

2024

SUSTAINABILITY REPORT



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About this report

This is MiTek’s second Sustainability Report, representing another step forward in our journey towards 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





Letter from the CEO

For almost 70 years, MiTek have been helping transform how the world designs, makes and builds.

We've worked hard to imagine new approaches for better building and then to 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 labour to support building; a 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 higher expectations from stakeholders regarding 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 towards a more sustainable future.

A few areas I'm particularly proud of include:

- Our safety incident rate has consistently declined every year, showcasing our strong commitment to providing safer working environments for every team member.
- 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.
- Our Hearts & Hands Week saw 51% of our MiTek team participate, 18% more than in 2023, as we packed 11,000 disaster relief kits and supported our local communities in various ways.

As an organisation and corporate citizen, we know the road to sustainability is long and that the work will never be truly 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.

Yours sincerely,

Mark A. Thom
Chairman & CEO

About MiTek

MiTek is a construction technology leader on a mission to advance the adoption of off-site construction. MiTek exist 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 serve residential and commercial customers delivering software, services, engineered products and automated solutions that optimise 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 almost 6,000 team members worldwide, MiTek enable the delivery of exceptionally streamlined builds, offering higher quality, faster speed, less waste, and more value, and in turn, transforming how the world builds.

As a Berkshire Hathaway company since 2001, MiTek have 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 in order to improve 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 make the most of 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 componentised building methods.



SERVICES

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



AUTOMATED SOLUTIONS

End-to-end machinery systems for 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

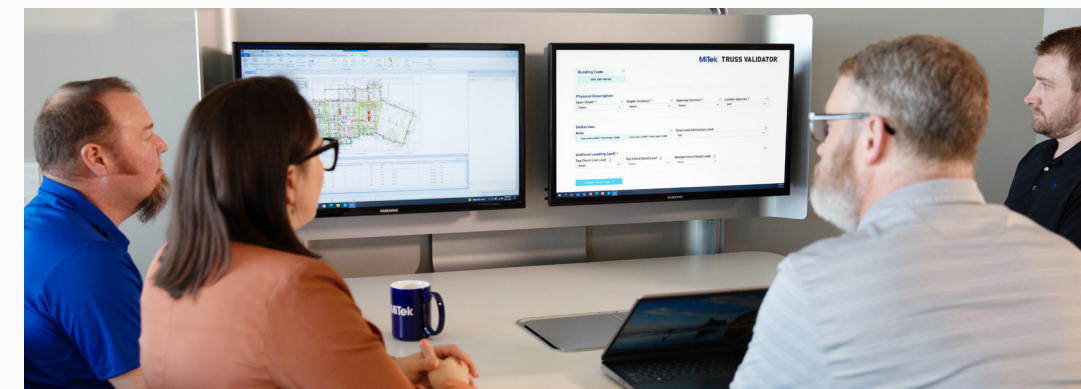
MiTek products and services add value throughout the construction supply chain.



BUILDERS & CONTRACTORS

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

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



ARCHITECTS & ENGINEERS

MiTek enable structural architects and engineers to optimise 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 help component manufacturers boost productivity and scale operations by:

- Providing automated solutions to lower labour 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



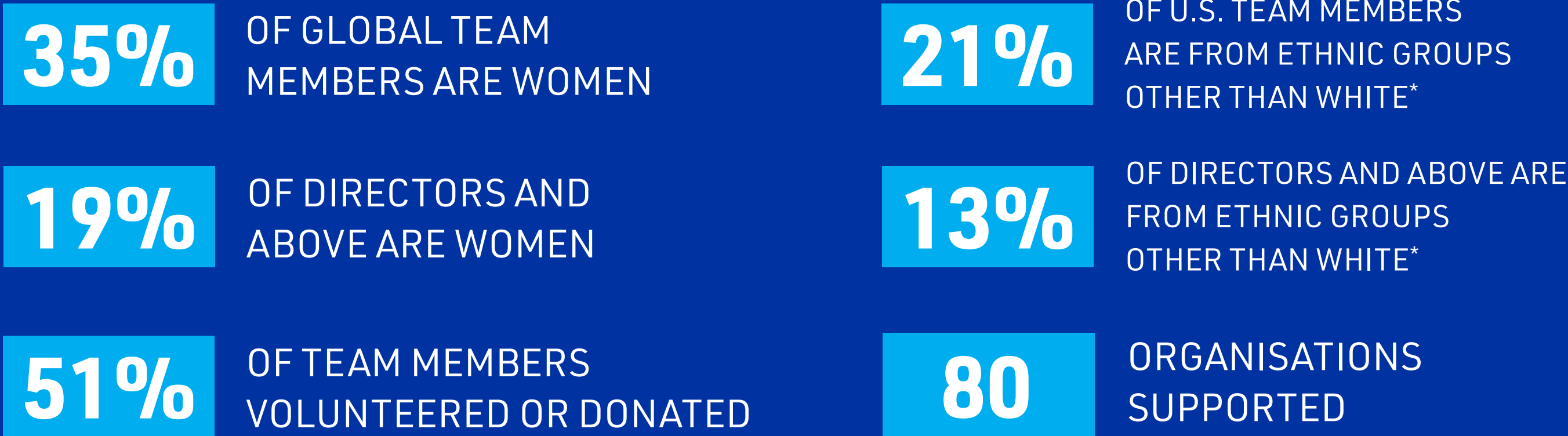
LUMBER & BUILDING MATERIALS DEALER

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

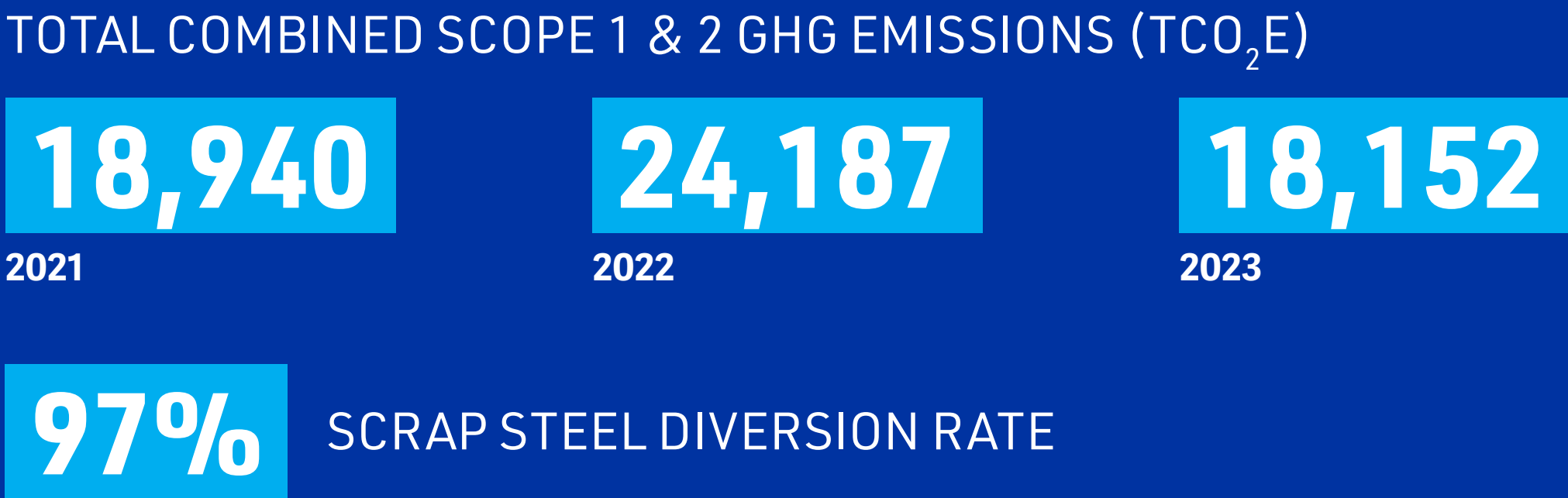
- Supplying software and services to support operations
- Offering high-quality structural connectors and engineered products

2024
AT A GLANCE

SOCIAL



ENVIRONMENTAL



SAFETY



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

Sustainability at MiTek

At MiTek, we recognise 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 been encouraging our team members to consider the broader impact of our decisions for some time.

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.

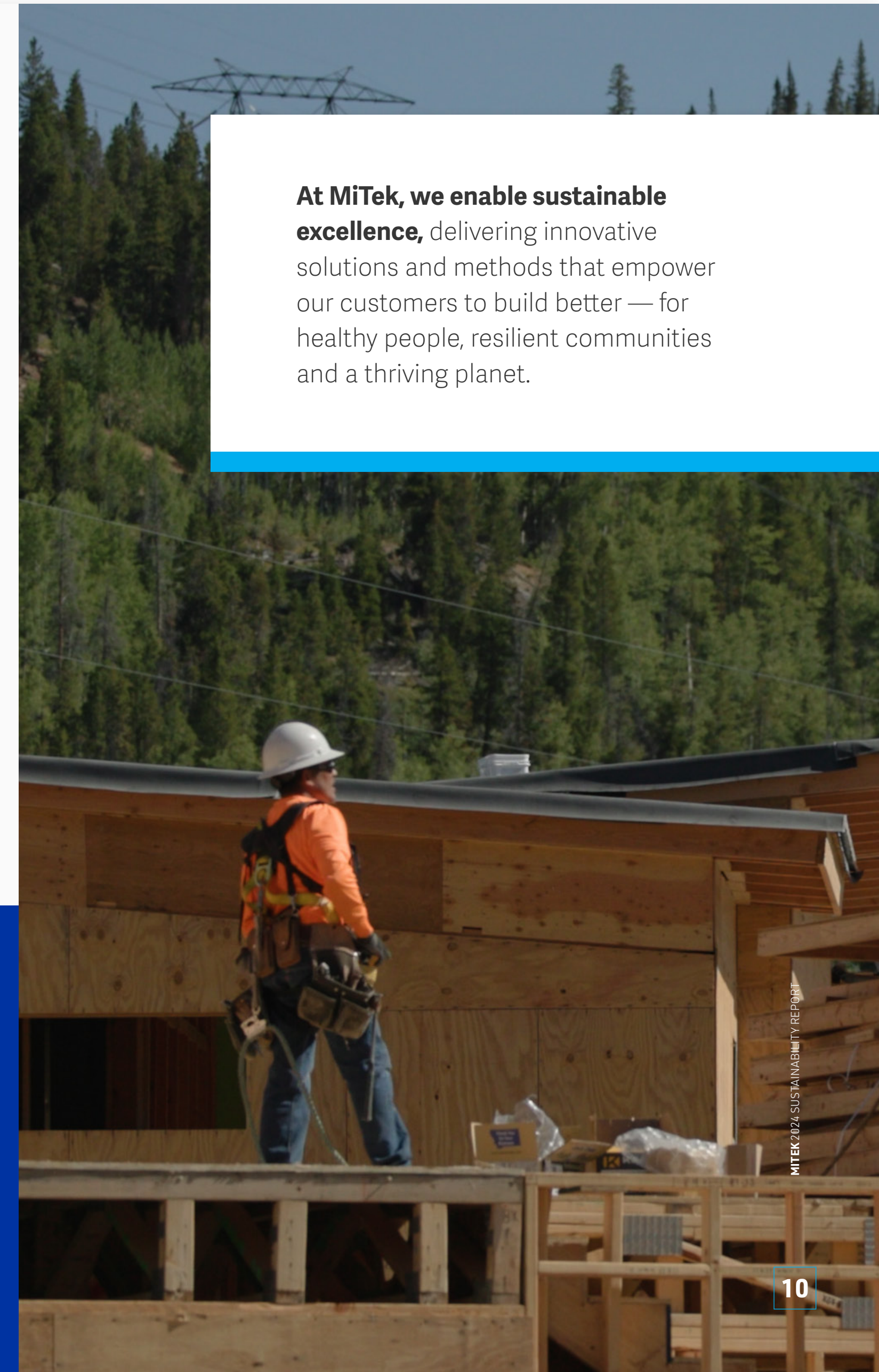
At MiTek, we enable sustainable excellence, delivering innovative solutions and methods that empower our customers to build better — for healthy people, resilient communities and a thriving planet.

MATERIALITY ASSESSMENT

In 2022, we conducted a materiality assessment to identify and prioritise 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, particularly as new material issues arise.



GOVERNANCE

IN THIS SECTION

- Governance overview
- Product safety and quality
- Data and cyber security
- Ethics and transparency





Governance overview

We recognise 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 every aspect 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 recognise 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 organisation and the industry as a whole.



Product safety and quality

MiTek operate 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 both meet and 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 maximise 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.

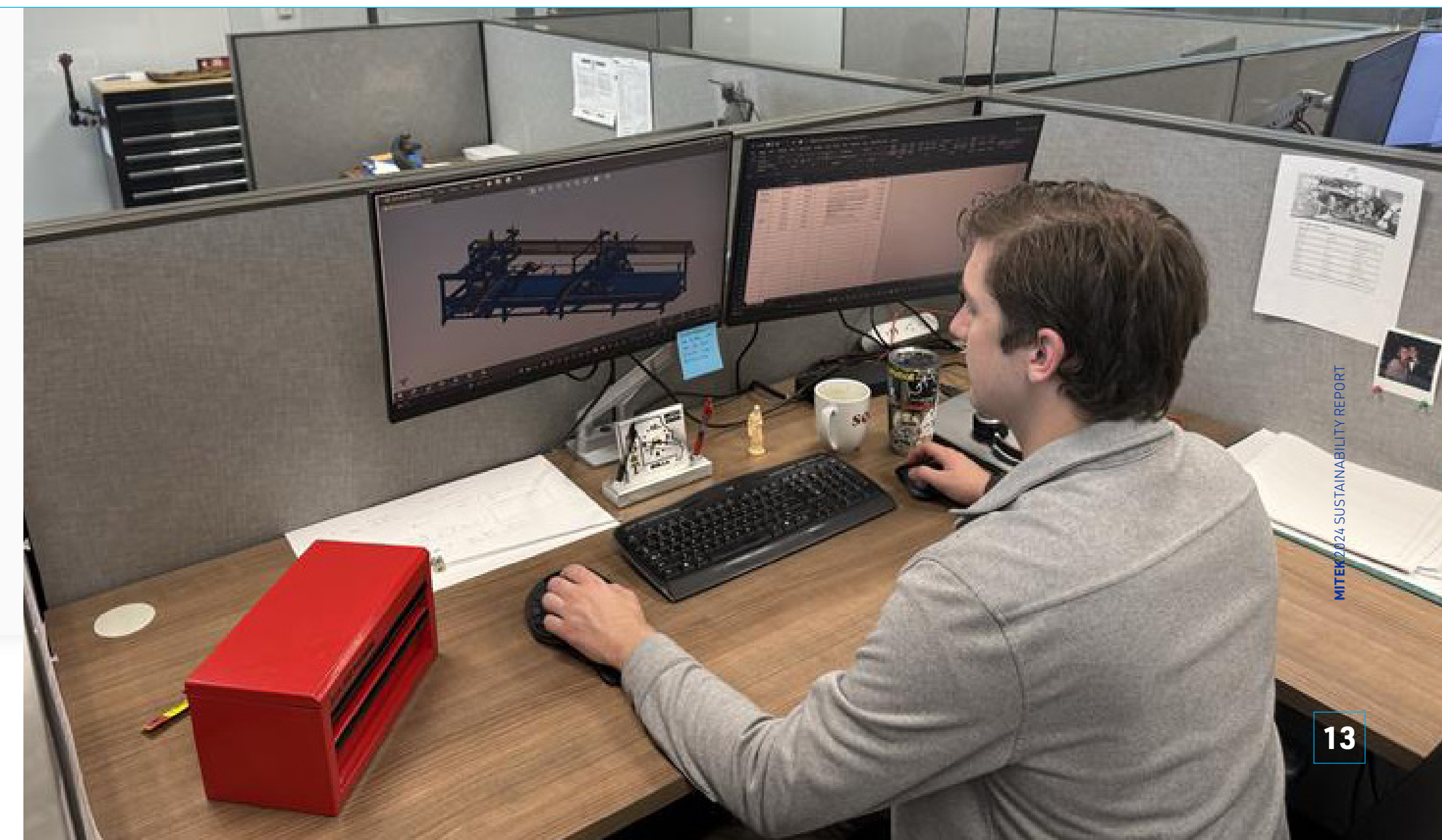
To uphold our dedication to product safety, every new machinery product undergoes rigorous evaluation by an independent third-party safety firm, ensuring compliance with the highest safety standards and regulatory requirements.

Product highlight

ENSURING PRODUCT QUALITY AND SAFETY THROUGH EXPANDED TESTING

MiTek significantly expanded its automated solutions testing facility from 10,000 to close to 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 cyber security

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 cyber security 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 the cyber security framework, demonstrating the commitment to a resilient and secure environment:

- We developed a comprehensive corporate Crisis Management Plan (CMP) to ensure preparedness and an 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 are reducing the reliance on legacy, highly customised in-house systems by transitioning to flexible cloud-based solutions. This shift enhances our cyber security 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 cyber security practices. By staying ahead of emerging threats and making the most of advanced technologies, we remain steadfast in our mission to protect our customers, team members and business operations.



Code of conduct

MiTek place the utmost importance on adhering to our code of conduct, mandating that every team member complies with all relevant laws, rules, regulations and internal policies. Each operational role within MiTek is responsible for ensuring full compliance with every applicable legal requirement.

To encourage these efforts, the MiTek Legal and Compliance team provide specific support for compliance activities in order to uphold the highest standards of compliance and integrity. Every team member completes code of conduct training and receives additional annual training on various compliance topics.



Ethics and transparency

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

If a team member finds voicing concerns to a manager or HR uncomfortable, 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 informs every team member about 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-changing 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 everything we do.

To ensure our conduct reflects these values, we remain dedicated to full compliance with every applicable law, rule and regulation. As part of our continued growth and maturity in corporate compliance, we plan to update our code of conduct in 2025 to align more 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. The Legal and Compliance team lead our compliance efforts, providing regular reports to the Compliance Committee on various compliance-related matters. Additionally, we maintain a distinct audit role 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 use 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
- Community impact





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 front-line 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 centred 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 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

Czechia

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 every manufacturing leader.

In 2023, we initiated a comprehensive review and update of our team member health and safety policies. Investments in robotic technologies complemented this initiative in order 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, making the most of their expertise to identify improvement opportunities and implement best practices.

As a show of our commitment to maintaining a safe work environment, we enforce strict housekeeping standards across all facilities, ensuring cleanliness and organisation 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 overall safety experience for employees, we implemented new onboarding safety training to instil a safety-first mindset from the outset. We are also evaluating emerging technologies such as virtual reality (VR) training to create more interactive and effective safety education. Additionally, we developed and implemented a more focused observation process through our Behaviour-Based Safety programme, which assesses safe and at-risk behaviours and conditions. Observers engage directly with employees by thanking them for safe actions and exploring the underlying causes of unsafe behaviours or conditions, reinforcing our proactive approach to workplace safety.

SAFETY INCIDENTS

TOTAL RECORDABLE INCIDENT RATE (TRIR)*



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

NUMBER OF INCIDENTS



Team member wellbeing

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

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



A group of approximately 15 MiTek employees, both men and women of various ages, are smiling and posing for a photo. They are all wearing blue t-shirts with the MiTek logo. They are standing behind a large cardboard box labeled 'DONATION DRIVE' which also features the MiTek logo. The setting appears to be an office hallway with a carpeted floor and a door in the background.

ADDITIONAL TEAM MEMBER BENEFITS

	Charitable giving and matching programme		Mental health services
	Monthly wellness information sessions (programmes vary by region)		Competitive pay, every team member is eligible for a bonus (programmes vary by region)
	Team Member Relief Fund		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 programmes. These initiatives are designed to enhance skills, foster career advancement and cultivate strong leadership within MiTek. Team members can access personalised 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 front-line 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 programmes to support team members throughout their leadership journey.

Leadership transition programmes

MiTek have partnered with the Leadership Pipeline Institute to offer two leadership development programmes.

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



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 every team member to grow and develop as a leader. 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 behaviours 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 every team member feels valued, supported, engaged and empowered to be courageous and innovative contributors. To achieve this, we strive to build diverse teams at every level of our company and provide education on making the most of 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 team members who share a common identity and their allies to meet and support each 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 FROM ETHNIC GROUPS OTHER THAN WHITE*

13%

OF U.S. DIRECTORS AND ABOVE ARE FROM ETHNIC GROUPS OTHER THAN WHITE*

*Due to global privacy laws, MiTek only report 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 honouring each ERG and Transformation Team leader for their contributions in 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 recognise 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 organisations that promote skilled trades to non-traditional audiences, increase access to housing, steward the environment, and create economic resilience.



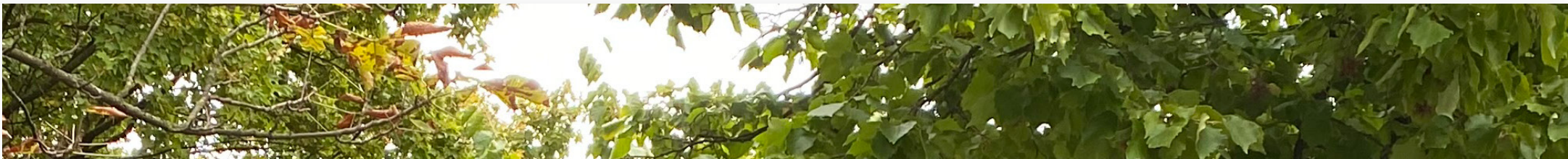
Whether providing resources for disaster relief, funding educational programmes in skilled trades, or fuelling a girl's passion for the industry, our commitment to corporate social responsibility strengthens the industry and the communities we serve:

- Promote skilled trades to non-traditional 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 are proud to partner with organisations 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 skilled trades to inspire a new generation to value craftsmanship and honour 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 primary school students.

[Learn more](#)



HOME BUILDERS INSTITUTE (HBI) STUDENT SPOTLIGHT

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

[Learn more](#)

SHE BUILT
FOUNDATION



NATIONAL ASSOCIATION OF HOME BUILDERS' HBCU STUDENT LEADERSHIP PROGRAM

MiTek are a proud partner of NAHB's HBCU Student Leadership Program. The programme 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 have 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 are committed to covering their tuition and related costs until they graduate, helping create opportunities for a brighter and more stable future.

[Learn more](#)



Team member engagement

Our Transformation Teams are a key pillar of MiTek's community impact strategy. 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 have 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 — up 18% on the year before. 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, 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 are 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 analysing our emissions. We conducted GHG assessments to quantify our Scope 1 and 2 emissions from 2021 to 2024. While our data collection processes were already effective in the preceding 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.

We achieved our lowest GHG emissions over the past three years in 2023.² At the same time, our emissions data collection process was the most comprehensive to date, improving data quality and completeness. We remain committed to enhancing our knowledge and capabilities in emissions tracking further, ensuring we can better understand, minimise and communicate our impact transparently.

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.

² The 2021 and 2022 data inputs were reviewed during the 2023 GHG emissions assessment process, resulting in updates to the 2021 and 2022 GHG emissions calculations and improvements to the accuracy of the updated results in this report.

GHG EMISSIONS (TCO₂E)

SCOPE 1 EMISSIONS

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



SCOPE 2 EMISSIONS

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



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



Manufacturing sustainability

MiTek are 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 fully power the site due to local sunlight limitations, it now operates almost 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 are proactive about improving energy efficiency, using various initiatives such as converting warehouse lighting to motion-activated systems and transitioning to LED technology. These changes reduce energy consumption and operating costs, while also enhancing 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 aim for off-site manufacturing for our customers focuses on sustainability by reducing job site waste, reducing the need for extra equipment and labour, and minimising transportation impacts.

MiTek continue to support house builders in achieving their sustainability goals. We are proud to collaborate with [Thrive Home Builders](#) on their journey to delivering net-zero homes to the market. Additionally, we have worked closely with [Bellway Homes](#) in the United Kingdom, who build 10,000 houses a year, to develop their model plots for net-zero carbon-ready houses.

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 house building.

Partner highlight

THRIVE HOME BUILDERS

Thrive Home Builders, known for creating energy-efficient homes that meet Indoor airPLUS and Zero Energy Ready standards, are now working to reduce the embodied carbon footprint of new houses. 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 the full carbon footprint of their houses, 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 houses 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 houses will be constructed to the Future Homes Standard. MiTek are helping them integrate Posi-Strut® and mechanical ventilation with heat recovery technologies to enhance sustainability and energy efficiency.

Further recognising our sustainable innovations, we were shortlisted for the "Net Zero" award at the [Building Awards 2024](#).

MiTek are also helping 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 emphasises 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.

MEASURING THE IMPACT OF WHOLE HOME COMPONENTISATION

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 used

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 the 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 all forms of waste, including anything hindering progress or obstructing productivity. This results in improved margins for all key stakeholders, including suppliers, trades and manufacturers, with no adverse effects.



IS NOW

TRUENORTH™
MiTek® Consulting Service



Sustainable innovation through smarter testing

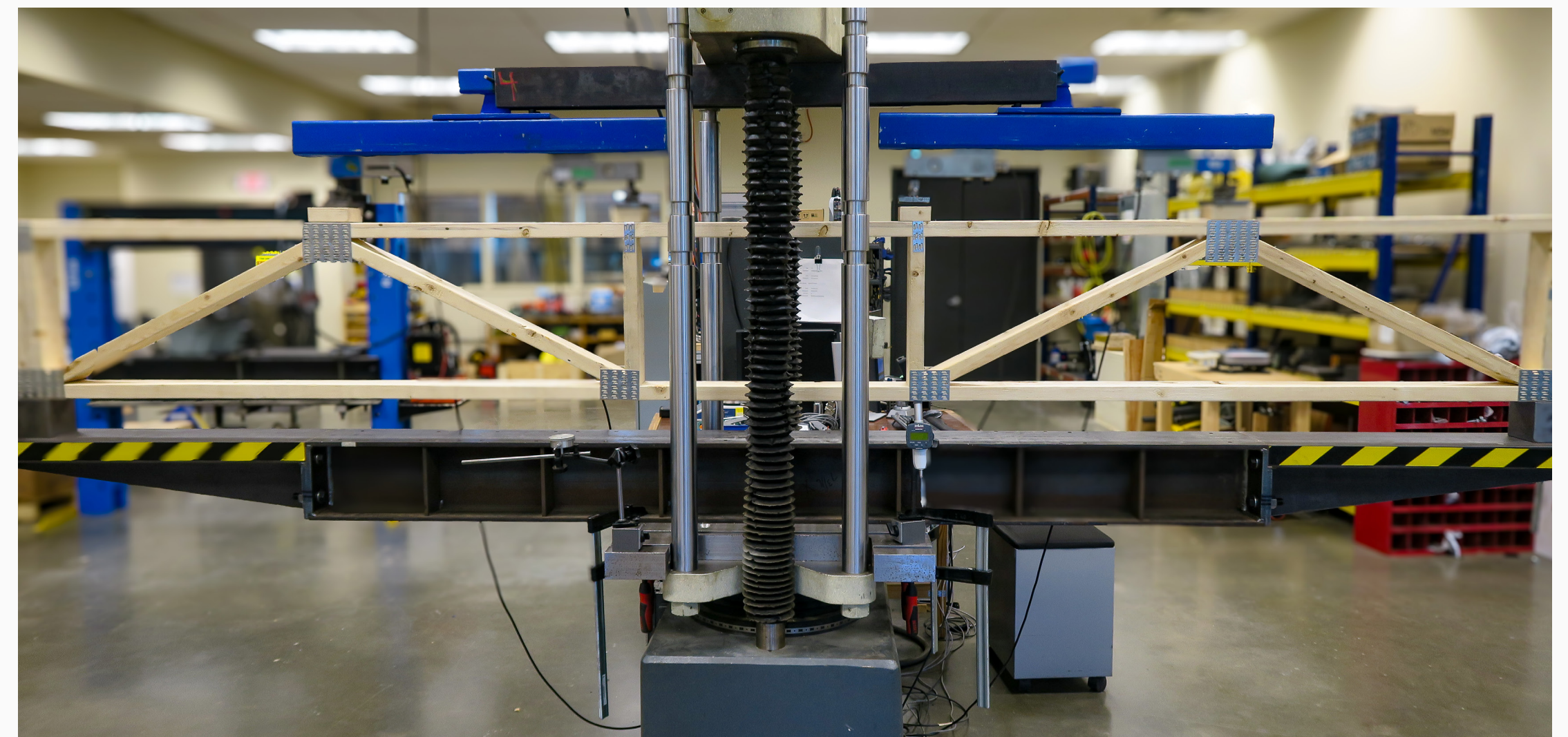
MiTek are actively reducing environmental impacts by integrating virtual testing alongside physical testing within our structural engineering technology team. This approach minimises material waste, energy consumption, and unnecessary prototypes by refining designs through simulations before fabrication. By optimising 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 avoided unnecessary manufacturing. 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 reuse the materials used during product testing creatively. Materials like steel, lumber, and Teflon™ are reused whenever possible — reducing waste, cutting costs

and minimising 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 are 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 permits and waste reporting to ensure we always fully comply and meet high standards for waste management.

Managing scrap metals

MiTek are committed to managing and measuring scrap carefully to enhance efficiency and sustainability during operations. In 2024, the company maintained an average scrap-to-produced ratio of just under 3%, reflecting the ongoing efforts to optimise material usage and minimise waste. By tracking and analysing scrap production, MiTek continuously refine processes, implement waste reduction strategies, and explore innovative ways to enhance sustainability across the manufacturing footprint.

A note on forward-looking statements

The forward-looking statements contained in this sustainability report are provided so the reader can understand MiTek's current expectations and opinions regarding future events and circumstances. The very nature of forward-looking statements mean they are subject to known and unknown future risks and uncertainties that may cause actual results and performance to differ significantly 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; cyber security; culture; inclusion and belonging; community engagement; and related goals, commitments and strategies.

MiTek are under no obligation to revise or update forward-looking statements to reflect unanticipated events or circumstances after such date or 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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