

# ESG KEY INDICATORS

Sustainable Development at Sika means integrating Environmental, Social, and Governance (ESG) criteria into the strategic planning and into the business. To grasp the ESG dimensions and their priorities for Sika, the company has summarized the ESG key indicators in an overview.

## Environment

| Metric  | Unit                 | 2020  | 2021   | 2022   | 2023   | 2024   | Target 2028<br>(Baseline: 2022) |
|---|----------------------|-------|--------|--------|--------|--------|---------------------------------|
| <b>GHG EMISSIONS</b>  |                      |       |        |        |        |        |                                 |
| Total scope 1, 2, and 3 GHG emissions – Market-based            | ktCO <sub>2</sub> eq | 228   | 12,770 | 15,855 | 15,369 | 15,788 |                                 |
| Total scope 1 and 2 GHG emissions – Market-based <sup>1</sup>   | ktCO <sub>2</sub> eq | 224.2 | 237.5  | 295.0  | 264.7  | 237.4  |                                 |
| Change compared to baseline                                     | %                    |       |        |        | -10.2  | -19.5  | -20% vs. 2022                   |
| Scope 1 GHG emissions   | ktCO <sub>2</sub> eq | 103   | 156    | 191    | 170    | 169    |                                 |
| Scope 2 GHG emissions – Market-based                            | ktCO <sub>2</sub> eq | 121   | 82     | 104    | 95     | 68     |                                 |
| Total scope 1 and 2 GHG emissions – Location-based <sup>1</sup> | ktCO <sub>2</sub> eq | 260   | 315    | 377    | 352    | 357    |                                 |
| Scope 1 GHG emissions   | ktCO <sub>2</sub> eq | 103   | 156    | 191    | 170    | 169    |                                 |
| Scope 2 GHG emissions – Location-based                          | ktCO <sub>2</sub> eq | 157   | 159    | 186    | 183    | 188    |                                 |
| Total scope 3 GHG emissions <sup>2</sup>                        | ktCO <sub>2</sub> eq | 4     | 12,532 | 15,560 | 15,104 | 15,551 |                                 |
| Cat. 1 Purchased goods and services                             | ktCO <sub>2</sub> eq |       | 6,595  | 8,728  | 7,934  | 8,139  |                                 |
| Cat. 12 End-of-life treatment of sold products                  | ktCO <sub>2</sub> eq |       | 4,190  | 4,641  | 4,554  | 4,892  |                                 |
| Cat. 4 Upstream transportation and distribution                 | ktCO <sub>2</sub> eq |       | 1,070  | 1,149  | 1,384  | 1,502  |                                 |
| Cat. 9 Downstream transportation and distribution               | ktCO <sub>2</sub> eq |       | 139    | 226    | 301    | 334    |                                 |
| Cat. 2 Capital goods  | ktCO <sub>2</sub> eq |       | 172    | 253    | 499    | 251    |                                 |
| Cat. 11 Use of sold products                                    | ktCO <sub>2</sub> eq |       | 108    | 246    | 123    | 122    |                                 |
| Cat. 7 Employee commuting                                       | ktCO <sub>2</sub> eq |       | 63     | 98     | 100    | 101    |                                 |
| Cat. 5 Waste generated in operations                            | ktCO <sub>2</sub> eq |       | 108    | 102    | 89     | 92     |                                 |
| Cat. 3 Fuel- and energy-related activities                      | ktCO <sub>2</sub> eq |       | 81     | 92     | 89     | 87     |                                 |
| Cat. 6 Business travel  | ktCO <sub>2</sub> eq | 4     | 6      | 25     | 31     | 31     |                                 |

1 Scope 1 and 2 GHG emissions for 2022 and 2023 have been restated to reflect 2023 and 2024 acquisitions (except Chema).

2 Scope 3 GHG emissions for 2022 and 2023 have been restated following the SBTi target review process. 2024 acquisitions are excluded from scope 3 GHG emissions for 2022, 2023, and 2024. These will be integrated within 24 months after the closing date.

## Environment

| Metric   | Unit | 2020    | 2021      | 2022      | 2023      | 2024      | Target 2028<br>(Baseline: 2022) |
|--|------|---------|-----------|-----------|-----------|-----------|---------------------------------|
| <b>ENERGY<sup>1</sup></b>  |      |         |           |           |           |           |                                 |
| Total energy consumption   | MWh  | 950,960 | 1,219,623 | 1,444,017 | 1,349,496 | 1,357,556 |                                 |
| Total energy consumption from fossil and nuclear sources           | MWh  | 847,430 | 984,088   | 1,145,675 | 1,059,091 | 971,241   |                                 |
| Share of fossil and nuclear sources in total energy consumption    | %    | 89.1    | 80.7      | 79.3      | 78.5      | 71.5      |                                 |
| Purchased heating from fossil sources <sup>2</sup>                 | MWh  | -       | -         | 2,210     | 1,874     | 3,650     |                                 |
| Purchased electricity from fossil and nuclear sources <sup>3</sup> | MWh  | 324,637 | 214,455   | 231,891   | 242,720   | 158,163   |                                 |
| Fuel consumption from fossil sources                               | MWh  | 522,793 | 769,633   | 911,574   | 814,497   | 809,428   |                                 |
| Heavy liquid fuel  | MWh  | 782     | 863       | -         | 2         | -         |                                 |
| Light liquid fuel  | MWh  | 46,089  | 53,484    | 108,355   | 38,345    | 38,140    |                                 |
| Natural gas  | MWh  | 393,884 | 496,475   | 556,639   | 503,545   | 506,163   |                                 |
| Liquified Petroleum Gas  | MWh  | 24,127  | 27,194    | 30,361    | 40,348    | 29,510    |                                 |
| Vehicle fuel from fossil sources                                   | MWh  | 57,911  | 191,617   | 216,219   | 232,257   | 235,615   |                                 |
| Total energy consumption from renewable sources                    | MWh  | 103,529 | 235,535   | 298,342   | 290,405   | 386,315   |                                 |
| Share of renewable sources in total energy consumption             | %    | 10.9    | 19.3      | 20.7      | 21.5      | 28.5      |                                 |
| Share of renewable sources in total electricity consumption        | %    | 24.2    | 52.3      | 55.8      | 53.9      | 70.4      |                                 |
| Self-produced electricity from renewable sources                   | MWh  | 429     | 825       | 2,004     | 5,034     | 8,133     |                                 |
| Purchased electricity from renewable sources                       | MWh  | 103,101 | 234,710   | 291,046   | 278,360   | 367,754   |                                 |
| Fuel consumption from renewable sources                            | MWh  | -       | -         | 5,292     | 7,011     | 10,428    |                                 |
| Biodiesel for industrial processes                                 | MWh  | -       | -         | -         | -         | 731       |                                 |
| Vehicle fuel from renewable sources                                | MWh  | -       | -         | 5,292     | 7,011     | 9,697     |                                 |

1 Energy indicators for 2022 and 2023 have been restated to reflect 2023 and 2024 acquisitions (except Chema), in accordance with Sika's ESG Data Governance and the SBTi baseline for GHG emissions.

2 In 2022, purchased heating from fossil sources was added to the scope 2 inventory as per the GHGP and included in Sika's indirect energy consumption. 2021 data have not been restated accordingly.

3 The reporting of purchased electricity does not differentiate between the specific sources of non-renewable electricity (fossil vs. nuclear sources). Additional granularity will be implemented from 2025 onwards.

## Environment

| Metric   | Unit           | 2020      | 2021      | 2022      | 2023      | 2024      | Target 2028<br>(Baseline: 2022) |
|--|----------------|-----------|-----------|-----------|-----------|-----------|---------------------------------|
| <b>WATER<sup>1</sup></b>                       |                |           |           |           |           |           |                                 |
| Water discharge per ton sold <sup>2</sup>      | l per ton sold | -         | 85.4      | 84.2      | 78.0      | 72.6      |                                 |
| Change compared to baseline                    | %              |           |           |           |           | -7.0      | -15% vs. 2023                   |
| Water consumption <sup>3</sup>                 | m <sup>3</sup> | 1,049,428 | 1,114,977 | 1,087,272 | 1,456,666 | 1,489,505 |                                 |
| Water withdrawal <sup>4</sup>                  | m <sup>3</sup> | 4,065,822 | 4,395,590 | 4,297,416 | 4,667,505 | 4,720,994 |                                 |
| Public supply                                  | m <sup>3</sup> | 1,811,707 | 1,922,637 | 1,959,347 | 2,262,181 | 2,283,528 |                                 |
| Groundwater                                    | m <sup>3</sup> | 2,216,460 | 2,422,271 | 2,284,007 | 2,320,721 | 2,379,310 |                                 |
| Surface waterbodies                            | m <sup>3</sup> | 37,655    | 50,682    | 29,200    | 60,712    | 37,386    |                                 |
| Rainwater                                      | m <sup>3</sup> | -         | -         | 24,862    | 23,891    | 20,770    |                                 |
| Water usage <sup>5</sup>                       | m <sup>3</sup> | 4,051,101 | 4,406,238 | 4,297,655 | 4,675,720 | 4,732,761 |                                 |
| Water in products                              | m <sup>3</sup> | 880,707   | 978,081   | 949,160   | 1,335,625 | 1,387,434 |                                 |
| Thereof water reused in products <sup>6</sup>  | m <sup>3</sup> | -         | -         | -         | -         | 13,933    |                                 |
| Process and cooling water                      | m <sup>3</sup> | 2,505,851 | 2,753,499 | 2,699,077 | 2,533,254 | 2,592,307 |                                 |
| Sanitary water                                 | m <sup>3</sup> | 664,543   | 674,658   | 649,418   | 806,841   | 753,020   |                                 |
| Water discharge                                | m <sup>3</sup> | 3,016,395 | 3,280,613 | 3,210,145 | 3,210,839 | 3,231,489 |                                 |
| Water to sewage                                | m <sup>3</sup> | 906,667   | 913,590   | 874,591   | 1,047,403 | 1,029,376 |                                 |
| Water to surface waterbodies                   | m <sup>3</sup> | 2,109,728 | 1,928,147 | 1,184,128 | 919,553   | 944,740   |                                 |
| Water to ground                                | m <sup>3</sup> | -         | 438,876   | 1,113,542 | 1,171,876 | 1,190,340 |                                 |
| Water sent off-site for treatment <sup>7</sup> | m <sup>3</sup> | -         | -         | 37,884    | 72,007    | 67,033    |                                 |

1 2023 water indicators have been restated to reflect 2023 and 2024 acquisitions (except Chema), in accordance with Sika's ESG Data Governance.

2 Verona (Italy), Sarnen (Switzerland), and Innsbruck (Austria) withdraw large quantities of water for cooling processes and then discharge it back to original sources with negligible losses or variation in quality. Hence, those three sites have been excluded from the water discharge target set under Strategy 2028.

3 In 2024, Sika aligned its water consumption definition with the main reporting standards. Water consumption is now calculated as the difference between water withdrawal and water discharge. 2020-2023 data have been restated accordingly.

4 Total water withdrawal includes the volume of water used as an input material.

5 The difference between water withdrawal and water usage is related to water storage and water recycled and reused in products. Rainwater is considered under water withdrawal from 2022 onwards and could also be a source of difference between water withdrawal and water usage for the previous years.

6 In 2024, water recycled and reused in products was added as a new category in the water reporting. 2020-2023 data have not been restated accordingly.

7 The indicator "Water sent off-site for treatment" captures the water that is treated off-site by a third-party. It includes effluents (treated or untreated wastewater) including wastewater that shall be disposed separately due to local regulations.

## Environment

| Metric  | Unit            | 2020    | 2021    | 2022    | 2023    | 2024    | Target 2028<br>(Baseline: 2022) |
|---|-----------------|---------|---------|---------|---------|---------|---------------------------------|
| <b>WASTE<sup>1</sup></b>  |                 |         |         |         |         |         |                                 |
| Non-recoverable waste per ton sold <sup>2</sup>                 | kg per ton sold | 8.0     | 7.4     | 6.5     | 6.0     | 5.8     |                                 |
| Change compared to baseline                                     | %               |         |         |         |         | -4.0    | -15% vs. 2023                   |
| Total waste directed to and diverted from disposal <sup>3</sup> | t               | 141,675 | 151,560 | 152,236 | 172,918 | 191,552 |                                 |
| Waste directed to disposal                                      | t               | 91,657  | 100,111 | 90,776  | 98,137  | 97,280  |                                 |
| Non-recycled waste  | %               | 64.7    | 66.1    | 59.6    | 56.8    | 50.8    |                                 |
| Non-hazardous waste directed to disposal                        | t               | -       | -       | 77,042  | 81,647  | 79,424  |                                 |
| Hazardous waste directed to disposal                            | t               | -       | -       | 13,734  | 16,490  | 17,856  |                                 |
| Landfill  | t               | 60,794  | 67,509  | 61,701  | 68,169  | 64,225  |                                 |
| Non-hazardous waste   | t               | -       | -       | 59,052  | 64,433  | 60,145  |                                 |
| Hazardous waste   | t               | -       | -       | 2,649   | 3,736   | 4,080   |                                 |
| Incineration  | t               | 30,862  | 32,603  | 29,075  | 29,968  | 33,055  |                                 |
| Non-hazardous waste   | t               | -       | -       | 17,990  | 17,214  | 19,279  |                                 |
| Hazardous waste   | t               | -       | -       | 11,085  | 12,754  | 13,776  |                                 |
| Waste diverted from disposal due to recycling                   | t               | 50,019  | 51,448  | 61,460  | 74,781  | 94,272  |                                 |
| Recycled waste <sup>4</sup>                                     | %               | 35.3    | 33.9    | 40.4    | 43.2    | 49.2    |                                 |
| Non-hazardous waste diverted from disposal due to recycling     | t               | -       | -       | 57,343  | 68,411  | 87,983  |                                 |
| Hazardous waste diverted from disposal due to recycling         | t               | -       | -       | 4,117   | 6,370   | 6,289   |                                 |
| Recycling off-site  | t               | -       | -       | 61,460  | 74,781  | 72,768  |                                 |
| Non-hazardous waste   | t               | -       | -       | 57,343  | 68,411  | 66,939  |                                 |
| Hazardous waste   | t               | -       | -       | 4,117   | 6,370   | 5,829   |                                 |
| Recycling on-site <sup>5</sup>                                  | t               | -       | -       | -       | -       | 21,504  |                                 |
| Non-hazardous waste   | t               | -       | -       | -       | -       | 21,044  |                                 |
| Hazardous waste   | t               | -       | -       | -       | -       | 460     |                                 |

1 2023 waste indicators have been restated to reflect 2023 and 2024 acquisitions (except Chema), in accordance with Sika's ESG Data Governance.

2 As defined in Strategy 2028, the indicator "Non-recoverable waste" refers to the volume of waste that is directed to landfill and incineration.

3 In 2022, waste volumes per type of disposal method were detailed for hazardous and non-hazardous waste. Waste data from 2020–2023 have not been restated according to the new level of granularity.

4 It refers to the volume of waste that is diverted from disposal due to recycling.

5 In 2024, the indicator "recycling on-site" was added to the waste reporting. Internal recycling refers to the internal reprocessing or recovery operations of products, components, and materials that would otherwise become waste, to make new materials. 2022 and 2023 data have not been restated accordingly.

## Environment

| Metric  | Unit | 2020  | 2021  | 2022  | 2023  | 2024  | Target 2028<br>(Baseline: 2022) |
|---|------|-------|-------|-------|-------|-------|---------------------------------|
| <b>INPUT MATERIALS</b>                                      |      |       |       |       |       |       |                                 |
| Volume of input materials used <sup>1</sup>                 | Mt   | 8.8   | 11.6  | 11.9  | 13.0  | 14.4  |                                 |
| Thereof recycled input materials                            | %    | 2.7   | 3.7   | 3.2   | 1.9   | 1.7   |                                 |
| <b>AIR EMISSIONS<sup>2</sup></b>                            |      |       |       |       |       |       |                                 |
| Nitrogen oxides (NO <sub>x</sub> )                          | t    | 268.0 | 482.1 | 245.4 | 208.5 | 295.3 |                                 |
| Volatile organic compounds (VOCs) <sup>3</sup>              | t    | 23.5  | 69.5  | 194.8 | 175.2 | 217.9 |                                 |
| Dust PM 10 <sup>4</sup>                                     | t    | 12.3  | 31.9  | 172.9 | 159.6 | 186.9 |                                 |
| Carbon monoxide (CO)  | t    | 53.4  | 72.8  | 125.5 | 113.1 | 142.3 |                                 |
| Sulfur oxides (SO <sub>x</sub> )                            | t    | 3.0   | 3.6   | 1.9   | 2.1   | 2.5   |                                 |
| <b>ENVIRONMENTAL COMPLIANCE<sup>5</sup></b>                 |      |       |       |       |       |       |                                 |
| ISO 14001 (Environmental Management System) certified sites | #    | 242   | 275   | 297   | 313   | 331   |                                 |
| Coverage of sites under ISO scope                           | %    | 47    | 48    | 49    | 43    | 45    |                                 |
| ISO 50001 (Energy Management System) certified sites        | #    | 16    | 17    | 27    | 27    | 32    |                                 |
| Coverage of sites under ISO scope                           | %    | 3     | 3     | 5     | 4     | 4     |                                 |
| Incidents <sup>6</sup>                                      | #    | 3     | 2     | 5     | 12    | 30    |                                 |

1 Excluding water, packaging and semi-finished products (raw materials already processed by Sika through a first production/assembly process).

2 MBCC entities and Thiessen Team USA have been excluded from 2023 disclosures. Chema is excluded from 2024 disclosures.

3 In 2022, VOC reporting was extended to include emissions from the petrochemical materials and related processes. 2020 and 2021 data have not been restated accordingly.

4 In 2022, dust reporting was extended to include emissions from the mortar production. 2020 and 2021 data have not been restated accordingly.

5 Considered under ISO scope are: headquarters, plants, warehouses, and technology centers. Sales offices, administrative offices, training centers and subsidiaries are excluded as these activities do not fall under the scope of the respective ISO standards.

6 An incident is considered when reported to authorities, having media coverage, or creating a cost above CHF 2,000. 2023 figures have been restated due to two additional notifications about spills reported by the authorities in Uruguay in 2024 and 2025. Both cases were resolved with the payment of a fine.

## Social

| Metric  | Unit | 2020  | 2021  | 2022  | 2023  | 2024  | Target 2028<br>(Baseline: 2023) |
|---|------|-------|-------|-------|-------|-------|---------------------------------|
| <b>HEALTH &amp; SAFETY</b>  |      |       |       |       |       |       |                                 |
| <b>Sika employees<sup>1</sup></b>   |      |       |       |       |       |       |                                 |
| Fatalities  | #    | 0     | 0     | 0     | 1     | 0     | 0                               |
| Lost Time Accidents <sup>2</sup>  | #    | 230   | 256   | 209   | 181   | 125   |                                 |
| Days lost due to Lost Time Accidents  | #    | 4,650 | 4,919 | 5,716 | 4,875 | 4,437 |                                 |
| Average days lost per Lost Time Accidents   | #    | 20.2  | 19.2  | 27.3  | 26.9  | 35.5  |                                 |
| Lost Time Accidents per 1,000 FTEs  | Rate | 8.4   | 9.2   | 7.1   | 5.4   | 3.4   |                                 |
| LTIFR per 1,000,000 hours <sup>3</sup>  | Rate | 2.10  | 2.30  | 3.52  | 2.64  | 1.71  |                                 |
| Recordable work-related accidents <sup>2</sup>                                    | #    | -     | -     | 361   | 337   | 295   |                                 |
| Recordable work-related accidents per 1,000 FTEs                                  | Rate | -     | -     | 12.2  | 10.0  | 8.1   |                                 |
| Recordable work-related accidents per 1,000,000 hours                             | Rate | -     | -     | 6.08  | 4.91  | 4.03  |                                 |
| Work-related ill health   | #    | 16    | 10    | 12    | 22    | 11    |                                 |
| Work-related ill health per 1,000,000 hours                                       | Rate | 0.15  | 0.18  | 0.20  | 0.32  | 0.15  |                                 |
| <b>Sika contractors</b>   |      |       |       |       |       |       |                                 |
| Fatalities  | #    | 1     | 0     | 0     | 0     | 1     | 0                               |
| Lost Time Accidents   | #    | 11    | 30    | 27    | 19    | 13    |                                 |
| <b>Occupational Health &amp; Safety and Quality Management System<sup>4</sup></b> |      |       |       |       |       |       |                                 |
| ISO 45001 (Occupational Health and Safety Management System) certified sites      | #    | 114   | 147   | 196   | 206   | 230   |                                 |
| Coverage of Sika sites in ISO scope   | %    | 22    | 26    | 33    | 28    | 31    |                                 |
| ISO 9001 (Quality Management System) certified sites                              | #    | 315   | 345   | 361   | 422   | 405   |                                 |
| Coverage of Sika sites in ISO scope   | %    | 61    | 61    | 60    | 58    | 55    |                                 |

1 Apprentices and interns are excluded from FTEs and worked hours used for the calculation of LTAs per 1,000 FTEs, LTIFR, recordable work-related accidents rates, and work-related ill health rates.

2 2023 figures related to LTA and recordable work-related accidents of Sika employees have been revised upwards to take account of the incorrect classification of two incidents identified after publication (one LTA, one injury with impact beyond first aid).

3 Lost Time Injury Frequency Rate.

4 Considered under ISO scope are: headquarters, plants, warehouses, and technology centers. Sales offices, administrative offices, training centers are excluded as these activities do not fall under the scope of respective ISO standards.

## Social

| Metric   | Unit          | 2020   | 2021   | 2022   | 2023   | 2024   | Target 2028<br>(Baseline: 2023) |
|--|---------------|--------|--------|--------|--------|--------|---------------------------------|
| <b>EMPLOYEES AND DIVERSITY</b>   |               |        |        |        |        |        |                                 |
| Total number of employees  | #             | 24,848 | 27,059 | 27,708 | 33,547 | 34,476 |                                 |
| Change compared to previous year   | %             | -1.2   | +8.9   | +2.4   | +21.1  | +2.8   |                                 |
| Female   | #             | 5,666  | 6,284  | 6,651  | 8,138  | 8,549  |                                 |
| Male   | #             | 19,182 | 20,775 | 21,057 | 25,409 | 25,927 |                                 |
| Share of women   | %             | 22.8   | 23.2   | 24.0   | 24.3   | 24.8   |                                 |
| Net added value per employee - annual average                              | CHF thousands | 107    | 118    | 121    | 116    | 116    |                                 |
| <b>Breakdown of employees per contract type and per gender<sup>1</sup></b> |               |        |        |        |        |        |                                 |
| Permanent  | #             | 23,750 | 23,639 | 24,552 | 30,016 | 30,536 |                                 |
| Temporary  | #             | 911    | 3,233  | 2,943  | 3,209  | 3,526  |                                 |
| Apprenticeship/internship  | #             | 187    | 187    | 213    | 322    | 414    |                                 |
| Permanent  | %             | 95.6   | 87.4   | 88.6   | 89.5   | 88.6   |                                 |
| Female   | %             | -      | -      | 23.5   | 23.9   | 24.4   |                                 |
| Male   | %             | -      | -      | 76.5   | 76.1   | 75.6   |                                 |
| Temporary  | %             | 3.6    | 11.9   | 10.6   | 9.6    | 10.2   |                                 |
| Female   | %             | -      | -      | 26.8   | 26.3   | 26.3   |                                 |
| Male   | %             | -      | -      | 73.2   | 73.7   | 73.7   |                                 |
| Apprenticeship/internship  | %             | 0.8    | 0.7    | 0.8    | 0.9    | 1.2    |                                 |
| Female   | %             | -      | -      | 43.2   | 40.1   | 41.8   |                                 |
| Male   | %             | -      | -      | 56.8   | 59.9   | 58.2   |                                 |

<sup>1</sup> Since 2022, Sika has added granularity to the reporting of headcount-related indicators. The breakdown of employees per age, contract, and employment type is now available per gender. 2020, and 2021 have not been restated accordingly.

## Social

| Metric   | Unit | 2020   | 2021   | 2022   | 2023   | 2024   | Target 2028<br>(Baseline: 2023) |
|--|------|--------|--------|--------|--------|--------|---------------------------------|
| <b>EMPLOYEES AND DIVERSITY</b>   |      |        |        |        |        |        |                                 |
| <b>Breakdown of employees per age and per gender<sup>1</sup></b>             |      |        |        |        |        |        |                                 |
| <30 years  | #    | 3,285  | 3,663  | 3,534  | 3,991  | 4,201  |                                 |
| 30-50 years  | #    | 15,410 | 16,572 | 17,176 | 20,831 | 21,321 |                                 |
| >50 years  | #    | 6,153  | 6,824  | 6,998  | 8,725  | 8,954  |                                 |
| <30 years  | %    | 13.2   | 13.5   | 12.8   | 11.9   | 12.2   |                                 |
| Female   | %    | -      | -      | 31.9   | 32.8   | 33.0   |                                 |
| Male   | %    | -      | -      | 68.1   | 67.2   | 67.0   |                                 |
| 30-50 years  | %    | 62.0   | 61.3   | 62.0   | 62.1   | 61.8   |                                 |
| Female   | %    | -      | -      | 24.6   | 24.9   | 25.4   |                                 |
| Male   | %    | -      | -      | 75.4   | 75.1   | 74.6   |                                 |
| >50 years  | %    | 24.8   | 25.2   | 25.2   | 26.0   | 26.0   |                                 |
| Female   | %    | -      | -      | 18.6   | 18.7   | 19.5   |                                 |
| Male   | %    | -      | -      | 81.4   | 81.3   | 80.5   |                                 |
| <b>Breakdown of employees per employment type and per gender<sup>1</sup></b> |      |        |        |        |        |        |                                 |
| Full-time  | #    | 24,136 | 26,272 | 26,923 | 32,513 | 33,511 |                                 |
| Part-time  | #    | 712    | 787    | 785    | 1,034  | 965    |                                 |
| Full-time  | %    | 97.1   | 97.1   | 97.2   | 96.9   | 97.2   |                                 |
| Female   | %    | -      | -      | 22.7   | 22.7   | 23.5   |                                 |
| Male   | %    | -      | -      | 77.3   | 77.3   | 76.5   |                                 |
| Part-time  | %    | 2.9    | 2.9    | 2.8    | 3.1    | 2.8    |                                 |
| Female   | %    | -      | -      | 70.2   | 72.2   | 71.1   |                                 |
| Male   | %    | -      | -      | 29.8   | 27.8   | 28.9   |                                 |

1 Since 2022, Sika has added granularity to the reporting of headcount-related indicators. The breakdown of employees per age, contract, and employment type is now available per gender. 2020, and 2021 have not been restated accordingly.



## Social

| Metric  | Unit | 2020   | 2021   | 2022   | 2023   | 2024   | Target 2028<br>(Baseline: 2023) |
|---|------|--------|--------|--------|--------|--------|---------------------------------|
| <b>EMPLOYEES AND DIVERSITY</b>                            |      |        |        |        |        |        |                                 |
| <b>Breakdown of employees per gender and per category</b> |      |        |        |        |        |        |                                 |
| Staff   | #    | 19,856 | 21,917 | 22,372 | 27,346 | 28,076 |                                 |
| Middle Management   | #    | 3,844  | 3,966  | 4,235  | 4,874  | 5,173  |                                 |
| Company Management <sup>1</sup>                           | #    | 1,148  | 1,176  | 1,101  | 1,327  | 1,227  |                                 |
| Staff   | %    | 79.9   | 81.0   | 80.7   | 81.5   | 81.4   |                                 |
| Female  | %    | 23.3   | 23.7   | 24.3   | 24.6   | 24.9   |                                 |
| Male  | %    | 76.7   | 76.3   | 75.7   | 75.4   | 75.1   |                                 |
| Middle Management   | %    | 15.5   | 14.7   | 15.3   | 14.5   | 15.0   |                                 |
| Female  | %    | 20.9   | 21.9   | 23.2   | 22.8   | 24.3   |                                 |
| Male  | %    | 79.1   | 78.1   | 76.8   | 77.2   | 75.7   |                                 |
| Company Management  | %    | 4.6    | 4.3    | 4.0    | 4.0    | 3.6    |                                 |
| Female  | %    | 20.1   | 19.6   | 20.8   | 22.2   | 24.5   |                                 |
| Male  | %    | 79.9   | 80.4   | 79.2   | 77.8   | 75.5   |                                 |
| Thereof Female – Group Management                         | %    | 11.1   | 25.0   | 25.0   | 25.0   | 25.0   |                                 |
| Thereof Male – Group Management                           | %    | 88.9   | 75.0   | 75.0   | 75.0   | 75.0   |                                 |
| <b>Recruitment<sup>2</sup></b>                            |      |        |        |        |        |        |                                 |
| Recruitments  | #    | 1,979  | 3,597  | 4,137  | 4,083  | 4,780  |                                 |
| Recruitment rate <sup>3</sup>                             | Rate | 7.9    | 13.9   | 15.1   | 13.3   | 14.1   |                                 |
| Female  | Rate | 8.8    | 16.0   | 18.9   | 16.0   | 15.5   |                                 |
| Male  | Rate | 7.7    | 13.2   | 13.9   | 12.5   | 13.6   |                                 |
| <30 years   | Rate | -      | -      | -      | 38.2   | 45.6   |                                 |
| 30–50 years   | Rate | -      | -      | -      | 11.8   | 12.1   |                                 |
| >50 years   | Rate | -      | -      | -      | 5.1    | 4.2    |                                 |

1 Sika Senior Managers and local Company Management Teams are included in this category.

2 The recruitment rate is calculated as follows: Number of recruitments/((headcount at the beginning of the year + headcount at the end of the year)/2).

3 Since 2023, Sika added granularity to the reporting of recruitment related indicators. The breakdown of hirings is now available per age category from the global HR system which covers 98.2% of all employees in 2024.

## Social

| Metric  | Unit   | 2020    | 2021   | 2022   | 2023    | 2024    | Target 2028<br>(Baseline: 2023) |
|---|--------|---------|--------|--------|---------|---------|---------------------------------|
| <b>EMPLOYEES AND DIVERSITY</b>                      |        |         |        |        |         |         |                                 |
| <b>Turnover</b>                                     |        |         |        |        |         |         |                                 |
| Leavers   | #      | 2,800   | 2,884  | 3,724  | 4,129   | 4,461   |                                 |
| Employee turnover rate <sup>1</sup>                 | Rate   | 11.2    | 11.1   | 13.6   | 13.5    | 13.1    |                                 |
| Female  | Rate   | 11.6    | 10.6   | 14.3   | 13.9    | 12.7    |                                 |
| Male  | Rate   | 11.1    | 11.3   | 13.4   | 13.3    | 13.2    |                                 |
| Employee voluntary turnover rate <sup>2</sup>       | Rate   | 6.4     | 7.4    | 9.3    | 8.5     | 7.9     |                                 |
| <30 years   | Rate   | -       | -      | -      | 19.1    | 20.0    |                                 |
| 30-50 years   | Rate   | -       | -      | -      | 8.2     | 7.2     |                                 |
| >50 years   | Rate   | -       | -      | -      | 3.9     | 3.7     |                                 |
| <b>Internal promotions</b>                          |        |         |        |        |         |         |                                 |
| Internal promotions to a higher management position | #      | 218     | 446    | 399    | 802     | 874     |                                 |
| Internal promotions to a higher management position | %      | 0.9     | 1.6    | 1.4    | 2.4     | 2.5     |                                 |
| <b>TRAINING &amp; EMPLOYEE DEVELOPMENT</b>          |        |         |        |        |         |         |                                 |
| Average training hours per employee <sup>3</sup>    | Hours  | 10.1    | 11.1   | 13.4   | 12.5    | 14.7    |                                 |
| Employees with performance reviews                  | %      | >20     | 50     | 50     | 62      | 67      |                                 |
| <b>COMMUNITY ENGAGEMENT<sup>4</sup></b>             |        |         |        |        |         |         |                                 |
| Community engagement projects                       | #      | 183     | 242    | 406    | 582     | 524     |                                 |
| Volunteering days of employees                      | #      | 1,119   | 1,392  | 2,595  | 7,953   | 5,849   |                                 |
| Direct beneficiaries                                | #      | 268,581 | 44,188 | 53,666 | 126,705 | 130,194 |                                 |
| <b>SUPPLIERS<sup>5</sup></b>                        |        |         |        |        |         |         |                                 |
| Direct material expenditures                        | CHF mn | 3,563   | 4,461  | 5,312  | 5,214   | 5,347   |                                 |
| Percentage of total net sales                       | %      | 45.2    | 48.2   | 50.6   | 46.4    | 45.5    |                                 |

1 The employee turnover rate considers all departures: Natural fluctuations, voluntary leavers, and involuntary leavers. It is calculated as follows: All departures/((headcount at the beginning of the year + headcount at the end of the year)/2). Natural fluctuations refer to retirement or death for example.

2 Since 2023, Sika added granularity to the reporting of turnover-related indicators. The breakdown of departures is now available per age category from the global HR system which covers 98.2% of all employees in 2024.

3 Excluding apprenticeship, MBA, and PhD at educational institutions. Chema has been excluded from 2024 figures.

4 Some of the projects do not require any volunteering work from Sika employees and therefore not all projects led to volunteering days. Starting from 2023, community engagement guidelines have been strengthened. A minimum of 8 hours of volunteering work needs to take place to consider a project as "community engagement".

5 Refers to tier 1 suppliers.

## Governance

| Metric   | Unit   | 2020 | 2021 | 2022 | 2023 | 2024 | Target 2028 |
|--|--------|------|------|------|------|------|-------------|
| <b>BOARD OF DIRECTORS</b>                                |        |      |      |      |      |      |             |
| Total directors  | #      | 8    | 8    | 8    | 8    | 8    |             |
| Female   | #      | 1    | 1    | 3    | 3    | 3    |             |
| Male   | #      | 7    | 7    | 5    | 5    | 5    |             |
| Age between 30 and 50                                    | #      | 1    | -    | -    | -    | -    |             |
| Age above 50   | #      | 7    | 8    | 8    | 8    | 8    |             |
| Average term of office                                   | years  | 8    | 9    | 4    | 5    | 5    |             |
| Independence   | %      | 100  | 87.5 | 87.5 | 87.5 | 87.5 |             |
| <b>COMPENSATION</b>                                      |        |      |      |      |      |      |             |
| CEO total summary compensation                           | CHF mn | 4.4  | 2.7  | 4.1  | 4.5  | 5.4  |             |
| Board of Directors total summary compensation            | CHF mn | 3.0  | 3.0  | 3.1  | 3.1  | 3.3  |             |
| Group Management total summary compensation              | CHF mn | 16.3 | 15.8 | 16.1 | 17.1 | 19.9 |             |
| <b>OWNERSHIP &amp; CONTROL</b>                           |        |      |      |      |      |      |             |
| Controlling shareholder                                  | -      | no   | no   | no   | no   | no   |             |
| Voting rights of largest shareholder                     | %      | <10  | <10  | <10  | <10  | <10  |             |
| Nr. of shareholders with voting rights exceeding 3%      | #      | 4    | 4    | 4    | 4    | 3    |             |
| <b>TAX APPROACH</b>                                      |        |      |      |      |      |      |             |
| Tax rate   | %      | 22.2 | 21.5 | 22.4 | 20.5 | 20.2 |             |
| <b>COMPLIANCE CASES<sup>1</sup></b>                      |        |      |      |      |      |      |             |
| Substantiated compliance reports                         | #      | 23   | 33   | 22   | 47   | 33   |             |
| Complaints leading to disciplinary measures <sup>2</sup> | #      | 21   | 23   | 22   | 35   | 37   |             |

1 Focus on compliance complaints with high priority (P1 and P2).

2 Not all identified violations resulted in disciplinary actions. In some instances, the employee responsible for the violation left the company before the case was resolved. In other cases, a combination of disciplinary measures was applied.