

SENSATA TECHNOLOGIES, INC.
STATEMENT REGARDING MODERN SLAVERY
For Fiscal Year January 1, 2023 through December 31, 2023

This statement has been prepared in accordance with Section 6(2) of the Fighting Against Forced Labour and Child Labour in Supply Chains Act (the “Canadian Act”) and discloses measures taken by Sensata Technologies, Inc., and its affiliates and subsidiaries, which includes Sensata Canada, Inc. (collectively, “Sensata”) during the 2023 fiscal year to address human trafficking and forced labor within its operations and supply chain.

Business Structure, Activities, and Supply Chain

Sensata is a global industrial technology company striving to create a cleaner, more efficient, electrified and connected world. Through its broad portfolio of sensors, electrical protection components and sensor-rich solutions which create valuable business insights, Sensata helps its customers address increasingly complex engineering and operating performance requirements. For more than 100 years, Sensata has been providing a wide range of customized, sensor-rich solutions that address increasingly complex engineering and operating performance requirements to help our customers solve their most difficult challenges in the automotive, heavy vehicle and off-road, industrial, and aerospace industries. Our sensors are used by our customers to translate a physical parameter, such as pressure, temperature, position, or location of an object, into electronic signals that our customers’ products and solutions can act upon. Our electrical protection portfolio, which includes both components and systems, is comprised of various switches, fuses, battery management systems, inverters, energy storage systems, high-voltage distribution units, controllers, and software, and includes high-voltage contactors and other products embedded within systems to maximize their efficiency and performance and ensure safety. Other products and services we provide include vehicle area networks and data collection devices and software, battery storage systems, and power conversion systems, the latter of which include inverters, converters, and rectifiers for renewable energy generation, green hydrogen production, electric vehicle charging stations, and microgrid applications, as well as industrial and defense applications.

We organize our business into two segments: Performance Sensing and Sensing Solutions. As of December 31, 2023, Sensata had approximately 19,400 employees worldwide. Approximately 80% of Sensata’s supplier spend is with 470 suppliers, some of which are located in countries that have been identified by the United States Department of State and the United Nations as having elevated risks of human trafficking and modern slavery.

Policies

Sensata is committed to identifying, assessing, and eliminating the risks of modern slavery and human trafficking within its internal operations and in its supply chain, consistent with the requirements of the Canadian Act. We believe that all individuals should be treated with dignity and respect, and we prohibit forced labor, child labor, and human trafficking in our operations as well as those of our contractors, subcontractors, suppliers, and their sub-suppliers around the world. We support the Universal Declaration of Human Rights, the ILO Declaration on Fundamental Principles and Rights at Work, the UN Guiding Principles on Business and Human Rights, and the ten principles of the United Nations Global Compact. We strive to adhere to the principles set forth in these standards, as they may apply to us and the services we provide, and to comply with all applicable human rights and working condition laws, where we operate. We expect the same from our suppliers.

Sensata requires its employees and its suppliers to comply with all applicable country, state, municipal, and local laws, orders, and regulations, and specifically prohibits the use of forced labor, child labor, and human trafficking. Our relevant policies include:

- The [Code of Business Conduct and Ethics](#) provides a framework for making business decisions and is available in local languages where we operate. The Code of Business Conduct and Ethics establishes the importance of exercising sound, ethical judgment and recognizing the shared priorities we have with our customers, shareholders, employees, suppliers and other third parties with whom we do business. The principles outlined in the Code of Business Conduct and Ethics

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reflect the fundamental values of fairness and integrity that are part of our culture globally and central to our goal of operating responsibly. The Code of Business Conduct and Ethics applies to all Sensata employees, officers and directors.

- The [Supplier Code of Conduct](#) sets forth our expectations for ethical social, business, and environmentally responsible practices. Our Supplier Code of Conduct is aligned with the Responsible Business Alliance Code of Conduct and reflects the fundamental values of fairness and integrity articulated in international, national and local conventions, namely the International Labor Organization (ILO) Conventions, International Bill of Human Rights and the United Nations Guiding Principles on Business and Human Rights (2011). Our suppliers are required to agree to timely certify compliance with the Supplier Code of Conduct when requested by Sensata and has advised its suppliers that they may be subject to audit for matters that are covered under the Supplier Code of Conduct, including the prohibition of human trafficking and slavery.
- The [Human Rights and Working Conditions Policy](#) addresses anti-slavery and human trafficking, which reflects our commitment to acting ethically and with integrity in all our business relationships. The Human Rights and Working Conditions Policy applies to the entire workforce, and Sensata's business relationships, including partners, agents, vendors and suppliers, and includes a specific focus on the prevention of human trafficking, forced labor, and child labor.
- The [Responsible Minerals Sourcing Policy](#) addresses our commitment to the transparency of our sources of certain minerals and to procuring minerals from suppliers that do not directly or indirectly finance or contribute to armed conflict or human rights abuses. The Responsible Minerals Sourcing Policy applies to Sensata and its suppliers and sets forth our requirements for supplier due diligence, risk assessment and compliance with this commitment.
- All employees and suppliers of Sensata may report possible violations of these and other policies through an [Ethics Hot Line](#). Retaliation against any individual who reports a violation of Sensata's policies is strictly prohibited under Sensata's Code of Business Conduct and Ethics.

Risk Assessment

Since 2021, we have partnered with a third-party provider to assist in identifying and mitigating the risk of modern slavery and human trafficking throughout our global supply chain. Our approach focuses on surveying our suppliers that make up 80% of our total spend and are located in high-risk countries, which included 1,829 suppliers in 2023. Our approach surveys our suppliers on three key areas, which collectively assess our supply chain for the identified salient risks of child labor, forced labor and human trafficking:

- **Human Rights**: Survey evaluates supplier policies, procedures and management systems related to human rights and performance against international standards, conventions and agreements. Topics addressed include data privacy and security, use of security personnel, respect for indigenous land and people, and sub-supplier requirements to uphold human rights.
- **Labor Rights**: Survey assesses supplier policies, due diligence mechanisms, internal programs and certifications related to labor issues, including performance against international standards, particularly the ILO core conventions. Topics addressed include wages and benefits, discrimination harassment, working hours, freedom of association and occupational health and safety.
- **Organizational Commitment**: Survey evaluates suppliers on the policies, processes and practices they have in place to guide and communicate conduct on governance issues. Topics addressed include business integrity; anti-bribery, anti-corruption and antitrust regulations; and whistleblower systems.

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In 2023, the average response rate for the three surveys was 37.1%, exceeding the response rates for our 2021 and 2022 campaigns. We remain committed to gaining meaningful insights into our supply chain and ensuring supplier compliance with our policies. We will continue to partner with and educate our suppliers as part of our efforts to reduce the risk of modern slavery and human trafficking practices throughout our global supply chain.

Due Diligence

Under the terms of Sensata's Supplier Code of Conduct, Sensata is permitted to audit its suppliers' compliance with the Supplier Code of Conduct, including, but not limited to, the provision prohibiting forced labor and human trafficking. In 2023, we formally launched an on-site supplier audit program, led by a third party, that focuses on compliance with our Supplier Code of Conduct. During the audit, suppliers must provide business processes and procedures, integrity and ethical policies and management system certifications to demonstrate that they comply with our Supplier Code of Conduct and applicable laws regarding human trafficking and slavery.

Accountability

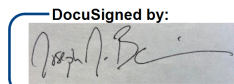
Sensata maintains internal accountability standards and procedures for employees and suppliers regarding human trafficking, child labor, and forced labor. All employees and suppliers are subject to the requirements of Sensata's Code of Business Conduct and Ethics and Human Rights and Working Conditions Policy. Non-compliance by Sensata facilities and suppliers with these policies are addressed according to Sensata's internal reporting and investigative processes. A failure to promptly correct any violation of these requirements, and specifically the prohibition of human trafficking, child labor, and forced labor, may result in the termination of business with a supplier. During 2023, Sensata did not identify any internal issues related to or suppliers with confirmed ties to human trafficking, child labor, and forced labor.

Education and Training

Sensata's Employee Ethics Training Program, which is offered to all employees on a continuing basis both online and in person at Sensata's operating locations worldwide, addresses human rights issues and indicators of slavery and human trafficking. In addition, Sensata provides training materials regarding the prohibition of human trafficking and modern slavery to its suppliers during periodic meetings, which are also available through its [Supplier Portal](#).

Attestation

In accordance with the requirements of the Act, and in particular section 11 thereof, I attest that I have reviewed the information contained in the report for the entity or entities listed above. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in the report is true, accurate and complete in all material respects for the purposes of the Act, for the reporting year listed above.

DocuSigned by:


(I have the authority to bind Sensata Technologies, Inc.)

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Joseph Barberia

Director

May 30, 2024