



**ONE TEAM
BUILDING
OUR COMMUNITIES,
INNOVATING
FOR THE FUTURE**

OUR PEOPLE & CULTURE ARE FUELED BY A FOCUS ON INNOVATION

At Milwaukee Tool, we are pushing the status quo to strengthen communities everywhere.

Every day, our People harness a shared passion for innovation — this passion underpins our creation of solutions that reshape the way pros live and work.

We know we have the power to impact our communities in the same way. As one team, we're contributing our expertise, resources, leadership and influence to positively impact the future we all share.



ONE TEAM BUILDING OUR COMMUNITIES, INNOVATING FOR THE FUTURE.

Collaboration is the single biggest driver of our innovation. It allows us to share our expertise, resources, leadership and positive influence to shape the future of the communities we call home.

We know working side-by-side to understand people's real challenges is the best way to achieve game-changing results. That's why our dedicated Community Impact Team partners with business and community leaders prioritizing needs and delivering sustainable solutions in **HOUSING, HUNGER, VETERANS** and **EDUCATION**.

This report highlights just a few initiatives that made a difference in our communities throughout 2022.



DID YOU KNOW?

Every Milwaukee Tool employee receives **16 paid volunteer hours** to make a difference in our communities.

IN **2022** ALONE, THE MILWAUKEE TOOL TEAM ACHIEVED:

OVER
150

Community impact projects across the nation

OVER
\$1M

Invested in community impact activities

OVER
\$500K

In tools donated to schools and charitable non-profits

NEARLY
2,500

Hours of paid employee volunteer time



HOUSING

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

IN 2022, WE HELPED WITH MORE THAN 32 HOUSING PROJECTS ACROSS THE NATION.

HABITAT FOR HUMANITY

A nonprofit dedicated to making homes across the country better and more accessible, Habitat for Humanity is one of Milwaukee Tool's key community partners. Through tool donations, volunteering on house build projects, sponsorships and participation in different leadership capacities — both on their construction committee and Board of Directors — we're proud to support the organization and their mission every year.

In 2022, we supported with:

- **1,508 volunteer hours** on housing and shed builds
- **196 employee volunteers** performing duties including framing, siding, drywall and finishing tasks

“Our transition to quality, cordless tools from Milwaukee Tool has greatly improved jobsite productivity and safety. The generosity of Milwaukee Tool and its employees is key to our success as an organization.”

— Chris Garrison, Construction & Operations Director, Milwaukee Habitat for Humanity



TEAM ACHIEVEMENTS

OLIVE BRANCH, MS

1,000

Pairs of shoes that were collected and donated to Soles4Souls to provide relief and fight poverty. 1,000 shoes can provide a month of food, shelter and education for 17 families



GREENWOOD, MS

22

Number of employees that spent **8 hours each** supporting the Delta Streets Academy with a warehouse cleanup event to prepare for new construction





HUNGER

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

IN 2022, OUR EFFORTS HELPED DONATE OVER 6,500+ LBS OF FOOD.

FEED THE NEEDY

Thanksgiving is a time of gratitude — and a time of giving. Just ahead of the Thanksgiving holiday, Milwaukee Tool team members helped pack thousands of boxes of nonperishable food for Feed the Needy, a local non-profit organization that provides food and other resources to impoverished neighborhoods in the mid-southern United States.

Prior to the packing event, Milwaukee Tool also provided volunteers to build boxes to pack both perishable and non-perishable food. The boxes contained enough food to feed each household for more than a week, ensuring that local families would have a hot Thanksgiving meal.

In 2022, we supported:

- Packing **3,800+ nonperishable food boxes**, a week ahead of schedule
- Building sturdy boxes that would contain **242,000+ lbs** of food for local families
- **Feeding 48,500+ people** through Feed the Needy volunteer events



TEAM ACHIEVEMENTS

MUKWONAGO, WI

Supported Street Angels Outreach program with **500 hygiene and snack bags**, with donations totaling:

\$2,600



GREENWOOD, MS

Supported Greenwood Mentoring Group's school feeding efforts by sponsoring a raffle, snack and water drive, and chair donation

“By contributing to GMG with dedication, passion, caring and love, you have shown our children what giving and helping others is all about. When we say Milwaukee Tool, the children know that something great is about to happen.”

— Bill Clay, CEO, Greenwood Mentoring Group



WEST BEND, WI

19 employees volunteered for Hunger Task Force, packaging

671
BOXES OF FOOD

for local distribution



VETERANS

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

IN 2022, WE HELPED SUPPORT MORE THAN 1,350 VETERANS ACROSS THE COUNTRY.



Milwaukee Tool actively supports more than 650 training centers for union and non-union apprentices across the United States. In 2022 alone, we helped support the graduation of more than 18,000 apprentices — including thousands of veterans through a variety of programs, including the United Association Veterans in Piping (UA-VIP), Veterans Electrical Entry Program (VEEP) and Helmets to Hardhats.

Each of these organizations support service members transitioning from duty and recently separated veterans; specifically with the ability to reenter the civilian workforce through a career in the skilled trades. They also support industries facing significant labor shortages by providing high-quality employees.

In 2022, we supported:

- **\$90,000** in program funding and graduation gifts upon completion for VEEP organizations
- **\$32,500+** investment in Helmets to Hard Hats organization
- **7 VIP** locations across 7 different states

“Working with Milwaukee Tool is like working with family, not a corporation. They work just as hard as we do to support our veterans. Thanks to their support, we know Veteran graduates from our program are going to have the tools needed to complete their job.”

– Madison Jefferson (USMC), Veteran Initiative Advisor, Quanta Energized Services

TEAM ACHIEVEMENTS

JACKSON, CLINTON & GREENWOOD, MS

\$140K

Raised for combat veteran non-profit 5th Squad during the last year at events including: the Annual Jacob Campbell Memorial Scramble, the 6th Annual Ruck for Rugrats and a Mississippi Braves jersey fundraiser.

“Since October 2021, 5th Squad has been able to raise over \$140,000 directly and indirectly from Milwaukee Tool's contributions. I don't think I could pick a better word to describe Milwaukee Tool and everyone involved than 'passion.' Passion to not only do their job at the highest level but also give back to the community with the same standard.”

– Lee Stringer, President, 5th Squad

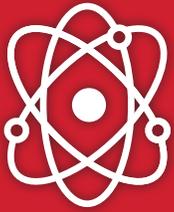
SUN PRAIRIE, WI

84

Employee volunteer hours to support local VFW and American Legion chapter

“Your firm must be a wonderful place to work to have so many energetic and happy people. I truly enjoyed working side by side with them.”

– Jim Farmer, Jr. Vice Commander, VFW Post 9362



EDUCATION

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

IN 2022, WE SUPPORTED 12,000+ STUDENTS.



MILWAUKEE ACADEMY OF SCIENCE

Milwaukee Tool is proud to partner with Milwaukee Academy of Science (MAS): an exemplary leader in STEM education with a mission to prepare urban students to compete successfully at the post-secondary level.

Milwaukee Tool teammates routinely volunteer to share their expertise directly with students, teaching project-based courses in computer engineering and woodworking, to help them learn fundamental skills like measuring, fastening, electrical safety and computer coding. Volunteers also take student groups to tour electrical, metalworking, plumbing, and carpentry training centers.

Our collaboration gives MAS students the opportunity to gain real, hands-on experience, connect with people in the trades, and learn about career opportunities that can help them thrive well into the future.

This year, we supported:

- **423 employee volunteer hours** toward computer engineering & woodworking instruction and career presentations
- The development and launch of a **2-semester trades curriculum** for MAS students
- **7 students** pursuing trades careers after graduation

“If I could summarize our partnership with Milwaukee Tool in one word it would be ‘innovative.’ I believe our partnership will spark interest, engagement, and confidence in building, creating and designing and may even lead to some on the pathway of working in the trades or engineering fields, hopefully right here in Milwaukee.”

– Anthony McHenry, CEO,
Milwaukee Academy of Science

TEAM ACHIEVEMENTS

CHICAGO, IL

Amount donated by the Engineering Design and Innovation office to the Illinois Science and Technology Coalition:

\$4,500

GREENWOOD, IN

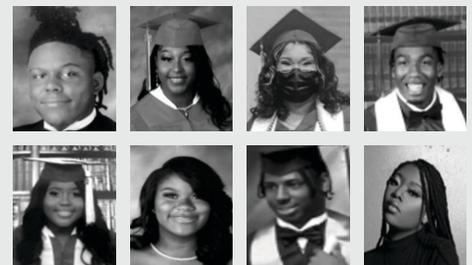
Bought over **150 backpacks** and sponsored Fast Track’s school supply drive which helped:

1,200
STUDENTS

GREENWOOD, MS

\$16,000

Amount raised by the team’s annual Demontra Ewing Memorial Scholarship to support **8 local students** on their college journeys.





OTHER INITIATIVES

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

HOME DEPOT FOUNDATION

Since 2011, 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.

This year, we supported the foundation with:

- **180 hours** of employee volunteer time
- **5 foundation events**
- **Numerous financial contributions** and charity project participation



SUPPORT FOR UKRAINE

The ongoing war in Ukraine has touched lives around the world. As a global company, Milwaukee Tool felt a duty to respond in support of those directly affected.

In support of the Ukraine, we helped provide:

- **Approximately \$10M in medical supplies** assembled, sorted and packaged by employee volunteers
- **200 PACKOUT™ First Aid Kits** to Ukraine Forward, an initiative supporting the Ukrainian people affected by the Russian invasion with urgent resources



TOYS FOR TOTS

To continue helping children, veterans and food banks during the holiday season, all 21 Milwaukee Tool Factory Service Centers were designated drop off locations to collect toys, socks, and canned food to support local shelters in each market. In total, we collected:

- **426 toys**
- **148 pairs** of socks
- **200 lbs** of food
- **\$6,100+** monetary donations

HURRICANE IAN DISASTER RELIEF

After ensuring all our Florida team members were safe and accounted for, Milwaukee Tool acted immediately to support recovery efforts. Although we advised against unnecessary travel to the affected areas, we empowered local team members with the resources to:

- **Partner with the local community** to distribute essential supplies such as food, water, and batteries
- **Work with affected families and end users** to assist with housing repairs and any necessary demolition, debris cleanup, etc.
- **Expedite orders and support distribution partners** in delivering the products needed to assist in relief and recovery

JACKSON WATER CRISIS

In August 2022, the city of Jackson, Mississippi experienced extreme flooding which led to the city's main water pumps shutting down. Thousands of Jackson residents were left without water for weeks. To support residents in their time of need, Milwaukee Tool's local leadership team provided:

- **Over 30 pallets** of water
- **\$6,000+** for other various supplies



EXPANSIONS & OPPORTUNITIES

Expanding our team empowers our culture — and the communities we support.

**MORE PEOPLE.
MORE INNOVATIONS.
MORE IMPACT.
IT'S BEEN A BIG YEAR FOR OUR TEAM.**

While other manufacturers have continued to dial back resources and slow hiring, we've continued to invest in growth.

Expanding our inclusive environment — where employees in all roles, from all backgrounds are encouraged to share their ideas and solve complex problems as one team — fuels change in our industry and communities across the United States.



MORE FACTS ABOUT OUR GROWTH IN 2022:

**MORE THAN
3,000**

Employees hired in the U.S.

**MORE THAN
\$250M**

Invested in pursuance of new technology

x7

Expansion projects in the United States

20%+

**GROWTH,
YEAR-OVER-YEAR**

Continued a more than decade-long streak of growth

**MORE THAN
900**

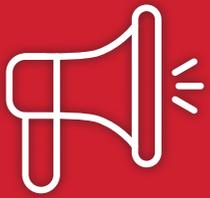
Patents filed globally

**INVESTED
\$206M**

To create 1,000 new jobs in Wisconsin

**MORE THAN
500**

New construction industry solutions launched

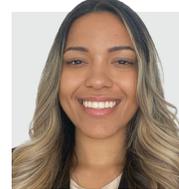


EMPLOYEE TESTIMONIALS



“ I love the challenge and being able to see how I am positively impacting the organization. I am surrounded by people who are eager to continuously learn, collaborate and bring amazing solutions to life for our end users.”

– Adam Rivera, Director of IT,
Menomonee Falls, WI



“ I’m pushed to constantly think outside the box to become a better leader AND team player. No other job I’ve had has given me the amount of responsibility and flexibility to make my own path as MILWAUKEE® has.”

– Angela Fischer, Territory Manager – JSS,
Tampa, FL



“ It is super cool to take products from conception all the way through to mass production. The amount of responsibility and impact you are given as an engineer from the start is unique. You are given big problems with the chance to take complete ownership to solve them. You are given the chance to make design decisions that impact the final design of tool.”

– Brennan O’Gorman, Electrical Engineer II,
Brookfield, WI



“ What makes Milwaukee Tool unique is that people actually care. Everyone here is on the same page, working together as one team towards one goal. Other companies talk about working together as a team, but Milwaukee Tool is the first company I’ve worked with that demonstrates this mentality.”

– Doug Krawczyk, Forge Press Operator B,
West Bend, WI



“ Not a lot of companies give you this much freedom to explore, iterate and build which is very exciting to be a part of.”

– Lucy Cho, Concept Engineer,
Milwaukee, WI



“ I look forward to knowing I’m an important piece of the puzzle when we create a new product. This has been great for my career development – I’ve been making great contributions from the start of my time here!”

– Zachary, Firmware Engineer II, Chicago, IL



ONE TEAM. DIVERSE CULTURE.

Improving our team culture, one program at a time.

WOMEN AT MILWAUKEE (W@M)

W@M empowers the women of Milwaukee Tool to achieve their full potential through sharing of ideas and experiences, professional growth opportunities, and networking. W@M is a positive force impacting the lives within the community.

- **Over 300 program participants** to date

MILWAUKEE ADVISING PROGRAM (MAP)

MAP empowers our team members to make new connections as an advisor or advisee. The program encourages each teammate to explore new insights, perspectives, challenges and growth with someone from another team.

- **500 participants** in its first year

ENGLISH AS SECOND LANGUAGE (ESL)

Our new ESL program provides our Spanish speaking population the tools needed to be successful in the Milwaukee Tool working environment and meet employees where they are through collaboration and shared learning.

- **Over 32 employees** benefited from ESL support

COFFEE CONNECT

Monthly sessions provide employees a casual 30 – 60-minute break from their typical workload to connect with someone outside of their usual team and work environment.

- **200 participants** in its first year



IN 2022, WE WERE AWARDED MANY TIMES OVER AS A WORKPLACE WHERE PEOPLE CAN THRIVE

- Glassdoor Best Places to Work
- Fast Company Best Workplace for Innovators
- Crain's Best Places to Work, Chicago

