MiTek®

2024 SUSTAINABILITY REPORT

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About this Report

This is MiTek's second Sustainability Report, representing another step forward in our journey toward a more sustainable future. It highlights our progress and our commitment to ongoing improvement in both performance and reporting.

We welcome feedback from our stakeholders as we strive to enhance our efforts each year. For more information on our sustainability journey, please email sustainability@mii.com.

INTRODUCTION

IN THIS SECTION

→ Letter from the CEO
→ About MiTek
→ MiTek Offerings
→ MiTek Customers
→ 2024 At a Glance
→ Sustainability at MiTek

Letter from the CEO

For nearly 70 years, MiTek has been helping to transform how the world designs, makes, and builds.

We've worked hard to imagine new approaches to better building and then develop tools to make that happen, starting with Cal Jureit's invention of the connector plate, which transformed roof design and construction and ultimately delivered a more scalable and efficient way to build.

Today, this pioneering spirit calls us to empower our customers in new ways to address some of the biggest challenges in the building industry: the ongoing shortage of homes, coupled with less labor to support building; lack of supply chain cohesiveness in the building process, leading to slow production and material waste that drive costs up; sustainability challenges facing our planet—just to name a few.

That's why our vision to transform communities through more efficient and sustainable building methods has never been more important or timely.

The building and construction sector was responsible for 34% of global greenhouse gas emissions in 2024,[1] and we continue to see increased expectations from stakeholders around all elements of corporate sustainability: environmental, social, and governance. With an eye to the future, we're taking steps to ensure sustainability isn't just integrated at MiTek—it's inherent in our products and solutions to empower our customers to achieve their sustainable construction goals.

I'm pleased to share our annual Sustainability Report, which highlights the strides we're making toward a more sustainable future.

A few areas I'm particularly proud of include:

- Our safety incident rate has consistently declined each year, showcasing our strong commitment to providing safer working environments for all team members.
- We've made meaningful strides in reducing our environmental impact by investing in solar power, with our South Africa site now fully powered by solar energy, demonstrating our commitment to sustainability.
- During Hearts & Hands Week, 51% of our MiTek team participated, marking an 18% increase from 2023, as we packed 11,000 disaster relief kits and supported our local communities in various ways.

We know the road to sustainability as an organization and corporate citizen is long and that the work will never truly be finished. Guided by our principles of Stewardship and Unity, and together with our nearly 6,000 global team members and our valued stakeholders, I'm confident we can both imagine and build a better future.

Thank you for joining us on the journey to ensure the places where we live, work, and play will thrive for many generations to come.

Sincerely,

Mark A. Thom
Chairman & CEO

[1] United Nations Environment Programme and the Global Alliance for Buildings and Construction (2025). Global Status Report for Buildings and Construction 2024-2025; Not just another brick in the wall. https://wedocs.unep.org/handle/20.500.11822/47214

About MiTek

MiTek is a construction technology leader on a mission to advance the adoption of off-site construction. MiTek exists to transform communities through more efficient and sustainable building methods.

In 1955, MiTek changed residential construction with the invention of the Gang-Nail plate, providing an affordable and scalable way to manufacture wood trusses.

Today, MiTek serves residential and commercial customers delivering software, services, engineered products, and automated solutions that optimize a more integrated Design-Make-Build™ approach to construction.

By enabling upfront collaboration across the value chain, including architects, engineers, builders, component manufacturers, and more, we create a single source of truth that guides each design decision and unlocks the power of off-site construction.

With nearly 6,000 team members worldwide, MiTek enables the delivery of exceptionally streamlined builds, offering higher quality, increased speed, less waste, and more value, and in turn, transforming how the world builds.

As a Berkshire Hathaway company since 2001, MiTek has a record of continuous growth and innovation.

Our Vision

Transform communities through more efficient and sustainable building methods

Our Mission

Advance the adoption of off-site construction

Guiding Principles

COURAGE
We take bold steps.

We embody MiTek's vision and boldly explore the unconventional. We take decisive action for the promise of bettering our communities and the business – we speak up, persevere, and follow through on our commitments.

INNOVATION
We build a better future.

We encourage and inspire one another to expand our thinking. We leverage our differences and divergent perspectives to openly test new ideas, fail fast, and continually improve.

UNITY
We achieve more together.

We share our knowledge, expertise, and resources to move MiTek forward. We take pride in our diverse cultures, backgrounds, and thoughts to foster a community of belonging.

STEWARDSHIP
We act as owners.

We take responsibility for our people, customers, communities, and planet seriously. We work to sustain the resources, assets, culture, and reputation of our global MiTek community.

FAST **FACTS**

15 COUNTRIES

46 LOCATIONS

5,800+ EMPLOYEES GLOBALLY

$1.68B REVENUE IN FY24

MiTek Offerings

The MiTek suite of software, services, automation, and engineered products enables customers to transform their design, manufacturing, and construction processes.

SOFTWARE

A suite of design, production, and management software that facilitate componentized building methods.

SERVICES

A variety of design, takeoffs, modeling, and consulting services to improve efficiency and technical output.

AUTOMATED SOLUTIONS

End-to-end machinery systems for the off-site manufacturing of built-to-spec building components.

ENGINEERED PRODUCTS & SYSTEMS

A full range of structural connectors, truss plates, and lateral solutions for engineered components and general framing.

MiTek Customers

MiTek products and services add value throughout the construction supply chain.

BUILDERS & CONTRACTORS

MiTek helps builders and contractors save time, reduce resources, and cut waste by:

- Supplying software and services to manage finances, labor, and processes
- Offering high-quality structural connectors and engineered products
- Providing technology for component manufacturers to deliver building components efficiently

ARCHITECTS & ENGINEERS

MiTek enables structural architects and engineers to optimize their design plans and address issues early, benefiting construction partners by:

- Offering design guidance and options for better project plans
- Enhancing coordination to reduce project challenges

COMPONENT MANUFACTURERS

MiTek helps component manufacturers boost productivity and scale operations by:

- Providing automated solutions to lower labor costs and increase production
- Streamlining plant workflows and offering customer support and operator training
- Supplying software and services that enhance truss design, manufacturing, and business management
- Software and services that unlock more efficient truss design

LUMBER & BUILDING MATERIALS DEALER

MiTek empowers lumber and builder materials dealers to save time, reduce labor, and achieve more accurate takeoffs by:

- Supplying software and services to support operations
- Offering high-quality structural connectors and engineered products

2024 AT A GLANCE

SOCIAL

35% OF GLOBAL TEAM MEMBERS ARE WOMEN

21% OF U.S. TEAM MEMBERS ARE PEOPLE OF COLOR*

19% OF DIRECTORS AND ABOVE ARE WOMEN

13% OF DIRECTORS AND ABOVE ARE PEOPLE OF COLOR*

51% OF TEAM MEMBERS VOLUNTEERED OR DONATED

80 ORGANIZATIONS SUPPORTED

ENVIRONMENTAL

TOTAL COMBINED SCOPE 1 & 2 GHG EMISSIONS (TCO_2E)

2021	2022	2023
18,940	24,187	18,152

97% SCRAP STEEL DIVERSION RATE

SAFETY

▼ **40%** DECREASE IN OVERALL TOTAL RECORDABLE INCIDENT RATE (TRIR) FROM 2023

*Due to global privacy laws, MiTek only reports race in the United States

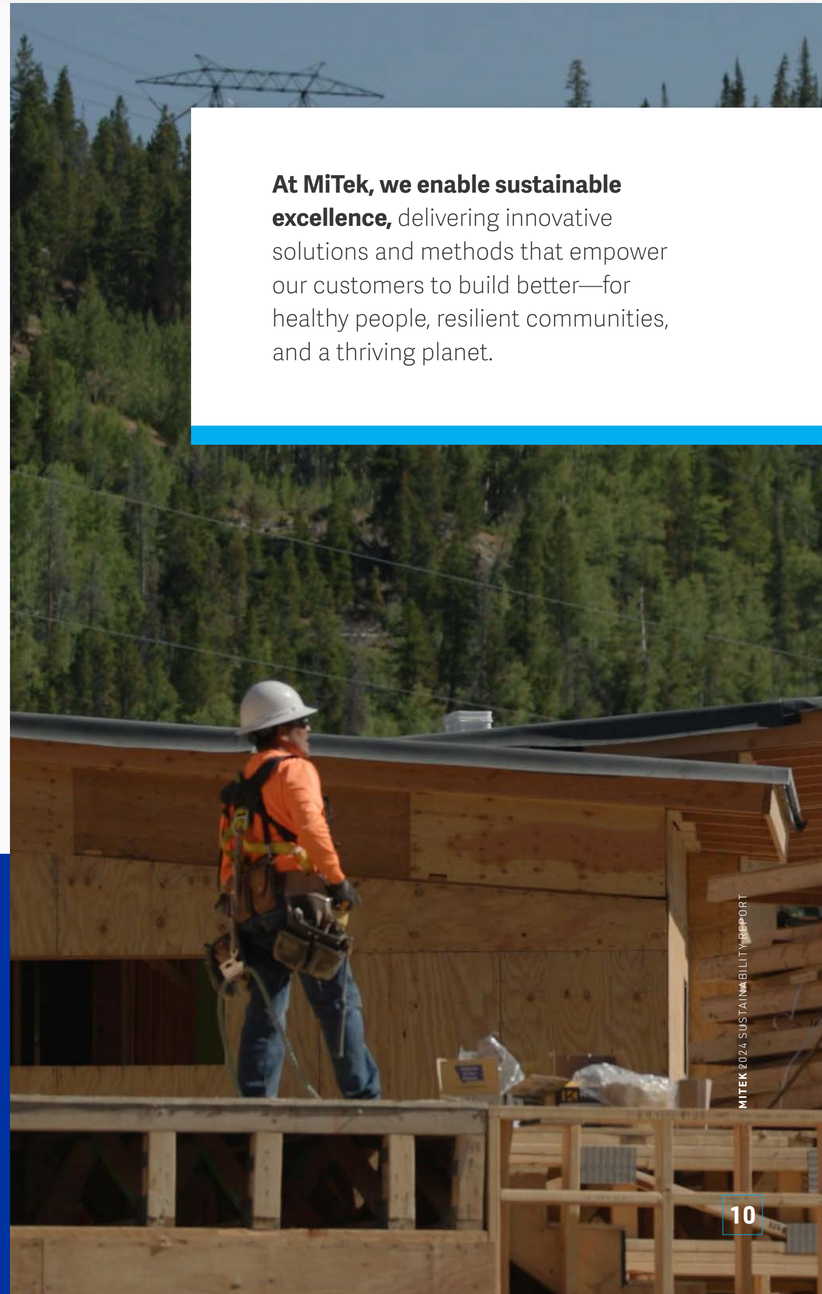
Sustainability at MiTek

At MiTek, we recognize that Environmental, Social, and Governance (ESG) considerations are increasingly shaping the way businesses operate worldwide.

As a leader in construction, we understand the importance of embedding ESG factors into our operations and corporate strategy; it's central to our identity. With Stewardship as one of our Guiding Principles, we have long encouraged our team members to consider the broader impact of our decisions.

At MiTek, sustainability extends beyond environmental concerns; it includes social responsibility and strong governance practices that drive long-term success. Traditional building methods often fail to address the urgent demand for sustainable housing. We are committed to being part of the solution, helping our customers achieve sustainable construction outcomes while positively impacting people and the planet.

For us, sustainability is a responsibility, not just a concept. By integrating responsible business practices, we create value for our company, team members, and stakeholders. Whether fostering a safety-driven culture, enhancing transparency, or reducing our environmental footprint, we remain dedicated to embedding sustainability into every aspect of our operations.



At MiTek, we enable sustainable excellence, delivering innovative solutions and methods that empower our customers to build better—for healthy people, resilient communities, and a thriving planet.

MATERIALITY ASSESSMENT

In 2022, we conducted a materiality assessment to identify and prioritize key focus areas within our operations. This evaluation highlighted critical issues that significantly impact our stakeholders and the environment, guiding our strategic decision-making. We are committed to regularly reviewing the timing of our materiality assessments to ensure our priorities align with evolving stakeholder expectations and emerging sustainability trends, especially as new material issues arise.

GOVERNANCE

IN THIS SECTION

→ Governance Overview

→ Product Safety and Quality

→ Data and Cybersecurity

→ Ethics and Transparency

Governance Overview

We recognize that strong governance is at the core of a sustainable and responsible business.

Effective governance serves as the foundation for building trust, promoting transparency, and ensuring accountability across all aspects of our operations. This report highlights the vital role governance plays in shaping our dedication to environmental stewardship, social responsibility, and long-term economic resilience.

For years, MiTek team members have demonstrated their ability to innovate, challenge norms, and collaborate effectively. Our success is built on a culture of trust—trust in our work, our people, and our commitment to conducting business with integrity at the forefront.

At the same time, we recognize that trust is not guaranteed, it must be continuously earned and safeguarded through ethical decision-making. That's why we remain committed to upholding the highest standards of integrity. Every MiTek team member has a responsibility to lead by example, reinforcing a culture of accountability that strengthens both our organization and the industry as a whole.

Product Safety and Quality

MiTek operates on a global scale within the timber construction industry, dedicated to delivering products and services that consistently exceed customer expectations in quality, cost, and efficiency.

By fostering strategic partnerships and maintaining a relentless focus on excellence, we ensure our solutions not only meet but surpass national and international standards while remaining fully compliant with local laws and regulations.

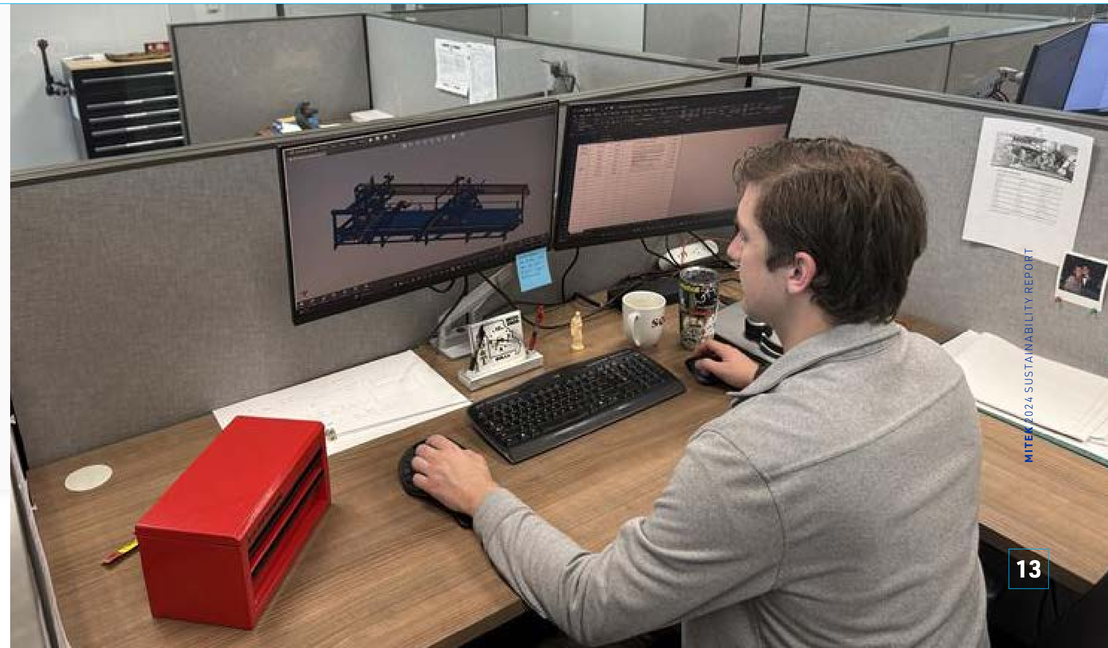
We empower owners, builders, engineers, architects, building material suppliers, and fabricators to maximize value and profitability on every project. Our smart, scalable, and repeatable processes support success both on-site and off-site. Customer feedback is integral to our approach, allowing us to swiftly address quality concerns and reinforce our commitment to continuous improvement and customer satisfaction.

To uphold our dedication to product safety, every new machinery product undergoes rigorous evaluation by an independent third-party safety firm, ensuring compliance with the highest safety standards and regulatory requirements.

Product Highlight

ENSURING PRODUCT QUALITY AND SAFETY THROUGH EXPANDED TESTING

MiTek significantly expanded its automated solutions testing facility from 10,000 to nearly 100,000 square feet, enabling in-house testing of approximately 95% of its entire automation portfolio. This larger space allows for comprehensive testing of current and next-generation equipment. MiTek can conduct accelerated testing that replicates real-world usage and alpha testing of equipment software updates, identifying potential issues before products reach customers. This investment enhances product reliability, ensures thorough validation of solution design, and reduces the risk of in-field issues, ultimately delivering safer, higher-quality solutions to customers.



Data and Cybersecurity

The trust of our customers remains our highest priority, and we continuously strive to earn and maintain that trust through strong risk management and a secure digital environment.

Our cybersecurity strategy is built on proactive measures designed to detect, prevent, and mitigate cyber threats. By doing so, we ensure that our customers can confidently engage with our products and services without fear of significant disruptions or compromised information.

In 2024, MiTek further strengthened our cybersecurity framework, demonstrating our commitment to a resilient and secure environment:

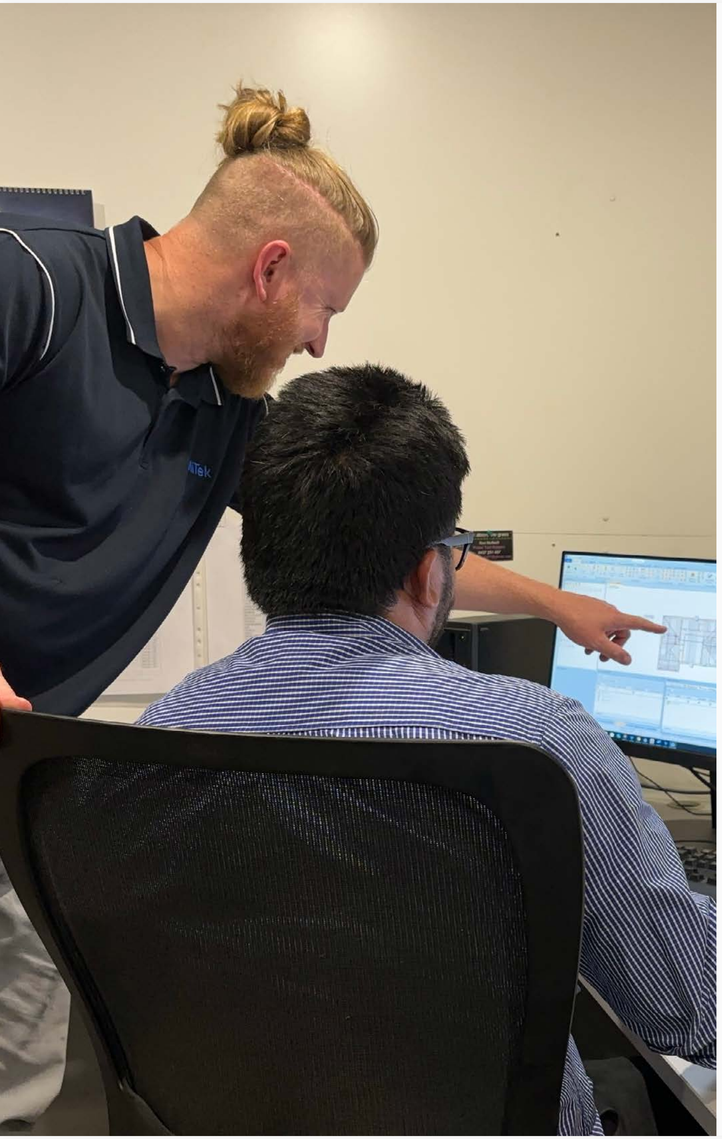
- We developed a comprehensive Corporate Crisis Management Plan (CMP) to ensure preparedness and effective response to various types of crises or emergencies.
- We improved secure backup and recovery technologies, refined testing and monitoring processes, conducted advanced cyber-attack simulations, and established core business system redundancies.
- MiTek is reducing its reliance on legacy, highly customized in-house systems by transitioning to flexible cloud-based solutions. This shift enhances our cybersecurity posture while also improving integration, scalability, and collaboration with partners and peers.

These steps reflect our holistic approach to safeguarding digital assets and fostering a culture of accountability, innovation, and continuous improvement in cybersecurity practices. By staying ahead of emerging threats and leveraging advanced technologies, we remain steadfast in our mission to protect our customers, team members, and business operations.

Code of Conduct

MiTek places utmost importance on adherence to our Code of Conduct, mandating that every team member complies with all relevant laws, rules, regulations, and internal policies. Each operational function within MiTek bears the responsibility of ensuring full compliance with all applicable legal requirements.

To affirm these efforts, MiTek's compliance endeavors receive dedicated support from our Legal and Compliance team to uphold the highest standards of compliance and integrity. All team members complete Code of Conduct training and receive additional annual training on various compliance topics.



Ethics and Transparency

MiTek fosters a culture of openness, encouraging team members to share concerns with their management chain.

If a team member is uncomfortable voicing concerns to a manager or HR, they are encouraged to contact the Berkshire Hathaway Ethics Hotline, which is managed by a third party to protect whistleblowers and ensure confidentiality during investigations.

Each year, our CEO communicates to all team members how to access the hotline, reinforcing our commitment to addressing concerns without fear of retaliation.

Regulatory Compliance

The global building industry presents complex and ever-evolving challenges, sometimes creating pressures that could lead to ethical compromises. At MiTek, we stand firm in our commitment to integrity, never cutting corners or straying from our Guiding Principles. We operate as one company with a unified vision, upholding high ethical standards in all we do.

To ensure our conduct reflects these values, we remain dedicated to full compliance with all applicable laws, rules, and regulations. As part of our continued growth and maturity in corporate compliance, we plan to refresh our Code of Conduct in 2025 to further align with our four Guiding Principles.

COMPLIANCE MECHANISMS

We have a Compliance Committee composed of our Chairman & CEO, CFO, CHRO, and General Counsel, who collectively oversee adherence to regulatory requirements and ethical standards. Leading our compliance efforts is our Legal and Compliance team, which provides regular reports to the Compliance Committee on various compliance-related matters. Additionally, we maintain a distinct audit function that reports directly to the CFO, ensuring oversight and evaluation of internal controls and processes.

To assist with compliance and manage trade sanctions and regulations, MiTek uses e2open, a comprehensive third-party screening solution for overseeing imports and exports between us and our customers and vendors. This system helps streamline our processes and ensure compliance.

SOCIAL

IN THIS SECTION

→ Safety

→ Team Member Wellbeing

→ Learning and Development

→ Inclusion and Belonging

→ Community Impact

→ Partnerships

→ Team Member Engagement

Safety

At MiTek, the safety of our team members is our highest priority. We have implemented a comprehensive framework of over 30 policies and procedures to ensure safety excellence and compliance throughout our operations.

We continue to provide monthly training sessions for frontline team members, equipping them with the essential knowledge and skills to perform their duties safely and efficiently. Our commitment to workplace safety is further reinforced through dedicated safety committees that actively collaborate to identify and mitigate risks, fostering a culture centered on safety and wellbeing.

Safety Highlight

LEADING SAFETY EXCELLENCE ACROSS THE GLOBE

We are proud to share that 15 locations across our operations reported no injuries that required medical care beyond first aid in 2024. These sites were instrumental in helping reduce the overall number of incidents in the last year.

United States
Britton, SD
Atlanta, GA
Westhampton, NJ
Corona, CA

Australia
Brisbane
Riverwood

Canada
Calgary, AB (Aero Drive & 90th Avenue)
Dieppe, QC
Laval, QC
Surrey, BC

Czech
Vyškov

New Zealand
Auckland
Christchurch

Sweden
Tranås

As part of our ongoing efforts to strengthen workplace safety, we continue to do weekly safety inspections using the SafetyCulture platform, streamlining safety reporting through automation. We have also expanded our safety teams in larger manufacturing plants and integrated safety performance into the annual evaluation process for all manufacturing leaders.

In 2023, we initiated a comprehensive review and update of our team member health and safety policies. Investments in robotic technologies complemented this initiative to reduce ergonomic risks and improve operational efficiency. By the end of 2024, 85% of these technologies had been implemented, with the remaining 15% scheduled for completion in 2025. We also collaborate with external partners to conduct in-depth assessments of our facilities, leveraging their expertise to identify improvement opportunities and implement best practices.

Demonstrating our commitment to maintaining a safe work environment, we enforce strict housekeeping standards across all facilities, ensuring cleanliness and organization to enhance safety and productivity. Additionally, weekly safety inspections are conducted at all manufacturing and warehouse locations to proactively monitor workplace conditions and uphold compliance with safety regulations.

In 2024, we took further steps to improve safety by enhancing machine guarding with physical barriers and the latest safety control technology. We also refined our monthly safety training and introduced Supervisor Safety Training to empower leaders and promote a strong safety culture.

To enhance the overall safety experience for employees, we implemented new onboarding safety training to instill a safety-first mindset from the very start. We are also evaluating emerging technologies such as virtual reality (VR) training to create more interactive and impactful safety education. Additionally, we developed and implemented a more focused observation process through our Behavior-Based Safety program, which assesses safe and at-risk behaviors and conditions. Observers engage directly with employees by thanking them for safe actions and exploring the underlying causes of unsafe behaviors or conditions, reinforcing our proactive approach to workplace safety.

SAFETY INCIDENTS

TOTAL RECORDABLE INCIDENT RATE (TRIR)*

2022	2023	2024
3.07	2.56	1.30

*TRIR is calculated as the number of recordable incidents x 200,000 / total number of hours worked in the reporting year

NUMBER OF INCIDENTS

2022	2023	2024
59	40	32

Team Member Wellbeing

At MiTek we have a broad definition of safety encompassing overall wellbeing for team members. This spans across physical, mental, social and financial wellbeing.

These programs empower team members to prioritize their wellbeing, contributing to greater job satisfaction and productivity. In 2024, we reviewed our global benefit programs to ensure all team members have access to health care, appropriate mental health resources, social programs such as our employee resource groups (ERGs), and financial planning resources.

ADDITIONAL TEAM MEMBER BENEFITS

- Charitable giving and matching program
- Monthly wellness information sessions (programs vary by region)
- Team Member Relief Fund
- Mental health services
- Competitive pay, all team members bonus eligible (programs vary by region)
- Learning and development resources

Learning and Development

We are committed to investing in the growth and success of our team members through a variety of professional development programs. These initiatives are designed to enhance skills, foster career advancement, and cultivate strong leadership within MiTek. Team members can access personalized and role-specific learning opportunities through our dedicated, online learning platform, as well as on-demand courses and certification preparation available through LinkedIn Learning.

To enhance learning and development, we introduced Learning Days—dedicated weeks for skill-building and professional growth during which we provide structured time and learning topics for team members globally. These designated periods encourage continuous learning, allowing team members to expand their knowledge and advance their careers.

Looking ahead to 2025, we are excited to launch MiTek University, our new one-stop hub for learning and development, designed to enhance the employee learning experience. We will introduce training modules tailored for frontline manufacturing supervisors to strengthen leadership skills and support career growth. These investments underscore our commitment to empowering team members across various roles and workplace environments as they advance in their careers.

BUILDING STRONG LEADERS

Our leaders play a vital role in shaping the team member experience, driving our culture, and ensuring we achieve MiTek's vision of transforming global communities. Alongside our Leadership Blueprint, which defines what success looks like for MiTek leaders, we offer programs to support team members throughout their leadership journey.

Leadership Transition Programs
MiTek has partnered with the Leadership Pipeline Institute to offer two leadership development programs.

- **Leading Others:** Designed for individuals who are beginning to take on leadership roles.
- **Leading Leaders:** Focuses on the expectations and responsibilities involved in managing a team of leaders.

LEADERSHIP BLUEPRINT

LEADERSHIP BLUEPRINT

The MiTek Leadership Blueprint is a framework that defines the skills and abilities of successful leadership at MiTek. The framework is a comprehensive way for team members to think about leadership and is intended to empower all team members to grow and develop as leaders. We also conduct 360-degree assessments based on this blueprint to assess leaders' competencies based on feedback from managers, peers, and direct reports.

The Leadership Blueprint consists of seven competencies that outline the behaviors demonstrated by effective leaders at MiTek:

- Transform
- Inspire
- Think
- Deliver
- Connect
- Grow
- Know

Inclusion and Belonging

At MiTek, inclusion and belonging are integral to our success. We value the diversity of our workforce and believe that an inclusive culture fosters both innovation and a strong sense of belonging. Our commitment is to cultivate an environment where all team members feel valued, supported, engaged, and empowered to be courageous and innovative contributors. To achieve this, we strive to build diverse teams at all levels of our company and provide education on leveraging team member differences to positively transform the communities where we live, work, and play.

INCLUSION AND BELONGING STRATEGY PILLARS

- INCREASE DIVERSE TALENT AND RETENTION
- FOSTER AN INCLUSIVE AND EQUITABLE CULTURE
- DEVELOP DIVERSE AND INCLUSIVE LEADERS
- ENGAGE WITH DIVERSE COMMUNITY PARTNERS

INCLUSION AND BELONGING INITIATIVES

EMPLOYEE RESOURCE GROUPS (ERGs)

Our ERGs are voluntary, team member-led groups that provide a safe and supportive space for underrepresented groups. These groups create an open and safe forum for all team members who share a common identity and their allies to meet and support one another. Throughout the year, our ERGs host inspiring and interactive global events that enhance cultural awareness and foster a community of inclusion and belonging.

- MiTek ACT (Abilities Celebrated Together)
- MiTek BEN (Black Employee Network)
- MiTek HOLA (Hispanic Origin and Latin Associates)
- MiTek Pride (LGBTQIA+)
- MiTek SAM (South Asian Members)
- MiTek Women

2024 INDUSTRY PARTNERSHIPS

- National Society of Black Engineers – Region V and Tuskegee University
- Professional Women in Building (PWIB)
- Women in Mass Timber
- Women in Residential & Commercial Construction

DEMOGRAPHIC **SNAPSHOT**

35% OF GLOBAL TEAM MEMBERS ARE WOMEN

19% OF DIRECTORS AND ABOVE ARE WOMEN

21% OF U.S. TEAM MEMBERS ARE PEOPLE OF COLOR*

13% OF U.S. DIRECTORS AND ABOVE ARE PEOPLE OF COLOR*

*Due to global privacy laws, MiTek only reports race in the United States

Culture Builders Summit

In 2024, MiTek hosted its inaugural Culture Builders Summit at the global headquarters in Chesterfield, Missouri. Over three days, leaders from each Employee Resource Group (ERG) and Transformation Team engaged with MiTek's executives, discussing key topics such as emotional intelligence, leading through influence, and intersectional leadership. The event featured interactive workshops to foster connections and a community service project where attendees packed 1,250 art-based STEM kits for young children in St. Louis. The Summit concluded with a recognition ceremony honoring each ERG and Transformation Team leader for their contributions to shaping MiTek's culture.

COMMUNITY IMPACT FOCUS AREAS

EDUCATE TO INNOVATE
Equip individuals with the skills to fill future trade and technology jobs.

SHELTER HUMANITY
Provide affordable, safe, and equitable places to live, work, and play.

PROTECT OUR PLANET
Safeguard our natural environment and enable the development of sustainable structures.

Community Impact

Going Beyond the Build

As a leader in the building industry, MiTek recognizes that our responsibility extends beyond construction sites and supply chains. That's why giving back to the communities where we live and work is an essential part of our culture.

Through charitable initiatives, we can address major challenges facing the industry by supporting organizations that promote skilled trades to nontraditional audiences, increase access to housing, steward the environment, and create economic resilience.

Whether providing resources for disaster relief, funding educational programs in skilled trades, or fueling a girl's passion for the industry, our commitment to corporate social responsibility strengthens the industry and the communities we serve:

- Promote skilled trades to nontraditional audiences
- Increase access to housing
- Steward the environment
- Create economic resilience

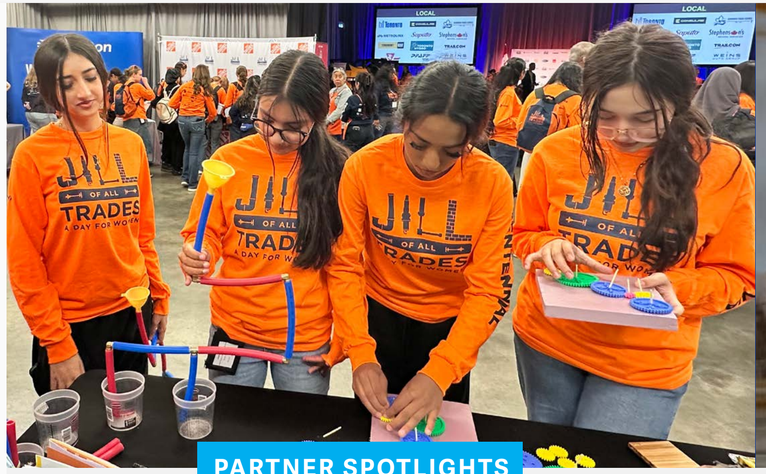
In 2024, MiTek contributed to over 80 charities in North America, EMEA, and APAC, further demonstrating our dedication to making a lasting difference.

SIGNATURE CHARITABLE PARTNERSHIPS

- American Red Cross International
- Habitat for Humanity International
- Home Builders Institute (HBI)
- Honour the Work
- LitShop
- Saigon Children's Charity CIO (saigonchildren)
- She Built Foundation
- Terwilliger Center for Innovation in Shelter
- ToolBank USA

Building the Future Together: Partnering for a More Inclusive Industry

MiTek is proud to partner with organizations that drive meaningful change, addressing some of the industry's biggest challenges while empowering traditionally underrepresented talent to pursue careers in trades and technology. Together, we're helping build a more inclusive, innovative, and resilient industry.



PARTNER SPOTLIGHTS

HONOUR THE WORK

MiTek partnered with Honour the Work, a one-stop hub that sparks a passion for skilled trades in Canadians of all ages. They work to break stereotypes about the skilled trades to inspire a new generation to value craftsmanship and honor the work.

Over 75 MiTek team members at the Bradford facility gathered with school officials and teachers to build 60 STEAM kits, introducing careers in skilled trades to local elementary students.

Learn More

HOME BUILDERS INSTITUTE (HBI) STUDENT SPOTLIGHT

MiTek is proud to support HBI students like Sasha Ford McFarland. Sasha's journey in the trades began in the U.S. Army as a 12K Plumber, where she tackled the toughest jobs without hesitation. Her determination led her to HBI, where she expanded her carpentry and electrical work expertise, proving her commitment to mastering multiple trades.

While at HBI, Sasha stood out as a class leader in carpentry and electrical, showcasing her leadership and drive to help others succeed. She is taking the next step with Encore Electric, Inc. in Colorado Springs for an Apprentice Electrician position, advancing her goal of opening her own plumbing and electrical company.

Sasha exemplifies HBI's legacy of resilience, ambition, and continuous growth.

Learn More

SHE BUILT FOUNDATION

MiTek was proud to help evolve the successful children's book *The House that She Built* into the She Built Foundation, a nonprofit dedicated to inspiring girls to be the next generation of builders. In 2024, we partnered to launch the She Built Ambassador program, recruiting and training over 100 industry members to utilize She Built Foundation resources to inspire the next generation of builders in their communities.

Learn More

NATIONAL ASSOCIATION OF HOME BUILDERS' HBCU STUDENT LEADERSHIP PROGRAM

MiTek is a proud partner of NAHB's HBCU Student Leadership Program. The program equips diverse, young adults with the skills, knowledge, and connections needed to thrive in the residential construction industry. It comprises a growing number of students from HBCUs, including: Alabama A&M, Florida A&M, Lawson State Community College, Morgan State, Norfolk State, North Carolina A&T, Prairie View A&M, St. Phillip's College, Tuskegee, and the University of Maryland Eastern Shore.

Learn More

CHRISTINA NOBLE CHILDREN'S FOUNDATION

With the support of the Vietnam Transformation Team and the MiTek Walk for Hope, MiTek has partnered with the Christina Noble Children's Foundation to make a lasting impact on the lives of students facing hardship. Through this initiative, we provide educational sponsorships for 13 university students, ensuring they have the financial support to complete their higher education. MiTek is committed to covering their tuition and related costs until they successfully graduate, helping to create opportunities for a brighter and more stable future.

Learn More

Team Member Engagement

A key pillar of MiTek's community impact strategy is our Transformation Teams. Spread across our global operations, these nine team member-led groups empower their colleagues to give back through volunteer service and charitable contributions. Transformation Teams collaborate with local charities, offering sustained investments of time, skills, and resources to make a meaningful difference.

"A storm forced me to leave my house while it got fixed. The MiTek fund made that whole process much easier for me and my family."

- MITEK HOUSTON TEAM MEMBER

HEARTS & HANDS WEEK

Since 2020, MiTek has hosted Hearts & Hands Week—a global week of service and giving where our team members come together to support charitable causes worldwide. In 2024, Hearts & Hands Week participation grew significantly, with 51% of MiTek team members joining in—an 18% increase from the previous year. Collectively, our team contributed 6,792 volunteer hours to causes they are passionate about. During this week, global team members packed 11,000 disaster relief kits to aid communities affected by natural disasters. Additionally, 1,378 team members participated in the second annual MiTek Walk for Hope, continuing our tradition of walking for a cause and making a tangible impact.

ENVIRONMENTAL

IN THIS SECTION

→ Climate Change
→ Manufacturing Sustainability
→ Product Sustainability
→ Waste Management

Climate Change

Accounting for 39% of worldwide greenhouse gas (GHG) emissions, the building and construction industries play a critical role in the fight against climate change.

Through our off-site building methods—powered by automation and software—MiTek is uniquely positioned to help reduce these emissions in collaboration with our supply chain partners. With growing consumer and customer demand for more sustainable homes and buildings, along with evolving global regulations, the need for innovative solutions and strategic partnerships to achieve GHG reduction goals has never been greater.

As part of our commitment to environmental stewardship, we have been actively measuring and analyzing our emissions. We conducted GHG assessments to quantify our Scope 1 and 2 emissions from 2021 through 2024. While our data collection processes were already effective in the earlier years, we made significant improvements in 2024, enhancing our ability to gain valuable insights into our carbon footprint. These assessments have laid a solid foundation for tracking our progress and will guide the development of targeted strategies to mitigate our environmental impact and drive sustainability across our operations.

In 2023, we achieved our lowest GHG emissions in the past three years.[2] At the same time, our emissions data collection process was the most comprehensive to date, improving data quality and completeness. We remain committed to further enhancing our knowledge and capabilities in emissions tracking, ensuring we can better understand, minimize, and transparently communicate our impact.

Looking ahead, we are working towards calculating our Scope 3 emissions to gain a more complete picture of our total carbon footprint. Additionally, in 2025, we plan to conduct our first climate risk assessment, reinforcing our commitment to sustainability, resilience, and long-term environmental responsibility.

GHG EMISSIONS (tCO_2e)

SCOPE 1 EMISSIONS

Direct emissions from our operations, such as fuel consumption from our properties and owned vehicles

2021	2022	2023
5,992	8,222	7,058

SCOPE 2 EMISSIONS

Indirect emissions from purchased energy used in our operations, such as grid electricity

2021	2022	2023
12,948	15,965	11,094

Though our Scope 1 and 2 emissions appear slightly higher in 2022 than in 2021, the change is mostly attributed to improved access to, and accuracy of, data across the company. We plan to continue building our knowledge and skills in tracking our emissions so we can better understand, minimize, and communicate our impact.

[2] During the 2023 GHG emissions assessment process, a review of the 2021 and 2022 data inputs was conducted, resulting in updates to the 2021 and 2022 GHG emissions calculations and improvements to the accuracy of the updated results in this report.

Manufacturing Sustainability

MiTek is dedicated to the ongoing improvement of our environmental performance and energy efficiency throughout our operations.

In 2024, our South Africa manufacturing site underwent a significant upgrade, incorporating solar power to enhance energy independence. Although the system cannot completely power the site due to local sunlight limitations, it now operates nearly independently from the local grid, underscoring our commitment to clean energy. By 2026, we plan to install solar panels at our new UK and Florida facilities, further demonstrating our dedication to sustainable energy solutions.

MiTek is proactively improving energy efficiency through various initiatives, such as converting warehouse lighting to motion-activated systems and transitioning to LED technology. These changes not only reduce energy consumption and operating costs but also enhance workplace safety. Additionally, we have partnered with the third-party environmental firm Raba Kistner to drive compliance and continuously improve our sustainability efforts.

MITIGATING POLLUTION

Building on our efforts from 2023, our U.S. Automation division completely phased out high-VOC paint in 2024. To further reduce paint consumption, we will launch a new powder coat line at our Houston facility in 2025, reinforcing our commitment to sustainable manufacturing practices.

Product Sustainability

Our focus on off-site manufacturing for our customers centers on sustainability by reducing job site waste, decreasing the need for extra equipment and labor, and minimizing transportation impacts.

MiTek continues to support homebuilders in achieving their sustainability goals. We are proud to collaborate with Thrive Home Builders on their journey to deliver net-zero homes to the market. Additionally, we have worked closely with Bellway Homes in the United Kingdom, which constructs 10,000 homes per year, to develop their exemplar plots for net-zero carbon-ready homes.

One such project is Plot 1–The Future Hub at Barton Quarter in Manchester. As one of four test plots at Barton Quarter, it has become a beacon of innovation and a practical example of how sustainable construction can be both efficient and effective. The plot serves as a live experiment and training ground for trades and emerging technologies, helping to shape the future of low-carbon homebuilding.

Partner Highlight

THRIVE HOME BUILDERS

Thrive Home Builders, known for creating energy-efficient homes that meet Indoor airPLUS and Zero Energy Ready standards, is now working to reduce the embodied carbon footprint of new homes. To achieve this, Thrive Home Builders must account for every piece and part that goes into building a house to measure the embodied carbon footprint.

Lacking the internal resources to measure their homes' full carbon footprint, Thrive partnered with MiTek Services to develop a bill of materials using MiTek® Kova® Trace software. This effort led to Thrive Carbon-Wise®—a new construction method focused on delivering homes with lower carbon impacts. The approach was successfully applied to Thrive's first carbon-neutral housing project in Breckenridge, Colorado.

"This goal Thrive set for itself wouldn't be possible without a partner like MiTek," said Bill Rectanus, Chief Operating Officer for Thrive Home Builders.

Watch Video

We are also partnering with Taylor Wimpey in the UK on two new developments, comprising 136 plots, where homes will be constructed to the Future Homes Standard. MiTek is enabling them to integrate Posi-Strut® and Mechanical Ventilation with Heat Recovery technologies to enhance sustainability and energy efficiency.

Further recognizing our sustainable innovations, we were shortlisted for the "Net Zero" award at the Building Awards 2024.

MiTek is also helping to reduce the amount of concrete required to anchor our automated solutions in our customers' facilities. MiTek's Automation and Structural Engineering teams collaborated to refine machine-specific foundation standards from 18 to 8-10 inches. As a result, less concrete is required to support each machine, resulting in a 30-60% reduction in concrete-related carbon emissions per machine.

OFF-SITE **BUILDING COMPONENTS**

The MiTek method emphasizes the integration of design, manufacturing, and off-site building practices, known as Design-Make-Build™. This collaborative and built-to-spec approach to framing enhances efficiency, scalability, and delivers measurable results.

Learn More

MEASURING THE IMPACT OF WHOLE HOME COMPONENTIZATION

Up to **60%** faster than traditional framing

Up to **20%** quicker MEP installation

Up to **33%** fewer hangers required

Up to **30x** less jobsite waste produced

Average of **$630** saved in carrying costs per home

Average of **25%** less wood product utilized

Sources: Framing the American Dream, SBCA, 2015 & 2024; Innovation Build Program, MiTek, 2023; Customer Data, MiTek TrueNorth™ Consulting, 2023-2024.

Waste Management

Effective waste management reduces environmental impact, improves resource efficiency, and supports more sustainable, cost-effective operations.

In 2023, MiTek acquired TrueNorth Development to enhance its presence in the homebuilder market and increase demand for component fabrication worldwide. This acquisition provides the opportunity to further influence the use of engineered floor systems, roof trusses, and wall panels, streamlining construction for improved quality, speed, reduced waste, and greater value for all involved.

MiTek® TrueNorth™ Consulting applies Lean construction methods to help builders build more homes with fewer resources while improving quality. The TrueNorth Lean process is a systematic approach aimed at identifying and eliminating waste in all forms, including anything hindering progress or obstructing productivity. The result is improved margins for all key stakeholders, including suppliers, trades, and manufacturers, without adverse effects.

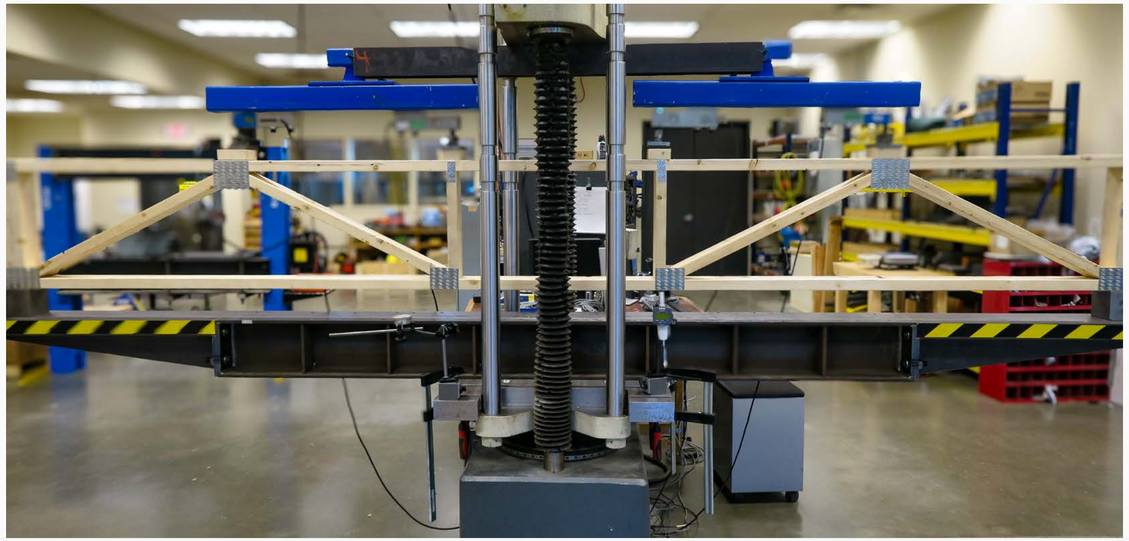
TRUE NORTH IS NOW TRUENORTH™ MiTek® Consulting Service

Sustainable Innovation Through Smarter Testing

MiTek is actively reducing environmental impact by integrating virtual testing alongside physical testing within our Structural Engineering Technology team. This approach minimizes material waste, energy consumption, and unnecessary prototypes by refining designs through simulations before fabrication. By optimizing performance early in development, we significantly reduce lumber waste, as seen in projects like the Hardy Frame® HFX Panel Profile and the skewable open-end joist bracket, which required fewer physical tests and prevented unnecessary fabrication. Investing in advanced testing technologies enables us to deliver high-quality products faster while advancing sustainability.

Turning Waste into Resources

The Structural Engineering Physical Testing Team creatively reuses materials used during product testing. Materials like steel, lumber, and Teflon™ are reused whenever possible—reducing waste, cutting costs, and minimizing environmental impact. With only 15-20% of lumber meeting strict testing criteria, the team ensures the remainder is repurposed for test jigs, trade show displays, customer training, and shipping materials.



Managing Hazardous Waste

MiTek is dedicated to maintaining safe and environmentally responsible operations across our facilities. While our global operations do not use or generate significant amounts of hazardous materials, we still take proactive measures to ensure the small amounts of hazardous waste produced are managed and disposed of appropriately. Our Hazardous Waste Management policy guides how we manage hazardous waste. We also work with third-party providers to manage environmental permitting and waste reporting to ensure we are always in full compliance and meeting high standards for waste management.

Managing Scrap Metals

MiTek is committed to carefully managing and measuring its scrap to enhance efficiency and sustainability in its operations. In 2024, the company maintained an average scrap-to-produced ratio of just under 3%, reflecting its ongoing efforts to optimize material usage and minimize waste. By tracking and analyzing scrap production, MiTek continuously refines its processes, implements waste reduction strategies, and explores innovative ways to enhance sustainability across its manufacturing footprint.

A Note on Forward-Looking Statements

The forward-looking statements contained in this Sustainability Report are provided to allow the reader the opportunity to understand MiTek's current expectations and opinions in respect of events and circumstances in the future. By their nature, forward-looking statements are subject to known and unknown future risks and uncertainties that may cause actual results and performance to differ materially from those expressed in or implied by such forward-looking statements.

All statements other than statements of historical fact are forward-looking statements, including, but not limited to, the (i) projected financial performance of the Company; (ii) the expected development of the Company's business and projects; (iii) execution of the Company's vision and growth strategy; and (iv) completion of the Company's projects that are currently underway, in development, or otherwise under consideration. This Sustainability Report also includes forward-looking statements regarding our sustainability; safety and health; cybersecurity; culture; inclusion and belonging; community engagement; and related goals, commitments, and strategies.

MiTek undertakes no obligation to revise or update forward-looking statements to reflect unanticipated events or circumstances after such date or to reflect changes in the Company's expectations or opinions related thereto, except as required by applicable laws.

These statements are not guarantees of future performance and the reader is cautioned not to place undue reliance on forward-looking statements.

QUESTIONS?

If you have any questions regarding this Sustainability Report, please contact sustainability@mii.com

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