

SIKA AND THE UN SDGs

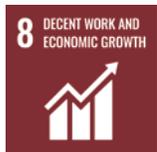
Sika is devoted to contributing to the achievement of the United Nations Sustainable Development Goals (UN SDGs) in line with the SDG Indicator Framework. In 2025, the company evaluated the impact of its business activities in relation to the 17 SDGs, including all 169 underlying targets and the corresponding indicators. In total, Sika contributes to 13 of the 17 UN SDGs. Each Goal's logo is linked to the official UN webpage where detailed information about targets and indicators can be accessed. The analysis confirms the company focus on implementing sustainable development projects and initiatives for internal and external stakeholders.

Furthermore, Sika markets products that strengthen the company's contribution to the following Goals:

- **SDG 3:** a wide range of low-emission construction materials, mainly in the areas of sealants, adhesives, and flooring, contributes to health and well-being in work and living spaces.
- **SDG 6:** a whole range of innovative solutions protects and saves water used in new build and refurbishment of drinking water reservoirs, wastewater facilities, and complete water management systems. For example, waterbars and injection systems for waterproofing, concrete repair and protection, admixtures for waterproof, durable concrete, or sealing and bonding of joints in these facilities. In addition, Sika's range includes concrete admixtures enabling reduced water content in concrete.
- **SDG 9:** with Sika solutions, infrastructures are built in a resilient and sustainable way and contribute to the development of emerging and developing countries. High-performing concrete admixtures, grouts, and waterproofing solutions, for example, enable the construction of reliable, more durable structures. Concrete repair mortars, resins, and structural strengthening systems extend service life of buildings and bridges. Innovative solutions, for example for sealing, bonding, flooring, or concrete, help improve efficiency and reduce resource consumption in construction and industrial processes.
- **SDG 11:** to make cities more resilient, inclusive, and sustainable, Sika offers, for example, systems for light-reflective, cool roofs and green roofs, durable roofing systems with high longevity for new build and refurbishment, and roofing membranes with recycled content. Sealants, adhesives, waterproofing, and mortars contribute to more resilient, energy-efficient building envelopes. In addition, Sika offers a wide range of solutions used in the construction of metro systems or light rail networks as well as in the production of light-weight, safe vehicles for public transportation.
- **SDG 12:** Sika solutions improve durability and make it possible to achieve quality installations with fewer resources. For example, admixtures for durable, resource-saving concrete. Solutions that help improve health and safety performance of buildings include low-emission sealants, adhesives, or flooring systems and structural strengthening systems.
- **SDG 13:** sustainable innovations enable the expansion of renewable energy as well as the reduction of carbon footprint and enhancement of longevity in the construction and transportation industries. Additives and admixtures help replace the clinker with substitute materials in cement and concrete. Admixtures for high-strength concrete facilitate construction of slimmer structures reducing water and cement consumption. Sika offers mortars for a variety of applications which have a lower carbon footprint due to reduced clinker content. In the area of renewable energy, Sika adhesives and epoxy resins are used for wind towers and sealants and adhesives for solar panels. Solutions such as adhesives, reinforcers, acoustic solutions, and heat conductive materials enable the construction of light-weight vehicles, electric vehicles, and energy storage systems.

SDG	Target	Indicator	Sika activities
	3.4	3.4.1	<ul style="list-style-type: none"> – Sika is committed to fostering a culture where safety is prioritized in every action, decision, and interaction. The company’s vision is a future where every employee, contractor, and stakeholder returns home safely, every day. – The  Code of Conduct, the  Supplier Code of Conduct, and the Regulatory and Product Compliance Guidelines provide the basis for Sika’s occupational healthcare management approach. Additional guidelines such as Sika Life Saving Rules and EHS Minimum Requirements also contribute to Sika’s management approach on health and safety. – Sika promotes numerous occupational healthcare initiatives, such as “Start with Safety” or “Safety Walks”. – Sika maintains an EHS Corporate Management System (CMS) which applies to all Sika locations and employees and fulfils the requirements of the ISO 45001 “Occupational Health and Safety Management System” and of the ISO 9001 “Quality Management System”. Local Sika companies implement their local Sika Management Systems based on the Corporate Management System and local regulatory and legal requirements. – Through regular EHS audits, Sika ensures that procedures are in place, being followed, and that best demonstrated practices are developed and shared. – Sika considers hazard identification to be the basis of safe work, and therefore applies the STOP principle (Substitution, Technical measures, Organizational measures, Personal protective measures) to all risk and incident investigations. Sika companies are required to regularly assess hazards and analyze risks within their premises and operations, and to define corrective and preventive measures accordingly. Each Sika site carries out adequate risk assessment within the workplace. These are led by EHS professionals and serve to give a comprehensive and valid judgment regarding the protection level of occupational health and safety.
	3.9	3.9.1	<ul style="list-style-type: none"> – Sika strives for full legal and regulatory compliance with all environmental regulations at local and regional level. – All local companies must comply with applicable laws and regulations related to air emissions parameters. This topic is managed directly by local operation facilities in accordance with local regulations and internal guidelines. – Sika aims at reducing hazardous substances from products and production processes wherever possible. The company continuously refines the SSRM (Sika Substance Risk Management) process to further accelerate progress in this important area and to regularly review and evaluate the use of hazardous substances.
		3.9.2	<ul style="list-style-type: none"> – All local companies must discharge water in accordance with applicable legislation and permit conditions, either to public sewage systems, or directly to surface waterbodies or to underground water formations. – All local companies must comply with applicable laws, permits, and regulatory requirements governing water discharge.
		3.9.3	<ul style="list-style-type: none"> – Sika implements precautionary measures to mitigate risks related to product safety, providing clear instructions on occupational safety, equipment use, and safe transport and storage. Safety Data Sheets (SDSs) and Product Data Sheets (PDSs) are regularly reviewed and are accessible via local Sika company websites. – Sika chemical products must be accompanied by an SDS in compliance with the country’s legal requirements and in the required local language when distributed or sold. – Packaging and labeling must meet local compliance standards, as well as the Sika branding and labeling rules.

SDG	Target	Indicator	Sika activities
	4.3	4.3.1	<ul style="list-style-type: none"> – A broad range of trainings is available for Sika’s employees every year. Sika’s offering is structured around three pillars: Talent management and leadership training portfolio; Sales trainings; Professional skills trainings and Sika academies in the areas of procurement, operations, and sustainability. – Sika supports community engagement projects, as part of its strategic KPIs. One of the four core areas of “Sika Cares” is education and vocational trainings. – To contribute to the qualification level of people in the construction trade, Sika holds a large number of customer trainings worldwide annually.
	4.7	4.7.1	<ul style="list-style-type: none"> – The Sika Sustainability Academy is Sika’s flagship global sustainability education program, providing the necessary skills, methods, and practical examples to the participants in the countries to develop, coordinate, and implement local activities and projects in all sustainability focus areas to contribute to Sika’s sustainability strategy.
	5.1	5.1.1	<ul style="list-style-type: none"> – Sika has defined minimum human and labor rights standards to be implemented globally, including the prohibition of forced labor, modern slavery, and child labor, the freedom of association and collective bargaining, health and safety, non-discrimination and equal treatment, fair working conditions, and environmental protection. – Sika is an equal opportunities employer. It thus is committed to treating all staff equally, refraining from any discrimination based on race, color, gender, age, national origin, religion, sexual orientation, gender identity or expression, marital status, citizenship, disability, or any other legally protected factor. – To reconfirm Sika’s commitment and provide a clear consolidated framework across the organization, the  Human Rights Policy was introduced in 2025.
	5.5	5.5.2	<ul style="list-style-type: none"> – Sika pursues the ambition of same representation of women at all levels of the organization and to steadily increase the proportion of women in the total workforce toward 30%. – Sika’s strategy is to attract, engage, and promote more women, in general and particularly in sales.
	6.2	6.2.1	<ul style="list-style-type: none"> – The provision of safely managed WASH services at the workplace is managed by Sika at local level across its operations.
	6.3	6.3.1	<ul style="list-style-type: none"> – All local companies must discharge water in accordance with applicable legislation and permit conditions, either to public sewage systems, or directly to surface waterbodies or to underground water formations. – All local companies must comply with applicable laws, permits, and regulatory requirements governing water discharge.
	6.4	6.4.1	<ul style="list-style-type: none"> – Sika implements dedicated water efficiency initiatives globally to reduce freshwater withdrawal and optimize water-related production processes. To drive responsible water stewardship, the company focuses on three key levers: Avoid, Reduce, and Reuse.
		6.4.2	<ul style="list-style-type: none"> – According to the World Resource Institute (WRI) Aqueduct tool, 150 manufacturing sites in 44 countries are located in areas with extremely high- or high-water stress. – As part of Strategy 2028, the focus on water stress areas and related mitigation plans is being strengthened to reduce freshwater usage. Sika will perform a comprehensive water-risk assessment and prioritize factories that are exposed to significant water risks.

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	7.2	7.2.1	<ul style="list-style-type: none"> Sika has implemented an internal carbon price mechanism, including a shadow price, used to guide major investment decisions globally. In 2025, the internal carbon price was set at a fixed price of CHF 65 per ton of CO₂eq¹. The carbon price is systematically considered for scope 1 and 2 GHG emissions. Scope 3 GHG emissions are considered for process in/outsourcing. Sika aims to maximize the share of renewable electricity in its operations by sourcing through various renewable instruments and by increasing self-generation of renewable energy.
	7.3	7.3.1	<ul style="list-style-type: none"> Sika reduces energy consumption by optimizing processes across a wide range of applications, including drying, stirring, mixing, melting, cooling, ventilation, heating, pumping, as well as building heating and air-conditioning systems, and transportation. Energy efficiency initiatives fall into three main categories: optimization of manufacturing processes, equipment upgrades or infrastructure improvements, and structural changes.
	8.7	8.7.1	<ul style="list-style-type: none"> As a signatory of the UN Global Compact and in accordance with the UN's Universal Declaration of Human Rights (UDHR) and the core Conventions of the International Labor Organization (ILO), Sika promotes the protection of universally acknowledged human and labor rights. In its Code of Conduct, Supplier Code of Conduct, and the annual ESG Confirmation, Sika has defined minimum human and labor rights standards to be implemented globally, including the prohibition of child labor. To reconfirm Sika's commitment and provide a clear consolidated framework across the organization, the Human Rights Policy was introduced in 2025. In line with its commitments to human rights, Sika categorically prohibits child labor. Sika requires all its tier 1 suppliers to comply with the minimum requirements outlined in the Sika Supplier Code of Conduct, which also contains a categorical child labor prohibition. Suppliers are expected to have systems in place that ensure the proper implementation, training, and monitoring of the "no child labor" principle and all other fundamental human and labor rights among their own personnel as well as the employees of their subcontractors and suppliers. Sika regularly performs Sika supplier audits and assessments to monitor compliance with its Supplier Code of Conduct.
	8.8	8.8.1	<ul style="list-style-type: none"> Sika is committed to fostering a culture where safety is prioritized in every action, decision, and interaction. The company's vision is a future where every employee, contractor, and stakeholder returns home safely, every day. The Code of Conduct, Supplier Code of Conduct, and the Regulatory and Product Compliance Guidelines provide the basis for Sika's occupational healthcare management approach. Additional guidelines such as Sika Life Saving Rules and EHS Minimum Requirements also contribute to Sika's management approach on health and safety. Sika promotes numerous occupational healthcare initiatives, such as "Start with Safety" or "Safety Walks". Through regular EHS audits, Sika ensures that procedures are in place, being followed, and that best demonstrated practices are developed and shared. Sika maintains an EHS Corporate Management System which applies to all Sika locations and employees and fulfils the requirements of the ISO 45001 "Occupational Health and Safety Management System" and of the ISO 9001 "Quality Management System". Local Sika companies implement their local Sika Management Systems based on the Corporate Management System and local regulatory and legal requirements. Sika considers hazard identification to be the basis of safe work, and therefore applies the STOP principle (Substitution, Technical measures, Organizational measures, Personal protective measures) to all risk and incident investigations. Sika companies are required to regularly assess hazards and analyze risks within their premises and operations, and to define corrective and preventive measures accordingly. Each Sika site carries out adequate risk assessment within the workplace. These are led by EHS professionals and serve to give a comprehensive and valid judgment regarding the protection level of occupational health and safety.
		8.8.2	<ul style="list-style-type: none"> The Code of Conduct promotes integrity and ethical conduct across Sika's global operation. It spells out Sika's Values and Principles. Sika does not accept violations of the law nor of this Code, as the company takes a zero tolerance position toward unethical behavior. The Supplier Code of Conduct sets out expectations for tier 1 suppliers, reflecting the Ten principles of the United Nations Global Compact Initiative, the United Nations' Guiding Principles (UNGPs) on Business and Human Rights, the International Labor Organization's (ILO) Declaration on Fundamental Principles and Rights at Work, the global chemical industry's Responsible Care[®] program, and the Conflict Minerals Regulations. Sika has been a member of the UN Global Compact since 2009 and submits on a yearly basis its Sika AG - Communication on Progress UN Global Compact.

1 Sika bases its carbon pricing on the ICE Futures Europe ECX Future Contracts (ICE ECX Futures). These contracts are part of the European Union Emission Trading System (EU ETS), which is designed to reduce GHG emissions. The price used is a fixed price per year, based on the average yearly price.

SDG	Target	Indicator	Sika activities
	9.4	9.4.1	<ul style="list-style-type: none"> – Sika monitors its greenhouse gas (GHG) emissions as part of the environmental responsibility the company has for the climate. Sika's corporate carbon accounting (scope 1, 2, and 3) follows the reporting guidelines of the Greenhouse Gas Protocol (GHGP). – By 2032, Sika is committed to reducing absolute scope 1 and 2 GHG emissions by 50.4% compared to the 2022 baseline. Over the same period, the company is also committed to reducing absolute scope 3 GHG emissions by 30%. By 2050, Sika is committed to reducing absolute scope 1, 2, and 3 GHG emissions by 90% compared to the 2022 baseline. For more detailed information, please consult Sika's Way to Net Zero available on the corporate website. – As part of its Strategy 2028, Sika has set the target of reducing scope 1 and scope 2 emissions by 20% in absolute terms (baseline 2022) by 2028, and reduce scope 3 emissions in alignment with the net zero pledge and the SBTi validated targets. – Sika's compensation scheme for Group Management and Senior Management is aligned with the non-financial pillars of Strategy 2028. The long-term incentive (LTI) incorporates environmental targets, with a 20% weighting, out of which 10% weighting refers to scope 1 and 2 absolute GHG emissions reduction (reflecting Sika's net zero commitment), 5% refers to water discharge intensity reduction, and the remaining 5% refers to waste disposed intensity reduction.
	9.5	9.5.1	<ul style="list-style-type: none"> – In 2025, 234 new inventions were reported, leading to 121 new patents. – Expenditures on R&D in the Group during 2025 totaled CHF 280.8 million, equivalent to 2.5% of sales. R&D expenses are included in personnel expenses, other operating expenses, as well as in depreciation and amortization expenses.
		9.5.2	<ul style="list-style-type: none"> – In 2025, Sika's research and development activities are conducted by 1,841 employees across 16 Global Technology Centers and more than 100 local and regional R&D facilities.
	10.3	10.3.1	<ul style="list-style-type: none"> – Sika has in place the the Code of Conduct, the Supplier Code of Conduct, the Human Rights Policy, and the Trust Policy. – General Managers, together with their local management teams, are entrusted with the responsibility of safeguarding human rights and upholding labor standards within their respective entities and areas of oversight. As part of this commitment, Sika's ESG Confirmation, coordinated by Corporate Compliance, requires all General Managers and responsible leadership to annually attest that they have effectively implemented and communicated key principles to their workforce. These principles include the prohibition of forced, slave, compulsory, or child labor; the assurance of freedom of association; and the promotion of non-discrimination and equal opportunity.
	11.6	11.6.2	<ul style="list-style-type: none"> – All Sika local companies must comply with applicable laws and regulations related to air emissions parameters. This topic is managed directly by local operation facilities in accordance with local regulations and internal guidelines.

SDG	Target	Indicator	Sika activities
	12.2	12.2.1	<ul style="list-style-type: none"> – Sika strives to constantly increase efficiency in the use of input materials. R&D is governed by the principles of sustainable development and enhanced customer utility, such as the demand for resource-saving construction methods, energy-efficient construction materials, or lighter and safer vehicles. – To reduce reliance on primary resources and minimize environmental impact at the resource inflow stage, Sika uses secondary raw materials wherever possible, and implements recycling loop systems at production plants, either internally or through external operators. – The company uses a limited amount of biological raw materials, specifically bio-based materials from plant-based sources. To reduce its dependency on crude oil, Sika is constantly exploring ways to use non-petroleum-derived materials for Sika products, such as sugar derivatives, bioethanol derivatives, and natural oils. – Sika has started to seek sustainability performance enhancement in its approach to packaging. Sika is cooperating with various stakeholders (suppliers, distributors, customers, and universities) to develop packaging solutions with a lower environmental footprint. The focus is on reducing the carbon intensity of packaging materials, increasing the share of recycled and reusable solutions, and minimizing overall material use.
	12.4	12.4.2	<ul style="list-style-type: none"> – Sika's waste targets and waste management approach are aligned with the commonly used waste mitigation framework, which defines three key levers for driving waste reduction and circularity: Reduce, Reuse, Recycle or recover.
	12.5	12.5.1	<ul style="list-style-type: none"> – Sika's waste targets and waste management approach are aligned with the commonly used waste mitigation framework, which defines three key levers for driving waste reduction and circularity: Reduce, Reuse, Recycle or recover. – Regarding recycling and recovery, initiatives include internal material recovery by reintegrating materials into manufacturing processes to avoid waste generation and reduce the need for virgin materials, for example re-injecting off-cuts from membrane production back into the production cycle. For materials that cannot be recovered internally, Sika is engaging with third-parties to identify recycling or recovery solutions, such as recovering dust or sand waste through backfilling operations.
	12.7	12.7.1	<ul style="list-style-type: none"> – The  Supplier Code of Conduct sets out expectations for tier 1 suppliers, reflecting the Ten principles of the United Nations Global Compact Initiative, the United Nations' Guiding Principles (UNGPs) on Business and Human Rights, the International Labor Organization's (ILO) Declaration on Fundamental Principles and Rights at Work, the global chemical industry's Responsible Care® program, and the Conflict Minerals Regulations.
	12.8	12.8.1	<ul style="list-style-type: none"> – The Sika Sustainability Academy is Sika's flagship global sustainability education program, providing the necessary skills, methods, and practical examples to the participants in the countries to develop, coordinate, and implement local activities and projects in all sustainability focus areas to contribute to Sika's sustainability strategy. – Sika supports community engagement projects as part of its strategic KPIs. One of the four core areas of "Sika Cares" is water and climate protection.

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	13.2	13.2.2	<ul style="list-style-type: none"> – Sika monitors its greenhouse gas (GHG) emissions as part of the environmental responsibility the company has for the climate. Sika’s corporate carbon accounting (scope 1, 2, and 3) follows the reporting guidelines of the Greenhouse Gas Protocol (GHGP). – By 2032, Sika is committed to reducing absolute scope 1 and 2 GHG emissions by 50.4% compared to the 2022 baseline. Over the same period, the company is also committed to reducing absolute scope 3 GHG emissions by 30%. By 2050, Sika is committed to reducing absolute scope 1, 2, and 3 GHG emissions by 90% compared to the 2022 baseline. For more detailed information, please consult Sika’s Way to Net Zero available on the corporate website. – As part of its Strategy 2028, Sika has set the target of reducing scope 1 and scope 2 emissions by 20% in absolute terms (baseline 2022) by 2028, and reduce scope 3 emissions in alignment with the net zero pledge and the SBTi validated targets. – With Strategy 2028, Sika defined a strategic target for reducing scope 1 and 2 GHG emissions by 20% in absolute terms (baseline 2022). Starting from 2024, the compensation scheme of Top Management and Senior Management has been adjusted to reflect the Strategy 2028. The performance conditions include environmental targets: GHG emission reduction (scope 1 and 2), water discharge reduction, and waste disposal reduction. The targets have been incorporated in the long-term incentive (LTI) plan.
	13.3	13.3.1	<ul style="list-style-type: none"> – The Sika Sustainability Academy is Sika’s flagship global sustainability education program, providing the necessary skills, methods, and practical examples to the participants in the countries to develop, coordinate, and implement local activities and projects in all sustainability focus areas to contribute to Sika’s sustainability strategy. – Sika supports community engagement projects as part of its strategic KPIs. One of the four core areas of “Sika Cares” is water and climate protection.
	16.5	16.5.1	<ul style="list-style-type: none"> – Sika has in place the Code of Conduct, the Supplier Code of Conduct, the Human Rights Policy, the Trust Policy, and the Gift and Entertainment Policy. – Even though Sika operates in countries that are highly ranked on Transparency International (TI) Corruption Perceptions Index, its exposure to corruption risks remains moderate to low for two main reasons: Sika’s business partners are mostly private sector companies. Interaction with the public sector, which is particularly susceptible to corruption, is limited; Sika is a specialty chemicals company, and therefore less exposed to corruption risks than companies belonging to the extractive, construction, and transportation industries. – General Managers are required to immediately escalate suspicions or allegations of bribery to Corporate Compliance so matters may be reviewed accordingly, and prompt actions taken.
	17.16	17.16.1	<ul style="list-style-type: none"> – Sika partners with numerous organizations to promote sustainability in its industries and improve its own performance. Moreover, to foster strategic management, Sika collaborates with different stakeholders across the entire value chain. For more detailed information, please consult Partnerships and Collaboration and Equity Indices available on the corporate website.