

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	2018	2019	2020	2021	2022	Target 2023 (Baseline:2019)
GHG EMISSIONS							
GHG Emissions intensity (Scope 1 & Scope 2) per ton sold	kgCO ₂ eq/t	31.0	27.0	19.6	17.6	16.4	24
Change compared to previous year	%	-13.9	-12.9	-27.3	-10.1	-6.9	-3 p.a.
Total GHG emissions – Scope 1 and 2 – Market – based*	ktCO ₂ eq	157	212	224	238	231	
Scope 1 GHG Emissions	ktCO ₂ eq	48	88	103	156	156	
Scope 2 GHG Emissions – Market – based	ktCO ₂ eq	109	124	121	82	75	
Total GHG emissions – Scope 1 and 2 – Location – based	ktCO ₂ eq	173	243	260	315	316	
Scope 1 GHG Emissions	ktCO ₂ eq	48	88	103	156	156	
Scope 2 GHG Emissions – Location – based	ktCO ₂ eq	125	155	157	159	160	
Total GHG Emissions - Scope 3	ktCO ₂ eq	14	15	4	12,553	12,511	
Cat.1 Purchased goods and services	ktCO ₂ eq				6,595	7,129	
Cat.12 End of Life of sold products (EoL)	ktCO ₂ eq				4,190	3,644	
Cat. 4 Upstream transportation	ktCO ₂ eq				1,070	971	
Cat.2 Capital goods	ktCO ₂ eq				172	189	
Cat. 9 Downstream transportation	ktCO ₂ eq				139	171	
Cat. 11 Use of sold products	ktCO ₂ eq				108	138	
Cat. 5 Waste generated in operations	ktCO ₂ eq				108	80	
Cat. 3 Fuel and energy-related activities	ktCO ₂ eq				81	77	
Cat. 7 Employee commuting	ktCO ₂ eq				63	66	
Cat. 8 Upstream leased assets	ktCO ₂ eq				21	23	
Cat. 6 Business travels	ktCO ₂ eq	14	15	4	6	23	

* Note on scope 1 and 2 emissions: In 2022, fugitive emissions related to refrigerant gases have been added to scope 1 inventory as per the Greenhouse Gas Protocol. District heating has been added to the company scope 2 inventory. Related scope 1 and 2 emissions from 2018, 2019, 2020 and 2021 have not been restated accordingly.

Metric	Unit	2018	2019	2020	2021	2022	Target 2023 (Baseline:2019)
ENERGY							
Energy intensity per ton sold	MJ/t	426.9	379.0	299.5	324.7	315.5	309
Change compared to previous year	%	-5.1	-11.2	-21.0	+8.4	-2.8	-3.8 p.a.
Total energy consumption	TJ	1,985	3,017	3,422	4,388	4,430	
Direct Energy*	TJ	889	1,578	1,882	2,771	2,750	
Heavy liquid fuel	TJ	1	1	2	3	0	
Light liquid fuel	TJ	178	208	166	192	133	
Natural gas	TJ	566	1,095	1,417	1,786	1,794	
Liquified Petroleum Gas (LPG)	TJ	-	70	87	98	109	
Vehicle fuel**	TJ	144	201	208	689	707	
Self-produced electricity from renewable sources	TJ	-	3	2	3	7	
Indirect Energy	TJ	1,096	1,439	1,540	1,617	1,680	
Purchased electricity	TJ	1,096	1,439	1,540	1,617	1,672	
Thereof – Purchased renewable electricity	TJ	143	214	371	845	1,048	
District Heating***	TJ	-	-	-	-	8	
Purchased Renewable electricity rate	%	13.0	15.0	24.1	52.3	62.7	

* Note on direct energy: In 2022, Sika updated the conversion factors related to primary energy from m³ to GJ to reflect the gross CV (calorific value) based on BEIS/Defra recommendations. All energy-related data from 2018, 2019, 2020 and 2021 have been restated accordingly.

** Note on vehicle fuel: In 2021, the fuel consumption of leased vehicles has been included in the reporting of direct energy consumption since Sika has operational control as per the Greenhouse Gas Protocol. Direct energy consumption from 2019 and 2020 have not been restated accordingly.

*** Note on district heating: In 2022, district heating has been added to the company scope 2 inventory as per the Greenhouse Gas Protocol. Indirect energy consumption from 2018, 2019, 2020 and 2021 have not been restated accordingly.

Metric	Unit	2018	2019	2020	2021	2022	Target 2023 (Baseline:2019)
WATER AND WASTE							
Water consumption per ton sold*	m ³ /t	0.39	0.34	0.22	0.20	0.18	0.29
Change compared to previous year	%	+21.9	-12.8	-36.4	-9.7	-6.1	-3.8 p.a.
Water consumption	m ³	1,317,000	2,685,000	2,469,988	2,638,734	2,573,414	
Water withdrawal	m ³	2,607,000	3,609,000	3,365,416	3,606,168	3,522,335	
Rainwater**	m ³	-	-	-	-	24,862	
Surface waterbodies	m ³	33,000	82,000	37,655	50,682	29,200	
Ground water	m ³	1,050,000	1,835,000	1,516,054	1,632,849	1,508,926	
Public supply	m ³	1,524,000	1,692,000	1,811,707	1,922,637	1,959,347	
Water usage	m ³	2,117,000	3,576,000	3,350,695	3,616,816	3,522,573	
Process and cooling water	m ³	825,000	2,065,000	1,805,445	1,964,077	1,923,996	
Sanitary water	m ³	492,000	620,000	664,543	674,658	649,418	
Water in products	m ³	800,000	891,000	880,707	978,081	949,160	
Water discharge***	m ³	1,230,000	2,540,000	2,315,989	2,491,191	2,435,064	
Water to sewer, sewage plant	m ³	670,000	770,000	906,667	913,590	874,591	
Water to surface water bodies	m ³	560,000	1,770,000	1,409,322	1,577,601	785,449	
Water to ground	m ³	-	-	-	-	737,140	
Water sent off-site for treatment	m ³	-	-	-	-	37,884	

* Note on water consumption: the water intensity ratio is only based on process and cooling water and sanitary water. Water in products is excluded from this indicator.

** Note on rainwater: In 2022, rainwater has been added to the reporting of water withdrawal per type of source. Water withdrawal data from 2018, 2019, 2020 and 2021 have not been restated.

*** Note on water discharge: Depending on local regulations, wastewater can be disposed separately and therefore not included in water discharge but included in waste. Up to 2021, wastewater disposed separately due to local regulations could be reported under waste and excluded from water discharge. From 2022 onwards, the reporting methodology has been adjusted and a new account "water sent off-site for treatment" was created to capture the total volume of wastewater under water discharge. This reporting change led to a shift from waste to water discharge. The indicator "water to ground" has also been added. Waste and water data from 2018, 2019, 2020 and 2021 have not been restated accordingly to the new methodology.

Metric	Unit	2018	2019	2020	2021	2022	Target 2023 (Baseline:2019)
Waste per ton sold	kg/t	18.1	14.1	12.4	11.2	10.8	12.0
Change compared to previous year	%	-1.6	-22.1	-12.0	-9.6	-3.3	-3.8 p.a.
Waste intensity compared to total input materials	%	2.0	1.6	1.6	1.3	1.3	
Total waste generated	t	84,000	112,000	141,675	151,560	152,237	
Non-hazardous waste	t	66,000	92,000	120,633	129,884	134,385	
Hazardous waste	t	18,000	20,000	21,042	21,676	17,852	
Total waste disposed*	t	84,000	112,000	141,676	151,560	152,237	
Landfill	t	29,000	45,000	60,794	67,509	61,701	
Non-hazardous waste - Landfill	t	-	-	-	-	59,052	
Hazardous waste - Landfill	t	-	-	-	-	2,649	
Incineration	t	26,000	29,000	30,863	32,603	29,075	
Non-hazardous waste - Incineration	t	-	-	-	-	17,990	
Hazardous waste - Incineration	t	-	-	-	-	11,085	
Recycling	t	29,000	38,000	50,019	51,448	61,461	
Non-hazardous waste - Recycling	t	-	-	-	-	57,343	
Hazardous waste - Recycling	t	-	-	-	-	4,118	
Recycling Rate	%	35.0	34.0	35.3	33.9	40.4	42.5

* Note on waste disposed: In 2022, waste volumes per type of disposal method have been detailed for hazardous and non-hazardous waste. Waste data from 2018, 2019, 2020 and 2021 have not been restated accordingly to the new level of granularity.

MATERIALS

Volume of input materials used*	Mio t	4.0	7.0	8.8	11.6	11.9	
Thereof recycled input materials	%	1.6	1.3	2.7	3.7	3.2	

* Note on input materials: excluding water, packaging and semi-finished products (raw materials already processed by Sika through a first production/assembly process).

Metric	Unit	2018	2019	2020	2021	2022	Target 2023 (Baseline:2019)
AIR EMISSIONS*							
Nitrous Oxides (NO _x)	t	-	-	268.0	482.1	245.4	
Sulfur Oxides (SO _x)	t	-	-	3.0	3.6	1.9	
Volatile Organic Compounds (VOC)	t	-	-	23.5	69.5	194.8	
Dust PM 10	t	-	-	12.3	31.9	172.9	
Carbon monoxide (CO)	t	-	-	53.4	72.8	125.5	

* Note on air emissions: indicators calculated based on the combustion of fuel and gas consumed only from 2020 onwards. 2021 increase was purely related to the increase in energy consumption and inclusion of leased vehicles fuel. In 2022, VOC reporting has been extended to include emissions from the petrochemical materials and related processes. Dust reporting has been extended to include emissions from the mortar production. 2020 and 2021 data have not been restated accordingly.

ENVIRONMENTAL COMPLIANCE**

ISO 14001:2015 (Environmental Management) certified sites	#	147	172	242	275	297	
Coverage of Sika Sites in ISO scope	%	63	55	47	48	49	
ISO 50001:2018 (Energy Management) certified sites	#	14	16	16	17	27	
Coverage of Sika Sites in ISO scope	%	-	3	3	3	5	
Significant incidents***	#	8	5	3	2	4	

** Note on ISO Scope: Considered under ISO scope there 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.

*** Note on significant incidents: A incident (spill, environmental incident or emissions release) is considered significant when reported to authorities, having media coverage, or creating a significant cost (above CHF 2,000).

SOCIAL

Metric	Unit	2018	2019	2020	2021	2022	Target 2023 (Baseline:2019)
HEALTH & SAFETY							
Sika employees*							
Fatalities	#	0	1	1	0	0	0
Lost Time Accidents/1,000 FTEs	Rate	10.4	9.6	8.4	9.2	7.0	
Change compared to previous year	%	+19.5	-7.7	-12.5	+9.5	-23.8	
Lost Time Accidents	#	209	261	230	256	206	-50%
Change compared to previous year	%	+23.7	+24.9	-11.9	+11.3	-19.5	
Days Lost due to Lost Time Accidents	#	3,856	5,617	4,650	4,919	5,707	
Average days lost per Lost Time Accident	#	18.4	21.5	20.2	19.2	27.7	
LTIFR per 200,000 hours	Rate	1.03	0.95	0.84	0.92	0.69	
Occupational illnesses	#	11	5	16	10	12	
OIFR per 200,000 hours	Rate	0.054	0.018	0.059	0.036	0.040	
Sika contractors							
Fatalities	#	0	0	1	0	0	0
Lost Time Accidents	#	17	14	11	30	26	
Occupational Health & Safety and Quality Management System**							
ISO 45001:2018 - Occupational Health and Safety Management System certified sites	#	-	84	114	147	196	
Coverage of Sika Sites in ISO scope	%	-	27	22	26	33	
ISO 9001:2015 - Quality Management System certified sites	#	164	209	315	345	361	
Coverage of Sika Sites in ISO scope	%	70	67	61	61	60	

* Note on Health & Safety: LTIFR: Lost Time Injury Frequency Rate; OIFR: Occupational Illness Frequency Rate; Apprentices and interns excluded from FTEs and worked hours used.

** Note on ISO Scope: Considered under ISO scope there 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.

Metric	Unit	2018	2019	2020	2021	2022	Target 2023 (Baseline:2019)
EMPLOYEES AND DIVERSITY							
Total number of employees	#	20,060	25,141	24,848	27,059	27'708	
Change compared to previous year	%	+8.5	+25.3	-1.2	+8.9	+2.4	
Net added value per employee	CHF thousands	117	116	107	118	121	
Breakdown of employees per type of contract*							
Permanent employees	%	95.0	88.0	95.6	87.4	88.6	
Male	%	-	-	-	-	76.5	
Female	%	-	-	-	-	23.5	
Temporary employees	%	3.9	11.0	3.6	11.9	10.6	
Male	%	-	-	-	-	73.2	
Female	%	-	-	-	-	26.8	
Apprenticeship/internship	%	1.1	1.0	0.8	0.7	0.8	
Male	%	-	-	-	-	56.8	
Female	%	-	-	-	-	43.2	
Breakdown of employees per age and per gender*							
Employees under the age of 30	%	14.8	15.1	13.2	13.5	12.8	
Male	%	-	-	-	-	68.1	
Female	%	-	-	-	-	31.9	
Employees between 30 and 50	%	59.8	60.2	62.0	61.3	62.0	
Male	%	-	-	-	-	75.4	
Female	%	-	-	-	-	24.6	
Employees above 50	%	25.4	24.7	24.8	25.2	25.3	
Male	%	-	-	-	-	81.4	
Female	%	-	-	-	-	18.6	
Breakdown of employees per employment type and per gender*							
Full-time employees	%	96.7	97.2	97.1	97.1	97.2	
Male	%	-	-	-	-	77.3	
Female	%	-	-	-	-	22.7	
Part-time employees	%	3.3	2.8	2.9	2.9	2.8	
Male	%	-	-	-	-	29.8	
Female	%	-	-	-	-	70.2	

* In 2022, Sika added granularity to the reporting of headcount-related indicators. The breakdown of employees per age, contract and employment type is now available per gender. 2018, 2019, 2020 and 2021 have not been restated accordingly.

Metric	Unit	2018	2019	2020	2021	2022	Target 2023 (Baseline:2019)
Breakdown of employees per gender and per category							
Male employees	%	77.7	77.0	77.2	76.8	76.0	
Male Staff	%	77.0	76.8	76.7	76.3	75.7	
Male Middle Management	%	80.7	77.7	79.1	78.1	76.8	
Male Company Management*	%	80.2	78.5	79.9	80.4	79.2	
Thereof Male Group Management	%	87.5	100.0	88.9	75.0	75.0	
Female employees	%	22.3	23.0	22.8	23.2	24.0	
Female Staff	%	23.0	23.2	23.3	23.7	24.3	
Female Middle Management	%	19.3	22.3	20.9	21.9	23.2	
Female Company Management*	%	19.8	21.5	20.1	19.6	20.8	
Thereof Female Group Management	%	12.5	0.0	11.1	25.0	25.0	
Recruitment rate							
Recruitment rate	Rate	-	11.3	7.9	13.9	15.1	
Male	Rate	-	-	7.7	13.2	13.9	
Female	Rate	-	-	8.8	16.0	18.9	
Turnover rate							
Employee voluntary turnover rate	Rate	6.9	6.0	6.4	7.4	9.3	
Employee turnover rate	Rate	11.2	10.5	11.2	11.1	13.6	
Male	Rate	-	-	11.1	11.3	13.4	
Female	Rate	-	-	11.6	10.6	14.3	
Internal promotions							
Internal promotions into a higher management position	%	0.8	1.2	0.9	1.6	1.4	

* Note on Company Management: both Sika Senior Managers and local Company Management teams are included in this category.

Metric	Unit	2018	2019	2020	2021	2022	Target 2023 (Baseline:2019)
TRAINING							
Average hours of training per employee	Hours	16.8	11.4	10.1	11.1	13.4	
Employees in management functions with performance and career development reviews	%	20	>20	>20	50	50	
HUMAN RIGHTS ASSESSMENT							
Violations or incidents occurred	#	0	0	0	0	0	
COMMUNITY ENGAGEMENT							
Community engagement projects	#	128	148	183	242	406	+50%
Volunteering days of employees	#	-	401	1,119	1,392	2,595	10,000
Number of direct beneficiaries	#	-	7,765	268,581	44,188	53,666	+50%
SUPPLIERS*							
Direct materials and trading good spend	MCHF	3,334	3,765	3,563	4,461	5,312	
Direct materials and trading good spend (% of total net sales)	%	47.1	46.4	45.2	48.2	50.6	
* Note on direct materials and trading good spend: refers to tier 1 suppliers.							
MARKETING AND LABELLING							
Chemical products in assessment or assessed for health and safety impacts, improvements	%	100	100	100	100	100	

GOVERNANCE

Metric	Unit	2018	2019	2020	2021	2022	Target 2023 (Baseline:2019)
BOARD OF DIRECTORS							
Total directors	#	7	8	8	8	8	
Male	#	6	7	7	7	5	
Female	#	1	1	1	1	3	
Age between 30 and 50	#	1	1	1	0	0	
Age above 50	#	6	7	7	8	8	
Average term of office	years	12	7	8	9	4	
Independence	%	100	100	100	87.5	87.5	
COMPENSATION							
CEO total summary compensation	MCHF	3.9	4.1	4.4	2.7	4.1	
Board of Directors total summary compensation	MCHF	2.6	2.8	3.0	3.0	3.1	
Group Management total summary compensation	MCHF	16.5	15.3	16.3	15.8	16.1	
OWNERSHIP & CONTROL							
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	6	4	4	4	
AUDIT							
Group audits conducted total	#	126	112	91	101	205	
This figure includes both Corporate Internal Audits and Group Audits.							
TAX APPROACH							
Tax rate	%	23.0	21.5	22.2	21.5	22.4	
COMPLIANCE CASES							
Total number of substantiated compliance violations*	#	24	24	23	33	22	
Of which leading to disciplinary measures	#	23	24	21	23	23	

* Four complaints still under review for 2022. 2021 figures have been updated since some cases were still open at the time of the 2021 report publication.
Not all identified violations lead to disciplinary measures (for instance, in some cases, the employee responsible for the violation may already have left the company).