climate protection
- Our employees
- Ethical business conduct

Contribution to the UN Sustainable Development Goals

At Sensirion, we aim to contribute to the United Nations Sustainable Development Goals (SDGs) through providing innovative sensor solutions as well as conducting our business in an environmentally and socially responsible manner.

Improving lives and benefiting society through our products

Sensirion's product range includes gas and liquid flow sensors, differential pressure sensors, and environmental sensors for the measurement of humidity and temperature, volatile organic compounds (VOCs), carbon dioxide (CO₂) and particulate matter (PM_{2.5}). These products used in automotive, medical, industrial and consumer applications can promote safer environments, health, comfort and well-being, and can support improved indoor environment and air quality. **(SDG 3)**

3 GOOD HEALTH AND WELL-BEING



11 SUSTAINABLE CITIES AND COMMUNITIES



13 CLIMATE ACTION



In urban environments, Sensirion's HVAC solutions and smart gas meters can contribute to more sustainable energy use, optimizing heating, ventilation and air conditioning systems, thus helping cities adapt to climate change through energy-efficient technologies. **(SDG 11)**

Sensirion's gas leakage sensor such as Nubo Sphere combine state-of-the-art sensor technology with advanced analytics and comprehensive software to enable oil and gas producers to reliably manage and lower their emissions (methane) and reduce the carbon footprint of their own operations. Additionally, Sensirion's range of environmental sensors for the measurement of humidity, temperature and carbon dioxide (CO₂) play an integral part in the climate control of a car. These sensors work together to ensure the temperature remains at the level set by the driver and manage the energy consumption and hence the energy efficiency of modern cars. **(SDG 13)**

Environmentally and socially sustainable business practices

Integrating sustainability across our operations ensures environmentally and socially responsible business practices. We are committed to increasing energy efficiency and renewable energy use, aiming to derive electricity from solar cells and clean sources at all production sites by 2025. **(SDG 7)**

From a social perspective, we foster an inclusive, rewarding and diverse workplace underpinned by our unique culture of innovation and values known as SensiSpirit. Employees benefit from targeted training, well-being initiatives, and EHS programs to ensure safety and satisfaction. We are also committed to responsible sourcing, ensuring ethical practices across our supply chain, with 100 % of key suppliers adhering to the Responsible Business Alliance. **(SDG 8)**

Innovation remains at the core of Sensirion's strategy, with 19 % of annual revenue invested in research and development. **(SDG 9)**

We adopt a holistic approach to reduce waste generation and ensure the environmentally sound management of chemicals and waste throughout their life cycle, especially focusing on wastewater and water management. In addition, we explore alternative, environmentally friendly materials and improve processes. **(SDG 12)**

Since 2023, all global production sites have been powered by 100 % renewable electricity. Manufacturing sites in Stäfa (CH) and Debrecen (HU) use fossil-free cooling and heating recovery systems, and we are evaluating a project for district heating and lake water cooling for the Stäfa office building. Focused on tackling the challenges of reducing process gas emissions, we conduct studies and explore alternative filtration technologies, less harmful gases and improved tools while committing to carbon removal projects and decarbonization technologies as of 2025. **(SDG 13)**

7 AFFORDABLE AND CLEAN ENERGY



8 DECENT WORK AND ECONOMIC GROWTH



9 INDUSTRY, INNOVATION AND INFRASTRUCTURE



12 RESPONSIBLE CONSUMPTION AND PRODUCTION



13 CLIMATE ACTION



Economic value creation

At Sensirion, we create economic value through innovation, responsible supply chain management and sustainable growth. By meeting our growth objectives, maintaining profitability and achieving capital efficiency, we ensure financial stability and generate value for all stakeholders.

Growth

Sustainable growth

Sensirion measures success through annual revenue and profitability, which reflect the strength of our business. Over the past 17 years, we have proudly achieved a compound annual growth rate (CAGR) of over 15%. Looking ahead, we aim to maintain a mid-term growth rate of 10-15%, supported by our leadership in both market share and technology.

Our “top five” strategy focuses on becoming the preferred single-source supplier to the top five customers in each of our market segments. This approach, combined with cutting-edge innovation, advanced technology and our commitment to research and development, strengthens our position as an industry leader.

By prioritizing a customer-centric approach and providing high-quality technical advice throughout the product life cycle, we cultivate loyal and long-lasting relationships. This results in good visibility across the markets and solid inputs for our innovation pipeline.

Guided by a growth mindset and a long-term perspective, we remain fully committed to executing our growth strategy. Our Sales Directors conduct biannual growth strategy sessions, updating Sensirion’s management team, CEO and founders on market-specific growth, sales and innovation pipelines. Additionally, the management team oversees biannual review meetings for all business units, evaluating their longer-term growth roadmaps. We firmly believe that sustainable growth is achievable only when accompanied by financial stability.

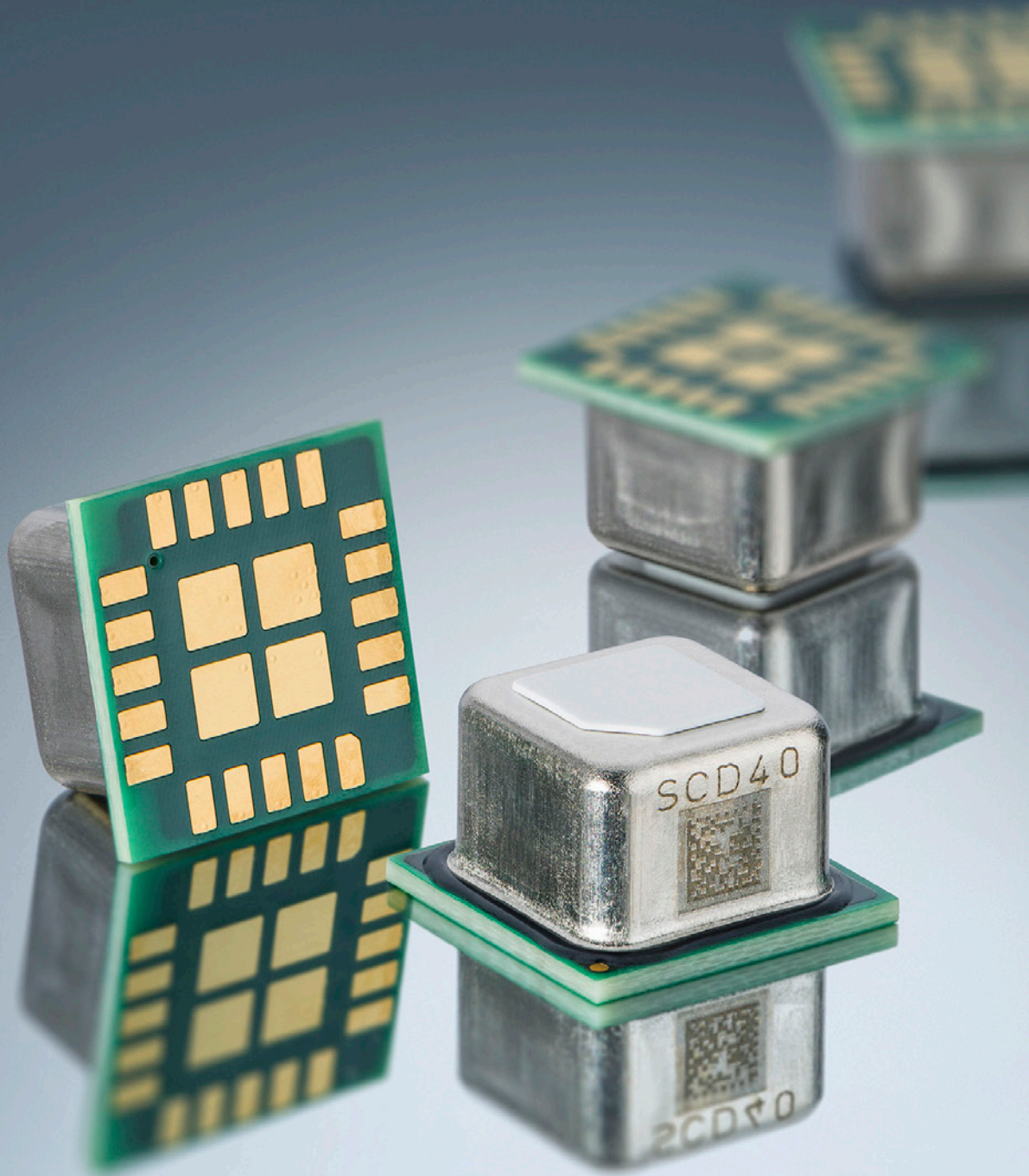
We have established several key performance indicators (KPIs) to monitor and drive performance across the company. While our Board and executive management focus on financial targets such as top-line development, gross margin, EBITDA, capex and cash flow, employee satisfaction is equally integral to our success. We measure this through a global employee survey, emphasizing the importance of collaboration and ensuring every employee feels valued and informed (see page 109, Pulse Survey).

Key performance indicators and progress in 2024

The full year 2024 closes with sales of CHF 276.5 million, which corresponds to strong, broad-based organic sales growth of 22.1% in local currencies and 18.6% in Swiss francs. The financial performance is described in more detail in the Consolidated Financial Statements on pages 144 to 147 of the Annual Report.

Furthermore, we hosted our second Capital Market Day this year, welcoming over 50 investors to our headquarters in Stäfa and via video conference. Together, we explored the next steps in Sensirion’s growth strategy and medium-term outlook, focusing on key priorities:

- Drive and expand our strong market position in our core markets of environmental and flow sensing. Go beyond our core to foster additional growth opportunities in adjacent market fields like leakage sensors, methane emissions monitoring and medical breath analysis.
- Lay the technological foundation for long-term growth. Foster innovation and entrepreneurship through our award-winning corporate culture.



SCD40 Sensirion's second generation of optical CO₂ sensors

Innovation

Innovation and R&D are at the heart of Sensirion's ability to deliver breakthrough technologies that create both economic and environmental value. Guided by customer feedback and the latest advancements, we develop high-tech solutions that address real-world challenges and add tangible value. While our R&D team leads innovation, we also have a dedicated business development team. One of our founders, as Co-Chairman, actively identifies long-term innovation opportunities, driving our commitment to innovation with an entrepreneurial, people-centric mindset.

Impacts, risks and opportunities

Our innovations can help to protect the climate (energy efficiency and prevention of climate-damaging gases), increase health and optimize daily life. Our long-term focus in this area can impact the competitive landscape of our industry, contributing to our competitive advantage, helping to secure jobs at our sites in Switzerland and internationally, and increasing Sensirion's sales, market share and profitability. By innovatively solving relevant problems, we contribute to creating a smarter, better world and also enable our customers to develop their own innovative solutions.

However, we recognize that misalignment in Research & Development could result in products that fail to meet customer needs or market demands. Such outcomes could lead to inefficient asset allocation, potentially weakening our market position. As such, we remain focused on aligning our innovation efforts with customer expectations and market trends, while also following the megatrends.

Dedication and long-term thinking

Innovation is a cornerstone of our strategic vision, and we approach it with an intrinsic commitment to exploration, recognizing that calculated risks are inherent in the pursuit of groundbreaking solutions. Our innovation philosophy embraces a culture of fearlessness in the face of failure, but always within the bounds of reason and prudence.

Maintaining a reasonable and balanced approach is key. Realistic expectations, proactive risk management and a culture that embraces learning from failures contribute to a more resilient and sustainable innovation ecosystem. We are committed to allocating around 19% of our group revenue towards Research and Development (R&D). Whenever possible, our products are based on internally designed, proprietary technologies. Nearly 50% of our annual R&D budget is invested in next-generation programs for existing product lines, with the remaining funds allocated to developing entirely new sensor solutions. Our R&D team screens and evaluates new disruptive technologies while collaborating closely with product management and sales to continually learn from customer feedback.

Identifying the right ideas for our innovation is embedded into a structured process and takes either of the following two approaches:

- Firstly, we emphasize direct engagement with our existing customers such that we identify unsolved and relevant sensor problems. If identified, a small joint team of R&D and sales work closely together to develop innovative solutions in a scrum-like, agile process called "Thesensprint".
- Secondly, we closely review today's challenges and megatrends, such as health, aging society, energy efficiency and climate change. This effort is spearheaded by our internal "Sensor Innovation" group.

19 %

of annual revenue is invested in research and development

Both approaches share a strong focus on delivering tangible results. The incorporation of early prototypes at specific milestones is a crucial element of our well-defined process, allowing us to collect valuable market feedback. Ultimately, this customer feedback plays a pivotal role in determining whether an innovative idea progresses to actual product development. Sensirion's proven innovation capabilities have earned us multiple awards from customers, recognizing our outstanding supplier performance.

Key performance indicators and progress in 2024

Our focus continues with the development of a new line of gas leakage sensors tailored specifically for air conditioning units in the US market. This A2L initiative is closely aligned with regulations requiring the adoption of a new class of environmentally friendly coolants. While these coolants offer significant environmental benefits, their higher flammability risk has created an opportunity for Sensirion to deliver innovative solutions to enhance safety and reliability in this evolving market.

The A2L campaign remains a key priority and has demonstrated consistent progress. We are actively engaged in numerous projects with various customers, reflecting strong market interest and collaboration. Several products are in the ramp-up phase, during which we establish and scale the necessary production capacity to ensure timely delivery of sensors and modules for all customer projects.

Additionally, we are expanding our efforts to address low-GWP refrigerants, including R290 propane, reinforcing our commitment to developing solutions that meet both environmental and safety standards while driving innovation for leak detection solutions in all markets.

We have also made substantial progress in advancing our environmental sensor technologies. Several innovative solutions are now in the ramp-up phase, including our new miniature CO₂ sensors. These developments represent a significant milestone in our commitment to meeting diverse environmental sensing requirements. Our efforts also include the next generation of particulate matter. By utilizing advanced chip-level integration, we have achieved meaningful advancements in miniaturization, further enhancing the performance and usability of these product families.

These developments reinforce our dedication to driving innovation and maintaining a leadership position in environmental sensing solutions.

Sustainable products and services

At Sensirion, we are committed to developing solutions that contribute to the well-being, health and comfort of end consumers. Our products prioritize safety in both use and manufacturing while promoting energy efficiency in the final applications.

We are firmly guided by ethical principles, avoiding direct supply to the military or tobacco industries. Additionally, we ensure that raw materials are sourced responsibly and in full compliance with regulations.

Impacts, risks and opportunities

The deployment of Sensirion's sensors has the potential to create significant positive impacts by contributing to energy efficiency, reducing carbon emissions and enhancing the health and safety of end consumers.

However, there are risks associated with defective or unreliable products, which could negatively affect the safety and well-being of customers, particularly in critical applications. This risk is heightened in cases where sensors serve security functions, such as in medical devices.

Sensirion's production is also sensitive to evolving regulations affecting product properties, processes, material usage (e.g. per- and polyfluoroalkyl substances, or PFAS) and increased transparency requirements. These regulatory changes could impact our operations and supply chain, including potential challenges in sourcing specific materials. Such disruptions might also influence customer purchasing behavior, posing a risk to market share.

Emerging technologies and products, such as optimized climate control systems and advanced leakage detection for refrigerants and other gases, present significant opportunities for growth and innovation. However, investments in technologies nearing obsolescence, such as those reliant on fossil fuel consumption, carry the risk of being unsustainable over the long term.

Managing the impact of our sensors

We are dedicated to an ongoing journey of sustainability, consistently working to improve the sustainability profile of our products and services. Utilizing technological advancements, stakeholder feedback and industry best practices, we iteratively enhance our offerings. Our definition of market success extends beyond individual transactions; we aim for substantial market coverage. We consider a product or service successful when it significantly contributes to meeting the needs of a considerable portion of the market.

As a responsible corporate entity, we systematically evaluate the effects of our products and services across different dimensions, encompassing both environmental and societal considerations. For instance, in the case of our methane leakage monitoring service designed to identify methane leaks at oil and gas exploration sites, we assess the constructive impact of our innovative products in mitigating methane emissions. Furthermore, we support the oil and gas industry in minimizing methane emissions and benefiting from savings realized through the prompt detection of leaks.

Since 2023, we have aligned some of our environmental sensors with RESET and WELL building standards, which certify and monitor commercial buildings for employee-friendly and health-conscious environments. These standards focus on indoor air quality, lighting and noise conditions, enabling our customers to deliver solutions that comply with these frameworks. Additionally, Sensirion serves on the WELL Air Concept Advisory Board, ensuring the latest sensor technologies are integrated into advancing indoor air quality standards.

At Sensirion, delivering flawless products is a fundamental goal, guided by our dedicated quality management policy. Our mission is to achieve complete customer satisfaction while continuously improving the quality of our products and services. To this end, we implement and maintain efficient processes and tools that support a zero-defect approach.

The quality of our products and services is systematically and regularly monitored, assessed and reviewed to drive continuous improvement. Customer satisfaction is similarly evaluated on an ongoing basis to ensure we meet and exceed expectations. In parallel, we perform detailed evaluations and systematic reviews of our key suppliers to secure a reliable foundation for all Sensirion products. A key element of our quality strategy is providing ongoing training for our employees, creating an environment that supports the achievement of our quality objectives.

To ensure effective management and continuous improvement of customer satisfaction, division managers conduct quarterly KPI reviews focusing on key metrics such as error rates, associated costs, complaint volume, processing times and the effectiveness of underlying processes.

Target values are established for both error rates and processing times. If these targets are not met, divisional management identifies and implements remedial or improvement measures to address the issues. This systematic review process not only ensures accountability but also drives continuous improvement, enabling us to refine our processes and enhance overall customer satisfaction.

Key performance indicators and progress in 2024

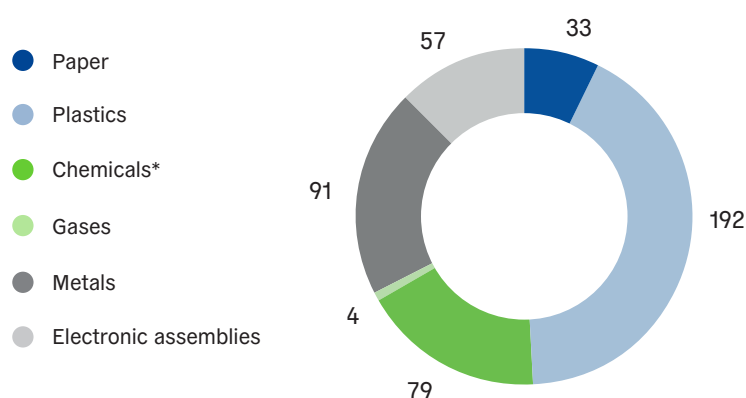
In 2023, we established a dedicated PFAS management team to oversee reduction and elimination efforts across our operations and supply chain. While some Sensirion products currently still contain PFAS or use them in production, we are actively pursuing viable alternatives despite the complexity of replacement. R&D efforts in 2024 are ongoing, supported by allocated resources and budgets, as part of our clear strategy to phase out PFAS materials.

We also conduct systematic assessments of our suppliers, examining whether the materials used in our sensors contain PFAS. If they do, we actively explore and evaluate alternative materials to ensure compliance with regulations and environmental responsibility.

Building upon our strong foundation in flow sensing technology and our expertise in gas sensing, we have also made advanced medical solutions one of our key focus topics in 2024. By combining technologies, we are creating innovative products that enhance treatment safety and efficiency and ultimately patient outcome. Selected areas include smart resuscitation and respiratory exchange rate monitoring, where precise flow and gas concentration measurements are critical. Leveraging our deep understanding of medical applications and our strong partnerships with leading healthcare manufacturers, we are confident in our ability to deliver solutions that can positively impact patient outcomes.

The following graph illustrates the major materials usage of Sensirion’s business operations in 2024.

Major materials usage in 2024* (in tons)



* The distribution of materials usage depends highly on the distribution of products produced in the current year. Data includes direct and indirect materials from production. Restatement: For 2023, the share of chemicals was overreported (251t instead of 52t). The 2023 materials category “Glue and grout” has newly been integrated into “Chemicals”.

Sustainable supply chain management

At Sensirion, we recognize that sustainability is essential for building resilient supply chains in the face of climate change, global supply chain disruptions and ongoing geopolitical tensions. Ensuring resilience while upholding human rights across our supply chain is a core priority. To address these challenges, we are responding with a comprehensive strategy that emphasizes stability, accountability and responsible practices.

Impacts, risks and opportunities

Sensirion's business model has a significant impact on people and the environment in the upstream supply chain. For Sensirion, sustainable supply chain management therefore includes environmental protection and respect for human rights, in particular the prevention of child labor.

Sustainable supply chain management can positively impact the suppliers themselves, strengthening them economically through close cooperation and promotion of fair business practices while optimizing resource use. It can lead to reductions in energy consumption and emissions and prevent negative environmental effects in the supply chain. The goal of Sensirion's framework for human rights compliance, prevention of child labor and sourcing of conflict materials is to avoid negative impacts on society and establish safe working conditions in the entire supply chain.

Failures to comply with sustainable procurement practices might lead to a loss of reputation due to violations of human rights, conflict materials' regulations, social or environmental criteria. An example for regulatory changes that might affect environmental aspects in the supply chain is further regulation on PFAS. In the case of environmental or social violations in the supply chain, we might face the risk of losing suppliers, which may lead to reduced planning security, supply chain disruptions and increased costs of supplier management. Further risks comprise legal consequences, risk of fines and loss of market access.

Management of conflict minerals and human rights including child labor

Sensirion's commitment to ethical sourcing and human rights is reflected in its Code of Conduct, which addresses issues such as conflict minerals, metals, and child labor. In compliance with Article 964j of the Swiss Code of Obligations (CO), we have assessed our purchase of conflict minerals and confirmed that we do not exceed the threshold value. Additionally, most of Sensirion's suppliers adhere to the RBA (Responsible Business Alliance) Code of Conduct. Sensirion also maintains an official Responsible Minerals Sourcing Policy, which is publicly accessible on our [website](#). To ensure compliance, all employees are required to complete Code of Conduct training.

Furthermore, Sensirion ensures that its products or services are not reasonably suspected of being manufactured or provided using child labor. We have performed an assessment comparing our transactions over the past six years with the UNICEF Children's Rights in the Workplace Index. Based on the results, Sensirion concludes that the company is not subject to due diligence and reporting obligations on child labor.

The topics of child labor as well as conflict minerals and metals are ultimately handled by the supply chain department. For further information on the conflict mineral policy or the conflict mineral report, refer to our [website](#).

As part of regular audits of Sensirion's key suppliers, our suppliers are questioned on conflict mineral and human rights (including child labor) processes as well as the compliance with RBA. Further, Sensirion tracks and identifies suppliers who work with conflict minerals.

Finally, as part of the onboarding process, new production material suppliers are obligated to sign the Supplier Commitment on Corporate Social Responsibility, containing specific clauses on child labor.

New suppliers are audited by Sensirion during onboarding. All new suppliers must sign the RBA Code of Conduct that specifies the requirements on human rights, conflict minerals and metals. Furthermore, each affected supplier is required to provide a completed Conflict Minerals Reporting Template (CMRT) where it commits to becoming conflict-free and documenting countries of origin for the tin, tantalum, tungsten and gold that it purchases.

To address concerns from external stakeholders about our suppliers, Sensirion provides an ethical complaint form on our [website](#). To ensure the effectiveness of this process, our EHS manager conducts an annual internal review to verify that submitted reports are directed to the appropriate recipient.

Active supplier engagement

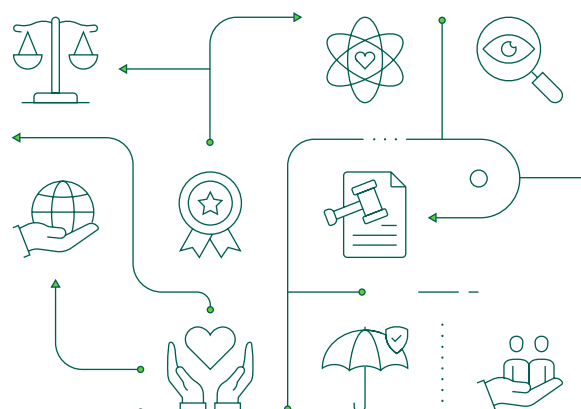
Sensirion's supply chain strategy prioritizes building and maintaining a robust local and regional supply base, aimed at reducing risks associated with global tensions and potential disruptions. Following the OECD Due Diligence Guidance for Responsible Mineral Sourcing, we are committed to ensuring that minerals used in our products do not finance or benefit armed groups in conflict-affected or high-risk areas. We extend these expectations to our suppliers and encourage them to uphold these standards in their own supply chains.

We integrate sustainability principles into our assessment process for new suppliers, giving preference to those with well-defined sustainability objectives.

The establishment of environmental key performance indicators (KPIs) for our suppliers is still in its early stages; however, compliance with RBA standards is mandatory for all production-related suppliers. Additionally, our supplier quality team has integrated social and environmental considerations into the supplier audit process, which also evaluates adherence to our Code of Conduct.

Sensirion has elevated the proportion of key suppliers committed to the Responsible Business Alliance (RBA) to

100 %



Key performance indicators and progress in 2024

In 2023, we explored the possibility of incorporating recycled sea plastic into some of our future products. However, despite these efforts, the requested standard for implementation could not be achieved at this stage. This remains an area of focus, and we are committed to continuing our work toward viable solutions. During 2023, we surveyed our direct tier 1 suppliers regarding their compliance with the Uyghur Forced Labor Prevention Act (UFLPA) of the US law, and received no responses indicating non-compliance. While this specific review has been concluded, Sensirion remains committed to upholding ethical standards and will take appropriate actions if deemed necessary to ensure compliance with applicable laws and the protection of human rights.

As outlined during our Capital Market Day, Sensirion will focus on Scope 3 activities once we have achieved our Scope 1 and 2 goals. Sensirion has also conducted a high-level analysis of its top tier suppliers, covering approximately 50% of its purchasing volume, with a focus on CO₂ emissions and CO₂ reduction strategies. While the analysis results have not yet been integrated into supplier engagement, this approach is being considered for future evaluation and implementation. Among Sensirion's suppliers accounting for the top 90% of total purchasing revenue, we have successfully elevated the percentage of those who have committed to the Responsible Business Alliance (RBA) to 100%. In 2023, we achieved a score of 166 out of 200 points in the RBA Validated Assessment Program for our Stäfa site, with the certification remaining valid until November 2025. The result is disclosed on our [website](#).

As of this report's publication, no human rights violations including child labor in our supply chain have been reported to us.

Corporate environmental and climate protection

Sustainability is integral to Sensirion's ethos. As innovative pioneers, we keep an eye on resource conservation, energy efficiency and climate protection in our processes. Recognizing its importance to both employees and customers, building a sustainable Sensirion is paramount for our resilience and success.

Sensirion effectively upheld external ISO14001 certifications for its production facilities in Stäfa, Debrecen, Seoul and Shanghai.

Climate protection

At Sensirion, greenhouse gas (GHG) emissions arise across various stages of our value chain. To contribute to global warming mitigation, we are actively working within our climate roadmap to reduce both direct emissions (Scope 1) and those related to energy use (Scope 2), while also starting to evaluate concepts for supplier engagement to address emissions across the value chain (Scope 3). We are monitoring and reporting on our progress over the years.

In alignment with our strong commitment to sustainability, our ambitious roadmap focuses on preventing, reducing and optimizing our CO₂ footprint throughout our major global sites. Since 2023, we have derived electricity from our own solar cells and clean sources at our major global locations. This comprehensive initiative reflects our dedication to minimizing the environmental impact of our activities. It's important to note that while we strive for positive outcomes in various aspects of our operations, process gases, which are essential in our MEMS manufacturing process, remain an exception. For these emissions that cannot be eliminated, we plan to finance specific projects for permanent removal and storage of carbon from the atmosphere starting in 2025.

To understand our Scope 3 emissions, we concluded a comprehensive analysis of our footprint in 2023. This analysis showed that the procurement of materials for production is the most significant contributor to Sensirion's emissions. Once Sensirion has achieved its planned activities to reduce Scope 1 and 2 emissions, the company will shift its focus to Scope 3 activities.

Impacts, risks and opportunities

Our sensors play an important role in numerous applications in the reduction of GHG emissions as well as energy savings, such as in automobiles, in the optimization of building ventilation systems or in the monitoring of methane emissions in the oil and gas industry.

Greenhouse gas emissions contribute to climate change, posing risks such as supply chain interruptions in Asia due to extreme weather events, while potentially also driving demand for Sensirion's products like sensors for coolants and air conditioning systems. Additional risks include regulatory challenges such as CO₂ taxation, alongside opportunities linked to climate change adaptation and mitigation (see Climate Report pages 124 to 132).

Scope 1 and Scope 2

Since 2022, we have been working on the implementation of an ambitious roadmap to decarbonize our Scope 1 and 2 emissions. While we have implemented advanced fossil-free cooling and heat recovery systems at our manufacturing sites in Stäfa, Switzerland, and Debrecen, Hungary, some emissions persist in specific areas:

- The production of MEMS sensors remains a significant source of emissions, particularly due to the use of gases such as sulfur hexafluoride (SF₆).
- The buildings in Enschede and Stäfa still rely on fossil-fuel heating, contributing to our Scope 1 emissions. Emissions from company-owned vehicles (mobile combustion) are minimal, accounting for only about 1% of our total Scope 1 and Scope 2 emissions.

As outlined in the table, process gases – particularly SF₆, which is vital to our MEMS manufacturing process – account for 82% of our total Scope 1 and 2 emissions. SF₆ is primarily utilized for deep reactive ion etching of silicon in our process reactors, a well-established and widely used process in the semiconductor and MEMS industry. To our knowledge, no alternative exists on the market for etching vertical holes with well-defined structure sizes in a bulk silicon wafer.

In our commitment to continuous improvement, all our equipment undergoes regular maintenance, including leak measurements and functionality checks. Our state-of-the-art waste gas abatement system ensures the effective cleaning of all waste gases from our processes, achieving an absorption rate of 95-99% (depending on the gas type) for climate-damaging process gas emissions.

We actively explore alternative, less harmful chemical gases and investigate different production tools, maintaining communication with tool manufacturers to stay informed about new advancements in more efficient processes and waste gas treatment systems.

In 2022, we established the outlined medium-term CO₂ reduction roadmap including the following steps to be taken:

For Scope 1, our priorities are:

- Replace the remaining fossil-based heating system in Stäfa, including piloting a concept regarding district heating coupled with lake cooling. In the strategic planning of the new production facility in Stäfa, careful consideration was also given to the assessment of the duplicated cooling and heating supply, factoring it into the overall evaluation
- Minimize climate-relevant process gases and optimize absorption so they do not enter the atmosphere

For Scope 2, our priorities are:

- Systematically reduce electricity consumption with organizational and technical measures
- Install further photovoltaic systems on the roofs of all our production sites
- Incorporate renewable energy sources for our electricity needs at every facility (hydro-based or wind-based, depending on the country)
- Awareness campaign: promote energy-saving behavior among our employees, from powering down electronic devices to turning off lights and projectors after meetings

Scope 3

The majority of emissions in Sensirion's greenhouse gas (GHG) inventory fall under Scope 3, occurring throughout our value chain. The procurement of goods and services is the largest contributor, primarily driven by the emissions intensity of the materials and components sourced for production, many of which involve complex and energy-intensive manufacturing processes.

The use of sold products is Sensirion's second-largest source of Scope 3 emissions, largely stemming from the energy consumption associated with our products, particularly within the automotive sector. These emissions occur post-sale as our sensors are integrated into final products. The most significant opportunity for decarbonization lies in engaging with our suppliers to reduce their emissions. A key area of focus is the production of silicon wafers, a critical component in our sensors, which generates substantial emissions.

We actively monitor our carbon footprint resulting from business travel and the transportation choices made by our employees. Within employee flights, we have invested for several years in the combination of the use of sustainable aviation fuels (approx. 10%) and the contribution to climate protection projects (approx. 90%). At our main site in Stäfa, we incentivize the use of public transportation by subsidizing public transport subscriptions. Since 2020, a parking fee has been implemented in Stäfa for those who commute by car, with the collected funds being redistributed to employees as an eco-bonus. This bonus supports the purchase of public transport half fare subscriptions or other transit passes.

In addition to these initiatives, we provide access to "Franz", the Sensi e-car, which employees can use for both business and personal trips. Furthermore, charging stations for electric vehicles are available in Stäfa, accommodating those who own electric vehicles (EVs).

Key performance indicators and progress in 2024

In May 2024 we achieved a major milestone with the installation of our photovoltaic system on the roof of our production building in Stäfa. Further details see page 101.

We are also currently in the planning phase for our new production building in Stäfa, designed to meet both DGNB (Deutsche Gesellschaft für Nachhaltiges Bauen, Europe's largest network for sustainable building) and Minergie-P standards.

In 2024, we celebrated a significant milestone with the opening of our new logistics center in Debrecen, Hungary. The new facility is directly connected to our existing production building, which was inaugurated in 2021. This expansion enhances our logistics capabilities while reflecting Sensirion's commitment to sustainability through the integration of eco-friendly systems for efficient operations. By bringing warehousing in-house instead of relying on external facilities, we have further optimized efficiency and streamlined our logistics processes.

In 2024, our global electricity consumption was fully sourced from renewable sources, including solar, wind and hydro-power. Our heating system in Stäfa increased the share of renewable biogas from 24% in 2023 to 35% in 2024.

Installed photovoltaic system
with nominal output of

355 kWp

in May 2024

Energy and emissions

	2024		2023		Delta in % Emissions	in % Energy
	tCO ₂ e	MWh	tCO ₂ e	MWh ⁶		
Total emissions/ energy consumption¹	989	17,054	926	15,196	5%	12%
Scope 1	989	1,753	926	1,308	5%	34%
Self-generated renewable electricity ²	-	477	-	263	-	81%
Heating	179	1,276	210	1,045	(14%)	22%
- Natural gas	179	887	90	445	99%	99%
- Heating oil	-	-	120	460	(100%)	(100%)
- Biogas ³	-	389	-	140	-	178%
Other	810	-	717	-	11%	-
- Process emissions ⁴	810	-	717	-	11%	-
Scope 2	-	15,301	-	13,888		
Purchased electricity ⁵	-	15,301	-	13,888	-	10%

¹ Wherever applicable, emissions factors have been updated between the years 2023 and 2024.

² Emissions occurring from self-generating electricity (photovoltaic system) are assumed to be emission free in Scope 1 (value-chain-related emissions would be assigned to Scope 3 Category 3). Thus, the avoided emissions (in reference to the location-based method) result in 62 tCO₂e for 2024 (41 tCO₂e in 2023).

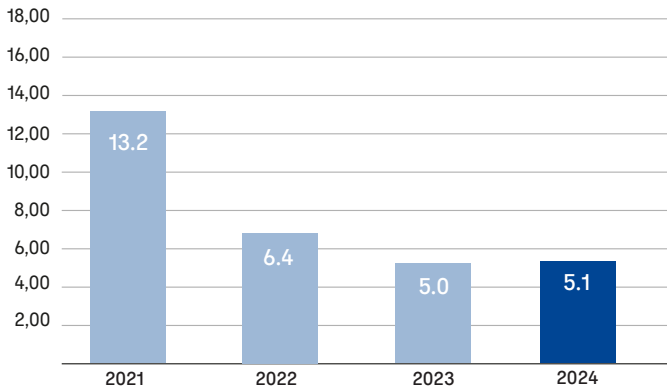
³ Biogenic CO₂ emissions, such as those resulting from the combustion of biomass or biogas, are considered out of scope due to their renewable and carbon-neutral nature in accordance with the GHG Protocol. These emissions (77 tCO₂e for 2024 and 28 tCO₂e for 2023) are reported separately, as required by the GHG Protocol.

⁴ The emissions are mostly attributed to sulfur hexafluoride gases used in production processes.

⁵ The emission data is calculated on a market-based approach. Since 2023, it includes all production sites. Location-based emissions from electricity consumption in 2024 amounted to 2481 tCO₂e, which is based on emission conversion data of IEA (2024). 2023 emissions amounted to 2242 tCO₂e on a location-based approach based on emission conversion data of IEA (2023).

⁶ The total energy consumption and the combined energy consumption of Scope 1 emission sources have been restated (reported values in 2023: 14,933 MWh and 1,045 MWh, respectively). Reason for this was the missing summation of self-generated electricity in both values.

Emission intensity



○ Emission intensity [kgCO₂e/kCHF contribution profit]*

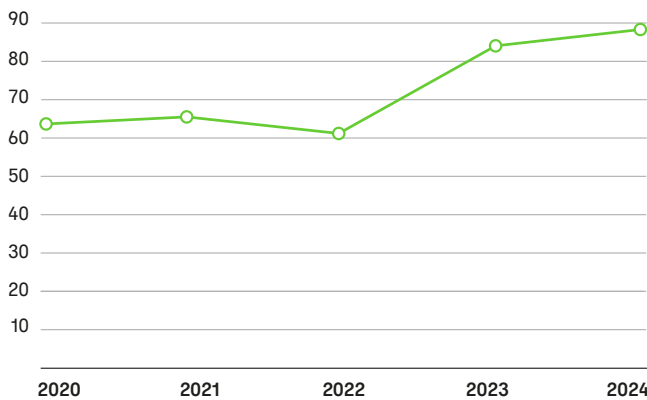
The 2021 data covers our four largest sites: Debrecen (HU), Seoul (KR), Shanghai (CN) and Stäfa (CH). From 2022, we cover our 5 largest sites, including Enschede (NL).

Please note that the calculation methodology changed. A location-based approach for 2021 and a market-based approach from 2022 was conducted.

Since 2023, we have maintained a stable and low emission intensity, with a slight change from 5.0 last year to 5.1 this year. This marks the lower limit of what we can achieve under the current setup.

Looking ahead, we anticipate that implementing district heating and cooling will enable us to take another significant step toward further reductions.

Energy intensity



○ Energy intensity [kWh/kCHF contribution profit]*

The data 2020 to 2021 cover our four largest sites: Debrecen (HU), Seoul (KR), Shanghai (CN) and Stäfa (CH). From 2022 onwards, we cover our five largest sites, including Enschede (NL).

* Emission and energy intensity values for the years 2020 to 2022 were recalculated in the previous report (2023). Contribution profit = revenue minus material expenses

Increased energy intensity driven by facility expansions in Debrecen and Stäfa.

Energy use

Sensor production is energy-intensive due to stringent environmental specifications (such as humidity, temperature or cleanliness) for production buildings and the energy demands of production equipment, especially in microelectromechanical system (MEMS) cleanrooms. Significant energy is consumed for heating, production processes and cooling.

Impacts, risks and opportunities

Our focus on energy efficiency measures and transitioning to renewable energy sources reduces our climate impact, helps decrease our energy costs and may enhance our reputation as a role model for the industry. Furthermore, these efforts help mitigate the risk of potential energy shortages in the areas surrounding Sensirion sites.

Energy sourcing decisions and price fluctuations have a direct impact on our production costs. While increasing the use of renewable energy can reduce dependence on conventional energy sources, it also poses challenges in ensuring consistent energy availability due to the inherent variability of the renewable supply.

Reducing energy use

The two primary ways we reduce our energy consumption across our operations and supply chain are:

1. Increasing energy efficiency, with quarterly tracking of consumption in Stäfa and annual assessment globally
2. Deliberate selection of technical equipment and more sustainable processes

Along with these efforts, we also continue to improve our sensors' functionalities given their important role in helping customers reduce their energy consumption. Approximately 30% of the electricity consumed in Stäfa is dedicated to cooling production tools. To address this significant energy demand, we are actively planning a project to implement district heating and cooling solutions utilizing lake water. This ongoing initiative, developed in collaboration with a leading energy supplier, aims to enhance energy efficiency, reduce our environmental footprint and promote sustainable practices within our

Stäfa operations. The project reflects our continued commitment to responsible resource management.

Key performance indicators and progress in 2024

Throughout 2024, we maintained our energy reduction efforts in Stäfa by actively monitoring energy consumption to encourage savings. Furthermore, we are preparing plans to implement LED conversion for one of our office buildings in Stäfa, covering a total area of 6,000 m². For detailed energy consumption information, please refer to the "Energy and emissions" table on page 99.

The increased energy intensity this year is primarily due to the expansion of our facilities, including the new building in Debrecen and the cleanroom expansion in Stäfa dedicated to R&D activities. Although these expansions are critical investments for future growth, they are not yet fully operational. However, they are already consuming energy, which has significantly contributed to the rise in energy intensity.

The photovoltaic system on the roof of Building C of the production site in Stäfa became operational in May 2024, with a nominal output of 355 kWp. By the end of the year, the system had already generated 217 MWh of electricity, equivalent to powering 43 Swiss households for an entire year. This achievement highlights our commitment to renewable energy and reducing our environmental footprint. Moving forward, we will continue monitoring the system's performance and release an Interim Report to compare its energy yield with the consumption of Building C, providing valuable insights into its economic efficiency and environmental benefits.

Water and wastewater

Water protection is a key focus of our operational sustainability priorities. We aim to minimize water consumption, ensure the proper disposal of clean wastewater and regularly monitor water usage per sensor at our manufacturing sites. Taking a holistic approach to resource and waste management, Sensirion's efforts to reduce water use and manage wastewater contribute to maintaining water availability and quality in the regions where we operate.

Impacts, risks and opportunities

Water is essential for Sensirion's production processes in Stäfa, and its use, along with wastewater management, is regulated by legal requirements. Changes in these regulations may increase costs due to changes in operating processes or investment into new filter systems.

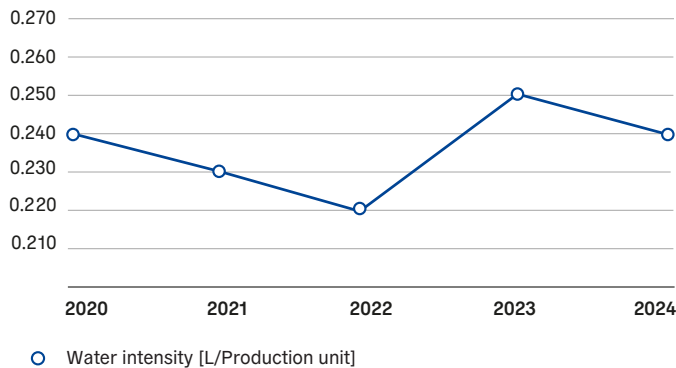
Improperly managed wastewater can negatively impact ecosystems and may result in fines if regulatory limits, such as those for copper, are exceeded. In case of copper, however, this substance can be extracted from the copper-containing sludge and recycled, thus saving costs as well as the environment. Costs can be also saved by reducing water consumption as such.

Water protection

In Stäfa as well as in our production facilities and warehouses in Shanghai, Seoul and Debrecen, we are committed to the responsible management of water. We use water primarily for the separation of silicon wafers for the individual sensors: the wafer saw, which dices the wafers using a high-speed rotating diamond saw blade, is cooled with water. As we evolve our products, water management will remain a priority, especially as we ramp up production of miniature sensors. The smaller the sensor, the fewer resources are needed to produce it.

Since water consumption correlates well with the number of units produced, Sensirion has decided to calculate water consumption as intensity in relation to production units (PU). Our goal is to reduce the amount of water per PU by 5% per year until 2026. This year, we achieved 0.24 liters/PU, reflecting a 4% reduction compared to 2023. The reduction activities heavily depend on the product mix we will sell in the future. As we see a certain saturation in terms of the package density of sensors on one wafer, we also focus on a water recycling project. The technical evaluation started in 2022. In 2023, we installed a deionized water recycling unit for processing water used in wafer dicing on a trial basis. This system is designed to reduce water and energy consumption, lower operational costs and enable effective monitoring during wafer processing. In 2024, we began initial qualifications and trial runs with the system.

Water intensity



4%

reduction in water consumption per production unit (Liter/PU) compared to 2023, despite the overall increase

Key performance indicators and progress in 2024

The total water withdrawal across our five sites in Debrecen (HU), Enschede (NL), Seoul (KR), Shanghai (CN) and Stäfa (CH) amounted to 55,745 m³ in 2024, compared to 44,015 m³ in 2023. Despite the overall increase, we achieved a 4% reduction in water consumption per production unit (Liter/PU) in 2024, bringing us back on track toward our midterm goal.

Wastewater

Wastewater from all sites is discharged into the local sewer system. Only the Stäfa site produces industrial wastewater, which is fed into the sewer system via a two-stage filtration/absorption system that is monitored at regular intervals.

Key performance indicators and progress in 2024

Following the significant increase in production capacity by over 50% in 2022 and elevated copper levels observed in industrial wastewater due to construction activities, Sensirion implemented a substantial overhaul of the wastewater treatment system for the lead frame dicing process in Stäfa. The outdated system, which lacked sufficient filtration and absorption, was replaced with a state-of-the-art treatment system featuring advanced centrifuge and filtration technologies. This upgrade has ensured compliance with copper limits throughout 2024, even during high production volumes, reflecting strong performance over the year. Additionally, we continue to explore the potential for recycling particulate copper from the sludge produced by the centrifuge.

Our employees – “It’s all about the people”

At Sensirion, our people are the heart of our success. By fostering engagement and a healthy work environment, we enhance satisfaction, motivation and overall employee strength.

Company culture and employee satisfaction

Our culture defines who we are. Sensirion stands out with its blend of innovation, dynamic energy and a distinctive company culture known as “SensiSpirit”. Anchored in the values of “fair and honest”, “together” and “top performance”, our culture thrives through flat hierarchies, streamlined decision-making and a plethora of employee-organized events. The “SensiSpirit” extends beyond the workplace, driving our success and shaping our journey every day.

Employee structure

On 31 December 2024, Sensirion counted 1,164 employees, mostly agency workers. The composition of the workforce including 43 apprentices, trainees and interns (FTE). Further, force by employment contract and by employment relationship is shown in the table below. Sensirion employed 75 workers (FTE) who are not employees,

Composition of the workforce (in headcount)¹

Workforce according to employment contract		2024		
Gender	Permanent	Temporary	Permanent (%)	Temporary (%)
Men	769	22	64.1%	1.8%
Women	379	30	31.6%	2.5%
Other ²	-	-	0.0%	0.0%
Total	1,148	52	95.7%	4.3%

Workforce according to employment contract		2023		
Gender	Permanent	Temporary	Permanent (%)	Temporary (%)
Men	827	39	63.9%	3.0%
Women	400	28	30.9%	2.2%
Other	1	-	0.1%	0.0%
Total	1,228	67	94.8%	5.2%

Workforce by employment relationship		2024		
Gender	Full time	Part time	Full time (%)	Part time (%)
Men	560	231	46.7%	19.3%
Women	292	117	24.3%	9.8%
Other ²	-	-	0.0%	0.0%
Total	852	348	71.0%	29.0%

Workforce by employment relationship		2023		
Gender	Full time	Part time	Full time (%)	Part time (%)
Men	650	216	50.2%	16.7%
Women	313	115	24.2%	8.9%
Other ²	1	-	0.1%	0.0%
Total	964	331	74.4%	25.6%

¹ Sensirion has changed the unit for the reporting of employee numbers to headcount only. The 2024 data covers all global employees excluding 46 apprentices, trainees, and interns (in headcount).

² Since 2023, Sensirion discloses gender as specified by the employees themselves.

Fluctuation details are shown in the following table.

Employee turnover of permanent employees (gender and age group)¹

Fluctuation (gender and age group) ¹	2024		2023	
	Entries	Exits ²	Entries	Exits ²
Permanent employees (in headcount)				
Gender				
Men	52	105	143	63
Women	36	59	80	78
Other ³	0	1	0	0
Total	88	165	223	141
Age				
< 30	24	27	66	28
30-50	58	117	133	98
> 50	6	21	24	15
Total	88	165	223	141
Permanent employees (turnover in %)				
Gender				
Men	7 %	14 %	18 %	8 %
Women	9 %	15 %	21 %	21 %
Other ³	0 %	100 %	0 %	0 %
Age				
< 30	18 %	20 %	39 %	17 %
30-50	8 %	15 %	16 %	12 %
> 50	2 %	9 %	10 %	6 %

¹ The data covers all permanent employees globally excluding apprentices, trainees and interns.

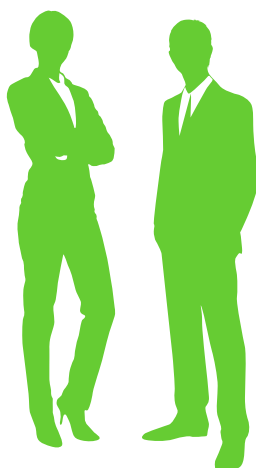
² Including retirement exits

³ Since 2023, Sensirion discloses gender as specified by the employees themselves.

As part of our optimization program, we replaced fewer departures compared to previous years. Additionally, the closure of the Berlin site contributed to the fluctuation, with further details provided on pages 8 and 107.

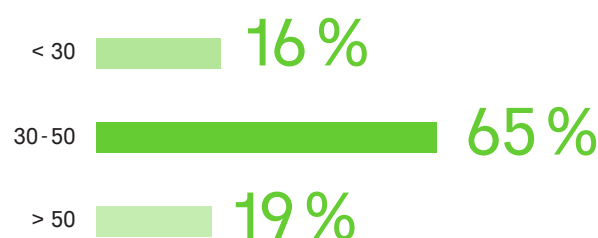
Gender in management

Female identity
23%



Male identity
77%

Age of employees without management function



Impacts, risks and opportunities

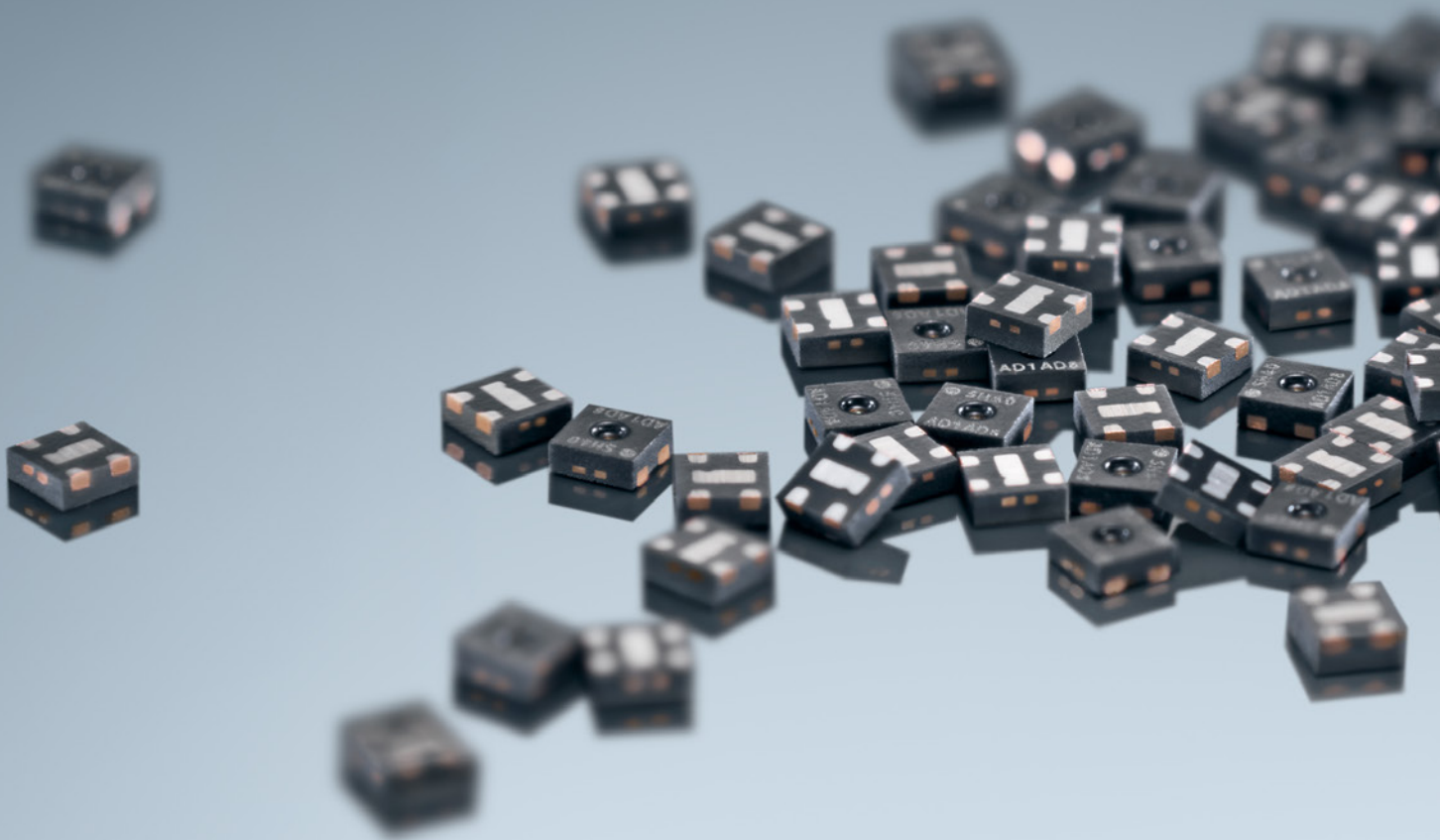
Company culture and employee satisfaction have a direct impact on the motivation and performance of employees as well as the recruitment process. Should culture and satisfaction decline, Sensirion would face a risk of losing qualified personnel, decreased productivity and increased recruitment costs due to higher fluctuation rates and low employee loyalty. Conversely, high employee satisfaction leads to low absenteeism, enhanced employee health and increased ability to innovate. Sensirion's culture of togetherness not only enriches the personal lives of our employees but also strengthens our reputation as an industry role model.

In 2024, Sensirion ended its activities in condition monitoring (formerly the start-up AiSight, Berlin) after a thorough review. The closure of the Berlin site, while challenging, was managed with care, including reorientation support for 45 affected employees and the integration of two colleagues into other roles at Sensirion.

Engaged employees drive growth

Since formalizing our company values in 2014, we have held annual culture workshops in Stäfa to reinforce Sensirion's core values and integrate new colleagues as part of their onboarding process. Following the culture workshops, all attendees are encouraged to participate in an anonymous survey, the findings of which are discussed in a management meeting. Areas identified for improvement are considered for next year's culture workshops. Employee participation is documented within the training system, with careful monitoring to ensure each employee participates in the workshop at least once.

Sensirion is not a member of an employer association and therefore not subject to any collective labor agreement. Sensirion's employees are not covered under collective bargaining agreements accordingly. We maintain a non-hierarchical and transparent corporate culture, and the management prioritizes and lives by an open-door policy, so that all employees have the opportunity to directly interact with them as needed. Additionally, we perform an annual external salary comparison in Switzerland to ensure that remuneration for all roles in Stäfa aligns with local market standards.



SHT4x Sensirion's state-of-the-art humidity and temperature sensor

Sensirion conducted its first global and anonymous “Pulse Survey,” with about 80% of employees participating.

The organizational responsibility rests primarily with the management, particularly the Vice President of Human Resources. We prioritize cultural fit when hiring applicants, even if they possess outstanding qualifications. In cases of repeated misconduct against the company’s culture and values, we part ways with employees in a fair and transparent manner. All managers and employees share the responsibility of embodying the corporate culture and values.

Sensirion is honored to be recognized as a kununu Top Company for 2024. This award, granted to only about 5% of all employer profiles on kununu, is based entirely on ratings provided by current and former employees, reflecting their workplace experiences. Our company page on kununu can be found [here](#).

Key performance indicators and progress in 2024

In 2024, Sensirion conducted its first global and anonymous “Pulse Survey”, with about 80% of employees participating. Covering around 40 questions, the survey aimed to understand employees’ experiences and identify areas for growth and improvement, with a focus on strengthening organizational cohesion and collaboration. Focus areas of the survey were around leadership, communication and collaboration, Sensirion’s values of “fair and honest”, “together”, and “top performance” as well as the employees engagement.

The survey provided valuable feedback, highlighting the following key strengths:

- High ratings for respect among colleagues, teamwork and trust within teams.
- Positive feedback on regular meetings and approachability of managers.
- Employee commitment: Strong dedication to going the extra mile.
- Appreciation for events and activities fostering camaraderie and well-being.

While no single statement was rated below expectations across all groups, areas for improvement were identified around global communication and collaboration as well as enhanced trainings for leaders.

To address all the insights, results were broken down by teams and reviewed by VPs and GMs by the end of December, with more individual action plans to follow. On a global level, communication and collaboration were tackled in a strategic workshop in December. Leadership development will be a key focus for 2025, starting with workshops for all people managers at the headquarters in Stäfa in early January 2025.

We maintained our commitment to fostering a vibrant corporate culture by hosting numerous events and workshops. These initiatives garnered significant attendance, showcasing the strong engagement and participation of our dedicated employees.

In the reporting period, we again successfully conducted culture workshops in Switzerland, the Netherlands and Korea.

Diversity, equality and inclusion

At Sensirion, our global leadership recognizes that fostering diversity, equality and inclusion (DE&I) requires a deliberate mindset shift. These principles are integral to our values and we are dedicated to ensuring that everyone, regardless of race, gender, sexual or political orientation or geographic origin, feels accepted and fully embraced within the Sensirion.

Impacts, risks and opportunities

Sensirion's commitment to diversity, equality and inclusion (DE&I) impacts the local community and society at large, contributing to social stability and promoting equal opportunities within the science, technology, engineering and mathematics (STEM) field, especially for women.

Shortcomings in the DE&I area, especially a risk of discrimination, may lead to difficulties in recruitment, lower motivation and productivity of employees, damaging also Sensirion's employer image and reputation. Additionally, an inconsiderate focus on DE&I initiatives may lead to feelings of discrimination and demotivation in other groups of employees. However, by incorporating different perspectives, we boost our ability to innovate and reduce risks of decision bias.

A commitment to positive change

Through our commitment to promoting diversity, equality, and inclusion (DE&I), we strive to create an environment that offers equal opportunities and fair conditions for all

employees. When recruiting for technical roles in our R&D, marketing and sales teams, we actively monitor the gender ratio. This monitoring involves comparing the gender composition of these teams to the gender distribution of graduating classes in the universities from which we source our talent. As part of this focus, we continue to partner with Fachstelle jumpss*, an organization that promotes gender education and encourages girls to pursue their interests and talents in science, technology, engineering and mathematics (STEM).

Sensirion supports the career advancement of all genders equally and encourages and supports qualified people to take up leadership positions and inspire others with our culture of DE&I. Our global leadership and Board of Directors are unequivocally aligned on the value of nurturing an inclusive workforce to unite our people into a global team. Discrimination is always off-bounds at our company. In 2024, there were no confirmed cases of discrimination at Sensirion.

Key performance indicators and progress in 2024

We continue to organize events at our Stäfa headquarters as part of the "It's MINT" project, in collaboration with our partner Fachstelle jumpss*. This initiative aims to inspire primary school girls to explore STEM careers in a fun and supportive environment. Participants will engage in hands-on experiments, tour our R&D labs, and interact with female colleagues who will share their experiences and serve as role models in STEM. Our partnership remains strong, and Sensirion is proud to be listed as an official excursion partner on their [website](#).

A strong DE&I culture boosts motivation and loyalty, and fosters solidarity.

The Women@Sensirion initiative to strengthen the community of women within the company



In 2024, we have piloted an “Unconscious Bias” training that will be followed up in 2025 for all people leaders. Furthermore, we have launched an internal platform called “Women@Sensirion” to strengthen the community of women within the company. This initiative aims to create a space for sharing experiences, supporting personal and professional growth, and inspiring the next generation of women in tech. Importantly, the platform is open to everyone, not just women, encouraging inclusive participation in these topics. As part of the initiative, we organized a workshop on assertiveness, regular lunch meet-ups and other networking opportunities to build connections and empower our community. This platform reflects our commitment to DE&I and creating a workplace where everyone can thrive.

As our global presence expands, we are adapting our hiring practices and collaborating with partners to enhance awareness of our employer brand. Our focus is on attracting diverse candidates, particularly at sites beyond Switzerland. At the end of 2024, Sensirion employed people from 53 nationalities.

The following table shows the diversity of gender and age in the management body and workforce of Sensirion as per 31 December 2024 and 31 December 2023.

Diversity of the management body and workforce

	2024	%	2023	%
Board of Directors				
Gender				
Men	4	67%	4	67%
Women	2	33%	2	33%
Other ¹	-	0%	-	0%
Total	6	100%	6	100%
Age				
< 30	-	0%	-	0%
30-50	1	17%	1	17%
> 50	5	83%	5	83%
Executive Management				
Gender				
Men	4	67%	4	67%
Women	2	33%	2	33%
Other ¹	-	0%	-	0%
Total	6	100%	6	100%
Age				
< 30	-	0%	-	0%
30-50	4	67%	4	67%
> 50	2	33%	2	33%
Employees with management function²				
Gender				
Men	135	77%	137	79%
Women	40	23%	37	21%
Other ¹	-	0%	-	0%
Total	175	100%	174	100%
Age				
< 30	1	1%	2	2%
30-50	123	70%	124	75%
> 50	51	29%	48	23%
Employees without management function²				
Gender				
Men	656	64%	703	65%
Women	369	36%	381	35%
Other ¹	-	0%	1	0%
Total	1,025	100%	1,085	100%
Age				
< 30	168	16%	192	18%
30-50	663	65%	709	65%
> 50	194	19%	184	17%

¹ Since 2023, Sensirion discloses gender as specified by the employees themselves.

² The data contains all permanent employees excluding apprentices, trainees and interns.

Employee development and training

We prioritize the development of our talent and invest in their professional growth. Viewing our people as brand ambassadors, we strive to make their time at Sensirion satisfying and productive by enhancing their skills and empowerment.

Impacts, risks and opportunities

Employee development and training not only benefits the qualifications of Sensirion's workforce, but it creates spill-over effects into the industry, the value chain and the wider society in our regions. Enhanced professional development also impacts the personal lives of our employees.

Failure to provide employee development and training opportunities may result in stagnation of skills, reduced innovative ability and competitiveness of Sensirion as well as potential migration of employees to other companies with better development and training opportunities. Retention of qualified employees, on the other hand, reduces recruitment costs and leads to higher productivity, innovation capacity and adaptability to market developments.

Invested in our employees

Many graduates and students start their careers with us, playing a vital role in advancing a smarter world through our sensor technologies. Maintaining a robust presence at key technical universities and universities of applied sciences is crucial for attracting and recruiting such talent. Sensirion consistently participates in job fairs and hosts various events, including company tours and the Students TechDay, as part of our ongoing efforts to engage with and recruit talented individuals. Through training initiatives and fostering a positive culture, we cultivate and nurture the finest talent internally, providing opportunities for professional growth and long-term careers within our organization.

At Sensirion, we deeply value the contributions our employees make to the company's success. Consequently, we make substantial investments in their professional development, aiming to ensure job satisfaction and ongoing growth, and positioning Sensirion as their preferred employer. To align individual career paths with opportunities, Sensirion

conducts regular performance and career development reviews. Oversight of these talent development initiatives is led by the Vice President of Human Resources, working in collaboration with HR business partners on a local level. Sensirion's employee development program encompasses the following offerings for its employees:

A) SensiAcademy

As part of the SensiAcademy, we provide a comprehensive range of approximately 330 digital and on-site training sessions featuring both internal and external speakers. All employees can register for these training sessions, subject to the supervisor's approval, with all associated costs covered by the company. Moreover, employees in specific specialized fields, such as information technology, regularly engage in external courses to ensure their skills remain current.

B) Operator trainings

Operators are required to undergo an extensive array of process training courses, the completion of which is mandatory for the performance of their work activities. The associated training costs, frequently conducted by internal trainers or process managers, are not billed to the operators.

C) Talent development

Our talent development efforts focus on identifying and supporting our top talents to prepare them for future promotions and strengthen our bench strength. Talent identification and management alignment on employee development helps to prioritize development needs, and then individual development plans will be discussed and followed up on to provide the best possible support for each employee's growth.

D) Individual training suggested by employees

Individual training suggestions by employees are assessed case-by-case. Depending on the compatibility of the training with the current or foreseeable career path of the employee and therefore the long-term benefit from Sensirion's point of view, we contribute to the training costs. To formalize this commitment, employees agree to stay with Sensirion for up to two years after completing the training, depending on the training costs. The training process and, above all, the effectiveness of these courses are monitored in line with existing processes. Manual tests are also used by the trainers to evaluate content immersion.

For training courses at external education institutions, we check in regularly with the training instructor(s) to evaluate the effectiveness of the training, the applicability for the employee to practice new skills in their role and to document their progress. As part of externally required audits and to retain our ISO certifications, training processes are closely monitored.

Key performance indicators and progress in 2024

In early 2024, we launched the Specialist Career@Sensirion initiative to provide attractive career paths and development opportunities while ensuring recognition and appreciation. The model is based on three key criteria: relevant work experience, values for assessing performance and impact (e.g., professional competence, alignment with corporate values, ownership), and leadership expectations.

Key aspects include:

- A maximum of five global levels to maintain a flat hierarchy.
- Globally defined performance values such as professional experience, communication skills, ownership and entrepreneurial thinking.
- Decision-making committees to ensure consistency, with VP oversight for the highest levels.

This initiative encourages growth within roles, allowing specialists to expand their responsibilities and expertise without requiring a shift into leadership positions. The pro-

gram supports both leadership development, with an aim to fill leadership roles internally whenever possible, and specialist development, enabling employees to take on significant responsibility in their areas of expertise. Already available in Switzerland, the Specialist Career model will roll out globally in 2025.

Additionally, one of our key priorities was the development of our leadership principles to foster a culture where individuals deliver results, are inspired to innovate and make a meaningful impact on those around them.

These principles are rooted in our three core cultural values and serve as the foundation of our Leadership Program. The program is designed to guide and support leaders on their individual development journeys, equipping them to become strong and effective leaders. It incorporates a comprehensive learning model that combines on-the-job experience, social learning through mentoring programs or internal communities and formal education.

In January 2025, we will begin the rollout of the Leadership Training Program for all leaders based in Stäfa, with plans to extend the program to leaders globally in the future. This initiative reflects our commitment to investing in our leaders and ensuring they are well equipped to drive success within our organization. If our leaders reach their full potential, they can create an environment where Sensis can be at their best, deliver more fulfilling work experience for everyone and a greater success for Sensirion as a whole. Furthermore, we have successfully rolled out a global Learning Management System (LMS) across all Sensirion locations, implementing SuccessFactors Learning to facilitate course delivery and engagement tracking. This unified platform ensures consistent training opportunities and supports employee development across all entities.

In 2024, development plans were created in SuccessFactors for our US locations and at our headquarters in Stäfa. Additionally, performance evaluations, including year-end discussions, were conducted globally in SuccessFactors, ensuring a standardized and efficient process

worldwide. We also launched a new global e-learning platform in 2024 as a cornerstone of our formal training program. The platform offers courses on self-competence, communication and leadership, providing employees with valuable tools and resources to enhance their skills.

The following tables show the proportion of employees based on gender and position who received a performance/ career development review and the average hours of training per year per employee.

Performance/career development reviews¹

%	2024	2023
Gender		
Male	100 %	100 %
Female	100 %	100 %
Other ²	100 %	100 %
Management position		
Employees with management function	100 %	100 %
Employees without management function	100 %	100 %

Average hours of training per year per employee¹

Hours	2024 ³	2023 ³
Gender		
Male	12	15
Female	16	20
Other ²	-	20
Management position		
Employees with management function	10	18
Employees without management function	14	17

¹ The data covers all employees incl. apprentices, trainees, interns, temporary and contract workers.

² Since 2023, Sensirion discloses gender as specified by the employees themselves.

³ The 2024 data covers all sites, whereas the 2023 data only covers Stäfa and Debrecen.



SEN6x The first sensing platform that measures up to nine environmental parameters

Occupational health and safety

We foster a safe and supportive workplace environment, preventing and mitigating safety risks such as mechanical, chemical, laser and fire hazards. Factors affecting the health of our people are also our key priority.

Impacts, risks and opportunities

Occupational health and safety aspects are critically relevant across all Sensirion sites, and we strive to protect both employees and business operations. Health and safety incidents impact employees and their families, leading to sick leave and partial income loss, and decreasing their satisfaction and well-being. These can also potentially reduce productivity, interrupt production processes and create planning uncertainties. Risks associated with inadequate health and safety measures include financial losses, reputational damage, legal consequences, higher insurance premiums and increased operational costs. Serious incidents can weaken employee motivation, compromise the working environment, and necessitate costly technical expertise.

Managing occupational health and safety

At Sensirion, we do not compromise on workplace risks prevention and mitigation. Our EHS management system is inspired by ISO 45001, although not certified. In addition to obligatory insurance, we provide employees based in Stäfa private accident insurance with global coverage.

Along with general safety manufacturing risks, we address our production-specific hazards – mechanical (moving robotic parts or pressurized systems, e.g. gas cylinders up to 200 bar), chemical (toxic liquids and gases), laser technology and fire hazards (flammable liquids and gases, incl. within

cleanrooms). We also focus on factors affecting the physical and mental health of our people – working shifts, work-related stress, awkward body movements or repetitive tasks. All employees receive general EHS and emergency response training, with specific sessions for those handling chemicals, lasers, or gas cylinders, repeated every three years. Each production site is supported by company paramedics. Additionally, the Stäfa site is specifically equipped to handle hydrofluoric acid and chlorine burns. A chemical intervention team in Stäfa is established to manage possible small to medium-sized leaks, ensuring swift and effective responses. Every accident is thoroughly reviewed and recorded for continuous safety improvement.

In Stäfa, we conduct an annual risk analysis for each production department and evaluate every new process using the STOP strategy defined by SUVA (Swiss Institute for Accident Insurance). This process focuses on 13 identified hazards to assess potential risks, address emergency situations and define appropriate measures accordingly. Health and safety protection is implemented throughout the entire organization and managed locally to comply with local laws and ensure effectiveness, setting specific duties to employees, their supervisors and the EHS Management.

Key performance indicators and progress in 2024

We focus on achieving zero accidents with lost working days. We track data on lost working days and hours worked, starting with our Stäfa location, and aim to expand data collection to other sites. Additionally, we monitor training completion to ensure comprehensive safety preparedness across all locations.

Work-related injuries in Stäfa (CH) 2024

	Number	Rate*
Fatalities	0	0.00
Number of high-consequence work-related injuries	0	0.00
Number of recordable work-related injuries	6	2.79

* Rates are calculated as accidents per one million hours worked.

Ethical business conduct

As an international company that is committed to creating long-term value, Sensirion maintains high standards of corporate governance and pursues a transparent information policy vis-à-vis its stakeholders. Transparent reporting forms the basis for trust.

Compliance and governance

Compliance and governance encompass internal regulations, management structures, processes and practices upheld at Sensirion to foster fairness, transparency and accountability. Our commitment to ethical and transparent corporate governance extends to compliance with all legal and stock exchange requirements, encompassing the prevention of anti-competitive behavior, money laundering and corruption. Through robust corporate governance practices, Sensirion establishes a foundation for sound business conduct, promoting fairness, honesty, transparency and accountability to safeguard the best interests of our stakeholders.

Impacts, risks and opportunities

All Sensirion stakeholders are impacted by our compliance and governance practices, which form the basis for trusted partnerships with employees, customers, suppliers, owners as well as entire communities.

Violations of compliance and governance may lead to obstructions in the development of fair market structures, distortion of competition and loss of trust, while harming the social fabric of wider society. Such events as well as violations against human rights in our own operations could result in damage to our reputation and possible legal risks and fines.

Compliance guidelines and mechanisms

We ensure that all our business practices are aligned with local/Swiss laws and our Code of Conduct. The Code of Conduct covers ethical topics, including anti-corruption, anti-bribery and whistleblowing, to protect our business from risks. The Code of Conduct also explicitly prohibits child labor and violations against human rights within the company and is subject to verification during audits.

We believe in creating value by building a corporate culture that puts people first. Sensirion's Executive Board is responsible for overseeing corporate governance with mandatory guidelines and policies defining our practices.

All employees are required to comply with these guidelines and policies. For an overview of all our policies, please refer to “Our commitment” on page 80.

In the event of violations against policies, varying actions such as reprimands or extraordinary terminations are taken depending on their severity.

Sensirion has clear processes in place for complaint management and conducts regular audits. The fundamental idea behind this is that employees with legitimate, justified complaints should not be concerned about any consequences of raising their voice. All employees are encouraged to raise issues of concern, including feedback on the strategic and behavioral status of management, to their supervisors or human resources (HR).

Additionally, complaints can also be submitted anonymously via the whistleblower hotline. Complaints about Executive Committee members are handled discreetly by a member of the Board of Directors; complaints about employees are handled by the Vice President of Human Resources. For complaints from other stakeholders about our suppliers, there is an ethical complaint form on our [website](#). Critical risks are presented and discussed in yearly meetings with the Audit Committee and afterwards reported to the Board of Directors.

Audits and systems controls

Sensirion has an internal control system in place in order to ensure accuracy of bookkeeping. In 2024, internal audits were conducted for all fully consolidated legal entities to identify risks. This process led to continuous improvement, including the implementation of measures and an action plan. Internal risk assessment guides us in determining where audit and control systems need to be implemented. This also included checking whether all relevant employees had received training in the Code of Conduct. For the audit itself, the focus was on:

- a. Compliance with system controls in the processes (approval limits, compliance with the dual control principle)
- b. A review of the internal control system and an analysis of contributions per product at manufacturing sites
- c. For legal entities, random testing of operating expenses (purpose, amount), review of bank transactions and check of payroll accounting (special payments, bonuses, salary)

Anti-corruption communication and trainings

All Sensirion employees must take the Code of Conduct training when hired and a refresher every three years. Temporary employees and interns must read and sign the most important information of the Code of Conduct. In the event that an employee fails to complete the training, a reminder will be issued by the HR department. The Board of Directors and general management are responsible for training themselves.

Key performance indicators and snapshot of 2024

In 2024, we upheld our strong commitment to compliance and governance, with no significant violations of laws, regulations or ethical standards reported. There were no instances of non-compliance resulting in sanctions or fines, nor any confirmed cases of corruption or human rights violations within our operations. Additionally, no legal actions related to anti-competitive behavior, anti-trust or monopoly legislation were reported.

Organizational structure

Nomination, selection, composition and independence of the Board of Directors

The Nomination and Compensation Committee of the Board of Directors determines the selection criteria for the succession of members of the Board of Directors. In doing so, it considers, among other things, competencies relevant to the further development of the company, the views of stakeholders (including shareholders), diversity and independence. Please find further information in the Corporate Governance Report – pages 43-44.

As of 31 December 2024, the Board of Directors consisted of six members. All members of the Board of Directors are non-executive directors. The governance structure and members including the committees of the Board of Directors are described in more detail in the Corporate Governance Report – pages 35 to 46, in our [Organizational Regulations](#) and in the Corporate Governance section on our [website](#).

The information on the two founders and Co-Chairmen of the Board of Directors and their function within Sensirion's management can be found in the Corporate Governance Report – page 42. The information on the Independent Director's Committee to prevent and mitigate conflicts of interest can be found in the Corporate Governance Report – page 44.

Chapter eight "Conflicts of Interest" of the [Organizational Regulations](#) sets out guidelines for dealing with potential and actual conflicts of interest. Its purpose is to clarify and establish appropriate guidelines for conducting business to ensure business judgment and decision-making are not influenced by improper personal interests. Any other board memberships of the Executive Committee or Board of Director members are disclosed in their respective CVs in the Corporate Governance Report – pages 38-39 and 50-51. Related party transactions are disclosed in the Compensation Report – pages 62 and 67.

Policies and processes to determine remuneration

The remuneration policies of the Board of Directors and the Executive Committee are disclosed in the Compensation Report – pages 56-57. The processes to determine remuneration of the Board of Directors and the Executive Committee are disclosed in the Compensation Report – pages 57 to 59. The total annual compensation ratio in 2024 of the CEO compared to the median total annual compensation for all employees (excluding the CEO) based in Switzerland was 5.56.

Management and oversight of sustainability

Business-relevant sustainability topics such as innovation and growth are anchored in the corporate strategy. The Board of Directors monitors the execution of the strategy and reviews the key activities. The Board of Directors is informed once a year about the progress in the CO₂ strategy, thereby also exerting indirect influence. The assessment of the quality and effectiveness of the external audit and the internal control system is performed by the Audit Committee on a yearly basis as described in the tasks of the Committee in the Corporate Governance Report – pages 42-43. On a regular basis, members of the Board of Directors perform a self-evaluation and assess the efficiency and effectiveness of their work.

Most of the members of the Board of Directors have experience of leading or oversight positions at other listed companies where they also face sustainability topics and are hence well aware of recent best practices.

Every year, the Board of Directors and the Executive Committee review the corporate strategy in a joint meeting. This is prepared by a strategy committee (consisting of the two founders and Co-Chairmen and three members of the Executive Committee), which meets several times a year for ongoing reviews and further development of the strategic framework. Significant adjustments to the strategy must be approved by the full Board of Directors.

The Board of Directors has delegated the Company's management to the Executive Committee under the direction of the CEO. The Executive Committee, led by the CEO, oversees sustainability topics and is supported by an interdisciplinary sustainability team. The sustainability team develops the CO₂ roadmap and targets, drives initiatives, monitors progress and provides strategic recommendations to the Executive Committee and information to the Board of Directors (for more details see Climate Report pages 124-125).

About this Sustainability Report

This Sustainability Report of Sensirion was published on March 11, 2025. The reporting frequency is annually until further notice and the reporting scope of this Sustainability Report covers the consolidated subsidiaries listed in the Consolidated Financial Statements on page 165 of the Financial Report, except it is stated differently within this Sustainability Report. Restated data is clearly indicated and marked within the report at the specific locations where it is applicable.

The emissions calculations in this report follow the GHG Protocol Corporate Standard. We have chosen the financial control approach for this purpose, as we stated above. We include all our activities (production, R&D, labs, offices and warehouses) in our operational boundary without any exclusions. The reporting period is in line with the financial statement. Furthermore, the following emission factors build the basis for preparation of our GHG balance: DEFRA (2024) emission factors for all fuels; IPCC AR4 GWP100y and EPA emission factors for all process gases; market-based emissions factors for Scope 2 as stated by our electricity providers; IEA (2024) emission factors (with reference year 2022) for our location-based Scope 2 emissions calculations.

A limited assurance engagement has been conducted on Total Scope 1 emissions (GRI 305-1) and Total Scope 2 emissions (GRI 305-2) of Sensirion Holding AG. Please refer to the sections highlighted as “assured by KPMG” in the GRI Content Index (page 135) of the Sustainability Report for the period ending 31 December, 2024.

Since financial year 2023, Sensirion is mandated by the Swiss Code of Obligations (CO) to disclose a Non-Financial Report. This statement is presented as a consolidated, distinct Non-Financial Report within this Sustainability Report.

Regarding questions on this report, please contact:

Lars Dünnhaupt, Director Investor Relations, lars.duennhaupt@sensirion.com

Climate Report

Sensirion Holding AG is reporting for the first time on climate-related risks and opportunities following the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD) pursuant to the “Swiss Ordinance on Climate Disclosures”, which refers to Art. 964a ff CO. The TCFD recommendations are organized into four pillars: governance, strategy, risk management as well as metrics and targets. This report details how Sensirion identifies and manages physical and transition risks and opportunities induced by climate change that could impact the company’s long-term performance.

Our product portfolio, which includes mainly environmental and flow sensor solutions for automotive, medical, industrial and consumer markets, showcases our innovation in these areas. We contribute in several applications to either the adaptation to climate change or the mitigation of CO₂ emissions from our customers and end consumers. However, climate change also presents potential transition and physical risks to our company and value chain.

To address this, we are committed to reducing our carbon footprint through our climate strategy, ensuring the adaptability of our production processes to potential regulatory changes and monitoring the resilience of our supply chain against physical and transition climate change risks.

Governance

Board oversight

The Board of Directors actively oversees the execution of the company’s strategy and reviews the key activities. Given that several products and Sensirion’s innovative approach can contribute to adapting to and mitigating climate change, strategic decisions regarding the product portfolio influence the management of climate-related risks and opportunities for both customers and end consumers.

In 2022, the Board of Directors approved the CO₂ roadmap. In September 2024, the Board received the annual update on the progress of the CO₂ strategy, thus exercising indirect influence. Looking ahead, we continue to further anchor sustainability topics into the Board agenda. The Audit Committee annually evaluates the quality and effectiveness of the internal control system, including risk management, as detailed in the Corporate Governance Report (Annual Report, pages 42-43). Risk matters that may have a material impact on the Company’s financial statements are therefore discussed between the Audit Committee and the Executive Committee. Subsequently, the Audit Committee informs the Board of Directors about the outcomes of the risk analysis. Climate-related risks are evaluated annually by the interdisciplinary sustainability team (see page 125); however, this year they were assessed with a comparatively lower impact on Sensirion’s business than other business risks and therefore not explicitly integrated into the general risk management processes or included in the Board’s annual risk reporting.

Nevertheless, the Board of Directors took notice and approved the Climate Report as part of the Swiss Non-financial Reporting obligations.

Management oversight

The Board of Directors has entrusted the management of the company to the Executive Committee, led by the CEO. At this level, the CEO oversees sustainability topics, including the implementation of the CO₂ strategy and the management of climate-related risks and opportunities.

An interdisciplinary sustainability team of internal experts from areas such as Investor Relations, Environmental Health and Safety, and Maintenance & Infrastructure, and headed by a representative for ESG (Environmental, Social and Governance) matters, convenes monthly to drive sustainability activities and initiatives, including the development of the CO₂ roadmap and targets. Regular discussions about sustainability goals, including pending decisions, occur between this team, the CEO and the Executive Committee. The team is also tasked with making recommendations to the Executive Committee, which oversees all strategic initiatives, including achieving the CO₂ roadmap. Furthermore, they are responsible for providing the Board of Directors with information on all relevant sustainability matters.

Strategy

Climate-related risks and opportunities

At Sensirion, greenhouse gas (GHG) emissions occur across various stages of our value chain. GHG emissions of the value chain arise mainly from the complex and energy-intensive production processes of purchased goods and materials (such as silicon wafers) from suppliers' foundries, as well as from the use phase of the sold products. In our own operations, GHG emissions result mainly from the usage of process gases or the combustion of heating oil or natural gas.

GHG emissions contribute to climate change, causing long-term shifts in climate patterns and an increasing frequency of extreme weather events. These changes could impact our supply chain, particularly in Asia, due to factors like water scarcity or cyclones. Conversely, more extreme weather conditions may boost the demand for our products, especially sensors used in cooling, air conditioning systems and other climate change adaptation measures.

Our innovations can contribute, among others, to protecting the climate by enhancing energy efficiency and preventing harmful emissions, while having the potential to boost Sensirion's sales, market share and profitability. By solving relevant problems innovatively, we also enable our customers to develop their own innovative solutions. In parallel, we recognize the risk that a misalignment in our Research & Development efforts could result in products that do not align with customer needs or demands. This misalignment poses a risk of incorrect asset allocation and could weaken our market position. In addition, sensor products designed for fossil fuel-based applications might become obsolete.

Failure to effectively manage and communicate our climate targets poses reputational risks, while regulatory changes such as taxation with regards to high-GWP process gases could also have an impact on Sensirion and its supply chain.

Climate-related risks and opportunities were considered under the following two scenario outlines

2°C or lower scenario

- Global cooperation drives climate mitigation efforts across countries and industries, combining regulations on greenhouse gas emissions with incentives to promote cleaner technologies and sustainable practices.
- Transition to renewable energy and trends towards circular economy practices reduce reliance on fossil fuels and virgin materials.
- Mobility trends shift toward non-fossil-fuel solutions, including electric vehicles, public transportation, and innovative mobility systems.

▶ **Drastically reduced greenhouse gas emissions limit global warming to below 2°C, stabilizing climate patterns and strengthening resilience for ecosystems and communities.**

Higher temperature scenario

- Limited international collaboration and a lack of regulations result in “business as usual” approaches dominating economic systems and consumer behaviors, leaving vulnerable regions exposed to greater climate impacts.
- Energy systems remain reliant on fossil fuels, with slow adoption of renewables and continued dependence on virgin materials, including fossil-based mobility systems.
- Societies and businesses focus on reactive adaptation to climate events, prioritizing the protection of infrastructure, supply chains and community resilience.

▶ **Persistently high greenhouse gas emissions drive global warming well beyond 2°C, intensifying climate events such as extreme weather, droughts, and rising sea levels, disrupting ecosystems and communities.**







Climate-related risks in Sensirion’s supply chain and operations

Sensirion’s value chain as well as our direct operations could be affected by climate-related physical risks. The primary concerns lie within our supply chain due to possible water shortages and climate change effects in East Asia. In contrast, our own operations might face comparatively lower risks. In Shanghai, we might face risks associated with rising sea levels. However, our current facilities are leased, so the impact is somewhat mitigated. In addition, there is a risk in summer that air conditioning systems may have to be switched off due to energy contingencies. In Seoul, we may encounter typhoon risks, and the production site in Debrecen may be potentially threatened by extreme flooding and droughts. The financial implications are manageable due to our limited balance sheet exposure in these areas. On the other hand, we own significant assets in Stäfa, but the local risks related to climate change appear to be less severe compared to other locations.



Evolving regulations might impact our operations. A strong focus on innovation is essential, particularly in our production processes, supplier management and product development, as some materials or processes we are currently using might become more strictly regulated or even, while some applications of our products might become obsolete or less viable at the same time. Additionally, we need to consider potential taxation of high GWP process gases, which might affect our operational costs.




The following table outlines the most relevant climate-related risks identified and assessed by Sensirion that could impact the supply chain and own operations of Sensirion.

Assessment and management of climate-related risks in Sensirion's supply chain and operations

Climate-related risks	Time horizon + scenario	Potential impact	Sensirion's measures
Physical risks (chronic) <ul style="list-style-type: none"> Higher energy consumption through cooling requirements for production processes Switching-off of air conditioning systems during summer due to energy quota Water shortage affecting foundries in East Asia 	long-term 	<ul style="list-style-type: none"> Higher energy costs in own operations 	<ul style="list-style-type: none"> Fossil-free cooling and heating recovery systems at the manufacturing sites in Stäfa (CH) and Debrecen (HU) Piloting in a concept regarding district heating coupled with lake cooling in Stäfa
	long-term 	<ul style="list-style-type: none"> Disruptions in production processes and effect on working conditions of employees 	<ul style="list-style-type: none"> Flexibilization of working hours No installation of continuous production processes in affected sites, but assembly operations
	long-term 	<ul style="list-style-type: none"> Disruptions in production processes of the supply chain might lead to poorer planning capability and production losses 	<ul style="list-style-type: none"> Diversification of supplier base and dual sourcing strategy for key materials
Physical risks (acute) <ul style="list-style-type: none"> Inclement weather conditions in Asia 	short/ mid-term 	<ul style="list-style-type: none"> Disruptions in the supply chain might lead to poorer planning capability and production losses 	<ul style="list-style-type: none"> Diversification of supplier base and dual sourcing strategy for key materials
Transition risks (policy + legal) <ul style="list-style-type: none"> Regulations on reducing leakage and ensuring efficient use of high-GWP process gases Introduction of a taxation with regards to high-GWP process gases 	mid-term 	<ul style="list-style-type: none"> Production process conversion costs and capital expenditures for alternative filtration technologies to achieve further leakage reductions 	<ul style="list-style-type: none"> Studying alternative filtration technologies to reduce the process gas emissions Exploration of alternative, less harmful chemical gases and investigation of different production tools while staying updated with manufacturers on advancements
	mid-term 	<ul style="list-style-type: none"> Increased operation costs 	<ul style="list-style-type: none">

short-term: up to 2 years
 mid-term: 2-4 years
 long-term: more than 4 years

 2°C or lower scenario
 higher temperature scenario


 low impact
 medium impact
 high impact

Climate-related risks and opportunities in Sensirion's markets



While climate change presents risks, it also opens up significant opportunities. Several of our sensors monitor environmental parameters. They can thus contribute to energy conservation in buildings and vehicles as well as household appliances like refrigerators, and can improve quality of life for our customers and consumers while creating business opportunities for us. In essence, climate change is driving growth opportunities for Sensirion, provided we effectively manage physical and regulatory risks to our supply chain and production.




The potentially most relevant climate-related risks and opportunities for Sensirion on the product portfolio side are outlined in the following table.

Assessment and management of climate-related risks and opportunities in Sensirion's markets

Climate-related risks and opportunities	Time horizon + scenario	Potential impact	Sensirion's measures
<p>Transition risks (market) Opportunities (market)</p> <ul style="list-style-type: none"> Decreasing combustion engine business, whereas the electric vehicles market is expected to grow Change in individual transportation due to environmental awareness leading to changes in the number of sold cars Shift to new energy sources and need for increased energy efficiency 	<p>mid-term</p> 	<ul style="list-style-type: none"> Decreasing sensor volumes for combustion engines may be offset by growth in sensor demand for electric vehicles, while most of our automotive applications are engine-type independent. Less sold cars leading to a loss in demand for installed sensor technology Sensirion can increase sales, market share and profitability, whereas misalignment in R&D can pose a risk of wrong asset allocation 	<ul style="list-style-type: none"> Sensirion reviews today's challenges and megatrends, such as Industry 4.0, challenges around climate change or the electrification of the car industry Our R&D team screens and evaluates new disruptive technologies while collaborating closely with product management and sales For further information on the innovation approach of Sensirion, please refer to the chapter "Innovation" on pages 88-89 of the Sustainability Report. Diversification in markets is part of Sensirion's strategy to have a higher stability in market crises and economic downturns
<p>Opportunities (policy and legal)</p> <ul style="list-style-type: none"> Change to low-GWP refrigerants mandated in the US for air conditioning systems drives the need for refrigerant leakage detection sensors. Increasing interest in low GWP-refrigerants can provide also business opportunities in Europe and Asia Regulations on uncontrolled methane emissions require detection of methane leaks in natural gas well 	<p>short/ mid-term</p> 	<ul style="list-style-type: none"> Sensirion can increase sales, market share and profitability in these segments In the long run, Sensirion could lose some sales markets as it is partly dependent on the oil and gas industry, which is likely to decline in the shift towards sustainable energy sources 	
<p>Opportunities (physical-acute)</p> <ul style="list-style-type: none"> Forest fires might increase demand for fine dust sensors in forest fire detection Increasing temperatures might increase demand for control applications for private home HVAC 	<p>mid-term</p> 	<ul style="list-style-type: none"> Increasing demand for products might increase sales and market share in this segment 	

short-term: up to 2 years
mid-term: 2-4 years
long-term: more than 4 years

 2°C or lower scenario
 higher temperature scenario

 low impact
 medium impact
 high impact

First steps in assessing the resilience of the business model

Sensirion’s inaugural Climate Report focuses on providing a first indication of potentially relevant climate-related risks and opportunities. This first assessment is laying the groundwork for future advanced scenario analyses.

Generally, in a scenario where the international community intensifies efforts to limit global warming, Sensirion and its value chain would potentially face stronger regulatory risks on production processes. Conversely, if global warming accelerates, Sensirion could be confronted by more supply chain disruptions due to extreme weather events. Since Sensirion offers products that can support climate change mitigation and adaptation, there could be varying levels of opportunity in both scenarios.

More detailed statements about the resilience of the business model are only possible with a detailed scenario analyses including a detailed financial impact analysis over

different time horizons. Ongoing discussions among our teams are crucial for specifying the climate scenarios and evaluating their potential impact on Sensirion.

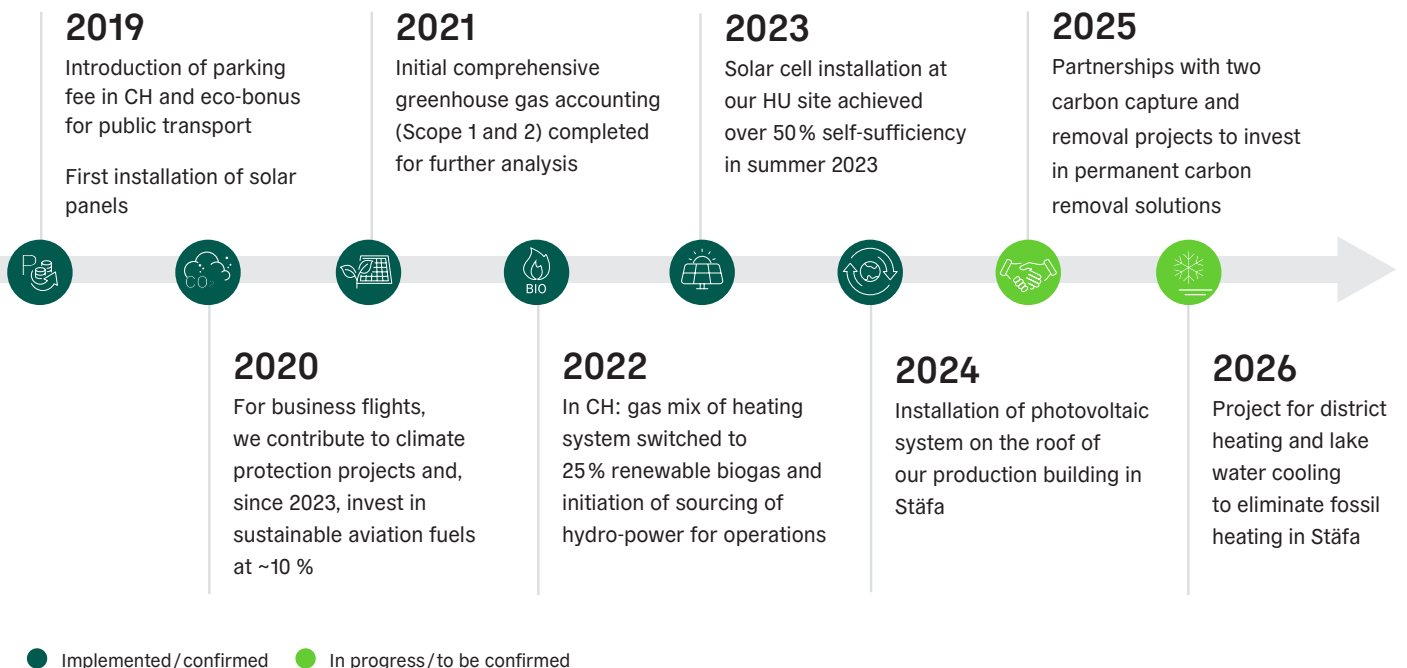
Climate strategy & transition plan

Sensirion pledges to the Swiss Federal government a net-zero target for 2050. The climate transition plan contains planned activities to reduce greenhouse gas emissions in operations, as well as product innovation approaches to support the transition to a low-carbon economy. In addition, the climate transition plan is for addressing and reducing climate risks.

Production and supply chain

In 2019, Sensirion kicked off its ambitious journey to decarbonize its own operations (Scope 1 and 2). As illustrated in the roadmap graph below, Sensirion has successfully performed various initiatives to reduce its carbon footprint of its own operations in the past years.

Selected milestones on our journey to decarbonization



Since 2023, all global production sites have been powered by 100% renewable electricity. Currently, one office building in Stäfa (Switzerland) and one building in Enschede (Netherlands) are still heated with non-renewable energy. In order to transition the office building in Stäfa to renewable energy supply, Sensirion evaluated a project for district heating and lake water cooling. This project is expected to start in spring 2026.

The main challenge for further GHG emission reductions at Sensirion's own operations is the use various process gases (mainly SF₆) at our wafer factory in Switzerland, which have a very high global warming potential and cannot be completely eliminated. This issue is not unique to Sensirion but is a broader challenge faced by the entire semiconductor industry on the path to net zero emissions. In 2023, Sensirion conducted a comprehensive study, concluding in 2024, to explore alternative filtration technologies aimed at further reducing our process gas and Scope 1 emissions. Additionally, we are actively exploring alternative, less harmful chemical gases and investigating different production tools. We maintain ongoing communication with tool manufacturers to stay abreast of new advancements in more efficient processes and waste gas treatment systems. In parallel, Sensirion is committed to investing in carbon removal projects and innovative decarbonization technologies from 2025.

Our current climate roadmap focuses on Scope 1 and Scope 2 emissions. In addition to reducing these emissions, Sensirion also enhances transparency and accountability by subjecting its Scope 1 and Scope 2 emissions to limited assurance by an independent auditor. To understand our Scope 3 emissions, we have concluded a comprehensive analysis of our footprint in 2023. This analysis showed that the procurement of materials for production is the most significant contributor to Sensirion's emissions. Once Sensirion has achieved its planned activities to reduce Scope 1 and 2 emissions, the company will shift its focus to Scope 3 activities. For more detailed information about our climate strategy and roadmap, please refer to the "Climate protection" chapter in our Sustainability Report.

Innovation and product portfolio

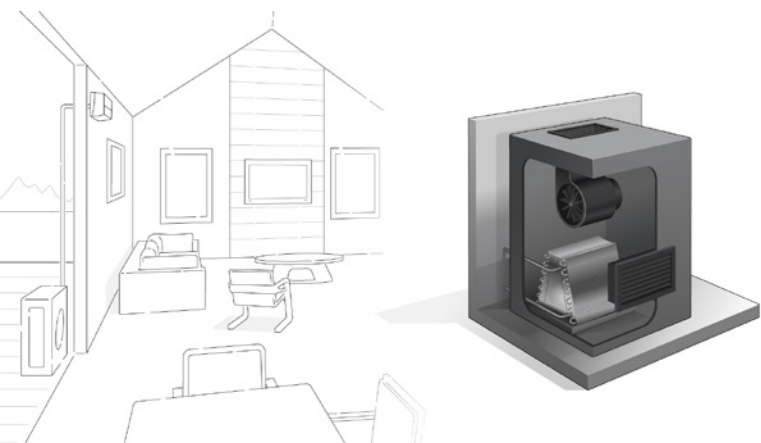
At Sensirion, it is our mission to leverage innovation and technology for enhancing quality of life and aiding in the reduction of energy consumption and CO₂ emissions across a broad spectrum of applications, for which we already offer several products.

As part of our innovation approach, our R&D team reviews today's challenges and megatrends, such as Industry 4.0, challenges around climate change or the electrification of the car industry. Since several product opportunities also arise for Sensirion from environmental regulation affecting our customers, our product management and sales team are screening and evaluating the regulatory landscape to align the product portfolio and realize market opportunities.

With our environmental sensor solutions, we are committed to assisting in the adaptation to and mitigation of climate change for our customers and end consumers. Together with our customers and partners, we explore innovative technologies and develop state-of-the-art products that empower our customers to be responsible providers and leaders in their markets. We strive to make more sustainable decisions, particularly in development and production.

The aim is, to increase the use of recyclable materials in our products and their packaging to optimize the environmental impact. Several of our sensors play a crucial role in reducing energy consumption and greenhouse gas emissions across a variety of applications. For instance, our carbon dioxide sensors activate air conditioning only when offices are occupied, leading to energy savings and a better carbon footprint.

Highlighted next are selected, recent product examples currently in the ramp-up phase:



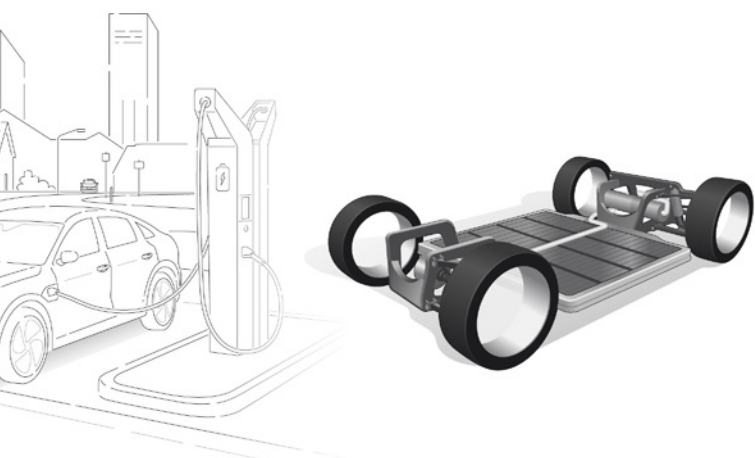
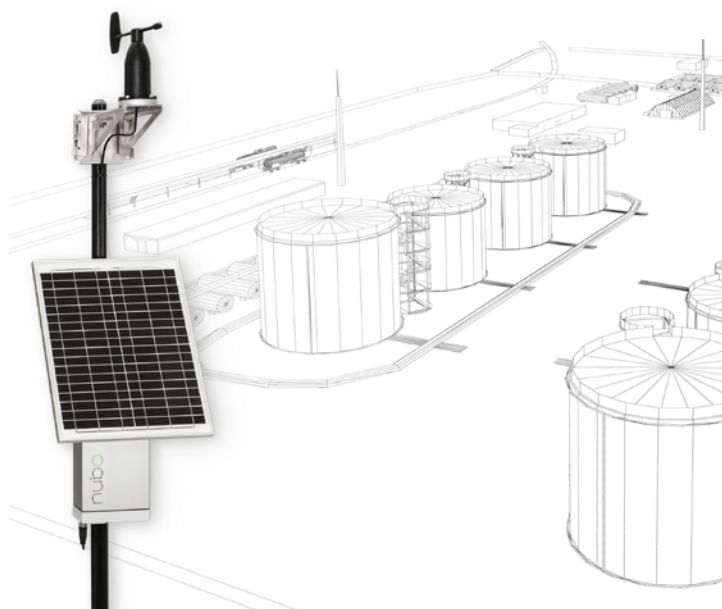
Gas leakage sensors for US air conditioning units

Sensirion developed a new series of gas leakage sensors with production start in the second half of 2024. The sensors will be in line with the US regulations on less climate damaging, but more flammable coolants.

Our sensor solution for monitoring A2L and A3 refrigerants leakage will help ensure a safe transition to a more climate-friendly HVAC industry in the coming years.

Continuous monitoring of methane gas emissions in oil and gas industry

Cutting methane emissions from fossil fuels by 75% by 2030 is vital to limit global warming to 1.5°C. Sensirion's Nubo Sphere was launched in 2022 for detecting, locating and measuring methane leakages from sources like oil and gas production plants, sewage treatment or biogas plants. While helping to prevent these methane emissions, we also recognize the risk associated with this product as it is partly dependent on the oil and gas industry, which is likely to decline in the shift towards sustainable energy sources.



EV-mobility sensors increase energy efficiency of cars

Sensirion's humidity, temperature, and CO₂ sensors can enhance energy efficiency in vehicles by optimizing climate control systems.

This can reduce AC usage, improving overall efficiency and extending the range of electric vehicles (EVs).

Sensirion's innovative efforts and product portfolio decisions within the company's overall growth strategy can therefore support both market trends such as the mobility transition towards electric vehicles and regulatory trends such as methane sensing regulations towards a low carbon economy. For further information on the innovation approach of Sensirion, please refer to the chapter "Innovation" on pages 88-89 in the Sustainability Report.

Risk management

Annually, Sensirion's CEO conducts a general risk analysis of the top risks for the business. This analysis is based on expert analyses and review assessment and presented to the Executive Committee. The findings are presented to the Audit Committee and Board of Directors once a year, and significant risks typically prompt strategic responses. General risk management processes are described in more detail on page 163 of the Annual Report.

In 2023, climate-related risks and opportunities were explicitly assessed for the first time during a workshop, which involved various corporate functions, to ensure a thorough evaluation of potential impacts on the value chain and business. In 2024, the identification and assessment of climate-related risks and opportunities was reviewed within a workshop of Investor Relations, Supply Chain Management, Product Management and Sustainability. The processes for handling climate-related risks and opportunities are described with the measures in the tables above on pages 127-128.

For 2024, climate-related risks were assessed with a comparatively lower impact on Sensirion's business than other risks and therefore not explicitly integrated into the general risk management processes.

Metrics and targets

Energy consumption and greenhouse gas emissions

Since 2022, Sensirion has been reporting its data on energy consumption and Scope 1 and Scope 2 emissions. The energy consumption data and the Scope 1 and 2 emissions for the reporting year 2024 as well as the historical emission intensity development (kgCO_{2e}/kCHF contribution profit) are in the Sustainability Report, detailed on pages 99-100. A first internal analysis of Scope 3 emissions was concluded and descriptive results were reported in the Annual Report 2023. In 2024, Sensirion demonstrated its commitment to accountability and accuracy by adopting independent limited assurance for its Scope 1 and 2 greenhouse gas emissions data.

CO₂ reduction targets

The CO₂ roadmap is described in the chapter "Strategy" of this Climate Report on pages 125 to 132. For further details on the roadmap and planned activities to reduce the Scope 1 and 2 emissions, please refer to the chapter "Climate protection" in this Sustainability Report on pages 96 to 100.

GRI Content Index

Sensirion Holding AG has reported in accordance with the GRI Standards for the period 1 January 2024 to 31 December 2024. For the Content Index – Essentials Service, GRI Services reviewed that the GRI content index has been presented in a way consistent with the requirements for reporting in accordance with the GRI Standards, and that the information in the index is clearly presented and accessible to the stakeholders. This service was carried out on the English version of the report.

GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	None

GRI Standard	Disclosure	Location in the Annual Report	Omission
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General Disclosure

The organization and its reporting practices

GRI 2: General Disclosures 2021	2-1 Organizational details	P. 30, 74	
	2-2 Entities included in the organization's sustainability reporting	P. 123	
	2-3 Reporting period, frequency and contact point	P. 123, 133	
	2-4 Restatements of information	P. 123	
	2-5 External assurance	P. 123, 137-139	



Activities and workers


GRI 2: General Disclosures 2021	2-6 Activities, value chain and other business relationships	P. 74-75	
	2-7 Employees	P. 105-107	
	2-8 Workers who are not employees	P. 105-107	

Governance

GRI 2: General Disclosures 2021	2-9 Governance structure and composition	P. 121	
	2-10 Nomination and selection of the highest governance body	P. 40, 121	
	2-11 Chair of the highest governance body	P. 42	
	2-12 Role of the highest governance body in overseeing the management of impacts	P. 121-122	
	2-13 Delegation of responsibility for managing impacts	P. 122	
	2-14 Role of the highest governance body in sustainability reporting	P. 45, 122	
	2-15 Conflicts of interest	P. 44, 121	
	2-16 Communication of critical concerns	P. 120	
	2-17 Collective knowledge of the highest governance body	P. 122	
	2-18 Evaluation of the performance of the highest governance body	P. 122	
	2-19 Remuneration policies	P. 121	
2-20 Process to determine remuneration	P. 121		
2-21 Annual total compensation ratio	P. 121		

GRI Standard	Disclosure	Location in the Annual Report	Omission
Strategy, policies and practices			
GRI 2: General Disclosures 2021	2-22 Statement on sustainable development strategy	P. 79	
	2-23 Policy commitments	P. 80	
	2-24 Embedding policy commitments	P. 80, 119-120	
	2-25 Processes to remediate negative impacts	P. 94, 103, 119-120	
	2-26 Mechanisms for seeking advice and raising concerns	P. 94, 120	
	2-27 Compliance with laws and regulations	P. 120	
	2-28 Membership associations	P. 80	
Stakeholder engagement			
GRI 2: General Disclosures 2021	2-29 Approach to stakeholder engagement	P. 81	
	2-30 Collective bargaining agreements	P. 107	
Material topics			
Materiality assessment and list of material topics			
GRI 3: Material Topics 2021	3-1 Process to determine material topics	P. 82	
	3-2 List of material topics	P. 83	
Economic value creation			
Growth			
GRI 3: Material Topics 2021	3-3 Management of material topics	P. 86	
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	P. 86	
Innovation			
GRI 3: Material Topics 2021	3-3 Management of material topics	P. 88-89	
Sustainable products and services			
GRI 3: Material Topics 2021	3-3 Management of material topics	P. 90-91	
GRI 301: Materials 2016	301-1 Materials used by weight or volume	P. 92	
Sustainable supply chain management			
GRI 3: Material Topics 2021	3-3 Management of material topics	P. 93-94	
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	P. 94-95	
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	P. 94-95	

GRI Standard	Disclosure	Location in the Annual Report	Omission
Corporate environmental and climate protection			
Climate protection			
GRI 3: Material Topics 2021	3-3 Management of material topics	P. 96-98	
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	P. 99 	
	305-2 Energy indirect (Scope 2) GHG emissions	P. 99 	
	305-4 GHG emissions intensity	P. 100	
Energy use			
GRI 3: Material Topics 2021	3-3 Management of material topics	P. 101	
GRI 302: Energy 2016	302-1 Energy consumption within the organization	P. 99	
	302-3 Energy intensity	P. 100	
	302-4 Reduction in energy consumption	P. 101	
Water and wastewater			
GRI 3: Material Topics 2021	3-3 Management of material topics	P. 102-103	
GRI 303: Water and Effluents 2018	303-3 Water withdrawal	P. 102-103	
Our employees			
Company culture and employee satisfaction			
GRI 3: Material Topics 2021	3-3 Management of material topics	P. 107-109	
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	P. 106	
Diversity, equality and inclusion			
GRI 3: Material Topics 2021	3-3 Management of material topics	P. 111-112	
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	P. 113	
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	P. 111	
Employee development and training			
GRI 3: Material Topics 2021	3-3 Management of material topics	P. 114-116	
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	P. 116	
	404-3 Percentage of employees receiving regular performance and career development reviews	P. 116	
Ethical business conduct			
Compliance and governance			
GRI 3: Material Topics 2021	3-3 Management of material topics	P. 119-120	
GRI 205: Anti-corruption 2016	205-3 Confirmed incidents of corruption and actions taken	P. 120	
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	P. 120	

 Assured by KPMG

Declaration of the Board of Directors

The Board of Directors of Sensirion Holding AG is responsible for the preparation of the Non-Financial Matters Report including Climate Disclosures for the financial year 2024 in accordance with the Articles of Association and the Organizational Regulations.

This Non-Financial Matters Report for the financial year 2024 was prepared in accordance with Article 964a et seq. CO and the Ordinance on climate disclosures. The report was approved by the Board of Directors of Sensirion Holding AG.

This Non-Financial Matters Report 2024 will remain accessible on the Company's website for at least ten years.

Requirements of Art. 964b CO	Referenced chapters in the Non-Financial Report	Pages
General information		
Business model	Key points	P. 74-77
Identification of material non-financial matters	Material topics	P. 82-83
Policies	Policies and management systems	P. 80
Coverage of undertakings	About this Sustainability Report	P. 123
Non-financial matters*		
Environmental matters, in particular the CO ₂ goals	Climate protection	P. 96-100
	Energy use	P. 101
	Water and wastewater	P. 102-103
	Sustainable products and services	P. 90-92
Social issues	Sustainable products and services	P. 90-92
Employee-related issues	Company culture and employee satisfaction	P. 104-110
	Diversity, equality and inclusion	P. 111-113
	Employee development and training	P. 114-116
Respect for human rights	Sustainable supply chain management	P. 93-95
	Compliance and governance	P. 119-120
Combating corruption	Compliance and governance	P. 119-120
Climate disclosures		
Climate Report	Governance	P. 124-125
	Strategy	P. 125-132
	Risk management	P. 132
	Metrics and targets	P. 132

* Risks, policies including due diligence, measures, assessment of effectiveness and main performance indicators are presented in the referenced individual chapters.

Stäfa, March 5, 2025



Moritz Lechner
Co-Chairman of the Board



Felix Mayer
Co-Chairman of the Board



Marc von Waldkirch
CEO

KPMG Assurance Report



Independent limited assurance report on selected sustainability information of Sensirion Holding AG

To the Board of Directors of Sensirion Holding AG, Stäfa, Zurich

We have undertaken a limited assurance engagement on Sensirion Holding AG (hereinafter "Sensirion") and its subsidiaries (the Group) for the following selected Sustainability Information in the Sustainability Report for the year 2024 (hereinafter "Sustainability Information"):

- Global Reporting Initiative (GRI) 305-1 and 305-2 related KPIs which are marked as "assured by KPMG" in the GRI Content Index table (page 135)

Our Limited Assurance Conclusion

Based on the procedures we have performed as described under the 'Summary of the work we performed as the basis for our assurance conclusion' and the evidence we have obtained, nothing has come to our attention that causes us to believe that the Sustainability Information is not prepared, in all material respects, in accordance with the Sustainability Reporting Criteria.

We do not express an assurance conclusion on information in respect of earlier periods or future looking information included in the Sustainability Report 2024, information included in the Financial Report 2024, information included in the Business Report 2024, information linked from the Sustainability Report 2024, information linked from the Financial Report 2024 or any images, audio files or embedded videos.

Understanding how Sensirion Holding AG has Prepared the Sustainability Information

Sensirion prepared the Sustainability Information using the following criteria (hereinafter referred to as the "Sustainability Reporting Criteria"):

- Global Reporting Initiative (GRI) 2021 Standards
- Greenhouse Gas (GHG) Protocol, Corporate Standard

Consequently, the Sustainability Information needs to be read and understood together with these criteria.

Inherent Limitations in Preparing the Sustainability Information

Due to the inherent limitations of any internal control structure, it is possible that errors or irregularities may occur in disclosures of the Sustainability Information and not be detected. Our engagement is not designed to detect all internal control weaknesses in the preparation of the Sustainability Information because the engagement was not performed on a continuous basis throughout the period and the audit procedures performed were on a test basis.

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Sensirion Holding AG's Responsibilities

The Board of Directors of Sensirion Holding AG is responsible for:

- selecting or establishing suitable criteria for preparing the sustainability information, taking into account applicable law and regulations related to reporting the sustainability information;
- the preparation of the sustainability information in accordance with the criteria; and
- designing, implementing and maintaining internal control over information relevant to the preparation of the sustainability information that is free from material misstatement, whether due to fraud or error.

Our Responsibilities

We are responsible for:

- planning and performing the engagement to obtain limited assurance about whether the Sustainability Information is free from material misstatement, whether due to fraud or error;
- forming an independent conclusion, based on the procedures we have performed and the evidence we have obtained; and
- reporting our independent conclusion to the Board of Directors of Sensirion Holding AG.

As we are engaged to form an independent conclusion on the Sustainability Information as prepared by the Board of Directors, we are not permitted to be involved in the preparation of the Sustainability Information as doing so may compromise our independence.

Professional Standards Applied

We performed a limited assurance engagement in accordance with International Standard on Assurance Engagements 3000 (Revised) *Assurance Engagements other than Audits or Reviews of Historical Financial Information* (ISAE 3000), issued by the International Auditing and Assurance Standards Board (IAASB).

Our Independence and Quality Control

We have complied with the independence and other ethical requirements of the *International Code of Ethics for Professional Accountants (including International Independence Standards)* issued by the International Ethics Standards Board for Accountants (IESBA Code), which is founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality, and professional behavior.

Our firm applies International Standard on Quality Management 1, which requires the firm to design, implement and operate a system of quality management including policies or procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

Our work was carried out by an independent and multidisciplinary team including assurance practitioners and sustainability experts. We remain solely responsible for our assurance conclusion.

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Summary of the Work we Performed as the Basis for our Assurance Conclusion

We are required to plan and perform our work to address the areas where we have identified that a material misstatement of the Sustainability Information is likely to arise. The procedures we performed were based on our professional judgment. Carrying out our limited assurance engagement on the Sustainability Information included, among others:

- assessment of the design and implementation of systems, processes and internal controls for determining, processing and monitoring sustainability performance data, including the consolidation of data;
- inquiries of employees responsible for the determination and consolidation as well as the implementation of internal control procedures regarding the selected disclosures;
- inspection of selected internal and external documents to determine whether quantitative information is supported by sufficient evidence and presented in an accurate and balanced manner;
- assessment of the data collection, validation and reporting processes as well as the reliability of the reported data on a test basis and through testing of selected calculations;
- analytical assessment of the data and trends of the quantitative disclosures included in the scope of the limited assurance engagement; and
- assessment of the consistency of the disclosures applicable to Sensirion with the other disclosures and key figures and of the overall presentation of the disclosures through critical reading of the Sustainability Report 2024.

The procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent than for, a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had we performed a reasonable assurance engagement.

KPMG AG

Silvan Jurt
Licensed audit expert

Cyrill Kaufmann
Licensed audit expert

Zurich, 10 March 2025

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