



**DRIVEN TO
STRENGTHEN
COMMUNITIES
AS ONE
TEAM**



WE'RE JUST GETTING STARTED



Our **PEOPLE AND CULTURE** form the foundation of our legacy, a legacy defined by disruptive innovation. While our rich history has shaped us into what we are today, our focus is on the future.

In 2024, Milwaukee Tool celebrated our **100TH ANNIVERSARY** – a milestone not every company is fortunate to achieve. Throughout the year, employees enjoyed numerous team and company-wide events, including our Giving Initiative, where each location voted on how to share \$100,000 across our communities. However, our vision extends beyond the next century. We are determined to approach **EVERY CHALLENGE AS AN OPPORTUNITY** and remain dedicated to our communities, teams, and users. We may have celebrated our centennial, but we know **WE ARE JUST GETTING STARTED**.

IN 2024 ALONE, THE MILWAUKEE TOOL TEAM ACHIEVED:

TOTAL
\$558K
Invested in community impact activities

TOTAL
\$458K
In tools donated to schools and charitable non-profits

NEARLY
7,000
Hours of paid employee volunteer time

1,000+
EMPLOYEES
Took time to volunteer

DRIVEN TO STRENGTHEN COMMUNITIES AS **ONE TEAM**.

Disruptive Innovation. While most easily seen in our products, this concept spreads throughout our entire organization and is lived out in everything we say and do as a team. Collaboration is the cornerstone of how we innovate. It filters through to every aspect of what we do and requires every single person at Milwaukee Tool – regardless of title or tenure.

We strive for excellence beyond our work. Helping to transform our local communities by lending our expertise, resources, leadership, and influence. That's why our dedicated Community Impact Team partners with community organizations, non-profits, and leaders to prioritize needs and deliver sustainable solutions in **HOUSING, HUNGER, VETERANS, EDUCATION, AND DISASTER RELIEF**.

This report highlights just a few initiatives that made a difference in our communities throughout 2024.



DID YOU KNOW?

Milwaukee Tool employees receive **16 paid volunteer hours** to make a difference in our communities.





HOUSING

Investing time and products — and partnering on housing initiatives — to make home ownership more accessible.

IN 2024, WE HELPED WITH MORE THAN 53 HOUSING PROJECTS ACROSS THE NATION.

HABITAT FOR HUMANITY NATIONWIDE

With a vision of a world where everyone has a decent place to live, Habitat for Humanity is dedicated to making homes across the country better and more accessible for low-income families. Milwaukee Tool has worked with the non-profit for over 25 years, making them one of our key community partners across the nation.

In 2024, we supported with:

- **2,750 volunteer hours** on housing and supporting Habitat ReStores
- **390 employee volunteers** performing duties including framing, siding, drywall, and finishing tasks
- **Over \$215,000** worth of tools donated
- **\$22,000** donation from our 100th Anniversary Giving Initiative, where employees voted on how to distribute **\$100,000** to area non-profits

“Milwaukee Tool truly came to our rescue when we needed it most, stepping in after our tools were stolen and progress was halted on the build site. Their generosity, both as financial donors and regular volunteers, has been instrumental in helping us grow our mission to build safe, affordable housing for families in Waukesha & Jefferson Counties.”

— Melissa Songco, CEO of Habitat for Humanity of Waukesha & Jefferson Counties



TEAM ACHIEVEMENTS

JACKSON, MS

24
HOURS

Ronald McDonald House
8 Volunteers from the on-site culture committee volunteered to stock \$1,500 worth of donated items.

GRENADA, MS

18
VOLUNTEERS

The Accessories Operations Leadership Team spent 36 hours cleaning up the gardens in the downtown square ahead of the city's annual jubilee.

COOKEVILLE, TN

\$4,500
DONATION

In partnership with **Mustard Seed Ranch**, the team contributed 44 volunteer hours to clean up projects as well as a monetary donation to support the construction of a new home for children in need of housing.



HUNGER

Working to address the year-round issue of hunger that impacts our communities.

IN 2024, OUR EFFORTS HELPED DONATE OVER 158,000 LBS. OF FOOD AND WATER.



TEAM ACHIEVEMENTS

PITTSBURGH, PA

101
HOURS

22 team members prepared, delivered, and served **70 individuals** at a local homeless shelter, City Mission.

CHICAGO, IL

90
HOURS

Over two repack events totaling **over 90 volunteer hours**, the team broke down 13,000 lbs. of bulk product into smaller quantities to be delivered to food pantries across the area.

GREENWOOD, MS

800
POUNDS

To determine where to donate their portion of the 100th Anniversary Giving Initiative, the team voted using canned goods donations, ultimately collecting **over 800 pounds** of food for a local food kitchen.

FEED THE NEEDY

OLIVE BRANCH & BYHALIA, MS

Easter can often be seen as a time of renewal and hope. It's a time that celebrates new beginnings, growth, and encourages us to look forward. Just ahead of the holiday, Milwaukee Tool team members from Olive Branch and Byhalia, Mississippi worked with Feed the Needy to provide Easter meals for over 3,200 families in their community. Feed the Needy is a local non-profit organization that provides food and other resources to impoverished neighborhoods in the mid-southern United States.

In total, 35 team members donated 160 volunteer hours to help pack over 144,000 lbs. of food, making sure that families in their communities would have a nice Easter meal.

In 2024, we supported:

- Over **800 volunteer hours** packing boxes for food distribution and preparing and serving meals
- Feeding over **3,500 families** in the surrounding area
- Collecting **1,200 lbs** of much needed canned goods for local community kitchens





VETERANS

Building relationships and developing sustainable solutions to support veterans' needs.

IN 2024, WE HELPED SUPPORT MORE THAN 1,500 VETERANS ACROSS THE COUNTRY.

5TH SQUAD

JACKSON & GREENWOOD, MS

Milwaukee Tool's partnership with 5th Squad, a combat veteran non-profit organization, is all about "We do it big or go home," and this year was another testament to that!

This year, we:

- Raised over \$8,500 from auctioning off jerseys during the Mississippi Braves Memorial Day game, honoring all fallen Mississippi military members. 15 team members spent 80 hours to facilitate the auction
- As title sponsor, we helped raise over \$26,000 during the annual 5th Squad Jacob Campbell Memorial Golf Tournament, which had over 120 participants
- Volunteered over 140 hours to help deliver over \$200,000 worth of donated toys to children who had to remain in the hospital over the holidays in 5th Squad's Annual Ruck for Rugrats



TEAM ACHIEVEMENTS

MUKWONAGO, WI

\$1,740
DONATION

Over 60 team members participated in a Bowling Challenge, raising money to donate to American Legion Post 375.



MILWAUKEE, WI

40
TINY HOMES

Teamed up with Veterans Community Project to raise awareness for new Veterans Village about to break ground.





EDUCATION

Creating sustainable partnerships and programs in STEM and Trade Education that improve outcomes for those impacted by social inequities.

IN 2024, WE SUPPORTED MORE THAN 7,800 STUDENTS ACROSS THE NATION.

TEAM ACHIEVEMENTS

MUKWONAGO, WI

12

TRADES STARTER KITS

Senior students who helped with their shop class's building trades project received custom hard hats, tool belts, and various hand tools to get them started after graduation.

MILWAUKEE, WI

288

VOLUNTEER HOURS

12 volunteers volunteered over three full days for the FIRST Robotics Wisconsin Regional Competition, where teams of high school students from across the state compete with an industrial-sized robot they designed, programmed and built.

GREENWOOD, MS

48

STUDENTS

Received brand new backpacks filled with school supplies that were organized, packed, and delivered by our Greenwood team.



SPARKSHOP CHICAGO, IL

Reaching 5,500+ students each year at Chicago-area schools, Sparkshop provides students with quality STEM education, helping build the next generation of innovators. Our Chicago team volunteered across two events with Sparkshop to help assemble STEM kit subcomponents and put the kits together.

In 2024, we supported with:

- Over **50 hours** of volunteer time
- Assembled **300** mechanical engineering education kits to be distributed to schools across Chicago
- Donated **\$1,000** as part of our 100th Anniversary Giving Initiative, funding 350 mechanical engineering kits





DISASTER RELIEF

We lend a helping hand to communities that are hit by unexpected disasters.

IN 2024, WE SUPPORTED 4 DISASTER RESPONSE OPERATIONS, HELPING COUNTLESS FAMILIES.

TEAM RUBICON NATIONWIDE

This veteran-led humanitarian organization serves communities before, during, and after disasters and crises. Together, Milwaukee Tool and Team Rubicon have teamed up to provide relief to those affected by disasters, no matter when or where they strike.

Mukwonago, Sun Prairie & West Bend, WI

- 160 Volunteer Hours – After a tornado hit neighborhoods in southeastern Wisconsin, 17 volunteers helped numerous homeowners clear trees, debris, and tarp roofs
- \$46,000+ Tools Donated – Team Rubicon will use these tools in response operations across the country



HURRICANE RELIEF EFFORTS

In 2024, the nation experienced the devastation produced by both Hurricane Helene and Hurricane Milton. Teams across Milwaukee Tool jumped into action, looking for ways to help in any way they could.

Olive Branch, Mississippi

- \$40,000+ Tools Donated – The team expedited orders out of our distribution facilities to ensure the quickest delivery of critical tools, lighting, equipment, and PPE to first responders

Nationally

- 2,090 lbs – Sites across the country held donation drives, collecting supplies and canned goods that were shipped directly to areas with the greatest need





OTHER INITIATIVES

Beyond our initiatives to support education, housing, hunger, veterans, and disaster relief, Milwaukee Tool is always looking for opportunities to strengthen communities and provide relief for those experiencing hardships.



THE HOME DEPOT FOUNDATION

For 13 years, we've partnered with the Home Depot Foundation to improve the homes and lives of U.S. veterans, train skilled tradespeople to fill the labor gap, and support communities impacted by natural disasters.

- **39** employees participated across 5 foundation events
- Helped with **40** different projects
- Numerous financial contributions and charity project participation



ADOPT-A-RIVER CLEANUP

Our Environmental Health, Safety and Sustainability Team (EHSS) organized two family-friendly cleanup outings for our adopted section of Bradford Beach in Milwaukee, WI. The team meticulously cleared away litter and debris spanning the Lake Michigan shoreline.

- **113** volunteers
- **226** volunteer hours
- **1,000 feet** of beach front cleared



CHILDREN'S MIRACLE NETWORK

Through our partnership with Ace Hardware, we supported numerous events to help raise funds for Children's Miracle Network Hospitals, helping make sure every child receives the best possible care.

- Donated \$10 for each person that visited the Milwaukee® Booth at the Ace Hardware Fall Show, totaling \$7,820
- Raised **over \$30,000** for "Give Like A Pro" events at 620+ Ace Retailers



AMERICAN HEART ASSOCIATION

We hosted the Hard Hats with Heart Gala, a fundraiser to raise awareness of the high risk of cardiovascular disease in the construction industry.

- **187** event attendees
- **\$296,000** raised to support heart disease prevention and safer working environments



ALS "PEAKS AND VALLEYS" FUNDRAISER

More than 1,500 people joined Milwaukee Tool during the "Peaks and Valleys" fundraising event for ALS at Solu Winery in Cascade, WI.

- **55** volunteers
- **214** volunteer hours
- **Over \$859,000** raised for ALS research



RNC SECURITY SUPPORT

The Republican National Convention was hosted in Milwaukee, WI and our downtown office became a designated rest area for police, sheriff, EMS, fire, and SWAT personnel who came in from around the country to ensure the safety and security of the city.

- Hosted **over 400** emergency response personnel
- Full seven days of **24/7** access
- Provided **thousands** of beverages and grab-and-go food options

SUPPORT FOR APPRENTICES

Our Continued Dedication to the Trades: Supporting the Next Generation

APPRENTICESHIP PROGRAMS

Apprenticeship programs are critical in building a skilled workforce, helping secure the growth and sustainability of the construction industry. We are deeply committed to shaping the futures of men and women in the trades. That's why we have a dedicated team focused on supporting apprentices at training centers across the nation to provide specialized training, give professional guidance, and donate tools to get their careers started strong. Through our partnership with numerous trade organizations, we hope to not only help train the next generation of apprentices, but foster and promote the skilled trades as a stable and versatile career path.

In 2024, we:

- Supported and celebrated over **500 apprentice graduations** nationwide
- Over **1,000 hours** spent educating apprentices at training centers

LAZY Q, ETA VEEP PROGRAM LA GRANGE, TX

The Veteran's Electrical Entry Program (VEEP) is designed by the Electrical Training ALLIANCE to provide transitioning service members and recently separated veterans the ability to reenter the civilian workforce in a high demand field. For over 5 years, we have partnered with the Lazy Q Ranch in helping equip veterans with the skills and knowledge needed to succeed as a power utility lineworker. In 2024 alone, we helped over **150 veterans** with over **50 hours** of tailored, hands-on training.

“MILWAUKEE® has proven to be an invaluable sponsor of our program at the Lazy Q Line School. The use of these products has directly impacted the toll linework creates on our students' bodies, increasing overall productivity. The fact that these veterans can use state of the art tooling in a training environment sets them apart from many in the industry. The use of this equipment has made our program safer, more efficient, and more environmentally friendly. Milwaukee tools provide a significant asset to professionals looking to up their game.”

– Brett Warren,
Director of Lazy Q Line School



UNITED ASSOCIATION NATIONWIDE

The United Association of Journeymen and Apprentices of the Plumbing and Pipefitting Industry (UA) represents over 380,000 construction workers. In 2024, we **donated over \$450,000** in power tools, hand tools, and power tool accessories to numerous UA Chapters throughout North America. With these donations, our dedicated team delivered in-class education highlighting health, safety, and power tool technology to continue preparing UA members for our ever-changing industry.



THE ROSENDIN FOUNDATION ARIZONA, CALIFORNIA, NORTH CAROLINA, & TEXAS

Camp Build is a week-long camp for 6th-8th graders to introduce them to the trades and promote them as a future career choice. Our team spent over **40 hours** working with the Rosendin Foundation, helping build out the tool curriculum and demos to introduce tools and proper safety for the over **120 campers** to learn skills such as concrete work, soldering and pipe bending, framing, roofing, and painting.





WE'RE OBSESSED WITH OUR PEOPLE AND THEIR FUTURE.

PERSONAL DEVELOPMENT THAT FUELS THEIR GROWTH.

As the fastest-growing brand in the industry, we know our people have made all the difference in where we've come from and where we're headed. Their growth is our growth. We're dedicated to elevating the careers of every person on our teams so they can become the best versions of themselves while helping us innovate.



EMPLOYEE RESOURCE GROUPS (ERGS)

We celebrate the unique backgrounds, experiences, and perspectives that drive innovation and fuel our success as a global organization. Our voluntary, employee-led ERGs are designed to cultivate meaningful connections, foster a sense of belonging, and empower our employees to thrive both personally and professionally. Through shared interests and One Team Mentality, our ERGs provide opportunities to learn from one another, offer mutual support, and lead initiatives that create lasting impact for our people and our business. Together, we are committed to building a diverse workforce that inspires bold ideas and drives innovation.

2024 STATS:

- **1,000+** employees as members across 5 different ERGs
- Hosted **over 50** different cultural events across different locations
- Introduced a new ERG of veterans and supporters

“AANHPI is not only a place where those with shared experiences can meet, but a community that welcomes others to learn from and support others.”

– Vanisa, Electrical Engineering and Member of Milwaukee's Asian American, Native Hawaiian and Pacific Islander (AANHPI) ERG



MILWAUKEE ADVISING PROGRAM (MAP)

MAP empowers our team members to make new connections by developing one-to-one relationships between newer employees and more experienced leaders. Each person is encouraged to explore new insights, perspective, challenges, and growth with someone from another team.

2024 STATS:

- **780** program participants
- **1500+** advising meetings

“Through MAP, I have gained an invaluable relationship that has helped me grow personally and professionally...It is helpful having an outside perspective; I would not have crossed paths with my advisor without this program. Being new to my career, having the opportunity to learn from a leader with a range of experience at MILWAUKEE® and beyond has been incredibly helpful and rewarding. I am grateful for this program!”

– Grace, Training & Development



COFFEE CONNECT

Coffee Connect was created with the dual purpose of fostering connections among employees who might not have crossed paths otherwise and providing a casual break for employees from their daily routines. The initiative enables team members to engage in meaningful conversations about their professional and personal lives while gaining a deeper understanding of the company.

2024 STATS:

- **352** program participants
- **176** pairings each month

“The coffee connect program gives me the opportunity to meet people in our organization that I may never get the chance to otherwise. It strengthens my understanding of how different departments and teams work together across our company. It drives our culture standard of a one team mentality.”

– Sarah, Product Management

OUR IMPACT ACROSS THE NATION IN 2024

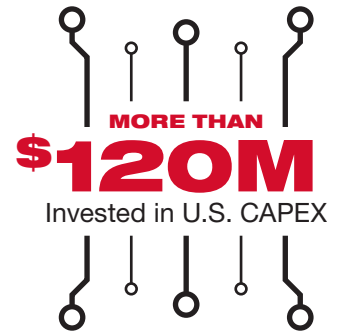
More facts about our growth in 2024:



Patents Filed in the U.S.

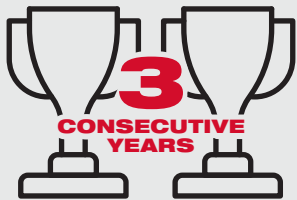


Safety training sessions, benefiting 149,000+ users across the nation during Construction Safety Week

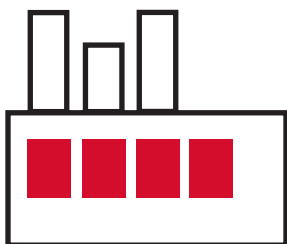


Invested in U.S. CAPEX

Honored by Fast Company as a "Best Workplace for Innovators"



College Students from 50+ universities nationwide to our Summer Internship Program



Opened our 17th facility in the U.S., our largest manufacturing facility to-date



in the U.S. Trades



Of in-person and virtual training provided to employees

THANK YOU!

To Our 2024 Community Partners

- 5th Squad
- American Cancer Society
- American Legion
- Blue Prints
- Boys & Girls Clubs
- Byhalia School District
- Center for Veteran Issues
- Chicago Public School System
- Children's of Mississippi Hospital
- City Mission of Fayette County
- Code Nation
- Community Foundation of Northwest Mississippi
- Cora's House of Hope Women's Shelter
- Delta Streets Academy
- Desoto County Dream Center
- Electrical Training Alliance
- Feed the Needy
- FIRST Robotics
- Food Helpers
- Food to the Rescue
- Full Shelf Food Pantry
- Gateway Rescue Mission
- Greater Chicago Food Depository
- Greenwood Community Kitchen
- Greenwood Mentoring Group
- Haase House
- Habitat for Humanity
- Helmets to Hardhats
- Hunger Task Force
- Illinois Science and Technology Coalition
- LAUNCH
- Lazy Q Line School
- Lift for Life - St. Louis
- Magnolia Senior Care Center
- Memphis Police Department
- Methodist Children's Home
- Milwaukee Academy of Science
- Milwaukee Homeless Veterans Initiative
- Milwaukee Riverkeeper
- Milwaukee Robotics Academy
- Mukwonago Area School District
- Mukwonago Food Pantry
- Mustard Seed Ranch
- Old World Wisconsin
- Operation United Hope
- Project Home
- Revitalize Milwaukee
- Shelter from the Storm
- Slinger School District
- SMART Heroes
- Sparkshop
- St. Jude Children's Research Hospital
- Stand Down Madison
- Stars and Stripes Honor Flight
- STEM Forward
- StewPot Community Kitchen
- Sunshine Place
- Susan G. Komen
- Team Rubicon
- The ALS Association
- The Home Depot Foundation
- United States Marine Corps Reserve
- United Veterans Billeting of Fayette County
- United Way
- Veterans Community Project
- Veterans in Piping
- Veterans Outreach of Wisconsin
- VFW Sun Prairie Chapter
- Washington County Veterans Office

