

# RPM FY2025 SUSTAINABILITY DATA SUMMARY

2025 SUSTAINABILITY GOALS	FY25 PROGRESS (COMPARED TO FY22 BASELINE) <sup>1,2</sup>			
Reduce Scope 1 and Scope 2 greenhouse gas (GHG) emissions from our facilities by 20% per ton of production	8% reduction per ton of production			
Reduce energy consumed in our facilities by 10% per ton of production	6% reduction per ton of production			
Reduce waste to landfill from our facilities by 10% per ton of production	5% increase per ton of production			
Increase recycling at our facilities by 20% per ton of production	39% increase per ton of production			
Identify and implement additional opportunities for water reuse and conservation and actively evaluate and invest in the replacement of single-pass water discharge systems	Ongoing			
Eliminate or mitigate more than 20 chemical compounds from our product formulations by the end of 2030	Ongoing			
ENVIRONMENTAL <sup>3</sup>	FY22	FY23	FY24	FY25
<b>Tons of Production</b>				
U.S. tons of production	1,458,833	1,344,692	1,340,047	1,334,651
<b>Greenhouse Gas Emissions<sup>1</sup></b>				
Scopes 1 & 2 emissions (CO <sub>2</sub> e US tons )	200,573	164,200	159,759	168,167
Scope 1 emissions (CO <sub>2</sub> e US tons)	82,726	69,088	64,443	70,565
Scope 2 emissions (CO <sub>2</sub> e US tons)	117,847	95,112	95,316	97,601
Emissions intensity (CO <sub>2</sub> e metric tons per U.S. ton of production)	0.14	0.12	0.12	0.13
<b>Energy<sup>1</sup></b>				
Energy (kWh)	707,030,380	589,899,412	569,744,318	609,609,367
Energy intensity (kWh per U.S. ton of production)	485	439	425	457
<b>Waste<sup>1</sup></b>				
Total waste (lbs)	180,549,978	171,044,180	172,685,649	181,299,417
Total waste intensity (lbs per ton of production)	124	127	129	136
Waste to landfill (lbs)	153,673,616	139,384,137	140,032,655	147,039,700
Waste to landfill intensity (lbs per ton of production)	105	104	104	110
Recycled material (lbs)	26,876,363	31,660,043	32,652,994	34,259,716
Recycled material intensity (lbs per ton of production)	18.42	23.54	24.37	25.67

<sup>1</sup> Includes assumptions and estimates, which may vary from actual.

<sup>2</sup> Progress toward our goals may vary from year-to-year and may be impacted by factors outside of our control.

<sup>3</sup> Data as of May 31 for each respective year. RPM’s fiscal year is from June 1 - May 31.

# RPM FY2025 SUSTAINABILITY DATA SUMMARY (CONTINUED)

ENVIRONMENTAL <sup>1</sup>	FY22	FY23	FY24	FY25
Water <sup>2</sup>				
Water (U.S. gallons)	179,702,714	235,679,643	251,233,204	238,760,572
Water intensity (U.S. gallons per ton of production)	123	175	187	179
	CY22	CY23	FY25	
Environmental Management				
ISO 14001 environmental management certifications (# of sites)	26	29	21	
Environmental, Health and Safety Audits				
Environmental	20	29	20	
Health & Safety	27	26	23	
Property Risk/Loss Prevention	60	61	61	
Product Stewardship & Chemical Compliance	n/a	4	4	
EMPLOYEE SAFETY	FY23	FY24	FY25	
Total recordable incident rate (incidents per 100 employees)	2.30	1.55	1.54	
Fatalities (#)	0	0	0	
Days away, restricted or transferred rate	1.40	1.15	1.17	
EMPLOYEE ENGAGEMENT	CY22	CY23	FY25	
Employee engagement survey – response rate (%)	44%	61%	68%	
Employee engagement survey – favorable engagement (%)	83%	70%	70%	

<sup>1</sup> Data as of May 31 for each respective year. RPM’s fiscal year is from June 1 - May 31.

<sup>2</sup> Includes assumptions and estimates, which may vary from actual.

# RPM FY2025 SUSTAINABILITY DATA SUMMARY (CONTINUED)

EEO-1 DATA – EMPLOYEE RACE, ETHNICITY, GENDER AND AGE DATA	CY22	CY23	CY24
Race/Ethnicity			
White	69.7%	68.8%	68.9%
Black or African American	11.8%	11.7%	11.7%
Hispanic or Latino	13.5%	14.1%	14.1%
Native Hawaiian or Other Pacific Islander	0.3%	0.2%	0.2%
Asian	3.3%	3.4%	3.4%
American Indian or Alaskan Native	0.3%	0.5%	0.4%
Two or More Races	1.1%	1.3%	1.3%
Gender			
Male	75.5%	77.1%	77.1%
Female	23.5%	22.9%	22.9%
Age			
Under 35	27.8%	26.7%	26.7%
Age 35-54	46.9%	48.0%	48.2%
Ages 55+	25.3%	25.3%	25.1%
COMMUNITY ENGAGEMENT	CY22	CY23	FY25
Total philanthropic contributions (\$ million)	\$2.10	\$2.70	\$3.20
GOVERNANCE <sup>1</sup>	FY23	FY24	FY25
Board gender/racial/ethnic diversity (%)	36%	40%	42%
Board gender diversity (%)	28%	30%	33%
Board racial/ethnic diversity (%)	9%	10%	8%

<sup>1</sup> Data as of May 31 for each respective year. RPM’s fiscal year is from June 1 - May 31.