



MASCO CORPORATE GIVING

2021 REPORT



MASCO

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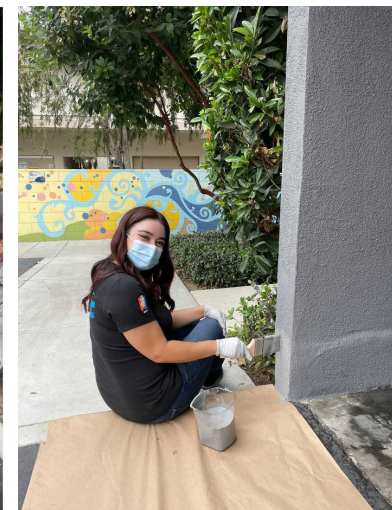
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THE MASCO LEGACY

Masco's commitment to corporate citizenship began with the generosity of our founder, Alex Manoogian. When he arrived in America in 1920 with only \$50 to his name, he promised himself that if he found success in this country, he would ensure others had the same opportunities to grow and thrive. Masco's philanthropy program started as a way to support employees who had served in the war and has since grown to millions of dollars invested in our neighborhoods each year.



MASCO'S GIVING STRATEGY

At Masco, we believe a strong, supportive presence in the communities where we live, work and do business is vital. We partner with organizations that are as driven as we are to support the growth of our communities, encourage and enable equity or provide safe, affordable housing for all families. Though the location of our headquarters in southeast Michigan has put the city of Detroit at the heart of our charitable ambitions, Masco leverages the geographic range of our business units to expand our reach from coast to coast.

OUR FOCUS AREAS



Housing

We believe that safe, decent, affordable homes are fundamental for the growth of family and the community at large. As a global company, Masco strives to create a world where the basic shelter needs of all are met and everyone has the dignity of stable living conditions.



Community Development

We support programs and initiatives that foster prosperity, allowing our communities and employees to thrive.



Diversity, Equity and Inclusion

Masco is committed to addressing the barriers and biases that affect people's ability to fully access opportunities or bring their whole selves to work.

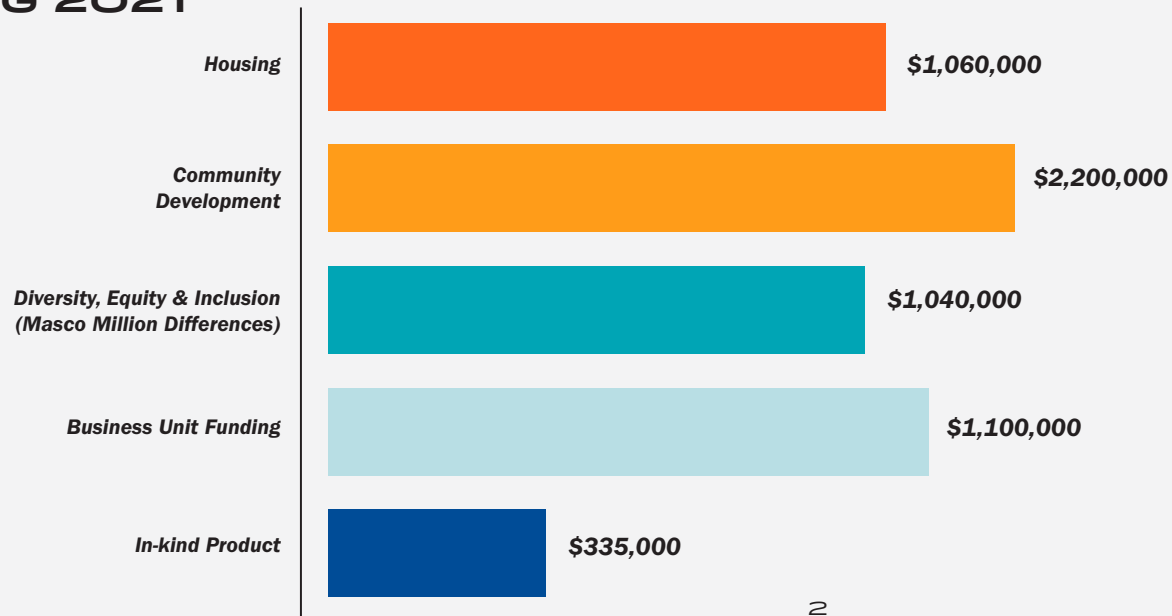
2021 OVERVIEW

As our nonprofit partners responded to a second year of uncertainties driven by the COVID-19 pandemic, Masco increased its year-over-year charitable spending to meet pressing community needs. We continued to prioritize flexibility in our giving to our nonprofit partners by offering general operating grants over designated funds wherever necessary so that nonprofits had the financial certainty they needed to keep staff employed and their doors open. In some cases, this also meant sponsoring unique programs, such as virtual arts performances, that allowed nonprofits to fulfill their mission through new media.

Building on the success of our employee Matching Gift Program online platform, we launched our Masco Cares volunteer portal to our U.S. employees to promote individual service in the community. This portal is a user-friendly interface for employees to search for either virtual or in-person opportunities based on location or cause area. During a year in which it was often unsafe to gather in groups, the portal allowed our employees to continue to support their communities through virtual opportunities. In addition to offering greater diversity of individual volunteer opportunities, the portal enables us to streamline Company-sponsored group volunteer activities.

We are proud that in 2021 we executed on our goal of maintaining strong personal relationships with our long-standing partners and forging relationships with new recipient organizations who do important work within our focus areas. Additionally, we are pleased to have come through the year more invested than ever in the day-to-day work of the organizations we support. While virtual meetings may have changed how we interacted in the last year, we nevertheless preserved our constant communication to deeply understand our partners' evolving goals and challenges, assisting where we could with funding, products, awareness-raising activities and community connection.

MASCO CORPORATE GIVING 2021



GIVING HIGHLIGHTS

OVER
\$5.7
MILLION

in cash and product donations across the U.S. and Canada in 2021

OVER
\$400
THOUSAND

in employee charitable donations matched through our Matching Gift Program

OVER
500
NONPROFITS

benefitted from our Matching Gift Program

70
NONPROFITS

supported through our Masco Million Differences diversity, equity and inclusion program

HOUSING

We believe that safe, decent, affordable homes are fundamental for the growth of family and the community at large. As a global company, Masco strives to create a world where the basic shelter needs of all are met and everyone has the dignity of stable living conditions.

In 2021, Masco donated over \$1,060,000 to housing organizations.

NATIONAL GRANT RECIPIENTS

American Red Cross

Fisher House

Habitat for Humanity

HomeAid America

The Home Depot Foundation



A group from HomeAid Austin constructs the new Hayes Caldwell Women's Transitional Housing project, which will feature donated Delta® fixtures.

MASCO COMPANIES BUILD AWARENESS WITH HOMEAID

In 2021, Masco and its business units donated a total of \$130,000 in support of HomeAid America's mission to help people experiencing and at risk of homelessness build new lives through construction, community engagement and education. In addition to funds for affiliates across the U.S. and support for the WORKS education program, our donations included a Delta Faucet Company (DFC) sponsorship of HomeAid America's annual Homelessness Awareness Month campaign in November. Not only did this campaign raise public awareness about the issue of homelessness, but it also helped to promote donations of items like diapers, blankets, winter coats, socks, back to school supplies and personal hygiene items for those in shelters.

In addition, DFC also supported HomeAid's annual Impact event, a one-day virtual event focused on how housing professionals can invest in their communities with affordable, sustainable, and community-focused housing. DFC's former Vice President of Trade, Jon Dartt, who served on HomeAid's Board of Directors until his retirement in early 2022, was proud to serve as a panelist for the event and discuss Masco and DFC's commitments to corporate social responsibility. All proceeds from the event supported HomeAid's core programs.

HANSGROHE USA HELPS “CHAMPIONS” LIVE INDEPENDENTLY

In fall 2021, our Hansgrohe USA business unit made a donation to the Georgia-based nonprofit Champions Community Foundation for its “Champions Place” housing program. A first-of-its-kind shared living environment built specifically for young adults with physical disabilities—such as cerebral palsy, spina bifida, muscular dystrophy, and physical injury—Champions Place is a safe, accessible, and affordable residence from which residents can live independent and productive lives, while benefiting from the latest adaptive technology including access-controlled automated doors; voice-activated lights, TVs, fans and shades; and much more.

Though the typical resident of Champions Place has a part-time job, the majority of residents are considered low-income with several having incomes at the poverty line. Thus, the monthly fees for living at Champions Place require subsidies in order to make them affordable to residents. Hansgrohe’s donation was applied to this subsidy program to help adults with disabilities continue living life to the fullest within this innovative community.

Renee Maxwell, Director of Human Resources at Hansgrohe USA, says, “Hansgrohe is excited to support such an outstanding organization that truly gives back to the community. It is our hope that our donation to this organization assists in the cause to allow young adults with physical disabilities to reach their full potential.”



BUSINESS UNIT GRANT RECIPIENTS

ACCESS

- American Red Cross of Southern California
- Atlanta Children’s Shelter
- Bethesda Center for the Homeless
- Build Futures
- Champions Community Foundation
- Coburn Place
- COTS (Coalition on Temporary Shelter)
- Covenant House
- Family Promise of Forsyth County
- HomeAid Atlanta
- My Sister’s Place of Gainesville
- New Haven Youth & Family Services
- Northeast Ohio Coalition for the Homeless
- OC Rescue Mission
- Ronald McDonald House Charities of San Diego
- Ronald McDonald House of Detroit
- Southwest Solutions Piquette Square
- Trinity Haven
- YWCA of Cleveland

COMMUNITY DEVELOPMENT

We support programs and initiatives that foster prosperity, allowing our communities and employees to thrive.

In 2021, Masco's donations to Community Development totaled over \$2,200,000.

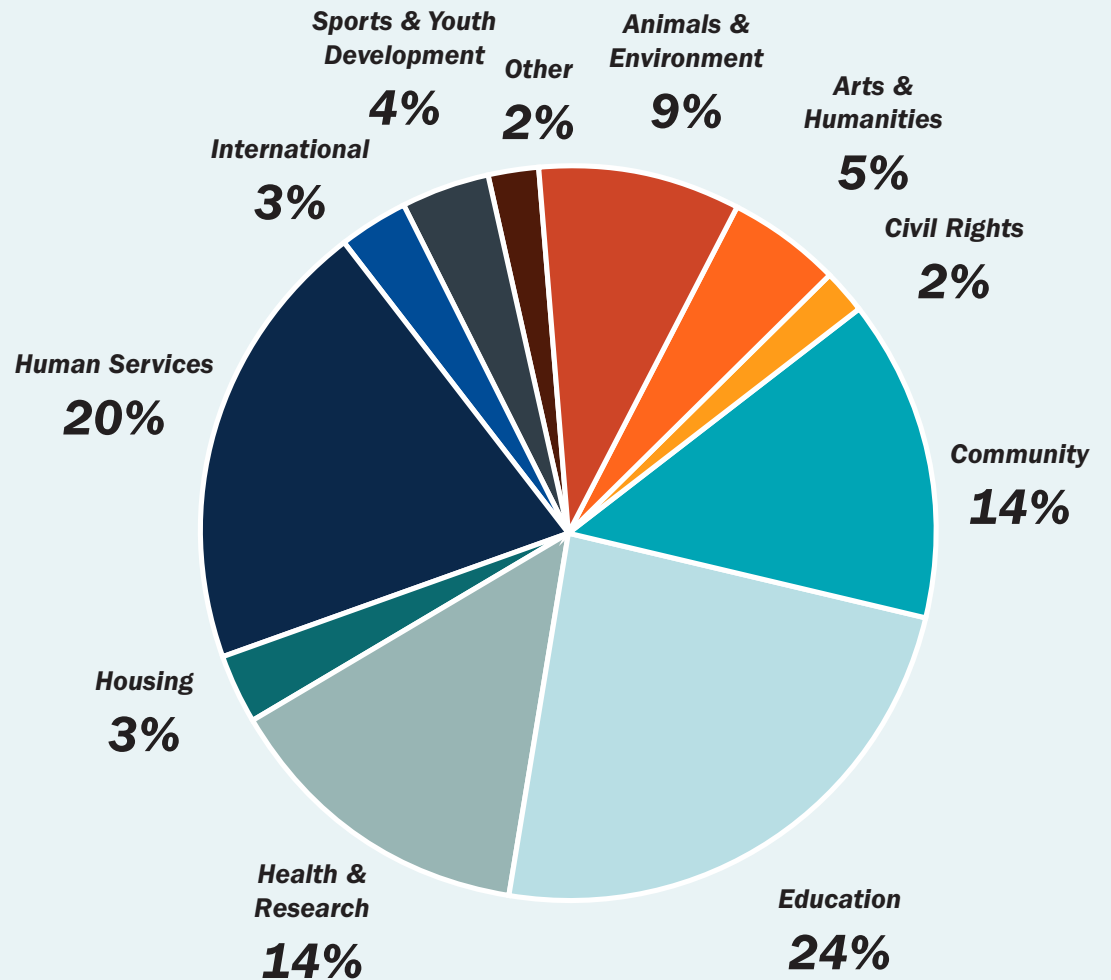
MATCHING GIFT PROGRAM

A key component of our Community Development strategy is to support the organizations our employees are passionate about and empower our team members to maximize their own impact. Masco's Matching Gift Program allows employees at our U.S. business units to double their personal gifts to charitable organizations, with the Company offering dollar-for-dollar matches of up to \$5,000 in donations per employee each year, up to \$500,000 total. In 2021, employees used the Masco Cares online giving platform to donate to over 500 unique charities, with over \$400,000 in employee personal donations matched by the Company.

Top Matching Gift Charities (by number of Masco donors)

1. Decatur County United Fund
2. United Way of Central Indiana
3. United Way of West Tennessee
4. United Way for Southeastern Michigan
5. St. Jude Children's Research Hospital

MATCHING GIFTS BY CATEGORY



VOLUNTEER AWARDS

To recognize employees across the Company who go above and beyond to serve their communities, in 2021 we again offered the Masco Cares Volunteer Award. Each quarter, employees nominate colleagues with superior records of volunteer service. Then, Masco makes a \$5,000 donation in the winning employee's name to the organization the employee supports. Read about the amazing work of our 2021 winners below.



First Quarter Winner:
DON BUSHEY
Behr Paint Company

Don received the Masco Cares Volunteer Award for his work at the Ligonier Therapeutic Center, where he volunteers two evenings each week to assist special needs children and adults during equine-assisted therapy. Don is in charge of managing the horses during the therapy sessions, making sure the horses are in control and following commands. Don also works a weekend morning tending to the nonprofit's eleven horses and doing chores around the farm, like painting, fixing fences and barn maintenance.



Second Quarter Winner:
SHANE LANGDON
Behr Paint Company

Shane volunteers with The Ryan Bartel Foundation, a teen suicide prevention nonprofit. Shane has helped the Foundation for several years, particularly through fundraising, including organizing a golf event called "Fairways for Hope", the proceeds from which benefit the Foundation.



Third Quarter Winner:
JOHN DUCHARME
Behr Paint Company

In John's name, Masco donated to an Ontario nonprofit whose mission is to enhance and sustain the health and wellness of Transgender, Genderqueer, Two-Spirit, Non-Binary, Queer and Questioning communities and their families. John volunteers his time with the organization to ensure these youth have safe spaces to combat the transgender community's high rates of suicide, abuse, and discrimination.



Fourth Quarter Winner:
DANIEL DEL RIVERO
Behr Paint Company

A veteran himself, Daniel Del Rivero volunteers with the American Legion Post #939. In addition to helping raise funds for critical programs serving vulnerable veterans and their families, Daniel volunteers each week working on everything from toy collections for children of military personnel to card drives and winter kit distributions to care for veterans emotionally and physically.

GROUP ACTIVITIES

Although planning group volunteering opportunities was more complex than ever due to necessary health and safety precautions during the COVID-19 pandemic, employees across our family of companies still managed to find creative, safe ways to give back to the community together. From virtual events to outdoor and social-distanced activities, our teams made the most of opportunities to be hands-on with nonprofits in 2021.

Top Left: Endless Pools employees participated and cheered on swimmers in an outdoor swim-a-thon at the 24th annual Camp Out for Hunger event, which raises critical funds for the Philabundance food bank.



Top Right: Liberty Hardware employees masked up and volunteered on a Habitat for Humanity build site.

Bottom Left: Masco HQ employees gathered virtually to make fleece blankets from home. Through the nonprofit Fleece & Thank You, the blankets are used to brighten the rooms at children's hospitals.



Bottom Right: Behr Paint employees helped clean the shoreline and restore wetlands during outdoor events with Aquarium of the Pacific.



BUSINESS UNIT GRANT RECIPIENTS

A Special Wish Cleveland	Leukemia & Lymphoma Society
ACCESS	LGBT Elder Initiative
Allentown Rescue Mission	London Food Bank
Aquarium of the Pacific	Longmont Community Foundation
Athletes for Change	Marine Toys for Tots
Atlanta Community Food Bank	Marwen Foundation
Boys & Girls Clubs of Northeast Ohio	Meals on Wheels of Orange County
Boys & Girls Clubs of the Virginia Peninsula	Mississauga Food Bank
Boys & Girls Clubs of Vista	Mortgage Miracles for Kids
Bremen Elementary School	North Fulton Community Charities
Burton Middlefield Rotary Club	Northwest Harvest
California Homebuilding Foundation	Ohio Amvets
Cathedral Kitchen	OhioGuidestone
Children's Bureau	OneOC
City of Hope	Patriot Military Family Foundation
Clean Air Council	Philabundance
Community Food Share	Riverside Community College District Foundation
Community Foundation of Boulder County	Ronald McDonald House Charities
Damien Center	San Diego Food Bank
Davidson County Community College Foundation	Second Harvest Food Bank of Central Florida
Delaware Humane Association	SoLa I Can Foundation
Elgin-Middlesex United Way	St. Thomas Elgin Food Bank
Every Woman Works	Taiwan Fund for Children & Families
Fleece & Thank You	Tarrant Area Food Bank
Food Bank of the Rockies	TERI
Freedom House	Thunder Cares
Geauga Growth Partnership	True Value Foundation
Gleaners Food Bank of Indiana	United Way of Greater Atlanta
Greater Chicago Food Depository	United Way of Greater Cleveland
Hope of Winston-Salem	United Way of Southern Nevada
Interfaith Community Services	Veterans Multi-Service Center
Jennings Creek Elementary	Violence Against Women Services
Junior Achievement of the Piedmont Triad	Vista Community Clinic
Lake Geauga Recovery Centers	VON Elgin
Lake Lanier Association	Waymakers
Latino Health Access	

BEHR PAINT AND WATKINS WELLNESS TEAM UP FOR TERI

In 2021, Masco was proud to have not one, but two business units support TERI, a nonprofit organization in Oceanside, CA, dedicated to serving individuals with autism and other developmental disabilities and their families through 20 different programs and services. TERI's programs are designed to benefit often-marginalized people by developing each individual's interests and teaching valuable workplace skills to prepare them for job placement or the development of a microenterprise business.

Since 2019, Watkins Wellness has provided grants to support the construction of TERI's new Charles R. Cono Campus of Life, including the Tom and Mary Tomlinson Vocational Center. When running at full capacity, the Vocational Center will provide 57 classes each week, including opportunities for working on 2.5 dedicated acres of vegetables and flowers, preparing food for sale to the local community and restaurants, creating flower arrangements, sorting recycled materials, and serving food and beverages. These training opportunities not only provide direct employment on-site, but they build the skills and experience that lead to job placement in the greater community.



Additionally, recognizing that donations are very impactful to nonprofits doing large building projects—especially during a year in which construction costs rose significantly—Behr Paint Company stepped up to support TERI through a donation of 85 gallons of paint for finishing new buildings on campus.



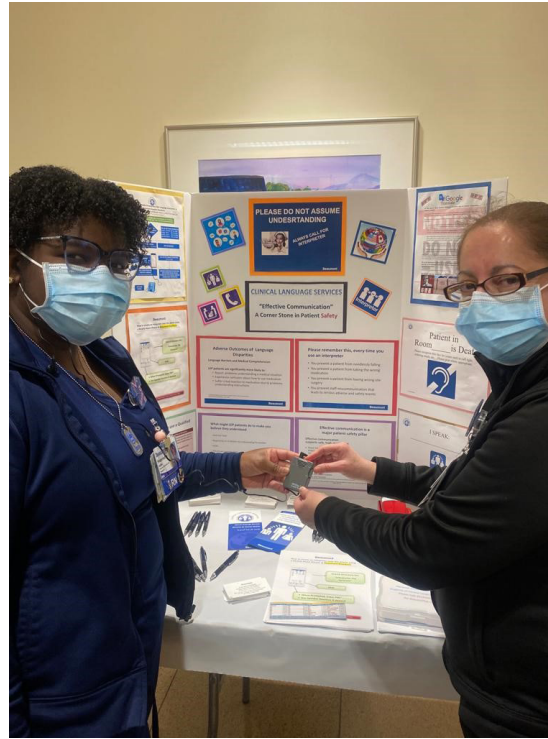
BREAKING DOWN BARRIERS WITH MEDICAL TRANSLATION

Masco HQ is proud to support the Beaumont Health Foundation's Clinical Language Program, which offers translation services and hearing devices to patients who are non-English speakers or have hearing loss.

As the largest health system in Michigan, Beaumont Health provides care for an enormously diverse population, which can make the accurate communication of health care information a challenge. Last year, patients at Beaumont spoke 75 different languages, and over 300 patients required American Sign Language. Research has shown that without the use of a certified interpreter or hearing support, these patients have more diagnostic and invasive procedures, overprescribed medications, and adverse medication reactions due to problems understanding instruction.

Through Masco's support of the Clinical Language Program, Beaumont offers on-site classes in partnership with the University of Michigan so employees can receive qualified interpreter education. Then, the certified employees can provide in-person interpretive services to patients in the clinical setting, increasing both patient satisfaction and positive health outcomes.

The grant from Masco also enables the translation of over 100 standard documents for patient care units into multiple languages, and purchases amplifiers and disposable earbuds for patients who are hard of hearing to improve medical professionals' ability to clearly communicate with them while they are in the hospital.



MASCO WORLD HEADQUARTERS LOCAL GRANT RECIPIENTS

- | | |
|------------------------------------|--------------------------------------|
| Accounting Aid Society | Livonia Public Schools |
| Arab American National Museum | Masco School of Hope |
| Beaumont Health Foundation | Michigan Opera Theatre |
| Canton Community Foundation | Mosaic Youth Theatre |
| City of Hope | New Hope Center for Grief Support |
| City of Livonia | No Barriers |
| Council of Michigan Foundations | North Star Reach |
| Cranbrook Institute of Science | Northville Chamber of Commerce |
| Detroit Bar Association Foundation | Paws With A Cause |
| Detroit Cristo Rey | Schoolcraft College Foundation |
| Detroit Institute of Arts | Seedlings Braille Books for Children |
| Detroit Public Television | Sphinx Organization |
| Detroit Symphony Orchestra | Teach for America- Detroit |
| Detroit Zoological Society | The Henry Ford |
| Fish & Loaves | United Way for Southeastern MI |
| Garrett's Space | University Music Society |
| Give Joy 2 One | Village Arts Factory |
| Innovations for Learning | |
| Jay's Juniors | |
| Kids Coalition Against Hunger | |
| Living and Learning Center | |
| Livonia Chamber of Commerce | |

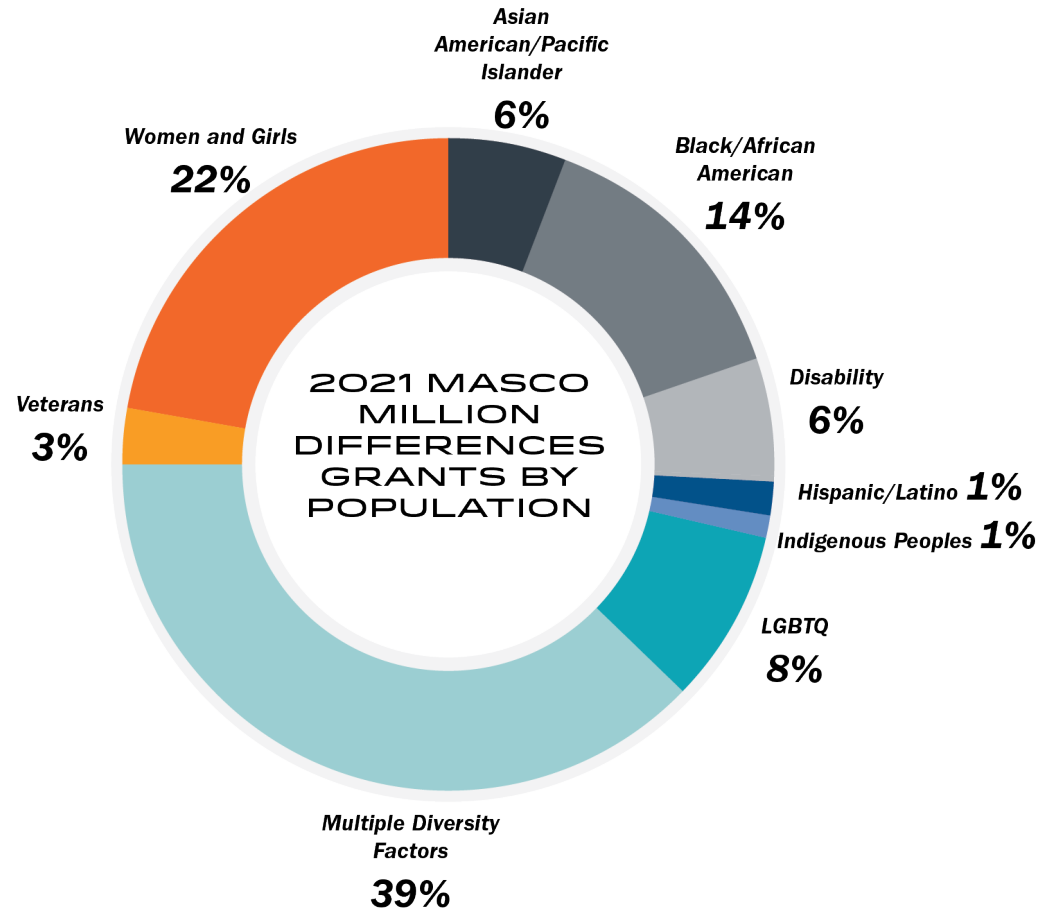


DIVERSITY, EQUITY & INCLUSION

We are committed to addressing the barriers and biases that affect people's ability to fully access opportunities or bring their whole selves to work.

Our companies donated over \$1,040,000 to Diversity, Equity and Inclusion organizations through the Masco Million Differences Program in 2021, creating impact in three main areas:

- The Education component of Masco Million Differences supports academic opportunities for underrepresented populations to increase their access to the workplace pipeline, including scholarship organizations, mentorship programs, college preparedness initiatives and classroom-based learning.
- The Job Training and Employment Initiatives component of Masco Million Differences supports programs to help underrepresented populations gain direct access to the workplace pipeline through job training, employment services and coaching, internship experiences and work skills development.
- The Professional Diversity Organization component of Masco Million Differences supports organizations that work to advance minority representation in a specific field or to develop inclusive workplaces and communities.



NATIONAL DIVERSITY PARTNERS



DELTA FAUCET COMPANY CREATES BIG FUTURES

In 2021, Delta Faucet Company (DFC) continued their support of Big Brothers Big Sisters of Central Indiana, which serves more than 1,200 youth annually ages 8 – 18 to help them achieve their full potential. DFC specifically sponsors two programs under BBBSCI. The Little Impacts program, for one, is a year-long series of outcome-oriented programming created with the intent of promoting skill development and preparing Littles to be successful as they progress into high school. The Big Futures program, meanwhile, focuses on offering career and college readiness activities for BBBSCI's high school aged Littles; this program helps Littles explore different career paths, attend a college fair and networking event, tour and shadow in different workplaces, hone their professional skills, and access scholarship opportunities.

In addition to being the official sponsor of these programs, DFC is proud to have four employees from their headquarters in Indianapolis serving as “Bigs”. LaTanya McCann, one of the DFC volunteers, says, “Being a ‘Big’ is such a rewarding experience. I’ve been able to mentor my ‘Little’ as well as learn a lot from her. It’s amazing how much energy she brings and the new experiences we have shared.”



EDUCATION PARTNERS

- Big Brothers Big Sisters of Central Indiana
- Big Brothers Big Sisters of the Central Piedmont
- Boys & Girls Clubs of Northeast Ohio
- Child Creativity Lab
- Coded By Kids
- DAPCEP
- Eastside Community Network
- Encanto Boys & Girls Club
- Exceptional Academy
- Fight for Life Foundation
- Fresh Artists
- Girl Scouts of SEMI
- Girls Inc. Indy
- Girls Inc. OC
- Girls Inc. of Tarrant County
- Girls Who Code
- Indspire
- Junior Achievement
- Lead Like A Girl
- MI Council of Women in Technology
- North County African American Women's Association
- Orange County United Way
- Point Foundation
- Rosa Parks Scholarship Foundation
- Schoolcraft College Foundation Girls Who Code
- Seedlings Braille Books for Children
- Umich Adaptive Sports
- Umich OptiMize
- United Way of Metro Chicago
- University of Akron
- Women Lawyers of Michigan Association
- Women of Tomorrow

JOB TRAINING AND EMPLOYMENT PARTNERS

Back on My Feet

CARA Chicago

Center for Pan Asian Community Services

Dress for Success

Empowerment Plan

Friends of Refugees

Hire Heroes

Indiana Black Expo

Living and Learning Enrichment Center

National Urban League

New American Pathways

Ohio Guidestone

San Diego Workforce Partnership

Solutions for Change

Spaulding for Children

Taller San Jose Hope Builders

Up With Women

Veterans Transition Support

Veterans Village of San Diego

Women's Resource Center of Greensboro

Working Wardrobes for a New Start

YWCA of Cleveland

MASCO RUNS FOR HEROES

Hire Heroes USA provides free job search assistance to thousands of U.S. military members, veterans and their spouses. As the presenting sponsor of the Run for Heroes Virtual 5K in late summer 2021, Masco assembled a team of over 100 employees from across our family of companies to participate and help raise both funding and awareness for Hire Heroes' work on behalf of veterans. The team of runners raised more than \$16,000 for the cause.

Ronald Strobel, Manager, West Region, at Masco Support Services was one of the runners who participated on the Masco team. Ronald is a veteran of the U.S. Army who was proud to carry on his family legacy of serving his country: with a father who served in the Airforce, a son who served in the Army, a brother who served in the Navy, and a nephew who is currently serving in the Navy, Ronald's family knows the sacrifices made to protect our country.

Says Ronald, "I was very honored to participate in the Virtual 5K Run for Heroes on behalf of those who have served and are currently serving this great country. We should absolutely support heroes and their families who have voluntarily signed up to defend the freedoms we all enjoy."



CELEBRATING MASCO'S AAPI COMMUNITY WITH LEAP

During Asian American Pacific Islander Heritage Month in May, Masco hosted a panel discussion in partnership with LEAP (Leadership Education For Asian Pacifics), a national nonprofit with a mission to achieve full participation and equality for Asian and Pacific Islander Americans through leadership, empowerment and policy. Employees joined to hear from community activists and leaders across the Masco family of companies to develop deeper connections, better understanding and more awareness of Asian and Pacific Islander American heritage. This conversation was particularly critical during a year marked with rising violence against the Asian American community and represented one of several events Masco and its companies hosted to celebrate and show support for the Asian American and Pacific Islander communities throughout the year.

One of the four panelists, Amanjeev Singh, Group Finance Director at Masco HQ, said, "I was really honored and humbled to represent part of the very diverse Asian American community in Masco's AAPI discussion panel. These types of open dialogues are very important to build bridges of understanding and foster allyship amongst various ethnic groups."

Masco has partnered with LEAP since 2018 to expand growth opportunities for our Asian American and Pacific Islander employees and to support the organization's important policy and advocacy work, creating lasting impact inside and outside our walls.



PROFESSIONAL DIVERSITY PARTNERS

Affirmations
Austin LGBT Chamber of Commerce
Education Fund
Calibr
City of Livonia
Equality Foundation of Georgia
Fair and Equal Michigan
Forte
HACR
Indy Pride
LEAP
Michigan Roundtable for Diversity & Inclusion
NCCJ of the Piedmont Triad
North County LGBTQ Resource Center
OC Asian and Pacific Islander Community Alliance
OC Human Relations Council
Out & Equal

***To follow our philanthropic impact,
visit <https://masco.com/community-outreach/>.***

MASCO