

# The Sherwin-Williams Company – Investor Sustainability Summary

Topic	Metric	2021	2022	2023
<b>Sustainability Reporting</b>				
	2023 Sustainability Report		2023 Sustainability Report	
	2023 SASB Index		2023 SASB Index	
	2023 TCFD Report		2023 TCFD Report	
	2023 GRI Index		2023 GRI Index	
<b>General</b>				
<b>Company</b>	Total Employees	61,626	64,366	64,088
	Total Employees (Full-Time Equivalent)	51,116	53,505	64,051
	Net Sales (Millions)	\$19,944.6	\$22,148.9	\$23,051.9
	Total Shareholder Return	See page 85 of our 2023 Sustainability Report for Shareholder Returns		
	Number of Sites (includes manufacturing/distribution sites and global stores, branches and blending facilities)	5,271	5,383	5,478
<b>Environmental</b>				
<b>General Environmental</b>	ISO 14001 Certified Sites <sup>1</sup> – # (%)	43 (36%)	44 (36%)	47 (39%)
	Environmental Management Policy	Global Environmental, Health and Safety Policy		
<b>Emissions and Climate Change</b>	Scope 1 (Direct CO <sub>2</sub> ) GHG Emissions (metric tons CO <sub>2</sub> e)	387,908	427,035	434,541
	Scope 2 (Indirect CO <sub>2</sub> ) GHG Emissions (metric tons CO <sub>2</sub> e)	271,935	278,837	265,782
	Total Scopes 1 and 2 CO <sub>2</sub> emissions (metric tons CO <sub>2</sub> e)	659,843	705,872	700,323
	Emissions Reduction Goal	Reduce absolute Scope 1 and 2 greenhouse gas emissions by 30% by 2030 (2019 baseline)		
	Science-Based Target	Our 2030 Scope 1 and 2 emissions reduction goal reflects a science-based approach influenced by the Paris Agreement and its goal to limit global warming to well below 2.0 degrees Celsius		
		VOC Emissions (metric tons)	1,879	1,723
	SO <sub>x</sub> Emissions (metric tons)	243	255	319

<sup>1</sup> This only applies to manufacturing and distribution facilities.

## The Sherwin-Williams Company – Investor Sustainability Summary, Continued

Topic	Metric	2021	2022	2023
<b>Emissions and Climate Change (continued)</b>	NO <sub>x</sub> Emissions (metric tons)	3,992	4,180	5,138
	Climate Change Strategy	Yes — see pages 70-74 of our 2023 TCFD Report		
	CDP Climate Change Disclosure <sup>2</sup>	CDP Climate Change Response		
	CDP Climate Change Score <sup>2</sup>	B-	C	C
<b>Energy</b>	Total Direct Energy Consumption (Scope 1) (Gigawatts)	1,534	1,736	1,770
	Total Indirect Energy Consumption (Scope 2) (Gigawatts)	742	749	723
	Total Energy Consumption ((Gigawatts))	2,276	2,485	2,493
	Total Direct Energy Intensity (Scope 1) (Megawatts/metric tons produced)	0.41	0.44	0.47
	Total Indirect Energy Intensity (Scope 2) (Megawatts/metric tons produced)	0.20	0.19	0.19
	Total Energy Intensity (Megawatts/metric tons produced)	0.61	0.63	0.66
<b>Renewable Energy</b>	Renewable Energy (Gigawatts) <sup>3</sup>	1.29	0.41	0.92
	Renewable Energy Percent of Total (%)	0.17%	0.05%	0.13%
	Renewable Energy Goal	Increase electricity from renewable sources to 50% of total electricity usage by 2030 (2019 baseline)		
<b>Water</b>	Water Withdrawn (m3)	3,526,124	3,869,286	3,943,481
	Water Consumption in Production Facilities (m3)	997,052	836,685	813,106
	Water Intensity (m3/metric ton production)	0.93	0.98	1.05
	Water Consumed in Production Facilities and Sourced from Regions with High or Extremely High Baseline Water Stress	20.98%	20.77%	24.43%
	CDP Water Disclosure <sup>2</sup>	CDP Water Security 2023		
	CDP Water Score <sup>2</sup>	C	C	C
<b>Waste</b>	Wastewater Discharge (m <sup>3</sup> )	2,529,072	3,032,601	2,797,492
	Waste Reduction Goal	Reduce waste disposal intensity by 25% by 2030 (2019 baseline)		
	Waste Reduction Strategy	Yes — see pages 24-25 of our 2023 Sustainability Report.		

<sup>2</sup> CDP scoring is based on previous year's data.

<sup>3</sup> Renewable Energy includes on-site generation and procured renewable energy credits.

## The Sherwin-Williams Company – Investor Sustainability Summary, Continued

Topic	Metric	2021	2022	2023
<b>Social</b>				
<b>Workforce</b>	Women in Workforce	24.5%	23%	25%
	Women in Management	26.4%	26%	26%
	Minorities in Workforce (U.S. Only)	35.2%	36%	38%
	Minorities in Management (U.S. Only)	27.7%	29%	30%
	Workforce Age Group 70+	0.9%	0.92%	1.35%
	Workforce Age Group 60-69	6.6%	6.28%	8.13%
	Workforce Age Group 50-59	15.7%	15.46%	15.96%
	Workforce Age Group 40-49	20.1%	20.01%	21.06%
	Workforce Age Group 30-39	26.6%	26.23%	27.26%
	Workforce Age Group 20-29	28.8%	29.20%	25.10%
	Workforce Age Group Under 20	1.3%	1.90%	1.15%
	Voluntary-Regrettable Turnover (for Full-Time Only)	12.3%	13.1%	10.8%
	The Sherwin-Williams Company 401(k) Plan Common Stock Ownership	7.9%	7.6%	7.3%
	<b>Belonging &amp; Culture</b>	Equal Opportunity Policy	<a href="#">Equal Opportunity Policy</a>	
2023 Engagement Survey: We collaborated with a third party to conduct our global engagement survey. Our goal was to leverage the voice of our employees and quantify our progress toward creating an inclusive culture that empowers everyone to learn, grow and achieve their career aspirations. We earned a favorable engagement score of 76%, which serves as an affirmation of our existing efforts. We compare scores against past results and are committed to using the data to drive continued progress through a formal action planning process. We regularly seek employee feedback through various forms of formal and informal employee listening and plan to conduct the global engagement survey every two years.				
The following results from our 2023 all-employee engagement survey reflect our efforts in fostering an inclusive, supportive culture. <ul style="list-style-type: none"> <li>• “Managers treat our employees with dignity and respect.” — 90% favorable response</li> <li>• “Sherwin-Williams is a safe place to work.” — 84% favorable response</li> <li>• “I can be myself at Sherwin-Williams.” — 80% favorable response</li> <li>• “I would recommend Sherwin-Williams as a place to work.” — 80% favorable response</li> </ul>				
<b>Conscious Inclusion Education &amp; Training</b> equips employees with inclusive leadership behaviors and resources to improve performance, drive business growth and enhance customer experience. The sessions and resources are designed to help leaders become mindful of unconscious perspectives and provide them with practical actions they can take to create and lead more inclusive cultures.				

## The Sherwin-Williams Company – Investor Sustainability Summary, Continued

Topic	Metric	2021	2022	2023
Occupational Health and Safety	Days Away Restricted or Transferred (DART) Rate (Total incidents per 200,000 hours worked)	0.58	0.87	0.84
	Recordable Case Rate (Total number of employees with recordable incidents per 200,000 hours worked)	0.81	1.29	1.18
	Health and Safety Policy	Global Environmental, Health and Safety Policy		
Human Rights	Human Rights Policy	Code of Conduct, Human Trafficking Policy		
	Conflict Minerals Policy	Conflict Minerals Policy		
Community Engagement	Total Corporate Foundation and Other Giving	\$6,425,865	\$6,944,238	\$6,498,431
	Community Engagement	Community Engagement		
<b>Products</b>				
Quality and Safety	Research and Development Costs (Millions \$)	\$115.9	\$119.3	\$196.6
Sustainability by Design	Our Sustainability by Design program embeds life cycle thinking, which considers impacts throughout our value chain, into the earliest stages of our product innovation and development processes. From initial concept through commercialization, we identify ways to incorporate sustainability attributes into our products, with a focus on climate/carbon impact, resource conservation and formula stewardship. For more on our Sustainability by Design program, see page 13 within our 2023 Sustainability Report.			
Product Sustainability	Sustainability Product Listing			
<b>Supply Chain</b>				
Supply Chain	Supplier Guidelines/Code of Conduct	Supplier Code of Conduct		
<b>Governance</b>				
Ethics	Business Ethics Policy	Code of Conduct		
Board of Directors	Size of the Board	11	11	11
	Independent Directors on Board — # (%)	10 (91%)	10 (91%)	9 (82%)
	Independent Lead Director	Yes	Yes	Yes
	Gender Diversity — # (%)	3 (27%)	3 (27%)	4 (36%)
	Racial/Ethnic Diversity — # (%)	4 (36%)	4 (36%)	4 (36%)
	Board Average Age	61.8	62.8	62.2
	Board Average Tenure	6.2	6.8	6.5
	Mandatory Retirement Age	72	72	72

## The Sherwin-Williams Company – Investor Sustainability Summary, Continued

Topic	Metric	2021	2022	2023
<b>Board of Directors Continued</b>	Board Meetings Held	6	5	6
	All Directors Attended ≥ 75% of Meetings		Yes	
	Independent Members on the Audit Committee – # (%)	6 (100%)	6 (100%)	5 (100%)
	Audit Committee Meetings	5	6	5
	Independent Members on the Compensation & Management Development Committee – # (%)	4 (100%)	4 (100%)	4 (100%)
	Compensation & Management Development Committee Meetings	4	6	7
	Independent Members on the Nominating & Corporate Governance Committee – # (%)	4 (100%)	4 (100%)	3 (100%)
	Nominating & Corporate Governance Committee Meetings	4	2	2
	Annual Board and Committee Self-Assessments		Yes	
	Orientation Program for New Directors		Yes	
<b>Shareholder Practices<sup>4</sup></b>	Equal Voting Rights (One Vote per Share)		Yes	
	Annual Say on Pay Voting Support	93.5%	92.4%	93.6%
	Shares Outstanding as of December 31	261,143,805	258,875,999	254,543,290
	Equity Reserved as % of Shares Outstanding	7.3%	6.9%	6.2%
	Options Granted as % of Shares Outstanding	0.37%	0.39%	0.39%
	Fair Price Provision		Yes	
	Mandatory Bid Provision		No	
	Majority Voting Standard		Yes	
	Classified Board		No	
	Proxy Access <sup>5</sup>		Yes	
Shareholder Rights Plan		No		
<b>Public Policy and Political Engagement</b>	Political Action Committee		No	
	Public Policy and Political Engagement Statement			Code of Conduct, 2023 GRI Index

<sup>4</sup> Historical share and per share information has been retroactively adjusted to reflect the Company's three-for-one stock split effected March 31, 2021.

<sup>5</sup> The Company's Regulations provide proxy access rights to three-year, 3% shareholders for up to 20% of the board.

## The Sherwin-Williams Company – Investor Sustainability Summary, Continued

Topic	Metric	2021	2022	2023
Compensation	Total Compensation Paid to Named Executives	\$33,937,998	\$26,559,481	\$47,131,384
	Total Salaries Paid to Named Executives	\$4,652,263	\$4,195,773	\$4,578,397
	All Other Compensation Paid to Named Executives	Summary Compensation Table, Proxy Statement		
	Total Compensation Paid to CEO	\$15,843,760	\$12,749,910	\$19,281,779
	Total Salary Paid to CEO	\$1,368,231	\$1,408,962	\$1,478,462
	All Other Compensation Paid to CEO	Summary Compensation Table, Proxy Statement		
	Executive Compensation Policies and Practices	Compensation Discussion and Analysis, Proxy Statement		
	Significant Stock Ownership Guidelines <sup>6</sup>		Yes	
	Double-Trigger Equity Vesting Upon CIC		Yes	
	Anti-Hedging and Anti-Pledging Policy		Yes	
Clawback Policy		Yes		
Governance	Total Executives	11	12	12
	Female Executives — # (%)	3 (27%)	3 (25%)	3 (25%)
	Sustainability Disclosures Independently Verified/Assured		No	
	UN Global Compact Signatory		No	
	Sustainability Oversight	Yes — see page 49 of our 2023 Sustainability Report		
	External Auditor	Ernst & Young LLP		
	Audit and Audit-Related Fees Paid to Auditor	\$6,171,000	\$6,398,000	\$6,818,000
	Non-Audit Fees Paid to Auditor	\$1,023,000	\$1,896,000	\$1,714,000

<sup>6</sup> Each independent director is required to own shares of common stock equal in value to a minimum of 7x the annual board cash retainer and hold all shares of common stock received upon the vesting of restricted stock units until the minimum share ownership requirement is met. Each executive is required to own shares of common stock equal in value to a multiple of his/her base salary, with 6x for the CEO, 4x for the COO and 3x for other executives.