

SENSATA TECHNOLOGIES HOLDING PLC
SLAVERY AND HUMAN TRAFFICKING STATEMENT
For Fiscal Year January 1, 2024 through December 31, 2024

This statement has been prepared in accordance with the United Kingdom Modern Slavery Act 2015, Chapter 30, Part 6, Provisions 54 and the California Transparency in Supply Chains Act of 2010 and discloses measures taken by Sensata Technologies Holding plc and its subsidiaries (“Sensata”) during the 2024 fiscal year to address human trafficking and forced labor within its operations and supply chain.

Structure, Business and Supply Chain

The headquarters of Sensata Technologies Holding plc is located in Swindon, England. Sensata conducts its operations through subsidiary companies that operate business and product development centers primarily in Bulgaria, China, Denmark, France, India, Japan, Mexico, the Netherlands, South Korea, the United Kingdom, and the United States; and manufacturing operations primarily in Bulgaria, China, Malaysia, Mexico, the United Kingdom, and the United States.

Sensata is a global industrial technology company striving to create a safer, cleaner, and more efficient and electrified world. Through its broad portfolio of mission-critical sensors, electrical protection components and sensor-rich solutions, Sensata helps its customers address increasingly complex engineering and operating performance requirements. For more than 100 years, Sensata has been providing a wide range of customized, sensor-rich solutions that address increasingly complex engineering and operating performance requirements to help our customers solve their most difficult challenges in the automotive, heavy vehicle and off-road, industrial, and aerospace industries.

We organize our business into two segments: Performance Sensing and Sensing Solutions. As of December 31, 2024, we had approximately 18,000 employees. Approximately 80% of Sensata’s supplier spend is with 410 suppliers, some of which are located in countries that have been identified by the United States Department of State and the United Nations as having elevated risks of human trafficking and modern slavery.

Sensata is committed to identifying, assessing, and eliminating the risks of modern slavery and human trafficking within its internal operations and in its supply chain, consistent with the requirements of the United Kingdom Modern Slavery Act of 2015 and California Transparency in Supply Chains Act of 2010.

Policies

Sensata requires its employees and its suppliers to comply with all applicable country, state, municipal, and local laws, orders, and regulations, and specifically prohibits human trafficking and slavery. These requirements are set forth in Sensata’s [Code of Business Conduct and Ethics](#), which has been translated into 12 different languages, [Human Rights and Working Conditions Policy](#), and [other related corporate policies](#), and are communicated to Sensata’s worldwide supply chain through its [Supplier Code of Conduct](#) and [Supplier Terms and Conditions of Purchase](#). Sensata’s leaders are responsible for ensuring our practices demonstrate a commitment to human rights.

Furthermore, Sensata requires its suppliers to agree to timely certify compliance with such laws when requested by Sensata and has advised its suppliers that they may be subject to audit for matters that are covered under its Supplier Code of Conduct, including the prohibition of human trafficking and slavery.

All employees and suppliers of Sensata may report possible violations of these and other policies through an [Ethics Hot Line](#). Retaliation against any individual who reports a violation of Sensata’s policies is strictly prohibited under Sensata’s Code of Business Conduct and Ethics.

Risk Assessment

Since 2021, we have partnered with a third-party provider to assist in identifying and mitigating the risk of modern slavery and human trafficking throughout our global supply chain. Our approach focuses on surveying our suppliers that make up 80% of our total spend and are located in high-risk countries, which

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included 1,379 suppliers in 2024. Given the lack of engagement from our suppliers using the Slavery & Trafficking Risk Template (STRT) during our 2021 and 2022 campaigns, we pivoted our approach in 2023 to survey our suppliers on three key areas, which collectively assess our supply chain for the identified salient risks of child labor, forced labor and human trafficking:

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

In 2024, the average response rate for the three surveys was 44.3%, exceeding the response rates for all of our 2023 campaigns since 2021 and supporting the strategic decision to change our approach. We remain committed to gaining meaningful insights into our supply chain and ensuring supplier compliance with our policies. We will continue to partner with and educate our suppliers as part of our efforts to reduce the risk of modern slavery and human trafficking practices throughout our global supply chain.

Due Diligence

Under the terms of Sensata's Supplier Code of Conduct, Sensata is permitted to audit its suppliers' compliance with the Supplier Code of Conduct, including, but not limited to, the provision prohibiting forced labor and human trafficking. Sensata's on-site supplier audit program, led by a third party, focuses on compliance with our Supplier Code of Conduct and applicable laws regarding human trafficking and slavery. During the audit, suppliers must provide business processes and procedures, integrity and ethical policies and management system certifications to demonstrate that they comply with our requirements. In 2024, we continued auditing suppliers for compliance with our Supplier Code of Conduct and applicable laws regarding human trafficking and slavery.

Accountability

Sensata maintains internal accountability standards and procedures for employees and suppliers regarding human trafficking and slavery. All employees and suppliers are subject to the requirements of Sensata's Code of Business Conduct and Ethics and Human Rights and Working Conditions Policy. Non-compliance by Sensata facilities and suppliers with these policies are addressed according to Sensata's internal reporting and investigative processes. A failure to promptly correct any violation of these requirements, and specifically the prohibition of human trafficking and slavery, may result in the termination of business with a supplier.

Education and Training

Sensata's Employee Ethics Training Program, which is offered to all employees on a continuing basis both online and in person at Sensata's operating locations worldwide, addresses human rights issues and indicators of slavery and human trafficking. In addition, Sensata provides training materials regarding the

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prohibition of human trafficking and modern slavery to its suppliers during periodic meetings, which are also available through its [Supplier Portal](#).

DATE: April 16, 2025



Stephan von Schuckmann
CEO and Director