

Year End Roundup FY24 Toolbox Talk

As we close out our Fiscal 2024 year, we wanted to take the opportunity to reflect on the year's progress and say a big thank you for continuing to support RPM's Compliance Program and living the Value of 168®.

Our Toolbox talk program with talks just like this continue to support our Route 168 compliance program, ensuring that our associates are aware of our policies, our code of conduct and ethics; The Values & Expectations of 168 and RPM's Value of 168: doing the right thing, the right way, for the right reasons.

It is important that all RPM associates know where to find our policies and compliance resources, our Navigator website has all our key policies and compliance resources and includes a translation plug in to allow easy translation into multiple languages. If you have not visited the site previously please do so, the QR code to the site is available on this month's TBT poster or can be accessed at <https://navigator.rpminc.com>. If you have any questions regarding any of our policies, please let me know, or you can contact a member of the HR or Legal and Compliance team or email compliance@rpminc.com for assistance.

The Values & Expectations of 168 was revised last year and we have been working hard to ensure that all RPM associates have a copy of the code and have received training, at the year-end 98% of our enrolled associates had completed their training. Thank you to all of you who have completed your training, if you have not yet received the 168 training, please let me know immediately and we will ensure that the training is scheduled as soon as possible.

Understanding what is in our code of conduct and ethics is important for all employees, it sets our expectations and is a guidebook for putting our values of Transparency, Trust and Respect into practice in how we conduct business and ourselves. This includes:

- Our commitment to health and safety.
- Providing a working environment that is free of harassment and bullying.
- Promoting a diverse working environment where all are welcomed and included.
- A zero-tolerance policy to bribery or corruption.
- Managing conflict of interests, ensuring we act in the best interests of the company.
- Duty to safeguard company property, including confidential and proprietary information.

If you have any concerns about any potential violations of our code, you have an obligation to raise your concern in a timely manner, you can do this by speaking to your manager, another member of the management team, HR, Legal and Compliance or you can call the RPM Hotline. The hotline number and website link are available on the Speak Up posters posted in the facility, or you can find the details on the RPM website.

We know that reporting concerns and issues can sometimes be a difficult decision and the fear of retaliation is real. For that reason, RPM does not tolerate retaliation of any kind when an associate brings forward a good-faith question or concern.

Thank you again for your commitment to Living the Value of 168 in doing the right thing, the right way, for the right reasons.