

Growth

Annual Report 2025

SENSIRION

Sensirion is a pure-play sensor company at the forefront of sensor innovation and has demonstrated a strong track record of developing and manufacturing sophisticated and cost-effective environmental and flow sensor solutions for the automotive, medical, industrial and consumer markets.

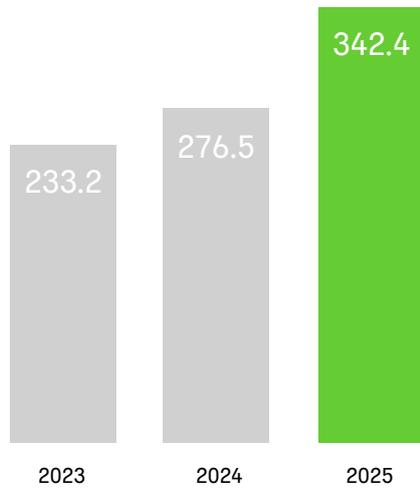
Founded in 1998 as a spin-off company of the Swiss Federal Institute of Technology in Zurich (ETH Zurich), Sensirion has more than 20 years of experience in creating best-in-class sensor solutions for a variety of demanding customer applications, including those in which the sensors perform mission-critical functions.

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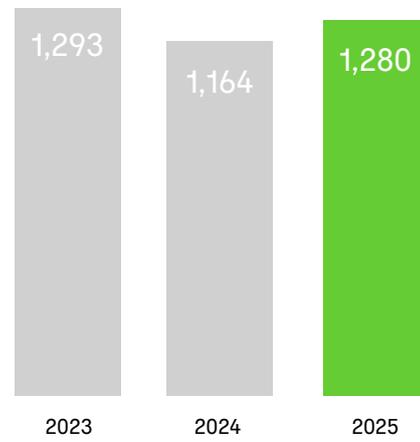
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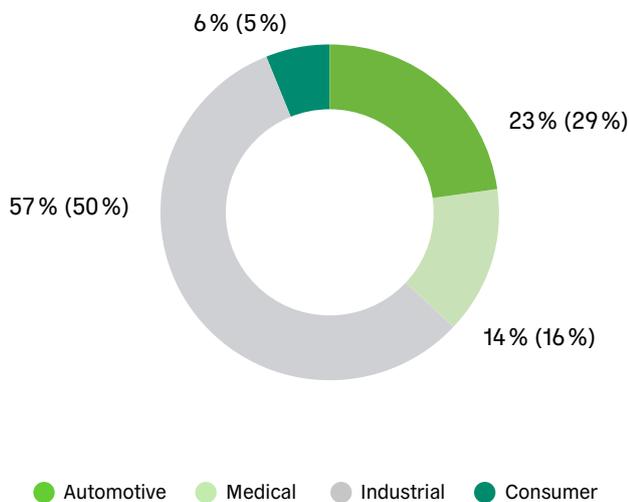
Revenue (in CHF million)



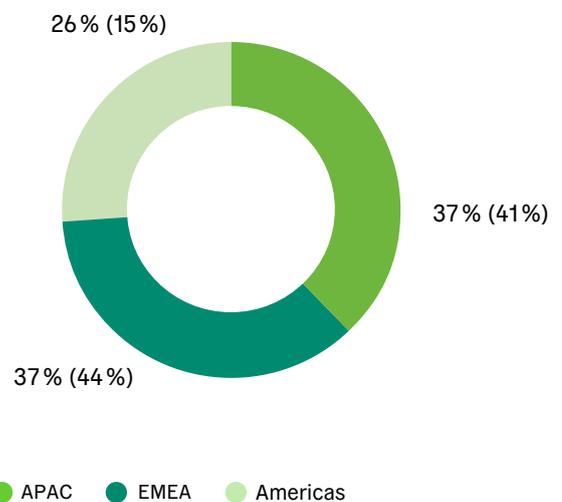
Number of employees (FTE) as of Dec 31



Revenue by market 2025 (2024)



Revenue by region 2025 (2024)



342.4

Revenue
in CHF million

52.3%

Gross Margin

18.5%

EBITDA Margin

Strong organic growth in revenue
and profitability

Broad-based market momentum;
growth across multiple applications
underline high resilience and
diversification in all end markets

Performance in 2025
builds confidence and momentum for
long-term strategic growth,
based on a strong pipeline, clear
strategic priorities and innovative
technologies

Key figures

Consolidated, in millions of CHF	31 December 2025	31 December 2024 adjusted ¹	Δ in % adjusted ¹	31 December 2024
Revenue	342.4	276.5	23.8%	276.5
Gross profit	179.2	136.1	31.7%	134.9
– as % of revenue	52.3%	49.2%		48.8%
Operating profit (EBIT)	42.8	10.2	319.0%	(18.4)
– as % of revenue	12.5%	3.7%		(6.7%)
Profit for the period	20.1	4.5	344.9%	(28.9)
– as % of revenue	5.9%	1.6%		(10.4%)
Earnings per registered share (in CHF)	1.29	0.29		(1.85)
EBITDA²	63.5	29.0	119.0%	0.4
– as % of revenue	18.5%	10.5%		0.1%
Cash flow from operating activities	58.3			37.2
Capital expenditures³	(33.3)			(33.7)
Free cash flow⁴	24.8			3.5
	31 December 2025			31 December 2024
Total assets	373.8			347.0
Total liabilities	67.3			55.1
Total equity	306.5			291.9
Net cash (Net debt)⁵	71.7			54.4
Number of employees (FTE)	1,280			1,164

¹ Internally and externally Sensirion uses additional adjusted performance measure (Gross Profit, Operating Profit, EBITDA, profit for the period, earnings per share) which are not defined by Swiss GAAP FER. More specifically we define adjustments as certain non-recurring items that management believes are not indicative of operational performance. In the period 2024, the non-recurring items are cost related to the closure of Sensirion Connected Solutions GmbH in Berlin, including Goodwill recycling, impairment loss of the inventory and other costs. The non-recurring restructuring costs (CHF 28,610 thousand) in period 2024 are reflected in research and development expenses (CHF 26,331 thousand, thereof Goodwill recycling CHF 25,583 thousand, non-cash relevant), cost of sales (CHF 1,179 thousand), selling and distribution (CHF 867 thousand) and administrative expenses (CHF 230 thousand) resultant in an EBITDA impact of CHF 28.6 million (cf note 1.4, Sensirion Annual Report 2024). In addition, the income tax includes the extraordinary tax expenses (CHF 4,809 thousand) related to the closure of Sensirion Connected Solutions GmbH because of the impairment to the tax loss carryforwards resultant in a net profit impact of CHF 33.4 million (cf note 2.4 and Sensirion Interim Report 2024, note 7.1).

² EBITDA is calculated as the sum of operating profit (loss) and depreciation, amortization and impairment.

³ Defined as the sum of investments in property, plant and equipment, proceeds from sale of property, plant and equipment, investments in intangible assets and capitalized development expenditure.

⁴ Defined as the sum of cash flows from operating activities and cash flows from investing activities, excluding M&A activities.

⁵ Defined as the sum of cash and cash equivalents less loans and borrowing (current and non-current).

Dear Shareholders

Thanks to our strong market position and innovative products, we delivered robust revenue and profitability growth in 2025—despite a highly challenging market environment characterized by geopolitical uncertainty, trade tariffs and a significantly stronger Swiss franc. The biggest single growth driver was the expansion of our new business with A2L leakage sensors for air conditioning systems in the USA. However, market share also increased in other application areas across all markets. Three of our four end markets recorded significant growth. Only revenue in the automotive market remained flat due to structural challenges in the Western automotive industry.

Our solid performance in 2025 and the high market diversification give us confidence and momentum for further growth in the coming years: within just one year, we established ourselves as the new global market leader for leakage sensors. We can now build on this strong position to continue developing the market across a range of applications. At the same time, we are benefiting from broadly diversified growth areas in all our end markets, which made noticeable progress in the reporting year. Thanks to our strong pipeline, innovative technologies, clear strategic priorities and high industrial resilience, we are well positioned to seize opportunities and achieve sustainable growth.

Revenue growth of 29% with significantly improved earnings

The financial year closed with revenue of CHF 342.4 million, slightly above the guidance level. This corresponds to a year-on-year increase of 29.2% in local currencies or 23.8% in Swiss francs. Thanks to an improved operational basis and higher capacity utilization, the gross margin improved significantly to 52.3%. (compared with 49.2% in the previous year on an adjusted basis).

With EBITDA of CHF 63.5 million (+119% compared with the adjusted EBITDA in the previous year) and a margin of 18.5%, we were at the upper end of the guidance. Operating profit rose to CHF 42.8 million (12.5% of revenue). This significant improvement in earnings demonstrates the effectiveness of our productivity programs and creates

additional financial leeway to further advance our strategic growth projects. The strong appreciation of the Swiss franc remains a challenge for us as an export-oriented company. However, we were able to mitigate part of this impact thanks to our strong value proposition, targeted price adjustments and natural hedging measures. At the same time, we are consistently working to reduce our exposure to the Swiss franc. The ongoing internationalization of our cost structures and geographical diversification of our value creation are strengthening our resilience to exchange rate fluctuations.

Despite a negative financial result—due to the expected losses from the investment in the start-up Lumiphase and the strong Swiss franc—we recorded a net profit of CHF 20.1 million and a significantly improved operating cash flow of CHF 58.3 million (+57% compared with the previous year).

Strong revenue growth in three of the four end markets

The automotive market recorded only slight revenue growth to CHF 78.8 million (+2.1% in local currencies or -2.3% in Swiss francs compared with the previous year). This development reflects the persistently difficult situation in the Western automotive industry, where we traditionally have a higher market share than in China. In addition, there were no significant product launches this year. We were, however, able to secure important nominations from leading OEMs—particularly for innovative and emerging applications such as battery monitoring for electric vehicles. This forms a solid basis for future growth.

The medical technology market posted solid revenue growth to CHF 49.2 million (+14.3% in local currencies or 10.5% in Swiss francs compared with the previous year) and benefited from new projects as well as the recovery in the CPAP and ventilation business. The medical market is one of our most important strategic growth areas: with a wide range of new sensor solutions, we drive innovation and unlock further potential in the areas of smart health monitoring, precise breath analysis and modern diagnostics. These growth opportunities will significantly accelerate our development in the coming years.

The diversified industrial market achieved strong revenue growth of 47.9% in local currencies and 41.2% in Swiss francs to CHF 193.9 million. This growth was primarily driven by the newly emerging and rapidly growing market for leakage sensors for refrigerants in air conditioning systems. Thanks to our technological leadership and our deep understanding of applications, we have quickly established ourselves as a leading provider and positioned ourselves as a preferred partner for global OEMs—a strong basis for developing future leakage applications as the clear market leader.

Following a very strong first half driven by frontloading, the second half evolved as expected with customers optimizing inventories for A2L leakage sensors. After this normalization, we expect the A2L market to return to slight growth in the coming years. As the next stage in our development, we see substantial potential for A3 leakage sensors in Europe and Asia. Together with leading air conditioning manufacturers, we are advancing next-generation solutions that are now in pilot phases and approaching market launch soon.

In addition to leakage sensors, our strategic growth areas—particularly methane emissions monitoring and gas chromatography—also made a noticeable contribution to growth in the industrial segment in the reporting period.

The highly fragmented consumer market grew by 49.7% in local currencies (or 46.1% in Swiss francs) to CHF 20.5 million, driven in particular by strong demand in the distribution market.

Growth strategy further refined with focused growth areas

2025 was a year of global uncertainty—and yet we successfully demonstrated what makes Sensirion strong: our innovative strength, our agility and our clear strategic focus. This strength is also driving the implementation of our growth strategy—and it underpins our mission: “We make the difference in sensing for a better world.”

As a global innovation leader in advanced sensor solutions, we have full control over our core technologies—from ASIC and MEMS expertise to sensor design and data analysis—and combine this with deep application knowledge. It is precisely this unique combination of in-house technological expertise and application depth that sets us apart in the market and enables us to transform even the most demanding customer requirements into scalable, reliable solutions.

A key strategic focus lies in the area of “smart gas sensing”: building on our leading position for environmental and flow sensor technologies (focus 1: “Own the core in smart gas sensing”), we want to further expand our market in three strategic growth areas and position ourselves even more precisely as an integrated solutions provider (focus 2: “Expand horizons in smart gas sensing”):

- Leakage detection of critical gases to increase safety and regulatory compliance
- Advanced medical sensor solutions for health monitoring, breath analysis and diagnostics
- Industrial gas analysis through sophisticated gas detection solutions

As part of strategic focus 1 (“Own the core in smart gas sensing”), our goal is not only to consolidate our strong position in the core market for environmental and flow solutions, but also to expand it through pioneering innovations. One milestone was the start of the production for our new, chip-based CO₂ sensor—the world’s smallest sensor for measuring carbon dioxide directly. It opens up completely new possibilities for indoor air monitoring that were previously not feasible due to size and cost constraints.

We have also started producing a new generation of environmental sensor combo modules. These enable the complete detection of up to nine indoor air quality parameters and thereby provide a comprehensive solution for the precise monitoring of air quality. The high integration density is made possible by the consistent miniaturization of our sensor portfolio.

In the second strategic focus (“Expand horizons in smart gas sensing”), we are concentrating on the three high-potential growth areas mentioned above. In the area of leakage detection, we are using our existing sensor technology for a variety of new applications: in addition to the successful start of A2L leakage monitoring, we are developing solutions for leading air conditioner manufacturers for the reliable detection of future A3 coolants. The first pilot products are about to be launched on the market, and more are set to follow, paving the way for the planned transition in Asia and Europe. We are also expanding our portfolio with gas detection solutions for battery monitoring in electric vehicles and for safety-critical applications such as carbon monoxide detection in gas burners in the USA.

In the area of medical sensor solutions, we are working with leading OEMs on a broad range of innovative smart gas sensing applications, ranging from advanced breath analysis to modern diagnostics. To this end, we are combining our leading position in respiratory flow rate measurement with our expertise in gas concentration measurement. This unique combination opens up new opportunities for innovative therapeutic and diagnostic applications—such as reliable monitoring during ventilation in emergency care.

In the area of industrial gas analysis, we have made significant progress at our subsidiary Qmicro. Its high-quality gas chromatographs enable fast, continuous and precise online gas analysis of natural gas, biomethane, hydrogen and other renewable gasebased on innovative micro GC chip technology.

At the same time, we aim to establish Sensirion Connected Solutions (SCS) as a leading service provider for the continuous monitoring of methane emissions in the oil and gas industry. To expand its portfolio, SCS acquired the company Kuva Systems (Cambridge, USA) in June. Kuva adds a highly advanced industrial IoT product specifically developed for upstream and midstream applications in the oil and gas sector. The technology features a cost-effective,

proprietary infrared camera capable of visualizing and quantifying methane emissions down to the minute. We look forward to sharing deeper insights into our growth areas at the Investor Day on April 14, 2026.

On the production side, we are systematically strengthening our resilience—both in our supply chains and in the strategic orientation of our plants. While Switzerland is increasingly focusing on specialized, highly automated component production, our factories in Hungary, China and South Korea, along with our partners in Mexico, ensure customer-oriented module production. We are further strengthening this foundation with the construction of a second production building in Stäfa. The centerpiece—an additional MEMS cleanroom—will be operational from 2028.

Sustainability as a market opportunity and a responsibility

Energy efficiency and the reduction of greenhouse gases are among the key global megatrends shaping our markets and driving demand for Sensirion’s sensor solutions.

At the same time, we are taking responsibility for our own environmental footprint and are consistently implementing the decarbonization roadmap we have been pursuing since 2022.

Annual General Meeting elects Mirjana Blume as new member of the Board of Directors

At the Annual General Meeting 2025, all proposals put forward by the Board of Directors were approved. The Annual General Meeting elected Mirjana Blume to the Board of Directors. She has replaced Ricarda Demarmels, who was no longer available after serving on the board for seven years.

We would like to thank Ricarda for her hard work as a member of the Board of Directors and for her prudent and dedicated leadership as Chair of the Audit Committee. Her broad experience and entrepreneurial spirit had a strong impact and influence on us. We wish Ricarda all the best and every success in her future endeavors. All other members of the Board of Directors were re-elected.



Marc von Waldkirch, Moritz Lechner and Felix Mayer

Outlook

We expect the economic environment to remain challenging in 2026. Geopolitical uncertainties, global trade tensions, and the continued strength of the Swiss franc will continue to weigh on international sales markets. Despite these conditions, we remain confident: broad market and regional diversification underpins our resilience and supports our focus on scaling our key growth areas. The growth areas developed in recent years are gaining momentum and will contribute to our revenue for the first time in 2026. While these initial contributions will still be limited, they open significant scaling potential for the years ahead. The A2L business is expected to deliver a broadly stable revenue contribution in 2026, supported by reduced seasonality as the frontloading effects seen in 2025 have fully unwound.

Currency effects will shape the year-on-year comparison: the sharp appreciation of the Swiss franc in 2025 has resulted in a negative base effect for 2026. Adjusted for this currency development, we expect revenue growth of 5 to 12 percent in constant currencies, corresponding to CHF 335-360 million at current exchange rates.

Profitability is expected to remain at a similar level to 2025, with an EBITDA margin in the mid to high teens. This reflects both the still challenging macro environment and our ongoing focus on efficiency, scaling and profitable growth. Based on the progress in our strategic growth areas, we confirm our medium term guidance as presented at our Capital Market Day in November 2024.

Thank you

On behalf of the Board of Directors and the Executive Board, we would like to thank all our employees for their outstanding contribution. Their creativity, commitment and passion are the foundation of our success. Not only have they enabled us to establish ourselves as the leading supplier of industrial leakage sensors in a very short space of time, but they are also driving forward our mission: to break new ground with innovation and courage and to shape sustainable growth. Together, we transform technology and application knowledge into solutions that make a real difference.

We also extend our heartfelt thanks to you, dear shareholders, for your trust and loyalty.



Marc von Waldkirch
CEO



Moritz Lechner
Co-Chairman of the Board



Felix Mayer
Co-Chairman of the Board

Markets

Automotive

The automotive market delivered solid and resilient performance, generating CHF 78.8 million in revenue. This represents +2.1% growth in local currencies (–2.3% in CHF) and contributed 23.0% of total Group revenue.

Revenue development in CHF million

80.6	2024
78.8	2025

Market dynamics in 2025 continued to be shaped by a globally subdued automotive environment, particularly in Western markets where Sensirion holds a strong footprint. Despite these headwinds, Sensirion maintained stable business performance and expanded its future revenue pipeline through strategic OEM nominations and design wins.

Revenue was supported by steadily increasing demand for vehicle interior air quality (VIAQ) sensor solutions, underscoring the structural trend toward healthier, safer, and more energy-efficient vehicle cabins.

While the year did not feature major product launches, Sensirion secured several key nominations from leading global OEMs: both for existing applications and next generation solutions. These awards materially expand our forward-looking content opportunity in vehicles and represent strong validation of Sensirion’s technology leadership in sensors for electrification and autonomous driving. Reducing emissions, improving energy efficiency, and enhancing passenger safety and comfort are key drivers for the use of Sensirion’s environmental sensors in the automotive market.

In Sensirion’s established OEM module business, sensor applications measure and support control of vehicle interior air quality (VIAQ)—covering CO₂, relative humidity (RH), temperature (T), dew-point, particulate matter (PM_{2.5})—as well as anti-fogging and are independent of the drivetrain. Sensirion’s Tier 1 component business covers VIAQ components as well as mass air flow sensors and RH and T sensors, which are in combustion engines’ air intake to improve the combustion process and optimize engine performance.

Beyond these established applications, emerging automotive trends are creating new opportunities for advanced sensing solutions.

Looking ahead, two structural shifts are expanding our addressable market:

- **Electrification:** there is a demand for sensor-based gas sensing solutions in battery electric vehicles (BEVs) to increase the safety of passengers: in battery management systems (BMS), gas sensing solutions detect a risk for thermal runaway in thermal management systems (TMS) applications and gas sensors detect leaks of harmful refrigerants into the passenger cabins.

- **Autonomous driving:** the evolution toward autonomous driving is increasing the demand for higher levels of system reliability. Advanced driver assistance systems (ADAS), including LiDAR, camera and steer-and brake-by-wire systems, depend on highly reliable electronic components, particularly as driver intervention decreases in highly automated vehicles. One of the most critical risks to long-term system reliability is water and humidity ingress that can lead to corrosion and malfunction. Water and humidity ingress can be monitored reliably using our humidity and temperature sensors.

Success in the automotive market requires rigorous product reliability, robust process quality and close customer collaboration. In 2025, we became the first company to introduce an ASIL-certified humidity and temperature sensor, setting a new benchmark for functional safety in automotive sensing. This breakthrough solution meets stringent automotive standards and enables early detection of water ingress and condensation, helping to safeguard the reliability and safety of next-generation ADAS and autonomous driving systems.

More broadly, Sensirion’s automotive products meet the quality requirements defined by the Automotive Electronics Council (AEC-Q100), and our manufacturing sites in Switzerland, Hungary, China, and South Korea are certified to the international automotive quality standard IATF 16949.

Medical

The medical market showed strong growth, with revenue increasing to CHF 49.2 million. This corresponds to growth of +14.3% in local currencies (+10.5% in Swiss francs). The medical market accounted for 14.4% of total Group revenue.

Revenue development in CHF million

44.6	2024
49.2	2025

Growth was driven by the continued recovery in the continuous positive airway pressure (CPAP) and ventilation business, and by new projects (design wins and start of production) in Sensirion’s strategic growth areas.

Sensirion’s sensor technologies play a critical role in respiratory care. Ventilators provide life support in emergency and critical-care situations. In ventilators used in hospital intensive care units (ICUs), our gas flow sensors enable precise measurement of the inhaled and exhaled air of patients. Beyond ventilation, key applications include CPAP devices for the treatment of sleep apnea and anesthesiology equipment. In home-care CPAP devices, gas flow and humidity sensors help maintain the required airflow and control humidification, supporting patient comfort and adherence.

Medical remains a strategic long-term growth market for Sensirion. We are expanding our portfolio beyond respiratory care toward smart gas sensing for diagnostics, monitoring, and breath analysis. Together with leading OEMs, we are developing next-generation sensing solutions, combining our leadership in flow measurement with our deep expertise in gas-concentration sensing.

We are expanding our portfolio beyond respiratory care toward smart gas sensing solutions for diagnostics, monitoring, and breath analysis.

This combination unlocks new clinical applications, ranging from precise monitoring during emergency ventilation to improved diagnostic insights into lung function, circulation, and metabolism.

Industrial

In 2025, our diversified industrial market continued to grow strongly, with revenue increasing to CHF 193.9 million. This corresponds to growth of +47.9% in local currencies (+41.2% in Swiss francs). The industrial market accounted for 56.6% of total Group revenue.

Revenue development in CHF million



Growth was driven primarily by HVAC and appliances, supported by additional momentum across broader industrial applications.

New US regulations require larger air conditioning systems to use lower global warming potential (GWP) A2L refrigerants starting in January 2025. Because A2L refrigerants are flammable, reliable A2L leak detection sensors are essential to ensure safe operation and regulatory compliance. Sensirion has established itself as a market leader in the US A2L leakage sensor market, successfully capturing the strong increase in demand. Following a strong first half with an anticipated frontloading effect, business developed as expected in the second half as customers optimized inventory levels resulting in an overall strong full year revenue contribution. We expect the A2L market to show a moderate year-over-year growth in the coming years.

In the appliance market, growth was supported by strong momentum in distribution channels and continued rising expectations for improved energy efficiency and user comfort. Typical applications include humidity sensors in refrigerators to enhance energy efficiency, air quality sensors in air purifiers to detect harmful gases and pollutants, and CO₂ sensors that enable demand-controlled ventilation based on occupancy. Fully integrated sensor modules combining humidity, TVOC, formaldehyde and PM2.5 sensing represent a key growth pillar in home appliance applications.

Growth in the broader industrial segment was further supported by three sub-markets: rising demand for our service business in continuous methane emission monitoring, sustained momentum in the smart gas meter market and growth in Qmicro's high-performance gas sensing solutions. Revenue in the remaining sub-markets remained broadly stable as overall market conditions normalized. These developments underline the successful execution of our strategy to expand our presence in environmental sensing, smart gas sensing, and sensor-based service solutions.

Expand horizons in smart gas sensing: leak detection of critical gases to increase safety and regulatory compliance

Supported by our technological leadership and deep application expertise, we have established ourselves within a short time as a leading supplier and preferred partner to global HVAC OEMs for safety-critical leakage solutions. This creates a strong foundation to capture future revenue growth with emerging applications.

Global HVAC markets are moving toward more sustainable refrigerants. While the US transitions to A2L refrigerants, Europe and Asia are advancing toward A3 refrigerants, which offer even lower GWP but require advanced safety-critical detection due to higher flammability.

Sensirion is working closely with leading OEMs on next-generation A3 leakage detection solutions that are approaching market launch. In addition, we are strengthening our portfolio with safety-critical applications, including carbon monoxide detection in gas burners in the United States, helping manufacturers meet stringent safety regulations while protecting end users from hazardous exposure.

Expand horizon in smart gas sensing: fast, continuous and precise gas analytics for industrial applications

We have made significant progress at our subsidiary, Qmicro. Its high-quality gas chromatographs enable fast, continuous and precise online gas analysis of natural gas, biomethane, hydrogen and other renewable gases. These devices are being adopted for various applications ranging from natural gas production, commercial custody transfer and industrial process monitoring. The global demand for renewable energy creates momentum for Qmicro's sensing solution.

Expand horizon in smart gas sensing: sensor-based services—methane emissions monitoring

A further strategic growth pillar is our sensor-based service business for continuous methane emission monitoring in the oil and gas industry. Sensirion Connected Solutions provides end-to-end platforms, including Nubo Sphere for site-wide monitoring and Nubo Sentry for close-proximity detection in hardous environments. With the acquisition of Kuva Systems in June 2025, we added optical, image-based methane monitoring technology, expanding our ability to detect and localize emissions across diverse site conditions. By combining fixed sensor networks, optical monitoring and advanced analytics, Sensirion now offers a comprehensive, scalable solution—positioning us as a one-stop shop for methane

emissions monitoring. Operators of oil and gas facilities now have access to a range of fully integrated, scalable solutions precisely tailored to the complexity of their sites. This strengthens our recurring service business built around sensors, data and actionable insights.

Smart gas metering

The smart gas metering segment continued to grow, driven by new customer projects and increasing adoption of connected metering. Sensirion's long-term technological reliability and system expertise make the company a trusted partner in this transition toward digitalized gas infrastructure.

Consumer

In the consumer market, revenues sharply increased to CHF 20.5 million. This corresponds to growth of +49.7% local currencies (+46.1% in Swiss francs). The consumer market accounted for 6.0% of total Group revenue.

Revenue development in CHF million

14.0	2024
20.5	2025

The market remains fragmented and distribution driven, with 2025 growth supported by strong channel demand including tailwinds from Chinese consumer-stimulus programs.

Sensirion's environmental sensor portfolio, including covering CO₂, relative humidity (RH), temperature (T), particulate matter (PM2.5/PM10) and formaldehyde, enables the development of advanced air-quality monitoring devices. In 2025, Sensirion expanded its portfolio with a newly miniaturized generation of environmental sensors for CO₂, particulate matter and formaldehyde. The new sensor solutions combine a smaller form factor with improved energy efficiency, facilitating integration into a broader range of high-volume consumer applications.

The pandemic highlighted the importance of indoor CO₂ monitoring for wellbeing and demand-controlled ventilation, and accelerated the development of global indoor air-quality devices and standards. Today, miniaturized CO₂ sensors can be integrated into a wide range of residential and smart devices, including thermostats, indoor air-quality monitors, air purifiers, air conditioners and HVAC systems, as well as smartphones, smartwatches, alarm clocks, smart speakers and earbud cases. Sensirion's photoacoustic NDIR CO₂ sensors support key indoor air-quality standards, including WELL, RESET, LEED, California Title 24 and ASHRAE 62.1.

Strategy

We are a global innovation leader in advanced sensor solutions. With full ownership of our core technologies—from ASIC and MEMS expertise to sensor design and data analytics—and deep application know-how, we set global benchmarks for precision, reliability and innovation. This foundation empowers us to solve demanding customer sensor challenges and transform them into scalable, industrialized solutions across a wide range of mission-critical applications—including automotive, medical, industrial, and consumer markets. We are a trusted partner, offering both scalable high-volume products and specialized, high-end solutions for diverse customer needs.

Guided by our growth mission, “We make the difference in sensing for a better world,” we contribute to a safer, healthier, and more sustainable future through technological excellence and application-driven innovation.

A central element of our strategy is smart gas sensing. Building on our leading position in environmental and flow sensor technology (Strategic Focus 1: “Own the core in smart gas sensing”), we are expanding our leadership into three high-growth areas. In these areas, we aim to position ourselves as a comprehensive solutions provider (Strategic Focus 2: “Expand horizons in smart gas sensing”):

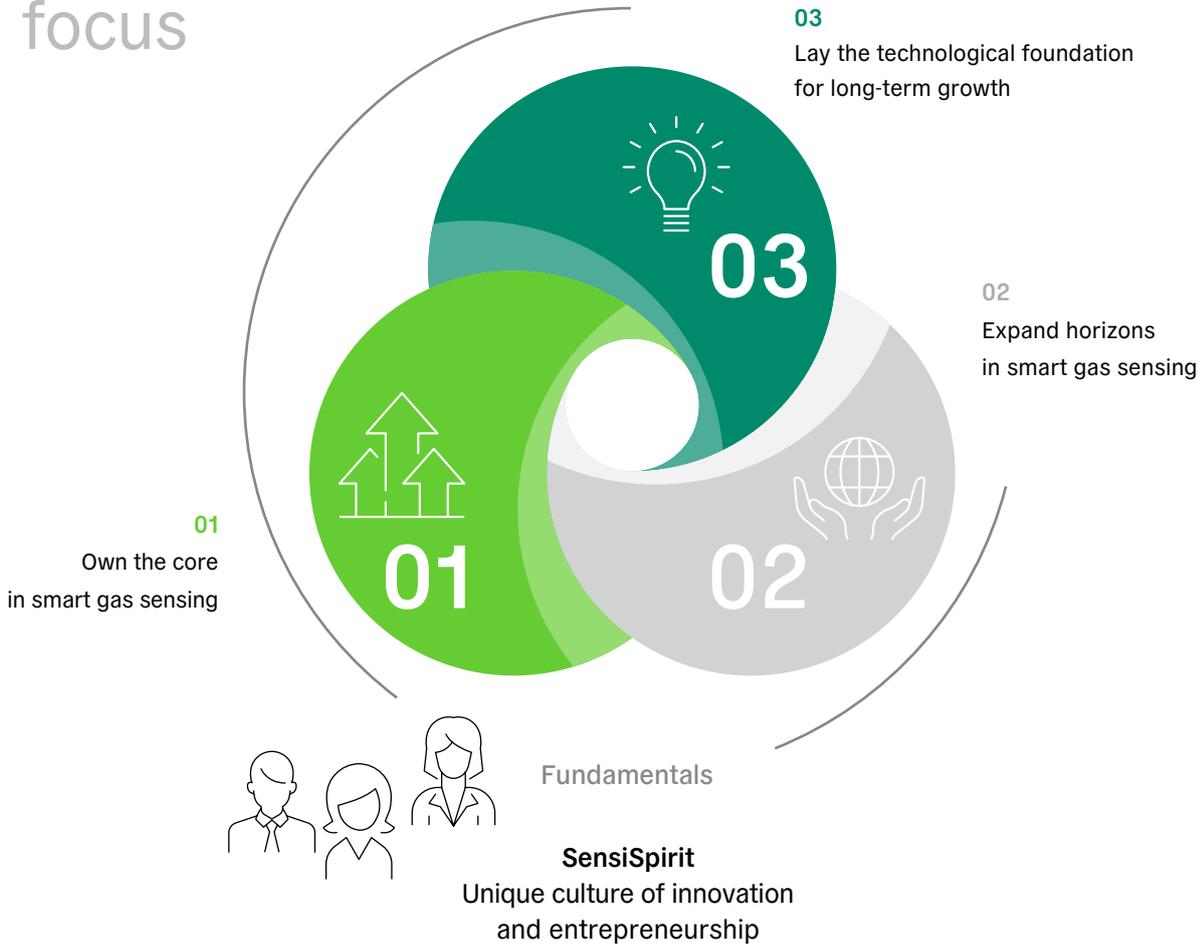
- **Leak detection of critical gases** to improve safety and ensure regulatory compliance
- **Advanced medical sensor solutions** for health monitoring, breath analysis, and diagnostics
- **Industrial gas analytics** using sophisticated gas detection technologies

SensiSpirit: The foundation of our ambition

Our culture of innovation and entrepreneurship—our SensiSpirit—is the foundation of our long term success. It equips us to address key global megatrends such as energy efficiency, environmental protection and health, as well as increasing safety and regulatory requirements.

Rooted in an entrepreneurial and collaborative mindset, SensiSpirit reflects the commitment of our exceptional people to deliver top performance every day. To remain innovative, agile, and ambitious, we continuously attract and develop highly qualified talent across all disciplines. By nurturing and evolving our award-winning culture, we strengthen recruitment, enhance retention, and create the ideal environment for sustained innovation and long term success.

Strategic focus



Focus 1: Own the core in smart gas sensing.

Drive and expand our leading market position in environmental and flow sensing.

Environmental and flow sensing remain essential pillars of our strategy and span all end markets. Looking toward 2030, we aim to further reinforce our leadership: in markets where we already hold strong positions, we will consolidate our leadership by technological advancements and maximizing operational excellence. In other segments, we will grow market share by introducing next generation solutions and broadening our customer base while maintaining long standing partnerships.

A key enabler is our proprietary technology value chain, which allows us to miniaturize sensor principles at scale. Miniaturization unlocks new environmental sensing applica-

tions and increases production volumes, generating economies of scale in both development and manufacturing. These advances also enable new modules and integrated solutions that address specific application challenges and enhance customer value.

Focus 2: Expand horizons in smart gas sensing.

Pioneering new applications with intelligent leak detection, advanced medical solutions, and smart industrial applications.

We are building on our strong market position, customer relationships, and proven technology portfolio to expand into adjacent markets shaped by global megatrends and evolving sensing requirements. Beyond our hardware centric OEM business, we are increasingly developing service oriented models based on sensor data and advanced algorithms.

Leak detection of critical gases to increase safety and regulatory compliance

Strengthened by our leadership in A2L leakage sensing, we are expanding into a broad range of leak detection applications: new environmental regulations are accelerating the adoption of low-global-warming refrigerants, increasing the need for reliable detection in air-conditioning systems. This drives demand for sensors covering refrigerants such as A2L, propane (A3), and CO₂. Sensirion aims to become the leading global supplier for AC leak detection by delivering cost-effective, high-performance sensors that support safety, compliance, and energy efficiency.

In the automotive sector, we are scaling leak detection solutions in battery electric vehicles (BEVs), including heat pump and battery monitoring applications (BMS). As energy-efficient thermal management demands rise and vehicle electrification accelerates, sensor content per vehicle increases, supporting long term growth potential.

Advanced medical sensor solutions for health monitoring, breath analysis, and diagnostics

Together with leading OEMs, we are developing innovative smart gas sensing applications ranging from advanced breath analysis to health monitoring, and diagnostics. By combining our strong market position in respiratory flow measurement with our deep expertise in gas concentration sensing, we unlock new clinical applications, ranging from precise monitoring during emergency ventilation to improved diagnostic insights into lung function, circulation, and metabolism. Exhaled breath analysis is an emerging, non invasive technique with significant long term potential for preventive healthcare.

Industrial gas analytics through sophisticated gas detection solutions

In this area, we aim to become the leading service provider for continuous methane-emission monitoring in the oil and gas industry. Solutions such as Nubo Sphere, Nubo Sentry, and Kuva's optical technology enable real-time detection along the gas value chain, allowing customers to take timely and targeted corrective action. This marks an important step in building a service business centered on sensors, data, and analytics.

We are also expanding our industrial safety portfolio. The Qmicro platform delivers high-performance gas-sensing solutions with fast response times, high sensitivity, and robust stability—helping ensure workplace safety and regulatory compliance in demanding environments. Qmicro's versatile gas chromatograph instruments are engineered for seamless, continuous monitoring of gas mixtures such as natural gas, hydrogen, and biogas in industrial processes and factory automation, providing precise and reliable gas analysis where it matters most.

Focus 3: Innovation leadership

Lay the technological foundation for long-term growth

Sustained growth requires continuous investment in technological innovation. We are systematically exploring new sensing technologies, applications, and market opportunities to offer high end solutions in selected verticals. We continuously monitor global market developments to identify emerging trends and customer needs, ensuring that we remain at the forefront of sensing innovation.

Driving strategic growth areas

Growth is our aspiration, our global goal. Our innovative strength, agility and clear strategic focus drive Sensirion's growth strategy and form the foundation of our mission: "We make the difference in sensing for a better world."

The basis for this is "smart gas sensing." Building on our leading position in environmental and flow sensing, we want to further expand our markets, including the automotive, medical, industrial and consumer markets, in three strategic growth areas and to position ourselves even more specifically as a comprehensive solution provider.

- Leak detection of critical gases to increase safety and regulatory compliance
- Advanced medical sensor solutions for health monitoring, breath analysis and diagnostics
- Industrial gas analytics through sophisticated gas detection solutions.

We act as a trusted partner, offering both scalable, high-volume products and specialized high-end solutions for different customer requirements.

On the following pages, we would like to highlight three specific growth areas in more detail, present the applications, show the challenges and introduce the employees involved.

A3 refrigerant leak detection—the next step after A2L



The introduction of A2L refrigerant detection systems in North America contributed significantly to Sensirion's revenue growth in 2025. In parallel, we have been developing A3 refrigerant sensing solutions for next generation heat pumps and air conditioning units following low GWP requirements in Europe and Asia.

Following an integrated strategy from technology leadership to customer intimacy, Sensirion has established market leadership for refrigerant leakage sensors in the transition to A2L refrigerants in the United States. Building on this success, we are ready to tackle the next major shift in the heating, ventilation, air-conditioning (HVAC) industry: the transition to natural refrigerants in Europe and Asia. While A2L refrigerants are only mildly flammable, A3 refrigerants are highly flammable and reliable leak detection is a key technical enabler for a safe use of these environmentally friendly, economical and efficient refrigerants.

Regulations and trends in Europe and Asia

Heat pumps play a key role in substituting fossil fuels by renewable energies in heating systems worldwide, and thus in decarbonization and energy independence. In warm climate zones, air conditioning (AC) systems are a main driver for electricity consumption. Traditionally, heat pumps and AC units rely on hydrofluorocarbons (HFCs) as refrigerants. These synthetic greenhouse gases have a very high global warming potential (GWP), thousands of times higher than CO₂. Different local regulations mandate the transition from HFCs to low-GWP alternatives in the current decade, similar to the introduction of A2L refrigerants in North America in 2025.

While A2L refrigerants have a relatively low global warming potential (GWP), these fluorinated substances (PFAS) raise increasing concerns and the European Union has adopted strict regulations that strongly favor the use of natural refrigerants, such as propane (R-290).

In addition, China has also recently issued guidelines to accelerate this transition and promote the introduction of natural refrigerants in the coming years. Other countries will follow suit.

Propane (R-290) as a climate-friendly refrigerant

Natural, non-fluorinated, refrigerants are required to further reduce the climate impact of these systems and enable truly sustainable HVAC solutions. Propane has excellent thermodynamic properties, making systems using R-290 highly energy efficient. It also has a low GWP, occurs naturally and is inexpensive as well as non-toxic. However, propane is highly flammable and is therefore classified in the safety group A3 according to ASHRAE safety classifications. To mitigate the potential safety risk, a refrigerant leakage detection sensor is required in some applications.

We expect a rapid expansion in the global use of propane as a refrigerant and, consequently, an increase in demand for leakage detection sensors. In the short to mid term, the primary markets are expected to be Europe and Asia, while A2L refrigerants will continue to be used in North America.

Sensirion's opportunities

We strongly believe that the increasing use of the environmentally friendly refrigerant R-290 will create significant opportunities for Sensirion's A3 refrigerant leakage solutions, and the first products are already on the market today.

By building on the close relationship with the major global HVAC manufacturers and the integrated value chain developed in the A2L campaign, together with the technological leadership in gas sensing technology, we are well prepared for the increase in demand in the coming years.

We introduce Bryan Zhang and Gianluca Bartolomeo, Sensirion's experts in A3 leakage detection sensing. Bryan works as Senior Market Manager for the HVAC Sales Team and is the direct contact person for our key customers. Gianluca works as Product Manager for gas sensors and defines the sensor solutions together with our Research & Development engineers.

A3 as the next step after A2L for Sensirion.

What does that mean?

Bryan Zhang: A2L was a major revenue driver in 2025 and, through strong market adoption, we established market leadership in A2L refrigerant leakage sensors in North America. However, A3 is not a replacement for A2L. A2L will remain the solution for refrigerant leakage detection in the US and Canada.

Gianluca Bartolomeo: Rather, A3 represents another major growth opportunity for Sensirion. In the coming years, sensors for A3 refrigerant leakage detection will be in demand in Europe and Asia as propane will be establishing itself as an environmentally friendly refrigerant on both continents. Combining Sensirion's technological excellence with close collaboration with key customers in the development of our solutions, we are very well positioned to meet the increasing demand and achieve market leadership.

For what applications will sensors for detecting A3 refrigerant leakage be used?

Bryan: The switch to refrigerants with lower global warming potential is imminent in various countries around the world. These refrigerants are often highly flammable. Whether for regulatory reasons or as safety features, the demand for sensors that detect leaks quickly, effectively and reliably will increase.

Gianluca: A3 refrigerants will be used in a wide range of HVACR applications, from heat pumps and large residential systems to smaller and even portable AC units.

What sensor solutions does Sensirion offer?

Gianluca: Our sensors are based on a technology platform that has already been proven and established itself on the market in other products such as our CO₂ sensors, namely the photoacoustic measurement principle. The development of the sensing core has been successfully completed.

Bryan: Depending on our customers' needs, we offer different sensor solutions, as we do with A2L: a sensing core for customization and integration for high-volume applications, and customized modules for the specific requirements of appliances. We will also offer a standard module through our distribution channels.

What are the advantages of having close contact with the key players in the HVACR market?

Bryan: We are involved in our customers' development projects right from the very beginning. This close collaboration gives us a deep understanding of the applications as well as the needs and requirements for our sensor solution. We can offer our customers added value and a better experience, even for their end customers.

Gianluca: We provide our customers with safe, reliable and cost-effective solutions. Through close collaboration, we are shaping not only the next generation of our sensor solutions but also the next generation of our customers' products, which makes me very proud.

What are the challenges of the A3 campaign?

Gianluca: On the technical side, it was challenging to develop and launch an A3 sensing core so quickly, considering the very tough requirements in terms of reliability.

Bryan: The A3 campaign for the heat pump market is challenging as the market is highly fragmented. By introducing a standard module and leveraging our distribution channels, we are able to serve a wide range of customers across multiple countries.

Any final thoughts?

Gianluca: I would like to thank all our colleagues involved in the A3 campaign, from Marketing & Sales to Research & Development and Operations & Production. It was a great experience, and we are only at the beginning!

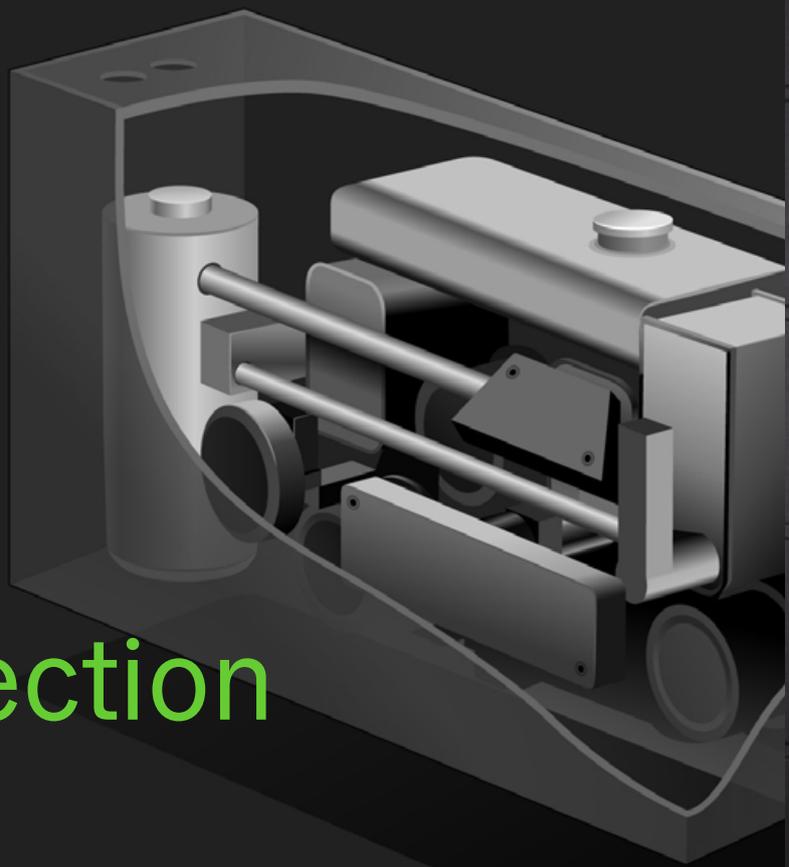
Bryan: The work was carried out with great ambition, passion and dedication. The cooperation is exceptional. Thank you very much and let's keep the momentum!



Gianluca Bartolomeo and Bryan Zhang



Refrigerant leakage detection in vehicles



The transition to natural refrigerants plays an important role not only in HVACR applications, but also in the automotive industry. As in all pressurized systems, refrigerants from vehicles are subject to leakage into the environment. These break down into PFAS substances that can contaminate our drinking water and cause health issues.

Various countries are therefore drafting regulations that will require the use of PFAS-free refrigerants in motor vehicles. Europe is leading the way, with other countries in Asia and the US set to follow suit.

Climate-friendly refrigerants and challenges

While the use of natural refrigerants like R744 (CO₂) and R290 (propane) in HVAC vehicle systems offer environmental benefits, they introduce new safety challenges related to potential leaks. Propane is a highly flammable hydrocarbon. Leaks could cause an accumulation of explosive gas mixtures within the vehicle cabin or on a garage floor, posing significant fire and explosion hazards.

CO₂ is a non-flammable gas; however, its accumulation in enclosed spaces can pose serious health risks. In the event of a system leak, CO₂ concentrations can rise rapidly, leading to symptoms ranging from headaches and dizziness to unconsciousness at high levels.



Dennis Stone

Safety through real-time leak detection

To address these risks, advanced sensors provide real-time detection and alert systems. The integration of such sensors into vehicle HVAC systems enables continuous monitoring of cabin air quality, ensuring that any leaks are promptly identified and addressed.

This proactive approach not only enhances passenger safety by preventing exposure to harmful gas concentrations, it also ensures compliance with safety regulations.

Sensirion's sensor solution

Thanks to Sensirion's photoacoustic technology that simplifies and miniaturizes optical gas sensing, installing a refrigerant leakage sensor in every car is an imaginable solution. These automotive-grade sensors reliably detect CO₂ or propane leaks. With low-power operation and customizable alert thresholds, the sensors enable continuous, energy-efficient safety monitoring tailored to needs of the automotive industry.

“ With our ready-to-market sensor solutions, we are enabling the transition to natural refrigerants in the automotive industry.”

Dennis Stone
Product Manager, Sensirion Automotive Solutions

Sensirion Connected Solutions—a one stop-shop for continuous methane emissions monitoring

While CO₂ is often at the center of attention as the main driver of climate change, methane is responsible for roughly 30% of global warming. Its warming potential is 84 times greater than that of CO₂ over a 20-year period. New regulations and ESG standards, investors and the public are addressing methane emissions with a distinct call to action. Many industries such as the energy sector must act, and act quickly. Whether in the US, Canada or the EU—new regulations to prevent methane leaks will soon come into force and pave the way for a more sustainable future.

Why methane mitigation matters

Undetected leaks lead to direct product loss and significant revenue shortfalls. At the same time, regulatory pressure is increasing as authorities introduce stricter controls on emissions and safety. Investors, society and insurers are also increasingly expecting transparency and demonstrably safe and sustainable operating processes.

However, traditional periodic or manual measurements create blind spots and often lead to delayed detection of critical deviations. If incidents or inaccurate reports occur, companies face not only financial damage but also long-term reputational damage.

Comprehensive product portfolio to establish us as a leading service provider

Our continuous methane emissions monitoring solutions are highly innovative end-to-end IoT solutions that reliably support customers in the oil and gas industry in detecting, localizing and quantifying methane emissions in a cost-efficient manner. With the acquisition of Kuva Systems in June 2025, we offer our customers a comprehensive product portfolio: Nubo Sphere, a fence-line monitoring solution; Kuva, an optical gas imaging solution for upstream and midstream applications; and Nubo Sentry, a close-proximity monitoring solution for on- and offshore alert thresholds.





“ Kuva Systems enables field teams to solve methane and VOC emission problems in minimal time by automating emissions detection and analysis.”



Thomas McArthur
Director of Operations at Kuva Systems

 [linkedin.com/in/thomasgmcArthur](https://www.linkedin.com/in/thomasgmcArthur)

Advanced sensor-based IoT solution

The three end-to-end platforms combine proprietary methane sensing and optical gas imaging technologies with powerful data analytics, root-cause diagnostics and expert field support.

Our Nubo solution is based on Sensirion’s state-of-the-art sensor technology. However, good sensor technology is important but needs to be complemented by advanced analytics and comprehensive software to transform

sensor data into meaningful and actionable insights for the customer. We were already able to significantly optimize the performance of the algorithm last year. Over the next few months, we want to further optimize the presentation of the data. The aim is to integrate all three systems and their sensor and imaging data into a single platform that delivers joint detection, localization and quantification—and ultimately far more reliable, actionable alerts for customers.



Hedwig Knoetig

We introduce Hedwig Knötig and Thomas McArthur, our experts in continuous methane emissions monitoring at Sensirion Connected Solutions. Hedwig works as Product Manager and ensures the translation of methane detection data into decisive measures for customers.

Thomas works as Director of Operations for the Kuva product line and is responsible for the development and production of optical gas imaging solutions.

How is continuous monitoring of methane emissions changing the oil and gas industry?

Hedwig: Continuous monitoring shifts operators from reactive, periodic surveys to a more predictive approach—spotting rising emissions early so they can deploy resources more efficiently and prevent major leaks.

Thomas: There have been a number of academic studies over the last several years showing that methane emissions are much higher than those reported by industry. This is generally because many emissions are intermittent, have only been required to be estimated or simply have been from sources that are difficult to measure using traditional techniques.

Continuous monitoring is a conceptual shift for operators, going from periodically looking for “what emissions are occurring at this moment” to becoming much more aware of emission frequency, duration and, thus, total emissions. It provides a complete picture of what is going on at their sites.

Growth areas

What do you personally contribute to Sensirion Connected Solutions becoming the leading service provider for continuous methane emissions monitoring?

Hedwig: In my role as Product Manager, I work closely with customers, R&D and our Sales team to ensure our solution delivers meaningful, actionable value in the field. It's challenging for me to find the right balance between customer needs, technical feasibility and commercial goals.

Thomas: Having been with the team for nearly a decade, I have fostered relationships with key stakeholders (regulatory, end users, academics) who help not only with product refinement, but also with building the direction of the industry and how continuous monitoring is adopted. I have the fortunate role of being involved in many aspects of the business from technical to cultural to operational, and have leveraged that to build a team and an environment that can deliver to the needs of the customer.

Optical imaging and photoacoustic sensing—how do they complement each other?

Hedwig: Nubo offers highly sensitive detection even under challenging environmental conditions, and the Kuva camera adds precise localization, allowing the combined system to deliver significantly more accurate insights.

Thomas: Now that we have a comprehensive portfolio of products, we are able to provide excellent sensitivity, coverage and context for all assets from simple upstream sites to complex gas processing plants and offshore platforms. Each of our products offers a slightly different advantage, but our customers are no longer required to sacrifice one for the sake of another.

The acquisition in June 2025 has made this one-stop shop possible. How do you personally benefit from the collaboration?

Thomas: Joining the worlds of Nubo and Kuva has offered a unique and rewarding challenge for me. The outputs from each are different, and turning complex disparate data into a simple customer experience is no small feat. Attempting to do so is offering an exciting opportunity to learn, share and grow alongside some of the brightest people in the field.

Hedwig: Both product suites come with their own histories and distinct architectural philosophies. Integrating them is certainly challenging, but it also creates a rare opportunity

to revisit earlier design decisions and look at familiar problems from a fresh angle. Working closely with colleagues who bring deep, long-standing experience from the oil and gas industry gives me access to new perspectives and a wealth of practical knowledge. For me personally, this collaboration broadens my thinking, enriches my decision making and allows me to learn from a more diverse and highly skilled team.

What are the challenges in the next three years?

Hedwig: A key challenge will be convincing more of the industry of the value of continuous monitoring—demonstrating equivalency to established methods, proving clear return on investments and advocating for its recognition in evolving regulations. Enabling our toolbox to support compliance with upcoming European and Canadian methane rules would be a great upside and strengthen our position in the market.

Thomas: From a technical perspective, we have the most sophisticated and accurate products available to market today. However, from a marketing perspective, we have been more focused on the tools we offer rather than problems we solve. Evolving from a primarily tech-driven company to a market-oriented organization that focuses on delivering value to customers will be a key challenge to unlock broad market adoption.

Any final thoughts?

Hedwig: We're building more than technology—we're helping customers operate more cleanly, safely and efficiently in a rapidly evolving regulatory landscape. And with the acquisition of Kuva, we not only expanded our technology portfolio but also gained talented colleagues with deep oil and gas expertise, which strengthens our ability to deliver real impact.

Thomas: Well said, Hedwig! As a long time "Kuvan" and new "Sensi", it has been a positive start to becoming one unified team; cultural alignment between the groups has been excellent. The proximity to and relationships with customers that we now share has offered greater exposure and opened new avenues for each of our products.

Building momentum and refining the overall user experience will be a challenging and rewarding experience to come!

Increase safety of electric vehicles— H2-sensing as future- proof solution for thermal runaway detection



Global efforts to decarbonize the transport sector are driving one of the largest current transitions in the automotive industry: the shift from combustion engine powered cars towards electric vehicles (EVs), including battery electric vehicles (BEVs) and plug-in hybrid electric vehicles (PHEVs)—summarized with the term xEVs. The energy transition creates new requirements on the design of cars, especially concerning safety.

Thermal runaway detection

Most BEVs and PHEVs today rely on lithium-ion batteries. A failure in a single battery cell (among hundreds of cells in a typical battery pack), mechanical damage or thermal or electrical misuse can trigger a thermal runaway of the cell, an exothermic process heating the cell to over 1000°C. During this event, the cell releases significant amounts of toxic and flammable gases rapidly. This can cause a chain reaction (thermal propagation) where neighboring cells also overheat and enter thermal runaway, which eventually leads to the vehicle burning down.

To protect occupants, international regulations like ECE R100, Rev. 3 and GB 38031-2020 mandate early detection of such events as well as a timely warning to ensure safe evacuation. Meeting present and future requirements demands highly responsive, long-term stable and reliable sensor technology to detect a thermal runaway.

Reliable thermal runaway sensing is crucial to initiate countermeasures

Once a thermal runaway is detected, the battery management system (BMS) triggers countermeasures to stop or at least slow down the thermal propagation by, for example, turning on battery cooling to the maximum. Furthermore, the BMS can trigger actions to warn and protect occupants and bystanders. Because the potential damage of an xEV burning down is huge (especially when parked in a garage) and false alarms may cause significant insecurity for users, the thermal runaway detection sensor must work fast and reliably. Measuring hydrogen has proven to be the most robust and reliable solution. With an operating time of 24/7 for over 10 years, the demand for long-term stability is also significant. Sensirion's thermal runaway

detection sensor defines a state of the art based on H₂-sensing. The start of production of our latest thermal runaway detection sensor happened in late 2025.

Need for reliable thermal runaway sensing strongly increases with surging xEV sales

With a strongly growing xEV market, it is expected that the absolute number of burning xEVs in the field is also growing, which in turn increases public awareness.

OEMs are therefore expected to invest more into the safety of xEVs, namely also in thermal runaway detection.

Sensirion feels very well positioned to take a significant share of this market in the future.



Igor Stier and Pascal Ferrat

We introduce Igor Stier and Pascal Ferrat, as team members of Sensirion Automotive Solutions's experts for thermal runaway detection sensors. Together with Marc Bächlin and Michael Rabe from R&D, they form the core team that develops thermal runaway detection sensors at Sensirion.

Igor works as Senior Key Account Manager and manages as well as extends Sensirion's network at customers. He ensures professional and customer-centric communication to the customer. Pascal works as Strategic Business Development Manager and is the enabler of new applications and products with customers. He negotiates requirements and specifications with the customer as well as internal stakeholders.

With electrification, the automotive industry is undergoing a major transition. How is Sensirion contributing to this?

Igor: Our sensor offers an ideal way for carmakers to detect thermal runaway early and stop it from spreading, helping to make electric vehicles safer on the road and supporting their broader adoption as climate-friendly mobility solutions.

Pascal: Already today, OEMs use thermal runaway detection solutions based on various sensor technologies that contribute to the safety of xEVs. I am convinced that our sensor solution will strongly outperform the existing solutions in terms of reliability and fail-safeness even more in the future than it already does today.

Thermal runaway detection is a new application for Sensirion. How does such a development project come about?

Pascal: We do active and intensive market research, and our R&D department conducts its own research and/or participates in research projects with universities. We discuss our research and ideas with target customers. Possible solutions are often based on Sensirion's broad smart gas sensing technology portfolio.

Igor: This approach helps us better understand our customers' challenges and needs early on and offer an initial solution. That often leads to a joint development project. In the end, the success to any project comes down to close cooperation with the customer.

How does the customer benefit in this project?

Pascal: Sensirion Automotive Solutions can rely on excellent sensor technology at Sensirion that has already proven itself on the market for several decades in various applications across different markets. The close collaboration with the customer on one side and Sensirion's technology experts on the other enables us to get the best out of our technology and design it into our sensor solutions.

Igor: The customer also benefits from our application expertise. We are solution experts and take on complex challenges. Our customers appreciate our fast, trustworthy, competent and solution-oriented approach to responding to their needs.

How does teamwork look like during the development of the thermal runaway sensor?

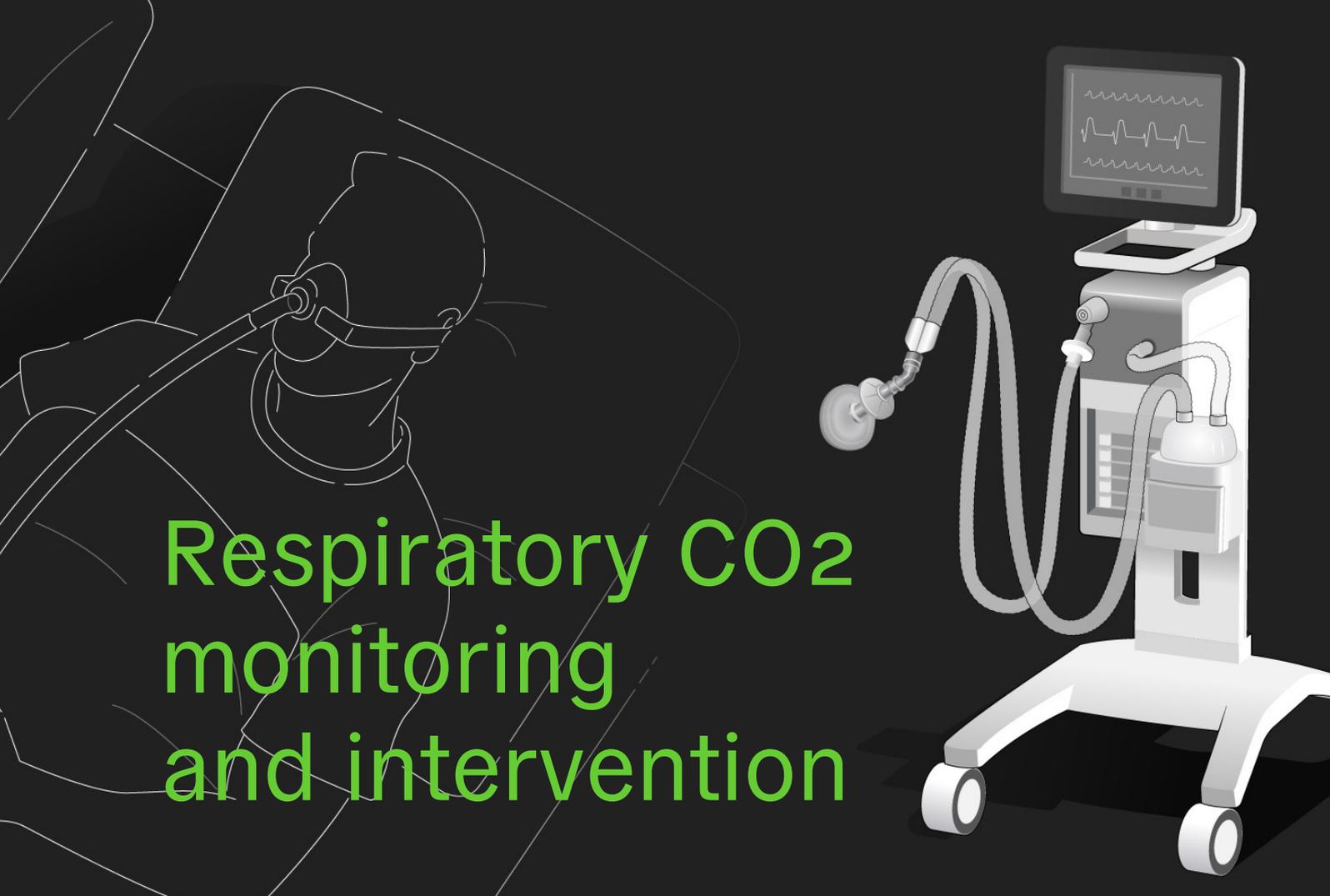
Pascal: The core team of this project consists of a project leader coordinating all project activities, a key account manager focusing on customer communication, a product manager negotiating specifications with the customer and internal stakeholders, a lead engineer and technical expert with focus on product design, a purchasing project leader handling the suppliers, a quality and a production manager focusing on their respective professions. Our close collaboration within the team and our solution-oriented focus enable us to provide the best possible solution to our customers.

Igor: The team works together seamlessly, usually side-by-side. We trust and support one another, and even when the challenges are big, we tackle them with the right mindset. That's how we manage to develop the right solutions for our customers.

Any final thoughts?

Igor: I am proud that we were able to deliver a perfect solution in such a short time with this team. Thermal runaway sensing was completely new territory for us, yet we managed to establish a new technology with a new partner in an application that was new to us. Today, we have grown into a trusted and reliable solution provider.

Pascal: A big "thank you" goes to the entire project team. Without their dedication and effort, this success would not have been possible.



Respiratory CO₂ monitoring and intervention

In the field of advanced medical sensor solutions, there is significant growth potential in the coming years for monitoring patients' exhaled air, especially CO₂ levels. Applications include CO₂-guided smart resuscitation in defibrillators and ventilators, and capnography in operating rooms, intensive care units and emergency medical services.

Investor update

An investor update will take place in Stäfa on April 14, 2026, where we will provide a detailed overview of our strategic growth areas and insights into the various markets and applications. More information and registration can be found on our [website](#).

Corporate Governance

This report on corporate governance describes Sensirion's principles of management and control at the highest corporate level of Sensirion in accordance with the Directive on Information relating to Corporate Governance of SIX Exchange Regulation (DCG). Unless stated otherwise, the information in this report is provided as of 31 December 2025.

Sensirion's corporate governance largely follows the guidelines and recommendations set out in the Swiss Code of Best Practice for Corporate Governance issued by *economiesuisse* in July 2002, as updated in 2007, 2014 and 2023 (the "Swiss Code"). Sensirion has made some adjustments and simplifications to suit its management and shareholder structure.

Sensirion's principles and rules of corporate governance are set forth in its Articles of Association, its Organizational Regulations (including committee charters) and its Regulations on the Registration of Shareholders in the Share Register and the Maintenance of the Share Register ("Share Register Regulations"), which are all available on our website (<https://www.sensirion.com/company/investor-relations/corporate-governance>). The Nomination and Compensation Committee of the Board of Directors of Sensirion Holding AG regularly reviews Sensirion's corporate governance framework and ensures compliance with corporate governance requirements.

Group structure and shareholders

Group structure

Sensirion Holding AG (or the "Company") is a stock corporation organized under the laws of Switzerland which was incorporated on 7 October 1998 and is registered in the commercial register of the Canton of Zurich under the register number CHE-104.836.469 (LEI: 894500ANJ9YNE8YCTT04). Its registered address is at Laubisrütistrasse 50, 8172 Stäfa, Switzerland. The shares of Sensirion Holding AG have been listed on the SIX Swiss Exchange since the Company's initial public offering ("IPO") on 22 March 2018 (ISIN CH0406705126, Swiss Security Number 40670512) according to the International Reporting Standard and since 1 July 2021 according to the Swiss Reporting Standard.

The Sensirion Group ("Sensirion" or the "Group") consists of Sensirion Holding AG and its consolidated subsidiaries, which are listed in the Consolidated Financial Statements on page 168.

Sensirion operates as a single operating and reporting segment that encompasses the development, production, sale and servicing of sensor systems, modules and components. This structure is described in more detail in the segment information in the Consolidated Financial Statements on page 151.

Significant shareholders

As of 31 December 2025, the following shareholders or group of shareholders have reported to Sensirion Holding AG holding 3% or more of the voting rights in Sensirion Holding AG:

Shareholder	% of voting rights
Moritz Lechner, Uerikon, Switzerland; Felix Mayer, Stäfa, Switzerland; Fondation des Fondateurs, Zurich, Switzerland; 7-Industries Holding B.V., Amsterdam, Netherlands; EGS Beteiligungen AG, Zurich, Switzerland; Sensirion Holding AG, Stäfa, Switzerland ¹	31.8%
UBS Fund Management (Switzerland) AG ²	5.8%
Gottlieb Knoch, Zug, Switzerland	4.9%
Dr. Thomas Knecht, Wollerau, Switzerland & Davent Holding AG, Zug, Switzerland ³	3.5%

¹ The beneficial owner of 7-Industries Holding B.V. is Mrs. Ruthi Wertheimer, Herzliya, Israel. The beneficial owner of EGS Beteiligungen AG, Zürich, Switzerland, is the Ernst Göhner Stiftung, Zug, Switzerland. The shareholders act in concert within the meaning of Article 121 FMIA by virtue of a shareholders' agreement as a result of which they, together with the Company, act in concert. Moritz Lechner, Felix Mayer, Fondation des Fondateurs, 7-Industries Holding B.V. and EGS Beteiligungen AG together hold 31.8% (31 December 2024: 32.3%) of the voting rights.

² Not or only partially registered in the share register.

³ The beneficial owner of Davent Holding AG is Dr. Thomas Knecht, Wollerau, Switzerland.

Moritz Lechner, Felix Mayer (together the "Founders"), Fondation des Fondateurs, 7-Industries Holding B.V. and EGS Beteiligungen AG (together the "Anchor Shareholders") have entered into a shareholders' agreement to govern their rights and obligations as shareholders and/or members of the Board of Directors of Sensirion Holding AG. According to the shareholders' agreement, the Anchor Shareholders can propose a majority of the candidates nominated for election to the Board of Directors and one of these candidates as Chairman (or two as Co-Chairmen) of the Board of Directors. In addition, each Founder has the right to be (re-)elected by the Anchor Shareholders as member and as Co-Chairman of the Board of Directors. Further, the Anchor Shareholders have also entered into voting undertakings with regard to shareholder resolutions requiring a qualified majority. With respect to the disposal of shares, the Anchor Shareholders have granted each other (and, failing them, Sensirion Holding AG) a right of first refusal and a right of first offer.

Finally, the Anchor Shareholders have undertaken that they will only sell all their shares (as long as they hold more than 25% but less than 33⅓% of the Company's voting rights) or shares corresponding to 33⅓% or more of the Company's voting rights to a third party if such third party agrees to launch a public tender offer for all publicly held shares of Sensirion Holding AG for a consideration not lower than the consideration promised to the selling Anchor Shareholders.

The announcements related to the disclosure notifications made by shareholders during 2025 can be found via the search facility on the platform of the Disclosure Office of the SIX Swiss Exchange: [https://www.ser-ag.com/en/resources/notifications-market-participants/significant-shareholders.html#/.](https://www.ser-ag.com/en/resources/notifications-market-participants/significant-shareholders.html#/) For the purposes of this section, percentages are based on the issued share capital of Sensirion Holding AG recorded in the commercial register as of 31 December 2025.

Cross-shareholdings

The Group has no cross-shareholdings that exceed 5% of the holdings of capital or voting rights on both sides.

Capital structure

Capital

As of 31 December 2025, the share capital of Sensirion Holding AG amounts to CHF 1,561,572.30 divided into 15,615,723 fully paid-in registered shares with a par value of CHF 0.10 each. In addition, Sensirion Holding AG has a capital range in the amount of CHF $\pm 156,157.20$ (corresponding to $\pm 10\%$ of the share capital). Further, Sensirion Holding AG has conditional share capital for employee participations in the amount of CHF 138,924.70 (corresponding to 8.9% of the share capital) and conditional share capital for financing, acquisitions and other purposes in the amount of CHF 145,581.70 (corresponding to 9.3% of the share capital). The following table summarizes the capital structure of Sensirion Holding AG.

Share capital

As per 31 December 2025	% of capital	Shares	In CHF
Share capital	100.0%	15,615,723	1,561,572.30
Capital range¹ (lower limit)²	-10%	-1,561,572	-156,157.20
(upper limit)³	+10%	+1,561,572	+156,157.20
Conditional share capital			
Reserved for employee participation plans	8.9%	1,389,247	138,924.70
Reserved for financing, acquisitions and other purposes	9.3%	1,455,817	145,581.70

¹ Expiring on 15 May 2028

² The lower limit of the capital range amounts to CHF 1,405,415.10 or 14,054,151 shares.

³ The upper limit of the capital range amounts to CHF 1,717,729.50 or 17,177,295 shares.

Capital range

As of 31 December 2025, the Articles of Association provide for a capital range ranging from CHF 1,405,415.10 (lower limit) to CHF 1,717,729.50 (upper limit) (see Article 3a of the Articles of Association). Based thereon, the Board of Directors is authorized within the capital range to increase or reduce the share capital once or several times and in any amounts or to acquire or dispose of shares directly or indirectly until 15 May 2028 or until an earlier expiry of the capital range. The capital increase or reduction may be effected by issuing up to 1,561,572 fully paid in registered shares with a par value of CHF 0.10 each and cancelling up to 1,561,572 registered shares with a par value of CHF 0.10 each, as applicable, or by increasing or reducing the par value of the existing shares within the limits of the capital range. In the event of an issue of shares, the subscription and acquisition of the new shares as well as any subsequent transfer of the shares shall be subject to the restrictions set out in the Articles of Association (see "Limitations on Transferability and Nominee Registrations"). In the event of a capital increase within the capital range, the Board of Directors determines, to the extent necessary, the issue price, the type of contribution (including cash contributions, contributions in kind, set-off and conversion of reserves or of profit carried forward into share capital), the date of issue, the conditions for the exercise of pre-emptive rights and the beginning date for dividend entitlement. It may issue new shares by means of a firm underwriting with a subsequent offer to the existing shareholders or, if pre-emptive rights have been withdrawn or not duly exercised, to third parties. The Board of Directors may permit, restrict or exclude the trade with pre-emptive rights. It may permit the expiry of unexercised pre-emptive rights, or it may place such rights or the respective shares at market conditions or may use them otherwise in the interest of Sensirion Holding AG. Further, the Board of Directors is authorized to withdraw or restrict pre-emptive rights of existing shareholders and allocate such rights to third parties or any Group companies for the acquisition of companies, part(s) of companies or participations, for the acquisition of products, intellectual

property or licenses by or for investment projects of the Group, or for the financing or refinancing of any of such transactions through a placement of shares. In the event of a reduction of the share capital within the capital range, the Board of Directors determines, to the extent necessary, the use of the reduction amount.

Conditional capital

As of 31 December 2025, the Articles of Association provide for two categories of conditional capital. First, the share capital of Sensirion Holding AG may be increased by an amount not to exceed CHF 138,924.70 by issuing up to 1,389,247 fully paid-in registered shares with a par value of CHF 0.10 per share through the direct or indirect issuance of shares, options or related subscription rights to members of the Board of Directors, members of the Executive Committee or employees of the Group (see Article 3b of the Articles of Association). The pre-emptive rights and advance subscription rights of existing shareholders are excluded. Shares, options or related subscription rights are issued pursuant to regulations issued by the Board of Directors and taking into account the compensation principles pursuant to the Articles of Association. Shares or subscription rights may be issued to employees at a price lower than the respective market price quoted on the stock exchange. Second, the share capital may be increased by an amount not to exceed CHF 145,581.70 by issuing up to 1,455,817 fully paid-in registered shares with a par value of CHF 0.10 per share through the exercise or mandatory exercise of conversion, exchange, option, warrant or similar rights for the subscription of shares granted to shareholders or third parties alone or in connection with bonds, notes, options, warrants or other securities or contractual obligations of Sensirion Holding AG or a Group company (see Article 3c of the Articles of Association). The pre-emptive rights of existing shareholders are excluded upon the exercise of any such financial instruments in connection with the issuance of shares. The then-current owners of such financial instruments are entitled to acquire the new shares issued upon exercise. The Board of Directors is authorized to restrict or withdraw advance subscription rights of existing shareholders in connection with the issuance of financial instruments if the issuance is for purposes of financing or refinancing the acquisition of companies, parts of a company, participations or investments. If the advance subscription rights are not granted, the financial instruments must be issued at market conditions, the exercise price must be set with reference to the prevailing market conditions and the maximum exercise period is 10 years.

The subscription and acquisition of the new shares under any conditional capital as well as any subsequent transfer of the shares is subject to the restrictions set out in the Articles of Association (see “Limitations on Transferability and Nominee Registrations”).

Changes in capital

There were no changes in the share capital of Sensirion Holding AG in the financial year 2025. For information on changes of the share capital during 2024 and 2023, see our Annual Report 2024 on page 32 and our Annual Report 2023 on page 89, respectively.

Shares and participation certificates

All shares of Sensirion Holding AG are registered shares (Namenaktien) with a par value of CHF 0.10 each and are fully paid-in and non-assessable. All shares rank pari passu in all respects with each other, including in respect of entitlements to dividends, to a share in the liquidation proceeds in the case of a liquidation and to pre-emptive rights. Each share carries one vote at the general meeting of shareholders of Sensirion Holding AG, provided that shareholders and their shares are registered with voting rights in the share register of Sensirion Holding AG. The shares have been issued as uncertificated

securities (Wertrechte) within the meaning of Article 973c of the Swiss Code of Obligations (“CO”), are registered in the main register (Hauptregister) maintained by SIX SIS Ltd. and constitute intermediated securities (Bucheffekten) within the meaning of the Swiss Federal Act on Intermediated Securities.

As of 31 December 2025, Sensirion Holding AG has not issued any participation certificates.

Profit sharing certificates

As of 31 December 2025, Sensirion Holding AG has not issued any profit sharing certificates (Genussscheine).

Limitations on transferability and nominee registrations

Persons acquiring shares will be registered in the share register as shareholders with voting rights upon their request if they expressly declare that they have acquired these shares in their own name and for their own account, that there is no agreement on the redemption of the relevant shares and that they bear the economic risk associated with the shares. The Board of Directors may refuse the registration of an acquirer in the share register as a shareholder with voting rights if such acquirer would, directly or indirectly, acquire, or hold in the aggregate, more than 5% of the shares of Sensirion Holding AG recorded in the commercial register (the “Percentage Limit”; see Article 5 of the [Articles of Association](#)). According to Article 5 para. 7 of the [Articles of Association](#), a group clause applies to determine whether the Percentage Limit is crossed. Even if the Percentage Limit is exceeded, the Board of Directors may grant an exception and enter a shareholder with voting rights in the share register (i) if such shareholder held or was allotted more than 5% of the shares recorded in the commercial register before completion of the IPO, (ii) if such incumbent shareholder (or their legal successor, respectively) acquires additional shares after the IPO, provided that the opting-up threshold of 40% of voting rights is not exceeded, or (iii) if a person acquires such shares recorded with voting rights from such an incumbent shareholder off-market.

Details on the implementation of such exceptions are set out in the [Share Register Regulations](#), in particular, the rule that no shareholder or group of shareholders will be registered in the share register with more than 40 % of the Company’s voting rights. The decision on the granting of exceptions to the Percentage Limit lies with the Board of Directors who may, with the approval of all members of the Board of Directors, in its own discretion grant further exceptions.

In the financial year 2025, the Board of Directors granted no exceptions from the Percentage Limit pursuant to Article 5 para. 3 of the [Articles of Association](#).

Further, any person that does not expressly make the declarations set forth above in its application for registration (a “Nominee”) may be entered in the share register as a shareholder with voting rights regarding up to 5 % of the share capital recorded in the commercial register, provided that the Nominee has entered into an agreement with the Company regarding its position and is subject to a recognized bank or financial market supervision. Beyond such registration limit, the Board of Directors may register Nominees as shareholders with voting rights in the share register if such Nominees undertake to disclose the full name, address, citizenship and shareholdings of those persons for whose account the Nominee holds 0.5% or more of the share capital recorded in the commercial register. The group clause pursuant to Article 5 para. 7 of the [Articles of Association](#) also applies to Nominees.

A resolution passed at a general meeting of shareholders with a qualified majority of at least two-thirds of the votes represented and the majority of the par value of shares represented at such meeting is required for the restriction on the transferability of shares or the cancellation of such a restriction, and for the amendment or cancellation of Article 5 of the [Articles of Association](#) regarding the share register and restrictions on the registration of shareholders and nominees (see Article 13 para. 2 of the [Articles of Association](#)).

Convertible bonds and options

Except for Sensirion's employee participation plans, neither Sensirion Holding AG nor any of its Group companies has any convertible bonds or options on the equity securities of Sensirion Holding AG outstanding as of 31 December 2025. For information on Sensirion's employee participation plans, see the Compensation Report on pages 62 to 75 as well as Note 6.2 of the Consolidated Financial Statements on page 171.

Board of Directors

The duties and responsibilities of the Board of Directors of Sensirion Holding AG are defined by the Swiss Code of Obligations, the Articles of Association and the Organizational Regulations.

Members of the Board of Directors

The Board of Directors consists of at least three and no more than seven members (see Article 14 of the Articles of Association). As of 31 December 2025, the Board of Directors consisted of six members. All members of the Board of Directors are non-executive directors. None of the members of the Board of Directors held an executive position with Sensirion during the last three financial years preceding the financial year 2025. Other than as set forth below, none of the members of the Board of Directors has any significant business connections with the Group.

The following table sets forth the name, function and committee membership of each member of the Board of Directors as of 31 December 2025.

Name	Function	Committee membership	First elected	Elected until AGM
Dr. Moritz Lechner ¹	Co-Chairman	Member of the Nomination and Compensation Committee	1998 (formation)	2026
Dr. Felix Mayer	Co-Chairman	Chairman of the Nomination and Compensation Committee	1998 (formation)	2026
Mirjana Blume ²	Member	Chairwoman of the Audit Committee Member of the Independent Director's Committee	2025	2026
Dr. Anja König ²	Member	Member of the Nomination and Compensation Committee Chairwoman of the Independent Directors' Committee and Lead Independent Director	2021	2026
Henri Merjen ²	Member	Member of the Audit Committee	2024	2026
Dr. Franz Studer ²	Member	Member of the Audit Committee	2019	2026

¹ In addition to his role as Co-Chairman, Dr. Moritz Lechner works for Sensirion AG on a 50% basis, where he is responsible for sensor innovation and strategic tasks.

² Independent in the sense of the Swiss Code.

Board of Directors



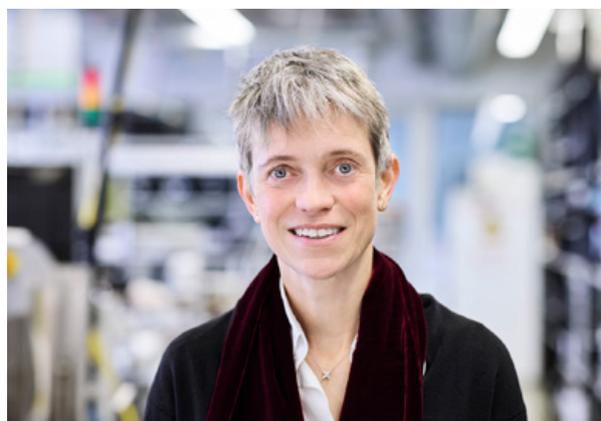
Mirjana Blume, Non-Executive Director



Felix Mayer, Co-Chairman



Moritz Lechner, Co-Chairman



Anja König, Non-Executive Director



Franz Studer, Non-Executive Director



Henri Mrejen, Non-Executive Director

Board of Directors

Dr. Moritz Lechner¹ Co-Chairman, Swiss national, born 1969

Moritz Lechner is one of the two founders and Co-Chairman of the Board of Directors of Sensirion Holding AG and a member of the Nomination and Compensation Committee. He has been a member of the Board of Directors, acting as Chairman or Vice-Chairman, since the incorporation of Sensirion in 1998. Until June 2016, he served as Co-CEO of the Company together with Felix Mayer. Moritz Lechner has received numerous entrepreneurial awards. Currently, he serves on the Board of Directors of Dectris AG and of Lumiphase AG. He worked in the fields of microelectronics and detector technology research at the Swiss Federal Institute of Technology (ETH Zurich) and the Paul Scherrer Institute, and studied Physics at ETH Zurich, from which he also received his PhD in Microelectronics and Detector Technology.

Dr. Felix Mayer² Co-Chairman, Swiss national, born 1965

Felix Mayer is one of the two founders and Co-Chairman of the Board of Directors of Sensirion Holding AG and Chairman of the Nomination and Compensation Committee. He has been a member of the Board of Directors, acting as Chairman or Vice-Chairman, since the incorporation of Sensirion in 1998. Until June 2016, he served as Co-CEO of the Company together with Moritz Lechner. Felix Mayer worked at Siemens for five years and conducted research in the area of microtechnology at the Swiss Federal Institute of Technology (ETH Zurich) for four years. He is a recipient of numerous entrepreneurial awards. Currently, Felix Mayer serves on the Board of Directors of Gravimon AG, Optotune Holding AG and Luma Beef AG. He studied Physics at ETH Zurich, from which he also received his PhD in Physics.

Mirjana Blume³ Non-Executive Director, Swiss national, born 1975

Mirjana Blume has been a non-executive member of the Board of Directors of Sensirion Holding AG since 2025. She serves as Chairwoman of the Audit Committee and is a member of the Independent Directors' Committee. Before joining the Board of Directors, Mirjana Blume held various positions. In 2018, she founded SML Solutions AG in Erlenbach and has been its CEO since then. From 2021 to 2024, she was also CFO of Synhelion AG in Zurich. From 2012 to 2018, she was CFO at Qnective AG, Zurich and served as CEO and CFO of Edisun Power Europe AG, Zurich from 2008 to 2011. Currently, she serves on the Board of Orell Füssli AG, Zurich (Chairwoman of the Audit Committee as well as member of the Board and the Digital Committee), W.A.G. payment solutions plc, London, UK (Senior Independent Non-Executive Director and Chairwoman of the Audit Committee), EWE AG, Erlenbach ZH (Chairwoman of the Board), Werke am Zürichsee AG, Küsnacht ZH (member of the Board) as well as IWB, Basel (Vice Chairwoman of the Board and Chairwoman of the Audit Committee). She studied business administration, ZHAW, Zurich and received an Executive MBA from HSG, University of St. Gallen.

Dr. Anja König⁵ Non-Executive Director, Swiss national, born 1970

Anja König has been a non-executive member of the Board of Directors of Sensirion Holding AG since 2021. She serves as a member of the Nomination and Compensation Committee and Chairwoman of the Independent Directors' Committee and Lead Independent Director. Since 2017, Anja König has been Global Head of the Novartis Venture Fund (NVF) in Basel, Switzerland. Prior to that, she held the position

of Managing Director at NVF for 10 years. In the context of her work at NVF, she has served on more than fifteen private biotech and foundation boards in the US, Europe and Asia. From 2000 to 2006, Anja König was an Associate Partner at McKinsey & Company in New York. She is currently also serving on the board of Innosuisse, the Swiss Innovation Agency. Anja König holds a Master's degree (Diploma) in Physics from Ludwig-Maximilians-Universität in Munich and a PhD in Theoretical Physics from Cornell University.

Henri Mrejen⁴ Non-Executive Director, French national, born 1969

Henri Mrejen has been a non-executive member of the Board of Directors of Sensirion Holding AG since 2024. He has been spearheading the business development efforts for 7-Industries group, Sensirion's anchor shareholder, since 2007. Prior to that, he was the head of Supply Chain at Adama Agricultural Solutions from 2002 to 2007. He was also a strategy consultant for LEK and the Monitor Group for eight years. He started his career as environmental engineer at Woodward Clyde in the USA. Henri Mrejen has also been the Chairman of Supervisory Board of Tecinvest Holding AG, the global leader for laser beam deflection systems, based in Munich, since 2023 and a member of the Supervisory Board of Tecinvest Holding AG since 2014. He also served as member of the Board of Directors of Servotronix Motion Control Ltd from 2011 to 2017. Henri Mrejen holds a master's degree in Engineering from Centrale Supélec in Paris.

Dr. Franz Studer⁶ Non-Executive Director, Swiss national, born 1965

Franz Studer has been a non-executive member of the Board of Directors of Sensirion Holding AG since 2019. He serves as member of the Audit Committee. Since 2012, he has served as Investment Director and member of the Executive Committee of EGS Beteiligungen AG, and as Managing Director since 2024. In 2010 and 2011, he was CEO/COO of aizo group. Prior to that, for more than ten years, Franz Studer held various management positions at Bühler AG, including Commercial Director, Vice President, Engineered Products. From 1994 until 1999, he served as attorney at a law firm in Zurich. Currently, he serves on the Board of Directors of Roth Gerüste AG, FAES Finanz AG, Kantonsspital Winterthur (Chairman of the Board), HUBER + SUHNER AG, DV Bern AG and Serto AG. Franz Studer received both a Master's and PhD degree from the Faculty of Law, University of Zurich, bar admission from the Canton of Zurich, and an Executive MBA from the University of St. Gallen.

¹ In 2024, Moritz Lechner served on the Board of Directors of Lumiphase AG and Dectris AG.

² In 2024, Felix Mayer served on the Board of Directors of Lumiphase AG, Nextlens Switzerland AG, Optotune Holding AG and Luma Beef AG.

³ In 2024, Mirjana Blume served on the Board of Directors of Orell Füssli AG, W.A.G. payment solutions plc, EWE AG, Werke am Zürichsee AG, IWB Industrielle Werke Basel.

⁴ In 2024, Henri Mrejen served on the Board of Directors of Tecinvest Holding AG

⁵ In 2024, Anja König served on the Board of Directors of Mediar Therapeutics.

⁶ In 2024, Franz Studer served on the Board of Directors of Roth Gerüste AG, FAES Finanz AG, Kantonsspital Winterthur, HUBER + SUHNER AG, DV Bern AG and of Serto AG.

Changes in the composition of the Board of Directors

At the Annual General Meeting on 12 May 2025, Ricarda Demarmels did not stand for re-election. All other members of the Board of Directors were re-elected for another term of office until completion of the next Annual General Meeting in 2026. In addition, Mirjana Blume, Founder and Managing Director at SML Solutions AG, was elected as a new member of the Board of Directors until the upcoming Annual General Meeting on 11 May 2026.

Other functions and activities

Pursuant to Article 29 of the Articles of Association, no member of the Board of Directors may hold more than ten mandates in comparable functions at enterprises with an economic purpose other than Sensirion Holding AG or its subsidiaries, of which not more than four (4) may be in listed companies.

Elections and terms of office

The members of the Board of Directors and the Chairman (or the two Co-Chairmen) of the Board of Directors are elected individually by the general meeting of shareholders for a term of office until completion of the next Annual General Meeting. Re-election is permitted. If the office of both Co-Chairmen is vacant, the Board of Directors has to appoint a new Chairman from among its members for a term of office until completion of the next Annual General Meeting. The Organizational Regulations of Sensirion Holding AG provide that the Board of Directors shall not propose any candidate for election to the Board of Directors who is aged 70 years or above. On an exceptional basis, the Board of Directors may propose candidates aged up to 75 years.

Internal organization

The Board of Directors may appoint one or several vice-chairmen from among its members. The Board also has to appoint a secretary, who need not be a member of the Board of Directors. According to the Articles of Association and the Organizational Regulations, the Board of Directors meets at the invitation of the competent Co-Chairman as often as required and at least four times a year, or whenever a member of the Board of Directors so requests in writing or electronically. In 2025, the Board of Directors held eight meetings, four of which were telephone conferences. The meetings lasted on average approximately eight hours each and the telephone conferences approximately one hour. All on-site meetings were attended by all members of the Board of Directors. The CEO and CFO regularly participate in meetings of the Board of Directors in an advisory capacity. Other members of the Executive Committee are invited.

According to Article 3.6 of the Organizational Regulations and subject to certain exceptions, the Board of Directors is quorate when the majority of its members (including at least one Co-Chairman) is present. Generally, the Board of Directors may adopt a resolution by the majority of the votes cast. In case of a tie, the Co-Chairman who chairs the meetings of the Board of Directors has the casting vote. However, according to the Organizational Regulations, (i) decisions regarding the registration or non-registration of acquirers of shares as shareholders with voting rights in deviation from the regulations governing such registrations and (ii) amendments to the Organizational Regulations that are not of a merely formal nature or made to conform to statutory requirements require the consent of all members of the Board of Directors. Resolutions of the Board of Directors may also be passed by way of written consent or electronically, provided that no member of the Board of Directors requests oral deliberations.

Powers and duties

The Board of Directors is responsible for the ultimate direction of the Company and the Group's business and the supervision of the persons entrusted with the management of Sensirion. The Board of Directors represents Sensirion Holding AG vis-à-vis third parties and manages all matters that have not been delegated to another corporate body by law, the Articles of Association, the Organizational Regulations or other internal regulations.

Pursuant to Article 19 of the Articles of Association, the non-transferable and inalienable duties of the Board of Directors include:

- the ultimate management of the Company and the issuance of necessary instructions;
- the determination of the organization of the Company;
- the structuring of the accounting system, the financial controls and the financial planning;
- the appointment and dismissal of the persons entrusted with management and representation of the Company and issuance of rules on the signature authority;
- the ultimate supervision of the persons entrusted with management, in particular in view of compliance with the law, the Articles of Association, regulations and directives;
- the preparation of the Annual Report, the Compensation Report, the report on non-financial matters pursuant to Article 964c CO and other reports as required by law, if any;
- the preparation of the general meeting of shareholders and the implementation of its resolutions;
- the adoption of resolutions on the increase of the share capital to the extent that such power is vested in the Board of Directors, the confirmation of capital increases, the preparation of the report on the capital increase and the respective amendments to the Articles of Association (including deletions);
- the non-transferable and inalienable duties and powers of the Board of Directors pursuant to the Swiss Merger Act;
- the submission of a petition for debt-restructuring moratorium and notification of the court if liabilities exceed assets; and
- other powers and duties reserved to the Board of Directors by law or the Articles of Association.

In addition, Article 3.3 of the Organizational Regulations reserves the powers of the Board of Directors (i) to approve the annual investment and operating budgets of the Company and the Group, (ii) to approve certain major transactions, including the purchase and sale of real estate, the raising of financial indebtedness outside of the ordinary course of business, the granting of unsecured loans and guarantees exceeding CHF 2 million, and any unbudgeted non-recurring investment exceeding CHF 2 million and any recurring expenses exceeding CHF 500,000 per year, (iii) to adopt or amend the Company's compensation and benefits strategy and the basic elements of the compensation system for the members of the Board of Directors and of the Executive Committee, (iv) to adopt or amend any participation or incentive plans for the members of the Board of Directors, the Executive Committee, or other employees, (v) subject to shareholder approval of the maximum aggregate compensation, to approve the compensation of each member of the Board of Directors and the Executive Committee, (vi) to establish the Company's dividend policy and to approve share buy-back programs, and (vii) to exercise shareholder rights in other Group companies and to supervise their business operations. Further, the Nomination and Compensation Committee proposes the individual fixed and variable compensation of the members of the Executive Committee to the Board of Directors for approval.

In accordance with and subject to Swiss law, the Articles of Association and the Organizational Regulations, the Board of Directors has delegated the Company's management to the Executive Committee under the direction of the CEO.

The Co-Chairmen

According to Article 4 of the Organizational Regulations, each Co-Chairman may exercise all powers of a Chairman externally and may represent the Company like a Chairman using the title of Co-Chairman. One Co-Chairman is to chair the meetings of the Board of Directors (as of 31 December 2025 Moritz Lechner), and the other Co-Chairman is to chair the annual general meeting of shareholders (as of 31 December 2025 Felix Mayer). The Co-Chairman who is to chair the meetings of the Board of Directors has the casting vote at meetings of the Board of Directors. Further, the Board of Directors has delegated the preparation and implementation of its resolutions as well as the supervision of particular matters to the Co-Chairmen. Should a Co-Chairman be unable to exercise his functions, his functions are assumed by the other Co-Chairman or, if the latter should also be unavailable, by another member of the Board of Directors appointed by the Board of Directors.

Board Committees

The Board of Directors has established three standing board committees: an audit committee (the "Audit Committee"), a nomination and compensation committee (the "Nomination and Compensation Committee"), and an independent directors' committee (the "Independent Directors' Committee"). According to the Organizational Regulations, each standing board committee has the power to procure any information and assistance from within the Company and the Group that it needs to discharge its responsibilities and is authorized to obtain subject-specific professional consultancy services from third parties at the expense of the Company. The chairperson of a board committee reports to the Board of Directors on the committee's activities. The minutes of the meetings of the board committees are available upon request to the members of the Board of Directors.

Audit Committee

The chairperson and the other members of the Audit Committee are appointed by the Board of Directors. According to Article 5.2 of the Organizational Regulations, a majority of the members of the Audit Committee shall be independent as defined by the Swiss Code of Best Practice for Corporate Governance of 2014, published by *economiesuisse* (the "2014 Swiss Code"), and a majority of the members of the Audit Committee, including its chairperson, shall be experienced in financial and accounting matters. As of 31 December 2025, the Audit Committee consisted of Mirjana Blume (Chairwoman), Franz Studer and Henri Mrejen.

According to the Charter of the Audit Committee attached to the Organizational Regulations, the Audit Committee's responsibilities include:

- assessing the quality and effectiveness of the external audit and the internal control system, including risk management;
- reviewing the Company's financial statements and the auditors' management letter;
- making recommendations to the Board of Directors regarding the submission of the Company's financial statements to the Annual General Meeting;
- assessing the performance, costs and independence of the external auditors;
- reviewing the scope of the external audit and any other matters pertaining thereto;
- ensuring appropriate reporting by the external auditors;
- reviewing any questions, comments or suggestions the external auditors may have regarding internal control, risk management, accounting practices and procedures with the external auditors and the CFO;
- supporting the Board of Directors in preparing the proposal to the general meeting of shareholders to elect or remove the external auditors;
- discussing any material legal or risk matters with the Executive Committee;

- supporting the Board of Directors with regard to financial planning and the principles of accounting and financial control;
- reviewing and recommending to the Board of Directors for approval the report on non-financial matters pursuant to Article 964c CO;
- reviewing the appropriateness of the Audit Committee's powers and responsibilities at least annually and proposing any amendments to the Board of Directors; and
- any other tasks delegated to the Audit Committee by the Board of Directors.

The Audit Committee holds meetings as often as required, but in any event at least twice a year, or as requested by any of its members. In 2025, the Audit Committee held three meetings, which lasted on average approximately three hours each. All members of the Audit Committee, the CEO as well as the CFO in an advisory capacity, attended all meetings. External statutory auditors also participated in the meetings on specific topics.

Nomination and Compensation Committee

The members of the Nomination and Compensation Committee are elected by the general meeting of shareholders for a term of office until completion of the next Annual General Meeting. Re-election is possible. According to the [Articles of Association](#), the compensation committee shall consist of at least three members of the Board of Directors, which also applies to the Nomination and Compensation Committee for so long as the functions of a nomination committee and a compensation committee are combined in one committee. In case of vacancies, the Board of Directors may appoint substitute members from among its members for a term of office until completion of the next Annual General Meeting. The chairperson of the Nomination and Compensation Committee is appointed by the Board of Directors. According to the [Organizational Regulations](#), at least one member of the Nomination and Compensation Committee shall be independent as defined by the 2014 Swiss Code. As of 31 December 2025, the Nomination and Compensation Committee consisted of Felix Mayer (Chairman), Moritz Lechner and Anja König. All members were elected by the Annual General Meeting on 12 May 2025. Moritz Lechner and Felix Mayer, Co-CEOs until June 2016, have been proposed as members of the Nomination and Compensation Committee due to their long-standing experience with the Group and its workforce.

According to the Charter of the Nomination and Compensation Committee attached to the [Organizational Regulations](#), the Nomination and Compensation Committee's responsibilities include:

- reviewing and submitting proposals to the Board of Directors regarding the Company's compensation and benefits strategy and the basic elements of the compensation for members of the Board of Directors and the Executive Committee;
- developing the compensation system for the members of the Board of Directors and of the Executive Committee and ensuring its implementation;
- reviewing and submitting proposals to the Board of Directors regarding any participation or incentive plans for the members of the Board of Directors, the Executive Committee or other employees;
- making grants under participation or incentive plans to members of the Executive Committee and delegating authority to make grants to beneficiaries other than members of the Executive Committee;
- reviewing and submitting proposals to the Board of Directors regarding the compensation of each member of the Board of Directors;
- resolving on the performance criteria and target values of the compensation of the members of the Executive Committee;

- reviewing and proposing the fixed and variable compensation of the CEO and, upon recommendation of the CEO, of the other members of the Executive Committee to the Board of Directors for approval, subject to approval of the aggregate compensation by the Annual General Meeting;
- reviewing and recommending the Compensation Report to the Board for approval;
- determining selection criteria for the succession of the members of the Board of Directors and its committees, the CEO and the other members of the Executive Committee (upon motion of the CEO) and establishing the related succession planning;
- assessing the performance of the members of the Board of Directors and its committees, as well as that of the members of the Executive Committee, on an annual basis;
- monitoring and assessing developments and trends in corporate governance;
- reviewing proposals to be made to the Board of Directors for the amendment of the Articles of Association, the Organizational Regulations, or any other rules or regulations;
- reviewing the appropriateness of the Nomination and Compensation Committee's powers and responsibilities at least annually and proposing any amendments to the Board of Directors; and
- any other tasks delegated to the Nomination and Compensation Committee by the Board of Directors.

The Nomination and Compensation Committee holds meetings as often as required, but in any event at least twice a year, or as requested by any of its members. In 2025, the Nomination and Compensation Committee held two meetings, which lasted on average approximately two hours each. All members, as well as the CEO in an advisory capacity, attended all meetings; Moritz Lechner was excused from the February Meeting.

Independent Directors' Committee

According to the Organizational Regulations, all members of the Board of Directors who are non-executive, have not been members of the Executive Committee for at least three years, have no or comparatively minor business relations with the Company, and are not the Founders or other representatives of the shareholder pool to which the Founders belong collectively form the Independent Directors' Committee. The chairperson of the Independent Directors' Committee is appointed by the members of the Independent Directors' Committee and also acts as Lead Independent Director. As of 31 December 2025, the Independent Directors' Committee consisted of Anja König (Chairwoman and Lead Independent Director) and Mirjana Blume.

The responsibilities of the Independent Directors' Committee include:

- approving any transactions between Anchor Shareholders (or their representatives on the Board of Directors) and the Group;
- resolving any matters in which an Anchor Shareholder (or its representative on the Board of Directors) has a conflicting interest;
- reviewing the appropriateness of the Independent Directors' Committee's powers and responsibilities at least annually and proposing any amendments to the Board of Directors;
- resolving any changes to the Independent Directors' Committee's powers; and
- any other tasks delegated to Independent Directors' Committee by the Board of Directors.

The Independent Directors' Committee holds meetings as often as required or as requested by any of its members. The Independent Directors' Committee held no meeting in 2025 since no matter to be reviewed or approved by the Independent Director's Committee was pending.

Areas of responsibility of the Board of Directors and the Executive Committee

The Board of Directors has the ultimate responsibility for the business strategy of Sensirion and supervises the management of the Group. In particular, it decides on the strategic, organizational, accounting and financial planning and non-financial (sustainability) framework of Sensirion.

The Board of Directors has delegated the management to the Executive Committee under the direction of the CEO. The powers and duties of the CEO and the Executive Committee are set forth in the Organizational Regulations. The CEO has all powers and duties that are not reserved to the Board of Directors or the Co-Chairmen by virtue of law, the Articles of Association or the Organizational Regulations. The CEO chairs the Executive Committee and is responsible for:

- preparing and implementing resolutions of the Board of Directors and making proposals to the Board of Directors;
- organizing, managing and supervising the day-to-day business;
- making proposals regarding the appointment of other members of the Executive Committee and for the approval of certain major transactions;
- organizing the Executive Committee and preparing, calling and chairing Executive Committee meetings;
- ensuring a timely and orderly flow of information between the Executive Committee and the Board of Directors; and
- organizing, managing and supervising non-financial/sustainability topics.

The Executive Committee shall support the CEO in the discharge of his duties and shall consider and decide on all matters and decisions material to the Group that are within its purview. The Executive Committee meets on a regular basis in accordance with the guidelines and instructions established from time to time by the CEO.

Management and oversight of sustainability

The Board of Directors has entrusted the management of the company to the Executive Committee, led by the CEO. At this level, the CEO oversees sustainability topics, including the implementation of the CO₂ strategy, and the management of climate-related risks and opportunities.

An interdisciplinary sustainability team of internal experts from areas such as Investor Relations, Environmental Health and Safety, Supply Chain Management, and Infrastructure & Capital Goods Purchasing, headed by a representative for ESG (Environmental, Social and Governance) matters, convenes monthly to drive sustainability activities and initiatives, including the development of the CO₂ roadmap and targets. Regular discussions about sustainability goals, including pending decisions, occur between this team, the CEO and the Executive Committee. The team is also tasked with making recommendations to the Executive Committee, which oversees all strategic initiatives, including achieving the CO₂ roadmap. Furthermore, they are responsible for providing the Board of Directors with information on all relevant sustainability matters.

Information and control instruments vis-à-vis the Executive Committee

The CEO informs the Board of Directors at its meetings on the current course of business and all major business matters of the Company or the Group companies. On a quarterly basis, the CEO informs the Board of Directors on quarterly results (with a comparison to the budget and the result of the previous quarter and the same quarter of the previous year), the Company's financial situation, as well as any developments that might have a significant impact on the course or conduct of business. Any extraordinary matters must be reported by the CEO to the members of the Board of Directors without delay.

The Co-Chairmen maintain close contact with the CEO and the other members of the Executive Committee. The course of business and all major issues are discussed at regular meetings with the CEO and/or the CFO scheduled at least once a month. Each member of the Board of Directors may request information from the CEO and from the other members of the Executive Committee on the course of business.

The Executive Committee updates the Board of Directors on the status of the business plan and key financial figures on a monthly basis. Disruptive differences to the business plan are reported by the CEO to the Co-Chairmen on a case-by-case basis. The yearly forecast and business plan are approved by the Board of Directors.

The internal audit, control and risk management systems within the Group are based on structured and assigned competencies, which are implemented in the ERP system based on function and legal entity. To mitigate financial risks, the subsidiaries may not take out any credit lines nor any bank loans with third parties. Furthermore, clear delimitations of responsibilities and process-integrated controls such as the use of the dual control principle constitute additional control measures. During the financial year, specific control activities have been performed at subsidiary level to ensure a proper and reliable accounting from a stand-alone but also from a group view. The correctness and effectiveness of the internal control system is ensured on an annual basis by process-independent auditing activities by internal audit team members and is regularly reported to the Executive Committee and the Audit Committee. The internal audit reports are made available to the external statutory auditors.

The subsidiaries report their financial results to the Executive Committee on a monthly basis. Recruiting of new staff at the subsidiary level has to be approved by the respective board of directors. In addition, the Board of Directors of Sensirion Automotive Solutions AG, Qmicro B.V. and Sensirion Connected Solutions AG receive a separate financial and business update from its business on a quarterly basis.

Executive Committee

In accordance with and subject to Swiss law, the [Articles of Association](#) and the [Organizational Regulations](#), the Board of Directors has delegated the Company's management to the Executive Committee under the direction of the CEO.

Members of the Executive Committee

According to the [Organizational Regulations](#), the CEO is appointed by the Board of Directors and shall not be a member of the Board of Directors. The other members of the Executive Committee are appointed or removed by the Board of Directors upon motion of the CEO.

As of 31 December 2025, the Executive Committee consisted of six members (including the CEO). The following table sets forth the name and position of each member of the Executive Committee.

Name	Appointed	Position
Dr. Marc von Waldkirch	2016	CEO
Dr. Franziska Brem	2023	VP Operations
Rahel Meuwly	2023	VP People & Culture
Dr. Johannes Schumm	2016	VP Research & Development
Simon Sonderfeld	2024	VP Marketing & Sales
Dr. Martin Wirz	2025	CFO

Changes in the composition of the Executive Committee

Dr. Martin Wirz was appointed as CFO and joined the Executive Committee effective as of 1 January 2025, after Matthias Gantner, former CFO, retired on 31 December 2024. Martin Wirz has been with Sensirion for over 11 years, covering various leadership roles.

Other functions and activities

Pursuant to Article 29 of the [Articles of Association](#), no member of the Executive Committee may hold more than five mandates in comparable functions at enterprises with an economic purpose other than Sensirion Holding AG or its subsidiaries, of which not more than one may be in listed companies.

Management contracts

Sensirion Holding AG has not entered into any management contracts with other companies (or individuals) not belonging to the Group.

Executive Committee



Marc von Waldkirch, CEO



Franziska Brem, VP Operations



Martin Wirz, CFO



Johannes Schumm, VP Research & Development



Rahel Meuwly, VP People & Culture



Simon Sonderfeld, VP Marketing & Sales

Executive Committee

Dr. Marc von Waldkirch, CEO, Swiss national, born 1974

Marc von Waldkirch has been serving as the Company's CEO since 2016. Before becoming CEO, he held a variety of management positions in the Group from 2005 to 2016, including Vice President Research & Development and Head of the Research & Development Liquid Flow Sensors. Before joining the Group, he worked as Research Assistant at the Swiss Federal Institute of Technology (ETH Zurich). Currently, Marc von Waldkirch serves on the Board of Directors of Lumiphase AG and Tannerberg AG. He received an MSc in Physics and a PhD in Electrical Engineering, both from ETH Zurich.

Dr. Franziska Brem, VP Operations, Swiss national, born 1977

Franziska Brem has been Vice President Operations since 2023. After joining the Group in 2017, she was Head of R&D Packaging. Previously, she worked for 7 years at ABB Switzerland AG in the Corporate Research Center as Group Leader Power Electronics Packaging and Reliability and as Principal Scientist. Prior to that, she worked for 4 years at Sensirion as a Research and Development Engineer. She holds a Master's degree in Materials Engineering and a PhD in Materials Science, both from ETH Zurich.

Rahel Meuwly, VP People & Culture, Swiss national, born 1980

Rahel Meuwly has been Vice President People & Culture since 2023. From 2019 until 2022, she was Head of People and Places at Appway AG, where she was responsible for Human Resources as well as the global offices. Until end of 2018, she spent more than seven years in senior management positions in the area of Talent and People Development at Zurich Insurance Company. Before that, she spent six years at Credit Suisse, where her roles included team leader and Global HR Business Partner in the IT division. Rahel Meuwly holds a Master of Business Administration with a specialization in Management of Social Processes from the University of St. Gallen. She completed a Leadership Training at the IMD as well as several postgraduate studies in Human Capital Management at the ZHAW (Zurich University of Applied Sciences).

Dr. Johannes Schumm, VP Research & Development, German and Swiss national, born 1979

Johannes Schumm has been the Vice President Research&Development since 2016. Before that, he worked as Director of Research&Development Pressure Sensors and Project Manager. Prior to joining the Group in 2010, he was Research Assistant at the Swiss Federal Institute of Technology (ETH Zurich) for four years. He is a member of the Industry Advisory Board of the SATW in Switzerland and the Advisory Board of the Fraunhofer IPMS in Germany. He studied Electrical Engineering and Information Technology at RWTH Aachen University and received a PhD in Electrical Engineering from ETH Zurich.

Simon Sonderfeld, VP Marketing & Sales, German national, born 1980

Simon Sonderfeld has been Vice President Marketing & Sales since 2024. Prior to joining Sensirion, he was Director Global Sales at Bosch Sensortec from 2019 to 2024, overseeing global sales strategy and serving on the MEMS product area board. Before that, his career covered various leadership positions at Bosch, including Head of Strategic Marketing at Bosch Connected Devices and Solutions 2017 to 2019 and having regional responsibility for Business Development at Bosch Southeast Asia 2013 to 2017. He holds a Diploma in Industrial Engineering and Management from Karlsruhe Institute of Technology.

Dr. Martin Wirz, CFO (since 1 January 2025), Swiss national, born 1984

Martin Wirz has been serving as the Company's CFO since 2025. Before becoming CFO, he held a variety of management positions in the Group from 2013 to 2024, including Sales Director, Director Mergers & Acquisitions as well as General Manager AI Sight, Berlin. Before joining the Group, he worked as Research Assistant at the Swiss Federal Institute of Technology (ETH Zurich) for four years. He received an MSc and PhD in Electrical Engineering, both from ETH Zurich, and an MAS in Banking and Finance from University of Zurich.

Compensation, shareholdings and loans

Information on the compensation and shareholdings of the members of the Board of Directors and the Executive Committee are set forth in the Compensation Report starting on page 62.

Shareholders' participation rights

Voting rights restrictions and representation

At the general meeting of shareholders of Sensirion Holding AG, each registered share of Sensirion Holding AG entitles the owner to one vote. A shareholder may only exercise voting rights or rights associated therewith to the extent that such shareholder has been recorded in the share register as a shareholder with voting rights. No shareholder or proxy may, directly or indirectly, exercise voting rights attached to shares that they own or represent that would collectively exceed 5% of the shares of Sensirion Holding AG recorded in the commercial register (the "Voting Limit"; see Article 12 of the Articles of Association). According to Article 12 para. 3 of the Articles of Association, a group clause applies to determine whether the Voting Limit is crossed. The Voting Limit does not apply to (i) the exercise of voting rights by shareholders or their proxies, respectively, to the extent that their shares are registered with voting rights in the share register (see above "Limitations on Transferability and Nominee Registrations" on page 34), or (ii) to the independent proxy to the extent that he has been appointed as proxy by shareholders. A resolution passed at a general meeting of shareholders with a qualified majority of at least two-thirds of the votes represented and the majority of the par value of shares represented at such meeting is required for the amendment or cancelation of Article 12 para. 1 to 4 of the Articles of Association regarding the Voting Limit.

Shareholders of Sensirion Holding AG may elect to be represented at a general meeting of shareholders by the independent proxy, by their legal representative or, by means of a written proxy, by any other proxy, who need not be a shareholder. On 12 May 2025, the Annual General Meeting re-elected Law Office Keller Partnership, Zurich, as the independent proxy of Sensirion Holding AG for a term of office until completion of the next Annual General Meeting.

Quorum and majorities required by the Articles of Association

There is no provision in the Articles of Association requiring the presence of shareholders to constitute a quorum for general meetings of shareholders.

Shareholders' resolutions generally require the approval of a majority of the votes represented at the general meeting of shareholders, unless otherwise required by Swiss law or the Articles of Association. A resolution passed at a general meeting of shareholders with a qualified majority of at least two-thirds of the votes represented and the majority of the par value of shares represented at such meeting is required by law and the Articles of Association for (i) any amendment of the Company's purpose; (ii) the creation or cancelation of shares with privileged voting rights; (iii) restrictions on the transferability of registered shares and the cancelation of such a restriction; (iv) the introduction of conditional share capital or the introduction of a capital range; (v) a share capital increase by conversion of equity surplus, against contributions in kind, by set-off against a claim, or the granting of special benefits; (vi) the limitation or withdrawal of pre-emptive rights of shareholders; (vii) the relocation of the registered office of the Company; (viii) the dissolution of the Company; (ix) mergers, demergers, and conversions pursuant to the Swiss Merger Act; (x) the combination of shares; (xi) the change of currency of the share capital; (xii) the introduction of the casting vote of the acting chair in the general meeting of shareholders; (xiii) a provision in the Articles of Association to conduct a general meeting of shareholders abroad; (xiv) the delisting

of the Company's equity securities; and (xv) the introduction of an arbitration clause in the Articles of Association. In addition, such qualified majority is also required pursuant to Article 13 para. 2 section 16 of the Articles of Association for the amendment or cancellation of the following provisions of the Articles of Association, with the exception of editorial or technical amendments: (w) the provisions regarding the share register, restrictions on the registration of shareholders therein, and nominees (Article 5), (x) the provisions regarding shareholders' right to vote, including the Voting Limit (Article 12 para. 1 to 4), (y) the provision regarding the size of the Board of Directors (Article 14), and (z) the provision regarding the opting-up in relation to the obligation to make a mandatory tender offer (Article 33).

Calling and agenda of the general meeting of shareholders

General meetings of shareholders are convened by the Board of Directors or, if necessary, by the external auditors in accordance with Swiss law. An extraordinary general meeting of shareholders must be convened upon resolution of a general meeting of shareholders or upon written request by one or several shareholders who represent an aggregate of at least 5% of the Company's share capital or the votes, provided that such request specifies the agenda items and the proposals or, in case of elections, the names of the proposed candidates. One or several shareholders who represent an aggregate of at least 0.5% of the Company's share capital or the votes have the right to request that a specific proposal be put on the agenda for the next general meeting of shareholders. The Articles of Association require that such request is communicated to the Board of Directors at least 45 calendar days prior to the next general meeting. A general meeting of shareholders is convened at least 20 calendar days prior to such meeting by publishing a notice of the meeting in the Swiss Official Gazette of Commerce (Schweizerisches Handelsamtsblatt).

Registration in the share register

Prior to a general meeting of shareholders, the Board of Directors will determine the date on which a shareholder has to be registered in the share register in order to exercise their participation and voting rights in the general meeting of shareholders. This record date will be published, together with the invitation to the general meeting of shareholders, in the Swiss Official Gazette of Commerce. As a rule, the share register will be closed for new entries around 10 days prior to the general meeting of shareholders.

Changes of control and defense measures

Duty to make an offer and opting-up

Pursuant to the Swiss Federal Financial Market Infrastructure Act ("FMIA"), any person that acquires equity securities of a company whose shares are listed on a Swiss stock exchange, whether directly or indirectly or acting in concert with third parties, and, as a result, exceeds the threshold of $33\frac{1}{3}\%$ of the voting rights (whether exercisable or not) of such company must submit a public tender offer to acquire 100% of the listed equity securities of such company. Article 33 of the Articles of Association of Sensirion Holding AG provides for an opting-up pursuant to Art. 135 para. 1 FMIA by raising such threshold to 40% of the voting rights of Sensirion Holding AG. Accordingly, the rules regarding mandatory tender offers would only be triggered if the threshold of 40% of the voting rights is exceeded.

Clauses on changes of control

Sensirion Holding AG granted restricted share units ("RSUs") outstanding as of 31 December 2025 to employees of the Group, including members of the Executive Committee, under the Bonus and Restricted Share Unit Plan of Sensirion Holding AG (see Compensation Report on pages 62 to 75). In the event of a change of control of Sensirion Holding AG, the Board of Directors may in its sole discretion (i) terminate unvested RSUs against compensation, (ii) convert, replace or roll over unvested RSUs, and (iii) in the event of a conversion, sell the shares resulting from such conversion.

Auditors

Duration of the mandate and term of office of the lead auditor

KPMG AG (“KPMG”), Badenerstrasse 172, 8004 Zurich, Switzerland has acted as statutory external auditor of Sensirion Holding AG since 2008. The Annual General Meeting re-elected KPMG as external auditors on 12 May 2025. Matthias Bachmann (Partner) took over the role of responsible lead auditor from Silvan Jurt in January 2025, as part of the regular rotation of lead auditors. In accordance with Swiss law, the lead auditor will rotate at least every seven years.

Auditing fees and additional fees

In the financial year 2025, total auditing fees charged by KPMG for the audit of the consolidated financial statements of Sensirion Holding AG and its Group companies as well as the audit of the statutory financial statements of Sensirion Holding AG amounted to CHF 279,892. This includes audit-related additional fees of CHF 22,842.

For additional services performed by KPMG in the financial year 2025, Sensirion was charged total non-auditing fees as follows.

Additional fees, in thousand of CHF	Amount
Corporate compliance services*	29
Tax advice	88
Total	117

* Including services for risk assessment and sustainability

Information instruments

The Board of Directors exercises its responsibility for the supervision of the auditors through the Audit Committee, which assesses the quality and effectiveness of the external audit on a regular basis. The Audit Committee reviews the scope of the external audit, the audit plan as well as the results of the external audit. Further, the Audit Committee reviews any questions, comments or suggestions of the external auditors regarding internal control, risk management and accounting practices and procedures with the external auditors and the CFO.

In addition to the audit reports on the consolidated financial statements and the statutory financial statements of Sensirion Holding AG, the external auditors prepare a comprehensive report for the Board of Directors pursuant to Article 727a CO. The Audit Committee discusses the comprehensive report and the results of the external audit in detail with the external auditors.

The lead auditor attended all meetings of the Audit Committee. Further, the Audit Committee assesses the performance, costs and independence of the external auditors on an annual basis and supports the Board of Directors in preparing the proposal to the general meeting of shareholders to elect the external auditors.

The Audit Committee verifies that any additional services of the external auditors not relating to the audit services are provided within the independence requirements pursuant to Swiss law. The external auditors are required to confirm that their performance of these additional services will not affect their independence for the audit mandate.

Information policy

Sensirion Holding AG publishes its Annual Report and its interim report on the dates listed in the financial calendar set forth below and published on its Investor Relations website at <https://sensirion.com/company/investor-relations/finance-events>. Financial reports, press releases, information on corporate governance and share information are available on the Investor Relations website at <https://www.sensirion.com/investors>.

The CEO, the CFO and the Director Investor Relations regularly take part in various external investor meetings.

Sensirion Holding AG publishes price-sensitive information in accordance with its disclosure obligations pursuant to the rules of the SIX Swiss Exchange (rules on ad hoc publicity). Interested persons may join Sensirion's mailing list for ad hoc disclosures by subscribing for the company's financial media releases at <https://www.sensirion.com/financial-newsletter>. Further information for shareholders is available at <https://www.sensirion.com/ad-hoc-notice>.

General black-out periods

According to the Company's securities trading policy, members of the Board of Directors and the Executive Committee and employees directly reporting to them, including their respective staff having access to inside information, are prohibited from trading in shares and other securities of the Company as well as related financial instruments during the following periods due to their access to confidential information on a regular basis:

- the periods starting two weeks prior to the end of any half- and full-year reporting period of the Company and ending one full trading day following the public release of the respective results;
- the period starting two weeks before any other public earnings release of the Company and ending one full trading day following such public release; and
- the period starting four weeks prior to the first public release of an offering memorandum for the issuance of shares or other securities of the Company and ending one full trading day following such public release.

Contact

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Financial calendar

10 March 2026	2025 full-year results and Annual Report
11 May 2026	2026 Annual General Meeting
19 August 2026	2026 half-year results and Interim Report

Compensation Report

This Compensation Report describes Sensirion's principles of compensation and provides information on the compensation awarded to the members of the Board of Directors and the Executive Committee in the financial year 2025. The Compensation Report has been prepared in accordance with Art. 734 et seq. of the Swiss Code of Obligations (the "CO"), item 5 of the Directive on Information relating to Corporate Governance of SIX Exchange Regulation and the Swiss Code of Best Practice for Corporate Governance issued by *economiesuisse* (the "Swiss Code").

The Compensation Report will be presented to the annual general meeting of shareholders of Sensirion Holding AG (the "Annual General Meeting") on 11 May 2026 for a consultative vote.

Basic principles of compensation

The compensation system of Sensirion aims to attract, engage and retain talented, highly qualified and motivated executives and employees to implement Sensirion's strategy, to ensure sustainable corporate growth, to foster an entrepreneurial mindset and to create long-term sustainable shareholder value. The key principles of our compensation system are based on our company values "fair and honest, work together, top performance" and are as follows:

- Fairness, transparency and simplicity (reflecting "fair and honest");
- Reward for performance (reflecting "top performance");
- Focus on sustainable long-term value creation, thereby aligning executives' and employees' interests with shareholders' interests (reflecting "work together").

In order to implement the above-mentioned principles, we treat all employees, including the Executive Committee, in the same manner regarding remuneration. In addition, as a result of Sensirion's long-term business perspective based on the fact that the majority of projects worked on in a given year only generate relevant revenues within a timeframe of two to four years, Sensirion does not believe that a very short-term view reflects all considerations pertaining to an annual bonus. As a consequence, our guiding principles for the annual bonus are as follows:

- Employees participate in the long-term development of Sensirion by way of the Bonus and RSU Plan.
- At Sensirion, individual performance is assessed against pre-defined individual performance objectives and discussed with the supervisor as part of a year-end personal review meeting where new individual performance objectives are also determined for the following year.
- Sensirion believes that individual performance cannot be fully measured by key performance indicators only and that looking at quantitative targets only may create wrong incentives. Therefore, (i) the major part of an employee's compensation consists of a fixed base salary and the variable bonus only accounts for a small portion of the total compensation and (ii) the bonus takes into account the overall assessment of an employee's individual performance by their direct supervisor. The annual bonus typically amounts to up to 10% of fixed compensation for employees and up to 20% of fixed compensation for members of the Executive Committee. In cases of outstanding company and individual performance, the bonus may exceed these levels.
- For the members of the Executive Committee, the aggregate variable compensation proposed to the Annual General Meeting by the Board of Directors is subject to approval by the Annual General Meeting before being executed.

Compensation governance

Responsibility for compensation

In accordance with the [Articles of Association](#) and the [Organizational Regulations](#) of Sensirion Holding AG, the Board of Directors is responsible for the compensation and benefits strategy of Sensirion and for the basic elements of the compensation system for the members of the Board of Directors and of the Executive Committee. The Board of Directors approves the individual compensation of the members of the Board of Directors and the Executive Committee subject to approval of the maximum aggregate compensation by the Annual General Meeting.

The Nomination and Compensation Committee supports the Board of Directors in compensation-related matters. It consists of at least three members of the Board of Directors, of which at least one member must be independent as defined by the 2014 Swiss Code. As of 31 December 2025, the Nomination and Compensation Committee consisted of Felix Mayer (Chairman), Moritz Lechner and Anja König, who were elected by the Annual General Meeting on 12 May 2025. According to the Charter of the Nomination and Compensation Committee attached to the [Organizational Regulations](#), the Nomination and Compensation Committee has the following main tasks:

- developing the compensation system for the members of the Board of Directors and the Executive Committee and ensuring its implementation;
- making grants under participation or incentive plans to members of the Executive Committee and delegating authority to make grants to beneficiaries other than members of the Executive Committee;
- resolving on the performance criteria and target values of the compensation of the members of the Executive Committee; and
- proposing the fixed and variable compensation of the CEO and, upon recommendation of the CEO, of the other members of the Executive Committee to the Board of Directors for approval, subject to approval of the aggregate compensation by the Annual General Meeting

The Nomination and Compensation Committee holds meetings as often as required, but in any event at least two times a year, or as requested by any of its members. In 2025, the Nomination and Compensation Committee held two meetings, which all members attended. The Chairman of the Nomination and Compensation Committee reports to the Board of Directors on the committee's activities. The minutes of the meetings of the Nomination and Compensation Committee are available upon request to the members of the Board of Directors.

Additional information on the Nomination and Compensation Committee is provided in the Corporate Governance Report on pages 36-61.

Authorities in compensation-related matters

	AGM	Board	NCC	CEO
Compensation and benefits strategy; basic elements of the compensation system		Approves	Proposes	
Maximum aggregate compensation of the Board	Approves	Proposes	Proposes	
Individual compensation of Board members		Approves	Proposes	
Maximum aggregate fixed compensation of the EC (prospective)	Approves	Proposes	Proposes	
Aggregate variable compensation of the EC (retrospective)	Approves	Proposes	Proposes	
Individual compensation of the CEO		Approves	Proposes	
Individual compensation of other EC members		Approves	Proposes	Proposes
Performance criteria and target values of compensation of EC members			Approves	Proposes
Compensation Report	Consultative vote	Approves	Proposes	

AGM: Annual General Meeting; Board: Board of Directors; NCC: Nomination and Compensation Committee;
CEO: Chief Executive Officer; EC: Executive Committee

Shareholders' approval of compensation (Say on Pay)

In accordance with Art. 735 CO and Article 25 of the Articles of Association, the Annual General Meeting must approve the proposals by the Board of Directors regarding the aggregate amounts of:

(1) the maximum compensation of the Board of Directors until completion of the next Annual General Meeting; (2) the maximum fixed compensation of the Executive Committee for the following financial year; and (3) the variable compensation of the Executive Committee for the preceding financial year.

The following chart shows for which periods proposals on compensation will be submitted for approval to the Annual General Meeting on 11 May 2026.



If the maximum aggregate amount of compensation of the Executive Committee already approved by the Annual General Meeting is not sufficient to also cover the compensation of persons newly appointed to or promoted within the Executive Committee, each such person may be paid up to 40 % (in the case of the CEO) or 20 % (all other members of the Executive Committee), as applicable, of the aggregate amount of (maximum) compensation of the Executive Committee last approved by the Annual General Meeting.

Compensation rules in the Articles of Association

The Articles of Association of Sensirion Holding AG, which can be found on our website (<https://www.sensirion.com/articles-of-association-internal-regulations>), provide for the principles of compensation applicable to the Board of Directors and the Executive Committee. These provisions include:

- Approval of the compensation of the Board of Directors and the Executive Committee by the Annual General Meeting (Article 25);
- Supplemental amount for changes to the Executive Committee (Article 26); and
- Principles of compensation of the members of the Board of Directors and the Executive Committee (Article 27).

The Articles of Association do not provide for the granting of loans and credit facilities to the members of the Board of Directors or the Executive Committee.

Compensation of the members of the Board of Directors

Compensation structure

The compensation for the members of the Board of Directors consists exclusively of a fixed compensation in cash to ensure that the Board of Directors remains independent in exercising its supervisory duties towards the Executive Committee. In accordance with the Articles of Association, the Board of Directors determines the amount of compensation of its members based on their position and level of responsibility on an annual basis.

In 2025, Dr. Felix Mayer, Co-Chairman, received compensation as Co-Chairman of the Board of Directors and Chairman of the NCC, and Dr. Moritz Lechner, Co-Chairman, received compensation as Co-Chairman of the Board of Directors, member of the NCC as well as for assuming responsibility for strategic advisory and sensor innovation. In addition, each Co-Chairman participates in the occupational pension plans of Sensirion, but they are not entitled to a performance-related compensation.

The compensation awarded to the other members of the Board of Directors consists of a fixed board membership fee of CHF 50,000 p.a. and additional fixed fees as chairperson or member of a committee of the Board of Directors as set forth below.

Elements of Board compensation (in CHF per year)	Chairperson¹	Member
Board of Directors	130,000	50,000
Audit Committee (AC)	30,000	20,000
Nomination and Compensation Committee (NCC)	20,000	10,000
Independent Directors' Committee (IDC)	10,000	10,000
Strategic advisory and Sensor Innovation	110,000	

¹ Until 30 August 2024, each Co-Chairman received a fixed compensation of CHF 250,000 p.a. by Sensirion AG, each on a 50% basis, CHF 100,000 for their role as Co-Chairman and CHF 150,000 for sensor innovation and strategic tasks. Dr. Felix Mayer, Co-Chairman, did not receive any additional compensation as chairman of the NCC. Dr. Moritz Lechner, Co-Chairman, did not receive any additional compensation as member of the NCC. As of 1 September 2024, Felix Mayer stopped his responsibilities in the area of strategic advisory and sensor innovation and focused on his role as Co-Chairman and Chairman of the Nomination and Compensation Committee (NCC). Moritz Lechner continues to assume responsibility for strategic advisory and sensor innovation. As of 1 September 2024, Dr. Felix Mayer, Co-Chairman, receives compensation as Chairman of the NCC and Dr. Moritz Lechner, Co-Chairman, receives compensation as member of the NCC. In addition, each Co-Chairman participates in the occupational pension plans of Sensirion, but they are not entitled to a performance-related compensation.

In 2024, Sensirion last conducted a benchmarking analysis of Board of Directors' compensation against peer companies listed on the SIX Swiss Exchange in the technology and manufacturing sectors with revenues between CHF 50 million and CHF 600 million.

In addition, all members of the Board of Directors may be compensated with an additional fee in exceptional circumstances for performing special tasks for Sensirion, assigned to them and approved by the Board of Directors, that are outside of their regular duties and activities as members of the Board of Directors.

The members of the Board of Directors are compensated in cash. The cash compensation is paid to the Co-Chairmen on a monthly basis and to the other members of the Board of Directors on an annual basis in arrears. Further, the members of the Board of Directors are reimbursed for all reasonable expenses incurred by them in the discharge of their duties.

The Nomination and Compensation Committee reviews the annual compensation of the members of the Board of Directors and submits a proposal to the Board of Directors regarding the compensation of each member of the Board of Directors on an annual basis. The Co-Chairmen and the other members of the Nomination and Compensation Committee participate in meetings of the Nomination and Compensation Committee where their compensation is discussed. The Nomination and Compensation Committee decides collectively on the overall proposal to the Board of Directors regarding the individual compensation of the members of the Board of Directors. Once per year in a meeting, the Board of Directors approves the individual compensation of each Co-Chairman, in the event of member specific changes under abstention of the relevant Co-Chairman and each other member, as well as the proposal to the Annual General Meeting regarding the aggregate amount of the maximum compensation for all of its members.

Compensation awarded to the members of the Board of Directors

As of 31 December 2025, the Board of Directors consisted of six members. At the Annual General Meeting on 12 May 2025, Ricarda Demarmels did not stand for re-election. All other members of the Board of Directors were re-elected for another term of office until completion of the next Annual General Meeting in 2026. In addition, Mirjana Blume, CEO of SML Solutions AG, was elected as a new member of the Board of Directors until the upcoming Annual General Meeting on 11 May 2026.

For the financial years 2025 and 2024, the compensation of the members of the Board of Directors is set out in the following table.

The compensation awarded to the members of the Board of Directors for the term up to the Annual General Meeting 2025 was within the maximum aggregate amount of compensation approved by the Annual General Meeting 2024 as set forth below. The maximum aggregate amount of compensation for the members of the Board of Directors for the current term was approved at the Annual General Meeting on 12 May 2025.

Compensation period	Approved (CHF)	Effective (CHF)
AGM 2024 – AGM 2025	950,000	857,310
AGM 2025 – AGM 2026	950,000	to be determined ¹

AGM: Annual General Meeting

¹ The effective amount will be disclosed in the 2026 Compensation Report.

Compensation of the Board of Directors in 2025 (audited)

In CHF	Basic compensation	Additional compensation (committees, special tasks)	Pension benefits and social security contributions	Total compensation
Dr. Moritz Lechner, Co-Chairman ¹	240,000	10,000	48,359	298,359
Dr. Felix Mayer, Co-Chairman ¹	130,000	20,000	29,004	179,004
Mirjana Blume ²	33,333	26,667	4,440	64,440
Ricarda Demarmels ³	16,667	13,333	2,217 ⁴	32,217
Dr. Anja König	50,000	30,000	5,911 ⁴	85,911
Henri Mrejen	50,000	20,000	23,100 ⁴	93,100
Dr. Franz Studer	50,000	20,000	5,263 ⁴	75,263
Total	570,000	140,000	118,295	828,295

¹ In 2025, Dr. Felix Mayer, Co-Chairman, received compensation as Co-Chairman of the Board of Directors and Chairman of the NCC, and Dr. Moritz Lechner, Co-Chairman, received compensation as Co-Chairman of the Board of Directors, member of the NCC as well as for assuming responsibility for strategic advisory and sensor innovation. In addition, each Co-Chairman participates in the occupational pension plans of Sensirion, but they are not entitled to a performance-related compensation.

² Member of the Board of Directors since 12 May 2025.

³ Until 12 May 2025

⁴ Social security contributions required by Swiss Law.

Compensation of the Board of Directors in 2024 (audited)

In CHF	Basic compensation	Additional compensation (committees, special tasks)	Pension benefits and social security contributions	Total compensation
Dr. Moritz Lechner, Co-Chairman ¹	246,667	3,333	48,455	298,455
Dr. Felix Mayer, Co-Chairman ¹	210,005	6,667	42,017	258,689
Ricarda Demarmels	50,000	40,000	6,650 ⁴	96,650
Francois Gabella ²	16,667	6,667	1,335 ⁴	24,669
Henri Mrejen ³	33,333	13,333	3,509 ⁴	50,176
Dr. Anja König	50,000	30,000	5,911 ⁴	85,911
Dr. Franz Studer	50,000	20,000	5,263 ⁴	75,263
Total	656,672	120,000	113,141	889,813

¹ Until 30 August 2024, each Co-Chairman received a fixed compensation of CHF 250,000 p.a. by Sensirion AG, each on a 50% basis, CHF 100,000 for their role as Co-Chairman and CHF 150,000 for sensor innovation and strategic tasks. Dr. Felix Mayer, Co-Chairman, did not receive any additional compensation as chairman of the NCC. Dr. Moritz Lechner, Co-Chairman, did not receive any additional compensation as member of the NCC. As of 1 September 2024, Felix Mayer stopped his responsibilities in the area of strategic advisory and sensor innovation and focused on his role as Co-Chairman and Chairman of the Nomination and Compensation Committee (NCC). Moritz Lechner continues to assume responsibility for strategic advisory and sensor innovation. As of 1 September 2024, Dr. Felix Mayer, Co-Chairman, received compensation as Chairman of the NCC and Dr. Moritz Lechner, Co-Chairman, received compensation as member of the NCC. In addition, each Co-Chairman participates in the occupational pension plans of Sensirion but they are not entitled to a performance-related compensation.

² Until 13 May 2024

³ Member of the Board of Directors since 13 May 2024.

⁴ Social security contributions required by Swiss Law.

Loans or credits to members of the Board of Directors (audited)

As of 31 December 2025, there were no outstanding loans or credit facilities between Sensirion and current members of the Board of Directors.

Former members of the Board of Directors (audited)

In 2025, no compensation was paid to former members of the Board of Directors. As of 31 December 2025, there were no outstanding loans or credit facilities between Sensirion and former members of the Board of Directors.

Related parties of members of the Board of Directors (audited)

In 2025, no compensation on conditions other than customary market conditions was paid to parties closely related to current or former members of the Board of Directors.

Compensation of the members of the Executive Committee

Compensation structure

The compensation for the members of the Executive Committee (or “EC”) consists of an annual base salary, benefits and a bonus awarded in the form of restricted shares and restricted share units (“RSUs”).

Compensation components	Instrument	Purpose	Influenced by
Annual base salary	Basic fixed compensation Paid in cash on a monthly basis	Attract and retain talented and highly qualified executives	Position Experience Competitive market
Bonus (share-based compensation)	Annual variable bonus Paid in restricted shares and RSUs	Reward individual and company performance Align to shareholders’ interest Foster entrepreneurial mindset	Contribution to short-, mid- and long-term goals of the company Personal initiative Individual extra efforts
Benefits	Pension benefits and social security contributions Allowances in kind	Risk protection for participants and their dependents	Market practice and position Legal requirements

Base salary

Members of the Executive Committee receive an annual base salary as fixed compensation paid in cash on a monthly basis. It reflects the scope and key areas of responsibility of the position, the qualification and skills required to perform the role, and the experience, seniority and skill set of the individual person. The base salary is reviewed and determined on an annual basis by the Nomination and Compensation Committee and approved by the Board of Directors. The CEO makes recommendations to the Nomination and Compensation Committee for the base salary of the other members of the Executive Committee.

For the last time in 2024, Sensirion performed a comparison of the compensation for the members of the Executive Committee with peers listed on the SIX Swiss Exchange from the technology and manufacturing sectors with revenues in the range of CHF 50-600 million.

Bonus (Equity Award)

Members of the Executive Committee are awarded an annual bonus as variable compensation paid in restricted shares subject to a blocking period of three years and in RSUs subject to a vesting period of three years under Sensirion’s Bonus and Restricted Share Unit Plan (the “Bonus and RSU Plan”), as further described below. As a result, the annual bonus consists of both a short-term incentive and a long-term incentive. According to Article 25 of the [Articles of Association](#), the aggregate amount of the annual bonuses awarded to the members of the Executive Committee is subject to the approval of the variable compensation for 2025 by the Annual General Meeting on 11 May 2026.

The Nomination and Compensation Committee reviews and proposes to the Board of Directors the annual bonus of the CEO and, upon recommendation of the CEO, the annual bonus of each other member of the Executive Committee in its sole discretion on an annual basis.

In determining variable compensation, Sensirion takes an encompassing approach that considers both meeting measurable targets and qualitative factors. The number of restricted shares to be awarded is determined by dividing the bonus amount by an average price of the shares as quoted on the SIX Swiss

Exchange over a period of time prior to the date of allocation of the shares as determined by the Company in its sole discretion (in 2025, 10 trading days), rounded up to the nearest full number of shares. The number of RSUs to be awarded is determined by the Board of Directors in its sole discretion upon recommendation of the Nomination and Compensation Committee. In 2025, the RSUs awarded for the 2025 bonus of the members of the Executive Committee represented 100% of the value of the restricted shares to create long-term incentives and alignment with shareholders' interests.

As a result of Sensirion's long-term business perspective based on sustainable innovation and resulting long investment cycles, common, mainly short-term-oriented, quantitative target metrics are considered inappropriate to determine the annual bonus of the members of the Executive Committee on a strictly mathematical basis. Sensirion believes that individual performance cannot be fully measured by key performance indicators only and that looking at quantitative targets only may create wrong incentives. Therefore, the major part of the compensation consists of a fixed base salary, and the variable bonus, which is based on performance criteria, only accounts for a small portion of the total compensation.

For the members of the Executive Committee and all other employees, individual performance objectives are pre-defined prior to the relevant financial year by such person's direct supervisor (for the CEO, the Co-Chairmen; for the other members of the Executive Committee, the CEO) and discussed as part of the year-end personal review meeting. At the end of each financial year, the individual performance of the members of the Executive Committee and all other employees is assessed against those objectives and considered when determining the annual bonus. In general, the annual bonus of the members of the Executive Committee and all other employees is determined by taking into account the following performance criteria, which are weighted by the Nomination and Compensation Committee in its sole discretion:

- **Individual criteria**

- Personal contribution to the short-, mid- and long-term goals of Sensirion and the team
- Personal initiative and willingness to take on responsibility
- Individual extra efforts to achieve short- and mid-term goals
- Team player and interdisciplinary skills
- Entrepreneurial approach to achieve Sensirion's goals

- **Additional criteria for team and project leaders**

- Ability to attract, retain and coach talents in one's team
- Communication and motivation skills

- **Team criteria**

- Overall performance of the team
- Achievement of the team's goals

As a result of this method to determine the annual bonus for the Executive Committee, Article 25 of the Articles of Association requires retrospective shareholder approval of the variable compensation. Therefore, the Company will not deliver the restricted shares and the RSUs granted with the annual bonus in 2025 to the members of the Executive Committee prior to the approval by the Annual General Meeting 2026.

In 2025, the variable compensation in the form of the annual bonus, including RSUs, awarded to members of the Executive Committee represented around 23% (in 2024, around 15%) of the base salary for the CEO and between 18% and 22% (in 2024, 4% to 13%) of the base salary for the other members of the Executive Committee. As a rule, the amount of the annual bonus, including RSUs, granted to each member of the Executive Committee must not exceed 40% of such member's annual fixed base salary.

Details of the Bonus and RSU Plan

The Bonus and RSU Plan, which is applicable to all employees of Sensirion (including the members of the Executive Committee) eligible for a bonus, includes special provisions applicable to the members of the Executive Committee as set forth in this Compensation Report. In particular, members of the Executive Committee are awarded their bonus only in the form of restricted shares and RSUs, whereas the other employees may choose between a cash bonus or an equity bonus.

Restricted shares are subject to a blocking period of three years as from the date of grant, during which the shares may not be sold, otherwise transferred, pledged or made the object of hedging transactions. The Co-Chairmen, acting jointly, may waive this sale restriction in cases of hardship or in case of termination of employment to the extent permitted by law. As a rule, all restricted shares remain restricted until the expiration of the blocking period.

The RSUs granted under the Bonus and RSU Plan are subject to a cliff vesting three years after the date of grant, provided that the relevant participant has not given or received notice of termination of their employment as set forth below by the vesting date, and has not sold or otherwise transferred the economic benefit of or pledged any of the restricted shares allocated to their as part of the equity award. On the vesting date, each RSU is automatically converted into one share of Sensirion Holding AG. Sensirion may settle the RSUs with newly issued shares out of the Company's conditional share capital and/or out of the Company's treasury shares and/or with shares purchased in the open market.

In case of termination of the employment of a participant as a result of ordinary retirement¹, disability or death, such member's RSUs vest at the relevant vesting date. In all other cases of termination, all unvested RSUs will be forfeited without any compensation. The Co-Chairmen, acting jointly, may provide for exceptions to the extent permitted by law.

In the event of the acquisition of 50% or more of the voting rights of all outstanding shares of Sensirion Holding AG, through the acquisition of securities or a merger or consolidation, or the sale of substantially all of the Company's assets to a third party, the Board of Directors may, in its sole discretion, (i) terminate unvested RSUs against compensation, (ii) convert, replace or roll over unvested RSUs and, (iii) in the event of a conversion, sell the shares resulting from such conversion.

Benefits

Benefits consist mainly of retirement and insurance plans that are designed to provide a reasonable level of protection for the employees and their dependents with respect to retirement, risk of disability, death and illness or accident. The current members of the Executive Committee are all employed under a Swiss employment agreement. They participate in Sensirion's occupational pension plan offered to all employees in Switzerland, whereby the base salary is insured up to the maximum amount permitted by law. Sensirion's pension benefits exceed the legal requirements of the Swiss Federal Act on Occupational Retirement, Survivors' and Disability Pension Plans (BVG).

In addition, members of the Executive Committee are eligible for standard benefits, such as a representation allowance and benefits in kind and, in particular, support when commuting by public transportation.

¹ The details of retirement (in particular early retirement and special cases) will be specified by the Executive Committee in accordance with local regulations.

Shareholding ownership guideline

Pursuant to the Bonus and RSU Plan, no member of the Executive Committee shall sell or otherwise transfer their shares in Sensirion Holding AG if, as a result, the value of their shareholdings in Sensirion Holding AG falls below 100% of their last annual fixed and variable compensation. The value of the shareholdings held by an individual member of the Executive Committee is determined by multiplying the number of shares (including restricted shares) owned by such member with the market price of the shares.

Compensation awarded to members of the Executive Committee

In the financial year 2025, the Executive Committee consisted of six members, with one replacement following a retirement (see Corporate Governance Report on page 53 for details). For the financial years 2025 and 2024, the compensation of the members of the Executive Committee is set out in the tables below. Compared to 2024, the 2025 base salaries of the members of the Executive Committee increased as the role VP Marketing & Sales was vacant for six months in 2024.

The fixed compensation awarded to the members of the Executive Committee for the financial year 2025 is within the maximum aggregate amount of fixed compensation of CHF 2,400,000 approved by the Annual General Meeting 2024.

Fixed compensation for the financial year	Approved (CHF)	Effective (CHF)
2025 (approved by the AGM 2024)	2,400,000	1,951,524

AGM: Annual General Meeting

Compensation of the Executive Committee in 2025 (audited)

Compensation Components (in CHF)	Marc von Waldkirch (CEO)	Other EC (5 members) ²	Total EC
Base salary	444,184	1,213,918	1,658,102
Pension and social security, for base salary	78,485	214,937	293,422
Total fixed compensation	522,669	1,428,855	1,951,524
Variable bonus (restricted shares and RSUs) ¹	102,168	252,170	354,339
Social security, for variable bonus	4,016	5,110	9,126
Total compensation	628,853	1,686,136	2,314,989

¹ Variable bonus is based on the average of the share prices over 10 (ten) trading days prior to the date of allocation (CHF 59.02) and consists of 50% restricted shares subject to a blocking period of three years and 50% RSUs subject to a vesting period of three years, and is subject to approval by the Annual General Meeting on 11 May 2026. Following such approval, a revised fair value will be determined for accounting purposes only.

² Dr. Martin Wirz was appointed as CFO and joined the Executive Committee effective as of 1 January 2025, after Matthias Gantner, former CFO, retired on 31 December 2024. In general, the remuneration calculation of newly appointed or resigning Executive Committee members is done on a pro rata basis.

Compensation of the Executive Committee in 2024 (audited)

Compensation Components (in CHF)	Marc von Waldkirch (CEO)	Other EC (6 members) ²	Total EC
Base salary	444,184	1,090,090	1,534,274
Pension and social security, for base salary	78,611	189,475	268,086
Total fixed compensation	522,795	1,279,564	1,802,360
Variable bonus (restricted shares and RSUs) ¹	65,667	94,436	160,102
Social security, for variable bonus	6,830	8,111	14,941
Total compensation	595,292	1,382,111	1,977,403

¹ Variable bonus is based on the average of the share prices over 10 (ten) trading days prior to the date of allocation (CHF 56.41) and consists of 50% restricted shares subject to a blocking period of three years and 50% RSUs subject to a vesting period of three years, and was approved by the Annual General Meeting on 12 May 2025. Following such approval, a revised fair value will be determined for accounting purposes only.

² In the course of 2024, Dr. Andrea Orzati (VP Marketing & Sales) left Sensirion. Effective as of 1 November 2024, Simon Sonderfeld (new VP Marketing & Sales) joined the Executive Committee. Remuneration calculation of newly appointed or resigning Executive Committee members is done on a pro rata basis.

Loans or credits to members of the Executive Committee (audited)

As of 31 December 2025, there were no outstanding loans or credit facilities between Sensirion and current members of the Executive Committee.

Contracts with members of the Executive Committee

All members of the Executive Committee are employed under employment contracts of unlimited duration that are subject to a notice period of six months. None of the members of the Executive Committee is contractually entitled to termination payments or any change of control provisions other than the accelerated vesting and unblocking of equity awards as described above.

Former members of the Executive Committee (audited)

In 2025, Sensirion paid compensation of EUR 500 to Matthias Gantner, former Chief Financial Officer, who retired from the Executive Committee on 31 December 2024.

Related parties of members of the Executive Committee (audited)

In 2025, no compensation on conditions other than customary market conditions was paid to parties closely related to current or former members of the Executive Committee. As of 31 December 2025, there were no outstanding loans or credit facilities on conditions other than customary market conditions between Sensirion and parties closely related to current or former members of the Executive Committee.

Employee participation plans

As of 31 December 2025, Sensirion maintains an employee participation plan for its employees in Switzerland as well as for employees of Sensirion's foreign subsidiaries. The Bonus and RSU Plan applies to the bonus granted to employees for their performance in the financial year 2025 (the "2025 Bonus") and to any future bonuses.

Bonus and RSU Plan

The purpose of the Bonus and RSU Plan is to provide employees eligible for a bonus with an opportunity to participate in the creation of the long-term shareholder value of Sensirion. Sensirion Holding AG and its subsidiaries may award a bonus to their employees under the Bonus and RSU Plan, provided that such employees have not given or received notice of termination at the time of the award. The Executive Committee determines the bonus of the employees in its sole discretion on an annual basis. As a rule, the bonus amount shall not exceed 20% of an employee's annual fixed salary. The annual funding pool for the Bonus and RSU Plan allocated to participants is determined by the Board of Directors in its sole discretion upon recommendation of the Nomination and Compensation Committee.

In 2025, Sensirion awarded bonuses to 1,046 (2024: 991) employees who, in accordance with the Bonus and RSU Plan, were given the opportunity to choose between payment of their 2025 bonus either in cash (the "Cash Bonus") or in restricted shares of Sensirion Holding AG subject to a blocking period of three years and additional RSUs subject to a vesting period of three years (the "Equity Bonus"). Any bonus is subject to the condition that the eligible employee has not been given notice of termination for cause by its employer during the election period. If an eligible employee does not notify Sensirion of their election during the election period, they receive their 2025 bonus in the form of a Cash Bonus. The election period for the 2025 bonus ended on 3 January 2026.

For the Equity Bonus, the number of restricted shares is determined by dividing the amount of the Cash Bonus by an average price of the shares as quoted on the SIX Swiss Exchange over a period of time prior to the date of allocation of the shares as determined by the Company in its sole discretion (in 2025, 10 (ten) trading days), rounded up to the nearest full number of shares. The number of RSUs to be awarded is determined by the Board of Directors in its sole discretion upon recommendation of the Nomination and Compensation Committee. In 2025, the RSUs awarded for the 2025 bonus of all employees (other than the members of the Executive Committee) represented 25% of the value of the restricted shares.

For further information, please refer to the description of the Bonus and RSU Plan on pages 69 to 71 of this Compensation Report.

Shares held by members of the Board of Directors and the Executive Committee (audited)

The members of the Board of Directors and the Executive Committee (including related parties) held the following number of shares and RSUs as of 31 December:

Board of Directors	2025		2024	
	Shares	RSUs	Shares	RSUs
Dr. Moritz Lechner, Co-Chairman	837,024	-	845,743	-
Dr. Felix Mayer, Co-Chairman ¹	816,057	-	839,462	-
Mirjana Blume, member ²	-	-	n/a	n/a
Ricarda Demarmels, member ³	n/a	n/a	250	-
Dr. Franz Studer, member	-	-	-	-
Anja König, member	1,157	-	1,157	-
Henri Mrejen, member	-	-	-	-
Total Board of Directors	1,654,236	-	1,686,612	-

Executive Committee	2025		2024	
	Shares	RSUs	Shares	RSUs
Dr. Marc von Waldkirch, CEO	48,069	1,567	46,802	1,118
Dr. Franziska Brem, VP Operations	2,704	681	2,218	255
Matthias Gantner, CFO ⁴	n/a	n/a	8,611	-
Rahel Meuwly, VP People & Culture	567	467	272	172
Dr. Johannes Schumm, VP Research & Development	7,876	928	7,117	667
Simon Sonderfeld, VP Marketing & Sales ⁵	407	407	-	-
Dr. Martin Wirz, CFO ⁶	5,232	453	n/a	n/a
Total Executive Committee	64,855	4,503	65,020	2,212

¹ Related parties: including shares held by Fondation des Fondateurs, Zürich, Switzerland.

² Mirjana Blume joined the Board of Directors as of 12 May 2025.

³ Ricarda Demarmels resigned as of 12 May 2025.

⁴ Matthias Gantner retired as of 31 December 2024.

⁵ Simon Sonderfeld joined the Executive Committee as VP Marketing & Sales effective as of 1 November 2024.

⁶ Dr. Martin Wirz joined the Executive Committee as CFO effective as of 1 January 2025.

Mandates in other enterprises (audited)

The details on the activities of the members of the Board of Directors and the Executive Committee in comparable functions at enterprises with an economic purpose other than Sensirion Holding AG or its subsidiaries are set forth in the biographies on pages 38-39 and 50-51 of the Corporate Governance Report.

Auditor's Report



Report of the Statutory Auditor

To the General Meeting of Sensirion Holding AG, Stäfa

Report on the Audit of the Remuneration Report

Opinion

We have audited the Remuneration Report of Sensirion Holding AG (the Company) for the year ended 31 December 2025. The audit was limited to the information pursuant to Art. 734a-734f of the Swiss Code of Obligations (CO) in the tables marked "audited" on pages 67 to 68 and pages 72 to 75 of the Remuneration Report.

In our opinion, the information pursuant to Art. 734a-734f CO in the tables marked "audited" on pages 67 to 68 and pages 72 to 75 of the Remuneration Report complies with Swiss law and the Company's articles of incorporation.

Basis for Opinion

We conducted our audit in accordance with Swiss law and Swiss Standards on Auditing (SA-CH). Our responsibilities under those provisions and standards are further described in the "Auditor's Responsibilities for the Audit of the Remuneration Report" section of our report. We are independent of the Company in accordance with the provisions of Swiss law and the requirements of the Swiss audit profession. We have also fulfilled our other ethical responsibilities in accordance with these requirements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Other Information

The Board of Directors is responsible for the other information. The other information comprises the information included in the annual report, but does not include the tables marked "audited" in the Remuneration Report, the consolidated financial statements, the stand-alone financial statements and our auditor's reports thereon.

Our opinion on the Remuneration Report does not cover the other information and we do not express any form of assurance conclusion thereon.

In connection with our audit of the Remuneration Report, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the audited financial information in the Remuneration Report or our knowledge obtained in the audit or otherwise appears to be materially misstated.

If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.



Board of Directors' Responsibilities for the Remuneration Report

The Board of Directors is responsible for the preparation of a Remuneration Report in accordance with the provisions of Swiss law and the Company's articles of incorporation, and for such internal control as the Board of Directors determines is necessary to enable the preparation of a Remuneration Report that is free from material misstatement, whether due to fraud or error. The Board of Directors is also responsible for designing the remuneration system and defining individual remuneration packages.

Auditor's Responsibilities for the Audit of the Remuneration Report

Our objectives are to obtain reasonable assurance about whether the information pursuant to Art. 734a-734f CO is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Swiss law and SA-CH will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of this Remuneration Report.

As part of an audit in accordance with Swiss law and SA-CH, we exercise professional judgement and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement in the Remuneration Report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Company's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made.

We communicate with the Board of Directors or its relevant committee regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.



We also provide the Board of Directors or its relevant committee with a statement that we have complied with relevant ethical requirements regarding independence, and to communicate with them all relationships and other matters that may reasonably be thought to bear on our independence, and where applicable, actions taken to eliminate threats or safeguards applied.

KPMG AG

Matthias Bachmann
Licensed Audit Expert
Auditor in Charge

Noemi Maibach
Licensed Audit Expert

Zurich, 9 March 2026

KPMG AG, Badenerstrasse 172, CH-8036 Zurich

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Sustainability report

An aerial photograph of a city street intersection. The street is paved and has several lanes with cars and a bus. There are green trees along the sidewalks. To the right, there is a waterfront area with a boat dock where several boats are moored. The sky is clear and blue. The text "Sustainability at Sensirion— a holistic commitment" is overlaid in white on the image.

Sustainability at Sensirion— a holistic commitment

At Sensirion, sustainability drives our business, operations and vision for the future. Our commitment encompasses environmental responsibility, sustainable growth and social engagement to create lasting value for all stakeholders. Our innovative sensors play a critical role in enhancing energy efficiency, supporting eco-friendly products and helping customers decarbonize their operations. From automotive systems to methane leakage monitoring, our technologies contribute to significant reductions in greenhouse gas emissions. Internally, we focus on sustainable production practices that minimize waste, improve material efficiency and manage natural resources responsibly.

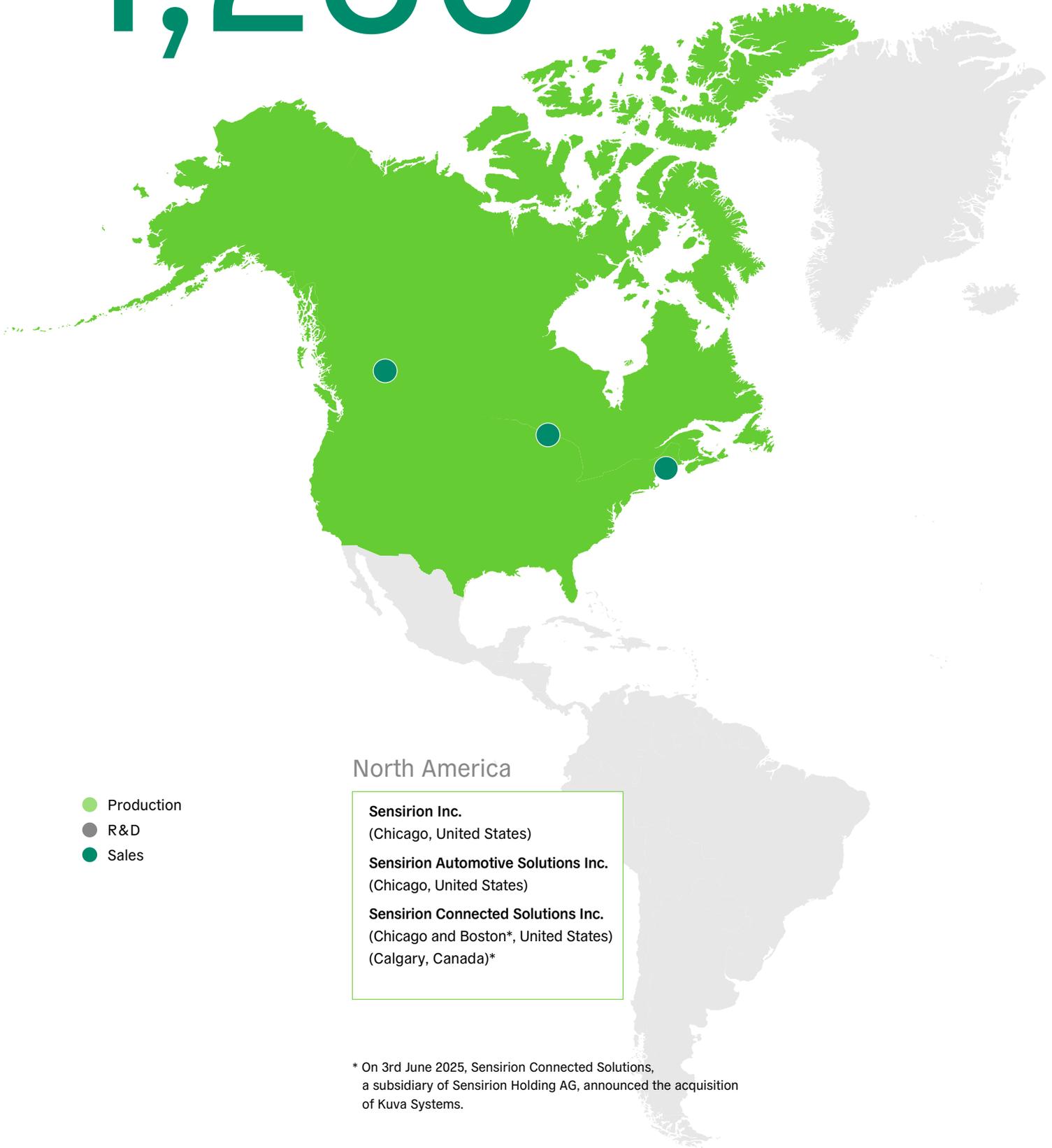
Sustainable growth at Sensirion means addressing sensor challenges with cutting-edge solutions that deliver clear value to our customers. Our long-term customer relationships provide valuable insights that drive our innovation pipeline. With a forward-looking mindset, we invest in future technologies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

Our employees and unique culture are at the heart of Sensirion's success. We foster an inspiring work environment that encourages personal and professional growth. Our award-winning "SensiSpirit" describes a unique culture of innovation and entrepreneurship that we expect all employees to live by, regardless of their function. Collaboration, fairness, honesty and top performance are the foundations of our approach, ensuring every employee feels valued and empowered.

Sustainability is more than a goal—it's how we achieve it. By integrating environmental responsibility, social engagement and growth, we are building a greener tomorrow while fostering an inclusive, innovative workplace. Together, we are shaping a sustainable future.

Marc von Waldkirch, CEO

1,280



- Production
- R&D
- Sales

North America

Sensirion Inc.
(Chicago, United States)

Sensirion Automotive Solutions Inc.
(Chicago, United States)

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

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

Employees (FTE) worldwide as of 31 December 2025



Europe

- Sensirion Holding AG**
- Sensirion AG**
- Sensirion Automotive Solutions AG**
- Sensirion Connected Solutions AG**
(Stäfa, Switzerland)
- Sensirion Hungary Kft.**
- Sensirion Automotive Solutions Hungary Kft.**
(Debrecen, Hungary)
- Qmicro B.V.** (Enschede, Netherlands)
- Sensirion Europe GmbH**
(Gerlingen, Germany)

Asia

- Sensirion Automotive Solutions Korea Co., Ltd.**
(Seoul, South Korea)
- Sensirion Automotive Solutions (Shanghai) Co., Ltd.**
(Shanghai, China)
- Sensirion China Co., Ltd.** (Shenzhen, China)
- Sensirion Korea Co., Ltd.** (Dongan-Gu, South Korea)
- Sensirion Japan Co., Ltd.** (Tokyo, Japan)
- Sensirion Taiwan Co., Ltd.** (Taipei City, Taiwan)
- Sensirion Singapore Branch** (Singapore)

Key points

Our business

Sensirion Holding AG is a joint stock company listed on the SIX Swiss Exchange and headquartered in Stäfa, Switzerland. Sensirion further operates 14 offices in Canada, China, Germany, Hungary, Japan, Singapore, South Korea, Taiwan, the Netherlands and the United States. Sensirion develops and produces sensor solutions for measuring environmental parameters, gas flow, liquid flow and machine

diagnostics. The company enjoys an excellent reputation in its relevant field within the semiconductor industry, delivering sensor solutions for applications to the automotive, medical, industrial and consumer goods sectors.

All semiconductor wafers used at Sensirion are developed in-house, specifically designed for each product family. In order to optimize the use of capital and increase flexibility, the production of these CMOS (complementary metal-oxide-semiconductor) wafers is outsourced to global foundries in Asia and Europe. The wafers are then shipped to Sensirion Switzerland for further sensor processing on wafer level in our

own cleanrooms. The packaging and sensor calibration steps that follow the clean room processes are done on equipment that is partially designed by Sensirion's own automation group to meet the specific requirements of sensor production. Finally, the end test on component level completes the tight process controls and assures that high quality standards are achieved.

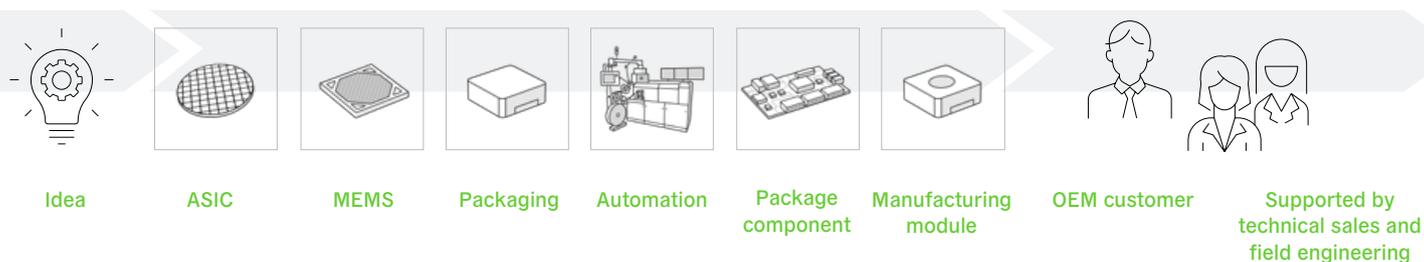
Depending on the application and product, these semiconductor components are either sold directly to end customers around the world or further processed into higher-value integrated sensor solutions in our own facilities in Hungary, China, South Korea and Switzerland. Sensirion relies on its own sales team, which is organized by market and supported by local sales offices in China, USA, Japan, South Korea, Singapore and Taiwan. We also work with local distributors to reach relevant customers as well as global catalogue distributors.

Finally, Sensirion's finished products are shipped through logistics companies that retrieve goods from our manufacturing facilities and deliver them directly to customer product assembly lines. We predominantly operate an original equipment manufacturer business (OEM)—in other words, the products we make are integrated into our customers' devices; they are not considered standalone products.

Main applications per market

- **Medical** Ventilators and CPAP devices
- **Industrial** Gas burners, home appliances (e.g. refrigerators, air conditioners, air purifiers), smart gas meters and heating, ventilation and air conditioning (HVAC) systems
- **Automotive** Tier 1 and Tier 2 suppliers of modules for interior anti-fog, comfort functions and engine control
- **Consumer** Smart thermostats and air quality monitors

Value chain



Thus, the destination of our sensor products is usually another large manufacturing facility that builds our sensor products onto a circuit board or directly into final devices (e.g. a car or an air purifier) and then ships them to end consumers.

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

Built with values

Sensirion, a company founded in 1998 as an ETH Zurich spin-off by Moritz Lechner and Felix Mayer, has grown to become a global leader in innovation with a unique culture and style that we call the SensiSpirit. At Sensirion, we prioritize the human factor and strive to build long-lasting relationships with our customers, prospective employees, shareholders, analysts, suppliers and the general public.

The SensiSpirit is based on the following values:

- **Fair and honest** These are the guiding principles for how we work with all involved parties here at Sensirion, be they employees, customers, or external suppliers and partners.
- **Together** We believe that every employee and supplier should actively be involved in the constructive journey to find workable solutions. Teams are not opponents; they are partners working in concert, where individual goals harmonize with the overall mission. Success is a collective effort, and we can only succeed together.
- **Top performance** Those who understand the needs of customers and offer innovative solutions set themselves apart from the competition. SensiSpirit also means having a competitive drive—in other words, bringing expertise and an entrepreneurial mindset to the table, thinking innovatively, sharing responsibility and achieving extraordinary things, day in and day out.

Our policies

- Management manual
- Responsible Business Alliance Code of Conduct
- Internal Code of Conduct including military goods and conflict of interest
- Articles of Association and Organizational Regulations
- Corporate values
- Organizational chart and structure of the company
- IT policy
- Trading policy (relates to trading in Sensirion shares)
- Management principles
- Responsible mineral sourcing policy
- Anti-corruption policy

Memberships

- Zurich Chamber of Commerce
- Swiss-American Chamber of Commerce



Our commitment

As a global company, we recognize that our actions impact both the environment and society. We are dedicated to optimizing sensor production by conserving natural resources and reducing pollutant emissions. Ensuring workplace safety is a top priority, and we actively minimize risks and protect employee health through proactive measures and robust emergency preparedness.

Furthermore, we are steadfast in our commitment to protecting and upholding human rights, both within our organization and across our supply chain. We strive to foster an environment rooted in dignity and respect, ensuring ethical practices and a safe, inclusive workplace for all. We are firmly guided by ethical principles, avoiding direct supply to the military or tobacco industries. Additionally, we ensure that raw materials are sourced responsibly and in full compliance with regulations.

Policies and management systems

Sensirion has a Code of Conduct that exceeds the requirements of the Responsible Business Alliance (RBA). This Code of Conduct is available to all employees via the intranet and employees receive internal training on its content. The provisions of the RBA Code of Conduct were derived for our production facilities in Stäfa, Debrecen, Seoul and Shanghai, and these sites were certified in accordance with the IATF 16949 standard. Also, customers undergo external audits, and we require audits of current suppliers. Occupational health and safety in our facilities are organized, but not certified, with regard to the ISO 45001 standard.

The Stäfa location regularly takes part in the RBA Validated Assessment Program, see page 134. Additionally, Sensirion Code of Conduct training is mandatory for all employees globally except management and the Board Directors, who are trained individually. This training covers Labor Rights, Environment, Occupational Health & Safety, Ethics (including sourcing of conflict minerals to protect human rights) and Management System topics.

Management and oversight of sustainability

Board oversight

Business-relevant sustainability topics such as innovation and growth are anchored in our corporate strategy. The Board of Directors monitors the execution of the strategy and reviews key activities. The Board of Directors is informed once a year about progress in the CO₂ strategy, which allows them to exert indirect influence. Assessment of the quality and effectiveness of the external audit and the internal control system is performed by the Audit Committee on a yearly basis as described in the tasks of the Committee in the Corporate Governance Report—pages 48-49. On a regular basis, members of the Board of Directors perform a self-evaluation and assess the efficiency and effectiveness of their work.

Most of the members of the Board of Directors have experience of leading or oversight positions at other listed companies where they also face sustainability topics and are hence well aware of recent best practices.

Every year, the Board of Directors and the Executive Committee review the corporate strategy in a joint meeting. This is prepared by a strategy committee (consisting of the two founders and Co-Chairmen, and three members of the Executive Committee), which meets several times a year for ongoing reviews and further development of the strategic framework. Significant adjustments to the strategy must be approved by the full Board of Directors.

The Board of Directors actively oversees the execution of the company's strategy and reviews key activities. Given that several products and Sensirion's innovative approach can contribute to adapting to and mitigating climate change, strategic decisions regarding the product portfolio influence the management of climate-related risks and opportunities for both customers and end consumers.

In 2022, the Board of Directors approved the CO₂ roadmap. In September 2024, the Board received the annual update on the progress of the CO₂ strategy, thus exercising indirect influence. Looking ahead, we continue to further anchor sustainability topics in the Board agenda. The Audit Committee annually evaluates the quality and effectiveness of the internal control system, including risk management, as detailed in the Corporate Governance Report (pages 48-49). Risk matters that may have a material impact on the Company's financial statements are discussed between the Audit Committee and the Executive Committee. Subsequently, the Audit Committee informs the Board of Directors of the outcomes of the risk analysis. Climate-related risks are evaluated annually by the interdisciplinary sustainability team (see pages 102, 104); however, this year they were assessed with a comparatively lower impact on Sensirion's business than other business risks and therefore not explicitly integrated into the general risk management processes or included in the Board's annual risk reporting.

Nevertheless, the Board of Directors took notice of and approved the Climate Report as part of Swiss Non-Financial Reporting obligations.

Management oversight

The Board of Directors has entrusted the management of the company to the Executive Committee, led by the CEO. At this level, the CEO oversees sustainability topics, including the implementation of the CO₂ strategy, and the management of climate-related risks and opportunities.

An interdisciplinary sustainability team of internal experts from areas such as Investor Relations, Environmental Health and Safety, Supply Chain Management, and Infrastructure & Capital Goods Purchasing, headed by a representative for ESG (Environmental, Social and Governance) matters, convenes monthly to drive sustainability activities and initiatives, including the development of the CO₂ roadmap and targets. Regular discussions about sustainability goals, including pending decisions, occur between this team, the CEO and the Executive Committee. The team is also tasked with making recommendations to the Executive Committee, which oversees all strategic initiatives, including achieving the CO₂ roadmap. Furthermore, they are responsible for providing the Board of Directors with information on all relevant sustainability matters.

Risk management

Annually, Sensirion's CEO conducts a general risk analysis of the top risks for the business. This analysis is based on expert analyses and a review assessment, and is presented to the Executive Committee. The findings are presented to the Audit Committee and Board of Directors once a year, and significant risks typically prompt strategic responses. General risk management processes are described in more detail on page 165 of the Annual Report.

In 2023, climate-related risks and opportunities were explicitly assessed for the first time during a workshop, which involved various corporate functions, to ensure a thorough evaluation of potential impacts on the value chain and business. In 2024, the identification and assessment of climate-related risks and opportunities was reviewed during a workshop involving Investor Relations, Supply Chain Management, Product Management and Sustainability. The processes for handling climate-related risks and opportunities are described with the measures in the tables on pages 102 and 104.

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

Stakeholder engagement

Engaging in active dialogue with our stakeholders is essential for effectively managing our impact on sustainable development. To provide a clear overview, we have outlined our regular communication channels with stakeholders in the following table.

Key stakeholders	Engagement methods	Engagement priorities
Customers	<ul style="list-style-type: none"> Local on-site technical support through designated field application engineers (FAE) Direct sales via specialized teams Strategic partnerships with OEMs Trade fairs, digital platforms, and industry events Online feedback surveys on general satisfaction level with Sensirion (Echonovum) Regular interactions with key customers and Sensirion's executive managers Annual partnership event with global distribution and channel partners to provide training and strategic alignment 	<ul style="list-style-type: none"> Our high-quality product offering and efficient delivery Trust and long-term partnerships
Employees	<ul style="list-style-type: none"> Culture workshops in several locations to engage employees on Sensirion's unique way of working together Annual and semi-annual performance and well-being reviews for all employees Frequent social events to foster Sensirion culture Annual international sales meeting where all sales employees from all of our subsidiaries are invited to the headquarters for one week of training and engagement SensiWeekend where all employees spend two days together in mixed groups for team building and fun We hold global town halls at least once per quarter to share corporate updates from the Executive Board, complemented by biweekly or monthly local town hall meetings at all sites for local employees. 	<ul style="list-style-type: none"> Remuneration Company strategy Education and further training events Occupational health and safety Employees are offered transparency about the company's goals, vision and important topics



Key stakeholders	Engagement methods	Engagement priorities
Shareholders	<ul style="list-style-type: none"> • We regularly attend investor meetings, calls, conferences and roadshows • We publish an Annual Report (including a Compensation Report) and an Interim Report • The company biannually organizes a meeting for media and financial analysts and holds an Annual General Meeting every year 	<ul style="list-style-type: none"> • Financial information including shareholder returns, management structure, economic development, strategy, remuneration system, new products and economic outlook
Suppliers	<ul style="list-style-type: none"> • Initial contact within the scope of the assessment procedure and implementation of the Code of Conduct • Regular performance monitoring (two times per year for all category 1 suppliers) • Approximately 5% of the supplier base is audited each year 	<ul style="list-style-type: none"> • Order volume • Risk assessment and mitigation • Price and contract negotiations • Sustainable and long-term technological and commercial roadmap
Local communities and universities	<ul style="list-style-type: none"> • Long-term partnerships with ETH through research collaborations, trade fairs and guest lectures • Participation in local educational initiatives and STEM programs 	<ul style="list-style-type: none"> • Talent development and employer branding • Supporting education and fostering innovation • Promoting STEM education
Regulatory bodies e.g. WELL, RESET	<ul style="list-style-type: none"> • Regular audits and certification process • Technical collaboration during product development 	<ul style="list-style-type: none"> • Ensuring product compliance with health, safety and environmental standards • Staying ahead of regulatory changes

Material topics

Materiality process

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

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

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

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

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

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

Our materiality topics

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

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

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

Legend

- Economic performance
- Environment
- Social
- Governance

Contribution to the UN Sustainable Development Goals

At Sensirion, we aim to contribute to the United Nations Sustainable Development Goals (SDGs) through providing innovative sensor solutions as well as conducting our business in an environmentally and socially responsible manner.

Improving lives and benefiting society through our products

Sensirion's product range includes gas and liquid flow sensors, differential pressure sensors, and environmental sensors for the measurement of humidity and temperature, volatile organic compounds (VOCs), carbon dioxide (CO₂) and particulate matter (PM_{2.5}). These products used in automotive, medical, industrial and consumer applications can promote safer environments, health, comfort and well-being, and can support improved indoor environment and air quality. **(SDG 3)**

3 GOOD HEALTH AND WELL-BEING



11 SUSTAINABLE CITIES AND COMMUNITIES



13 CLIMATE ACTION



In urban environments, Sensirion's HVAC solutions and smart gas meters can contribute to more sustainable energy use, optimizing heating, ventilation and air conditioning systems, thus helping cities adapt to climate change through energy-efficient technologies. **(SDG 11)**

Sensirion's gas leakage sensor such as Nubo Sphere combine state-of-the-art sensor technology with advanced analytics and comprehensive software to enable oil and gas producers to reliably manage and lower their emissions (methane) and reduce the carbon footprint of their own operations. Additionally, Sensirion's range of environmental sensors for the measurement of humidity, temperature and carbon dioxide (CO₂) play an integral part in the climate control of a car. These sensors work together to ensure the temperature remains at the level set by the driver and manage the energy consumption and hence the energy efficiency of modern cars. **(SDG 13)**

Environmentally and socially sustainable business practices

Integrating sustainability across our operations ensures environmentally and socially responsible business practices. **(SDG 7)**

From a social perspective, we foster an inclusive, rewarding and diverse workplace underpinned by our unique culture of innovation and values known as SensiSpirit. Employees benefit from targeted training, well-being initiatives, and EHS programs to ensure safety and satisfaction. We are also committed to responsible sourcing, ensuring ethical practices across our supply chain, with 100% of key suppliers adhering to the Responsible Business Alliance. **(SDG 8)**

Innovation remains at the core of Sensirion's strategy, with around 16% of annual revenue invested in research and development. **(SDG 9)**

We adopt a holistic approach to reduce waste generation and ensure the environmentally sound management of chemicals and waste throughout their life cycle. In addition, we explore alternative materials with lower environmental impact and improve processes. **(SDG 12)**

Since 2023, all global production sites have been powered by 100% renewable electricity. Manufacturing sites in Stäfa (CH) and Debrecen (HU) use fossil-free cooling and heating recovery systems. Focused on tackling the challenges of reducing process gas emissions, we conduct studies and explore alternative filtration technologies, less harmful gases and improved tools. Since 2025, we are investing in carbon removal projects and decarbonization technologies to compensate for all currently hard-to-abate residual emissions arising from the use of process gases (mainly SF₆) in our production facilities. **(SDG 13)**

7 AFFORDABLE AND CLEAN ENERGY



8 DECENT WORK AND ECONOMIC GROWTH



9 INDUSTRY, INNOVATION AND INFRASTRUCTURE



12 RESPONSIBLE CONSUMPTION AND PRODUCTION



13 CLIMATE ACTION



Economic performance

Growth

At Sensirion, we create economic value through innovation, responsible supply chain management and sustainable growth. By meeting our growth objectives, maintaining profitability and achieving capital efficiency, we ensure financial stability and generate value for all stakeholders.

Sustainable growth

Sensirion measures success through annual revenue and profitability, which reflect the strength of our business. Over the past 17 years, we have proudly achieved a compound annual growth rate (CAGR) of over 15%. Looking ahead, we aim to maintain a mid-term growth rate of 10-15%, supported by our leadership in both market share and technology.

Our “top five” strategy focuses on becoming the preferred single-source supplier to the top five customers in each of our market segments. This approach, combined with cutting-edge core technologies and deep application expertise, strengthens our position as an industry leader.

By prioritizing a customer-centric approach and providing high-quality technical advice throughout the product life cycle, we cultivate loyal and long-lasting relationships. This results in good visibility across the markets and solid inputs for our innovation pipeline.

Guided by a growth mindset and long-term perspective, we remain fully committed to executing our growth strategy. Our Sales Directors conduct biannual growth strategy sessions, updating Sensirion’s management team, CEO and founders on market-specific growth, market trends and innovation pipelines. Additionally, the management team oversees biannual review meetings for all business units, evaluating their longer-term growth roadmaps. We firmly believe that sustainable growth is achievable only when accompanied by financial stability.

We have established several key performance indicators (KPIs) to monitor and drive performance across the company. While our Board and executive management focus on financial targets such as top-line development, gross margin, EBITDA, capex and cash flow, employee satisfaction is equally integral to our success. We measure this through bi-annual individual appraisal meetings, emphasizing the importance of collaboration, and ensuring every employee feels valued and informed (see “Organizational Feedback”, page 127).

Key performance indicators and progress in 2025

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

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

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

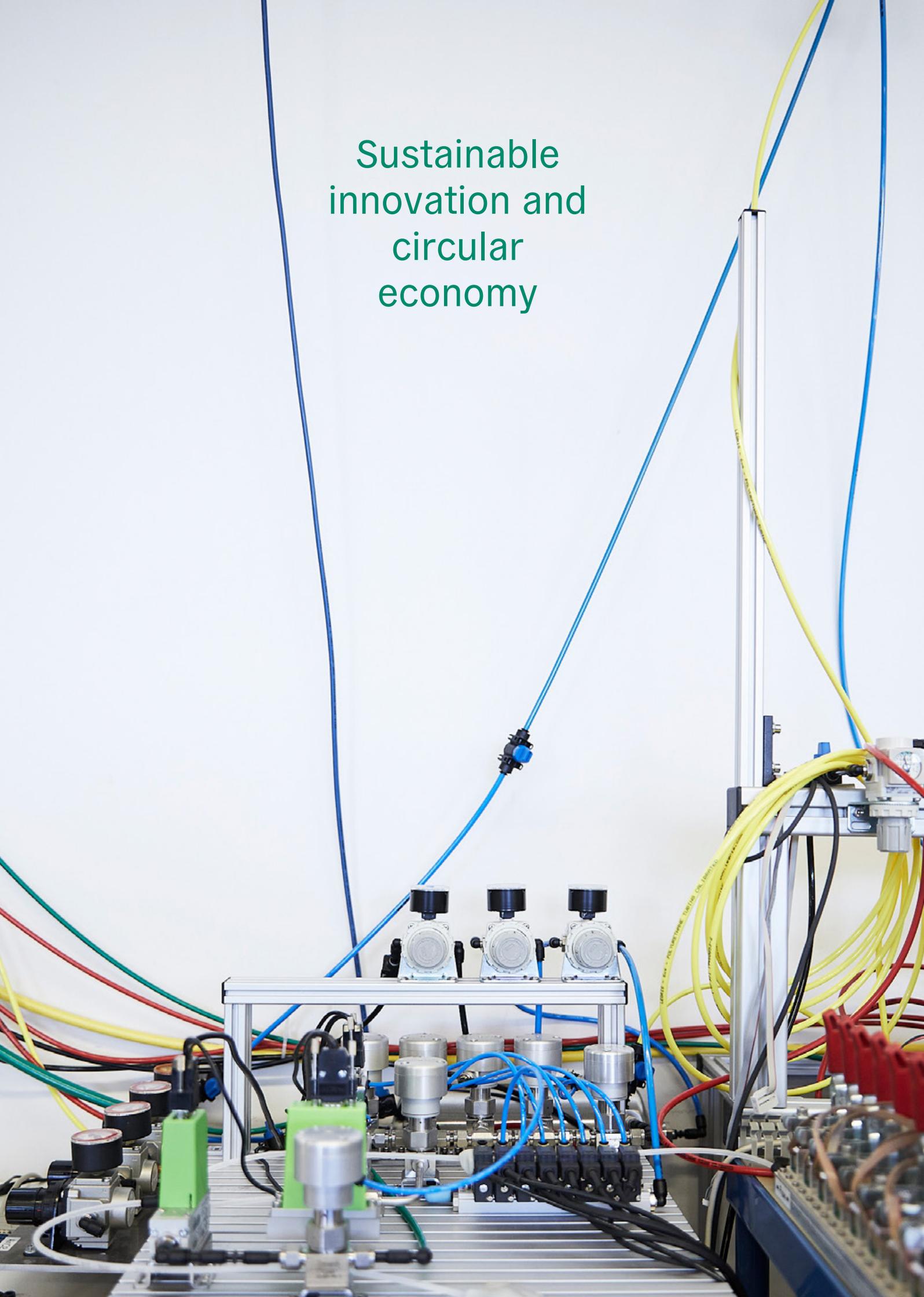
In a nutshell, our growth strategy and medium-term outlook anchors on those three key priorities:

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

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

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

Sustainable
innovation and
circular
economy



Innovation and R&D are at the core of Sensirion's ability to deliver breakthrough technologies that create both economic and environmental value. Guided by customer feedback and the latest advancements, we develop high-tech solutions that address real-world challenges and add tangible value. While our R&D team leads innovation, we also have a dedicated business development team. One of our founders, as Co-Chairman, actively identifies long-term innovation opportunities, driving our commitment to innovation with an entrepreneurial, people-centric mindset.

Impacts, risks and opportunities

Our innovations can help protect the climate (energy efficiency and prevention of climate-damaging gases), increase health and optimize daily life. Our long-term focus in this area can impact the competitive landscape of our industry, contributing to our competitive advantage, helping to secure jobs at our sites in Switzerland and internationally, as well as increasing Sensirion's sales, market share and profitability. By developing innovative sensor solutions, we support our customers in enhancing the performance, safety or efficiency of their products. Sensirion's sensor technologies—including methane leak detectors, CO₂ and A2L leakage sensors—enable downstream customers to reduce greenhouse gas emissions, improve energy efficiency, or enhance air quality in end-use applications. However, we recognize that misalignment in Research & Development could result in products that fail to meet customer needs or market demands. Such outcomes could lead to inefficient asset allocation, potentially weakening our market position. As such, we remain focused on aligning our innovation efforts with customer expectations and market trends, while also following megatrends.

Sensirion's production is also sensitive to evolving regulations affecting product properties, processes, material usage (e.g. per- and polyfluoroalkyl substances, or PFAS) and increased transparency requirements. These regulatory changes could impact our operations and supply chain, including potential challenges in sourcing specific materials. Such disruptions might also influence customers' purchasing behavior, posing a risk to market share.

Emerging technologies and products, such as optimized climate control systems and advanced leakage detection for refrigerants and other gases, present significant opportunities for growth and innovation. However, investments in technologies nearing obsolescence, such as those reliant on fossil fuel consumption, carry the risk of being unsustainable over the long term. Circular economy was identified as a material topic because the efficient use of materials is a key lever for reducing environmental impacts along Sensirion's value chain. The careful and responsible use of raw materials is of strategic importance, especially in light of growing regulatory and customer demands in the area of resource efficiency.

Dedication and long-term thinking

Innovation is a cornerstone of our strategic vision, and we approach it with an intrinsic commitment to exploration, recognizing that calculated risks are inherent in the pursuit of groundbreaking solutions. Our innovation philosophy embraces a culture of fearlessness in the face of failure, but always within the bounds of reason and prudence.

Maintaining a reasonable and balanced approach is key. Realistic expectations, proactive risk management and a culture that embraces learning from failures contribute to a more resilient and sustainable innovation ecosystem. We are committed to allocating around 16% of our group revenue towards Research and Development (R&D). Whenever possible, our products are based on internally designed, proprietary technologies. Nearly 50% of our annual R&D budget is invested in next-generation programs for existing product lines, with the remaining funds

allocated to developing entirely new sensor solutions. Our R&D team screens and evaluates new disruptive technologies while collaborating closely with product management and sales to continually learn from customer feedback. Identifying the right ideas for our innovation is embedded into a structured process with two possible approaches:

- We emphasize direct engagement with our existing customers to identify unsolved and relevant sensor problems. If identified, a small joint team of R&D and sales work closely together to develop innovative solutions in a scrum-like, agile process called “Thesensprint”.
- We closely review today’s challenges and megatrends, such as health, an aging society, energy efficiency and climate change. This effort is spearheaded by our internal “Sensor Innovation” group.

Both approaches share a strong focus on delivering tangible results. The incorporation of early prototypes at specific milestones is a crucial element of our well-defined process, allowing us to collect valuable market feedback. Ultimately, this customer feedback plays a pivotal role in determining whether an innovative idea progresses to actual product development. Sensirion’s proven innovation capabilities have earned us multiple awards from customers, recognizing our outstanding supplier performance.

Managing the impact of our sensors

We are dedicated to an ongoing journey of sustainability, consistently working to improve the sustainability profile of our products and services. Utilizing technological advancements, stakeholder feedback and industry best practices, we iteratively enhance our offerings. Our definition of market success extends beyond individual transactions—we aim for substantial market coverage. We consider a product or service successful when it significantly contributes to meeting the needs of a considerable portion of the market.

As a responsible corporate entity, we systematically evaluate the effects of our products and services across different dimensions, encompassing both environmental and societal considerations. For instance, in the case of our methane leakage monitoring service designed to identify methane leaks at oil and gas exploration sites, we assess the constructive impact of our innovative products in mitigating methane emissions. Furthermore, we support the oil and gas industry in minimizing methane emissions and benefiting from savings realized through the prompt detection of leaks.

At Sensirion, delivering flawless products is a fundamental goal, guided by our dedicated quality management policy. Our mission is to achieve complete customer satisfaction while continuously improving the quality of our products and services. To this end, we implement and maintain efficient processes and tools that support a zero-defect approach. For information regarding the management of health and safety protection for consumers and end users, as well as product information, please refer to the “Consumers and end users” chapter.

The quality of our products and services is systematically and regularly monitored, assessed and reviewed to drive continuous improvement. Customer satisfaction is similarly evaluated on an ongoing basis to ensure we meet and exceed expectations. In parallel, we perform detailed evaluations and systematic reviews of our key suppliers to secure a reliable foundation for all Sensirion products. A key element of our quality strategy is providing ongoing training for our employees, creating an environment that supports the achievement of our quality objectives.

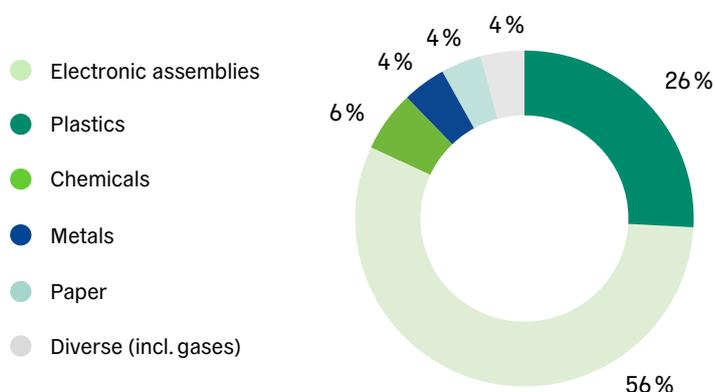
To ensure effective management and continuous improvement of customer satisfaction, division managers conduct quarterly KPI reviews focusing on key metrics such as error rates, associated costs, complaint volume, processing times and the effectiveness of underlying processes. Target values are established for both error rates and processing times. If these targets are not met, divisional management identifies and implements remedial or improvement measures to address the issues. This systematic review process not only ensures accountability but also drives continuous improvement, enabling us to refine our processes and enhance overall customer satisfaction.

Circularity of products

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

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

Major materials shares in 2025*



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

Key performance indicators and progress in 2025

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

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

We also continue to make substantial progress in advancing our environmental sensor technologies. Several innovative solutions are in the ramp-up phase, including our new miniature CO₂ sensors. These developments represent a significant milestone in our commitment to meeting diverse environmental sensing requirements. Our efforts also include the next generation of particulate matter. By utilizing advanced chip-level integration, we have achieved meaningful advancements in miniaturization, further enhancing the performance and usability of these product families.

These developments reinforce our dedication to driving innovation and maintaining a leadership position in smart gas sensing solutions.

Environment

Climate protection

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

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

Impacts, risks and opportunities

At Sensirion, greenhouse gas (GHG) emissions occur across various stages of our value chain. GHG emissions in our value chain arise mainly from the complex and energy-intensive production processes of purchased goods and materials (such as silicon wafers) from suppliers' foundries, as well as from the use phase of products sold. In our own operations, GHG emissions result mainly from the usage of process gases, or the combustion of heating oil or natural gas.

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

numerous applications in the reduction of GHG emissions as well as energy savings, such as in automobiles, in the optimization of building ventilation systems, or in the monitoring of methane emissions in the oil and gas industry, potentially also driving demand for Sensirion's products like sensors for coolants and air conditioning systems.

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

Our focus on energy efficiency measures and transitioning to renewable energy sources reduces our climate impact, helps decrease our energy costs and may enhance our reputation as a role model for the industry. Furthermore, these efforts help mitigate the risk of potential energy shortages in the areas surrounding Sensirion sites. Energy sourcing decisions and price fluctuations have a direct impact on our production costs. While increasing the use of renewable energy can reduce dependence on conventional energy sources, it also poses challenges in ensuring consistent energy availability due to the inherent variability of the renewable supply. GHG emissions contribute to climate change, causing shifts in climate patterns and an increasing frequency of extreme weather events. For Sensirion, the primary climate-related risks in the supply chain consist in possible water shortages and climate change impacts in East Asia, while our own operations face comparatively lower exposure.

At individual sites, risks vary. In Shanghai, potential risks include rising sea levels and energy contingencies that may affect the operation of air conditioning during summer months. However, these risks are somewhat mitigated as our current facilities are leased. In Seoul, typhoon-related risks may affect operations, while the production site in Debrecen could be exposed to extreme flooding and droughts. The associated financial implications are considered manageable due to our limited balance sheet exposure in these areas. In contrast, we own significant assets

in Stäfa, where climate-related risks are currently assessed as less severe than at other locations. Evolving regulations might impact our operations. A strong focus on innovation is essential, particularly in our production processes, supplier management and product development, as some materials or processes might become more strictly regulated or even restricted, while some applications of our products might become obsolete or less viable. Additionally, we need to consider potential taxation of high GWP process gases, which might affect operational costs.

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

Climate-related risks	Time horizon + scenario	Potential impact	Sensirion's measures
Physical risks (chronic) <ul style="list-style-type: none"> Higher energy consumption through cooling requirements for production processes Switching-off of air conditioning systems during summer due to energy quota Water shortage affecting foundries in East Asia 	long term 	<ul style="list-style-type: none"> Higher energy costs in own operations 	<ul style="list-style-type: none"> Fossil-free cooling and heating recovery systems at the manufacturing sites in Stäfa (CH) and Debrecen (HU) Checking the feasibility of a "mini district heating network" for the new production building in Stäfa
	long term 	<ul style="list-style-type: none"> Disruptions in production processes and effect on working conditions of employees 	<ul style="list-style-type: none"> Flexibilization of working hours No installation of continuous production processes in affected sites, but assembly operations
	long term 	<ul style="list-style-type: none"> Disruptions in production processes of the supply chain might lead to poorer planning capability and production losses 	<ul style="list-style-type: none"> Diversification of supplier base and dual sourcing strategy for key materials
Physical risks (acute) <ul style="list-style-type: none"> Inclement weather conditions in Asia 	short/ mid term 	<ul style="list-style-type: none"> Disruptions in the supply chain might lead to poorer planning capability and production losses 	<ul style="list-style-type: none"> Diversification of supplier base and dual sourcing strategy for key materials
Transition risks (policy + legal) <ul style="list-style-type: none"> Regulations on reducing leakage and ensuring efficient use of high GWP process gases Introduction of a taxation with regards to high GWP process gases 	mid term 	<ul style="list-style-type: none"> Production process conversion costs and capital expenditures for alternative filtration technologies to achieve further leakage reductions 	<ul style="list-style-type: none"> Studying alternative filtration technologies to reduce the process gas emissions Exploration of alternative, less harmful chemical gases and investigation of different production tools while staying updated with manufacturers on advancements
	mid term 	<ul style="list-style-type: none"> Increased operation costs 	<ul style="list-style-type: none">

short term: up to 2 years
 mid term: 2-4 years
 long term: more than 4 years

 2°C or lower scenario
 higher temperature scenario

 low impact
 medium impact
 high impact

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

Climate-related risks and opportunities in Sensirion's markets

Across a range of applications, our solutions support climate change adaptation or reduction of CO₂ emissions from our customers and end consumers. Our innovations can contribute to protecting the climate by, for example, enhancing energy efficiency in buildings and vehicles as well as household appliances, like refrigerators, and preventing harmful emissions, while having the potential to boost Sensirion's sales, market share and profitability.

By solving relevant problems innovatively, we also enable our customers to develop their own innovative solutions. In parallel, we recognize the risk that a misalignment in our Research & Development efforts could result in products that do not align with customer needs or demands, pose a risk of incorrect asset allocation and weaken our market position.

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

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

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

Climate-related risks and opportunities	Time horizon + scenario	Potential impact	Sensirion's measures
<p>Transition risks (market) Opportunities (market)</p> <ul style="list-style-type: none"> Decreasing combustion engine business, whereas the electric vehicles market is expected to grow Change in individual transportation due to environmental awareness leading to changes in the number of sold cars Shift to new energy sources and need for increased energy efficiency 	<p>mid term</p> 	<ul style="list-style-type: none"> Decreasing sensor volumes for combustion engines may be offset by growth in sensor demand for electric vehicles, while most of our automotive applications are engine-type independent. Less sold cars leading to a loss in demand for installed sensor technology Sensirion can increase sales, market share and profitability, whereas misalignment in R&D can pose a risk of wrong asset allocation 	<ul style="list-style-type: none"> Sensirion reviews today's challenges and megatrends, such as Industry 4.0, challenges around climate change or the electrification of the car industry Our R&D team screens and evaluates new disruptive technologies while collaborating closely with product management and sales For further information on the innovation approach of Sensirion, please refer to the chapter "Sustainable innovation and circular economy" on pages 97-100 of the Sustainability Report. Diversification in markets is part of Sensirion's strategy to have a higher stability in market crises and economic downturns
<p>Opportunities (policy and legal)</p> <ul style="list-style-type: none"> Change to low-GWP refrigerants mandated in the US for air conditioning systems drives the need for refrigerant leakage detection sensors. Increasing interest in low GWP-refrigerants can also provide also business opportunities in Europe and Asia Regulations on uncontrolled methane emissions require detection of methane leaks in natural gas wells 	<p>short/mid term</p> 	<ul style="list-style-type: none"> Sensirion can increase sales, market share and profitability in these segments In the long run, Sensirion could lose some sales markets as it is partly dependent on the oil and gas industry, which is likely to decline in the shift towards sustainable energy sources 	
<p>Opportunities (physical-acute)</p> <ul style="list-style-type: none"> Forest fires might increase demand for fine dust sensors in forest fire detection Increasing temperatures might increase demand for control applications for private home HVAC 	<p>mid term</p> 	<ul style="list-style-type: none"> Increasing demand for products might increase sales and market share in this segment 	

short term: up to 2 years
mid term: 2-4 years
long term: more than 4 years

 2°C or lower scenario
 higher temperature scenario

 low impact
 medium impact
 high impact

Resilience of the business model

Climate-related risks and opportunities were considered under the following two scenario outlines:

2°C or lower scenario

- Global cooperation drives climate mitigation efforts across countries and industries, combining regulations on greenhouse gas emissions with incentives to promote cleaner technologies and sustainable practices.
- Transition to renewable energy and trends towards circular economy practices reduce reliance on fossil fuels and virgin materials.
- Mobility trends shift toward non-fossil-fuel solutions, including electric vehicles, public transportation and innovative mobility systems.

Drastically reduced greenhouse gas emissions limit global warming to below 2°C, stabilizing climate patterns and strengthening resilience for ecosystems and communities.

Higher temperature scenario

- Limited international collaboration and a lack of regulations result in “business as usual” approaches dominating economic systems and consumer behaviors, leaving vulnerable regions exposed to greater climate impacts.
- Energy systems remain reliant on fossil fuels, with slow adoption of renewables and continued dependence on virgin materials, including fossil-based mobility systems.
- Societies and businesses focus on reactive adaptation to climate events, prioritizing the protection of infrastructure, supply chains and community resilience.

Persistently high greenhouse gas emissions drive global warming well beyond 2°C, intensifying climate events such as extreme weather, droughts, and rising sea levels, disrupting ecosystems and communities.

Generally, in a scenario where the international community intensifies efforts to limit global warming, Sensirion and its value chain could potentially face stronger regulatory risks on production processes. Conversely, if global warming accelerates, Sensirion could be confronted by more supply chain disruptions due to extreme weather events. Since Sensirion offers products that can support climate change mitigation and adaptation, there could be varying levels of opportunity in both scenarios.

More detailed statements about the resilience of the business model are only possible with a detailed scenario analysis, including a detailed financial impact analysis over different time horizons. Further discussions among our teams are crucial for advancing the climate scenario analysis and evaluating their potential impact on Sensirion.

Climate strategy and transition plan

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

To contribute to global warming mitigation, we are actively working within our climate roadmap to reduce both direct emissions (Scope 1) and those related to energy use (Scope 2), while also starting to evaluate concepts for supplier engagement to address emissions across the value chain (Scope 3).

Production

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

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

Some emissions persist in specific areas:

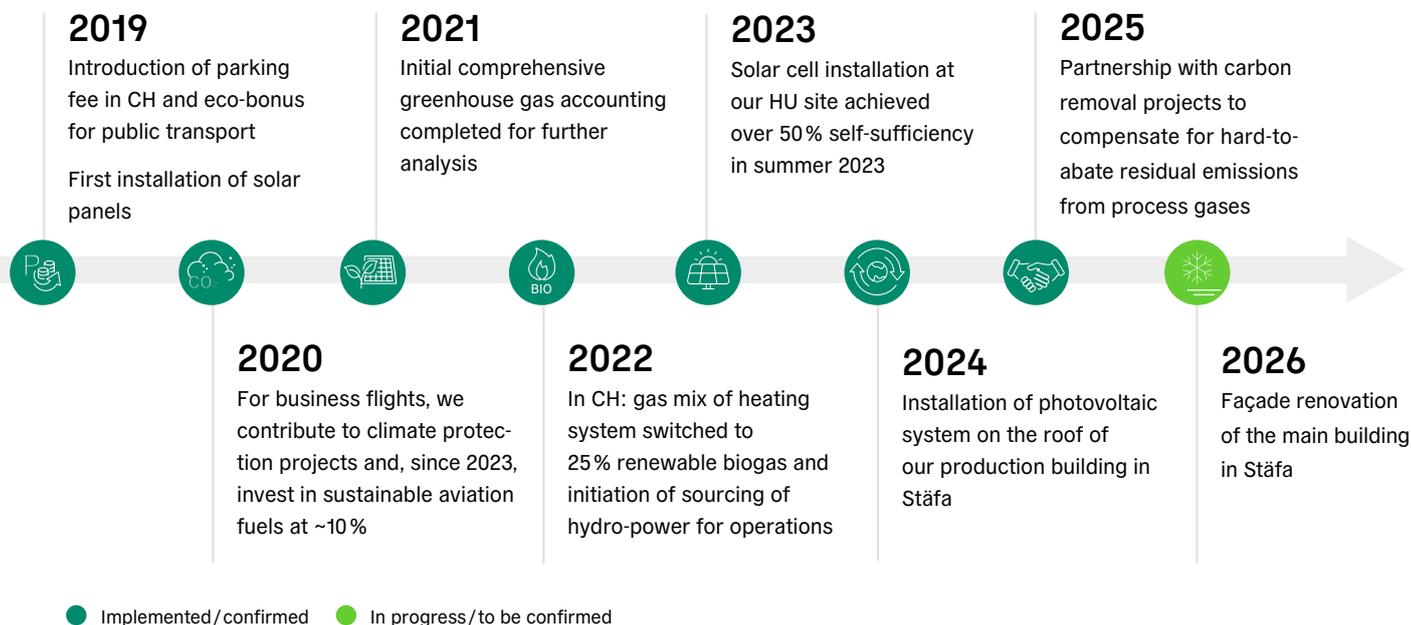
A) The production of MEMS sensors remains a major source of emissions at Sensirion, primarily due to the use of high-impact process gases like sulfur hexafluoride (SF₆). In 2025, these gases accounted for 87% of our total Scope 1 and 2 emissions. SF₆ is critical for deep reactive ion etching in MEMS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

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

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

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

Selected milestones on our journey to decarbonization



In 2022, we established a medium-term CO₂ reduction roadmap that was updated in 2025 due to new insights for the feasibility of the lake cooling/ district heating project, outlining key priorities to reduce both Scope 1 and Scope 2 emissions:

Scope 1—Direct emissions

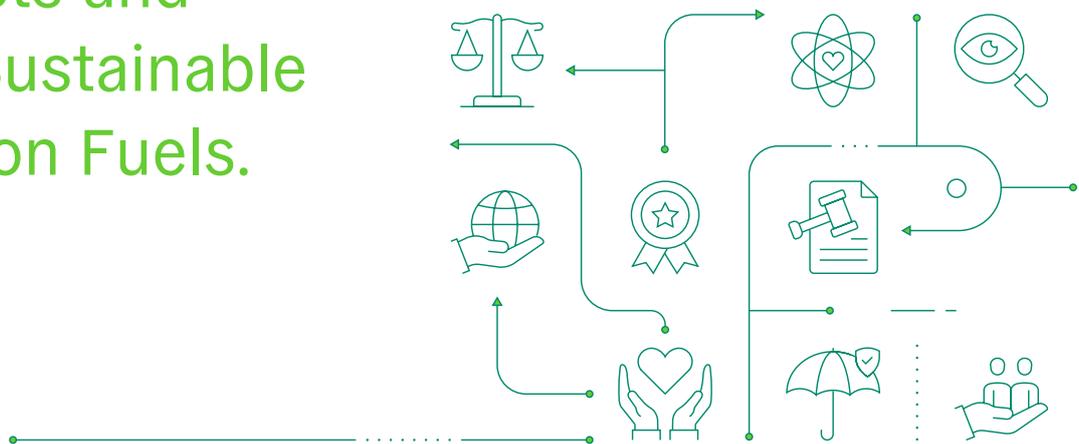
- A central focus was the replacement of the remaining fossil-based heating system at our headquarters in Stäfa. In this context, we explored a district heating and cooling concept using lake water in collaboration with a leading energy provider. Although technically feasible, the project was cancelled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

Scope 2—Indirect emissions

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

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

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



Supply Chain

To understand our Scope 3 emissions, we have concluded a comprehensive analysis of our footprint in 2023. The majority of emissions in Sensirion's GHG inventory fall under Scope 3, occurring throughout our value chain. The procurement of goods and services is the largest contributor, primarily driven by the emissions intensity of the materials and components sourced for production, many of which involve complex and energy-intensive manufacturing processes. The use of sold products is Sensirion's second largest source of Scope 3 emissions, largely stemming from the energy consumption associated with our products, particularly within the automotive sector. These emissions occur post-sale as our sensors are integrated into final products. The most significant opportunity for decarbonization lies in engaging with our suppliers to reduce their emissions, especially those that have the highest Scope 1 and 2 emissions in our value chain. A key area of focus is the production of silicon wafers, a critical component in our sensors, which generates substantial emissions.

While current mitigation efforts focus on business travel and employee commuting, we are now expanding our approach and developing a practical Scope 3 strategy focusing on emission hotspots in the upstream value chain. In 2025, we completed the setup and design phase for this initiative, laying the foundation for structured supplier

engagement. Starting in 2026, we will conduct an annual review of the five suppliers with the largest Scope 1 and 2 emissions, gathering data to track their energy use and emissions trends over time. This information will be verified through our annual supplier audit program and thus strengthens our understanding of emission trends among our most carbon-intensive suppliers, while helping to identify opportunities to encourage and support further CO₂ reduction initiatives across our supply chain.

Concerning employee flights, we have invested in the combination of sustainable aviation fuels (approx. 10%) and contributions to climate protection projects (approx. 90%) for several years. At our main site in Stäfa, we incentivize the use of public transportation by subsidizing public transport subscriptions. Since 2020, a parking fee has been implemented in Stäfa for those who commute by car, with the collected funds redistributed to employees as an eco-bonus.

This bonus supports the purchase of public transport half-fare subscriptions or other transit passes. In addition to these initiatives, we provide access to "Franz", the Sensi e-car, which employees can use for both business and personal trips. Furthermore, charging stations for electric vehicles (EVs) are available in Stäfa, accommodating those who own EVs.



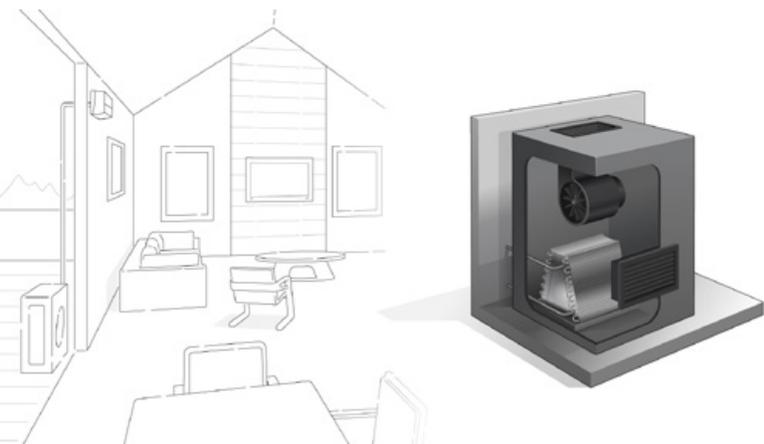
Sustainable employee travel supports our people while reducing our environmental footprint.

Innovation and product portfolio

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

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

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



Gas leakage sensors for US air conditioning units

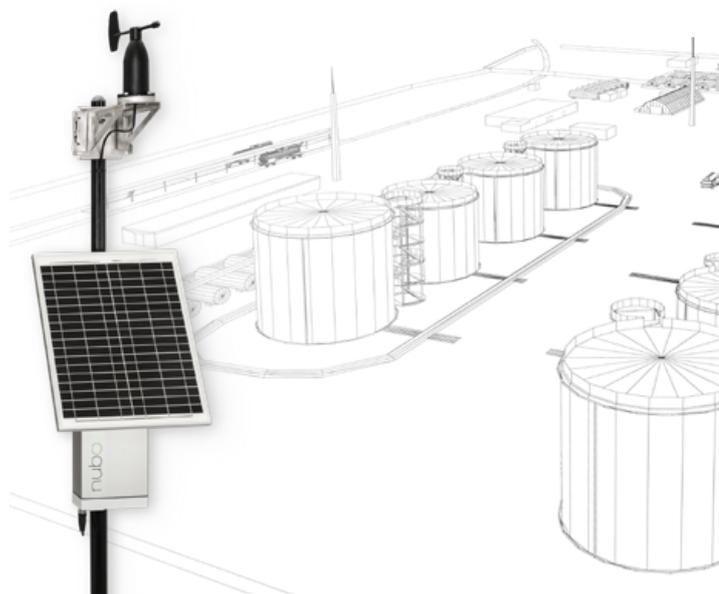
Sensirion developed a new series of gas leakage sensors with production start in the second half of 2024. The sensors are in line with the US regulations on less climate damaging but more flammable coolants.

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

Continuous monitoring of methane gas emissions in oil and gas industry

Cutting methane emissions from fossil fuels by 75% by 2030 is vital to limit global warming to 1.5°C. Sensirion's Nubo Sphere was launched in 2022 for detecting, locating and measuring methane leakages from sources like oil and gas production plants, sewage treatment or biogas plants.

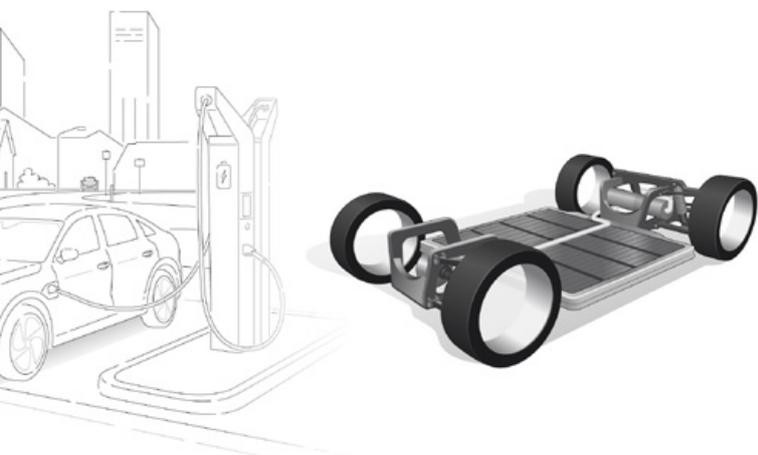
While helping to prevent these methane emissions, we also recognize the risk associated with this product as it is partly dependent on the oil and gas industry, which is likely to decline in the shift towards sustainable energy sources.



EV-mobility sensors increase energy efficiency of cars

Sensirion's humidity, temperature, and CO₂ sensors can enhance energy efficiency in vehicles by optimizing climate control systems. This can reduce AC usage, improving overall efficiency and extending the range of electric vehicles (EVs).

Sensirion's innovative efforts and product portfolio decisions within the company's overall growth strategy can therefore support both market trends, such as mobility transition towards electric vehicles, and regulatory trends, such as methane sensing regulations towards a low carbon economy.*



* For further information on the innovation approach, please refer to the chapter "Sustainable innovation and circular economy", pages 97-100

Energy and emissions

	2025		2024		Delta in % emissions	Delta in % energy
	tCO ₂ e	MWh	tCO ₂ e	MWh		
Total emissions / energy consumption¹	1,229	17,762	989	17,054	24 %	4 %
Scope 1	1,229	1,812	989	1,753	24 %	3 %
Self-generated renewable electricity ²	-	690	-	477	-	45 %
Heating	157	1,122	179	1,276	(13 %)	(12 %)
- Natural gas	146	719	179	887	(19 %)	(19 %)
- Heating oil	11	41	-	-	-	-
- Biogas ³	-	362	-	389	(11 %)	(7 %)
Other	1,072	-	810	-	32 %	-
- Process emissions ⁴	1,072	-	810	-	32 %	-
Scope 2	-	15,950	-	15,301		
Purchased electricity ⁵	-	15,950	-	15,301	-	4 %

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

² Emissions occurring from self-generated electricity (photovoltaic system) are assumed to be emission-free in Scope 1 (value-chain-related emissions would be assigned to Scope 3 Category 3). Thus, the avoided emissions (in reference to the location-based method) result in 89 tCO₂e for 2025 (62 tCO₂e in 2024).

³ Biogenic CO₂ emissions from biogas combustion (72 tCO₂e for 2025 and 77 tCO₂e for 2024) are reported as a separate item from GHG Scopes in accordance with the GHG Protocol and are thus not included in the GHG Scope 1 total. In contrast, non-CO₂ gases (CH₄, N₂O) released in biogas combustion are included in Scope 1, as per GHG Protocol guidance.

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

⁵ The emission data is calculated on a market-based approach. Since 2023, it includes all production sites. Location-based emissions from electricity consumption in 2025 amounted to 1,048 tCO₂e, which is based on emission conversion data of IEA (2025). 2024 emissions amounted to 2,481 tCO₂e on a location-based approach based on emission conversion data of IEA (2024).

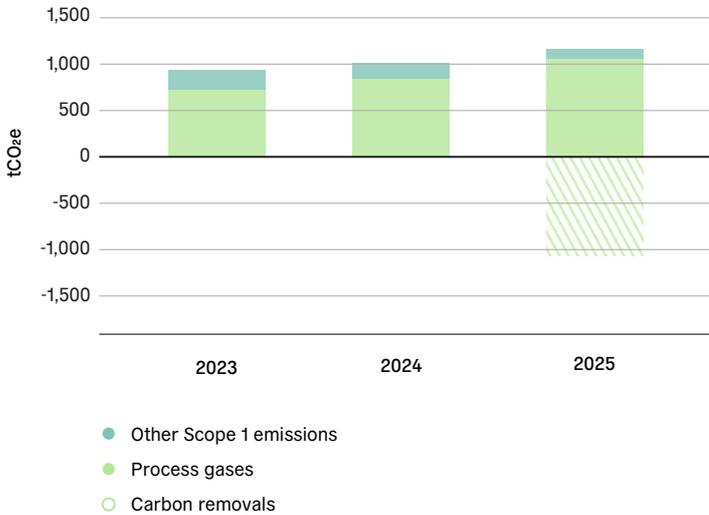
Key performance indicators and progress in 2025

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

Despite our continuous efforts to reduce and avoid CO₂ emissions within Scope 1, a residual amount remained in 2025, primarily due to the necessary use of SF₆ in MEMS manufacturing. To address the emissions from the use of SF₆ and other process gases, Sensirion procured

1,072 tons of carbon credits through a certified mineralization project under the Puro Standard, thereby compensating for these currently hard-to-abate residual emissions for the reporting year. Mineralization is a process that stores CO₂ by turning it into a solid material, similar to natural limestone. In this method, CO₂ is added to certain industrial waste materials, creating a stable substance that can be safely used in construction.

GHG emissions in Scope 1 and carbon removals*



1,072 tCO₂e
Carbon removals
in 2025*

Sensirion purchased carbon credits originating from a carbon removal project by O.C.O Technology in their Leeds Production Facility (Leeds, United Kingdom). All credits were issued under the Puro.earth registry. The project applies the methodology “Carbonated Materials for CO₂ Removal Edition 2022 v2” from Puro.earth. The credit units were produced between 1 February and 30 September 2025 and audited by 350Solutions. The issuance model was ex-post, and the certificates were delivered via ClimeFi through Carbonplace.

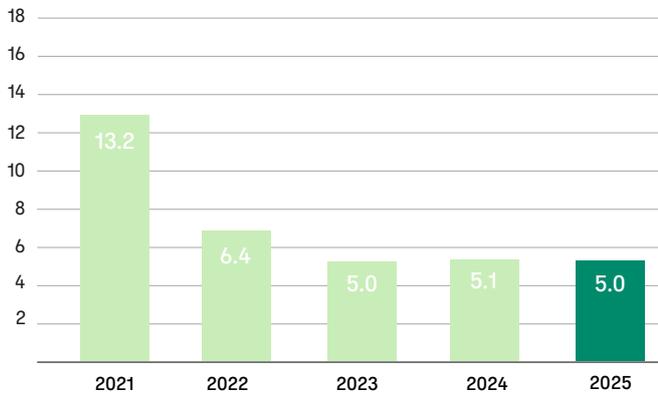
The photovoltaic system on the roof of Building C of the production site in Stäfa became operational in May 2024, with a nominal output of 355 kWp. By the end of the year 2025, the system had already generated 586 MWh of electricity, equivalent to powering approximately 115 Swiss households for an entire year. This achievement highlights our commitment to renewable energy and reducing our environmental footprint. Moving forward, we will continue monitoring the system’s performance and release an internal interim report to compare its energy yield with the consumption of building C, providing valuable insights into its economic efficiency and environmental benefits.

We finalized the planning phase for our new production building in Stäfa, designed to meet both DGNB (Deutsche Gesellschaft für Nachhaltiges Bauen, Europe’s largest network for sustainable building) and Minergie-P standards. In 2025, our global electricity consumption at production sites was fully sourced from renewable sources, including solar, wind and hydropower. Our heating system in Stäfa increased the share of renewable biogas from 35% in 2024 to 37% in 2025. Throughout 2025, we maintained our energy reduction efforts in Stäfa by actively monitoring energy consumption to encourage savings.

Furthermore, we completed the LED conversion for one of our office buildings in Stäfa, covering a total area of 6,000 m². For detailed energy consumption information, please refer to the “Energy and emissions” table on page 112.

* Carbon credits were retired on 04 February 2026

Emission intensity

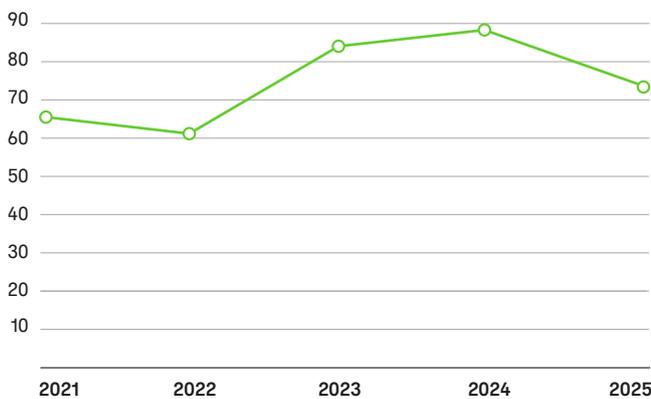


○ Emission intensity [kgCO₂e/kCHF contribution profit]*

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

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

Energy intensity



○ Energy intensity [kWh/kCHF contribution profit]*

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

* Emission and energy intensity values for the years 2021 and 2022 were recalculated in the previous report (2023).

Contribution profit = revenue minus material expenses

Energy intensity decreased significantly due to higher production efficiency.

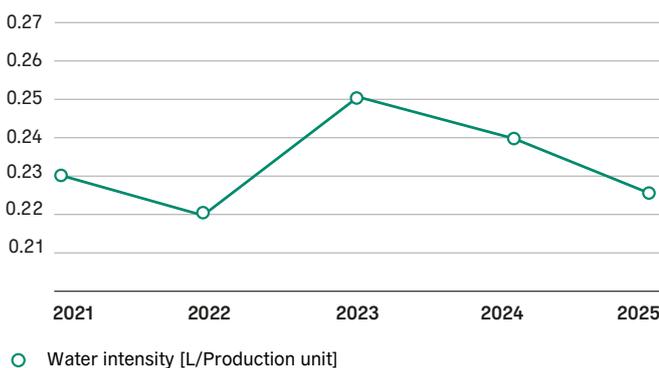
Water and wastewater

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

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

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

Water intensity



5%

reduction in water consumption per PU annually.

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

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

Social

People

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

Impacts, risks and opportunities

Company culture and employee satisfaction have a direct impact on the motivation and performance as well as our Employer Brand. Should our “SensiSpirit” and employee satisfaction decline, Sensirion would risk losing qualified personnel, decreased productivity and increased recruitment costs due to higher fluctuation rates and low employee loyalty. Conversely, high employee satisfaction leads to low absenteeism, enhanced employee health and increased ability to innovate. Sensirion’s culture of togetherness not only enriches the personal lives of our employees but also strengthens our reputation as an industry role model.

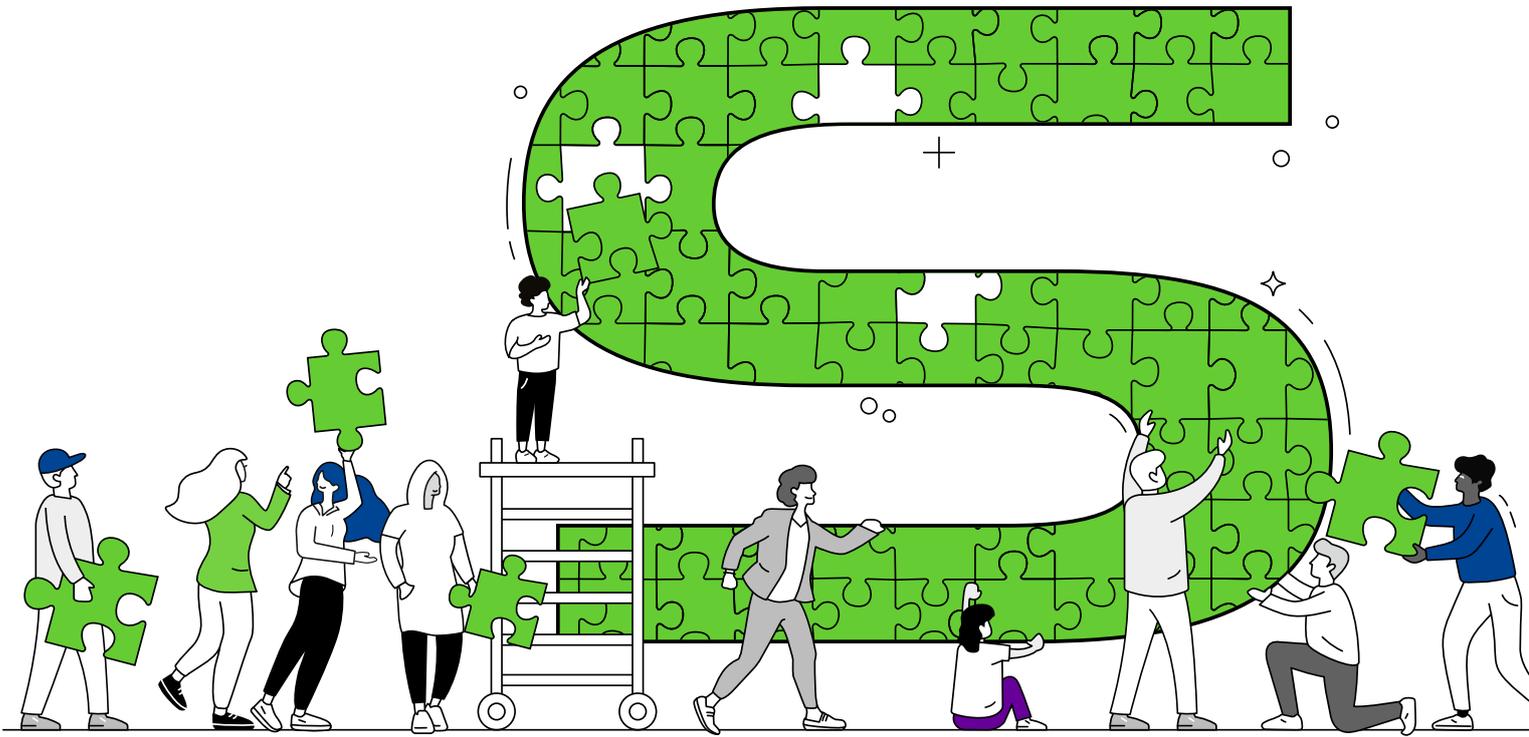
Employee development and training not only benefit the qualifications of Sensirion’s workforce, but create spillover effects into the industry, the value chain and the wider society in our regions. Failure to provide employee development and training opportunities may result in stagnation of skills and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

Sensirion’s commitment to diversity, equality and inclusion (DE&I) impacts the local community and society at large, contributing to social stability and promoting equal opportunities within the science, technology, engineering and mathematics (STEM) fields, especially for women. Shortcomings in the DE&I area, especially a risk of discrimination,

may lead to difficulties in recruitment, lower motivation and productivity of employees, as well as also damaging Sensirion’s employer image and reputation. By incorporating different perspectives, we boost our ability to innovate and reduce the risks of decision-making bias.

Occupational health and safety aspects are relevant across all Sensirion sites, and we strive to protect both employees and business operations. Health and safety incidents impact on employees and their families, leading to sick leave and partial income loss, decreasing their satisfaction and well-being.

These can also potentially reduce productivity, interrupt production processes and create planning uncertainties. Risks associated with inadequate health and safety measures include higher insurance premiums, reputational damage, legal consequences and increased operational costs. Serious incidents can weaken employee motivation and compromise the working environment expertise.



“

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

Rahel Meuwly, VP People & Culture

Employee structure

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

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

Composition of the workforce (headcount)¹

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

Workforce according to employment contract		2024			
Gender	Permanent	Temporary	Permanent (%)	Temporary (%)	
Men	769	22	64.1%	1.8%	
Women	379	30	31.6%	2.5%	
Other ²	-	-	0%	0%	
Total	1,148	52	95.7%	4.3%	

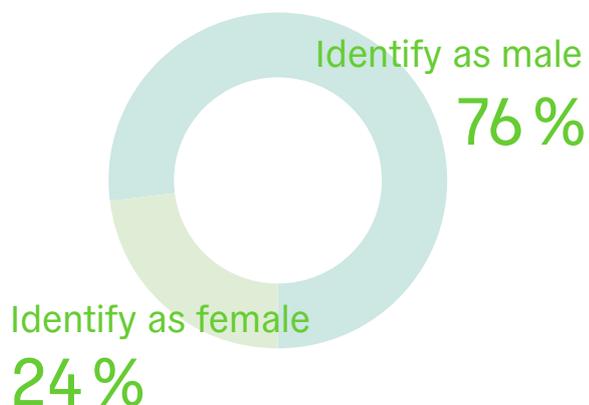
Workforce by employment relationship		2025			
Gender	Full time	Part time	Full time (%)	Part time (%)	
Men	607	234	50.6%	19.5%	
Women	341	125	28.4%	10.4%	
Other ²	-	-	0%	0%	
Total	948	359	72.5%	27.5%	

Workforce by employment relationship		2024			
Gender	Full time	Part time	Full time (%)	Part time (%)	
Men	560	231	46.7%	19.3%	
Women	292	117	24.3%	9.8%	
Other ²	-	-	0%	0%	
Total	852	348	71.0%	29.0%	

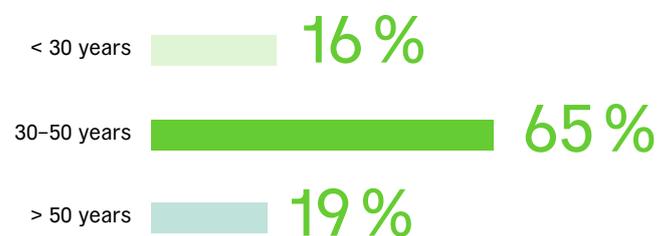
¹ Sensirion has changed the unit for the reporting of employee numbers to headcount in 2024. The data covers all global employees excluding apprentices, trainees and interns.

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

Gender in management



Age of employees without management function



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

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

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

² Including retirement exits

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

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

Diversity of the management body and workforce

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

Gender	2025	%	2024	%
Board of Directors				
Gender				
Men	4	67%	4	67%
Women	2	33%	2	33%
Other ²	-	0%	-	0%
Total	6	100%	6	100%
Age				
< 30	-	0%	-	0%
30-50	-	0%	1	17%
> 50	6	100%	5	83%
Executive Management				
Gender				
Men	4	67%	4	67%
Women	2	33%	2	33%
Other ²	-	0%	-	0%
Total	6	100%	6	100%
Age				
< 30	-	0%	-	0%
30-50	4	67%	4	67%
> 50	2	33%	2	33%
Employees with management function¹				
Gender				
Men	134	76%	135	77%
Women	42	24%	40	23%
Other ²	-	0%	-	0%
Total	176	100%	175	100%
Age				
< 30	-	0%	1	1%
30-50	122	69%	123	70%
> 50	54	31%	51	29%
Employees without management function¹				
Gender				
Men	707	63%	656	64%
Women	424	37%	369	36%
Other ²	-	0%	-	0%
Total	1,131	100%	1,025	100%
Age				
< 30	178	16%	168	16%
30-50	731	65%	663	65%
> 50	222	20%	194	19%

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

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



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

Our “SensiSpirit” fosters engagement

Our culture defines who we are and what's important to us. Sensirion stands out with its blend of innovation, dynamic energy and a distinctive company culture known as “SensiSpirit”. Anchored in the values of “fair and honest”, “together” and “top performance”, our culture thrives through flat hierarchies, streamlined decision-making and a plethora of employee-organized events. The “SensiSpirit” extends beyond the workplace, driving our success and shaping our journey every day.

Since formalizing our company values in 2014, we have held annual culture workshops in Stäfa to reinforce Sensirion's core values and integrate new colleagues as part of their onboarding process. Employee participation is documented within our training system, with careful monitoring to ensure each employee participates in the workshop at least once. In 2025, culture workshops were also held across global locations including Tokio, Seoul, Shanghai, Shenzhen, Debrecen, Chicago and Enschede. Our goal was to explain the importance of our core values to all employees worldwide in an easy, accessible, and interactive way.

The organizational responsibility rests primarily with management, particularly the Vice President of People & Culture. We prioritize cultural fit when hiring applicants, even if they possess outstanding qualifications. In cases of repeated misconduct against the company's culture and values, we part ways with employees in a fair and transparent manner. All managers and employees share the responsibility of embodying the corporate culture and values. We maintain a nonhierarchical and transparent corporate culture, and

management prioritizes and lives by an open-door policy, so that all employees have the opportunity to directly interact with them as needed.

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

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

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

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

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

Invested in our employees

Many graduates and students start their careers with internships or entry level roles at Sensirion, playing a vital role in advancing a smarter world through our sensor technologies. Maintaining a robust presence at key technical universities and universities of applied sciences is crucial for attracting and recruiting such talent. Sensirion consistently participates in job fairs, hosts various events, including company visits for pupils and students, and sponsors relevant student projects as part of our ongoing efforts to engage with and recruit talented individuals. Through training initiatives and fostering a positive culture, we cultivate and nurture our talent internally, providing opportunities for professional growth and long-term careers within our organization.

At Sensirion, we deeply value the contributions our employees make to the company's success. Consequently, we make substantial investments in their professional development, aiming to ensure job satisfaction and ongoing growth, and increased employee engagement to Sensirion as a great place to work. To align individual career paths with opportunities, Sensirion conducts regular performance and career development conversations. Oversight of these talent development initiatives is led by the Vice President of People & Culture (P&C), working in collaboration with P&C business partners on a local level.

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

A) SensiAcademy

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

B) Operator training

Operators are required to undergo an extensive array of process training courses, the completion of which is mandatory for the performance of their work activities.

C) Talent development

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

D) Individual training

Individual training suggestions by employees are assessed on a case-by-case basis. Depending on the compatibility of the training with the current or foreseeable career path of the employee, and therefore the long-term benefit from Sensirion's point of view, we contribute to the training costs. The training process and, above all, the effectiveness of these courses are monitored in line with existing processes. Manual tests are also used by the trainers to evaluate content immersion.

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

664

digital and
on-site training
sessions
provided by
SensiAcademy

Performance/career development reviews¹

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

Average hours of training per year per employee¹

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

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

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



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

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

Sensirion supports the career advancement of all genders, backgrounds and identities equally, and encourages and supports qualified people to take up leadership positions and inspire others with our culture of DE&I. Our global leadership and Board of Directors unequivocally support the value of nurturing an inclusive workforce to unite our people into a global team. Discrimination is always off bounds at our company. In 2025, there were no confirmed cases of discrimination at Sensirion.

When recruiting for technical roles, we pay attention to gender representation within our teams. To support this focus, we continue our collaboration with Fachstelle jumpss* and host events at our Stäfa headquarters as part of the “It’s MINT” project. This organization promotes gender education and encourages girls to pursue their interests and talents in science, technology, engineering and mathematics (STEM). Participants will engage in hands-on experiments, tour our R&D labs and interact with female colleagues, who will share their experiences and serve as role models in STEM.

Our partnership remains strong, and Sensirion is proud to be listed as an official excursion partner on their [website](#).



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

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

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

As our global presence expands, we are adapting our hiring practices and collaborating with partners to enhance awareness of our employer brand. Our focus is on attracting diverse candidates, particularly at sites beyond Switzerland.

Managing occupational health and safety

At Sensirion, we prioritize workplace risk prevention and mitigation. Our EHS management system is aligned with the principles of ISO 45001, although not certified. In addition to obligatory insurance, we provide employees based in Stäfa private accident insurance with global coverage.

Along with general safety manufacturing risks, we address our production-specific hazards—mechanical (moving robotic parts or pressurized systems, e.g. gas cylinders up to 200 bar), chemical (toxic liquids and gases), laser technology and fire hazards (flammable liquids and gases, incl. within cleanrooms). We also focus on factors affecting the physical and mental health of our people—work shifts, work-related stress, ergonomic positions and movements, or repetitive tasks.

All employees receive general EHS and emergency response training, with specific sessions for those handling chemicals, lasers or gas cylinders, repeated every three years. Each production site is supported by company paramedics. Additionally, the Stäfa site is equipped to handle minor incidents with hydrofluoric acid and chlorine. A chemical intervention team in Stäfa has been established to manage possible small to medium-sized leaks, ensuring swift and effective responses.

In Stäfa, we conduct an annual risk analysis for each production department and evaluate every new process using the STOP strategy defined by SUVA (Swiss Institute for Accident Insurance). This process focuses on 13 identified hazards to assess potential risks, address emergency situations and define appropriate measures accordingly. Health and safety prevention is implemented throughout the entire organization and managed locally to comply with local laws and ensure effectiveness, setting specific duties to employees, their supervisors and EHS Management. We focus on achieving zero accidents with lost working days. In the event of an incident, we conduct a thorough investigation to identify root causes and process improvement opportunities to further strengthen our safety standards and prevent similar events from recurring.

We track data on lost working days and hours worked, starting with our Stäfa location, and aim to expand data collection to other sites.

Additionally, we monitor training completion to ensure comprehensive safety preparedness across all locations.

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

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

Key performance indicators and progress in 2025

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

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

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

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

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

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

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

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

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

In addition to this, we have started a strong support network with various leadership circles, to support the leaders’ effectiveness on the job. Furthermore, we piloted various formats for formal trainings and exchange formats. This initiative reflects our commitment to investing in our leaders and ensuring they are well equipped to drive success within our organization. If our leaders reach their full potential, they can create an environment where Sensis (Sensirion employees) can be at their best, deliver a more fulfilling work experience for everyone and a greater success for Sensirion as a whole.

Consumers and end users

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

Impacts, risks and opportunities

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

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

focus on new opportunities and increasing the likelihood of being selected for future, next-generation projects.

Management of health and safety protection of consumers and end users

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

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

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

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

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

Supporting health and safety protection in our applications

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

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

Management of product information

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

ance. We also require sourcing details, disposal information, and timely supplier change notifications to uphold regulatory and customer standards.

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

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

Key performance indicators and progress in 2025

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

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

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

Governance

Business conduct

As an international company that is committed to creating long-term value, Sensirion maintains high standards of corporate governance and pursues a transparent information policy vis-à-vis its stakeholders. Transparent reporting forms the basis for trust.

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

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

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

Impacts, risks and opportunities

All Sensirion stakeholders are impacted by our compliance and governance practices, which form the basis for trusted partnerships with employees, customers, suppliers and owners, as well as entire communities. Violations of these practices may obstruct development of fair market structures, distort competition and lose stakeholders' trust, while harming the social fabric of wider society. Such events, as well as violations against human rights in our own operations, could result in damage to our reputation, loss of market access and possible legal risks and fines.

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



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

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

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

Compliance guidelines and mechanisms

We ensure that all our business practices are aligned with local/Swiss laws and our Code of Conduct. The Code of Conduct covers ethical topics, including anti-corruption, anti-bribery and whistleblowing, to protect our business from risks. The Code of Conduct also explicitly prohibits child labor and violations against human rights within the company and is subject to verification during audits.

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

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

We believe in creating value by building a corporate culture that puts people first. Sensirion's Executive Board is responsible for overseeing corporate governance with mandatory guidelines and policies defining our practices. All employees are required to comply with these guidelines and policies. For an overview of all our policies, please refer to page 86. In the event of policy violations, varying actions such as reprimands or extraordinary terminations are taken, depending on their severity.

Sensirion has clear processes in place for complaint management and conducts regular audits. The fundamental idea behind this is that employees with legitimate, justified complaints should not be concerned with any consequences of raising their voices. All employees are encouraged to raise issues of concern, including feedback on the strategic and behavioral status of management, to their supervisors or the People & Culture department.

Additionally, complaints can be submitted anonymously via the whistleblower hotline. Complaints about Executive Committee members are handled discreetly by a member of the Board of Directors; complaints about employees are handled by the Vice President of People & Culture.

For complaints from other stakeholders about, or from our suppliers, there is an ethical complaint form on our [website](#). To ensure the effectiveness of this process, our EHS manager conducts an annual internal review to verify that submitted reports are directed to the appropriate recipients.

Critical risks are presented and discussed in annual meetings with the Audit Committee and afterwards reported to the Board of Directors.

Audits and systems controls

Sensirion has an internal control system in place in order to ensure accuracy of bookkeeping. In 2025, internal audits were conducted at fully consolidated legal entities to identify risks. This process led to continuous improvement, including the implementation of measures and an action plan. Internal risk assessment guides us in determining where audit and control systems need to be implemented. This also included checking whether all relevant employees had received training in the Code of Conduct. For the audit itself, the focus was on:

- a. Compliance with system controls in the processes (approval limits, compliance with the dual control principle)
- b. A review of the internal control system and an analysis of contributions per product at manufacturing sites
- c. For legal entities, random testing of operating expenses (purpose, amount), review of bank transactions and check of payroll accounting (special payments, bonuses, salary)

Management of conflict minerals and human rights including child labor

Sensirion's commitment to ethical sourcing and human rights is reflected in its Code of Conduct, which addresses issues such as conflict minerals and metals, and child labor. In compliance with Article 964j of the Swiss Code of Obligations (CO), we have assessed our purchase of conflict minerals and confirmed that we do not exceed the threshold value. Additionally, most of Sensirion's suppliers adhere to the RBA (Responsible Business Alliance) Code of Conduct. Sensirion also maintains an official Responsible Minerals Sourcing Policy, which is publicly accessible on our [website](#). Furthermore, Sensirion ensures that its products or services are not reasonably suspected of being manufactured or provided using child labor.

We believe
in creating value by
building a corporate
culture that
puts people first.
Sensirion's
Executive Board is
responsible for
overseeing corporate
governance
with mandatory
guidelines and
policies defining
our practices.

All employees are
required to
comply with these
guidelines
and policies.

We have performed an assessment comparing our transactions over the past seven years with the UNICEF Children's Rights in the Workplace Index. Based on the results, Sensirion has concluded that the company is not subject to due diligence and reporting obligations on child labor. The topics of child labor and conflict minerals and metals are ultimately handled by the supply chain department. For further information on the conflict mineral policy or the conflict mineral report, refer to our [website](#).

As part of regular audits of Sensirion's key suppliers, our suppliers are questioned about conflict minerals and human rights (including child labor) processes as well as compliance with RBA. Furthermore, Sensirion tracks and identifies suppliers who work with conflict minerals and metals.

Finally, as part of the onboarding process, new production material suppliers are obligated to sign the Supplier Commitment on Corporate Social Responsibility, containing specific clauses on child labor.

New suppliers are audited by Sensirion during onboarding. All new suppliers must sign the RBA Code of Conduct that specifies the requirements on human rights, and conflict minerals and metals. Furthermore, each affected supplier is required to provide a completed Conflict Minerals Reporting Template (CMRT) where it commits to becoming conflict-free and documenting countries of origin for the tin, tantalum, tungsten and gold that it purchases.

Active supplier engagement

Sensirion's supply chain strategy prioritizes building and maintaining a robust local and regional supply base, aimed at reducing risks associated with global tensions and potential disruptions. Following the OECD Due Diligence Guidance for Responsible Mineral Sourcing, we are committed to ensuring that minerals used in our products do not finance or benefit armed groups in conflict-affected or high-risk areas. We extend these expectations to our suppliers and encourage them to uphold these standards in their own supply chains.

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

The establishment of environmental key performance indicators (KPIs) for our suppliers is still in its early stages; however, compliance with RBA standards is mandatory for all production-related suppliers. Additionally, our supplier quality team has integrated social and environmental considerations into the supplier audit process, which also evaluates adherence to our Code of Conduct.

For 2025, all key suppliers of Sensirion were committed to the Responsible Business Alliance (RBA). In 2023, we achieved a score of 166 out of 200 points in the RBA Validated Assessment Program for our Stäfa site, with the certification remaining valid until November 2025. The result is disclosed on our [website](#). A follow-up audit is scheduled to take place in early 2026.

IT security strategy and management

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

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

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

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

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

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

Key performance indicators and progress in 2025

In 2025, we upheld our strong commitment to compliance and governance, with no significant violations of laws, regulations or ethical standards reported. There were no instances of non-compliance resulting in sanctions or fines, nor any confirmed cases of corruption or human rights violations within our operations. Additionally, no legal actions related to anti-competitive behavior, or anti-trust or monopoly legislation, were reported.

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

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

About this Sustainability Report

This Sensirion Sustainability Report was published on March 10, 2026. The reporting frequency is annually until further notice, and the reporting scope of this Sustainability Report covers the consolidated subsidiaries listed in the Consolidated Financial Statements on page 167 of the Financial Report, except where it is stated differently within this Sustainability Report. Whereas environmental data was not incorporated for the acquired entity Kuva Systems in this sustainability report, employee numbers were included. The acquired entity will be fully integrated into the Group's sustainability information and data collection in subsequent reporting periods. Additional non-financial information, including environmental data, will be incorporated in the next reporting period. Restated data is clearly indicated and marked within the report at the specific locations where it is applicable.

The emissions calculations in this report follow the GHG Protocol Corporate Standard. We have chosen the financial control approach for this purpose, as stated above. We include all our activities (production, R&D, labs, offices and warehouses) in our operational boundary without any exceptions. The reporting period is in line with the financial statement. Furthermore, the following emission factors build the basis for preparation of our GHG balance: DEFRA (2025) emission factors for all fuels; IPCC AR4 GWP100y and EPA emission factors for all process gases; market-based emissions factors for Scope 2 as stated by our electricity providers; IEA (2025) emission factors (with reference year 2023) for our location-based Scope 2 emissions calculations.

A limited assurance engagement has been conducted on Total Scope 1 emissions (GRI 305-1) and Total Scope 2 emissions (GRI 305-2) of Sensirion Holding AG. Please refer to the sections highlighted as "assured by Resa Business Audit" in the GRI Content Index (page 138) of the Sustainability Report for the period ending 31 December, 2025.

Since financial year 2023, Sensirion has been mandated by the Swiss Code of Obligations (CO) to disclose a Non-Financial Report. This statement is presented as a consolidated, distinct Non-Financial Report within this Sustainability Report. Since financial year 2025, the Climate Report including TCFD disclosures has been incorporated into the Sustainability Report.

Regarding questions on this report, please contact:

Lars Dünnhaupt, Director Investor Relations, lars.duennhaupt@sensirion.com

GRI Content Index

Sensirion Holding AG has reported in accordance with the GRI Standards for the period 1 January 2025 to 31 December 2025. For the Content Index—Essentials Service, GRI Services reviewed that the GRI content index has been presented in a way consistent with the requirements for reporting in accordance with the GRI Standards, and that the information in the index is clearly presented and accessible to the stakeholders. This service was carried out in the English version of the report.

GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	None

GRI Standard	Disclosure	Location in the Annual Report	Omission
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General Disclosure

The organization and its reporting practices

GRI 2: General Disclosures 2021	2-1 Organizational details	P. 36, 84	
	2-2 Entities included in the organization's sustainability reporting	P. 136	
	2-3 Reporting period, frequency and contact point	P. 136	
	2-4 Restatements of information	P. 136	
	2-5 External assurance	P. 136, 141-143	

Activities and workers

GRI 2: General Disclosures 2021	2-6 Activities, value chain and other business relationships	P. 36, 84-85	
	2-7 Employees	P. 118	
	2-8 Workers who are not employees	P. 118	

Governance

GRI 2: General Disclosures 2021	2-9 Governance structure and composition	P. 41-45, 87	
	2-10 Nomination and selection of the highest governance body	P. 37, 50	
	2-11 Chair of the highest governance body	P. 48, 40	
	2-12 Role of the highest governance body in overseeing the management of impacts	P. 47, 51, 87	
	2-13 Delegation of responsibility for managing impacts	P. 51-52, 88	
	2-14 Role of the highest governance body in sustainability reporting	P. 47, 51, 140	
	2-15 Conflicts of interest	P. 50	
	2-16 Communication of critical concerns	P. 87	
	2-17 Collective knowledge of the highest governance body	P. 87	
	2-18 Evaluation of the performance of the highest governance body	P. 50	
	2-19 Remuneration policies	P. 62, 65, 69-73	
2-20 Process to determine remuneration	P. 47, 49, 63-66		
2-21 Annual total compensation ratio	P. 121		

GRI Standard	Disclosure	Location in the Annual Report	Omission
Strategy, policies and practices			
GRI 2: General Disclosures 2021	2-22 Statement on sustainable development strategy	P. 81	
	2-23 Policy commitments	P. 86, 134	
	2-24 Embedding policy commitments	P. 86, 88	
	2-25 Processes to remediate negative impacts	P. 133-134	
	2-26 Mechanisms for seeking advice and raising concerns	P. 133	
	2-27 Compliance with laws and regulations	P. 135	
	2-28 Membership associations	P. 86	
Stakeholder engagement			
GRI 2: General Disclosures 2021	2-29 Approach to stakeholder engagement	P. 89-90	
	2-30 Collective bargaining agreements	P. 121	
Material topics			
Materiality assessment and list of material topics			
GRI 3: Material Topics 2021	3-1 Process to determine material topics	P. 91	
	3-2 List of material topics	P. 91	
Economic performance			
Growth			
GRI 3: Material Topics 2021	3-3 Management of material topics	P. 94-95	
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	P. 94	
Sustainable innovation			
GRI 3: Material Topics 2021	3-3 Management of material topics	P. 97-100	
Environment			
Circular economy			
GRI 3: Material Topics 2021	3-3 Management of material topics	P. 97, 99	
GRI 301: Materials 2016	301-1 Materials used by weight or volume	P. 99	
Climate protection			
GRI 3: Material Topics 2021	3-3 Management of material topics	P. 101-114	
GRI 302: Energy 2016	302-1 Energy consumption within the organization	P. 112	
	302-3 Energy intensity	P. 114	
	302-4 Reduction in energy consumption	P. 113-114	
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	P. 112	✓
	305-2 Energy indirect (Scope 2) GHG emissions	P. 112	✓
	305-4 GHG emissions intensity	P. 114	

✓ Assured by Resa Business Audit

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

Declaration of the Board of Directors

The Board of Directors of Sensirion Holding AG is responsible for the preparation of the Non-Financial Matters Report including climate disclosures for the financial year 2025 in accordance with the Articles of Association and the Organizational Regulations.

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

This Non-Financial Matters Report 2025 will remain accessible on the Company's website for at least ten years.

Requirements of Art. 964b CO	Referenced chapters in the Non-Financial Report	Pages
General information		
Business model	Key points	P.82-85
Identification of material non-financial matters	Material topics	P. 91
Policies	Policies and management systems	P. 86
Coverage of undertakings	About this Sustainability Report	P. 136
Non-financial matters*		
Environmental matters, in particular the CO ₂ goals	Climate protection	P. 101-114
	Sustainable innovation and circular economy	P. 96-100
Social issues	Consumers and end users	P. 128-129
Employee-related issues	People	P. 116-127
Respect for human rights	Business conduct	P. 130-135
Combating corruption	Business conduct	P. 130-135
Climate disclosures**		
Governance		P. 87-88
Strategy		P. 101-111
Risk management		P. 87-88
Metrics and targets		P. 112-114

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

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

Stäfa, March 3, 2026



Moritz Lechner
Co-Chairman of the Board



Felix Mayer
Co-Chairman of the Board



Marc von Waldkirch
CEO

Resa Audit Assurance Report

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

on selected sustainability indicators of Sensirion Holding AG

to the Board of Directors of Sensirion Holding AG, Stäfa

Scope and subject matter

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

Greenhouse gas (GHG) emissions Scope 1

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

Greenhouse gas (GHG) emissions Scope 2

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

Suitable criteria

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

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

Inherent limitations

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

Board of Directors responsibility

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

Resa Business Audit GmbH
Stationsstrasse 5
8306 Brüttisellen



Independence and quality management

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

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

Practitioner's responsibility

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

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

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

Explanations of the assurance procedures performed

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

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

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

Resa Business Audit GmbH
Stationsstrasse 5
8306 Brüttisellen



Conclusion

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

Intended users and purpose of the report

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

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

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

Resa Business Audit GmbH



Remo Satta

Licensed audit expert
Auditor in charge

Brüttsellen, 10 March 2026

Resa Business Audit GmbH
Stationsstrasse 5
8306 Brüttsellen



Financial Report

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Financial Report

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Consolidated Financial Statements

Consolidated Income Statement

In thousands of CHF, for the year ended 31 December	Note	2025	Δ in %	2024
Revenue	2.1	342,365	23.8 %	276,501
Cost of sales		(163,151)		(141,561)
Gross profit		179,214		134,940
– as % of revenue		52.3%		48.8%
Research and development expenses		(61,678)		(82,187)
Selling and distribution expenses		(36,396)		(35,776)
Administrative expenses		(38,372)		(35,379)
Operating profit (loss) (EBIT)¹		42,768	332.4 %	(18,402)
– as % of revenue		12.5%		(6.7%)
Financial result	2.3	(10,088)		1,237
Result of equity-accounted investees		(6,515)		(4,157)
Profit (loss) before tax		26,165		(21,322)
Income taxes	2.4	(6,049)		(7,557)
Profit (loss) for the period, attributable to owners of Sensirion Holding AG		20,116	169.7 %	(28,879)
– as % of revenue		5.9%		(10.4%)
Earnings per registered share				
Basic earnings per registered share (in CHF)	4.3	1.29		(1.85)
Diluted earnings per registered share (in CHF)	4.3	1.29		(1.85)
Earnings before interest, tax, depreciation and amortization (EBITDA)				
Earnings before interest, tax, depreciation and amortization (EBITDA)	1.4	63,461	17,430.7 %	362
– as % of revenue		18.5%		0.1%
Adjusted earnings before interest, tax, depreciation and amortization (Adjusted EBITDA)	1.4	63,461	119.0 %	28,972
– as % of revenue		18.5%		10.5%

¹ Defined as profit or loss for the period before financial result, result of equity-accounted investees and income taxes (EBIT).

Consolidated Balance Sheet

In thousands of CHF	Note	31 December 2025	in %	31 December 2024	in %
Assets					
Cash and cash equivalents	4.1	73,278		54,394	
Trade receivables	3.1	37,036		50,505	
Prepaid expenses		4,048		3,597	
Other receivables	3.1	5,566		5,091	
Inventories	3.2	84,452		67,403	
Total current assets		204,380	54.7%	180,990	52.2%
Property, plant and equipment	3.3	119,115		107,749	
Financial assets	3.4	15,461		17,945	
Equity-accounted investees	5.2	13,723		20,237	
Intangible assets	3.5	21,103		20,053	
Total non-current assets		169,402	45.3%	165,984	47.8%
Total assets		373,782	100.0%	346,974	100.0%
Liabilities					
Trade payables		12,734		11,088	
Accrued expenses		15,102		14,297	
Employee benefits	3.6	11,342		7,924	
Provisions	3.7	419		-	
Other liabilities		3,446		5,382	
Total current liabilities		43,043	11.5%	38,691	11.2%
Accrued expenses		1,684		-	
Employee benefits	3.6	3,120		2,918	
Provisions	3.7	1,067		-	
Long-term financial liabilities	5.1	1,526		-	
Deferred tax liabilities	2.4	16,860		13,462	
Total non-current liabilities		24,257	6.5%	16,380	4.7%
Total liabilities		67,300	18.0%	55,071	15.9%
Equity					
Share capital		1,562		1,562	
Capital reserve		157,597		157,560	
Treasury shares		(3,595)		(2,613)	
Retained earnings		150,918		135,394	
Total equity, attributable to owners of Sensirion Holding AG	4.2	306,482	82.0%	291,903	84.1%
Total liabilities and equity		373,782	100.0%	346,974	100.0%

Consolidated Statement of Cash Flows

In thousands of CHF, for the year ended 31 December

	2025	2024
Cash flows from operating activities		
Profit (loss) for the period	20,116	(28,879)
Adjustments for:		
- Depreciation and amortization	20,693	18,764
- Goodwill recycling	-	25,583
- Gain on sale of property, plant and equipment	(16)	(2)
- Other non-cash expense (income)	493	371
- Financial result without foreign exchange (gain) loss	(118)	(629)
- Result of equity-accounted investees	6,515	4,157
- Equity-settled share-based payment transactions	2,745	2,223
- Tax expense (income)	6,049	7,557
Changes in:		
- Trade and other receivables	13,630	(23,185)
- Prepaid expenses	(384)	(559)
- Inventories	(16,133)	10,741
- Trade and other payables	(772)	5,137
- Accrued expenses	(1,138)	11,081
- Employee benefits	3,621	359
- Asset from employer contribution reserve (in financial assets)	2,736	5,173
- Provisions	1,486	(37)
Interest and bank charges received (paid)	106	(61)
Income taxes paid	(1,319)	(560)
Net cash from operating activities	58,310	37,234
Cash flows from investing activities		
Investments in property, plant and equipment	(26,131)	(26,016)
Proceeds from sale of property, plant and equipment	16	2
Acquisition of business, net of cash acquired	(222)	-
Change of loans receivable	(413)	-
Change of loans payables	423	-
Investments in equity-accounted investees	-	(19,650)
Investments in intangible assets	(670)	(687)
Development expenditure capitalized	(6,467)	(7,046)
Net cash from investing activities	(33,464)	(53,397)
Cash flows from financing activities		
Repurchase of treasury shares	(3,666)	(1,991)
Net cash from financing activities	(3,666)	(1,991)
Net change in cash and cash equivalents	21,180	(18,154)
Cash and cash equivalents at 1 January	54,394	73,062
Currency translation	(2,296)	(514)
Cash and cash equivalents at 31 December	73,278	54,394

Consolidated Statement of Changes in Equity

Attributable to owners of Sensirion Holding AG

In thousands of CHF	Share capital	Capital reserve	Treasury shares	Offset goodwill	Translation reserve	Other retained earnings	Total retained earnings	Total equity
Balance at 1 January 2024	1,562	157,458	(2,790)	(46,608)	(5,756)	191,873	139,509	295,739
Profit (loss) for the period	-	-	-	-	-	(28,879)	(28,879)	(28,879)
Currency translation of foreign operations	-	-	-	-	(819)	-	(819)	(819)
Transaction with treasury shares	-	(2,168)	177	-	-	-	-	(1,991)
Goodwill recycling	-	-	-	25,583	-	-	25,583	25,583
Equity-settled share-based payment transactions	-	2,270	-	-	-	-	-	2,270
Balance at 31 December 2024	1,562	157,560	(2,613)	(21,025)	(6,575)	162,994	135,394	291,903
Balance at 1 January 2025	1,562	157,560	(2,613)	(21,025)	(6,575)	162,994	135,394	291,903
Profit (loss) for the period	-	-	-	-	-	20,116	20,116	20,116
Currency translation of foreign operations	-	-	-	-	(2,322)	-	(2,322)	(2,322)
Transaction with treasury shares ¹	-	(2,684)	(982)	-	-	-	-	(3,666)
Goodwill offset	-	-	-	(2,270)	-	-	(2,270)	(2,270)
Equity-settled share-based payment transactions	-	2,721	-	-	-	-	-	2,721
Balance at 31 December 2025	1,562	157,597	(3,595)	(23,295)	(8,897)	183,110	150,918	306,482

¹ Of which repurchase of treasury shares CHF 3,666 thousand.

Notes to the Consolidated Financial Statements

1 Information on this report

1.1 Reporting entity

Sensirion Holding AG (the “Company”) is domiciled in Switzerland. The Company’s registered office is at Laubisrütistrasse 50, 8712 Stäfa. These consolidated financial statements comprise the Company, its subsidiaries (collectively the “Group” and individually “Group companies”) and their investments in equity-accounted investees.

Sensirion is one of the world’s leading manufacturers of digital microsensors and microsystems. The product range includes environmental sensors for the measurement of humidity and temperature, volatile organic compounds (VOC), carbon dioxide (CO₂) and particulate matter (PM_{2.5}), gas and liquid flow sensors, differential pressure sensors as well as gas leakage sensors. Sensirion also provides sensor solutions and services based on connected sensor and data systems. Using Sensirion’s microsensor solutions, OEM customers benefit from the proven CMOSens® Technology.

1.2 Basis of accounting

The consolidated financial statements have been prepared in compliance with all existing guidelines of Swiss GAAP FER (Swiss Accounting and Reporting Recommendations). They provide a true and fair view of the net assets, financial position and results of operations and meet the requirements of Swiss law.

The consolidated financial statements are presented in Swiss francs. Unless otherwise stated, all financial information in Swiss francs has been rounded to the nearest thousand. For this reason, rounding differences may occur.

The valuation basis used in these consolidated financial statements is based on historical acquisition or production costs, unless a standard requires a different valuation basis for an item or a different valuation basis has been used to exercise an option. In this case, it is explicitly mentioned in the accounting principles. Accounting principles that are relevant to an understanding of the consolidated financial statements are set out in the specific notes. The consolidated income statement is presented according to the activity-based costing method.

1.3 Use of judgments and estimates

In preparing these consolidated financial statements, management has made judgments, estimates and assumptions that affect the application of the Group’s accounting policies and the reported amounts of assets, liabilities, income and expenses. Actual results may differ from these estimates. Estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to estimates are recognized prospectively. Information about assumptions and estimation uncertainties at 31 December 2025 that have a significant risk of resulting in a material adjustment to the carrying amounts of assets and liabilities is included in the following notes:

- Note 3.5 – Intangible assets (recoverability of development costs);
- Note 3.2 – Inventories (measurement),
- Note 3.7 – Provisions (measurement).

1.4 Performance measures not defined by Swiss GAAP FER

Internally and externally, the Group uses EBITDA as an additional performance measure, which is not defined by Swiss GAAP FER. EBITDA is calculated as the sum of operating profit (loss) and depreciation, amortization and impairment. We define adjusted EBITDA as EBITDA, adjusted from certain non-recurring items that management believes are not indicative of operational performance. The non-recurring items in period 2024 are expenses from the closure of Sensirion Connected Solutions GmbH in Berlin, including Goodwill recycling, impairment loss of the inventory and other costs. The non-recurring restructuring costs (CHF 28,610 thousand) in period 2024 are reflected in research and development expenses (CHF 26,331 thousand, thereof Goodwill CHF 25,583 thousand), cost of sales (CHF 1,179 thousand), selling and distribution (CHF 867 thousand) and administrative expenses (CHF 230 thousand).

In thousands of CHF, for the year ended 31 December	2025	2024
Reconciliation of operating profit (loss) to EBITDA for the period		
Operating profit (loss) (EBIT)	42,768	(18,402)
Depreciation and amortization	20,693	18,764
Earnings before interest, taxes, depreciation and amortization (EBITDA)	63,461	362
Adjusted for:		
– Goodwill recycling	–	25,583
– Other restructuring costs related to reorganization	–	3,027
Adjusted earnings before interest, tax, depreciation and amortization (Adjusted EBITDA)	63,461	28,972

2 Performance

2.1 Segment reporting and breakdown of revenue

2.1.1 Basis for segmentation

The Group operates in one industry segment which encompasses the development, production, sales and servicing of sensor systems, modules and components. The allocation of resources and performance assessment is made at Group level. The Group's organization is not divided into business units, neither in the management structure nor in the internal reporting system.

2.1.2 Breakdown of revenue

In thousands of CHF, for the year ended 31 December and as % of revenue	2025		2024	
Revenue – geographic information by region				
APAC	127,740	37.2 %	113,460	41.0 %
EMEA	124,895	36.5 %	120,364	43.5 %
Americas	89,730	26.3 %	42,677	15.5 %
Total	342,365	100.0 %	276,501	100.0 %

The geographic information on revenues in the table above is based on the customers' location.

As an additional voluntary information, revenue is allocated to end markets as follows:

In thousands of CHF, for the year ended 31 December and as % of revenue	2025		2024	
Revenue – per customer market				
Automotive	78,759	23.0 %	80,644	29.2 %
Medical	49,212	14.4 %	44,552	16.1 %
Industrial	193,927	56.6 %	137,295	49.6 %
Consumer	20,467	6.0 %	14,010	5.1 %
Total	342,365	100.0 %	276,501	100.0 %

Accounting principles

Revenue is measured based on the consideration specified in a contract with a customer and excludes amounts collected on behalf of third parties. The Group recognizes revenue when the risks and benefits incidental to ownership are transferred to a customer. The groups contracts generally include a standard warranty clause to guarantee that the products comply with agreed specifications.

Sensors The Group sells its standardized sensors generally via purchase orders to customers (i.e. end customers and distributors) and recognizes as revenue when the sensor is delivered to the customer. This generally occurs in accordance with the applicable Incoterms which are usually FCA (Free carrier named place of delivery) or DAP (Delivered at place). Sales are stated before value added tax, sales tax and after any deduction of discounts and credits. Appropriate warranty provisions are recognized for anticipated claims. Customers usually pay within 30 to 60 days from the delivery of the products.

2.2 Expenses by nature

In thousands of CHF, for the year ended 31 December	2025	2024
Changes in inventories	17,049	(10,554)
Raw materials and consumables	(118,977)	(78,923)
Employee benefits	(143,284)	(132,983)
Depreciation, amortization and impairment loss	(20,693)	(18,764)
Goodwill recycling	–	(25,583)
Other	(33,692)	(28,096)
Total cost of sales, research and development expenses, selling and distribution expenses and administrative expenses	(299,597)	(294,903)

2.3 Net finance result

In thousands of CHF, for the year ended 31 December	2025	2024
Finance income		
Interest income	23	176
Net foreign exchange gains	2,493	2,300
Other financial income	274	987
Finance income	2,790	3,463
Finance costs		
Interest expenses	(11)	(84)
Net foreign exchange losses	(12,698)	(2,024)
Bank charges	(169)	(118)
Finance costs	(12,878)	(2,226)
Net finance result recognized in profit (loss)	(10,088)	1,237

2.4 Income taxes

In thousands of CHF, for the year ended 31 December	2025	2024
Current income taxes	(3,030)	(203)
Deferred income taxes	(3,019)	(7,354)
Total	(6,049)	(7,557)
Average applicable tax rate	17.3%	14.0%

In thousands of CHF	2025	2024
Details on change of tax claims from tax loss carryforwards		
Recognized tax claims from tax loss carryforwards	4,298	6,070
Unrecognized tax claims from tax loss carryforwards	21,347	15,148
Total tax claims from tax loss carryforwards	25,645	21,218
Recognized tax claims from tax loss carryforwards at 1 January	6,070	12,783
Additions	528	797
Reassessment	321	(3,811)
Utilization	(2,621)	(3,699)
Recognized tax claims from tax loss carryforwards at 31 December	4,298	6,070

The effective tax rate of 23.7% (2024: 31.1% adjusted restructuring Sensirion Connected Solutions GmbH) has decreased compared to the prior period.

The income tax effect from the utilization of non-capitalized loss carryforwards in 2025 amounts to CHF 277 thousand (2024: CHF 1,485 thousand). In 2025, there was no reassessment in relation to non-capitalized loss carryforwards (2024: CHF 1,601 thousand). In 2025, CHF 0 thousand expired (2024: CHF 956 thousand).

The deferred tax assets related to recognized tax claims from tax loss carryforwards amount to CHF 4,298 thousand of which CHF 0 (2024: CHF 1,485 thousand) were offset with deferred tax liabilities.

Accounting principles

Current income tax

Current income tax comprises the expected tax payable or receivable on the taxable income or loss for the year and any adjustment to the tax payable or receivable in respect of previous years. It is measured using tax rates enacted or substantively enacted at the reporting date. Current tax also includes any tax arising from dividends. Current tax assets and liabilities are offset only if certain criteria are met.

Deferred income tax

Deferred income tax is recognized in respect of temporary differences between the carrying amounts of assets and liabilities for financial reporting purposes and the amounts used for taxation purposes. Deferred tax is not recognized for temporary differences related to investments in subsidiaries and associates to the extent that the Group is able to control the timing of the reversal of the temporary differences and it is probable that they will not reverse in the foreseeable future.

Deferred tax assets are recognized for unused tax losses, unused tax credits and deductible temporary differences to the extent that it can be assumed with sufficient probability that the respective company will have sufficient taxable income against which temporary differences and unutilized loss carryforwards can be used. Deferred tax assets are reviewed at each reporting date and are reduced to the extent that it is no longer probable that the related tax benefit will be realized; such reductions are reversed when the probability of future taxable profits improves. Unrecognized deferred tax assets are reassessed at each reporting date and recognized to the extent that it has become probable that future taxable profits will be available against which they can be used.

Deferred tax is measured at the tax rates that are expected to be applied to temporary differences when they reverse, using tax rates enacted or substantively enacted at the reporting date. The measurement of deferred tax reflects the tax consequences that would follow from the manner in which the Group expects, at the reporting date, to recover or settle the carrying amount of its assets and liabilities.

Deferred tax assets and liabilities are offset when the income taxes are levied by the same taxation authority and when there is a legally enforceable right to offset them.

3 Invested capital

3.1 Trade and other receivables

In thousands of CHF	31 December 2025	31 December 2024
Trade receivables, gross	37,342	50,510
Allowance for doubtful receivables	(306)	(5)
Total trade receivables	37,036	50,505
Non-income tax receivables	3,194	2,808
Other	2,372	2,283
Total other receivables	5,566	5,091

Trade receivables result from transactions in the ordinary course of business in which Sensirion has provided goods and services and has a right to receive the payment.

Accounting principles

Receivables are reported at nominal value. Business default risks are taken into account by individual and general value adjustments. General value adjustments are made for items which have not already been subject to individual value adjustments. General value adjustments are based on the past experience of Sensirion.

3.2 Inventories

In thousands of CHF	31 December 2025	31 December 2024
Purchased parts	35,425	32,937
Semi-finished and finished goods	51,083	35,075
Work in progress	6,434	6,461
Total	92,942	74,473
Allowance on purchased parts	(6,603)	(4,708)
Allowance on semi-finished and finished goods	(1,887)	(2,362)
Total	(8,490)	(7,070)
Total inventories	84,452	67,403

Accounting principles

Inventories are measured at the lower of cost and net realizable value. The cost of inventories is based on the weighted average method. In the case of manufactured inventories and work in progress, cost includes an appropriate share of production overheads based on normal operating capacity. Inventory allowances are recognized for slow- and non-moving stock. Technically obsolete items are written off. The valuation of work in progress, semi-finished and finished goods is underlying management judgment with regard to planned production capacities which impact standard costs. Valuation allowances are calculated based on historical experience including management's judgement which directly affects the carrying amount of inventories.

3.3 Property, plant and equipment

In thousands of CHF	Land and buildings	Production facilities	Under construction	Other	Total
Cost					
Opening amount 1 January 2025	69,947	119,675	14,832	24,138	228,592
Change in scope of consolidation	-	134	-	520	654
Additions	7,171	6,460	9,035	3,571	26,236
Disposals	-	(1,086)	(10)	(516)	(1,613)
Reclassifications	917	6,508	(8,269)	843	-
Currency translation differences	(505)	(47)	199	(819)	(1,172)
Closing amount 31 December 2025	77,530	131,644	15,787	27,737	252,698
Accumulated depreciation and impairment					
Opening amount 1 January 2025	25,965	78,357	-	16,521	120,843
Change in scope of consolidation	-	132	-	233	365
Depreciation	2,653	9,216	-	2,721	14,591
Disposals	-	(1,115)	-	(409)	(1,524)
Currency translation differences	(62)	(214)	-	(415)	(690)
Closing amount 31 December 2025	28,556	86,376	-	18,651	133,583
Total carrying amount	48,974	45,268	15,787	9,086	119,115
Carrying amount pledged as security for liabilities	-	-	-	-	-
Cost					
Opening amount 1 January 2024	61,960	110,066	11,037	23,097	206,160
Additions	7,543	6,338	10,262	1,583	25,726
Disposals	-	(668)	-	(1,862)	(2,530)
Reclassifications	775	4,255	(6,213)	1,183	-
Currency translation differences	(331)	(316)	(254)	137	(764)
Closing amount 31 December 2024	69,947	119,675	14,832	24,138	228,592
Accumulated depreciation and impairment					
Opening amount 1 January 2024	23,364	71,142	-	15,661	110,167
Depreciation	2,637	8,045	-	2,554	13,236
Disposals	-	(761)	-	(1,722)	(2,483)
Currency translation differences	(36)	(69)	-	28	(77)
Closing amount 31 December 2024	25,965	78,357	-	16,521	120,843
Total carrying amount	43,982	41,318	14,832	7,617	107,749
Carrying amount pledged as security for liabilities	-	-	-	-	-

As of the balance sheet date, prepayments in the amount of CHF 471 thousand (2024: CHF 400 thousand) were recognized in property, plant and equipment.

Accounting principles

Recognition and measurement

Items of property, plant and equipment are measured at cost less accumulated depreciation and any accumulated impairment losses. If significant parts of an item of property, plant and equipment have different useful life, then they are accounted for as separate items (major components) of property, plant and equipment. Any gain or loss on disposal of an item of property, plant and equipment is recognized in the income statement.

Subsequent expenditures

Subsequent expenditure is capitalized only if it is probable that the future economic benefits associated with the expenditure will flow to the Group.

Depreciation

Depreciation is calculated to write off the cost of items of property, plant and equipment less their estimated residual values using the straight-line method over their estimated useful life and is generally recognized in the income statement. Land is not depreciated. The estimated useful life of property, plant and equipment for the current and comparative period is as follows:

Class	Years
Land	No depreciation
Buildings	20-40
Production facilities	2-8
Other property, plant and equipment	4-8

Depreciation methods, useful life and residual values are reviewed at each reporting date and adjusted if appropriate.

3.4 Financial assets

In thousands of CHF	31 December 2025	31 December 2024
Non-current financial assets		
Assets from employer contribution reserve	6,945	9,660
Deferred tax assets	4,816	4,585
Investment in MaxWell Biosystems AG	3,700	3,700
Total non-current financial assets	15,461	17,945

Accounting principles

Investments

Investments with a long-term investment purpose and less than 20% capital rights are considered financial assets. Such investments are recognized at acquisition cost, taking into account any reductions in value (impairment) through corresponding devaluations in the income statement.

Assets from employer contribution reserve

Please refer to Note 6.1

3.5 Intangible assets

In thousands of CHF	Patents and trademarks	Development costs	Software	Under construction	Other intangibles	Total intangible assets
Cost						
Opening amount 1 January 2025	10,808	36,588	3,624	511	2,760	54,291
Additions – internally developed	–	5,844	–	622	–	6,466
Additions – separately acquired	317	–	249	–	121	687
Disposals	(411)	(59)	–	–	–	(470)
Reclassifications	–	511	–	(511)	–	–
Currency translation differences	(15)	–	–	–	3	(12)
Closing amount 31 December 2025	10,699	42,884	3,873	622	2,884	60,962
Accumulated amortization and impairment						
Opening amount 1 January 2025	7,253	22,043	3,203	–	1,739	34,238
Amortization	863	4,613	222	–	404	6,102
Disposals	(411)	(59)	–	–	–	(470)
Currency translation differences	(14)	–	–	–	3	(11)
Closing amount	7,691	26,597	3,425	–	2,146	39,859
Total carrying amount 31 December 2025	3,008	16,287	448	622	738	21,103
Cost						
Opening amount 1 January 2024	11,028	23,817	3,413	6,326	2,299	46,883
Additions – internally developed	–	6,535	–	511	–	7,046
Additions – separately acquired	404	–	242	–	466	1,112
Disposals	(614)	(90)	(31)	–	–	(735)
Reclassifications	–	6,326	–	(6,326)	–	–
Currency translation differences	(10)	–	–	–	(5)	(15)
Closing amount 31 December 2024	10,808	36,588	3,624	511	2,760	54,291
Accumulated amortization and impairment						
Opening amount 1 January 2024	6,835	18,208	2,991	–	1,385	29,419
Amortization	1,032	3,925	217	–	354	5,528
Disposals	(609)	(90)	(5)	–	–	(704)
Currency translation differences	(5)	–	–	–	–	(5)
Closing amount	7,253	22,043	3,203	–	1,739	34,238
Total carrying amount 31 December 2024	3,555	14,545	421	511	1,021	20,053

Accounting principles

Research and Development

Expenditure on research activities is recognized in the income statement as incurred. Development expenditure is capitalized only if the expenditure can be measured reliably, the product or process is technically and commercially feasible, future economic benefits are probable and the Group intends to and has sufficient resources to complete development and to use or sell the asset. Otherwise, it is recognized in the income statement as incurred. Directly attributable borrowing costs are capitalized as part of the respective development costs. Subsequent to initial recognition, development expenditure is measured at cost less accumulated amortization and any accumulated impairment losses.

Patents and trademarks

Patents, trademarks and capitalized customer relationships that are acquired by the Group have finite useful lives and are measured at cost less accumulated amortization and any accumulated impairment losses.

Amortization

Amortization is calculated to write off the cost of intangible assets less their estimated residual values using the straight-line method over their estimated useful life and is generally recognized in the income statement.

The estimated useful life for the current and comparative period is as follows:

<u>Class</u>	<u>Years</u>
Patents and trademarks	10
Development costs	5
Software	4
Other intangible assets	4-10

Amortization methods, useful life and residual values are reviewed at each reporting date and adjusted if appropriate.

Effects of the theoretical capitalization of goodwill

In thousands of CHF	2025	2024
Cost at 1 January	21,025	46,608
Acquisition of subsidiary	2,270	-
Disposals	-	(25,583)
Cost at 31 December	23,295	21,025
Accumulated amortization at 1 January	18,482	32,793
Amortization for the year	2,452	4,022
Disposals	-	(18,333)
Accumulated amortization at 31 December	20,934	18,482
Theoretical net book value at 31 December	2,361	2,543
Equity according to balance sheet	306,482	291,903
Theoretical book value of goodwill	2,361	2,543
Theoretical shareholders' equity at 31 December including goodwill	308,843	294,446
Profit (loss) for the year	20,116	(28,879)
Theoretical amortization of goodwill	(2,452)	(4,022)
Theoretical profit (loss) for the year after goodwill amortization	17,664	(32,901)

In the prior year the closure of Sensirion Connected Solutions GmbH in Berlin resulted in a goodwill recycling and disposal in the theoretical capitalization of goodwill.

Accounting principles

Goodwill is offset with equity at the date of the acquisition of a subsidiary or an investment in an associated company. The theoretical capitalization of goodwill with straight-line amortization over five years would impact the consolidated balance sheet and consolidated income statement as shown above.

3.6 Employee benefits

In thousands of CHF	31 December 2025	31 December 2024
Short-term employee benefits	11,342	7,924
Total employee benefit liabilities, current	11,342	7,924
Other long-term employee benefit liabilities	3,120	2,918
Total employee benefit liabilities, non-current	3,120	2,918

Accounting principles

Short-term employee benefits

Short-term employee benefits are expensed as the related service is provided. A liability is recognized for the amount expected to be paid if the Group has a present legal or constructive obligation to pay this amount as a result of past service provided by the employee and the obligation can be estimated reliably.

Other long-term employee benefits

The Group's net obligation in respect of other long-term employee benefits is the amount of future benefit that employees have earned in return for their service in the current and prior periods. That benefit is discounted to determine its present value. Remeasurements are recognized in the income statement in the period in which they arise.

3.7 Provisions

In thousands of CHF	31 December 2025	
	Warranty provisions	Total
Current provisions	419	419
Non-current provisions	1,067	1,067
Total provisions	1,486	1,486
Opening amount 1 January 2025	-	-
Additions	1,486	1,486
Closing amount 31 December 2025	1,486	1,486

In thousands of CHF	31 December 2024	
	Warranty provisions	Total
Current provisions	-	-
Non-current provisions	-	-
Total provisions	-	-
Opening amount 1 January 2024	37	37
Reversal	(37)	(37)
Closing amount 31 December 2024	-	-

Warranty provisions are recognized in 2025 for newly launched sales project due to the strong increase in the A2L refrigerant leak-detection business. The warranty provisions have been estimated on the number of units shipped within the warranty period and a risk-adjusted estimate of potential field failure rates. The calculation is based on various scenarios. Sensirion expects to settle the majority of the liability over the next three years.

Accounting principles

Provisions are recognized when the Group has a present obligation as a result of a past event and it is probable that an outflow of resources will be required to settle the obligation, and a reliable estimate can be made of the amount of the obligation. The amount recognized as a provision is the best estimate of the expenditure required to settle the present obligation at the balance sheet date. Where the effect of the time value of money is material, the amount recognized is the present value of the estimated expenditures.

Provisions for warranty commitments are recognized as a consequence of the Group's policy to cover the cost of repair of defective products.

3.8 Contingent liabilities and other commitments

In thousands of CHF	31 December 2025	31 December 2024
Operating lease liabilities		
Due within 1 year	5,088	5,041
Due within 1 to 5 years	17,499	15,787
Due after more than 5 years	8,700	11,877
Total undiscounted lease payments	31,287	32,705

In previous period, the company has committed investment obligations amounting to CHF 7,500 thousand related to the acquisition of land and properties, which were fulfilled in the current year.

Accounting principles

Contingent liabilities and other obligations not to be recognized are valued and disclosed on each balance sheet date. Payments from operating leases are recognized in the income statement on a straight-line basis over the lease term.

4 Financing and risk management

4.1 Cash and cash equivalents

In thousands of CHF	31 December 2025	31 December 2024
Cash and bank accounts	73,278	54,394
Cash and cash equivalents	73,278	54,394

Accounting principles

Cash and cash equivalents are defined as short-term, liquid financial investments that are readily convertible to defined cash amounts within 90 days from the balance sheet date.

4.2 Equity

4.2.1 Share capital

As of 31 December 2025, the fully paid-up share capital of the parent company, Sensirion Holding AG, in the total amount of CHF 1,561,572.30 (2024: CHF 1,561,572.30) is divided into 15,615,723 registered shares (2024: 15,615,723) with a nominal value of CHF 0.10. Holders of these shares are entitled to dividends and to one vote per share at general meetings of the Company. All rights attached to the Company's shares held by the Group are suspended until those shares are reissued.

4.2.2 Capital range

The Company has an authorized share capital in the form of a capital range. The capital range as of 31 December 2025 is CHF $\pm 156,157.20$ (corresponding to $\pm 10\%$ of the share capital) and amounts to CHF 1,405,415.10 or 14,054,151 shares (lower limit) and to CHF 1,717,729.50 or 17,177,295 shares (upper limit). The Board of Directors is authorized within the capital range to increase or reduce the share capital.

4.2.3 Conditional capital

As in the previous year, the Company's conditional capital as of 31 December 2025 amounts to CHF 285 thousand, encompassing 2,845,064 shares each with a nominal value of CHF 0.10.

The Company's conditional capital is composed as follows:

In shares	31 December 2025	31 December 2024
Conditional share capital for employee participations	1,389,247	1,389,247
Conditional share capital for financing, acquisitions and other purposes	1,455,817	1,455,817
Total conditional share capital	2,845,064	2,845,064

4.2.4 Non-distributable legal reserves

Non-distributable legal reserves amounted to CHF 3,907 thousand as at 31 December 2025 (previous year: CHF 2,925 thousand).

4.2.5 Nature and purpose of reserves

4.2.5.1 Capital reserve

The capital reserve comprises share premiums, the gain or loss on sale of treasury shares, the effect of modification of cash-settled to equity-settled plans and the effects of equity-settled share-based payment transactions, including any tax effects such as excess tax deductions.

4.2.5.2 Treasury shares

The reserve for the Company's treasury shares comprises the cost of the Company's shares directly held by the Group. As of 31 December 2025, the Group held 62,021 of the Company's registered shares (2024: 36,079 registered shares). The treasury shares held at 31 December 2025 account for 0.40% of the issued capital (2024: 0.23% of the issued capital).

	Ø Transaction price in CHF	Number of registered shares	Balance in thousands of CHF
Balance at 1 January 2024		30,650	2,790
Purchase treasury shares	66.37	30,000	1,991
Allocations from share-based payment plan	79.15	(24,571)	(2,168)
Closing amount 31 December 2024		36,079	2,613
Balance at 1 January 2025		36,079	2,613
Purchase treasury shares	58.17	63,000	3,665
Allocations from share-based payment plan	56.46	(37,058)	(2,683)
Closing amount 31 December 2025		62,021	3,595

The transaction prices corresponded to the respective market prices. For shares allocated in the current period, the average acquisition costs per share amounted to CHF 72.40 (previous year: CHF 79.15).

Accounting principles

When shares recognized as equity are repurchased, the amount of the consideration paid, which includes directly attributable costs, net of any tax effects, is recognized as a deduction from equity. Repurchased shares are classified as treasury shares and are presented in the treasury shares reserve. When treasury shares are sold or reissued subsequently, the amount received is recognized as an increase in equity and the resulting surplus or deficit on the transaction is presented within the capital reserve.

4.2.5.3 Translation reserve

The translation reserve comprises all foreign currency differences arising from the translation of the financial statements of foreign operations, including foreign currency differences on dedicated intra-group loans.

4.2.5.4 Retained earnings

The retained earnings include the accumulated net profit or loss of the Group and offsetting of goodwill.

4.3 Earnings per registered share

4.3.1 Basic earnings per share

The weighted-average number of registered shares for the period ended 31 December 2025 for the purpose of calculating basic earnings per registered share amounts to 15,606,833 (2024: 15,601,677).

4.3.2 Diluted earnings per share

The calculation of diluted earnings per share has been based on the profit or loss attributable to ordinary shareholders as presented in the consolidated income statement and the weighted-average number of registered shares outstanding after adjustment for the effects of all dilutive potential ordinary shares.

The weighted-average number of registered shares for the purpose of calculating diluted earnings per registered share amounts to 15,629,394 (2024: 15,601,677).

The potential dilutive effect results from the outstanding restricted share units under the bonus and restricted share unit plan. The effects of all potential ordinary shares in the reporting year are anti-dilutive and therefore not considered in the diluted earnings per share.

4.4 Capital management

The objectives when managing capital are to safeguard the Group's ability to continue as a going concern in order to provide returns for shareholders and benefits for other stakeholders, and to maintain an optimal capital structure. In order to maintain or adjust the capital structure, the Group may repay capital to shareholders, issue new capital or sell assets to reduce debt.

By ensuring the Group adheres to defined debt/equity ratio covenant limits and other covenants under the Group's financing arrangements, management meets the primary capital risk objective.

In thousands of CHF	31 December 2025	31 December 2024
Total liabilities	(67,300)	(55,071)
Less: cash and cash equivalents	73,278	54,394
Net cash (debt)	5,978	(677)
Total equity	306,482	291,903
Net cash (debt) to equity ratio	2.0%	(0.2%)

4.5 Financial risk management

The Group's international operations expose it to a variety of financial risks, such as credit, liquidity, market and currency risks.

4.5.1 Risk management framework

The Company's Board of Directors has overall responsibility for the establishment and oversight of the Group's risk management framework. The Group's management is assisted in its oversight role by internal audits. Internal audits take place on both a regular and ad-hoc basis, the results of which are reported to the Group's management and the Company's Board of Directors.

4.5.2 Credit risk

Credit risk is the risk of incurring financial loss when a counterparty to a financial instrument fails to meet its contractual obligations.

Credit risks are most likely to be associated with trade receivables and cash or cash equivalents. The Group minimizes the credit risk associated with cash and cash equivalents by only doing business with reputable financial institutions and by dealing with a range of such institutions rather than just one. To reduce the risk associated with trade receivables, customers are subject to internal credit limits. Creditworthiness is reviewed on an ongoing basis according to internal guidelines. Credit limits are set based on financial situation, previous experience and other factors. The Group's extensive customer base, which covers a variety of regions and sectors, means that the credit risk on receivables is limited. For incurred and expected losses on receivables, value adjustments are recognized. In the past, actual losses have not exceeded the management's expectations. Details of concentration of revenue are included in Note 2.1.

The Group's policy is to provide financial guarantees to subsidiaries. At 31 December 2025, the Company has issued a guarantee to certain banks in respect of credit facilities granted to Sensirion AG in the amount of CHF 20,000 thousand (2024: CHF 40,000 thousand). The credit line is used with a guarantee to CHF 1,682 thousand as of 31 December 2025 (2024: CHF 1,701 thousand).

4.5.3 Liquidity risk

A liquidity risk arises if future payment obligations of the Group cannot be covered by its available liquidity or corresponding credit facilities. The Group's objective when managing liquidity is to ensure, as far as possible, that it will have sufficient liquidity to meet its liabilities when they are due, under both normal and stressed conditions, without incurring unacceptable losses or risking damage to the Group's reputation. Suitable processes are in place within the Group with which cash inflows or outflows and maturities are monitored and controlled on an ongoing basis.

Within the frame of a rolling liquidity plan, the Group ensures that sufficient liquidity to cover the short-term operational needs is continuously available. Within the liquidity plan, the Group includes cash and cash equivalents, lines of credit and possibilities to increase share capital. As part of the Group's liquidity management, lines of credit are maintained.

4.5.4 Market risk

Market risk is the risk that changes in market prices – such as foreign exchange rates and interest rates – will affect the Group's income or the value of its holdings of financial instruments.

4.5.5 Currency risk

The functional currencies of the Group companies are in the currency of the local legislation. The Group is exposed to currency risk to the extent that there is a mismatch between the currencies in which sales, purchases and borrowings are denominated and the respective functional currencies of the Group companies. The main exposure arises from sales transactions denominated in USD and EUR and other currencies deviating from the functional currency of the respective Group company. Generally, cash flows generated by the underlying operations of the Group are primarily in USD, EUR and CHF or in the currency of the local legislation. The Group's cash outflows are denominated mainly in CHF due to the significant amount of personnel costs generated in Switzerland. To a certain extent, there is an economic hedge by sourcing activities in USD and EUR.

The following significant exchange rates have been applied:

In CHF	Average rate		Year-end spot rate	
	2025	2024	2025	2024
Euro (EUR) 1	0.9466	0.9638	0.9311	0.9419
US Dollar (USD) 1	0.8495	0.8872	0.7933	0.9038
South-Korean Won (KRW) 1,000	0.5991	0.6574	0.0548	0.6143

4.5.6 Interest risk

The Group has no significant interest-bearing financial assets. Therefore, the income is not exposed to significant interest rate risk. Furthermore, the tenure for fixing interest rates on financial liabilities are one year as maximum. Therefore, interest rate risk is not considered to be significant for the Group.

5 Group structure

5.1 Changes in the scope of consolidation

5.1.1 Acquisition of Kuva

On 2 June 2025 and with economic effect from the same date, Sensirion Connected Solutions Inc. acquired 100 % of the shares of Multisensor Scientific, Inc. d/b/a/ Kuva Systems, based in Cambridge, USA, which holds 100 % of the shares in Kuva Canada Inc., Calgary (Canada).

Kuva Systems specializes in low-cost infrared optical cameras to detect and quantify methane emissions. Through this acquisition, Sensirion Connected Solutions becomes a full-spectrum provider for continuous methane emissions monitoring in oil and gas applications.

At the time of acquisition, the values of net assets according to Swiss GAAP FER are as follows:

In thousands of CHF	Total
Fair value of assets (liabilities)	
Current assets	1,970
Non-current assets	294
Current liabilities	(2,788)
Non-current liabilities	(1,140)
Total net identifiable assets (liabilities)	(1,694)

The non-current liabilities including an interest-free development loan of CHF 1,106 thousand. A detailed breakdown of the other identified assets and liabilities is not disclosed due to materiality considerations. Kuva Systems generated revenue of CHF 1,156 thousand year-to-date up to the acquisition date and CHF 536 thousand subsequent to the acquisition.

5.1.2 Closing Sensirion Connected Solutions GmbH

Following the decision to end activities in condition monitoring in April 2024, Sensirion Connected Solutions GmbH was closed at the end of June 2024. This closure is reflected in the income statement in the prior period with the costs (non-cash) of recycling goodwill (CHF 25.6 million) and other non-recurring restructuring costs (CHF 3.0 million).

5.2 Subsidiaries

The Company has direct or indirect control over the following subsidiaries or significant influence over the following associates.

For the year ended 31 December	2025			2024			Consolidation
Company, principal place of business	Share capital	in %	Voting rights in %	in %	Voting rights in %		
Sensirion AG, Stäfa (Switzerland)	CHF	2,000,000	100	100	100	100	o
Sensirion China Co. Ltd., Shenzhen (China)	CNY	1,260,000	100	100	100	100	o
Sensirion Inc., Chicago (USA)	USD	660,000	100	100	100	100	o
Sensirion Japan Co. Ltd., Yokohama (Japan)	JPY	25,000,000	100	100	100	100	o
Sensirion Korea Co. Ltd., Anyang-Si (South Korea)	KRW	100,000,000	100	100	100	100	o
Sensirion Taiwan Co. Ltd., Hsinchu (Taiwan)	TWD	25,000,000	100	100	100	100	o
Sensirion Hungary Kft., Debrecen (Hungary)	HUF	3,210,000	100	100	100	100	o
Sensirion Europe GmbH, Gerlingen (Germany) ¹	EUR	30,870	100	100	100	100	o
Sensirion Automotive Solutions AG, Stäfa (Switzerland)	CHF	100,000	100	100	100	100	o
Sensirion Automotive Solutions Inc., Eaton Rapids (USA)	USD	250,000	100	100	100	100	o
Sensirion Automotive Solutions Korea Co. Ltd., Seoul (South Korea)	KRW	38,543,000,000	100	100	100	100	o
Sensirion Automotive Solutions (Shanghai) Co. Ltd., Shanghai (China)	CNY	28,450,000	100	100	100	100	o
Sensirion Automotive Solutions Hungary Kft., Debrecen (Hungary)	HUF	3,100,000	100	100	100	100	o
Sensirion Connected Solutions AG, Stäfa (Switzerland)	CHF	100,000	100	100	100	100	o
Sensirion Connected Solutions Inc., Chicago (USA)	USD	2,631,099	100	100	100	100	o
Multisensor Scientific Inc. d/b/a Kuva Systems, Cambridge (USA) ²	USD	10	100	100	-	-	o
Kuva Canada Inc., Calgary (Canada) ²	CAD	1	100	100	-	-	o
Qmicro B.V., Enschede (Netherlands)	EUR	1,000	100	100	100	100	o
Lumiphase AG, Stäfa (Switzerland)	CHF	358,316	49	36	49	36	Δ

¹ Sensirion Europe GmbH merged into Sensirion Connected Solutions GmbH retroactively as of 1 January 2025 and renamed into Sensirion Europe GmbH.

² Acquired at 2 June 2025

Consolidation

o Fully consolidated company Δ Equity method

Accounting principles

Business combinations

Business combinations are accounted for using the acquisition method. The assets including previously unrecognized intangible assets that are relevant to the decision to obtain control and liabilities of the acquired company are valued at fair values using uniform accounting policies. The differences between the cost of acquisition and the fair value of the net assets acquired are recognized as goodwill and offset with equity. In a step acquisition the acquired net assets are recognized on the balance sheet at their fair value when control is obtained. Goodwill is determined as the difference between the cost of acquisition and the pro rate net assets and is calculated separately for each acquisition step. The valuation differences between the fair values and the carrying amounts on previously held equity interests are recognized in equity. Profit or losses that result from the sale of shares are recognized in the income statement. If a sale of shares leads to a loss of control, or a loss of significant influence, the remaining interest is valued as part of pro rate net assets under consideration of the pro rate (negative) goodwill. Transaction costs in connection with acquisitions and divestments are recognized directly in the income statement. Upon acquisition of minority interests in a fully consolidated company, the difference between the purchase price and the proportional carrying amount of the minority interests is recognized as goodwill and directly offset with equity in retained earnings.

Purchase price components that are contingent on future events are considered part of the purchase price at the acquisition date if an outflow of funds is likely. Changes stemming from the subsequent measurement of the resulting liability on future balance sheet dates will lead to an adjustment of the goodwill recognized on the balance sheet, or the offset (negative) goodwill.

Subsidiaries

Subsidiaries are entities controlled by the Group. The Group controls an entity directly or indirectly, either by holding more than half of the voting rights or by having the power to govern their operating and financial policies. The financial statements of subsidiaries are included in the consolidated financial statements from the date on which control commences until the date on which control ceases.

Associated companies

Companies in which Sensirion Group can exercise a decisive influence are included in the consolidation using the equity method. The investment is valued at the Group's share of the equity, and the Group's share of the net result is included in the consolidated income statement. A decisive influence is assumed if the Group holds at least 20% but less than 50% of the voting rights. Goodwill arising from the acquisition of an associated company is offset with equity.

Transactions eliminated on consolidation

Intra-group balances and transactions, and any income and expenses arising from intra-group transactions, are eliminated. Unrealized gains arising from transactions with equity-accounted investees are eliminated against the investment to the extent of the Group's interest in the investee. Unrealized losses are eliminated in the same way as unrealized gains, but only to the extent that there is no evidence of impairment.

Foreign currency transactions in Group companies

Transactions in foreign currencies are translated into the respective functional currencies of Group companies at the exchange rates at the dates of the transactions. Monetary assets and liabilities denominated in foreign currencies are translated into the functional currency at the exchange rate at the reporting date. Foreign currency differences are generally recognized in the income statement. Non-monetary items that are measured based on historical cost in a foreign currency are not translated.

Translation of financial statements to be consolidated

Group financial statements are presented in Swiss francs. Assets and liabilities of Group companies with a functional currency other than the Swiss franc are translated at the exchange rates at the reporting date, equity is translated at

historical rates, while the income statement is translated using average rates for the reporting period. Any resulting exchange differences are recognized in shareholders' equity.

Translation differences on long-term loans which are similar in nature to equity are posted in translation reserves in equity. In the event of loss of control of a subsidiary or loss of significant influence of an associate, the corresponding accumulated exchange differences of foreign companies recognized in equity are reclassified to the income statement.

6 Other information

6.1 Pension benefit obligations

The Group has pension plans in Switzerland and South Korea in accordance with the relevant national regulations. The Swiss plan is the most important, as the majority of staff operate from Switzerland.

6.1.1 Economical benefit/economical obligation and pension benefit expenses

In thousands of CHF	Surplus/ Deficit		Economical part of the organization		Change from previous year	Contributions concerning the business period	Pension benefit expenses within personnel expenses	
	31 Dec 2025	31 Dec 2025	31 Dec 2025	31 Dec 2024	2025	2025	2025	2024
Pension funds without surplus/deficit	-	-	-	-	-	6,387	6,387	6,115
Total economical benefit/economical obligation and pension benefit expenses	-	-	-	-	-	6,387	6,387	6,115

Swiss employees are insured with Servisa Sammelstiftung (renamed from "Swisscanto Sammelstiftung"). As of 31 December 2025, the statutory funding ratio of this pension plan is 112.0% (31 December 2024: 108.6%). Due to the comprehensive solidarities in the pension fund, the surplus cannot be allocated to the affiliated companies. Therefore, no economic share of the Group can be claimed.

6.1.2 Employer contribution reserves (ECR)

In thousands of CHF	Nominal value	Waiver of use	Balance sheet	Accumu- lation	Balance sheet	Result from ECR in personnel expenses	
	31 Dec 2025	2025	31 Dec 2025	2025	31 Dec 2024	2025	2024
Pension funds	6,945	-	6,945	-	9,660	2,715	5,206
Total employer contribution reserves	6,945	-	6,945	-	9,660	2,715	5,206

The employer contributions for the Swiss entities in the current financial year were charged to the employer contribution reserves.

Accounting principles

Assets and liabilities from employee benefits (incl. employer contribution reserve)

The employee benefit plans are either financially independent entities and foundations outside of the Group (funded plans) or unfunded plans with a corresponding liability in the balance sheet. Financing is provided by employee and employer contributions. The actual economic impact of all employee benefit plans that provide benefits for retirement, death or disability are calculated as at the balance sheet date. In the case of foreign plans, the provisions calculated according to local regulations are included in the consolidated financial statements. A benefit resulting from employer contribution reserves is recognized as an asset. Any additional economic benefit (from a surplus in pension fund cover) is not capitalized. An economic obligation is recognized as a liability if the conditions for the recognition of a provision are met.

6.2 Share-based payment arrangement

6.2.1 Description of share-based payment arrangement

At 31 December 2025, the Group had the following share-based payment arrangement.

Bonus and Restricted Share Unit Plan (settlement choice for employees and equity-settled for members of the Executive Committee)

The Group established a recurring bonus program under which an eligible employee who has not given or received notice of termination may choose between the payment of its annual bonus entirely in cash ("Cash Bonus") or entirely in shares of the Company and additional RSU ("Equity Bonus"). For the Equity Bonus, the number of shares is determined by dividing the bonus amount by the average price of the Company's shares on the SIX Swiss Exchange over a period of time before the date of the allocation of the shares. Such shares may not be sold, otherwise transferred, pledged or made the object of hedging transactions for a period of three years after the end of the election period. The number of RSU granted within the Equity Bonus will be determined by the Group in its sole discretion at the grant date. The RSU vest over a period of three years starting from the end of the election period.

The number of shares granted to employees amounts to 39,374 (2024: 28,915) and the number of RSU granted amounts to 9,956 (2024: 7,366). The fair value of one share at grant date amounts to CHF 57.90 (2024: CHF 54.80) and the fair value of one RSU at grant date amounts to CHF 57.90 (2024: CHF 54.80). The values correspond to the listed share price of the Company's shares at grant date.

Contrary to employees, members of the Executive Committee have no settlement choice; they will receive their annual bonus entirely in the form of an Equity Bonus. Approval of the aggregate amount of variable compensation for the Executive Committee by Sensirion Holding AG's Annual General Meeting pursuant to the Articles of Association of the Company is required. All other conditions are similar to the other employees. The number of shares granted to members of the Executive Committee amounts to 2,919 (2024: 1,458) and the number of RSU granted amounts to 2,919 (2024: 1,259). The estimated fair value of one share at grant date amounts to CHF 61.60 (2024: CHF 55.30) and the estimated fair value of one RSU at grant date amounts to CHF 61.60 (2024: CHF 55.30). The values correspond or are derived from the listed share price of the Company's shares at 31 December 2025. These estimated fair values will be updated to reflect the circumstances at the date of the next Annual General Meeting.

For 2025, the Group granted a total annual bonus amount of CHF 8,224 thousand (2024: CHF 4,689 thousand). The amount is split between cash bonus of CHF 5,008 thousand (2024: CHF 2,551 thousand) and equity bonus of CHF 3,216 thousand (2024: CHF 2,138 thousand).

6.2.2 Outstanding instruments at the reporting date

Details on the number of instruments outstanding under the share-based payment arrangements at the reporting date are as follows:

In units	31 December 2025	31 December 2024
Restricted share units – Bonus and Restricted Share Unit Plan	29,594	23,462

6.2.3 Reconciliation of outstanding RSU

The number and weighted-average exercise prices of RSU under the share-based payment arrangements were as follows:

In options	Number of RSU	Weighted-average exercise price (in CHF)
2025		
Outstanding at 1 January	23,462	0.10
Exercised during the year	(6,685)	0.10
Granted during the year	12,875	0.10
Forfeited during the year	(58)	0.10
Outstanding at 31 December	29,594	0.10
Exercisable at 31 December	-	-
2024		
Outstanding at 1 January	30,777	0.10
Exercised during the year	(14,066)	0.10
Granted during the year	8,625	0.10
Forfeited during the year	(1,874)	0.10
Outstanding at 31 December	23,462	0.10
Exercisable at 31 December	-	-

The RSU outstanding at 31 December 2025 had an exercise price of CHF 0.10 (31 December 2024: CHF 0.10) and a weighted-average contractual life of 2.0 years (31 December 2024: 1.6 years).

Accounting principles

Cash-settled share-based payment transactions

The fair value of the amount payable to employees is recognized as an expense with a corresponding increase in liabilities. The liability is remeasured to fair value at each reporting date and at settlement date. Any changes in the liability is recognized as part of personnel costs.

Equity-settled share-based payment transactions

The grant-date fair value of equity-settled share-based payment arrangements granted to employees is generally recognized as an expense, with a corresponding increase in equity, over the vesting period of the awards, if any. The amount recognized as an expense is adjusted to reflect the number of awards for which the related service condition, if any, is expected to be met, such that the amount ultimately recognized is based on the number of awards that meet the related service condition at the vesting date.

Share-based payment transactions with settlement choice for the counterparty

When the counterparty has a choice of settlement in a share-based payment transaction, the Group grants a compound financial instrument which includes a debt component (i.e. the counterparty's right to demand payment in cash) and an equity component (i.e. the counterparty's right to demand settlement in equity instruments rather than in cash). The Group first measures the fair value of the debt component and then measures the fair value of the equity component. The fair value of the debt component is recognized over the vesting period, if any, as employee benefit expenses with a corresponding entry to cash-settled share-based payment liabilities, whereas the equity component is recognized as employee benefit expenses with a corresponding entry to capital reserves. At the date of settlement, the Group remeasures the cash-settled share-based payment to its fair value. If the counterparty chooses to receive equity instruments, the remeasured liability is transferred directly to capital reserves.

6.3 Related parties

As part of its normal business activities, the company maintains relations with associated companies as well as transactions with key management personnel.

Transactions with key management personnel

There were no transactions with key management personnel outside of the ordinary compensation from their activities as employees or as specifically appointed bodies.

Other related party disclosures

In thousands of CHF	31 December 2025	31 December 2024
Trade receivables	584	-

In thousands of CHF, for the year ended 31 December	2025	2024
Sales and other income	3,052	1,537

6.4 Subsequent events

The consolidated financial statements were approved for publication by the Board of Directors on 9 March 2026. The approval of the consolidated financial statements by the shareholders will take place at the Annual Shareholders' Meeting.

No events have occurred between 31 December 2025 and 9 March 2026 which would necessitate adjustments to the carrying values of the Sensirion Group's assets or liabilities, or which require additional disclosure.

Auditor's Report



Statutory Auditor's Report

To the General Meeting of Sensirion Holding AG, Stäfa

Report on the Audit of the Consolidated Financial Statements

Opinion

We have audited the consolidated financial statements of Sensirion Holding AG and its subsidiaries (the Group), which comprise the consolidated balance sheet as at 31 December 2025 and the consolidated statement of income, consolidated statement of changes in equity and consolidated statement of cash flows for the year then ended, and notes to the consolidated financial statements, including a summary of significant accounting policies.

In our opinion, the consolidated financial statements (pages 146 to 173) give a true and fair view of the consolidated financial position of the Group as at 31 December 2025, and its consolidated results of operations and its consolidated cash flows for the year then ended in accordance with Swiss GAAP FER and comply with Swiss law.

Basis for Opinion

We conducted our audit in accordance with Swiss law and Swiss Standards on Auditing (SA-CH). Our responsibilities under those provisions and standards are further described in the "Auditor's Responsibilities for the Audit of the Consolidated Financial Statements" section of our report. We are independent of the Group in accordance with the provisions of Swiss law and the requirements of the Swiss audit profession and we have fulfilled our other ethical responsibilities in accordance with these requirements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Key Audit Matters



REVENUE RECOGNITION



COSTING OF WORK IN PROGRESS, SEMI-FINISHED AND FINISHED GOODS

Key audit matters are those matters that, in our professional judgment, were of most significance in our audit of the consolidated financial statements of the current period. These matters were addressed in the context of our audit of the consolidated financial statements as a whole, and in forming our opinion thereon, and we do not provide a separate opinion on these matters.



REVENUE RECOGNITION

Key Audit Matter

Revenue is the basis for evaluating the course of business of the Group and is thus a focus area of internal target setting and external expectations. These expectations create potential pressure on management to achieve the set targets, which leads to an increased risk in revenue recognition, in particular the risk that the accrual principle is not correctly applied.

Our response

Analysis of processes set up to ensure a correct application of the accrual principle. We identified internal controls with regards to revenue recognition and tested the design and implementation of selected controls.

Furthermore, amongst others, following procedures were performed:

- Evaluation of application of the accrual principle as of 31 December 2025 on a sample basis by comparing invoices to delivery papers and assessing the effect of incoterms.
- Review and recalculation of the accrual for expected revenue refunds/credit notes arising from ship and debit transactions, and evaluation of whether the corresponding sales adjustments have been made in the correct period.
- Assessment of profit margins and deviation analyses, identifying significant or unusual deviations to prior year and to our expectations. Discussion of such analyses with management and where appropriate corroboration with additional documentation.

Additionally, identification of transactions that deviated from the standard processes, such as entries with unusual counter-entries, for further investigation and validated the existence and accuracy of this population.

For further information on revenue recognition refer to the following:

- Note 2.1 to the consolidated financial statements



COSTING OF WORK IN PROGRESS, SEMI-FINISHED AND FINISHED GOODS

Key Audit Matter

Work in progress, semi-finished and finished goods amount to MCHF 55.6 as of 31 December 2025 and therefore form a significant part of the Group's inventories.

The business is characterized by high precision serial production with significant values added during the manufacturing process.

During the manufacturing process, standard costs are used to allocate fixed and variable overhead costs to the produced goods. Standard costs underly management judgement with regards to planned production capacities. Furthermore, input data such as personnel and depreciation costs as well as calculation methods of standard costs directly affect the carrying amount of inventories.

For further information on costing of work in progress, semi-finished and finished goods refer to the following:

- Note 3.2 to the consolidated financial statements

Our response

Our audit procedures in this area included, amongst others:

- Challenging the Group's calculation of standard cost rates on a sample basis by comparing key parameters such as personnel and depreciation costs used in the calculation to the underlying actual data and relevant documentation.

- Inspecting on a sample basis whether cost components included or excluded in the standard cost rates is appropriate.

Assessing on a sample basis if fixed and variable overhead costs were appropriately considered based on normal production capacities.



Other Information

The Board of Directors is responsible for the other information. The other information comprises the information included in the annual report, but does not include the consolidated financial statements, the stand-alone financial statements of the company, the compensation report and our auditor's reports thereon.

Our opinion on the consolidated financial statements does not cover the other information and we do not express any form of assurance conclusion thereon.

In connection with our audit of the consolidated financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the consolidated financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated.

If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Board of Directors' Responsibilities for the Consolidated Financial Statements

The Board of Directors is responsible for the preparation of the consolidated financial statements, which give a true and fair view in accordance with Swiss GAAP FER and the provisions of Swiss law, and for such internal control as the Board of Directors determines is necessary to enable the preparation of consolidated financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the consolidated financial statements, the Board of Directors is responsible for assessing the Group's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Board of Directors either intends to liquidate the Group or to cease operations, or has no realistic alternative but to do so.

Auditor's Responsibilities for the Audit of the Consolidated Financial Statements

Our objectives are to obtain reasonable assurance about whether the consolidated financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Swiss law and SA-CH will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these consolidated financial statements.

As part of an audit in accordance with Swiss law and SA-CH, we exercise professional judgment and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the consolidated financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Group's internal control.



- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made.
- Conclude on the appropriateness of the Board of Directors' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Group's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the consolidated financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Group to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the consolidated financial statements, including the disclosures, and whether the consolidated financial statements represent the underlying transactions and events in a manner that achieves fair presentation.
- Plan and perform the group audit to obtain sufficient appropriate audit evidence regarding the financial information of the entities or business units within the Group as a basis for forming an opinion on the consolidated financial statements. We are responsible for the direction, supervision and review of the audit work performed for purposes of the group audit. We remain solely responsible for our audit opinion.

We communicate with the Board of Directors or its relevant committee regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

We also provide the Board of Directors or its relevant committee with a statement that we have complied with relevant ethical requirements regarding independence, and communicate with them all relationships and other matters that may reasonably be thought to bear on our independence, and where applicable, actions taken to eliminate threats or safeguards applied.

From the matters communicated to the Board of Directors or its relevant committee, we determine those matters that were of most significance in the audit of the consolidated financial statements of the current period and are therefore the key audit matters. We describe these matters in our auditor's report, unless law or regulation precludes public disclosure about the matter or when, in extremely rare circumstances, we determine that a matter should not be communicated in our report because the adverse consequences of doing so would reasonably be expected to outweigh the public interest benefits of such communication.



Report on Other Legal and Regulatory Requirements

In accordance with Art. 728a para. 1 item 3 CO and PS-CH 890, we confirm that an internal control system exists, which has been designed for the preparation of the consolidated financial statements according to the instructions of the Board of Directors.

We recommend that the consolidated financial statements submitted to you be approved.

KPMG AG

Matthias Bachmann
Licensed Audit Expert
Auditor in Charge

Noemi Maibach
Licensed Audit Expert

Zurich, 9 March 2026

KPMG AG, Badenerstrasse 172, CH-8036 Zurich

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7

Financial Statements of Sensirion Holding AG

Income Statement

In thousands of CHF, for the year ended 31 December	Note	2025	2024
Revenue from royalties	1.7	6,825	6,083
Total income		6,825	6,083
Personnel expenses		(1,032)	(1,041)
Other operating expenses		(1,331)	(1,298)
Impairment losses on financial assets and investments	2.7	(144)	(15,866)
Amortization on intangible assets		(1)	(1)
Financial income	2.8	1,236	1,626
Financial expense	2.8	(740)	(178)
Income taxes		(239)	(45)
Total expenses		(2,251)	(16,803)
Profit (loss) for the year		4,574	(10,720)

Balance Sheet

In thousands of CHF	Note	31 December 2025	31 December 2024
Assets			
Cash and cash equivalents		5,560	3,323
Other short-term receivables			
– from third parties		–	125
– from companies in which the entity holds an investment		2,481	2,637
Prepaid expenses and accrued income		44	86
Total current assets		8,085	6,171
Financial assets	2.1	71,690	62,006
Investments	2.2	68,200	68,200
Property, plant and equipment	2.3		
– Land and buildings		–	7,325
Intangible assets		–	2
Total non-current assets		139,890	137,533
Total assets		147,975	143,704
Liabilities			
Trade payables			
– to third parties		48	269
– to companies in which the entity holds an investment		218	218
Other liabilities			
– to third parties		88	68
Accrued expenses		156	207
Total current liabilities		510	762
Provisions		–	51
Total non-current liabilities		–	51
Total liabilities		510	813
Equity			
Share capital	2.4	1,562	1,562
Legal capital reserves	2.5		
– Reserves from capital contributions		132,671	132,671
– Other capital reserves		4,649	4,649
Legal retained earnings			
– General legal retained earnings in the narrower sense		603	603
– Reserves for treasury shares	2.6	3,595	2,613
Available earnings			
– Profit (loss) carried forward		(189)	11,513
– Profit (loss) for the year		4,574	(10,720)
Total equity		147,465	142,891
Total liabilities and equity		147,975	143,704

Notes to the Financial Statements of Sensirion Holding AG

1 Principles

1.1 General aspects

These financial statements were prepared according to the principles of the Swiss Law on Accounting and Financial Reporting (32nd title of the Swiss Code of Obligations). Where not prescribed by law, the significant accounting and valuation principles applied are described below. It should be noted that, to ensure the company's going concern, the company's financial statements may be influenced by the creation and release of hidden reserves.

1.2 Financial assets

Financial assets include long-term loans. Loans granted in foreign currencies are translated at the exchange rate at the balance sheet date, unrealized losses are recognized immediately whereby unrealized profits are not recognized. Investments with a long-term investment purpose and less than 20% capital rights are considered financial assets. Investments with long-term investment purpose with more than 20% capital rights are considered investments.

1.3 Investments

Investments are recognized at acquisition costs less impairment.

1.4 Property, plant and equipment

Property, plant and equipment is valued at acquisition or production cost less accumulated depreciation and less value adjustments. The building is depreciated on a straight-line basis without immediate depreciation. If there are signs of overvaluation, the carrying amounts are reviewed and adjusted if necessary.

1.5 Treasury shares

Treasury shares are held in the subsidiary Sensirion AG.

1.6 Share-based payments

The purpose of the Bonus and Restricted Share Plan (see Note 6 of the Consolidated Financial Statements) is to provide eligible employees with an opportunity to participate in the creation of long-term shareholder value of the Sensirion Group. Members of the Executive Committee shall be awarded their bonus in the form of an equity bonus only, not having the right to choose between a cash bonus and an equity bonus. Except for exceptions as determined by the Executive Committee, eligible employees who are awarded a bonus from time to time may choose between

- (a) payment of the bonus in cash (the cash bonus); or
- (b) payment of the bonus in shares of Sensirion Holding AG (shares) and additional restricted share units (RSUs), in each case subject to the terms, conditions and restrictions set forth in the plan.

An eligible employee can only elect to receive either the full bonus in the form of a cash bonus or an equity bonus. The number of shares to be awarded shall be determined by dividing the bonus amount by an average price of the shares as quoted on the SIX Swiss Exchange over a period of time prior to the date of allocation of the shares as determined by Sensirion Holding AG in its sole discretion, rounded down to the nearest full number of shares. The number of RSUs to be awarded shall be determined by Sensirion Holding AG in its sole discretion.

1.7 Revenue from royalties

Sensirion Holding AG charges its subsidiaries royalties. The royalties are based on the revenue that is generated by the subsidiaries using the patented technology of Sensirion Holding AG.

1.8 Foregoing a cash flow statement and additional disclosures in the notes

As Sensirion Holding AG has prepared its consolidated financial statements in accordance with a recognized accounting standard (Swiss GAAP FER), it has decided to forego presenting additional information on interest-bearing liabilities and audit fees in the notes as well as a cash flow statement in accordance with the law.

2 Disclosure on balance sheet and income statement items

2.1 Financial assets

In thousands of CHF	31 December 2025	31 December 2024
Non-current financial assets		
Investment in MaxWell Biosystems AG	3,700	3,700
Loans to subsidiaries	67,990	58,306
Total non-current financial assets	71,690	62,006

2.2 Investments

In thousands of CHF	31 December 2025			31 December 2024	
a) Direct investments					
Company, location		Share capital	in %	Share capital	in %
Sensirion AG, Stäfa (Switzerland)	CHF	2,000,000	100	2,000,000	100
Sensirion China Co. Ltd., Shenzhen (China)	CNY	1,260,000	100	1,260,000	100
Sensirion Inc., Chicago (USA)	USD	660,000	100	660,000	100
Sensirion Japan Co. Ltd., Yokohama (Japan)	JPY	25,000,000	100	25,000,000	100
Sensirion Korea Co. Ltd., Anyang-Si (South Korea)	KRW	100,000,000	100	100,000,000	100
Sensirion Taiwan Co. Ltd., Hsinchu (Taiwan)	TWD	25,000,000	100	25,000,000	100
Sensirion Hungary Kft., Debrecen (Hungary)	HUF	3,210,000	100	3,210,000	100
Sensirion Europe GmbH, Gerlingen (Germany) ¹	EUR	30,870	100	25,000	100
Sensirion Connected Solutions GmbH, Berlin (Germany) ¹	EUR	-	-	30,870	100
Sensirion Automotive Solutions AG, Stäfa (Switzerland)	CHF	100,000	100	100,000	100
Sensirion Connected Solutions AG, Stäfa (Switzerland)	CHF	100,000	100	100,000	100
Qmicro B.V., Enschede (Netherlands)	EUR	1,000	100	1,000	100
Lumiphase AG, Stäfa (Switzerland)	CHF	358,316	49	353,529	49
b) Significant indirect investments					
Sensirion Automotive Solutions Inc., Eaton Rapids (USA)	USD	250,000	100	250,000	100
Sensirion Automotive Solutions Korea Co. Ltd., Seoul (South Korea)	KRW	38,543,000,000	100	38,543,000,000	100
Sensirion Automotive Solutions (Shanghai) Co. Ltd., Shanghai (China)	CNY	28,450,000	100	28,450,000	100
Sensirion Automotive Solutions Hungary Kft., Debrecen (Hungary)	HUF	3,100,000	100	3,100,000	100
Sensirion Connected Solutions Inc., Chicago (USA)	USD	2,631,099	100	2,631,099	100
Multisensor Scientific Inc. d/b/a Kuva Systems, Cambridge (USA) ²	USD	10	100	-	-
Kuva Canada Inc., Calgary (Canada) ²	CAD	1	100	-	-

¹ Sensirion Connected Solutions GmbH was transferred from Sensirion Connected Solutions AG to Sensirion Holding AG. Sensirion Europe GmbH merged to Sensirion Connected Solutions GmbH retroactively as of 1 January 2025 and renamed into Sensirion Europe GmbH.

² On 2 June 2025 and with economic effect from the same date, Sensirion Connected Solutions Inc. acquired 100% of the shares of Multisensor Scientific, Inc. d/b/a/ Kuva Systems, based in Cambridge, USA. Kuva Systems is the parent company of Kuva Canada Inc., based in Calgary, Canada.

2.3 Property, plant and equipment

The position property, plant and equipment includes in the prior period land purchased for CHF 6,100 thousand and capitalized planning costs for a new building amounting to CHF 1,225 thousand.

During the current period, the acquired land and the capitalized planning costs have been transferred tax-neutral to Sensirion AG.

2.4 Capital range

The Company has an authorized share capital in the form of a capital range. The capital range as of 31 December 2025 is CHF $\pm 156,157.20$ (corresponding to $\pm 10\%$ of the share capital) and amounts to CHF 1,405,415.10 or 14,054,151 shares (lower limit) and to CHF 1,717,729.50 or 17,177,295 shares (upper limit). The Board of Directors is authorized within the capital range to increase or reduce the share capital.

2.5 Legal capital reserves

Reserves from capital contributions in the amount of CHF 132,671 thousand have been confirmed by the Federal Tax Administration.

2.6 Treasury shares

Held by subsidiary Sensirion AG

In thousands of CHF	2025	2024
Treasury shares nom. CHF 0.10		
Stock at 1 January in shares	36,079	30,650
Book value at 1 January	2,613	2,790
Purchases in shares	63,000	30,000
Purchase price	3,665	1,991
Allocations from share-based payment plans in shares	(37,058)	(24,571)
Allocation price	(2,683)	(2,168)
Stock at 31 December in shares	62,021	36,079
Book value at 31 December	3,595	2,613

2.7 Impairment losses on financial assets and investments

The impairment losses include an impairment on an intercompany loan payment to Sensirion Connected Solutions GmbH in the amount of CHF 144 thousand (prior year: CHF 15,866 thousand).

2.8 Financial result

In thousands of CHF, for the year ended 31 December	2025	2024
Financial income	1,236	1,626
Financial expenses	(740)	(178)
Total	496	(1,448)

The financial income of CHF 1,236 thousand (prior year: CHF 1,626 thousand) mainly includes interest income from loans to subsidiaries of CHF 1,007 thousand (prior year: CHF 1,286 thousand). Financial expenses in the amount of CHF 740 thousand (prior year: CHF 178 thousand) mainly includes unrealised FX-losses on intercompany loans and intercompany receivables of CHF 641 thousand (prior year: CHF 76 thousand).

3 Other information

3.1 Full-time equivalents

Sensirion Holding AG has no employees.

3.2 Collateral provided for liabilities of third parties

Collateral provided for liabilities of third parties amount to CHF 20,000 thousand (prior year: CHF 40,000 thousand). These are guarantees issued on behalf of subsidiaries of which CHF 1,682 thousand (prior year: CHF 1,701 thousand) are used.

3.3 Letter of comfort

Sensirion Holding AG has undertaken to provide Sensirion Automotive Solutions AG (as a supplier to a customer) with the necessary financial resources on an ongoing basis. The obligation to provide financial resources amounts to EUR 4,500 thousand per calendar year and to a maximum total amount of EUR 45,000 thousand during the term of the contract. This contract may be terminated for the first time on 31 December 2046 with 12 months' notice.

3.4 Equity-settled share-based payment transactions

Value in thousands of CHF	2025		2024	
	Quantity	Value	Quantity	Value
Allocated shares to employees excluding the EC	39,374	2,437	28,915	1,611
Allocated RSUs to employees excluding the EC	9,956	612	7,366	406
Total	49,330	3,049	36,281	2,015

3.5 Shares held by members of the Board of Directors and the Executive Committee

The members of the Board of Directors and the Executive Committee (including related parties) held the following number of shares and RSUs as of 31 December:

Board of Directors	2025		2024	
	Shares	RSUs	Shares	RSUs
Dr. Moritz Lechner, Co-Chairman	837,024	–	845,743	–
Dr. Felix Mayer, Co-Chairman ¹	816,057	–	839,462	–
Mirjana Blume, member ²	–	–	n/a	n/a
Ricarda Demarmels, member ³	n/a	n/a	250	–
Dr. Franz Studer, member	–	–	–	–
Anja König, member	1,157	–	1,157	–
Henri Mrejen, member	–	–	–	–
Total Board of Directors	1,654,238	–	1,686,612	–

Executive Committee	2025		2024	
	Shares	RSUs	Shares	RSUs
Dr. Marc von Waldkirch, CEO	48,069	1,567	46,802	1,118
Dr. Franziska Brem, VP Operations	2,704	681	2,218	255
Matthias Gantner, CFO ⁴	n/a	n/a	8,611	–
Rahel Meuwly, VP People & Culture	567	467	272	172
Dr. Johannes Schumm, VP Research & Development	7,876	928	7,117	667
Simon Sonderfeld VP Marketing & Sales ⁵	407	407	–	–
Dr. Martin Wirz, CFO ⁶	5,232	453	n/a	n/a
Total Executive Committee	64,855	4,503	65,020	2,212

¹ Related parties: including shares held by Fondation des Fondateurs, Zürich, Switzerland.

² Mirjana Blume joined the Board of Directors as of 12 May 2025.

³ Ricarda Demarmels resigned 12 May 2025.

⁴ Matthias Gantner retired as of 31 December 2024.

⁵ Simon Sonderfeld joined the Executive Committee as VP Marketing & Sales effective as of 1 November 2024.

⁶ Dr. Martin Wirz joined the Executive Committee as CFO effective as of 1 January 2025.

4 Subsequent events

There are no significant events after the balance sheet date which could impact the book value of the assets or liabilities, or which should be disclosed here.

Proposed appropriation of available earnings

In thousands of CHF	2025
Profit (loss) carried forward	(189)
Net profit for the year	4,574
Available earnings	4,385

The Board of Directors proposes to the General Meeting of Shareholders the following appropriation of available earnings.

In thousands of CHF	2025
Balance to be carried forward	4,385

Auditor's Report



Statutory Auditor's Report

To the General Meeting of Sensirion Holding AG, Stäfa

Report on the Audit of the Financial Statements

Opinion

We have audited the financial statements of Sensirion Holding AG (the Company), which comprise the balance sheet as at 31 December 2025, and the income statement for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, the financial statements (pages 180 to 188) comply with Swiss law and the Company's articles of incorporation.

Basis for Opinion

We conducted our audit in accordance with Swiss law and Swiss Standards on Auditing (SA-CH). Our responsibilities under those provisions and standards are further described in the "Auditor's Responsibilities for the Audit of the Financial Statements" section of our report. We are independent of the Company in accordance with the provisions of Swiss law and the requirements of the Swiss audit profession that are relevant to audits of the financial statements of public interest entities. We have also fulfilled our other ethical responsibilities in accordance with these requirements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Key Audit Matters

Key audit matters are those matters that, in our professional judgment, were of most significance in our audit of the financial statements of the current period. We have determined that there are no key audit matters to communicate in our report.

Other Information

The Board of Directors is responsible for the other information. The other information comprises the information included in the annual report, but does not include the consolidated financial statements, the stand-alone financial statements of the Company, the compensation report and our auditor's reports thereon.

Our opinion on the financial statements does not cover the other information and we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated.

If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.



Board of Directors' Responsibilities for the Financial Statements

The Board of Directors is responsible for the preparation of the financial statements in accordance with the provisions of Swiss law and the Company's articles of incorporation, and for such internal control as the Board of Directors determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Board of Directors is responsible for assessing the Company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Board of Directors either intends to liquidate the Company or to cease operations, or has no realistic alternative but to do so.

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Swiss law and SA-CH will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with Swiss law and SA-CH, we exercise professional judgment and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Company's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made.
- Conclude on the appropriateness of the Board of Directors' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Company to cease to continue as a going concern.

We communicate with the Board of Directors or its relevant committee regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.



We also provide the Board of Directors or its relevant committee with a statement that we have complied with relevant ethical requirements regarding independence, and communicate with them all relationships and other matters that may reasonably be thought to bear on our independence, and where applicable, actions taken to eliminate threats or safeguards applied.

From the matters communicated to the Board of Directors or its relevant committee, we determine those matters that were of most significance in the audit of the financial statements of the current period and are therefore the key audit matters. We describe these matters in our auditor's report, unless law or regulation precludes public disclosure about the matter or when, in extremely rare circumstances, we determine that a matter should not be communicated in our report because the adverse consequences of doing so would reasonably be expected to outweigh the public interest benefits of such communication.

Report on Other Legal and Regulatory Requirements

In accordance with Art. 728a para. 1 item 3 CO and PS-CH 890, we confirm that an internal control system exists, which has been designed for the preparation of the financial statements according to the instructions of the Board of Directors.

Based on our audit in accordance with Art. 728a para. 1 item 2 CO, we confirm that the proposal of the Board of Directors complies with Swiss law and the Company's articles of incorporation. We recommend that the financial statements submitted to you be approved.

KPMG AG

Matthias Bachmann
Licensed Audit Expert
Auditor in Charge

Noemi Maibach
Licensed Audit Expert

Zurich, 9 March 2026

KPMG AG, Badenerstrasse 172, CH-8036 Zurich

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Shareholder information

Valor symbol	SENS
Reuters symbol	SENSI.S
Bloomberg symbol	SENS.SW
Valor number	40,670,512
ISIN	CH 040 670512 6
End of fiscal year	31 December
Exchange	SIX Swiss Exchange
Trading currency	CHF
Listed since	22 March 2018
Number of issued shares (as recorded in the commercial register)	15,573,350
Nominal value	CHF 0.10
Accounting standard	Swiss GAAP FER

Financial calendar

10 March 2026	2025 full-year results and Annual Report
11 May 2026	2026 Annual General Meeting
19 August 2026	2026 half-year results and Interim Report

Contact

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Disclaimer

Certain statements in this document are forward-looking statements, including, but not limited to, those using words such as “believe”, “assume”, “expect” and other similar expressions. Such forward-looking statements are based on assumptions and expectations and, by their nature, involve known and unknown risks, uncertainties and other factors that could cause actual results, performance or achievements to differ materially from those expressed or implied by the forward-looking statements. Such factors include, but are not limited to, future global economic conditions, changed market conditions, competition from other companies, effects and risks of new technologies, costs of compliance with applicable laws, regulations and standards, diverse political, legal, economic and other conditions affecting markets in which Sensirion operates, and other factors beyond the control of Sensirion. In view of these uncertainties, you should not place undue reliance on forward-looking statements. Sensirion disclaims any intention or obligation to update any forward-looking statements, or to adapt them to future events or developments.

Sensirion uses certain key figures to measure its performance that are not defined by Swiss GAAP FER. These alternative performance measures may not be comparable to similarly titled measures presented by other companies. Additional information on these key figures can be found at <https://www.sensirion.com/alternative-performance-measures>.

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Concept and design

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