

GENDER PAY GAP REPORT 2025

Sika Ireland Limited

Company overview and commitment

Sika is a specialty chemicals company with a globally leading position in the development and production of systems and products for bonding, sealing, damping, reinforcing, and protection in the building sector and industrial manufacturing. Sika has subsidiaries in 102 countries around the world and, in over 400 factories, produces innovative technologies for customers worldwide. In doing so, it plays a crucial role in enabling the transformation of the construction and transportation sector toward greater environmental compatibility.

At Sika we believe in diversity and inclusion and the positive impact this has on our business. This belief is underpinned by two of our core values – sustainability & integrity and empowerment & respect.

Pay Equality versus Gender Pay

Gender Pay is different from Equal Pay. Under the Employment Equality Acts 1998-2015, employers must ensure that males and females in the same organisation and performing equal work, must receive equal pay. Sika Ireland strives to provide equal pay to all of our people and maintains an environment free from discrimination and inequality.

The Gender Pay Gap measures the difference in the average (mean and median) pay between males and females regardless of their specific roles or responsibilities. It also provides an overview of gender representation across the organisation.

While equal pay focuses on fairness within the same or equivalent roles, gender pay gap reporting highlights broader structural issues, such as the distribution of males and females across different roles and seniority levels.

At Sika Ireland, we are committed to maintaining equal pay and addressing any gender pay gap, reflecting our core values of equality, diversity, and inclusion throughout the organisation.

Gender Pay Gap Reporting

Gender pay gap reporting requires employers with 50 or more employees to publish statutory calculations every year showing how large the pay gap is between their male and female employees. The gender pay gap is not about equal pay but is the difference in the average pay and bonuses between all males and all females across our business.

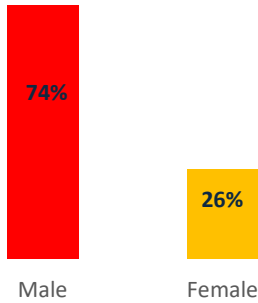
Gender Pay Gap Figures

All figures in this report relate to a snapshot date of 30th June 2025 and use the standard methodologies for calculating the gender pay gap as set out in the Equality Act 1998 (Gender Pay Gap Information) Regulations 2024.

Sika Ireland Gender Pay Gap Metrics

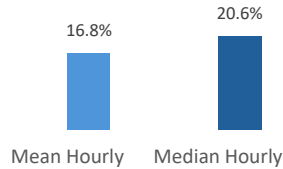
Headcount

Proportion of Males & Females at 30th June 2025



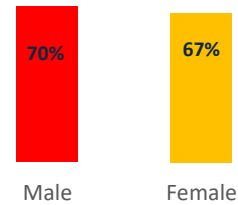
The Gender Hourly Pay Gap

The Gender Pay Gap measures the difference in the mean (average) and median (middle ranking) hourly pay between males and females



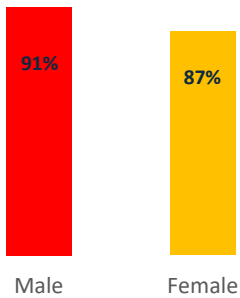
Benefit In Kind

Proportion of Males & Females receiving a Benefit In Kind



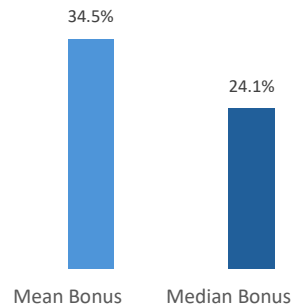
Bonus

Proportion of Males & Females receiving a Bonus

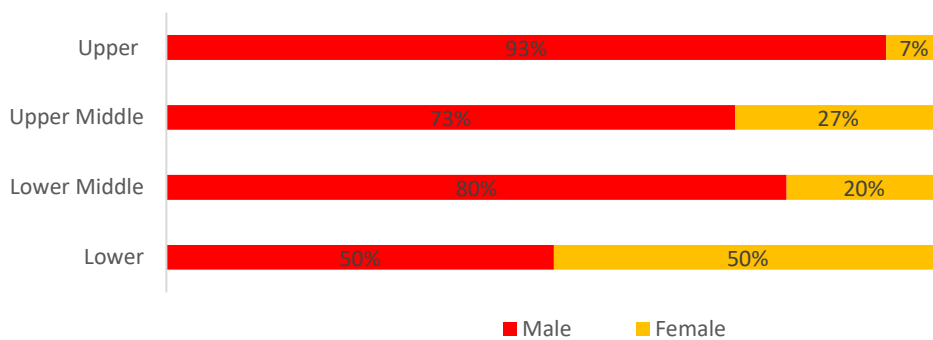


The Gender Bonus Pay Gap

The Gender Bonus Gap measures the difference in the mean (average) and median (middle ranking) Bonus pay between males and females



Pay Quartiles by Gender



CLOSING THE GAP: MEASURES TAKEN

Why we have a Gender Pay Gap

Through a practice of job evaluation, benchmarking and regular reviews, Sika is confident that males and females are paid equally for equivalent work carried out across the company.

The main reasons for our mean pay gap at 16.8% and median pay gap at 20.6% are:

- We currently employ fewer females than males (females account for 26% of the total workforce at the snapshot date, a slight increase from last year)
- We currently have fewer females than males in senior roles

We find this to be reflective of the construction industry in general.

How we are addressing the Gender Pay Gap

We are confident that our pay and bonus gaps are based on the distribution of males and females across the different levels of our business and not attributed to our pay policies. It's by tracking that distribution and striving to attract more females into our business that we can further close our gender pay gap.

- We aim to recruit from the widest possible talent pool and are committed to the principles of equal opportunities, equality, and diversity
- We aim for strong employee retention, promote flexible & hybrid working and enhance family friendly policies
- We support all employees with their development needs and invest greatly in bespoke management and leadership training to develop both current and future managers
- We continue to monitor key gender ratios in recruitment, development and turnover