

Stock Ownership Guidelines
For Executive Officers

- Executive Officers must own shares of the Company's Common Stock with a value equal to at least the following amounts within five years from the date they are elected or appointed.

Officer	Amount
Chief Executive Officer	6 x Annual Base Salary
CEO Direct Reports	2 x Annual Base Salary
All Other Executive Officers	1 x Annual Base Salary

- For purposes of these Guidelines, ownership will not include unexercised stock options (whether or not vested) but will include all restricted stock and performance stock units.
- Shares will be valued January 1 of each year based upon the closing price of the Company's stock the preceding day. A year-to-year decline in the stock price cannot by itself cause a violation of these Guidelines.
- Executive Officers may not use Company stock as collateral in a margin account.
- Executive Officers may not approve Company stock to be loaned to any party for the purpose of short selling.
- Executive Officers are prohibited from engaging in any hedging or monetization transactions with respect to any Sensient stock or options beneficially owned directly or indirectly by such persons.