



BUILDING A BETTER WORLD



FY2026 Sustainability Summary



OUR PHILOSOPHY FOR A SUSTAINABLE FUTURE

By Building a Better World, we create value for all.

At RPM, we formulate products, systems and solutions that protect, beautify, repair and enhance the performance of assets while extending their useful lives. Through this approach, we deliver innovative products and solutions for our customers, meaningful benefits and recognition for our associates, and superior returns for our shareholders.

Guided by our Manufacturing System (MS) 168 process improvements, we are focused on driving operational efficiencies to deliver lasting environmental and business benefits.

Our Sustainability Journey

The values that define RPM have long shaped our approach to sustainability, and we are proud of the progress we have made. For decades, our commitment to reducing our environmental footprint and practicing good corporate citizenship has been integral to how we do business.

Our **sustainability priorities** are informed by the matters identified as most material to our business through engagement with a broad range of stakeholders. From there, we established sustainability goals aimed at strengthening our business and improving the performance of our products and operations.

As part of our commitment to transparency, RPM aligns its sustainability reporting with several **recognized reporting frameworks**, including the Global Reporting Initiative (GRI), Sustainability Accounting Standards Board (SASB) standards and recommendations of the Task Force on Climate-Related Financial Disclosures (TCFD), while continuing to monitor evolving regulatory requirements.

Our **data management system** enables us to collect key environmental metrics—including greenhouse gas (GHG) emissions, waste reduction, water consumption and recycling data—at the facility level. In addition, our Environmental Health & Safety (EHS) system allows us to monitor performance, set goals and identify opportunities for improvement. We continually enhance our data collection and analysis to inform our decision-making, track progress to our sustainability goals and drive improvements.

➔ **To learn more about our approach to sustainability, visit the [Our Sustainability Strategy](#) section of our website.**

“By Building a Better World, we create value for all. This means that by formulating products that protect and extend the life of what people value, investing in the development of our talented associates and improving our operational efficiency, we deliver lasting returns to our shareholders. This is proof that sustainability and performance are one strategy at RPM.”

Frank C. Sullivan
Chair & Chief Executive Officer

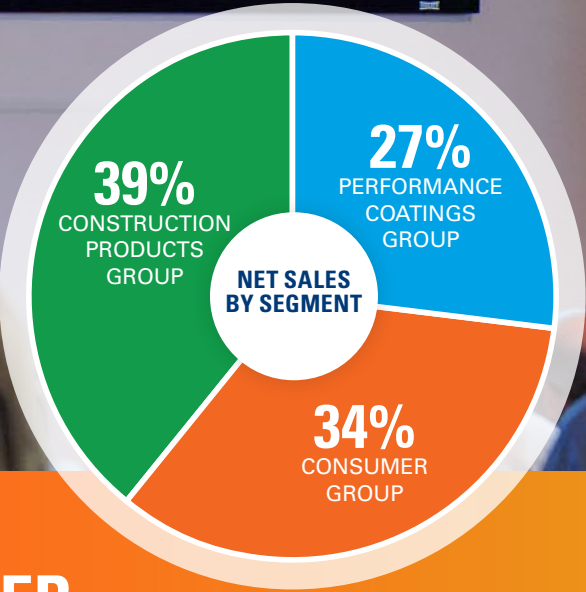


About RPM

RPM International Inc. is a \$7.9 billion multinational company with subsidiaries that are world leaders in specialty coatings, sealants, building materials and related services. Our products and services are used by households and industries to prolong the life cycles of everyday objects and make the places where we live, work and play more efficient, more vibrant and more resilient.

RPM operates approximately 120 manufacturing facilities in 22 countries, supported by distribution centers, offices and other locations worldwide. Our products and services are sold in 167 countries and territories.

OUR THREE-GROUP STRUCTURE



CONSTRUCTION PRODUCTS GROUP

NET SALES: \$3.1 billion

Creating and driving the market by solving unique, high-value problems for the construction, restoration and maintenance of the building envelope, air handling and infrastructure



PERFORMANCE COATINGS GROUP

NET SALES: \$2.1 billion

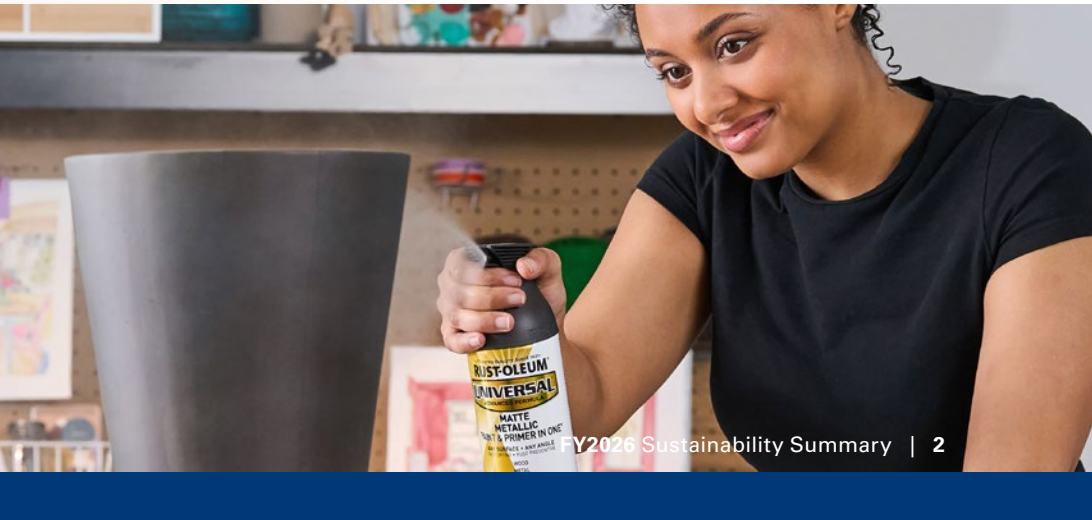
Protecting, enhancing and extending the life of industrial, commercial and infrastructure surfaces



CONSUMER GROUP

NET SALES: \$2.7 billion

Building trusted brands and providing innovative solutions to protect, enhance, maintain and build residential and commercial assets





SUSTAINABILITY AT RPM

Since 1947, RPM has been delivering innovative solutions that improve people's lives, guided by our values and commitment to *Building a Better World*. Our sustainability efforts are centered on three pillars, supported by a foundation of strong governance.

OUR PRODUCTS



We invest in products and materials that deliver responsible, value-added solutions for our customers and end users. Our strategies include:

- Providing products and services that extend asset life and support sustainable buildings
- Integrating sustainable procurement practices
- Prioritizing product stewardship

OUR PEOPLE



We create an environment focused on safety, integrity and accountability, where associates are empowered to succeed at work and make a positive impact in their communities. We do this by:

- Providing continuing education and professional development opportunities
- Offering comprehensive healthcare and retirement benefits, including a matched 401(k) plan and an active defined benefit pension plan for U.S. associates
- Expanding Respect at RPM, our diversity and inclusion awareness program that helps us attract, retain and develop top talent

OUR PROCESSES



We focus on increasing operational efficiencies, which reduces our environmental footprint and operating costs. Throughout our processes, we commit to:

- Reducing emissions and energy consumption
- Reducing waste and increasing recycling
- Promoting water reuse and conservation

OUR GOVERNANCE

We are committed to doing the right things, the right way, for the right reasons. Our three pillars are built on a foundation of effective and ethical corporate governance. As we work to ensure regulatory compliance in all areas—including data privacy, risk management, board diversity and vendor due diligence—we remain guided by our principles of responsible corporate citizenship.

Learn more about our governance structure in the [Our Governance](#) section of our website and on [page 14](#) of this report.





OUR DOUBLE MATERIALITY ASSESSMENT

To help guide our sustainability strategy, RPM conducted a double materiality assessment (DMA) in fiscal 2025. The DMA provides a structured framework for prioritizing sustainability-related impacts, risks and opportunities (IROs), as well as ensuring regulatory compliance.

To inform the DMA, we engaged internal stakeholders to evaluate which topics within the European Sustainability Reporting Standards (ESRS) are most relevant to RPM's business and reporting obligations. Additional interviews and surveys were conducted across the organization to validate these findings and ensure a comprehensive assessment of material topics.

The DMA evaluated sustainability-related matters based on the following criteria:

- **Impact Materiality:** The actual or potential effects of RPM's operations on people, communities and the environment.
- **Financial Materiality:** The actual or potential effects of sustainability-related matters on RPM's financial performance, position and long-term value creation.

Material Topics

Based on this assessment, RPM identified the following as its most material sustainability topics:



CLIMATE CHANGE



WORKERS IN THE VALUE CHAIN



RPM'S WORKFORCE



AFFECTED COMMUNITIES



BUSINESS CONDUCT



CONSUMERS & END USERS



RESOURCE USE &
CIRCULAR ECONOMY



POLLUTION



FY30 SUSTAINABILITY GOALS AND PROGRESS

We have established a set of FY30 sustainability goals that reflect ambitious yet achievable next steps in our sustainability journey.

Consistent with our approach of setting goals that can be realized within a three- to five-year timeframe, these objectives were designed to ensure that the associates who set our goals are also implementing the actions needed to achieve them.

Our FY30 goals are aligned with the results of our DMA and broader sustainability strategy. We also conducted peer benchmarking to better understand industry expectations and standards for excellence.

These resulting goals encompass our continued commitments to product stewardship and environmental responsibility, while introducing measurable objectives for workplace safety training. Together, they support our enterprise-wide efforts to reduce environmental impacts, support our associates and improve operational efficiencies, ultimately creating long-term value for our shareholders.

In FY26, progress toward our FY30 goals was supported by efficiency improvements generated through our MS-168 manufacturing excellence initiatives. Partially offsetting this progress were higher Scope 1 and 2 GHG emissions associated with increased in-house raw material production

to strengthen supply chain resiliency, as well as temporary inefficiencies resulting from facility consolidation activities. While these actions contributed to higher emissions in the short term, we expect the completed consolidations to support our FY30 goals by creating a more efficient operational footprint.

PILLAR	FY30 SUSTAINABILITY GOALS	FY26 PROGRESS
 OUR PRODUCTS	Eliminate or mitigate more than 20 different chemical compounds from our product formulations ¹	Ongoing
 OUR PEOPLE	Achieve a total recordable incident rate (TRIR) and days away, restricted or transferred (DART) rate of less than 1.0	TRIR 1.59 DART 1.20
 OUR PROCESSES	Reduce Scope 1 and 2 GHG emissions from our facilities by 25% per ton compared to a FY22 baseline	11% reduction
	Reduce waste to landfill from our facilities by 10% per ton of production compared to a FY25 baseline	15% reduction
	Develop and implement water stewardship plans for all facilities in areas of high or extremely high water stress ²	Ongoing implementation
 OUR GOVERNANCE	100% associate participation in our Code of Conduct training ³	98.5%

¹ In mitigation scenarios, the chemical is no longer utilized in new/future commercial product formulations.
² Water-stressed regions are determined by WRI Aqueduct.
³ Does not include associates employed with RPM for fewer than 60 days.



OUR PRODUCTS

As part of our Product Stewardship initiative, we are working to eliminate or mitigate more than 20 chemical compounds in our product formulations and replace them with more sustainable alternatives by 2030. This collaborative effort brings together our R&D, operations, EH&S, legal and sustainability teams, with quarterly reviews conducted with segment presidents to monitor progress toward our goals.

Beyond improving the safety of our products for end users, our Product Stewardship initiative supports healthier workplaces, reduces the impact of waste streams in the communities where we operate, accelerates SKU rationalization and generates meaningful cost savings. As a result of the Product Stewardship initiative, the Consumer Segment has reduced annual raw material costs by \$2.0 million.

DRIVING PRODUCT INNOVATION

Guided by our mission of *Building a Better World*, sustainable innovation is embedded throughout our product development process. It begins in our research and development centers, where new products are evaluated and screened to promote the use of safer chemistry.

Our approach includes mitigating or eliminating certain chemical compounds, incorporating bio-based materials into formulations, and developing solutions that extend asset life and support more sustainable buildings. We also consider sustainability in our packaging decisions, prioritizing the use of recycled plastics and paper products when appropriate.

By integrating more sustainable practices across our operations, we help advance our customers' sustainability goals while creating long-term value. This commitment also informs our growth strategy. We evaluate potential acquisitions based on their alignment with our Product Stewardship initiative and broader sustainability objectives.



INVESTING IN SUSTAINABILITY

We cultivate a culture of innovation across our facilities and Centers of Excellence (COEs) through events such as our R&D Summit. In the coming year, more than 100 R&D associates will gather to strengthen collaboration across teams and further integrate sustainability into our innovation process.

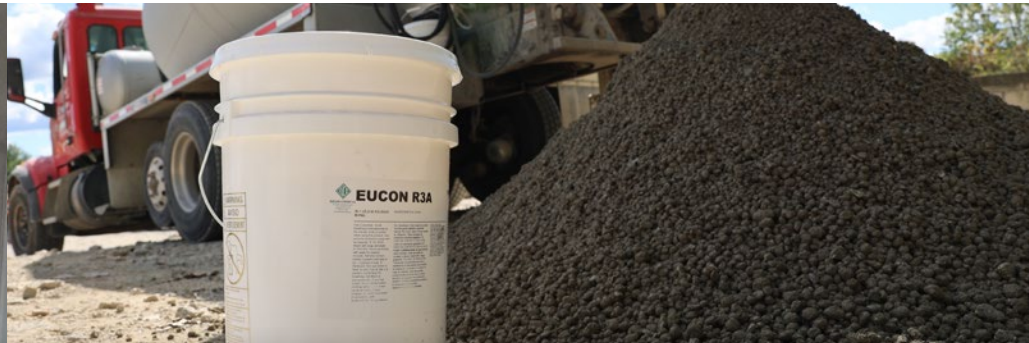
Our **R&D Summit** provides a forum for researchers and scientists to exchange technical expertise, showcase emerging innovations and share best practices, which creates an environment for creativity, collaboration and knowledge-sharing. Our associates also gain valuable insights into industry trends and RPM's global strategies related to markets, sustainability and operations.





INTEGRATING SUSTAINABILITY INTO THE BUILT ENVIRONMENT

Our products and services are designed to extend the life of buildings and infrastructure while helping to create safer, more efficient and more sustainable built environments. We incorporate bio-based and recycled materials into our formulations and packaging to improve performance, support durability and promote safe, environmentally responsible solutions.



CONSTRUCTING SAFER, SUSTAINABLE ENVIRONMENTS

Our businesses continue to advance solutions that improve building performance, durability and safety. **Tremco CPG's Deep Energy Retrofit Program** helps building owners modernize aging facilities through integrated renovation solutions that improve energy efficiency, extend building life and reduce disruption for occupants. By combining roofing, wall systems, windows, ventilation and maintenance services into a coordinated approach, the program provides a practical alternative to costly demolition and replacement.

Our technologies also help customers maximize the value of their existing assets. **WTI PureAir restored a failing air handler system at Copley High School** in Ohio for less than half the cost of replacement, helping the district avoid more than \$350,000 in expenses while extending the life of critical infrastructure and minimizing disruption.

Additionally, building safety is a top priority across our portfolio. **Nullifire recently expanded its passive fire protection offering** with products that achieved up to EI120 certification for shaft wall applications, while its new Perlifoc® HP Eco+ solution provides low-VOC fire protection that supports green building certification programs. **Stonhard's Stonkote ESD flooring systems** also help protect data centers, semiconductor facilities and clean rooms by minimizing static electricity.

USING BIO-BASED & RECYCLED MATERIALS

We continue to develop innovative products and technologies that reduce waste, support circularity and incorporate more sustainable raw materials.

Euclid Chemical's **EUCON R3A admixture transforms returned concrete into reusable material**, reducing waste while creating new value from materials that would otherwise be discarded. By supporting concrete reuse, our product contributes to more efficient resource utilization throughout the construction process.

In Europe, **PAVA Resin's PAVA-BIO portfolio incorporates bio-based raw materials into flooring and waterproofing solutions**, helping to reduce reliance on fossil-based inputs while delivering the durability and performance required for demanding construction applications.

Nudura's BuildEase delivery enablement service helps streamline insulated concrete form (ICF) construction through improved planning, coordination and material management, reducing waste and accelerating project timelines. Meanwhile, **Nudura's HercuWall ICF wall system** supports efficient construction while enhancing building performance and energy efficiency.

SUPPORTING A MORE CIRCULAR ECONOMY

We seek opportunities to reduce waste across product packaging and manufacturing processes by increasing reuse and supporting recycling initiatives.

LiteForm operates a local expanded polystyrene take-back program in Sioux City, collecting used foam materials and incorporating them back into its products as a raw material. This approach helps divert waste from landfills while creating a more circular manufacturing process.

Kalzip promotes circularity through recycling and material recovery initiatives that help return aluminum building materials back into the value chain at the end of their service life, reducing waste and supporting more efficient resource use within the construction industry.



OUR PEOPLE

Our strategy is rooted in the philosophy of our founder, Frank C. Sullivan:
***"Hire the best people you can find.
Create an atmosphere that will keep them.
Then, let them do their jobs."***



BUILDING A BETTER WORLD STARTS WITH OUR PEOPLE

Our people are at the heart of our Building a Better World program. This philosophy continues to shape our culture, which is built on the strength of our diverse and engaged team.

Guided by our core values of Transparency, Trust and Respect, we are committed to integrating practices that attract, develop and retain talent across diverse generations, backgrounds and skill sets.

Advancing a Culture of Respect

Our **Respect at RPM program** connects our company values with our commitment to fostering a diverse and inclusive workplace where all associates can thrive. In FY26, RPM expanded the program by launching a dedicated intranet page that provides associates around the world with easy access to educational resources, including the Respect at RPM video series, informational flyers, leadership talking points and materials available in multiple languages. As we continue to foster a culture of respect, we are equipping associates with practical tools and resources to help put our values into practice every day.

FY26 Associate Engagement Survey Results

Results from our most recent global associate engagement survey reflect strong rankings across many categories, such as work-life balance, respect, engagement and alignment, and workplace involvement.

90%

say they are familiar with the RPM Code of Conduct

81%

are able to arrange time off from work when needed

87%

know what they need to do to be successful in their roles

75%

of associates are proud to work for RPM

Women of RPM

Our **Women of RPM employee resource group** organizes networking and learning opportunities for interested associates across the company. With more than 850 members, the group hosts a variety of events each year focused on career growth, leadership development and personal branding.

In FY26, Women of RPM offered meaningful opportunities for our associates to connect and grow through a variety of virtual and in-person events. Highlights include a signature event featuring RPM board member Jenniffer Deckard, leadership and personal branding sessions, Women's History Month and International Women's Day programming, and wellness-focused events.

Women of RPM organized a clothing, toy and book drive benefiting the Urban Community School in Cleveland.





DEVELOPING AND ENGAGING OUR ASSOCIATES

Providing our associates with learning opportunities to help them grow and develop their talents is critical to our long-term success. We empower our associates to take advantage of the learning and development programs available through our RPM Learning Central and other platforms to build new skills and advance their careers. **In FY26, our associates completed over 240,000 courses focused on training, development and compliance, doubling the amount from the prior year.**

We also offer a variety of **leadership development programs designed to identify and cultivate emerging leaders**, including Leaders of the Future, RPM University, the Ethical Leadership Academy and Leadership Accelerator. In addition, **external partnerships with universities**, including Cleveland State University and Case Western Reserve University, allow our associates to pursue specialized training and coursework.

Fostering Next-Generation Talent

As part of our commitment to attracting and developing talent, we support programs that help equip the next generation with the skills needed to build careers in the construction industry.

Among our most impactful initiatives are the **RISE™ (Roofing Individuals Succeed through Education) Program** and **The Rising Stars Program**, a nonprofit that introduces young people to career pathways within the construction industry. During the 2025-2026 school year, Rising Stars graduated 60 students, helping build a pipeline of skilled talent for the future of the construction workforce.

➔ To read more about these and other programs, visit the [Talent Attraction, Development & Retention](#) section of our website.

CREATING SAFER WORK ENVIRONMENTS

We prioritize the mental, emotional and physical well-being of our associates and continuously seek ways to strengthen the support we provide. Our center-led environmental, health and safety (EHS) initiatives, led by dedicated EHS managers, help promote safe and healthy workplaces across our operations.

Guided by our Core EHS Fundamentals, our EHS managers foster a proactive safety culture centered on shared accountability and incident prevention. We also provide training, implement safety policies and establish improvement goals through our comprehensive EHS management program.

Viapol’s manufacturing facilities in Brazil achieved significant safety milestones, including more than 300 days without a lost-time incident at Caçapava and five years without a lost-time incident at Candeias.



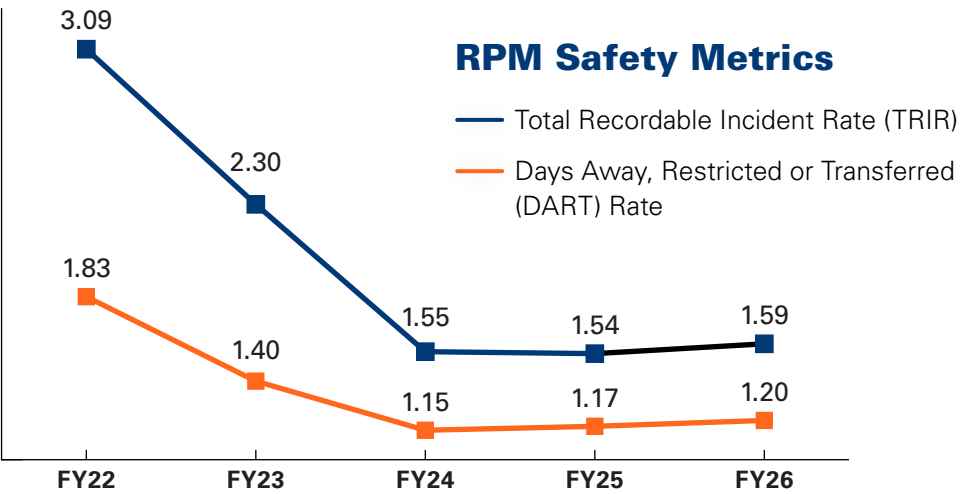
Six Core EHS Fundamentals:

Safety Vision	Measure & Report Safety Metrics
Engagement & Accountability	Establish Safety Goals
Commitment to Professional Resources	Continuous Improvement

RPM Teams Demonstrate Commitment to Safety

To support our safety programs, EHS training is ingrained in the everyday practices of our facilities. In September 2025, 76 members of our EHS team and operations leadership gathered at RPM’s global headquarters in Medina, Ohio, for a two-day conference focused on advancing safety performance. Participants shared best practices, explored emerging EHS technologies and connected with RPM’s trusted partners and corporate team members to strengthen collaboration across the organization.

RPM also sponsored Process Hazard Analysis (PHA) Team Leader training at Tremco CPG UK’s Wigan facility, helping associates strengthen their ability to identify and proactively manage process safety risks.





RPM IN OUR COMMUNITIES

We strive to be good neighbors in the communities where we operate.

Our success depends heavily on associate engagement, and we encourage our associates to actively support nonprofits they care about. Through our corporate matching program, we boost RPM corporate associate **donations up to \$2,500 per year** to help maximize impact.

Highlights of our company initiatives over the past year include:

- **Tremco CPG opened a new workplace for Avres associates in the Netherlands**, supporting more than 25 individuals through its long-standing partnership with Avres, a work development organization dedicated to helping people overcome barriers to employment.
- **DAP partnered with Dow, Michigan State University and Native Alaskan communities to improve the energy efficiency and climate resilience of homes in Nome and Unalakleet**, providing products and expertise to support upgrades like insulation, air sealing, flooring and window improvements.



- **Tremco associates supported WomenSafe’s 25th Anniversary Casino Night**, which helped raise awareness and resources for survivors of domestic violence. In FY26, Tremco contributed a record \$10,000 sponsorship to support WomenSafe, building on a partnership that began in 2007.
- Through **Tremco CPG’s Season of Service initiative in Cleveland, Ohio**, more than 40 associates volunteered over 90 hours to support local nonprofits like Chair-ity, the May Dugan Center and RePlay for Kids with household goods, food assistance and adapted toys for those in need.

RPM’s monetary and philanthropic contributions in FY26 totaled \$2.8 million.

➔ To learn more about how we support our associates and communities, visit the [Our People](#) section of our website.

DONATING RPM PRODUCTS TO PARTNER ORGANIZATIONS

We value our ongoing partnerships with organizations to support important causes within our communities, including product and material donations as well as monetary contributions.

Below are just a few highlights of our community partnerships:

- **Rust-Oleum South Africa donated nearly \$40,000 worth of paint to six nonprofit organizations supporting vulnerable children**, helping to create safe, welcoming environments at children’s homes across the country. The company also donated more than 1,000 bottles of disinfectant to support hygiene initiatives in Early Childhood Development programs.
- To help support recovery efforts in the aftermath of Hurricane Helene, **Stonhard associates collected and donated essential supplies**, such as food, blankets, clothing and other necessities, for North Carolina individuals and families who were directly impacted.
- **Euclid Chemical donated BrownTone CS 350 and Fiberstrand microfibers to Bradley University’s Concrete Canoe team**, providing materials that enhanced performance and reduced cracking during construction of the team’s award-winning competition canoe.





OUR PROCESSES

More than 620 associates have completed Six Sigma Green Belt training and serve as process improvement leaders across our organization.



REDUCING OUR ENVIRONMENTAL IMPACT

Our vision for Building a Better World within our manufacturing footprint is powered by **MS-168**, our manufacturing system that drives continuous improvement across our operations.

This system provides a structured framework that helps us enhance process efficiency, reduce waste and support our commitment to lowering our carbon footprint and GHG emissions. As we work to reduce both our global environmental footprint and operating costs, we continue to expand the MS-168 framework across more of our facilities around the world.

The principles of MS-168 empower our associates to identify and implement operational improvements through **Green Belt projects** focused on increasing efficiency, minimizing waste and reducing costs. These initiatives are led by associates who have completed Six Sigma Green Belt training, a professional development program centered on process improvement. Since the program's inception through the end of FY26, completed Green Belt projects have generated approximately **\$52 million in benefits**.

Addressing Climate Change

We are working to reduce both direct and indirect GHG emissions across our operations through improved operational efficiency and greater use of lower-emission and renewable energy sources. Using a centralized data management system, we track emissions from our manufacturing facilities, distribution centers and offices to measure progress toward our reduction targets.

These efforts are being embraced across our businesses. In FY26, **TMP Convert earned an EcoVadis Gold Medal**, improving its score from 72 to 84 through enhancements in sustainability performance monitoring, responsible procurement and carbon emissions reporting, including Scope 3 emissions. **RPM's CDP Climate score improved from a C to a B**, further demonstrating our progress in climate-related management and transparency.

Green Belt Project Savings

- A Green Belt-led initiative at **Rust-Oleum's Martin Mathys plant in Belgium** **eliminated manufacturing scrap and improved production consistency**, delivering \$450,000 in cost savings while supporting a more sustainable coating solution.
- **Tremco's Wigan, UK, facility improved its plastic waste management and recycling**, diverting approximately 10 metric tons of plastic waste annually from general waste streams, reducing emissions and generating ongoing cost savings through improved resource recovery.





New Mumbai Facility Advances Sustainable Operations

We recently **opened our new manufacturing facility in Mumbai, India**, which incorporates a variety of features that support resource efficiency, operational excellence and our commitment to Building a Better World. Designed to meet growing customer demand, the facility integrates sustainability-focused practices across its operations while providing a foundation for future improvements.

The facility features energy-efficient technologies, including LED lighting, daylight-harvesting roof panels, high-efficiency motors and variable frequency drives to reduce electricity consumption. Electric material-handling equipment helps lower on-site emissions and improve air quality, while bulk handling and closed-transfer systems reduce packaging waste and material loss. Additional features include rainwater harvesting, wastewater treatment capabilities and automated vessel cleaning systems that help optimize water and chemical use. Looking ahead, the site plans to further enhance its environmental performance through rooftop solar power, EV charging infrastructure, and centralized energy and water monitoring.



Responsible Energy Use

In alignment with MS-168, we continually seek opportunities to **reduce our energy consumption and increase the use of renewable energy** across our facilities. These efforts support a more sustainable operating footprint while generating long-term cost savings.

In FY26, **Fibergrate’s Mexico facility generated over 801,500 kWh of electricity through its on-site solar panel system**, reducing grid power reliance and delivering approximately \$132,000 in energy cost savings. This is an example of how renewable energy can lower both operating costs and environmental impacts.

We also continue to identify efficiency-driving, energy-saving opportunities through our Energy Treasure Hunt program. In FY26, 15 global teams identified 34 projects expected to deliver approximately \$700,000 in annual cost savings and 17 million kBtu of energy savings across our operations.

Minimizing Waste Across Our Operations

We continuously seek opportunities to improve our operations and product formulations in ways that help us minimize waste. We **track waste reduction and recycling efforts** at the facility level and use our centralized data management system to aggregate and analyze performance data.

Through targeted recycling initiatives, **Key Resin brought its steel drum recycling in-house**, which reduced waste, eliminated disposal fees and created a new revenue stream through scrap sales. Improvements to its electronic waste management and a planned cardboard baling program are expected to further reduce waste and deliver annual savings of more than \$40,000. In addition, **Tremco CPG joined CircuPUR.be**, Belgium’s collection and recycling program for empty polyurethane foam cans, to help divert construction waste from landfills and support a more circular approach to packaging management.





Using Water Responsibly

Although our operations are not particularly water-intensive, we are committed to **reducing water use through continuous improvements to our processes, management systems and equipment**. These efforts include installing closed-loop water systems and heat exchangers, as well as conducting targeted assessments and strategies to identify opportunities for reducing stormwater pollutants. We actively manage stormwater runoff at each of our manufacturing facilities to help prevent the accidental discharge of contaminants and facilitate compliance with applicable permit requirements.

As part of our ongoing commitment to water stewardship, facilities located in areas experiencing high or extremely high water stress are developing water management plans to identify conservation opportunities and establish contingency measures to address potential water availability constraints.

Our **Nudura facility in Granby, Canada, partnered with a local nonprofit to support a river cleanup initiative** focused on protecting the natural environment. Through the collective efforts of associates, litter and debris were removed from the property and nearby riverbanks, helping to preserve local waterways and enhance the surrounding ecosystem. This initiative demonstrates how environmental stewardship and associate engagement can work together to create a meaningful local impact.

Safeguarding Biodiversity

While only a limited number of our operations are located in biodiversity-sensitive areas, we continually seek opportunities to protect and preserve species living in the ecosystems surrounding our sites. For capital projects involving new or expanded facilities, we assess potential impacts on areas of high biodiversity value and take appropriate measures to mitigate any adverse effects.

We also implement projects and initiatives that help protect and enhance the environments surrounding our facilities and in the communities where we live and work. Examples include:

- **Prime Resins joined the “Keep Conyers/Rockdale Beautiful” initiative**, committing to quarterly cleanups of the roadway surrounding its facility. Through this partnership, associates help remove litter and support efforts to maintain a cleaner, healthier environment.
- Associates at **Stonhard’s New Jersey facility cultivated the “Stongarden” for a second consecutive year**, building on a project first launched on Earth Day in 2025. The garden now features thriving flowers and produce, as well as a newly installed bee house that supports pollination and local biodiversity. Stonhard plans to expand the garden and donate future harvests to a food bank.
- **Associates from across Tremco, Euclid Chemical, DayGlo and RPM’s corporate office partnered with the Western Reserve Land Conservancy** to help improve local habitats through trail cleanup and invasive species removal efforts, supporting native plants and wildlife.



➔ To learn more about how we’re improving our operations, visit the [Our Processes](#) section of our website.



OUR GOVERNANCE

Our compliance and ethics program is guided by *The Value of 168*—the idea that there are 168 hours in a week, and we must use those hours in ways that do the most good, because doing the right thing is good business.

SUSTAINABILITY OVERSIGHT

Our sustainability pillars are built on a foundation of effective, ethical corporate governance. This includes regulatory compliance in key areas of our business, such as data privacy, risk management and due diligence in vendor selection. Our **Board of Directors** provides oversight and guidance as we strive to deliver long-term value for our shareholders and grow our business responsibly.

As of May 31, 2026, our Board is composed of 13 directors, 12 of whom are independent. The Board includes four women and one African American man, representing 38% overall diversity. All directors have environmental, social and governance experience, including Elizabeth F. Whited, who oversaw sustainability at Union Pacific Corporation; Jenniffer D. Deckard, who introduced a corporate citizenship program at Fairmount Minerals (now Covia); and Craig S. Morford, retired General Counsel and Corporate Secretary of ExxonMobil, who brings experience in regulatory and international compliance.

The Board's Corporate Governance and Nominating Committee oversees the identification of sustainability-related risks and opportunities for the development and implementation of sustainability goals. The committee receives regular updates from the **Building a Better World Oversight Committee**, which develops processes to manage sustainability goals and climate-related risks. Comprised of RPM executives and dedicated subject matter experts, the committee focuses on the strategies, initiatives and programming that advance the pillars of our *Building a Better World* program.

Responsible Sourcing

We are committed to conducting business ethically and responsibly, respecting and protecting human rights, and opposing human trafficking and exploitation. Because our suppliers play a significant role in our global impact, we expect them to uphold our sustainability and ethical standards as outlined in our [Supplier Code of Conduct](#).

To verify our new suppliers meet our strict standards, RPM has established a **Vendor Approval Process** and **Responsible Procurement Policy** for all new suppliers. The Vendor Approval Process includes a series of checks designed to



assess and validate suppliers in various risk areas, such as human rights, government affiliations, product stewardship, regulatory compliance, sustainability and corporate responsibility. Supplier due diligence is an ongoing process, and we continuously evaluate the suitability, capabilities and long-term viability of both current and prospective suppliers.

Information Security and Data Privacy

Our **Information Security Program** is designed to protect the confidentiality, integrity and availability of the data we manage, addressing critical risks such as cybersecurity threats, regulatory compliance and data privacy. We regularly test our data security controls for reliability and compliance, and we engage third-party specialists to assess our systems and policies, identify emerging risks and recommend best practices for mitigating them.

To strengthen awareness across the organization, we launched our **Data Beacon internal communications initiative** that shares guidance and best practices related to data management.

We also employ a variety of operational and technological safeguards to prevent unauthorized access to sensitive or confidential information, and maintain privacy policies governing the collection, use and sharing of personal data from associates, customers and other stakeholders.

Associates receive ongoing training on information security, data privacy and incident response protocols, where applicable. All data incidents must be reported to our Legal and Compliance department and are investigated to ensure that any associated risks are appropriately identified and remediated. Additional information on our approach to information security and data privacy can be found in our [2026 Form 10-K](#).

➔ **To learn more about our responsible business practices, visit the [Our Governance](#) section of our website.**



For regular updates on our sustainability journey and our Building a Better World program, visit [rpminc.com/sustainability](https://www.rpminc.com/sustainability).