Sustainability report

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.

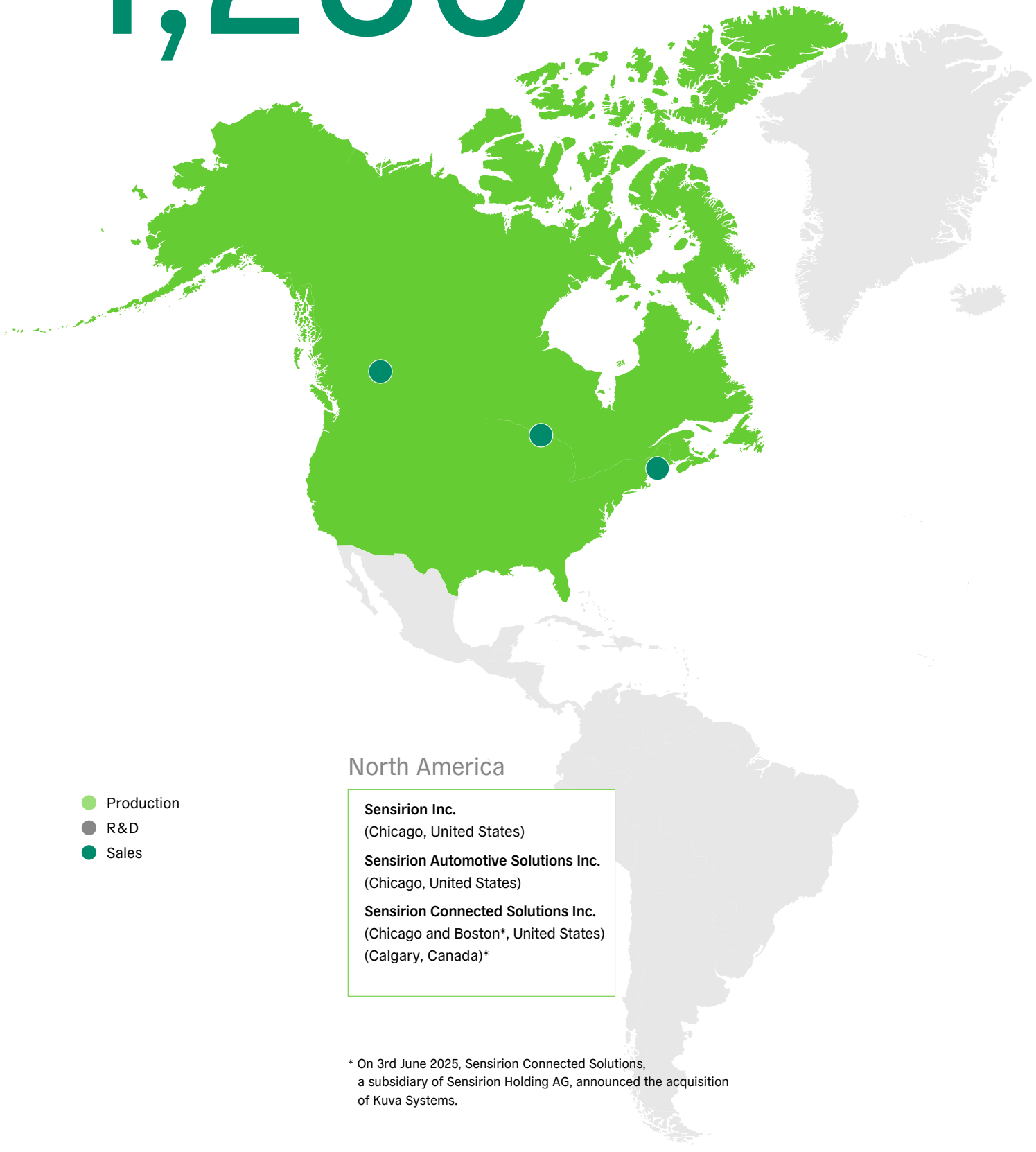
Sustainable growth at Sensirion means addressing sensor challenges with cutting-edge solutions that deliver clear value to our customers. Our long-term customer relationships provide valuable insights that drive our innovation pipeline. With a forward-looking mindset, we invest in future technologies to shape product development over the next five years and drive sales within the next decade. Stable margins enable us to allocate an average of approximately 16 % of sales to Research and Development, ensuring continuous innovation and value creation.

Our employees and unique culture are at the heart of Sensirion's success. We foster an inspiring work environment that encourages 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 more than 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

1,280



- Production
- R&D
- Sales

North America

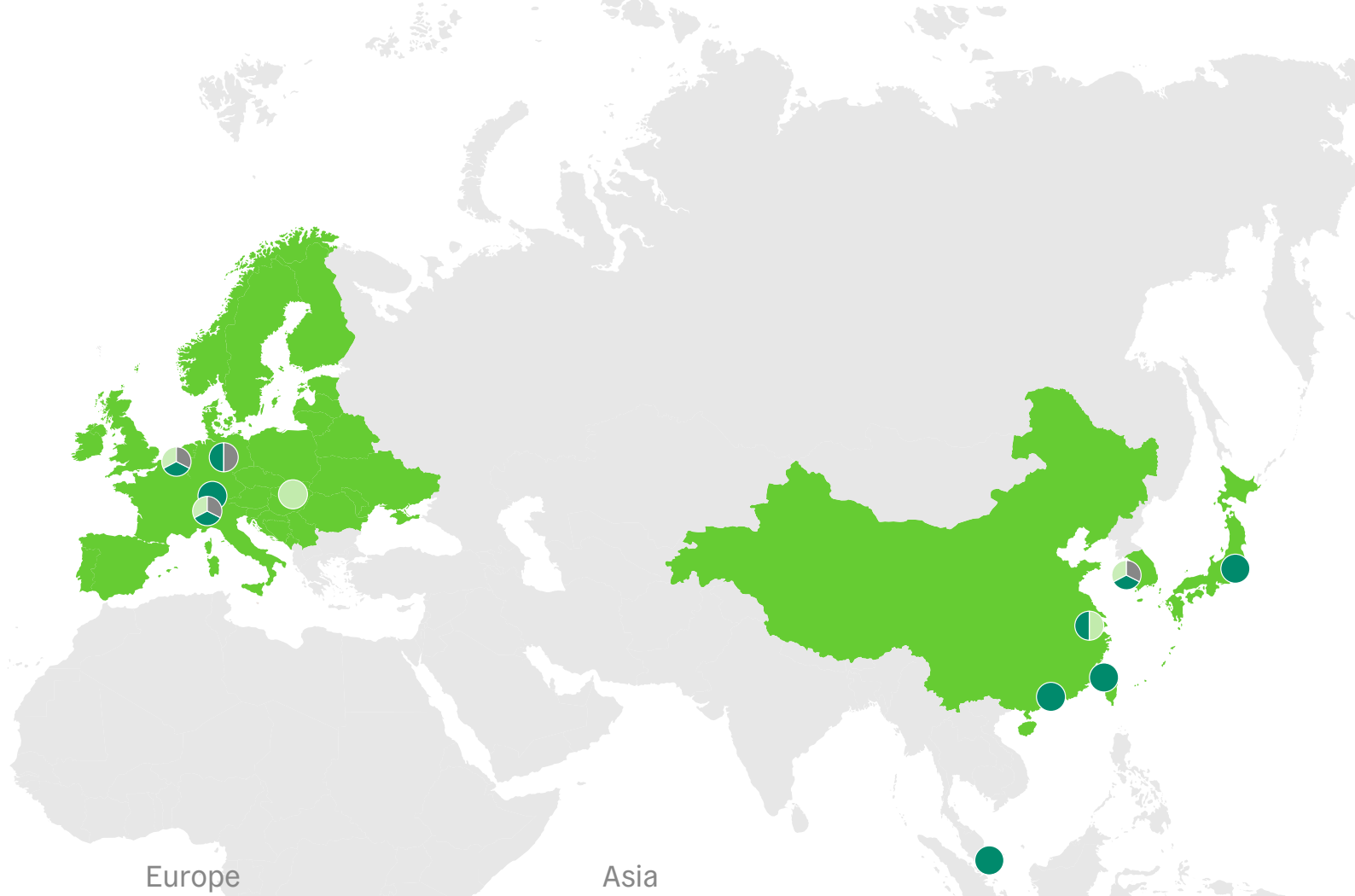
Sensirion Inc.
(Chicago, United States)

Sensirion Automotive Solutions Inc.
(Chicago, United States)

Sensirion Connected Solutions Inc.
(Chicago and Boston*, United States)
(Calgary, Canada)*

* On 3rd June 2025, Sensirion Connected Solutions, a subsidiary of Sensirion Holding AG, announced the acquisition of Kuva Systems.

Employees (FTE) worldwide as of 31 December 2025



Europe

Sensirion Holding AG
Sensirion AG
Sensirion Automotive Solutions AG
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 China Co., Ltd. (Shenzhen, 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)

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 14 offices in Canada, 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 semiconductor industry, delivering sensor solutions for applications to the automotive, medical, industrial and consumer goods sectors.

Main applications per market

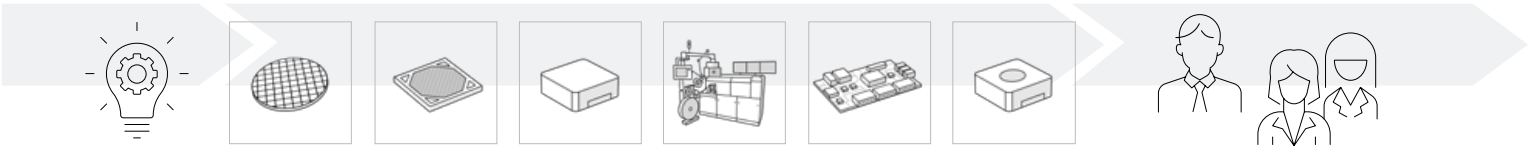
- **Medical** Ventilators and CPAP devices
- **Industrial** Gas burners, home appliances (e.g. refrigerators, air conditioners, air purifiers), smart gas meters and heating, ventilation and air conditioning (HVAC) systems
- **Automotive** Tier 1 and Tier 2 suppliers of modules for interior anti-fog, 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. The wafers are then shipped to Sensirion Switzerland for further sensor processing on wafer level in our own cleanrooms. The packaging 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 end customers around the world or further processed into higher-value integrated sensor solutions 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.

Value chain



Idea | ASIC | MEMS | Packaging | Automation | Package component | Manufacturing module | OEM customer | Supported by technical sales and field engineering

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 final devices (e.g. a car or an air purifier) and then ships them to end consumers.

Strategic deep control of the value chain and close relationships with universities, which allow us to keep recruiting top engineering talent, are key ingredients for our 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 Sensi-Spirit. 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.

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 they employees, customers, or external suppliers and partners.

- **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 expertise and an entrepreneurial mindset to the table, thinking innovatively, sharing responsibility and achieving extraordinary things, day in and day out.

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**

ZÜRCHER HANDELSKAMMER

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. 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.

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 available to all employees via the intranet and employees receive internal training on its content. 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 Stäfa location regularly takes part in the RBA Validated Assessment Program, see page 134. Additionally, 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.

Management and oversight of sustainability

Board oversight

Business-relevant sustainability topics such as innovation and growth are anchored in our corporate strategy. The Board of Directors monitors the execution of the strategy and reviews key activities. The Board of Directors is informed once a year about progress in the CO_2 strategy, which allows them to exert indirect influence. 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 48-49. 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 actively oversees the execution of the company's strategy and reviews 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 CO_2 roadmap. In September 2024, the Board received the annual update on the progress of the CO_2 strategy, thus exercising indirect influence. Looking ahead, we continue to further anchor sustainability topics in 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 (pages 48-49). Risk matters that may have a material impact on the Company's financial statements are discussed between the Audit Committee and the Executive Committee. Subsequently, the Audit Committee informs the Board of Directors of the outcomes of the risk analysis. Climate-related risks are evaluated annually by the interdisciplinary sustainability team (see pages 102, 104); 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 of and approved the Climate Report as part of 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 CO_2 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, Supply Chain Management, and Infrastructure & Capital Goods Purchasing, headed by a representative for ESG (Environmental, Social and Governance) matters, convenes monthly to drive sustainability activities and initiatives, including the development of the CO_2 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 CO_2 roadmap. Furthermore, they are responsible for providing the Board of Directors with information on all relevant sustainability matters.

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 a review assessment, and is 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 165 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 during a workshop involving 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 on pages 102 and 104.

For 2025, climate-related risks were assessed to have a comparatively lower impact on Sensirion's business than other risks and therefore not explicitly integrated into the general risk management processes.

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	· Local on-site technical support through designated field application engineers (FAE) · Direct sales via specialized teams · Strategic partnerships with OEMs · Trade fairs, digital platforms, and industry events · 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	· Our high-quality product offering and efficient delivery · Trust and long-term partnerships
Employees	· 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 headquarters 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 global town halls at least once per quarter to share corporate updates from the Executive Board, complemented by biweekly or monthly local town hall meetings at all sites for local employees.	· 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

Key stakeholders	Engagement methods	Engagement priorities
Shareholders	· 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	· Financial information including shareholder returns, management structure, economic development, strategy, remuneration system, new products and economic outlook
Suppliers	· 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	· Order volume · Risk assessment and mitigation · Price and contract negotiations · Sustainable and long-term technological and commercial roadmap
Local communities and universities	· Long-term partnerships with ETH through research collaborations, trade fairs and guest lectures · Participation in local educational initiatives and STEM programs	· Talent development and employer branding · Supporting education and fostering innovation · Promoting STEM education
Regulatory bodies e.g. WELL, RESET	· Regular audits and certification process · Technical collaboration during product development	· Ensuring product compliance with health, safety and environmental standards · Staying ahead of regulatory changes

Material topics

Materiality process

In 2025, we updated our materiality assessment to ensure that our sustainability report reflects the topics most relevant to our business and stakeholders. To ensure alignment with regulatory requirements and reporting standards, we applied the concept of "double materiality".

This approach examines the potential impact Sensirion's business activities could have on the economy, society and environment, while also assessing how these topics could imply risks and opportunities for the company's activities and long-term business success.

To assess our material topics, we followed a structured process based on GRI requirements that also included some considerations of ESRS materiality provisions.

- We began by analyzing our business model, products and services, and our value chain. The analysis further considered company- and industry-specific as well as regulatory conditions.
- Based on this analysis, we compiled a comprehensive long list of potential topics and assessed them against identified impacts, risks and opportunities (IROs), as well as relevant ESG standards.
- In a following step, a short list of key ESG topics was derived from associated IROs.
- The identified potentially relevant topics were individually evaluated by senior leaders and specialists from various business departments.

The management and cross-functional experts assessed the topics based on their impact on society, the environment and the economy, as well as its significance for risks and opportunities for Sensirion's long-term business success. They also considered their experience concerning external stakeholder views in their responses (rather than interacting with external stakeholders directly for materiality determination).

Based on Sensirion's internal assessment and interviews conducted with internal key stakeholders, the results of the material topics and IROs were consolidated in the list of material topics. This list was subsequently validated by Sensirion's CEO and executive management team. Finally, the results were shared and approved by the Board of Directors in the course of the review of the sustainability report (please refer to chapter "Declaration of the Board of Directors" on page 140).

Our materiality topics

The topics and IROs were assessed based on defined criteria: severity of the impacts, potential magnitude of the financial effect of risks and opportunities combined with the likelihood of occurrence. The accompanying list shows the updated material topics for Sensirion. All material topics will be reported on in this Sustainability Report in accordance with the GRI Standards.

Compared to the materiality assessment in 2022, certain topics have been consolidated, while consumers & end users and the circular economy were identified as new material topics.

Growth
Sustainable innovation
Circular economy
Climate protection
People
Consumers & end users
Business conduct

Legend

- Economic performance
- Environment
- Social
- Governance

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 (CO_2) and particulate matter (PM2.5). 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)**

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 (CO_2) 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. **(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 around 16 % 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. In addition, we explore alternative materials with lower environmental impact 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. Focused on tackling the challenges of reducing process gas emissions, we conduct studies and explore alternative filtration technologies, less harmful gases and improved tools. Since 2025, we are investing in carbon removal projects and decarbonization technologies to compensate for all currently hard-to-abate residual emissions arising from the use of process gases (mainly SF6) in our production facilities. **(SDG 13)**

Economic performance

Growth

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.

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 core technologies and deep application expertise, 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 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, market trends 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 bi-annual individual appraisal meetings, emphasizing the importance of collaboration, and ensuring every employee feels valued and informed (see “Organizational Feedback”, page 127).

Key performance indicators and progress in 2025

The full year 2025 closes with sales of CHF 342.4 million, which corresponds to a strong, broad-based organic sales growth of 29.2 % in local currencies and 23.8 % in Swiss francs. The financial performance is described in more detail in the Consolidated Financial Statements on pages 146 to 149 of the Annual Report.

Furthermore, we are executing our ambitious growth strategy, which we presented at Capital Markets Day in November 2024. We remain firmly committed to driving sustainable growth through innovation and technological leadership—fully in line with our company mission “We make the difference in sensing for a better world”.

In a world marked by growing uncertainty, the combination of a clear strategic compass, long-term entrepreneurial thinking and a high level of agility is more important than ever.

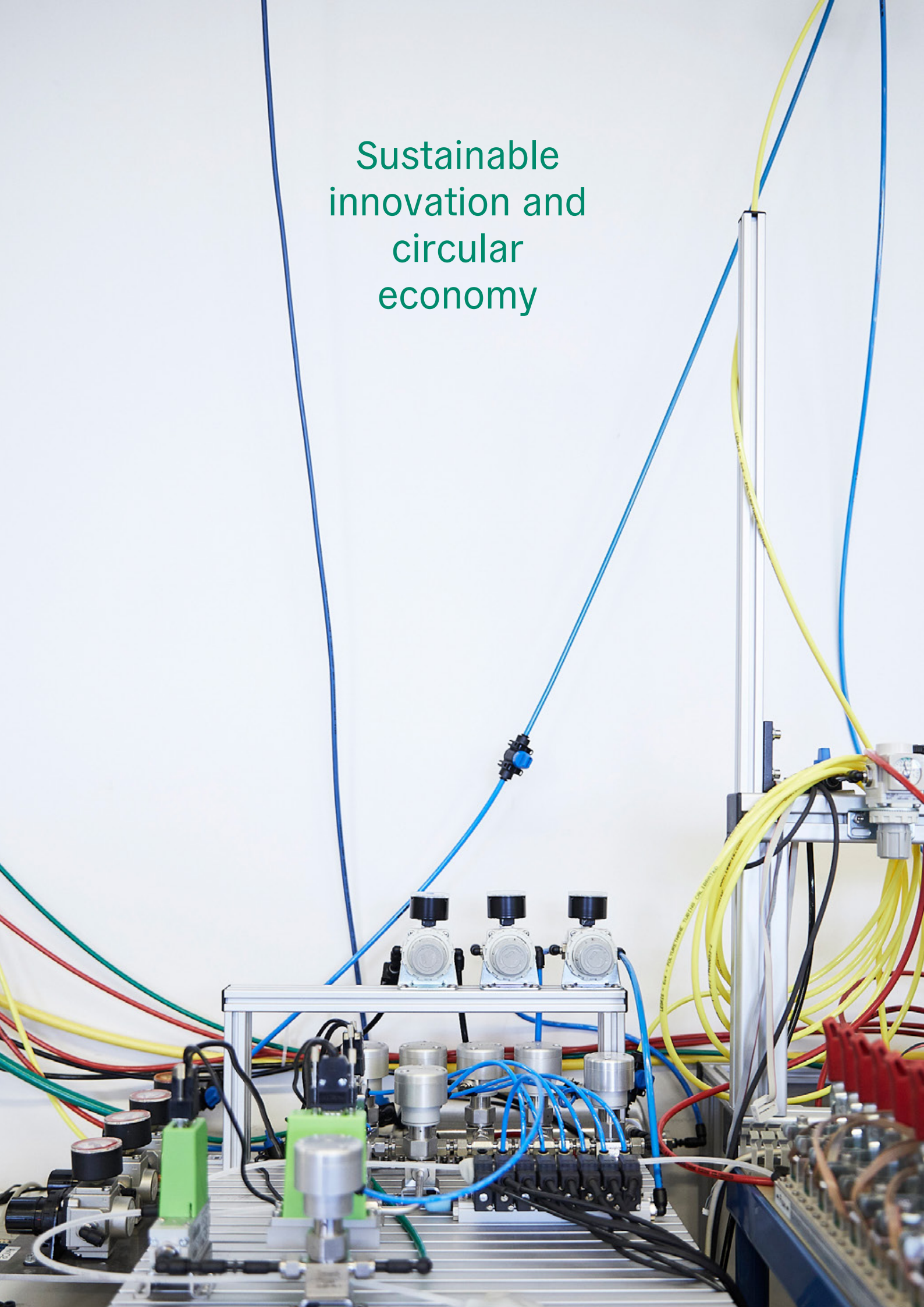
In a nutshell, our growth strategy and medium-term outlook anchors on those three key priorities:

- **Own the core in smart gas sensing:** drive and expand our leading market position in environmental and flow sensing.
- **Expand horizons in smart gas sensing:** pioneering new applications with intelligent leak detection, advanced medical solutions and smart industrial applications.
- **Innovation leadership:** lay the technological foundation for long-term growth.
- **“SensiSpirit”:** foster innovation and entrepreneurship through our award-winning corporate culture.

A key milestone in 2025 was the expansion of our production facility in Debrecen, Hungary, adding 7,000 m² of new production and logistics space. This strengthens our capacity for sensor module production, especially for medical and automotive applications, and supports job growth in the region.

The new building integrates ISO7 cleanrooms and a fossil-free energy concept with geothermal heating, heat recovery and solar power, covering around 15 % of on-site electricity demand.

Sustainable innovation and circular economy



Innovation and R&D are at the core 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 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, as well as increasing Sensirion's sales, market share and profitability. By developing innovative sensor solutions, we support our customers in enhancing the performance, safety or efficiency of their products. Sensirion's sensor technologies—including methane leak detectors, CO_2 and A2L leakage sensors—enable downstream customers to reduce greenhouse gas emissions, improve energy efficiency, or enhance air quality in end-use applications. 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 megatrends.

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 customers' 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. Circular economy was identified as a material topic because the efficient use of materials is a key lever for reducing environmental impacts along Sensirion's value chain. The careful and responsible use of raw materials is of strategic importance, especially in light of growing regulatory and customer demands in the area of resource efficiency.

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 16 % 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 with two possible approaches:

- We emphasize direct engagement with our existing customers to 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”.
- We closely review today’s challenges and megatrends, such as health, an aging society, energy efficiency and climate change. This effort is spearheaded by our internal “Sensor Innovation” group.

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.

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.

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. For information regarding the management of health and safety protection for consumers and end users, as well as product information, please refer to the “Consumers and end users” chapter.

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.

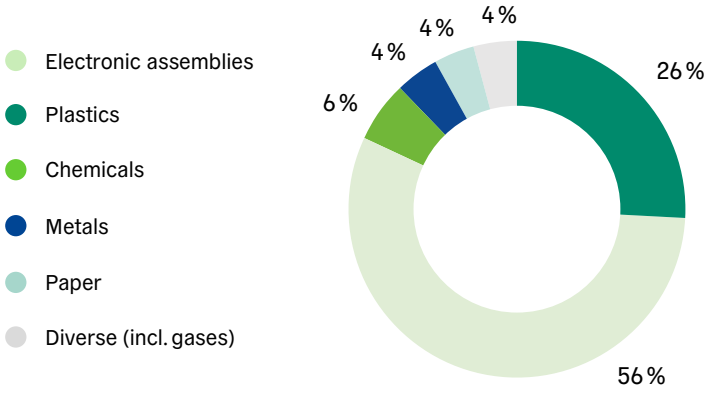
To ensure effective management and continuous improvement of customer satisfaction, division managers conduct quarterly KPI reviews focusing on key metrics such as error rates, associated costs, complaint volume, processing times and the effectiveness of underlying processes. Target values are established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

Circularity of products

A formalized management approach to the circular economy is not yet in place at Sensirion. However, we recognize the relevance of circular economy principles and are currently assessing how existing initiatives can be more systematically aligned with them. Sensirion already applies various practices that support efficient material use in production. This includes efforts to evaluate alternative materials with lower environmental impact, optimize processes to reduce waste, and extend product lifespan. Notably, progress in sensor miniaturization has enabled material savings and increased efficiency, and we will continue to explore further improvements in this area.

In the context of sustainable supply chain management, we promote resource efficiency and fair business practices among suppliers. Through close collaboration, we aim to identify opportunities to reduce energy consumption, emissions, and material use across the value chain. Where possible and feasible, we explore the possibility of incorporating recycled plastic into some of our module products. While a comprehensive circular economy strategy is not yet defined, we are laying the groundwork by consolidating existing efforts and evaluating potential next steps. At present, no formal targets or indicators have been established, and a structured assessment of effectiveness is therefore not yet in place. We expect to revisit this once our internal evaluation progresses further. The following graph illustrates the major materials usage of Sensirion's business operations in 2025.

Major materials shares in 2025*



* Major materials used in 2025 based on weight-% shares. The increased share of plastics and electronic assemblies is accounted for due to the successful ramp-up of A2L refrigerant leakage sensors.

Key performance indicators and progress in 2025

Following the successful ramp-up of A2L refrigerant leakage sensors in 2024 and 2025, our innovation teams are now expanding their focus to the next category of A3 refrigerants. By prioritizing the development of solutions for the lowest GWP refrigerants, such as R290 propane, we reaffirm our commitment to meeting stringent environmental and safety standards while advancing innovation in leak detection across all markets.

Furthermore, we have set ourselves the goal of becoming the leading service provider for monitoring methane emissions in the oil and gas industry. In addition to our own sensor solutions based on leakage technology, we have acquired Kuva Systems, as a complementary solution. Their proprietary, cost-effective infrared camera enables precise, real-time visualization and quantification of methane emissions. With the acquisition of Kuva Systems, Sensirion Connected Solutions now offers a comprehensive, integrated solution for continuous methane emissions monitoring, positioning us as a leading service provider in this field.

We also continue to make substantial progress in advancing our environmental sensor technologies. Several innovative solutions are in the ramp-up phase, including our new miniature CO_2 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 smart gas sensing solutions.

Environment

Climate protection

Sustainability is integral to Sensirion's ethos. As innovative pioneers, we keep an eye on resource conservation, energy efficiency and climate protection across our processes. Recognizing the importance of sustainability for both employees and customers, building a sustainable Sensirion is paramount to our long-term resilience and success. Sensirion maintains external ISO14001 certifications for its production facilities in Stäfa, Debrecen, Seoul and Shanghai.

Sensor production is energy-intensive due to the stringent environmental requirements of production facilities (such as controlled humidity, temperature or cleanliness) and the energy demands of production equipment, especially in microelectromechanical system (MEMS) cleanrooms. Significant energy is required for cooling, production tools and heating.

Impacts, risks and opportunities

At Sensirion, greenhouse gas (GHG) emissions occur across various stages of our value chain. GHG emissions in our 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 products sold. In our own operations, GHG emissions result mainly from the usage of process gases, or the combustion of heating oil or natural gas.

Climate change poses risks such as supply chain interruptions due to extreme weather events. To mitigate climate change, regulatory measures concerning the usage of process gases or carbon taxes might affect Sensirion. While climate change presents risks, it also opens up opportunities linked to climate change adaptation and mitigation. Some sensor products are installed in coolants and air conditioning systems or 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, potentially also driving demand for Sensirion's products like sensors for coolants and air conditioning systems.

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

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. GHG emissions contribute to climate change, causing shifts in climate patterns and an increasing frequency of extreme weather events. For Sensirion, the primary climate-related risks in the supply chain consist in possible water shortages and climate change impacts in East Asia, while our own operations face comparatively lower exposure.

At individual sites, risks vary. In Shanghai, potential risks include rising sea levels and energy contingencies that may affect the operation of air conditioning during summer months. However, these risks are somewhat mitigated as our current facilities are leased. In Seoul, typhoon-related risks may affect operations, while the production site in Debrecen could be exposed to extreme flooding and droughts. The associated financial implications are considered manageable due to our limited balance sheet exposure in these areas. In contrast, we own significant assets in Stäfa, where climate-related risks are currently assessed as less severe than at 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 might become more strictly regulated or even restricted, while some applications of our products might become obsolete or less viable. Additionally, we need to consider potential taxation of high GWP process gases, which might affect operational costs.

Most relevant climate-related risks identified and assessed by Sensirion that could impact the supply chain and our own operations:

Climate-related risks	Time horizon + scenario	Potential impact	Sensirion's measures
Physical risks (chronic) · Higher energy consumption through cooling requirements for production processes	long term	· Higher energy costs in own operations	· Fossil-free cooling and heating recovery systems at the manufacturing sites in Stäfa (CH) and Debrecen (HU) · Checking the feasibility of a "mini district heating network" for the new production building in Stäfa
· Switching-off of air conditioning systems during summer due to energy quota	long term	· Disruptions in production processes and effect on working conditions of employees	· Flexibilization of working hours · No installation of continuous production processes in affected sites, but assembly operations
· Water shortage affecting foundries in East Asia	long term	· Disruptions in production processes of the supply chain might lead to poorer planning capability and production losses	· Diversification of supplier base and dual sourcing strategy for key materials
Physical risks (acute) · Inclement weather conditions in Asia	short/ mid term	· Disruptions in the supply chain might lead to poorer planning capability and production losses	· Diversification of supplier base and dual sourcing strategy for key materials
Transition risks (policy + legal) · Regulations on reducing leakage and ensuring efficient use of high GWP process gases	mid term	· Production process conversion costs and capital expenditures for alternative filtration technologies to achieve further leakage reductions	· 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
· Introduction of a taxation with regards to high GWP process gases	mid term	· Increased operation costs	

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

Our current product portfolio, which includes mainly environmental and flow sensor solutions for automotive, medical, industrial and consumer markets, reflects our innovation in these areas.

Climate-related risks and opportunities in Sensirion's markets

Across a range of applications, our solutions support climate change adaptation or reduction of CO_2 emissions from our customers and end consumers. Our innovations can contribute to protecting the climate by, for example, enhancing energy efficiency in buildings and vehicles as well as household appliances, like refrigerators, 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, pose a risk of incorrect asset allocation and weaken our market position.

In addition, sensor products designed for fossil fuel-based applications might become obsolete.

More extreme weather conditions may boost the demand, especially for sensors used in cooling, air conditioning systems and other climate change adaptation measures. In essence, climate change is driving growth opportunities for Sensirion, provided we effectively manage physical and regulatory risks to our supply chain and production.

Potentially most relevant climate-related risks and opportunities on the product portfolio side:

Climate-related risks and opportunities	Time horizon + scenario	Potential impact	Sensirion's measures
Transition risks (market) **Opportunities (market)** · 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	mid term	· 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	· 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 "Sustainable innovation and circular economy" on pages 97-100 of the Sustainability Report. · Diversification in markets is part of Sensirion's strategy to have a higher stability in market crises and economic downturns
Opportunities (policy and legal) · 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 also provide also business opportunities in Europe and Asia · Regulations on uncontrolled methane emissions require detection of methane leaks in natural gas wells	short/mid term	· 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	
Opportunities (physical-acute) · 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	mid term	· 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

Resilience of the business model

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.

Generally, in a scenario where the international community intensifies efforts to limit global warming, Sensirion and its value chain could 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 analysis, including a detailed financial impact analysis over different time horizons. Further discussions among our teams are crucial for advancing the climate scenario analysis and evaluating their potential impact on Sensirion.

Climate strategy and transition plan

Sensirion has pledged to the Swiss Federal government net-zero target for 2050. The climate transition plan contains activities intended to prevent and reduce GHG emissions throughout our major global sites, address and reduce climate risks, and focus on product innovation approaches to support the transition to a low-carbon economy.

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).

Production

Sensirion began its decarbonization journey in 2019, focusing on reducing Scope 1 and 2 emissions from its own operations. Since 2022, we have been implementing a comprehensive roadmap to lower emissions across our manufacturing sites, as illustrated in the graph on the following page. Key measures include the installation of advanced fossil-free cooling and heat recovery systems in Stäfa (Switzerland) and Debrecen (Hungary), contributing to a measurable reduction in our operational carbon footprint. Since 2023, all global production sites have been powered entirely by 100% renewable electricity, sourced both through external purchases and self-generated via our own photovoltaic systems. This comprehensive initiative reflects our dedication to minimizing the environmental impact of our activities. Concerning energy use, we aim to increase energy efficiency, and deliberate select technical equipment and more sustainable processes. The energy consumption of the site in Stäfa is tracked quarterly and annually on a consolidated group level.

Currently, persisting emissions in Scope 1 and 2 arise from fossil fuel heating in selected buildings in Enschede and Stäfa as well as leakage of process gases, particularly SF6.

Some emissions persist in specific areas:

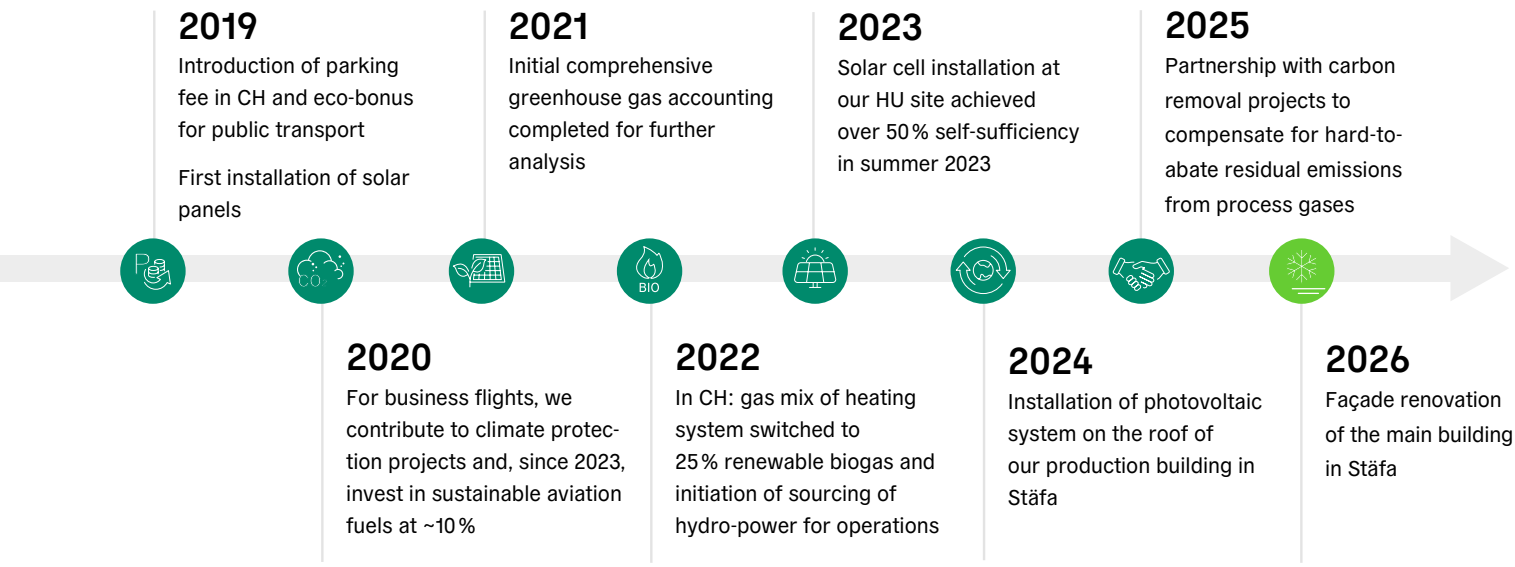
A) **The production of MEMS sensors** remains a major source of emissions at Sensirion, primarily due to the use of high-impact process gases like sulfur hexafluoride (SF6). In 2025, these gases accounted for 87% of our total Scope 1 and 2 emissions. SF6 is critical for deep reactive ion etching in MEMS manufacturing, with no viable alternative currently available for achieving the required precision in silicon etching. This challenge is common across the semi-conductor industry and represents the main barrier to further emission reductions at our Swiss wafer factory.

   In 2024, Sensirion completed a comprehensive study to evaluate alternative filtration technologies. We also assess less harmful process gases, explore new production tools, and maintain ongoing dialogue with equipment manufacturers to stay updated on improvements in gas treatment systems. Our abatement systems achieve a 95-99% absorption rate, depending on the gas type. Regular maintenance, leak testing, and equipment optimization remain core to our emissions management approach.

   In 2025, overall consumption of process gases increased compared to the previous year. This is primarily due to significantly higher production volumes, resulting in greater use of silicon wafers and, consequently, a higher demand for process gases such as SF6.

B) **The buildings in Enschede and Stäfa currently rely on fossil-fuel heating** and therefore contribute to our Scope 1 emissions. Emissions from company-owned vehicles (mobile combustion) remain minimal, accounting for around 1% of our total Scope 1 and Scope 2 emissions.

Selected milestones on our journey to decarbonization



Implemented / confirmed In progress / to be confirmed

In 2022, we established a medium-term CO_2 reduction roadmap that was updated in 2025 due to new insights for the feasibility of the lake cooling/ district heating project, outlining key priorities to reduce both Scope 1 and Scope 2 emissions:

Scope 1—Direct emissions

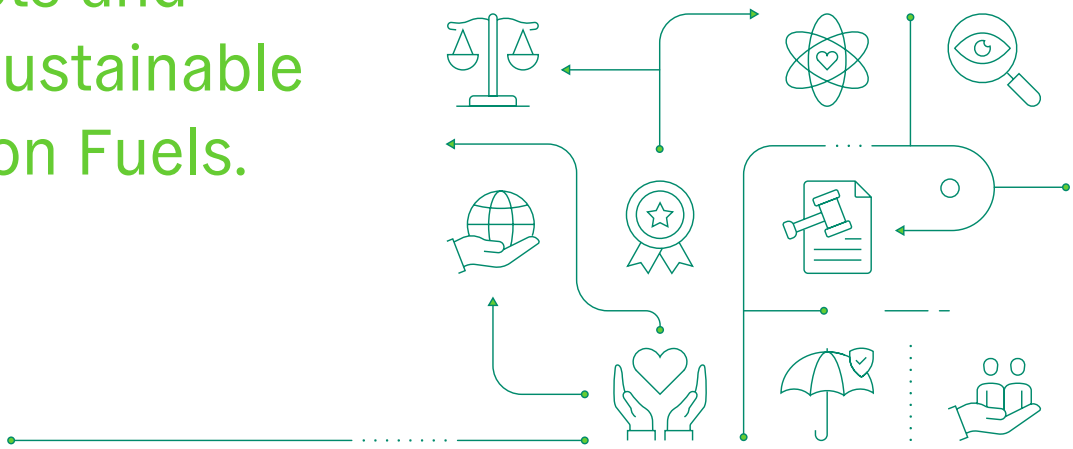
- A central focus was the replacement of the remaining fossil-based heating system at our headquarters in Stäfa. In this context, we explored a district heating and cooling concept using lake water in collaboration with a leading energy provider. Although technically feasible, the project was cancelled in 2025 for economic reasons. As an alternative, we are now checking the feasibility of a “mini district heating network” for the new production building in Stäfa, which will enable us to distribute surplus thermal energy across connected buildings.
- Planned façade renovation in 2026 to improve the energy efficiency of the affected building in Stäfa and reduce fossil fuel consumption. Ongoing efforts to reduce the use of climate-relevant process gases continue, alongside the optimization of our abatement systems to prevent their release into the atmosphere.
- We are also integrating a new exhaust air treatment system in the upcoming production facility in Stäfa to further reduce the emission of greenhouse gases.

Scope 2—Indirect emissions

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

For emissions that currently cannot be eliminated, Sensirion invested in a selected carbon removal initiative and innovative decarbonization technologies as part of our broader climate strategy (see pages 112, 113).

Business flights are addressed through 90 % climate protection projects and 10 % Sustainable Aviation Fuels.



Supply Chain

To understand our Scope 3 emissions, we have concluded a comprehensive analysis of our footprint in 2023. The majority of emissions in Sensirion's 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, especially those that have the highest Scope 1 and 2 emissions in our value chain. A key area of focus is the production of silicon wafers, a critical component in our sensors, which generates substantial emissions.

While current mitigation efforts focus on business travel and employee commuting, we are now expanding our approach and developing a practical Scope 3 strategy focusing on emission hotspots in the upstream value chain. In 2025, we completed the setup and design phase for this initiative, laying the foundation for structured supplier engagement. Starting in 2026, we will conduct an annual review of the five suppliers with the largest Scope 1 and 2 emissions, gathering data to track their energy use and emissions trends over time. This information will be verified through our annual supplier audit program and thus strengthens our understanding of emission trends among our most carbon-intensive suppliers, while helping to identify opportunities to encourage and support further CO_2 reduction initiatives across our supply chain.

Concerning employee flights, we have invested in the combination of sustainable aviation fuels (approx. 10 %) and contributions to climate protection projects (approx. 90 %) for several years. 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 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 (EVs) are available in Stäfa, accommodating those who own EVs.

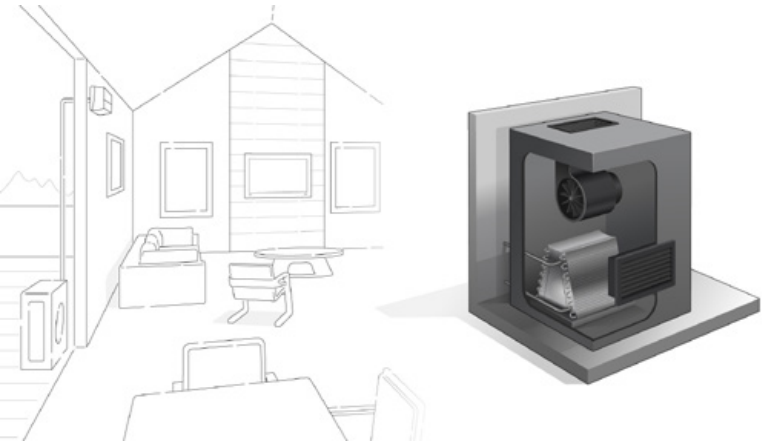

Sustainable employee travel
supports our people while reducing
our environmental footprint.

Innovation and product portfolio

Along with these efforts, we continue to enhance our sensor functionalities to support customers in reducing energy consumption and greenhouse gas emissions across a wide range of applications. Closely following technological, market and regulatory developments, we make use of opportunities arising from climate change challenges, megatrends such as Industry 4.0, car industry electrification as well as evolving environmental regulations, to align our product portfolio with customer needs and emerging market opportunities.

Our environmental sensor solutions can support customers and end users in adapting to or mitigating climate change, empowering our customers to be responsible providers and leaders in their markets. Several of our sensors enable direct energy savings in practical applications, such as carbon dioxide sensors that activate air conditioning based on occupancy, improving energy efficiency and reducing the carbon footprint of buildings.

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



Gas leakage sensors for US air conditioning units

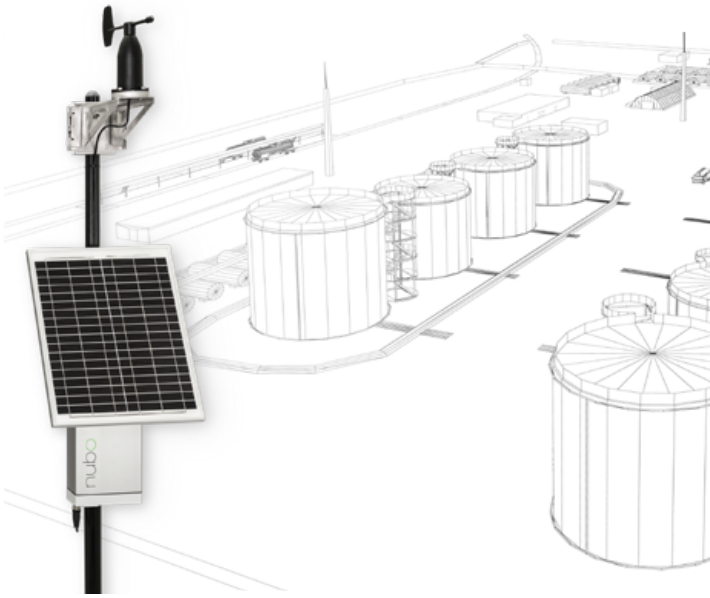
Sensirion developed a new series of gas leakage sensors with production start in the second half of 2024. The sensors are in line with the US regulations on less climate damaging but more flammable coolants.

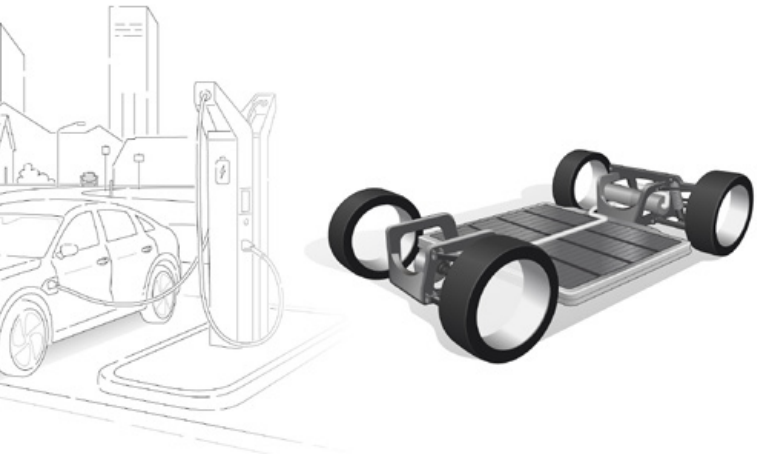
Our sensor solution for monitoring A2L and A3 refrigerants leakage will help ensure a safe transition to a more climate-friendly HVAC industry in the coming years.

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 CO_2 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 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, please refer to the chapter "Sustainable innovation and circular economy", pages 97-100

Energy and emissions

	2025		2024			
	tCO_2e	MWh	tCO_2e	MWh	Delta in % emissions	Delta in % energy
Total emissions / energy consumption [1]	**1,229**	**17,762**	**989**	**17,054**	**24 %**	**4 %**
Scope 1	**1,229**	**1,812**	**989**	**1,753**	**24 %**	**3 %**
Self-generated renewable electricity [2]	–	690	–	477	–	45 %
Heating	157	1,122	179	1,276	(13 %)	(12 %)
– Natural gas	146	719	179	887	(19 %)	(19 %)
– Heating oil	11	41	–	–	–	–
– Biogas [3]	–	362	–	389	(11 %)	(7 %)
Other	1,072	–	810	–	32 %	–
– Process emissions [4]	1,072	–	810	–	32 %	–
Scope 2	**–**	**15,950**	**–**	**15,301**		
Purchased electricity [5]	–	15,950	–	15,301	–	4 %

[1] Wherever applicable, emissions factors have been updated between the years 2024 and 2025.

[2] Emissions occurring from self-generated 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 89 tCO2e for 2025 (62 tCO_2e in 2024).

[3] Biogenic CO_2 emissions from biogas combustion (72 tCO_2e for 2025 and 77 tCO_2e for 2024) are reported as a separate item from GHG Scopes in accordance with the GHG Protocol and are thus not included in the GHG Scope 1 total. In contrast, non-CO_2 gases (CH_4, N_2O) released in biogas combustion are included in Scope 1, as per GHG Protocol guidance.

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

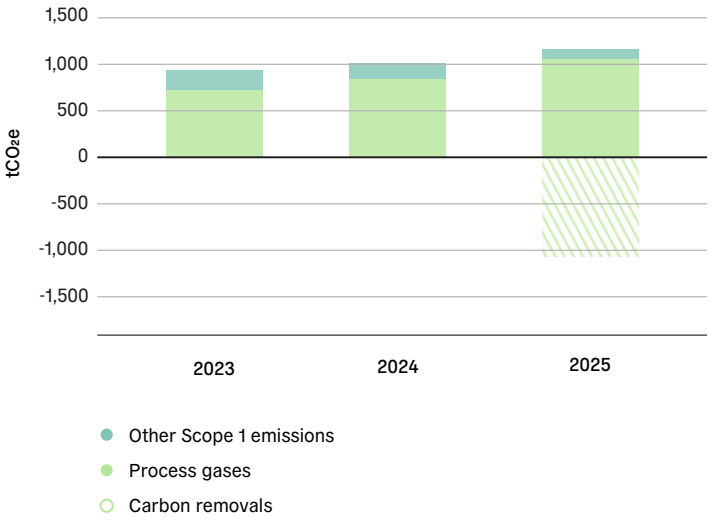
[5] The emission data is calculated on a market-based approach. Since 2023, it includes all production sites. Location-based emissions from electricity consumption in 2025 amounted to 1,048 tCO_2e, which is based on emission conversion data of IEA (2025). 2024 emissions amounted to 2,481 tCO_2e on a location-based approach based on emission conversion data of IEA (2024).

Key performance indicators and progress in 2025

Since 2022, Sensirion has been reporting its data on energy consumption and Scope 1 and Scope 2 emissions. Since 2024, Sensirion demonstrated its commitment to stronger accountability and accuracy by adopting independent limited assurance for its Scope 1 and 2 GHG emissions data.

Despite our continuous efforts to reduce and avoid CO_2 emissions within Scope 1, a residual amount remained in 2025, primarily due to the necessary use of SF6 in MEMS manufacturing. To address the emissions from the use of SF6 and other process gases, Sensirion procured 1,072 tons of carbon credits through a certified mineralization project under the Puro Standard, thereby compensating for these currently hard-to-abate residual emissions for the reporting year. Mineralization is a process that stores CO_2 by turning it into a solid material, similar to natural limestone. In this method, CO_2 is added to certain industrial waste materials, creating a stable substance that can be safely used in construction.

GHG emissions in Scope 1 and carbon removals*



1,072 tCO_2e

Carbon removals in 2025*

Sensirion purchased carbon credits originating from a carbon removal project by O.C.O Technology in their Leeds Production Facility (Leeds, United Kingdom). All credits were issued under the Puro.earth registry. The project applies the methodology “Carbonated Materials for CO_2 Removal Edition 2022 v2” from Puro.earth. The credit units were produced between 1 February and 30 September 2025 and audited by 350Solutions. The issuance model was ex-post, and the certificates were delivered via ClimeFi through Carbonplace.

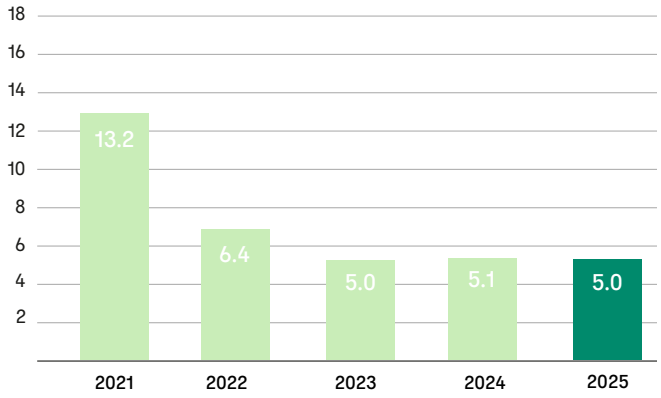
The photovoltaic system on the roof of Building C of the production site in Stäfa became operational in May 2024, with a nominal output of 355 kWp. By the end of the year 2025, the system had already generated 586 MWh of electricity, equivalent to powering approximately 115 Swiss households for an entire 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 internal interim report to compare its energy yield with the consumption of building C, providing valuable insights into its economic efficiency and environmental benefits.

We finalized 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 2025, our global electricity consumption at production sites was fully sourced from renewable sources, including solar, wind and hydropower. Our heating system in Stäfa increased the share of renewable biogas from 35% in 2024 to 37% in 2025. Throughout 2025, we maintained our energy reduction efforts in Stäfa by actively monitoring energy consumption to encourage savings.

Furthermore, we completed the 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 112.

* Carbon credits were retired on 04 February 2026

Emission intensity

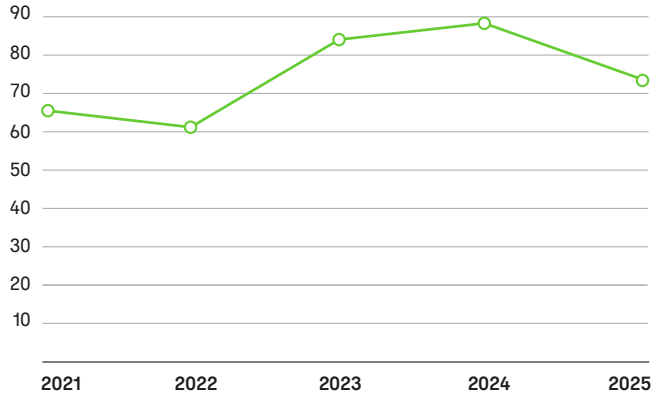


○ Emission intensity [kgCO_2e/kCHF contribution profit]*

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

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

Energy intensity



○ Energy intensity [kWh/kCHF contribution profit]*

The significant decrease in energy intensity is linked to the increase in production, mainly in Debrecen, and the clean-room expansion in Stäfa. Last year, Debrecen was not fully operational, which substantially contributed to the high energy-intensity value recorded in that period.

Energy intensity decreased significantly due to higher production efficiency.

* Emission and energy intensity values for the years 2021 and 2022 were recalculated in the previous report (2023).
Contribution profit = revenue minus material expenses

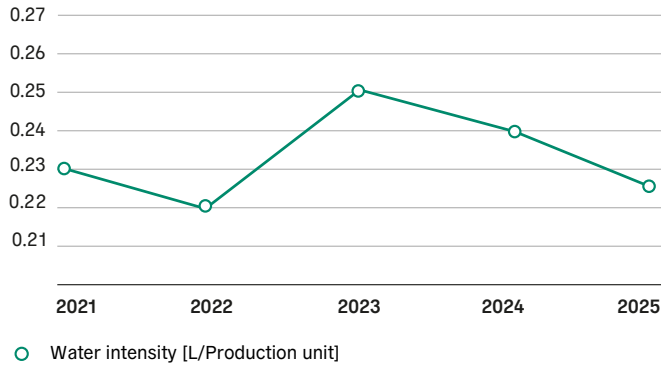
Water and wastewater

We aim to minimize water consumption, ensure the proper disposal of clean wastewater and regularly monitor water usage per sensor at our manufacturing sites.

Water is used in specific production processes, particularly in Stäfa, where it is mainly used to cool wafer saws during the separation of silicon wafers. We manage water responsibly at all our manufacturing and warehouse sites, including Stäfa, Shanghai, Seoul and Debrecen, in line with legal requirements. Consideration is given to minimizing water use, monitoring the consumption per sensor, and compliant wastewater disposals.

In Stäfa, we upgraded our wastewater treatment system for lead frame dicing with a two-stage filtration and absorption unit that removes substances like copper. Industrial wastewater from Stäfa is regularly monitored and safely discharged into the local sewer system. Recovered copper sludge is recycled to reduce environmental impact and costs.

Water intensity



5%

reduction in water consumption per PU annually.

The total water withdrawal across our five sites in Debrecen (HU), Enschede (NL), Seoul (KR), Shanghai (CN) and Stäfa (CH) amounted to 65,123 m³ in 2025, compared to 55,745 m³ in 2024. This year, we achieved about 0.23 liters per PU, representing a 5% reduction compared to 2024. With this result, we are back on track toward our mid-term target. Since water consumption correlates strongly with the number of units produced, Sensirion has decided to measure water usage as an intensity indicator relative to production units (PU). Our objective is to reduce water consumption per PU by 5% annually until 2026.

As sensor package density per wafer reaches a limit, we are focusing on further water-saving measures like recycling. In 2023, we installed a deionized water recycling unit for wafer dicing, aiming to reduce water and energy use while improving process monitoring. Following initial qualifications in 2024, we successfully tested the system in 2025 with various sensor families, especially humidity sensors, confirming its effectiveness for broader use. Our engineers and technicians are currently working on a next-generation concept for the lead frame dicing process. If the results are positive and the solution can be implemented quickly in the production line, this approach is expected to have a significant impact—reducing water consumption per production unit (liters/PU) by a low double-digit-percentage.

Social

People

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

Impacts, risks and opportunities

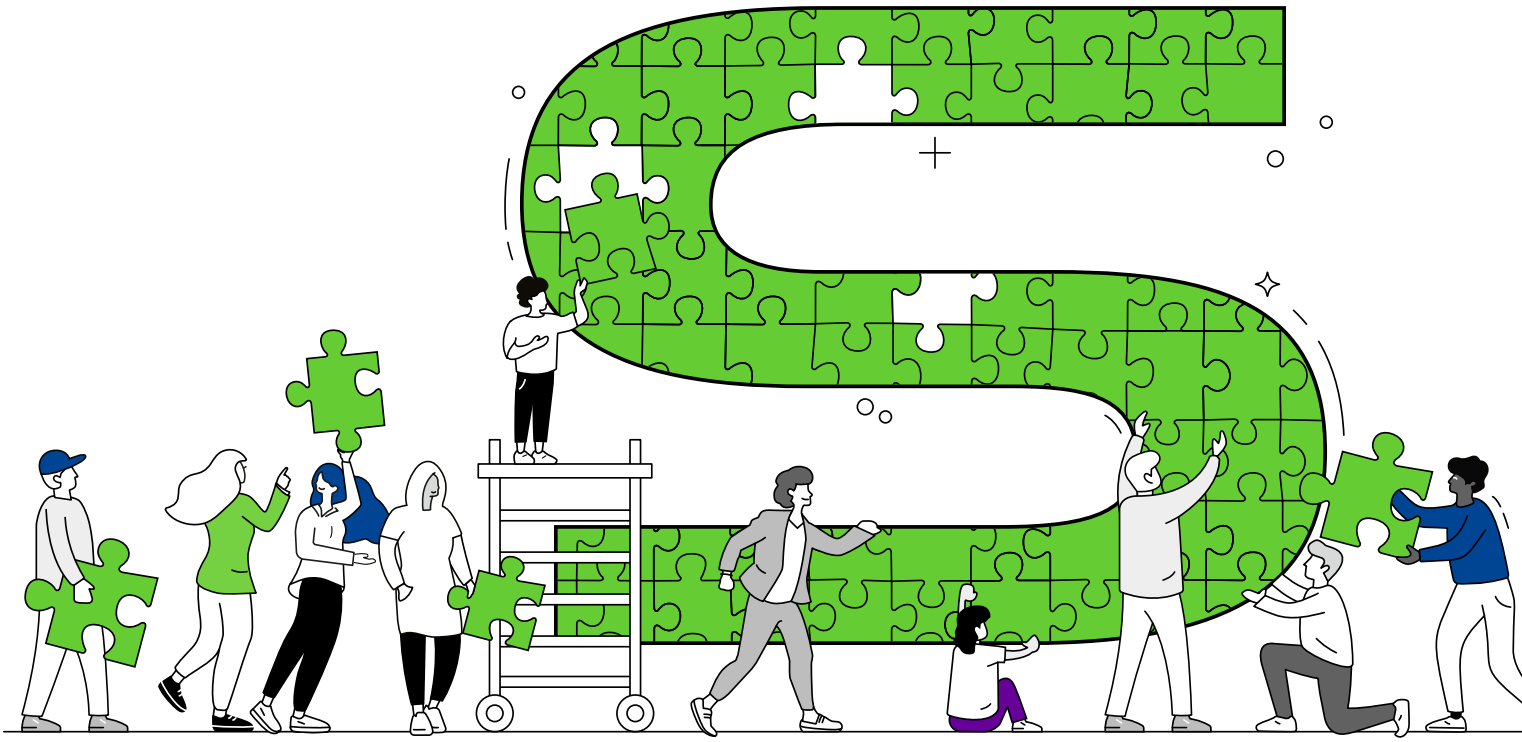
Company culture and employee satisfaction have a direct impact on the motivation and performance as well as our Employer Brand. Should our “SensiSpirit” and employee satisfaction decline, Sensirion would risk losing qualified personnel, decreased productivity and increased recruitment costs due to higher 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.

Employee development and training not only benefit the qualifications of Sensirion’s workforce, but create spillover effects into the industry, the value chain and the wider society in our regions. Failure to provide employee development and training opportunities may result in stagnation of skills and the reduced innovative ability and competitiveness of Sensirion, or potential migration of employees to other companies with better training and development opportunities. Retention of qualified employees, on the other hand, can lead to higher productivity and adaptability to market developments.

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) fields, 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, as well as also damaging Sensirion’s employer image and reputation. By incorporating different perspectives, we boost our ability to innovate and reduce the risks of decision-making bias.

Occupational health and safety aspects are relevant across all Sensirion sites, and we strive to protect both employees and business operations. Health and safety incidents impact on employees and their families, leading to sick leave and partial income loss, 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 higher insurance premiums, reputational damage, legal consequences and increased operational costs. Serious incidents can weaken employee motivation and compromise the working environment expertise.



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Sustainable success starts with our people. By nurturing a culture of belonging, ensuring safety and trust, and fostering continuous development, we empower our teams and strengthen Sensirion for the future.

Rahel Meuwly, VP People & Culture

Employee structure

On 31 December 2025, Sensirion counted 1,280 full-time equivalent (FTE), including 51 apprentices, trainees and interns. Furthermore, Sensirion employed 47 workers (FTE) who are not employees, but mostly agency workers. At the end of 2025, Sensirion employed people of 60 nationalities.

The composition of the workforce by employment contract and by employment relationship is shown in the table below.

Composition of the workforce (headcount)[1]

Workforce according to employment contract	2025			
Gender	Permanent	Temporary	Permanent (%)	Temporary (%)
Men	812	29	62.1%	2.2%
Women	439	27	33.6%	2.1%
Other[2]	–	–	0%	0%
Total	**1,251**	**56**	**95.7%**	**4.3%**

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%
Total	**1,148**	**52**	**95.7%**	**4.3%**

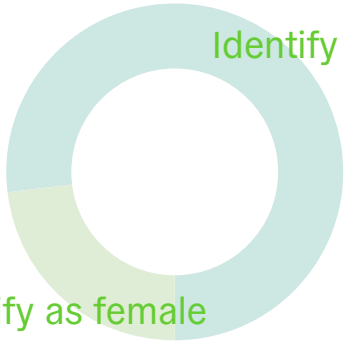
Workforce by employment relationship	2025			
Gender	Full time	Part time	Full time (%)	Part time (%)
Men	607	234	50.6%	19.5%
Women	341	125	28.4%	10.4%
Other[2]	–	–	0%	0%
Total	**948**	**359**	**72.5%**	**27.5%**

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%
Total	**852**	**348**	**71.0%**	**29.0%**

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

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

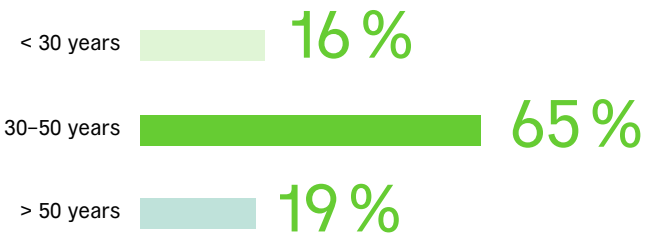
Gender in management



Identify as male
76 %

Identify as female
24 %

Age of employees without management function



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

Fluctuation (gender and age group)[1]	2025		2024	
	Entries[4]	Exits[2]	Entries	Exits[2]
Permanent employees (in headcount)				
Gender				
Men	121	85	52	105
Women	101	51	36	59
Other[3]	–	–	–	1
Total	**222**	**136**	**88**	**165**
Age				
< 30	47	19	24	27
30-50	151	93	58	117
> 50	24	24	6	21
Total	**222**	**136**	**88**	**165**
Permanent employees (turnover in %)				
Gender				
Men	15 %	10 %	7 %	14 %
Women	23 %	12 %	9 %	15 %
Other[3]	0 %	0 %	0 %	100 %
Age				
< 30	34 %	14 %	18 %	20 %
30-50	18 %	11 %	8 %	15 %
> 50	9 %	9 %	2 %	9 %

[1] The 2025 data covers all global employees excluding apprentices, trainees, interns.

[2] Including retirement exits

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

[4] 53 entries recorded at the time of the Kuva Systems acquisition

Diversity of the management body and workforce

The following table shows the diversity of gender and age in the management body and workforce of Sensirion as of 31 December 2025 and 31 December 2024.

Gender	2025	%	2024	%
Board of Directors				
Gender				
Men	4	67 %	4	67 %
Women	2	33 %	2	33 %
Other[2]	–	0 %	–	0 %
Total	**6**	**100 %**	**6**	**100 %**
Age				
< 30	–	0 %	–	0 %
30-50	–	0 %	1	17 %
> 50	6	100 %	5	83 %
Excecutive Management				
Gender				
Men	4	67 %	4	67 %
Women	2	33 %	2	33 %
Other[2]	–	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 function[1]				
Gender				
Men	134	76 %	135	77 %
Women	42	24 %	40	23 %
Other[2]	–	0 %	–	0 %
Total	**176**	**100 %**	**175**	**100 %**
Age				
< 30	–	0 %	1	1 %
30-50	122	69 %	123	70 %
> 50	54	31 %	51	29 %
Employees without management function[1]				
Gender				
Men	707	63 %	656	64 %
Women	424	37 %	369	36 %
Other[2]	–	0 %	–	0 %
Total	**1,131**	**100 %**	**1,025**	**100 %**
Age				
< 30	178	16 %	168	16 %
30-50	731	65 %	663	65 %
> 50	222	20 %	194	19 %

[1] The data covers all employees excluding apprentices, trainees, interns, temporary and contract workers.

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

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For Sensirion, equality isn’t just a principle— it’s in our DNA.

Our “SensiSpirit” fosters engagement

Our culture defines who we are and what’s important to us. 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.

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. Employee participation is documented within our training system, with careful monitoring to ensure each employee participates in the workshop at least once. In 2025, culture workshops were also held across global locations including Tokio, Seoul, Shanghai, Shenzhen, Debrecen, Chicago and Enschede. Our goal was to explain the importance of our core values to all employees worldwide in an easy, accessible, and interactive way.

The organizational responsibility rests primarily with management, particularly the Vice President of People & Culture. 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. We maintain a nonhierarchical and transparent corporate culture, and management prioritizes and lives by an open-door policy, so that all employees have the opportunity to directly interact with them as needed.

At Sensirion, fairness and honesty are deeply rooted in our core values. This includes a firm commitment to equal opportunities and fair compensation for all. As a part of this, we perform an annual external salary comparison in Switzerland to ensure that remuneration for all roles in Stäfa aligns with local market standards. Our compensation practices have now been recognized by Landolt & Mächler, an independent leading expert in Swiss compensation data.

The Market Pay Equity Certificate confirms that we offer fair, competitive, and equitable pay across our organization. For us, equality isn’t just a principle—it’s in our DNA. The total annual compensation ratio in 2025 of the CEO compared to the median total annual compensation for all employees (excluding the CEO) based in Switzerland was 4.12.

Kununu provides employees with authentic insights into the working world of companies—be it through employer reviews, information on the recruitment process or salary. Since 2010, more than 300 employees and applicants have rated us as a company with an average of 4.3 points. This score is above average for the industry, and we have been recognized for the fifth consecutive year as a Top Company. Our company page on kununu can be found here.

On a more global level, Glassdoor also offers valuable insights into the employee experience. With 133 reviews and an average rating of 4.2 out of 5 stars, we are proud to see that our culture and leadership are consistently recognized. Our Glassdoor company profile can be found here.

Sensirion is not a member of an employer association and therefore not subject to any collective labor agreements. Accordingly, Sensirion’s employees are not covered under collective bargaining agreement.

Invested in our employees

Many graduates and students start their careers with internships or entry level roles at Sensirion, 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, hosts various events, including company visits for pupils and students, and sponsors relevant student projects 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 our 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 increased employee engagement to Sensirion as a great place to work. To align individual career paths with opportunities, Sensirion conducts regular performance and career development conversations. Oversight of these talent development initiatives is led by the Vice President of People & Culture (P&C), working in collaboration with P&C business partners on a local level.

In 2025, development plans were rolled-out on a global scale. Every employee globally discusses with their people manager the current situation and future development focus. Sensirion's employee development program encompasses the following offerings for its employees:

A) SensiAcademy

SensiAcademy provides a comprehensive range of approximately 664 digital and on-site training sessions featuring both internal and external presenters. All employees can register for these training sessions, subject to their supervisor's approval, with all associated costs covered by the company. Moreover, employees in specific specialized fields regularly engage in external courses to ensure their skills remain current.

B) Operator training

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.

C) Talent development

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

D) Individual training

Individual training suggestions by employees are assessed on a case-by-case basis. 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. 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.

As part of externally required audits and to retain our ISO certifications, relevant training processes are closely monitored.

664

digital and on-site training sessions provided by SensiAcademy

Performance/career development reviews[1]

%	2025	2024
Gender		
Male	100 %	100 %
Female	100 %	100 %
Other[2]	0 %	0 %
Management position		
Employees with management function	100 %	100 %
Employees without management function	100 %	100 %

Average hours of training per year per employee[1]

Hours	2025	2024
Gender		
Male	12	12
Female	15	16
Other[2]	–	–
Management position		
Employees with management function	17	10
Employees without management function	13	14

[1] The data covers all employees including apprentices, trainees, interns, temporary and contract workers.

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

Strong DE&I culture boosts motivation and loyalty, and fosters solidarity

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

Sensirion supports the career advancement of all genders, backgrounds and identities 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 unequivocally support the value of nurturing an inclusive workforce to unite our people into a global team. Discrimination is always off bounds at our company. In 2025, there were no confirmed cases of discrimination at Sensirion.

When recruiting for technical roles, we pay attention to gender representation within our teams. To support this focus, we continue our collaboration with Fachstelle jumpps* and host events at our Stäfa headquarters as part of the “It’s MINT” project. This organization promotes gender education and encourages girls to pursue their interests and talents in science, technology, engineering and mathematics (STEM). 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.

We are also partnered with CONNECT, a program by the Paul Scherrer Institute in Switzerland, aiming to connect female STEM scientists with role models in industry and the public sector. The program offers young researchers the opportunity to gain valuable insights into non-academic career paths, and our workshop for the cohort is designed to deepen their understanding of relevant career opportunities that may be available to them.

By building bridges between talented women and forward-looking companies, the CONNECT program helps increase the presence of women in highly qualified positions in Switzerland. We are proud to sponsor the seventh edition of the program and to be listed on their website as a current partner.

To raise awareness for the various shapes and forms diversity may take and to continue to foster inclusion, a DE&I event was held at our Shanghai office this year, allowing colleagues to explore the topic in a playful and creative way. Through interactive activities, collaborative learning, and engaging discussions, the team gained new perspectives and inspiring insights, allowing them to collaborate more inclusively.

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.

Managing occupational health and safety

At Sensirion, we prioritize workplace risk prevention and mitigation. Our EHS management system is aligned with the principles of 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—work shifts, work-related stress, ergonomic positions and 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 equipped to handle minor incidents with hydrofluoric acid and chlorine. A chemical intervention team in Stäfa has been established to manage possible small to medium-sized leaks, ensuring swift and effective responses.

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 prevention 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 EHS Management. We focus on achieving zero accidents with lost working days. In the event of an incident, we conduct a thorough investigation to identify root causes and process improvement opportunities to further strengthen our safety standards and prevent similar events from recurring.

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, Stäfa (CH) 2025	Number	Rate*
Fatalities	–	–
Number of high-consequence work-related injuries	–	–
Number of recordable work-related injuries	19	7.22

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

Key performance indicators and progress in 2025

In 2025, our People & Culture team (formerly Human Resources) underwent a strategic transformation to strengthen its ability to support the business in all aspects of talent acquisition, management and engagement. Working closely with business representatives, the team reviewed and reprioritized key initiatives and defined a new, even more people-centered purpose. The renewed mission positions the team as:

- People Champions—empowering employees through continuous development opportunities
- Business Partners—ensuring seamless and effective people operations
- Culture Ambassadors—fostering an environment where everyone feels valued and engaged

This new setup enables the team to optimize existing processes and services while driving strategic initiatives that enhance the employee experience and differentiate Sensirion as an employer of choice.

In 2025, Sensirion carried out an "Organizational Feedback" survey at its headquarters in Stäfa to assess employee engagement and satisfaction. The survey combined three open-ended questions with a 10-point rating scale across key areas: me and Sensirion, me and my supervisor, me and my team.

The results reflect a consistently positive atmosphere and a high level of motivation across all categories. Employees expressed pride in contributing to Sensirion's journey and valued the open "Sensispirit," strong team cohesion, and meaningful work. The feedback highlighted a strong alignment with our values and appreciation for mutual support and collaboration.

While the overall sentiment was encouraging, some concerns emerged regarding tools and infrastructure, timely and transparent communication, and uncertainty related to ongoing change. Several of these topics are already being addressed through ongoing projects, such as renovation efforts and tool upgrades. Other areas have been prioritized by senior leadership and will be tackled through dedicated follow-up plans and sessions.

Following up on last year's pulse survey, a comprehensive review of our benefits package was conducted in 2025. This review benchmarked our offerings across financial benefits, working time, flexibility, health and well-being, and career development against industry standards. Overall, our benefits were found to be competitive and aligned with the market—exceeding industry standards in some areas, while identifying minor gaps in health and well-being. To address these gaps, an internal workforce has been established, which is dedicated to developing a holistic health and well-being concept. Two major initiatives are currently underway: one focused on stress management and resilience, and the other on workplace ergonomics. Final proposals will be presented in early 2026, followed by implementation plans.

In addition, several new benefits have been introduced to enhance our offering for employees, including enhanced parental leave, increased budgets for team-building activities and access to an exclusive corporate shopping discount platform for all our employees.

Leadership development will continue to be a key focus for 2026. In 2025, we could lay the foundation with workshops for all people managers at the headquarters in Stäfa and focus on our leadership principles.

In addition to this, we have started a strong support network with various leadership circles, to support the leaders' effectiveness on the job. Furthermore, we piloted various formats for formal trainings and exchange formats. 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 (Sensirion employees) can be at their best, deliver a more fulfilling work experience for everyone and a greater success for Sensirion as a whole.

Consumers and end users

Sensirion develops several solutions that enhance the well-being, health, safety, and comfort of consumers and end users in mission-critical medical, automotive and industrial applications. By meeting stringent regulatory and customer-specific requirements, we help protect end users while strengthening long-term customer trust. Clear and accurate product information, including technical specifications and change notifications, enables safe and reliable product use and supports efficient design-in processes in highly regulated markets.

Impacts, risks and opportunities

The deployment of Sensirion's sensors can create positive impacts by supporting the health and safety of end users, particularly in applications such as respiratory care. In the potential case of defects, end user's health and safety might be negatively affected by, for example, poor indoor air quality or incorrect medication dosage delivery. Non-compliance with product health and safety requirements may result in reputational damage, liability claims, recalls, or the loss of critical customer relationships, while failure to meet regulatory and customer-specific standards (e.g. IATF 16949, ISO 9001) can lead to production disruptions, as certain certifications are often prerequisites for market access. Strict compliance and the early adoption of emerging regulatory requirements can differentiate Sensirion in highly regulated markets.

Sensirion's product information practices have a direct impact on the customer and end user level. Inaccurate, vague, or non-compliant product information may expose Sensirion to regulatory liabilities, warranty claims, and legal risks. It can lead to customer dissatisfaction or product misuse, potentially resulting in reputational damage, loss of key accounts, increased regulatory scrutiny, and competitive disadvantage. Conversely, clear, transparent and reliable product information supports safe and effective product use, strengthens customer trust, and helps minimize waste and compliance risks, contributing to positive outcomes for society and the environment. High-quality documentation also reduces the need for extensive support during customer design-in processes, allowing Sensirion to focus on new opportunities and increasing the likelihood of being selected for future, next-generation projects.

Management of health and safety protection of consumers and end users

At Sensirion, ensuring the health and safety of consumers and end users is a top priority, particularly given the critical role our sensors play in sectors such as automotive, medical, and industrial applications. Product reliability is at the heart of this commitment, guided by our principle: no device should fail because of a Sensirion sensor.

We go beyond regulatory compliance, focusing on long-term product stability, accuracy, and durability. Our products are developed and manufactured in line with stringent safety regulations and customer requirements. Sensirion has held ISO/IATF 16949 certification for automotive quality management since 2008 and is also certified to ISO 9001. Compliance with REACH and RoHS is overseen by our Environmental, Health and Safety (EHS) team, while our PFAS Steering Committee monitors emerging chemical regulations.

We engage closely with customers through our sales and Field Application Engineering teams. Additionally, we collaborate with recognized notified bodies to meet global compliance standards.

Product quality and safety are embedded in our development process from the start. Every product undergoes a structured milestone process that includes validation, risk

assessment, and design reviews. Calibration routines are defined by R&D and Quality Management to ensure accurate and traceable measurements. During development, all products are reviewed for potential health and safety risks through our Requirements Engineering Process, following our internal Quality Management Procedure. Once products are launched, we ensure continued safety and quality through audits, field performance monitoring, and customer feedback analysis. Any updates or changes to products are managed through our Engineering Change Request (ECR) and Product Change Notification (PCN) systems to ensure transparency and traceability. In a fast-changing regulatory environment, we continuously monitor legal developments and adapt our processes as needed. The effectiveness of our approach is regularly evaluated through internal and external audits, stakeholder feedback, and performance indicators.

Supporting health and safety protection in our applications

Sensirion's solutions contribute to healthier indoor environments by aligning selected environmental sensors with leading building health standards such as RESET and WELL. Since 2023, this alignment has supported improved indoor air quality and other comfort-related conditions in commercial buildings.

In the medical domain, Sensirion combines flow and gas sensing technologies to enable safer and more efficient treatments. Applications such as smart resuscitation and respiratory exchange rate monitoring depend on precise flow and gas measurements for reliable clinical performance. Building on deep medical expertise and long-standing partnerships with healthcare manufacturers, we develop solutions that support improved patient outcomes.

Management of product information

At Sensirion, we are committed to providing clear, accurate, and complete product information to ensure the safe and effective use of our sensor solutions across a wide range of industries. This information includes detailed technical specifications, performance data, qualification reports, usage instructions and handling or design guidelines to help customers and end users make well-informed decisions. Complete, accurate, and reviewed documentation accompanies 100 % of product releases. Each product release follows Sensirion's Milestone Process and Quality Management Procedure to ensure consistency and compliance. We also require sourcing details, disposal information, and timely supplier change notifications to uphold regulatory and customer standards.

Product information is developed by the Product Management team in close cooperation with R&D, Sales, Operations, and Quality Management, as well as other internal stakeholders to ensure consistency and accuracy. Externally, our customers' purchasing and quality assurance teams are key stakeholders in this process, typically engaged through our sales and technical support channels. Before release, all customer-facing information undergoes a thorough review to ensure legal compliance and thus enhance customer confidence. Customer communication is managed by our Sales teams, while any required coordination with authorities—for example, on export or compliance matters—is handled according to the scope of each project.

We make product information easily accessible via our website, local sales offices, technical support, info line and authorized distributor platforms. Regular monitoring helps ensure that documentation is always up to date and easy to find. Maintaining this high level of quality is an ongoing task, requiring us to continuously adapt to evolving customer needs, market expectations, and regulatory requirements.

Key performance indicators and progress in 2025

During the reporting period, there was one incident of non-compliance related to the health and safety impacts of products and services. A regulated substance was identified in a formulation used in production, which was immediately eliminated upon discovery to ensure compliance with applicable regulations.

In 2025, a key success was the progress made by the PFAS Steering Committee, established in 2023. The committee identified which products and processes will be impacted by the upcoming EU PFAS regulations through 2043 and initiated targeted projects to ensure compliance and proactively manage future regulatory requirements.

Concerning product labeling, Sensirion did not record any confirmed material incidents of non-compliance related to product and service information, labeling, or marketing communications. In 2025, Sensirion successfully launched three environmental sensors—STCC4, SEN63C and SEN68—each accompanied by complete and fully reviewed documentation.

Governance

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.

Sensirion's approach to compliance and governance reflects our commitment to fair, transparent, and responsible business conduct. It is grounded in compliance with applicable laws and regulations, a clearly defined Code of Conduct, and a corporate governance framework aligned with recognized standards, including the Swiss Code of Best Practice for Corporate Governance and relevant stock exchange regulations. Beyond regulatory compliance, Sensirion actively fosters a corporate culture based on integrity, transparency, and accountability, supported by clear policies, defined responsibilities, and leadership oversight. Established mechanisms for complaint management and whistleblowing enable employees, suppliers and other stakeholders to raise concerns discreetly and anonymously. Regular audits and internal control systems identify risks, verify adherence to policies, and drive continuous improvement. Together, these elements support responsible management, protect stakeholder trust, and contribute to long-term value creation.

We recognize that sustainability and robust governance go hand in hand as an essential element of sustainable and resilient operations across our global value chain, particularly in the context of global supply chain risks, climate change and geopolitical developments. Our approach focuses on responsible sourcing and human rights due diligence, addressing issues such as conflict minerals and metals, and child labor.

In parallel, governance plays a central role in managing digital and information-related risks. Robust information security and data protection safeguard Sensirion's business continuity, ensuring regulatory compliance, and maintaining trust with customers, partners, and other stakeholders. We protect all business-relevant data, including production, product, customer, and supplier information, and address risks arising from cybersecurity incidents, data leakage, and system outages. Our risk-based security framework is supported by defined responsibilities, technical and organizational controls, and business continuity planning.

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 and owners, as well as entire communities. Violations of these practices may obstruct development of fair market structures, distort competition and lose stakeholders' 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, loss of market access and possible legal risks and fines.

Our business model impacts people and the environment in our upstream supply chain. Sustainable supply chain management may impact the suppliers themselves, strengthening them economically through close cooperation and promotion of fair business practices, reducing energy consumption and emissions, and preventing negative environmental effects.


SENSIRION

We strive to reduce negative impacts on society and establish safe working conditions in the entire supply chain with our framework for human rights compliance, prevention of child labor and sourcing of conflict materials.

By maintaining fair payment practices, transparent and timely management of suppliers' relationships, Sensirion can ensure continuity of supply, improve suppliers' performance, and build resilience against supply chain disruptions—all while reinforcing its ethical reputation and operational stability. Conversely, failure to do so may lead to strained relationships, delivery delays, increased procurement costs, or reputational damage—especially in markets where ethical sourcing is a key concern. In case of environmental or social violations within 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.

Sensirion's IT security strategy and management is essential to prevent privacy breaches and operational disruptions that could affect stakeholders. Inadequate protection of personal and operational data may lead to privacy breaches, unauthorized access, or the loss of sensitive business information, undermining stakeholder trust and disrupting customers' production processes as well as Sensirion's digital operations, particularly those involving connected sensor data or cloud-based applications. Through robust internal data protection practices and cooperation with partners to support external data security, Sensirion aims to protect stakeholder interests, strengthen trust, and support its position in industries with stringent cybersecurity requirements, such as medical, automotive, and industrial IoT.

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.

Sensirion's governance framework is structured to ensure effective management and control at the highest corporate level and is aligned with applicable legal and stock exchange requirements, including the Directive on Information relating to Corporate Governance (DCG) of SIX Exchange Regulation. We largely follow the guidelines of the Swiss Code of Best Practice for Corporate Governance issued by economiesuisse, while selectively adapting elements to reflect its organizational and shareholder structure.

The principles and rules governing corporate governance are defined in Sensirion's Articles of Association, Organizational Regulations, including committee charters, and other internal governance documents, all of which are publicly available on the company's website. These documents are subject to regular review to ensure continued alignment with evolving governance standards. Beyond regulatory compliance, Sensirion actively fosters a culture of ethical conduct and integrity, including the prevention of corruption, money laundering, and anticompetitive behavior.

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 page 86. In the event of policy violations, 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 with any consequences of raising their voices. All employees are encouraged to raise issues of concern, including feedback on the strategic and behavioral status of management, to their supervisors or the People & Culture department.

Additionally, complaints can 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 People & Culture.

For complaints from other stakeholders about, or from our suppliers, there is 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 recipients.

Critical risks are presented and discussed in annual 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 2025, internal audits were conducted at 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)

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 and 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. Furthermore, Sensirion ensures that its products or services are not reasonably suspected of being manufactured or provided using child labor.

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.

We have performed an assessment comparing our transactions over the past seven years with the UNICEF Children's Rights in the Workplace Index. Based on the results, Sensirion has concluded that the company is not subject to due diligence and reporting obligations on child labor. The topics of child labor and 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 about conflict minerals and human rights (including child labor) processes as well as compliance with RBA. Furthermore, Sensirion tracks and identifies suppliers who work with conflict minerals and metals.

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, and 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.

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.

For 2025, all key suppliers of Sensirion were committed to the Responsible Business Alliance (RBA). 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. A follow-up audit is scheduled to take place in early 2026.

IT security strategy and management

Sensirion's IT security strategy is a holistic and continuously evolving framework centered on a structured risk identification, targeted mitigation measures and regular effectiveness reviews. We systematically identify and assess security risks and implement appropriate human, organizational, and technical measures to reduce risk to an acceptable level.

We assess the effectiveness of our data protection and information security approach using defined key indicators, including the number of reported and resolved incidents, employee awareness levels, device monitoring coverage, Microsoft Secure Score results, and the level of residual risk deemed acceptable. These metrics help us track progress, identify gaps, and guide continuous improvement.

Overall responsibility for IT security lies with the IT Security Management and Executive Team, including the CEO. All employees, as well as suppliers and customers, are affected by this topic. Sensirion provides regular training and awareness activities for employees and suppliers. Key actions encompass regular employee simulated phishing attacks, securing business processes and implementing technical security solutions to protect operations and data. We address customer-specific requirements through audits or certification, where applicable.

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

We maintain an Information Security Management System, which provides a structured approach to managing risks and internal policies. This system is supported by recognized certifications, including TISAX for automotive-related activities at the Stäfa, Debrecen, Shanghai and Seoul sites, and ISO 27001 for Sensirion Connected Solutions' Nubo Sphere. These certifications demonstrate compliance with industry standards and support trust among stakeholders. Continuous reviews and engagement with relevant stakeholders contribute to maintaining a robust security environment.

An emerging challenge concerns the increasing risk of data leakage associated with the growing use of artificial intelligence technologies (AI). To address this, Sensirion has established a global AI governance and management framework to ensure responsible use of AI and to mitigate associated data protection and information security risks.

Key performance indicators and progress in 2025

In 2025, 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, or anti-trust or monopoly legislation, were reported.

During 2025, Sensirion extended the scope of checking for the usage of more than the standard defined conflict minerals (e.g. tantalum, tin, tungsten and gold) from conflict affected and high-risk areas (CAHRA) to also include checks for an extended list of minerals, namely cobalt, copper, graphite, lithium, mica and nickel from such CAHRA's. Replies have been received from more than 80 % of category 1 suppliers representing more than 70 % of the total relevant purchasing volume.

As of this report's publication, no human rights violations including child labor in our supply chain have been reported to us. Concerning IT security, we achieved zero data breaches and successfully rolled out a global Data Loss Prevention (DLP) strategy, marking a significant step in strengthening our information security and protecting sensitive data across all regions in the reporting year 2025. There were zero substantiated complaints concerning breaches of customer privacy and losses of customer data in 2025.

About this Sustainability Report

This Sensirion Sustainability Report was published on March 10, 2026. 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 167 of the Financial Report, except where it is stated differently within this Sustainability Report. Whereas environmental data was not incorporated for the acquired entity Kuva Systems in this sustainability report, employee numbers were included. The acquired entity will be fully integrated into the Group's sustainability information and data collection in subsequent reporting periods. Additional non-financial information, including environmental data, will be incorporated in the next reporting period. 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 stated above. We include all our activities (production, R&D, labs, offices and warehouses) in our operational boundary without any exceptions. 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 (2025) 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 (2025) emission factors (with reference year 2023) 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 Resa Business Audit" in the GRI Content Index (page 138) of the Sustainability Report for the period ending 31 December, 2025.

Since financial year 2023, Sensirion has been 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. Since financial year 2025, the Climate Report including TCFD disclosures has been incorporated into the Sustainability Report.

Regarding questions on this report, please contact:
Lars Dünnhaupt, Director Investor Relations, lars.duennhaupt@sensirion.com

GRI Content Index

CONTENT INDEX ESSENTIALS SERVICE 2026

Sensirion Holding AG has reported in accordance with the GRI Standards for the period 1 January 2025 to 31 December 2025. 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 in 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
General Disclosure			
The organization and its reporting practices			
GRI 2: General Disclosures 2021	2-1 Organizational details	P. 36, 84	
	2-2 Entities included in the organization's sustainability reporting	P. 136	
	2-3 Reporting period, frequency and contact point	P. 136	
	2-4 Restatements of information	P. 136	
	2-5 External assurance	P. 136, 141-143	
Activities and workers			
GRI 2: General Disclosures 2021	2-6 Activities, value chain and other business relationships	P. 36, 84-85	
	2-7 Employees	P. 118	
	2-8 Workers who are not employees	P. 118	
Governance			
GRI 2: General Disclosures 2021	2-9 Governance structure and composition	P. 41-45, 87	
	2-10 Nomination and selection of the highest governance body	P. 37, 50	
	2-11 Chair of the highest governance body	P. 48, 40	
	2-12 Role of the highest governance body in overseeing the management of impacts	P. 47, 51, 87	
	2-13 Delegation of responsibility for managing impacts	P. 51-52, 88	
	2-14 Role of the highest governance body in sustainability reporting	P. 47, 51, 140	
	2-15 Conflicts of interest	P. 50	
	2-16 Communication of critical concerns	P. 87	
	2-17 Collective knowledge of the highest governance body	P. 87	
	2-18 Evaluation of the performance of the highest governance body	P. 50	
	2-19 Remuneration policies	P. 62, 65, 69-73	
	2-20 Process to determine remuneration	P. 47, 49, 63-66	
	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. 81	
	2-23 Policy commitments	P. 86, 134	
	2-24 Embedding policy commitments	P. 86, 88	
	2-25 Processes to remediate negative impacts	P. 133-134	
	2-26 Mechanisms for seeking advice and raising concerns	P. 133	
	2-27 Compliance with laws and regulations	P. 135	
	2-28 Membership associations	P. 86	
Stakeholder engagement			
GRI 2: General Disclosures 2021	2-29 Approach to stakeholder engagement	P. 89-90	
	2-30 Collective bargaining agreements	P. 121	

Material topics

Materiality assessment and list of material topics			
GRI 3: Material Topics 2021	3-1 Process to determine material topics	P. 91	
	3-2 List of material topics	P. 91	
Economic performance			
Growth			
GRI 3: Material Topics 2021	3-3 Management of material topics	P. 94-95	
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	P. 94	
Sustainable innovation			
GRI 3: Material Topics 2021	3-3 Management of material topics	P. 97-100	
Environment			
Circular economy			
GRI 3: Material Topics 2021	3-3 Management of material topics	P. 97, 99	
GRI 301: Materials 2016	301-1 Materials used by weight or volume	P. 99	
Climate protection			
GRI 3: Material Topics 2021	3-3 Management of material topics	P. 101-114	
GRI 302: Energy 2016	302-1 Energy consumption within the organization	P. 112	
	302-3 Energy intensity	P. 114	
	302-4 Reduction in energy consumption	P. 113-114	
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	P. 112 ✓	
	305-2 Energy indirect (Scope 2) GHG emissions	P. 112 ✓	
	305-4 GHG emissions intensity	P. 114	

✓ Assured by Resa Business Audit

GRI Standard	Disclosure		Location in the Annual Report	Omission
Social				
People				
GRI 3: Material Topics 2021	3-3	Management of material topics	P. 116-127	
GRI 401: Employment 2016	401-1	New employee hires and employee turnover	P. 119	
GRI 404: Training and Education 2016	404-1	Average hours of training per year per employee	P. 123	
	404-3	Percentage of employees receiving regular performance and career development reviews	P. 123	
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	P. 120	
GRI 406: Non-discrimination 2016	406-1	Incidents of discrimination and corrective actions taken	P. 125	
Consumers & end users				
GRI 3: Material Topics 2021	3-3	Management of material topics	P. 128-129	
GRI 416: Customer Health and Safety 2016	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	P. 129	
GRI 417: Marketing and Labeling 2016	417-1	Requirements for product and service information and labeling	P. 129	
	417-2	Incidents of non-compliance concerning product and service information and labeling	P. 129	
	417-3	Incidents of non-compliance concerning marketing communications	P. 129	
Governance				
Business conduct				
GRI 3: Material Topics 2021	3-3	Management of material topics	P. 130-135	
GRI 205: Anti-corruption 2016	205-3	Confirmed incidents of corruption and actions taken	P. 135	
GRI 206: Anti-competitive behavior 2016	206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	P. 135	
GRI 308: Supplier Environmental Assessment 2016	308-1	New suppliers that were screened using environmental criteria	P. 134	
GRI 414: Supplier Social Assessment 2016	414-1	New suppliers that were screened using social criteria	P. 134	

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 2025 in accordance with the Articles of Association and the Organizational Regulations.

This Non-Financial Matters Report for the financial year 2025 was prepared in accordance with Article 964a et seq. CO and the Swiss Ordinance on Climate Disclosures. The report was approved by the Board of Directors of Sensirion Holding AG.

This Non-Financial Matters Report 2025 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.82-85
Identification of material non-financial matters	Material topics	P. 91
Policies	Policies and management systems	P. 86
Coverage of undertakings	About this Sustainability Report	P. 136
Non-financial matters*		
Environmental matters, in particular the CO_2 goals	Climate protection Sustainable innovation and circular economy	P. 101-114 P. 96-100
Social issues	Consumers and end users	P. 128-129
Employee-related issues	People	P. 116-127
Respect for human rights	Business conduct	P. 130-135
Combating corruption	Business conduct	P. 130-135
Climate disclosures**		
Governance		P. 87-88
Strategy		P. 101-111
Risk management		P. 87-88
Metrics and targets		P. 112-114

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

** The Swiss Ordinance on Climate Disclosures requires climate-related information to be published in an internationally recognized, human- and machine-readable electronic format. However, as no widely used and suitable international machine-readable electronic format was available when this report was prepared, Sensirion published its climate disclosures only as a PDF and not in XBRL format.

Stäfa, March 3, 2026

Moritz Lechner
Co-Chairman of the Board

Felix Mayer
Co-Chairman of the Board

Marc von Waldkirch
CEO

Resa Audit Assurance Report

Independent practitioner's limited assurance report (ISAE 3000 Revised)

on selected sustainability indicators of Sensirion Holding AG

to the Board of Directors of Sensirion Holding AG, Stäfa

Scope and subject matter

As part of an assurance engagement to obtain limited assurance, we were commissioned by the Board of Directors of Sensirion Holding AG (hereinafter "Sensirion") and its subsidiaries to provide limited assurance on the following selected Sustainability indicators in the Sustainability Report for the financial year 2025 (hereinafter "Sustainability indicators"):

Greenhouse gas (GHG) emissions Scope 1

- Direct (Scope 1) GHG emissions and related energy consumption (Global Reporting Initiative (GRI) 305-1) which are marked as "Assured by Resa Business Audit" within the GRI Content Index table (page 138 of Sensirion's Sustainability Report 2025)

Greenhouse gas (GHG) emissions Scope 2

- Direct (Scope 2) GHG emissions and related energy consumption (Global Reporting Initiative (GRI) 305-2) which are marked as "Assured by Resa Business Audit" within the GRI Content Index table (page 138 of Sensirion's Sustainability Report 2025)

Suitable criteria

The Sustainability indicators were prepared by the Board of Directors of Sensirion based on the "Global Reporting Initiative (GRI) 2021 Standards" and "Greenhouse Gas (GHG) Protocol, Corporate Standard" (hereinafter "suitable criteria").

Consequently, all other Sustainability indicators are not part of this assurance scope and prior year information are also excluded.

Inherent limitations

The accuracy and completeness of the Sustainability indicators are subject to inherent limitations given the nature and manner used to determine, calculate and estimate such data. In addition, the quantification of greenhouse gas emissions is subject to inherent uncertainty due to incomplete scientific knowledge used to determine factors (e.g. emission factors) related to the Sustainability indicators and the values required to combine, for example, emissions of different gases. Our assurance report will therefore have to be read in connection with the suitable criteria.

Board of Directors responsibility

The Board of Directors of Sensirion is responsible for the preparation, calculation, and presentation of the Sustainability indicators in accordance with the suitable criteria. This responsibility includes designing, implementing and maintaining appropriate internal processes and controls related to the preparation and presentation of the Sustainability indicators that are free from material misstatements, whether due to fraud or error. In addition, the Board of Directors is responsible for selecting and applying the suitable criteria and keeping adequate records.

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Independence and quality management

We are independent of Sensirion in accordance with the guidelines on the independence, issued by EXPERTsuisse. We have fulfilled our other ethical responsibilities in accordance with the professional conduct, issued by EXPERTsuisse, which is founded on principles of integrity, objectivity, professional competence and due care, confidentiality, and professional behaviour.

Resa Business Audit GmbH applies ISQC-CH 1 and ISA-CH 220 and accordingly maintains a comprehensive system of quality management with documented rules and measures for compliance with ethical requirements, professional standards and applicable legal and other regulatory requirements.

Practitioner's responsibility

Our responsibility is to perform a limited assurance engagement and, based on our assurance engagement, to express a conclusion on the Sustainability indicators.

We conducted our assurance engagement in accordance with the International Standard on Assurance Engagements (ISAE) 3000 (Revised) "Assurance engagements other than audits or reviews of historical financial information", issued by the "International Auditing and Assurance Standards Board" (IAASB). This standard requires that we plan and perform our procedures to obtain limited assurance whether anything has come to our attention that causes us to believe that the Sustainability indicators was not prepared, in all material aspects, in accordance with the suitable criteria.

Based on risk and materiality considerations, we performed our procedures to obtain sufficient and appropriate assurance evidence. The procedures selected depend on the assurance practitioner's judgement. In the case of assurance engagements to obtain limited assurance, the assurance procedures performed in response to the assessed risks are less extensive than in assurance engagements to obtain reasonable assurance. Consequently, the nature, timing, and extent of procedures for gathering sufficient appropriate evidence are deliberately limited relative to a reasonable assurance engagement and therefore less assurance is obtained with a limited assurance engagement than for a reasonable assurance engagement.

Explanations of the assurance procedures performed

We performed the following procedures, among others (non-exhaustive list):

- Interviews with responsible employees to understand the reporting process of the Sustainability indicators;
- Assessment of the design and implementation of systems and processes for collection, processing and consolidation of the Sustainability indicators;
- Assessment of the suitability of the underlying suitable criteria and its consistent application in the process of preparing and presenting the Sustainability indicators;
- Sample testing of selected Sustainability indicators to verify whether the calculation and requirements of the underlying suitable criteria are met;
- Analytical review procedures to support the appropriateness of the data collection, validation and calculation; and
- Plausibility checks and critical review of the consistency of Sensirion's Sustainability indicators with other reported ESG information of the Sustainability Report 2025.

We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our conclusion of the limited assurance engagement.

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Conclusion

Based on the procedures we performed, nothing has come to our attention that causes us to believe that the Sustainability indicators for the financial year 2025 are not prepared, in all material respects, in accordance with the suitable criteria.

Intended users and purpose of the report

This report is prepared for, and only for, the Board of Directors of Sensirion, and solely for the purpose of reporting to them on the Sustainability indicators and no other purpose.

We do not, in giving our conclusion, accept or assume responsibility (legal or otherwise) or accept liability for, or in connection with, any other purpose for which our report including the conclusion may be used, or to any other person to whom our report is shown or into whose hands it may come, and no other persons shall be entitled to rely on our conclusion.

We permit the disclosure of our report, in full only and in combination with the suitable criteria, to enable Sensirion to demonstrate that they have discharged their governance responsibilities by commissioning an independent assurance report over the Sustainability indicators, without assuming or accepting any responsibility or liability to any third parties on our part. To the fullest extent permitted by law, we do not accept responsibility to anyone other than Sensirion for our work or this report.

Resa Business Audit GmbH

Remo Satta

Licensed audit expert
Auditor in charge

Brüttisellen, 10 March 2026

Resa Business Audit GmbH
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