Values & Expectations of 1688

Our Commitment Our People Our Operations Our Products

> Environmental, Social & Governance Report





August 2020

Dear Stakeholders,

Since its beginnings, RPM has held the belief that stockholder value isn't a strategy — it's an outcome.

When it comes to responsibly serving our three most important constituencies — our associates, customers and stockholders — we refuse to compromise on doing the right things the right way. Through our Code of Conduct, The Values & Expectations of 168, we've made a lasting commitment to these constituencies and the communities in which we conduct business that we will operate with honesty and integrity.

Society today is asking more of companies than ever before when it comes to ensuring safe, ethical and sustainable business practices. But the truth is, these things have always mattered. At RPM, they are paramount values that have been part of our culture and ethos for decades.

In the mid-'70s, RPM made the progressive decision to switch from an inside Board of Directors to a predominantly independent board — long before it was commonplace or required practice. Our Board has included women and minority members since the early '90s. Most recently, we added the Rooney Rule to our Governance and Nominating Committee charter to ensure we always interview diverse candidates when filling new Board positions.

As a multinational company with nearly 15,000 associates, RPM thrives by being an attractive place to work for a diverse group of associates. We continue to offer premium benefits and to invest in company-wide leadership development. These efforts not only help us attract and retain the best talent — they allow our associates to share in the success that they help create. "The truth is, these things have always mattered."



Finally, our commitment to do the right thing extends to the many consumers and professionals who trust and use our products. There's nothing more sustainable than extending the useful life of something that already exists whether it's a swing set in someone's backyard or the roof of a manufacturing facility — and RPM is proactive in driving sustainable product innovation. From creating greener chemistries to developing building solutions that divert materials from landfills, we are leaders in manufacturing safer and more energy-efficient products.

While this Environmental, Social and Governance Report demonstrates our commitment to pursuing sustainable best practices, we recognize that there's more work to be done. We are proud of our track record of success in taking care of our associates, customers and communities, which is how we have and will continue to create greater stockholder value and leave a lasting legacy we can all celebrate.

On behalf of RPM and all our associates, thank you for recognizing our commitment to delivering better outcomes for you and for the world we all share. Yours very truly,

Sullivo

Frank C. Sullivan Chairman and CEO RPM International Inc.





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RPM International Inc. 2628 Pearl Road • Medina, Ohio 44258 www.rpminc.com 1-330-273-5090 info@rpminc.com Cover photo: Drakensberg Amphitheatre in South Africa

Values & Expectations of

168

Our Commitment

RPM, as a company, is guided by the belief that what benefits our associates and our customers also benefits our stockholders. Promoting good governance practices is our commitment to balance the interests of these important groups, fairly and ethically, while also being a responsible corporate citizen for our stakeholders throughout the global community. For more information on RPM, see our Annual Report at www.rpminc.com.

THE VALUES AND EXPECTATIONS OF 168

We refer to our Code of Conduct as The Values & Expectations of 168. The number 168 represents the number of hours in a week, but more than that, it exemplifies our commitment to ethical business conduct and always using the gifts of life and the limited time we have to do the right things, the right way, for the right reasons. The Values & Expectations of 168 not only outlines our core principles of integrity, commitment, responsible entrepreneurship and moral courage, it represents a choice we make daily — to hold ourselves accountable. Living The Values & Expectations of 168 is how we truly create long-term value for our stakeholders.

OUR CORE PRINCIPLES

INTEGRITY: Be open and honest. Accurately and openly disclose information in business transactions. Deception and retaliation have no place at RPM and will not be tolerated.

COMMITMENT: Follow the law, our policies and procedures. Safeguard our companies' property, assets and interests, and ensure our focus is on the collective goals of stockholders, associates, customers, consumers and communities.

RESPONSIBLE ENTREPRENEURSHIP: Search for innovative ways to compete and win in the markets we serve. Compete vigorously, but always do so fairly and in adherence to free enterprise and competition standards, environmental and human rights principles, and with respect for our suppliers, customers, competitors and the communities in which we operate.

MORAL COURAGE: Do the right thing, even when it is tough, and regardless of whether someone is watching or if you will receive credit.



GOVERNANCE

RPM's governance practices promote balanced decision-making, diversity and inclusion, and transparency across our operations. By pursuing best practices in Board governance and diversity, we show all our stakeholders that their voices matter.

The Governance and Nominating Committee (the "Committee") of our Board of Directors (the "Board") considers and reports periodically to the full Board on matters relating to corporate governance, including, but not limited to:

- Developing and recommending a set of corporate governance principles;
- · Identifying diverse candidates who are qualified to become Board members;
- · Recommending nominees for a Director role;
- Administering the Board's evaluation process, including sharing the results with the Board for discussion and deliberation; and
- Overseeing our Environmental, Social & Governance (ESG) strategy

BOARD OF DIRECTORS

The Committee ensures that the Board represents the correct balance of skills, knowledge, diversity of gender and ethnicity, backgrounds and experience. Directors are elected by a majority of votes cast by stockholders. In an uncontested election, any nominee for Director who receives more votes "withheld" from his or her election than votes "for" election must tender his or her resignation.

Each year, the Committee administers selfevaluations of the Board and its various committees, and the Board's Compensation Committee administers an evaluation of the Chief Executive Officer.

Among the other functions set forth in its charter, the Committee oversees RPM's efforts to identify sustainability risks and opportunities, and the development and implementation of goals relating to those. Maintaining a diverse and inclusive Board ensures the voices of our outside stakeholders are well-represented.

BOARD INDEPENDENCE

RPM prioritizes the interests of all key stakeholders through a balanced Board of trusted individuals. Since 1977, the majority of RPM's Board has been comprised of independent Directors — nearly three decades before it was required by the New York Stock Exchange. Additionally, only independent directors have served on the Board's Audit, Compensation, and Governance and Nominating Committees. Board independence guides fair and balanced decision-making processes by diluting the concentration of power from company insiders while keeping stakeholder interests top of mind.

Our Commitment



BOARD DIVERSITY

When identifying and evaluating candidates for Board roles, the Committee actively seeks qualified candidates who reflect diverse backgrounds. In January 2020, RPM formalized this commitment by adopting the Rooney Rule for filling Board vacancies — a mandate to include diverse candidates in the selection pool for each new Board vacancy, accounting for diversity in ethnicity and gender.

STRUCTURE

BOARD COMPOSITION

- 12 Directors total
- 11 Directors who are independent under RPM's Corporate Governance Guidelines and the New York Stock Exchange listing standards
- 2 female Directors and 1 minority Director

LEAD DIRECTOR

One independent Director serves as Lead Director of the Board. The Lead Director presides at all executive sessions of the independent Directors and at other meetings where the Chairman of the Board is not present. Independent Directors meet in executive session each year in January, April and July, without management present.

BOARD COMMITTEES

- Audit
- Compensation
- Governance and Nominating
- Executive

All Directors on the Audit, Compensation, and Governance and Nominating Committees are independent.

A HISTORY OF GENDER DIVERSITY

We are proud of our long-standing commitment to gender diversity, particularly on our Board.

- Lorrie Gustin
 1992 to 2002
- Dr. Jerry Sue Thornton
 1999 to 2017
- Jenniffer D. Deckard 2015 to present
- Julie A. Lagacy
 2017 to present



OWNERSHIP

STOCK OWNERSHIP

As stockholders, our Directors and executive officers are subject to stock ownership guidelines.

- All Directors and executive officers satisfy the applicable minimum stock ownership guidelines or are within the grace period provided to achieve compliance.
- Short sales and hedging transactions of RPM's stock by Directors and officers are prohibited under RPM's insider trading policy.
- Pledging of RPM's stock by Directors, officers and associates is also prohibited, subject to limited exceptions.

CLAWBACK POLICY

RPM's clawback policy provides for the clawback of certain bonuses or incentive compensation awarded to an executive officer if, as the result of his or her misconduct, RPM is required to restate all or a portion of its financial statements.

CONTACT

You may contact the Board in writing at: Board of Directors Communications c/o General Counsel RPM International Inc. P.O. Box 777 Medina, Ohio 44258

Or by email: directors@rpminc.com

STATEMENT OF GOVERNANCE POLICY

RPM's fundamental objective is to build longterm stockholder value by profitably growing our businesses and consistently delivering strong financial performance. We recognize that our ability to generate value for our stockholders is inextricably linked to our ability to provide value to our principal stakeholders, including our customers and associates.

- We must continue to earn the ongoing commitment and trust of our stockholders by delivering the solid returns expected by them from an investment in RPM.
- We must continue to offer our customers innovative, high-quality products and services at competitive prices.
- We must attract and retain high-quality associates at every level of our organization, provide them with the tools they need to do their jobs, and compensate them in such a way as to closely align their interests with our long-term success.
- We must conduct our business in conformity with The Values & Expectations of 168, including complying with all legal and ethical standards, and working to be exemplary corporate citizens of the communities in which we work.

In short, we manage our businesses to create wealth for our stockholders. Creating value for our other stakeholders is how we have achieved, and will continue to achieve, that objective.

At RPM, we understand that our company is only as strong as the team behind it. Incorporating sustainable best practices in professional development, benefits, health and safety and community involvement ensures that we can continue to hire the best associates and retain them throughout the course of their careers.

We offer:

- Highly competitive compensation and benefit packages;
- Educational programs to develop the next generation of leadership;
- An entrepreneurial culture that values innovation, hard work, collaboration, a hunger for learning and work-life balance;
- A work environment grounded in fairness, integrity and respect;
- Equal employment opportunities; and
- Many philanthropic and community involvement opportunities.

AS OF MAY 31, 2020

ASSOCIATES BY REGION	
North America:	9,424
Europe:	3,263
South America:	870
Asia:	379
Africa:	340
Australia/New Zealand:	197
Middle East:	148
Total:	14,621



Environmental, Social & Governance Report

TALENT DEVELOPMENT

LEADERSHIP TRAINING

The entrepreneurial culture of RPM is one that emphasizes lifelong learning and personal growth. By developing and investing in our associates through leadership training, we are investing in the long-term success of RPM.

THE GOLD TEAM

RPM's Global Organizational Leadership Development (GOLD) Team is responsible for creating a leadership-led learning culture across RPM. Its goals are to:

- Establish and evaluate leadership development programs for RPM;
- Identify and share relevant industry trends and best practices with RPM leaders; and
- Serve as a leadership development liaison for various constituencies within RPM.
 Each year, our groups nominate associates

to participate in corporate-wide leadership education programs overseen by the GOLD Team, including Leaders of the Future, RPM University, the Strategic Leader Staff Ride and individual programs offered by the Center for Creative Leadership (CCL). Through these robust initiatives, our associates advance their skills, learn best practices and become more highly effective leaders.

LEADERS OF THE FUTURE

A two-day educational workshop where emerging leaders develop valuable leadership skills to prepare them for future leadership opportunities.

In addition to providing education about RPM and its groups, Leaders of the Future teaches critical leadership skills such as emotional intelligence and leadership strategies tailored to the participant's company and job function. After the workshop, follow-up coaching and mentorship help participants track ongoing progress toward their goals and drive future collaboration.



RETAINING & DEVELOPING TOP TALENT

Of the RPM leaders completing the program:

50% later received a promotion

>90% were retained

RPM UNIVERSITY (RPMU)

A year-long, holistic training experience that combines leadership development with health and wellness to help participants find balance as a leader.

RPMU begins with a three-day intensive retreat facilitated by CCL and RPM's executive team. The program uses face-to-face and digital learning to help leaders hone their leadership style, set personal goals, collaborate on projects with peers, and incorporate health and wellness into their daily routines. The curriculum is customized to the unique challenges faced by RPM and the individuals alike, allowing for widespread participation.

THE CENTER FOR CREATIVE LEADERSHIP (CCL) is a top-ranked, global provider of innovative leadership development solutions to leaders across six continents and 130 countries.

PROFESSIONAL DEVELOPMENT

RPM regularly invests in training and development programs and technologies for our many associates worldwide. By providing our associates with opportunities for professional development, we retain talented, engaged individuals who also share our commitment to continuous improvement.

THE STRATEGIC LEADER STAFF RIDE PROGRAM

A three-day, immersive seminar during which executives explore strategic dilemmas historically faced by military leaders to learn effective leadership strategies.

Facilitated by U.S. Army War College faculty, the Staff Ride Program teaches executives how to address various leadership challenges through an exciting, focused training experience. After meeting with RPM management and Board leaders, participants take a "staff ride" of the Gettysburg Battlefield and historic Carlisle Barracks, led by military historians and leadership specialists. The hands-on curriculum focuses on strategic planning, executive presence, communication, leadership tactics and more.

THE CENTER FOR CREATIVE LEADERSHIP

Comprehensive programs that equip executives with the knowledge and resources they need to become highly effective leaders.

CCL programs typically span 4 to 5 business days and incorporate assessments, classroom training, one-on-one executive coaching and leadership 360 evaluations to create a customized experience for each participant. RPM executives participate in programs as part of the company's robust partnership with CCL:

• Leading Strategically: Provides leaders with skills to handle complexities, bridge boundaries, shape organizational culture and build success;





- Leadership at the Peak: Demonstrates how leaders play enormous roles finding new ways to solve far-reaching, complex challenges; and
- Leading for Organizational Impact: Provides insight into strategically effective leadership by exploring the nuances and big picture of the organization's overall mission.



RISE PROGRAM – PARTNERING TO CLOSE THE SKILLS GAP

A tuition reimbursement program that gives participating associates the opportunity to earn a no-cost degree in construction management and gain real-world experience through field apprenticeship.

Through the Roofing Individuals Succeed through Education (RISE) program, associates can earn a construction management degree on a part- or full-time basis with 100% of their tuition paid by Tremco, part of RPM's Construction Products Group. The program is a partnership with SkillsUSA.

CHANGING THE CONVERSATION

By partnering with SkillsUSA through RISE, Tremco is working to change the perception of careers in roofing and address the current labor shortage. Offering educational opportunities like RISE helps attract associates to Tremco, while retaining our current talent by investing in their careers. With RISE, Tremco is working to:

- Engage with individuals who are traditionally underrepresented in the industry;
- Reduce negative stigmas associated with the field by introducing roofing as a career;
- · Identify industry skills gaps;
- Share how technology and green initiatives have made roofing smarter and safer; and
- Develop national roofing technical standards to be taught in SkillsUSA classrooms.

NEW IN 2020: UPGRADED TALENT MANAGEMENT

On January 1, 2020, RPM upgraded to its new Oracle Cloud Talent Management System. The upgraded system allows for improved efficiency in managing internal training needs and talent management functions.



DIVERSITY & INCLUSION

At RPM, we have built a highly engaged workforce, in part, through our commitment to create a diverse and inclusive culture — one that is ingrained in our corporate practices, policies, and internal and external programs. With the consistent support and dedication of leadership at all levels, we foster an environment that supports our associates as individuals and helps them thrive.



COMPANY SPOTLIGHT

Women@Rust-Oleum: A Community to Champion Women

Rust-Oleum's Women@Rust-Oleum community is a forum for female associates to connect, be inspired and cultivate their careers. With executive-level support, Women@Rust-Oleum carries out its mission to invest in women within the company by providing them with tools and support to grow their careers. Community activities range from leadership development through "lunch and learn" programs and social gatherings, to charitable outreach. Nearly 70% of Rust-Oleum's female corporate associate base participates in this robust, growing community.

COMPANY SPOTLIGHT

Tremco Paves the Way for Careers in Construction

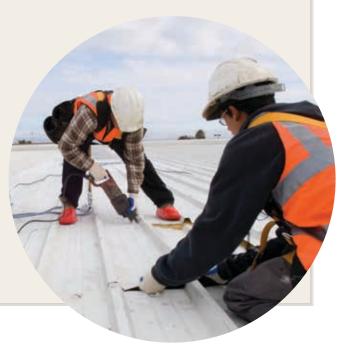
Tremco and Weatherproofing Technologies Inc. ("WTI"), are actively involved in advancing diversity and inclusion efforts through several initiatives:

Partnering with departments of corrections Tremco and WTI take their federally accredited Roof Training Apprenticeship Program (sanctioned by the Department of Labor) inside the walls of correctional facilities to train designated offenders on the concepts of roof systems, roof conditions, roof diagnosis, roof repair and restoration. Upon release from incarceration, WTI guarantees employment opportunities to qualified participants within a pay range of \$16 to \$23 per hour, plus benefits, depending on roof competency. Those hired are also given opportunities to pursue various career paths inside WTI, ranging from roofing technician to project manager to supervisor. Successful employment gives the individuals access to the RISE program and free highereducation opportunities.

Advancing women in roofing

Tremco and WTI are founding sponsors of National Women in Roofing (NWIR), a volunteerbased organization that provides educational and advancement opportunities for women in the roofing industry. Being involved in NWIR enables the sponsoring companies to be leaders in providing mentoring, education, networking and employment opportunities that will shape inclusion efforts across the industry. The partnership also allows Tremco and WTI to have direct interactions with women regarding the challenges they face in the industry and what can be done to make the workplace more accommodating. Emphasizing diversity and inclusion has undoubtedly expanded the companies' reputations and reach. All female associates at Tremco and WTI are encouraged to become members.

- Supporting individuals with disabilities
 In the Netherlands, Tremco partners with the
 Avelingen Group, an organization that connects
 people with disabilities with employment
 opportunities. The Arkel facility has an entire
 function dedicated to this effort, so that
 individuals from Avelingen Group can perform
 sub-assembly work to support production of
 various products.
- Championing inclusive diversity policies Tremco illbruck serves as a model for other European companies when it comes to creating diversity policies that are specifically inclusive of transgender associates. The company developed its policy in 2011, when one of its sales associates shared that she would be transitioning to become a woman. The associate engaged closely with senior management during the period of her transition to help design Tremco illbruck's diversity policy for future transgender associates, ensuring the company can provide adequate support.





BENEFITS

Our leadership has long understood that to attract and retain top talent, and to share the benefits of a successful business, RPM must maintain a premium benefits program for its associates. Rather than cutting costs in areas that benefit our associates, we make it a priority to operate in a way that prioritizes their health and wellbeing. We drive success together by offering exceptional benefits, opportunities for advancement and a workplace of empowerment, opportunity and respect.

U.S. BENEFIT PROGRAMS

For U.S. associates, RPM offers industryleading benefits, including defined benefit pension plans, medical, telehealth, tuition reimbursement, associate assistance and an employer-matched 401(k).

 RETIREMENT PLANS. Defined benefit pension plans and a matched 401(k) plan are available in the U.S. for eligible associates. Many of our operating companies globally also have defined contribution plans with varying levels of employer contributions. RPM's investment in retirement plans helps its associates plan for financial stability during their post-employment years.

million **RPM's 2019** U.S. defined benefit pension plan contribution

Employer Match

100% - on the first 3% contributed 50% - on >4% contributed

- **COMPREHENSIVE COVERAGE.** RPM provides life insurance, accidental death and long-term disability insurance for all full-time associates in the U.S. and Canada. Such associates enrolled in the RPM medical plan can also get support and specialized attention for chronic or specialized conditions, including heart issues, cancer, diabetes and pregnancy. Dedicated insurance policies for medical care, emergency evacuation and general assistance are also in place for our associates who engage in business-related travel.
- TUITION REIMBURSEMENT. Tuition assistance is available for associates who are pursuing either bachelor's or master's degrees in a job-related field.
- ASSOCIATE ASSISTANCE. Many aspects of daily life take associates' time away from their work and families. RPM strives to lessen this burden through our comprehensive associate assistance program, which provides our U.S.-based associates and their families with behavioral health and counseling services, worklife solutions, legal guidance and financial wellness/ planning assistance.



HEALTH & SAFETY

Our associates are our highest priority, and they trust us to provide a safe, positive work environment where they can thrive. Our operating companies follow many best practices to ensure our associates come to work feeling secure, confident and empowered to do their jobs.

OUR SAFETY CULTURE

RPM cultivates a proactive safety culture by setting high expectations and operational standards. We achieve this by:

- · Providing ongoing training;
- Conducting regular risk assessments;
- Investigating work injury accidents to identify and correct root causes; and
- Actively enforcing accident prevention and reporting policies.

RPM companies must maintain up-todate health and safety certifications and are responsible for tracking safety incidents, labor hours and lost time, as well as reporting results to RPM.

COVID-19 RESPONSE

Our commitment to our associates is apparent by actions taken during the Covid-19 pandemic.

- We limit outside visitors.
- We set entry processes, including health assessments, while taking steps to protect associate confidentiality.
- We publish clear guidelines on hygiene and facility cleanliness.
- We instruct on self-monitoring for illness.
- We assist associates with alternatives to public transport.
- We enforce social distancing protocols.
- We ensure our associates have proper personal protective equipment.
- We encourage associates who can work from home to do so.

COVID PHILANTHROPY

In an effort to help support the critical work of healthcare workers and mitigate the spread of Covid-19 in Santiago, Chile, Euclid CAVE teamed up with Flowcrete (both part of the Construction Products Group) to donate its Flowfresh MF antimicrobial flooring system to the Covid-19 unit at the community's Ignacio Domeyko Family Health Center. The flooring system, designed to protect surfaces from harmful microbial growth in between floor cleaning cycles, will also be installed at other healthcare centers throughout Santiago.

WORKFORCE SAFETY TRAINING & INCIDENT REPORTING

With many associates and manufacturing facilities worldwide, RPM actively looks for new opportunities where we can enhance safety training and improve worker safety. Our investments in education, training and auditing teach our associates how to recognize and report potential safety hazards before an incident occurs. This allows us to minimize any unsafe condition in the workplace and enforce safety procedures.

NEW ASSOCIATE TRAINING

Onboarding for new associates includes a job hazard analysis review that covers inherent hazards, and the proper safety protocols that will protect them. This training, along with continuing education, helps our associates develop confidence in how to do their jobs safely and improves associate satisfaction across our operating companies.

SAFETY AUDITS & CONSULTING

RPM regularly conducts safety reviews at its manufacturing locations. Those locations that underperform in safety best practices are assigned an additional safety inspection during the year to evaluate their remediation plans. If there are specific areas of improvement to address — such as electrical safety, fall protection or fire safety — RPM will bring in



third-party experts to provide targeted training in those areas.

INCIDENT REPORTING

If an individual is injured at one of its facilities, RPM requires a full investigation and incident report, with an analysis of the underlying root causes that contributed to the incident. Corrective actions are undertaken immediately and, if the incident was significant, information about the incident is shared company-wide to promote safety best practices across all of our companies.

Planning for a Safe Future

Building a safety culture is a continuous process. As technology changes, and RPM advances its capabilities and footprint, there are always new hazards that must be addressed to remain a best-in-class business. That is why our ongoing operational improvement plan specifically identifies key areas for company-wide improvements in associate safety — including how we develop new procedures and controls, how we use education and training, and how we share safety best practices.

IN PRACTICE

Prioritizing Electrical Safety

OUR INVESTMENT

Because electrical safety is a life-critical practice, we employ a formal electrical safety training program. The two-pronged program involves hiring third-party electrical experts to:

- Evaluate the efficacy of our facilities' electrical distribution systems; and
- Educate associates on perceived safety gaps, such as equipment performance, loose connections and fuses, etc.

RPM has been investing in infrared cameras as inspection tools for its facilities so that associates can self-inspect electrical equipment and report issues as part of their routine maintenance process.



IMPACT

- We keep associates from using unsafe electrical equipment.
 We identify opportunities to upgrade to new
- We identify opportunities to upgrade to new, safer equipment.
- We drive more efficient electrical consumption at RPM locations.
- We identify other issues such as air-line leaks, worn bearings and roof issues that will reduce energy usage once fixed.

COMPANY SPOTLIGHT

Tor Coatings' EHS Operating Procedures

Tor Coatings, part of RPM's Consumer Group, has implemented a series of high-level environmental health and safety operating procedures to reduce occupational hazards at its facilities. The UK-based manufacturer of specialty coatings prioritizes safety by:

- **Conducting regular risk assessments** related to material handling, noise, operational flow and fire;
- Holding periodic occupational health screenings for respiratory health and skin surveillance;
- Reporting progress on EHS initiatives through an incident management system, along with associate-driven hazard-spotting cards;
- Having a dedicated EHS team to monitor progress on policies, procedures and trainings; and
- Empowering associates to manage site safety.



IN PRACTICE

REDUCING SAFETY INCIDENTS

RPM's success in educating associates on safety practices and procedures is reflected in our exceptional workers' compensation experience and our strong safety record.

Experience Modification Rate (EMR) is a metric used by insurance companies to represent a company's past cost of associate injuries and future risk. An EMR lower than the industry average (1.0) is considered very good. For more than five years, RPM has achieved an EMR below the industry average.

RPM EMR Results: 2016-2020	
4/1/19-4/1/20	.83
4/1/18-4/1/19	.81
4/1/17-4/1/18	.74
4/1/16-4/1/17	.72
4/1/15-4/1/16	.77



Sixty percent of our manufacturing locations reported that their associates have operated during last calendar year without any incident, which is well above industry standards.

WORKPLACE SECURITY

RPM has invested heavily in security systems to protect our associates while they are working and keep intruders out. Associates are also trained to recognize and address potential security threats. Our facilities have defined procedures for when and how to notify local law enforcement in emergency scenarios.

Physical security protocols include:

- Motion detectors, security and fire alarm systems;
- · Security perimeters;
- Fencing around our properties;
- Buffer areas between fencing and our buildings; and
- Security cameras (both inside and outside of our facilities).

Helping Our People Prosper in Health Globally

OUR INVESTMENT

South Africa is one of the countries hit hardest by HIV, with an estimated 20% of the population testing HIV positive. Having a compromised immune system puts HIV positive individuals at greater risk for contracting secondary diseases such as pneumonia and tuberculosis. StonCor Africa, part of RPM's Performance Coatings Group, has incorporated HIV care as part of a highly focused effort to assist with

associate health and wellness. For more than a decade, facility managers have hired doctors to visit plants bi-weekly to assess individual workers, and help them monitor and maintain their health.

IMPACT Preventative medical care provided by StonCor Africa has been essential to keeping our associates in South Africa healthy and improving their quality of life.

COMPANY SPOTLIGHT

CARBOLINE RAISES FUNDS FOR ASSOCIATE CAUSES

St. Louis, Missouri-based Carboline has several fundraising programs to support associate health, safety and wellbeing. Carboline's corporate social responsibility program allocates funds to individuals who need help due to serious illness, natural disasters or other personal crises. Recently, Carboline also created a scholarship program to supply financial assistance to associates who have children attending an accredited school.

PHILANTHROPY & COMMUNITY INVOLVEMENT

With nearly 15,000 associates across 26 countries, RPM has many opportunities to make a positive impact on communities worldwide. A drive to support our associates and our communities is rooted deep in RPM's culture and The Values & Expectations of 168 — which is a continuing reminder to make the most of our time with our families, at work and in our charitable endeavors. Our desire to help others demonstrates the passion and beliefs of our associates.

FINANCIAL CONTRIBUTIONS & SUPPORT

Over the past five years, RPM has donated or pledged nearly \$7 million to approximately 260 philanthropic organizations and another \$200,000 to \$300,000 of various in-kind donations — a commitment we plan to continue to uphold.

COMMUNITY PARTNERSHIPS

We contribute time, talent and resources to help our communities prosper economically, culturally and socially.

- **City Year Cleveland:** RPM has served as a financial and strategic partner to City Year Cleveland since helping launch Cleveland's program in 1996. Our executive leadership is directly involved in overseeing community outreach to further City Year's mission of keeping at-risk youths in school and on track for graduation.
- Cleveland School Of Science And Medicine (CSSM): Our CEO, Frank C. Sullivan, was a driving force in establishing CSSM to give urban students a pathway to the fields of science and medicine. He and other RPM leaders remain financially



supportive and highly involved with CSSM, which partners with leading Cleveland medical institutions to prepare students for postsecondary education and careers in science, medicine and related fields.

PHILANTHROPY EFFORTS

The spirit of giving and support at RPM goes beyond the walls of our corporate headquarters. For example, since 2010, Tremco associates alone have contributed more than 13,140 hours of volunteer time as part of the company's annual "Search of Service" initiative.





TREMCO'S COMPANY GARDEN FEEDS LOCAL FAMILIES

Countless individuals in the Greater Cleveland area don't have regular access to fresh produce and healthy food options. Many individuals live in areas where access to healthy food is limited or nonexistent, and even more lack the resources to purchase fresh produce, even if it is available. Tremco's associate-run company garden partners with Brookside Hunger Center to distribute hundreds of pounds of fresh produce (including cucumbers, eggplants, yellow squash, zucchini, banana peppers, green peppers and tomatoes) each year to local families in need. Over the last eight years, the company has donated over 2,200 pounds of fresh produce to the local community.

COMPANY SPOTLIGHT

RUST-OLEUM CARES SPARKS A PASSION FOR GIVING

Making a difference is part of the culture at Rust-Oleum, and all associates have a voice in giving back through Rust-Oleum Cares. The manufacturer of protective paints and coatings developed its Rust-Oleum Cares program to support organizations that

change, restore and transform the lives of others. Through volunteer opportunities, sponsorships, monetary and inkind donations, the program partners with local charities to change, restore and transform communities where associates work and live.



COMPANY SPOTLIGHT



THE RUST-OLEUM CARES program has thrived and grown through support from senior leadership and the passion of associates. In fiscal year 2019, the program raised over \$150,000 for charitable causes.

WTI IS RECOGNIZED FOR GIVING BACK

In 2020, WTI was presented with a Charitable Giving Award, sponsored by the National Roofing Contractors Association (NCRA) and CNA, one of the largest U.S. commercial property and casualty insurance companies. The award honors charitable works performed by NCRA's contractor members. WTI was recognized specifically for its charitable efforts to support WomenSafe Inc., a domestic violence shelter serving northeastern Ohio, for more than a decade through financial giving, sponsorships and in-kind donations, including food, clothing, hygiene products, household items and more.

To continue to earn the trust of our customers and stakeholders, we must be vigilant in responding to their increasing desire for safe, sustainable and environmentally friendly products and take steps to reduce our own environmental footprint. RPM achieves this by developing products and business processes focused primarily on:

- Increasing energy efficiency;
- Using renewable resources;
- · Conserving water;
- Reducing waste diverted to landfills;
- Eliminating harmful chemistries; and
- Controlling greenhouse gas emissions.

REDUCING OUR ENVIRONMENTAL FOOTPRINT

RPM is integrating new reporting systems to better understand our environmental footprint. With this greater visibility, we can use our resources more efficiently to reduce waste, water use and energy consumption.

We have experienced tangible improvement in our energy consumption, and we will continue to evaluate energy consumption, waste management, greenhouse gas emissions and water consumption in our operations. That data will enable us to develop metrics, process improvements and environmental impact reduction goals.



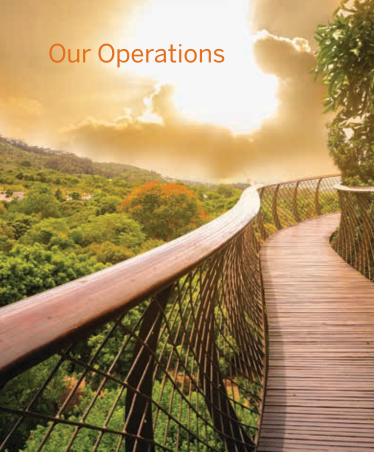


SUPPLIER RESPONSIBILITY & CUSTOMER CONDUCT

Global corporations like RPM play a critical role in building a better world. As such, we expect and require that our suppliers be good corporate citizens and engage in legal, ethical and socially responsible business practices through adherence to our Supplier Code of Conduct, which includes the following concepts:

- Remaining free of corruption and conducting business in a fair and ethical manner;
- Operating with social responsibility, including providing a safe work environment and protecting workers' rights;
- · Being a steward of the environment; and
- Complying with applicable laws, rules and regulations.

Similarly, distributors and applicators of RPM products are expected to operate in accordance with our contractual agreements and terms, The Values & Expectations of 168, and our Distributor and Applicator Code of Conduct.



ENVIRONMENTAL IMPACT

RPM is regularly enhancing our products and processes and modernizing facilities for the benefit of our environment, whether it's developing more environmentally friendly formulations, switching to LED lighting, reducing wastewater discharge or replacing inefficient, energy-intensive equipment.

As part of our recently developed MS-168 program, we are enhancing plant management processes that facilitate the elimination of waste from our operations. Through a disciplined focus on losses in our operations, waste is eliminated, energy consumption is reduced, and customer value is delivered through sustainable and environmentally sound processes.

We have also instituted monthly reporting by our manufacturing facilities to RPM corporate that includes productivity metrics and data regarding energy consumption, waste production, water consumption and air emissions. Through these efforts, we can better understand how to further reduce our impact on the environment.

ENERGY-CONSCIOUS MANUFACTURING PROCESSES

Driving energy efficiency within the supply chain, sourcing low-impact materials and improving logistics are all areas in which RPM is reducing its greenhouse gas emissions and energy footprint. As we make improvements across our businesses as part of our operational efforts, individual facilities are also taking steps to reduce their energy usage and emissions based on their independent consumption needs and available local resources.

COMPANY SPOTLIGHT

Viapol Converts to Biomass Fuel

Viapol, a Brazilian manufacturer of building and construction products, that is part of RPM's Construction Products Group, recently reduced its greenhouse gas emissions by nearly 90% by switching from fossil fuels to biomass fuel at its plant in Caçapava. Taking advantage of the region's enormous availability of wood chips — a byproduct of constructing pallets and boxes — Viapol installed a wood chip burner system that has nearly eliminated its reliance on fossil fuels for manufacturing. The company now serves as a model for effectively leveraging local resources to develop better manufacturing processes.

BY TRANSITIONING TO BIOMASS as a fuel source, Viapol reduced its annual greenhouse gas emissions by nearly 90% — from 6,250 tons of carbon dioxide down to 650 tons.



ENERGY USAGE

Company-wide, RPM audits and optimizes its operational systems and processes that use the most energy, such as those used for compressed air, heating and cooling, water and facility control.

Here are some of the ways RPM businesses are using energy more efficiently:

- Lighting upgrades: Installing long-lasting energy-efficient lighting and motion-sensor lighting;
- **Building upgrades:** Updating facilities with improved insulation and weatherization;
- Equipment repair/replacement: Replacing aging equipment, such as boilers, with new units to eliminate leaks and maximize efficiency;
- Plant consolidation: Consolidating inefficient plants with older equipment to operate safer, more energy-efficient facilities; and
- Automation: Investing in automation to drive manufacturing efficiencies and reduce landfill waste.

RPM was able to reduce electrical consumption by 10 million kilo-watt hours (KWH) from 2018 to 2019. Further improvements in our manufacturing efficiencies will lead to additional reduction in our environmental footprint and generate even greater savings in future years.

ENERGY MANAGEMENT

RPM continuously invests in our facilities to make them more energy efficient. Some examples include replacing antiquated boilers (and converting from fuel oil to cleaner natural fuel), installing LED lighting, replacing worn electrical equipment, performing electrical system inspections to identify unsafe switchgear and other power distribution equipment, and upgrading power supplies for efficiency.

Based on our initial assessments of electrical consumption, operational efficiency efforts resulted in a reduction of approximately 10 million KWH of electricity.

> IN 2020, RPM WILL REPLACE OUTDOOR LIGHTING at our corporate headquarters' campus with LED lights, freeing up energy to install additional solar-sensor activated LED lighting in our conference center parking lot.

AIR QUALITY

RPM continues to evaluate its most significant sources of air emissions to develop ways to reduce them.

Most of our facilities are considered minor sources of air emissions in the regions where they are located. Through advancements in technology and chemistry, we are improving our products and working toward processes that reduce air emissions. These practices, while complying with regulations, are also good business.

IN PRACTICE

Reducing Energy Through Air Compressors

Compressed air is an expensive and energyintensive utility for many companies. To uncover opportunities for efficiency, RPM brought in third-party experts to review our facility air compressor systems. The process not only identified opportunities to replace outdated air compressor systems with more efficient models, but it also showed the need to implement formal leak detection and repair programs within our maintenance departments. We now have protocols to quickly shut down a leak and eliminate losses from our air systems, resulting in significantly less energy usage.

WATER USAGE

At RPM, we are highly conscious of our companies' water consumption and waste, which includes the water used in our products and in our manufacturing processes. By implementing site-specific water management strategies, RPM has deployed hyper-local water conservation efforts that include:

- · Conducting focused water audits;
- Upgrading inefficient water management systems;
- Installing closed-loop water systems and heat exchangers; and
- Developing processes to reduce stormwater pollutants.

WATER REUSE AND RECYCLING

Many RPM manufacturing facilities have implemented technologies that reduce water consumption by taking cooled water and running it through a chiller or heat exchanger to reuse in their processes. This effort significantly reduces water and energy use. One such project at our Rust-Oleum facility in Attleboro, Massachusetts, cut water consumption by nearly 35 million gallons per year.

IN PRACTICE

Attleboro Facility Overhauls Water Usage

Manufacturing shellac is a process that generates a lot of hot water, which takes significant energy to cool. By installing a closed-loop water system and heat exchangers to recover/reuse that heat for energy reduction, Rust-Oleum's Attleboro facility was able to eliminate the need for a boiler, significantly cut water usage and remove its onsite wastewater treatment system. Today, the plant no longer discharges cooling water, but instead, recirculates it through a closed-loop process for heat recovery and reuse.

COMPANY SPOTLIGHT

Tremco's Responsible Water Stewardship

Tremco has developed several programs to safely and effectively monitor water usage at its facilities and in the field. To conserve water during roof cleaning, the leading manufacturer of roofing and weatherproofing solutions partnered with Legend Brands to develop a **closed-loop process** for filtering water during roof cleaning. Tremco's innovative RoofTec cleaning system **captures water during the roof cleaning process and keeps it from entering local water streams**. Tremco is also in the early stages of developing its own in-house wastewater treatment plant.

IN PRACTICE

PREVENTING STORMWATER POLLUTION

As stormwater passes over developed areas, it collects harmful pollutants that can flow into local water sources, causing contamination. To mitigate these concerning pollutants, Tremco has a dedicated team of associates responsible for water management, preventative maintenance and reporting. The team monitors facility stormwater for irregularities and ensures that only clean water leaves as stormwater. Tremco has also installed backflow prevention devices across its facilities to restrict water from flowing through hoses or pipes in the wrong direction, preventing contamination.

Recycling Leftover Paint through ACA PaintCare

Recycling leftover, unwanted coatings gives paint manufacturers a safe, sustainable way to manage these products throughout their full lifecycle. That is why RPM is a passionate supporter of the American Coatings Association's (ACA) PaintCare recycling program. Since the program's start, we have provided ACA PaintCare with database management services to further its mission of collecting post-consumer paint, so that leftover product can be recycled or responsibly managed rather than going into a landfill.

PAINTCARE BY THE NUMBERS

Since the program's inception, ACA's PaintCare program has:

- Collected more than 38 million gallons of postconsumer architectural paint
- Recycled
 50-70%
 of paint
 collected
- Reused 20% of paint collected in alternative products
- Expanded to 1,765 year-round drop off sites
- Developed partnerships with more than 200 municipal waste collection facilities

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Our Products SUSTAINABILITY & CONSUMER SAFETY

Sustainability has always been a vital part of our product innovation process at RPM. For decades, our operating companies have led their industries with novel solutions that renew, repair and protect materials using sealants and coatings. But we don't rest on our laurels.

Building a better future means continually investing in safer, greener products and processes that benefit our customers, end users and the environment. Some of those investments include:

- Recyclable packaging and materials that minimize waste and give new life to leftover products;
- Sustainable building solutions that encourage building restoration and repair over replacement;
- Energy-conscious manufacturing processes that conserve energy and shrink the carbon footprint of our products;
- Greener chemistries that reduce or eliminate potentially hazardous chemicals and materials of concern;
- **Products** designed to improve the energy efficiency of structures; and
- **Products to extend the life** of everything from mailboxes to patio furniture to roofs.

RECYCLABLE PACKAGING & MATERIALS

We have introduced a variety of recycled materials into our packaging, as well as developed products using recycled, renewable materials, such as plastic and glass. Implementing these more sustainable materials has wide-ranging environmental benefits, from reducing product waste that goes into landfills and increasing efficiency in the supply chain, to improving energy usage. These benefits translate into savings for our customers as well.





90% OF NEW PRODUCT DEVELOPMENT at Stonhard involves water-based urethanes, 100% solids epoxy, recycled and rapidly renewable agro-based materials.

COMPANY SPOTLIGHT

Stonhard Recyclable Packaging

Stonhard, part of RPM's Performance Coatings Group, uses flexible pouches and cardboard boxes as packaging for its polymer flooring solutions. This unique packaging weighs less, is more environmentally friendly to ship, requires less storage space and is easily recycled, compared to metal pails. This recyclable packaging keeps more than 4.8 million one-gallon pails and quart cans from being dumped into landfills each year.

COMPANY SPOTLIGHT

NUDURA Recycled Plastic Materials

NUDURA, part of RPM's **Construction Products** Group, produces building products designed to maximize energy efficiency for design professionals, architects, building and homeowners, and contractors. As part of its overarching goal to reduce energy usage in the building industry, NUDURA buys recycled plastic and formulates it into 100% recycled hinges for its insulated concrete forms (ICF) products. Purchasing recycled plastic for all NUDURA manufacturing facilities has significantly reduced waste and energy use in NUDURA's production process - a win for the company and the environment.



SUSTAINABLE BUILDING SOLUTIONS

Promoting regular maintenance and repair is one way RPM products support environmental sustainability. Many of our industry-leading products and services extend the life of flooring, roofing and other infrastructure that would otherwise be diverted to landfills. RPM brands offer durable, eco-friendly building solutions designed to make structures last longer with less maintenance and fewer energy demands.

- STONHARD FLOORS are all formulated, manufactured and installed with sustainability in mind. They are designed to have a long life and become part of a building, rather than end up in a landfill. Because Stonhard floors require little maintenance, they save thousands of gallons of water and prevent harsh chemicals, waxes and detergents from ending up in our waste stream.
- TREMCO/LEGEND BRANDS' ROOF-TEC®
 CLEANING SYSTEM, extends a roof's life cycle by cleaning it using less water. The system cuts water consumption in half and also captures 100% of wastewater for reuse, resulting in significant energy savings. Roof-Tec also helps restore the reflectivity and performance of a roof, so that damaged roofs may not need to be replaced.

- TREMCO ROOFING SYSTEMS are designed to reduce cost and energy use in buildings. Tremco's AlphaGuard® fluid-applied roofing system uses a roof coating product that extends a roof's lifecycle for a fraction of the cost of replacement. By eliminating the need to tear off entire roofing systems due to age or damage, AlphaGuard cuts down on energy consumption and landfill waste. Because most fluid-applied roofs are white, which reflects sunlight, they radiate heat and reduce building energy usage. Tremco also offers vegetated, cool and photovoltaic roofing systems for sustainable construction.
- **DRI-EAZ PRODUCTS,** such as dehumidifiers, air movers (fans) and specialty drying equipment, support the restorative drying industry, which involves removing moisture from building components impacted by flooding. With these products, construction materials can be reused or restored after a disaster.

PREVENTING DEMOLITION: A SIGNIFICANT WASTE STREAM Buildings affected by fire, water or severe weather are often reconstructed rather than restored. The materials from these damaged buildings are sent to landfills, accounting for 90% of total construction and demolition debris in the U.S.

Our Products

IN PRACTICE

NUDURA ICF Home Withstands Hurricane Michael



In October 2018, Hurricane Michael wreaked havoc on homes and structures across Mexico Beach, Florida. But in the aftermath, one home remained intact and seemingly unscathed thanks to its unique construction. The owners of the home, known as the Sand Palace, had designed the structure using NUDURA insulated concrete forms (IFCs) that could withstand the 155 mph winds of a Category 5 storm. NUDURA's proprietary concrete technology, which gives structures high-impact resistance and maximizes safety in high winds and hurricane conditions, doesn't just help builders, architects and homeowners create stronger buildings, particularly in coastal structures, they also use up to 70% less energy than traditional wood building methods and are connected by 100% recycled material, providing a greener solution for sustainable construction.

IN PRACTICE

IN PRACTICE

Tremco Gives Ford Field a Sustainable Upgrade

Tremco is always looking for opportunities to restore, rather than replace, a damaged roof. So, when harsh winters and humid summers left the domed roof of Ford Field - the home stadium of the Detroit Lions - with potential leaks, Tremco immediately evaluated the situation to determine how to salvage the existing roof. The massive energyefficient upgrade started with the RoofTec cleaning system to minimize water use and recapture water. Tremco's team then restored the roof using the AlphaGuard fluidapplied roofing system, which absorbs very little heat to improve energy efficiency. By restoring rather than replacing the roof, Tremco helped Ford Field reduce long-term energy use, improve insulation and keep more demolition materials out of landfills.

Tremco Sealants Eliminate Costly Window Leaks

A residential building in Minneapolis was struggling for years with window leaks — continually repairing, replacing and reinstalling sealants. Tremco suggested using Spectrem Simple Seal and its Spectrem 1 silicone sealants to encapsulate the existing sealants, eliminating the need to remove the sealants or replace windows. Tremco's zero-landfill solution saved the building owners significant costs while increasing the building's energy efficiency.

GREENER CHEMISTRIES

Good product stewardship is good for our communities and for our business. Through RPM's green chemistry initiatives, our facilities and companies globally are constantly working to identify and remove chemicals of concern from our products. This is a daily effort that involves:

- Examining how our raw materials are being regulated and monitored;
- Evaluating materials that could pose a hazard to end users or associates;
- Determining which materials are candidates for restriction; and
- Actively developing safer alternatives for use in our products.

IN PRACTICE

Krud Kutter: A Truly Green Chemistry

With Krud Kutter[®], Rust-Oleum is giving consumers a greener way to clean their homes and other surfaces. Many Krud Kutter products are included on the EPA's Safer Choice List and are a safer alternative to most traditional cleaning products on the market. The flagship Krud Kutter product, Original Krud Kutter Clean and Degreaser, is water-based, biodegradable, HAP-free and non-toxic.





PRODUCT REFORMULATIONS

Our R&D processes focus on reducing and eliminating ingredients that could harm our customers, end users or the environment from air pollutants to harsh solvents to chemical sensitizers. We reformulate products when feasible to incorporate safer ingredients and, in many cases, make them more sustainable, without compromising performance.

Some examples follow.

- EUCLID CHEMICAL devotes extensive efforts to developing products that meet or exceed even the most stringent regulations for volatile organic compounds (VOCs), including those expected in the coming years. Its green product development process also focuses on improving product performance, life cycles and maintenance, and increasing the use of renewable raw materials.
- DAY-GLO COLOR developed ECO pigments, the first fluorescent pigments to attain color brilliance and stability without the use of formaldehyde. They also have the added benefit of containing 26% recycled material, making them the most environmentally friendly fluorescent pigments on the market. The pigments are an approved ingredient on the Global Organic Textile List, and are used in newspaper inks, packaging and textiles worldwide.
- **TREMCO ILLBRUCK** leads the research and development of environmentally sensitive products, including its hybrid sealant and adhesive solutions sold widely in Europe. Used for professional construction applications, these products exclude silicones, solvents and isocyanates to provide a greener alternative for associates, customers and end users.

Materiality Assessment

OUR MATERIALITY ASSESSMENT PROCESS

In 2019, RPM engaged a third-party consulting firm to conduct a robust materiality assessment of ESG topics. Leveraging artificial intelligence and big data available through the use of the Datamaran Materiality Assessment Application, this assessment provides RPM with valuable feedback about the ESG topics that matter most to our businesses and our stakeholders. The materiality assessment process adheres to the Global Reporting Initiative (GRI) Standards and consists of three distinct phases: identification, prioritization and validation.

TOPIC IDENTIFICATION We identified a set of potentially relevant ESG topics by conducting a thorough assessment of sectorspecific topics, prioritized by two leading sustainability frameworks - GRI Standards and the Sustainability Accounting Standards Board (SASB). In addition, we reviewed ESG thought leadership, industry research, peer ESG reporting and other publicly available resources to determine which topics might be material to RPM and its stakeholders. After completing this topic identification, we mapped our ESG impacts across RPM's entire value chain - from raw materials sourcing to product use and end-of-life. This exercise helped identify where potential ESG impacts may occur.

TOPIC PRIORITIZATION After identifying a group of potential material topics, we engaged internal and external stakeholders to gather evidence of our ESG impacts, risks and opportunities. We then evaluated and synthesized these findings to determine the relative importance of each topic. To provide a more balanced body of evidence for each topic, we also evaluated numerous internal and external sources. These inputs combined to provide a relative priority for our material topics.

VALIDATION After prioritizing the ESG topics identified by RPM's stakeholders, we hosted a validation session. During this exercise, RPM leaders reviewed the results of the topic prioritization, provided feedback and confirmed the results.

RPM'S MATERIAL TOPICS

Per 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 ESG topics are important to our company and warrant effective management, this report focuses on the topics that are most material to our business. We will continue to monitor, manage and report on each of our material topics (shown below).

Stakeholder	Priority Topics	
Communities	Air Emissions; Community Engagement & Philanthropy; Assoicate Development & Engagement; Assoicate Wellbeing, Health & Safety; Associate/Labor Rights & Workforce Changes	
Customers	Air Emissions; Assoicate Wellbeing, Health & Safety; Innovation, Research & Development; Product Stewardship; Recycling, Waste Management & Reduction; Water Use & Pollution	
Assoicates	Assoicate Wellbeing, Health & Safety; Innovation, Research & Development; Ethics & Compliance; Associate Development & Engagement	
ESG Rating Agencies	All Material Topics	
Industry Associations	Air Emissions; Community Engagement & Philanthropy; Associate Wellbeing, Health & Safety; Product Stewardship; Recycling, Waste Management & Reduction; Water Use & Pollution	
Investors	Diversity & Inclusion; Assoicate Development & Engagement; Governance; Product Stewardship	
Legislators/Regulators	Air Emissions; Assoicate/Labor Rights & Workforce Changes; Ethics & Compliance; Recycling, Waste Management & Reduction; Product Stewardship	
Media	Air Emissions; Associate/Labor Rights & Workforce Changes; Privacy & Information Security; Ethics & Compliance; Innovation, Research & Development	
Suppliers	Ethics & Compliance; Innovation, Research & Development; Product Stewardship; Recycling, Waste Management & Reduction; Responsible Procurement	

STAKEHOLDER ENGAGEMENT

March 2020 | General Disclosures

GRI Disclosure	Description	Response
Organizational Profile		
102-1	Name of organization	RPM International Inc.
102-2	Activities, brands, products, and services	<u>2020 10-К</u> , pp. 3 to 8
102-3	Location of headquarters	Medina, Ohio
102-4	Location of operations	<u>2020 10-К</u> , р. 3 and pp. 18 to 19
102-5	Ownership and legal form	Public Corporation (Trading Symbol: RPM)
102-6	Markets served	<u>2020 10-K</u> , pp. 3 to 6
102-7	Scale of organization	<u>2020 10-K</u> , pp. 3 to 6 and p. 23
102-8	Information on associates and other workers	As of May 31, 2020, we employed 14,621 people.
102-9	Supply chain	<u>2020 10-K</u> , pp. 3 to 6 and pp. 8 to 9
102-10	Significant changes to the organization and its supply chain	There were no significant changes to RPM's supply chain in 2019.
102-11	Precautionary principle or approach	RPM does not apply the precautionary principle.
102-12	External initiatives	None
102-13	Memberships of association	Our People, p. 13 Our Operations, p. 25
Strategy		
102-14	Statement from senior decision-maker	Letter of Introduction, p. 2
102-15	Key impacts, risks, and opportunities	Materiality Assessment, p. 30
Ethics & Integri	ty	
102-16	Values, principles, standards, and norms of behavior	Our Commitment, p. 4 Supplier Responsibility & Customer Conduct, p. 21
102-17	Mechanisms for advice and concerns about ethics	RPM Code of Conduct RPM International Hotline
Governance		
102-18	Governance structure	Our Commitment, pp. 5 to 7
Stakeholder Engagement		
102-40	List of stakeholder groups	Stakeholder Engagement, p. 30
102-41	Collective bargaining agreements	As of May 31, 2020, we employed approximately 680 associates who were represented by unions under contracts that expire at varying times in the future.
102-42	Identifying and selecting stakeholders	Materiality Assessment, p. 30
	-	

GRI Disclosure	Description	Response	
102-43	Approach to stakeholder engagement	Materiality Assessment, p. 30	
102-44	Key topics and concerns raised	Materiality Assessment, p. 30	
Reporting Practic	ces		
102-45	Entities included in the consolidated financial- statements	<u>2020 10-К,</u> pp. 3 to 6 and Exhibit 21.1	
102-46	Defining report content and topic boundaries	Stakeholder Engagement, p. 30	
102-47	List of material topics	Materiality Assessment, p. 30	
102-48	Restatements of information	None	
102-49	Changes in reporting	Materiality Assessment, p. 30	
102-50	Reporting period	This report covers the period between January 1, 2019, and December 31, 2019.	
102-51	Date of most recent report	This is RPM's inaugural ESG report.	
102-52	Reporting cycle	Annual	
102-53	Contact point for questions regarding the report	sustainability@rpminc.com	
102-54	Claims of reporting in accordance with the GRI Standards	This report is aligns with the GRI Standards: Core option.	
102-55	GRI content index	GRI Index, pp. 31 to 35	
102-56	External assurance	This report has not been externally assured.	

Topic Specific Disclosures

GRI Disclosure		Response
Economic Performance		
GRI 103 Management Approach	103-1 Explanation of the material topic and its Boundary	<u>2020 10-К</u> , pp. 3 to 6
	103-2 The management approach and its components	<u>2020 10-K</u> , pp. 55 to 56
	103-3 Evaluation of the management approach	<u>2020 10-К</u> , pp. 31 to 37
201-1 Direct economic value generated and distributed		<u>2020 10-K</u> , p. 30
Materials		
GRI 103 Management Approach	103-1 Explanation of the material topic and its Boundary	Our Products, p. 26
	103-2 The management approach and its components	Our Products, p. 26
	103-3 Evaluation of the management approach	Our Products, p. 26

GRI Disclosure		Response
Energy		
GRI 103 Management Approach	103-1 Explanation of the material topic and its Boundary	Our Operations, p. 21
	103-2 The management approach and its components	Reducing our Environmental Footprint, p. 21 Environmental Impact, pp. 22 to 23
	103-3 Evaluation of the management approach	Environmental Impact, pp. 22 to 23
302-4 Reduction of energy consumption		Energy Management, p. 23
Water and Effluents		
GRI 103 Management Approach	103-1 Explanation of the material topic and its Boundary	Water Usage, p. 24
	103-2 The management approach and its components	Water Reuse and Recycling, p. 24 Preventing Stormwater Pollution, p. 25
	103-3 Evaluation of the management approach	Water Reuse and Recycling, p. 24 Preventing Stormwater Pollution, p. 25
303-1 Interactions with water as a shared resource		Water Usage, p. 24
303-2 Management of water discharge related impacts		Water Usage, p. 24
SASB Standards: Chemicals Sector Water Management		
RT-CH-140a.2 Number of incidents of non- compliance associated with water quality permits, standards, and regulations		None
Emissions		
GRI 103 Management Approach	103-1 Explanation of the material topic and its Boundary	Our Operations, p. 21
	103-2 The management approach and its components	Air Quality, p. 24
	103-3 Evaluation of the management approach	Environmental Impact, p. 22
Effluents and Waste		
GRI 103 Management Approach	103-1 Explanation of the material topic and its Boundary	Our Operations, p. 21
	103-2 The management approach and its components	Environmental Impact, p. 22 Our Products, pp. 26 to 28
	103-3 Evaluation of the management approach	Recyclable Packaging & Materials, p. 26

Topic Specific Disclosures

GRI Disclosure		Response
306-3 Significant spills		None
Employment		
GRI 103 Management Approach	103-1 Explanation of the material topic and its Boundary	Our People, p. 8
	103-2 The management approach and its components	Benefits, p. 14
	103-3 Evaluation of the management approach	Benefits, p. 14
401-2 Benefits provided to full-time associates part-time associates	that are not provided to temporary or	Benefits, p. 14
Occupational Health and Safety		
GRI 103 Management Approach	103-1 Explanation of the material topic and its Boundary	Health & Safety, p. 15
	103-2 The management approach and its components	Health & Safety, pp. 15 to 18
	103-3 Evaluation of the management approach	Health & Safety, pp. 15 to 18
403-2 Hazard identification, risk assessment, and incident investigation		Safety Audits & Consulting, p. 16 Incident Reporting, p. 16
403-5 Worker training on occupational health and safety		New Associate Training, p. 16
403-6 Promotion of worker health		Helping our People Prosper in Health Globally, p. 18
403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships		Health & Safety, pp. 15 to 18
Training and Education		
GRI 103 Management Approach	103-1 Explanation of the material topic and its Boundary	Talent Development, p. 9
	103-2 The management approach and its components	Talent Development, pp. 9 to 11
	103-3 Evaluation of the management approach	Retaining & Developing Top Talent, p. 9
404-2 Programs for upgrading associate skills and transition assistance programs		Talent Development, pp. 9 to 11

Topic Specific Disclosures

GRI Disclosure		Response	
Diversity and Equal Opportunity			
GRI 103 Management Approach	103-1 Explanation of the material topic and its Boundary	Diversity & Inclusion, p. 12	
	103-2 The management approach and its components	Diversity & Inclusion, pp. 12 to 13	
	103-3 Evaluation of the management approach	Diversity & Inclusion, pp. 12 to 13	
405-1 Diversity of governance bodies and	employees	Board Composition, p. 6	
Local Communities			
GRI 103 Management Approach	103-1 Explanation of the material topic and its Boundary	Philanthropy & Community Involvement, p. 19	
	103-2 The management approach and its components	Philanthropy & Community Involvement, pp. 19 to 20	
	103-3 Evaluation of the management approach	Philanthropy & Community Involvement, pp. 19 to 20	
413-1 Operations with local community engagement, impact assessments, and development programs		Philanthropy & Community Involvement, pp. 19 to 20	
SASB Standards: Chemical Sector Community Relations			
RT-CH-210a.1 Discussion of engagement processes to manage risks and opportunities associated with community interests		Philanthropy & Community Involvement, pp. 19 to 20	
Customer Health and Safety			
GRI 103 Management Approach	103-1 Explanation of the material topic and its Boundary	Sustainability & Consumer Safety, p. 26 Greener Chemistries, p. 29	
	103-2 The management approach and its components	Greener Chemistries, p. 29	
	103-3 Evaluation of the management approach	Greener Chemistries, p. 29	
416-1 Assessment of the health and safety impacts of product and service categories		Greener Chemistries, p. 29	
SASB Standards: Chemical Sector Safety & Environmental Stewardship of (Chemicals		
) manage chemicals of concern and (2) develop	Sustainability & Consumer Safety, p. 26 Greener Chemistries, p. 29	

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 capacity 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 recent outbreak of the coronavirus (Covid-19): and (I) 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, 2020, as the same may be updated from time to time. We do not undertake any obligation to publicly update or revise any forwardlooking statements to reflect future events, information or circumstances that arise after the date of this report.



2628 Pearl Road • Medina, Ohio 44256 www.rpminc.com 1-330-273-5090 info@rpminc.com

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