

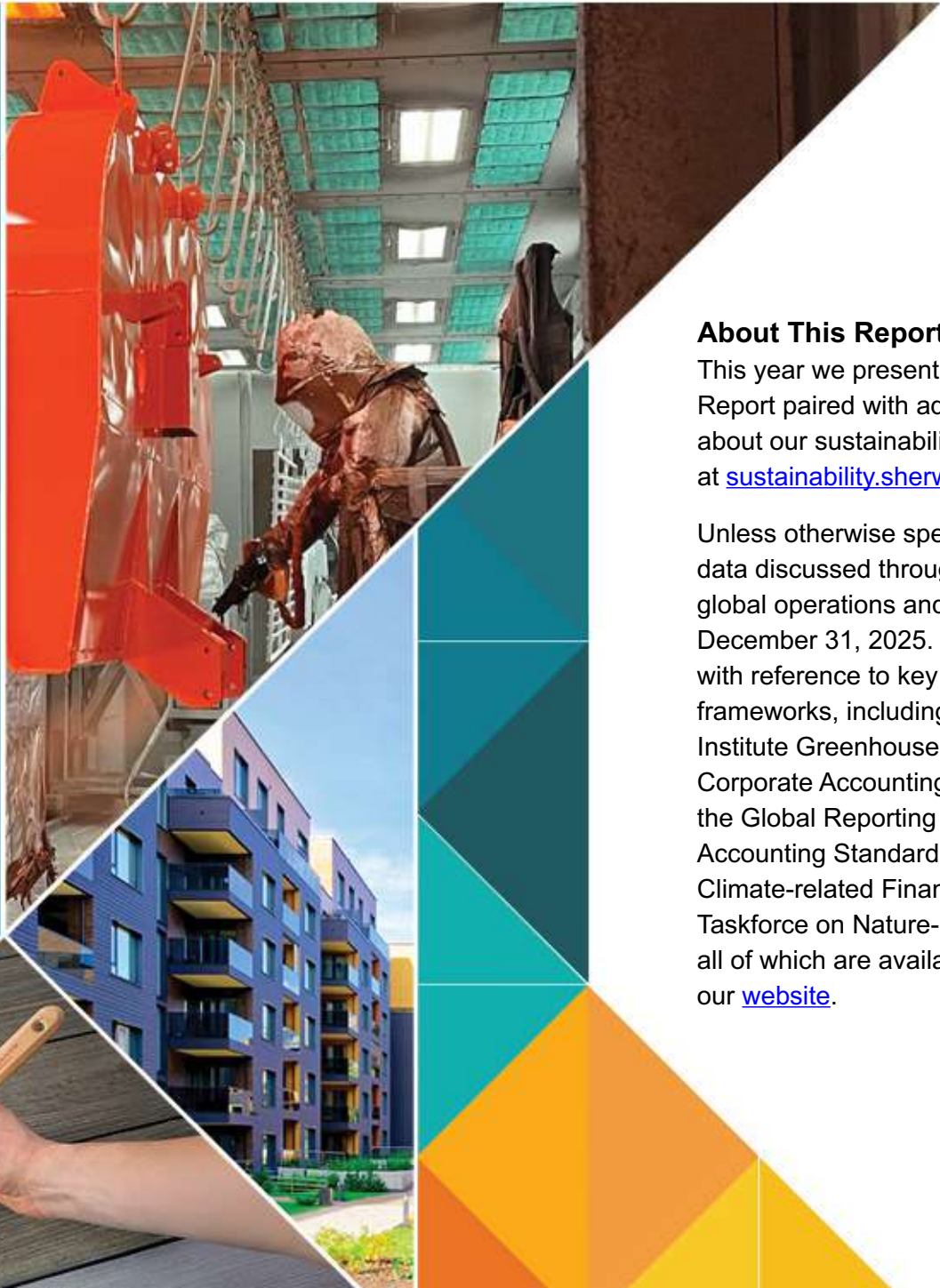


SHERWIN-WILLIAMS®

Building on the Good

2025 Sustainability Report

Through close collaboration with stakeholders across the many industries Sherwin-Williams serves, we are expanding upon the positive impact made by our products and people for generations – an ongoing effort we call ***Building on the Good.*** In doing so, we address real-world challenges and opportunities that enable us to grow in ways we believe to be sustainable, ethical and responsible.



About This Report

This year we present a streamlined Sustainability Report paired with additional details and examples about our sustainability performance and progress at sustainability.sherwin-williams.com.

Unless otherwise specified, the programs and data discussed throughout are reflective of our global operations and cover the year ended December 31, 2025. This report was prepared with reference to key sustainability reporting frameworks, including the World Resources Institute Greenhouse Gas (GHG) Protocol Corporate Accounting and Reporting Standard, the Global Reporting Initiative, the Sustainability Accounting Standards Board, the Task Force on Climate-related Financial Disclosures and the Taskforce on Nature-related Financial Disclosures, all of which are available in the appendix or on our [website](#).

To Our Stakeholders,

Sustainability at Sherwin-Williams remains at the core of what our stakeholders expect from us: high-performance products, disciplined operations and strong results.



It is the reason we continue to focus on sustainability as an Enterprise Strategic Priority within our [Success by Design](#) framework. This intentional approach – aligned with our customer-focused strategy – inspires excellence and positions us well to drive above-market profitable growth.

Serving the Needs of Our Customers

We work in lockstep with our customers to anticipate and understand their sustainability needs and develop forward-thinking solutions for the markets we serve. For example, we recently introduced Emerald® Symmetry™, an elite product with exceptional coverage, crafted from a minimum of 22 percent plant-based carbon content. Our industrial lineup now features Heat-Flex® Advanced Energy Barrier (AEB), helping manufacturers extend the life of critical steel assets. These innovations expand our portfolio of products with sustainability attributes, which includes trusted solutions such as valPure® V70 and Powdura® ECO.

Progressing Our Environmental Footprint Goals

Reducing our operational impacts remains a significant focus. This year, we advanced projects to increase our procurement of renewable energy, including through a new virtual power purchase agreement (VPPA) for our European Union operations, reflecting the momentum of active investments in North America. These efforts increased our renewable electricity to 38 percent, advancing toward our 2030 goals. Additionally, continuous improvement efforts across the organization drove efficiencies in our operations, contributing to a 23 percent reduction in Scope 1 and 2 GHG emissions.

Celebrating the Best Team in the Industry

The common thread in this progress is our people. We attract, retain and develop world-class talent, whom we empower to Create Your Possible™ through life, career and connection. Our culture is one of safety and belonging, where employees seize possibilities to thrive, show they care and produce meaningful work. Our 64,000+ employees are our greatest differentiators.

We are proud of the progress we have made and are committed to building on it. Our sustainability commitments remain integral to creating lasting value for each and every one of our stakeholders. Backed by the best team in the industry, we will continue to focus on winning together by doing business the right way.

Thank you for your continued trust in Sherwin-Williams.

Heidi G. Petz

Heidi G. Petz

Chair, President and Chief Executive Officer



2025 at a Glance



Achieved zero recordable injuries at more than 4,700 sites



Increased renewable electricity to ~38% of total usage



Earned ~30% of Net sales from products with third-party, sustainability-related certifications or declarations



Reduced Scope 1 and Scope 2 emissions by 23% since our 2019 baseline



Transformed our life cycle assessment (LCA) process through automation



Attained a strong 76% engagement score on our global employee engagement survey, which informs planning to support the employee experience



Expanded our hybrid and electric vehicle usage, accounting for ~20% of our light-duty fleet worldwide



Supported more than 1,400 nonprofit organizations through employee giving and volunteerism



Signed a VPPA that will match nearly 100% of our electrical energy needs in the European Union starting in 2026



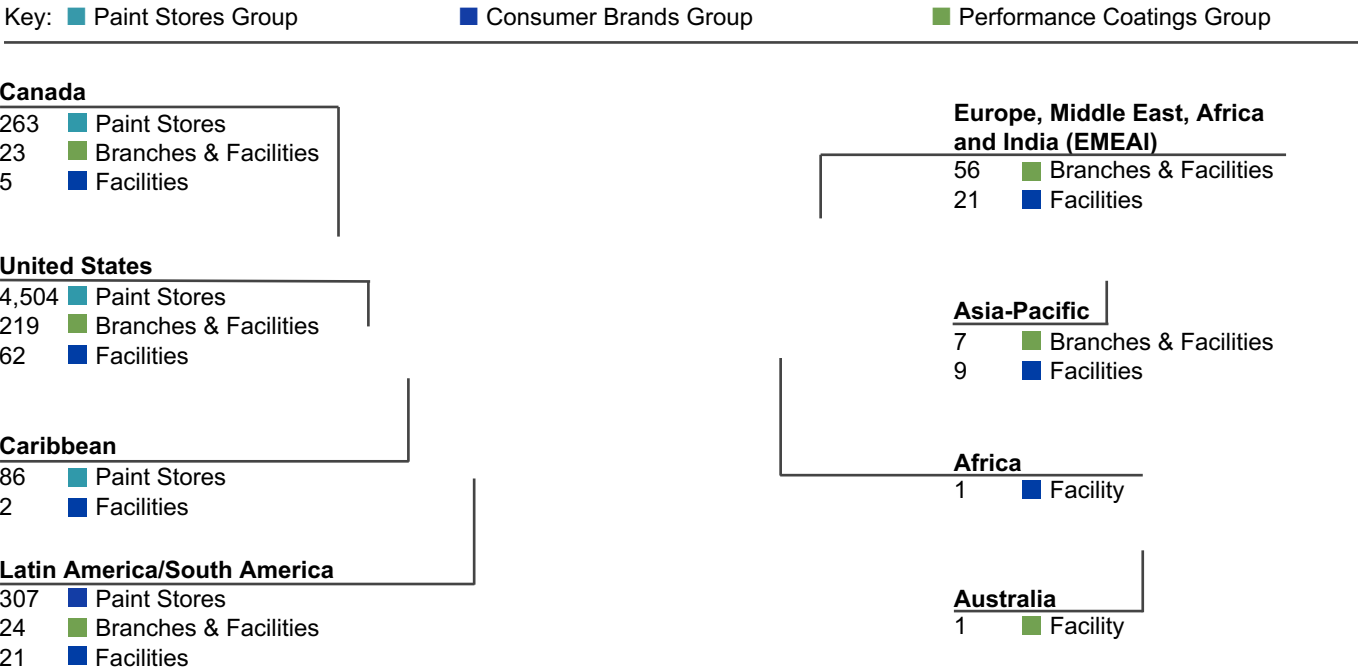
Earned the 2025 Gulf Energy Information Excellence Award for Best Coating/Corrosion Advancement Technology and the 2025 Vaaler Award from Chemical Processing for our Heat-Flex® AEB coating for storage tanks, process vessels and piping that addresses the potential hazard of corrosion under insulation

About Sherwin-Williams

The Sherwin-Williams Company (NYSE: SHW) is a global leader in the development, manufacture, distribution and sale of paint, coatings and related products to professional, industrial, commercial and retail customers.

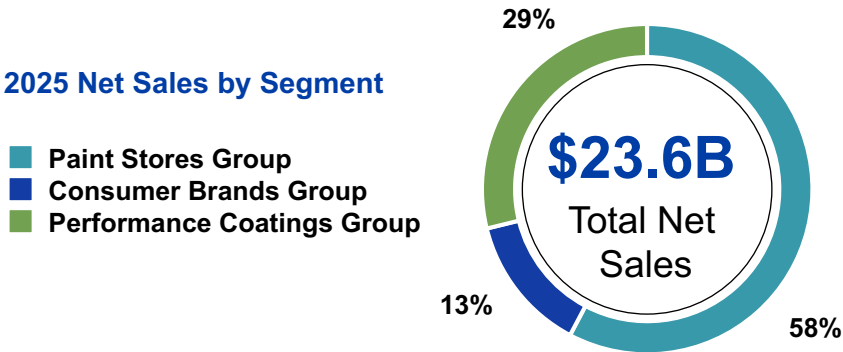
Founded in 1866 by Henry Sherwin and Edward Williams, our Company has spent generations creating a legacy of growth, creativity and innovation. With global headquarters in Cleveland, Ohio, Sherwin-Williams® branded products are sold exclusively through more than 5,600 Company-operated stores, branches and facilities, while our other brands are sold through leading mass merchandisers, home centers, independent paint dealers, hardware stores, automotive retailers and industrial distributors. We also supply a broad range of highly-engineered solutions for the construction, industrial, packaging and transportation markets in more than 120 countries around the world. Our employees – the pride of our Company – enable this work, bringing their technical expertise, customer service mindset, innovative energy and commitment to safety to all we do. The work of this team is frequently honored with [awards and recognitions](#), which can be found on our website.

Our Global Reach



Our Scale and Scope

2025 Net Sales by Segment



▶ **64,000+**
Employees

▶ **5,600+**
Stores, Branches and Facilities

▶ **120+**
Countries

▶ **130+**
Manufacturing and Distribution Facilities

Our Approach to Sustainability

Since our founding, Sherwin-Williams products have enabled durability and resilience, making sustainability an inherent part of our legacy. Today, sustainability continues to be embedded as one of our six [Enterprise Strategic Priorities](#) and is a core enabler of our Success by Design strategy.

We have conducted a thorough assessment of sustainability risks, impacts and opportunities for the business and impacts on certain sustainability metrics. This assessment is aligned with pending European Union sustainability requirements. Our process involved a range of key stakeholder representatives, including customers and suppliers across all three business segments, community partners, shareholders, senior leadership and employees from a broad set of functions. The topics below are aligned with this assessment. Additional information on our approach, methodology and outcomes is available on our [website](#).

Pillar	 Product Blueprint	 Environmental Footprint	 Social Imprint	 Governance and Ethics
How We Drive Progress	Integrate sustainability and life cycle thinking into product development to drive innovation, extend asset lifespan and deliver trusted performance	Drive operational efficiency and waste and emissions reduction through innovation, continuous improvement and expansion of renewable electricity use	Invest in the safety, health and well-being of our people while developing a strong, future-ready workforce	Support broad engagement and appropriate oversight across the Company, including our sustainability initiatives
Aligned Priority Topics	Product Stewardship Circularity	Climate and Carbon Environmental Remediation	Occupational Health and Safety Talent Acquisition	Ethics, Integrity and Compliance Data Privacy and Security

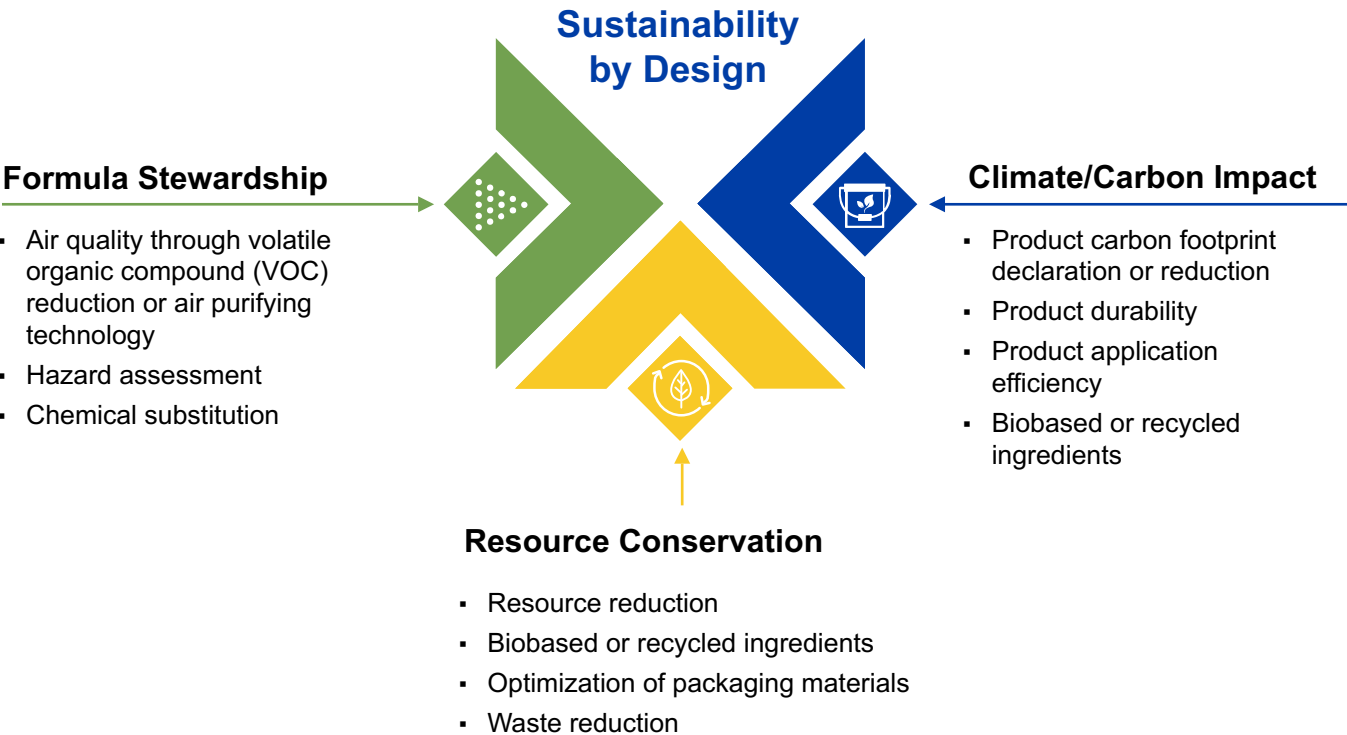
Product Blueprint

Our products safeguard physical assets, beautify interior and exterior spaces and preserve the trust our customers place in us. The solutions we deliver are shaped by real-world challenges and sustainability expectations, driving innovation that serves a purpose: helping customers achieve their goals for performance, durability and environmental responsibility. Third-party certifications independently validate this commitment, recognizing that our products meet rigorous standards and support customer success.

Our Approach to Product R&D

Our research and development (R&D) activities are driven by customer needs and emerging global regulations.

[Sustainability by Design](#) is our process for considering and incorporating sustainability attributes into our products. Through this program, which is an element of our Stage-Gate product development and reformulation process, we identify ways to incorporate sustainability attributes into our products while improving performance. Our Sustainability by Design process incorporates several key considerations, illustrated below. Our product teams use these considerations to design products that are aligned with customer needs and market trends.



Understanding Life Cycle Impacts

Sherwin-Williams is an industry leader in the use of life cycle assessments (LCAs).

We achieved third-party certification of in-house LCA tools and processes in 2016. In 2025, we brought automation to our LCA process, shortening the time it takes to complete an assessment from days to just minutes. While automation has simplified the LCA process, outputs of an LCA still include detailed information about a product’s potential environmental impact from raw materials sourcing, manufacturing, transportation and distribution, and end of life.

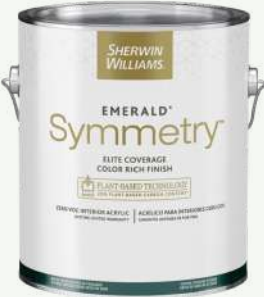
LCAs are a key input to environmental product declarations (EPDs) for the architectural, building materials and construction industries, which are validated by third parties. These documents provide information on a product’s environmental performance and eligibility for credit in green building programs such as Leadership in Energy and Environmental Design (LEED®). EPDs help specifiers and users compare products across various sustainability attributes.





BUILDER OF GOOD
Formulating for Real-World Performance
SARAH KELLEY, SENIOR PRODUCT MANAGER, INNOVATION

“ So much science goes into developing paint. We have talented scientists on our team who have dedicated years to bringing Emerald® Symmetry™ to life. Formulation matters, and it shows in the performance of this product. ”



To read more, visit our [website](#).

▶ Visit our website to learn more about our [formula stewardship process](#) and explore Sherwin-Williams products with [sustainability certifications](#).

Certifications in Lockstep with Customer Needs

Sherwin-Williams designs solutions for customers who want products that help them comply with global regulations, earn green building credentials and meet sustainability commitments.

Certifications are a clear way for us to communicate which products can help our customers achieve their goals. Expectations are continually rising. Net sales from products with third-party, sustainability-related certifications or declarations make up approximately 30 percent of our revenue, and today, many customers are seeking products with multiple sustainability certifications. Sherwin-Williams is adapting by offering products that meet these multi-attribute requirements, such as ProMar® 200 HP Zero VOC Interior Acrylic, which has an EPD, a Health Product Declaration, GreenGuard Gold and Master Painters Institute Certification.

~30%
Net sales from Products with Third-Party, Sustainability-Related Certifications or Declarations

Our products have earned certifications aligned with organizations that support green building and other programs, including:

- American Society of Heating, Refrigerating and Air-Conditioning Engineers (ASHRAE®)
- Building Research Establishment Environmental Assessment Methodology (BREEAM®)
- Collaborative for High Performance Schools® (CHPS)
- Cradle to Cradle Products Innovation Institute®
- EU Ecolabel
- Forest Stewardship Council® (FSC®)
- Green Globes®
- GEI and UL GREENGUARD
- HPD Collaborative
- International Green Construction Code®
- Leadership in Energy and Environmental Design (LEED®)
- Nordic Swan Ecolabel
- The Master Painters Institute® (MPI®) X-Green®
- USDA BioPreferred® Program
- WELL Building Standard®

Product sustainability certifications can be found on [Ecomedes, Inc.](#), an online platform that simplifies the product selection process for customers. Sherwin-Williams refreshed our Ecomedes homepage in early 2026 to streamline the customer experience, adding certification quick links and videos to guide customers to products that meet their needs. The Sherwin-Williams Ecomedes site also includes search capabilities for the Common Materials Framework, LEED® v5 and the U.S. Environmental Protection Agency’s (EPA) Environmentally Preferable Purchasing Program, all of which are in demand among our customers.

Cutting-Edge Coatings at AIA’s New Headquarters

When the American Institute of Architects (AIA) set out to open a new Global Campus for Architecture and Design, they wanted to create a campus that would demonstrate the association’s values. AIA is the world’s largest community of architects and design professionals.

The new headquarters, now open in Washington, D.C., is one of the first fully decarbonized major renovation projects in the U.S. It is on course to achieve LEED Platinum and WELL Building Standard certifications. Sherwin-Williams, a longtime innovation partner of AIA, played a role in this achievement. Our coating products, including ProMar® 200 Zero VOC and ProMar® 200 HP Zero VOC, were used throughout the building to meet air quality and environmental certification requirements. We are proud to be part of this living model for sustainable, wellness-focused design.



© Judy Davis, Architectural Photographer

Customer-Centered in All We Do

Product innovation at Sherwin-Williams begins by focusing on customer needs and market drivers. Then, we develop solutions to meet those needs – from protecting physical assets to operating more efficiently to furthering customer sustainability goals.

Helping achieve green building certifications

Sher-Loxane® 800, a high-performance epoxy siloxane hybrid finish suitable for a variety of substrates within construction and facility maintenance projects, aligns with the emissions and VOC requirements of LEED v5 standards. Nondetectable offgassing also makes it suitable for ISO 9001 cleanrooms, including semiconductor manufacturing.

Furthering carbon emissions reductions

Customers seeking energy savings and CO₂ emissions reduction may choose coatings that can be applied with lower cure times and temperatures. These include P544 Prime, an automotive direct-to-metal coating that is air dried.

Extending the life of assets

Our award-winning [Heat-Flex® AEB](#) coating replaces bulky insulation traditionally used on steel assets like storage tanks, process vessels, valves, fittings and piping – eliminating the risk of dangerous and costly corrosion under insulation.

Complying with emerging regulations

Finished wood products for indoor use must reduce formaldehyde emissions according to new regulations in the EU. Care Ultra™, a topcoat for kitchen cabinets and other furniture, is a reformulated solvent-based range of products designed to help achieve compliance with these regulations.

Aligning with market preferences

We continually review product formulas to align with evolving customer needs and expectations, as well as complying with new regulations. We work with suppliers to develop solutions that work in concert with our coatings. For example, Graco Low-Pressure Sprayers and Spray Tips can cut overspray by up to 70 percent, saving customers resources and money.

Balancing performance and sustainability

Introduced in 2026, Emerald® Symmetry™ combines high-performance coverage and mindful innovation. This zero VOC interior acrylic contains a minimum of 22 percent plant-based carbon content while delivering a premium finish in any color.

Innovating for the future

Collaborative research with academic institutions and industry groups continues to generate meaningful insights for our customers. For example, we are collaborating with the Center for Biofilm Engineering at Montana State University to develop a deeper understanding of bio-degradation of military coatings and identify strategies for enhanced coating performance.



Promoting indoor air quality

Products like [Accelera™ One](#), an advanced floor coating technology that cures rapidly and minimizes the release of VOCs during application, is ideal for healthcare facilities and other settings where reduced VOC emissions are desired.

Solutions for Post-Consumer Paint

Customers need a way to safely manage paint products that are left over after the completion of a project.

We help meet this need by participating in PaintCare®, a nonprofit program of the American Coatings Association. The program attempts to find the highest and best use for all paint it collects. About 80 percent of paint collected at PaintCare drop-off locations consists of latex-based products. Recovered paint can be recycled or used in the manufacture of other products. Oil-based paint, which makes up about 20 percent of what is collected, is generally sent to processors to use as fuel.

The PaintCare program continues to grow. The program now maintains drop-off sites in 11 states and the District of Columbia. Sherwin-Williams is among the program's largest supporters, with approximately 70 percent of Sherwin-Williams paint stores in these jurisdictions hosting PaintCare sites. Similar programs are now expanding internationally. For example, PaintCare UK, which is overseen by the British Coatings Federation, began conducting trials in 2026 with a nationwide rollout expected in 2027.



▶ Homeowners can reduce paint waste by purchasing only what they need for a job. Our [Paint Calculator](#) contains coverage guidelines so customers can accurately estimate how much to buy. Online how-to guides also provide useful information about topics like [proper storage](#) and [disposal of leftover paint](#).



Environmental Footprint

Our legacy is rooted in protection: designing products that last, so we can help conserve resources. This goal extends to how we operate. We are seeking to shift to renewable sources of energy and transport our products more efficiently as we strive to make our processes more sustainable. Beyond our facilities, we collaborate across the value chain, working with suppliers, customers and industry partners to accelerate progress toward a more resilient and responsible future.



Our Carbon Footprint in Context

Sherwin-Williams operates a multifaceted, global business that includes manufacturing and distribution facilities, paint stores, branches and offices, and a vehicle fleet. In addition to emissions from our direct operations, our value chain generates GHG emissions outside our operational control – commonly referred to as Scope 3 emissions. Outlined below are further details about these sources of GHG emissions.

 Upstream Scope 3	 Operations and Facilities		 Downstream Scope 3
	Scope 1	Scope 2	
• Supplier-related emissions	• Product manufacturing • Building heating and cooling • Fleet operations	• Energy purchased to power our facilities and stores	• Application/curing of certain types of coatings • Product end-of-life recycling and disposal
Challenges and Opportunities			
Upstream Value Chain Emissions from purchased goods and services are a function of how suppliers extract natural resources. Reducing these emissions may require new technology, capital investment, supportive regulatory policies and downstream acceptance of higher raw material cost.	Under Our Management We make strategic choices about which types of equipment to operate and energy sources to use. Examples of successes include incorporating hybrid vehicles into our sales fleet and renewable electricity into our manufacturing operations. Some sources of emissions are currently difficult to cost-effectively abate, such as our trucking fleet for long-distance hauling.		Downstream Value Chain We work closely with our customers to develop lower-GHG emission formulations and applications. Adoption of these technologies is often dependent on the pace of customer capital investment and acceptance.
Forward-Looking Actions			
• Working with top suppliers to understand their decarbonization commitments • Incorporating recycled or biobased ingredients into our products where feasible	• Increasing percentage of hybrid vehicles • Continuing to upgrade building systems • Optimizing shipping and distribution routes	• Installing on-site solar • Procuring renewable energy • Improving equipment efficiency	• Reusing manufacturing by-products • Developing formulations that enable lower-energy curing • Increasing on-site and in-store recycling • Supporting industry-wide product end-of-life programs

Emissions and Energy

Operational efficiency and renewable energy help reduce our carbon impact.

Our climate strategy follows a science-based approach and seeks to help limit global warming to below 2 degrees Celsius above preindustrial temperatures. We track and measure emissions in alignment with the World Resources Institute [GHG Protocol Corporate Accounting and Reporting Standard](#) and seek ways to drive efficiency as our business grows.

In 2025, we made continued progress toward our goal of a 30 percent reduction in absolute Scope 1 and 2 emissions by 2030. Efficiency projects across our manufacturing operations and stores included upgrades to compressed air systems, chillers and coolers; LED lighting retrofits; and pilots of a new building automation system and power quality system. We completed over 290 energy efficiency projects across these and other categories, which led to a combined annualized emissions reduction of approximately 5,600 metric tons of carbon dioxide equivalent (MTCO₂e).

As a global company, we design our initiatives to be leveraged enterprise-wide, and we seek to apply best practices across our operations and value chain. As part of our sustainability governance process, we regularly evaluate external GHG emissions reduction initiatives for potential relevance to our business and whether such initiatives may create value for our customers, employees, shareholders and the communities we serve.

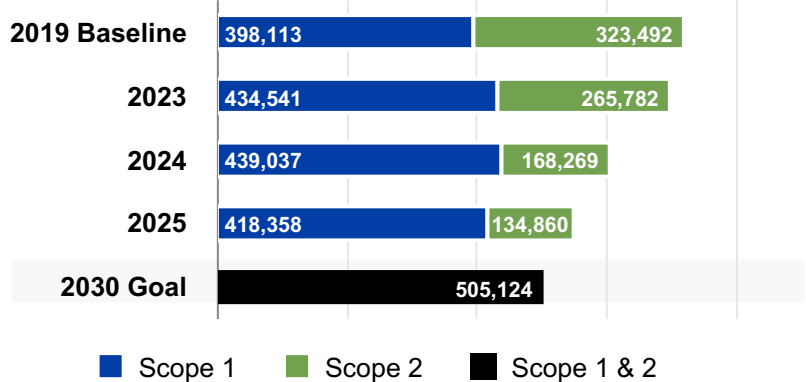
Emissions Reduction Goal

Reduce absolute Scope 1 and 2 GHG emissions by 30% by 2030

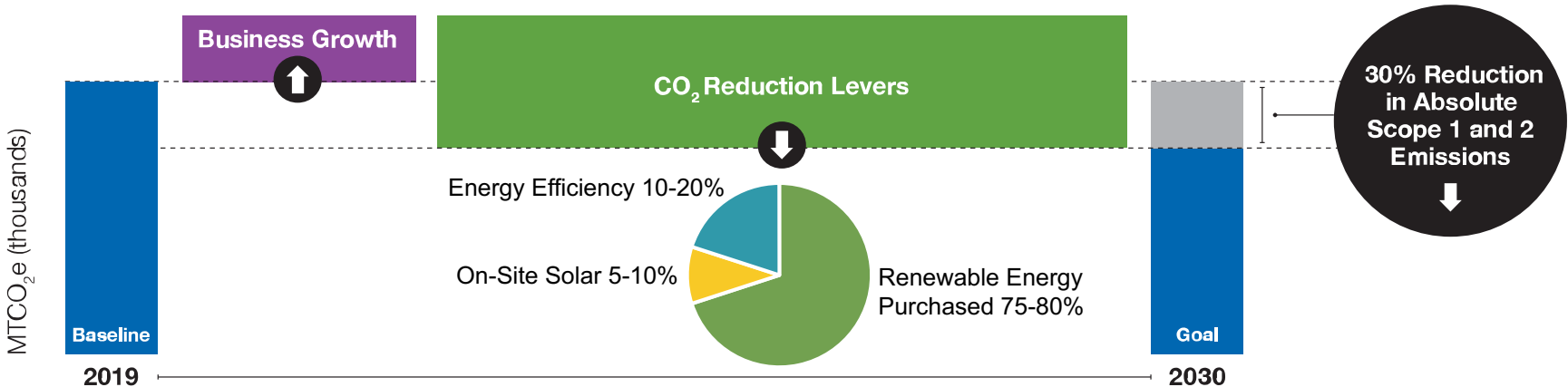
2025 PROGRESS

23% reduction in absolute Scope 1 and 2 GHG emissions

Total Scope 1 and Market-Based Scope 2 CO₂e Emissions (MTCO₂e)



Carbon Reduction Waterfall



▶ Explore additional environmental data in the [Appendix](#).

Renewable Energy Gaining Momentum

Investing in and installing electricity generation systems utilizing renewable energy is an important part of our Scope 2 emissions reduction strategy. We have a multidimensional approach that includes on-site solar energy, virtual power purchase agreements (VPPAs) and other forms of renewable energy procurement, such as renewable energy certificates (RECs).

In 2025, we signed a new VPPA that will match nearly 100 percent of our electrical energy needs in the EU starting in 2026. Our North American VPPA also generated a full year of RECs.

As of the end of 2025, our manufacturing operations had 13 on-site solar installations online in multiple regions. This contributes to 26 total projects expected to become operational over the next few years. In addition, several retail paint stores have on-site solar. We are evaluating additional on-site retail opportunities in areas with available ground or roof space and supportive policies for renewable installations.

Fleet Optimization

Sherwin-Williams delivers products through a multichannel distribution network, shipping materials between manufacturing facilities and to distribution centers, paint stores and customers. These deliveries are supported primarily by our Company-owned fleet of tractor-trailers, with third-party carriers used as needed. Our trucking fleet participates in the U.S. EPA SmartWay program, supporting efforts to improve efficiency and reduce transportation-related emissions through equipment upgrades, fleet optimization and collaboration with SmartWay-aligned carriers.

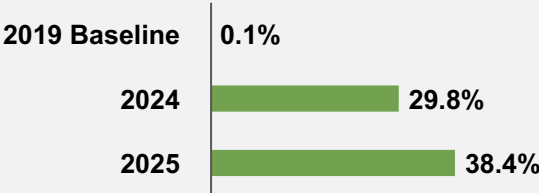
In addition to our trucking fleet, we operate a fleet of several thousand passenger vehicles that our sales teams use to travel within their field areas. As of the end of 2025, approximately 20 percent of these light-duty vehicles worldwide were hybrid or electric vehicles. We intend to increase our proportion of hybrid vehicles over the next few years.

Renewable Electricity Goal

Increase electricity from renewable sources to 50% of total usage by 2030

2025 PROGRESS
38.4% of total electricity consumption met or matched from renewable energy

Renewable Energy
(Percent of Total Electricity)



Understanding Scope 3 Emissions

We recognize that meaningful progress requires not only improving our own operations, but also collaborating across our value chain. By partnering with suppliers, customers and other stakeholders, we strive to drive further advancements in environmental performance.

Most of our emissions are concentrated within two key Scope 3 categories: Category 1 – Total Purchased Goods and Services, which is primarily made up of the raw materials we procure, and Category 10 – Processing of Sold Products, which stems from the energy used to apply certain types of industrial coatings. These categories represent significant opportunities and challenges, as described on page 11.

Rather than setting a formal goal in this area, our approach is to focus on actions within our control. For Category 1, we actively engage with suppliers to assess and encourage their decarbonization commitments. Of our top 60 percent of raw material suppliers by spend, 76 percent have set Scope 1 and 2

emissions reduction goals. Based on the most recent publicly available information, these suppliers have made an average of 22 percent reduction in Scope 1 and 2 emissions since they have set their baselines. We continue to explore opportunities to source biobased and/or recycled ingredients, such as the plant-based technology of Emerald® Symmetry™ Interior Acrylic, which LCAs calculate may carry a lower carbon emissions profile. Sherwin-Williams will continue collaborating with suppliers to understand how their actions impact our Scope 3 emissions and exploring opportunities to further reduce our collective environmental footprint.

Scope 3, Category 10 – Processing of Sold Products, is also an area of focus. We innovate products that can be applied with [lower cure times and temperatures](#). For example, our P544 Prime DTM Speed Elite for vehicle refinishing has air-drying technology that can reduce application time by up to 30 minutes, thereby lowering energy consumption and reducing GHG emissions associated with primer application compared to forced air drying.

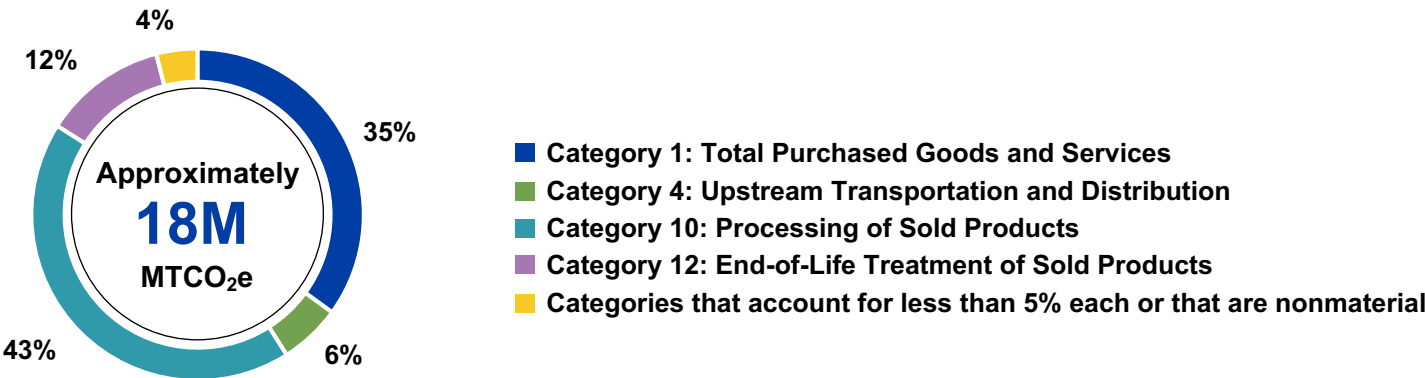


“ We have always appreciated the principles of sustainability, and we have made meaningful progress. It is rewarding to have momentum across the organization and the resources behind it to equip us for the future. ”

To read more, visit our [website](#).



Estimated Scope 3 Emissions^{1,2}



1. We have completed an analysis of all 15 categories for relevancy, and details are available on our [website](#).
2. 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.

Waste and Water Management

Our approach to waste management begins with our focus on quality so that minimal materials are discarded during production.

This extends to the stores where products are sold, as well as the end-of-life options for materials such as packaging. Recent areas of progress in managing operational waste include a new, proprietary wash cycle calculator. Prior to developing this tool, operators had to estimate the amount of rinse water needed to clean a tank. Now, they can work with more precise quantities, reducing water withdrawal and wash water generation and improving batch yields.

In 2025, Sherwin-Williams also partnered with the U.S. Department of Energy to pilot waste training for operations and engineering personnel at one of our sites in Chicago. Working with a specialty waste contractor, the site developed a long-term process map for contributing to our corporate waste intensity reduction goal.

In Sherwin-Williams paint stores, we continued to optimize waste pickups, offer recycling and manage disposal of carpet, the greatest contributor to paint store waste volumes. At store locations that we own, or where lease arrangements enable us to manage contracts for waste and recycling, 73 percent participate in municipal recycling of commodities including cardboard, paper and plastic. The Company continues to expand recycling where possible every year. We also reduced food waste to landfill at two of our offices in Northeast Ohio. These sites work with a local service provider to compost cafeteria waste. Since joining the program about three years ago, the two sites have collected more than 60,000 pounds of waste for composting.

While we have taken steps to improve waste management practices, these actions have not yet resulted in meaningful progress toward our goal. In 2026, we intend to reassess our current goal to ensure it is actionable and reflects our current operations and strategic outlook.

► [Learn more about our approach to water stewardship on our website and read our response to the Taskforce on Nature-related Financial Disclosures.](#)

Waste Intensity Goal

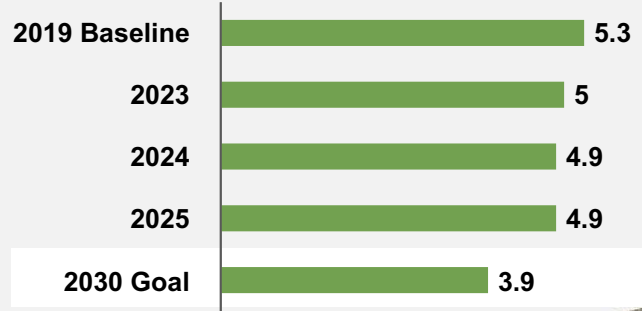
Reduce waste disposal intensity by 25% by 2030

2025 PROGRESS

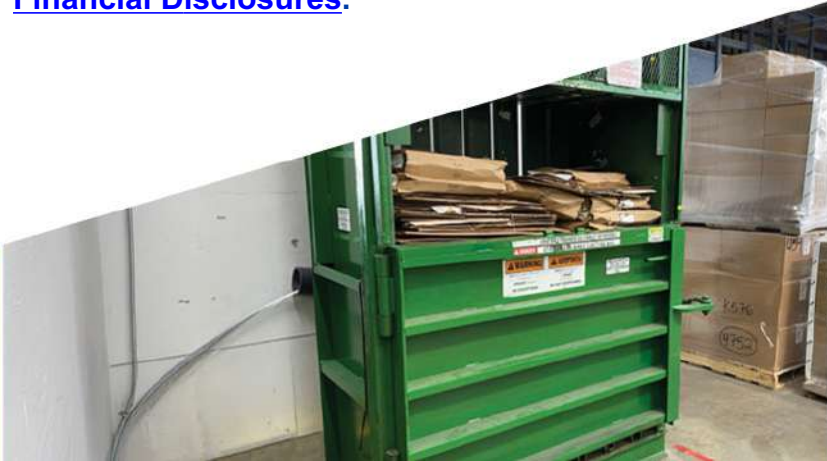
7% reduction in waste disposal intensity

Waste Disposal Intensity¹

(Metric Tons per 100 Metric Tons Produced)



1. Waste performance does not include customer-generated flooring waste.



Social Imprint

While customers and consumers may know Sherwin-Williams for our industry-leading products, our greatest asset is the people behind them. We strive to positively impact people and communities around the world through rewarding careers, safe workplaces and opportunities to engage and grow. We invest in the safety, health and well-being of our employees, providing the training and resources they need to return home safely each day and support their families. Guided by a culture that values possibilities, excellence, care and winning together, we aim to create a workplace where everyone thrives.



Safe and Responsible Operations

Fostering a safe work environment is everyone's responsibility at Sherwin-Williams.

We aspire to achieve zero injuries, zero incidents and zero nonconformances – what we call our Vision of Zero. Sherwin-Williams promotes shared responsibility and collaboration across our operations for environmental, health and safety (EHS) initiatives. Our [Global EHS Policy](#) is the cornerstone of this goal, and our global EHS Management System (EHSMS) guides implementation. This system serves to give our sites a common roadmap for best practices and articulates the processes in place to maintain a safe and healthy environment. The EHSMS helps ensure we all work from the same playbook, abide by the same standards and improve workplaces in the same way. Every Sherwin-Williams employee undergoes safety training that is designed for their respective role and responsibilities. This includes learning to identify and address hazards and making use of technologies and processes that help promote safety.

Effective processes and active employee involvement and empowerment are critical to ensuring safety. We promote safety awareness Company-wide, maintain ongoing communication and continually seek new ways to engage our team.

Learn more about [safety processes and procedures](#) on our website.

2025 Safety Performance

85%
of Employees Responded Favorably to “Sherwin-Williams Is a Safe Place to Work” on the Employee Engagement Survey, Indicating Strong Results

4,400+
Paint Stores Group Retail Stores with No Recordable Injuries

51
ISO 14001 Certified Sites

0.4
Department of Transportation Reportable Fleet Accidents per Million Miles Driven

60+
Global Supply Chain Sites with No Recordable Injuries

250+
Performance Coatings Group Facilities and Automotive Branches with No Recordable Injuries

0
Fatalities



Occupational Safety

In 2025, we continued to prioritize the prevention of Serious Injuries and Fatalities (SIFs), including SIF-potential events. These incidents, while relatively infrequent, carry the greatest risk to life and health. Our approach includes identifying, evaluating and mitigating high-risk tasks so resources are directed where they can have the most impact.

Through this work, we identified several dominant risk mechanisms and implemented targeted actions across our operations. In our manufacturing operations, for example, we reduced contact injuries by increasing awareness and reinforcing controls related to machine guarding hazards. In distribution and retail, we identified opportunities within material handling equipment operations, including forklifts, that have led to speed reductions, enhanced collision monitoring and trials of proximity-sensing technology to mitigate collision risk.

Throughout our Global Supply Chain operations, we continued to actively engage EHS and Operations leaders globally to share best practices and learnings from incidents. These efforts were supported by monthly technical training sessions focused on strengthening the knowledge, skills and capabilities of our teams. Additionally, regional meetings focused on technology-specific risks and opportunities helped drive alignment across the organization and further improve hazard awareness, risk recognition and risk reduction. In addition, we continued to communicate significant and serious incidents across all locations.

By aligning our prevention efforts to SIF potential and Hazard Identification and Risk Assessment (HIRA) methods, we strengthened our ability to proactively reduce life-altering injuries and fatalities rather than relying solely on traditional lagging indicators.

Our Paint Stores Group enhanced its safety approach by implementing a new action tracking process leveraging our EHS data management system to find, track and close safety opportunities. During the first year of using this process, more than 10,000 action plans were created across more than 4,800 stores, with about 83 percent already closed. Paint store teams also relaunched safety committees at the district level, providing resources that committees could use to engage stores within their districts. Within less than a year, committees logged over 2,000 safety activities, including publishing newsletters, holding on-site training and conducting audits within stores.

Continuous evaluation of trend data provides insights into where program updates and new initiatives are needed. In 2025, these included continued investments in material handling equipment, like van ramps, power carts and hoist systems, that reduce the need for manual lifting and therefore help decrease the risk of ergonomic injury. Considering the probability of slip injuries during the winter months and to support proactive safety planning, our Paint Stores Group organized a five-week safety training program for employees on how to drive and walk safely over snow and ice. Likewise, our Performance Coatings Group has instituted global monthly training sessions focused on lab risks.

Process Safety Management

Sherwin-Williams provides tools, training and resources for applicable sites to continuously improve process safety management (PSM), or the prevention of facility-wide accidents. We review our PSM performance on a routine basis, continue to invest in PSM-related improvements and closely manage change processes and apply robust engineering standards.

Our process safety approach includes process hazard analyses (PHA). In 2025, we strengthened PHA methodology by enhancing how we proactively analyze risk scenarios and the measures needed to realize our Vision of Zero. We adjusted our PSM incident classification definitions to align with the American Petroleum Institute Incident Classification system, expanding reporting into additional tiers. This alignment has increased visibility and awareness of process safety events, resulting in more focused, consistent and accurate reporting.

Fleet Safety

Drivers of tractor-trailers, delivery vehicles and passenger vehicles in our fleet manage risks related to traffic, road and material handling safety. Many drivers are also responsible for loading and unloading deliveries from our vehicles. Accordingly, our fleet safety programs focus not only on safe driving, but also on ergonomic improvements, delivery site safety and regulatory compliance.

In 2025, we added several trainings and resources specifically for drivers of large trucks in our Contract Transportation Systems (CTS) fleet. The trainings addressed scenarios commonly encountered by tractor-trailer drivers, including safely navigating confined areas such as parking lots and loading docks and making turns in high-traffic areas.

We also completed a campaign to protect drivers while climbing in and out of their trailers. Brightly painted indicators now show workers when they are nearing the edge of a trailer, while ergonomic straps ensure that drivers have three points of contact when entering and exiting. We also regularly inspect and repair all trailer steps to further enable safe movement.

Safety communications include an annual driver safety meeting, monthly calls with our National Driver Safety Committee and regular safety audits, site visits and leadership calls with our CTS team. We launched a monthly video newsletter for all CTS drivers covering fleet updates, safety metrics and other announcements. In our Paint Stores Group, we launched a revised Department of Transportation compliance training program and organized a program for drivers called “Be on the Lookout,” where leaders sent out weekly reminders of hazards and held regular touchpoints to discuss ways to further improve performance.



BUILDER OF GOOD
**Delivering Reliability,
One Mile at a Time**
GREG ALBANOWICZ, DRIVER

“Reliability is very important. I built relationships with my customers, and they started asking me to make their deliveries because they trust that I will get there on time and with everything they need.”

To read more, visit our [website](#).

Industry Recognition for Safe Driving

We are proud to be a leader in the trucking industry for consistent safe driving performance. In 2025, our fleets were recognized with a number of safety awards, including a National Private Truck Council Award for Large Fleets for accident performance and a Pennsylvania Motor Trucking Association Great West Safety Award for outstanding achievement in highway safety.



Talent & Culture

Strengthening our team is an Enterprise Strategic Priority.

Sherwin-Williams draws on our long and stable history as we work to be the Employer of Choice. This strong foundation gives us the confidence to innovate and become more agile for the future. Respecting and leveraging everyone's perspectives contributes to industry-leading innovation and a trademark customer service experience.

We are committed to attracting, engaging, retaining and developing our world-class talent; fostering a culture of belonging; and empowering every employee to Create Your Possible™ by supporting them in the three pillars of Life, Career and Connection. While this employee value proposition is global, Sherwin-Williams has adapted our recruiting strategies to reflect a more localized approach. Local team members are encouraged to speak about what Create Your Possible™ means to them and carry out localized campaigns and partnerships to attract talent in countries

and markets around the world. For example, our team in China organized year-round physical and mental well-being programs, facilitating employee upskilling for individual development, organizing employee appreciation opportunities and advancing regional talent initiatives to support employee growth, recruitment and long-term skill building across the region.

Benefits for a Balanced Life

In 2025, we developed a new global well-being strategy to support all employees, which we introduced in early 2026. The new platform gives employees access to engaging tools and resources to make health management simpler and increase adoption of existing programs, leading to better health outcomes. Our global [Total Rewards](#) package includes medical insurance, retirement and savings plans, paid time off and an employee recognition platform to help strengthen our culture of recognition and appreciation. We also offer a global Employee Assistance Program that provides resources to support mental health, stress management, emotional fitness, work-life balance and other everyday needs.

Beyond these global benefits, we enhanced certain benefits at the beginning of 2026 for U.S.-based employees, including an increase in the long-term disability benefit and in the number of child and elder back-up care days. We also added a digital program to support cardiovascular health and introduced a new surgery program that will give employees access to high-quality care and personalized support for select surgeries.

Resources to Guide a Career

Sherwin-Williams continues to expand and enhance how we hire, develop and prepare people to lead. For example, in 2025 we leveraged technology to simplify the application process for candidates, which resulted in a nearly 10 percent reduction in the time required to complete an application. Internal promotion and progression are important at Sherwin-Williams, so we have improved our internal opportunity marketplace to support employees in finding their next role within the Company. We introduced new, individualized experiences designed to help employees deepen their skills and broaden their capabilities at every stage of their careers. Initiatives include a one-on-one coaching program, a skills platform and function-specific programs that help employees identify and build the capabilities most relevant to their aspirations.



76%

Employee Engagement Index Score from the Global Employee Engagement Survey, considered a strong score compared to peer benchmarks

These enhanced offerings reinforce our commitment to providing impactful, continuous opportunities for learning and advancement. In response to employee feedback, we introduced Guild Education in 2024, as a benefit for U.S.-based employees that offers bachelor's degrees, associate degrees and certificates for in-demand fields, with tuition fully paid by our Company. Engagement among eligible employees has been meaningful, with more than 3,300 employees actively enrolled in an academic program through the end of 2025, of which 1,400 have achieved program completion.

Building a Lasting Connection

The third pillar of Create Your Possible™ is Connection, and it refers to the relationships and sense of belonging we cultivate among people and teams. One important way employees connect is through employee-led communities, which we refer to as Create Your Possible Networks. These are open to all employees and have a shared purpose of driving professional development, employee engagement and business results. Networks fall into three categories:

- Business Resource Groups – Drive customer and community engagement through partnerships, volunteerism and events
- Culture & Engagement Groups – Bring employees together around shared local priorities by district, function, site or region, such as health and wellness or community engagement
- Employee Resource Groups – Focus on professional development, business alignment and networking while strengthening our culture of belonging

These groups support our business goals in multiple ways, from creating connection and collaboration among teams to engaging employees across roles and regions. Our employee-led networks draw from a broad range of communities, enabling us to build stronger connections with customers and create pathways to prospective talent. Participation also helps drive employee

satisfaction: in our 2025 engagement survey, employees who actively participate in Create Your Possible Networks scored higher on perceptions of opportunities to learn and grow, meet career goals and play an active role in their career development.

The growth of Create Your Possible Networks has created leadership opportunities for people at all levels. In 2025, we organized multiple events for network leaders, including CEO Forums on Belonging & Culture, designed as opportunities for authentic dialogue between employees and Company leaders. An inaugural Enterprise Summit brought together network leaders across global regions to action plan for 2026. The goal of the session was to develop innovative solutions to support employees in Life, Career and Connection by providing exposure across business units and collaborating on mentorship programs for early-career professionals. The Summit's virtual format allowed for interaction among a large group of employees who would not otherwise have been able to connect and build an action plan that supports the global employee experience.



Strengthening the Employee Experience

enABLE, an employee-led network, was launched in 2025 to support employees with seen and unseen disabilities. The group's objective is to enhance employee experience through innovation, education and awareness. enABLE empowers employees to share personal workplace experiences and leverage Company resources, allowing a safe space for members. The group's board is a cross-functional team, including a store manager, IT specialist, sales representatives and human resources business partners.

450+

Create Your Possible Network Chapters

600+

Events Focused on Financial Well-Being, Leadership and Skill Development, Mentorship, Community Outreach and Customer Engagement

Community Engagement

For decades, The Sherwin-Williams Foundation and our employees have been making a positive impact in our communities around the world.

In 2025, we refreshed our community giving to focus on causes that more closely align with our industry expertise. These three strategic focus areas represent our Giving Pillars and reflect where we believe we can make the greatest difference for our neighbors:



Enabling healthy housing and well-being

We support access to healthy housing and programs designed to foster the economic and physical well-being of children and families. For example, we sponsored a Greater Cleveland Habitat for Humanity Home Build, which will help a local family purchase a new house with an affordable mortgage. Additionally, a team collected food and supplies for those in need in Xuân Lộc, Vietnam.



Advancing a skilled workforce

We invest in education and training programs that empower individuals with the skills needed to thrive in our industry. In addition to our continued involvement in our HomeWork initiative, in 2025 we partnered with Entryway in Houston and Dallas, Texas, to provide painter training and other job skills development for individuals and families at risk of or experiencing homelessness.



Beautifying and preserving community assets

We enhance and preserve public spaces and select landmarks, enriching the quality of life in our communities. For example, we contributed to restoration of the Madeleine Bell Tower in Tournus, France, and to the creation of an international sculpture in Szamotuły, Poland, as part of an annual community festival.

Giving back also creates opportunities for employees to build connections with one another within the communities where they live and work. We support employee participation through tools such as a matching gift program, streamlined payroll deduction and organized giving campaigns.

2025 Community Giving

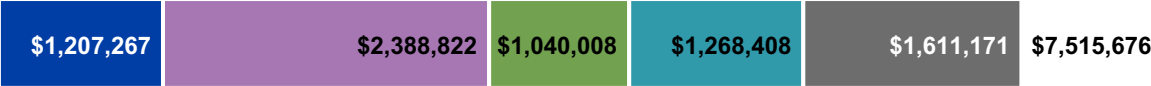
\$7,515,676

Total Giving

1,400+

Nonprofit Organizations Supported

- Operating Divisions In-Kind Giving
- Operating Divisions Cash Giving
- The Sherwin-Williams Foundation Grants
- The Sherwin-Williams Foundation Matching Gifts
- Employee Giving



Recognizing Outstanding Volunteer Participation

OnHand, a micro-volunteering app, recognized Sherwin-Williams with its 2025 Rising Volunteer Leader Award. This award acknowledges a company that has demonstrated significant growth in volunteerism over the past year. The Consumer Brands Group team in EMEA uses OnHand to empower individuals to take practical actions on a regular basis that can add up to meaningful impact. Since launching the platform in 2024, 96 percent of team members have participated, implementing a total of more than 120,000 actions.



Governance and Ethics

For more than a century, Sherwin-Williams has built a reputation as a company our stakeholders can trust. We work to uphold that trust every day through strong governance practices and high expectations for our leaders, employees and suppliers. As the world continues to evolve, we are committed to remaining true to our tradition of doing what is right.



Corporate Governance

Our [corporate governance](#) practices and policies are designed to enable our [Board of Directors](#) to set objectives, monitor performance and strengthen accountability of the board and management.

Our [Code of Conduct](#) sets clear expectations for responsible business practices across our global workforce. Employees have a responsibility to report actual or potential legal, policy or ethics violations, as well as any type of harassment, threat or safety concern. EthicsPoint is our independent, third-party ethics helpline that allows for confidential and anonymous reporting where permitted by law. Annual global compliance

training reinforces these expectations and helps foster integrity among employees.

Our [Supplier Code of Conduct](#) applies globally and establishes expectations for ethical conduct, legal compliance, environmental responsibility and respect for human rights across our supply chain. Our [Human Rights & Human Trafficking Policy](#) establishes requirements for our employees regarding the prevention of forced labor, child labor and human trafficking, and conveys our commitment to work with suppliers to ensure human rights are respected at all levels of our supply chain.

EHS oversight is supported by our [Global EHS Policy](#), which outlines our commitment to safe workplaces, regulatory compliance and responsible operations.

► **Additional information on our corporate governance practices, including board composition, committee structure and oversight responsibilities, is available in the latest [Proxy Statement](#) and at investors.sherwin-williams.com, where we also maintain a comprehensive library of governance documents.**

Appendix



Cautionary Statement Regarding Forward-Looking Information

Certain statements contained in this report constitute “forward-looking statements” within the meaning of federal securities laws. These forward-looking statements are based upon management’s current expectations, predictions, estimates, assumptions and beliefs concerning future events and conditions and may discuss, among other things, anticipated future performance (including sales and earnings), expected growth, and future business plans. Any statement that is not historical in nature is a forward-looking statement and may be identified by the use of words and phrases such as “anticipate,” “aspire,” “believe,” “could,” “estimate,” “expect,” “goal,” “intend,” “may,” “plan,” “potential,” “project,” “seek,” “should,” “strive,” “target,” “will,” or “would” or the negative thereof or comparable terminology.

Readers are cautioned not to place undue reliance on any forward-looking statements. Forward-looking statements are necessarily subject to risks, uncertainties and other factors, many of which are outside our control, that could cause actual results to differ materially from such statements and from our historical results, performance and experience. These risks, uncertainties and other factors include such things as: general business and economic conditions in the United States and worldwide; inflation rates, interest rates, unemployment rates, labor costs, healthcare costs, recessionary conditions, geopolitical conditions, terrorist activity, armed conflicts and wars, public health crises, pandemics, outbreaks of disease and supply chain disruptions; shifts in consumer behavior driven by economic downturns in cyclical segments of the economy; shortages and increases in the cost of raw materials and energy; catastrophic events, adverse weather conditions and natural disasters (including those that may be related to climate change); disruptions to

our information technology systems, including due to digitization efforts or cybersecurity incidents; our ability to attract, retain, develop and progress a qualified global workforce; the loss of any of our largest customers; increased competition or failure to keep pace with developments in key competitive areas of our business; our ability to successfully integrate past and future acquisitions into our existing operations; risks and uncertainties associated with our expansion into and our operations in South America, Asia, Europe and other foreign markets; policy changes affecting international trade, including import/export restrictions and tariffs; our ability to achieve our strategies or expectations relating to sustainability considerations, including as a result of evolving legal, regulatory and other standards, processes and assumptions, the pace of scientific and technological developments, increased costs, the availability of requisite suppliers, energy sources, or financing and changes in carbon markets and carbon accounting rules; damage to our business, reputation, image or brands due to negative publicity; the infringement or loss of our intellectual property rights or the theft or unauthorized use of our trade secrets or other confidential business information; a weakening of global credit markets or changes to our credit ratings; our ability to generate cash to service our indebtedness; fluctuations in foreign currency exchange rates and changing monetary policies; our ability to comply with a variety of complex U.S. and non-U.S. laws, rules and regulations; increases in tax rates, or changes in tax laws or regulations; our ability to comply with numerous, complex and increasingly stringent domestic and foreign health, safety and environmental laws, regulations and requirements; our liability related to environmental investigation and remediation activities at some of our currently- and formerly-owned sites;

the nature, cost, quantity and outcome of pending and future litigation, including lead pigment and lead-based paint litigation; and the other risk factors discussed in Item 1A of our most recent Annual Report on Form 10-K and our other reports filed with the SEC.

Readers are cautioned that it is not possible to predict or identify all of the risks, uncertainties and other factors that may affect future results and that the above list should not be considered a complete list. Any forward-looking statement speaks only as of the date on which such statement is made, and we undertake no obligation to update or revise any forward-looking statement, whether as a result of new information, future events or otherwise, except as otherwise required by law.

This report and related information made available on or through our website does not cover all information about our business. The inclusion of information or references in this report, including the use of “materiality,” “significant” or similar terms, should not be construed as a characterization regarding the materiality or importance of such information to our business or financial results or that such information is necessarily material to investors or other stakeholders for purposes of U.S. federal or state securities laws and/or any other federal, state or foreign laws, regulations and requirements (unless otherwise expressly so stated).



Cautionary Statement Regarding Forward-Looking Information, Continued

The goals and targets presented in this report or that are made available on or through our website are aspirational and not guarantees or promises that such goals and targets will be achieved. In addition, historical, current and forward-looking information included in this report may be based on standards, methodologies and practices for measuring progress that are still developing, internal controls and processes that continue to evolve, and estimates and assumptions that are subject to change. Accordingly, such historical, current and forward-looking information, including goals and targets and underlying estimates, assumptions and data, may be subject to modifications in future reports due to such developing standards, methodologies, practices and controls and processes. For example, the percent of revenue derived from products with third-party sustainability certifications is based primarily on single attribute certifications provided by third-party certifying entities on a product-by-product basis. The standards and methodology for obtaining these certifications are controlled by the certifying entity and are subject to change. In addition, many factors affect the Company's selection of product certifications, which is subject to change as standards, methodologies, data quality, and general business and economic changes occur.

Certain sustainability- and environmental-related historical data for dates and periods prior to 2025 presented, discussed, referenced or otherwise included in this report has been revised to reflect updates made as a result of our internal review processes and developing standards, methodologies, practices, and processes and controls. However, neither future distribution of this report nor the continued availability of this report in archive form on our website should be deemed to constitute an update or re-affirmation of this data as of any future date. Any future update will be provided only through a public disclosure indicating that fact. Any reference to the Company's support of, work with, or collaboration with a third-party organization within this report does not constitute or imply an endorsement by the Company of any or all of the positions or activities of such organization.



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 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.

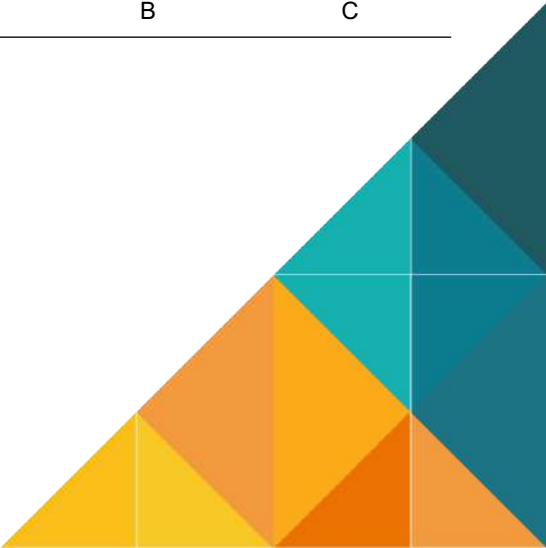
To ensure a consistent year-over-year comparison, we have restated our 2024 emission data using this updated methodology.

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 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		
	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. • "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
	Shareholder Rights Plan	No	No	No
Public Policy and Political Engagement	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.

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



The Sherwin-Williams Company – GRI Index, Continued

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

The Sherwin-Williams Company – GRI Index, Continued

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

The Sherwin-Williams Company – GRI Index, Continued

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



The Sherwin-Williams Company – GRI Index, Continued

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



The Sherwin-Williams Company – GRI Index, Continued

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

The Sherwin-Williams Company – GRI Index, Continued

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	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. 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. 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.
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

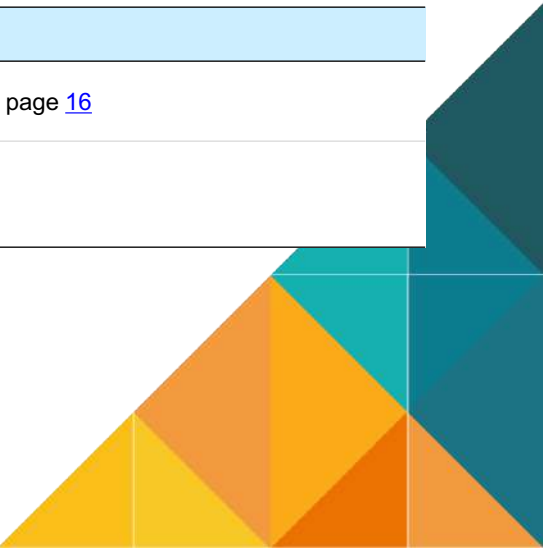
The Sherwin-Williams Company – GRI Index, Continued

GRI Standard	GRI Disclosure	Location/Response
305-3	Other indirect (Scope 3) GHG emissions	Approximately 18M 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



The Sherwin-Williams Company – GRI Index, Continued

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



The Sherwin-Williams Company – GRI Index, Continued

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%

The Sherwin-Williams Company – GRI Index, Continued

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

The Sherwin-Williams Company – GRI Index, Continued

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	Political Engagement Policy 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. 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.
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

The Sherwin-Williams Company – SASB Index

Sherwin-Williams is reporting to the SASB Standards to bring industry-specific rigor to our sustainability disclosure. We are reporting to the Chemicals standard which most closely aligns with the business.

Accounting Metric

Topic	Accounting Metric	Category	Unit of Measure	Code	Response
Greenhouse Gas Emissions	Gross global Scope 1 emissions, percentage covered under emissions-limiting regulations	Quantitative	Metric tonnes (t) CO ₂ e, Percentage (%)	RT-CH-110a.1	2025 Sustainability Report > Total Scope 1 and Market-Based Scope 2 CO ₂ e Emissions, page 12 ; Investor Sustainability Summary, page 26 Currently, no portion (0%) of emissions is under emissions-limiting regulations.
	Discussion of long- and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	Discussion and Analysis	n/a	RT-CH-110a.2	2025 Sustainability Report > Emissions and Energy, page 12
Air Quality	Air emissions of the following pollutants: (1) NO _x (excluding N ₂ O), (2) SO _x , (3) volatile organic compounds (VOCs), and (4) hazardous air pollutants (HAPs)	Quantitative	Metric tonnes (t) Percentage (%)	RT-CH-120a.1	1. In 2025, we emitted 643 metric tons of NO_x. 2. In 2025, we emitted 339 metric tons of SO_x. 3. Across our manufacturing and blending facilities, 1,388 metric tons of VOCs were emitted in 2025. Stationary and mobile combustion sources accounted for an additional 3,179 metric tons of VOCs in 2025. 4. Sherwin-Williams is not a significant emitter of HAPs.
Energy Management	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable and (4) total self-generated energy	Quantitative	Megawatt hours (MWh) Percentage (%)	RT-CH-130a.1	2025 Sustainability Report > Renewable Energy Gaining Momentum page 13 ; Investor Sustainability Summary, page 26



The Sherwin-Williams Company – SASB Index, Continued

Accounting Metric

Topic	Accounting Metric	Category	Unit of Measure	Code	Response
Water Management	(1) Total water withdrawn, (2) total water consumed; percentage of each in regions with High or Extremely High Baseline Water Stress	Quantitative	Thousand cubic meters (Thousand m³), Percentage (%)	RT-CH-140a.1	2025 Sustainability Report > Investor Sustainability Summary, page 26
	Number of incidents of non-compliance associated with water quality permits, standards and regulations	Quantitative	Number	RT-CH-140a.2	CDP Corporate Questionnaire 2025, section C9 The Company has thousands of locations globally and, like other multinational corporations, experiences occasional allegations of noncompliance with water discharge regulations and permits. In those cases, the Company works with applicable authorities to resolve any allegations of noncompliance to the mutual satisfaction of the parties. We had five documented incidents of noncompliance associated with water quality permits, standards and regulations initiated in 2025. These issues were addressed and corrected with the appropriate agency.
	Description of water management risks and discussion of strategies and practices to mitigate those risks	Discussion and Analysis	n/a	RT-CH-140a.3	CDP Corporate Questionnaire 2025, section C9 Using the WRI Aqueduct water risk tool, we observed which major manufacturing and distribution facilities were located in water-stressed regions (having a “High” or “Extremely High” overall water risk as determined by the tool). Substantive impact related to water issues would depend on how much product is produced or distributed from that facility, the availability and cost of water, and our ability to move production to other regions. The Company has a robust Global Supply Chain organization that maintains contingency plans where production, distribution and sales from an impacted site can be transferred to other facilities if necessary. Sherwin-Williams has not experienced market pressures or impact from a water-related issue at this time; however, it will continue to monitor future water demands, policies and stakeholder feedback. In specific instances, we work directly with our suppliers to provide primary-source data about the impacts of coating raw materials, including water impacts. Traditionally, companies in our supply chain have provided value to the market in response to market demand. In this case, water as a scarce raw material commodity has not impacted our operations directly.

The Sherwin-Williams Company – SASB Index, Continued

Accounting Metric

Topic	Accounting Metric	Category	Unit of Measure	Code	Response
Hazardous Waste Management	(1) Amount of hazardous waste generated, (2) percentage recycled	Quantitative	Metric tonnes (t) Percentage (%)	RT-CH-150a.1	Climate, Waste and Water
Community Relations	Discussion of engagement processes to manage risks and opportunities associated with community interests	Discussion and Analysis	n/a	RT-CH-210a.1	2025 Sustainability Report > Community Engagement, page 21
Workforce Health and Safety	(1) Total recordable incident rate (TRIR) and (2) fatality rate for (a) direct employees and (b) contract employees	Quantitative	Rate	RT-CH-320a.1	2025 Sustainability Report > Occupational Safety, page 17 ; Investor Sustainability Summary, page 26 0 fatalities for direct employees and contract employees.
	Description of efforts to assess, monitor, and reduce exposure of employees and contract workers to long-term (chronic) health risks	Discussion and Analysis	n/a	RT-CH-320a.2	Environmental, Health and Safety Global Environmental, Health and Safety Policy
Product Design for Use-Phase Efficiency	Revenue from products designed for use-phase resource efficiency	Quantitative	Presentation Currency	RT-CH-410a.1	Our Sustainability by Design program is an element of our Stage-Gate product development and reformulation process. Important tools we use in this process include life cycle assessments, which evaluate potential impacts of our products throughout their value chain. When possible, we model impacts beyond the manufacturing gate, up to and including the end of a product's usable life. 2025 Sustainability Report > Understanding Life Cycle Impacts, page 7 ; Solutions for Post-Consumer Paint, page 10
Safety and Environmental Stewardship of Chemicals	(1) Percentage of products that contain Globally Harmonised System of Classification and Labelling of Chemicals (GHS) Category 1 and 2 Health and Environmental Hazardous Substances, (2) percentage of such products that have undergone a hazard assessment	Quantitative	Percentage (%) by revenue, Percentage (%)	RT-CH-410b.1	2025 Sustainability Report > Our Approach to Product R&D, page 6
	Discussion of strategy to (1) manage chemicals of concern and (2) develop alternatives with reduced human or environmental impact	Discussion and Analysis	n/a	RT-CH-410b.2	2025 Sustainability Report > Our Approach to Product R&D, page 6 ; Understanding Life Cycle Impacts, page 7 ; Solutions for Post-Consumer Paint, page 10

The Sherwin-Williams Company – SASB Index, Continued

Accounting Metric

Topic	Accounting Metric	Category	Unit of Measure	Code	Response
Genetically Modified Organisms	Percentage of products by revenue that contain genetically modified organisms (GMOs)	Quantitative	Percentage (%) by revenue	RT-CH-410c.1	None (0%) of our products contain GMOs.
Management of the Legal and Regulatory Environment	Discussion of corporate positions related to government regulations or policy proposals that address environmental and social factors affecting the industry	Discussion and Analysis	n/a	RT-CH-530a.1	Political Engagement Policy 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. 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.
Operational Safety, Emergency Preparedness, and Response	Process Safety Incidents Count (PSIC), Process Safety Total Incident Rate (PSTIR), and Process Safety Incident Severity Rate (PSISR)	Quantitative	Number, Rate	RT-CH-540a.1	2025 Sustainability Report > Occupational Safety, page 17 Tier 1 Process Safety Incidents = 13 in 2025
	Number of transport incidents	Quantitative	Number	RT-CH-540a.2	2025 Sustainability Report > Occupational Safety, page 17

Activity Metric

Accounting Metric	Category	Unit of Measure	Code	Response
Production by reportable segment	Quantitative	Cubic meters (m³) or metric tonnes (t)	RT-CH-000.A	See pages 1 and 8-13 of our 2025 Annual Report for information regarding our reportable segments.



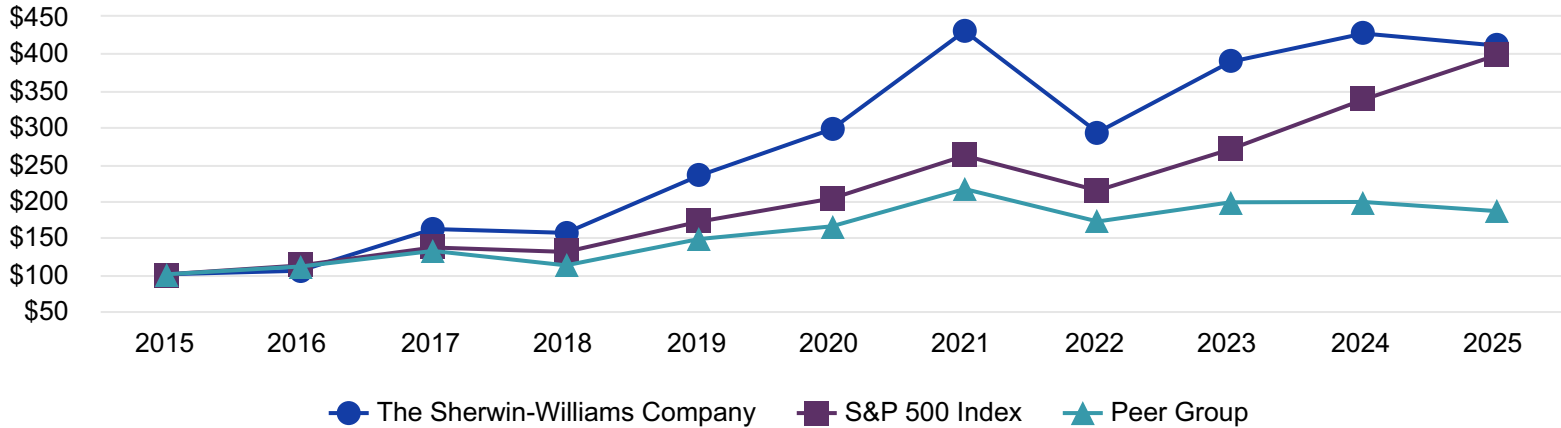
The Sherwin-Williams Company — 2025 Shareholder Returns

Ten-Year Return

The stock performance graph assumes \$100 was invested on December 31, 2015, in Sherwin-Williams common stock, the S&P 500 and the industry peer group. The cumulative 10-year total return, including reinvestment of dividends, represents the cumulative value through December 31, 2025.

2025 Peer Group: Akzo Nobel N.V., Axalta Coating Systems Ltd., BASF SE, Genuine Parts Company, H.B. Fuller Company, The Home Depot, Inc., Lowe’s Companies, Inc., Masco Corporation, Newell Brands Inc., PPG Industries, Inc., RPM International Inc. and Stanley Black & Decker, Inc.

Comparison of Cumulative Ten-Year Total Return

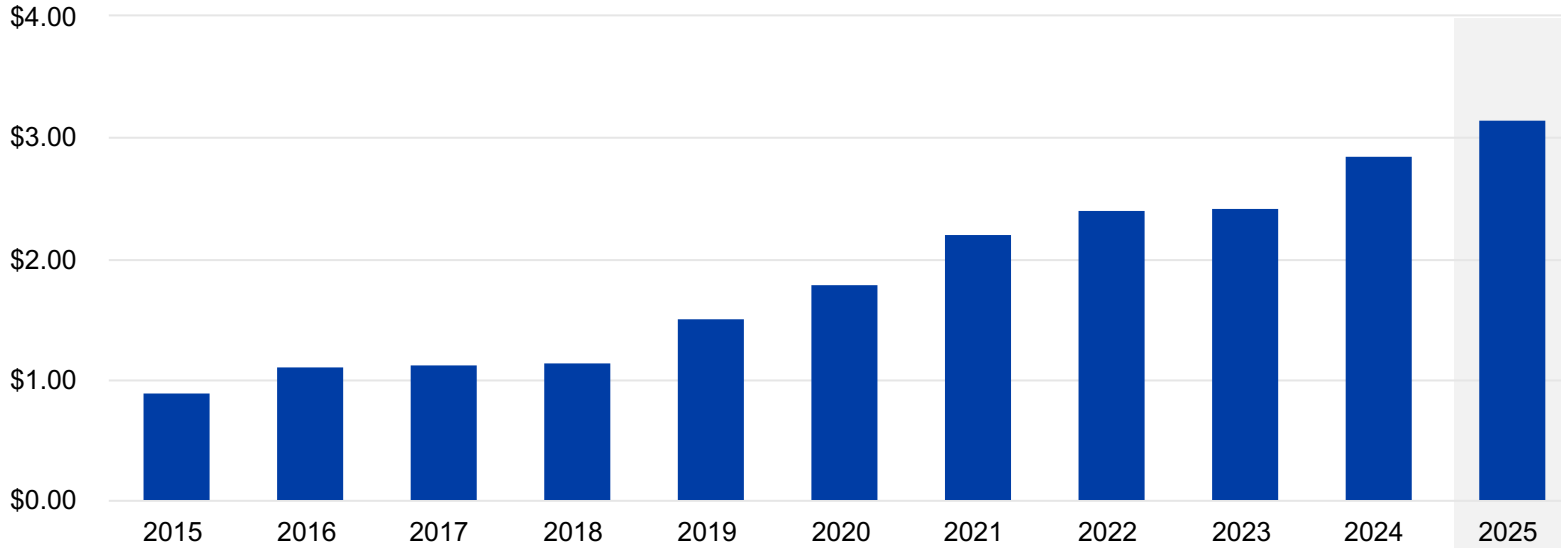


Returning Cash to Shareholders

In 2025, the Company increased its cash dividend to \$3.16 per share, marking the 47th consecutive year we increased our dividend.

In 2025, we invested \$1.7 billion to buy 4.8 million shares on the open market.

Dividends per Share





The Sherwin-Williams Company

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Cleveland, Ohio 44113-2206

sherwin-williams.com



“ Our sustainability commitments remain integral to creating lasting value for each and every one of our stakeholders. Backed by the best team in the industry, we will continue to focus on winning together by doing business the right way.”

Heidi G. Petz

Chair, President and Chief Executive Officer