

To all Sika shareholders

Baar, February 28, 2024

## **ANNUAL GENERAL MEETING OF SIKA ON MARCH 26, 2024**

Dear Sika Shareholder,

Sika can look back on a historic year. In 2023, not only did we set a course for a successful future with our new strategy “Beyond the Expected”, but we also closed the largest acquisition in the company’s history. Thanks to the acquisition of MBCC Group, Sika is moving to the next strategic growth level and positioning itself ideally for the future. What emerges from the combination of the two businesses is an innovation leader and sustainability champion in the construction chemicals market, providing benefits to all stakeholders.

After 15 successful years on the Board, 12 of them as Chair of the Board I have decided to step down from my position. During my time at Sika, the company has seen significant profitable growth and numerous successful acquisitions and integrations, with Parex and MBCC as outstanding examples. In particular during our historic fight for independence during a three-and-a-half-year hostile take-over battle against our competitor Saint-Gobain that was resolved in June 2018 I have put all the strength at my disposal into the well-being of the company and its valued employees. Another milestone for the company was the introduction of the single share class. This resulted in one vote for each share held, epitomizing our exemplary corporate governance. And last but by no means least is the successful further development of Sika’s corporate culture. Proud of the achievements I am now looking forward to hand over the responsibility as Chair of the Board to Thierry Vanlancker - there can be no better moment to hand over a thriving and well-positioned company to my successor and I wish him all the luck and good fortune to lead the company into a successful and bright future.

Thierry Vanlancker has 30 years of experience in the chemicals sector. He comes from a similar industry, with similar markets and distribution structures, and has made similar experiences with respect to technology and sustainability. He too has promoted decentralized management structures and strengthened local markets. He has been a Member of Sika’s Board of Directors since 2019 and has already played a role in shaping our culture over recent years.

All other current members of the Board of Directors are standing for re-election. Thomas Aebischer is proposed for the vacant position on the Board of Directors. Thomas Aebischer brings many years of

international experience in the chemical and construction industries. With his profound knowledge in the fields of financial management, strategy, business development, and M&A, he will make a valuable contribution to the Board of Directors and complement the competency profile in areas identified as crucial for the succession planning and further development of the Board of Directors.

We are in constant contact with our shareholders and take the feedback we receive very seriously. At the last Annual General Meeting, some investors did not support the election of Monika Ribar. Neither we nor our shareholders have any doubts about Monika Ribar's outstanding qualifications and experience, however, some investors raised doubts about her independence due to her long-standing membership of the Board of Directors and would like to see an unquestionably independent board member in the position of Chair of the Audit Committee. For this reason, Thomas Aebischer will take on the role of Chair of the Audit Committee after his election to the Board of Directors. With his CFO-background he is well suited to take over this responsibility. Monika Ribar will continue to be a member of the Audit Committee and will support Thomas Aebischer in a smooth transition.

For the first time this year, as a shareholder, you will be able to vote on non-financial reporting. As a technology leader with a global presence, Sika focuses on creating value for all stakeholders across the entire value chain – always considering environmental, social, governance (ESG) and economic aspects in all its activities by adhering to clear strategic targets. The company's continuous focus on sustainability is assured by the new Strategy 2028, which integrates both financial and non-financial targets. We are proud of what we have achieved so far, will not stop contributing to our environmental and social goals and hope you as a shareholder recognize our efforts.

Thank you very much for your loyalty to Sika and your precious support over all these years, it was a pleasure for me to contribute my part to the Sika spirit and to be part of the Sika family.

Sincerely,

A handwritten signature in black ink, appearing to read "P. Hälgi". The signature is stylized and somewhat cursive.

Sika AG

Paul Hälgi

Chair of the Board of Directors of Sika