RPM Global Reporting Initiative Index

RPM International Inc. has reported the information cited in this Global Reporting Initiative (GRI) index for the period January 1, 2023 – December 31, 2023, with reference to the GRI Standards: GRI 1: Foundation 2021.

DISCLOSURE		LOCATION
GRI 2: General Disclosures 2021		
2-1	Organizational details	2023 Form 10-K, p. 3 The Company is traded on the NYSE under the symbol "RPM." See beneficial ownership as of fiscal year-end 2023 in our 2023 Proxy Statement, p. 14.
2-2	Entities included in the organization's sustainability reporting	2023 Form 10-K, p. 3
2-3	Reporting period, frequency and contact point	Calendar year covering January 1, 2023 – December 31, 2023. RPM reports on an annual basis. Contact us at sustainability@rpminc.com
2-4	Restatements of information	RPM did not have any restatements of information.
2-6	Activities, value chain and other business relationships	2023 Form 10-K, p. 3
2-7	Employees	Diversity & Inclusion
2-9	Governance structure and composition	Effective Governance at RPM 2023 Proxy Statement, pp. 5-9
2-10	Nomination and selection of the highest governance body	Effective Governance at RPM 2023 Proxy Statement, pp. 5-9
2-11	Chair of the highest governance body	Effective Governance at RPM 2023 Proxy Statement, pp. 5-9
2-12	Role of the highest governance body in overseeing the management of impacts	Effective Governance at RPM 2023 Proxy Statement, p. 4
2-13	Delegation of responsibility for managing impacts	Effective Governance at RPM 2023 Proxy Statement, p. 4
2-14	Role of the highest governance body in sustainability reporting	Effective Governance at RPM 2023 Proxy Statement, p. 4
2-15	Conflicts of interest	Our Conflicts of Interest Certification Process requires that any conflict is transparently communicated to an employee's manager in accordance with our Code of Conduct, The Values & Expectations of 168 and that appropriate controls, if required, are implemented. Conflict of Interest Annual Disclosure Certifications are required of all officers and directors of the Company, and by employees with job responsibilities affiliated with the following departments: Finance, Legal, HR, IT, Procurement, Sales and Marketing.

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DISCLOSURE		LOCATION
GRI 2: General Disclosures 2021 – continued		
2-16	Communication of critical concerns	Ethics & Compliance
2-17	Collective knowledge of the highest governance body	Effective Governance at RPM 2023 Proxy Statement, p. 4
2-18	Evaluation of the performance of the highest governance body	Effective Governance at RPM 2023 Proxy Statement, p. 24
2-21	Annual total compensation ratio	2023 Proxy Statement, p. 47
2-22	Statement on sustainable development strategy	CEO Message
2-23	Policy commitments	Ethics & Compliance Supply Chain & Responsible Procurement Policies & Reports
2-24	Embedding policy commitments	Effective Governance at RPM 2023 Proxy Statement, pp. 5-9 Policies & Reports
2-25	Processes to remediate negative impacts	Ethics & Compliance The Values & Expectations of 168
2-26	Mechanisms for seeking advice and raising concerns	Ethics & Compliance
2-27	Compliance with laws and regulations	Ethics & Compliance
2-29	Approach to stakeholder engagement	Our Sustainability Strategy
GRI 3: Material Topics 2021		
3-1	Process to determine material topics	Our Sustainability Strategy
3-2	List of material topics	Our Sustainability Strategy
3-3	Management of material topics	Our Sustainability Strategy
GRI 201: Economic Performance 2016		
3-3	Management of material topics	About RPM
201-1	Direct economic value generated and distributed	2023 Annual Report, pp. 2-3
201-2	Financial implications and other risks and opportunities due to climate change	TCFD Index
201-3	Defined benefit plan obligations and other retirement plans	2023 Form 10-K, pp. 9, 25, 65

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DISCLOSURE		LOCATION
GRI 205: Anti-corruption 2016		
3-3	Management of material topics	Ethics & Compliance
205-1	Operations assessed for risks related to corruption	Ethics & Compliance
205-2	Communication and training about anti-corruption policies and procedures	Ethics & Compliance
GRI 206: Anti-competitive Behavior 2016		
3-3	Management of material topics	Ethics & Compliance
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	RPM is committed to ensuring that competition in the market for products and services is maintained and protected. RPM's Anti-trust Policy, which applies to all officers, directors and employees, is designed to promote compliance with all applicable anti-trust laws in all countries and jurisdictions in which RPM operates.
GRI 301: Materials 2016		
3-3	Management of material topics	Recycling & Reuse Plant Improvements & Consolidations Waste Management, Reduction & Recycling
GRI 302: Energy		
3-3	Management of material topics	Environmental Management Climate Change
302-1	Energy consumption within the organization	Sustainability Data Summary
302-3	Energy intensity	Sustainability Data Summary
302-4	Reduction of energy consumption	Climate Change
302-5	Reductions in energy requirements of products and services	Products Advancing Sustainability
GRI 303: Water and Effluents 2018		
3-3	Management of material topics	Natural Resources
303-1	Interactions with water as a shared resource	Natural Resources
303-5	Water consumption	Sustainability Data Summary

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DISCLOSURE		LOCATION
GRI 305: Emissions 2016		
3-3	Management of material topics	Environmental Management Climate Change
305-1	Direct (Scope 1) GHG emissions	Sustainability Data Summary
305-2	Energy indirect (Scope 2) GHG emissions	Sustainability Data Summary
305-4	GHG emissions intensity	Sustainability Data Summary
305-5	Reduction of GHG emissions	Climate Change
305-6	Emissions of ozone-depleting substances (ODS)	Climate Change
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Climate Change
GRI 306: Waste 2020		
3-3	Management of material topics	Environmental Management Waste Management, Reduction & Recycling
306-3	Waste generated	Sustainability Data Summary
306-4	Waste diverted from disposal	Sustainability Data Summary
306-5	Waste directed to disposal	Sustainability Data Summary
GRI 308: Supplier Environmental Assessment 2016		
3-3	Management of material topics	Supply Chain & Responsible Procurement
308-1	New suppliers that were screened using environmental criteria	Supply Chain & Responsible Procurement
GRI 401: Employment 2016		
3-3	Management of material topics	Talent Attraction, Development & Retention
401-1	New employee hires and employee turnover	Talent Attraction, Development & Retention
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Talent Attraction, Development & Retention
GRI 403: Occupational Health and Safety 2018		
3-3	Management of material topics	Associate Wellbeing, Health & Safety RPM Environmental, Health and Safety Policy
403-1	Occupational health and safety management system	Associate Wellbeing, Health & Safety
403-2	Hazard identification, risk assessment, and incident investigation	Associate Wellbeing, Health & Safety

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DISCLOSURE		LOCATION
GRI 403: Occupational Health and Safety 2018 – continued		
403-3	Occupational health services	RPM Environmental, Health and Safety Policy
403-4	Worker participation, consultation, and communication on occupational health and safety	RPM Environmental, Health and Safety Policy
403-5	Worker training on occupational health and safety	Associate Wellbeing, Health & Safety
403-6	Promotion of worker health	Associate Wellbeing, Health & Safety
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	RPM Environmental, Health and Safety Policy
403-8	Workers covered by an occupational health and safety management system	RPM Environmental, Health and Safety Policy
403-9	Work-related injuries	Sustainability Data Summary RPM Environmental, Health and Safety Policy
403-10	Work-related ill health	RPM Environmental, Health and Safety Policy
GRI 404: Training and Education 2016		
3-3	Management of material topics	Talent Attraction, Development & Retention
404-2	Programs for upgrading employee skills and transition assistance programs	Talent Attraction, Development & Retention
GRI 405: Diversity and Equal Opportunity 2016		
3-3	Management of material topics	Diversity & Inclusion Effective Governance at RPM
405-1	Diversity of governance bodies and employees	Diversity & Inclusion Effective Governance at RPM
405-2	Ratio of basic salary and remuneration of women to men	Diversity & Inclusion
GRI 414: Supplier Social Assessment 2016		
3-3	Management of material topics	Supply Chain & Responsible Procurement
414-1	New suppliers that were screened using social criteria	Supply Chain & Responsible Procurement
GRI 416: Customer Health and Safety 2016		
3-3	Management of material topics	Products Advancing Sustainability
416-1	Assessment of the health and safety impacts of product and service categories	Products Advancing Sustainability
GRI 418: Customer Privacy 2016		
3-3	Management of material topics	Information Security & Data Privacy