



BUILDING A BETTER WORLD

2023 SUSTAINABILITY SUMMARY





Our Philosophy for a Sustainable Future

The Value of 168®

Every week contains 168 hours. At RPM, the number 168 signifies our responsibility to conduct our business ethically — every hour of every day. The Value of 168 reminds us that we have a limited amount of time — and a duty to use this gift wisely and productively.



“Sustainability is core to RPM, both through our products that extend asset life and enable sustainable buildings, and in the people and processes that create those products.”

Frank C. Sullivan
Chair & Chief Executive Officer

Our portfolio of products and service — specialty coatings, sealants, building materials and more — are engineered for durability and resilience, beautifying homes and buildings, protecting them against harsh environments, prolonging their lifecycle and enhancing their sustainability. We manufacture products in ways that reduce their environmental impact. From reviving a rugged tricycle to reimagining an industrial complex, our products have been used in households and by consumers worldwide to Build a Better World since our founding in 1947.

Built on RPM’s culture, we are dedicated to creating a sustainable future, one that’s rooted in the principles of corporate citizenship and guided by the shared vision of our associates around the world. Our sustainability goals reflect this dedication and are built upon our prior achievements. Our philosophy is to set goals, which are ambitious, but attainable over a 3 to 5 year timeline, so that the same people setting the goals are the ones implementing actions to achieve them. In this summary report, you will learn about what we set out to accomplish and our progress through 2023.

BUILDING A BETTER WORLD

Our **Building a Better World** program is the core of our sustainability strategy, which helps RPM create sustainable solutions that add value to our businesses, drive growth and prioritize the people and communities where we live and work. It is structured around three pillars of Our Products, Our People and Our Processes. Our program is built on a foundation of Our Governance. We are guided by our core values of Transparency, Trust and Respect.

Our Path to Sustainability

Our sustainability journey is ongoing, and we continue to build on our progress:

- Our **commitment** to sustainability, the environment, society and governance principles has been central to our values for decades.
- Our **Priority Assessment** helps us identify the most impactful sustainability topics to our stakeholders and ensure our sustainability strategy is designed to have a lasting positive impact.

- Using the Priority Assessment as our guide, we have established **sustainability goals** aimed at reducing the environmental impact of our products and operations.
- RPM uses several well-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). Our most recent reporting to these standards can be found [here](#).
- RPM has established a **data management system** that enables us to collect and estimate our greenhouse gas (GHG) emissions, waste reduction, water consumption and recycling at the facility level. We are continually enhancing our data collection processes and leverage this data to identify improvement opportunities and track progress against our goals.



Learn more about our Priority Assessment and view our most recent reporting on our [sustainability website](#).

Sustainability at RPM

We are executing our **Building a Better World** program through three pillars:



Our Products

We invest in products and materials that deliver eco-conscious and practical solutions for our businesses and stakeholders. We:

- Provide products and services that extend asset life and enable sustainable buildings
- Integrate sustainable procurement practices
- Prioritize product stewardship



Our People

We create a work environment where associates are supported and invested in their work and their communities. We:

- Provide a comprehensive healthcare plan and a retirement plan that includes a matched 401(k) and active defined benefit pension plan for U.S. associates
- Expand diversity and inclusion programs and initiatives
- Provide continuing education and development opportunities



Our Processes

We are dedicated to doing the right things, the right way, for the right reasons as we conduct business. We seek to:

- Reduce emissions and energy use
- Reduce waste and increase recycling
- Promote water reuse and conservation

Our Governance

Our sustainability pillars are built on a foundation of effective, ethical corporate governance that drives our sustainability efforts. This includes global compliance, information security, data privacy and risk management, which are key elements of our corporate governance practices. Learn more on our [sustainability website](#).



2023 Progress At-a-Glance



Our Products

- Rust-Oleum earned recognition from the U.S. Environmental Protection Agency as a **Safer Choice Partner of the Year** for its Krud Kutter line of products
- Tremco Sealants received the **highest-tier certification** for green building products in Singapore from the Singapore Green Building Council
- We continued to make meaningful progress with our **Product Stewardship** initiative, which is focused on eliminating or mitigating more than 20 chemical compounds from our product formulations
- Tremco Roofing **expanded its Pure Air business**, which extends HVAC asset life and improves efficiency and air quality



Our People

- **1,200+** associates have completed the Better Conversations Every Day™ (BCE) program, which trains associates in behaviors that build trust and collaboration for better business communications
- **50 associates** participated in our first Leadership Accelerator cohort, a year-long program to help associates become more effective leaders in their current and future roles
- The Women of RPM Employee Resource Group grew to **more than 575 members**
- We **reduced** our total recordable incident rate (TRIR) to **1.89**, down from 2.48 in 2022
- The Rust-Oleum Canada facility team achieved **16 years** with no lost-time injuries (as of June 1, 2024)



Our Processes

- We strengthened our responsible procurement efforts and consolidated production into our more efficient plants
- Our facility in South Africa installed a solar panel array, which is helping **produce up to 30%** of the facility's electricity needs
- Our plant in Korea implemented an MS-168 initiative to reduce silicone waste by approximately **94,000 pounds** annually
- The Tremco plant in Ashland, Ohio, improved the efficiency of its water bath program and reduced 2023 water usage by more than **5 million gallons**



Our Governance

- We recognized **five winners** and over **200 nominees** of the inaugural Living the Values award for associates who truly live the Value of 168 and our core values of Transparency, Trust and Respect
- We expanded RPM Navigator, our online tool that provides associates access to compliance policies and supporting document and awareness materials



Our Products

INNOVATING SAFER, MORE SUSTAINABLE SOLUTIONS

From creating resilient coatings for wind turbine blades to reformulating products with bio-based materials, sustainable innovation is at the heart of what we do.

Building a Better World starts with providing products and services that extend asset life and enable sustainable buildings, thereby reducing waste and improving efficiency. Our approach to product innovation delivers eco-conscious, high-quality products that yield energy and cost savings for customers. Our investment in innovation reflects our commitment to sustainability and the value we place on our planet and our stakeholders.

RPM companies collaborate and share technological resources to help improve efficiencies in manufacturing and distribution. In 2023, we opened the [RPM Innovation Center of Excellence](#) in Greensboro, North Carolina. This 60,000-square-foot facility marks the first research and development (R&D) center shared by multiple RPM companies and is designed to foster partnerships and harness the collective expertise of our associates.



Creating Safer, Energy-Efficient Environments

Constructing energy-efficient buildings starts with the materials that are used to make them. In both new and existing structures, our weatherization, insulation, roofing and other building products help our customers reduce their GHG emissions, energy use and costs while extending the life of their facility.

Tremco CPG is focused on reducing the carbon footprint of new buildings and maximizing the lifespan and efficiency of existing buildings.

- **AlphaGrade**, an energy-efficient roof restoration system, contains recycled rubber and has a highly reflective surface that can help **lower a building's energy consumption**.
- **AlphaGuard BIO**, made with castor oil, is a reinforced roof and waterproofing coating with an odorless, "cool roof" feature that reduces the heat island effect and enhances a building's ability to regulate temperature. AlphaGuard BIO has received USDA BioPreferred Certification.

Weatherproofing Technologies, Inc. (WTI) Pure Air created an [HVAC New Life Air Handler Unit \(AHU\) restoration offering](#) to maintain and restore customers' HVAC systems for **better air quality, improved efficiency and longer life**, and at **one-third the cost** of replacing the HVAC system. A service appointment includes a five-step process that starts with a Green Clean Institute-certified cleaning to boost an HVAC unit's efficiency. Conducting an AHU service and performance assessment reduces energy use and increases the AHU's operating life.

As part of our Product Stewardship initiative, we are working to eliminate or mitigate more than 20 chemical compounds from our product formulations around the globe. Our goal is to replace these chemicals with more sustainable alternative substances by 2030.



UTILIZING BIO-BASED MATERIALS

In our innovation processes, we work to find ways to incorporate renewable or bio-based materials that create a safer and more environmentally friendly product for our end-users while providing the same or improved performance compared to competing products.

For example, **DayGlo's Elara Luxe™** line of cosmetic pigments is made from all-natural rice protein that is biodegradable, non-GMO, vegan, kosher and halal certified. Elara Luxe features seven fluorescent pigments and was born out of the belief that clean beauty should never have to compromise vibrancy.

Euclid Chemical is making concrete last longer with [FIBERSTRAND REPREVE 225](#), a polyester synthetic microfiber made from REPREVE 225 fibers that come from recycled water bottles. These fibers serve as a replacement to steel rebar, providing 3-D protection against cracking with a reduced carbon footprint. Additionally, for every pound of FIBERSTRAND REPREVE 225 used, **up to 10 plastic bottles are diverted from landfills.**



Learn more about how our products advance sustainability and exceed industry standards for environmental sustainability on our [website](#).

ECO-FRIENDLY PACKAGING

RPM strives to use recycled content in packaging and looks for ways to use less packaging in customer shipments. We use packaging containing post-consumer plastics to give products another life outside a landfill. Other examples of how our companies minimize packaging waste include:

- **Rust-Oleum's** All-In-One Packaging system for two-component kits ensures both components in the company's flooring systems are shipped together. The new system maximizes product delivery per pallet and enhances the efficiency of inventory handling.
- **Stonhard** uses fill-and-seal packaging instead of rigid metal packaging in delivering its flooring, wall and lining solutions. In this process, packaging material is formed, filled with the product and sealed in one continuous operation, **significantly reducing packaging waste.**



Fireproofing Solutions Maintain Building Longevity and Improve Safety

Using the right products during construction can lead to a long-lasting structure. Carboline offers a variety of fire protection paints and coatings that provide a protective barrier to not only preserve structural elements, but also safeguard egress routes after the onset of a fire. Applying **Carboline's** fireproofing solutions, such as its Thermo-Sorb 263 intumescent coating, slows down the heating of structural steel in the event of a fire and can **protect steelwork for 30 minutes to four hours**, depending on the design.





Our People

BUILDING A BETTER WORLD STARTS WITH OUR PEOPLE

Our success in **Building a Better World** depends on having a diverse, enriched and engaged team that embodies our core values of **Transparency, Trust** and **Respect**. These values form the basis for our culture, which is centered on doing the right things, the right way, for the right reasons.

We focus on attracting and developing talent across generations, diverse backgrounds and skill sets. We regularly gather insights about the aspects of work our current and new associates value and reassess our practices to create an environment where our associates can thrive. We also provide a variety of leadership development opportunities to nurture top talent.



Attracting people who find purpose in their work is an essential component of our entrepreneurial spirit.

ADVANCING A CULTURE OF RESPECT

Our **Respect at RPM** program formally links our company values with our commitment to diversity and inclusion. This program provides education and raises awareness through talks, videos, posters, emails and other messaging to emphasize how everyone can help to foster a respectful and inclusive workplace. We also strive to hire, invest in and retain diverse candidates to enhance the strength of our teams.

Our culture of respect is also demonstrated through the benefits we offer our associates. We prioritize and support a multi-faceted approach to health and well-being, ensuring our benefits package includes resources to cultivate our associates' livelihoods in and outside the workplace. RPM's U.S. retirement benefits include a **defined pension plan and a 401(k) with company match** — a pairing offered by less than 10% of private sector employers.



Women of RPM Promotes Networking and Learning

Our Women of RPM Employee Resource Group shares networking and learning opportunities with interested associates across the company. The group has more than 575 members and hosts multiple events each year. In 2023, Women of RPM's launch event, a virtual panel titled "**Women in Leadership,**" **attracted over 300 attendees.** Additional events included virtual sessions focused on self-care in recognition of Mental Health Awareness Month and a professional development presentation in partnership with Women@Rust-Oleum.





DEVELOPING AND ENGAGING OUR ASSOCIATES

Providing learning opportunities to help associates further their talents is critical to our long-term success. RPM's commitment to associate development empowers associates to elevate their skills and advance their careers.

Some of our learning and development offerings are located in the **RPM Learning Central platform**, which was expanded in 2023. This centralized resource provides associates with access to various self-paced online, on-demand courses featuring topics such as career skills, computer skills and wellness. We also offer a number of leadership programs and workshops designed to support our associates throughout their career at RPM.

In 2023, we welcomed 50 participants into our first **Leadership Accelerator** cohort, which complements our existing leadership development programs. Through this year-long program, participants hone their skills to be a more effective leader in their current role as well as prepare for further leadership roles or assignments within RPM.

RPM announced a new academic and vocational [partnership with Cleveland State University](#). Through the partnership, current RPM associates in environmental, health and safety (EHS) and sustainability roles, as well as other operational and technical professionals, have special access to graduate-level education in environmental studies, sustainability, engineering and science. **Sixteen RPM associates globally have enrolled** since fall 2023, the program's inaugural semester.

RISE Program Partnerships Grow the Roofing Industry

Tremco Roofing and WTI created the RISE™ Program (Roofing Individuals Succeed through Education) to develop a new generation of roofing professionals through education and social and community outreach. Opportunities through RISE include a partnership with the University of Akron's Construction Management program, apprenticeship certifications and internships — all offered online with 100% paid tuition. To date, **170 individuals** have successfully completed internships, **over 350 apprentices** have been enrolled in the program and **over 30 students** are pursuing degrees in Construction Management. RISE's community presence includes the ELEVATE 2nd Chance Program, which partners with the Department of Corrections and has provided training to **over 40 individuals** in six states.





FOSTERING A SAFER WORK ENVIRONMENT

RPM prioritizes and works to continuously improve support for our associates' mental, emotional and physical well-being. We take a center-led approach to EHS, which is carried out through EHS managers who monitor associate health and safety at our operating companies.

Our Core EHS Fundamentals facilitate prevention of and proactive response to safety incidents by requiring accountability at all RPM locations. Through our EHS management program, we deliver training, implement safety policies and procedures and establish goals to address areas for improvement.

Six Core EHS Fundamentals

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

RPM IN THE COMMUNITY

Through our **Building a Better World** program, we strive to elevate the communities where we operate. We count on associate engagement and encourage our associates to actively support nonprofits they care about. Our corporate matching program boosts associate **donations up to \$2,500** per year to help maximize their impact.

We value our ongoing partnerships with organizations and causes in our communities and continue to seek new avenues for providing support. Highlights of our community partnerships include:

Schul Helps Kids Stay Warm in the Winter

Schul continues to support the Litchfield, New Hampshire, chapter of End 68 Hours of Hunger, a public not-for-profit effort to confront the 68 hours of hunger that some school children experience over weekends. The Schul team's campaign focused on helping children stay warm through the cold winter months by collecting hats, mittens, socks and blankets.

Malaysia Team Brings Smiles to Girls Orphanage

Associates from our **Malaysia facility** spent time visiting Rumah Cahaya Kasih, a local orphanage that **provides shelter, food and basic needs to approximately 20 young girls**. The team held a coloring contest with prizes, provided lunch and presented the orphanage with a new smart television and essential supplies, including groceries and snacks.

DAP Named Habitat for Humanity Partner of the Year

The **DAP** team was honored as a **Habitat for Humanity 360 Degree Partner of the Year** for its involvement on the Board of Directors for the Habitat chapter in Baltimore, Maryland, as well as for the team's volunteer engagement and employee giving.



RPM's monetary contributions and philanthropic giving in 2023 totaled more than **\$2.7 million**





Our Processes

REDUCING OUR ENVIRONMENTAL IMPACT

Our vision for **Building a Better World** is supported by our MS (Manufacturing System)-168 program, which provides a foundation for continuous improvement in our manufacturing systems. **MS-168** is our systematic approach to deliver efficiencies in our processes, manage waste and reduce our carbon footprint and GHG emissions.

MS-168 is aligned with our **MAP (Margin Achievement Plan) 2025 program**, in which we are working to become a more collaborative, data-driven and efficient company. Within this framework, RPM is expanding **MS-168** into more of our facilities, enabling us to continue to reduce our global environmental footprint and costs. The principles of **MS-168** will guide us as we work toward our environmental goals.

MS-168 Sustainability Elements

Reduce waste at its source by improving processes

Reclaim and recover materials that would have gone to waste

Recycle waste outputs where possible and transition to recyclable product packaging and storage solutions

Reuse materials and equipment until the end of their life cycle

DOING OUR PART TO ADDRESS CLIMATE CHANGE

We strive to minimize our direct and indirect GHG emissions throughout our locations. We also assess climate-related risks as we decide how to allocate capital, expand our operations and develop and refine our product offerings.

Energy Star Treasure Hunts Deliver Energy-Saving Opportunities



Throughout 2022 and 2023, nearly 100 RPM associates participated in Energy Star® Treasure Hunts as part of a U.S. Environmental Protection Agency-sponsored program in which participants identify quick energy-saving opportunities. Our teams identified 34 energy-saving projects across 22 RPM locations ranging from lighting upgrades to solar panel installations. These projects resulted in more than **2,200,000 kWh** of reduced electrical energy consumption and **100,000,000 BTU** of reduced natural gas consumption. Teams also identified four solar installation projects, which will provide **1,200,000 kWh** of renewable energy sourcing when active. In total, we estimate these improvements are saving the company **\$2.2 million** annually through reduced energy costs.



Learn more about our sustainability goals on [page 11](#).



MINIMIZING WASTE ACROSS OUR OPERATIONS

Using the principles of **MS-168**, we seek opportunities to improve our operations and formulations in ways that help us minimize waste. We manage waste reduction and recycling at the facility level and gather and analyze the data in our data management system. In addition, many **MS-168** continuous improvement projects focus on waste management as part of our center-led manufacturing initiative.

For example, Fibergrate is using **MS-168** tools to reduce waste at two plants. In Querétaro, México, we **reduced 2023 landfill waste by 76,700 pounds**, compared to 2022. In Stephenville, Texas, we have significantly reduced scrap and improved our reject rate.

CONSERVING NATURAL RESOURCES

While our operations are not especially water intensive, we are working to reduce water usage by making continuous improvements in our water-related processes, management systems and equipment. This includes installing closed-loop water systems and heat exchangers, as well as water use-specific reviews and strategies to reduce stormwater pollutants. We manage our storm water runoff at each facility to prevent inadvertent contaminant discharge and meet local permit requirements.

In addition, we are taking steps toward identifying ways we can protect species that live in the areas surrounding our operations. For capital requests that involve new or expanded facilities, we determine if there will be a disruption to an area of high biodiversity to mitigate any potentially negative impact.



RPM's Sustainability Goals and Progress

We have introduced goals that enable us to quantify our commitment to reducing our environmental impacts. These goals were introduced in 2022 using 2021 as a base year by which we are measuring our progress. Our current progress is in addition to prior successes during the 2015 to 2021 period¹ when GHG emissions, waste and recycling improved by approximately 40%, 40% and over 250%, respectively, per ton of production. We are working to achieve the goals shown in the table by the end of 2025.

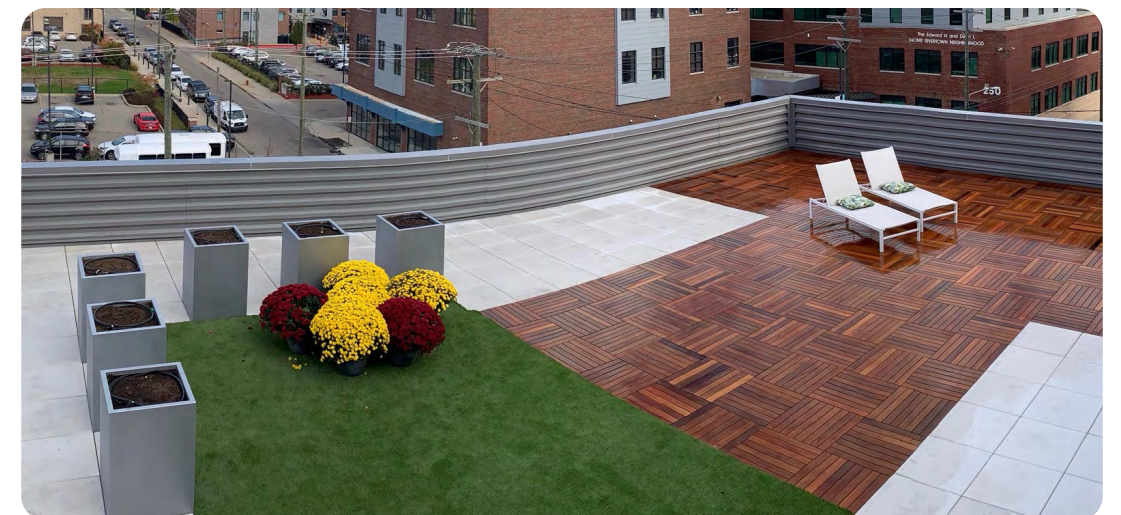
In addition, guided by our Product Stewardship initiative, we aim to **eliminate or mitigate more than 20 chemical compounds from our product formulations** by the end of 2030.



2025 SUSTAINABILITY GOALS	2023 PROGRESS ^{2,3}
Reduce Scope 1 and Scope 2 GHG emissions from our facilities by 20% per ton of production	19% ⁴ reduction per ton of production
Reduce energy consumed in our facilities by 10% per ton of production	20% ⁴ reduction per ton of production
Reduce waste to landfill from our facilities by 10% per ton of production	2% ⁵ reduction per ton of production
Increase recycling at our facilities by 20% per ton of production	1% ⁵ 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



To learn more about our sustainability journey and read about our most recent updates, visit our sustainability website at rpminc.com/sustainability



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.
⁴ Compared to 2021.
⁵ Compared to 2022, not 2021, because updates in data management methodologies impacted the comparison to the 2021 baseline.



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RPM
LISTED
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RPM INTERNATIONAL INC.
2628 Pearl Road, Medina, Ohio 44256
330-273-5090 or 800-776-4488
www.rpminc.com/sustainability | info@rpminc.com