



NEWS RELEASE

## Masco Corporation Announces Leadership Changes

2026-04-21

LIVONIA, Mich.--(BUSINESS WIRE)-- Masco Corporation (NYSE: MAS), a global leader in the design, manufacture and distribution of branded home improvement and building products, today announced the upcoming retirements from Masco of longstanding executives, Jai Shah, Group President, Plumbing and Wellness, and Rick Marshall, Vice President, Masco Operating System, effective July and September 2026, respectively.

Throughout the course of his 23-year career at Masco, Jai has held a variety of leadership roles in finance, human resources, corporate strategy and group operations, demonstrating his extensive strategic and operational versatility. During his tenure, Jai served as the President of Delta Faucet Company and has held the position of Group President with oversight of all businesses in Masco's portfolio.

Rick Marshall's 37 years of service have included leadership roles in manufacturing, supply chain, and customer service. His extensive operational background helped accelerate the adoption of the Masco Operating System across the enterprise, standardizing the Company's enterprise approach to strategic planning, accountability, and continuous improvement.

"Through their commitment to high performance and integrity, both Jai and Rick have garnered the respect of employees and other key stakeholders they have worked with throughout the years. Their insight, leadership, and commitment have helped shape our organization, and their contributions will continue to impact the organization for years to come," said Jon Nudi, Masco's President and Chief Executive Officer.

The Company has implemented plans to ensure a smooth transition, enhance its procurement expertise, and further streamline the organization. In conjunction with these plans, the Company is announcing the following leadership appointments, all of whom will report to Jon Nudi:

- Jill Ehnes is assuming an expanded leadership role with her appointment as President of Delta Faucet Company and North America Plumbing; she will continue to be a member of Masco's Executive Committee. She previously served as President of Delta Faucet Company.
- Arun Iyer has been promoted to Masco's Vice President, Chief Supply Chain Officer & Masco

Operating System and appointed to Masco's Executive Committee. He previously served as Delta Faucet Company's Vice President, Supply Chain & Service.

- Steven Nikolopoulos has been named Masco's Vice President, Chief Procurement Officer and appointed to Masco's Executive Committee. Steve joins the organization from Newell Brands, where he held the position of Chief Procurement Officer for the last nine years.

Lastly, Hans-Juergen Kalmbach, President of Hansgrohe, and Steve Stigers, President of Watkins Wellness, will remain on the Executive Committee and will report to Jon Nudi. With this reporting change, the leaders of Masco's four largest businesses – Behr Paint Company, Delta Faucet Company, Hansgrohe, and Watkins Wellness -- will report directly to Nudi, further streamlining the Executive Committee.

Nudi continued, "With the deep experience of our current leaders, combined with external expertise, Masco's Executive Committee is well positioned to provide focus, agility, and drive greater alignment between corporate and business unit priorities, enabling the strong execution of our growth strategy."

Nudi concluded, "On behalf of Masco and the countless employees who have worked alongside Jai and Rick, I extend our deepest gratitude to them for their years of dedicated service and meaningful contributions. We wish them the very best in their upcoming retirements. With these transitions, we move forward with great confidence in our new Executive Committee members and our vision for Masco's future."

## **About Masco**

Headquartered in Livonia, Michigan, Masco Corporation is a global leader in the design, manufacture and distribution of branded home improvement and building products. Our portfolio of industry-leading brands includes Behr® paint; Delta® and hansgrohe® faucets, bath and shower fixtures; Liberty® branded decorative and functional hardware; and HotSpring® spas. We leverage our powerful brands across product categories, sales channels, and geographies to create value for our customers and shareholders. For more information about Masco Corporation, visit [www.masco.com](http://www.masco.com).

## **Safe Harbor Statement**

This press release contains statements that reflect our views about our future performance and constitute "forward-looking statements" under the Private Securities Litigation Reform Act of 1995. Forward-looking statements can be identified by words such as "outlook," "believe," "anticipate," "appear," "may," "will," "should," "intend," "plan," "estimate," "expect," "assume," "seek," "forecast," and similar references to future periods. Our views about future performance involve risks and uncertainties that are difficult to predict and, accordingly, our actual results may differ materially from the results discussed in our forward-looking statements. We caution you against relying on any of these forward-looking statements.

Our future performance may be affected by the levels of residential repair and remodel activity, and to a lesser extent, new home construction, our ability to maintain our strong brands, to develop innovative products and respond to changing consumer purchasing practices and preferences, our ability to maintain our public image and reputation, our ability to maintain our competitive position in our industries, our reliance on key customers, the cost and availability of materials, our dependence on suppliers and service providers, extreme weather events and changes in climate, risks associated with our international operations and global strategies, the impact on demand, pricing and product costs resulting from tariffs, our ability to achieve the anticipated benefits of our strategic initiatives, our ability to successfully execute our acquisition strategy and integrate businesses that we have acquired and may in the future acquire, our ability to attract, develop and retain a talented workforce, risks

associated with cybersecurity vulnerabilities, threats and attacks and risks associated with our reliance on information systems and technology. These and other factors are discussed in detail in Item 1A. "Risk Factors" in our most recent Annual Report on Form 10-K, as well as in our Quarterly Reports on Form 10-Q and in other filings we make with the Securities and Exchange Commission. Any forward-looking statement made by us speaks only as of the date on which it was made. Factors or events that could cause our actual results to differ may emerge from time to time, and it is not possible for us to predict all of them. Unless required by law, we undertake no obligation to update publicly any forward-looking statements as a result of new information, future events or otherwise.

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Source: Masco Corporation

