

# STAKEHOLDER ENGAGEMENT ACTIVITIES 2023

GRI 2-29

GRI 3-3

Stakeholders are defined as groups or individuals that are significantly affected by the organization's activities, products, and/or services, or whose actions can affect the organization's ability to achieve its objectives. In the materiality analysis approved by the BoD in May 2022, Sika identified the most relevant internal and external stakeholder groups for the company which were confirmed again for the reporting year 2023. Regular stakeholder engagement is essential for responsible business practice and key to capture insights from across the business by ensuring inclusiveness. The table below summarizes the engagement activities conducted in 2023 and the key issues raised by stakeholders.

Stakeholder groups	Why we engage	Engagement activities	Key topics and concerns raised
<b>Board / Management</b>	An open dialogue among the Board of Directors and the Group Management allows Sika to maintain the alignment between top management's expectations and the running of daily business at local and regional level.	<ul style="list-style-type: none"> <li>- Meetings</li> <li>- Surveys</li> <li>- Internal workshops and trainings</li> </ul>	<ul style="list-style-type: none"> <li>- All ESG-related topics</li> </ul>
<b>Employees</b>	Sika keeps an open dialogue with its people on all levels to capitalize on the full potential of its diverse workforce.	<ul style="list-style-type: none"> <li>- Company intranet</li> <li>- Surveys</li> <li>- Training programs</li> <li>- Learning and development opportunities</li> <li>- Talent management</li> <li>- Audits</li> </ul>	<ul style="list-style-type: none"> <li>- Health and safety</li> <li>- Human rights</li> <li>- Labor management</li> <li>- Diversity and inclusion</li> <li>- Digitalization and IT landscape</li> <li>- Talent attraction and retention</li> </ul>
<b>Customers</b>	Engaging with customers enables Sika to understand their needs, anticipate market trends, and develop market solutions.	<ul style="list-style-type: none"> <li>- Audits</li> <li>- Training programs</li> <li>- Claims management</li> <li>- Surveys</li> <li>- Key Account Managers</li> <li>- Conferences and events</li> </ul>	<ul style="list-style-type: none"> <li>- Customer relationship and satisfaction</li> <li>- Climate change</li> <li>- Health and safety</li> <li>- Human rights</li> <li>- Labor management</li> <li>- Product portfolio</li> <li>- Innovation management</li> <li>- Product quality and reliability</li> <li>- Responsible procurement</li> <li>- Traceability</li> </ul>
<b>Suppliers</b>	Supplier engagement and collaboration ensure Sika's suppliers have high standards in business ethics and respect for people and the environment. Moreover, an open dialogue with suppliers enables innovation.	<ul style="list-style-type: none"> <li>- Together for Sustainability</li> <li>- Audits and assessments</li> <li>- Training programs</li> <li>- Meetings</li> <li>- Conferences and events</li> </ul>	<ul style="list-style-type: none"> <li>- Responsible procurement</li> <li>- Health and safety</li> <li>- Human rights</li> <li>- Labor management</li> <li>- Climate change</li> </ul>

<b>Stakeholder groups</b>	<b>Why we engage</b>	<b>Engagement activities</b>	<b>Key topics and concerns raised</b>
<b>Financial Community</b>	An active dialogue with the capital market ensures transparency and helps Sika improve reporting practices. The relationship with its financial community ensures access to capital and funding for investment opportunities.	<ul style="list-style-type: none"> <li>– Roadshows</li> <li>– Capital Markets Day</li> <li>– Annual General Meeting</li> <li>– Conferences and events</li> <li>– Meetings and calls with analysts and investors</li> <li>– Corporate website</li> <li>– Media releases</li> <li>– Interim financial reports</li> </ul>	<ul style="list-style-type: none"> <li>– All ESGE-related topics</li> <li>– Financial data and information</li> </ul>
<b>Society</b>	Engaging with society – incl. NGOs, sponsoring and donations partners, media, journalists, local communities, and academia – allows Sika to assess its impact through a societal and planetary lens to maximize positive impacts and minimize negative ones on people.	<ul style="list-style-type: none"> <li>– Meetings</li> <li>– Conferences and events</li> <li>– Projects</li> <li>– Partnerships</li> </ul>	<ul style="list-style-type: none"> <li>– All ESGE-related topics, with a focus on: product portfolio, innovation management, talent attraction and retention, public policy, community relations</li> </ul>
<b>Peers</b>	Engagement with peers allows Sika to identify strengths and areas of improvement regarding its strategy and products.	<ul style="list-style-type: none"> <li>– Meetings</li> <li>– Conferences and events</li> </ul>	<ul style="list-style-type: none"> <li>– Product portfolio</li> <li>– Innovation management</li> <li>– Climate change</li> <li>– Transparency and reporting frameworks</li> <li>– ESG assessments</li> </ul>
<b>Authorities / Regulators</b>	To understand regulatory changes and regulators' concerns, Sika engages with local governments and regulators.	<ul style="list-style-type: none"> <li>– Meetings</li> <li>– Conferences and events</li> </ul>	<ul style="list-style-type: none"> <li>– All ESGE-related topics</li> <li>– Reporting standards</li> </ul>