

Stock Ownership Guidelines
For Elected Officers

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

<u>Officer</u>	<u>Amount</u>
Chief Executive Officer	Six Times Annual Base Salary
Senior Vice Presidents	Four Times Annual Base Salary
All other Elected Officers	Two Times 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.
- Except as provided below, the CEO must retain all shares awarded by the Company until he reaches the age of 60. At age 60, the CEO may sell shares in excess of the amounts required above pursuant to a Board-approved Rule 10b5-1 plan. Upon vesting of restricted stock or performance stock units, the CEO may sell up to 50% of the vested shares in order to pay federal and state income taxes.
- Elected Officers may not use Company stock as collateral in a margin account.
- Elected Officers may not approve Company stock to be loaned to any party for the purpose of short selling.
- Elected 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.