

Sika

Annual General Meeting from 25.03.2025

Num	Agenda	BoD.	Our position	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓
2.1	Approve allocation of income and dividend	FOR	FOR	✓
2.2	Approve dividend from capital contributions reserves	FOR	FOR	✓
3	Discharge board members and executive management	FOR	FOR	✓
4	Elections to the board of directors			
4.1.1	Re-elect Mr. Thierry F. J. Vanlancker	FOR	FOR	✓
4.1.2	Re-elect Mr. Victor Waldemar Balli	FOR	FOR	✓
4.1.3	Re-elect Ms. Lucrèce Foufopoulos-De Ridder	FOR	● OPPOSE	✓
4.1.4	Re-elect Mr. Justin Marshall Howell	FOR	FOR	✓
4.1.5	Re-elect Ms. Gordana Landén	FOR	FOR	✓
4.1.6	Re-elect Mr. Paul Schuler	FOR	FOR	✓
4.1.7	Re-elect Mr. Thomas Aebischer	FOR	FOR	✓
4.2	Elect Mr. Frankie Ng	FOR	FOR	✓
4.3	Re-elect Mr. Thierry F. J. Vanlancker as board chair	FOR	FOR	✓
4.4	Elections to the nomination and remuneration committee			
4.4.1	Re-elect Mr. Justin Marshall Howell to the nomination and remuneration committee	FOR	FOR	✓
4.4.2	Re-elect Ms. Gordana Landén to the nomination and remuneration committee	FOR	FOR	✓
4.4.3	Re-elect Mr. Paul Schuler to the nomination and remuneration committee	FOR	FOR	✓
4.5	Re-elect KPMG as auditors	FOR	FOR	✓
4.6	Re-elect Mr. Jost Windlin as independent proxy	FOR	FOR	✓
5	Approve sustainability report	FOR	FOR	✓
6.1	Advisory vote on the remuneration report	FOR	FOR	✓
6.2	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓
6.3	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	✓
7	Amend articles of association: replacement of the cap for the variable remuneration	FOR	● OPPOSE	✓