

RPM'S ANTIBRIBERY & ANTICORRUPTION COMMITMENT

Leading with Integrity



At RPM, our foundation is built on integrity, ethics and a steadfast commitment to our Code of Conduct, The Values & Expectations of 168. These principles not only guide our decisions but also define who we are as a company and how we conduct business. It is through your dedication to our values that RPM continues to earn the trust of our associates, customers, suppliers and stakeholders around the world.

We take immense pride in our culture of integrity and ethical conduct, which is demonstrated daily in the way we do business. Our unwavering commitment to Transparency, Trust and Respect is not just a policy, but our core values and a hallmark of RPM's legacy.

REINFORCING OUR STANDARDS



To maintain the high standards we've set and to honor the reputation we've built together, it is essential for everyone to adhere to our policies:

- RPM's Anti-Bribery and Anti-Corruption Policy
- Gifts, Entertainment, and Donations Policy

These policies underscore our zero-tolerance approach to bribery and corruption, ensuring that our actions consistently align with our core values. We count on every associate to maintain compliance with these policies, all forms of bribery and corruption are strictly prohibited, whether directly or indirectly through a third party.

RAISING CONCERNS

Each of you plays a vital role in safeguarding RPM's ethical standards. If you become aware of any behavior that does not reflect our values or adhere to these policies, we urge you to speak up. You can do this by:

- Engaging with your manager, someone from human resources, or another senior leader.
- Contacting the RPM Legal and Compliance Department at compliance@rpm-inc.com.
- Using RPM's confidential Hotline.

Your vigilance and commitment are instrumental in preserving the Transparency, Trust and Respect that define our organization. Together, we continue to strengthen not only our reputation but also the pride we have in our work and in each other.

Thank you for your dedication to fostering a culture where ethics and integrity serve as the foundation for all we achieve. You embody The Value of 168®, and it is our collective efforts that enable us to proudly uphold our legacy of doing business the right way.

WE ARE RPM AND OUR SUCCESS DEPENDS ON EACH OF US
FOLLOWING THE RIGHT ROUTE AND EMBRACING OUR VALUE
OF 168® TO MAKE THE RIGHT DECISIONS.

CONTACT US: COMPLIANCE@RPMINC.COM

