



Nicholas T. Pinchuk
Chairman and Chief Executive Officer

LEADERSHIP CIRCLE
\$1,000 AND ABOVE

October 16, 2026

Dear Associate,

As America marks its 250th anniversary, we're reminded of the enduring importance of working together for the common good that essential responsibility has long been reflected in Snap-on's commitment to Kenosha, where our enterprise has deep roots and has thrived for nearly a century. In that spirit, we're pleased to continue our longstanding relationship with the United Way of Kenosha County, an organization that has labored across generations to enhance the quality of life in our region.

We understand that it takes all of us to create business success and, similarly, all of us to make a meaningful difference in the place we proudly call home. Accordingly, along with your fellow associates, I encourage you to participate in this year's United Way campaign, making an investment in the local organizations and programs that support individuals and families across our region.

As we have each year, Snap-on will match 100% of your contribution, doubling the impact of your generosity. In addition, your gift may be tax deductible, and you can choose to direct your donation to a specific agency partner of your choice. To qualify for the Company's 100% match, pledges must be submitted by November 15, 2026.

Throughout the campaign, our Live United team will share opportunities to support the effort. If you have questions or would like to volunteer, please contact **Pam Acerbi (x6524)** or **Becky Ogren (x4996)**.

As always, this campaign provides an opportunity to strengthen our local society, reinforce our shared connections, and build a brighter future for all. Together, each pledge helps carry forward our longstanding tradition of service to the community that's helped shaped who we are. Thank you for standing with me and being part of this important effort.

A handwritten signature in black ink that reads "Nick".