



SHERWIN-WILLIAMS.

Corporate Governance Guidelines

The Board of Directors of The Sherwin-Williams Company has adopted the following corporate governance guidelines to provide the framework for the governance of the Company. The Board will review these guidelines at least annually and make such revisions as it deems necessary and appropriate.

Director Qualification Standards

1. Board Composition. A majority of the Board shall be composed of independent directors. In determining the independence of a director, the Board will observe the requirements for an independent director under the applicable listing standards of the New York Stock Exchange and the Director Independence Standards attached hereto as Appendix A.
2. Board Size. The Board believes that an appropriate size for the Board is in the range of 10 to 14. The Board periodically evaluates the appropriate size for the Board.
3. Selection of Directors. All directors are elected annually by the Company's shareholders, except as noted below with respect to vacancies. The Board recommends a slate of directors for election by shareholders at the Company's annual meeting of shareholders. The Board's recommendations are based on its determination of the qualifications and abilities of each individual, and the slate as a whole, taking into account the membership criteria discussed below.

The Board may fill vacancies in existing or new director positions. Directors appointed by the Board to fill a vacancy shall serve an initial term until the next annual meeting of shareholders.

4. Board Membership Criteria. The Board seeks candidates with a diverse group of experiences, qualifications, attributes and skills, including diversity in gender, ethnicity and race, that the Board believes enable each candidate to make a significant contribution to the Board, the Company and its shareholders. Each director shall have the highest personal and professional character and integrity, and shall have demonstrated exceptional ability and judgment. The Board evaluates each individual in the context of the Board as a whole, with the objective of recommending a group of directors that can best perpetuate the success of the Company and represent shareholders' interests through the exercise of sound judgment using its diversity of experiences. The Nominating and Corporate Governance Committee, with the input of the Chief Executive Officer, will annually review the qualifications and backgrounds of the directors, as well as the overall composition of the Board, and recommend to the full Board the slate of directors to be nominated for election at the annual meeting of shareholders. When identifying candidates for Board membership, the Nominating and Corporate Governance Committee will include, and will request that any search firm it engages include, a diverse pool of qualified candidates, including women and racially/ethnically diverse persons, from which director nominees are chosen. The Nominating and Corporate Governance Committee will consider director candidates recommended by shareholders on the same basis that it considers all other director candidates as set forth above.
5. Positions of Chairman and Chief Executive Officer. The positions of Chairman of the Board and Chief Executive Officer should be held by the same person, except in unusual circumstances. The Board believes that this practice provides the most efficient and effective leadership model for the Company, and this combination has served the Company well for many years. The function of the Board in monitoring the performance of the Chief Executive Officer and senior management is fulfilled by independent directors having substantive knowledge of the Company and its businesses.



6. Lead Director. If the Chairman is not an independent director, the Board, after considering the recommendation of the Nominating and Corporate Governance Committee, annually will elect an independent director who has served as a member of the Board for at least one year to serve as Lead Director. The Lead Director shall be elected by the independent directors. Although annually elected, the Lead Director is generally expected to serve for more than one year.

The responsibilities of the Lead Director are as follows.

- Chair meetings of the Board at which the Chairman is not present.
 - Chair executive sessions of the non-management directors. Meet separately with the Chairman after executive sessions to review the matters discussed during the executive sessions.
 - Authority to call meetings of the independent directors.
 - Review with the Chairman and approve the schedule for meetings of the non-management directors and set the agenda for such meetings.
 - Facilitate communications and serve as the principal liaison on Board-related issues between the Chairman and the independent directors. Each director, however, is free to communicate directly with the Chairman.
 - Review with the Chairman and approve the schedule for meetings of the Board to help assure that there is sufficient time allocated for discussion of all agenda items.
 - Suggest to the Chairman agenda items for meetings of the Board and approve the agenda, as well as the substance and timeliness of information sent to the Board.
 - Provide input on the design of the Board, including Board and committee composition, size, membership, leadership, structure and oversight responsibilities, as part of the Board's and the Nominating and Corporate Governance Committee's periodic review of such matters.
 - Assist the Board in overseeing the identification, assessment and management of the Company's risk exposures.
 - Authorize the retention of independent legal advisors, or other independent consultants and advisors, as necessary, who report directly to the Board on Board-related issues.
 - Represent the Board in communications with shareholders and other stakeholders where it is necessary and appropriate for the Board to respond on matters independently from the Company's management.
 - If requested by major shareholders, ensure that he or she is available for consultation and direct communication.
 - Act as a resource for, and counsel to, the Chairman.
7. Tenure. The Board does not believe it should limit the number of terms for which an individual may serve as a director. Directors who have served on the Board for an extended period of time are often able to provide valuable contributions and insight into the operations of the Company based on their experience with and understanding of the Company's business, history and objectives. The process described above by which the Nominating and Corporate Governance Committee annually reviews the qualifications and backgrounds of the directors will be an important determinant of board tenure.
8. Retirement Policy. Directors who are not employees of the Company shall resign as directors at the annual meeting of shareholders next succeeding the date on which they attain the age of 72 years. Directors who are employees of the Company are expected to resign as directors at the same time that their active service as an employee of the Company terminates. However, at the discretion of the Board, directors who are employees of the Company may remain on the Board following the date of termination of employment.



9. Directors with Significant Job Changes. When a director who is not an employee of the Company retires from his or her present employment, or such a director's principal occupation changes substantially during his or her tenure as a director, that director should tender his or her resignation from the Board in writing to the Chair of the Nominating and Corporate Governance Committee. For such purpose, serving as a chair of a board of directors shall not constitute employment or principal occupation. The Nominating and Corporate Governance Committee, with the input of the Chief Executive Officer, will evaluate whether the Board should accept the resignation or whether the director should remain a director based on an assessment of whether the director continues to meet the Board's membership criteria under the circumstances.
10. Other Board Service. The Board does not believe that its members should be prohibited from serving on boards of other public companies so long as such service does not create any actual or potential material conflict of interest and does not impair the director's ability to effectively serve on the Board. To this end, the Board believes that members who are executive officers of publicly traded companies should not serve on more than two public company boards (inclusive of the Board), and other Board members should not serve on more than four public company boards (inclusive of the Board).

In addition, directors who are members of the Company's Audit Committee are prohibited from simultaneously serving on the audit committees of more than two other public companies, unless the Board (i) determines that such simultaneous service would not impair the director's ability to effectively serve on the Committee and (ii) discloses such determination in the Company's annual proxy statement. The Board will take into account the nature of and time involved in a director's service on such other boards in evaluating the qualifications of each director.

To preserve independence and avoid conflicts of interest, each director should advise the Chairman of the Board prior to accepting an invitation to serve on boards of other public companies.

11. Majority Voting Policy for the Election of Directors. Any incumbent nominee for director in an uncontested election (i.e., an election where the only nominees are those recommended by the Board) who receives a greater number of votes "against" his or her election than votes "for" such election (a "Majority Against Vote") shall promptly tender his or her resignation following certification of the shareholder vote.

The Nominating and Corporate Governance Committee will promptly consider the tendered resignation and will recommend to the Board whether to accept the tendered resignation or to take some other action, such as rejecting the tendered resignation and addressing the apparent underlying causes of the Majority Against Vote. In making this recommendation, the Committee will consider all factors deemed relevant by its members including, without limitation, the underlying reasons why shareholders voted against the director (if ascertainable), the length of service and qualifications of the director whose resignation has been tendered, the director's contributions to the Company, whether by accepting such resignation the Company will no longer be in compliance with any applicable law, rule, regulation or governing document, and whether or not accepting the resignation is in the best interests of the Company and its shareholders.

The Board will act on the Committee's recommendation no later than at its first regularly scheduled meeting following certification of the shareholder vote, but in any case, no later than 120 days following the certification of the shareholder vote. In considering the Committee's recommendation, the Board will consider the factors considered by the Committee and such additional information and factors the Board believes to be relevant. The Company will promptly publicly disclose the Board's decision and process in a periodic or current report filed with or furnished to the Securities and Exchange Commission.



Any director who tenders his or her resignation pursuant to this provision will not participate in the Committee recommendation or Board consideration regarding whether or not to accept the tendered resignation. However, such director shall remain active and engaged in all other Committee and Board activities, deliberations and decisions during this Committee and Board process.

If a majority of the members of the Committee received a Majority Against Vote at the same election, then the independent directors who are on the Board who did not receive a Majority Against Vote will appoint a Board committee amongst themselves solely for the purpose of considering the tendered resignations and will recommend to the Board whether to accept or reject them. This Board committee may, but need not, consist of all of the independent directors who did not receive a Majority Against Vote. If the only directors who did not receive a Majority Against Vote in the same election constitute four or fewer directors, then all directors may participate in the Board consideration regarding whether or not to accept the tendered resignations.

This corporate governance guideline will be summarized or included in each proxy statement relating to an election of directors of the Company.

Director Responsibilities

12. Role of the Directors. The Board serves as representatives for and is accountable to the Company's shareholders. The Board has oversight responsibility of management. The Company's business is conducted by officers, managers and employees under the direction of the Chief Executive Officer and the oversight of the Board. The Board delegates to the Chief Executive Officer, and through him or her to other senior management, the authority and responsibility for managing the day-to-day affairs of the Company. In addition to its general oversight of management, the Board's oversight function includes responsibility for:

- selecting, evaluating and compensating the Chief Executive Officer, electing or appointing other members of senior management and reviewing management succession planning (including Chief Executive Officer succession planning);
- reviewing, monitoring implementation of and, where appropriate, approving the Company's long-term strategic plan and initiatives;
- reviewing, evaluating and, where appropriate, approving the Company's performance against broad financial objectives, major strategies and plans;
- reviewing, evaluating and, where appropriate, approving the establishment and maintenance of processes, procedures and controls for maintaining the integrity and clarity of the Company's financial statements and financial reporting;
- reviewing, evaluating and, where appropriate, approving the establishment and maintenance of processes and procedures with respect to compliance with applicable laws and ethical business conduct;
- reviewing and evaluating the Company's processes used by management to identify, assess and manage the Company's exposure to risk;
- providing advice and counsel to the Chief Executive Officer and senior management;
- reviewing and, where appropriate, approving significant corporate actions; and
- nominating directors and Board committee members, and overseeing effective corporate governance.

In performing its oversight function, the Board is entitled to rely upon advice, reports and opinions of management, counsel, independent auditors and expert advisors.



13. Risk Oversight. The Company has an enterprise risk management program that includes processes used to identify, assess and manage the Company's most significant risks, including financial, operational, litigation, compliance, reputational, cybersecurity, and environmental, social and governance risks. Management will review the most significant risks with the Board at least once per year and may review specific risks with the Board throughout the year, as necessary and appropriate. To assist the Board in overseeing the identification, assessment and management of the Company's exposure to various risks, the Board may delegate specific risk areas to each Committee.
14. Attendance at Board and Shareholder Meetings. Absent unusual circumstances, each director is expected to attend all meetings of the Board and all meetings of any Committee on which such director serves. Each director is also expected to attend, absent unusual circumstances, all annual and special meetings of shareholders.
15. Board Agenda. The Chairman of the Board, with input and approval from the Lead Director, will establish the agenda for each Board meeting. Each director is free to suggest that particular items be placed on the agenda. The agenda will be distributed to each director in advance of each Board meeting.
16. Board Materials Distributed in Advance. Information and data that is important to the directors' understanding of the business and which will assist directors to prepare for productive Board meetings will generally be distributed in writing to the directors before each Board meeting. Management will make every effort to provide materials that are brief and to the point, while communicating all of the appropriate information.
17. Executive Sessions of Non-Management Directors. Non-management directors will meet at least twice each year in regularly scheduled executive sessions. Other executive sessions of the non-management directors may be scheduled and/or called by the Lead Director or non-management directors as determined appropriate. The Lead Director will chair such executive sessions. Formal deliberations or decisions concerning the business and affairs of the Company will occur only during regular or special meetings of the full Board and not during executive sessions.
18. Management Speaks for the Company. The Board believes that, as a general matter, management speaks for the Company. Individual directors should only communicate with various constituencies that are involved with the Company with the knowledge and concurrence of the Chief Executive Officer.
19. Committees of the Board. Committees have been established to assist the Board to effectively and efficiently fulfill its oversight responsibilities. The Board has three standing Committees: the Audit Committee, the Compensation and Management Development Committee, and the Nominating and Corporate Governance Committee. Each of these Committees has a written charter setting forth its responsibilities, duties and authority.

Membership of each Committee will be composed solely of independent directors, and each Committee shall have not less than three members. Membership and the appointment of a chairperson is reviewed and approved by the full Board, with the input of the Chief Executive Officer, on an annual basis. The Board may establish from time to time such other Committees as it determines appropriate.



Access to Management and Independent Advisors

20. Board Access to Management. Directors have complete access to the Company's management. Directors will use their judgment to be sure that any such contact is not distracting to the business operations of the Company and that such contact be communicated to the Chief Executive Officer.
21. Attendance of Management at Board Meetings. The Board welcomes the attendance of members of management from time to time in Board meetings to: (i) provide management insight into items being discussed by the Board which involve the manager; (ii) make presentations to the Board on matters which involve the manager; and (iii) bring managers with high potential for advancement into contact with the Board.
22. Director Access to Independent Advisors. The Board or any Committee may retain, at such times and on such terms as the Board or Committee determines in its sole discretion and at the Company's expense, independent legal, financial or other independent consultants and advisors, to advise and assist the Board or Committee in discharging its responsibilities.

Director Orientation and Continuing Education

23. Director Orientation. A thorough understanding of the Company's industry, business and corporate governance practices is required to enable a director to make a substantial contribution to the Board. Accordingly, all new directors shall participate in an orientation program developed by the Company after their election or appointment to the Board. This orientation will include presentations by senior management to familiarize new directors with the Company's industry, business, strategic plans, financial statements, corporate governance practices and key policies and practices.
24. Director Continuing Education. The Board believes that each director should participate in continuing education, through in-house presentations or attendance at outside educational programs at the Company's expense, from time to time to enable the directors to better perform their duties and to recognize and deal appropriately with issues that arise.

Performance Evaluations; Succession Planning

25. Performance Evaluation of Board and Committees. The Board and each Committee shall conduct an annual self-evaluation of the performance of the Board and each Committee. Such evaluations should generally include an assessment of the Board's and each Committee's structure and procedures, as well as an assessment of the overall effectiveness of the Board and each Committee.
26. Performance Evaluation of the Chief Executive Officer. The Board shall conduct an annual evaluation of the performance of the Chief Executive Officer. The Compensation and Management Development Committee will conduct an annual review of the Chief Executive Officer's compensation as set forth in its charter.
27. Succession Planning. The Chief Executive Officer shall conduct an annual evaluation of the performance of the senior management team. The Chief Executive Officer will report the results of such evaluation to the Board, along with the Chief Executive Officer's thoughts and recommendations on management development and succession planning. The Board will work with the Chief Executive Officer to plan for Chief Executive Officer succession, as well as to develop plans in the event of an unexpected occurrence resulting in a temporary incapacity or a sudden departure of the Chief Executive Officer. Succession planning may be reviewed more frequently by the Board as it determines appropriate.



Director Compensation

28. Board Compensation. Non-employee directors receive compensation for their Board service in the form of annual cash retainers, meeting fees, and an annual equity grant. The Company's non-employee director compensation program is designed to attract and retain highly qualified directors through non-employee director compensation that is competitive relative to market practices, addresses the time, effort, expertise and accountability required of active Board membership, and aligns directors' interests with those of shareholders through the equity component of the compensation program. The Compensation and Management Development Committee will review and approve the form and amount of non-employee director compensation.

Employee directors do not receive compensation for their Board service.

29. Director's Minimum Share Ownership Requirement. The Board has established a minimum share ownership requirement to align the interests of each director with the interests of the Company's shareholders. Each director shall acquire shares of common stock equal in value to a minimum of seven times the annual Board cash retainer. For purposes of obtaining this minimum share ownership requirement, each restricted stock unit held by a director under the Company's stock plan for non-employee directors and each equivalent share of common stock held by a director under the Company's deferred fee plan shall be considered as a share of common stock owned by such director. Each director shall hold all shares of common stock received upon the vesting of restricted stock units until the minimum share ownership requirement is met.

Communications with Directors

30. Interested parties may communicate with the Lead Director, the Chairpersons of the Audit Committee, the Compensation and Management Development Committee, and the Nominating and Corporate Governance Committee, or the non-management directors as a group, by regular mail. Communications should be sent to the attention of the Lead Director; Chairperson, Audit Committee; Chairperson, Compensation and Management Development Committee; Chairperson, Nominating and Corporate Governance Committee; or if to the outside directors as a group, the Non-Management Directors; each c/o Corporate Secretary, The Sherwin-Williams Company, 101 West Prospect Avenue, Cleveland, Ohio 44115.

Last Updated: February 13, 2024



Appendix A

Director Independence Standards

The Board of Directors of The Sherwin-Williams Company has adopted the following Director Independence Standards to assist the Board in determining the independence of a director. To be considered “independent,” the Board must affirmatively determine that the director has no material relationship with Sherwin-Williams (either directly or as a partner, shareholder or officer of an organization that has a relationship with Sherwin-Williams). In each case, the Board shall broadly consider all relevant facts and circumstances, including the director’s commercial, industrial, banking, consulting, legal, accounting, charitable and familial relationships. The Board shall also consider such other criteria as the Board may determine from time to time.

1. In no event will a director be considered “independent” if such director fails to qualify as an “independent director” under Rule 303A.02(b) of the New York Stock Exchange Listed Company Manual. Specifically, a director will not be independent if: (i) the director is, or has been within the last three years, an employee of Sherwin-Williams; (ii) an immediate family member of the director is, or has been within the last three years, an executive officer of Sherwin-Williams; (iii) the director has received, or an immediate family member of the director has received, during any twelve-month period within the last three years, more than \$120,000 in direct compensation from Sherwin-Williams, other than director and committee fees and pension or other forms of deferred compensation for prior service (provided such compensation is not contingent in any way on continued service); (iv) the director is a current partner or employee of Sherwin-Williams’ independent auditor, or an immediate family member of the director is a current partner of Sherwin-Williams’ independent auditor; (v) an immediate family member of the director is a current employee of Sherwin-Williams’ independent auditor and personally works on Sherwin-Williams’ audit, or the director or an immediate family member of the director was within the last three years a partner or employee of Sherwin-Williams’ independent auditor and personally worked on Sherwin-Williams’ audit within that time; or (vi) the director or an immediate family member of the director is, or has been within the last three years, employed as an executive officer of another company where any of Sherwin-Williams’ present executive officers at the same time serves or served on that company’s compensation committee.
2. In addition to the relationships described in paragraph 1, Audit Committee members may not (i) directly or indirectly accept any consulting, advisory or other compensatory fee from Sherwin-Williams or any of its subsidiaries or (ii) be an affiliated person of Sherwin-Williams or any of its subsidiaries. Audit Committee members may receive directors’ fees, in the form of cash, stock, stock units, stock options or other consideration ordinarily available to directors, as well as regular benefits that other directors receive.
3. In addition to the relationships described in paragraph 1, in affirmatively determining the independence of any director who will serve on the Compensation and Management Development Committee, the Board must consider all factors specifically relevant to determining whether a director has a relationship to Sherwin-Williams which is material to that director’s ability to be independent from management in connection with the duties of a Compensation and Management Development Committee member, including, but not limited to: (i) the source of compensation of such director, including any consulting, advisory or other compensatory fee paid by Sherwin-Williams to such director; and (ii) whether such director is affiliated with Sherwin-Williams, a subsidiary of Sherwin-Williams or an affiliate of a subsidiary of Sherwin-Williams.



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4. The following relationships will not be considered to be material relationships that would impair a director's independence: (i) if the director is a current employee, or an immediate family member of the director is a current executive officer, of another company that has made payments to, or received payments from, Sherwin-Williams for property or services in an amount which, in any of the last three fiscal years, is less than \$1 million or two percent of such other company's annual consolidated gross revenues, whichever is greater; (ii) if the director, or an immediate family member of the director, is an executive officer of another company which is indebted to Sherwin-Williams, or to which Sherwin-Williams is indebted, in an amount which is less than five percent of such other company's total consolidated assets; (iii) if the director, or an immediate family member of the director, serves as an officer, director or trustee of a foundation, university, charitable or other not-for-profit organization, and Sherwin-Williams' or The Sherwin-Williams Foundation's discretionary charitable contributions (the Foundation matching of employee charitable contributions will not be included in the amount of the Foundation's contributions for this purpose) to the organization, in the aggregate, are less than \$500,000 or five percent, whichever is greater, of that organization's latest publicly available annual consolidated gross revenues; (iv) if the director serves as a director or executive officer of another company that also uses Sherwin-Williams' independent auditor; (v) if the director is a member of, or associated with, the same professional association, or social, educational, civic, charitable, fraternal or religious organization or club as another Sherwin-Williams director or executive officer; or (vi) if the director serves on the board of directors of another company at which another Sherwin-Williams director or executive officer also serves on the board of directors (except as set forth in paragraph 1 above regarding compensation committee interlocks).
5. For relationships not covered by the categorical standards in paragraphs 1 and 4, the determination of whether the relationship is material or not, and therefore whether the director would be independent or not, shall be made by the directors who satisfy the standards set forth in paragraphs 1 and 4. Sherwin-Williams will explain in its next proxy statement the basis for any Board determination that a relationship is immaterial despite the fact that it does not meet the categorical standards set forth in paragraphs 1 and/or 4 above.
6. The Board shall undertake an annual review of the independence of all directors. In advance of the meeting at which this review occurs, each director shall be asked to provide the Board with full information regarding the director's (including immediate family members') business, charitable and other relationships with Sherwin-Williams to enable the Board to evaluate the director's independence.
7. Directors have an affirmative obligation to inform the Board of any material changes in their circumstances or relationships that may impact their designation by the Board as "independent." This obligation includes all business, charitable and other relationships between directors (including immediate family members) and Sherwin-Williams and its affiliates.

For purposes of these Director Independence Standards, "immediate family member" includes a person's spouse, parents, children, siblings, mothers- and fathers-in-law, sons- and daughters-in-law, brothers- and sisters-in-law, and anyone (other than domestic employees) who shares such person's home.