



MiTek – Slavery and Human Trafficking Statement

Year of coverage 2024.

This statement is made according to the UK Modern Slavery Act 2015, the Australian Modern Slavery Act 2018, the California Transparency in Supply Chain Act, and the Canada Transparency in Supply Chain Act 2024 and outlines the steps we have taken within the year ending 31st December 2024 to ensure slavery and human trafficking does not take place within our organization or our supply chain.

Approach

MiTek Inc. (the "Company") and its affiliates have zero tolerance for slavery, servitude, forced and compulsory labor, and is committed to ensuring such practices are not in any part of our business and ask our business partners to do the same.

Having a sustainability function that reports directly to the CEO ensures that we monitor and report on key environmental, social, and governance areas of the highest materiality to the business. This structure underscores our commitment to operating in a socially responsible, ethical, and transparent manner and is in alignment with applicable regulatory requirements.

We communicate our Supplier Code of Conduct to our suppliers, enhancing the way we work with them to ensure we apply common standards and ethical working practices to help eradicate all forms of modern slavery. We have sought the advice of external counsel in 2024 to ensure our processes are suitably robust to withstand the complexities of modern slavery in supply chains.

Organizational structure and supply chains

MiTek exists to transform the building industry with better building solutions through its global offerings of integrated software, services, engineered products, and automated solutions that enable its customers to transform the way they design, make and build. The Company operates under its guiding principles of courage, innovation, unity and stewardship.

Owned by Berkshire Hathaway since 2001, the Company has approximately 5,800 employees worldwide (as of June 2023). The Company operates in 18 countries, including the United States, Canada, the United Kingdom, Germany, France, Sweden, Finland, Poland, Czechia, Latvia, South Africa, Australia, New Zealand, Vietnam, Philippines, Japan, Singapore, and the Republic of Korea.

The Company has designated its General Counsel as the senior compliance officer. As a member of the Compliance Committee, this officer is knowledgeable of our potential risk areas and, supported by the Legal & Compliance department, ensures that processes are maintained, and effective measures are in place to sustain compliance with the modern slavery statement. Additionally, the officer ensures that the Company's values are upheld by its suppliers, subcontractors, and other business partners worldwide.

The Company operates in Australia as MiTek Australia Ltd., which offers software, engineered products, services, and automated manufacturing equipment, as well as estimating, drafting, takeoff, and structural design services for the residential construction industry. MiTek Australia Ltd., is the parent company of MiTek Vietnam Co. Ltd, and was the parent company of Buildsoft Pty Ltd until December 29th 2024. Consultations have been conducted with both Buildsoft Pty Ltd and MiTek Vietnam Co. Ltd to identify and address any modern slavery concerns, ensuring that risks are mitigated effectively at these subsidiaries. No risks or concerns have been identified for this reporting period.

The Company operates in the UK as MiTek Industries Limited., which specializes in the development of software solutions for structural timber engineering, the provision of steel connector products for its



floor and roofing systems, and designs, manufactures, and installs custom industrial mezzanine systems.

The Company's operations in California include the supply of software, engineered products, services and automated manufacturing equipment for the residential construction industry through MiTek Inc., and the licensing of steel frame design and construction through Sideplate Systems, Inc.

The Company operates in Canada as MiTek Canada, Inc., which offers stamped metal connectors and hardware, engineering and software services, and automated manufacturing equipment for the residential construction industry.

Our supply chains operate across the globe and include a small number of countries, commodities and industries that we deem to be high risk for acts of Modern Slavery. We actively monitor these and focus much of our efforts in the area of mitigation within this group.

Risk assessment

To identify and address modern slavery risks, we have implemented a risk-based due diligence approach for assessment, along with management tools for monitoring, mitigation, and reporting. This process applies to all suppliers in our supply chain and will continue to be updated to ensure we stay at the forefront of the fight against all acts of slavery.

A risk assessment is conducted on all suppliers, using the Global Slavery Index issued by the Walk Free Foundation.

- Suppliers who operate in a high-risk jurisdiction, operate in a high-risk industry, or in a high-risk commodity are considered to be at high risk for incidents of modern slavery.
- Suppliers who are not considered high-risk and are not a micro-company, are considered to be medium risk.

Suppliers who identify as medium and high risk through the aforementioned method are asked to complete a Modern Slavery Declaration, confirming their position on all acts of Modern Slavery. Concerns raised as a result of the declaration responses are addressed by the local procurement team, who work with the supplier until satisfied that the supplier understands its responsibilities and the importance of assisting in eradicating slavery. This may involve conducting on-site visits to the supplier to further assess and provide guidance to assist them in their compliance efforts.

*For suppliers who are within the scope of Modern Slavery regulations and have what is deemed to be a suitable Modern Slavery statement, we take the information provided within this statement as evidence of their position on this subject and therefore do not request completion of the declaration. However, should a concern arise, we will not hesitate to ask them to reaffirm their position with the completion of our Modern Slavery Declaration.

Employees are encouraged to raise concerns or suspicions they have regarding modern slavery abuses, by reporting this to their manager or Legal & Compliance where it is investigated in full. In addition to this we have a robust whistleblower policy and reporting hotline that can be used, should an external party wish to bring a modern slavery risk to our attention.

External supply chains

We emphasize the importance of engaging with our suppliers to understand their approach to Modern Slavery and we also ask them to share the measures they are taking to reduce the risk of Modern



Slavery within their organization and supply chains. We will continue to issue a declaration request to all suppliers assessed as medium and high risk through our due diligence process and continue to do so for any new suppliers who meet this risk criteria.

Training


The prevention, detection and reporting of modern slavery in our business or supply chain is the responsibility of all employees. To ensure that our employees understand and can identify the risks of modern slavery in our business and supply chains, we have developed an education and awareness course that explains the meaning of Modern Slavery and outlines our due diligence process. This education and awareness course seeks to raise awareness of the warning signs and reinforce employees' responsibilities in helping to eradicate modern slavery. All employees in positions with potential exposure to modern slavery indicators are required to complete this course. To date, we have a 100% completion rate.

Our Effectiveness Report

During the last 12 months, we have not suspected or identified any incidences of Modern Slavery in our supply chain. We have assessed more than 74% of our suppliers and we have taken steps to raise awareness of modern slavery throughout our company and supply chains. To ensure the robustness of our due diligence process, we seek to conduct site visits or audits for some suppliers operating in industries or locations that are widely recognized as being at very high risk for the presence of Modern Slavery.


Signature

Mark A. Thom ADMIN, CEO
Name / Authority to Sign


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GC

05/19/2025
Dated

May 19, 2025