

Sensata Technologies Diversity, Equity, and Inclusion Policy

At Sensata Technologies, we are committed to a culture of diversity and inclusion, where everyone feels a sense of belonging. The collective sum of the individual differences, life experiences, knowledge, inventiveness, innovation, self-expression, unique capabilities and talents that our employees invest in their work represents a significant part of not only our culture, but our reputation and Company's achievement as well. Our talented and diverse workforce provides a key competitive advantage and our business success reflects the quality and skill of our people. We value diversity at all levels of the company, in all that we do. Each employee brings unique capabilities, experiences and characteristics to their work.

Our diversity benefits our employees, our customers, and our shareholders. The diverse capabilities that reside within our talented, intellectually-curious workforce position Sensata to anticipate and fulfill the ever-evolving needs of our global customers and provide high-quality products and services. As we expand our global footprint, diversity and inclusion in all ways will continue to be essential to our success.

We embrace, encourage, and respect our employees' differences in age, race, color, disability, ethnicity, family or marital status, gender identity or expression, language, national origin, physical and mental ability, political affiliation, religion, sexual orientation, socio-economic status, veteran status, and other characteristics that make our employees unique. We promote an inclusive work environment, where appreciation and cultivation of everyone's attributes can be leveraged to create a vibrant, productive, and collaborative work environment. At the same time, we recognize and respect that not all employees will fully embrace all of our corporate beliefs in their personal lives. Reciprocally, we expect that employees will respect the Company's beliefs.

Our diversity initiatives cut across all roles, functions, businesses, and programs and are underpinned by our value of OneSensata. These can include, but are not limited to, our practices and policies on recruitment and selection; compensation and benefits; professional development and training; promotions; transfers; social and recreational programs; layoffs; terminations; and the ongoing development of a work environment built on the premise of gender and diversity equity that encourages and enforces:

- Respectful communication and cooperation between all employees.
- Teamwork and employee participation, permitting the representation of all groups and employee perspectives.
- Work/life balance through flexible work schedules to accommodate employees' varying needs.
- Employer and employee contributions to the communities we serve to promote a greater understanding and respect for the diversity of our local areas.

All employees of Sensata Technologies have a responsibility to treat others with dignity and respect at all times. All employees are expected to exhibit conduct that reflects inclusion during work, at work functions on or off the work site, and at all other company-sponsored and participative events. All employees are also asked to attend and complete annual diversity awareness training to enhance their knowledge to fulfill this responsibility.

Any employee found to have exhibited any inappropriate conduct or behavior against others may be subject to disciplinary action.

Employees who believe they have been subjected to any kind of discrimination that conflicts with the company's diversity policy and initiatives should seek assistance from a supervisor or an HR representative. Employees may also file a report using our Ethics Hotline.