

Building a Better World

2022 SUSTAINABILITY SNAPSHOT



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Building a Better World engages our associates in our commitment to sustainability and guides our efforts to invest in products, services and initiatives that positively impact our world.



Stonhard Mexico celebrated the launch of our internal **Building a Better World** campaign by hosting a luncheon for all employees and planting trees.

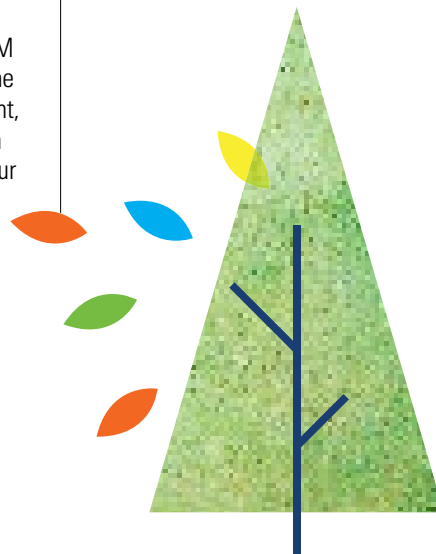
Our Journey

ASSESSING OUR PRIORITIES

In 2023, RPM engaged a third-party firm to perform a Sustainability Priority Assessment to update and build upon the sustainability materiality assessment we completed in 2019. These exercises help identify and prioritize the environmental, social and governance topics most impactful to the company and our stakeholders and provide a solid foundation for informing business strategy, value creation, risks and opportunities. During this process, we identified a broad range of topics important to RPM and our stakeholders. The results of the 2023 Sustainability Priority Assessment, which can be found [online](#), will inform our decision-making as we continue our **Building a Better World** journey.

ABOUT THIS SNAPSHOT

This snapshot is part of a broader collection of sustainability information stakeholders can use to assess our performance. It provides relevant updates from calendar year 2022 to the content in our [2021 Sustainability Report](#) and is a companion to more dynamic, in-depth and updated information online.



BUILDING A BETTER WORLD

With a foundation grounded in governance and ethical practices, **Building a Better World** includes three pillars:



OUR PRODUCTS Pursuing sustainable product development opportunities, integrating sustainable procurement practices that support communities and human rights, and prioritizing product stewardship.



OUR PEOPLE Supporting associates' mental, emotional and physical well-being; expanding diversity and inclusion programs and initiatives; and providing continuing education and development opportunities.



OUR PROCESSES Reducing emissions and energy use, reducing waste and increasing recycling, and promoting water reuse and conservation.

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We are advancing efforts to reach our goals to reduce emissions and energy consumption, decrease waste across our global footprint, conserve water and enhance our associate experience.



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

Tremco CPG- Asia celebrates the launch of our **Building a Better World** campaign.



At-a-Glance

2025 SUSTAINABILITY GOALS

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

Reduce energy consumed in our facilities by **10%** per ton of production

Reduce waste to landfill from our facilities by **10%** per ton of production

Increase recycling at our facilities by **20%** per ton of production

Identify and implement additional opportunities for water reuse and conservation and actively evaluate and invest in the replacement of **single-pass water discharge systems**

Mitigate or eliminate **more than 20 chemical compounds** from our product formulations by the end of 2030 – under a new Product Stewardship Initiative

2022 PROGRESS ^{[1][2][3]}

Reduced GHG by approximately **16%** per ton of production ↓

Reduced energy by approximately **19%** per ton of production ↓

[1] Compared to 2021.

[2] Includes assumptions and estimates, which may vary from actual.

[3] Progress toward our goals may vary from year-to-year and may be impacted by factors outside of our control.

2022 HIGHLIGHTS

Launched

BUILDING A BETTER WORLD TO INTERNAL AUDIENCES across our operating companies through on-site events, signage, email campaigns, videos featuring our CEO and executive leaders, and newsletter articles highlighting achievements. Two months after the launch, we conducted a survey in which 80% of respondents indicated an understanding of “**Building a Better World**,” and nearly 70% reported that it made them feel proud.

MULTI-PHASE PRODUCT STEWARDSHIP PROGRAM (see [Page 3](#) for details)

Enhanced

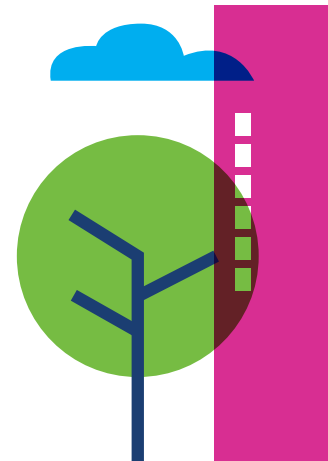
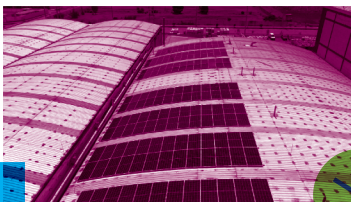
EMPLOYEE BENEFITS (see [Page 4](#) for details)

Expanded

- SAFETY TRAINING AND AWARENESS**
OVER 300 operations, engineering and EHS personnel completed emergency preparedness and response training.
1K+ global associates participated in forklift safety training during a week dedicated to addressing the hazards and safe operating practices of powered industrial lift trucks.**
- ENVIRONMENTAL, HEALTH AND SAFETY TOPIC POSTERS IN MULTIPLE LANGUAGES** at sites across our global footprint.

**Examples, not inclusive of all our training programs.

In 2022, we installed solar panels at our Euclid Toxement facility in Colombia.



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We invest in products and materials designed to deliver eco-conscious and practical solutions for our customers.



Inspiring Product Sustainability

To further inspire and encourage our teams, we introduced our **Building a Better World** Product Sustainability Award in 2022. The winner of the inaugural award was Euclid Chemical for its development of REPREVE® 225, the industry's first sustainably resourced synthetic microfibers used for reinforcing concrete. [Learn more here.](#)

Our Products



DESIGNING SAFER, MORE SUSTAINABLE SOLUTIONS

RPM is undertaking a proactive, innovative project targeting more than 20 chemical compounds for elimination or substantial minimization globally from product formulations through, among other strategies, replacement with more sustainable alternative substances. This highly collaborative effort among sustainability, regulatory, technical and legal team leaders will make our products even safer and more sustainable for our employees, our customers and the environment. Ultimately, our continued development and expansion of more eco-friendly technology will also give us a competitive commercial advantage. This project signifies RPM's enduring commitment to conducting business by doing the right things, the right way, for the right reasons.



Nudura helped create the first net-zero insulated concrete form school in the United States, with many other school projects in progress. [Learn more here.](#)



Genting Highlands, Malaysia, used Flowcrete's solvent-free Flowtex PT and Flowcoat HTS to create this slip-resistant and long-lasting decorative resin floor in its Villa Fiesta bar.

2022 Highlights: Our Products

- OUR THIRD ANNUAL GLOBAL R&D SUMMIT brought together over 450 associates virtually from across RPM to collaborate and share best practices for driving sustainable product development.
- WITH CIRCULARITY IN MIND, WE ENHANCED AND ESTABLISHED NEW PARTNERSHIPS with companies that recycle or find practical uses for RPM products that have been discontinued or have exceeded their shelf life.
- OUR ENGINEERED SOLUTIONS ARE SERVING ELECTRIC VEHICLE (EV) FACTORY CONSTRUCTION. These include a Euclid Chemical product that reduces water consumption and cement use in EV factory construction, a Carboline solution that provides up to three hours of passive fire protection and a Stonhard product that helps control static in sensitive EV manufacturing environments.



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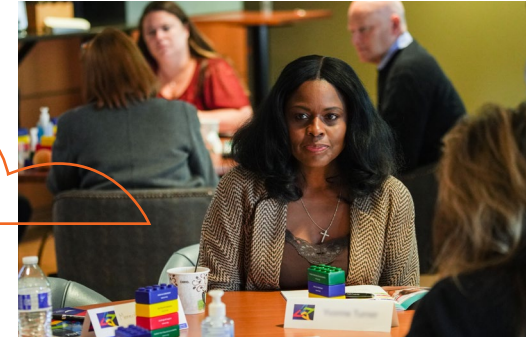
Our people drive our success. We work to create an environment where our associates feel supported and engaged in their work and their communities.

RPM encourages associate engagement through workshops, surveys and our Respect at RPM program messaging.



RPM associates celebrate our 75th anniversary at our corporate headquarters in Medina, Ohio.

"Better Conversations Everyday" workshops help associates learn to communicate in a more impactful and clear manner.



Our People

LISTENING TO ASSOCIATES

In early 2023, we conducted our second companywide employee engagement survey. Participation increased by 17%, and the overall engagement score was 70%. Conducting this survey annually allows us to monitor the impact of our action plans and track associate morale, satisfaction and engagement.

LEARNING ON DEMAND

In response to 2022 engagement survey feedback, we expanded our training and development offerings by creating:

- ▶ **RPM Learning Central** This platform gives associates access to various self-paced online, on-demand courses with topics that include career skills, computer skills and wellness. This is in addition to other safety trainings highlighted in this snapshot.

ADVANCING DIVERSITY AND INCLUSION

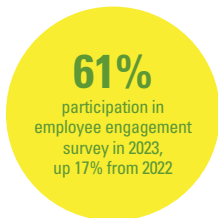
We value diversity and understand its benefits. We hire, invest in, retain and motivate diverse associates and evaluate them based on their qualifications, performance and contributions. To support these efforts in 2022, we:

- ▶ **Expanded Unconscious Bias Training** to 500+ supervisors.
- ▶ Launched **Respect at RPM**, a program designed to emphasize and foster the importance of diversity and inclusion at RPM and support associates' growth and development.
- ▶ Established our first Employee Resource Group (ERG), **Women of RPM**.
- ▶ Introduced **RPM Supports**, a social campaign that highlights the diverse community organizations that RPM supports with time, talent and financial resources.

INTRODUCING NEW BENEFITS

In 2022, we expanded our associate benefits program in the U.S. with a focus on underserved populations.

- ▶ **Online Health** Added virtual behavioral health services for children ages 18 months to 18 years. Added online physical therapy.
- ▶ **Investing** Launched targeted investment training for financial wellness for all our associates and provided access to no-cost or low-cost financial planning resources through both our employee-assistance program and Edelman Financial Engines.



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On the Hunt for Energy Savings

From September 2022 to May 2023, 39 of our sites participated in the U.S. EPA-sponsored [ENERGY STAR® Treasure Hunt program](#), a campaign to identify potential energy savings in commercial and industrial facilities. Our dedicated associates discovered opportunities to save a total of 2.2M kWh and 100M BTU annually. [Learn more here.](#)

We conduct business by doing the right things, the right way, for the right reasons. We are focused on implementing and promoting processes that advance sustainability and business success.



Safety training for our associates is of paramount importance.

Our Processes

DOING THINGS THE RIGHT WAY

In 2022, RPM enhanced environmental, health and safety (EHS) oversight across our operating companies. While our Manufacturing Systems incorporate EHS as a key pillar of how we manage our plants, we have also expanded our EHS leadership team at the corporate level and at two of our four operating groups to provide improved support and oversight of our center-led EHS and regulatory compliance initiatives. As part of this effort, we also significantly expanded our EHS audits.

We implemented a corporate membership to a third-party audit program to conduct vendor waste site audits to ensure comprehensive compliance with waste disposal regulations. RPM also entered a multiyear global service contract with an international provider to conduct various electrical safety audits and engineering analyses to ensure our facilities are operating safely and responsibly.

2022 EHS AUDITS		
AUDIT TYPE	# LOCATIONS	2022 PROGRESS 2021 BASELINE
Environmental	20	▲ 25%
Health and Safety	27	▲ 40%
Property Risk/Loss Prevention	60	▲ 10%

CAPITAL INVESTMENTS

Informed by internal capital investment initiatives, water stress analyses and the ENERGY STAR® Treasure Hunt (for participating locations), we are reviewing all building and equipment capital investments with **Building a Better World** principles and goals in mind. In 2022, the company invested:

\$2.7M

in energy-efficient equipment across 28 projects, reducing 2M+ kWh in annual energy use and saving more than \$300K.

\$300K+

in four waste-disposal reduction projects, lessening waste by more than 4.7M lbs. per year and saving over \$300K annually.

\$280K

in emissions-reduction equipment for three projects, cutting 190K lbs. of CO₂e emissions and more than \$58K in operating costs.

\$370K

in equipment designed to reduce water usage, reducing consumption by 6M gallons and saving more than \$38K per year.

[Learn more here.](#)

ISO 14001-CERTIFIED FACILITIES

Total (as of 2022)	26
Added in 2022	3
Targeted to Add in 2023	11



RPM
LISTED
NYSE

ABOUT RPM INTERNATIONAL INC.

Ticker NYSE:RPM

\$7.3B FY23 revenues

17,300 associates

121 manufacturing facilities worldwide

RPM companies are world leaders in specialty coatings, sealants, building materials and related services. From homes and workplaces to infrastructure and precious landmarks, consumers and professionals alike trust RPM's diverse portfolio of market-leading brands to help build a better world.