



BUILDING A BETTER WORLD



FY2025 Sustainability Summary



OUR PHILOSOPHY FOR A SUSTAINABLE FUTURE

At RPM, we are *Building a Better World*, working together toward a future that reflects our core values of Transparency, Trust and Respect. We focus on creating solutions that add value for our customers, drive growth for our business and enable us to prioritize people and the planet. We do this by innovating products and solutions that extend asset life, support sustainable buildings and enhance the appearance of spaces where people live and work. 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 drive us as a company have also guided us on our sustainability journey, and we are proud of the progress we have made. RPM's commitment to reducing our environmental footprint while acting in accordance with the principles of good corporate citizenship has been central to our values for decades.

Our **sustainability priorities** are based on the topics that were determined to be most material to our business through engagement with a wide range of stakeholders. From there, we established sustainability goals aimed at mitigating the impacts of our products and operations.

As part of our commitment to transparency, RPM uses several recognized **reporting standards**, including the Global Reporting Initiative (GRI), the Sustainability Accounting Standards Board (SASB) and the Task Force on Climate-related Financial Disclosures (TCFD), as well as regulatory monitoring.

Our **data management system** enables us to collect and estimate our greenhouse gas (GHG) emissions, waste reduction, water consumption and recycling data at the facility level. Additionally, our Environmental Health & Safety (EHS) system allows us to track important data in these areas, set goals and identify areas for improvement. We continually enhance our data collection processes and analysis.

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

"From developing products that extend asset life and improve building efficiency to reducing waste in our operations, sustainability has been a core element of RPM's strategy since our founding. As corporate stewards, we live out our core values by supporting our people, investing in our communities and working to leave a lasting, positive impact on the world."

Frank C. Sullivan
Chair & Chief Executive Officer



About RPM

RPM International Inc. is a \$7.4 billion multinational company with subsidiaries that are world leaders in specialty coatings, sealants, building materials and related services. The products and services in our portfolio have been used by households and industries worldwide to prolong the life cycles of everyday objects and make the places where we live, work and play more vibrant, more durable and more resilient.

SUSTAINABILITY AT RPM

Since 1947, RPM has been delivering innovations and improving people's lives – driven by our values and dedication to *Building a Better World*. Our efforts are defined by three pillars built on a foundation of governance.

OUR PRODUCTS



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

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

OUR PEOPLE



We create a work environment focused on safety, integrity and accountability, where associates are supported and invested in their work and their communities. We do this by:

- Providing continuing education and development opportunities
- Offering a comprehensive healthcare and retirement plan that includes a matched 401(k) and an active defined benefit pension plan for U.S. associates
- Expanding Respect at RPM, our diversity and inclusion awareness program, to find, keep and develop the best talent

OUR PROCESSES



We focus on increasing operational efficiencies, which lowers our environmental footprint and costs. In our processes, we commit to:

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

OUR GOVERNANCE

We are dedicated to doing the right things, the right way, for the right reasons. Our pillars are built on a foundation of effective, ethical corporate governance. As we work to ensure regulatory compliance in all areas, including data privacy, effective risk management, board diversity and enhanced due diligence in vendor selection, we are guided by the principles of responsible corporate citizenship. Learn more about our governance structure in the [Our Governance](#) section of our website and on [page 15](#) of this report.





OUR DOUBLE MATERIALITY ASSESSMENT

To help guide our strategy, RPM performed a double materiality assessment (DMA) in fiscal year 2025 (FY25). The DMA serves as a valuable tool for prioritizing sustainability impacts, risks and opportunities (IROs), as well as ensuring regulatory compliance.

To inform the DMA, we conducted internal stakeholder engagement to determine which topics within the European Sustainability Reporting Standards (ESRS) are most material for the company’s reporting. Further interviews and surveys were performed across the business to validate materiality determinations.

The assessment identified material IROs across areas of sustainability and ESRS topics based on the following criteria:

- **Impact materiality:** the actual or potential effects of our operations on the world
- **Financial materiality:** the ways sustainability requirements affect our company

Material Topics

The DMA indicated the following topics are most material for the company:



CLIMATE CHANGE



WORKERS IN THE VALUE CHAIN



RPM’S WORKFORCE



AFFECTED COMMUNITIES



BUSINESS CONDUCT



CONSUMERS AND END USERS



RESOURCE USE AND CIRCULAR ECONOMY



POLLUTION

FY25 HIGHLIGHTS

OUR PRODUCTS

Euclid Chemical received the **World of Concrete's 2025 Experts' Choice Innovative Product Award** for EucoTilt WB, a water-based, patent-pending tilt-up construction bond breaker.



RPM's Resin Center of Excellence opened in Belgium in October 2024, strengthening supply security and fostering innovation.

FY25 acquisitions included sustainable attributes:

- **TMP Convert** uses 100% recycled plastics in its decking and outdoor design products.
- **The Pink Stuff** products are vegan with fully recyclable packaging where possible.



OUR PEOPLE

RPM associates completed **120,000+** courses in our RPM Learning Central Platform.



Rust-Oleum Canada celebrated **16 years** with no lost-time injuries.

RPM's total monetary and philanthropic contributions amounted to **\$3.2 million.**

OUR PROCESSES

Savings for all completed Green Belt projects totaled **~\$43 million**



500+ associates have completed Six Sigma Green Belt training through FY25 and serve as internal resources to drive improvement initiatives.

Tremco CPG Europe and TMP Convert each received a **Silver EcoVadis medal**, ranking them among the top 15% of rated companies worldwide.





OUR SUSTAINABILITY GOALS AND PROGRESS

As we work to reduce our environmental impacts, we recognize the need to provide quantifiable goals across select material topics. Our philosophy is to set goals that contribute to our continued success and are ambitious, but attainable, over a three- to five-year timeline, so that the same associates setting our goals are the ones implementing actions to achieve them.

In FY25, we transitioned our reporting framework to align with our fiscal year rather than the calendar year (CY).

2025 Sustainability Goals

The goals discussed on this page were established in 2022 and originally measured against a CY21 baseline, which included several estimates. As we improved our data collection, we determined that FY22 provides a more relevant baseline, as it incorporates more actual data and fewer estimates. Our progress builds on significant improvements achieved between 2015 and 2021, including a 40% reduction in GHG emissions, a 40% reduction in waste and a 250% increase in recycling per ton of production.¹

In FY25, RPM’s Scope 1 and Scope 2 emissions and energy consumption increased compared to the prior year, driven by strategic investments in thermal oxidizers to improve air quality and the expansion of in-house raw material production to strengthen supply chain resilience. While these steps require more energy, they represent important progress toward long-term sustainability and operational agility. Market-driven declines in production volumes also affected our emissions.

In addition, water consumption and waste data for FY25 included fewer estimates as we have invested in improved data collection, which has driven an increase in these metrics versus the prior year. To learn more about our sustainability-related data, review the [Sustainability Data Summary](#) on our website.

As we close out our 2025 goals, we are looking ahead to our FY30 sustainability goals, which are discussed on the next page.

2025 SUSTAINABILITY GOALS	FY25 PROGRESS ^{2,3} (Compared to FY22 baseline)
Reduce Scope 1 and Scope 2 GHG emissions from our facilities by 20% per ton of production	9% 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	32% reduction per ton of production
Increase recycling at our facilities by 20% per ton of production	40% 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





¹ Changes between 2015 and 2021 include a significant amount of assumptions and estimations, which may vary materially from actual.
² Includes assumptions and estimates, which may vary from actual.
³ Progress toward our goals may vary from year to year and may be impacted by factors outside of our control.

FY30 Sustainability Goals

We defined a new set of goals through FY30 that represent ambitious yet achievable next steps in our sustainability journey. Our FY30 goals are aligned with the results of our DMA and existing sustainability strategy. We also conducted peer benchmarking to understand industry expectations and standards for excellence.

Our FY30 goals include our ongoing commitments to product stewardship and environmental responsibility as well as measurable objectives for workplace safety training. Together, these goals reinforce our efforts to reduce our environmental impact, support our associates and increase operational efficiencies to deliver value to our shareholders.



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

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 part of our Product Stewardship initiative, we are working to eliminate or mitigate more than 20 chemical compounds from our product formulations and replace them with more sustainable alternatives by 2030. This effort improves the safety of our products for end users, creates a healthier environment in our facilities and reduces the impact of waste streams in our communities.

DRIVING SUSTAINABLE INNOVATION

Guided by our mission of **Building a Better World**, sustainable innovation is a core piece of our product development process. It begins in our research and development centers, where new products are evaluated and screened for safe chemistry. This includes mitigating or eliminating certain chemical compounds, incorporating bio-based materials into formulations and developing solutions that extend asset life and enable sustainable buildings. We also incorporate sustainability into packaging and prioritize the use of recycled plastics and paper products.

As we integrate more sustainable practices across our operations, we help advance the sustainability goals of our customers. This alignment carries through to our growth strategy. We assess potential acquisitions based on their compatibility with our Product Stewardship pledge and long-term sustainability objectives.

Investing in Sustainability and Innovation to Enhance Our Products

In 2024, we opened our **Resin Center of Excellence** (COE) in Belgium, a hub dedicated to resin production and product development. This new facility will also help strengthen our supply chain by enabling significant insourcing capabilities. Like our existing RPM Innovation Center of Excellence in Greensboro, North Carolina, the European COE is designed to foster partnerships and harness the collective expertise of our associates across businesses.



We cultivate a culture of innovation – inside and outside of our facilities and COEs – through events such as our annual **R&D Summit**. Now in its fifth year, this virtual event unites 670 associates from around the world. Researchers and scientists share technical presentations and demonstrations of innovations, creating an environment for creativity, collaboration and knowledge-sharing. Associates also gain industry insights and updates on RPM’s global strategies in markets, sustainability and operations.

Events that Foster Connections Creating Value

We strive to cultivate Connections Creating Value to strengthen collaboration across RPM companies. We provide opportunities for teams to share progress on sustainable product development, exchange ideas and identify opportunities for innovation in overlapping areas. The goal of Connections Creating Value is to deepen relationships among associates, which accelerates growth, maximizes operational efficiencies and builds a better world to generate superior value creation for our customers, associates and shareholders.



CREATING RESILIENT SPACES AND ENDURING PRODUCTS

Our engineered products and services are designed to extend the lifespan of high-performance infrastructure and buildings, such as data centers. We incorporate bio-based and recycled materials into both our formulations and packaging to deliver on these goals and promote safe, environmentally responsible solutions.



CONSTRUCTING SAFER, SUSTAINABLE ENVIRONMENTS

Our differentiated products and services support the construction of more energy-efficient data centers worldwide. **Tremco's** roofing and wall systems provide airtight and waterproof structures, which add durability and longevity and help prevent thermal bridging to **improve energy consumption**. Off-site manufacturing of wall systems also helps speed up construction and improves safety.

Carboline and **Nullfire** products offer passive fire protection, allowing more time for egress and preventing structural damage in the event of a fire. **Fibergrate FRP Structures** provide non-conductive and non-corrosive platforms, stairs, fencing and barriers, **extending material lifespan**, reducing thermal conductivity and lowering maintenance costs. The use of **Euclid Chemical's** concrete admixtures can reduce cement needs – **cutting GHG emissions** and air pollutants – while its synthetic fibers are a low-carbon substitute for steel rebar, delivering 3D crack prevention with lower embedded carbon.

In addition, **Stonhard's** Electrostatic Discharge (ESD) flooring systems improve safety by reducing the risk of shock from static electricity. They are also shipped in pre-measured flexible packaging, which can be recycled and reduces the risk of waste from improper mixing.

USING BIO-BASED AND RECYCLED MATERIALS

TMP Convert, a landscape products company acquired by RPM in FY25, uses 100% recycled plastics in its decking and outdoor design products. By using recycled raw materials, TMP Convert building materials produce **nine times less CO₂** and consume **nine times less nonrenewable energy** than traditional materials.

Flowcrete UK has reintroduced a number of recycled products from industrial waste streams into its manufacturing processes for flooring solutions. Products include recycled pulverized fuel ash and ground granulated blast furnace slag, which **lower CO₂ emissions** over traditional cement and **enhance sustainability, performance and durability**. Products in Flowcrete's seamless terrazzo range also contain recycled glass and mirror glass aggregates.

ENVIRONMENTALLY SUSTAINABLE PACKAGING

Rust-Oleum uses 25% recycled content in most of its bottles for household, automotive and exterior cleaners. Its Mean Green Refillable Ultra Powered Concentrate won a 2025 Better Homes & Gardens Clean House Award for its plant- and mineral-derived ingredients as well as its two-part bottle – one side with concentrate and one side with tap water. This feature allows for four times longer use than traditional cleaners, **reducing plastic waste**.

In addition, the company uses nearly 6 million one-gallon paint cans each year that are made from **90% recycled material**. In its shipping, Rust-Oleum's corrugated boxes use an **optimized blend of recycled and virgin wood pulp**.

➔ To discover more ways we're creating sustainable products, visit the [Our Products](#) section of our website.



OUR PEOPLE

Our strategy is grounded 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 center of our **Building a Better World** program. Our approach continues to shape our culture, which is built on the strength of our diverse, enriched and engaged team.

To honor our core values of Transparency, Trust and Respect, we are committed to enacting and maintaining practices that attract, develop and retain talent across generations, diverse backgrounds and skill sets.

Advancing a Culture of Respect

Our **Respect at RPM** program formally links our company values with our commitment to diversity and inclusion to attract, keep and develop talent. In FY25, we launched the next phase of the program – an educational video series accompanied by resources focused on cultural intelligence and living our core values. As we continue to foster a culture of respect, we have implemented additional resources on operating in alignment with our core values.

2025 Associate Engagement Survey Results

The results of our most recent global employee engagement survey include strong rankings in many categories, including work and life balance, Respect at RPM, engagement and alignment, and involvement.

88%

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

86%

indicate that they know how their work contributes to the goals of the company

85%

believe they can be themselves at work

83%

feel that they are able to arrange for time out of work when needed

Women of RPM

Our Women of RPM Employee Resource Group organizes networking and learning opportunities for interested associates across the company. The group has more than 600 members and hosts multiple professional development and networking events each year. Over the past year, event topics included the power of building your personal brand and the connection between imposter syndrome and confidence.

In FY25, the group’s in-person and live-streamed presentation by General Ellen Pawlikowski – a retired four-star general in the United States Air Force and current member of the RPM Board of Directors – attracted more than 600 RPM associates across the globe. As part of RPM’s sponsorship of the Dow Championship LPGA golf tournament, Women of RPM also partnered with Dow’s Women’s Inclusion Network and co-hosted a panel discussion and networking event.





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 we offer (including those housed in our RPM Learning Central Platform) to elevate their skills and advance their careers. In FY25, more than **17,000 associates** engaged in training, compliance and development opportunities, completing over **120,000 courses**.

To improve associates’ knowledge of sustainability topics, we offer an internally produced educational series called **Building Blocks**. These sessions feature an interview with a subject matter expert on a topic related to one of our three pillars, or governance. During our FY25 series, we covered topics including responsible procurement, data security, benefits, carbon offsets and insulated concrete forms.

We also provide a variety of leadership development opportunities to identify and nurture emerging leaders, including **Leaders of the Future, RPM University, Ethical Leadership Academy** and **Leadership Accelerator** programs. In addition, external partnerships with universities, including **Cleveland State University** and **Case Western Reserve University**, allow



associates to pursue additional training and coursework in specialized topics. To read more about these and other programs, visit the [Talent Attraction, Development & Retention](#) section of our website.

Fostering Next-Generation Talent

Part of our commitment to talent attraction and development involves supporting programs that equip a new generation with the skills needed to enter the construction industry. Some of our most successful ongoing programs include the **RISE™ Program (Roofing Individuals Succeed through Education)** and **Rising Stars**, a nonprofit organization that offers youth education on the various career pathways in the construction industry.

CREATING SAFER WORK ENVIRONMENTS

We prioritize the mental, emotional and physical well-being of our associates and work to improve the support we provide. Our center-led environmental, health and safety (EHS) initiatives, carried out by our EHS managers, ensure associate safety across our operations. Guided by our Core EHS Fundamentals, our managers foster a proactive safety culture through shared accountability and incident prevention. We also provide training, implement safety policies and set improvement goals through our comprehensive EHS management program.

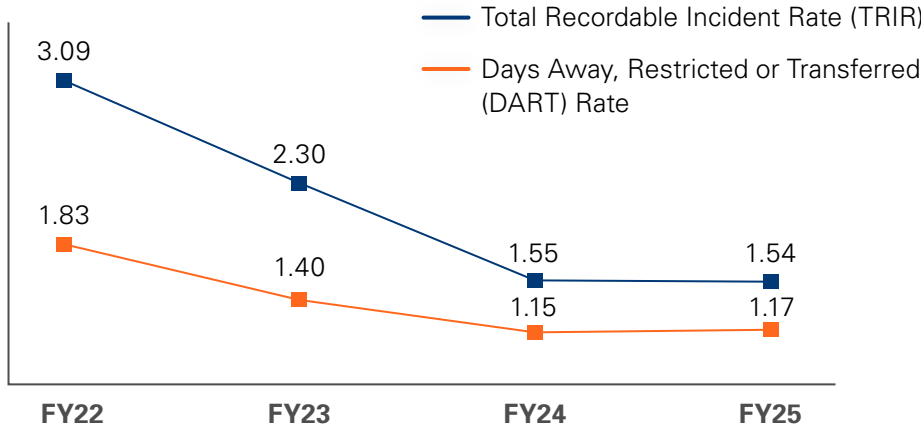
Six Core EHS Fundamentals

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

RPM Teams Demonstrate Commitment to Safety Culture

To support our safety programs, EHS training is ingrained in the everyday practices of our facilities. In September 2024, 70 members of our EHS team and operations leadership met for two days at our global headquarters in Medina, Ohio. Attendees exchanged best practices and new technologies in EHS management and networked with RPM’s trusted partners and corporate team members.

RPM Safety Metrics





RPM IN OUR COMMUNITIES

We strive to be good neighbors in the communities where we operate through our **Building a Better World** program. The success of this program depends 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:

- **RPM** has supported the RID-ALL Green Partnership for the past 12 years. RID-ALL is an 18-acre urban farm in Cleveland, Ohio, growing produce for area institutions and providing youth education on the benefits of becoming good stewards of the earth.
- Associates at our **Global Service Center (GSC) in Mexico** participated in an event commemorating International Childhood Cancer Day, sponsored by the Mexican Association for Aid for Children with Cancer. The GSC set up two booths, including one for children to color paper butterflies. GSC associates also donated items to Apaqro, an organization dedicated to adoption, rescue and care programs for abandoned animals.

RPM’s monetary and philanthropic contributions in FY25 totaled \$3.2 million.



- **Women@Rust-Oleum** raised over \$35,000 in support of Lili’s Lift. The organization empowers children with disabilities, along with their families and communities, through education, advocacy and volunteer opportunities.
- Each year, **Carboline** holds an annual Carbocare event to collect school supplies for students in need around the country. Carboline’s headquarters in St. Louis, Missouri, partnered with KidSmart St. Louis (an organization that helps more than 10,000 students a year in over 160 St. Louis schools) to donate over 600 essential school supply items to help students have a successful school year.
- Associates from the **Industrial Coatings Group** in Hudson, North Carolina, adopted more than 50 children and families for the holidays, continuing the facility’s participation in the local community Angel Tree program. Westfield facility associates organized a food drive for the Westfield Food Bank and a toy drive for the Western Massachusetts Toys for Tots program.

DONATING RPM PRODUCTS TO PARTNER ORGANIZATIONS

We value our ongoing partnerships with organizations to support important causes in our communities, including product donations and monetary contributions. Below are just a few highlights of our community partnerships:

- **Rust-Oleum** launched an initiative in 2024 to provide materials and products to Habitat for Humanity, either to construct new homes or sell in Habitat’s ReStores. Since the launch, Rust-Oleum has donated more than \$180,000 of goods across Wisconsin, Northern Illinois, Maryland and California.
- Rust-Oleum’s **Frenchic** paint brand in the United Kingdom partnered with the Samaritans mental health charity to select a set of colors that evoke calm and mindfulness. A percentage of each sale from these colors goes to the charity. Over the past year, Frenchic has raised £25,000 (approximately \$34,000) for the mental health charity.
- **Stoncor** Africa donated more than \$50,000 of paint to two schools, including the Fulton School for the Deaf, and two locations of the Ezemvelo KZN Wildlife nature reserve.
- **Stonhard** helped restore the Mount Soledad Veterans Memorial in San Diego, California, by donating materials to transform the deteriorated base concrete.



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



OUR PROCESSES

More than 500 associates have completed Six Sigma Green Belt training and serve as internal resources to drive process improvement initiatives.

REDUCING OUR ENVIRONMENTAL IMPACT

Our vision for **Building a Better World** in our manufacturing footprint is centered on **MS-168**, our Manufacturing System that drives continuous improvement across our operations. This system provides a structured approach that helps us enhance process efficiency, reduce waste and support our commitment to lowering our carbon footprint and GHG emissions. MS-168 is also aligned with our **MAP (Margin Achievement Plan) 2025** program, part of which aims to increase margins through more collaborative, data-driven operational improvements. As we look to reduce our global environmental footprint and costs, we continue to expand the MS-168 framework into more of our facilities around the globe.

The principles of MS-168 empower our associates to identify and implement operational improvements at our facilities through Green Belt projects, which aim to increase efficiency, minimize waste and reduce costs. These projects are carried out by associates who have completed **Six Sigma Green Belt training**, a professional development program focused on process improvement. From inception through the end of FY25, savings for all completed Green Belt projects totaled approximately **\$43 million**.

Addressing Climate Change

We aim to reduce both direct and indirect GHG emissions across our operations by improving operational efficiency, transitioning to lower-emission energy sources and investing in renewables. Using a centralized data management system, we track emissions from manufacturing facilities, distribution centers and offices to measure progress toward reduction targets. In addition to our current GHG emissions tracking, we have also started the process of tracking Scope 3 GHG emissions.



Green Belt Project Savings

- Rust-Oleum's Hagerstown, Maryland, plant implemented engineering and process improvements to reduce paint waste and hazardous waste while boosting batch yield quality for nearly **\$1 million** in cost savings annually.
- Viapol's Caçapava, Brazil, plant adopted energy efficiency measures to reduce electricity costs and eliminate waste, resulting in more than **\$200,000** in annual savings.





New Malaysia Plant Incorporates Sustainability in its Design

We celebrated the opening of our RPM Platform APAC plant in Serendah, Malaysia, in FY25. Aligned with our mission of **Building a Better World**, this facility has sustainability embedded into its operations, all while meeting the increasing demands of its customers.

The building features energy-saving materials, such as LED lights and a Flowcrete Mondéco flooring system that incorporates recycled glass from industrial waste. Both functional and aesthetic, the building's rooftop garden acts as an insulating layer to regulate the facility's internal temperature and reduce the energy required for cooling. Another innovative feature is a rainwater harvesting system, which decreases the facility's reliance on local water supplies and mitigates excess runoff. The Serendah plant also uses electric forklifts, as opposed to traditional gas-powered forklifts, which reduce on-site emissions and promote cleaner air while minimizing the facility's carbon footprint.



Responsible Energy Use

In line with MS-168, we continually seek ways to decrease our energy use and **incorporate renewable energy** into our facilities. This makes our operations more sustainable and provides long-term cost savings.

In FY25, Viapol's facility in Candeias, Brazil, installed a 325 kW solar plant with 741 panels. This plant has already produced more than 225,000 kWh of clean energy, which powers on-site operations. Surplus energy is then exported to the grid for bill credits. The system has 24/7 remote monitoring with real-time performance tracking, fault detection and diagnostics to optimize performance.

Minimizing Waste Across Our Operations

We consistently seek opportunities to improve our operations and formulations in ways that help us minimize waste. We **track and manage waste reduction and recycling** at the facility level and gather and analyze the data in our data management system.

Our commitment to continuous improvement and waste reduction can be seen across our footprint, including at our Stoncor facility in South Africa. Traditionally, this facility used single-use vacuum consumables (e.g., plastic film and bags) in its composite manufacturing to assist in the resin infusion process. In FY25, the facility switched to reusable silicone bag technology, which reduces plastic waste and landfill impact while saving resources and cutting costs. The facility has also set a total waste reduction goal of 10% by FY26 and aims to increase recycled waste through sorting and educational programs.



As a result of using Tremco's AlphaGuard Roof Restoration solutions, customers have diverted an estimated 82,000 tons of waste from landfills in FY25. Restoring a roof allows the existing roof assembly to remain in service, thus eliminating landfill waste and reducing the energy necessary in the manufacture and installation of a roof replacement. Roof restorations also provide value to the customer by minimizing disruptions to the facility.



Using Water Responsibly

Although our operations are not particularly water-intensive, we are committed to **reducing water use** through ongoing improvements in our processes, management systems and equipment. These efforts include installing closed-loop water systems and heat exchangers, along with targeted assessments and strategies aimed at minimizing stormwater pollutants. We actively manage stormwater runoff at each manufacturing facility to prevent accidental discharge of contaminants and to comply with local permit requirements.

At our Dryvit facility in Rhode Island, we saved more than 100,000 gallons of water in FY25 through operational improvements.

Our Stonhard Alghero plant in Italy implemented a stormwater containment and treatment system, water testing and an enhanced incident reporting process to improve its approach to responsible water management.

At our Resin Center of Excellence, green roofing covers 80% of our facility, providing insulation and improved rain water capture. Our 140-cubic-meter rain capture system collects water to be reused throughout the facility in areas such as bathrooms.

Safeguarding Biodiversity

We have few operations in biodiversity-sensitive areas and continually identify opportunities to protect 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 and take measures to mitigate any negative effects.

We also implement projects and initiatives to care for the environments around our facilities and in the communities in which we live and work. For example:

- The team at our Stonhard Alghero facility in Italy planted more than **100 native trees**, including holly oak, downy oak, strawberry trees and others, to replace trees lost in a fire during a recent drought. The trees will also reduce surface and air temperatures in the area, provide essential cooling and enhance groundwater absorption.
- Associates at our Martin Mathys facility in Belgium sponsored the creation of a **food forest co-op** in Zelem, where the company's offices are located. The food forest had its first harvest in the spring of 2025 and currently serves as a community garden and space for educational, recreational and therapeutic activities.
- Volunteers from our Tremco CPG plant in Warsaw, Poland, organized an **Earth Day clean-up** for the streets around their facility, collecting plastic bottles and other garbage around the site.



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



OUR GOVERNANCE

Shaped by The Value of 168

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 that drives our sustainability efforts. This includes regulatory compliance in various areas of our business, such as data privacy, effective risk management and enhanced due diligence in vendor selection. Our **Board of Directors** provides oversight and guidance as we strive to deliver value for our shareholders and grow our business responsibly.

As of May 31, 2025, our Board is composed of 12 Directors, 11 of whom are independent. The Board includes four women and one African American man, representing 42% overall diversity. All Board members 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, Exxon Mobil, who brings experience in regulatory and international compliance.

The Board's Governance and Nominating Committee is responsible for identifying sustainability risks and opportunities for the development and implementation of sustainability goals. This committee receives regular updates from the **Building a Better World Oversight Committee**, which develops processes for managing sustainability goals and climate-related risks. The committee is comprised of RPM executives and dedicated subject matter experts who focus on opportunities, strategies, initiatives and programming that support our **Building a Better World** program pillars.

Responsible Sourcing

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



To verify our suppliers meet our strict standards, RPM has developed a comprehensive **Vendor Approval Process** for new suppliers. This program uses a series of checks to validate suppliers in various risk areas, including with respect to human rights, governmental associations, product stewardship, regulatory compliance, sustainability and corporate responsibility. Supplier due diligence is an ongoing process as we continuously evaluate the acceptability, capability and long-term viability of current and potential suppliers.

Information Security and Data Privacy

Our Information Security Program is designed to protect the confidentiality, integrity and availability of 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. In addition, we use third parties to assess our systems and policies and provide insight on new and evolving threats and best practices for mitigating them.

To prevent unauthorized access to sensitive or confidential information, we employ operational and technological safeguards and use privacy policies to govern how we use, collect and share personal data from associates, customers and third parties.

Associates also receive training on an ongoing basis on information security, data privacy and response protocols. We require that all data incidents are reported to our Legal and Compliance department and investigated to ensure any resulting risks are appropriately identified and remediated. Read more about our approach to information security and data privacy in our [2025 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.