

The Sherwin-Williams Company – GRI Index

The Sherwin-Williams Company has reported the information cited in this GRI content index for the period January 1, 2025 to December 31, 2025, with reference to the GRI Standards.

GRI 1 Used GRI 1: Foundation 2021

GRI Standard	GRI Disclosure	Location/Response 2025
G2: General Disclosures 2021		
The Organization and Its Reporting		
2-1	Organizational details: Legal name and location of headquarters	The Sherwin-Williams Company Cleveland, Ohio
2-2	Entities included in the organization’s sustainability reporting: List all its entities discussed in sustainability reporting	Unless otherwise specified, the programs and data discussed throughout are reflective of our global operations and cover the year ended December 31, 2025.
2-3	Reporting period, frequency and contact point: Specify the reporting period for its financial reporting, if it does not align with the period explain reason and add a point of contact	Calendar year 2025; annually; sustainability.sherwin-williams.com
2-4	Restatements of information: Reason and effect of restatements, restatement of information when it has learned that the previously reported information needs to be revised	2025 Sustainability Report > Investor Sustainability Summary, page 26
2-5	External assurance: Describe its policy and practice for seeking external assurance, including whether and how the highest governance body and senior executives are involved	We have obtained limited assurance over Scope 1 and Scope 2 emissions disclosures and are planning for external assurance on additional sustainability topics as required under applicable law. Assurance efforts are overseen by the Audit Committee. Our audit report can be found here: Scope 1 and 2 GHG Emissions
Activities and Workers		
2-6	Activities, value chain and other business relationships: Describe value chain	2025 Sustainability Report > About Sherwin-Williams, page 4
2-7	Employees: Total number of employees, and a breakdown of this total by gender and by region	64,249 employees worldwide as of December 31, 2025 2025 Sustainability Report > Investor Sustainability Summary, page 26 2025 Annual Report



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GRI Standard	GRI Disclosure	Location/Response
Governance		
2-9	Governance structure and composition: Describe the governance structure, list the committees of the highest governance body that are responsible for decision-making on and overseeing the management of the organization’s impacts on the economy, environment, and people	Governance and Ethics Additional information regarding the Sherwin-Williams Board of Directors and board committees may be found in the Governance section of our Investor Relations website, investors.sherwin-williams.com . 2026 Proxy Statement > Nominating and Corporate Governance Committee, page 13
2-11	Chair of the highest governance body: Report whether the chair of the highest governance body is also a senior executive in the organization, explain their function within the organization’s management, the reasons for this arrangement, and how conflicts of interest are prevented and mitigated	2025 Sustainability Report > Governance and Ethics, page 22 2026 Proxy Statement > Board and Committee Oversight, pages 14-15 Corporate Governance Guidelines
2-12	Role of the highest governance body in overseeing the management of impacts: Describe the role of the highest governance body and of senior executives in developing, approving, and updating the organization’s purpose, value or mission statements, strategies, policies, and goals related to sustainable development	Governance and Ethics 2026 Proxy Statement > Board and Committee Oversight, pages 14-15 Corporate Governance Guidelines
2-13	Delegation of responsibility for managing impacts: Describe how the highest governance body delegates responsibility for managing the organization’s impacts on the economy, environment, and people	Governance and Ethics 2026 Proxy Statement > Board and Committee Oversight, pages 14-15
2-14	Role of the highest governance body in sustainability reporting: Responsible for reviewing and approving the reported information, including the organization’s material topics Describe the process for reviewing and approving	Governance and Ethics 2026 Proxy Statement > Board and Committee Oversight, pages 14-15
2-15	Conflicts of interest: Processes to ensure that conflicts of interest are prevented and mitigated	2025 Sustainability Report > Governance and Ethics page 22 As part of the Sherwin-Williams Code of Conduct , directors and employees are expected to make business decisions and take actions based upon the best interests of Sherwin-Williams and not based upon personal relationships or benefits. 2026 Proxy Statement > Corporate Governance Practices and Policies, pages 16-20
2-16	Communication of critical concerns: How concerns are communicated to the highest governance body; report the total number and the nature of critical concerns during the reporting period	Governance and Ethics 2026 Proxy Statement > Board and Committee Oversight, pages 14-15, Corporate Governance Practices and Policies, pages 16-20



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GRI Standard	GRI Disclosure	Location/Response
2-17	Collective knowledge of the highest governance body: Measures taken to advance collective knowledge and skills for the highest governance body on sustainable development	Governance and Ethics 2026 Proxy Statement > Board and Committee Oversight, pages 14-15
2-18	Evaluation of the performance of the highest governance body: Overseeing the management of the organization’s impacts on the economy, environment, and people	Governance and Ethics 2026 Proxy Statement > Annual Board Self-Assessments, page 18
2-19	Remuneration policies: Describe how the remuneration policies for members of the highest governance body and senior executives relate to their objectives and performance in relation to the management of the organization’s impacts on the economy, environment, and people	2026 Proxy Statement > Compensation Discussion and Analysis, pages 32-34 The Compensation and Management Development Committee oversees the Company’s key policies and strategies regarding the attraction, retention and development of talent, as well as our Chief Executive Officer’s annual performance evaluation, which is appraised, generally each year in February, and includes the following category: leadership in sustainability, which includes the development, integration and execution of our sustainability strategy as part of the overall Sherwin-Williams business strategy.
2-20	Process to determine remuneration: Process for designing its remuneration policies and for determining remuneration	2026 Proxy Statement > Overview of Our Executive Compensation Program, pages 35-40
2-21	Annual total compensation ratio: Ratio of the annual total compensation for the organization’s highest-paid individual to the median annual total compensation for all employees; ratio of the percentage increase	2026 Proxy Statement > 2025 CEO Pay Ratio, page 61
Strategy, Policies and Practices		
2-22	Statement on sustainable development strategy: CEO Letter or message	2025 Sustainability Report > To Our Stakeholders, page 2
2-23	Policy commitments: List of all policy commitments for business conduct	Sherwin-Williams Code of Conduct Sherwin-Williams Code of Ethics for Senior Financial Management Sherwin-Williams Conflict Minerals Policy Sherwin-Williams Global Environmental, Health and Safety Policy Sherwin-Williams Human Rights & Human Trafficking Policy Sherwin-Williams Supplier Code of Conduct
2-24	Embedding policy commitments: How has it allocated or integrated responsibility to the commitments across different levels within the organization	2025 Sustainability Report > Governance and Ethics, page 22; Occupational Safety, page 17 Sherwin-Williams Code of Conduct Sherwin-Williams Conflict Minerals Policy Sherwin-Williams Global Environmental, Health and Safety Policy Sherwin-Williams Human Rights & Human Trafficking Policy Sherwin-Williams Supplier Code of Conduct

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GRI Standard	GRI Disclosure	Location/Response
2-25	Processes to remediate negative impacts: Identify and address grievances	Governance and Ethics
2-26	Mechanisms for seeking advice and raising concerns: Process in raising concerns about the organization's code of conduct	Governance and Ethics
2-27	Compliance with laws and regulations: Report the total number of non-compliance instances with laws and regulations	Governance and Ethics
2-28	Membership associations: List of membership associations	Sherwin-Williams participates in various regional and industry trade associations, such as the American Coatings Association (ACA); the European Council of the Paint, Printing Ink and Artists' Colours Industry (CEPE); the Retail Industry Leaders Association (RILA); the National Association of Manufacturers (NAM); and groups such as the U.S. Green Building Council (USGBC).
Stakeholder Engagement		
2-29	Approach to stakeholder engagement: Describe how to engage and identify stakeholders	2025 Sustainability Report > Our Approach to Sustainability, page 5 2026 Proxy Statement > Shareholder Engagement, page 9
2-30	Collective bargaining agreements: How the organization engages in collective bargaining with its employees	Sherwin-Williams prioritizes the fair, consistent and equitable treatment of our employees in relation to working conditions, wages, benefits, policies and procedures. The Company's policies and programs are designed to respond to the needs of our employees in a manner that provides a safe, professional, efficient and rewarding workplace.
Material Topics		
GRI 3: Material Topics		
3-1	Process to determine material topics: Process in how to determine material topics	Sustainability Focus Areas
3-2	List of material topics: List of organization's material topics, i.e. Materiality Matrix	Sustainability Focus Areas



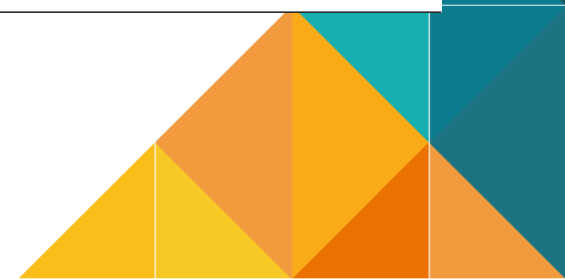
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GRI Standard	GRI Disclosure	Location/Response
GRI 200: Economic		
GRI 201: Economic Performance		
3-3	Management of material topic	Sustainability Focus Areas
201-1	Direct economic value generated and distributed: Audited financial or profit and loss (P&L) statement, or its internally audited management accounts	2025 Annual Report > Financial Highlights, page 7
201-2	Financial implications and other risks and opportunities due to climate change: Risks and opportunities posed by climate change: physical, regulatory or other	CDP Corporate Questionnaire 2025, sections C2.2, C5.1.2 and C5.3
201-3	Defined benefit plan obligations and other retirement plans: Defined benefit plans, contributions and other types of retirement benefits	2025 10-K > Note 8 – Pension, Health Care and Other Postretirement Benefits, pages 67-72
GRI 205: Anti-corruption		
3-3	Management of material topic	Governance and Ethics
205-1	Operations assessed for risks related to corruption: Measures the extent of the risk assessment’s implementation across an organization	Governance and Ethics
205-2	Communication and training about anti-corruption policies and procedures: Total number and percentage of anticorruption training	Completion of Anti-Bribery and Anti-Corruption training, as well as Code of Conduct training, is >96%. Training is delivered either using electronic courses or in-person training, depending on the employee role group. Completion of the training in either mode is considered signature acknowledgment of the code of conduct expectations.
205-3	Confirmed incidents of corruption and actions taken: Total number and nature of confirmed incidents of corruption	Total number of incidents = 0
GRI-206: Anti-competitive Behavior		
3-3	Management of material topic	Governance and Ethics
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices: Main outcomes of completed legal actions, including any decisions or judgments	2025 10-K > Legal Proceedings, page 19



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GRI Standard	GRI Disclosure	Location/Response
GRI 300: Environmental		
GRI 301: Materials		
3-3	Management of material topic	Sustainability Focus Areas
301-1	Materials used by weight or volume: Total weight or volume of non-renewable materials and renewable materials used	Given the proprietary nature of our formulations and many raw materials acquired from our suppliers, this is not a metric that Sherwin-Williams is able to disclose publicly at this time.
301-2	Recycled input materials used: Percentage of recycled input materials used for products and services	2025 Sustainability Report > Our Approach to Product R&D, page 6; Understanding Life Cycle Impacts, page 7
301-3	Reclaimed products and their packaging materials: Percentage of reclaimed products and their packaging materials	2025 Sustainability Report > Our Approach to Product R&D, page 6
GRI 302: Energy		
3-3	Management of material topic	2025 Sustainability Report > Emissions and Energy, page 12
302-1	Energy consumption within the organization: Total fuel consumption within the organization from non-renewable and renewable sources	2025 Sustainability Report > Investor Sustainability Summary, page 26
302-3	Energy intensity: Types of energy included in the intensity ratio; whether fuel, electricity, heating, cooling, steam or all	2025 Sustainability Report > Investor Sustainability Summary, page 26
302-4	Reduction of energy consumption: Reductions in energy consumption achieved as a direct result of conservation and efficiency initiatives	2025 Sustainability Report > Investor Sustainability Summary, page 26
302-5	Reductions in energy requirements of products and services: Example, the energy requirements of a car or a computer	2025 Sustainability Report > Product Blueprint, page 6; Understanding Life Cycle Impacts, page 7
GRI 303: Water and Effluents		
3-3	Management of material topic	Climate, Waste and Water
303-1	Interactions with water as a shared resource: Interactions with water, how and where water is withdrawn, consumed, and discharged, and the water-related impacts	Climate, Waste and Water

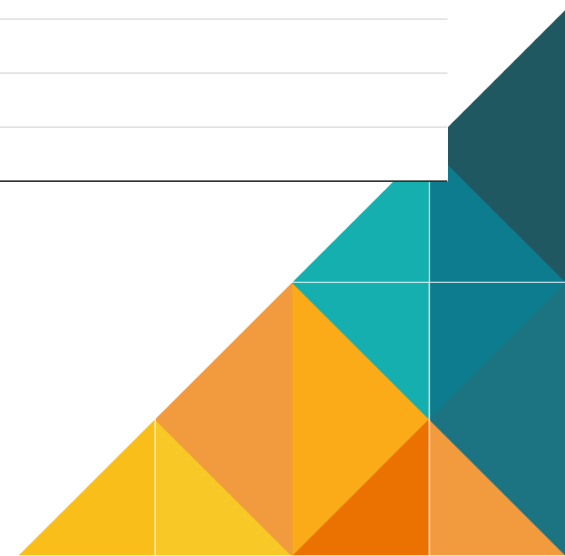


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GRI Standard	GRI Disclosure	Location/Response
303-2	Management of water discharge-related impacts: Controlling the quality of effluent discharge refers to the physical, chemical, biological and taste-related characteristics of water	<p>Sherwin-Williams has a Global Standard for Water and Soil Protection (the Standard) in place. The Standard describes the minimum water and soil protection and management criteria for Sherwin-Williams facilities. It is intended to promote water conservation and to minimize the discharge of contaminants to water or soil that could cause harm to human health or the environment. The Standard supplements national, regional and/or local laws, regulations, policies and standards, all of which, to the extent applicable to a facility, must be followed.</p> <p>The Standard requires that process water discharge stream(s) be analyzed for contaminants based upon knowledge of the process that generated the water. This information is used to determine if volume and contaminant levels are acceptable to discharge based upon laws, permits or best professional judgment. The assessment should establish the need for treatment, treatment options and/or disposal options. The Standard also requires periodic analysis of process discharges to be conducted as required by permits or to ensure the discharge has not changed. As part of the Standard, employees are instructed to promote water conservation and to minimize the discharge of contaminated water that could cause harm to human health or the environment. Facilities have been trained on the Standard regarding water, and audits are conducted to ensure proper procedures are being followed.</p> <p>Water that is used to clean process equipment and other process wastewater is managed through permitted discharges to wastewater treatment facilities, transported to licensed water treatment facilities, treated on-site or reused as a raw material.</p>
303-3	Water withdrawal: Surface water; Groundwater; Seawater; Produced water; Third-party water	2025 Sustainability Report > Investor Sustainability Summary, page 26
303-4	Water discharge: Surface water; Groundwater; Seawater; Produced water; Third-party water	2025 Sustainability Report > Investor Sustainability Summary, page 26
303-5	Water consumption: Water consumption measures water used by an organization such that it is no longer available for use by the ecosystem or local community	2025 Sustainability Report > Investor Sustainability Summary, page 26
GRI 305: Emissions		
3-3	Management of material topic	2025 Sustainability Report > Emissions and Energy, page 12
305-1	Direct (Scope 1) GHG emissions	2025 Sustainability Report > Emissions and Energy, page 12; Investor Sustainability Summary, page 26
305-2	Energy indirect (Scope 2) GHG emissions	2025 Sustainability Report > Emissions and Energy, page 12; Investor Sustainability Summary, page 26

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GRI Standard	GRI Disclosure	Location/Response
305-3	Other indirect (Scope 3) GHG emissions	Approximately 0M metric tons CO ₂ e 2025 Sustainability Report > Understanding Scope 3 Emissions, page 14; Investor Sustainability Summary, page 26
305-4	GHG emissions intensity: Types of GHG emissions included in the intensity ratio; whether direct (Scope 1), energy indirect (Scope 2), and/or other indirect (Scope 3)	CDP Corporate Questionnaire 2025, section C7.45
305-5	Reduction of GHG emissions: Scopes in which reductions took place; whether direct (Scope 1), energy indirect (Scope 2), and/or other indirect (Scope 3)	2025 Sustainability Report > Emissions and Energy, page 12
305-6	Emissions of ozone-depleting substances (ODS): Production, imports and exports of ODS	These substances are not material to our supply chain and products.
305-7	Nitrogen oxides (NO _x), sulfur oxides (SO _x), and other significant air emissions: Significant air emissions, NO _x , SO _x , POP, VOC, HAP, PM	Sherwin-Williams operations do not produce a significant quantity of NO _x and SO _x emissions. However, values for these air emissions (as well as others) are reported in our Investor Sustainability Summary on page 26.
GRI 306: Waste		
3-3	Management of material topic	2025 Sustainability Report > Waste and Water Management, page 15
306-1	Waste generation and significant waste-related impacts: Impacts related to waste generated in the organization's own activities or to waste generated upstream or downstream in its value chain. Types of inputs and outputs can include raw materials, process and manufacturing materials, leaks and losses, waste, by-products, products or packaging.	2025 Sustainability Report > Waste and Water Management, page 15
306-2	Management of significant waste-related impacts: Circularity measures, taken to prevent waste generation in the organization's own activities and upstream and downstream in its value chain	2025 Sustainability Report > Waste and Water Management, page 15
306-3	Waste generated	Climate, Waste and Water
306-4	Waste diverted from disposal	Climate, Waste and Water
306-5	Waste directed to disposal	Climate, Waste and Water



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GRI Standard	GRI Disclosure	Location/Response
GRI 400: Social		
GRI 401: Employment		
3-3	Management of material topic	2025 Sustainability Report > Talent & Culture, page 19
401-1	New employee hires and employee turnover	Number of New Hires in 2025: Full-Time Regular: 8,031 Full-Time Temporary: 342 Part-Time Regular: 4,409 Part-Time Temporary: 971 2025 Voluntary-Regrettable Turnover (for full-time only) was 8.7%
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	2025 Sustainability Report > Benefits for a Balanced <i>Life</i> , page 19 US Total Rewards Benefits Canada Benefits Centre Some programs and benefits may differ internationally due to market practice and applicable local laws and regulations.
401-3	Parental leave: Total employees who took leave by gender	U.S. employees who took parental leave: Female: 337 Male: 1,037 Total: 1,347 Regular full-time employees with at least one year of service are provided compensation at the employee's regular weekly pay for up to two weeks, in week-long increments, following the birth, adoption or foster placement of a child.
GRI 403: Occupational Health and Safety		
3-3	Management of material topic	2025 Sustainability Report > Safe and Responsible Operations, page 16
403-1	Occupational health and safety management system: A description of the scope of workers, activities and workplaces covered by the occupational health and safety management system, and an explanation of whether and, if so, why any workers, activities, or workplaces are not covered	2025 Sustainability Report > Occupational Safety, page 17



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GRI Standard	GRI Disclosure	Location/Response
403-2	Hazard identification, risk assessment and incident investigation: A description of the processes for workers to report work-related hazards and hazardous situations, and an explanation of how workers are protected against reprisals	2025 Sustainability Report > Occupational Safety, page 17
403-3	Occupational health services: A description of the occupational health services functions that contribute to the identification and elimination of hazards and minimization of risks	Environmental, Health and Safety
403-4	Worker participation, consultation and communication on occupational health and safety: Participation in the occupational health and safety management system	2025 Sustainability Report > Occupational Safety, page 17
403-5	Worker training on occupational health and safety: Occupational health and safety training provided to workers	2025 Sustainability Report > Occupational Safety, page 17
403-6	Promotion of worker health: How the organization maintains the confidentiality of workers' personal health related information	2025 Sustainability Report > Occupational Safety, page 17 Global Environmental, Health and Safety Policy
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships: A description of the organization's approach to preventing or mitigating significant negative occupational health and safety impacts that are directly linked to its operations, products or services	Environmental, Health and Safety Global Environmental, Health and Safety Policy
403-8	Workers covered by an occupational health and safety management system: The number and percentage of all employees and workers who are not employees but whose work and/or workplace is controlled by the organization, who are covered by such a system	Environmental, Health and Safety Global Environmental, Health and Safety Policy
403-9	Work-related injuries	2025 Sustainability Report > Occupational Safety, page 17; Investor Sustainability Summary, page 26
GRI 404: Training and Education		
3-3	Management of material topic	2025 Sustainability Report > Talent & Culture, page 19
404-1	Average hours of training per year per employee: Average hours of training by gender and employee category	2025 Sustainability Report > Talent & Culture, page 19 Average training hours per employee: 10.7 Hours This estimation includes instructor-led and digital training. External training and degree courses are not included in the metric.
404-2	Programs for upgrading employee skills and transition assistance programs: Programs implemented and assistance provided to upgrade employee skills	2025 Sustainability Report > Talent & Culture, page 19
404-3	Percentage of employees receiving regular performance and career development reviews: Percentage of total employees by gender and by employee category who received a regular performance and career development review during the reporting period	97%

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GRI Standard	GRI Disclosure	Location/Response
GRI 405: Diversity and Equal Opportunity		
3-3	Management of material topic	2025 Sustainability Report > Talent & Culture, page 19
405-1	Diversity of governance bodies and employees: Percentage of individuals within the organization, gender, age group and other indicators of diversity	2025 Sustainability Report > Investor Sustainability Summary, page 26 2026 Proxy Statement > Director Matrix and Composition, pages 27-28
405-2	Ratio of basic salary and remuneration of women to men: Average pay of each gender grouping within each employee category	2026 Proxy Statement > Internal Pay Equity, page 47 Our compensation programs are designed to attract, retain and motivate talented and high-performing people at all levels of our Company around the world. We structure our compensation programs to be competitive with programs of companies of similar size and business, while maintaining a performance and achievement-oriented culture and alignment with the interests of our shareholders.
GRI 408: Child Labor		
3-3	Management of material topic	Governance and Ethics
408-1	Operations and suppliers at significant risk for incidents of child labor: Measures taken by the organization in the reporting period intended to contribute to the effective abolition of child labor	As part of our Code of Conduct , Sherwin-Williams precludes the following activities, among others: engaging in trafficking in persons, using forced labor, using child labor and using any individual held in slavery or servitude. We require all employees, in all countries in which we operate, to support the human rights of others and to abide by the Sherwin-Williams Human Rights & Human Trafficking Policy . We are also committed to working with our suppliers to ensure that human rights are respected at all levels of our supply chain and that no trafficking in persons, forced labor and child labor exists in it. For additional information, please refer to the Sherwin-Williams Code of Conduct , Human Rights and Human Trafficking Policy and Supplier Code of Conduct .
GRI 413: Local Communities		
3-3	Management of material topic	2025 Sustainability Report > Community Engagement, page 21
413-1	Operations with local community engagement, impact assessments and development programs: Percentage of operations with implemented local community engagement, impact assessments and/or development programs	2025 Sustainability Report > Community Engagement, page 21
413-2	Operations with significant actual and potential negative impacts on local communities: Focus on significant actual and potential negative impacts related to an organization's operations	2025 Sustainability Report > Community Engagement, page 21

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GRI Standard	GRI Disclosure	Location/Response
GRI 415: Public Policy		
3-3	Management of material topic	Code of Conduct , pages 12-13
415-1	Political contributions: Organization’s support for political causes	<p>Political Engagement Policy</p> <p>Sherwin-Williams does not have a political action committee and does not use corporate funds to contribute to any federal, state or local candidates, political parties or other political committees. The Sherwin-Williams Code of Conduct, available at investors.sherwin-williams.com, prohibits employees from making political contributions to any political organization or candidate for political office on behalf of, or for the benefit of, Sherwin-Williams. The Sherwin-Williams Code of Conduct, including our Anti-Bribery and Anti-Corruption Policy, also prohibits employees, and any other individuals acting on behalf of Sherwin-Williams, from directly or indirectly using gifts, bribes, payments of any kind or other corrupt practices in conducting business to influence any person in any country (including federal, state or local government employees). This prohibition includes giving or offering to give anything of value, any payment, gift, entertainment or service to government officials, their employees, political parties, public international organizations and any other person, for the purpose of obtaining or retaining business or securing an improper advantage.</p> <p>Our Government Affairs team facilitates the Company's global participation in the public policymaking process, including with respect to issues that affect our employees, customers and business operations and objectives, as well as the paint and coatings industry in general. This team is led by our Senior Vice President, Chief Legal Officer and Secretary, who provides regular reports to our Board of Directors regarding the Company’s key public policy activities and advocacy efforts. For more information see our Code of Conduct, pages 12-13.</p>
GRI 416: Customer Health and Safety		
3-3	Management of material topic	Formula Stewardship
416-1	Assessment of the health and safety impacts of product and service categories: Efforts to address health and safety across the life cycle of a product or service	Formula Stewardship
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services: Addresses the life cycle of the product or service once it is available for use	Formula Stewardship

