INCLUSION, DIVERSITY AND EQUITY AT A GLANCE

Our Unwavering Commitment

The Sherwin-Williams Company is committed to advancing a culture of inclusion where our differences are welcomed, celebrated and appreciated to positively impact our people and business.

We believe diversity is about being different – together – and when we embrace those differences through inclusion, we win – together.

GOALS AND ASPIRATIONS

- **ATTRACT MORE UNDERREPRESENTED GROUPS INTO THE TALENT PIPELINE**
  Expand qualified pipeline to ensure representation of women, underrepresented racial/ethnic groups, LGBTQ+, people with disabilities, as well as a mosaic of diversity of thought and experience into early talent programs.

- **INCREASE THE NUMBER OF UNDERREPRESENTED GROUPS IN LEadership ROLES**
  Encourage more intentional pathways to leadership roles for women, underrepresented racial/ethnic groups and other underrepresented talent.

- **DRIVE EMPLOYEE ENGAGEMENT**
  Build on our culture of inclusion and belonging to ensure that a diversity of thought and experience thrives and influences performance.

- **GIVEN OUR CURRENT ENVIRONMENT, WE HAVE ASPIRATIONAL GOALS TO:**
  - Increase women in management roles to 30% by 2025
  - Increase underrepresented racial/ethnic groups in management roles to 30% by 2025 (U.S.)
  - Achieve and improve upon a favorable Inclusion Index
KEY PROGRAMS AND INITIATIVES

In support of achieving our Company goals, Sherwin-Williams has implemented a number of programs and initiatives to drive awareness, engagement and accountability across our global Company. These include:

- CEO Forums on Inclusion
- Conscious Inclusion Training
- CEO Action for Diversity & Inclusion™ pledge
- Division-specific action plans
- Talent pipeline partnerships
- Employee Resource Groups
- Community partnerships
- Development and tracking of key performance metrics

2020 ID&E HIGHLIGHTS

ENGAGING OUR PEOPLE

- 100% of senior and executive leaders have attended an ID&E learning session
- 8% turnover (average annual rate, as compared with an industry benchmark of 14%)
- 100+ women’s networks

DIVERSITY AT ALL LEVELS

- 22% of board members identified as underrepresented racial/ethnic groups
- 30% of board members identified as women
- 21% of Vice Presidents appointed in 2020 identified as underrepresented racial/ethnic groups
- 58% of Vice Presidents appointed in 2020 identified as women
- 40% of U.S. management trainees identified as an underrepresented racial/ethnic group
- 1 out of 3 management trainees identified as women

All data as of December 2020