



SWISS HR ANALYTICS

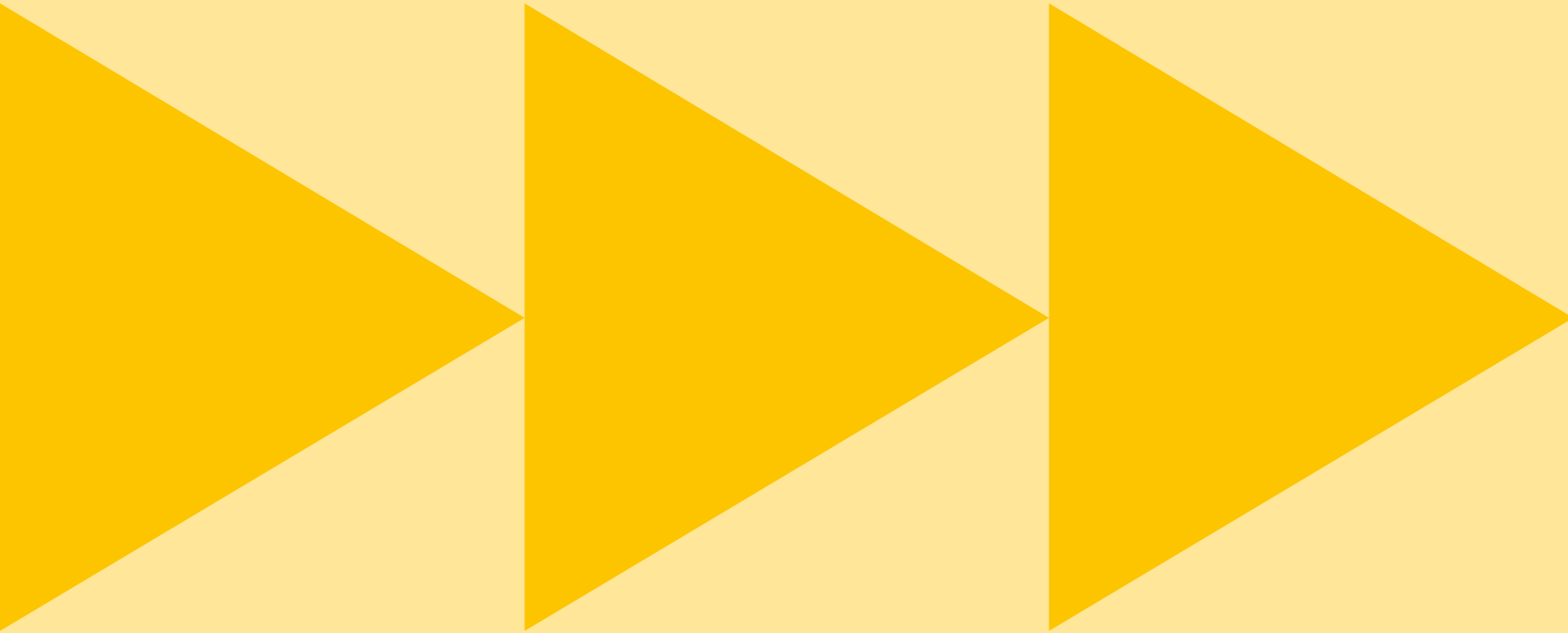
**BUILDING TRUST AND
DRIVE ENABLEMENT**

ALEXANDRA ARNOLD

BUILDING TRUST



WE ARE SIKA



ATTRACTIVE FRAGMENTED MARKET

GLOBAL LEADER IN A CHF 100 BN INDUSTRY

Sika Target Markets

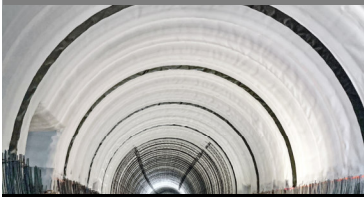
Value-add product focus

Concrete



~15% of total sales

Waterproofing



~10% of total sales

Roofing



~15% of total sales

Building Finishing



~15% of total sales

Flooring & Coating



~10% of total sales

Sealing & Bonding



~10% of total sales

Engineered Refurbishment



~10% of total sales

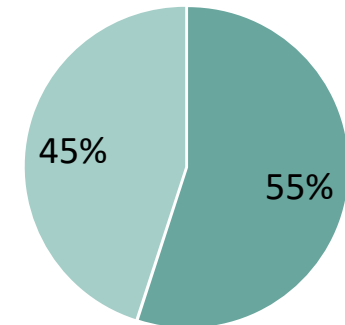
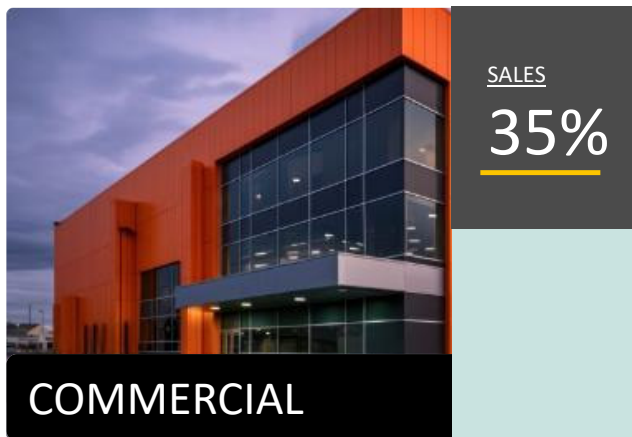
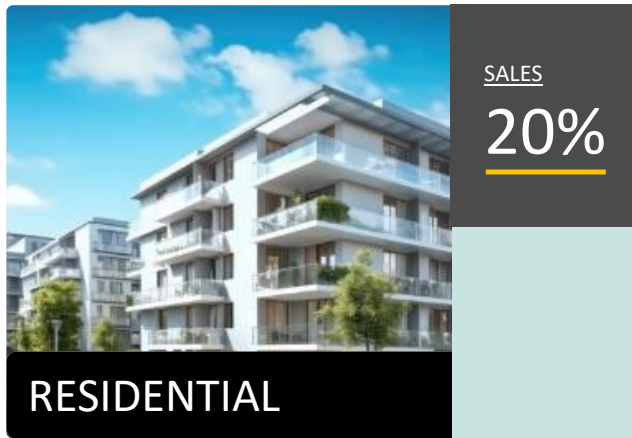
Industry



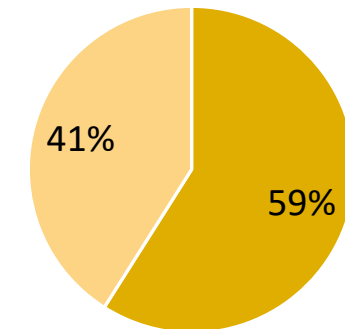
~15% of total sales

BALANCED BUSINESS MIX

DIVERSIFIED EXPOSURE SUPPORTS RESILIENCE



■ New Build ■ Refurbishment



■ Emerging Markets ■ Mature Markets



SUCCESS FACTORS COURAGE FOR INNOVATION

Sika's long history of innovation has led to unparalleled success in becoming a global technology leader. The company nurtures and develops an international network of scientists, partners, suppliers, and customers. We provide intelligent solutions using the most advanced technologies, service, and unique expertise.

Global Cooperation

Sika's worldwide network of 16 Global Technology Centers take the lead in long-term research programs and the development of new innovative solutions. To meet local markets specific needs and requirements, new products and systems are also developed across the various regional and local technology centers worldwide.



16

Global technology
centers worldwide

121

New patents were
filed in 2025

234

Invention disclosures
registered in 2025

SUCCESS FACTORS

ACQUISITION AS GROWTH PLATFORMS



Growth across multiple dimensions

Sika aims for organic growth fueled by innovative drive and entrepreneurial spirit. Growth is further strengthened by carefully targeted acquisitions that add complimentary technologies and increase our access to markets and channels. Sika always strives to ensure a smooth integration – paying close attention to the local corporate culture and needs of our new team members.



Successful strategic lever

Acquisitions have proven to be a major growth driver that allows us to increase market penetration through market share, technology as well as channel access.

SUCCESS FACTORS

PEOPLE&CULTURE: DRIVING ENGAGEMENT AND INNOVATION

MORE THAN
33,700 CONNECTED MINDS



With its performance-oriented culture, Sika unleashes the full potential of global diversity



PEOPLE ANALYTICS



GLOBAL PEOPLE ANALYTICS TEAM

WINNING TOGETHER

9

Alexandra Arnold



Jan-Willem Niemann



Sandro Steiner



POWER BI APP

ALL HR RELATED DASHBOARDS IN ONE PLACE

The screenshot displays a Power BI application interface for HR KPIs. The top navigation bar is yellow and contains the text "CORE HR KPIs", a search bar, and a "Strictly Confidential" warning. The left sidebar lists various HR-related dashboards and reports, including "People & Culture", "Copilot", "Core HR KPIs", "Recruiting", "Sika Business School", "Talent Insights", "PDD Insights", "HR Finance Dashboard", "SF Data Quality", "SR Data Quality", "Sales Incentive Plans", and "User Statistics". The main content area is titled "CORE HR KPIs" and shows a grid of KPI cards. The cards are arranged in two columns. The left column includes "Headcount & FTE", "Demographics", "Age & Retirement", "Gender Distribution", and "Hires & Leavers". The right column includes "Turnover Rate", "Exit Survey", "Movements", "SF versus", and "Definitions". Each card has an icon representing the KPI. The "Turnover Rate" card also includes a "BM" button. The Sika logo is visible in the top right corner of the app.

**BUILDING
TRUST IN
OUR DATA**

Three overlapping yellow triangles of varying shades, all pointing to the right. The triangles are layered, with the lightest shade in the background and darker shades in the foreground, creating a sense of depth and movement.

GARBAGE IN

GARBAGE OUT



DATA QUALITY BY DIMENSIONS BY DIMENSIONS

Completeness Score



- Are the fields in the system filled out?
- KPI: $\frac{\text{\# records completed}}{\text{\# total records}}$

Plausibility Score



- Do values meet format/logic requirements?
- KPI: $\frac{\text{\# records failing plausibility}}{\text{\#total records}}$

Timeliness Score



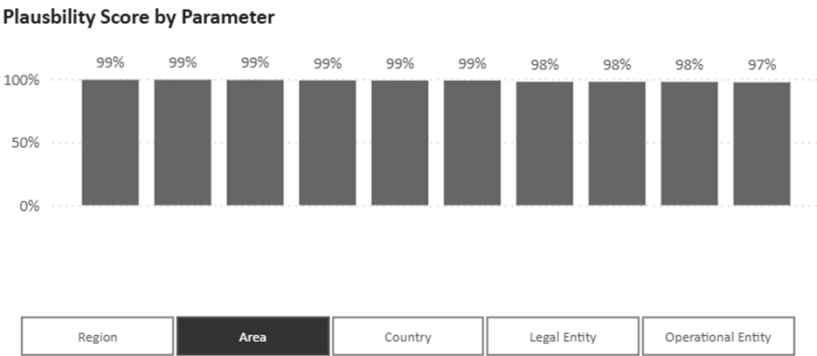
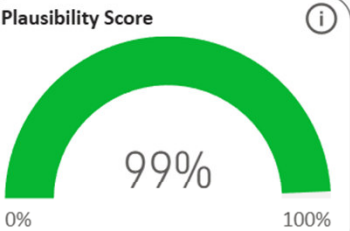
- Are updates done within defined time frame?
- KPI: $\frac{\text{\# changes submitted within defined time frame}}{\text{\# total changes}}$

PLAUSIBILITY OVERVIEW PAGE

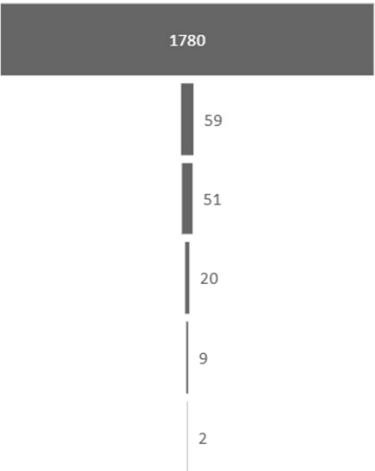
PLAUSIBILITY SUCCESS FACTORS - OVERVIEW



No of Employees	Total Number of Fields Plausibility	Total Plausibility NOK Count	Total Percentage of Mistakes Data Plausibility	Plausibility Score
			1%	99%



Number of Plausibility Errors by Field



15

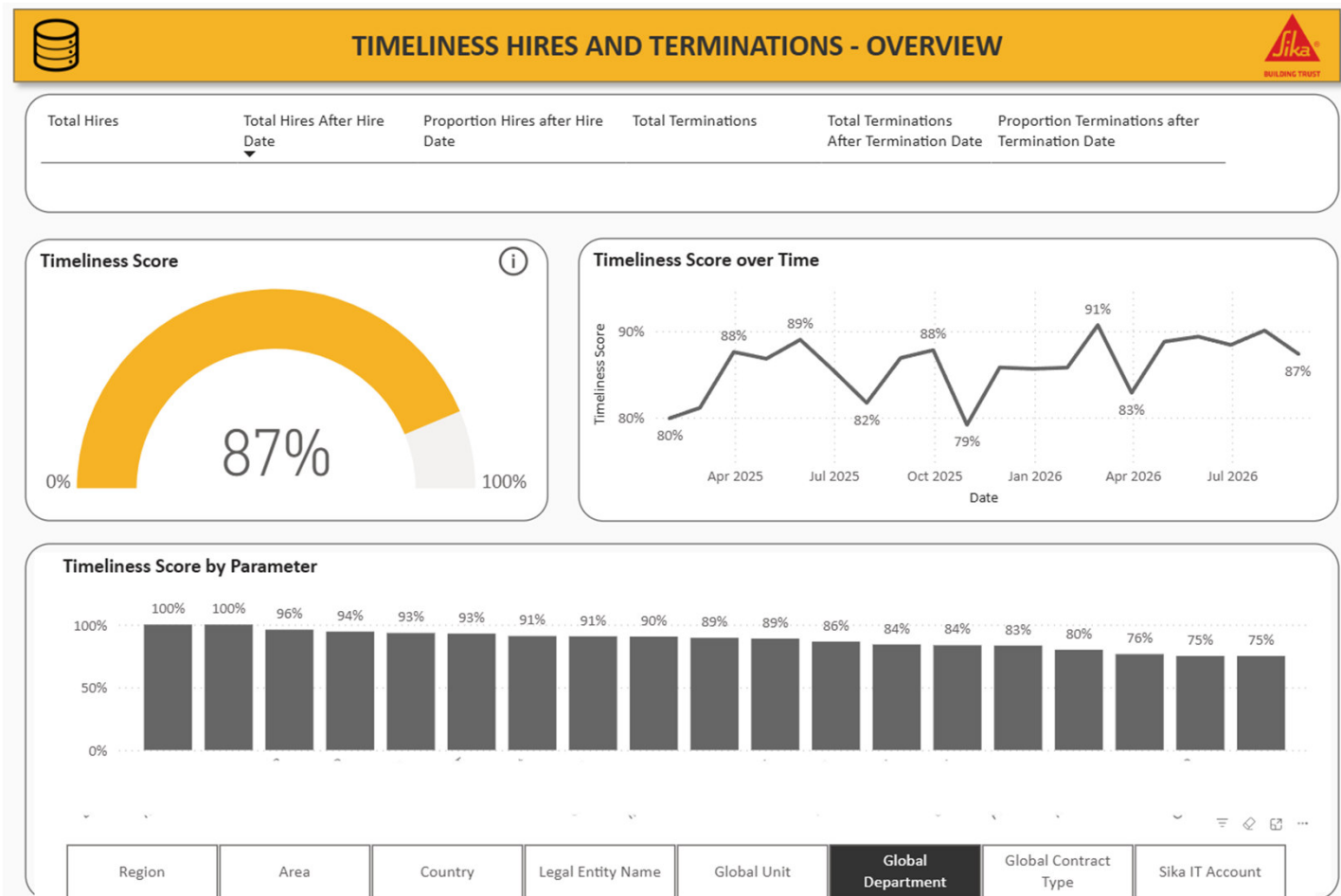


800.451.5151 www.sika-usa.com



TIMELINESS HIRES AND TERMINATIONS

MAKING SURE DATA IS INSERTED IN A TIMELY MANNER



Important for KPI calculations:

- HC & FTE
- Number of Hires
- Number of Leavers
- Fluctuation Rate

KPI DEFINITIONS

INTEGRATED IN THE DASHBOARDS



People & Culture

Copilot

Core HR KPIs

Overview

HC/FTE

HC/FTE Changes

HC/FTE Distribution

Demographics

Age & Retirement

Gender Distribution

New Hires vs. Leavers

New Hires

Leavers

YTD Fluctuation

12 Month Fluctuation

Exit Survey

Movements

SF versus

Definitions

Recruiting

Sika Business School

Go back

DEFINITIONS

A) HEADCOUNT	M) NUMBER OF PROMOTIONS
B) FTE	N) PROMOTION RATE
C) NUMBER OF YEARS UNTIL R...	O) NUMBER OF LATERAL MOVES
D) NUMBER OF NEW HIRES	P) LATERAL MOVE RATE
E) NUMBER OF LEAVERS	Q) NUMBER OF DOMESTIC TRA...
F) VOLUNTARY LEAVERS	R) DOMESTIC TRANSFER RATE
G) INVOLUNTARY LEAVERS	S) NUMBER OF INTERNATIONAL...
H) NATURAL LEAVERS	T) INTERNATIONAL...
I) FLUCTUATION RATE	U) NUMBER OF LONG-TERM AS...
J) 12 MONTH ROLLING FLUCT...	V) NUMBER OF SHORT-TERM A...
K) YTD FLUCTUATION ...	
L) FLUCTUATION RATE BY PARA...	

Definition

The total number of employees with an active employment contract at Sika (internal employees). Each employee is counted as one person, regardless of whether they work full-time or part-time.

The following Employee Status and Global Contract Types are In- versus Excluded for the Headcount Calculation:

Employee Status

1) Included:

2) Excluded:

Global Contract Type

1) Included:

2) Excluded:

Calculation

Monthly Value: Sum of the Global SF IDs with the respective Employee Status and Global Contract Types

If multiple months / years are selected, the average over the selected months / years is calculated

Data Source

SF Report: 0001 - EC Report Short

DIFFERENT VIEWS

HR VERSUS OTHER VIEWS

FileExportShareExploreSubscribeSet alertMonitorEdit

Copilot

HR HIERARCHY (SUCCESS FACTORS)

RegionAreaCountryLegal Entity

AllAllAllAll

Region	Area	Country	Legal Entity	Operational Entity Code	HC	FTE
Total						

RegionAreaCountry

AllAllAll

Region	Area	Country	Operational Entity Code	HC	FTE
Total					

Delta MIS vs. SF

Operational Entity Code	HC	FTE
Total		

Reset Filters

Operational Entity Code

All

Date

2026-08



COMMUNICA TION AND ENABLEMENT

Three overlapping yellow triangles of increasing size, all pointing to the right, are positioned behind the text. The first triangle is on the left, the second is in the middle, and the third is on the right, creating a sense of progression or flow.

TEAMS CHANNEL

ONE SHARED COMMUNICATION CHANNEL

Communication / Updates

Allgemein Beiträge Freigegeben Power BI App

Dear all,

We just updated the **Recruiting Dashboard** with February 2026 data (extraction date March the March data.

If you have questions or concerns, please reach out to us.
Best wishes,
People Analytics Team

3

Antwort im Thread

AA Alexandra Arnold 06.03. 16:10

Update Core HR KPI and SF Data Quality

Dear all,

We just updated the Core HR KPI and SF Data Quality dashboards with February 2026 data (02-28)

And please join us for the **People Analytics Drop-in Session on Tuesday!** We will show you new features in the Core HR KPI dashboard as well as in the HR Finance Dashboard.

Thanks for your support and best wishes for a relaxing weekend!
People Analytics Team

Antwort im Thread

Documents

Allgemein Beiträge Freigegeben Power BI App

Alle Dokumente In Nachrichten

+ Neu Hochladen In Rasteransicht bearbeiten Teilen

Dokumente > General

Name	Geändert
1 - Drop-In Session	19. Januar
2 - New Joiners	vor 3 Minuten
3 - Dashboards	vor 2 Tagen
Requests.xlsx	vor 3 Tagen
UserList.xlsx	19. März

Power BI App

Allgemein Beiträge Freigegeben Power BI App

People & Culture

Copilot

Core HR KPIs

Recruiting

Sika Business School

HR Finance Dashboard

SF Data Quality

SR Data Quality

Operating Model

Headcount & FTE

Demographics

Age & Retirement

Gender Distribution

MONTHLY CALLS TO STAY CONNECTED

Onboarding



- Where to find everything
- Different Views
- Navigation
- Q&A

Drop-in



- New features
- Data Quality
- Use Cases
- User Statistics
- Q&A

Experts

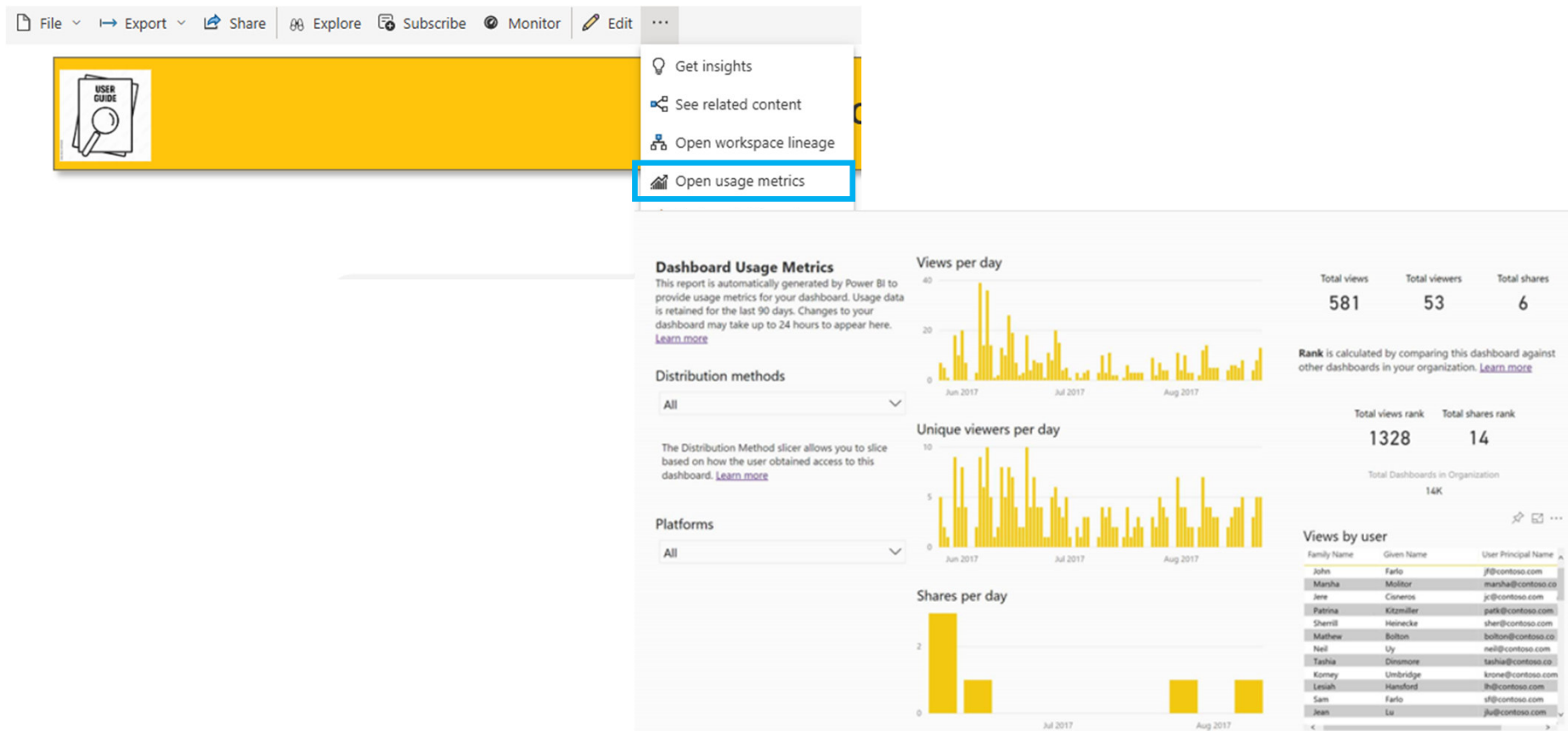


- Discussion of new requests
- Prioritization of requests
- Exchange of Use Cases

TAILORED INITIATIVES

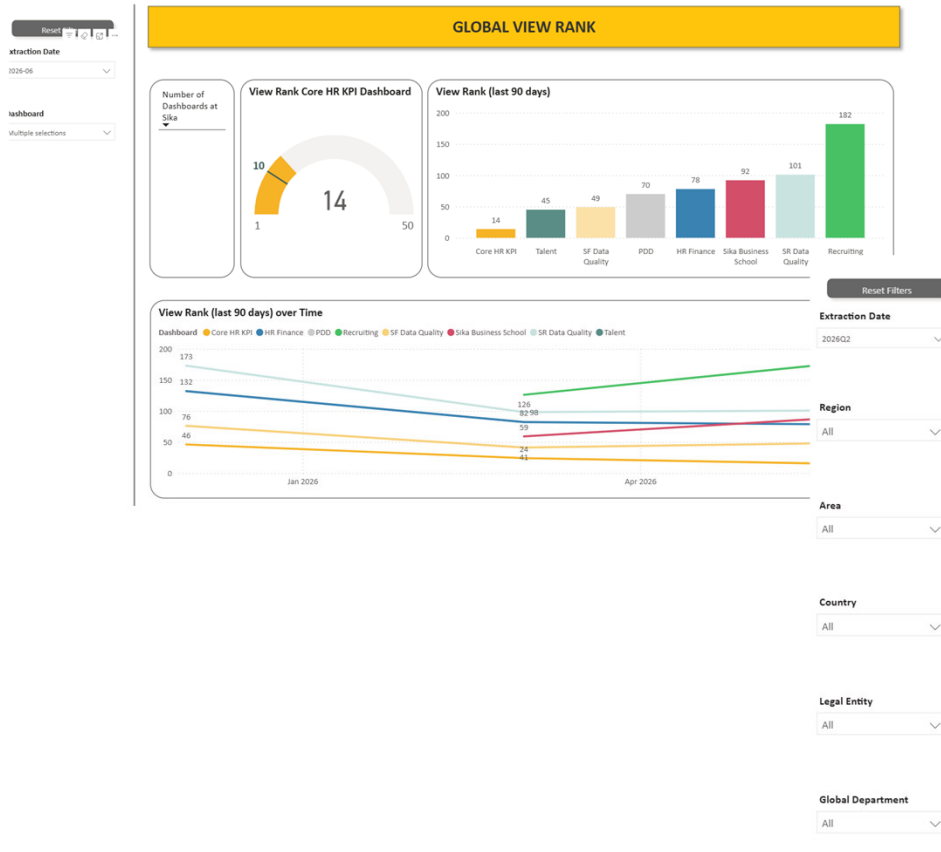
POWER BI USAGE METRICS

22

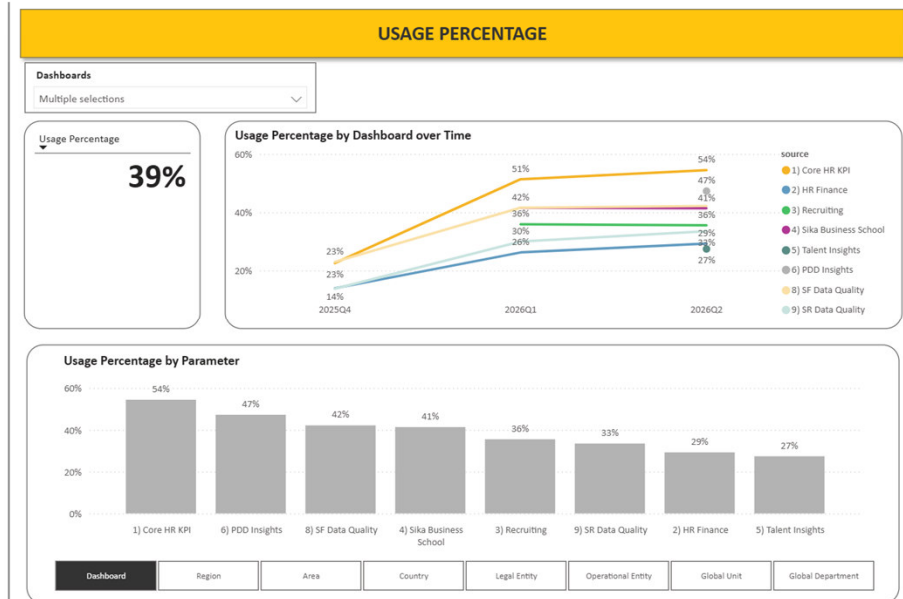


OVERALL SUCCESS OF OUR HR DASHBAORDS USER STATISTICS

23



Tailoring People Analytics Initiatives and Trainings



Q&A

