

To the shareholders of Sika AG

Baar, March 19, 2021

## **ANNUAL GENERAL MEETING OF SIKA AG ON TUESDAY, APRIL 20, 2021**

Dear Shareholders,

The Annual General Meeting of Sika AG will take place on April 20, 2021. As was the case last year, physical attendance at this year's Annual General Meeting is unfortunately not possible, in accordance with the Ordinance of the Federal Council on measures to prevent coronavirus. Once again, shareholders are asked to exercise their rights exclusively via the independent proxy.

This year, however, the Annual General Meeting will be broadcast on the Sika website and shareholders will be given the opportunity to ask questions during the Annual General Meeting via an online platform. You can find further information on the Sika website at: [www.sika.com/agm2021](http://www.sika.com/agm2021).

The past fiscal year was overshadowed by the COVID-19 pandemic, which had a number of severe effects for the construction and automotive sectors. Nevertheless, Sika was able to achieve new record figures for both profit and cash flow. This shows that Sika can rapidly adapt to changing market conditions and work cost-efficiently even in a difficult year. For instance, our net profit rose by 8.8% to CHF 825.1 million (previous year: CHF 758.5 million). Therefore, the Board of Directors proposes an 8.7% increase in the gross dividend to CHF 2.50 at the Annual General Meeting (previous year: CHF 2.30).

For our success in the challenging market environment of the last fiscal year, we must thank our employees in particular. Their strong customer focus and impressive dedication coupled with our successful business model made a significant contribution to the Group's resilience in the face of the COVID-19 pandemic. Thanks to the strong market position and swift, targeted implementation of measures, Sika was able to achieve very impressive results. Our close contact with customers even intensified during the crisis. For example, more than 150,000 customers worldwide were trained in online seminars.

In order to retain key expertise, the current CEO Paul Schuler will be proposed for election to the Board of Directors at the Annual General Meeting. Paul Schuler (born in 1955) has been CEO of Sika since July 1, 2017. He will hand over this function to the in-house successor Thomas Hasler on April 30, 2021. Before being appointed CEO, Paul Schuler had already

worked for 29 years at Sika. He has played a key role in developing and executing Sika's successful growth strategy. His achievements at Sika include, among others, the high growth rates, significant improvements in efficiency and profitability, as well as responsibility for the integration of several acquisitions, including the acquisition of Parex. With his extensive knowledge of the company, the markets, products, and technologies as well as of Sika's corporate culture, he brings valuable expertise to the Board of Directors.

Unfortunately, Esther Berrozpe Galindo, who had been recommended for appointment to the Board of Directors, has withdrawn her candidacy as she wishes to focus on a new CEO mandate. Sika takes diversity in the Group and at all management levels very seriously. The Board of Directors will do everything possible to be able to nominate a qualified woman for the 2022 Annual General Meeting.

Dear shareholders, Sika has managed to generate enduring added value and look after the well-being of its workforce of 25,000 people, despite the pandemic. We will do everything in our power to repeat this performance going forward. We would like to extend our heartfelt thanks to you for your loyalty and trust even at a time of crisis.

Sincerely

A handwritten signature in black ink, appearing to read "P. Hälgi".

Sika AG  
Paul J. Hälgi  
Chairman of the Board