



Milwaukee®

IMPACT
REPORT
2025



OUR PEOPLE AND OUR CULTURE ARE WHAT TRULY SETS MILWAUKEE TOOL APART.

We're united by a shared passion to innovate and support one another as **One Team**. This collaborative spirit fuels creativity and drives us to deliver exceptional products and experiences that empower the professionals we serve every day.

This report is more than a summary of stories and metrics. It's a reflection of our employees' engagement in our organization and the contributions they've made across our communities and within our industry to drive us forward.

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IN **2025** ALONE, THE MILWAUKEE TOOL TEAM ACHIEVED


TOTAL
\$803K
 INVESTED IN COMMUNITY
 IMPACT ACTIVITIES


TOTAL
\$527K
 TOOLS
 DONATED


11,073
 HOURS EMPLOYEES
 SPENT VOLUNTEERING


1,081
 EMPLOYEE
 VOLUNTEERS

DRIVEN TO STRENGTHEN COMMUNITIES AS ONE TEAM

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 non-profit and community leaders prioritizing needs and delivering sustainable solutions in **HOUSING, HUNGER, VETERANS, EDUCATION, and DISASTER RELIEF.**

Our Community Impact & Philanthropy efforts are not just supported, **they are led by passionate employee volunteers**, making them a shared effort rather than a top-down directive. By empowering employees to lead the way, we create a culture where giving back is not an obligation, but a shared purpose.

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.

HABITAT FOR HUMANITY, NATIONWIDE

We have worked with Habitat for Humanity for over a decade. In 2025 alone, 433 employees spent time volunteering in their local communities with the nonprofit, putting in 3,094 volunteer hours to make homes across the country better and more accessible for low-income families.

“Milwaukee Tool has been an extraordinary partner in our mission to build affordable homes alongside Milwaukee families. Through their generous financial support, tool donations, and hands-on volunteering, they make a lasting impact, helping families achieve the stability and equity of homeownership while moving us closer to transforming our community. We are truly grateful for their partnership.”

- Brian Sonderman, CEO at Milwaukee Habitat for Humanity

OUR 2025 HIGHLIGHTS WITH HABITAT FOR HUMANITY



CHICAGO, IL

12 volunteers **invested over 70 hours** shaping the future of the Austin neighborhood, constructing garages and leveling ground for new homes.



COOKEVILLE, TN

Braving the summer heat, 15 volunteers not only spent 96 hours raising the walls of a new house but later deepened their impact with a **\$10,000 donation**.



OLIVE BRANCH, MS

A team of **22 volunteers** spent 88 hours framing windows and attaching siding, bringing new homes one step closer to completion.



WEST BEND, WI

Over the course of **two days**, 21 volunteers **dedicated 168 hours** to transform a new home, completing all landscaping and interior finishes that allowed two families to move in right on schedule.



MILWAUKEE, WI

114 volunteers gave **771 hours to help build two homes**, making it possible for families in Milwaukee to move into safe, stable housing and reclaim a sense of home.



SUN PRAIRIE, WI

11 dedicated team members **braved the harsh December cold** to bring warmth to a future family in need. They carefully installed windows and helped with framing.



MORE HOUSING ACHIEVEMENTS

**42 HRS
DONATED**

GREENWOOD, IN

KIC-IT KIDS IN CRISIS INTERVENTION TEAM

7 team members completed necessary household repairs, painting, and cleaning for homes used to help end the cycle of homelessness for youth ages 16-25.

**112 HRS
DONATED**

PITTSBURGH, PA

CITY MISSION LIVING STONE

14 team members came together to restore dignity and comfort by painting decks, landscaping, and pressure washing the houses used for emergency or transitional housing.

**IN 2025, WE HELPED WITH 62 HOUSING PROJECTS
ACROSS THE NATION.**



IN 2025, WE LED 21 HUNGER-RELIEF EFFORTS THAT SUPPORTED THOUSANDS OF FAMILIES IN NEED.

HUNGER

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

MISSISSIPPI FOOD NETWORK, JACKSON, MS

Mississippi Food Network (MFN) distributes over 1.5 million pounds of food and feeds more than 150,000 individuals every month. Donations are then shared within local communities by partner organizations. With nearly 85% of our Jackson, MS team living in communities supported by MFN, we're committed to creating a positive impact where it matters most.



AN INCREDIBLE MOMENT WITH MISSISSIPPI FOOD NETWORK

14 employees spent a total of 42 hours packing food boxes that provide meals to Mississippians in need.

We packed over **500 boxes full of essential food items** for people experiencing food insecurity.



MORE HUNGER ACHIEVEMENTS

1,000+ PEOPLE FED

GREENWOOD, MS

BELLAS FAMILY COMMUNITY KITCHEN

Over the course of five days, 22 volunteers devoted 40+ hours to ensure those without access to food services received a nourishing lunch.

680 STOCK BOXES

SOUTHEAST WI

HUNGER TASK FORCE

31 members of our supply chain department prepped monthly boxes distributed to families and seniors who need help accessing healthy food.

50 HRS DONATED

PITTSBURGH, PA

WASHINGTON COUNTY FOOD BANK FOOD HELPERS

A group of six volunteers rolled up their sleeves in the orchard, clearing and preparing the space for the next growing season.

\$7,000 DONATED

MUKWONAGO, WI

MUKWONAGO FOOD PANTRY

Our Mukwonago facility filled a truck with food and personal care items and boosted support with a monetary donation to help the pantry through its slowest donation season.



VETERANS

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

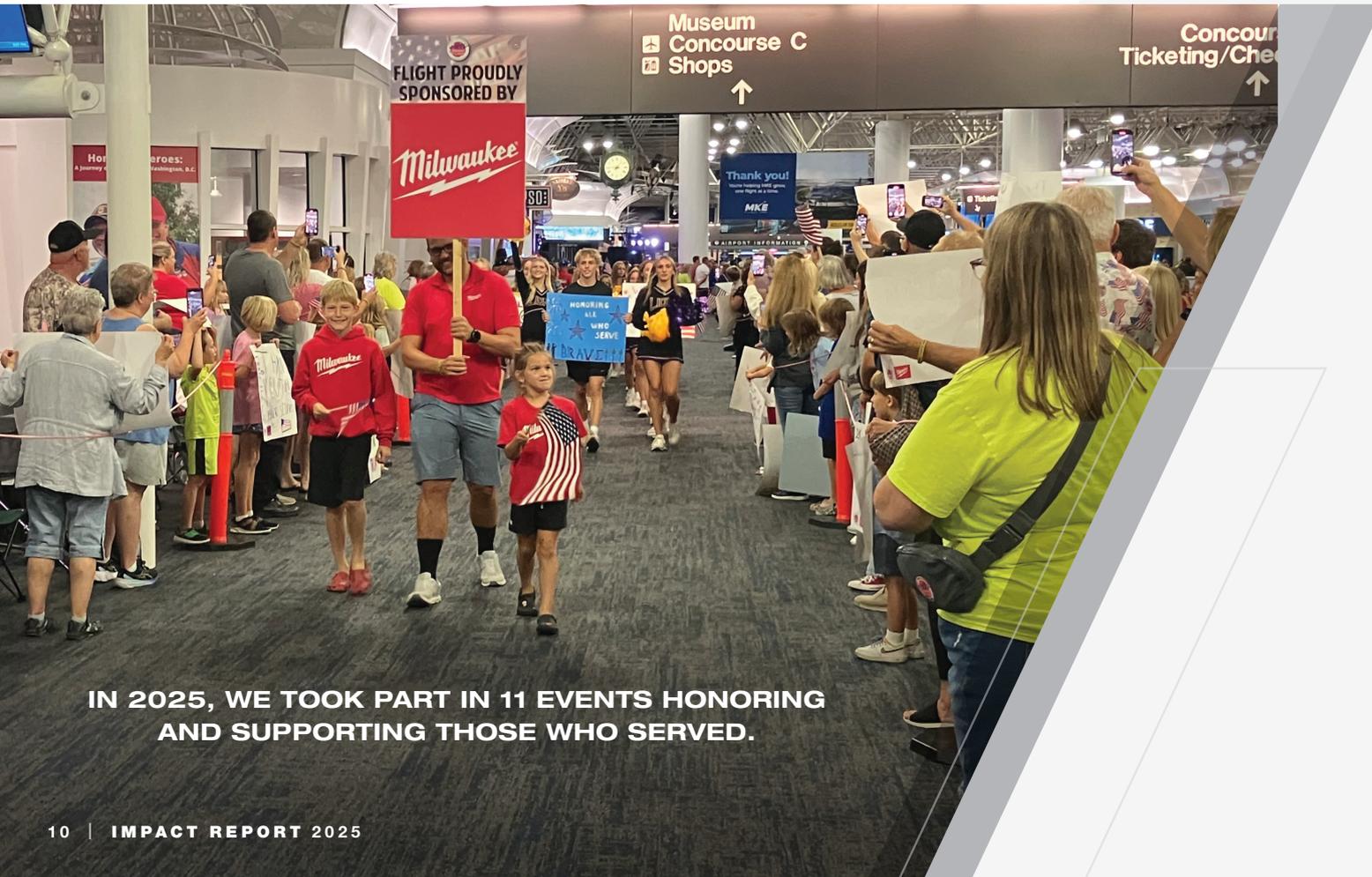
STARS AND STRIPES HONOR FLIGHT, SOUTHEAST WI

We are a proud partner of Stars & Stripes Honor Flight, ensuring Veterans receive the recognition and honor they deserve.

This year, we sponsored a full flight of Veterans to Washington, D.C., providing them with a once-in-a-lifetime opportunity to visit the memorials built in their honor. We are committed to standing by our Veterans-not just through words, but through action, investment, and partnerships with impactful organizations.

AN UNFORGETTABLE MOMENT WITH STARS AND STRIPES HONOR FLIGHT

- More than 30 dedicated volunteers contributed over 300 hours – from planning and facilitating to hands-on support at the airport – to help this flight take off.
- Two team members joined the flight as guardians for a Veteran who otherwise would have flown alone.
- In addition to the flight sponsorship, we donated \$75,000 to support the mission of Stars & Stripes Honor Flight.



IN 2025, WE TOOK PART IN 11 EVENTS HONORING AND SUPPORTING THOSE WHO SERVED.

MORE VETERAN ACHIEVEMENTS

\$250K DONATION

SOUTHEAST WI VETERANS COMMUNITY PROJECT

This contribution helps build a specialized village of 40 tiny homes with wraparound support services restoring dignity and stability for Veterans experiencing homelessness.



22 VETERANS

GRENADA, MS 5TH SQUAD

Arriving by Black Hawk helicopters, Mississippi National Guard and 5th Squad, a combat veteran non-profit organization, toured our state-of-the-art facility, met with our team, and explored career pathways for soldiers and airmen. We also shared how we're partnering with organizations like 5th Squad to support veterans as they transition to civilian life.



70 BAGS

COOKEVILLE, TN OPERATION UNITED HOPE

The team collected and donated bags of pet food and spent 15 hours helping Veterans shop for no-cost essential items, making sure care reached both Veterans and their companions.





IN 2025 WE SUPPORTED 61 STEM OR TRADE EDUCATION EVENTS TO ADVANCE LEARNING AND OPPORTUNITIES FOR THOUSANDS OF STUDENTS IN OUR COMMUNITIES.

EDUCATION

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

FIRST ROBOTICS, SOUTHEAST WI

Milwaukee Tool shares FIRST® Robotics' commitment to inspiring the next generation of innovators. Just as FIRST empowers young people to develop skills in science, engineering, and technology through hands-on learning and mentorship, Milwaukee Tool champions innovation and problem-solving in everything we do.

FIRST ROBOTICS COMPETITION WISCONSIN REGIONAL COMPETITION

-  Investing nearly **300 hours volunteering**, 9 employees mentored students across 10 different competing teams throughout the tournament.
-  As a guest speaker, **one volunteer shared her journey as an engineer at Milwaukee Tool**, sparking curiosity and inspiring thousands of students to pursue their passion for STEM.



MORE EDUCATION ACHIEVEMENTS

200 KITS

**CHICAGO, IL
SPARKSHOP**

We donated \$2,000 to help build mechanical engineering kits for students, helping provide students with quality STEM education and building the next generation of innovators.



41 STUDENTS

**GRENADA, MS
GRENADA HIGH SCHOOL**

We gave local senior and junior students an inside look at real-world manufacturing processes. They left with a deeper understanding of potential career paths and growth opportunities.



20 HRS

**GREENWOOD, IN
FASTRACK OF JOHNSON COUNTY**

Over the course of three days, our team of six volunteers organized, packed, and distributed essential school supplies, such as paper, pencils, and markers, to students in need across six different school districts.



DISASTER RELIEF

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

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.



IN 2025, WE SUPPORTED FOUR DISASTER RESPONSE OPERATIONS WITH TEAM RUBICON, HELPING COUNTLESS FAMILIES.

STANDING TOGETHER FOR SOUTHEASTERN WISCONSIN FLOOD RECOVERY WITH TEAM RUBICON

Thousands of families were affected after unprecedented rainfall caused historic flooding.

 Banding together across West Bend, Mukwonago, Sun Prairie, and other southeast WI facilities, **27 employees spent a total 184 hours volunteering with Team Rubicon.** During the 4-day operation, the team assisted in demolition and clearing 12 basements with flood damaged items including home goods, appliances, flooring, and drywall.

 **We donated \$10,000, tools, and a new trailer** directly to Team Rubicon to assist in their efforts to clean up the devastation left behind from the southeast WI floods.



MORE DISASTER RELIEF ACHIEVEMENTS

\$25,000

SOUTHEAST WI

UNITED WAY OF GREATER MILWAUKEE & WAUKESHA COUNTY

Our donation went to the recovery fund to help families recover and rebuild from the catastrophic flooding the area experienced.



8 HRS

GREENWOOD, MS

THE SALVATION ARMY

After a tornado devastated nearby communities, a team of 4 volunteers delivered bottled water to ensure families had safe water to drink.





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.

BLOOD DRIVES

We hosted **9 blood drives** throughout the year. Thanks to the generosity of 266 employees, 434 blood products were donated — **enough to potentially save 1,302 lives.**

HAASE HOUSE

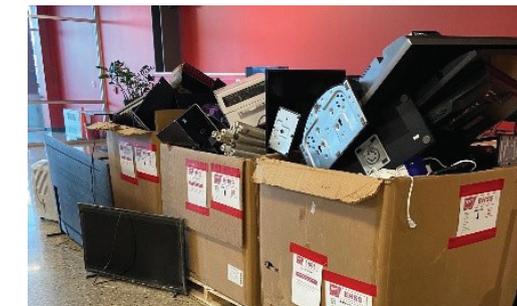
We provided a much needed **\$4,000 donation to expand and update their kitchen facility.** This remodel created a new layout for improved workspace and accessibility.

LIFT FOR LIFE ACADEMY

In addition to donating tools, **we gave \$10,000 directly to their SOAR program,** which offers high school students real-world experiences and a head start in a career in the trades.

THE HOME DEPOT FOUNDATION

Our team participated in **five events,** contributing over **200 hours** building and refurbishing homes and parks for **U.S. Veterans.**



ENVIRONMENT, HEALTH, SAFETY & SUSTAINABILITY (EHSS) TEAM

This team is responsible for ensuring the wellbeing of Milwaukee Tool employees and our environment, both in and out of the workplace.

E-WASTE RECYCLING

The EHSS Team hosted their first e-waste recycling event to celebrate Earth Month. Employees **recycled over 12,000 pounds of e-waste.** After our collection, a recycling partner dismantled electronics and small household appliances, safely removed any hazardous materials, and valuable components like plastics and metals were sorted and recycled to become new products.

RIVERKEEPER CLEAN UP

80 team members spent a collective 200 hours cleaning up our adopted section of Bradford Beach in Milwaukee, WI. The team meticulously cleared away litter and debris **spanning 2,000 feet** of the Lake Michigan shoreline.



OUR COMMITMENT TO THE SKILLED TRADES

At Milwaukee Tool, supporting the skilled trades is a commitment – it’s who we are. For decades, we’ve stood shoulder to shoulder with tradespeople, helping them enter the field, stay safe, and build lasting careers. **EVERYTHING WE DO IS GROUNDED IN THEIR NEEDS.**

Together with our partners, we’ve committed \$150 million toward training, safety education, innovation, and career access. And we’re not slowing down. We are investing \$10 million annually to keep pushing this work forward – with a bold goal of \$200 million by 2030.



PROGRESSION TO OUR GOAL OF \$200 MILLION BY 2030



CHAMPIONING THE TRADES

Our innovation starts on the jobsite. With the largest user-facing Jobsite Solutions team in the industry, we spend more time with trades professionals than anyone else. Our 25+ trade partnerships ensure our tools are built for real-world challenges. We don't just design tools; we co-create them with the trades. Developed alongside professionals, our solutions reflect actual jobsite needs. Safety and performance are built in from the start, guided by breakthrough technologies and continuous feedback. This approach helps us deliver tools that meet the demands of the work and raise the bar for safety and productivity.



THE ROSENDIN FOUNDATION'S CAMP BUILD

Pre-Apprenticeship Camp designed to introduce middle and high school students to the skilled trades. Through hands-on tool demonstrations, safety education, and practical training, 120 campers gained valuable exposure to the tools and techniques used in the field.

Our team collaborated with Rosendin to help shape the tooling curriculum and deliver meaningful learning experiences that showcase the trades as a rewarding career path. Led by our local team and supported by cross-functional partners, this summer we collectively invested 60 in-person hours to help make this program a success.



UNITED ASSOCIATION A&J TRAINING CENTERS

These centers equip Plumbers, Pipefitters, Sprinkler Fitters, HVACR Service Technicians, Welders, and Pipeliners with the essential knowledge and skills to excel in their field.

With 10 training centers welcoming 1,500 dedicated individuals, we were excited to enhance their learning environments by contributing the latest products and branded support materials. When trainees step into these centers, they see firsthand our dedication and presence. Our team is also on the ground, actively participating in events like the UA District 5 Regional Contest and offering hands-on support.



VETERAN'S ELECTRICAL ENTRY PROGRAM (VEEP)

We have proudly partnered with the Lazy Q Line School/ VEEP Program in La Grange, TX for over 5 years.

VEEP, designed by the Electrical Training Alliance, works to provide military personnel with a path into high demand fields. It equips students with valuable skills in environments resembling the real world, preparing them for success in their careers

In 2025 alone, we helped over 150 veterans gain the knowledge and skills needed to succeed as a power utility line worker, providing more than 50 hours of hands-on training.



UNMATCHED WORKFORCE DEVELOPMENT

While others talk about workforce development, we deliver it at a scale no one else can match. Our commitment starts in the classroom and extends to the jobsite, equipping the next generation of trades professionals to lead. We support 650+ training centers with tools, curriculum, and safety programs that mirror real-world conditions. Over 15,000 apprentices — including thousands of veterans — are backed annually. We donate \$4M+ in tools and train 100K+ workers each year through Construction Safety Week and our Safety Summit. We're also focused on removing barriers into the trades. From mentorship and visibility programs for women to STEM-to-trades pathways through WRTP, we help more people see themselves in these careers and succeed.

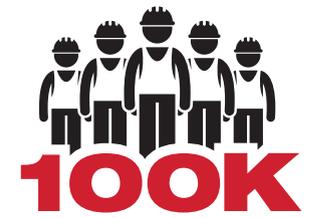
2025 HIGHLIGHTS



TRAINING CENTERS NATIONWIDE
WITH TOOLS, CURRICULUM, AND
SAFETY PROGRAMS



DONATED
IN TOOLS



WORKERS TRAINED DURING
CONSTRUCTION SAFETY WEEK AND
OUR ANNUAL SAFETY SUMMIT

WRTP | BIG STEP SPOTLIGHT

We were honored to join Wisconsin Regional Training Partnership (WRTP) & Building Industry Group Skilled Trade Employment Program (BIG STEP) in celebrating their 50th anniversary - a remarkable milestone for an organization that has spent decades breaking down barriers and creating pathways into the skilled trades.

In 2025, we invested \$50,000 in tools and training modules to bring their new tool room to life at their WRTP headquarters. This tool room will serve as a hands-on hub for learning, where students can walk through real-world scenarios in electrical, plumbing, and mechanical work.



SUPPORTS TRADE EDUCATION





WE'RE OBSESSED WITH OUR PEOPLE AND THEIR FUTURE

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.

IN 2025 ALONE, THE MILWAUKEE TOOL TEAM ACHIEVED


MORE THAN
600
 PATENTS FILED
 IN THE U.S.


ACHIEVED OUR
16TH
 CONSECUTIVE YEAR
 OF GROWTH


RANKED
#6
 ON GLASSDOOR'S LIST OF
 BEST-LED COMPANIES

FEATURED BENEFIT: REFUEL DAY

Our Refuel Day is a new benefit designed to support employee well-being. Refuel Day is an extra day off for employees to disconnect, recharge, and focus on whatever matters most to them – whether that's spending time with loved ones, celebrating personal or cultural milestones, or simply taking time to themselves. Employees can use this day whenever they need.

FEATURED BENEFIT: MAMMOGRAMS

During October's Breast Cancer Awareness Month, Milwaukee Tool expanded access to preventative care by securing over 100 free mammogram appointments at two Milwaukee-area hospitals and hosting a mobile mammogram event at our new offsite clinic in Jackson, MS. Together, these initiatives underscore our commitment to helping employees make time for their health and prioritize this critical screening.

Did You Know?

We offer onsite and offsite health clinics for our employees and their dependents.

SURROUNDED BY THE BEST. EMPOWERED TO BE THE BEST.

EMPLOYEE CONNECTION INITIATIVES

At Milwaukee Tool, we are surrounded by the best and empowered to be the best. Our Employee Connection Initiatives expand professional and personal networks with employees from different departments, roles, and backgrounds who might not have crossed paths otherwise. Building these meaningful relationships fosters our collaborative culture across different expertise and experiences and provides opportunities for mentorship, skill development, and career growth.

2025 STATS

 **411 employees engage in Coffee Connect**, an opportunity for employees to connect with someone outside of their usual work environment on a monthly basis.

 **760 employees have long-term mentor and advisor partnerships** as part of our Milwaukee Advising Program (MAP).



EMPLOYEE RESOURCE GROUPS

We celebrate the unique backgrounds, experiences, and perspectives that drive innovation and fuel our success as a global organization. Our voluntary, employee-led resource groups (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 workforce that inspires bold ideas and drives innovation.



2025 STATS

 **1,000+ employees as members** across 5 different ERGs.

 **87 different events** such as workshops, volunteer outings, panels, and networking sessions for members to connect, learn, and grow.

Did You Know?

Milwaukee Tool has **23 extra-curricular clubs**. From volleyball and pickleball, to cars and videogames. Through our shared passion, energy, and purpose, our employees are empowered to build networks and connections, both at work and outside of work.

2025 STATS

 **1,300+ employees** participate in at least one club.

 **350+** matches, tournaments, and other get-togethers.



IN 2025 ALONE, THE MILWAUKEE TOOL TEAM ACHIEVED


TOTAL
94,711
 HOURS OF IN-PERSON AND VIRTUAL
 TRAINING COMPLETED BY EMPLOYEES


TOTAL
1,457
 UNIQUE COURSES
 COMPLETED

“The biggest benefit I gained from the Project Leader Program was understanding what separates a Project Leader at Milwaukee Tool from the average project manager. Before the program, I thought success was all about managing tasks and timelines. What I learned is that the true value of a Project Leader is in their ability to be the driver of the project—setting the vision, inspiring the team, and guiding them through challenges.”

- Connor F. on our Project Leader Program

**PERSONAL
DEVELOPMENT
FUELS THEIR
GROWTH**

Milwaukee Tool employees learn through stimulating and challenging work. They experience an environment of continuous learning and receive training and development opportunities at every level. Employees are encouraged to continue developing professionally and personally with our wide variety of courses and resources available on-demand, live, or virtually to master new ways of thinking and acquire new skills to achieve their career goals.



BUILDING A CAREER WITH MILWAUKEE TOOL

Our employees make an impact from day one. Here, our team is empowered to mold the career that fits their future. They challenge themselves every day by tackling new projects and experiences that'll build on their strengths and help them grow. Along the way, they take advantage of numerous resources and support offerings so they have what they need to succeed.



IN 2025 ALONE, THE MILWAUKEE TOOL TEAM ACHIEVED


OVER 10,000
 EMPLOYEES NATIONWIDE


WELCOMED OVER 2,900
 NEW EMPLOYEES



A CAREER START LIKE NO OTHER

Interns at Milwaukee Tool are given unique and invaluable opportunities. They dive into innovative work with hands-on experience to prepare them for their career. A record-setting **20,000 college students applied** for a coveted spot in our 2025 Summer Internship Program.

2025 STATS

 We **welcomed 250 college students from 70 universities** nationwide to our Summer Internship Program.

 **72 interns offered a full-time position** following their internship.

 **68 interns invited back** for a second internship next summer.

 Recognized by Yello as one of the **Top 100 Internship Programs**.

A RECAP OF OUR IMPACT ACROSS THE NATION IN 2025



ACHIEVED OUR
16TH
CONSECUTIVE YEAR
OF GROWTH



MORE THAN
600
PATENTS FILED
IN THE U.S.



SUPPORTED
650+
TRAINING CENTERS
NATIONWIDE



MORE THAN
\$10M
INVESTED IN UPSKILLING
THE U.S. TRADES



OVER
10,000
EMPLOYEES
NATIONWIDE



TOTAL
\$803K
INVESTED IN COMMUNITY
IMPACT ACTIVITIES



11,073
HOURS EMPLOYEES
SPENT VOLUNTEERING



TOTAL
94,711
HOURS OF CAREER
DEVELOPMENT TRAINING
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WELCOMED
250
COLLEGE STUDENTS FROM 70
UNIVERSITIES NATIONWIDE TO OUR
SUMMER INTERNSHIP PROGRAM

THANK YOU TO OUR 2025 COMMUNITY PARTNERS

5th Squad
American Cancer Society
American Legion
Boys & Girls Clubs
Byhalia School District
Center for Veteran Issues
Chicago Public School System
Children's of Mississippi Hospital
City Mission
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
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
Ronald McDonald house Charity
at Lurie Children's Hospital
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
WRTP Big-Step



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