

# GLOBAL REPORTING INDEX (GRI): GENERAL DISCLOSURES

GRI DISCLOSURE	DESCRIPTION	LOCATION OR DIRECT ANSWER
<b>GENERAL DISCLOSURE</b>		
102-1	Name of the organization	RPM 10-K 2021 1. Business > The Company, pg. 3
102-2	Activities, brands, products, and services	RPM 10-K 2021 1. Business > Business, pg. 3
102-3	Location of headquarters	RPM 10-K 2021 1. Business > The Company, pg. 3
102-4	Location of operations	RPM 10-K 2021 1. Business > The Company, pg. 3
102-5	Ownership and legal form	The Company is traded on the NYSE under the symbol "RPM". See beneficial ownership as of fiscal year-end 2021 in our 2021 Proxy Statement.
102-6	Markets served	RPM 10-K 2021 1. Business > Business, pg. 3
102-7	Scale of the organization	RPM 10-K 2021 1. Business > Business, pg. 3
102-8	Information on associates and other workers	RPM 10-K 1. Business > Human Capital, pg. 10
102-9	Supply chain	Supply Chain & Responsible Procurement, pg. 38
102-10	Significant changes to the organization and its supply chain	None in the reporting period.
102-11	Precautionary Principle or approach	RPM does not apply the Precautionary Principle or approach.
102-12	External initiatives	Human rights, pg.40
102-13	Membership of associations	2021 CDP (C12.3c) Waste Solutions, pg.17
<b>STRATEGY</b>		
102-14	Statement from senior decision-maker	CEO Message, pg. 2
<b>ETHICS AND INTEGRITY</b>		
102-16	Values, principles, standards, and norms of behavior	Code of Conduct, pg. 39 Ethics & Compliance, pg. 39
<b>GOVERNANCE</b>		
102-18	Governance structure	Effective Governance at RPM, pg. 37

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GRI DISCLOSURE	DESCRIPTION	LOCATION OR DIRECT ANSWER
<b>STAKEHOLDER ENGAGEMENT</b>		
102-40	List of stakeholder groups	Materiality & Stakeholder Engagement, pg. 9
Da102-41	Collective bargaining agreements	Not applicable
102-42	Identifying and selecting stakeholders	Materiality & Stakeholder Engagement, pg. 9
102-43	Approach to stakeholder engagement	Materiality & Stakeholder Engagement, pg. 9
102-44	Key topics and concerns raised	Materiality & Stakeholder Engagement, pg. 9
<b>REPORTING PRACTICES</b>		
102-45	Entities included in the consolidated financial statements	RPM 10-K 1. Business
102-46	Defining report content and topic Boundaries	Materiality & Stakeholder Engagement, pg. 9
102-47	List of material topics	Materiality & Stakeholder Engagement, pg. 9
102-48	Restatements of information	RPM did not have any restatements of information.
102-49	Changes in reporting	No significant changes to reporting cycle or boundaries made in the reporting year.
102-50	Reporting period	Calendar year covering January 1, 2021 – December 31, 2021
102-51	Date of most recent report	RPM's previous report was published in August 2020.
102-52	Reporting cycle	Annual
102-53	Contact point for questions regarding the report	sustainability@rpmnc.com
102-54	Claims of reporting in accordance with the GRI Standards	Overview: <b>Building A Better World</b> , pg. 5
102-55	GRI content index	GRI Index, pg. 43
102-56	External assurance	This report and data have not been externally assured

# GLOBAL REPORTING INDEX (GRI): TOPIC-SPECIFIC DISCLOSURES

GRI STANDARD	DISCLOSURE	DESCRIPTION	LOCATION OR DIRECT ANSWER
<b>GRI 300 ENVIRONMENTAL STANDARDS SERIES</b>			
<b>ENERGY</b>			
<b>GRI 103: Management Approach 2018</b>	103-1	Explanation of the material topic and its Boundary	Environmental Impact, pg. 30
	103-2	The management approach and its components	Environmental Impact, pg. 30
	103-3	Evaluation of the management approach	Environmental Impact, pg. 30
<b>GRI 302: Energy 2018</b>	302-1	Energy consumption within the organization	Environmental Impact, pg. 30
<b>WATER &amp; EFFLUENTS</b>			
<b>GRI 103: Management Approach 2018</b>	103-1	Explanation of the material topic and its Boundary	Water Stewardship, pg. 35
	103-2	The management approach and its components	Water Stewardship, pg. 35
	103-3	Evaluation of the management approach	Water Stewardship, pg. 35
<b>GRI 303: Water 2018</b>	303-1	Interactions with water as a shared resource	Water Stewardship, pg. 35
	303-2	Management of water discharge-related impacts	Water Stewardship, pg. 35
	303-3	Water withdrawal	Water Stewardship, pg. 35
	303-4	Water discharge	Water Stewardship, pg. 35
	303-5	Water consumption	Environmental Impact, pg. 30
<b>EMISSIONS</b>			
<b>GRI 103: Management Approach 2018</b>	103-1	Explanation of the material topic and its Boundary	Greenhouse Gas Emissions, pg. 32
	103-2	The management approach and its components	Greenhouse Gas Emissions, pg. 32
	103-3	Evaluation of the management approach	Greenhouse Gas Emissions, pg. 32

# GLOBAL REPORTING INDEX (GRI): TOPIC-SPECIFIC DISCLOSURES

GRI STANDARD	DISCLOSURE	DESCRIPTION	LOCATION OR DIRECT ANSWER
<b>GRI 305: Emissions 2018</b>	305-1	Direct (Scope 1) GHG emissions	Environmental Impact and GHG Data, pg. 30 Greenhouse Gas Emissions, pg. 32
	305-2	Energy indirect (Scope 2) GHG emissions	Environmental Impact and GHG Data, pg. 30 Greenhouse Gas Emissions, pg. 32
	305-4	GHG emissions intensity	Environmental Impact and GHG Data, pg. 30 Greenhouse Gas Emissions, pg. 32
	305-5	Reduction of GHG emissions	Environmental Impact and GHG Data, pg. 30 Greenhouse Gas Emissions, pg. 32

## EFFLUENTS AND WASTE

<b>GRI 103: Management Approach 2018</b>	103-1	Explanation of the material topic and its Boundary	Waste Management, Reduction & Recycling, pg. 34
	103-2	The management approach and its components	Waste Management, Reduction & Recycling, pg. 34
	103-3	Evaluation of the management approach	Waste Management, Reduction & Recycling, pg. 34
<b>GRI 306: Effluents and Waste 2018</b>	306-2	Waste by type and disposal method	Environmental Impact, pg. 30

## ENVIRONMENTAL COMPLIANCE

<b>GRI 103: Management Approach 2018</b>	103-1	Explanation of the material topic and its Boundary	Environmental Impact, pg. 30
	103-2	The management approach and its components	Environmental Impact, pg. 30
	103-3	Evaluation of the management approach	Environmental Impact, pg. 30
<b>GRI 307: Environmental Compliance 2018</b>	307-1	Non-compliance with environmental laws and regulations	Environmental Impact, pg. 30

## SUPPLIER ENVIRONMENTAL ASSESSMENT

<b>GRI 103: Management Approach 2018</b>	103-1	Explanation of the material topic and its Boundary	Supply Chain & Responsible Procurement, pg. 38
	103-2	The management approach and its components	Supply Chain & Responsible Procurement, pg. 38
	103-3	Evaluation of the management approach	Supply Chain & Responsible Procurement, pg. 38
<b>GRI 308: Supplier Environmental Assessment 2018</b>	308-1	New suppliers that were screened using environmental criteria	Supply Chain & Responsible Procurement, pg. 38

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GRI STANDARD	DISCLOSURE	DESCRIPTION	LOCATION OR DIRECT ANSWER
<b>GRI 400 SOCIAL STANDARDS SERIES</b>			
<b>EMPLOYMENT</b>			
<b>GRI 103: Management Approach 2018</b>	103-1	Explanation of the material topic and its Boundary	Talent Attraction & Retention, pg. 19 Associate Development, pg. 19
	103-2	The management approach and its components	Talent Attraction & Retention, pg. 19 Associate Development, pg. 19
	103-3	Evaluation of the management approach	Talent Attraction & Retention, pg. 19 Associate Development, pg. 19
<b>GRI 401: Employment 2018</b>	401-1	New associate hires and associate turnover	Talent Attraction & Retention, pg. 19 Associate Development, pg. 19
<b>GRI 401: Employment 2018</b>	401-2	Benefits provided to full-time associates that are not provided to temporary or part-time associates	Talent Attraction & Retention, pg. 19 Associate Development, pg. 19
<b>GRI 401: Employment 2018</b>	401-3	Parental leave	Talent Attraction & Retention, pg. 19 Associate Development, pg. 19
<b>OCCUPATIONAL HEALTH AND SAFETY</b>			
<b>GRI 103: Management Approach 2018</b>	103-1	Explanation of the material topic and its Boundary	Associate Wellbeing, Health & Safety, pg. 25
	103-2	The management approach and its components	Associate Wellbeing, Health & Safety, pg. 25
	103-3	Evaluation of the management approach	Associate Wellbeing, Health & Safety, pg. 25
<b>GRI 403: Occupational Health and Safety 2018</b>	403-1	Occupational health and safety management system	Associate Wellbeing, Health & Safety, pg. 25
	403-2	Hazard identification, risk assessment, and incident investigation	Associate Wellbeing, Health & Safety, pg. 25
	403-3	Occupational health services	RPM EHS Policy
	403-4	Worker participation, consultation, and communication on occupational health and safety	RPM EHS Policy

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GRI STANDARD	DISCLOSURE	DESCRIPTION	LOCATION OR DIRECT ANSWER
<b>GRI 403: Occupational Health and Safety 2018</b>	403-5	Worker training on occupational health and safety	Associate Wellbeing, Health & Safety, pg. 25
	403-6	Promotion of worker health	Associate Wellbeing, Health & Safety, pg. 25
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	RPM EHS Policy
	403-8	Workers covered by an occupational health and safety management system	RPM EHS Policy
	403-9	Work related injuries	Key EHS Metrics, pg. 26

## DIVERSITY AND EQUAL OPPORTUNITY

<b>GRI 103: Management Approach 2018</b>	103-1	Explanation of the material topic and its Boundary	Diversity & Inclusion, pg. 23
	103-2	The management approach and its components	Diversity & Inclusion, pg. 23
	103-3	Evaluation of the management approach	Diversity & Inclusion, pg. 23
<b>GRI 405: Diversity and Equal Opportunity 2018</b>	405-1	Diversity of governance bodies and associates	Diversity & Inclusion, pg. 23 Diversity & Inclusion, EEO-1 Data, pg. 23
	405-2	Ratio of basic salary and remuneration of women to men	Pay Equity at RPM, pg. 24

## COMMUNITY SERVICE & PHILANTHROPY

<b>GRI 103: Management Approach 2018</b>	103-1	Explanation of the material topic and its Boundary	Philanthropy, pg. 27
	103-2	The management approach and its components	Philanthropy, pg. 27
	103-3	Evaluation of the management approach	Philanthropy, pg. 27
<b>GRI: Custom Material Topic</b>	–	Charitable contributions	Philanthropy, pg. 27

## SOCIAL SUPPLIER ASSESSMENT

<b>GRI 103: Management Approach 2018</b>	103-1	Explanation of the material topic and its Boundary	Supply Chain & Responsible Procurement, pg. 38
	103-2	The management approach and its components	Supply Chain & Responsible Procurement, pg. 38
	103-3	Evaluation of the management approach	Supply Chain & Responsible Procurement, pg. 38
<b>GRI 414: Social Supplier Assessment</b>	414-1	New suppliers that were screened using social criteria	Supply Chain & Responsible Procurement, pg. 38