

The Sherwin-Williams Company — Investor Sustainability Summary

Topic	Metric	2022	2023	2024
Sustainability Reporting				
	2024 Sustainability Report	2024 Sustainability Report		
	2024 GRI Index	2024 GRI Index		
	2024 SASB Index	2024 SASB Index		
	2024 TCFD Report	2024 TCFD Report		
	2024 TNFD Report	2024 TNFD Report		
General				
Company	Total Employees	64,366	64,088	63,890
	Total Employees (full-time equivalent)	53,505	64,051	59,725
	Net Sales (millions)	\$22,148.9	\$23,051.9	\$23,098.5
	Total Shareholder Return	See page 97 for Shareholder Returns		
	Number of Sites (includes manufacturing/distribution sites and global stores, branches and blending facilities)	5,383	5,478	5,575
Environmental				
General Environmental	ISO 14001 Certified Sites ¹ — # (%)	44 (36%)	47 (39%)	46 (35%)
	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)	427,035	434,541	439,037
	Location-Based Scope 2 (Indirect CO ₂) GHG Emissions (metric tons CO ₂ e)	278,837	265,782	256,937
	Market-Based Scope 2 (Indirect CO ₂) GHG Emissions (metric tons CO ₂ e)	278,837	265,782	168,269
	Total Scope 1 and Market-based Scope 2 CO ₂ Emissions (metric tons CO ₂ e)	705,872	700,323	607,306
	Scope 3 Emissions Category 1: Total Purchased Goods and Services [metric tons CO ₂ e (% of total Scope 3 emissions)]	—	—	6,833,553 (40.1%)
	Scope 3 Emissions Category 4: Upstream Transport & Distribution [metric tons CO ₂ e (% of total Scope 3 emissions)]	—	—	536,878 (3.1%)
	Scope 3 Emissions Category 5: Waste Generated in Operations [metric tons CO ₂ e (% of total Scope 3 emissions)]	—	—	20,800 (0.1%)

1 This applies only to manufacturing and distribution facilities.

The Sherwin-Williams Company — Investor Sustainability Summary, Continued

Topic	Metric	2022	2023	2024
Emissions and Climate Change, Continued	Scope 3 Emissions Category 6: Business Travel [metric tons CO ₂ e (% of total Scope 3 emissions)]	—	—	16,850 (0.1%)
	Scope 3 Emissions Category 7: Employee Commuting [metric tons CO ₂ e (% of total Scope 3 emissions)]	—	—	64,397 (0.4%)
	Scope 3 Emissions Category 9: Downstream Transport & Distribution [metric tons CO ₂ e (% of total Scope 3 emissions)]	—	—	336,059 (2.0%)
	Scope 3 Emissions Category 10: Processing of Sold Products [metric tons CO ₂ e (% of total Scope 3 emissions)]	—	—	8,967,133 (52.6%)
	Scope 3 Emissions Category 12: End-of-Life Treatment of Sold Products	—	—	282,803 (1.7%)
	Total Scope 3 Emissions (metric tons CO ₂ e)	—	—	17,058,473 ²
	Emissions Reduction Goal	Reduce absolute Scope 1 and 2 GHG 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 global efforts to limit global warming to below 2 degrees Celsius above preindustrial temperatures		
	VOC Emissions (metric tons)	1,723	1,603	1,572
	SO _x Emissions (metric tons)	255	319	376
	NO _x Emissions (metric tons)	4,180	5,138	6,008
	Climate Change Strategy	Yes—see page 81 of our 2024 TCFD Report		
	CDP Climate Change Disclosure ³	CDP Corporate Questionnaire 2024		
Energy	CDP Climate Change Score ³	C	C	B
	Total Direct Energy Consumption (Scope 1) (megawatt-hours)	1,736,054	1,770,458	1,801,132
	Total Indirect Energy Consumption (Scope 2) (megawatt-hours)	749,388	722,875	755,707
	Total Energy Consumption (megawatt-hours)	2,485,442	2,493,333	2,566,839
	Total Energy Intensity (megawatt-hours/metric tons produced)	0.63	0.66	0.67

2 This is inventory of all categories except for 3.2 and 3.15, which are still in process.

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

The Sherwin-Williams Company — Investor Sustainability Summary, Continued

Topic	Metric	2022	2023	2024
Renewable Energy ⁴	Renewable Energy (megawatt-hours)	410	921	224,873
	Renewable Energy Percent of Total (%)	0.1%	0.1%	29.8%
	Renewable Energy Goal	Increase electricity from renewable sources to 50% of total electricity usage by 2030 (2019 baseline)		
Water	Water Withdrawn (thousand m³)	3,870	3,943	4,206
	Water Consumption in Production Facilities (thousand m³)	837	813	868
	Water Intensity (m³/metric ton production)	1.0	1.1	1.1
	Water Consumed in Production Facilities and Sourced from Regions with High or Extremely High Baseline Water Stress	21%	24%	22%
	CDP Water Disclosure ⁵	CDP Corporate Questionnaire 2024, section C9		
	CDP Water Score ⁵	C	C	C
Waste	Wastewater Discharge (thousand m³)	3,033	3,130	3,338
	Waste Reduction Goal	Reduce waste disposal intensity by 25% by 2030 (2019 baseline)		
	Waste Reduction Strategy	See page 25 for strategy		

4 Renewable Energy includes on-site generation and procured renewable energy certificates.
5 CDP scoring is based on previous year's data.

The Sherwin-Williams Company — Investor Sustainability Summary, Continued

Topic	Metric	2022	2023	2024
Social				
Workforce	Women in Workforce	23%	25%	25%
	Women in Management	26%	26%	26%
	Minorities in Workforce (U.S. only)	36%	38%	40%
	Minorities in Management (U.S. only)	29%	30%	31%
	Workforce Age Group 70+	1%	1%	1%
	Workforce Age Group 60–69	6%	8%	7%
	Workforce Age Group 50–59	15%	16%	15%
	Workforce Age Group 40–49	20%	21%	21%
	Workforce Age Group 30–39	26%	27%	27%
	Workforce Age Group 20–29	29%	25%	28%
	Workforce Age Group Under 20	2%	1%	1%
	Positions Filled by Internal Candidates	—	—	57%
	Voluntary-Regrettable Turnover (for full-time only)	13%	11%	9%
	The Sherwin-Williams Company 401(k) Plan Common Stock Ownership	8%	7%	7%
Belonging and Culture	Equal Opportunity Policy	Equal Employment Opportunity Policy		
	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 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 2023 all-employee engagement survey reflect our efforts to strengthen our culture. <ul style="list-style-type: none">• “Managers treat our employees with dignity and respect.”—90% favorable response• “Sherwin-Williams is a safe place to work.”—84% favorable response• “I can be myself at Sherwin-Williams.”—80% favorable response• “I would recommend Sherwin-Williams as a place to work.”—80% favorable response			

The Sherwin-Williams Company — Investor Sustainability Summary, Continued

Topic	Metric	2022	2023	2024
Occupational Health and Safety	Days Away Restricted or Transferred (DART) Rate (total incidents per 200,000 hours worked)	0.87	0.84	1.03
	Recordable Case Rate (total number of employees with recordable incidents per 200,000 hours worked)	1.29	1.18	1.36
	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	\$6,944,238	\$6,498,431	\$7,504,025
	Community Engagement	Community Engagement		
Products				
Quality and Safety	Research and Development Costs (millions)	\$119.3	\$196.6	\$217.3
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 12 within our 2024 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	2022	2023	2024
Board of Directors	Size of the Board	11	11	11
	Independent Directors on Board—# (%)	10 (91%)	9 (82%)	9 (82%)
	Independent Lead Director	Yes		
	Gender Diversity—# (%)	3 (27%)	4 (36%)	4 (36%)
	Board Average Age (years)	62.8	62.2	62.4
	Board Average Tenure (years)	6.8	6.5	6.5
	Mandatory Retirement Age (years)	72	72	72
	Board Meetings Held	5	6	6
	All Directors Attended ≥ 75% of Meetings	Yes		
	Independent Members on the Audit Committee—# (%)	6 (100%)	5 (100%)	5 (100%)
	Audit Committee Meetings	6	5	9
	Independent Members on the Compensation & Management Development Committee—# (%)	4 (100%)	4 (100%)	4 (100%)
	Compensation & Management Development Committee Meetings	6	7	5
	Independent Members on the Nominating & Corporate Governance Committee—# (%)	4 (100%)	3 (100%)	3 (100%)
	Nominating & Corporate Governance Committee Meetings	2	2	4
	Annual Board and Committee Self-Assessments	Yes		
	Orientation Program for New Directors	Yes		

The Sherwin-Williams Company — Investor Sustainability Summary, Continued

Topic	Metric	2022	2023	2024
Shareholder Practices	Equal Voting Rights (one vote per share)	Yes		
	Annual Say on Pay Voting Support (%)	92%	94%	92%
	Shares Outstanding as of December 31	258,875,999	254,543,290	251,291,100
	Equity Reserved as % of Shares Outstanding	7%	6%	5%
	Options Granted as % of Shares Outstanding	0.4%	0.4%	0.4%
	Fair Price Provision	Yes		
	Mandatory Bid Provision	No		
	Majority Voting Standard	Yes		
	Classified Board	No		
	Proxy Access ⁶	Yes		
	Shareholder Rights Plan	No		
Public Policy and Political Engagement	Political Action Committee	No		
	Public Policy and Political Engagement Statement	Code of Conduct, 2024 GRI Index		

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

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Topic	Metric	2022	2023	2024
Compensation	Total Compensation Paid to Named Executives	\$26,559,481	\$47,131,384	\$38,204,810
	Total Salaries Paid to Named Executives	\$4,195,773	\$4,578,397	\$5,257,873
	All Other Compensation Paid to Named Executives	Proxy Statement, Summary Compensation Table		
	Total Compensation Paid to CEO	\$12,749,910	\$19,281,779	\$12,992,297
	Total Salary Paid to CEO	\$1,408,962	\$1,478,462	\$1,284,615
	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 ⁷	Yes		
	Double-Trigger Equity Vesting Upon Change in Control	Yes		
	Anti-Hedging and Anti-Pledging Policy	Yes		
	Clawback Policy	Yes		
Governance	Total Executives	12	12	12
	Female Executives — # (%)	3 (25%)	3 (25%)	3 (25%)
	Sustainability Disclosures Independently Verified/Assured	No		
	UN Global Compact Signatory	No		
	Sustainability Oversight	Yes, page 47		
	External Auditor	Ernst & Young LLP		
	Audit and Audit-Related Fees Paid to Auditor	\$6,398,000	\$6,818,000	\$7,975,000
	Non-Audit Fees Paid to Auditor	\$1,896,000	\$1,714,000	\$2,457,000

⁷ 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.