Cautionary Statement

This presentation contains “forward-looking statements,” that is, statements that address future, not past events. In this context, forward-looking statements often address our expected future business and financial performance and financial condition, and often contain words such as: “expect,” “anticipate,” “intend,” “plan,” “believe,” “seek,” or “will.” Forward-looking statements by their nature address matters that are, to different degrees, uncertain. These statements are based on assumptions of future events that may not prove accurate. They are also based on our current plans and strategy and such plans and strategy could change in the future. Actual results may differ materially from those projected or implied in any forward-looking statements. Please refer to our most recent SEC filings, including our 2021 Annual Report on Form 10-K, subsequently filed Quarterly reports on Form 10-Q, as well as our other filings with the SEC, for detailed information regarding factors that could cause or contribute to actual results differing materially from those expressed or implied in such forward-looking statements. We do not undertake to update our forward-looking statements. This presentation does not constitute an offer to sell or a solicitation of an offer to buy any securities of Stanley Black & Decker, Inc. (the "Company"). If the Company were to conduct an offering of securities in the future, it would be made under an effective registration statement, and a prospectus relating to that offering could be obtained from the underwriters of that offering or from the Company.
More Streamlined Company With Great Franchises

Stanley Black & Decker

2021 Revenue\(^3\): $15.3B
Market Cap: $15.0B
Cash Dividend Yield: 3.2%

Dividend Paid Consecutively For 146 Years; Increased For Past 55 Consecutive Years (NYSE: SWK)

Tools & Outdoor
2021 Revenue: $12.8 Billion | $15.6 Billion Pro Forma

- Power Tools 47%
- Outdoor Power Equipment\(^1\) 25%
- Hand Tools, Storage & Accessories 28%

World-Wide Leader In Tools & Outdoor

Industrial\(^2\)
2021 Revenue: $2.5 Billion

- Infrastructure 25%**
- Engineered Fastening 75%

Highly-Engineered B-2-B Businesses

Core Capabilities

1. Portfolio Of Iconic Brands
2. Powerful Innovation
3. Broadest Category & Channel Coverage
4. Leverage SBD Operating Model

Powered By Our People And Guided By Our Purpose – For Those Who Make The World

---

\(^1\) Includes ~$2.8B 2021 Pro Forma Revenue For MTD & Excel Acquisitions | Total Outdoor = $1.2B + $2.8B Pro Forma Revenue = ~$4B | Tools & Outdoor FY'21 Total Pro Forma Revenue = ~$15.6B
\(^2\) Includes Divested Oil & Gas Business | Oil & Gas FY'21 Revenues ~$140M
\(^3\) 2021 Revenue As Reported In 8-K Issued 6/30/2022
Streamlining Company To Advance Our Core Businesses

*Stanley Black & Decker Has The Best Brands, Innovation & People...*

**More Focused Portfolio**
- Outdoor Acquisitions
- And Non-Core Divestitures

**Reduce Complexity**
- **Simplify & Optimize Corporate Structure**
- **Focus Operating Model**
- **Improve Speed & Agility**
- **Streamline Operational Footprint**

**Reinvest In Core Businesses**
- **Innovation**
- **Electrification**
- **Market Leadership**

*...Our Vision Will Better Serve Our Customers, Accelerate Growth And Deliver Strong Shareholder Value*
Stanley Black & Decker Value Creation Model

- **World Class Brands**
- **Attractive Growth Platforms**
- **Scalable, Defensible Franchises**
- **Differentiable Through Innovation**

**Strong, Innovation-Driven Businesses**
**In Diverse, Global Markets**

**Powered By:**
- Outsized, Capital-Efficient Organic Growth
- Attractive, Expandable OM Rate
- Outstanding FCF Conversion

**Investor-Friendly Capital Allocation**
- ~1/2 M&A
- ~1/2 Return Cash To Shareholders

**Long Term Financial Objectives**
- Organic Growth: 2-3x Market
- 10-12% EPS Growth*
- FCF ≥ Net Income
- 10 Working Capital Turns
- CFROI in 12-15% Range

**World Class Branded Franchises With Sustainable Strategic Characteristics**
**That Create Exceptional Shareholder Value**

*10-12% Total EPS Growth (7-9% Organically) Excluding Acquisition Related Charges
SBD Operating Model

Our Leadership Principles
- Create Clarity
- Inspire Engagement
- Grow and Deliver

Our Purpose
FOR THOSE WHO MAKE THE WORLD™

Our Values
- COURAGE & INNOVATION
- AGILITY & PERFORMANCE
- INCLUSIVITY & COLLABORATION
- INTEGRITY & ACCOUNTABILITY

Our Vision
- FINANCIAL PERFORMANCE
- KNOWN FOR INNOVATION
- CORPORATE SOCIAL RESPONSIBILITY
Our Approach To ESG

StanleyBlack&Decker
Powered By Purpose: For Those Who Make The World™

**World Class Businesses With A Track Record Of Performance**

The World’s Leading Tool Company

Highly Engineered, Application Based Solutions

**TO BE A FORCE FOR GOOD**

1. **Continue Delivering** Top-Quartile Long-Term Performance
2. **Be Recognized** As One Of The World’s Most Innovative Companies
3. **Elevate** Our Commitment To Corporate Social Responsibility
Our Approach To ESG

**Grounded By Stakeholder Capitalism**

*Rooted In Our Purpose - For Those Who Make The World™*

---

**ENVIRONMENT**
- **Planet**
  - Protecting The Planet

**SOCIAL**
- **People**
  - Furthering Progress
  - At Work
- **Prosperity**
  - Fostering Communities

**GOVERNANCE**
- **Governance**
  - Purpose & Progress
  - Against Key ESG Milestones

---

**OUR 2030 STRATEGY**

**CREATE A MORE SUSTAINABLE WORLD**
- Positively impact the environment through our operations

**INNOVATE WITH PURPOSE**
- Innovate our products to enhance the lives of 500 million people and improve environmental impacts

**EMPOWER PEOPLE**
- Enable 10 million makers to thrive in a changing world, and practice DE&I in everything we do
Leading The Charge

### ESG FOCUS AREAS

<table>
<thead>
<tr>
<th>Climate Change</th>
<th>DEI &amp; Talent Development</th>
<th>Governance</th>
</tr>
</thead>
<tbody>
<tr>
<td>Go Beyond Carbon Neutral By 2030</td>
<td>Racial Equity Plan</td>
<td>Diverse &amp; Inclusive Board</td>
</tr>
<tr>
<td>Zero Waste to Landfill</td>
<td>Gender Parity</td>
<td>Shareholder Rights</td>
</tr>
<tr>
<td>Sustainable Water Use</td>
<td>Skillset Development</td>
<td>Risk Management &amp; Oversight</td>
</tr>
</tbody>
</table>

### PRODUCT & STRATEGY EXAMPLES

Electrification // Circular Design // Sustainable Supply Chain

### ADOPTED LEADING STANDARDS

- SASB
- CDP
- GRI STANDARDS
- WORLD ECONOMIC FORUM
- SCIENCE BASED TARGETS

### HIGHLY RECOGNIZED FOR ESG

#### Environment
- CDP
  - 4th Consecutive Year—CDP A List for Climate Change & Water Security
- DOW JONES SUSTAINABILITY INDEX
  - 4th Consecutive Year—World Index
  - 11th Consecutive Year—North America Index

#### Reputation
- FORBES
  - World’s Most Admired Companies
- FAST COMPANY
  - #41 Best Workplace for Innovators

#### DE & I
- FORBES
  - America’s Best Large Employers
  - America’s Best Employers for Women
  - America’s Best Companies for Diversity
- CORPORATE EQUALITY INDEX
  - Best Places to Work for LGBTQ Equality
**2030 ESG Strategy – Public Commitments**

**Environment**

**PLANET: CREATE A MORE SUSTAINABLE WORLD**

**Carbon Neutral and Beyond**
By 2030, as part of our science-based target commitment, SBD will reduce absolute Scope 1 and Scope 2 carbon emissions 100%, against a 2015 baseline, and then move beyond, meaning our carbon capture is greater than our carbon emission.

**Sustainable Water Use**
By 2030, SBD will set and meet context-based water targets, where relevant and necessary.

**Zero Waste to Landfill**
By 2030, SBD will achieve zero waste to landfill (ZWTL) across direct operations (one-off construction and other events may be excluded).

**Social**

**PRODUCTS: INNOVATE WITH PURPOSE**

**Innovate with Purpose**
By 2030, SBD will address unmet societal needs by delivering products that are innovative and purposeful to improve the lives of 500 million people.

**Circular Design**
SBD will design products for circularity across material selection, use and end-of-life considerations, with a goal of 100% reusable, recyclable or compostable packaging.

**Sustainable Supply Chain**
By 2025, two-thirds of SBD’s supply chain will develop science-based Scope 1 and Scope 2 targets. By 2030, SBD will reduce our absolute Scope 3 emissions by 35% compared to a 2017 baseline.

**Social**

**PEOPLE: EMPOWER MAKERS & CHAMPION DEI**

**Empower Makers**
By 2030, SBD will empower 10 million makers to thrive in a changing world through STEAM education, vocational and trade skills, makerspace training, and employee (60,000) career mobility.

**Racial Equity**
By 2025, SBD will support communities by building a strong network through outreach and donating at least $10.5M to strategically aligned racial equity related organizations.

**Supplier Diversity**
By 2025, SBD will expand our partnerships with minority- and women-owned businesses to increase supplier diversity spend from 3% to 10%.

**Gender Parity**
By 2030, SBD will strive for 50-50 gender parity in leadership, as an early member of Paradigm for Parity®.
Our 2030 Strategy

**Our 2030 Strategy/Overall Objectives***

**Planet**
- CREATE A MORE SUSTAINABLE WORLD
  - Positively impact the environment through our operations

**Product**
- INNOVATE WITH PURPOSE
  - Innovate our products to enhance the lives of 500 million people

**People**
- EMPOWER MAKERS
  - Enable 10 million creators and makers to thrive in a changing world

**Sustainability Performance***

**Elevating & Executing On Our Commitment To Corporate Social Responsibility**

*Results Include The Convergent Security Solutions ("CSS") Business, Access Technologies, And Exclude Recent Acquisitions
Our Commitment To Environmental Sustainability Remains Core To the Way We Operate

### Positively Impact the Environment Through Our Operations

#### Go Beyond Carbon Neutral Operations

By 2030, we aim to reduce our operational (Scope 1 & 2) carbon emissions to zero and eliminate additional emissions through means of carbon capture, such as carbon removal and other mitigation technologies.

#### Sustainable Water Use

We aim to use water sustainably wherever we do business. We are identifying water risks and will set and meet targets where relevant and necessary that address site-specific concerns in each river basin, a key consideration due to localized water availability and risk.

#### Zero Waste Landfill (ZWTL)

We continue to work toward achieving ZWTL, across our daily, direct operations (one-off construction and other events may be excluded). We encourage waste minimization, reuse and recycling in all instances as reflected in our 2023 interim goals.

Note: Our 2030 Carbon | Water | Waste Goals Exclude Those Factory Outlets | Service Centers | Offices Where We Are Unable To Directly Influence The Purchase Of Energy, Water And Disposal Of Waste Due To Tenant Or Other Status.
Action Plan – Innovate With Purpose

Innovate our products to enhance the lives of 500 million people and improve environmental impacts.

LIVES ENHANCED
Sustainable Innovation from Within and Through Collaboration

Addressing Unmet Societal Needs
Deliver “Innovation With Purpose” Projects That Enhance The Lives Of 500 Million People.

Embrace Circular Design
Design Products For Circularity Across Material Selection, Use And End-of-life Considerations, With A Near Term Goal Of 100% Reusable, Recyclable Or Compostable Packaging.

Achieve A More Sustainable Supply Chain
Work With Suppliers To Achieve Superior Social And Environmental Performance. By 2025, Two-thirds Of Our Supply Chain By Spend Will Develop Science-based Scope 1 And Scope 2 Targets. By 2030, We’ve Committed To Reducing Our Absolute Scope 3 Emissions By 35% Compared To A 2017 Baseline.

Electrification
Opportunities Include Outdoor Products, Fully Electric & Hybrid Electric Vehicles.

Developing New Products & Services That Fulfill Critical Societal Needs & Help To Create A Better World

StanleyBlack&Decker
Action Plan – Empower Makers

Actions To 2030 Goal

Employee Career Mobility
Prepare Employees For Career Mobility Relevant For Industry 4.0 By Supporting Their Upskilling & Repurposing.

STEAM Education
Enable People To Access STEAM Education & Training To Improve Livelihoods And Help Support The Workforce Of Tomorrow.

Vocational And Trade Skills
Help People Develop Cutting-Edge Vocational And Trade Skills.

Makerspace Training
Enrich The Education, Creativity And Hands-On Job Experience Of People Through Makerspaces Around The World.

Helping Our Employees & Communities Gain The Skills & Expertise To Thrive In This Changing World
Attracting World Class Talent

Launched A Number Of Initiatives To Create A More Contemporary Workplace & Infuse Talent...

- Lifelong Learning (Skills)
- Recruiting & Onboarding
- University & Tech School Partnerships
- Leadership Development
- Industry 4.0 Skilling/Reskilling Efforts
- Diversity & Inclusion
- Employment Branding

Combined With Our Purpose, Values & Leadership Principles

For Those Who Make The World™

Create Clarity
- Define The Vision
- Set Clear Expectations
- Prioritize For Impact

Inspire Engagement
- Maximize Positive Energy
- Empower With Inclusion
- Actively Acknowledge

Grow & Deliver
- Innovate With Purpose
- Build Resilience
- Execute With Accountability

...A Culture Committed To Lifelong Learning, Innovation & Growth
Diversity, Equity & Inclusion

Building A Purpose-Driven Culture Where Inclusivity Is A Reflex, Not An Initiative

Employee Resource Groups & Diversity Councils

A Cornerstone Of Our Culture:
- 9 ERGs & 2 DE&I Councils
- 90+ Global Chapters
- 12,000+ Engaged Employees

Gender & Racial Equity Actions Reflect Our Commitment To:
- Inclusive Leadership And Ally Competency Building
- Robust Career Development Opportunities For All
- Support For Our Global Communities.

Our Current Gender Parity Efforts Include:
- An Executive Sponsor Program That Enables Aspiring Leaders To Advance Their Careers.
- A Workforce Returner’s Program, To Augment Our Talent Pipeline With Professionals Who’ve Exited The Workforce For 2+ Years.
- Total Rewards And Benefits That Help Our Employees Manage Daily Responsibilities And Life Challenges.

Our Current Racial Equity Efforts Include:
- The R.I.S.E Community to Career Initiative To Support & Develop Racially Diverse Middle School, High School Students and College Students
- Leadership Scholarship At 5 Leading HBCU and 3 not-for-profit educational organizations.
- Augmented Employee and Leadership Development Opportunities For Black, Asian & Hispanic/Latino Current & Emerging Leaders.

As Of January 1, 2022:

CEO & Direct Staff

Women (Global) 36%
Women (U.S.) 36%

Total Workforce

Women (Global) 33%
Women (U.S.) 34%

Additional Disclosure Provided Within The Company’s EEO-1 Report, Which Is Available On Our Website

Fostering A Culture Where Diversity Can Thrive

StanleyBlack&Decker

Investor Presentation: Strategy & ESG
Building A Culture To Be Proud Of

Well Positioned To Build On Our Accomplishments
Governance

StanleyBlack&Decker
ESG & Disclosure Enhancements

- Amended Our Governance Documents To Allow Shareholders To Act By Written Consent
- Eliminated All Express Or Default Supermajority Vote Provisions Applicable To The Company Under The Connecticut Business Corporation Act
- Adopted A Majority Voting Standard For An Uncontested Election Of Directors
- Continued Commitment To Board Diversity And Inclusion With The Board Comprising 33% Women And 17% Racial/Ethnic Diversity
- Added Robust Human Capital Management Disclosure Inclusive of Diversity, Equity & Inclusion, Lifelong Learning, Talent Attraction, Advancement & Retention And Employee Wellness, Health & Safety
- Proactively Amended Our By-Laws To Reduce Minimum Aggregate Stock Ownership Threshold For Calling A Special Meeting From 35% To 25%
- Enhanced Disclosures On Board Refreshment & Qualifications Through The Board Skills Matrix
- Enhanced Disclosures On the Board’s Commitment To Diversity - The Charter Of The Corporate Governance Committee Confirms The Board’s Commitment To Consideration Of Diversity In The Process Of Identifying Director Candidates
- Enhanced Disclosure Explaining How Our Governance And Compensation Practices Are Linked To Our Corporate Vision, Strategy And Long-Term Financial Objectives
- Enhanced Disclosure Of Our ESG Commitments, Including The Corporate Governance Committee’s Oversight Of The Company’s Policies, Objectives And Practices Regarding Our ESG Initiatives
- Proactive Adoption Of A Proxy Access Provision
Governance Policies Aligned With Shareholders

✓ Robust Stock Ownership Guidelines For Directors And Executive Officers
✓ Policy Against Hedging And Pledging Applicable To All Directors And Executive Officers
✓ Recoupment Policy Relating To Unearned Equity & Cash Incentive Compensation
✓ Proactive Lowering Of Minimum Threshold For Shareholders To Call Special Meeting From 35% To 25%
✓ No Poison Pill
✓ Annual Board & Committee Self-Evaluation That Focuses On Areas For Improvement
✓ Annual Director Elections Drive Accountability
✓ Annual Say-On-Pay Vote
✓ Proxy Access
✓ Code Of Business Ethics For All Directors, Officers & Employees | Code Of Ethics For The CEO & Senior Financial Officers
✓ Robust Director Refreshment Process
Board Independence

✓ Independent Chair Or Independent Lead Director Since 2000
✓ Board Adopted Director Independence Standards
   » Standardized, Specific Criteria For Determining Independence
✓ Supermajority, Independent Board (11 Of 12 Directors; >90%)
✓ Five Independent Directors Added In The Last Three Years
✓ 58% Of Directors Have CEO Experience
✓ Average SWK Board Tenure 6 Years
✓ Annual Election Of Directors | Right Balance Of Institutional Knowledge & Fresh Perspective
✓ Independent Directors Meet In Executive Session Every Board Meeting
✓ Fully Independent Audit, Corporate Governance, Compensation & Finance Committees

Board Diversity

Gender And Racial/Ethnic Diversity*(a)

- 33% Are Women, Including A Veteran (8%) And A Woman Of Diverse National Origin (8%)
- 17% Are Racially/Ethnically Diverse
- 50% Total

Global Experience*(b)

- 50% of Directors

CEO Experience*

- 58% of Directors

*As Of August 4th, 2022
(a) The Board Includes Four Women, Including A Woman Of Diverse National Origin And A Veteran, And Two Racially/Ethnically Diverse Directors, An African American Man And An Asian Man
(b) Our Directors Whose Global Experience Includes Living Outside The U.S. And/Or Who Hold Dual Citizenship
Corporate Governance

**Board Composition And Governance Features**

- ✓ Independent Chairperson
- ✓ 5 New Non-Management Directors In The Last 3 Years
- ✓ Balance Of Institutional Knowledge And Fresh Perspective
- ✓ Key Governance Features:
  - ✓ Proxy Access
  - ✓ Annual Say-On-Pay Vote
  - ✓ Recoupment Policy Relating To Unearned Management Compensation
  - ✓ Robust Stock Ownership Guidelines For Directors & Management

**Board Refreshment And Tenure***

<table>
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<tr>
<th>Average Tenure Of 6 Years</th>
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<tbody>
<tr>
<td>&lt;= 3 years</td>
</tr>
<tr>
<td>&gt; 6 years</td>
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<table>
<thead>
<tr>
<th>Average Age Of Years</th>
</tr>
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<tbody>
<tr>
<td>59</td>
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</tbody>
</table>

<table>
<thead>
<tr>
<th>Age Range Years</th>
</tr>
</thead>
<tbody>
<tr>
<td>48-72</td>
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</tbody>
</table>

**Management Incentives Support Our Long-Term Objectives**

- Annual Incentives On Performance Against:
  - Adj. EPS**
  - Cash Flow Multiple
  - Adj. Gross Margin**
  - Organic Sales Growth

- Long-Term Incentives On Pre-Established Performance Goals On:
  - CFROI | EPS | Relative TSR

In Order To Fully Evaluate The Most Appropriate, Quantifiable Metrics Aligned With Our Long-Term ESG And Broad Company Strategy, We Aim To Further Embed And Monitor ESG Performance In Business Reviews Throughout 2022, As Our Baseline Year, As We Anticipate More Formally Incorporating ESG Within Our Incentive Program In Future Years

**Corporate Governance Policies That Align The Interests Of Management With Shareholders**

* As Of August 4th, 2022
** Non-GAAP Financial Metric
## Independent, Experienced & Diverse Board Of Directors

<table>
<thead>
<tr>
<th>Name</th>
<th>Role</th>
<th>Experience</th>
</tr>
</thead>
</table>
| Andrea J. Ayers     | Chair                       | - Expertise In Multi-Channel Customer Experience, Customer Management Analytics & Technology  
                          - Led Transformation Of Convergys From A Company With Three Business Lines To A Customer Management Solutions Company With ~125K Employees Worldwide |
| Donald Allan, Jr.   | President & CEO             | - Appointed Stanley Black & Decker’s President & Chief Executive Officer Effective July 1st, 2022  
                          - Integral Knowledge Of The Daily Workings Of The Company Enhanced By 23 Years Of Experience In Roles Of Increasing Responsibility – Most Recently President & CFO |
| Patrick D. Campbell | Former SVP & CFO            | - Expertise In Finance, M&A & Information Technology  
                          - 25 Years At General Motors With Extensive International CFO Experience |
| Carlos M. Cardoso   | Principal CMPC Advisors     | - Expertise In Managing The Daily Operations Of A Complex Company  
                          - Former Chairman, President & CEO At Kennametal |
| Robert B. Coutts    | Former EVP Electronic Systems | - Expertise In Manufacturing, Program & Supply Chain Management, Cyber Technology & Government Contracting  
                          - 20 Years In Management Positions With General Electric |
| Debra A. Crew       | Chief Operating Officer     | - Expertise In Consumer/Retail, Branding, Marketing, Operations & Strategy  
                          - Global Perspective With Proven Commercial Capabilities And Exposure To World-Class Innovation Planning Processes |
Independent, Experienced & Diverse Board Of Directors

Michael D. Hankin
President & CEO
Brown Advisory
✓ Expertise In Financial & Investment Planning, Capital Structure, Valuation & Cybersecurity
✓ Grew Brown Advisory From $1.5B To Over $130B In AUM

Robert J. Manning
Retired Chainman & CEO
MFS Investment Management
✓ Financial Services Experience And Leadership With Deep Understanding Of The Investor Community
✓ Expertise In Building Corporate Value And Evaluating Corporate Capital Allocation, Operating Systems And Environmental, Social And Governance Strategies

Adrian V. Mitchell
EVP & CFO
Macy’s, Inc.
✓ Leads All Of Macy’s Finance Functions
✓ Expert Knowledge In Corporate Strategy And Finance Coupled With Operations Experience And Extensive Experience With Technology, Digital, Data And Advanced Analytics

Jane M. Palmieri
President, Industrial Intermediates & Infrastructure
Dow Inc.
✓ Oversees A Leading Portfolio Of Industrial Operating Segments And Has Executive Oversight For Dow Business In Asia Pacific
✓ Experienced In Sales, Digital Marketing Innovation, M&A And Operations With Background In Engineering & Product Design

Modjeh Poul
Retired EVP, Health Care
3M Company
✓ Led 3M’s Health Care Business Group, Which Included Medical Solutions, Health Information Systems, Drug Delivery Systems And Food Safety
✓ Prior To 3M, Led Teams In Highly Regulated Industries And Businesses Requiring Strong Product Engineering And Market Development Expertise

Irving Tan
EVP, Global Operations
Western Digital Corporation
✓ Expertise In Operating Strategy, M&A, Innovation & Digitalization
✓ Global Perspective & Deep Knowledge Of Asian Markets
Committee Structure

Audit Committee
- Campbell (C)
- Hankin
- Mitchell
- Poul
- Tan

Corporate Governance Committee
- Cardoso (C)
- Coutts
- Manning
- Mitchell
- Palmieri
- Poul
- Tan

Compensation & Talent Development Committee
- Crew (C)
- Ayers
- Campbell
- Coutts
- Manning

Finance & Pension Committee
- Hankin (C)
- Ayers
- Cardoso
- Crew
- Palmieri

Executive Committee
- Ayers (C)
- Allan
- Campbell
- Cardoso
- Crew
- Hankin

As Of August 4th, 2022
Management Compensation Aligned With Performance

The Right Compensation Structure For Our Long-Term Strategy

Pay For Performance
- Pay Is Strongly Aligned With Financial Performance Including TSR Relative To Our Compensation Peer Group¹
- Rewards Long-Term Growth And Value Creation And Limits Pay In Case Of Underperformance
- Annual Incentives Based On Performance Against EPS, Cash Flow Multiple, Gross Margin Expansion And Organic Sales Growth
- Long-Term Incentives Based On Pre-Established Performance Goals On Cash Flow Return On Investment (CFROI), EPS And Relative TSR

Align Pay With Shareholder Interests
- Alignment Through Stock-Based Compensation, Stock Ownership Requirements And Performance Metrics
- Robust Stock Ownership Guidelines For All Executive Officers
- “Hold Until Met Ownership Policy” Requires Post-Vesting Share Retention
- Executive Compensation Opportunity Is Benchmarked At The 50th Percentile Of Compensation Peer Group¹

Manage Risk
- Compensation Committee Conducts Annual Risk Assessment
- Independent Compensation Consultant, Pay Governance
- Prohibits Hedging And Discourages Pledging Of Stock
- Prohibits Option Repricing And Cash Buyouts Of “Out-Of-The-Money” Options Without Shareholder Approval
- Forfeiture Of Incentive Awards In The Event Of A Financial Restatement Under Certain Conditions

Delivering Value For Our Shareholders

Pay For Performance Philosophy

- Vesting Period Of 4 Years
- Robust Stock Retention Guidelines
- CEO LTI At Least 50% Performance Units
- Long-Term Incentive Program Awards Tied To Achievement Of Pre-Established Financial Goals Linking Pay With Our Strategic Initiatives

Revenue (In Billions)

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<tr>
<th></th>
<th>2019</th>
<th>2020</th>
<th>2021</th>
</tr>
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<tbody>
<tr>
<td>$12.9</td>
<td>$13.1</td>
<td>$15.6</td>
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EPS (GAAP Diluted)

<table>
<thead>
<tr>
<th></th>
<th>2019</th>
<th>2020</th>
<th>2021</th>
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<tbody>
<tr>
<td>$6.10</td>
<td>$7.16</td>
<td>$9.62</td>
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EPS (Adjusted Diluted)*

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<tr>
<th></th>
<th>2019</th>
<th>2020</th>
<th>2021</th>
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<tbody>
<tr>
<td>$7.59</td>
<td>$8.04</td>
<td>$10.48</td>
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2. As Of Year End 2021, As Reported In 2022 Proxy, Dated March 9, 2022

* Non-GAAP Financial Measure. Includes Automatic Doors Business. See Appendix For Reconciliation Of GAAP To Non-GAAP Measures.
Appendix
## Reconciliation Of GAAP To Non-GAAP Measures

<table>
<thead>
<tr>
<th></th>
<th>GAAP Diluted EPS</th>
<th>Acquisition-Related Charges &amp; Other*</th>
<th>Non-GAAP Diluted EPS**</th>
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</thead>
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<tr>
<td>FY19</td>
<td>$6.10</td>
<td>$1.49</td>
<td>$7.59</td>
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<tr>
<td>FY20</td>
<td>$7.16</td>
<td>$0.88</td>
<td>$8.04</td>
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<tr>
<td>FY21</td>
<td>$9.62</td>
<td>$0.86</td>
<td>$10.48</td>
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</table>

* Please refer to the Company’s 2021 Annual Report available at https://www.stanleyblackanddecker.com/investors for a discussion of items that make up Acquisition-Related Charges & Other.

** The non-GAAP 2021, 2020 and 2019 information, as reconciled to GAAP above, is considered relevant to aid analysis and understanding of the Company’s results, business trends and outlook measures aside from the material impact of acquisition-related and other charges and ensures appropriate comparability to operating results of prior periods. Includes Automatic Doors Business.