



2021 SUSTAINABILITY REPORT

# BUILDING A BETTER WORLD

RPM

Dear Stakeholders,

Sustainability is fundamental to who we are at RPM. We provide a portfolio of products designed to protect, restore and extend the useful life of buildings, equipment and other items the world relies on every day.

As RPM celebrates 75 years in business, we reflect on our track record of delivering a positive impact in our communities and for our stakeholders. While we are proud of the work achieved to live The Value of 168 commitment by our operating companies and associates to be good corporate stewards in everything we do – we recognize our work is only getting started.

**Building a Better World** is RPM's ongoing commitment to building a sustainable future across three pillars: **Our Products, Our People** and **Our Processes**. This commitment is supported by a foundation of corporate governance and ethical practices that emphasizes our company's core values of transparency, trust and respect.

In recent years, RPM has doubled down on our commitment by implementing new data-driven systems and processes across our decentralized operating companies. Our initiatives prioritize the areas where we can make the biggest impact as stewards of the built and natural environment. For example, this includes reducing waste-to-landfill from our facilities, recruiting diverse candidates, and supporting our associates' growth and development.

On behalf of RPM and our associates, we thank you for sharing in our commitment to building a better world, together.

Yours very truly,



Frank C. Sullivan  
Chairman and CEO  
RPM International Inc.

August 22, 2022



**BUILDING A  
BETTER WORLD**



# BUILDING A BETTER WORLD AT A GLANCE

**OUR APPROACH: Building a Better World** is our ongoing commitment to a sustainable future. Our **Building a Better World** program has a three pillar approach consisting of Our Products, Our People and Our Processes, with Governance as the program's foundation. We are continually investing in safer and greener products and in initiatives and processes that benefit our customers, associates and the environment. Below are highlights of our past accomplishments and future goals.



## BUILDING A BETTER WORLD

### OUR PROGRESS

#### Our Products

- **DayGlo ECO pigments** are made of 26% recycled material.
- **Kop-Coat** and **AGPRO** produce adjuvants that increase crop yields and can help reduce the use of pesticides by up to 50%.
- **AlphaGuard**, a liquid applied roofing system, keeps tons of material out of stressed landfills each year because it is applied over the existing roof. Some AlphaGuard products are also bio-based and all are used to promote more energy efficiency in the buildings they are applied to.

#### Our People

- Expanded associate training and educational opportunities are helping drive diversity and inclusion.
- 83% percent of respondents report favorable engagement and 88% are proud to be a part of RPM, according to a recent associate survey.
- Our comprehensive U.S. benefits package and resources cultivate associates' livelihoods in and outside of the workplace.

#### Our Processes

- MS-168 Program for manufacturing enables us to produce better products more efficiently — and sustainably — through the waste hierarchy of Reduce, Reclaim, Recycle and Reuse.
- Established a data management infrastructure for gathering emissions, energy, waste, recycling and water data from our facilities.
- Completed a water stress analysis for all manufacturing locations in 2021, which informs Cap Ex and other planning processes.

#### 2025 Sustainability Goals\*

- Reduce Scope 1 and Scope 2 GHG emissions from our facilities by 20% per ton of production.
- Reduce energy consumed in our facilities by 10%.
- Reduce waste-to-landfill from our facilities by 10%.
- Increase recycling at our facilities by 20%.
- Identify and implement additional opportunities for water reuse and conservation and collaborate with suppliers to do the same.

\*2021 baseline

#### Our Governance

- Sustainability performance is a defined responsibility of the Governance and Nominating Committee of our Board of Directors.
- The **Building a Better World** Oversight Committee was formed by management to support our ongoing commitment to sustainability.
- Our Route 168 campaign delivers monthly messages in new and engaging ways to raise awareness of compliance and ethics topics.

This report contains data that align with Global Reporting Initiative (GRI) standards and Sustainability Accounting Standards Board (SASB) Chemicals Sustainability Accounting Standard. This report also contains RPM's inaugural disclosure framework based on the Task Force on Climate-related Financial Disclosures (TCFD).

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[1] The cover photo is of a National Terrazzo and Mosaic Association, Inc. (NTMA) Honor Award winning **Key Resin Terrazzo** floor installation by Imperial Flooring Systems. **Key Epoxy Terrazzo** is designed to provide beauty and durability that lasts the life of the building while providing ease of maintenance consistent with the best practices of sustainable building. This magnificent **Key Epoxy Terrazzo** installation is located in the Artisan at Essex Crossing in New York, New York.

# OUR BRANDS

RPM International Inc. is a multinational company with subsidiaries that are world leaders in specialty coatings, sealants, building materials and related services. From homes and workplaces, to infrastructure and precious landmarks, RPM's market-leading brands are trusted by consumers and professionals alike to help build a better world.

## CONSTRUCTION PRODUCTS GROUP (CPG)

Create and drive unique solutions for the construction, restoration and maintenance of the building envelope



## PERFORMANCE COATINGS GROUP (PCG)

Protecting, decorating and extending the useful life of steel and concrete in industry + infrastructure



## CONSUMER GROUP

Create, innovate and lead consumer product category platforms



## SPECIALTY PRODUCTS GROUP (SPG)

Best home for entrepreneurial companies and incubator of new market platforms



# OUR APPROACH



**Building a Better World** is our ongoing commitment to a sustainable future — rooted in our values of transparency, trust and respect. That commitment fuels our continued focus on solutions that grow our business, drive innovative product development, prioritize the people important to our success and honor the planet we call home.

RPM approaches sustainability using a center-led three pillar model within our **Building a Better World Program**, consisting of Our Products, Our People and Our Processes.



## OUR PRODUCTS

We invest in products and materials that deliver eco-conscious and practical solutions for our businesses and our stakeholders. We:

- Pursue sustainable product development opportunities.
- Integrate sustainable procurement practices.
- Address chemicals of concern.



## OUR PEOPLE

We create a work environment where associates feel supported and invested in their work and the contributions they make to their communities. We:

- Support associates' mental, emotional and physical wellbeing.
- Expand diversity and inclusion programs and initiatives.
- Provide continuing education and development opportunities.



## OUR PROCESSES

We conduct business by doing the right things, the right way for the right reasons — highlighting how sustainability can enhance successful business strategy. We:

- Reduce emissions and energy use.
- Reduce waste and increase recycling.
- Promote water reuse and conservation.

## OUR GOVERNANCE

Our corporate governance and ethical practices create long-term stakeholder value guided by reasonable oversight through all levels of our leadership. Our governance is built on the foundation of our core values of transparency, trust, respect and our code of conduct and ethics, The Values and Expectations of 168.

## The Value of 168®

The number 168 — the number of hours in a week — reminds us of our commitment to ethical business conduct every hour of every day. The Value of 168 reminds us to always use the limited time we have to do the right things, the right way, for the right reasons.

## OUR COMMITMENT

For 75 years, RPM has valued and respected our place in the world as a steward of the built environment. We have a unique opportunity, given our **global scope but local approach** to conducting business, to leave a lasting legacy by doing well through doing right. Our commitment to sustainability, the environment, society and governance principles has been central to our values for decades.

That is why in recent years we have increased our efforts to build infrastructure that enables us to gather and analyze data from our many decentralized operating companies so that we can bring those practices together in this more center-led, strategic approach. Our company continues to implement changes, including new operational improvement programs, that drive our overall business strategy and propel us forward along our sustainability journey of **Building a Better World**.

Comprehensive practices across our operations have positioned us to create value for our customers, associates and other stakeholders for generations to come. To focus our sustainability efforts in ways that align with our business practices, we now center lead sustainability from the top with our Board of Directors and our cross-functional **Building a Better World** Oversight Committee chaired by our Vice President — Compliance and Sustainability, Associate General Counsel.



The figure “168,” represents the number of hours in a week and serves as a reminder that each of us has a limited amount of time—and a duty to use this gift wisely and productively. RPM founder Frank C. Sullivan is pictured above standing by the 168 license plate on his car.

## 2025 Sustainability Goals\*

RPM is committed to:

Reduce our Scope 1 and 2 greenhouse gas (GHG) emissions from our facilities by **20% per ton of production** and energy consumed in our facilities by **10% per ton of production**.

Reduce our waste to landfill by **10%** and increase recycling by **20% per ton of production from our facilities**.

Identify and implement additional opportunities for **water reuse and conservation and collaborate with suppliers to do the same**.

\*2021 baseline

# MATERIALITY\* & STAKEHOLDER ENGAGEMENT

In 2019, RPM partnered with external consultants to conduct a materiality\* assessment identifying topics most significant to our business. With involvement from internal and external stakeholders, we prioritized areas where we can make the biggest impact — and those that could have the greatest impact on us. Steps included:

**Topic Identification:** We identified a population of potentially material\* topics by evaluating sector-specific relevance and mapping to the Global Reporting Initiative (GRI) Standards and the Sustainability Accounting Standards Board (SASB). We assessed our internal strategic planning, emerging trends, peer performance and thought leadership to determine material topics for RPM and its stakeholders.

**Topic Prioritization:** After identifying potentially material\* topics, we consulted internal and external stakeholders — as well as numerous internal and external sources — to collect perspectives regarding our related risks, opportunities and impacts. We consolidated the findings from stakeholders to determine the relative importance of each topic.

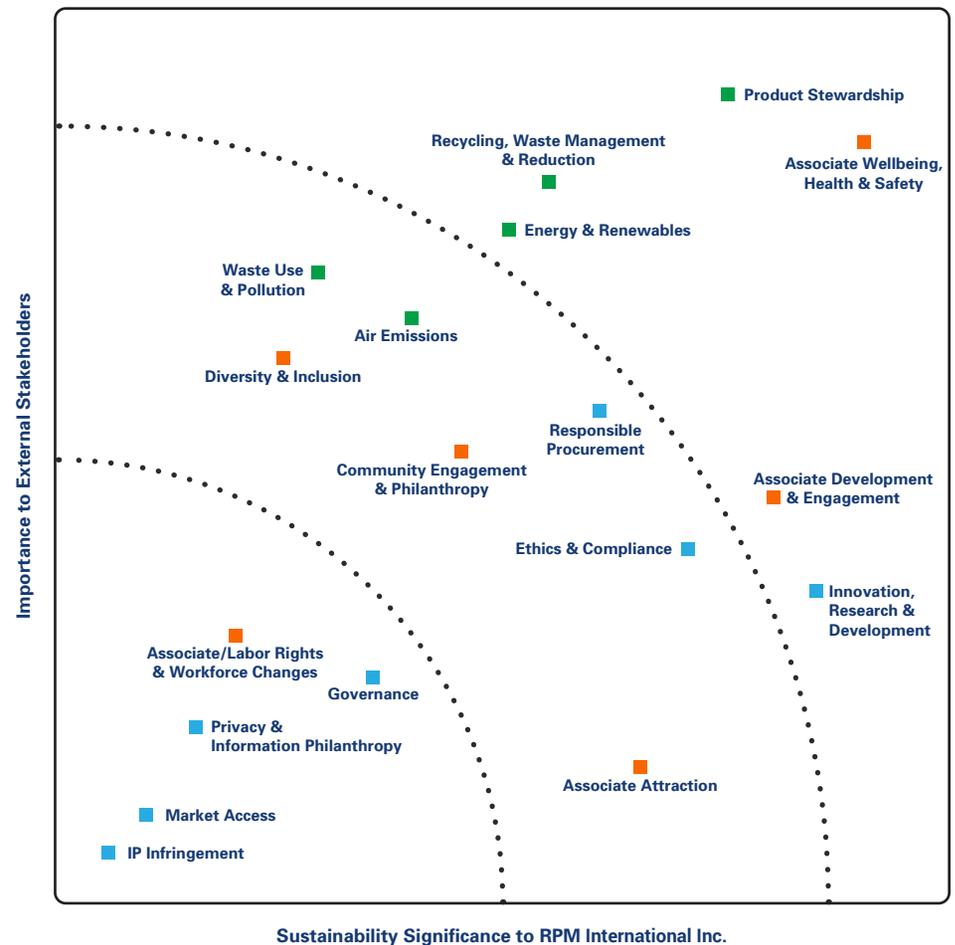
**Validation:** After prioritizing the topics identified, we held a validation session with key RPM leaders. During this exercise, leaders reviewed the topic prioritization and provided additional feedback.

As outlined by the GRI Standards, we identified RPM’s material\* topics by considering the two dimensions of the materiality\* principle:

- The significance of our organization’s economic, environmental and social impacts; and
- Our substantive influence on the assessments and decisions of stakeholders.

While all identified topics are important to our company and warrant effective management, this report focuses on those topics identified that are most material\* to our business.

## Materiality\* Matrix



- Environmental
- Social
- Governance

\*In this instance, the term “materiality” or material refers to the definition from the Global Reporting Initiative (GRI) Standards and is not the definition of materiality used for filings with the U.S. Securities and Exchange Commission (SEC). Issues deemed material in this report may not be considered material for SEC reporting purposes.

# OUR PRODUCTS



We work proactively to improve sustainability in our product formulations and packaging. With our product lines, customers can promote energy efficiency, reduce landfill waste, extend the useful life of, renew and reuse products in addition to supporting the use of bio-based chemistries.

# SUSTAINABLY ADVANTAGED PRODUCTS



We work to develop more sustainable product formulations, reduce excess product packaging and produce many products that have a direct environmental benefit by reducing waste, energy usage or emissions.

**Building a Better World** also encompasses our desire to help our customers and end-users achieve their own sustainability goals. We develop product lines designed to extend the useful life of products for consumer, industrial and specialty markets focused on restoration and maintenance.

## Energy Efficient Products

Our sealants, weatherization, roofing and building products make buildings more energy efficient, which helps our customers reduce their energy use and GHG emissions.

*Tremco CPG* creates roof coating products that enable reduced energy consumption in the buildings to which they are applied, compared to traditional roofing materials. “Cool roof” coatings such as our **AlphaGuard line** of products reduce the heat island effect and enhance the ability of buildings to regulate temperature, leading to more efficient energy usage and a reduction in GHG emissions.

*Tremco CPG* **SG200, SG300, SG555 and Tremglaze50 silicone sealants** hold Low Carbon Footprint Certification by the South Korean



**Insulated Concrete Forms (ICFs)** provide superior energy efficiency of up to 50% by lowering utility costs versus traditional building methods such as wood, and provide strength, safety and durability against extreme weather conditions. When used in green building projects, Nudura's ICFs can provide project credits within the LEED Green Building Rating System.



**AlphaGuard™ BIO** is a two-component, bio-based solution that can be used to restore roofs and can lower rooftop temperatures, which helps moderate building temperatures, improve occupant comfort and cut down on energy use. The product makes roofs easier to maintain and repair and is designed for durability, supporting long-term sustainability.

Government's Ministry of Environment, meeting South Korea's green building requirements for construction of new commercial buildings. The lifecycle of these sealants also produces fewer GHG emissions than products of the same category.

*Carboline* provides **coatings** for the power industry, including renewable energy markets. *Carboline's* coatings for wind turbine blades provide long-term protection against high-temperature and extreme atmospheric environments, including harsh weather.

*Euclid Chemical's* **TUF-STRAND SF** is a fiber designed to replace energy-intensive materials such as conventional metal reinforcing bars (rebar) in a wide variety of building applications. When used in concrete, Tuf-Strand SF fibers promote higher infrastructure durability and safer working environments while reducing or eliminating the need for rebar — a material that can negatively impact the environment.

## Reduce Landfill Use

RPM continues to strive to increase the use of recycled content in packaging, including the use of packaging containing post-consumer plastics.

In 2021, *Rust-Oleum* converted approximately 6 million cans to post-consumer recycled (PCR), plastic cans. This packaging optimization simplifies the recycling process, which should result in less waste downstream.

Our primary corrugated packaging provider is certified to multiple fiber sustainability standards and uses virgin and recycled fibers in packaging supplied to RPM. Our other corrugated and fiberboard product suppliers also use recycled content, including in cartridges and kraft bags.

*Stonhard* uses fill and seal packaging instead of rigid metal packaging, reducing jobsite waste from cubic yards to cubic feet, enabling near-complete use of the product and reducing product contamination in the waste and recycling stream. The switch in packaging reduced end-user waste by 99%.



The U.S. Environmental Protection Agency named our **Krud Kutter** line of cleaning products as a 2021 Safer Choice Partner of the Year. **Krud Kutter** earned this recognition by increasing its offering of Safer Choice-certified products by 9% and focusing on using concentrates and refillable bottles to reduce plastic use and emissions.

## Reformulated Foam Products

DAP has reformulated certain two-component foam products to incorporate a new environmentally friendly hydrofluoro-olefin (HFO) liquid blowing agent. The building insulating foam is 99.9% lower in hydrofluorocarbons (HFCs) than comparable industry products while making the building more energy efficient by sealing leaks and adding insulation.



## Renew and Reuse Products

We regularly evaluate opportunities to reduce materials that could be potentially hazardous to end-users or our associates. The reduction and elimination of chemicals of concern (COCs), volatile organic compounds (VOCs), and hazardous air pollutants (HAPs) and integration of more bio-based chemistries benefits the environment and allows us to innovate and evolve our product offerings.

### CPG Europe

Formulated a hybrid range of sealant and adhesives to be isocyanate free

### Flowcrete Mondeco

A range of epoxy resin terrazzo floor finishes that can incorporate recycled aggregates such as glass, crystal and mirror

### Toxement

Solvent-free and low-solvent, epoxy-based products

### Grupo PV Perlifoc HP Eco+

A low-density, high-performance mortar used for passive fire protection and thermal insulation in steel and concrete structures. "Cradle to Cradle Certified®" Silver

## Bio-Based Products

*Kop-Coat* and *AGPRO* produce adjuvants that increase crop yields and can help reduce the use of pesticides by 25 to 50%. The bio-based formulas are being used to help reforestation efforts in the western United States by growing young trees and expanding carbon sequestration projects.

*Kop-Coat* also offers products that extend the life of wood used in buildings for the service life of the structures, offsetting the demand for resource-intensive steel while helping prevent damage from rot and insects.

In 2021, the U.S. Department of Agriculture (USDA) named *Tremco Roofing & Building Maintenance* a BioPreferred Program Pioneer. The USDA program, which promotes products derived from plants and other agricultural, marine and forestry materials, recognized five *Tremco Roofing* products to carry the BioPreferred label:

- **AlphaGuard BIO Base Coat**
- **AlphaGuard BIO Top Coat**
- **Low Rise Foam Insulation Adhesive Green**
- **POWERply Endure BIO Adhesive**
- **Rock-I WB AlphaGuard BIO**

POWERply Endure  
BIO Adhesive has

**81%**

bio-based content.

HIGHLIGHT



## Power of One

*Tremco CPG's* program, Power of One, was created to address the "six sides" of a building by restoring roofs, facades, decks and foundations. Roofs that are dried, repaired, cleaned and restored with a reflective surface keep materials out of landfills, reduce energy use and keep buildings watertight. Vegetated roofs reduce wastewater discharge and rooftop surface temperatures. Similarly, façade restoration saves energy, does not displace residents during the enhancement and uses materials that are increasingly bio-based and produced in ISO 14000-certified facilities.

The Deep Energy Retrofit program exemplifies *Tremco CPG's* Power of One by making housing more energy efficient and reducing residents' utility bills. Through the program, panelized facades are installed over existing exteriors in multi-tenant buildings. All projects in California, Massachusetts and New York require participating companies to employ a certain percentage of low-income residents living in the structures being renovated, giving residents career skills and contributing to more resilient communities.

# RESEARCH, DEVELOPMENT & INNOVATION

Sustainability-related innovation is embedded in our culture. From creating resilient coatings for wind turbine blades to reformulating products with bio-based materials, our investment in innovation reflects our commitment to **sustainability and meeting the challenges of climate change**. We aim to advance our products ahead of regulatory changes and truly integrate sustainable solutions into our **Building a Better World** strategy.

At RPM, the leaders of the research and development (R&D) departments for our businesses are responsible for the management of innovation. We seek to center-lead sustainable product development initiatives through the establishment of our **Building a Better World** Sustainable Products Subcommittee, comprised of these leaders. This Subcommittee reports to the Building a Better World Oversight Committee.

RPM also provides formal and informal incentives to associates for creating, implementing and using more sustainable products and processes. We promote the sharing of best practices and innovative ideas among our companies through our Connections Creating Value program.



DayGlo's Elara® pigment is the only regulatory-approved fluorescent pigment for cosmetics.

## R&D Symposiums

RPM hosted its first global R&D Symposium in 2020. Technical presentations and educational sessions focused on nearly 100 product innovation opportunities and 350 new ideas resulted from the Symposium. We created seven innovation platforms that help drive sustainable development throughout the organization:

Innovation Platforms	
Environmentally Friendly	Climate-Related Benefits
Packaging	Sustainability
Waste Reduction	Bio-Sourced or Bio-Degradable
Safety and Health	

The RPM R&D Symposium in 2021 expanded our mission with the theme **"Building a Better World: Connect, Ideate and Create."** Committees meet quarterly to make progress on the Innovation Platforms and periodically report results to our four Group presidents and the Chair of our **Building a Better World** Oversight Committee.

The R&D innovation platform projects have a shared goal of creating safer and more sustainable products and processes. Our researchers actively work to create products that last longer, prevent damage, use fewer chemicals of concern, promote health and safety and are less harmful to people and the environment.

## RECYCLING AND REUSE

*Day-Glo* upcycles post-industrial polyethylene terephthalate (PET), a waste product left over from the production of plastic containers such as soda and salad dressing bottles, and grinds it down for use in their **ECO Pigment line**, which contains upwards of 26% recycled plastic.

As of 2021, approximately  
**200 metric tons**  
of post-industrial PET was saved from the landfill  
and reused in *DayGlo's ECO Pigment line*.

*Tremco CPG Korea* partners upstream and downstream with our suppliers and industrial customers to reuse and recycle materials.

**44,000 kilograms**  
(~97,000 pounds)  
reduction in silicone sealant waste  
in 2021 by *Tremco CPG Korea*.

*Stonhard's Epoplex* highway line-striping customers are encouraged to participate in our Intermediate Bulk Container (IBC) pickup program with our IBC tote supplier, which picks up the used totes from customer locations and recycles the steel cages for reuse. In 2021, more than 2,000 totes were picked up for recycling.

At *Stonhard's* New Jersey manufacturing facilities, IBCs are sent to reclamation centers to be washed and reconditioned for reuse by the supplier. Since the program's inception in 2012, *Stonhard* has avoided landfill disposal of approximately 1,700 IBC totes per year.

*Stonhard* reuses or recycles approximately  
**1,700 IBC totes**  
per year.

# WASTE SOLUTIONS

RPM works to implement creative waste reduction solutions in and through the use of its products. The purpose and formulation of many of *Tremco CPG's* products prioritize recycled inputs and reduce lifecycle impacts. Their approach of "Keeping Good Roofs Good" – restoring aging but functional roofs with liquid-applied roofing systems – keeps tons of material out of stressed landfills each year.

**VerdeCoat®** is helping to drive the food industry's movement from plastic to paper-based packaging. These high-performance barrier coatings are all free from polyfluoroalkyl substances (PFAS) and can be repulpable, recyclable, or certified compostable for sustainable paper-based food packaging.

Through projects such as the American Coatings Association's (ACA) PaintCare Program, we promote the extension of our paint products' lifecycles. RPM participates in this program to help our customers recycle paint easily and safely, leveraging its more than 200 local waste collection facilities across the United States. More than 50 million gallons of post-consumer architectural paint have been collected to date.

*Legend Brands* recently developed an eco-conscious cleaning product line branded "Goodbye," which features six different natural, plant-based products for home cleaning. These products are hypo-allergenic, free from formaldehyde and dyes, and biodegradable. The entire product line is available on Amazon.com.



## CONSUMER SAFETY

Our Consumer Group's R&D teams are working toward developing more water-based technologies and safer product alternatives. We strive to make our products as safe and environmentally friendly as possible for both consumers and associates working in our facilities.

The U.S. Environmental Protection Agency named our *Krud Kutter* line of cleaning products as a 2021 Safer Choice Partner of the Year. *Krud Kutter* earned this recognition by increasing its offering of

Safer Choice-certified products by 9% and focusing on using concentrates and refillable bottles to reduce plastic use and emissions.

When hazardous wastes are spilled, one of the greatest dangers to people is the spread of pollutants into drinking water sources. *Prime Resins'* SoiLok system seals off the soil and holds contamination in one place, preventing the waste from making its way into drinking water sources.

# OUR PEOPLE



People are the foundation of our success. Our daily success as a company depends on having a diverse, enriched and engaged team. Our associates find motivation in our core values of transparency, trust and respect. These values are foundational to our culture of doing the right things, the right way, for the right reasons.



**Building a Better World** depends on people who find purpose in their work. It's a long-standing mindset and essential component of the entrepreneurial spirit that many of our RPM associates embody. It drives us to do the right thing for each other, for our customers and for the future of our planet.

We could not take on the challenge of **Building a Better World** without the committed RPM associates around the globe. We involve them in our sustainability efforts through awareness campaigns, feedback surveys, programs, contests, incentives, goals and initiatives that offer opportunities to collaborate with their fellow associates and to help build a better world at RPM.

The **Building a Better World** Engaged People Subcommittee is chaired by our Vice President – Corporate Benefits and Risk Management and composed of representatives from each of our operating groups and senior leaders at the RPM corporate level. The Subcommittee addresses key issues affecting our workforce, including diversity, equity and inclusion. It develops and implements programs, and suggests improvement measures to the **Building a Better World** Oversight Committee and, ultimately, RPM's Board of Directors.



We recognize that our workforce is rapidly changing, becoming more diverse, and we are continually adapting to what current and new associates value. We work to create leadership development opportunities to foster top talent. We develop policies and programs to attract and retain the best workforce and we strive to provide overall wellbeing, including safe and pleasant working conditions through our health and safety training and management, benefits and educational programming.

For example, we have partnered with a job posting board focused on connecting all U.S. businesses with diverse candidates, including veterans, women, people of color and individuals with disabilities.

## Associate Development

As part of RPM's entrepreneurial culture, we look for ways to offer learning opportunities for our

associates to meet continuing training needs, stimulate personal growth and development and advance education. We are committed to supporting our associates in their personal and career growth and development and assist in positioning them to excel throughout their careers. Our Engaged People Subcommittee is also creating centralized training and development content for associates across the entire organization.

Our Chief Talent Officer is responsible for management and oversight of associate leadership development and engagement and chairs our Global Organizational Leadership Development (GOLD) Team.

To promote interest in leadership roles among our associates, the GOLD Team emphasizes a leadership-oriented learning culture across RPM. The team ensures that programming is tailored to emerging trends and best practices and oversees our RPM University, Leaders of the Future and Strategic Leader Staff Ride programs.

We believe that better culture starts with better conversations, so the GOLD Team drives the Better Conversations Every Day™ (BCE) program. Since February 2020, nearly 900 RPM associates have been trained in BCE behaviors that build trust and collaboration for better business communications.

One initiative of our Engaged People Subcommittee has been to expand the Women at *Rust-Oleum* affinity group platform to a global associate group: Women of RPM. The objective of the group is to share learning and development opportunities across the entire company to help grow and develop our associates. Women of RPM began holding events open to all RPM associates in summer 2022.



Additional initiatives established by our Engaged People Subcommittee include:

- Provide specialized training for human resources and recruiting managers focused on unconscious bias, diversity of thought and bias in hiring.
- Intentionally work to broaden our applicant pool with more diverse candidates.
- Review current benefit offerings to identify gaps in inclusivity.
- Develop and expand training and educational opportunities equitably for all associates.
- Review hiring and recruiting practices for diversity and inclusiveness.
- Review organizational communications for cultural appropriateness, diverse representation and accessibility.

## RPM University

The RPM University (RPMU) program, introduced in 2015, is a one-year program focused on cultivating cohorts of high-performing leaders who will leave a lasting legacy at RPM for years to come.

Our partners at the Center for Creative Leadership (CCL) collaborate with us to facilitate the program and integrate fundamental RPM

tenets such as The Value of 168, transparency, trust and respect, and Connections Creating Value.

The RPMU program has graduated 91 RPM leaders since its introduction, with 14 currently enrolled.

**43%**  
of RPMU participants  
have been promoted.

## Associate Engagement

**Building a Better World** depends on associates who find purpose in their work. Our new RPM center-led approach to communication enables us to facilitate a more direct line of communication and engagement with our associates.

Through education and communications we encourage our associates to voice concerns and opinions with their managers, human resources team members, compliance departments, forums, surveys and via the Ethics and Compliance Hotline.

In early 2022, we distributed our first company-wide associate engagement survey. **We had a**

**ROUTE 168**

If you have a Values & Expectations concern

**SPEAK UP**

We are RPM and our success depends on each of us following the right route and embracing our Value of 168® to make the right decisions.

If you have a concern regarding unethical or inappropriate conduct, discuss it with your manager, a supervisor, human resources or contact the hotline below:

**888-898-4088**

Or visit the website:  
<https://iwf.tnwgrc.com/rpminternational>

The hotline is confidential, easy-to-use, always available and staffed by an independent third party. As permitted by applicable law you may choose to remain anonymous. The Company reviews and investigates all reports and prohibits retaliation for good faith reporting.

**RPM**  
RUST-OLEUM CORPORATION

**response rate of 44%, with 83% reporting favorable engagement and 88% “proud to be a part of RPM.”** Approximately one-third of the respondents provided constructive comments as part of the survey. To make that feedback actionable, we have used the survey results, including associate comments, to focus efforts. Our companies are tasked with preparing an action plan to address specific feedback areas over the next year and report progress to RPM senior leadership.

We plan to conduct an associate engagement survey annually to monitor the impact of our action plans and track associate morale, satisfaction and engagement.

## Sustainability Engagement

We developed the **Building a Better World** program to integrate sustainability into our company culture from the top down and the bottom up. It is critical that our associates are informed of what sustainability means to our business and how it and climate change may impact our risks, opportunities and strategy and that our associates contribute to our sustainability success through opportunities to lead and share their ideas. The program's success depends on and involves commitment from leaders and associates throughout all the departments and functions within our organization.

### RPM Around the World Newsletter

RPM Around the World, our global newsletter, highlights our sustainability efforts through a section in every issue dedicated to **Building a Better World**. We use this section to build awareness, deliver messaging about goals and objectives and showcase how RPM companies and associates integrate sustainability across their workstreams.

We share inspiring stories about how our companies and associates help build a better world through new ideas and products, unique engagements and initiatives. We spotlight our associates' ideas, contributions and achievements and celebrate how they impact their colleagues, communities, customers and the environment, both inside and outside RPM.

Associate engagement efforts have included:

- RPM Around the World features
- Contests and drawings
- Company-wide videos explaining the **Building a Better World** program and its importance to RPM and its associates
- Posters detailing goals and initiatives
- Earth Day projects including recycling of consumer goods, planting trees, picking up litter and other Earth-friendly team-building activities

### Building A Better World Internal Awareness Campaign

RPM has launched an official corporate-wide **Building a Better World** awareness campaign. We designed this program to increase awareness, create inspiration and facilitate engagement internally around RPM's ongoing commitment to a sustainable future.

## Associate Recognition and Awards Programs

Our 168 Awards annually recognize excellence within RPM across many categories, such as innovation, operational excellence, efficiency, sustainability, teamwork and more. The awards

spotlight great new products, acquisitions, teamwork, sustainability and operational excellence. Award winners receive recognition at an awards ceremony in honor of their valuable contributions.

In 2021, we introduced two **Building a Better World**-specific accolades to our 168 Awards program to empower and encourage our associates to participate in our sustainability journey.

- **Building a Better World** – Environmental Impact Award
- **Building a Better World** – Social Responsibility Award

For 2022, we have added a **Building a Better World** – Product Sustainability Award, which will be granted to an RPM associate or team that has enhanced the sustainability profile of a new or existing product.

Our operating companies also have employee recognition programs, examples of which are below:

- Tremco CPG celebrates the achievement of production and safety milestones
- Stonhard hosts monthly associate appreciation days
- Carboline recognizes its associates' achievements by providing them with service awards and hosting appreciation events

## Benefits

At RPM, we put associates first by offering comprehensive benefits packages and resources that cultivate livelihoods in and outside the workplace. Our benefits package for full-time U.S. associates includes:

Benefits Package
Retirement & Pension Plan
Comprehensive Healthcare Coverage
Accidental Death & Dismemberment Coverage
Business Travel Accident Coverage
Long-Term Disability
Flexible Spending Accounts
Tuition Assistance
Associate Assistance & Mental Health Wellness Program
Dental Coverage
Voluntary Vision Coverage
Voluntary Spouse & Child Life Coverage
Life Insurance
Associate Stock Purchase Plan
Financial Planning Assistance

## Associate Assistance Program

We deeply value the mental health and wellbeing of our associates. Our associate assistance program provides short-term, no-cost or low-cost mental health and counseling services, legal guidance and financial wellness education and assistance.

## Retirement and Pension Programs

**RPM is proud to provide a defined benefit pension plan as well as a matching 401(k) plan to its eligible U.S. associates.** Our retirement plans enable our associates to plan for their future to remain financially stable as they enter their next stage of life. Associates with full careers at RPM who actively participate in the 401(k) plan will enjoy a significant percentage of their pre-retirement income level after they retire.

## Financial Planning

Recognizing the stress that finances can cause, we have implemented a program that provides access to low-cost, individual financial planning to our associates. Our initial level of participation is higher than the provider's book of business.

> 85%

of RPM's U.S. workforce opts into our medical plan.



## Flexible Work

Since expanding remote work at the start of the Covid-19 pandemic, RPM has created numerous new remote or flexible work opportunities for our associates around the world.

Our experience has found that providing flexible work options allows us to attract and accommodate a more diverse talent pool, bringing a host of different viewpoints and ideas to foster innovation and collaboration. The flexibility also helps us continue cultivating inclusion throughout our workforce regardless of location.



## EEO-1 DATA RACE/ETHNICITY

Overall	2019	2020	2021
White	74.8%	73.4%	71.3%
Black or African American	10.0%	10.6%	11.1%
Hispanic or Latino	11.1%	11.6%	12.7%
Native Hawaiian or Other Pacific Islander	0.2%	0.2%	0.3%
Asian	2.3%	2.6%	3.2%
American Indian or Alaskan Native	0.2%	0.3%	0.3%
Two or More Races	1.4%	1.3%	1.1%

## GENDER

Overall	2019	2020	2021
Male	78.0%	77.9%	77.0%
Female	22.0%	22.1%	23.0%

## AGE

Associates	2019	2020	2021
Under Age 35	25.1%	25.6%	26.8%
Age 35-54	48.9%	48.5%	47.6%
Age 54 and Over	26.0%	25.9%	25.6%

## Recruitment Programs

Our organization develops thoughtful ways to attract new associates to promote diversity and access to skills and knowledge. Our recruitment strategy includes career fairs, internships, apprenticeships and other programs to attract new diverse talent. Our operating companies also promote customized talent attraction programs that advance our core values and cater to specific business needs in a rapidly changing workforce. A key part of our strategy is attracting talent across generations and of diverse backgrounds. We have partnered with a job posting board focused on connecting all U.S. businesses with diverse candidates, including veterans, women, people of color and individuals with disabilities.

## DIVERSITY & INCLUSION

At RPM, we embrace the ways our associates are different, including their background, age, gender, ability, sexuality or any other characteristics that make our associates unique.

Our Diversity, Equity and Inclusion Policy states that all associates and other parties performing work or providing services on behalf of our companies are required to comply with RPM's Code of Conduct and are prohibited from discriminating against individuals during all stages of work and hiring.

Our Code of Conduct and Hotline and Non-Retaliation Policies maintain a zero tolerance response requirement to any inappropriate conduct or behavior against others, including, but not limited to, employment discrimination perpetrated by associates, supervisors, customers or vendors, and strictly prohibit retaliation and harassment.

Diversity, equity and inclusion efforts are center-led and overseen by the CEO and the Governance and Nominating Committee of the Board of Directors. Our Engaged People Subcommittee is working to develop and enhance related programming and training efforts.

The embodiment of diversity and inclusion starts at the top; the Governance and Nominating Committee of the Board of Directors amended its Charter in 2020 to require each search for new Directors to include qualified candidates who reflect diverse backgrounds, including diversity of gender and ethnicity.

## Pay Equity

As indicated by our Code of Conduct, The Values & Expectations of 168, equal employment opportunity, human rights and diversity, equity and inclusion policies, and supplier code of conduct, RPM is committed to equitable treatment of our associates and individuals performing work and providing services within our supply chain. That commitment includes compensating associates equitably for the same work, regardless of race, gender, disability, sexual orientation or other protected status. Our business units employ various compensation best practices, including the use of pay grades and ranges, career bands and levels, benchmarking, defined commission programs, defined bonus programs and goal and objective setting.

RPM also performs periodic studies to ensure practices are working as they should — completing its latest U.S. pay equity audit in 2021.

## Fair & Living Wage

We require our companies and suppliers to pay a fair and living wage to all workers and investigate all instances of reported or feared non-compliance.

### HIGHLIGHTS

## Diversity & Inclusion

### Rust-Oleum

Through the support and vision of its Diversity & Inclusion Council, *Rust-Oleum* has launched initiatives to improve access to opportunities and more effectively reach diverse candidates during the recruiting process.

Since 2019, the Women at *Rust-Oleum* group has focused on professional enrichment, personal engagement, social connectivity and community giving, and has events monthly. With its outstanding success, the group is expanding to become the Women of RPM.

*Rust-Oleum's* relationship with the Kenosha Chamber of Commerce has resulted in the hiring of military veterans newly returning to the community. And in 2021, *Rust-Oleum* partnered with the “Mom Project” to hire women who may have been out of the workforce or need additional flexibility to accommodate parental needs.

### Tremco

After *Tremco* associates launched a grassroots initiative to integrate a diversity, equity and inclusion strategy and programming at all levels of *Tremco CPG*, the company established a formal diversity, equity and inclusion steering committee with subcommittees focused on inclusion-related communication, education, policies and procedures.

## Globally Taking the Stage

Our Global Service Centers in India and Mexico have implemented a Women’s Resource Group, “Taking the Stage,” to support strengthening women’s physical, inner and financial growth. Members create workshops, training opportunities and work with leadership to help define career paths that prepare women for leadership positions.



## RISE Program

*Tremco Roofing* and *Weatherproofing Technologies Inc.* work together on creating unique programs to help the workforce of the future.

- The RISE (Roofing Individuals Succeed through Education) program helps educate a new generation of roofing professionals in technical and business skills, including offering apprenticeships and scholarships.
- The ELEVATE program partners with the Department of Corrections in Missouri, Ohio and Texas to connect incarcerated people with job opportunities in fieldwork, customer service and administration.
- Our partnership with SkillsUSA empowers teens of all backgrounds with vocational skills and resources to help them progress their careers in trade, technical and skilled service occupations.



## Rising Stars Program

The Rising Stars program aims to create sustainable growth in the construction industry by supporting youth in vocational programs as well as minority and women-owned businesses through mentorship and hands-on education with subject matter experts. The program provides collaborative educational opportunities for disadvantaged youth in New York City, Boston and Newark, and educates participants on how the construction industry works, by focusing on sustainable construction and emerging technologies.

# ASSOCIATE WELLBEING, HEALTH & SAFETY

RPM works to continuously improve the mental, emotional and physical wellbeing of our workforce. Associate health and safety are monitored and managed by the EHS managers at our operating companies and is overseen by RPM’s Vice President of Environmental Health and Safety through our center-led approach.

RPM fosters a proactive safety culture by setting high expectations and operational standards aligned to our Environmental, Health and Safety Policy. We achieve this through the dissemination and reinforcement of six Core EHS Fundamentals:

Core EHS Fundamentals	
1 Safety Vision	4 Measure and Report Safety Metrics
2 Engagement & Accountability	5 Establish Safety Goals
3 Commitment to Professional Resources	6 Continuous Improvement

Our six Core EHS Fundamentals facilitate proactive response to and prevention of safety incidents by requiring accountability at all locations. The program provides EHS guidance on best practices, as well as associate engagement and leadership responsibilities across our operating companies. Through the center-led EHS management program, we deliver training, develop safety policies and procedures specific to our facilities and create goals to address areas for improvement. We require an incident investigation report with a full root-cause analysis to be submitted to our senior EHS management and operating company presidents for each recordable safety incident.

## EHS Audits

As part of our center-led EHS management program, we review the content and effectiveness of our EHS protocols through a comprehensive annual EHS audit program. This audit program consists of:

- Targeted environmental compliance audits
- Health and safety compliance audits
- Property risk/fire protection audits.

These audits are prioritized based on risk assessments by the center-led EHS management team, and conducted by qualified third-party consulting firms with extensive expertise in the subject matter. These audits not only help determine the actionable steps we can take to improve our EHS performance, but they also serve as a resource for local managers to improve health and safety outcomes and enable compliance with standards set forth by governing agencies, RPM and industry best practices.

Each year, EHS audits are performed on more than 40% of our worldwide manufacturing locations. Our audit escalation mechanisms consist of direct involvement from our center-led EHS and

### Key EHS Metrics

METRIC	2021
Total recordable incident rate (TRIR)	2.16
Fatalities	0
Days Away, Restricted or Transferred (DART)	1.26
Experience Modifier Rate (EMR)	0.65

operations teams, database tracking of findings and remediation plans and immediate resource mobilization for any identified high-risk scenarios.

## EHS Training & Awareness

To further integrate safety into our culture, we deploy regular center-led communications with plant and distribution center associates and temporary workers, including “Toolbox Talks,” trainings and printed posters translated into local languages that stress the importance of complying with EHS and security protocols. RPM also hosts monthly EHS leadership forums to use and share best practices among our EHS teams. And to supplement RPM programs, our operating company EHS professionals develop and deliver comprehensive local EHS training programs to our associates, including temporary workers, to comply with applicable regulations and incorporate RPM and industry best practices.

Our weekly and monthly EHS training programs are designed to not only meet regulatory requirements, but also to keep compliance and safety topics at the forefront of our engagement with our global workforce.

**Fibrecrete in Mt Airy, NC received a safety award from the NC Dept of Labor in June 2022 for going 17 years without a lost time incident and 0 OSHA recordables in calendar year 2021.**

Each year,  
EHS audits are  
performed on  
more than  
**40%**  
of our worldwide  
manufacturing  
locations



# PHILANTHROPY

Through **Building a Better World**, we strive to elevate the communities where we operate. Although Covid-19 has greatly impacted how we reach the people around us, we continue to adapt our involvement and maintain our role as a long-standing community partner.

Over the past five years, we have donated or pledged nearly \$6 million to more than 200 organizations. Our contributions in 2021 totaled more than \$1,725,000. Throughout the Covid-19 pandemic, our corporate giving program pledged to support partnered nonprofits at the same monetary level to help our community through these challenging times.

Associate engagement is critical to our goal of strengthening the communities in which we operate. We encourage our associates to actively support nonprofits they care about via our corporate matching program, under which RPM matches eligible RPM HQ associate donations up to \$2,500 per year.



## Community Partnerships

- **Rust-Oleum Cares supports organizations that change, restore and transform the lives of others.** Making a difference is part of our culture, and all of our associates have a voice in who we help.
- **Euclid Chemical Toxement S.A. (Colombia) provides career-oriented student training** at the Commercial Technical College of Tocancipa. The skills learned in “How to make a resume and present an interview” are key factors in a successful job search.
- **Viapol (Brazil) donates scrap materials to a nonprofit organization where they are repurposed** to create a thermal insulation used in housing and construction. The nonprofit works with incarcerated individuals to support community re-entry through a time-on-job credit and early release program.
- **At Cleveland State University, RPM helped create a scholarship program for prospective college students aging out of the foster care system** who face obstacles in receiving a degree. Since creating the program, we have supported over 20 students from their time in college to graduation.

## HIGHLIGHTS

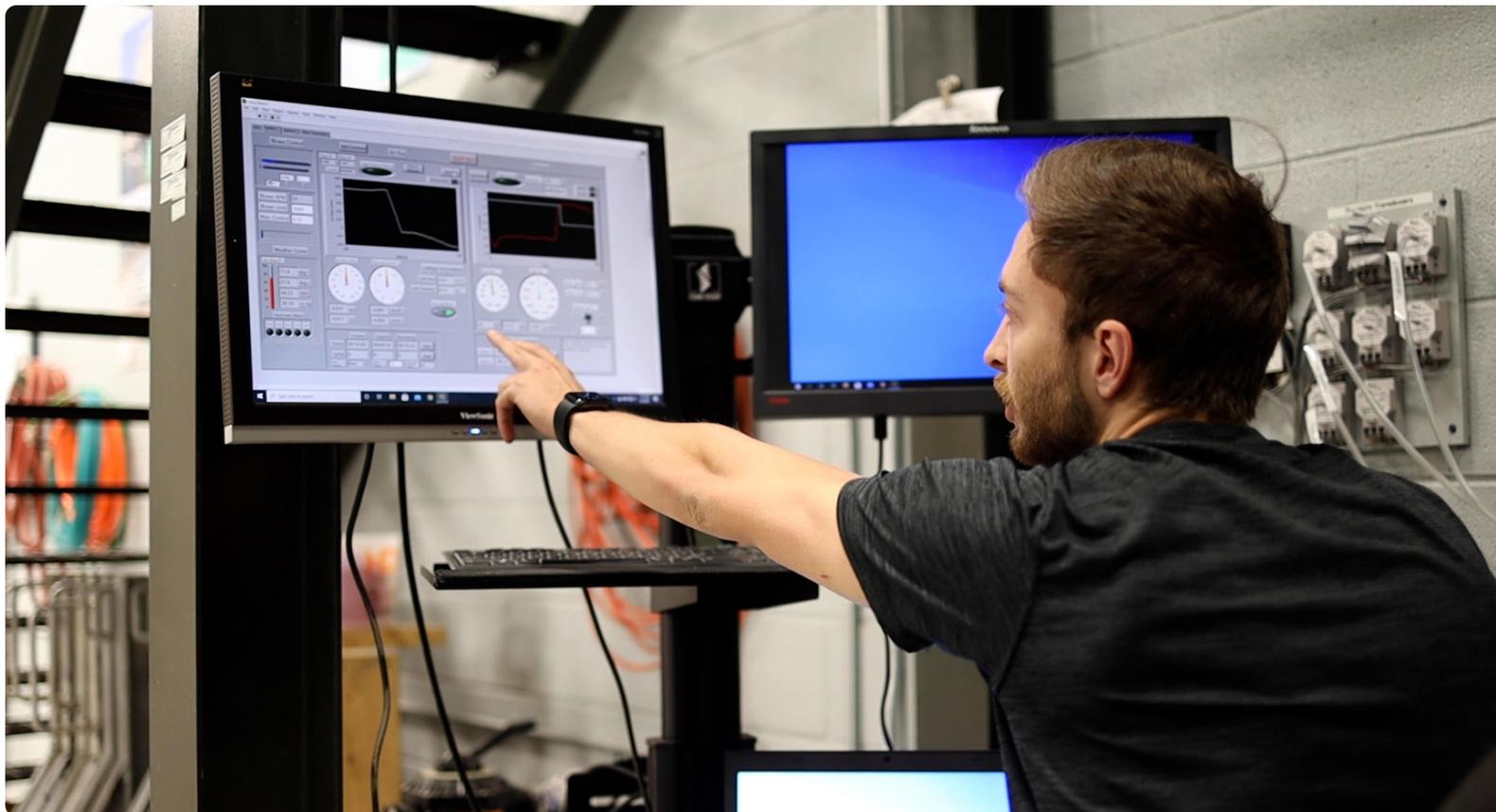


## Tremco Volunteering

*Tremco* has long-standing community partnerships with Harvest for Hunger, United Way, Habitat for Humanity, Women Safe, the Cleveland Foodbank, Replay for Kids and more.

In 2022, *Tremco* was awarded the Helping Hands award from WomenSafe, Inc., a domestic violence shelter in northeastern Ohio.

# OUR PROCESSES



We are responsible for maintaining safe and sustainable operations for our associates, communities and the planet. This commitment means operating more efficiently, producing less waste, saving more water, reducing greenhouse gas emissions and using less energy.



At RPM, we put the safety of our people and our workplace at the heart of our mission. When planning and managing our operations, we consider risks related to climate change such as changes in regulations and weather-related physical risks.

Several years ago, as part of our Map to Growth Program, we adopted *MS-168*, a center-led approach for operational oversight and management to drive operational improvement in our Manufacturing Systems. The *MS-168* program uses lean manufacturing principles to help us manage.

*MS-168* has been implemented in 40 facilities and is being rolled out to more facilities each year. The program provides a framework for managing manufacturing processes against key performance indicators to effectively address performance and standards gaps. This empowers our associates to maximize efficiency and minimize waste in our facilities by using the tools and structures we have put in place. Reducing waste ultimately improves the quality of our products, enhances value to our customers and increases overall operational efficiency, thus reducing GHG emissions and use of natural resources, while reducing waste.

## MS-168 Program Core

**Reduce** waste at its source by improving processes to eliminate waste.

**Reclaim** and recover materials that typically would go to waste due to inefficiency.

**Recycle** waste outputs where possible and transition to recyclable product packaging and storage solutions.

**Reuse** materials and equipment until the end of their lifecycle.

*Stonhard's* solvent recovery program exemplifies *MS-168's* waste management hierarchy of Reduce, Reclaim, Recycle and Reuse by capturing solvents used in production, filtering out impurities and sending the material back to the manufacturing floor for reuse. The result: less associate exposure to fumes, fewer pounds of hazardous waste transported on our roads, less fuel consumed and GHGs emitted, and cleaner, safer communities.

# ENVIRONMENTAL IMPACT AND GHG DATA

Improving the efficiency of our manufacturing processes is a driving factor in generating the finest products for our customers while minimizing waste produced, GHG emissions and water and energy consumed. That is why we consider our environmental impact at every step. We collect detailed data on energy, water, waste and emissions to develop reduction goals for GHG and resource intensity.



Tor Coatings received Silver Certification from Ecovadis, our sustainability ratings provider.

Tons of Production		2021
Tons(US) Production		1,400,000
Energy <sup>[1] [2]</sup>		
Energy kWh		746,000,000
kWh per Ton of Production		533
GHG Emissions <sup>[1]</sup>		
CO <sub>2</sub> e Tons(metric) Scope 1 and 2		188,000
CO <sub>2</sub> e Tons(metric) per Tons(US) of Production		0.13
Waste <sup>[3]</sup> (lbs.)		
Waste (not including Recycled)		83,500,000
Hazardous		25,500,000
Non-Hazardous		21,000,000
Waste to Landfill		37,000,000
Recycled		100,500,000
Waste Intensity		
Waste (lbs. not including Recycled) per Ton of Production		60
Hazardous (lbs.) per Ton of Production		18
Non-Hazardous (lbs.) per Ton of Production		15
Waste to Landfill (lbs.) per Ton of Production		26
Recycled (lbs.) per Ton of Production		72
Water (US Gallons) <sup>[3]</sup>		
Potable Water		110,000,000
Water per Ton of Production		79

[1] Energy and emissions data include only facilities; calculations include assumptions and estimates, which may vary from actual. Scope 1 emissions: 43,500 (CO<sub>2</sub>e Tons). Scope 2 emissions: 144,500 (location-based, CO<sub>2</sub>e Tons).

[2] Total Energy Consumption: 2,684,495 Gigajoules. Energy Consumed from Grid Electricity: 1,136,586 Gigajoules (42%).

[3] Waste and water data include only manufacturing and production locations worldwide; calculations include assumptions and estimates, which may vary from actual.

## Environmental Management Systems (EMS)

RPM operating companies employ EMS to develop and implement effective and sustainable environmental programs across our organization. These include:

**Identifying** environmental aspects and impacts of our operations and products;

**Analyzing** these aspects and impacts against legal requirements and stakeholder expectations;

**Developing** initiatives to reduce operational impacts on the environment while complying with legal requirements;

**Monitoring** and measuring progress toward achieving relevant initiatives and improvement targets;

**Educating** and training associates to ensure an appropriate level of environmental awareness and competence; and

**Reviewing** the progress of goals and initiatives set forth within our operating companies' EMS regularly to enable continuous improvement.

### CASE STUDY



## Operational Excellence at USL Group

As a manufacturer, supplier and installer of specialist construction and civil engineering products for infrastructure projects, *USL Group* demonstrates sustainability in action through its use of the ISO 14001 Management System. By implementing a waste management system in cooperation with its supplier, the company is able to collect data on hazardous waste, landfill waste and recycling to more easily identify improvement areas within its waste elimination efforts. *USL Group* also tracks efficiency and safety metrics for labor, raw materials and equipment. Example initiatives include optimizing packaging and storage containers to include additional recyclable material and installing retrofit LED lighting in *USL Group* plants.



Pure Air helps facilities disinfect their HVAC systems with high temperature steam to restore airflow and energy efficiency while also improving air quality.

## CLIMATE CHANGE

We understand that climate change may impact the frequency and severity of extreme weather events. Our business plans account for potential disruptions and hazards across our operations and the potential effects climate change may have on our associates and the communities where we operate.

We take climate-related risks seriously as we decide how to spend capital, where to expand our operations and how to develop and refine our product offerings. In 2021, we conducted a review of our manufacturing and distribution centers to assess total water withdrawn, water consumed and facilities located in regions with high or extremely high baseline water stress to guide capital expenditure and other operational decisions.

### Air Quality

Although most of our facilities do not generate significant air emissions, we look for opportunities to reduce emissions and their impact in compliance with applicable environmental regulations.



### Greenhouse Gas Emissions

RPM strives to minimize our direct and indirect GHG emissions throughout our locations. We use our data management system to collect and estimate GHG emissions across our business. In 2022, we are implementing this system for our distribution centers and offices. Tracking and managing GHG emissions through a central system is helping us develop GHG emissions targets.

**20%** Target reduction goal of combined Scope 1 and 2 GHG emissions per ton of production from our facilities through 2025, using 2021 as the baseline

## Plant Consolidations and Facility Improvements

Climate change and the evolving energy landscape require that we consider and adopt more resilient, environmentally friendly operating practices. Since 2015, we have closed 31 outdated and energy-intensive plants as part of our Map to Growth MS-168 manufacturing efficiency initiative. We consolidated locations and became more operationally efficient and significantly reduced greenhouse gas emissions and energy, waste and water use. Based on what we were able to estimate given the limited data available from 2015, we believe that, as compared to 2021 on a per ton of production basis, our approximate reductions were as follows: greenhouse gas emissions by 40% energy usage by 35% and waste by 40%. The chart below showcases our progress.

### Sustainability Impact of Map to Growth MS-168 — 2015-2021<sup>1</sup>

	2015 <sup>2</sup>	2021 <sup>3</sup>	Approx. % Change
<b>Tons (US) of Production</b>	1,100,000	1,400,000	30%
<b>kWh per Ton of Production</b>	790	533	-35%
<b>Greenhouse Gas Emissions per Ton of Production (lbs.)</b>	460	269	-40%
<b>Waste (lbs. not including Recycled) per Ton of Production</b>	99	60	-40%
<b>Water (gallons) per Ton of Production</b>	190	79	-60%
<b>Hazardous Waste (lbs.) per Ton of Production</b>	20	18	-10%
<b>Non-Hazardous Waste (lbs.) per Ton of Production</b>	23	15	-35%
<b>Waste to Landfill (lbs.) per Ton of Production</b>	55	26	-55%
<b>Recycled (lbs.) per Ton of Production</b>	20	72	260%

[1] Assumptions and estimation methodology used for 2015 differs from the calculation and estimation methodology used for 2021 given the limited data available for 2015.

[2] 2015 energy and emissions information include only facilities; waste and water information includes only manufacturing and production facilities; to address information availability, 2015 calculations include a significant amount of assumptions and estimations, which may vary materially from actual.

[3] 2021 energy and emissions data include only facilities worldwide; waste and water data includes only manufacturing and production locations worldwide; calculations include assumptions and estimates, which may vary from actual.

#### HIGHLIGHT

### RPM's Viapol Facility

Our *Viapol* facility in Cacapava, Brazil, uses biomass as a fuel source for certain processes. The facility uses a wood chip burner system that consumes locally sourced byproducts from manufacturing pallets and boxes. This transition from natural gas to biomass decreased the reliance on fossil fuel, and the GHG emissions associated with the natural gas the biomass unit replaced were reduced from 6,250 tons in 2013 to 740 tons in 2021.

## Efficient Operations

Our MS-168 program helps us mitigate our carbon footprint and reduce emissions from our facilities by incentivizing facilities to use energy-efficient technology and allowing us to identify eco-friendly paths when closing old plants and opening more efficient ones. When we design and update facilities and purchase new equipment, we look at both energy consumption and energy sources as opportunities for operational improvement and emissions reduction. For example, the Efficient Operations Committee has developed initiatives including retrofitting lighting at plants and distribution centers with energy-efficient LED alternatives.

*USL Group* replaced three old, energy-intensive plants with a new state-of-the-art facility in Tankersley, UK, with innovative, sustainable features. The plant features an energy-saving heat and air conditioning system, 13 electric vehicle charging bays, recycled furniture and LED lighting. Upon considering the new location, *USL Group* chose a centralized place that would minimize truck travel time and distance, thus reducing their potential emissions. In addition, they improved their capabilities in sustainable production at their facility in Conyers, Georgia, by transitioning to bulk storage, reducing deliveries, eliminating the need to process drums and totes, substantially reducing waste and increasing overall manufacturing efficiency.

# WASTE MANAGEMENT, REDUCTION & RECYCLING

As part of *MS-168*, we constantly assess how to improve operations and formulations to minimize waste generation. We manage waste reduction and recycling at the facility level and gather and analyze the data in our data management system. In addition, many RPM *MS-168* continuous improvement projects focus on waste management as part of our center-led manufacturing initiative.

**We have established a goal to reduce waste sent to landfills by 10% and increase recycling by 20% per ton of production from our facilities through 2025, using 2021 as the base year.**

RPM has enhanced our reuse and recycling processes, including solvent and hazardous waste recycling at *Wood Finishes Group*, where a new distillation system is removing solvents from the hazardous waste stream. They've recovered 64,000 gallons of solvent in 2021. *Kirker* uses a similar design and recycled roughly 9,000 gallons of solvent in 2021. And *Kop-Coat Modern Recreational Technologies* achieved a 76% reduction in solvent waste disposal from 2020.

**Tremco CPG APAC collects waste silicone and sends it to a silicone recycling firm to extract raw materials for other production.**

# 10%

Reduced waste to landfill from our facilities through 2025 using 2021 as the baseline

HIGHLIGHT



At **Rust-Oleum's Riverside Distribution Center**, an associate felt empowered to identify scrap associated with damaged product, leading our *MS-168* group at the facility to identify improvement areas to reduce its monthly damage. The work of this team resulted in an overall waste reduction of 77 tons in 2021 and a 67% decrease in hazardous waste generated compared to 2020.

# WATER STEWARDSHIP

At RPM, we consider water stress when assessing our operations and making capital expenditure decisions. Although our operations are not particularly water-intensive, we respect the need to reduce water used in our production processes. In fact, we made significant improvements in this area from 2015 to 2021. Through process improvements, we reduced our estimated plant water usage by approximately 60% per ton of production during that time period. Before RPM moves, adds or closes any operations, we evaluate our potential impact on the environment and water resources against our assessment matrix, which we developed using the World Resources Institute's Aqueduct Water Risk Atlas.

Each of our facilities has controls in place to monitor water use. And we have upgraded water-related processes, management systems and equipment throughout our operations. Specifically, we installed closed-loop water systems and heat exchangers. We also conduct water use-specific reviews and implement strategies to reduce stormwater pollutants.

In October 2020, the *DayGlo* Cleveland facility began an initiative to dramatically reduce city water consumption from its operations. These efforts led to an overall usage reduction of over 7 million gallons in 2021, a material reduction in water use in



the plant. Additionally, scrubbers were redesigned to use closed-loop technology, for additional water savings estimated to be in excess of 5 million gallons per year starting in October 2021.

In August 2021, the *Dryvit* facility in Woodlake, California, incorporated a new power washer that reduced water use by approximately 12,000 gallons per month. Water use for the year was reduced by approximately 150,000 gallons over the prior year.

*Tremco's RoofTec* system's extremely powerful, non-abrasive, rotating water jets remove dirt, mold and mildew from the roof surface without the negative effects of power washing. It uses less than half the water of competitive systems (especially important in drought-prone areas) and almost instantly captures any waste water, keeping it from running into storm drains and retention ponds.

**Identify and implement additional opportunities for water reuse and conservation and collaborate with suppliers to do the same.**

# OUR GOVERNANCE



RPM's vision of **Building a Better World** starts from the ground up and the strategy from the top down. We have deployed corporate governance and ethical practices and programs, like our Route 168 training program, that create long-term stakeholder value, guided by reasonable oversight through all levels of our leadership.

# EFFECTIVE GOVERNANCE AT RPM



As of July 31, 2022, our Board was composed of 13 Directors 12 of whom were independent. Our Governance and Nominating Committee Charter assigns oversight of the identification of sustainability risks and opportunities, and the development and implementation of sustainability goals to the Committee. We continue to build Board engagement in environmental and social issues, with the help of added sustainability experience from Directors Julie Lagacy, Chief Sustainability and Strategy Officer, Caterpillar Inc., and Beth Whited, Executive Vice President – Sustainability and Strategy, Union Pacific Corporation.



## Board Diversity

RPM emphasizes diversity and inclusion at all levels of the company, starting with the Board. Women have been represented on the RPM Board for three decades.

Since adopting the Rooney Rule, a mandate to include diverse candidates in the selection pool for vacant Board seats, we have made significant strides in improving our Board’s gender diversity. General (retired) Ellen Pawlikowski



was appointed to the RPM Board of Directors in FY23. Pawlikowski is a retired four-star general of the United States Air Force and is an independent consultant, providing expertise to industry and academia on strategic planning, program management, logistics, and research and development.

Read more about our Directors in our most recent Proxy Statement.

## Building a Better World Oversight Committee

RPM established the **Building a Better World** Oversight Committee in 2021 to support our ongoing commitment to responsibly serve and engage our associates, customers and stakeholders on critical sustainability matters. The Oversight Committee reports to the Governance and Nominating Committee of the Board of Directors. Members of the Committee include, among others, the Vice President – Corporate Benefits & Risk Management; Senior Vice President, General Counsel and Chief Compliance Officer; Vice President – Environmental, Health and Safety; Vice President – Operations; and the Director of Sustainability. The **Building a Better World** Oversight Committee is chaired by the Vice President – Compliance and Sustainability, Associate General Counsel.

The **Building a Better World** Oversight Committee center-leads the identification of sustainability and climate-related risks and the processes for

developing and managing sustainability related goals. The Chair of the **Building a Better World** Oversight Committee reports regularly to the Governance and Nominating Committee of the Board to provide timely insight into important sustainability and climate-related issues. The Committee created dedicated subcommittees of subject matter experts that focus on addressing and managing risks, opportunities and strategies as well as developing initiatives and programming in support of our pillars in the **Building a Better World** framework: Our Products, Our People and Our Processes.

## CEO Compensation

A portion of our CEO's compensation is discretionary and includes consideration of goals related to the development of diverse candidates for management positions. The level of discretionary compensation is determined by the Compensation Committee as part of their annual evaluation. Read more in our most recent Proxy Statement.

## SUPPLY CHAIN & RESPONSIBLE PROCUREMENT

Our suppliers are a significant component of our global impact, and we hold our supply chain to our sustainability and ethical standards as outlined in Our Code of Conduct, The Values & Expectations of 168, and our Supplier Code of Conduct. We are committed to conducting business ethically and responsibly, respecting and protecting human rights, and opposing human trafficking and exploitation. Our Supplier Code of Conduct stipulates that our suppliers are required to:

- Remain free of corruption and conduct business in a fair and ethical manner;
- Operate with social responsibility, including providing a safe work environment and protecting workers' rights;
- Be a steward of the environment; and
- Comply with all applicable laws, rules and regulations.

To further verify adequate supplier oversight, we use third parties to conduct reviews as part of our evaluation of potential suppliers. For example, we partnered with third-party screener Ecovadis starting in 2022 — to vet companies based on their sustainability risk and performance, including on human rights across our value chain.



# RISK MANAGEMENT

We have synthesized our enterprise-level risk assessment to cover a range of topics including internal audit, finance, compliance and, most recently, sustainability and climate change. In 2021, the survey was given to more than 1,200 associates from our management teams across our business units, allowing for risk identification on topics across the company.

We use employee surveys, a series of questionnaires and follow-up meetings to focus on the specific risk areas identified through the assessment. Then we publish key findings internally and address gaps.

RPM also reports the results of the assessment to the Board of Directors annually.

## Ethics & Compliance

At RPM, ethics and compliance are more than just policies, they are attitudes embracing The Value of 168 in doing the right things, the right way, for the right reasons.

We built our ethics and compliance program on our core values of transparency, trust and respect, creating an open and honest environment, promoting accountability and valuing opinions. The Value of 168 is embodied and demonstrated in the behaviors of our leaders, associates and stakeholders and we are devoted to operating with the highest standard of ethics and integrity.



## Code of Conduct

Our Code of Conduct is titled The Values & Expectations of 168. It is the compass for our business, people and ethics, and represents how we hold ourselves accountable and truly create value for all.

We require that all new associates are trained on The Values & Expectations of 168. As of December 31, 2021, we have fully trained more than 90% of our global associates.

## TRAINING & AWARENESS

We promote ethics and compliance across the company through regular Code of Conduct and compliance and ethics programming, awareness campaigns and training.

Our compliance training program, Route 168, takes a risk-based approach and employs our learning management systems. Training includes, among others, courses on data protection, conflicts of interest, competition and antitrust compliance, anti-corruption and bribery compliance, gifts and entertainment, anti-harassment, modern slavery, risks in the supply chain, fraud and business integrity.

Our Route 168 program, rolled out in January 2021, delivers monthly compliance messages across RPM in new and engaging ways to raise awareness of compliance and ethics topics, equip our associates with the appropriate and useful resources to confront issues and reinforce a unified company culture of ethical business conduct and decision-making. Communications include newsletters, emails, toolbox talks, posters, trainings and business initiatives covering topics such as non-retaliation, fraud, anti-trust, data protection, conflicts of interest and corruption and bribery. The campaign is designed to help our associates spot red flags and know how to raise issues on compliance and ethics concerns.

The Audit Committee of the Board of Directors is responsible for the oversight of risk management and ethics and compliance matters and receives quarterly reports from management on ethics and compliance.

In November 2021, we launched monthly Compliance Tool-Box Talks, a program designed to deliver critical compliance messages in an easy-to-digest format to improve awareness of compliance topics among production associates.

All associates have access to RPM Navigator, an internal site that serves as a resource for policies, training materials and guidance. Navigator was officially launched in July 2021 and provides information on our compliance hotline; Hotline and Nonretaliation Policy and other corporate policies; Route 168 resources; and Supplier, Applicator and Distributor Codes of Conduct. The site has multi-lingual functionality.

We also conducted our first Global Compliance Survey in January 2021. The survey focused on our Code of Conduct, efficacy of the compliance training program and protocol for reporting concerns. We use this data to determine key performance indicators for our compliance-related goals.

## Anti-Corruption Policy

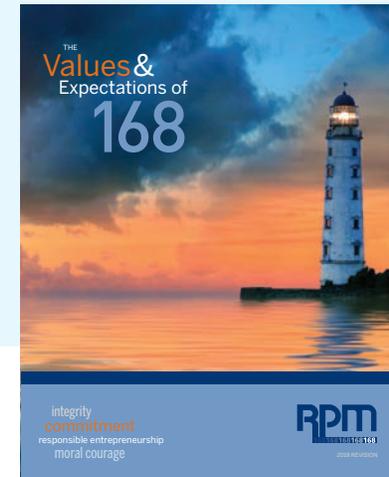
RPM's Anti-Bribery and Anti-Corruption Policy expresses our long-standing commitment of a zero-tolerance policy towards bribery and corruption. We use our Route 168 program to educate our associates about how to spot and report corruption activity and investigate all reports of suspected incidents.

## Human Rights

We remain committed to conducting business ethically and responsibly, respecting and promoting human rights, and opposing human trafficking and exploitation. RPM strives to operate in compliance with applicable laws where we do business by:

- Implementing policies and guidelines requiring equal opportunities, non-discrimination and non-harassment, the prohibition of child and forced labor;
- Complying with applicable health and safety and wage and hour laws and ensuring safe working environments and fair and living wages;
- Expecting our associates, suppliers, distributors and applicators to operate in accordance with our Codes of Conduct;
- Respecting our associates' right of freedom of association and collective bargaining in accordance with local laws;
- Offering a reporting hotline where individuals can report any ethical or employment concerns without retaliation.

We also support the U.N. Guiding Principles for Business and Human Rights, which respects and honors the principles of internationally recognized human rights.



# DATA PRIVACY & INFORMATION SECURITY

We work diligently throughout our business to maintain our information security systems, comply with data protection laws and manage data incidents.

The oversight of our Information Security Program is led by our Chief Information Officer and other members of our Information Technology Executive Oversight Committee (ITEOC) and Information Security Center of Excellence Team. The ITEOC, Information Security Center of Excellence Team and our Legal and Compliance Department, where applicable and in combination, are responsible for managing our internal approach and strategy for improvement of cybersecurity and data protection protocols throughout RPM.

## Reporting & Internal Audit, Controls & Standards

Our CIO provides quarterly updates and an annual report to the Audit Committee of our Board of Directors on data security controls, incidents, reviews, protocols and remediation processes. Our Chief Audit Executive provides the Audit Committee with quarterly and annual reports regarding our data security compliance and internal

controls audits. A compliance update and hotline report are also provided at each Audit Committee meeting.

We regularly test our data security controls for reliability and compliance and we employ auditors specializing in information technology, data security, privacy and compliance within our Internal Audit Department to assess our controls, systems and policies. In addition to our internal testing, we use third-party consultants to review our systems, including external penetration testing, and to provide insight on new and evolving threats along with specialized advice on how best to mitigate those threats.

## Data Privacy

RPM is committed to complying with all applicable data protection laws and respecting privacy rights afforded to individuals in the jurisdictions within which we operate. Our External Privacy Notice describes the ways in which we collect, use, disclose or otherwise process personal data of our customers, end-users and third parties. In addition, our associate data privacy policies describe how we collect, disclose or otherwise

process personal data of our associates, as well as identify the data privacy responsibilities and obligations our associates owe with respect to the personal data of their fellow associates, our customers and others.

## Cybersecurity Training & Incident Reporting

Our first line of defense against threats to our cybersecurity or the protection of the data we process is with our associates and vendors. Therefore, the Legal and Compliance Department, together with our Information Security Center of Excellence Team, provide regular training and resources to associates across the organization that highlight potential issues and ways to avoid digital incidents such as phishing. We require that all data privacy incidents or concerns are immediately reported to our corporate Legal and Compliance Department via our Reportable Events portal. These are investigated by both the Legal and Compliance and Information Security Center of Excellence teams to ensure any resulting risks are appropriately identified and remediated.

# APPENDIX



# 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

# GLOBAL REPORTING INDEX (GRI): GENERAL DISCLOSURES

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, pg. 3
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. 3
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

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

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

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

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

# SUSTAINABILITY ACCOUNTING STANDARDS BOARD (SASB) INDEX

The index below outlines how our existing disclosures align with the recommended metrics from the Sustainability Accounting Standards Board (SASB) 2018 Chemicals Sustainability Accounting Standard.

TOPIC	ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURE	CODE	PAGE NUMBER
Greenhouse Gas Emissions	Gross global Scope 1 emissions, percentage covered under emissions-limiting regulations	Quantitative	Metric tons (t) CO <sub>2</sub> e, Percentage (%)	RT-CH-110a.1	Pg. 30, Percentage GHG covered under emissions - limiting regulations data not available
	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	Discussion and Analysis	Not applicable	RT-CH-110a.2	Pgs. 30, 32
Air Quality	Air emissions of the following pollutants: (1) NO <sub>x</sub> (excluding N <sub>2</sub> O), (2) SO <sub>x</sub> , (3) volatile organic compounds (VOCs), and (4) hazardous air pollutants (HAPs)	Quantitative	Metric tons (t)	RT-CH-120a.1	Data not available
Energy Management	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable, (4) total self-generated energy	Quantitative	Gigajoules (GJ), Percentage (%)	RT-CH-130a.1	Pg. 30
Water Management	(1) Total water withdrawn, (2) total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	Quantitative	Thousand cubic meters (m <sup>3</sup> ), Percentage (%)	RT-CH-140a.1	Pgs. 30, 35
	Number of incidents of non-compliance associated with water quality permits, standards, and regulations	Quantitative	Number	RT-CH-140a.2	Not applicable
	Description of water management risks and discussion of strategies and practices to mitigate those risks	Discussion and Analysis	Not applicable	RT-CH-140a.3	Pgs. 30, 35
Hazardous Waste Management	Amount of hazardous waste generated, percentage recycled	Quantitative	Metric tons (t), Percentage (%)	RT-CH-150a.1	Pg. 30, Percentage hazardous, waste recycled data not available
Community Relations	Discussion of engagement processes to manage risks and opportunities associated with community interests	Discussion and Analysis	Not applicable	RT-CH-210a.1	Pg. 27
Workforce Health & Safety	(1) Total recordable incident rate (TRIR) and (2) fatality rate for (a) direct associates and (b) contract associates	Quantitative	Rate	RT-CH-320a.1	Pg. 26
	Description of efforts to assess, monitor, and reduce exposure of associates and contract workers to long-term (chronic) health risks	Discussion and Analysis	Not applicable	RT-CH-320a.2	Pg. 25
Product Design for Use-phase Efficiency	Revenue from products designed for use-phase resource efficiency	Quantitative	Reporting currency	RT-CH-410a.1	Data not available

# SASB INDEX

TOPIC	ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURE	CODE	PAGE NUMBER
<b>Safety &amp; Environmental Stewardship of Chemicals</b>	(1) Percentage of products that contain Globally Harmonized System of Classification and Labeling of Chemicals (GHS) Category 1 and 2 Health and Environmental Hazardous Substances, (2) percentage of such products that have undergone a hazard assessment	Quantitative	Percentage (%) by revenue, Percentage (%)	RT-CH-410b.1	Data not available
	Discussion of strategy to (1) manage chemicals of concern and (2) develop alternatives with reduced human and/or environmental impact	Discussion and Analysis	N/A	RT-CH-410b.2	Pg. 13
<b>Genetically Modified Organisms</b>	Percentage of products by revenue that contain genetically modified organisms (GMOs)	Quantitative	Percentage (%) by revenue	RT-CH-410c.1	Not applicable
<b>Operational Safety, Emergency Preparedness &amp; Response</b>	Process Safety Incidents Count (PSIC), Process Safety Total Incident Rate (PSTIR), and Process Safety Incident Severity Rate (PSISR)	Quantitative	Number, Rate	RT-CH-540a.1	Data not available
	Number of transport incidents	Quantitative	Number	RT-CH-540a.2	Data not available

ACTIVITY METRIC	CATEGORY	UNIT OF MEASURE	CODE	PAGE NUMBER
<b>Production by reportable segment</b>	Quantitative	Cubic meters (m <sup>3</sup> ) and/or metric tons (t)	RT-CH-000-A	Data not available

# TASK FORCE ON CLIMATE-RELATED FINANCIAL DISCLOSURES (TCFD) INDEX

This Task Force on Climate-Related Financial Disclosures (TCFD) index provides sources for details on climate-related matters across Governance, Strategy, Risk Management and Metrics.

DISCLOSURE AREA: GOVERNANCE	DISCLOSURE REQUIREMENT	SOURCE
<b>Disclose the organization’s governance of climate-related risks and opportunities.</b>	a) Describe the board’s oversight of climate-related risks and opportunities	2021 RPM Annual Report, pg. 5 2021 Sustainability Report – Effective Governance at RPM: Board of Directors, pg. 37 2021 CDP Climate Response (C1.1b)
	b) Describe management’s role in assessing and managing climate-related risks and opportunities	2021 RPM Annual Report, pg. 5 2021 Proxy Statement, pg. 4 2021 Sustainability Report – <b>Building a Better World</b> Oversight Committee, pg. 38 2021 CDP Climate Response (C1.2, C1.2a)

DISCLOSURE AREA: STRATEGY	DISCLOSURE REQUIREMENT	SOURCE
<b>Disclose the actual and potential impacts of climate-related risks and opportunities on the organization’s businesses, strategy, and financial planning where such information is material.</b>	a) Describe the climate related risks and opportunities the organization has identified over the short, medium, and long term.	2021 RPM 10-K, pgs. 11, 13, 15, 19 2021 Sustainability Report <ul style="list-style-type: none"> <li>• Sustainably Advantaged Products, pg. 11</li> <li>• Climate Change pg. 32</li> </ul> 2021 CDP Climate Response (C2.3a), (C2.4a)
	b) Describe the impact of climate-related risks and opportunities on the organization’s businesses, strategy, and financial planning	2021 RPM 10-K pgs. 9, 11-19 2021 Sustainability Report: Effective Governance; Our Processes <ul style="list-style-type: none"> <li>• Sustainably Advantaged Products, pg. 11</li> <li>• Research, Development &amp; Innovation, pg. 15</li> <li>• Climate Change pg. 32</li> </ul> 2021 CDP Climate Response (C2.3), (C2.4a), (C3.1)
	c) Describe the resilience of the organization’s strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	2021 CDP Climate Response (C3.2)

# TCFD INDEX

DISCLOSURE AREA: RISK MANAGEMENT	DISCLOSURE REQUIREMENT	SOURCE
<p><b>Disclose how the organization identifies, assesses, and manages climate-related risks</b></p>	<p>a) Describe the organization's processes for identifying and assessing climate-related risks</p>	<p>2021 Proxy Statement, pgs. 3, 7, 10-17, 23                      2021 Sustainability Report: Our Governance: Risk Management, pg. 39                      2021 CDP Climate Response (C2.1)</p>
	<p>b) Describe the organization's processes for managing climate-related risks</p>	<p>2021 Proxy Statement, pgs. 3, 10-17                      2021 Sustainability Report: Climate Change pg. 32                      Risk Management, pg. 35                      2021 RPM 10-K, pg. 19                      2021 CDP Climate Response (C2.1)</p>
	<p>c) Describe how processes for identifying, assessing and managing climate-related risks are integrated into the organization's overall risk management</p>	<p>2021 Proxy Statement, pgs. 10-17                      2021 Sustainability Report: Effective Governance: Risk Management, pg. 39                      2021 CDP Climate Response (C2.1)</p>

DISCLOSURE AREA: METRICS & TARGETS	DISCLOSURE REQUIREMENT	SOURCE
<p><b>Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material</b></p>	<p>a) Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process</p>	<p>2021 Proxy Statement, pg. 4                      2021 CDP Climate Response (C4.2b), (C9.1)</p>
	<p>b) Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 GHG emissions, and the related risks</p>	<p>2021 Sustainability Report: pg. 30, 32                      2021 CDP Climate Response (C6)</p>
	<p>c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets</p>	<p>2021 Sustainability Report: Climate Change pg.32                      2021 CDP Climate Response (C4.1a), (C4.2b)</p>

## Forward-Looking Statements

This report contains “forward-looking statements” relating to our business. These forward-looking statements, or other statements made by us, are made based on our expectations and beliefs concerning future events impacting us and are subject to uncertainties and factors (including those specified below), which are difficult to predict and, in many instances, are beyond our control. As a result, our actual results could differ materially from those expressed in or implied by any such forward-looking statements. These uncertainties and factors include (a) global markets and general economic conditions, including uncertainties surrounding the volatility in financial markets, the availability of capital and the effect of changes in interest rates, and the viability of banks and other financial institutions; (b) the prices, supply and availability of raw materials, including assorted pigments, resins, solvents, and other natural gas- and oil-based materials; packaging, including plastic and metal containers; and transportation services, including fuel surcharges; (c) continued growth in demand for our products; (d) legal, environmental and litigation risks inherent in our construction and chemicals businesses and risks related to the adequacy of our insurance coverage for such matters; (e) the effect of changes in interest rates; (f) the effect of fluctuations in currency exchange rates upon our foreign operations; (g) the effect of non-currency risks of investing in and conducting operations in foreign countries, including those relating to domestic and international political, social, economic and regulatory factors; (h) risks and uncertainties associated with our ongoing acquisition and divestiture activities; (i) the timing of and the realization of anticipated cost savings from restructuring initiatives and the ability to identify additional cost savings opportunities; (j) risks related to the adequacy of our contingent liability reserves; (k) risks relating to the Covid pandemic and the Russian invasion of Ukraine; (l) risks related to adverse weather conditions or the impacts of climate change and natural disasters; (m) risks related to data breaches and data privacy violations; and (n) other risks detailed in our filings with the Securities and Exchange Commission, including the risk factors set forth in our Annual Report on Form 10-K for the year ended May 31, 2022, as the same may be updated from time to time. We do not undertake any obligation to publicly update or revise any forward-looking statements to reflect future events, information or circumstances that arise after the date of this report.



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