

THE VALUE OF 168



ESG Topics

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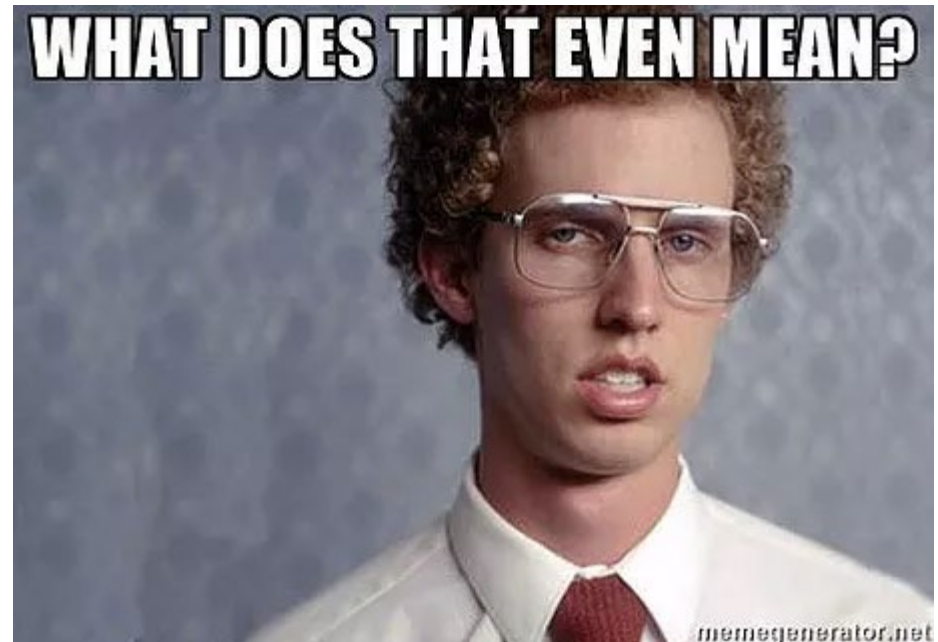
February 11, 2021

ESG – What does ESG even mean?



E = environmental

- Measures how the company performs as a steward of the natural environment focusing on:
 - Waste and pollution
 - Greenhouse gas emissions
 - Natural resource depletion
 - Climate change



ESG – What does ESG mean?

S = social

- Looks at how the company treats people and concentrates on:
 - Employee relations
 - Diversity
 - Working conditions
 - Health and Safety



ESG – What does ESG mean?

G = governance

- Examines how the company polices and governs itself and focuses on:
 - How the company manages its risks
 - Corruption and bribery
 - Board diversity and structure
 - Shareholder rights



RPM Commitment – Building a Better World



What is RPM's Commitment?

- Ensure safe, ethical and sustainable business practices
- Develop products that drive sustainability by helping customers minimize their environmental footprint
- Implement sustainability initiatives across the business in plants, distribution centers and R&D
 - Biomass at Viapol
 - Recyclable packaging at Stonhard
 - Closed loop water system at Rust-Oleum
- Provide consistent support and dedication of leadership at all levels to foster an environment that supports our associates and helps them thrive
 - RISE Program
 - Women @ Rust-Oleum
- Maintain our focused governance and compliance initiatives

Why ESG now?



Market demand – investors are increasingly prioritizing the importance of ESG factors in investing decisions

RPM ESG Ratings and Rankings

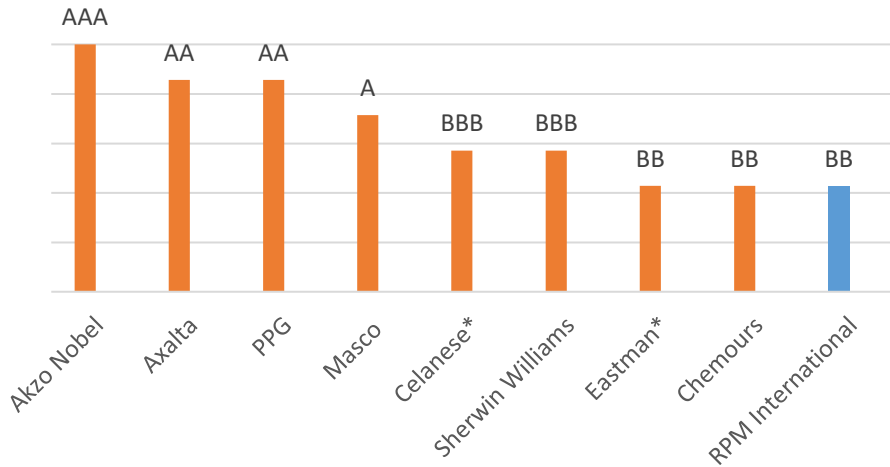


How do investors sort through the data?

MSCI

RPM's ESG Rating: **BB** (AAA is the best)

Sector Ranking: ~42 out of 53 companies

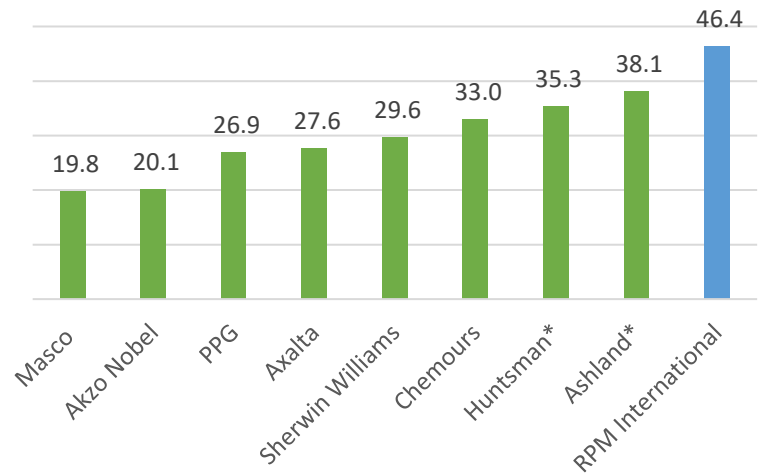


Positive Performance ←

Sustainalytics

RPM's Overall Risk Rating: **45.5** (lower is better)

Sector Ranking: 385 out of 424 companies



Positive Performance ←

* Comparisons for Ashland, Celanese, Eastman, and Huntsman are not publicly available for both ratings.

Why are Our Rankings so Low?

- Rankings are based on publicly available information.
- Prior to 2020 RPM had not filed an ESG report and was not disclosing many of its initiatives.
- We are still in the data gathering stage and have yet to set any goals or metrics.
- Some ESG rankings do not include our most recent ESG report as it was filed after the annual cutoff.

What have We Done to Improve Our Rankings?

- Engaged ERM to conduct a materiality assessment and assist in disclosures.
- Published inaugural ESG report in August 2020.
- Created RPM ESG webpage.
- Reduced electrical consumption by 10MM kilo-watt hours from 2018-2019.
- Developed new initiatives around energy efficiency, zero landfill, renewable resource use, greener chemistry, life cycle analysis, LEED support and emission reductions.

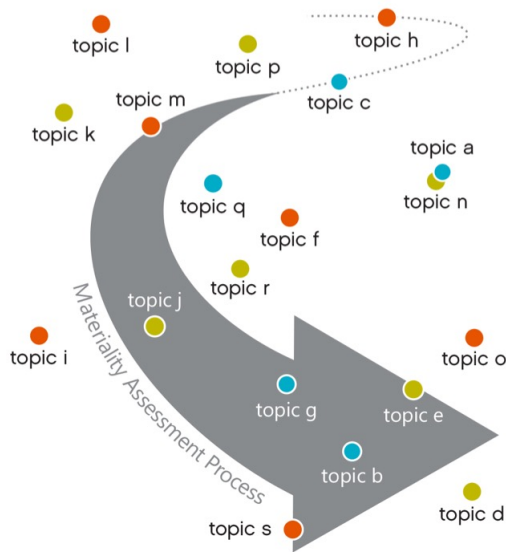
Materiality Assessment Process



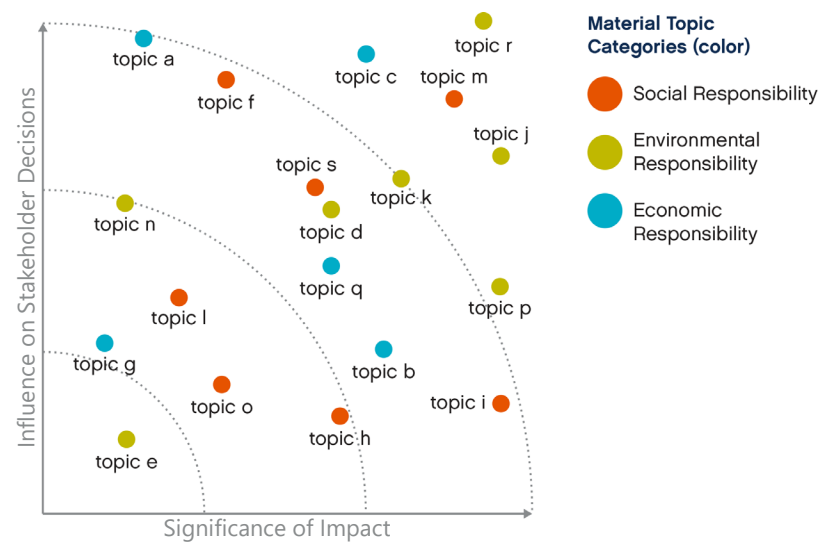
RPM International Inc. ESG Materiality Assessment

An evidence-based, systematic way of determining which ESG topics to manage and which metrics to measure.

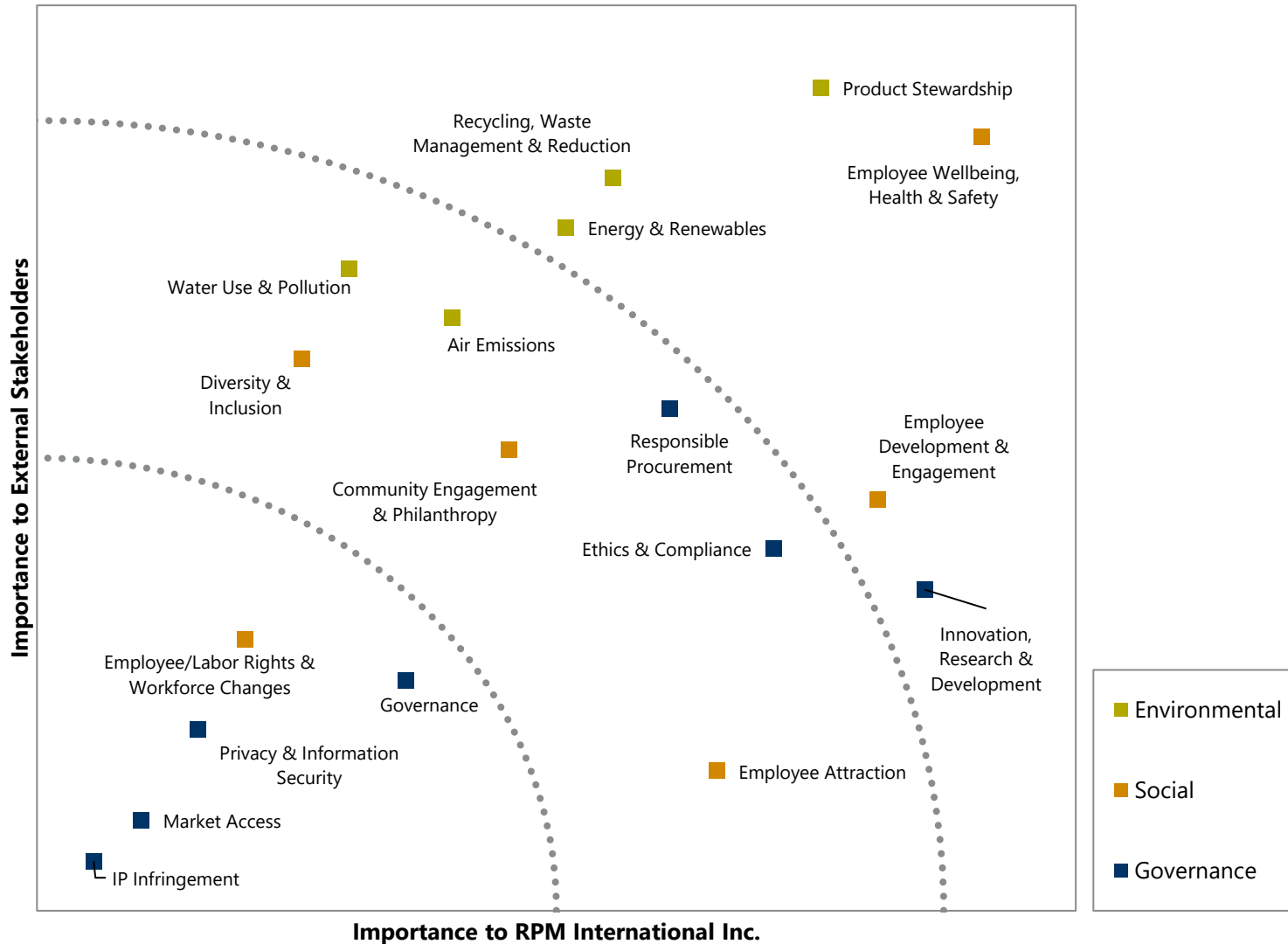
Current & Potential Focus Areas



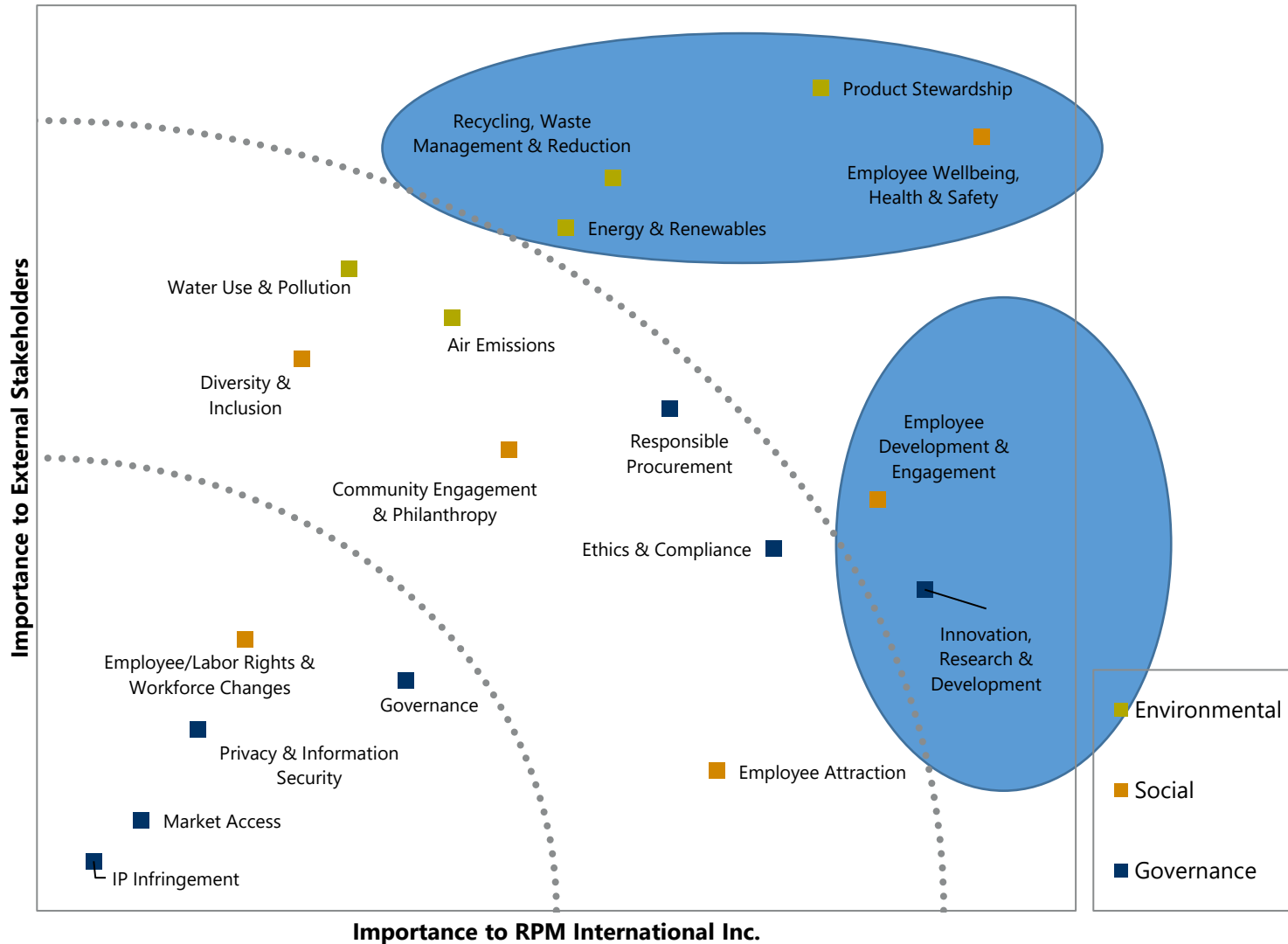
Prioritized Focus Areas



RPM Materiality Matrix



RPM Materiality Matrix



What did we do with this information – Key Takeaways and Actions



- <https://www.rpminc.com/media/1705/esg-report.pdf>
- <https://www.rpminc.com/esg/>



RPM ESG Priorities by Topic based on Materiality



TIER 1 (HIGHEST PRIORITY)	TIER 2 (HIGHER PRIORITY)	TIER 3 (HIGH PRIORITY)
<ul style="list-style-type: none"> 1) Employee Wellbeing, Health & Safety 2) Product Stewardship 3) Recycling, Waste Management & Reduction 4) Employee Development & Engagement 5) Innovation, Research & Development 6) Energy & Renewables 	<ul style="list-style-type: none"> 7) Responsible Procurement 8) Ethics & Compliance 9) Water Use & Pollution 10) Air Emissions 11) Community Engagement & Philanthropy 12) Employee Attraction 13) Diversity & Inclusion 	<ul style="list-style-type: none"> 14) Governance 15) Employee/Labor Rights & Workforce Changes 16) Privacy & Information Security 17) Market Access 18) IP Infringement

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Data Collection Efforts – Establishing a Baseline

What data are we collecting from each Plant?

- Safety/Accident Statistics
- Energy Usage Data
- Waste Generation Data
 - Landfill
 - Non-hazardous
 - Hazardous
 - Recycled
- Air emissions Data
- Water Usage Data
- Alternative Power Sources/Percentage Renewables

Next Steps



- Gather data and analyze for calendar 2021 and develop metrics and goals
- Assess Material Topics and Develop Action Plans
- Address Ratings and Rankings Issues
- Pinpoint ESG disclosure gaps
- Improve transparency
- Focus on more defined goals and metrics for monitoring and driving improvement
- Develop public position statements, policies, procedures
- Anti-Harassment, Human Rights, EEO/employer of choice, EHS, anticorruption
- ESG Cross-Functional Committee formed to report to Governance and Nominating Committee of Board of Directors

Next ESG Report Fiscal 2022

How can you help?