

# SIKA 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	2017	2018	2019	2020	2021	Target 2023 (Base-line:2019)
<b>GHG EMISSIONS</b>							
<b>GHG Emissions intensity</b>							
<b>(Scope 1 &amp; Scope 2) per ton sold</b>	kgCO <sub>2</sub> eq/t	36.0	31.0	27.0	19.6	17.6	24
Change compared to previous year	%		-13.9	-12.9	-27.3	-10.1	-3 p.a.
Total GHG emissions – Scope 1 and 2 –							
Market – based	tCO <sub>2</sub> eq	155,000	157,000	212,000	224,227	238,508	
Scope 1 GHG Emissions	tCO <sub>2</sub> eq	53,000	48,000	88,000	102,528	156,419	
Scope 2 GHG Emissions – Market – based	tCO <sub>2</sub> eq	102,000	109,000	124,000	121,700	82,089	
Total GHG emissions – Scope 1 and 2 –							
Location – based	tCO <sub>2</sub> eq	169,222	172,811	243,307	260,401	315,576	
Scope 1 GHG Emissions	tCO <sub>2</sub> eq	53,000	48,000	88,000	102,528	156,419	
Scope 2 GHG Emissions – Location – based	tCO <sub>2</sub> eq	116,222	124,811	155,307	157,873	159,157	
Scope 3 GHG Emissions – Business travels	tCO <sub>2</sub> eq	16,000	14,000	15,000	4,000	6,463	
Scope 3 GHG Emissions – Leased vehicles*	tCO <sub>2</sub> eq	22,000	20,000	16,000	11,000	-	
*Note on leased vehicles: In 2021, the fuel consumption of leased vehicles has been included in scope 1 since Sika has operational control as per the Greenhouse Gas Protocol. This category was considered under scope 3 until year 2020. Scope 1 emissions from 2019 and 2020 have not been restated accordingly.							
<b>ENERGY</b>							
<b>Energy intensity per ton sold</b>	MJ/t	450	424	363	286	308	309
Change compared to previous year	%		-5.8	-14.4	-21.2	+7.7	-3.8 p.a.
<b>Total energy consumption</b>	TJ	1,961	1,971	2,890	3,269	4,163	
Direct Energy							
Brown coal	TJ	1	-	-	-	-	
Heavy liquid fuel	TJ	1	1	1	3	3	
Light liquid fuel	TJ	257	183	194	154	179	
Natural gas	TJ	468	542	1,002	1,296	1,633	
Liquified Petroleum Gas (LPG)	TJ	-	-	66	82	93	
Vehicle fuel	TJ	164	149	185	192	635	
Self-produced electricity from renewable sources	TJ	-	-	3	2	3	
Purchased electricity							
Thereof – Purchased renewable electricity	TJ	125	143	214	371	845	
Renewable electricity rate	%	11.0	13.0	15.0	24.1	52.3	50

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Metric	Unit	2017	2018	2019	2020	2021	Target 2023 (Base-line:2019)
<b>WATER AND WASTE</b>							
<b>Water consumption per ton sold</b>	m <sup>3</sup> /t	0.32	0.39	0.34	0.22	0.20	0.29
Change compared to previous year	%		+21.9	-12.8	-36.4	-9.7	-3.8 p.a.
Water consumption	m <sup>3</sup>	1,338,000	1,317,000	2,685,000	2,469,988	2,638,734	
Water withdrawal	m <sup>3</sup>	2,100,000	2,607,000	3,609,000	3,365,416	3,606,168	
Surface water	m <sup>3</sup>	27,000	33,000	82,000	37,655	50,682	
Ground water	m <sup>3</sup>	629,000	1,050,000	1,835,000	1,516,054	1,632,849	
Public supply	m <sup>3</sup>	1,444,000	1,524,000	1,692,000	1,811,707	1,922,637	
Water usage	m <sup>3</sup>	2,060,000	2,117,000	3,576,000	3,350,695	3,616,816	
Process and cooling water	m <sup>3</sup>	877,000	825,000	2,065,000	1,805,445	1,964,077	
Sanitary water	m <sup>3</sup>	461,000	492,000	620,000	664,543	674,658	
Water in products	m <sup>3</sup>	722,000	800,000	891,000	880,707	978,081	
Water discharge	m <sup>3</sup>	1,190,000	1,230,000	2,540,000	2,315,989	2,491,191	
Water to sewer, sewage plant	m <sup>3</sup>	550,000	670,000	770,000	906,667	913,590	
Water to surface water bodies	m <sup>3</sup>	640,000	560,000	1,770,000	1,409,322	1,577,601	
<b>Waste per ton sold</b>	kg/t	18.4	18.1	14.1	12.4	11.2	12
Change compared to previous year	%		-1.6	-22.1	-12.0	-9.6	-3.8 p.a.
Waste intensity compared to total input materials	%	2.0	2.0	1.6	1.6	1.3	
Total waste generated	t	80,000	84,000	112,000	141,675	151,560	
Non-hazardous waste	t	63,000	66,000	92,000	120,633	129,884	
Hazardous waste	t	17,000	18,000	20,000	21,042	21,676	
Total waste disposed	t	80,000	84,000	112,000	141,676	151,560	
Landfill	t	29,000	29,000	45,000	60,794	67,509	
Incineration	t	26,000	26,000	29,000	30,863	32,603	
Reuse/Recycle	t	25,000	29,000	38,000	50,019	51,448	
Recycling Rate	%	31.0	35.0	34.0	35.3	33.9	42
<b>MATERIALS</b>							
Volume of input materials used*	Mio t	4.1	4.0	7.0	8.8	11.6	
Thereof recycled input materials	%	1.2	1.6	1.3	2.7	3.7	
*Note on input materials: excluding water, packaging and semi-finished products.							
<b>OTHER AIR EMISSIONS*</b>							
Nitrous Oxides (NO <sub>x</sub> )	t	-	-	-	268	482.1	
Sulfur Oxides (SO <sub>x</sub> )	t	-	-	-	3.0	3.6	
Volatile Organic Compounds (VOC)	t	-	-	-	23.5	69.5	
Dust	t	-	-	-	12.3	31.9	
*Note on other air emissions: 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.							

# SIKA ESG KEY INDICATORS

## ENVIRONMENT

Metric	Unit	2017	2018	2019	2020	2021	Target 2023 (Base-line:2019)
<b>ENVIRONMENTAL COMPLIANCE</b>							
ISO 14001:2015 (Environmental Management) certification	#	-	147	172	242	275	
Coverage of Sika Sites in ISO scope*	%	-	63	55	47	48	
ISO 50001:2018 (Energy Management) certifications	#	-	14	16	16	17	
Coverage of Sika Sites in ISO scope*	%	-	-	3	3	3	
Significant spills**	#	3	8	5	3	2	

\*Note on ISO Scope: are considered under ISO scope: 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 spills: a spill is considered significant when reported to authorities, having media coverage, or creating a significant cost (>CHF 10,000).

# SIKA ESG KEY INDICATORS

## SOCIAL

Metric	Unit	2017	2018	2019	2020	2021	Target 2023 (Base-line:2019)
<b>HEALTH &amp; SAFETY</b>							
<b>Sika employees</b>							
Fatalities	#	1	0	1	1	0	0
Lost Time Accidents/1,000 FTEs	Rate	8.7	10.4	9.6	8.4	9.2	
Change compared to previous year	%		+19.5	-7.7	-12.5	+9.5	
Lost Time Accidents	#	169	209	261	230	256	-50%
Change compared to previous year	%		+23.7	+24.9	-11.9	+11.3	
Days Lost due to Lost Time Accidents	#	2,980	3,856	5,617	4,650	4,919	
Average days lost per Lost Time Accident	#	17.6	18.4	21.5	20.2	19.2	
LTIFR per 200,000 hours*	Rate	0.88	1.03	0.95	0.84	0.92	
Occupational illnesses	#	14	11	5	16	10	
OIFR per 200,000 hours*	Rate	0.07	0.05	0.02	0.06	0.04	
<b>Sika contractors</b>							
Fatalities	#	0	0	0	1	0	0
Lost Time Accidents	#	11	17	14	11	30	
<b>Occupational Health &amp; Safety and Quality Management System</b>							
ISO 45001:2018 - Occupational Health and Safety Management System certification	#	-	-	84	114	147	
Coverage of Sika Sites in ISO scope	%	-	-	27	22	26	
ISO 9001:2015 - Quality Management System certification	#	-	164	209	315	345	
Coverage of Sika Sites in ISO scope	%	-	70	67	61	61	
<small>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: are considered under ISO scope: 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.</small>							
<b>EMPLOYEES AND DIVERSITY/EQUALITY</b>							
Total number of employees	#	18,484	20,060	25,141	24,848	27,059	
Change compared to previous year	%		+8.5	+25.3	-1.2	+8.9	
Net added value per employee	CHF thousands	117	117	116	107	118	
<b>Breakdown of employees per type of contract</b>							
Permanent employees	%	96.2	95.0	88.0	95.6	87.4	
Temporary employees	%	2.8	3.9	11.0	3.6	11.9	
Apprenticeship/internship	%	1.0	1.1	1.0	0.8	0.7	
<b>Breakdown of employees per age</b>							
Employees under the age of 30	%	15.0	14.8	15.1	13.2	13.5	
Employees between 30 and 50	%	61.0	59.8	60.2	62.0	61.3	
Employees above 50	%	24.0	25.4	24.7	24.8	25.2	
<b>Breakdown of employees per employment type</b>							
Full-time employees	%	96.1	96.7	97.2	97.1	97.1	
Part-time employees	%	3.9	3.3	2.8	2.9	2.9	

# SIKA ESG KEY INDICATORS

## SOCIAL

Metric	Unit	2017	2018	2019	2020	2021	Target 2023 (Base-line:2019)
<b>Breakdown of employees per gender and per category</b>							
Male employees	%	77.4	77.7	77.0	77.2	76.8	
Male Staff	%	76.3	77.0	76.8	76.7	76.3	
Male Middle Management	%	80.3	80.7	77.7	79.1	78.1	
Male Company Management*	%	85.3	80.2	78.5	79.9	80.4	
Thereof Male Group Management	%	88.9	87.5	100.0	88.9	75.0	
Female employees	%	22.6	22.3	23.0	22.8	23.2	
Female Staff	%	23.7	23.0	23.2	23.3	23.7	
Female Middle Management	%	19.7	19.3	22.3	20.9	21.9	
Female Company Management*	%	14.7	19.8	21.5	20.1	19.6	
Thereof Female Group Management	%	11.1	12.5	0	11.1	25.0	
<b>New employee hires and employee turnover</b>							
Recruitment rate	Rate	-	-	11.3	7.9	13.9	
Employee voluntary turnover rate	Rate	6.2	6.9	6.0	6.4	7.4	
Employee turnover rate	Rate	10.9	11.2	10.5	11.2	11.1	
<b>Internal promotions</b>							
Internal promotions into a higher management position	%	0.8	0.8	1.2	0.9	1.6	
*Note on Company Management: both Sika Senior Managers and local Company Management teams are included in this category.							
<b>TRAINING</b>							
Hours of training of workforce (YTD)/Head	-	12.9	16.8	11.4	10.1	11.1	
Employees in management functions with performance and career development reviews	%	20	20	>20	>20	50	
<b>HUMAN RIGHTS ASSESSMENT</b>							
Violations or incidents occurred	#	0	0	0	0	0	
<b>COMMUNITY ENGAGEMENT</b>							
Community engagement projects	#	118	128	148	183	242	+50%
Volunteering days of employees	#	-	-	401	1,119	1,392	
Number of direct beneficiaries	#	-	-	7,765	268,581	44,188	+50%
<b>SUPPLIERS</b>							
Direct materials and trading good spend	MCHF	2,849	3,334	3,765	3,563	4,461	
Direct materials and trading good spend (% of total net sales)	%	45.6	47.1	46.4	45.2	48.2	
Suppliers* with supplier code of conduct as part of contractual agreement	#	5,165	6,936	8,367	9,210	9,527	
*Tier 1 suppliers							
<b>MARKETING AND LABELLING</b>							
Chemical products in assessment or assessed for health and safety impacts, improvements	%	100	100	100	100	100	

# SIKA ESG KEY INDICATORS

## GOVERNANCE

Metric	Unit	2017	2018	2019	2020	2021	Target 2023
<b>BOARD OF DIRECTORS</b>							
Total directors	#	9	7	8	8	8	
Male	#	8	6	7	7	7	
Female	#	1	1	1	1	1	
Age between 30 and 50	#	0	1	1	1	0	
Age above 50	#	9	6	7	7	8	
Average term of office	years	11	12	7	8	9	
Independence	%	100	100	100	100	87.5	
<b>COMPENSATION</b>							
CEO total summary compensation	MCHF	3.4	3.9	4.1	4.4	2.7	
Board of Directors total summary compensation	MCHF	2.8	2.6	2.8	3.0	3.0	
Group Management total summary compensation	MCHF	18.7	16.5	15.3	16.3	15.8	
<b>OWNERSHIP &amp; CONTROL</b>							
Controlling shareholder	-	yes	no	no	no	no	
Voting rights of largest shareholder	%	>52	>10	>10	<10	<10	
Nr. of shareholders with voting rights exceeding 3%	#	3	4	6	4	4	
<b>AUDIT</b>							
Group audits conducted total	#	125	126	112	91	101	
This figure includes both Corporate Internal Audits and Group Audits.							
<b>TAX APPROACH</b>							
Tax rate	%	24.7	23.0	21.5	22.2	21.5	
<b>COMPLIANCE CASES</b>							
Total number of substantiated compliance violations	#	n/a	24	24	23	30	
Of which leading to disciplinary measures*	#	n/a	23	24	21	23	

\*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).