GLOBAL REPORTING INDEX (GRI): GENERAL DISCLOSURES

GRI DISCLOSURE	DESCRIPTION	LOCATION OR DIRECT ANSWER
GENERAL DISCLOSURE		
102-1	Name of the organization	RPM 10-K 2021 1. Business > The Company, pg. 3
102-2	Activities, brands, products, and services	RPM 10-K 2021 1. Business > Business, pg. 3
102-3	Location of headquarters	RPM 10-K 2021 1. Business > The Company, pg. 3
102-4	Location of operations	RPM 10-K 2021 1. Business > The Company, pg. 3
102-5	Ownership and legal form	The Company is traded on the NYSE under the symbol "RPM". See beneficial ownership as of fiscal year-end 2021 in our 2021 Proxy Statement.
102-6	Markets served	RPM 10-K 2021 1. Business > Business, pg. 3
102-7	Scale of the organization	RPM 10-K 2021 1. Business > Business, pg. 3
102-8	Information on associates and other workers	RPM 10-K 1. Business > Human Capital, pg. 10
102-9	Supply chain	2021 Sustainability Report -Supply Chain & Responsible Procurement, pg. 38
102-10	Significant changes to the organization and its supply chain	None in the reporting period.
102-11	Precautionary Principle or approach	RPM does not apply the Precautionary Principle or approach.
102-12	External initiatives	2021 Sustainability Report - Human Rights, pg. 40
102-13	Membership of associations	2021 Sustainability Report - 2021 CDP (C12.3c) Waste Solutions, pg.17
STRATEGY		
102-14	Statement from senior decision-maker	2021 Sustainability Report - CEO Message, pg. 2
ETHICS AND INTEGRITY		
102-16	Values, principles, standards, and norms of behavior	2021 Sustainability Report - Code of Conduct, pg. 39 Ethics & Compliance, pg. 39
GOVERNANCE		
102-18	Governance structure	2021 Sustainability Report - Effective Governance at RPM, pg. 37

GLOBAL REPORTING INDEX (GRI): GENERAL DISCLOSURES

GRI DISCLOSURE	DESCRIPTION	LOCATION OR DIRECT ANSWER
STAKEHOLDER ENGAGEMENT		
102-40	List of stakeholder groups	2021 Sustainability Report - Materiality & Stakeholder Engagement, pg. 9
Da102-41	Collective bargaining agreements	Not applicable
102-42	Identifying and selecting stakeholders	2021 Sustainability Report - Materiality & Stakeholder Engagement, pg. 9
102-43	Approach to stakeholder engagement	2021 Sustainability Report - Materiality & Stakeholder Engagement, pg. 9
102-44	Key topics and concerns raised	2021 Sustainability Report - Materiality & Stakeholder Engagement, pg. 9
REPORTING PRACTICES		
102-45	Entities included in the consolidated financial statements	RPM 10-K 1. Business
102-46	Defining report content and topic Boundaries	2021 Sustainability Report - Materiality & Stakeholder Engagement, pg. 9
102-47	List of material topics	2021 Sustainability Report - Materiality & Stakeholder Engagement, pg. 9
102-48	Restatements of information	RPM did not have any restatements of information.
102-49	Changes in reporting	No significant changes to reporting cycle or boundaries made in the reporting year.
102-50	Reporting period	Calendar year covering January 1, 2021 – December 31, 2021
102-51	Date of most recent report	RPM's previous report was published in August 2020.
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	2021 Sustainability Report - Overview: Building A Better World, pg. 5
102-55	GRI content index	2021 Sustainability Report - GRI Index, pg. 43
102-56	External assurance	This report and data have not been externally assured

GLOBAL REPORTING INDEX (GRI): TOPIC-SPECIFIC DISCLOSURES

GRI STANDARD	DISCLOSURE	DESCRIPTION	LOCATION OR DIRECT ANSWER
GRI 300 ENVIRONMENTAL STANDARDS SERIES			
ENERGY			
GRI 103: Management Approach 2018	103-1	Explanation of the material topic and its Boundary	2021 Sustainability Report - Environmental Impact, pg. 30
	103-2	The management approach and its components	2021 Sustainability Report - Environmental Impact, pg. 30
	103-3	Evaluation of the management approach	2021 Sustainability Report - Environmental Impact, pg. 30
GRI 302: Energy 2018	302-1	Energy consumption within the organization	2021 Sustainability Report - Environmental Impact, pg. 30
WATER & EFFLUENTS			
GRI 103: Management Approach 2018	103-1	Explanation of the material topic and its Boundary	2021 Sustainability Report - Water Stewardship, pg. 35
	103-2	The management approach and its components	2021 Sustainability Report - Water Stewardship, pg. 35
	103-3	Evaluation of the management approach	2021 Sustainability Report - Water Stewardship, pg. 35
GRI 303: Water 2018	303-1	Interactions with water as a shared resource	2021 Sustainability Report - Water Stewardship, pg. 35
	303-2	Management of water discharge-related impacts	2021 Sustainability Report - Water Stewardship, pg. 35
	303-3	Water withdrawal	2021 Sustainability Report - Water Stewardship, pg. 35
	303-4	Water discharge	2021 Sustainability Report - Water Stewardship, pg. 35
	303-5	Water consumption	2021 Sustainability Report - Environmental Impact, pg. 30
EMISSIONS			
GRI 103: Management Approach 2018	103-1	Explanation of the material topic and its Boundary	2021 Sustainability Report - Greenhouse Gas Emissions, pg. 32
	103-2	The management approach and its components	2021 Sustainability Report - Greenhouse Gas Emissions, pg. 32
	103-3	Evaluation of the management approach	2021 Sustainability Report - Greenhouse Gas Emissions, pg. 32

GLOBAL REPORTING INDEX (GRI): TOPIC-SPECIFIC DISCLOSURES

GRI STANDARD	DISCLOSURE	DESCRIPTION	LOCATION OR DIRECT ANSWER
GRI 305: Emissions 2018	305-1	Direct (Scope 1) GHG emissions	2021 Sustainability Report - Environmental Impact and GHG Data, pg. 30 Greenhouse Gas Emissions, pg. 32
	305-2	Energy indirect (Scope 2) GHG emissions	2021 Sustainability Report - Environmental Impact and GHG Data, pg. 30 Greenhouse Gas Emissions, pg. 32
	305-4	GHG emissions intensity	2021 Sustainability Report - Environmental Impact and GHG Data, pg. 30 Greenhouse Gas Emissions, pg. 32
	305-5	Reduction of GHG emissions	2021 Sustainability Report - Environmental Impact and GHG Data, pg. 30 Greenhouse Gas Emissions, pg. 32

EFFLUENTS AND WASTE

GRI STANDARD	DISCLOSURE	DESCRIPTION	LOCATION OR DIRECT ANSWER
GRI 103: Management Approach 2018	103-1	Explanation of the material topic and its Boundary	2021 Sustainability Report - Waste Management, Reduction & Recycling, pg. 34
	103-2	The management approach and its components	2021 Sustainability Report - Waste Management, Reduction & Recycling, pg. 34
	103-3	Evaluation of the management approach	2021 Sustainability Report - Waste Management, Reduction & Recycling, pg. 34
GRI 306: Effluents and Waste 2018	306-2	Waste by type and disposal method	2021 Sustainability Report - Environmental Impact, pg. 30

ENVIRONMENTAL COMPLIANCE

GRI STANDARD	DISCLOSURE	DESCRIPTION	LOCATION OR DIRECT ANSWER
GRI 103: Management Approach 2018	103-1	Explanation of the material topic and its Boundary	2021 Sustainability Report - Environmental Impact, pg. 30
	103-2	The management approach and its components	2021 Sustainability Report - Environmental Impact, pg. 30
	103-3	Evaluation of the management approach	2021 Sustainability Report - Environmental Impact, pg. 30
GRI 307: Environmental Compliance 2018	307-1	Non-compliance with environmental laws and regulations	2021 Sustainability Report - Environmental Impact, pg. 30

SUPPLIER ENVIRONMENTAL ASSESSMENT

GRI STANDARD	DISCLOSURE	DESCRIPTION	LOCATION OR DIRECT ANSWER
GRI 103: Management Approach 2018	103-1	Explanation of the material topic and its Boundary	2021 Sustainability Report - Supply Chain & Responsible Procurement, pg. 38
	103-2	The management approach and its components	2021 Sustainability Report - Supply Chain & Responsible Procurement, pg. 38
	103-3	Evaluation of the management approach	2021 Sustainability Report - Supply Chain & Responsible Procurement, pg. 38
GRI 308: Supplier Environmental Assessment 2018	308-1	New suppliers that were screened using environmental criteria	2021 Sustainability Report - Supply Chain & Responsible Procurement, pg. 38

GLOBAL REPORTING INDEX (GRI): TOPIC-SPECIFIC DISCLOSURES

GRI STANDARD	DISCLOSURE	DESCRIPTION	LOCATION OR DIRECT ANSWER
GRI 400 SOCIAL STANDARDS SERIES			
EMPLOYMENT			
GRI 103: Management Approach 2018	103-1	Explanation of the material topic and its Boundary	2021 Sustainability Report - Talent Attraction & Retention, pg. 19 Associate Development, pg. 19
	103-2	The management approach and its components	2021 Sustainability Report - Talent Attraction & Retention, pg. 19 Associate Development, pg. 19
	103-3	Evaluation of the management approach	2021 Sustainability Report - Talent Attraction & Retention, pg. 19 Associate Development, pg. 19
GRI 401: Employment 2018	401-1	New associate hires and associate turnover	2021 Sustainability Report - Talent Attraction & Retention, pg. 19 Associate Development, pg. 19
GRI 401: Employment 2018	401-2	Benefits provided to full-time associates that are not provided to temporary or part-time associates	2021 Sustainability Report - Talent Attraction & Retention, pg. 19 Associate Development, pg. 19
GRI 401: Employment 2018	401-3	Parental leave	2021 Sustainability Report - Talent Attraction & Retention, pg. 19 Associate Development, pg. 19
OCCUPATIONAL HEALTH AND SAFETY			
GRI 103: Management Approach 2018	103-1	Explanation of the material topic and its Boundary	2021 Sustainability Report - Associate Wellbeing, Health & Safety, pg. 25
	103-2	The management approach and its components	2021 Sustainability Report - Associate Wellbeing, Health & Safety, pg. 25
	103-3	Evaluation of the management approach	2021 Sustainability Report - Associate Wellbeing, Health & Safety, pg. 25
GRI 403: Occupational Health and Safety 2018	403-1	Occupational health and safety management system	2021 Sustainability Report - Associate Wellbeing, Health & Safety, pg. 25
	403-2	Hazard identification, risk assessment, and incident investigation	2021 Sustainability Report - Associate Wellbeing, Health & Safety, pg. 25
	403-3	Occupational health services	RPM EHS Policy
	403-4	Worker participation, consultation, and communication on occupational health and safety	RPM EHS Policy

GLOBAL REPORTING INDEX (GRI): TOPIC-SPECIFIC DISCLOSURES

GRI STANDARD	DISCLOSURE	DESCRIPTION	LOCATION OR DIRECT ANSWER
GRI 403: Occupational Health and Safety 2018	403-5	Worker training on occupational health and safety	2021 Sustainability Report - Associate Wellbeing, Health & Safety, pg. 25
	403-6	Promotion of worker health	2021 Sustainability Report - Associate Wellbeing, Health & Safety, pg. 25
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	RPM EHS Policy
	403-8	Workers covered by an occupational health and safety management system	RPM EHS Policy
	403-9	Work related injuries	2021 Sustainability Report - Key EHS Metrics, pg. 26

DIVERSITY AND EQUAL OPPORTUNITY

GRI STANDARD	DISCLOSURE	DESCRIPTION	LOCATION OR DIRECT ANSWER
GRI 103: Management Approach 2018	103-1	Explanation of the material topic and its Boundary	2021 Sustainability Report - Diversity & Inclusion, pg. 23
	103-2	The management approach and its components	2021 Sustainability Report - Diversity & Inclusion, pg. 23
	103-3	Evaluation of the management approach	2021 Sustainability Report - Diversity & Inclusion, pg. 23
GRI 405: Diversity and Equal Opportunity 2018	405-1	Diversity of governance bodies and associates	2021 Sustainability Report - Diversity & Inclusion, pg. 23 Diversity & Inclusion, EEO-1 Data, pg. 23
	405-2	Ratio of basic salary and remuneration of women to men	2021 Sustainability Report - Pay Equity at RPM, pg. 24

COMMUNITY SERVICE & PHILANTHROPY

GRI STANDARD	DISCLOSURE	DESCRIPTION	LOCATION OR DIRECT ANSWER
GRI 103: Management Approach 2018	103-1	Explanation of the material topic and its Boundary	2021 Sustainability Report - Philanthropy, pg. 27
	103-2	The management approach and its components	2021 Sustainability Report - Philanthropy, pg. 27
	103-3	Evaluation of the management approach	2021 Sustainability Report - Philanthropy, pg. 27
GRI: Custom Material Topic	–	Charitable contributions	2021 Sustainability Report - Philanthropy, pg. 27

SOCIAL SUPPLIER ASSESSMENT

GRI STANDARD	DISCLOSURE	DESCRIPTION	LOCATION OR DIRECT ANSWER
GRI 103: Management Approach 2018	103-1	Explanation of the material topic and its Boundary	2021 Sustainability Report - Supply Chain & Responsible Procurement, pg. 38
	103-2	The management approach and its components	2021 Sustainability Report - Supply Chain & Responsible Procurement, pg. 38
	103-3	Evaluation of the management approach	2021 Sustainability Report - Supply Chain & Responsible Procurement, pg. 38
GRI 414: Social Supplier Assessment	414-1	New suppliers that were screened using social criteria	2021 Sustainability Report - Supply Chain & Responsible Procurement, pg. 38