



# SIKA'S VALUES AND PRINCIPLES

BUILDING TRUST



# STRONG VALUES AS A SHARED FOUNDATION

Dear friends

Sika has become a global market leader for specialty chemicals. Today, Sika stands for premium product technologies and first-class service around the world. This continued success is driven by our five Values and Principles:

1. Customer First
2. Courage for Innovation
3. Sustainability and Integrity
4. Empowerment and Respect
5. Manage for Results

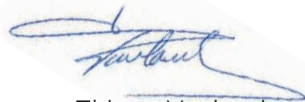
Together with the Code of Conduct, these principles reflect Sika's corporate culture and define who we are and who we want to be.

Live these Values and Principles in your daily work – with commitment and passion. Lead by example.

Thank you for your continued contribution to Sika's Success Story.



Thomas Hasler  
Chief Executive Officer



Thierry Vanlancker  
Chairman of the Board of Directors

Baar, April 1, 2024

# VALUES AND PRINCIPLES

CUSTOMER FIRST

COURAGE FOR INNOVATION

SUSTAINABILITY & INTEGRITY

EMPOWERMENT & RESPECT

MANAGE FOR RESULTS

## THE SIKA SPIRIT IS SYNONYMOUS WITH THE STRONG SET OF VALUES AND PRINCIPLES THAT MAKE UP THE DNA OF OUR COMPANY



### 1. CUSTOMER FIRST

We are dedicated to providing and maintaining the highest quality standards with regard to our products and services. Our commitment to innovation enables us to not only satisfy current demands, but also anticipate future expectations. All Sika solutions are designed with our customers' success in mind and we look to build long-lasting and mutually beneficial relationships rather than focus on short-term business. This attitude is emphasized by our corporate claim: **Building Trust**.

We are proud and grateful that our commitment to fulfill the promise of our brand every day has led the Sika triangle, our 100 year old visual symbol, to become synonymous with performance, quality, reliability and service worldwide.

### 2. COURAGE FOR INNOVATION

Sika's success and reputation is based on its long-lasting tradition of innovation. Accordingly, the core of our business is our innovation management and our focus on developing quality products and the best solutions for our customers. We have institutionalized the Sika **Product Creation Process** with its strong focus on consistently developing new products, systems and solutions for bonding, sealing, damping, reinforcing and protecting in our defined target markets.

By investing in our established technology centers and laboratories across the globe, we benefit from our worldwide network of partners, suppliers and scientists, while fulfilling our promise to be close to our customers everywhere.

### 3. SUSTAINABILITY & INTEGRITY

We take a long-term perspective on the development of our business and we act with respect and responsibility towards our customers, our stakeholders and our employees. We operate with a strong focus on safety, quality, environment, fair treatment, social involvement, responsible growth, and value creation.

Sustainability is a key component of our drive for innovation. For both buildings and motor vehicles we aim to enhance durability and improve both energy and material efficiency. We consistently make every effort to contribute to reducing resource consumption both within our own company as well as for our partners who trust in our products. Our initiatives and progress are organized along the **Global Reporting Initiative**.

Throughout all this, we put safety first. The well-being and health of our employees and partners is a prerequisite to our success. Creating safe work environments is always a top priority.

We enhance economic, social and environmental progress in all countries and communities we operate in. Through the Sika Community Engagement Program (“Sika Cares”) and dedicated volunteer work, we are actively supporting social and educational projects in local communities. As a member of the UN Global Compact we are committed to global sustainable development.

We do not compromise on integrity, and apply high ethical standards to our work. Sika’s **“Code of Conduct”** defines our standards and rules of behavior for our company and all our employees.

### 4. EMPOWERMENT & RESPECT

We believe in the competence and the entrepreneurial spirit of our employees. We foster trustful and respectful working relationships and do not exercise authority in purely formal ways. We enjoy working in close partnership with each other and with our customers, suppliers and stakeholders.

Our working climate is one of aspiration and inspiration. We empower our people to develop and propose new ideas. We delegate decisions and responsibilities to the level of competence.

We aim to implement our organizational units in a manner that is as decentralized as possible and to establish flat organizations with broad spans of control. Training and development of our employees is given high priority. We aim to develop our leaders for tomorrow and we focus on internal candidates for promotions.

### 5. MANAGE FOR RESULTS

We aim for success and take pride in continuously achieving outstanding results and outperforming our markets. We pursue our vision and targets with persistency and a long-term view.

Within our company we believe in individual responsibilities. Functions and projects are clearly assigned. The overall profit and loss responsibility lies with the General Manager.

Sika has transparent benchmarks for financial performance following a defined strategy. Performance evaluation is based on market share, sales growth, profitability and capital efficiency.

**BUILDING TRUST**

