



2020

Sustainability
Report



Welcome to Sensient Technologies Corporation's 2020 Sustainability Report. This report highlights Sensient's actions related to environmental, social, and governance (ESG) issues including ethical behavior, responsible corporate citizenship, legal compliance, product and employee safety, environmental stewardship, corporate governance, equal opportunity/non-discrimination, human capital management, and climate change.

There is no question that 2020 was a tough year. We endured – and continue to endure – a deadly worldwide pandemic that has destroyed economies and taken away a staggering number of our families, friends, and neighbors. Through the darkest moments of 2020, Sensient was an important part of the critical infrastructure in nearly every country in the world. We went to work in our plants, laboratories, offices, and sometimes at our kitchen tables to ensure that we continued to produce and ship safe, high-quality food, pharmaceutical, and personal care products.

Our employees' tireless devotion to our mission directly contributed to keeping the world stocked with the vital products that we all needed to survive. This was not easy, and I am very proud of our employees.

Yes, the world sometimes seems like it is falling apart around us. But here at Sensient we have a Code – a Corporate Creed – that distinguishes us from so many others in the world:

- We do not live in a post-truth world. We always operate with integrity and we always tell the truth.
- We do not harass, demonize, or marginalize each other. We are always professional and respectful to each other, our suppliers, and our customers.
- We do not operate recklessly or without regard to health and safety. We make safe products in safe facilities and strive to keep each other safe as well.

We have a long-standing commitment to operating in a legal, ethical, and responsible manner with a strong emphasis on corporate responsibility and sustainable business practices. This Sustainability Report describes Sensient's efforts to meet our commitments for our products, customers, employees, environment, and the communities in which we operate. We view sustainable business practices as an important aspect of Sensient's economic health and core values, and we expect each employee to actively participate in and contribute to Sensient's efforts. Moreover, because we are a Wisconsin corporation, for more than 30 years, our Board of Directors has been dedicated to considering the effects of its actions on shareholders and our employees, suppliers, customers, and the communities in which we operate. Stakeholder governance is something we already practice.

While this is our sixth annual report, we have a strong – and longer – history of promoting sustainability and corporate responsibility in a variety of forms. This report provides both a summary of our recent efforts and a view of where we hope to be in the future. I am particularly proud of our products that not only provide our customers with safe and superior technical performance but also allow our suppliers and customers to reduce their own environmental impacts. We believe that these products can drive real improvements in our environment.

I am also proud of our efforts over the last eight years to rationalize our manufacturing footprint and product portfolio, which has resulted in the sale or closure of 14 of 45 production sites and a stronger focus and drive toward producing more sustainable products. These efforts have greatly reduced our

greenhouse gas emissions, energy usage, water usage, and waste generation and given us a more sustainable and profitable company.

Our efforts and commitment are continuing and expanding. As you review this report, I believe you will see that our approach to sustainability is consistent with Sensient's clear strategy to create sustainable growth and long-term shareholder and stakeholder value.

I want to conclude, on behalf of the Board of Directors, by thanking Sensient's shareholders, employees, customers, suppliers, and local communities for your ongoing support of our efforts and commitment. I have high expectations for Sensient and look forward to continuing to update you on our efforts.

Sincerely,

Paul Manning
Chairman, President and Chief Executive Officer



ABOUT THIS REPORT

Sensient Technologies Corporation's 2020 Sustainability Report documents Sensient's ESG performance from January 1, 2020 through December 31, 2020, unless stated otherwise. It covers all of Sensient's operations globally.

Disclosure Frameworks

For the first time this year, we have prepared our report to align with topics and metrics from the Sustainability Accounting Standards Board (SASB) disclosure standards for the Chemicals industry. The SASB is an independent, nonprofit organization with a mission to develop and disseminate sustainability accounting standards that help public corporations disclose material, decision-useful information to investors. For additional information on the SASB, please visit www.sasb.org.

Also for the first time this year, we have prepared our report to begin to address the recommendations and supporting disclosures of the Financial Stability Board's Task Force on Climate-related Financial Disclosures (TCFD). The TCFD has developed a framework to help public companies and other organizations more effectively disclose climate-related risks and opportunities through their existing reporting processes. For additional information on the TCFD, please visit www.fsb-tcfid.org.

Cautionary Note Regarding Forward-Looking Statements

The statements in this Sustainability Report that are not historical facts are "forward-looking statements" within the meaning of the Private Securities Litigation Reform Act of 1995. Such forward-looking statements are not guarantees of future performance and involve known and unknown risks, uncertainties, and other factors concerning our operations and business environment that could cause actual results and events to differ materially from those in the forward-looking statements. These forward-looking statements generally are identified by the words "believe," "project," "expect," "anticipate," "estimate," "intend," "strategy," "future," "opportunity," "plan," "may," "should," "will," "would," "will be," "will continue," "will likely result," and similar expressions. We describe risks and uncertainties that could cause actual results and events to differ materially in our reports filed with the Securities and Exchange Commission, including in Part I, Item 1A of our Annual Report on Form 10-K. Except to the extent required by applicable laws, we do not undertake to publicly update or revise our forward-looking statements, whether because of new information, future events, or otherwise.



OUR BUSINESS

Who We Are

Sensient Technologies Corporation is a leading global manufacturer and marketer of colors, flavors, and other specialty ingredients. We use advanced technologies and robust global supply chain capabilities to develop specialized solutions for food and beverages, as well as products that serve the pharmaceutical, nutraceutical, cosmetic, and personal care industries. As we like to say, we add life to products.

We help our customers by providing them solutions to offer multi-sensorial experiences to drive brand excitement, customer satisfaction, and increased sales. Our color, flavor, and specialty ingredients can be found in leading consumer products worldwide.



Nearly 40 manufacturing and research and development (R&D) locations in more than 20 countries



139 years of growth and innovation



Nearly 4,000 employees serving customers in more than 150 nations



\$38.5 Million allocated toward R&D in 2020



More than \$600,000 donated in 2020 through the Sensient Foundation

OUR BUSINESS

What we do

COLOR GROUP



The Sensient Color Group is the leading global manufacturer and supplier of natural and synthetic color solutions and other specialty ingredients for the food and beverage, cosmetic, pharmaceutical, nutraceutical, and specialty markets. Bringing unmatched innovation and applications expertise into the market, our Color Group stands apart from the rest.

Core Areas of Focus: Food and Pharmaceutical Colors and Personal Care.

FLAVORS & EXTRACTS GROUP



The Sensient Flavors & Extracts Group offers a broad range of products with a unique ability to service global, regional, and local customers. With unmatched applications expertise and leading technology platforms, Sensient Flavors & Extracts is an innovative leading supplier for all things food and beverage.

Core Areas of Focus: Flavors and Extracts, Natural Ingredients, and Other Flavor Ingredients.

ASIA PACIFIC GROUP



Sensient's sales of flavors and colors for food and pharmaceutical are managed on a geographic basis and reported as a separate segment for the Asia Pacific region.

Core Areas of Focus: Flavors and Colors for Food and Beverage.

OUR CULTURE

Fostering and maintaining a strong, healthy culture is a key focus at Sensient. Our core values reflect who we are and the way our employees interact with one another, our customers, suppliers, partners, shareholders, and the communities in which we operate. Our Corporate Creed encompasses our company goals and identity in the way we conduct ourselves and our business every day. Expressed at the beginning of our Code of Conduct, our Corporate Creed sets forth three non-negotiable rules:



Always Tell the Truth.

We do not lie, cheat, or steal or engage in unethical, illegal, or immoral behavior. We will willingly lose a sale or customer in order to comply with the law and our consciences.



Always Produce Safe, High-Quality Products in Safe and Secure Facilities.

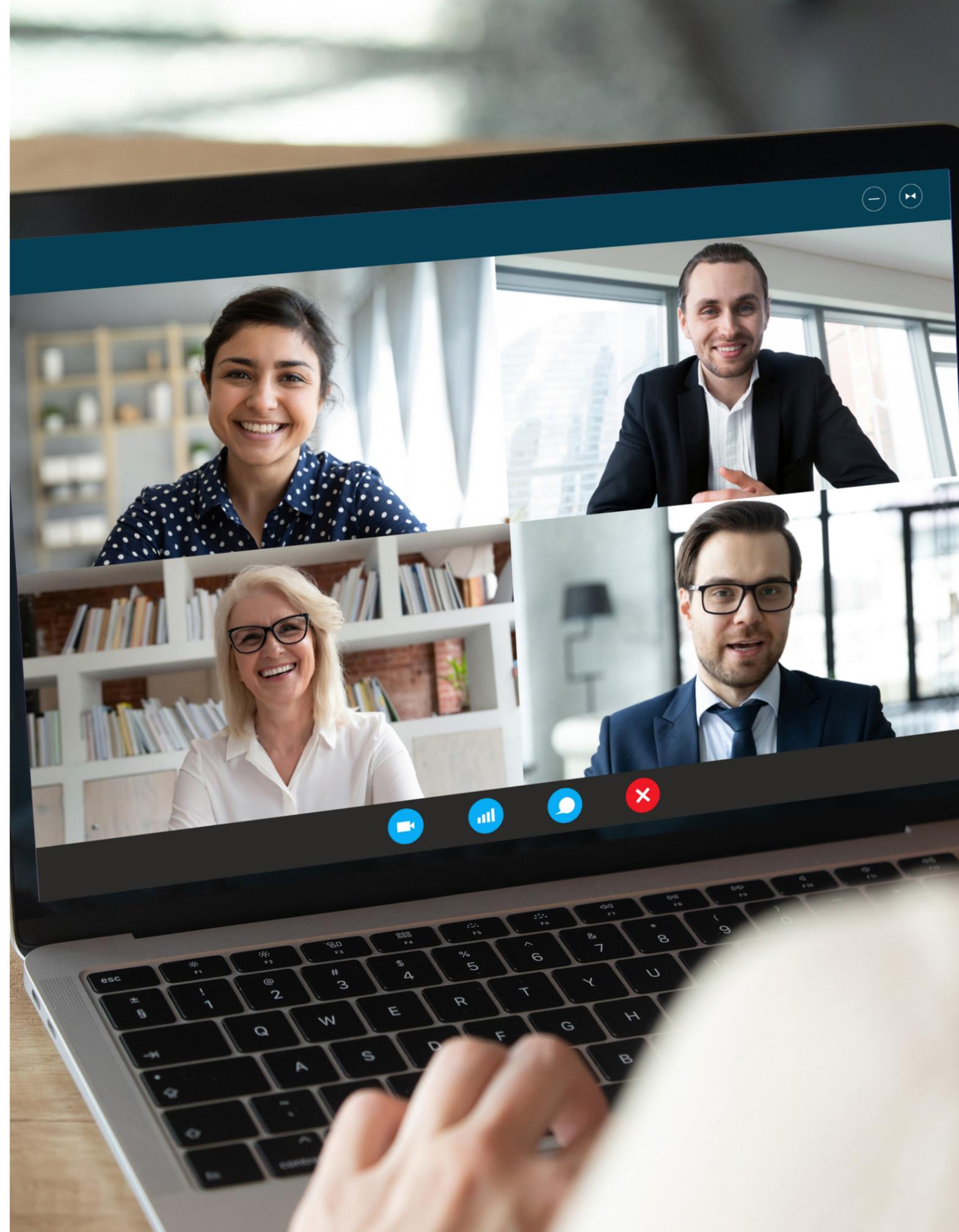
We are absolutely and passionately committed to producing safe and quality products made in accordance with the highest manufacturing standards. Our workers and facilities must meet or exceed all environmental, health, and safety standards. We work diligently to ensure the physical security of all of our employees and facilities.



Always be Professional.

We always dress and behave professionally as a sign of respect for each other, our Company, and our business partners.

These principles are the driving force behind our culture and the foundation of everything we do.





OUR PRODUCTS

At Sensient, we pride ourselves on working to exceed industry standards for product quality, safety, and security. We utilize state-of-the-art quality control testing and we welcome open audits of our products and facilities. Our facilities hold certifications of compliance with various third-party standards, such as those from the International Organization for Standardization (ISO) and certifications issued under the umbrella of the Global Food Safety Initiative (GFSI), including Food Safety System Certification (FSSC) 22000, British Retail Consortium (BRC), and Safe Quality Food (SQF).

Sensient works hard to use only quality raw materials from strictly qualified sources. As discussed below, we maintain Good Manufacturing Practices and food safety standards to help ensure that our production processes are safe, from the arrival of raw materials to the shipment of our finished products. We also regularly inspect our suppliers, seeking to hold them to the highest standards of product quality and consistently working with them to introduce improvements. With the formal introduction of our Supplier Code of Conduct several years ago, and the use of contractual terms and conditions that require legal compliance, we endeavor to ensure our suppliers are also conforming to high ethical and legal standards of behavior. If any supplier intentionally violates these norms, we will find a new supplier for that product.

We work directly with growers of the fruits, vegetables, and other agricultural and botanical products we use throughout our business segments, sharing best practices and collaborating with these growers to sustainably produce ingredients that meet our strict quality and safety requirements. To help ensure the safety of our products, all of our raw materials are part of a detailed traceability program and we have robust product, environmental, and raw material screening programs designed to exceed industry standards.

We recognize that Sensient is just one part of the sustainability supply chain. We regularly collaborate with our customers to understand and meet their expectations as well as industry standards related to product delivery and quality and sustainability.

As our customers continue to embrace the advantages of natural ingredients and the benefits of products with clean labels, we continue to expand our already robust portfolio of natural solutions in food colors and flavors, nutraceuticals, natural ingredients, essential oils, personal care products, and cosmetics. We have also been working to develop natural product solutions for more customer applications, including preservative- and GMO-free alternatives and Organic and Fair Trade Certified products.

Seed-to-Shelf Program

Approximately 80% of food products launched globally today use natural colors or coloring foods. We anticipate that this market will continue to grow. Our “Seed-to-Shelf” strategy is to understand and have direct involvement in all aspects of our natural raw materials, from planting the seeds to growing, harvesting, processing, and selling natural colors and coloring foods to our customers, who use our colors in the products they sell from the store shelf. This strategy enhances our ability to provide food and beverage manufacturers with better natural colors through our agronomy technology, quality and safety controls, and process engineering expertise. As consumers around the world continue to transition away from certain types of additives, including ingredients viewed as synthetic, it is even more critical for Sensient to provide innovation across the natural color value chain. Seed-to-Shelf comprises a number of ongoing initiatives to innovate across the value chain for natural and organic ingredients:

Secure and Traceable Supply Chain

From the initial seed technology stage, our global agronomists have strong visibility across our entire supply chain. Supply chain traceability is not only crucial for governance and compliance purposes, it is also an increasingly macro consumer expectation, and Sensient’s vertical integration creates the highest traceability. Additionally, Seed-to-Shelf mitigates potential risks to our supply chain that may result from climate change, weather disruptions, or political disruptions. Through our vertical integration, we have the redundancy in place to ensure that our supply chains are secure and to continue to supply our customers. We endeavor to identify multiple growers, often

in geographically diverse areas, and to use a combination of longer-term and short-term contracts to minimize the possibility of supply chain disruption to both Sensient and our suppliers.

Socially Responsible Procurement

It is certainly possible to initiate agricultural programs that support sustainability efforts without any vertical integration, but from our experience, we make a greater impact when we have a larger, vested presence and partnership with our growers. In this way, we can make sure that their business and safety practices are compliant with our standards and that their workers are compensated and treated fairly. It is important to us that we conduct business in an ethical manner, and we seek to work with suppliers who share our values. Our Seed-to-Shelf Program builds lasting, sustainable partnerships with our suppliers and local communities around the world.

Sustainable Farming Methods

Our accredited global agronomists work directly with the growers of our natural ingredients, sharing best practices and collaborating with them to produce ingredients that meet our strict requirements. We utilize a wide variety of sustainable farming methods and cropping systems in order to maintain soil health and to increase farm production and farmer profitability per unit land area:

- We have joint projects with agricultural cooperatives in a number of European, African, and Asian communities to evaluate the feasibility of growing certain secondary agricultural products in-between the growth cycle of a traditional primary crop, such as wheat, barley, or peas. In regions where typically only a single crop is harvested per year, these

projects provide the community an additional source of income during otherwise fallow periods while also helping to meet Sensient’s demand for agricultural raw materials.

Importantly, by growing the secondary crop after the primary crop, the projects allow for the growth of the new crops without decreasing the available agricultural surface area used to grow food crops.

- We work with our growers to plant color crops in marginal agricultural lands that are generally inhospitable to most other crops and have little potential for profit due to environmental conditions unfavorable to crop growth. Planting color crops in these lands improves the overall sustainability of farming operations because it helps prevent erosion and promotes healthier soil, while at the same time not displacing land used for food crops.
- We are also intercropping color plants in old and erosion-prone coconut plantations in the Philippines. This has several important sustainability benefits:
 - Does not displace major food crops.
 - Preserves biodiversity by not cutting down forests for farming space.
 - Provides greater income yield per unit area for the farmer.
 - Provides better pest and disease control insurance against crop failure.
 - Reduces erosion and weed control.
 - Improves overall soil health.
- Sensient’s agronomy team conducted meetings with villagers in an African country to teach them proper growing and harvesting techniques.

• We installed drip irrigation at our partner farms in Southeast Asia. Drip irrigation can reduce water consumption by over 90%, critical in drought-stricken areas. Some additional advantages include:

- Uses less energy and easy to install.
- Cheap, time-saving, and lowers labor cost.
- Minimizes fertilizer and nutrient loss.
- Reduces weeds and risk of diseases.
- Reduces erosion.
- In Southeast Asia, our farmers use solar dryers to help reduce the environmental impact of drying crops after harvest.
- Our agronomists use traditional non-GMO plant breeding to produce superior crops with better color yield, better agronomic traits, and superior resistance to pests and diseases, decreasing our reliance on chemicals and reducing our environmental impact. All of our natural colors are GMO-free.

Strengthening Local Communities

Our commitment to vertical integration and responsible sourcing means we strive to improve the quality of life in farming communities, helping to make them more stable, resilient, and prosperous. Sensient has initiated and supported a number of programs to source agricultural raw materials from economically under-developed areas around the world. These programs provide needed skills training and a source of income for farmers while providing us with a reliable supply of sustainable raw materials.



CertaSure™ Certification Program

Current regulations for colors derived from natural sources lack both consistent definitions and publicly available quality control and product safety specifications and requirements. This is in stark contrast to synthetic colors, which are highly regulated in the U.S. and elsewhere. There is also a lack of agreement regarding appropriate methods and standards for testing the purity of these colorants. Moreover, contaminants of various kinds can be found in many of the raw materials used for natural colors. As just one example, lead is commonly present in low-quality turmeric powders because a large amount of turmeric is grown in soil with a high lead content in parts of China and India; this has led to six companies in the U.S. conducting voluntary recalls of products containing turmeric in recent years.

To address this regulatory and product safety gap, Sensient, working with a blue-ribbon panel of academic and industry experts, created a comprehensive certification program for colors derived from plant sources that combines stringent quality testing, comprehensive vendor certification, full raw material traceability, and good manufacturing practices to ensure that colors from natural sources meet all safety and authenticity requirements. CertaSure™ aims to ensure that consumers receive safe, quality products free of harmful contaminants such as pesticides, heavy metals, unauthorized solvents, and pathogens.



Our rigorous CertaSure™ testing protocols exemplify our commitment to guarantee safe natural color solutions. For example, whereas pesticide testing in the food industry typically includes between 170 and 220 different pesticides, Sensient's CertaSure™ pesticide testing protocols screen for more than 500 pesticides. We also go above and beyond typical industry standards for detection of heavy metals, microbiological contamination, and unauthorized solvents, and we utilize an international food safety platform to identify new food contamination and adulteration threats so we can include them in our testing protocols. Sensient's adulteration screening process ensures all of our incoming natural raw materials are free from contaminants or adulterants like synthetic dyes or other additives that may be either intentionally or unintentionally present in natural raw materials. We reject any botanical raw material lots that fail our rigorous CertaSure™ process.

Our CertaSure™ program is working. For example, Sensient's internal testing program has detected and rejected 90% of the tested paprika batches in a recent three-year period due to the presence of pesticides. Overall, one in four food products found in the market failed Sensient's testing protocols based upon the presence of microorganisms, adulteration, heavy metals, pesticide, and/or residual solvents.

Backed by Sensient, CertaSure™ strives to provide food manufacturers full brand protection. To our knowledge, Sensient is the only food color company that adheres to CertaSure™ standards.



Personal Care

Our Personal Care business has been rated “Gold” by EcoVadis, the world’s largest provider of business sustainability ratings, since 2017. For more than 30 years, our product innovation team has been developing natural alternatives to replace synthetic ingredients used in cosmetics and personal care products. Some examples include natural hair dyes to replace permanent and semi-permanent dyes and natural alternatives to synthetic pigments.

Sensient recently initiated a new innovation platform dedicated to the creation of not only natural – but also biodegradable and renewable – products. Not only do these products provide superior performance in our customers’ applications, they also support our customers’ demand for sustainable raw materials for their clean-label applications. One example is our Natpure Sol Crystal, launched in 2020. Natpure Sol Crystal is a patented, 91% naturally derived solubilizer that is environmentally friendly and

easily biodegradable. Its unique design allows personal care products manufacturers to highlight the skin naturally, eliminating the use of alcohols in their products.

Sensient’s Personal Care business will continue to make a difference for our customers by focusing on sustainable ingredients that are biobased, traceable, and biodiverse. We will also continue to improve the communities in which we operate by producing at manufacturing sites that use renewable energy and by constantly looking for opportunities to use less water and generate less waste.

Sensient Natural Ingredients

Sensient Natural Ingredients offers an expansive portfolio of agricultural products that takes sustainability to the next level. Our PhD plant breeders and research staff constantly strive to develop improved and sustainable strains of seed lines that enhance quality and productivity and

reduce overall energy requirements. Our traditional, non-GMO plant-breeding program consistently introduces new crop varieties in order to more efficiently use land and water resources and to reduce the amount of fossil fuel consumed per unit of production.

Located in California’s prime agricultural growing region, Sensient Natural Ingredients calls on its network of local farmers and partnerships going back several generations to sustainably cultivate its garlic, onion, parsley, and capsicums while maintaining strict supply chain management and unparalleled traceability.

With control over each step of the process, Sensient utilizes decades of process knowledge to ensure ideal field selection, proprietary development of seed varieties, and a customized planting and harvesting process. We operate specialized processing facilities to ensure the safety, stability, and sustainability of our products. Through our field representative program, we partner with our growers to share best practices in farming that are unique to our products in areas such as integrated pest management, improved nutrient management, water conservation, and other proprietary farm management systems and tools. Because many of these relationships span decades, our growers are integrated partners in our supply chain.

Our long-term collaborative relationships have led to sustainable environmental and efficiency improvements, including the conversion of the vast majority of our production fields to drip irrigation – the most efficient technology for reducing overall water and fertilizer consumption.

Our commitment to sustainability continues in our processing operations, where 100% of the water we use to wash our harvested crops is captured and reused for irrigation in nearby farm fields.

In addition, 100% of residual skins and sheds from our processing operations are collected and used to produce compost to support the growing of crops.

Finally, in response to the increasing demand for organic agricultural products grown in the

U.S., we are proud to offer our organic-certified, California-grown line of garlic, parsley, paprika, onion, chili pepper, ancho pepper, and jalapeño pepper. Sensient’s line of organic products is grown in compliance with the USDA’s National Organic Program standards without the use of any synthetic fertilizers, herbicides, or insecticides. Transported to our organic certified facility and processed within 24 hours of harvest, Sensient’s organic products are well cared for to help ensure safety and high quality from farm to table.

Sensient Natural Extracts

Our Sensient Natural Extracts line provides our customers with an environmentally friendly solution





for imparting authentic, natural botanical flavor profiles in their products. Compared to traditional extraction methods that use harsh solvents, Sensient Natural Extracts use clean technologies such as our patented water-based extraction, molecular distillation, carbon dioxide extraction, and extraction using other green solvents.

Sensient's investment in natural extracts demonstrates our commitment to providing food, beverage, cosmetic, pharmaceutical, and nutraceutical manufacturers with a variety of products that meet the most stringent quality and safety standards while delivering lasting performance.

Our sustainable supply chain philosophy for these extracts calls for local sourcing and for using all components of our raw materials, including the recovery and sale of co-products produced during our manufacturing process. These efforts result in a product with a smaller environmental footprint.

BioNutrients

Through our BioNutrients business, Sensient manufactures yeast extracts and peptones that have a wide range of applications in the plant, human, and animal nutrition markets. The peptides, amino acids, and other growth factors in our products allow us to provide a broad portfolio of consistent, innovative, and tailored nutrient solutions to meet our customers' diverse application needs and deliver value through

improved productivity, processing time, and product performance.

Sensient utilizes a circular approach through the upcycling of waste streams from the brewing industry to produce various yeast derivatives for microbial nutrition in human fermentation applications as well as for animal and plant nutrition. Through fermentation, our nutrients are used to produce many health and wellness products for human application, such as probiotics. Viewed as a safe, natural substitute to chemically produced drugs, probiotics saw a rising demand in dietary supplements during the COVID-19 pandemic, and we expect those numbers will continue to grow in the coming years. Other examples of human applications include production of dairy cultures, food protectants, cultured and alternative proteins, vaccines, and pharmaceutical products. Additionally, we utilize a proprietary process to reduce gluten levels in brewer's yeast extracts that can be used in fermentation products intended for human consumption.

Our products are also used as nutritional supplements for animal feed. As the depletion of arable land has induced pressure on the livestock sector to produce more efficiently with limited resources, our nutrients provide a sustainable and efficient alternative to animal feed.

Similarly, the usage and accumulation of synthetic fertilizers and their resulting impact on the food chain has driven an increased adoption of bio stimulants. Our products are used as bio stimulants for crop applications, acting as a natural alternative to chemical fertilizers to enhance plant health, growth, and resistance to environmental stress.





Health and Wellness Products

Vegan Flavors

There is a growing interest in veganism and other lifestyle changes that involve a reduction in the consumption of animal products, with the corresponding environmental benefit. As most people are learning, the global water, land, and carbon footprints created by meat production are environmentally significant. This impact contributes to the rising interest in vegan diets. Our innovations in the Sensient Vegan Flavors line help food manufacturers create vegan products without sacrificing the taste experience.

Plant-based Protein Solutions

Along with the rise in veganism, plant-based eating has also increased in recent years. Unfortunately, the use of various protein sources to create meat and dairy alternatives can create products with appearance, taste, and texture problems. These problems are sometimes solved by the addition of unhealthy fat, sugar, salt, and other ingredients. Sensient has developed a wide range of natural, healthier technology solutions that work across a wide variety of applications to solve these taste, texture, and appearance issues. These efforts help make plant-based products more appealing to an ever-growing audience of consumers, all while helping reduce the environmental impacts of food production.

Sodium and Sugar Reduction

An increasing number of consumers are paying more attention to the content and ingredients of food and beverages. And these consumers do not want to compromise on taste. There is also growing prevalence of energy-dense foods that tends to be higher in sodium and sugar to fit into busy lifestyles. Sensient plays an important role in helping food and beverage manufacturers with sodium and sugar reduction initiatives to create healthier products that are natural and label-friendly without negatively impacting taste.

Our products help make foods use less salt and sugar. For example, our SensaSalt™ line helps our customers reduce the salt content of their products, without sacrificing taste. SensaSalt™ makes our customers' final products more appealing by naturally enhancing target flavors while reducing the sodium content by up to 50%. This encourages peoples' willingness to switch to healthier products that will help them maintain healthier lifestyles.

Our All-Purpose Sweet Solutions (APSS) – a natural line of sweetness enhancers – improves sweetness and mouthfeel in low-sugar confectionery, dairy, and beverage products. Our APSS portfolio helps flavor technologists reduce sugar content in recipes while maintaining the same sweet taste and reducing off-notes that can result when less sugar is used.

TrueBoost

As the plant-based market grows, dairy alternatives and plant-based drinks are also becoming more popular. More and more brands are innovating beyond plain or standard flavors to generate

interest and meet consumer demands for new varieties. TrueBoost helps make these products better by providing a full range of natural flavoring systems that deliver the rich, creamy mouthfeel and other characteristics consumers crave from full-fat dairy products. TrueBoost flavorings are natural and cost-effective, allowing food technologists the flexibility to easily create healthier products without compromising on the taste experience.

Clean-Label Product Offerings

The trend towards clean-label food and beverage products has long become mainstream, with Mintel reporting that consumer behavior is evolving from “clean label” preferences to a more holistic “clean eating” pattern. This clean eating is often associated with natural and simple ingredients in addition to health and nutrition in the broader sense. Products with a cleaner label and familiar ingredients are also seen as more premium, as they create the consumer perception of a more natural and better-for-you product and help build consumer trust and loyalty. Sensient continues to develop numerous clean-label products and alternatives to synthetic products to help our customers capitalize on this trend.

Natural Color Solutions

Caramel colors have traditionally been the preferred color option for brown shades in food and beverage applications. However, certain caramel colors have been subject to increasing regulatory and media attention given the presence of 4-methylimidazole (4-MEI), a byproduct potentially formed during the normal heating and browning process of many foods. Although authorities such as the European Food Safety Authority (EFSA), the Food and Drug Administration (FDA), and the Joint FAO/WHO Expert Committee on Food Additives (JECFA) have

concluded that 4-MEI in caramel coloring is safe, California requires Proposition 65 warnings for certain products containing 4-MEI and customers are increasingly requesting replacements for caramel colors in various applications. One of the biggest challenges we have overcome has been to produce rich, natural brown shades for use in confectionery to successfully perform under the intense processing conditions encountered in those applications. As a result of our R&D efforts, Sensient is able to offer our customers natural alternatives to caramel in these applications.

Titanium Dioxide Alternatives

Sensient is also working on alternatives to titanium dioxide, which is used in food, pharmaceutical, and cosmetic applications as an opacifying agent. Recent regulatory activity in France to ban the use of titanium dioxide in food has led customers to seek out a replacement. Sensient pioneered a titanium dioxide replacement with our Avalanche™ and Avalanche™ Xtra portfolios, which are natural opacifiers that can be used in virtually any pH system or food application to match the performance of titanium dioxide and address the clean ingredient needs of our customers. We also continue to work on an alternative to titanium dioxide for use in cosmetic and personal care applications such as oral care, skin care, and makeup.

Coloring Foods

In addition to our extensive portfolio of natural colors, we offer a full range of coloring food products made from fruits, vegetables, and other edible plant sources. Coloring foods are the ultimate clean label solution, as they are considered food ingredients rather than color additives. Our coloring foods are



manufactured using only water for extraction and are made from only the highest quality source materials. Moreover, each batch of our coloring food products is approved through our Certasure™ process, so our customers have the assurance of safety and quality with every purchase.

One of our coloring food product lines, Sensient Cardea, was developed to unlock nature's true potential. In the style of Roman Goddess Cardea, seeking new ways and walking through new doors, Sensient's Cardea range meets manufacturers' highest clean-label demands with coloring solutions made entirely free from additives or preservatives. The color line's formulation only consists of recognizable, pure, and authentic natural ingredients and concentrates. It utilizes the perfect combination of natural ingredients that work in sync with one another to optimize performance in food and beverage products.

Clean Extraction with PhytoClean™

Sensient Natural Extraction utilizes its PhytoClean™ core technology to produce safe, sustainable, and clean-label extracts for our Flavors & Extracts, Personal Care, and Pharmaceutical businesses. PhytoClean™ employs an environmentally responsible, solvent-free extraction method that applies heat and pressure to water to lower its polarity, causing it to behave like an organic solvent. The process consumes less energy than traditional extraction methods, and its by-products are non-toxic and easily composted or disposed of without harm to the environment. PhytoClean™ also minimizes risk to employee health and the environment by eliminating the use of hazardous organic solvents that require complicated safe-handling procedures and specialized hazardous waste management processes. PhytoClean™ technology gives Sensient a leading edge, as it allows us to offer highly concentrated botanical actives with greater biological activity than can be achieved through many other extraction processes.





RESPONSIBLE PROCUREMENT



Sensient is committed to responsible procurement. To help assure the safety of our products, all of our raw materials are part of a detailed traceability program, and we have robust product, environmental, and raw material screening programs designed to exceed industry standards. We also recognize that Sensient is just one part of the sustainability supply chain. We regularly collaborate with our customers to understand and meet their expectations related to product delivery and quality.

Palm-Free Natural Food Colors and Flavors

Palm oil production has skyrocketed over the past 20 years and palm oil is now the world's most widely produced vegetable oil because of its favorable properties (it is low in saturated fat, contains no trans fats, and is extremely stable) and its low cost. Palm oil can be found in every food and beverage category. In natural food colors and flavors, it is often used as a carrier. The rapid expansion of palm oil plantations, however, has raised concerns regarding deforestation and wildlife habitat preservation.

To combat these concerns, Sensient's research and innovation teams have developed a broad library of sustainable and environmentally friendly natural color options that do not require palm oil-based

products. These innovative technological platforms are free of all palm-derived components, not just the active pigment. In extensive stability testing, the new palm-free natural colors have proved to be very well protected against color degradation, making them ideally suited for food and beverage applications. From a coloring perspective, palm-free formulations can be used as an excellent and, more importantly, sustainable alternative because they do not differ in shade or appearance.

In addition, several Sensient business units across both our Colors and Flavors & Extracts Groups have engaged with the Roundtable on Sustainable Palm Oil (RSPO), either as members or as supply chain associates, to support the use of RSPO-certified sustainable palm oil.

Responsible Mica Initiative

Natural mica is a raw material in several Sensient product lines. Mica can be sourced from India, where child labor has historically been a concern. Our Supplier Code of Conduct requires strict legal compliance, including compliance with child labor laws. However, as an additional measure to help eradicate child labor and unacceptable working conditions in the Indian mica supply chain, Sensient's Personal Care business is a member of the Responsible Mica Initiative, an organization dedicated to collaborative actions such as the creation of "child friendly villages," whose purpose is to ensure that children are removed from work and instead enrolled in school.

Conflict Minerals

Conflict minerals refer to minerals that are extracted in regions suffering from conflict and unrest, and whose extraction and sale could be

linked to violence. Sensient has an obligation to determine whether our products contain conflict materials from covered countries. To determine this, Sensient conducts a reasonable 'country of origin' inquiry in good faith each year to determine the origin of any conflict minerals necessary to the functionality or production of products manufactured by Sensient or contracted to be manufactured by Sensient. Sensient's good faith reasonable country of origin inquiry includes:

- Reviewing and implementing certain practices outlined in the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas (OECD 2011), an internationally recognized due diligence framework.
- Conducting an internal review of Sensient's products to determine which products contain necessary conflict minerals, including any purchased raw materials that contain necessary conflict minerals.
- Conducting a supply-chain survey with direct suppliers of materials containing necessary conflict minerals to determine the source of such conflict minerals.

We disclosed our findings for FY19 to the Securities and Exchange Commission in May of 2020. Based on our inquiry described above, we determined that a limited number of our products contain raw materials that contain trace amounts of a necessary conflict mineral, and we have no reason to believe that these conflict minerals may have originated in the Democratic Republic of the Congo or an adjoining country.

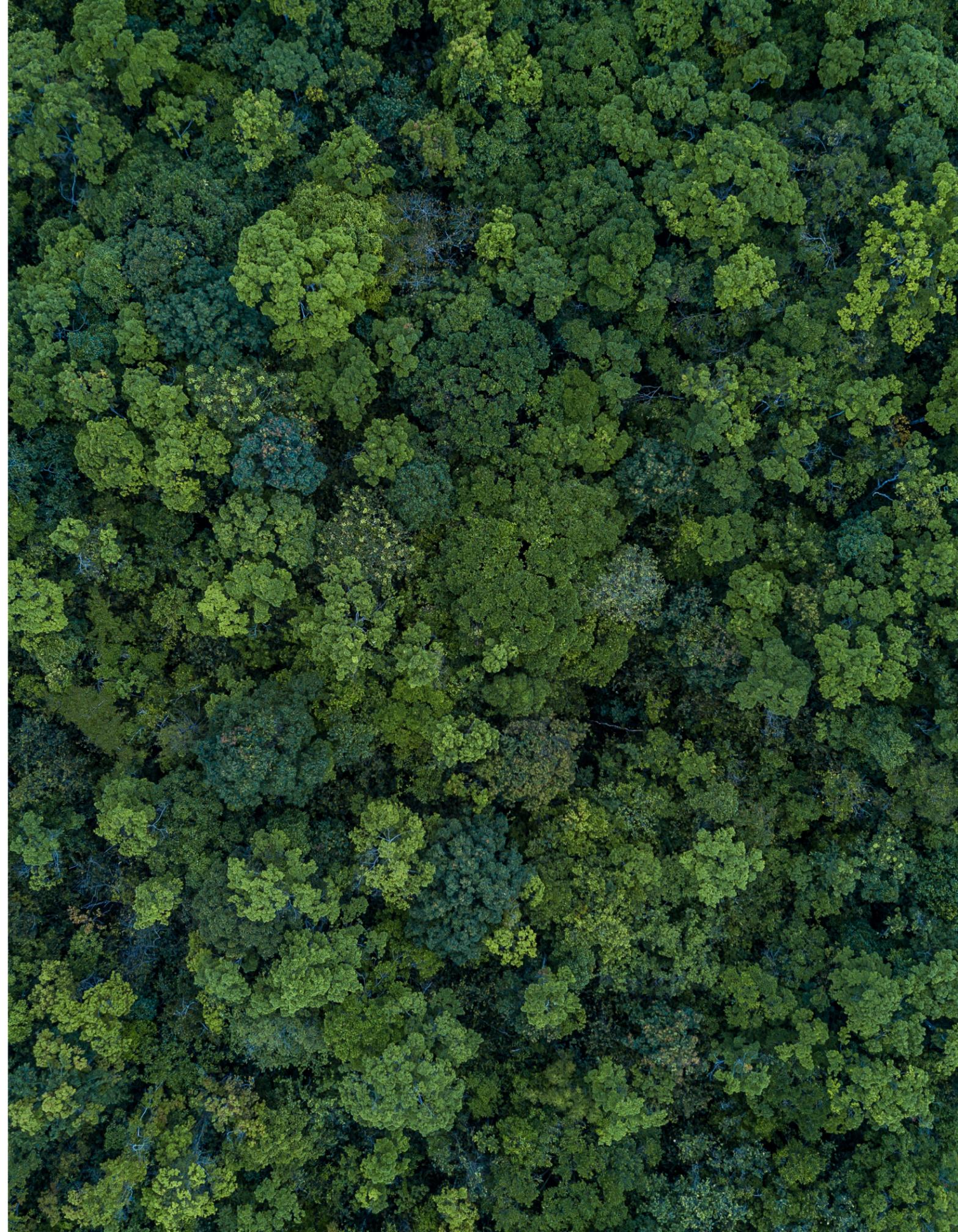
Animal Testing

Sensient manufactures a wide range of products that are subject to various testing requirements around the world. We do not test our products or raw materials on animals, or contract with third parties to do so, except when such testing is mandated by law.

LXG Amazon Reforestry Fund

Sensient Colors' ongoing project with the LXG Amazon Reforestry Fund (LXGarf) ensures responsible procurement, environmental stewardship, and social responsibility with our agricultural activities in Peru. LXGarf is a private initiative run by LXG Asset Management, a regulated asset manager in Peru. The fund refurbishes areas in the Amazon that were deforested for cattle ranching by planting native trees in a profitable and sustainable way on land holding Organic and Fair For Life certifications. LXGarf aims for social returns as well by supporting local communities' families with job opportunities, education, and access to food and water. The fund also helps to accelerate the elimination of illicit activities such as illegal mining and growing of plants for use in narcotics drug trade in the area by creating employment alternatives for local communities.

Utilizing nonarable land, we intercrop annatto seeds and red sweet potatoes with high-yielding tree species. One hundred percent of the crop's biomass is utilized in a variety of ways, including for our natural colors as well as for fertilizer and food for aquatic life in the reservoirs. The project continues to grow, and we are eager to expand our partnership with LXGarf.





OUR ENVIRONMENT

Sensient is committed to the principles of sound environmental stewardship and the responsible and sustainable use of energy and natural resources. Our Code of Conduct requires each Sensient employee and facility to comply with all applicable local and national environmental laws and regulations, and all Sensient facilities are required to operate in a manner to avoid harm to the environment, prevent pollution, and reduce waste.

Sensient has a strong record of environmental compliance in all of our facilities, which are located in more than 20 countries. But we recognize that compliance alone is not sufficient to meet global sustainability challenges. We are committed to conserving our natural resources and to improving our environment so future generations can live healthy, prosperous lives.

This year, we established an internal ESG Working Group that encompasses all Sensient locations and business units to more effectively advance our sustainability initiatives. This group meets on a monthly basis to discuss ESG matters, including any site-specific issues or any opportunities for collaboration and advancement, and it is a crucial resource for collecting data, identifying areas for improvement, and brainstorming the best plans-of-action to effect change. The efforts of the ESG Working Group will allow for more meaningful impact as we pursue a more robust ESG strategy across our entire company.

Through the ESG Working Group, we are constantly evaluating new ways to drive sustainability in our day-to-day operations and reduce our environmental impact in the areas of energy

consumption, water consumption, and generation of waste materials. Not only does this reduce our environmental footprint, it also allows us to operate more cost effectively and provide greater returns to our shareholders.

Our efforts in each of these key areas over the past year include:



Energy

Reliable energy is critical to our operations. It not only represents a significant operational expense, but, depending on how it is generated, can also cause pollution as well as the generation of greenhouse gases (GHG), which have been implicated as a contributor to climate change. This year we engaged a leading international environmental consulting firm to help us develop and benchmark our methodology for estimating GHG emissions across our global operational footprint. This firm helped identify potential data gaps and assisted in developing a systematized and reproducible process for calculating our emissions. In this report, we are disclosing our Company-wide annual GHG emissions for the first time. This year's rigorous assessment of our 2020 GHG emissions will provide us a baseline against which to measure our progress in future years and will help us define a more robust strategy for establishing reduction targets in the coming years. In the meantime, we

continue to aggressively pursue opportunities to become more efficient and utilize renewable energy whenever feasible:

- Since 2013, we have either closed or sold 14 manufacturing facilities to rationalize our production and create a more sustainable footprint. This consolidation, in addition to other efficiency improvements we have made over the last five years, helped us to reduce our gross Company-wide energy consumption associated with manufacturing by approximately 18% between 2015 and 2020.
- As of 2020, all three of our UK manufacturing facilities are now using 100% renewable electricity. This equates to a reduction of approximately 10,000 metric tons of carbon dioxide emissions since we initiated this conversion in 2017.

- Our New Zealand manufacturing facility is in a long-term agreement to receive 100% of its electrical energy requirements from renewable energy sources, helping to offset over 220 metric tons of carbon dioxide emissions annually.
- Upon expiration of existing energy contracts, every Sensient facility must attempt to secure all energy needs from renewable, zero-emission power sources.
- We have engaged with an energy survey company to conduct an on-site energy survey, which identified opportunities for an approximately 8% reduction in energy requirements.
- We have continued installation of timers, daylight sensors, and personal infrared sensors on lighting systems at various facilities to reduce electricity use associated with lighting.

- We have improved reactor efficiency for a key high-volume product, reducing energy usage by approximately 44% per unit of production.
- As a result of efficiency improvements, we were able to reduce our reliance on a toll producer for a product. As a result, we transported approximately 21 fewer truckloads and avoided driving about 11,300 miles.
- Our focus on “first-time right” quality improvements resulted in the reduction of repeat production runs, reducing process inputs including energy consumption.
- We implemented in-process drying of all surface treated pigments, which reduced our overall energy consumption.
- We completed a motor substitution project, resulting in electricity savings of approximately 134,000 kWh per year.
- We achieved an approximately 2% reduction in gas consumption at a site by installing temperature controllers and airflow controls in gas dryers to automate the temperature control and maintain a constant temperature during the drying process used in our production process.
- We applied power factor correction techniques at a manufacturing facility to reduce year over year electrical consumption by over 4%.
- We converted all lighting at a large manufacturing facility to LED lighting, resulting in a reduction of over 500,000 kWh per year.

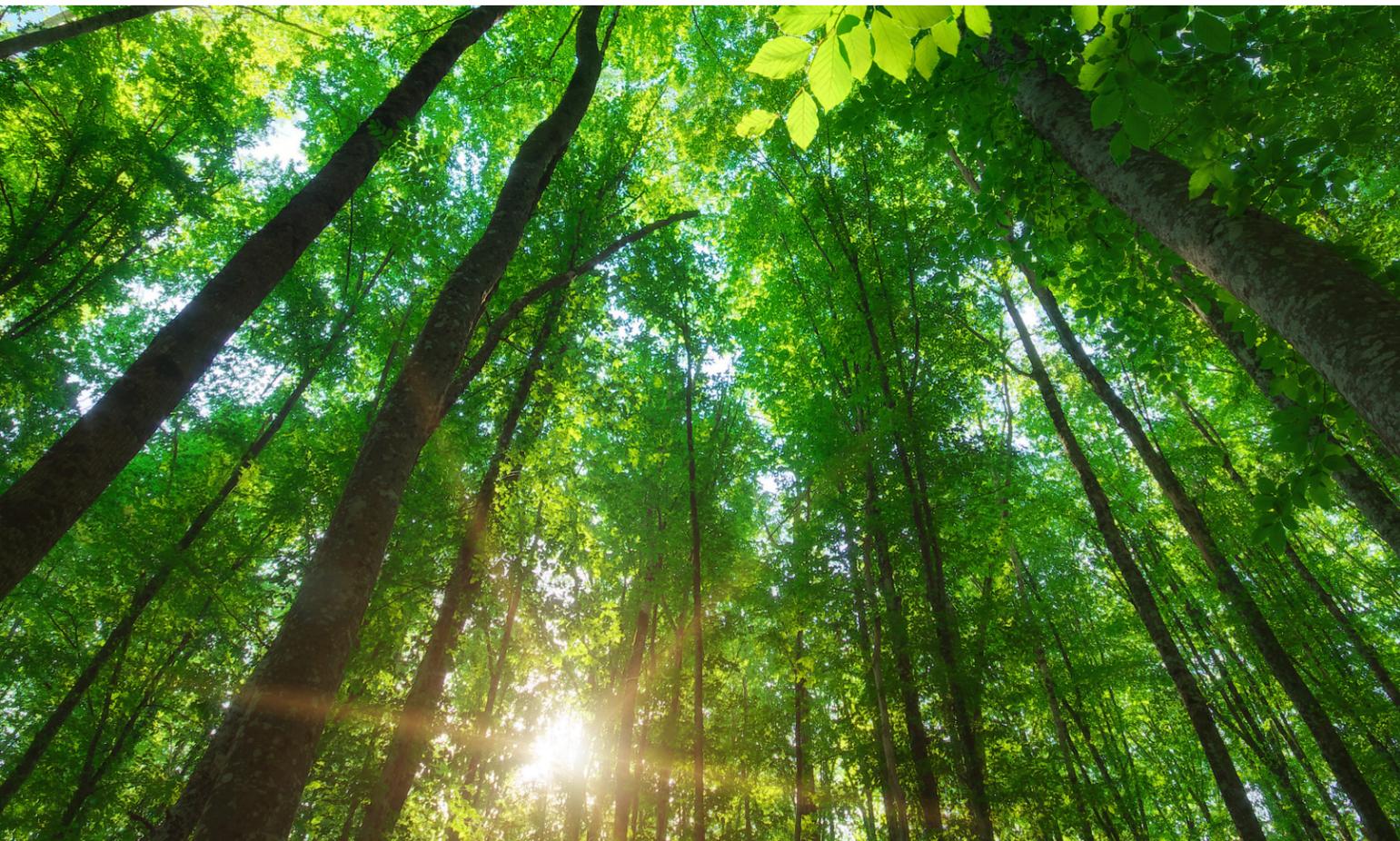
- We replaced a cooling tower with an adiabatic chiller, resulting in the reduction of about 25,000 kWh per year of electrical consumption.
- We installed de-stratification fans to reduce heating needs in a production facility, resulting in electrical savings of approximately 76,000 kWh annually.



Waste

We are also focused on increasing recycling and eliminating the concept of waste in our operations. When developing our products and solutions, we always include a goal of reducing production and application waste. We understand that generation of waste and suboptimal use of resources is just bad business and can lead to harmful secondary effects. For example, the Food and Agriculture Organization of the United Nations (FAO) estimates that 30% of food raised or prepared is wasted globally, contributing to approximately 8% of global greenhouse gas emissions.

Sensient is dedicated to driving sustainable innovation and implementing circular design principles, such as the upcycling of byproducts into our products and processes, to help solve these problems.



Our efforts over this past year included:

- We enhanced a wastewater pretreatment sludge dewatering system to more effectively dry the sludge. This slashed the volume of sludge requiring disposal by approximately 80% and reduced the number of sludge removal pickups from multiple pickups per week to one pickup every three months.
- We purchased a bulk tank for a key raw material, which allowed us to accept raw material deliveries by bulk truck instead of drums, eliminating the disposal of about 5,000 drums per year and reducing the number and frequency of truck deliveries.
- We diverted a waste stream with high organic loading (i.e., content), which had previously been processed in our wastewater pretreatment facility, to a waste-to-energy production facility.
- We reduced the use of plastic packaging by approximately 20% by utilizing a supplier that manufactures cardboard boxes made from recycled materials.
- We diverted wastewater treatment sludge that previously had been landfilled for reuse as compost.
- We continued implementation of “Project Hulk,” an all-encompassing sustainability program at one of our manufacturing facilities. The facility introduced composting in the lunchroom and installed a “Sustainability Hulk Board” to improve staff engagement in the facility. Embodying a circular approach, all cardboard

and plastic film is recycled, and a third-party company removes plastic containers and converts them to useful products such as resin, underground cable covers, and slip-sheets.

- We continued our comprehensive upcycling programs at a number of our businesses:
 - At our European color extraction facility, we purchase and upcycle grape pomace (i.e., pulpy residue remaining after the grapes have been crushed to extract their juice to make wine) from growers all throughout Italy to create grape skin extract, a very label-friendly color.
 - We purchase and upcycle spent yeast waste streams from the brewing industry to produce various yeast derivatives for microbial nutrition in fermentation applications and animal and plant nutrition. Additionally, waste streams from our manufacturing processes for these products are converted to animal feedstock instead of being landfilled.
 - Our Natural Extraction business purchases and utilizes pomace from elderberry and other plants that would otherwise be burned or landfilled, providing extended value in the supply chain. Moreover, 100% of spent biomatter from our Natural Extraction business is composted because we only use water as the extraction solvent. If we used traditional solvents, this spent biomass would have to be disposed of using traditional waste disposal methods.
 - We use plant material waste from our natural color production site in Peru to make animal feed.



- 100% of the vegetable processing byproducts from our Natural Ingredients business are reused as soil amendments and nutrients for growing crops at local farms.
- The most significant byproduct of our hydrolyzed vegetable protein manufacturing process, humin, is upcycled for use as a soil amendment.

Water

Water sits at the forefront of Sensient's daily operations. It is a key resource at every stage of production. Not only is it used to help grow our agricultural raw materials, but fresh, clean water is a key ingredient in many of our products. Our manufacturing processes also require water to provide both process heating in the form of steam and process cooling to remove heat during certain manufacturing processes. Water is also critical for our strict cleaning and sanitation practices, which we maintain to assure that our manufacturing environments are hygienic for the production of safe, quality products.

In an increasingly water-constrained world, one of our top priorities is to fully understand where and how water risks may affect our operations. This past year we assessed our water usage across the entire company and inventoried our usage in areas of potential water stress using the World Resources Institute's (WRI) Water Risk Atlas tool, Aqueduct. We are eager to utilize this information in the future as we prioritize more comprehensive conservation technologies and strategies. In the meantime, some examples of our efforts at reducing our water impact this past year include:

- We beneficially reused 100% of our process rinse water in our Natural Ingredients business to irrigate crops at local farms.
- We continued implementation and use of clean-in-place technology to dramatically reduce the amount of water used during cleaning of processing equipment.

- We continued our five-year project to replace all single-pass noncontact cooling water systems in a facility with closed-loop noncontact cooling water systems, which is estimated to have reduced water usage by 250,000-350,000 gallons per day.
- We implemented process improvements to reduce the amount of water used in a high-volume product, saving approximately 100,000 gallons on an annual basis.
- We installed dosing valves in washing hoses to control the flow of wash water, resulting in approximately 12% reduction in our water consumption.
- We achieved an estimated 31% reduction in water use by adjusting rinsing sequences on a number of processes and installing a water/steam mixer to utilize hot water in cleaning operations.
- We reduced our use of extracted groundwater by approximately 75% through process efficiency improvements.

Metrics and Targets

To better measure and report on our progress in reducing the environmental impact of our diverse manufacturing operations, we have identified the following key performance indicators that we will use to measure our progress going forward:

- Energy intensity: Total energy consumption by our manufacturing facilities per unit of production. This indicator includes electricity purchased from utilities as well as fuel purchased for use on-site in equipment such as boilers, heaters, and dryers.

- Water intensity: Total volume of water consumed by our manufacturing facilities per unit of production. This indicator includes groundwater withdrawn from onsite wells as well as water purchased from utilities. The primary uses of water at Sensient facilities are for cleaning and cooling equipment and as a raw material in our products.
- Hazardous waste intensity: Total amount of hazardous waste (as defined by local regulation) generated by our manufacturing facilities per unit of production. Given the nature of our operations, the majority of the hazardous waste generated by Sensient facilities is in the form of unsaleable products and laboratory wastes as opposed to industrial processing wastes.

We chose these three indicators as surrogates for our overall environmental impact on air, water, and land. We have established the following 10-year goals (from a 2015 baseline) with respect to each of these key performance indicators:

- Energy intensity: Reduction of 15% by 2025
- Water intensity: Reduction of 15% by 2025
- Hazardous waste intensity: Reduction of 10% by 2025

Through implementation of the projects described on the previous pages, among others, we believe that we are on our way to meeting each of these goals.





OUR EMPLOYEES

Diversity and Inclusion

Sensient values the diversity of our workforce and recognizes that each individual is unique – with different perspectives, backgrounds, cultures, experiences, and skills. By leveraging the diverse talents of all employees, every individual has an opportunity to achieve personal growth as well as to contribute to the success of our Company.

Sensient seeks to provide a work environment that is respectful of every person and is free from discrimination, intimidation, and harassment based on race, religion, color, sex (which includes pregnancy, orientation, identification, expression, and all other legally protected characteristics), age, national origin, disability, veteran or military status, or any other characteristic now or subsequently protected by applicable law. Sensient's Code of Conduct specifically prohibits discrimination, intimidation, and harassment and calls for summary termination of anyone found to have violated these policies. We regularly communicate and rigorously enforce these expectations. Indeed, once again this year, every confirmed violation of the Sensient Code of Conduct resulted in termination. We share a summary of Code of Conduct violations with our employees every quarter to reiterate our absolute commitment to a respectful workplace free of discrimination.

Despite the challenges of COVID, we are proud that we did not conduct any pandemic-related layoffs in 2020. We are also proud that we were able to pay a special bonus to all of our non-bonus eligible employees in December 2020 in recognition of their hard work throughout the year.

Hiring

We employ these same anti-discrimination principles in our hiring practices. Our policy is to make all decisions regarding employment, including interviewing, hiring, compensation, training, promotions, transfers, or lay-offs, based on the principle of equal employment opportunity and each individual's personal abilities and dedication to the mission. We are proud of our commitment to hiring the best, most well-qualified people without regard to any factors other than professional merit and character. We do not discriminate based upon anything other than a person's ability to do their job well.

We have a dedicated internal talent acquisition team, with deep knowledge of our Company and our core values, in order to help us find the best prospective employees for open positions worldwide. Our strategies to advance opportunities include working alongside professional organizations and educational institutions and collaborating with local community leaders. We also challenge ourselves to take a broad view on talent acquisition, routinely seeking talent from non-traditional backgrounds and from outside our industry. Sensient uses innovative recruiting strategies to strengthen our pipeline of talent. For example, we have implemented a gamified AI-based platform to identify, without bias, candidates for our sales roles who share the behavioral and cognitive attributes of our most successful sales people from around the world.

Workforce Demographics

Our workforce demographics display the diversity of our employees and our commitment to inclusive hiring and promotion practices.

As of December 31, 2020, the Company had 3,948 employees, with approximately 41% based in the U.S. and 59% outside of the U.S. The consolidated Federal Employer Information Report EEO-1 (“EEO-1 Report”) attached in the appendix provides a summary of our U.S. employees as of December 31, 2020¹. Approximately 33% of our employees in the U.S. are female, and globally the representation of female workers is approximately 36%. In 2020, more than 43% of all new hires across the Company were female².

We are proud of the unique backgrounds and perspectives of the Company’s leaders, including with respect to gender, race, ethnicity, and other diverse factors. Nine of the Company’s 14 officers are classified as diverse. Four of the Company’s officers are women, including two of the Company’s executive officers. Two officers are African-American, including one African-American woman and one African-American veteran, and one executive officer is Asian, who is not American. Four officers are veterans of the U.S. Armed Forces, including three of the Company’s five named executive officers.

Our anti-discrimination principles and commitment to leveraging diverse experiences also extend to our nominating practices for our Board of Directors, where this past year we were named a “2020 Women on Boards Winning Company” for the **eighth year in a row** and recognized by Milwaukee Women Inc. for the gender diversity on our Board. Seven out of the Company’s 10 directors

are classified as diverse. Four directors are women, one of whom is African American. Two directors are veterans. One director is an immigrant to the United States.

On-Boarding

After hiring a candidate, we believe that an effective on-boarding program is a critical factor in whether a new employee succeeds or fails. We continue to develop, and improve upon, an effective on-boarding process to differentiate ourselves from our competitors and help enable our employees to succeed.

Employee Development

At Sensient, our philosophy on talent development is to foster a learning environment where employees can develop to reach their full potential in their roles today and to prepare them for future career growth at Sensient for tomorrow. Our talent is a key differentiator, and employee growth and development is a top priority.

In order to continue to develop and retain our key talent, we offer training programs based upon the employee’s role in the Company. We also maintain personalized career planning, ongoing coaching and development by Corporate and local leadership, and a “High Potential Program,” which ensures our key talent learns from and gains exposure to senior leadership. Performance reviews and succession planning occur Company-wide on an annual basis. Individual goals, which flow from the Company strategy, are set annually for each employee, and attainment of those goals is an

¹The EEO-1 Report provides a demographic breakdown of an employer’s U.S. workforce by race and gender in certain prescribed job categories. The 2020 EEO-1 Report is not certified and has not been finalized or filed with the U.S. Equal Employment Opportunity Commission as of the publishing of this report. Sensient will complete and file a final 2020 EEO-1 report when the EEOC begins collecting the information, anticipated in April 2021.

²Based on available information; we do not collect gender information from all applicants or employees.



element of the employee's annual performance assessment. We invest in our development programs for high-impact roles, such as our General Manager-in-Training, Sales Representative Trainee, and Flavorist Trainee programs. We continue to “promote-from-within” and provide opportunities for our internal employees to grow their careers, with over half of our senior leadership and over half of our business unit leaders previously having been promoted to their current role from within the Company. We closely monitor turnover overall and in critical roles to vet our retention efforts and identify areas of need for future investment.

Employee Benefits & Well-Being

We firmly believe that every Sensient employee contributes to our success. To reward our employees and attract other high performers, we offer competitive compensation and a wide variety of benefits and other programs to recognize the contributions of our employees and promote their well-being, including the following:



- Comprehensive benefits programs that allow employees to select the plans and levels of coverage best suited to meet their needs, including health insurance benefits for our full-time employees and their families and supplemental health insurance for employees in countries with public health systems.

In the U.S., Company contributions to the cost of our employees' health care plans amount to approximately 82% of total premium costs, well above the industry average of around 75%. We also allow our U.S. part-time and seasonal employees at our Natural Ingredients business to participate in many of the same programs as our full-time employees, including our Savings Plan 401(k) program.

- Generous paid time-off policies to promote better work/life balance.
- Paid parental leave program for new mothers and fathers to support our employees through the transformational experience of becoming a parent. In the U.S., all new parents of a child through birth or adoption receive six weeks of paid leave, with an additional 10 weeks of paid leave for new birth mothers for recovery from childbirth and new parents who are the primary caregiver of a child by adoption or surrogacy.
- Scholarships and tuition assistance for eligible employees to further their career development and to increase their value to Sensient. Under this policy, employees may receive financial assistance when taking formal, educational courses from accredited schools.
- Support of Executive Order 13518, The Veterans Employment Initiative, to help U.S. military veterans find civilian employment. As noted above, two out of 10 directors are veterans, and three out of five named executive officers in our 2020 Proxy are veterans.
- Paid internship and co-op programs to educate the future of our industry with valuable hands-on experience and training.

- Sales Training Program that provides extensive, real-life job experience and classroom learning to develop high-potential candidates into successful sales account managers.
- Opportunities for employees to participate in international work assignments.
- Ongoing training for people managers to lead, coach, and support our employees.
- Robust talent management practices including individual development planning, a “High Potential Program,” and an effective succession-planning program.
- Opportunities for promotions within and across functions.
- Innovation program that provides cash payments for employees who solve key technical challenges.
- In conjunction with the National Merit Scholarship Corporation, Sensient offers college scholarships to the eligible children of U.S. employees. Each scholarship winner receives \$5,000 per year of college for up to four years.
- Home computer purchase assistance for eligible employees.
- Monitoring of employee satisfaction and engagement through anonymous surveys of the onboarding process for new hires and exit interviews for departing employees.
- Employee Referral Program that rewards Sensient employees for referring a successful hire during the recruitment process.
- Employee Stock Ownership Plan.

Employee Health and Safety

Our employees are our most important asset. We take pride in our strong and continually improving health and safety programs, which we view as important aspects of our economic health and core values. We expect each employee to actively participate in and contribute to this philosophy. The following examples demonstrate our commitment and progress toward achieving our goal of providing the safest workplace possible:

- Corporate Environmental, Health, and Safety (EHS) Department oversight of safety and compliance matters at all Company facilities.
- Regular third-party EHS audits conducted at Company facilities at the direction of the Corporate Legal Department to determine the state of facility compliance with applicable safety laws and regulations.
- Implementation of “best-practice” programs and management systems across all business units worldwide.
- Ongoing capital investments aimed at continually improving standards for environment, health, and safety in each of our plants around the world.
- Meaningful use of metrics to apply leading and lagging indicators toward incremental improvement and sustainable results.
- Regular communication and engagement with employees on safety topics through safety committee meetings, plant-wide communication meetings, and “tool box” meetings.

- Root cause analysis of injuries and near misses to ensure that lessons learned can be applied across the entire organization.

In addition to our routine health and safety programs, we invested significantly in creating safe work environments for our employees throughout the COVID-19 pandemic. Examples of actions we took to keep our employees safe include:

- The immediate implementation and regular updating of a Company-wide COVID-19 policy.
- The designation of key contacts leading the COVID-19 response at the local and Corporate levels.
- The implementation of enhanced decontamination and sanitation protocols, including quality audits of the effectiveness of such sanitation efforts.
- The creation, implementation, and continual updating of an “Are You Sick” Flow Chart setting forth a simple summary of required actions when an employee feels ill or may have had possible exposure to COVID-19.
- The purchase, distribution, and usage of Corporate-sponsored COVID-19 test kits with next-day results to ensure business continuity.
- Required protective on-site measures to prevent transmission, including very early adoption of face coverings; employee and visitor health screenings; manufacture and provision of hand sanitizer; reconfiguration of work areas to maximize distance between employees;

installation of Plexiglas barriers and mandatory spacing in break rooms, conference rooms, and common areas; controlled traffic patterns to maximize distance; alternative work and break schedules; use of video conferencing; reduction of “high touch” areas; and signage in offices and facilities concerning hygiene.

- CEO video updates and live town hall meetings throughout the pandemic to communicate the Company’s COVID-19 response actions and answer employee questions (including anonymous questions).

Because we prioritized these efforts from the start of the pandemic, we had exceptional success in mitigating the spread of COVID-19 at our sites and in meeting the needs of our customers. In fact, due to the commitment of our employees and the planning of our management, we actually increased our on-time delivery rate in 2020 as compared to 2019. For all of these reasons and more, we were excited to recognize our employees’ efforts with a special COVID-19 Pandemic Payment at the end of 2020.



PHILANTHROPY AND COMMUNITY SERVICE



Sensient is a passionate steward of the health and vitality of the communities in which we operate. Intentional and robust community engagement makes certain we can retain exceptional employees and ensures a strong social standing in the community. Whether it is supporting local charities or helping to beautify and improve our local neighborhoods, Sensient believes in being a good neighbor and contributing to the betterment of the greater community.

The Sensient Foundation

Sensient operates a Corporate foundation that supports non-profit charitable organizations in the areas of education, health and welfare, culture and arts, and civic activities and that provides a matching funds program for qualifying employee charitable donations. The foundation serves local communities and creates goodwill and trust towards the Company. In 2020, Sensient's foundation gave over \$600,000 in donations to a variety of charities.

Strengthening Communities

Sensient also sponsors volunteer opportunities for our employees to support local charitable organizations. From the neighborhoods surrounding our manufacturing facilities to the fields where our products are grown, we are dedicated to creating and investing in our local communities. Some examples of our efforts include:

- Last year, we embarked on a new project to promote the local sourcing of agricultural raw materials for our Mexican businesses. As part of this project, Sensient provides coaching and training to farmers along with medium-term supply contracts. Thus far, this program has helped to create 60 new jobs, providing much-needed skills and economic opportunity to an economically challenged rural community.
- In Uganda, our strategic partner employs over 300 families, some displaced from nearby war-

torn countries, in the growing of sustainable crops. In exchange for their work, parents receive new skills, income, food, housing, and education for their children. This partnership has been especially beneficial in empowering African women, some of whom currently hold senior management positions within our partner's organization.

- In the Philippines, our farm expansion created 72 jobs for the farm set-up activities. We also created job opportunities for 200 people to pick, dry, package, and store crops. Because of the jobs created by Sensient, these families are now able to send their children to school. Amid the pandemic and the eruption of Mt. Taal, agronomists in the Philippines helped distribute personal hygiene kits to 50 families.
- Turmeric was one of the plants that became popular during the COVID-19 pandemic due

to claims of boosting immunity. Sensient Agronomy donated one ton of turmeric seed to local farmers to provide them with planting materials that were difficult to acquire during the pandemic.

- We financially supported numerous local community organizations focused on food and aid relief amid the global pandemic.
- After Sensient Natural Ingredients lost a long-time employee to natural causes, the Foundation established a \$10,000 memorial agriculture scholarship with the stated purpose of recognizing others in the community who have overcome life's challenges and adversities.
- Each quarter, Sensient employees in Michigan participate in a local Adopt-A-Highway program that is designed to help keep the state's highway roadsides clean and attractive.

Participants adopt both sides of a section of state highway roadside to clean up. In 2020, despite the pandemic, we volunteered 180 hours to our adopted highway.



Educating the Future

Education puts societies on a path toward good health, empowerment, and employment. At Sensient, we are passionate about investing in education and empowering the leaders of tomorrow to solve the issues of today. Some of the partnerships and initiatives we were involved in this year include:

Local School Adoption

Sensient adopted an elementary school in Southeast Asia. In connection with this, we provided uniforms, backpacks, books, sports equipment, electronics, and necessary materials for the staff. This is just one example of how our Seed-to-Shelf partnerships allow us to support our growers while providing global supply chain security and complete transparency.

Expanding Graduate Education in Southeast Asia

Long-term partnerships and investments through our Seed-to-Shelf program ensure that we can create a lasting community impact and continue to innovate to optimize botanical color sources. Empowering and expanding graduate research supports this mission. Sensient continues to

sponsor the graduate research program at the University of Padjadjaran in Indonesia to support students studying and further developing natural color agronomy. This investment in the future of natural colors will contribute meaningfully to the world of color from botanicals and we are excited to see what these enthusiastic young scientists discover through their studies. Sensient currently sponsors an annual \$10,000 Graduate Student Scholarship Grant for Masters of Science and PhD students at the University of Padjadjaran, Indonesia. Since 2017, the program has graduated four students and has produced four publications.

Supporting Youth Innovation

In collaboration with the Southeast Asian Regional Center for Graduate Study and Research in Agriculture (SEARCA), Sensient is sponsoring an “agri hackathon” for young innovators to develop innovative solutions for the farming sector of the country. With this year’s theme “Precision Agriculture for Small-Scale Vegetable Farming,” Innovation Olympics 2.0 serves as an avenue where students can share, create, and pilot new technology solutions for urban and rural smallholder vegetable farmers. With Sensient’s support, the participating teams received online training and demonstrations, implementation of projects in farming communities, and seed money for each stage.

COVID-19 Relief Efforts

The pandemic has put strains on the entire world while simultaneously shedding a light on how deeply we rely on each other. Our supply chain depends on countless farmers, truck drivers, production workers, grocery store workers, and more. Just as we cannot operate without these

individuals, healthcare professionals and our society at large cannot save lives without the necessary equipment, donations, and support. Since the beginning of the pandemic, we have engaged with local and international organizations around the world to aid frontline workers and to help protect vulnerable populations. Some of our efforts included:

- Donated masks and sanitation supplies to numerous schools and communities in need around the world.
- Donated bulk hand sanitizer to local first responders.
- Our Agronomy program provided free lunches and meals for farmers and their families at multiple locations. To help with distance learning, Sensient Agronomy donated laptops to an elementary school near one of our organic farms.
- Partnered with a local business/manufacturer of filters to produce facemasks to ensure a reliable and local supply of masks.

Supporting Police Reform

Like all Americans, we at Sensient were outraged by the killing of George Floyd by a Minneapolis police officer. Motivated to try to push for concrete change, our Corporate Legal team drafted a model statute that would ban the use of chokeholds by federal law enforcement officers, absent exceptional circumstances. It is our view that the ability of the government to use deadly force against American citizens must be carefully circumscribed.

The proposed statute is intended to be a standalone law that would govern only federal law enforcement officers. In drafting it, the lawyers of Sensient applied nearly 100 combined years of legal experience and also sought input from several other former federal prosecutors.

The proposed statute does not attempt a comprehensive reform of use-of-force rules, which, in our federal system, is best addressed at the state level. Instead, the proposed statute seeks to bring the force of federal law against an unacceptable law enforcement practice and provide for specific and general deterrence to its use. It does so by banning the use of chokeholds, which are inherently an act of deadly force, except in cases where deadly force is necessary for self-defense or defense of another.

We know that attempts at a more comprehensive approach to the problem of police abuses have stalled. Our modest hope is that a more limited statute narrowly aimed at one real and present threat to the safety of Americans might have a better chance of becoming law and might provide an example to the states of effective bipartisan action to address a very real problem. The Company submitted the proposed statute to Wisconsin Senators Johnson and Baldwin as well as to the U.S. Senate Judiciary Committee.



SOCIAL RESPONSIBILITY AND HUMAN RIGHTS POLICY



Sensient strives to conduct business in an ethical manner and to make a positive contribution to society through our product offerings and business activities. We have a comprehensive Code of Conduct that governs all of our employees worldwide to ensure a culture that promotes ethical behavior, respects and protects human rights, and requires compliance with all applicable laws. All employees, as well as Sensient's Board of Directors, receive comprehensive training on our Code of Conduct on an annual basis.

Through our Supplier Code of Conduct, we also seek to work with suppliers that share our values. Requirements and expectations for our suppliers and ourselves include the ethics and human rights matters described below. These standards apply to both Sensient's facilities and our suppliers' facilities globally. In the event local standards on a matter do not exist or do not meet these ethical standards, Sensient and our suppliers establish employment practices and apply U.S. standards where appropriate while complying with local law. We reserve the right to audit the operations and records of our suppliers to establish compliance with these standards.

Compliance with the law and observing our ethical obligations are absolutely essential conditions for fulfilling our duties to each other, our customers,

and society as a whole. Our minimum requirements and expectations of our social responsibility and human rights policy are as follows:

- **Antitrust and Fair Competition.** Sensient and our suppliers will comply with all fair competition laws and not engage in illegal monopolies, illegal behavior, price fixing, collusive bidding, price discrimination, and other unfair practices.
- **Intellectual Property.** Our suppliers must respect Sensient's and third parties' intellectual property rights. Suppliers must promptly notify Sensient if they know or suspect that their products, or Sensient's use of their products, infringe any third-party intellectual property rights.
- **Conflict of interest.** We expect our suppliers to avoid and report all conflicts of interest resulting from their business dealings with Sensient and to notify Sensient if any Sensient employee has business, financial, or personal ties to the supplier that may influence such employee's decisions.
- **Gifts.** Gifts to or from Sensient employees are neither expected nor necessary for business relationships between our suppliers and Sensient. Our Code of Conduct prohibits Sensient employees from giving or receiving gifts of more than a token value, and all gift-giving is limited.
- **Embargoes and Trade Law.** Sensient and our suppliers are expected to comply with all applicable trade laws and restrictions imposed by the United Nations, the United States, and other national governments.

- **Management and Transparency.** Our suppliers are expected to have systems in place to track compliance with applicable laws and regulations and to investigate, to the extent allowed by law, allegations of misconduct. Suppliers must immediately inform Sensient in writing if they are aware of any negative publicity regarding the supplier or any product supplied to Sensient.
- **Freedom of association.** We respect our employees' right to freedom of association and collective bargaining and we comply with laws regulating the employer-employee relationship, including laws relating to works councils.
- **No forced labor.** The use by Sensient or any supplier of slaves or forced labor of any kind is prohibited, including prison labor, non-rescindable contracts, or labor obtained through threats of punishment, deposits of bonds or travel documents, or other constraints. Sensient annually files a transparency statement in compliance with the UK Modern Slavery Act 2015 and expects suppliers subject to the Act to do so as well.
- **No child labor.** Work by children under the age of 15 years for Sensient or any supplier (or any higher age established by applicable law) is strictly prohibited. In addition, we expect suppliers to conform to Convention 138 (Minimum Age) and Convention 182 (Worst Forms of Child Labor) of the International Labor Organization.

- **No harassment or abuse.** Sensient expects all employees to be treated with respect and dignity and prohibits harassment and abuse of any kind. We hold our suppliers to the same standards.
- **Diversity and Equal Opportunity.** Sensient values the diversity and experience of our workforce and we support women's and minority groups' rights. We strive to provide equal employment opportunities to all people without discrimination because of their race, religion, color, sex (which includes pregnancy, orientation, identification, expression, and all other legally protected characteristics), age, national origin, disability, veteran or military status, or any other characteristic now or subsequently protected by applicable law. We are committed to hiring the best, most well-qualified people without regard to any factor other than professional merit and the content of their character. We continually endeavor to treat each person as an individual entitled to respect and dignity based upon their individual character. The result is a workforce made up of incredibly talented people from many diverse backgrounds. We expect the same from our suppliers.
- **Reasonable compensation.** Sensient and our suppliers will pay reasonable compensation that, at a minimum, complies with all applicable laws and requirements.
- **Working hours and overtime.** Sensient and our suppliers will comply with all applicable requirements and limitations set by the laws of the country of manufacture and may not require excessive overtime.



- Workplace health and safety. Sensient is committed to worker health and safety. Our suppliers must provide a safe workplace for their workers including, at a minimum, adequate lighting, ventilation, potable water, and sanitary facilities. Where applicable, suppliers must provide safety equipment, guards, and personal protective equipment to protect workers from hazardous machinery and materials.
- Environmental impact. Sensient is committed to sound environmental management. Our suppliers must also conduct their businesses in compliance with applicable requirements in a way that minimizes impact to the environment. We also expect our suppliers to support our own efforts by implementing sustainable operating practices and striving to reduce their use of energy and water and to minimize generation of waste.
- Property rights. Our suppliers must respect property rights in the communities in which they operate and must ensure fair negotiation on all land transfers to which they are a party, and compliance with all applicable laws and regulations related to property rights.
- Relationships with local communities. We respect the cultures, customs, and values of the people in the communities in which we operate. We are committed to engagement and consultation with our relevant stakeholders as we prepare, evaluate, and continue to refine our human rights policies and initiatives.

- Right to water. We recognize the right to water as a fundamental human right. We respect the human need for sustainable water supplies, safe drinking water, and protection of ecosystems and communities through water pollution control.
- No bribery or corrupt payments. Bribery of government officials or private persons is strictly prohibited. We have a comprehensive anti-bribery policy that requires strict compliance with the United States Foreign Corrupt Practices Act as well as the United Kingdom Bribery Act. This policy applies to everyone who works for or with Sensient, including all directors, officers, employees, third-party business partners, and other intermediaries who interface with government officials on Sensient's behalf.
- Political contributions. Sensient does not have a Political Action Committee and prohibits contributions – either in-kind or financial – to political candidates or parties in the Company's name. In 2020, no such contributions were made.
- Cybersecurity. Sensient has a robust program to protect employees' private information. We expect our suppliers to do likewise.



CORPORATE GOVERNANCE, LEGAL COMPLIANCE, AND RISK OVERSIGHT



Corporate Governance

Sensient's Board of Directors is responsible for overseeing the management of Sensient's business and affairs, including management's establishment and implementation of key strategic priorities and initiatives. Long-term, sustainable value creation and preservation are possible only through the prudent assumption and management of both risks and potential rewards, and Sensient's Board takes a leading role in overseeing Sensient's overall risk tolerances as a part of the strategic planning process and in overseeing Sensient's management of strategic risks.

Board of Directors Committee Oversight

The Board has delegated to the Audit Committee primary responsibility for overseeing management's risk assessments and implementation of appropriate risk management policies and guidelines, including those related to financial reporting, regulatory compliance, and litigation risk mitigation. It has delegated to the Compensation and Development Committee primary oversight responsibility to ensure that compensation programs and practices do not encourage unnecessary or excessive risk-taking and that any risks are subject to appropriate controls. It has delegated to the Nominating and Corporate Governance Committee primary oversight responsibility to ensure that Sensient's governance standards establish effective systems for monitoring and accountability as well as over environmental performance and for matters relating to Sensient's sustainability efforts, including this Sustainability Report and oversight of climate risk (see section on Climate Oversight, Risk Management, and Strategy). It has delegated to the Finance Committee primary oversight

responsibility with respect to Sensient's capital structure, insurance program, and foreign currency management.

Additionally, the entire Board, along with four non-director members who are recognized food science or food safety experts, participates in the Scientific Advisory Committee, which monitors and reviews new product development programs, industry trends, and technical and regulatory issues related to Sensient's product lines. The Board and these committees receive periodic reports on these matters from management and personnel in charge of the related risk management activities. Furthermore, the Board has direct access to all executive officers of Sensient and routinely receives presentations from Group Presidents, General Managers of the various business units, technical leaders, and product safety leaders.

The Board, through the Audit Committee, oversees a number of activities undertaken by management to monitor financial reporting risks and internal controls. Those activities include regular audits of significant business units by Sensient's Internal Audit Department, annual audit and quarterly reviews by Ernst & Young LLP, an annual internal control audit by Ernst & Young LLP, and, when needed, special investigations directed by the Director of Internal Audit and General Counsel of any unusual or irregular activities.

For more information about our governance structure, please refer to our 2020 Proxy Statement, the Governance page on our website, and our Corporate Code of Conduct.

Legal Compliance

The Board has updated and implemented a number of robust policies and compliance programs to address various areas of legal and regulatory risks, including the following:

- Corporate Code of Conduct (available in all languages used within the Company), which includes:
 - Antitrust Compliance Manual
 - Anti-Bribery Policy
 - Company Confidential Information Policy
 - Cybersecurity principles
 - Insider Trading Policy
 - Supplier Code of Conduct
- Securities Compliance Manual
- Cybersecurity Policy
- Sustainability Report
- Export Compliance Policy
- Food Safety/Recall Manual

The Board has implemented, formalized, and updated internal policies and compliance programs with respect to various regulatory matters, including Environmental, Health, and Safety (EHS) and intellectual property management.

In addition to providing annual Sensient-wide training on the Code of Conduct, the Board has ensured that targeted training on each of the other compliance programs is conducted for all appropriate employees. The Code of Conduct includes, among many other rules, strict integrity, professionalism, safety, and personnel policies to prevent harassment, discrimination, and retaliation, as well as strong and routinely publicized violation reporting protocols. Additionally, the Audit Committee receives a quarterly update from the General Counsel on all

reported Code of Conduct violations, which includes a summary of every investigation conducted of an alleged Code of Conduct violation and the disposition of each investigation. To ensure all employees understand the importance of the Code of Conduct, violations and dispositions are also reviewed with employees and the CEO publishes an internal blog to all employees explaining each violation and emphasizing the importance of adhering to the Code of Conduct.

When we say that we have zero-tolerance for discriminatory or other bad behaviors, we really mean it. Once again this year, every confirmed violation of the Sensient Code of Conduct resulted in termination.

Risk Management

Product Safety

The Board oversees a robust program relating to product safety, which includes the following elements:

- Maintenance and update of a Food Safety/Recall Manual, which the Board of Directors reviews annually.
- Annual mock recall drills.
- All potential product safety issues are reported immediately to the CEO, and Sensient's Vice President of Product Safety and Quality is a direct report of the Vice President of Quality and Product Safety.
- Sensient has established guidelines for Good Manufacturing Practices (GMP) and Hazard Analysis and Critical Control Points (HACCP), and, since 1999, conducts comprehensive product safety audits, including GMP/HACCP audits, at all of our food ingredient manufacturing facilities.



- Comprehensive and robust raw material approval processes are in place to ensure product safety.
- Raw materials and finished goods are analyzed for compliance with specifications prior to use and shipment, respectively.
- Sensient also conducts key vendor quality assurance inspections directly or by third-party accredited auditing organizations.
- Environmental monitoring program to screen our manufacturing facilities, equipment, and personnel for contamination.
- Sensient develops and implements corrective action plans for all internal, customer, and third-party audit deficiencies.
- Sensient monitors industry violations and shares details of such violations with its customers.
- In-house compliance attorney who is

- continually engaged with the business units on product regulatory matters.
- CEO and Group President plant inspections.
- Food defense plans in place at all of our food ingredient manufacturing plants.
- The Board receives a report on product safety related issues at each meeting.
- In 2020, no Sensient products were recalled.

Cybersecurity

The Board oversees Sensient's Cybersecurity Program, including the following elements:

- The Board has defined high-risk cybersecurity areas for the Company and implemented comprehensive programs to address these risks.
- Management reports at least twice annually to the Board of Directors on cybersecurity progress and effectiveness.

- The Company has formed an executive level steering committee (including the CEO, CFO, Group Presidents, General Counsel, VP, Human Resources, Controller/Chief Accounting Officer, and Chief Information Officer) that provides oversight and routinely discusses cybersecurity matters.

- The Company has implemented an annual employee training program, quarterly cyber executive incident response simulations, and regular cyber penetration testing.
- The Company has made significant investments in our technical capabilities in all areas of security.

Environmental, Health, and Safety

The entire Board has oversight of policies and operational controls of EHS risks through the following:

- A robust EHS program that is managed within the Legal Department.
- Regular EHS audits at every manufacturing facility by an outside consulting firm.
- In-house compliance attorney who is continually engaged with the business units on environmental compliance and personnel safety matters.
- The Board receives a report on personnel safety related issues at each meeting.
- Annual Board review of Company's EHS program.



Chemical Risk Strategy

The Board oversees the Company's Chemical Risk Strategy, which we implemented in 2015 to identify, assess, and manage risks associated with potentially harmful chemicals in products. This ongoing program is led by our CEO and Board Director Dr. Elaine Wedral. Sensient's Chemical Risk Strategy is a risk mitigation program that is designed to identify chemicals used by Sensient that are, or may soon become, a legal, regulatory, safety, or litigation risk and take action to mitigate risk to Sensient. Our Chemical Risk Strategy has six components:

- Identify: Identify all potential chemical risks as soon as possible.
- Protect: Ensure our workers are protected from potential chemical risks with engineering controls (e.g., ventilation), administrative controls (e.g. safe work procedures and warnings), and/or state-of-the-art personal protective equipment, as necessary.
- Warn: Ensure adequate warnings about potential risks are appropriately communicated to our customers.
- Reformulate: Reformulate products if possible, using less-risky chemicals.
- Innovate: Develop a safer alternative to the

risky chemical.

- Eliminate: Where reformulation is not possible and warnings cannot mitigate risk, stop selling products containing the risky chemical.

Human Capital Management

The Board oversees the Company's Human Capital Management program, including the following elements:

- The Company seeks to benefit from the full spectrum of human talent, hiring the best talent and reflecting the needs of our customers and the communities in which we operate. To this end, the Company has a dedicated, internal Talent Acquisition team, which sources talent from a broad range of backgrounds and utilizes emerging technology, guided by a deep understanding of the Company's business objectives and core values of integrity, professionalism, and safety.
- The Company closely monitors and demands excellence in our on-boarding process to ensure all new hires have the tools, training, Company knowledge, and management support necessary to succeed in the organization from day one.
- The Company maintains and reviews annually our compensation and benefit programs to confirm that we are providing market-competitive offerings designed to reward high performers and retain talent.
- The Company conducts succession planning organization-wide on an annual basis to evaluate the pipeline for leadership roles and implement development plans for key talent.



- The Company utilizes internal development programs such as the Sales Representative Trainee Program, the General Manager-in- Training Program, the Flavorist Trainee Program, and the High Potential Program to provide a robust internal pipeline of talent for high impact roles in the organization.
- The Company facilitates the development and progression of our workforce through goal-setting, performance evaluations, individual development plans, leadership training, and ongoing individualized coaching and development.
- The Company regularly communicates and rigorously enforces our non-negotiable expectations of integrity, professionalism, and safety, which encompass an unwavering commitment to equal opportunity and non-discrimination, and which underpin the Company's strategy to draw from the fullest set of talent possible.
- The Board of Directors reviews the Company's Human Capital Management program on an annual basis.

- Under the Company's Code of Conduct, a Company lawyer (or designated outside counsel outside the U.S.) must review and approve all employee terminations to ensure they are warranted and compliant with all applicable laws.
- In 2020, the Company commissioned a comprehensive third-party physical security assessment of Company facilities and is in the process of implementing security enhancements.

Other Legal and Regulatory Risks

The Board also oversees other Company programs in order to monitor and limit legal and regulatory risks, including:

- A strong Regulatory Affairs department overseen by a newly appointed Vice President, who reports to the General Counsel.
- Legal Department review of all contracts.



**CLIMATE OVERSIGHT,
RISK MANAGEMENT,
AND STRATEGY**

Climate Issues: Board-Level Oversight

Sensient seeks to be a leader in environmental sustainability and is committed to the principle of sound environmental stewardship, which encompasses issues concerning our climate. As outlined in the section on Corporate Governance, Legal Compliance, and Risk Oversight, our Board of Directors is responsible for overseeing the management of Sensient's business and affairs, including implementation of key strategic priorities and initiatives. The Board delegates certain initiatives and projects to various committees. The Board has delegated to the Audit and Nominating and Corporate Governance Committees responsibility for overseeing risk, including climate-related and governance risks. The Nominating and Corporate Governance Committee has responsibility for oversight of environmental performance and for matters relating to the sustainable management of Sensient's business activities.

Process and Frequency

Sensient manages sustainability through an interdisciplinary approach, with the Nominating and Corporate Governance Committee primarily tasked with the oversight of matters relating to sustainability. The Nominating and Corporate Governance Committee reviews the Company's environmental and safety performance and monitors the progress of climate-related goals periodically at its Nominating and Corporate Governance Committee meetings. The Nominating and Corporate Governance Committee reviews compliance with internally established sustainability principles, analyzes the impact of environmental trends, reviews potential climate-related risks, and considers whether Sensient should adopt new sustainability goals. In addition, the Nominating and Corporate Governance Committee receives periodic correspondence from the CEO, Group Presidents, and General Managers of the various business units detailing all relevant climate risks and sustainability issues.

The full Board reviews overall strategy relating to sustainability annually and conducts formal strategic reviews at each meeting. During the Board's annual review of Sensient's EHS program, the Nominating and Corporate Governance Committee formally advises and makes recommendations to the Board regarding sustainability goals and climate-related risks. These goals include targets for improvements in energy efficiency, water efficiency, and hazardous waste reduction, along with our goal to eventually secure all of our energy needs from renewable, zero-emission energy sources as we plan for a net zero economy by 2050.

Climate Concerns in Company Strategy and Performance Objectives

The Board of Directors endeavors to consider climate-related issues when making large, strategic decisions, including with respect to annual budgets, business plans, major capital expenditures, acquisitions, and divestitures. All major decisions made by the Board of Directors allow for the Board's input on climate and sustainability-related issues and opportunities. In addition, when implementing appropriate risk management policies and guidelines for Sensient, the Board contemplates climate and sustainability risks. When reviewing its governance standards, the Nominating and Governance Committee does the same.

Our management is responsible for monitoring the progress of climate and sustainability goals as part of its ongoing duties. For the Board of Directors to assess the progress of climate and sustainability goals, the Nominating and Corporate Governance Committee recommends performance objectives for specific managers as well as of Sensient, generally. The Board reviews management's performance,

reports, and data to ensure objectives are being met and periodically discusses the status of climate and sustainability targets.

Climate Issues: Management Oversight

Management plays the primary role in the oversight and implementation of climate and sustainability risks, opportunities, and goals.

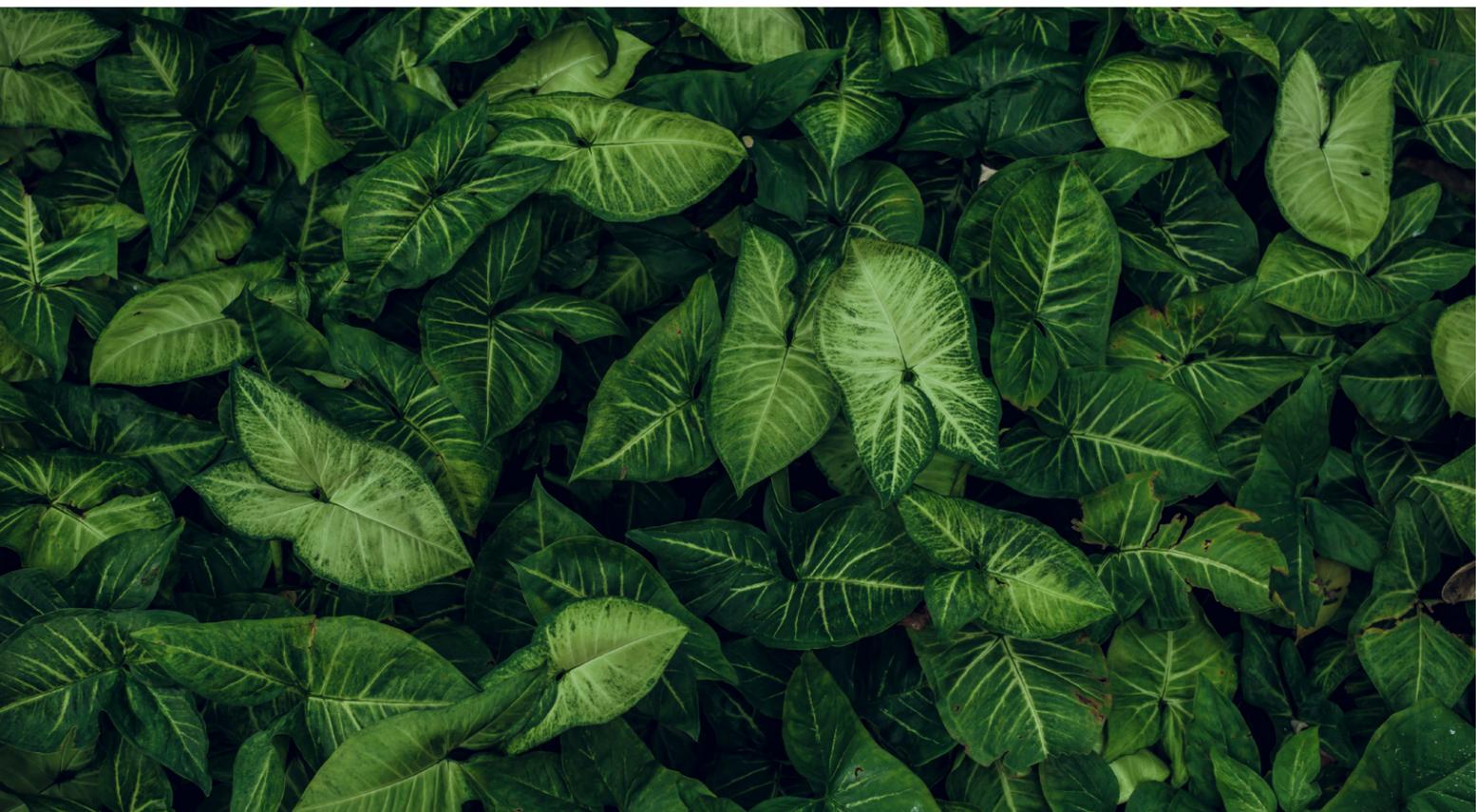
Management Responsibility for Climate-Related Issues

The CEO is the highest management-level position responsible for both assessing and managing climate and sustainability risks and opportunities. The CEO regularly reports to the Board of Directors on such matters. Examples of recent sustainability-impacted initiatives led by the CEO include the implementation of our Chemical Risk Reduction Strategy, which works to proactively identify, mitigate, and eliminate potential hazards associated with the use of certain chemicals; the implementation of our Certasure™ program, which establishes voluntary FDA-like quality and safety standards for natural colors (which are otherwise only lightly regulated), and our Seed-to-Shelf Program, which endeavors to ensure exceptional traceability for the Company's natural botanical and agricultural raw materials.

Organizational Structure, Responsibilities, and Monitoring

Climate change and sustainability issues are reviewed and monitored at the following levels of the organizational structure:

- Board of Directors
- Nominating and Governance Committee of the Board of Directors



- Scientific Advisory Committee
- Sensient's Chief Executive Officer
- Sensient's Vice President, Quality and Product Safety
- Sensient's General Counsel and Legal Department, which includes a senior in-house compliance attorney who also manages Company's robust EHS program and a senior securities attorney
- Group Presidents, General Managers of the various business units, technical leaders, and product safety leaders

Climate and sustainability issues, along with product and chemical management, are monitored at all levels of the Sensient organizational structure, which collectively is comprised of a diverse team of leaders. Having climate and sustainability issues assessed throughout the corporate structure allows for an improved understanding of related risks and opportunities. Climate and sustainability risks are considered pursuant to the Taskforce on Climate-related Financial Disclosures (TCFD) framework and relevant sections of the Sustainability Accounting Standards Board's (SASB) Sustainability Accounting Standard for Chemicals.

Management: Informed and Monitoring

Management is informed about climate and sustainability goals and strategies through periodic communications with the Nominating and Governance Committee and through the Company's annual Sustainability Report. All management personnel, including Group Presidents and General Managers of the various business units, are responsible for monitoring

climate and sustainability related risks and opportunities as part of their ongoing duties and job responsibilities. Management is responsible for reporting on the Company's environmental, social, and governance efforts, which may include updates on climate and sustainability efforts, to the Board of Directors and the Nominating and Governance Committee on at least a quarterly basis.

Climate Issues: Strategy

Identified Risks and Opportunities

Sensient contemplates short-, medium-, and long-term risks and opportunities related to climate and sustainability that could have a material financial impact on the Company. Sensient defines, for the purposes of risk assessment, short-term as a period from zero to two years, medium-term as a period from two to ten years, and long-term as a period from ten to thirty years.

In the short-term, a specific climate-related risk that could have a material financial impact on the organization is an increase in the volatility and price of energy. Market fluctuations, supply and demand, currency fluctuation, production and transportation disruptions, disruptive world events, and changes in governmental regulations all contribute to the volatility of energy prices. Another climate-related risk we could face in the short-term is an interruption of raw material supplies due to extreme weather events. As a global manufacturer, we source our raw materials from suppliers located around the world. Some of our suppliers are located in areas more susceptible to the physical effects of extreme weather events that could damage crops, disrupt harvests, and/or damage production facilities, any of which could disrupt our production and result in revenue loss. Likewise, Sensient





facilities could be damaged by the physical effects of extreme weather events. Repairing damage caused by such events could interrupt our business and could result in revenue loss.

In the medium-term, a climate-related risk that could have a material financial impact on our business is the cost of environmental compliance. Sensient's operations are currently subject to extensive laws and regulations that pertain to the discharge of materials into the environment. Any expansion of such laws and regulations would pose a compliance cost and attendant risk to Sensient. For example, carbon-pricing regulations, whether in the form of a carbon tax or a cap-and-trade scheme, may emerge over the medium-term. Carbon-pricing regulations would cause an increase in our capital expenditures to reduce emissions and may limit our production levels. Per the disclosure in Metrics and Targets below, we are actively working on reducing our energy consumption to prepare for this medium-term risk. In addition, Sensient anticipates laws intended to limit or reduce Scope 1 Emissions emerging over the medium term; such laws could increase our

operational costs significantly. Similar to how the matter is described in the short-term risk section, we also anticipate issues with raw material sourcing due to potential acute physical risks of climate change in the medium-term. We are working on diversifying our sourcing of raw materials across various regions to mitigate these risks. Finally, a risk in the medium-term is the potential exposure to litigation while the Company adjusts to new regulations and standards, as climate change-related litigation is on the rise globally.

In the long-term, we recognize both physical and market climate-related risks to our business model. Extreme variability in weather patterns, a long-term physical risk, could drastically interrupt supply chains. These new weather patterns could pose a risk to raw material sourcing long-term. Changes in global temperature and shifting weather patterns may place a strain on our sources of necessary agricultural products. Finally, as in the medium-term, it is very likely that our operations may be affected by aggressive governmental actions taken to accelerate the shift to a low-carbon economy. These actions could take the form of regulations

linked to climate change, such as emissions trading schemes and carbon pricing mechanisms. Although uncertain and not yet defined, increased regulations and government oversight could increase Sensient's operational costs significantly.

Strategy and Financial Planning

As Sensient is committed to improving the environment for future generations, climate and sustainability issues influence our business strategy and financial planning. The heightened public interest in improving energy efficiency, reducing water usage and carbon emissions, and utilizing sustainable agricultural practices provides opportunities for Sensient to infuse climate and sustainability into our operations and products.

Many of Sensient's business decisions regarding products, supply chains, and operations have been influenced by climate-related risks and opportunities, such as:

- Development of a broad library of sustainable and environmentally friendly natural color and flavor options.

- Promotion of local sourcing of sustainably grown agricultural raw materials.
- Securing renewable energy supplies for our manufacturing facilities, when feasible.
- Widespread installation of efficient LED lighting in our processing, warehouse, and office areas.
- Periodic upgrading and replacement of plant equipment with more energy-efficient equipment.

Our business strategy focuses on creating value and being a leading global manufacturer and marketer of colors, flavors, and extracts. Climate-related risks and opportunities influence our financial planning each fiscal year in the areas of operating costs, capital expenditures, acquisitions, and access to capital. For example, when considering operating costs during financial planning, we closely monitor and evaluate globally the price of energy in order to determine which Sensient manufacturing facilities could be affected. In addition, when evaluating capital projects, we consider the sustainability-related benefits of proposed projects in our decision-making process.

Resilience of Strategy

Sensient is well equipped to handle a variety of different climate-related scenarios, reflecting the resiliency of our sustainability strategy. As Sensient's flexibility during the COVID-19 pandemic demonstrates, we seek to be well prepared to quickly adapt to possible disruptions or problems caused by climate change or government regulation imposed to combat climate change. The Board of Directors plans to further augment the Company's risk identification and planning in this area by implementing a climate-scenario analysis modelling program which may include modelling for (1) the "Two-Degrees Scenario" and (2) the "Increased Climate-Related Physical Risk Scenario."

Two-Degree Scenario

In the Two-Degree Scenario, the Company would examine the potential impact of CO₂ emissions reduction targets intended to limit global warming to no more than 2 degrees Celsius over pre-industrial times. The Two-Degree Scenario is generally aligned with the Paris Agreement and thus is a useful reference tool. This scenario assumes that aggressive action will be taken in the regulatory and environmental landscape. The Company's two-degree analysis would assume that a federal regulatory requirement is driving the entire U.S. business sector to reduce emissions to the same level at the same time.

Increased Climate-Related Physical Risk Scenario

In the Increased Climate-Related Physical Risk Scenario, the Company would examine the potential impact of increased physical risks resulting from climate change that are both acute and chronic on the business. Physical risks encompass the increased severity and frequency

of extreme weather events and longer-term shifts in climate patterns. These risks center on rising temperatures, rising sea levels, and inadequate water supplies. Sensient is already taking steps to mitigate any negative impacts of an Increased Climate-Related Physical Risk Scenario and should be positioned, per our climate strategy, to be successful under such conditions.

Climate Issues: Risk Management

Processes for Identifying Climate and Sustainability Issues

Sensient's process for identifying and assessing climate and sustainability risks and opportunities is integrated throughout the corporate structure, with oversight from the Nominating and Governance Committee. Climate change is viewed as a potentially existential risk and Sensient treats it with the requisite care. The executive leadership, headed by the CEO, diligently monitors and reviews emerging climate-related regulatory issues among other energy and environmental matters. In addition, the CEO periodically speaks with Sensient's Legal Department and other relevant experts to identify potential climate risks. In discharging its risk oversight responsibilities, the Nominating and Governance Committee also speaks periodically with the Company's General Counsel, who monitors climate-related lawsuits filed against other corporations, to identify any developing risks.

Through the execution of this process, Sensient has identified a variety of climate-related risks, which are discussed in the Strategy Section above.

Process for Managing Climate-Related Risk

Climate risks are assessed in a similar manner as other risks. Generally, management assesses

the likelihood that a risk will materialize against the potential impact of the risk when deciding whether to accept, transfer, or control the risk. Management's assessment involves a review of the relevant data, evaluation of the literature, and discussion with key personnel. When considering the weight of a risk, management also evaluates whether significant capital expenditures or increased operating costs will be required to address it.

After risks or opportunities are identified and assessed, management recommends, reviews, and formulates responses or action plans to the associated risk or opportunity. Management tailors the response to each new risk or opportunity given the Company's values, past experiences, and overall objectives. The Nominating and Governance Committee's review of the recommended plan depends on the significance of the risk and whether the identified risk is a short-, medium-, or long-term risk.

Once approved, the Company implements the risk response plan. The Nominating and Governance Committee periodically reviews the effectiveness of the plan in delivering the intended risk reduction and addresses any shortcomings in the procedure to manage the identified risks. If any shortcomings are recognized, the Nominating and Governance Committee requests that management formulate an amended response or action plan.



Integration with Risk Management

The Board plans to continue to integrate the monitoring, evaluating, and policing of climate-related risks into the larger risk management framework of the Company, where climate and sustainability risks will be considered within the broader scope of the Board's goal to limit legal and regulatory risks.

Climate Issues: Metrics and Targets

Metrics

As previously noted, with the preparation of this 2020 Sustainability Report, Sensient has adopted the SASB standard for Chemicals to prepare the disclosures made in this report and to help manage our climate risk.

As of the issuance of this disclosure, Sensient has not integrated sustainability-related performance metrics into our compensation incentive structure for leadership. However, in designing the 2022 compensation program, the Compensation and Development Committee will be evaluating the merits and feasibility of such a program. In its evaluation, the directors will examine the benefits that are likely to arise and whether such a program would empower Sensient to reach our climate and sustainability goals.

Additionally, Sensient plans to evaluate whether and how to establish an "internal price," or an internal monetary value useful for rendering investment decisions, on carbon. An internal price on carbon could be a tool utilized by the Company to better meet the Company's sustainability targets, gain a competitive advantage, and ensure longevity and prosperity in our business.

Greenhouse Gas Emissions

Sensient's gross global Scope 1 Greenhouse Gas Emissions (in thousands of metric tons) ("Scope 1 Emissions") for 2020 were approximately 150,000 metric tons of carbon dioxide equivalents (MT CO₂e). The Company's Scope 1 Emissions come primarily from stationary combustion. The Company's gross global scope 2 emissions ("Scope 2 Emissions") for 2020 were approximately 70,000 MT CO₂e.

Calendar year 2020 is the first year that Sensient has calculated our Company-wide Scope 1 and Scope 2 greenhouse gas emissions. For more information on the Company's risks related to greenhouse gas emissions, please see the "Strategy Section" of this report.

Climate-Related Sustainability Targets

Sensient has not yet established specific greenhouse gas emission reduction targets, as we have focused our efforts this year on calculating our Company-wide Scope 1 Emissions and Scope 2 Emissions for the first time. However, given that we have been collecting energy consumption data from our manufacturing facilities since 2015, we applied the emission factors we developed for our recent greenhouse gas emission baselining effort to develop an estimate of our 2015 greenhouse gas emissions associated with energy consumption at our manufacturing facilities. Between 2015 and 2020, we estimate that our combined greenhouse gas emissions associated with electricity and fuel consumption at our manufacturing facilities have decreased by approximately 40,000 MT CO₂e, a reduction of approximately 17%. Going forward, we plan to evaluate setting long-term greenhouse gas emission reduction targets in conjunction with our

strategy and planning work described elsewhere herein, and will report any such targets in future disclosures.

SASB Disclosures

This is the first year that Sensient has disclosed under the SASB standards. SASB standards are designed to identify a set of sustainability issues most likely to influence the operating performance or financial condition of a company. SASB standards are created to enable communication on corporate performance on industry-level sustainability issues in a cost-effective and decision-useful manner using existing disclosure and reporting mechanisms.

The attached Appendix details how Sensient responds to each of the topics included in SASB's Chemicals industry standard, which is the standard assigned to Sensient by SASB's Sustainable Industry Classification System. We do not claim to fulfill all of the SASB disclosure topics, but we continue to evaluate each requirement and may augment our disclosure in the future.





SUSTAINABILITY ACCOUNTING STANDARDS BOARD (SASB) TABLE

This report marks the first year that Sensient has disclosed under the Sustainability Accounting Standards Board (SASB) standards. The table below contains SASB's topics for the Chemicals industry standard, along with a description of Sensient's response for each topic¹. As this is our first year reporting, we do not fulfill the disclosures for all topics this year, but we will continue to evaluate for the future and our disclosures may evolve over time. Also, some responses may not fully align with individual SASB metric guidance, but represent data most closely aligned with each metric.

TOPIC	ACCOUNTING METRIC	CODE	RESPONSE OR CROSS-REFERENCE
Greenhouse Gas Emissions	Gross global Scope 1 emissions and the percentage covered under emissions-limiting regulations	RT-CH-110a.1	<p>Gross global Scope 1 emissions: Approximately 150,000 metric tons of carbon dioxide equivalents (CO₂e).</p> <p>Percentage of our gross global Scope 1 emissions covered under emissions-limiting regulations: Approximately 32%.</p>
	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	RT-CH-110a.2	<p>Scope 1 emissions are defined and calculated according to the methodology contained in the Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (GHG Protocol) using accepted emissions factors and engineering estimates as appropriate. The organizational boundaries for this report include our global manufacturing facilities. Our gross global Scope 1 emissions calculations reflect all gases covered under the Kyoto Protocol. Emissions of all greenhouse gases are consolidated and disclosed in CO₂e using 100-year time horizon global warming potential (GWP) values published by the Intergovernmental Panel on Climate Change (IPCC) Fifth Assessment Report (2014).²</p> <p>See section on Climate Oversight, Risk Management, and Strategy.</p>
Air Quality	Air emissions of the following pollutants: (1) NO _x (excluding N ₂ O), (2) SO _x , (3) volatile organic compounds (VOCs), and (4) hazardous air pollutants (HAPs)	RT-CH-120a.1	While our facilities are subject to applicable air quality regulations, due to differences in applicable regulations and to avoid inconsistency, at this time we do not calculate this metric at a Company-wide level.

1. Unless otherwise noted, responses include best available data from all Company-operated manufacturing facilities.
 2. As of the publication of this report, greenhouse gas emission data have not undergone third-party assurance review.

TOPIC	ACCOUNTING METRIC	CODE	RESPONSE OR CROSS-REFERENCE
Energy Management	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable, (4) total self-generated energy	RT-CH-130a.1	(1) Total energy consumed: Approximately 2,900,000 GJ. (2) Percentage grid electricity: Approximately 17%. (3) Percentage renewable: Approximately 4% (based on information provided by our electrical providers). (4) Total self-generated energy: None. See also section on Our Environment.
Water Management	(1) Total water withdrawn, (2) total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	RT-CH-104a.1	(1) Total water withdrawn: Approximately 4,200,000 cubic meters (44% from regions with High or Extremely High Baseline Water Stress).
	Number of incidents of non-compliance associated with water quality permits, standards, and regulations	RT-CH-140a.2	(2) Total water consumed: Approximately 980,000 cubic meters (45% from regions with High or Extremely High Baseline Water Stress). ³
	Description of water management risks and discussion of strategies and practices to mitigate those risks	RT-CH-140a.3	We did not have any significant incidents of noncompliance associated with water quality permits, standards, or regulations in 2020. See section on Our Environment.
Hazardous Waste Management	Amount of hazardous waste generated, percentage recycled	RT-CH-150a.1	Amount of hazardous waste generated: Approximately 3,100 metric tons. Most of our hazardous waste is either incinerated for energy recovery or recycled. Due to differences in how hazardous waste recycling is defined in the jurisdictions where the waste is generated and to avoid inconsistency, at this time we do not calculate this metric at a Company-wide level.
Community Relations	Discussion of engagement processes to manage risks and opportunities associated with community interests	RT-CH-210a.1	See sections on Philanthropy and Community Service and Social Responsibility and Human Rights Policy.

3. Total water consumed is calculated by subtracting the total volume of discharged industrial wastewater and cooling water from the total volume of water withdrawn.

TOPIC	ACCOUNTING METRIC	CODE	RESPONSE OR CROSS-REFERENCE
Workforce Health & Safety	(1) Total recordable incident rate (TRIR) and (2) fatality rate for (a) direct employees and (b) contract employees	RT-CH-320a.1	(1) TRIR: 2.0 (2)(a) Direct employee fatality rate: 0 (2)(b) Contractor fatality rate: 0
	Description of efforts to assess, monitor, and reduce exposure of employees and contract workers to long-term (chronic) health risks	RT-CH-320a.2	See section on Employee Health and Safety.
Product Design for Use-phase Efficiency	Revenue from products designed for use-phase resource efficiency	RT-CH-410a.1	At this time, we do not track this metric. Sensient is dedicated to driving sustainable innovation and implementing circular design principles, such as the upcycling of byproducts into our products and processes, whenever possible. See sections on Our Products and Our Environment for more information.
Safety & Environmental Stewardship of Chemicals	(1) Percentages of products that contain Globally Harmonized System of Classification and Labeling of Chemicals (GHS) Category 1 and 2 Health and Environmental Hazardous Substances,	RT-CH-410b.1	At this time, we do not disclose the percentage of products that contain substances that have been classified as GHS Category 1 or Category 2 Health and Environmental Hazardous Substances. All Sensient products are evaluated for hazards and assigned hazard classifications as required by law.
	(2) percentage of such products that have undergone a hazard assessment Discussion of strategy to (1) manage chemicals of concern and (2) develop alternatives with reduced human and/or environmental impact	RT-CH-410b.2	See section on Chemical Risk Strategy.
Genetically Modified Organisms	Percentage of products by revenue that contain genetically modified organisms (GMOs).	RT-CH-410c.1	Sensient does not source raw materials containing GMOs in Europe. However, in other regions we source certain raw materials that may contain GMOs, such as raw materials derived from corn or soy. We disclose presence of GMOs in our products as required by law.

TOPIC	ACCOUNTING METRIC	CODE	RESPONSE OR CROSS-REFERENCE
Management of the Legal and Regulatory Environment	Discussion of corporate positions related to government regulations and/or policy proposals that address environmental and social factors affecting the industry	RT-CH-530a.1	<p>Sensient anticipates both risks and opportunities related to environmental regulation and rulemaking at the state and federal level. Carbon-pricing regulation, laws reducing Scope 1 Emissions, fuel efficiency standard adjustments, and increased hazardous waste disposal protocols all pose potential risks to the Company as compliance costs may increase. International treaties regarding the environment or the various environmental laws in the countries in which Sensient operates could also impact the Company's operations as such actions could reduce the Company's financial incentives to continue certain operations if costs to comply increase too dramatically. In addition, changes to the tax code or labor and employment laws could increase compliance costs. Finally, non-compliance or accidental improper implementation of laws could cause reputational harm.</p> <p>Notably, opportunities can also arise from environmental regulations. New tax incentives or deductions can help Sensient create economic value while also serving as a catalyst for environmental change. Complying with higher standards of environmental laws, or being a leader in the industry for finding creative solutions to combat climate change in its business, can significantly improve consumer opinions of the Company and increase profitability as societal emphasis on environmental matters is likely to keep growing.</p> <p>Sensient is constantly evolving its business strategy to offset regulatory risks and receive benefits from environmental regulation. Sensient is not planning to change its business model or organization structure. However, it is investing in research and technology to minimize its exposure to any regulatory risks and maximize its profits. The global community as a whole is more focused on environmental matters, and Sensient recognizes the opportunity in that for Sensient to grow its business and continue being a leader.</p>

TOPIC	ACCOUNTING METRIC	CODE	RESPONSE OR CROSS-REFERENCE
Operational Safety, Emergency Preparedness & Response	Process Safety Incidents Count (PSIC), Process Safety Total Incident Rate (PSTIR), and Process Safety Incident Severity Rate (PSISR)	RT-CH-540a.1	Sensient did not have any Tier 1 or Tier 2 process safety incidents in 2020.
	Number of transport incidents	RT-CH-540a.2	We do not disclose this metric as we do not own or operate a transportation fleet to distribute our products.

Table 2. Activity Metrics

ACTIVITY METRIC	CODE	RESPONSE OR CROSS-REFERENCE
Production by reportable segment	RT-CH-000.A	Total production: Approximately 280,000 metric tons.

Equal Employment Opportunity
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EEO Job Category	HISPANIC OR LATINO		NOT HISPANIC OR LATINO											OVERALL TOTALS	
	MALE	FEMALE	MALE					FEMALE							
			WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICA INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICA INDIAN OR ALASKAN NATIVE		TWO OR MORE RACES
Executive/SR Officials & Mgrs	2	0	17	1	0	1	0	0	3	1	1	0	0	0	26
First/Mid Officials & Mgrs	23	7	163	3	0	14	0	0	77	2	0	8	0	0	297
Professionals	12	11	77	6	0	21	0	2	73	2	0	26	0	1	231
Technicians	0	2	16	1	0	0	0	0	31	4	0	1	0	0	55
Sales Workers	0	1	27	2	0	0	0	1	31	1	0	5	0	0	68
Administrative Support	6	16	20	2	0	1	0	9	55	9	1	2	0	0	112
Craft Workers	11	0	46	2	0	1	0	0	0	0	0	0	0	0	60
Operatives	74	8	173	73	2	10	0	5	12	5	0	2	0	0	359
Laborers & Helpers	84	88	119	8	1	6	1	3	19	3	0	6	0	0	335
Service Workers	0	0	8	0	0	0	0	0	1	0	0	0	0	0	9
Total	212	133	666	98	3	54	1	27	302	27	2	50	0	1	1552

Dates of Payroll Period: 12/16/2020 thru 12/31/2020
*This report is not certified and has not been finalized or filed with the U.S. EEOC; Sensient will complete and file a final 2020 EEO-1 report when the EEOC begins collecting the information, anticipated in April 2021.



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