

2021 Philanthropy Report

For 179 years, we have been for those who make the world™ —the people doing the hard work out in our communities, building the world around us.

At Stanley Black & Decker, we believe in strategic philanthropy: focusing our giving on practical initiatives with intentional outcomes tied to our purpose and relevant to our business and social ambitions.

In 2021, the second year of the global pandemic, we maintained focus on relief, recovery and resilience, with additional efforts to support vaccination outreach. We joined Gavi's international effort to improve vaccine availability and contributed to the Ad Council initiative to educate people on the importance and safety of vaccination.

We thoughtfully aligned our giving and community support to strategically advance our purpose and impact. Our approach included empowering makers, advancing racial and gender equity with a focus on the workforce of the future, and engaging our employees as advocates and ambassadors.

Importantly, in 2021, Stanley Black & Decker announced a commitment to fund nonprofit initiatives to bring skills and upskilling to makers in communities of need. Through this program, we are committing up to \$25 million over a five-year period to fund the vocational and trade skilling and reskilling initiatives of select nonprofits and U.S. public schools. By focusing on displaced workers, the underserved and underrepresented, women, veterans and people of color, we see opportunities to bolster economic prospects and career pipelines.

In addition, we are moving the needle to help fill the void of 650,000 trade skills jobs by empowering people through vocational skills training delivered by nonprofits.

About Our Donations

Last year, Stanley Black & Decker donated nearly \$16 Million in direct donations and set aside tools with a retail value of over \$2 Million for donation to nonprofits around the world. Plus our employees logged 971 volunteer hours, valued at \$29,000 for volunteering during paid working hours, and the company invested \$814,500 in philanthropic management overhead.

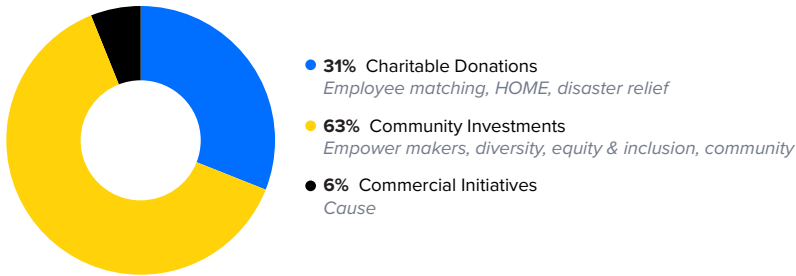
971
volunteer hours

\$29,000
value of employees
volunteering during
paid working hours

\$814,500
philanthropic
management overhead

Cash Contributions aligned with the following categories:

By Category



Our Commitment

Our Empower Makers Global Impact Challenge is a critical component of Stanley Black & Decker's corporate social responsibility commitment to empower 10 million makers by the year 2030.

Up to **\$25M**
for nonprofits

To skill and reskill **3M**
makers

Over **5**
years

Inaugural Makers Grant Recipients

86 recipients out of **240** applications



\$3M in Makers Grant Dollars



and nearly **\$1M** in Tool Donations



Roughly **180,000** Makers are expected to be trained and reskilled in the trades throughout 2022

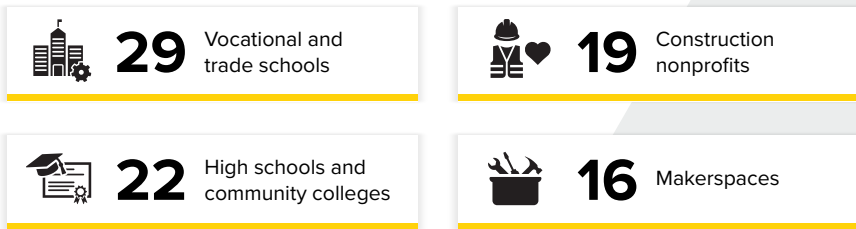


Nonprofit programs will support 49 U.S. states, the District of Columbia + 5 countries:

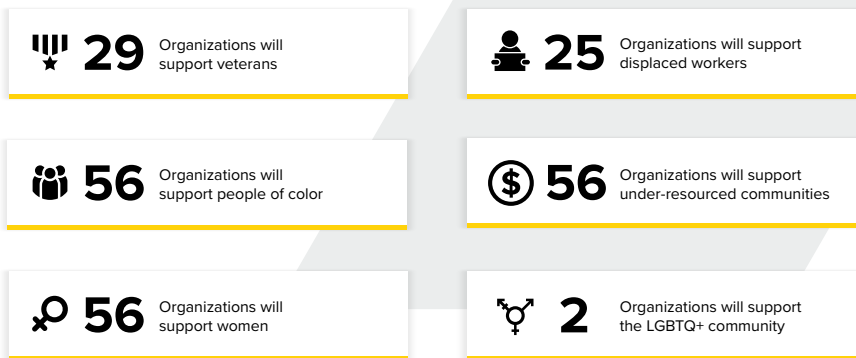
Canada, England, India, Mexico and Uganda



Recipients Represent Critical Skills Development



Supporting Diversity in the Trades



Alignment With The UN Sustainable Development Goals

We believe that a commitment to Corporate Social Responsibility (CSR) is not only the right thing to do, but a business imperative. In addition to the efforts we've strategically undertaken in our communities, which have always aligned with our business drivers, we've embarked on a mission to explicitly align our strategy with the UN Sustainable Development Goals (SDGs).



Commitment To Racial Equity

We continue to build out our Diversity, Equity & Inclusion (DE&I) infrastructure, globally, regionally and within our businesses, for scalable impact across our enterprise. Our appointment in 2021 of a Chief Diversity Officer and the expansion of a global DE&I organization signal our growing commitment and investments to lead in responsible performance and social good. Stanley Black & Decker is committed to diversity, equity and inclusion and is continuing to grow and implement new programs to ensure we are doing all we can to be an equitable employer. With executive sponsorship and input from the African Ancestry Network employee resource group (ERG), in 2020 we created a 10-point plan for racial equity and social justice that continues to evolve and be refined. This racial equity roadmap serves as a step-by-step guide for our leadership and employees focused on culture, career and community. Additionally, we have invested \$1.6M by year-end 2021 in direct donations to support racial equity and made a commitment to invest \$10.5M by 2025. The partnerships formed through these contributions enable career opportunities for diverse underrepresented talent and employee development opportunities for our internal talent.

Our strategic philanthropy team partners with our DE&I team to identify and activate nonprofit engagements to drive change, with focus on inclusion and racial equity. Working with ERGs (employee resource groups) helps to ensure we are engaging with organizations that matter most to our employees. This has led to scholarships at Historically Black Colleges & Universities (HBCUs) and focused initiatives with groups such as Out & Equal, Autism Speaks and A Better Chance.

Employee Resource Groups

Stanley Black & Decker's extended ERG community has grown to more than 12,000 employees in nine global ERGs, two Inclusion Councils and more than 90 unique chapters worldwide since we launched our Women's Network in 2016.

These groups serve as powerful resources for our people, providing a focus for allyship and mentoring. They also act as agents of change in our surrounding communities, including serving as a direct link to support our social responsibility initiatives. Here, externally facing Environmental, Social and Governance strategies and DE&I sensibilities go hand in hand, amplifying our investments and support.

Our ERGs focus on what we call the "Four Cs"—Community engagement, Career development, Culture of inclusion and Commerce/business impact. ERGs have played guiding roles in establishing our scholarship programs for Historically Black Colleges and Universities (HBCUs), in supporting our RISE Community Program (Reach, Inspire, Support, Engage) for middle and high schoolers, and in partnering with groups such as Greenlight for Girls and Girls for Technology to create pathways to STEAM careers.

Scholarships

In 2021, we awarded \$400,000 to 22 students at five target HBCUs through the Stanley Black & Decker Leadership Scholarship. Additionally, we awarded five students with scholarships totaling \$25,000 from our partnership with Society of Hispanic Professional Engineers (SHPE).



RISE Community to Career Program

Stanley Black & Decker launched the RISE Community Program in greater Hartford, CT, that provided access and support to 39 students representing four community-based organizations.

The RISE Community to Career Program is a community-based strategy to drive equity, inclusion and economic development for the next generation of leaders. With this program, we provide middle, high school, and college students of color with access to expanded experiential learning beyond their classrooms. The mission is to help RISE Scholars discover their passions, expose them to our business, emerging technologies, potential STEAM career opportunities, and help to develop them as leaders. With our commitment to investing in our local communities and scaling this program at large, we are proud to be part of equipping the leaders of our future.

Our 10 Commitments and Progress in 2021

CULTURE—EVOLVING WHO WE ARE AS A COMPANY

Expand our Stanley Black & Decker Office of Diversity, Equity and Inclusion.

Appointed Chief Diversity Officer along with ensuring creation and scaling of DE&I resources and alignment across businesses and regions.

Provide clear channel of communication for reporting discrimination and retaliation.

Empowered our people to report any work issue including discrimination, harassment or any behavior that does not align to our values or that may be against the law.

Develop a comprehensive Racial Equity Library for all employees and require equity training for leaders.

Race Forward Guide developed and made available to all employees through the DE&I SharePoint and Workplace Knowledge Library. All employees required to complete unconscious bias training and leaders are required to take an additional instructor led session.

Support racial equity causes and minority-owned businesses through our employees' participation in annual U.S. week of service.

In 2021 hosted first annual Juneteenth Week of Service. As of 2021, Juneteenth is a new, recurring holiday for all U.S. employees.

CAREER—LAYING THE GROUNDWORK FOR SUCCESS

Build deep and productive relationships with Historically Black Colleges and Universities and other institutions that support equity through education.

Awarded \$400,000 to 22 students at five target HBCUs through the Stanley Black & Decker Leadership Scholarship. Hosted the inaugural Stanley Black & Decker Innovation Challenge with 30 students from 12 HBCUs partnering with the Thurgood Marshall College Fund, Lowe's, SteeleCase and McCormack.

Launch a multi-month, best-in-class Black leadership development program with high participation rate.

77 Black leaders attended first-ever cohort of the McKinsey Black Leadership Academy. 44% of 2021 Executive Sponsor Program participants are racially or ethnically diverse. 105 Asian and Hispanic/Latino leaders participated in McKinsey's new Connected Leaders Academies in Q3 and Q4 of 2021 and in Q1 2022.

Reform our performance review process to ensure visibility to Black and other diverse talent.

Launched the inaugural DE&I Quarterly review in December 2020, increasing diverse representation at all levels of the organization by:

- Tracking progress made with demographic data and trends
- Dedicated reviews of female and racially diverse talent to increase visibility to senior leaders
- Increasing leadership accountability for creating a diverse and inclusive workplace

COMMUNITY—BUILDING A STRONG NETWORK THROUGH OUTREACH

Donate at least \$10.5M by 2025 to strategically aligned racial equity-related organizations.

\$1.6M donated by year-end 2021; \$3M commitment in 2022.

Create a community-based strategy to drive equity, inclusion and economic development for Black youth and people of color.

Launched RISE Community Program in greater Hartford, CT, that provided access and support to 39 students representing four community-based organizations.

Expand our partnerships with minority- and women-owned businesses to increase supplier diversity spend from 3% to 10% by 2025.

Partnered with U.S. Chamber of Commerce Coalition to Back Black Business and Ureeka to mentor four black-owned enterprises qualifying as small businesses.

Empowering Makers

As described in our ESG Report, we aim to enable 10 million creators and makers by 2030 to thrive in a changing world. Our people embody a commitment to helping our communities, particularly the next generation, gain the skills and expertise needed to excel.

We are focusing our efforts to Empower Makers on four areas where we can have a deep and measurable impact. We are encouraging Employee Career Mobility by equipping employees with upskilling resources to democratize training and development with AI-powered platforms and tools—all with the goal of giving our people more power over their work and personal growth trajectories in anticipation of industry 4.0. Additionally, we are supporting STEAM education for girls to close the technology and engineering gender gap to support the workforce of tomorrow, and we are supporting vocational and trade schools through grants and scholarships. Finally, we are inspiring the next generation to enter the skilled trades through makerspace training, which helps students enrich education, creativity, and hands-on experiences relevant to career opportunities.

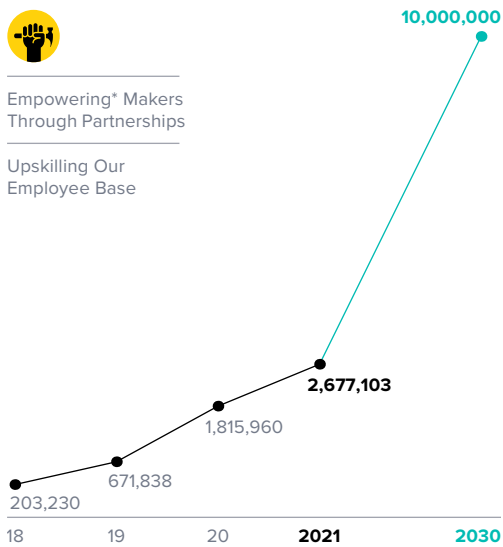
In 2021, we made significant progress toward our goal of empowering 10 million makers. To date we have empowered 2.4 million individuals through STEAM education, 45K individuals through vocational and trade skills, 155K through makerspace training, and 14K through employee career mobility. We are proud of the progress we have made to-date and are also committed to reaching millions of other makers across the globe.

2030 United Nations Sustainable Development Goals (SDGs)

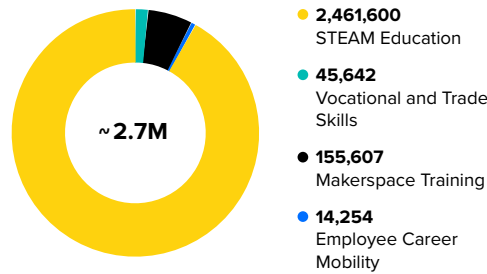
Our approach to quality education, SDG 4, and economic growth through decent work, SDG 8, includes upskilling and reskilling as we strive to give people the right tools to make an impact, empowering individuals to find valuable work in skilled professions and supporting more equitable economic growth for their communities.



Empower* 10 Million Makers And Creators by 2030



2021 Cumulative Empowered Maker Breakdown



* An empowered maker is a person whose capabilities or resources have been enhanced through education, equipment or experiences enabled by Stanley Black & Decker (SBD). To quantify the impact of our efforts to empower makers, we measure the number of people who have completed or participated in SBD-backed programs that have enhanced their capabilities related to advanced manufacturing, vocational training, trade skills, STEAM education and/or Makerspace engagement.

Empower Makers Goals

Provide **skill mobility** for all of our employees in a diverse, equitable and inclusive workplace

Increase access to **makerspaces**

Partner to drive **STEAM education**

Nurture **vocational and trade skills**