

COMPANY STATEMENT

September 29, 2021

Sherwin-Williams made a commitment to remain in Northeast Ohio and to invest in the economic future of the region. Sherwin-Williams is also committed to inclusion, diversity and equity and has extended this commitment to the Building Our Future project. Since announcing the project, the Company has worked proactively with community, city, county and state leaders, along with local organizations and trade partners to identify and create opportunities for minority-owned, female-owned and small businesses to participate.

The actions and results from the deliberate and intentional approach taken by Sherwin-Williams speaks volumes over the baseless claims made by the Black Contractors Group. Since the beginning of this project, it has been our goal to involve local organizations, especially those that are minority owned and female owned, throughout the Building Our Future construction and design processes.

In February 2020, Sherwin-Williams named its initial set of partners involved with the Building Our Future project. After a detailed analysis, the Company selected those partners who had proven track records building headquarters and research and development facilities, as well as experience with an Integrated Project Delivery (IPD) approach designed to improve costs, project schedules and overall quality.

Following a brief pause due to the onset of the COVID-19 pandemic and after completing the project validation process in June, Sherwin-Williams has begun [naming additional firms](#) to the Building Our Future project, many of whom are minority-owned, female-owned or small businesses. These roles are significant, cumulatively worth millions of dollars and key to us achieving a superior outcome for Sherwin-Williams and the Cleveland community. We will continue to provide many more opportunities for diverse firms to participate in the weeks and months ahead as additional construction, design and services decisions are made. We expect these future awards to also be in the millions of dollars.

Our deliberate and consistent approach creates significant opportunities for multiple minority-owned, women-owned and small businesses firms to flourish, now and in the future. It is unclear why the Black Contractors Group, or any group interested in diversity and inclusion, would take issue with including more diverse businesses versus less.

No special agreement was made between Sherwin-Williams and the Black Contractors Group. The goal has always been to identify firms qualified to provide the necessary services and willing to be positive and productive partners on the project. We will not allow any one organization to dictate the specific firms that receive contracts on our project, nor will we respond to the tactics of any outside organization seeking to influence our process through threats or intimidation. Sherwin-Williams remains focused on engaging the most qualified firms on our project, regardless of personal, family or political connections.

We stand firm in our inclusive and deliberate approach, and we will continue to do what is right as we have since the inception of our Company more than 155 years ago.

Anyone who wishes to learn more about our approach or available opportunities should follow the established engagement process that all interested parties have used.

We encourage Black-owned businesses, and all minority businesses, to register at <https://buildingourfuture.gilbaneco.com>, so that we can contact them as additional opportunities become available.

Additional details about the Building Our Future project including our [commitment to inclusion and diversity](#) and our [community engagement process](#) can be found on our [Building Our Future website](#).