



OUR CORPORATE CULTURE AND OUR VALUES

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HEAD HUMAN RESOURCES & COMPLIANCE
SIKA CAPITAL MARKETS DAY 2021

BUILDING TRUST



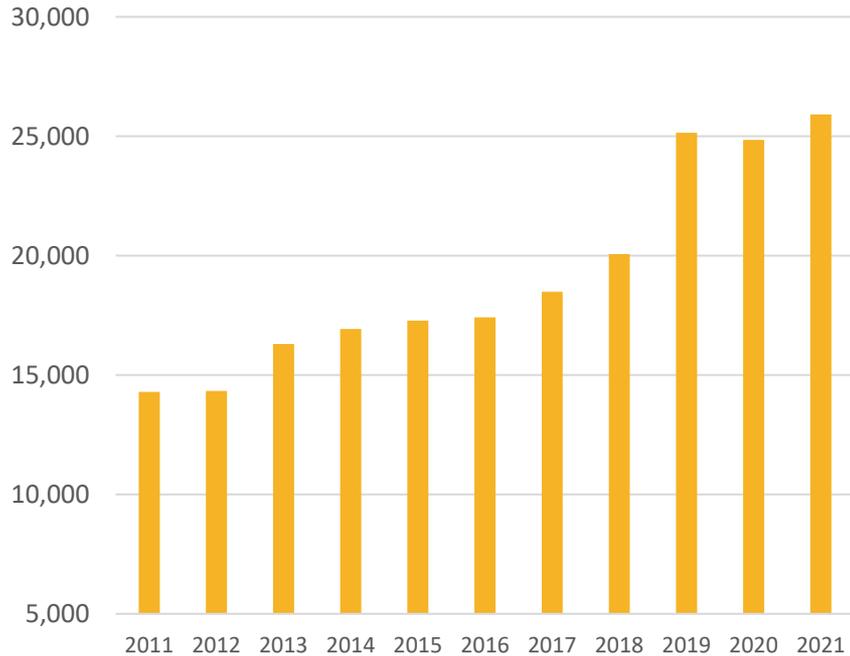
Our culture is an inclusive and attractive environment, with a strong sense of belonging that provides everyone with equal opportunities .



STRONG CORPORATE CULTURE

GLOBAL EMPLOYEE SURVEY CONFIRMS LOYALTY AND ENGAGEMENT

Number of Employees at Sika



The overall result of the survey showed an extremely high engagement rate with

86

index points out of 100

HIGHLIGHTS

- ✓ High sense of responsibility
- ✓ Feeling proud to work for Sika
- ✓ Strong commitment and identification with Sika's success
- ✓ Environment with very high trust

CAMPAIGN FOCUS IN 2021

LEADERSHIP, DIVERSITY, AND INTEGRITY

3 Key Initiatives

Leadership

LEADERSHIP COMMITMENT

DRIVE
CHANGE

UNLOCK
POTENTIAL

Customer
/
Results

WIN
TOGETHER

INSPIRE

FRAME YOUR
LEADERSHIP COMMITMENT

WE ♥ SIKA

BUILDING TRUST



Diversity

WOMEN@SIKA CAMPAIGN



LEADERSHIP COMMITMENT
WIN TOGETHER:
BUILD DIVERSE TEAMS

WE ♥ SIKA

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Integrity

ANTI-CORRUPTION CAMPAIGN



TOGETHER WE STAND AGAINST
CORRUPTION AND BRIBERY

How familiar are you with our rules against bribery,
corruption and conflict of interests?
Brush up your knowledge and read our Code of Conduct
and Gifts & Entertainment Policy.
Because following the rules protects you.
We are committed to integrity.

WE ♥ SIKA

BUILDING TRUST



FIRST GLOBAL SIKA DAY ON JUNE 11, 2021

BUILDING TRUST

A photograph of four diverse people (two men and two women) smiling and holding a large white sign. They are standing in front of a blue brick wall. The sign contains the text "WE ❤️ SIKA" and a paragraph below it.

WE  **SIKA**

That's why we care about our **Culture**
Together, we are committed to
Leadership, Diversity and Integrity