



2024 GIVING REPORT

MASCO

TABLE OF CONTENTS

Our Legacy 1

Masco's Giving Strategy 1

- Our Focus Areas 1
- 2024 Overview 2

Housing 3

Community Development 5

- Matching Gift Program 7
- Volunteering 7

Thriving Workforce 9

- Education 10
- Job Skills Training 11
- Professional Organizations 12





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, expand access to workforce opportunities 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 flourish.



Thriving Workforce

We are committed to expanding opportunities for current and future workers to reach their full potential and access successful, fulfilling careers.

2024 GIVING AT A GLANCE

\$7
MILLION

given in corporate and
business unit cash
donations across the
U.S. and Canada

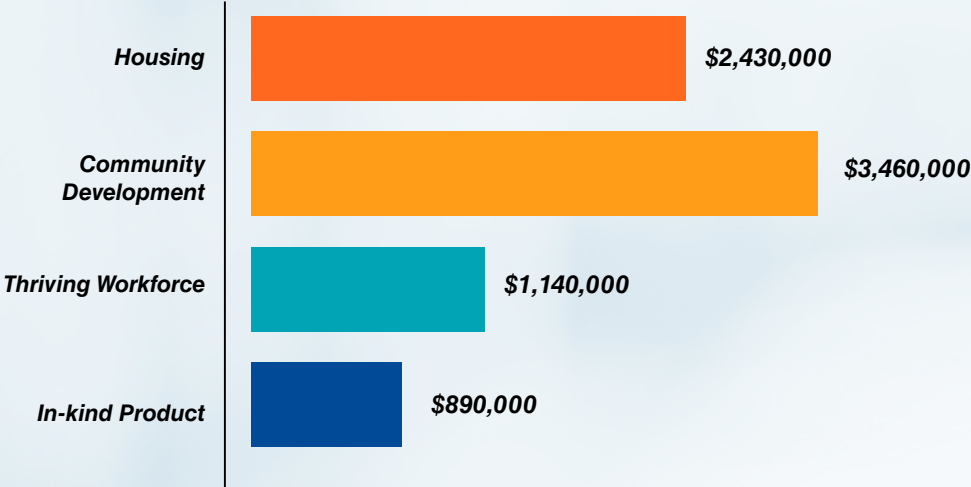
OVER
\$350
THOUSAND

donated through our 1:1
Employee Matching Gift
Program, benefiting over
380 nonprofits

\$890
THOUSAND

donated through
in-kind products

MASCO CORPORATE AND
BUSINESS UNIT GIVING 2024



“
Across our Masco family
of companies, we are
united by a common
mission: delivering better
living possibilities. In
2024, we once again
extended that mission
out into the community,
making positive changes
in the neighborhoods
where we live, work and
do business.”

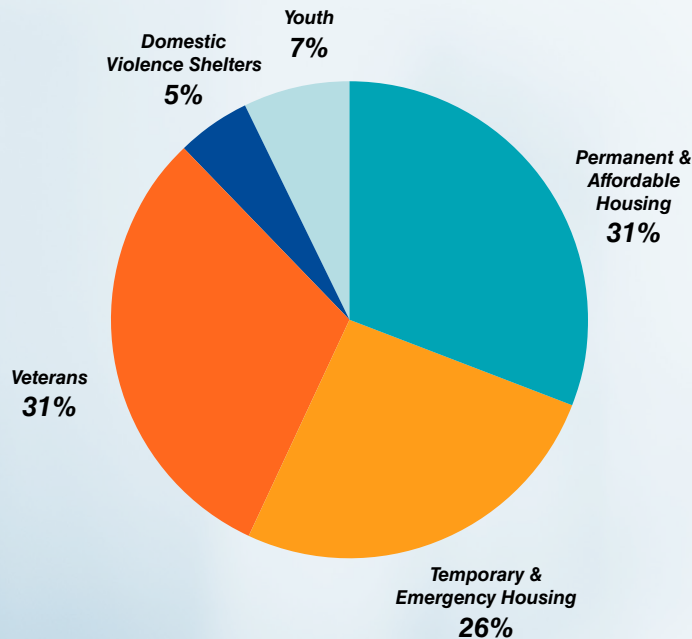
-Keith Allman, President & CEO

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 2024, Masco and its business units across the U.S. and Canada donated over \$2,430,000 to housing organizations.

HOUSING GIFTS



MASCO RAISES FLAG AT FISHER HOUSE DETROIT

2024 saw the grand opening of the 99th Fisher House in the U.S., located in Detroit. The house provides no-cost lodging for up to 16 families of veterans who are receiving medical care at the John D. Dingell VA Medical Center.

Masco's Director of Communications & Corporate Giving, Sue Sabo, was honored to raise the Fisher House flag at the ribbon-cutting event in November. "The men and women who have served in our armed forces deserve to have the love of family with them when receiving serious medical treatment," said Sabo. "Additionally, the Fisher House model recognizes the sacrifices that families endure when a loved one is deployed far away and provides the comfort of closeness during what might otherwise become an additional period of stressful separation. Masco is proud to support Fisher House's mission to ensure military families can stay together."

Masco was an early donor to Fisher House Detroit after witnessing the great need filled by Michigan's first Fisher House location in Ann Arbor, of which Masco was proud to be a four-star sponsor.



DELTA FAUCET COMPANY CELEBRATES 25 YEARS WITH GREATER INDY HABITAT

In early June, over 100 employees from Delta Faucet Company gathered in the parking lot at global headquarters in Indianapolis to celebrate 25 years of support for Greater Indy Habitat for Humanity with a group service project.

Employees spent the day constructing wall panels, which were then transported to their permanent site for assembly. After five months of construction, a local family received the keys to their new, affordable home.

The 2024 home blessing served as a significant milestone, as it officially marked Delta Faucet Company's 25th year of partnership with Greater Indy Habitat for Humanity. Since 1999, Delta Faucet Company employees have volunteered both individually and in teams to support the organization's vision of a world where everyone has a decent place to live. The company has also provided significant monetary and product donations over the decades.

"The 25th Delta Faucet Company home blessing represents countless volunteer hours, product donations and financial support to enhance Habitat for Humanity homes," said Jill Ehnes, President at Delta Faucet Company. "Our partnership has provided meaningful opportunities for our employees to make a positive, lasting impact on new homeowners as well as within the community."

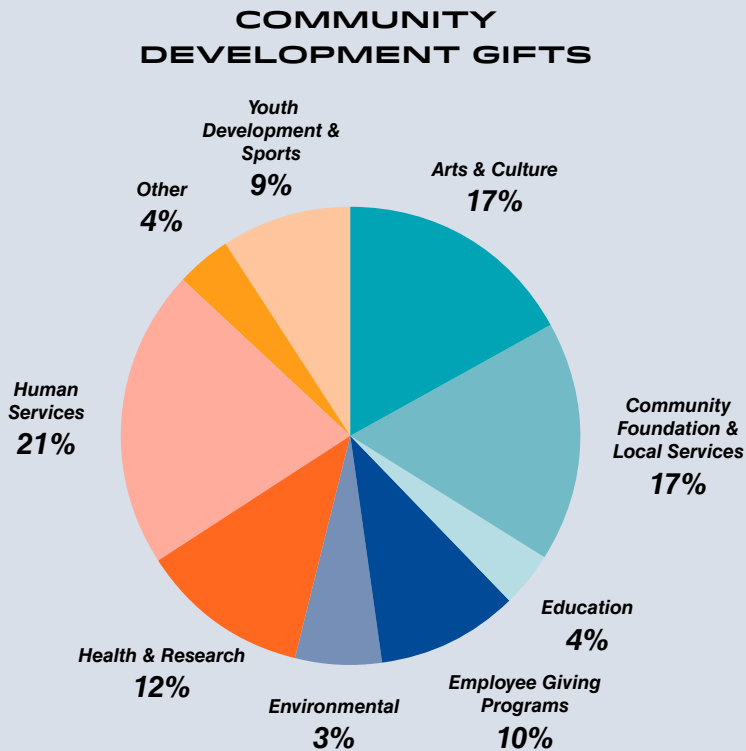
Thank you to all of the Delta Faucet Company employees that were a part of the 2024 build and to those who have contributed throughout the years to support their neighbors, one house at a time.



COMMUNITY DEVELOPMENT

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

In 2024, Masco and its business units across the U.S. and Canada donated over \$3,460,000 to organizations supporting our neighborhoods through valuable services, from food banks and healthcare providers to those nonprofits supported through our employee giving programs, including our Matching Gift Program, Dollars for Doers Volunteer Grant Program, and our Volunteer Award Program.



MASCO PARTNERS WITH LOCAL NEWS TO COLLECT CHILDREN'S BOOKS

In March, Masco partnered with the Detroit news station WDIV to celebrate Reading Month with a drive-through book collection benefiting Detroit Public Schools. Over the span of 12 hours, WDIV broadcast live from the Masco HQ parking lot as employees and community members donated 9,500 books for K-8 students, with volunteers sorting them by age group for placement in classrooms. Masco also invited an independent Detroit bookstore to sell children's books onsite to anyone who wanted to purchase books for donation.

Thank you to all our employees and everyone from the community who came out to Masco to donate a book (or a box of books!) to support young readers.



BEHR PAINT EMPLOYEES PARTICIPATE IN 9/11 NATIONAL DAY OF SERVICE

In September, a group of Behr Paint team members took advantage of Behr Cares hours by volunteering with Dallas-based nonprofit Carry the Load Foundation, which held a National Day of Service to commemorate the anniversary of 9/11. 20 Behr Paint employees volunteered to clean headstones and beautify the grounds at ten different military cemeteries throughout the US, stretching from Tahoma National Cemetery in Kent, WA, to Cyprus Hills National Cemetery in Brooklyn, NY.

"I was humbled to shake hands and thank the veterans for their service, seeing how they are still serving those who sacrificed everything for us," says Chris Swaney, Regional Sales Manager. "Today was a day that everyone should experience at some point. I'm proud that I work for a Company that allows me to participate."

Behr Paint also supported two scholarships for the children of fallen military and first responders through Carry the Load Foundation, which were awarded at a ceremony in March 2025.



MATCHING GIFT PROGRAM

A key component of our Community Development strategy is to support the organizations our employees are passionate about and empower our people 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 enterprise wide. In 2024, we matched over \$350,000 in employee donations to over 380 unique charities.

Top Matching Gift Charities (by number of Masco donors)

1. Decatur County United Fund
2. United Way of Central Indiana
3. American Red Cross
4. St. Jude Children's Research Hospital
5. City of Hope

VOLUNTEERING

Masco Cares Volunteer Award

To recognize employees across the Company who go above and beyond to serve their communities, in 2024 we again offered the Masco Cares Volunteer Award. Each quarter, employees nominate colleagues with superior records of volunteer service. Then, a gift of \$5,000 is made to a nonprofit in recognition of the winning employee's work with that organization. Learn about the inspiring work of our 2024 winners below.

First Quarter Winner:

LACHAUN GOLDEN

Behr Paint Company

LaChaun volunteers four times a month at the Bethel Family Resource Center's emergency overnight shelter, helping new clients register and settle in, explaining shelter rules and policies, performing daily check-ins and check-outs in the system, and escorting clients to health or service appointments.

Third Quarter Winner:

ASHLEY MITCHELL

Masco Canada

As Ambassador for the annual Wellspring Walk, Ashley has raised more than \$20,000 over the last few years to support nonprofit Wellspring London's ability to provide free programs like yoga, art therapy, meditation, and counselling to cancer patients and their family members.

Second Quarter Winner:

WILLIAM ARCHIBALD

Behr Paint Company

William has served on the Board of Annie Malone Children & Family Services for the past three years, working to locate and secure resources that enable the nonprofit's 24-hour crisis center, drug prevention programs, therapeutic services, diaper bank, and much more.

Fourth Quarter Winner:

CAITLIN SMARRELLI

Delta Faucet Company

In addition to serving as a Board member of Firefly Children & Family Alliance, Caitlin brings her passion for service to the workplace as an active member of Delta Faucet Company's Community Involvement Committee, where she helps mobilize company resources and plan internal charity fundraising events.

Group Activities

Across our business units, employees came together to serve their communities in 2024.



Masco Canada volunteers gave their time to support Ronald McDonald House Charities' Meals from the Heart Program.



The Delta Faucet Company team in Jackson, TN, took home the Best of Show trophy for the second year in a row at RIFA Jackson's 19th Annual Design/Build CANstruction Competition & Gala, a fundraiser to fight against hunger.



Masco R&D employees volunteered at a youth STEM Day in Detroit.



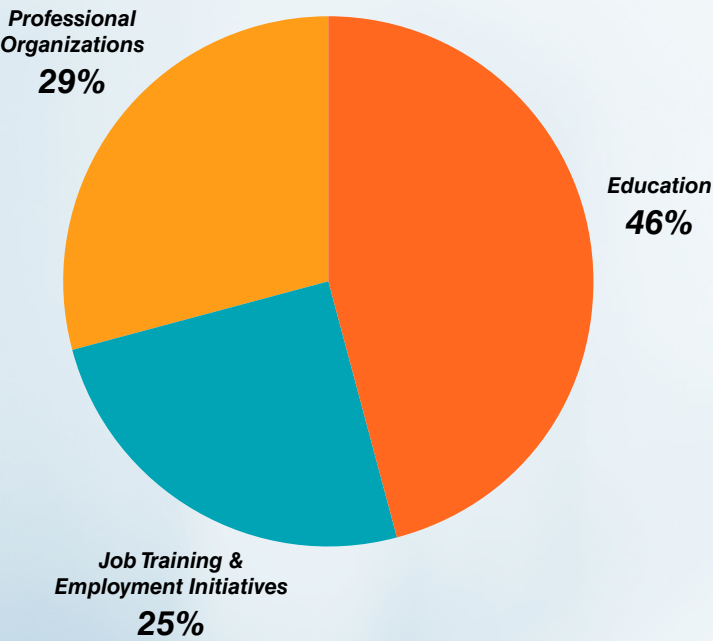
Behr Paint Headquarters employees donated blood to support nonprofit City of Hope.

THRIVING WORKFORCE

We are committed to expanding opportunities for current and future workers to reach their full potential and access successful, fulfilling careers.

In 2024, our companies in the U.S. and Canada donated over \$1,140,000 to organizations that help create and sustain a vibrant workforce.

THRIVING WORKFORCE GIFTS



EDUCATION

The Education component of our Thriving Workforce pillar supports academic opportunities to increase access to the workplace pipeline, including scholarship organizations, mentorship programs, college preparedness initiatives and classroom-based learning.

WATKINS WELLNESS SUPPORTS BRIGHTER FUTURES FOR FORMER FOSTER YOUTH

Within the region around California State University San Marcos (CSUSM), some 4,000 children are in the foster care system. Yet only 3% of these children will grow up to attend college, and 50% of those attendees will not graduate.

Through CSUSM's ACE Scholars Services program, former foster youth are empowered with the hands-on support they need to attain a college degree and create a brighter future. Since the program's inception in 2007, ACE has supported over 300 students and achieved an 85% persistency rate. Along with four full-time staff members who are dedicated to helping these students throughout their college journey, the program offers ACE students scholarships and additional financial assistance for textbooks, housing, public transportation, and unexpected emergencies.

In 2024, Watkins Wellness presented their fifth grant to ACE Scholarship Services, a testament to the program's transformative impact on members of their community. Since 2018, Watkins has invested a total of \$90,000 to help uplift ACE students and ensure that regardless of challenges, all young adults can reach their full potential.



JOB TRAINING AND EMPLOYMENT INITIATIVES

The Job Training and Employment Initiatives component of our Thriving Workforce pillar supports programs offering direct access to the workplace pipeline through job training, employment services and coaching, internship experiences and work skills development.

MASCO CANADA HELPS NEW COMMUNITY MEMBERS SETTLE SUCCESSFULLY

In 2024, Masco Canada supported the Ontario-based nonprofit London Cross Cultural Learner Centre (CCLC), which helps newcomers to Canada settle, integrate, and thrive in the London community. In addition to ESL and translation services, CCLC offers a “Job Search Workshop,” a pre-employment program that prepares newcomers to enter the Canadian labor market.

In October, volunteers from Masco Canada’s Talent Team led one of these workshops, teaching essential skills like resume building, interviewing techniques, and crafting effective elevator pitches. They spoke to a group representing 14 different countries, many different languages, and over 194 years of combined professional experiences!

The partnership between Masco Canada and CCLC embodies Masco Canada’s mission of “Building Home Together” as CCLC clients put down new roots.



PROFESSIONAL ORGANIZATIONS

The Professional Organizations component of our Thriving Workforce pillar supports nonprofit groups that advance specific industries or workplaces by cultivating an inclusive pipeline or providing resources, networking and collaboration, and learning opportunities for its members.

LEARNING ABOUT NEURODIVERGENCE WITH DISABILITY:IN


As part of Disability Employment Awareness Month in October, the Masco Connects webinar series offered an engaging session co-hosted with Masco's national nonprofit partner Disability:IN. Over 200 employees from across the Masco enterprise attended the webinar, which included both an informative portion about various neurodivergent conditions like autism, ADHD, and dyslexia, and a guest speaker portion, which featured two employees from the Masco family of companies sharing their personal stories. These employees spoke about how neurodivergence and disability, both their own and that of family members, impact their work experiences, and the accommodations and practices that allow them to do their jobs fully.

One of the employee speakers, Rachel Linares, Director of Product Marketing-International at Behr Paint Company, spoke to how Masco's inclusion efforts, including conversations through employee forums and flexibility through remote work options, have been instrumental in her ability to care for her son with special needs.


"I never felt I could speak about this and felt my role as a parent of a neurodivergent or special needs child had absolutely no professional place at work. Most of us have had to learn to struggle in silence so that we don't appear to be performance-compromised at work," said Linares. "It wasn't until Masco started having these sessions about on neurodiversity... I realized I was in the position to start to normalize the conversation.

"It's definitely provided me more opportunity to take care of [my son] and also be the best I can be at my career."

What is Neurodiversity?




The term neurodiversity refers to **variation in the human brain** regarding sociability, learning, attention, mood and other mental functions.



Conditions include but are not limited to:

- Autism
- Dyslexia
- Dyspraxia
- Dyscalculia
- Attention deficit hyperactivity disorder (ADHD)
- Obsessive-compulsive disorder (OCD)

Neurodiversity is a viewpoint that **brain differences are normal**, rather than deficits.



*Source: [Understood.org](https://www.understood.org)

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

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