

The Sherwin-Williams Company – Investor Sustainability Summary

Topic	Metric	2023	2024	2025
Sustainability Reporting				
	2025 Sustainability Report		2025 Sustainability Report	
	2025 GRI Index		2025 GRI Index	
	2025 SASB Index		2025 SASB Index	
	2025 TCFD Report		2025 TCFD Report	
	2025 TNFD Report		2025 TNFD Report	
General				
Company	Total Employees	64,088	63,890	64,249
	Total Employees (full-time equivalent)	59,479 ¹	59,725	60,431
	Net Sales (millions)	\$23,051.9	\$23,098.5	\$23,574.3
	Total Shareholder Return	See page 50 of our 2025 Sustainability Report for Shareholder Returns		
	Number of Sites (includes manufacturing/distribution sites and global stores, branches and facilities)	5,478	5,575	5,611
Environmental				
General Environmental	ISO 14001 Certified Sites ² – # (%)	47 (39%)	46 (35%)	51 (38%)
	Environmental Management Policy	Global Environmental, Health and Safety Policy		
Emissions and Climate Change	Scope 1 (Direct CO ₂) GHG Emissions (metric tons CO ₂ e)	434,541	439,037	418,358
	Location-Based Scope 2 (Indirect CO ₂) GHG Emissions (metric tons CO ₂ e)	265,782	256,937	252,391
	Market-Based Scope 2 (Indirect CO ₂) GHG Emissions (metric tons CO ₂ e)	265,782	168,269	134,860
	Total Scope 1 and Market-based Scope 2 CO ₂ Emissions (metric tons CO ₂ e)	700,323	607,306	553,218
	Scope 3 Emissions Category 1: Total Purchased Goods and Services [metric tons CO ₂ e (% of total Scope 3 emissions)]	Not reported ³	6,833,553 (36%)	6,340,456 (35%)
	Scope 3 Emissions Category 4: Upstream Transport & Distribution [metric tons CO ₂ e (% of total Scope 3 emissions)]	Not reported ³	536,878 (3%)	1,008,547 (6%)

1. Prior-year data has been restated to conform presentation across all years.

2. This applies only to manufacturing and distribution facilities.

3. Data not calculated in prior years.

The Sherwin-Williams Company – Investor Sustainability Summary, Continued

Topic	Metric	2023	2024	2025
Emissions and Climate Change, Continued	Scope 3 Emissions Category 10: Processing of Sold Products [metric tons CO ₂ e (% of total Scope 3 emissions)]	Not reported ⁴	8,967,133 (47%)	7,854,983 (43%)
	Scope 3 Emissions Category 12: End-of-Life Treatment of Sold Products (% of total Scope 3 emissions)	Not reported ⁴	2,254,835 ⁵ (12%)	2,220,709 (12%)
	Scope 3 Categories That Account for Less than 5% Each	Not reported ⁴	438,105 (2%)	698,595 (4%)
	Total Scope 3 Emissions (metric tons CO ₂ e)	Not reported ⁴	19,030,504 ⁶	18,123,290 ⁶
	Emissions Reduction Goal	Reduce absolute Scope 1 and 2 GHG emissions by 30% by 2030 (2019 baseline). Our goal reflects a science-based approach influenced by global efforts to limit global warming to below 2 degrees Celsius above preindustrial temperatures.		
	VOC Emissions from Production Processes (metric tons)	1,603	1,572	1,388
	VOC Emissions from Fuel Combustion (metric tons)	3,017	3,094	3,179
	SO _x Emissions (metric tons)	319	376	339
	NO _x Emissions (metric tons)	711 ⁷	697 ⁷	643 ⁷
	Climate Change Strategy	2025 TCFD Report		
CDP Climate Change Disclosure ⁸	CDP Corporate Questionnaire 2025			
CDP Climate Change Score ⁸	C	B	C	

4. Data not calculated in prior years.

5. In 2025, in alignment with value chain benchmarks, we refined our calculation methodology for Scope 3, Category 12 to more specifically reflect downstream applications of our product portfolio as either intermediate or final products.

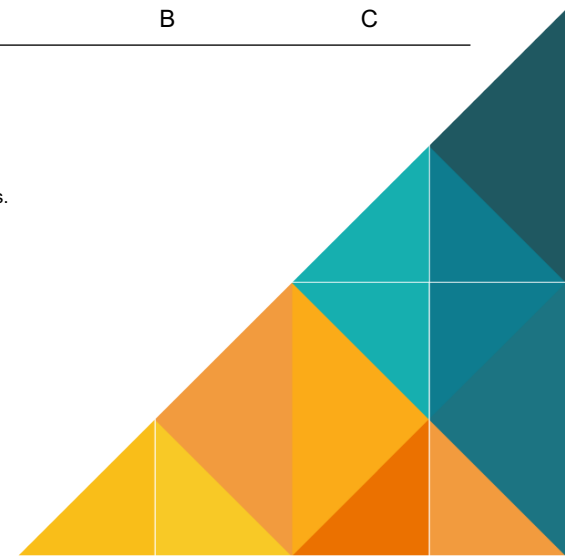
To ensure a consistent year-over-year comparison, we have restated our 2024 emission data using this updated methodology.

6. Estimates of Scope 3 categories are calculated in alignment with the GHG Protocol. These estimates represent metrics based on broad estimates of product category sales and emissions data for the production and consumption of our products.

We expect our estimated Scope 3 emissions will vary year-to-year, including due to factors beyond our control such as changes in evolving estimation methodologies and composition of our sales.

7. NO_x emission factors have been updated for fleet-specific sources to more accurately reflect vehicle emission controls. This methodology refines previous overestimation caused by the application of stationary combustion emission factors.

8. CDP scoring is based on previous year's data.

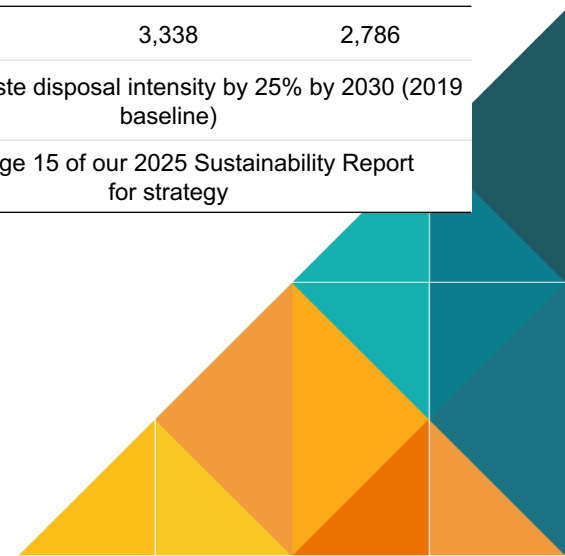


The Sherwin-Williams Company – Investor Sustainability Summary, Continued

Topic	Metric	2023	2024	2025
Energy	Total Direct Energy Consumption (Scope 1) (megawatt-hours)	1,770,458	1,801,132	1,769,618
	Total Indirect Energy Consumption (Scope 2) (megawatt-hours)	722,875	755,707	756,055
	Total Energy Consumption (megawatt-hours)	2,493,333	2,556,839	2,525,673
	Total Energy Intensity (megawatt-hours/metric tons produced)	0.7	0.7	0.7
Renewable Energy ⁹	Renewable Energy (megawatt-hours)	921	224,873	290,388
	Renewable Energy Percent of Total (%)	0.1%	29.8%	38.4%
	Renewable Energy Goal	Increase electricity from renewable sources to 50% of total electricity usage by 2030 (2019 baseline)		
Water	Water Withdrawn (thousand m ³)	3,943	4,206	3,628
	Water Consumption in Production Facilities (thousand m ³)	813	868	842
	Water Intensity (m ³ /metric ton production)	1.1	1.1	1.0
	Water Withdrawn in Production Facilities and Sourced from Regions with High or Extremely High Baseline Water Stress	24%	22%	26%
	Water Consumed in Production Facilities and Sourced from Regions with High or Extremely High Baseline Water Stress	46%	45%	43%
	CDP Water Disclosure ¹⁰	CDP Corporate Questionnaire 2025 section C9		
	CDP Water Score ¹⁰	C	C	C
Waste	Wastewater Discharge (thousand m ³)	3,130	3,338	2,786
	Waste Reduction Goal	Reduce waste disposal intensity by 25% by 2030 (2019 baseline)		
	Waste Reduction Strategy	See page 15 of our 2025 Sustainability Report for strategy		

9. Renewable Energy includes on-site generation and renewable energy certificates delivered through VPPA and renewable utility contracts.

10. CDP scoring is based on previous year's data.



The Sherwin-Williams Company – Investor Sustainability Summary, Continued

Topic	Metric	2023	2024	2025
Social				
Workforce	Women in Workforce	25%	25%	24%
	Women in Management	26%	26%	26%
	Minorities in Workforce (U.S. only)	38%	40%	41%
	Minorities in Management (U.S. only)	30%	31%	32%
	Workforce Age Group 70+	1%	1%	1%
	Workforce Age Group 60–69	8%	7%	7%
	Workforce Age Group 50–59	16%	15%	15%
	Workforce Age Group 40–49	21%	21%	22%
	Workforce Age Group 30–39	27%	27%	27%
	Workforce Age Group 20–29	25%	28%	27%
	Workforce Age Group Under 20	1%	1%	1%
	Positions Filled by Internal Candidates	Not reported ¹¹	57%	44%
	Voluntary-Regrettable Turnover (for full-time only)	11%	9%	9%
	The Sherwin-Williams Company 401(k) Plan Common Stock Ownership	7%	7%	6%
Belonging and Culture	Equal Opportunity Policy	Equal Employment Opportunity Policy		
	<p>2025 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 a 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 2025 all-employee engagement survey reflect our efforts to strengthen our culture.</p> <ul style="list-style-type: none"> • "I can be myself working at Sherwin-Williams." – 80% favorable response • "My manager treats me with respect and dignity." – 90% favorable response • "My manager values unique ideas and perspectives." – 84% favorable response • "Sherwin-Williams is a safe place to work." – 85% favorable response 			

11. Data not calculated in prior year.

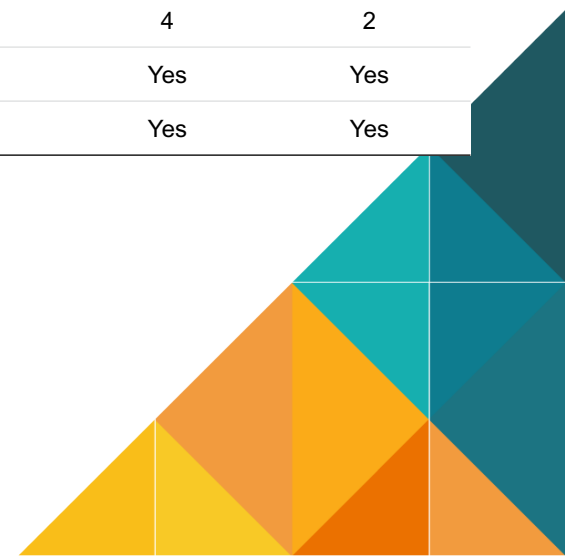
The Sherwin-Williams Company – Investor Sustainability Summary, Continued

Topic	Metric	2023	2024	2025
Occupational Health and Safety	Days Away Restricted or Transferred (DART) Rate (total incidents per 200,000 hours worked)	0.84	1.03	1.12
	Recordable Case Rate (total number of employees with recordable incidents per 200,000 hours worked)	1.18	1.36	1.35
	Health and Safety Policy	Global Environmental, Health and Safety Policy		
Human Rights	Human Rights Policy	Code of Conduct Human Rights & Human Trafficking Policy		
	Conflict Minerals Policy	Conflict Minerals Policy		
Community Engagement	Total Corporate, Foundation and Other Giving, including The Sherwin-Williams Foundation grants and matching gifts, operating divisions in-kind and cash giving, and employee giving	\$6,498,431	\$7,504,025	\$7,515,676
	Community Engagement	Community Engagement		
Products				
Quality and Safety	Research and Development Costs (millions)	\$196.6	\$217.3	\$224.8
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 6 within our 2025 Sustainability Report.			
Product Sustainability	Sustainability Product Listing			
Supply Chain				
Supply Chain	Supplier Guidelines/Code of Conduct	Supplier Code of Conduct		
Governance				
Ethics	Business Ethics Policy	Code of Conduct		



The Sherwin-Williams Company – Investor Sustainability Summary, Continued

Topic	Metric	2023	2024	2025
Board of Directors	Size of the Board	11	11	9
	Independent Directors on Board – # (%)	9 (82%)	9 (82%)	8 (89%)
	Independent Lead Director	Yes	Yes	Yes
	Gender Diversity – # (%)	4 (36%)	4 (36%)	3 (33%)
	Board Average Age (years)	62.2	62.4	63.2
	Board Average Tenure (years)	6.5	6.5	5.8
	Mandatory Retirement Age (years)	72	72	72
	Board Meetings Held	6	6	7
	All Directors Attended ≥ 75% of Meetings	Yes	Yes	Yes
	Independent Members on the Audit Committee – # (%)	5 (100%)	5 (100%)	4 (100%)
	Audit Committee Meetings	5	9	5
	Independent Members on the Compensation & Management Development Committee – # (%)	4 (100%)	4 (100%)	4 (100%)
	Compensation & Management Development Committee Meetings	7	5	5
	Independent Members on the Nominating & Corporate Governance Committee – # (%)	3 (100%)	3 (100%)	4 (100%)
	Nominating & Corporate Governance Committee Meetings	2	4	2
	Annual Board and Committee Self-Assessments	Yes	Yes	Yes
	Orientation Program for New Directors	Yes	Yes	Yes



The Sherwin-Williams Company – Investor Sustainability Summary, Continued

Topic	Metric	2023	2024	2025
Shareholder Practices	Equal Voting Rights (one vote per share)	Yes	Yes	Yes
	Annual Say on Pay Voting Support (%)	94%	92%	91%
	Shares Outstanding as of December 31	254,543,290	251,291,100	247,701,463
	Equity Reserved as % of Shares Outstanding	6%	5%	12%
	Options Granted as % of Shares Outstanding	0.4%	0.4%	0.4%
	Fair Price Provision	Yes	Yes	Yes
	Mandatory Bid Provision	No	No	No
	Majority Voting Standard	Yes	Yes	Yes
	Classified Board	No	No	No
	Proxy Access ¹²	Yes	Yes	Yes
Public Policy and Political Engagement	Shareholder Rights Plan	No	No	No
	Political Action Committee	No	No	No
	Public Policy and Political Engagement Statement	Political Engagement Policy Code of Conduct, 2025 GRI Index page 34		

12. The Company's regulations provide proxy access rights to three-year, 3 percent shareholders for up to 20 percent of the board.



The Sherwin-Williams Company – Investor Sustainability Summary, Continued

Topic	Metric	2023	2024	2025
Compensation	Total Compensation Paid to Named Executives	\$47,131,384	\$38,204,810	\$32,841,837
	Total Salaries Paid to Named Executives	\$4,578,397	\$5,257,873	\$4,712,481
	All Other Compensation Paid to Named Executives	Proxy Statement, Summary Compensation Table		
	Total Compensation Paid to CEO	\$19,281,779	\$12,992,297	\$14,914,317
	Total Salary Paid to CEO	\$1,478,462	\$1,284,615	\$1,373,077
	All Other Compensation Paid to CEO	Proxy Statement, Summary Compensation Table		
	Executive Compensation Policies and Practices	Proxy Statement, Compensation Discussion and Analysis		
	Significant Stock Ownership Guidelines ¹³	Yes	Yes	Yes
	Double-Trigger Equity Vesting Upon Change in Control	Yes	Yes	Yes
	Anti-Hedging and Anti-Pledging Policy	Yes	Yes	Yes
Clawback Policy	Yes	Yes	Yes	
Governance	Total Executives	12	12	11
	Female Executives – # (%)	3 (25%)	3 (25%)	3 (27%)
	Sustainability Disclosures Independently Verified/Assured	No	No	Limited Assurance on Scope 1 and 2 only
	UN Global Compact Signatory	No	No	No
	Sustainability Oversight	Governance and Ethics		
	External Auditor	Ernst & Young LLP		
	Audit and Audit-Related Fees Paid to Auditor	\$6,818,000	\$7,975,000	\$8,832,750
Non-Audit Fees Paid to Auditor	\$1,714,000	\$2,457,000	\$901,000	

13. 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 and 3x for other executives.