

# RPM FY2026 SUSTAINABILITY DATA SUMMARY

## FY30 GOALS & PROGRESS

| GOAL                                                                                                                  | FY26 PROGRESS <sup>1,2</sup>               |
|-----------------------------------------------------------------------------------------------------------------------|--------------------------------------------|
| Eliminate or mitigate more than 20 chemical compounds from our product formulations by 2030                           | Ongoing                                    |
| Achieve a total recordable incident rate (TRIR) and days away, restricted or transferred (DART) rate of less than 1.0 | TRIR 1.59, DART 1.20                       |
| Reduce Scope 1 & 2 GHG emissions per ton of production by 25% (FY22 baseline)                                         | 11% reduction (received limited assurance) |
| Reduce waste to landfill per ton of production by 10% (FY25 baseline)                                                 | 15% reduction                              |
| Develop and implement water stewardship plans for all facilities in areas of high or extremely high water stress      | Ongoing implementation                     |
| 100% associate participation in our Code of Conduct training                                                          | 98.5%                                      |

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

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

## ENVIRONMENTAL DATA

| METRIC                                                                                  | FY22           | FY23           | FY24             | FY25             | FY26              |
|-----------------------------------------------------------------------------------------|----------------|----------------|------------------|------------------|-------------------|
| <b>Tons of Production</b>                                                               |                |                |                  |                  |                   |
| U.S. tons of production                                                                 | 1,458,833      | 1,344,692      | 1,340,047        | 1,334,651        | 1,410,916         |
| <b>Greenhouse Gas Emissions – Scope 1 &amp; 2 (CO<sub>2</sub>e US tons)<sup>1</sup></b> |                |                |                  |                  |                   |
| <b>Scope 1 &amp; 2 Emissions*</b>                                                       | <b>200,573</b> | <b>164,200</b> | <b>159,759</b>   | <b>168,167</b>   | <b>172,126</b>    |
| Scope 1 emissions*                                                                      | 82,726         | 69,088         | 64,443           | 70,565           | 73,065            |
| Scope 2 emissions*                                                                      | 117,847        | 95,112         | 95,316           | 97,601           | 99,061            |
| Emissions intensity (CO <sub>2</sub> e per US ton)                                      | 0.14           | 0.12           | 0.12             | 0.13             | 0.12              |
| <b>Energy<sup>1</sup></b>                                                               |                |                |                  |                  |                   |
| Energy (kWh)                                                                            | 707,030,380    | 589,899,412    | 569,744,318      | 609,609,367      | 624,807,979       |
| Energy intensity (kWh per US ton)                                                       | 485            | 439            | 425              | 457              | 443               |
| <b>Greenhouse Gas Emissions – Scope 3 (CO<sub>2</sub>e metric tons)<sup>1</sup></b>     |                |                |                  |                  |                   |
| <b>Total Scope 3 Emissions**</b>                                                        | <b>-</b>       | <b>-</b>       | <b>1,872,454</b> | <b>1,736,556</b> | <b>In process</b> |

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| METRIC                                                                                        | FY22        | FY23        | FY24        | FY25        | FY26        |
|-----------------------------------------------------------------------------------------------|-------------|-------------|-------------|-------------|-------------|
| Category 1 & 4: Total Purchased Goods and Services & Upstream Transportation & Distribution** | -           | -           | 1,423,156   | 1,261,524   | In process  |
| Category 2: Capital Goods**                                                                   | -           | -           | 25,986      | 25,804      | In process  |
| Category 3: Fuel & Energy Related Activities**                                                | -           | -           | 25,675      | 50,780      | In process  |
| Category 5: Waste Generated in Operations**                                                   | -           | -           | 40,049      | 42,642      | In process  |
| Category 6: Business Travel**                                                                 | -           | -           | 5,426       | Immaterial  | In process  |
| Category 7: Employee Commuting**                                                              | -           | -           | 51,164      | 52,682      | In process  |
| Category 12: End of Life Treatment of Sold Products**                                         | -           | -           | 294,625     | 294,625     | In process  |
| Category 15: Investments**                                                                    | -           | -           | 6,373       | 8,499       | In process  |
| <b>Waste<sup>1</sup></b>                                                                      |             |             |             |             |             |
| Total waste (lbs)                                                                             | 180,549,978 | 171,044,180 | 172,685,649 | 181,299,417 | 159,480,456 |
| Total waste intensity (lbs per ton)                                                           | 124         | 127         | 129         | 136         | 113         |
| Waste to landfill (lbs)                                                                       | 153,673,616 | 139,384,137 | 140,032,655 | 147,039,700 | 131,921,731 |
| Waste to landfill intensity (lbs per ton)                                                     | 105         | 104         | 104         | 110         | 94          |
| Recycled material (lbs)                                                                       | 26,876,363  | 31,660,043  | 32,652,994  | 34,259,716  | 27,558,725  |
| Recycled material intensity (lbs per ton)                                                     | 18          | 24          | 24          | 26          | 20          |
| <b>Water<sup>1</sup></b>                                                                      |             |             |             |             |             |
| Water (U.S. gallons)                                                                          | 179,702,714 | 235,679,643 | 251,233,204 | 238,760,572 | 251,147,515 |
| Water intensity (U.S. gallons per ton)                                                        | 123         | 175         | 187         | 179         | 178         |

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

\* Scope 1 & 2 emissions for FY25 and FY26 have received limited assurance.

\*\* Scope 3 emissions are computed under the GHG Protocol using a hybrid methodology combining activity-based data and spend-based indicators.

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### ENVIRONMENTAL MANAGEMENT

| CATEGORY                                  | CY22 | CY23 | FY25 | FY26 |
|-------------------------------------------|------|------|------|------|
| ISO 14001 certifications (# of sites)     | 26   | 29   | 24   | 32   |
| Environmental Audits                      | 20   | 29   | 20   | 20   |
| Health & Safety Audits                    | 27   | 26   | 23   | 29   |
| Property Risk/Loss Prevention Audits      | 60   | 61   | 61   | 65   |
| Product Stewardship & Chemical Compliance | n/a  | 4    | 4    | 4    |

### EMPLOYEE SAFETY & ENGAGEMENT

| METRIC                                                | FY23 | FY24 | FY25 | FY26 |
|-------------------------------------------------------|------|------|------|------|
| <b>Employee Safety</b>                                |      |      |      |      |
| Total recordable incident rate (per 100 employees)    | 2.30 | 1.55 | 1.54 | 1.59 |
| Days away, restricted or transferred rate             | 1.40 | 1.15 | 1.17 | 1.20 |
| <b>Employee Engagement</b>                            |      |      |      |      |
| Employee engagement survey - response rate (%)        | 61   | 69   | 68   | 72   |
| Employee engagement survey - favorable engagement (%) | 70   | 71   | 70   | 68   |

## RPM FY2026 SUSTAINABILITY DATA SUMMARY

### EEO-1 DEMOGRAPHICS

| METRIC                                    | CY22 | CY23 | CY24 | CY25 |
|-------------------------------------------|------|------|------|------|
| <b>Race/Ethnicity (%)</b>                 |      |      |      |      |
| White                                     | 69.7 | 68.8 | 68.9 | 67.0 |
| Black or African American                 | 11.8 | 11.7 | 11.7 | 12.2 |
| Hispanic or Latino                        | 13.5 | 14.1 | 14.1 | 15.4 |
| Native Hawaiian or Other Pacific Islander | 0.3  | 0.2  | 0.2  | 0.1  |
| Asian                                     | 3.3  | 3.4  | 3.4  | 3.5  |
| American Indian or Alaska Native          | 0.3  | 0.5  | 0.4  | 0.4  |
| Two or More Races                         | 1.1  | 1.3  | 1.3  | 1.4  |
| <b>Gender (%)</b>                         |      |      |      |      |
| Male                                      | 75.5 | 77.1 | 77.1 | 77.3 |
| Female                                    | 23.5 | 22.9 | 22.9 | 22.7 |
| <b>Age (%)</b>                            |      |      |      |      |
| Ages under 35                             | 27.8 | 26.7 | 26.7 | 25.7 |
| Ages 35-54                                | 46.9 | 48.0 | 48.2 | 48.0 |
| Ages 55+                                  | 25.3 | 25.3 | 25.1 | 26.3 |

### COMMUNITY & GOVERNANCE

|                                                 |             |             |             |             |
|-------------------------------------------------|-------------|-------------|-------------|-------------|
| <b>COMMUNITY ENGAGEMENT</b>                     | <b>CY22</b> | <b>CY23</b> | <b>FY25</b> | <b>FY26</b> |
| Total philanthropic contributions (\$ millions) | \$2.1       | \$2.7       | \$3.2       | \$2.8       |
|                                                 |             |             |             |             |
| <b>BOARD DIVERSITY</b>                          | <b>FY23</b> | <b>FY24</b> | <b>FY25</b> | <b>FY26</b> |
| Board gender/racial/ethnic diversity (%)        | 36          | 40          | 42          | 42          |
| Board gender diversity (%)                      | 28          | 30          | 33          | 33          |
| Board racial/ethnic diversity (%)               | 9           | 10          | 8           | 8           |

RPM's fiscal year is from June 1 to May 31. CY = calendar year; FY = fiscal year.