

2023

**SUSTAINABILITY  
REPORT**



# Table of Contents

## INTRODUCTION 3

Letter from the CEO	3
About MiTek	4
Our Vision	4
Our Mission	4
Guiding Principles	5
Our Solutions	6
Sustainability at MiTek	7
2023 At a Glance	8

## GOVERNANCE 9

Governance Overview	10
Product Safety and Quality	11
Data and Cybersecurity	12
Code of Conduct	12
Ethics and Transparency	13
Regulatory Compliance	13

## SOCIAL 14

Safety	15
Team Member Wellbeing	17
Learning and Development	18
Inclusion and Belonging	19
Community Impact	21

## ENVIRONMENTAL 24

Climate Change	25
Manufacturing Sustainability	26
Product Sustainability	27
Waste Management	28
Managing Hazardous Waste	28
A Note on Forward-Looking Statements	29

## About this Report

This report serves as MiTek’s first Sustainability Report and represents a snapshot of our journey toward a more sustainable future for our organization.

We welcome feedback from our stakeholders as we look to develop and improve our reporting annually. For more information on our sustainability journey, please email [sustainability@mii.com](mailto:sustainability@mii.com).



## 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 explosive demand for housing; the sustainability challenges facing our planet; the workforce shortages limiting productivity and inventory; the waste driving up costs; and the world's struggling supply chains — 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 37 percent of global greenhouse gas (GHG) emissions in 2023<sup>1</sup>. We have also seen renewed calls for diversity and equity in the workplace and an increase in regulations across corporate supply chains. Corporate sustainability has become an expectation among stakeholder groups that we plan to meet head-on with an intentional, strategic approach to integrating sustainability principles across our organization.

We began this work in 2022 with our first materiality assessment to identify the sustainability issues most relevant to MiTek and our industry. For the last two years, we have also been tracking our GHG emissions and looking for opportunities for reduction. We have six active Employee Resource Groups and have been engaged members in our local communities for many years through volunteerism and philanthropic programs and partnerships.

It brings me great pride to share our inaugural Sustainability Report, which highlights the strides we're making toward a more sustainable future. 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 principle of Stewardship, and together with our 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

<sup>1</sup> United Nations Environment Programme, & Yale Center for Ecosystems + Architecture (2023). Building Materials and the Climate: Constructing a New Future. <https://wedocs.unep.org/handle/20.500.11822/43293>

## 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 more than 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.

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.



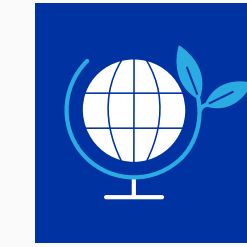
**INNOVATION**  
**We build a better future.**

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.

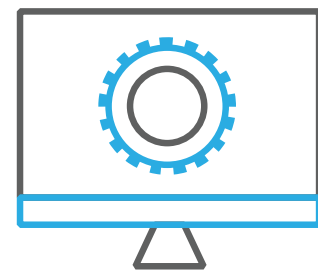
## FAST FACTS

**19**  
 COUNTRIES

**64**  
 LOCATIONS

**6,000+**  
 EMPLOYEES GLOBALLY

**\$1.83B**  
 REVENUE IN FY23



**SOFTWARE** →

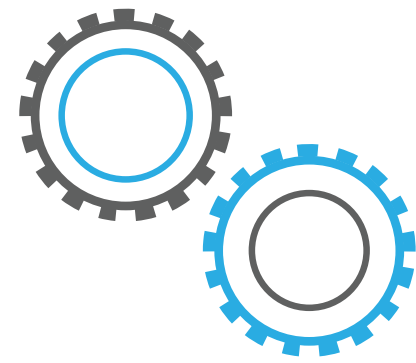
Design

Estimating & Planning

Manufacturing

Construction Management

Business Operations



**AUTOMATED SOLUTIONS** →

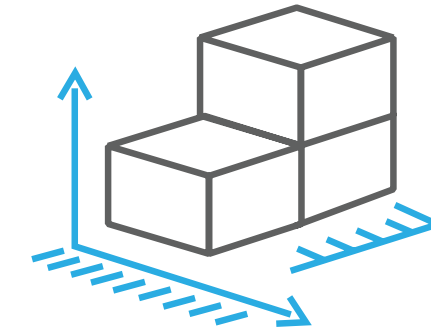
Saws

MatchPoint®  
DirectDrive™ System

Tables

Material Handling

Cutting



**SERVICES** →

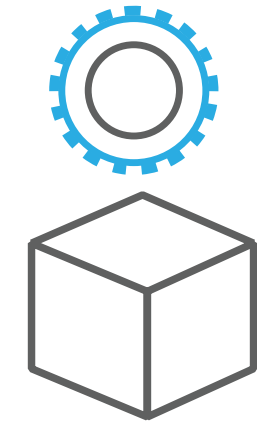
Design

Drafting

Estimating

Engineering

Virtual Walkthroughs



**ENGINEERED PRODUCTS** →

Connector Plates

Lateral Systems

Floor Cassettes

Benson® Curtain Wall  
and Facade Systems

Mezzanine Systems

Posi-Strut®

Builder Products/Hangers

# Sustainability at MiTek

At MiTek, we understand that Environmental, Social, and Governance (ESG) factors have emerged as critical considerations for businesses worldwide.

As a leading company in the construction industry, we recognize the importance of integrating those factors into our operations and corporate strategy. In fact, it is core to how we operate. With Stewardship as one of our Guiding Principles, we have always encouraged team members to consider the impacts of our business and decision-making.

Sustainability at MiTek encompasses a broad range of issues beyond just environmental factors to include social responsibility and effective governance practices. We know traditional building methods do little to address the growing construction crisis and the growing demand for sustainable housing. We plan to play a role in helping to solve these challenges for our customers and our planet.

For MiTek, embracing sustainability represents a commitment to responsible business practices that benefit not only the company, but also our team members and stakeholders. By prioritizing sustainability practices, we aim to drive positive outcomes across our business. From fostering a safety-first work culture to enhancing transparency and accountability, to decreasing the environmental impact of our products, we are committed to building sustainability into everything we do.

## MATERIALITY ASSESSMENT

In 2022, we conducted a materiality assessment to identify and prioritize key focus areas within our operations. This comprehensive evaluation enabled us to pinpoint critical issues that have significant impact on our stakeholders and the environment, guiding our strategic decision-making moving forward.



## 2023 AT A GLANCE

### SOCIAL

**30%**

OF GLOBAL TEAM MEMBERS ARE WOMEN

**38%**

OF U.S. TEAM MEMBERS ARE PEOPLE OF COLOR\*

**48%**

OF TEAM MEMBERS VOLUNTEERED OR DONATED

**55**

CHARITABLE RECIPIENTS

### ENVIRONMENTAL

SCOPE 1 GHG EMISSIONS (tCO<sub>2</sub>e)

**14,474**

2021

**14,545**

2022

SCOPE 2 GHG EMISSIONS (tCO<sub>2</sub>e)

**12,948**

2021

**15,965**

2022

### SAFETY

**▼ 20%**

DECREASE IN OVERALL TOTAL RECORDABLE INCIDENT RATE (TRIR) FROM 2022

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



# GOVERNANCE

## IN THIS SECTION

- Governance Overview
- Product Safety and Quality
- Data and Cybersecurity
- Ethics and Transparency





## Governance Overview

**We understand that the heart of sustainable business practices lies within the principle of good governance.**

Good governance is the cornerstone for building trust, fostering transparency, and ensuring accountability in all facets of our operations. This report underscores the importance of good governance within our organization and its impact on shaping our commitment to environmental stewardship, social equity, and long-term economic viability.

Over many years, MiTek team members have proven themselves to be innovators, disruptors, and collaborators. We have built a successful company on a foundation of trust — not only in our work, but also in our people and the way we do business, with integrity at the heart of all we do.

We also recognize that trust can be fragile and easily broken by the wrong ethical choices. For that reason, we take seriously our responsibility to preserve trust and protect our reputation. Every MiTek team member plays a critical role in setting an example of integrity, both for our industry and for each other to follow.

# Product Safety and Quality

**MiTek operates globally within the building industry, striving to create products and services that surpass customer expectations in terms of quality, cost, and delivery.**

Through strategic collaboration and a commitment to excellence, we ensure our offerings meet and exceed applicable national and international standards while also adhering to local laws and regulations.

We work to enable owners, architects, builders, and manufacturers to maximize value and profit from every project by employing repeatable, scalable, and intelligent processes both on-site and off-site. We also actively seek and utilize customer feedback to promptly address any quality concerns, demonstrating our commitment to continuous improvement and customer satisfaction.

As part of our commitment to product safety, all new machinery products undergo thorough review by a reputable third-party safety firm, ensuring adherence to stringent safety standards and regulatory requirements.

**Product Highlight**

## INTEGRATING CUSTOMER FEEDBACK INTO RESEARCH AND DEVELOPMENT

MiTek's User Interface/User Experience (UI/UX) team is working to bring the voice of the customer into our software design process. In the case of MiTek® Kova™, a large homebuilder enterprise resource planning software, our UX researchers interviewed over 70 individuals across nine homebuilders to find out how they worked, where they experienced pain points, and what they found valuable about

the product. Their feedback was analyzed and serves as a guide to modernize MiTek Kova. As new interface designs are created, the team shares these with customers to test and gather additional feedback. By testing designs early, we expect to speed up development time, reduce post-release rework, and provide a product that is better tailored to customers' needs.



## Data and Cybersecurity

**The trust of our customers is our highest priority, and we work to achieve that trust through strong risk management and a secure digital environment.**

Our cybersecurity strategy includes proactive measures to detect and prevent cyber threats, ensuring our customers can confidently engage with our products and services without fear of significant disruptions or compromised information.

In 2023, MiTek made significant strides in enhancing our cybersecurity measures, underscoring our commitment to a safe and secure environment:

- We implemented Mobile Access Management (MAM) to fortify our mobile security, ensuring secure access while also prioritizing user experience;
- We established a global Governance Board tasked with overseeing critical decisions in IT, data, security, workforce enablement, cloud, and enterprise architecture; and
- We advanced our network security processes to identify, protect, and mitigate cyberattacks targeting network and business web applications.

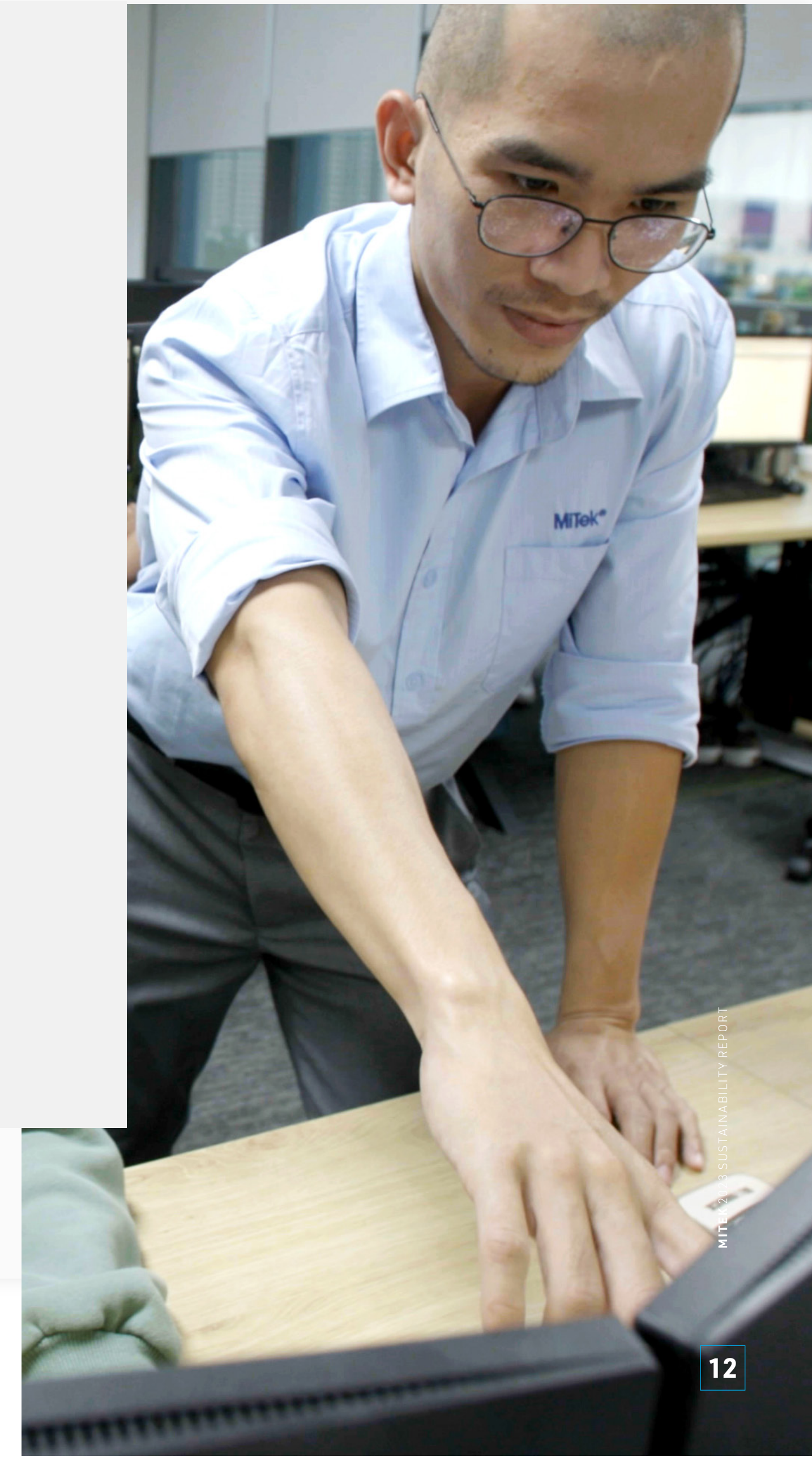
These comprehensive initiatives ensure a holistic approach to managing and securing our digital assets, fostering a culture of accountability and continuous improvement in cybersecurity practices.



## 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 operates with an “open door” policy where team members are encouraged to share concerns with their management chain.**

If a team member is not comfortable with voicing their concerns to a manager or HR, they are encouraged to contact the Berkshire Hathaway Ethics Hotline.

The hotline is managed by a third party to protect whistleblowers and to ensure confidentiality and compliance with the investigation process. Every year, our CEO communicates to all team members about how to access the hotline, reassuring them that we will investigate the concern without fear of retaliation from speaking up.

## Regulatory Compliance

The global building industry is complex and often challenging — it can present opportunities to cut ethical corners, whether to meet a deadline, close a deal, make a customer happy, or achieve a personal goal. At MiTek, we share a common desire to never cut corners or make questionable compromises. We are connected by a commitment to our Guiding Principles, acting with integrity and working together as one company with one vision. This is who we want to be and how we want to be known in our industry.

To this end, we strive to make sure our conduct is beyond reproach, and MiTek’s compliance with all applicable laws, rules, and regulations is a critical component of that goal.

### 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 managing trade sanctions and regulations, MiTek implemented e2open, a comprehensive third-party screening solution for managing imports and exports between us and our customers and vendors. This new system helps streamline our processes and ensure compliance.

# SOCIAL

## IN THIS SECTION

- Safety
- Team Member Wellbeing
- Community Impact





## Safety

**MiTek is committed to team member safety. We maintain a comprehensive framework of over 30 policies and procedures designed to ensure safety excellence and compliance across all facets of our operations.**

We also conduct monthly training sessions for all frontline team members, providing them with the knowledge and skills to carry out their duties effectively and safely. Our dedication to workplace safety is underscored by the establishment of safety committees, which serve as platforms to collaboratively identify and mitigate risks, and foster a culture of safety and wellbeing among our team.



**Safety Highlight**

### LEADING SAFETY EXCELLENCE

We are proud to share that 10 locations across our operations reported no injuries that required medical care beyond first aid in 2023. These sites were instrumental in helping reduce the overall number of incidents in the last year.

**South Africa**  
Johannesburg

**Czechia**  
Brno

**Sweden**  
Tranas

**United States**  
Atlanta, GA  
Corona, CA  
Houston, TX (Ritchey Road location)  
Largo, FL  
Tampa, FL  
Tracy, CA  
Westhampton, NJ

In alignment with our ongoing efforts to enhance workplace safety, MiTek implemented a weekly safety inspection program using the SafetyCulture platform to help automate and streamline safety reporting. Additionally, we have increased safety team members in our larger manufacturing plants and prioritized safety in our annual performance management process for all manufacturing leaders.

In 2023, we began the process of reviewing and updating all of our team member health and safety policies. We complemented this work with investments in robotic technologies to reduce ergonomic risks and improve operational efficiency. We implemented 70 percent of these technologies in 2023, and we plan to complete the remaining 30 percent of the project in 2024, which will have our robotics program running at full capacity.

Additionally, we actively collaborate with external partners to conduct thorough assessments of our facilities, leveraging their expertise to identify areas for continuous improvement and implement best practices.

As part of our commitment to creating a safe work environment, we enforce housekeeping requirements at all our facilities, ensuring cleanliness and organization to promote safety and productivity. We conduct weekly safety inspections at all our manufacturing and warehouse locations to proactively assess workplace conditions and ensure compliance with safety protocols.



## 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



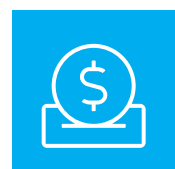


## Team Member Wellbeing

In addition to our safety initiatives, MiTek places a strong emphasis on team member wellbeing by offering programs tailored to meet the diverse needs of our workforce across different countries.

These programs provide team members opportunities to prioritize their physical and mental health, enhancing overall job satisfaction and productivity.

### ADDITIONAL EMPLOYEE BENEFITS



Charitable giving and matching program



Monthly wellness information sessions



Mental health services



Competitive pay, all team members bonus eligible (programs vary by region)



Learning and development resources



# Learning and Development

We invest in our team members' career success through a variety of professional development programs. This programming is aimed to enhance team members' skills, support career growth, and develop strong leadership within the company. Team members can access relevant and personalized learning based on their roles and interests through Degreed, MiTek's learning experience platform.

## BUILDING STRONG LEADERS

Our people leaders play a critical role in shaping our team member experience, our culture, and ultimately, our ability to execute MiTek's vision to transform global communities. In addition to our Leadership Blueprint, that guides how we define successful leaders at MiTek, we also have programming designed to support team members along their leadership journey.

### → Leading the MiTek Way

The Leading the MiTek Way program introduces all desk-based people leaders across MiTek to the foundational elements of leadership — from managing individual team members, to accelerating team performance, and for Directors and above, building healthy and productive organizations.

### → Leadership Transition Programs







In partnership with the Leadership Pipeline Institute, MiTek facilitates a Leading Others program, targeted toward those stepping into the responsibilities of leading others, and Leading Leaders program, which focuses on the performance expectations and responsibilities of leading a team of leaders.



## LEADERSHIP BLUEPRINT

MiTek's 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, diversity, equity, and inclusion (DEI) is an important component of our success. We are committed to cultivating a community where all team members feel valued, supported, fully engaged, and empowered to be courageous and innovative contributors. To achieve this, we developed a strategy to create diverse teams at all levels of our company and provide education on leveraging team member differences to transform the communities where we live, work, and play.

In 2023, MiTek began focusing on increasing diverse representation across all functions and in leadership. To start, we initiated relationships with external affinity groups, including the Society of Women Engineers,

Women in Construction, Society of Black Engineers, and Historically Black Colleges and Universities. To track progress, in 2023, we launched our first DEI dashboard to monitor, manage, and communicate metrics related to diversifying our workforce.

Additionally, our Employee Resource Groups play a critical role in enhancing cultural awareness and fostering a community of inclusion and belonging.

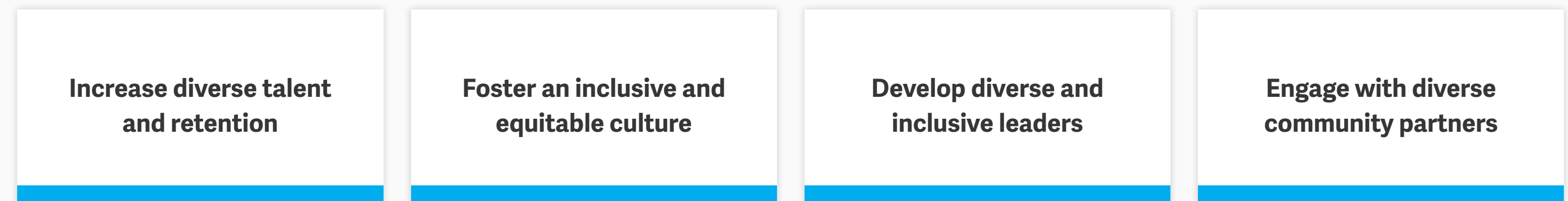
We hosted an inspirational week of events during our third annual women's conference, "It Starts with Me," in conjunction with International Women's Day. The celebration encouraged everyone to share what equity means to them, as well as discuss

what MiTek is doing to encourage equity and highlight the cultural differences experienced by women around the world.

We also host an annual conference focused on celebrating Pride Month to support the LGBTQIA+ community. The 2023 theme was "Free to Be Me: Celebrating Diversity & Self Expression" and featured panel discussions, educational presentations, and awards for team members who go above and beyond to help make MiTek an inclusive place to work.

We know there is always more that can be done to create a more inclusive world for all, and we look forward to making further strides to achieve our goals.

### INCLUSION AND BELONGING STRATEGY PILLARS



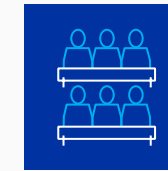
## INCLUSION AND BELONGING INITIATIVES



### 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 one another in building a sense of community 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



### EXECUTIVE ADVISORY BOARD

Our advisory board includes leaders representing all functions and supports our strategy by articulating and promoting areas of focus and values, advising on strategic initiatives, and furthering the integration of equity, inclusion, and belonging across MiTek.



### 2023 TALENT PARTNERSHIPS

- Women in Residential & Commercial Construction Conference
- National Black MBA Association – Atlanta, GA Chapter
- National Society of Black Engineers – Region V and Tuskegee University
- National Association of Home Builders’ Historically Black College and University Student Leadership Program

## DIVERSITY SNAPSHOT

**30%**

OF GLOBAL TEAM MEMBERS ARE WOMEN

**21%**

OF DIRECTORS AND ABOVE ARE WOMEN

**38%**

OF U.S. TEAM MEMBERS ARE PEOPLE OF COLOR\*

**11%**

OF U.S. DIRECTORS AND ABOVE ARE PEOPLE OF COLOR\*

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

# Community Impact

MiTek establishes partnerships that create positive impact anchored in our vision and mission. We are grateful for the opportunity to play a part in addressing the challenges facing our industry and our communities.

We respond to those challenges by supporting innovative partners and programs that are addressing workforce development in technology and trades, streamlined disaster relief services, and access to shelter for the unhoused.



### 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.



## Team Member Engagement

A core component of MiTek's community impact strategy is our Transformation Teams. Located across our global footprint, these nine team member-led groups support their colleagues in giving back to local causes through volunteer service and charitable giving. Transformation Teams partner with local charities, providing ongoing investments of time, talent, and treasure.

In 2023, we expanded our MiTek Gives platform to improve the coordination of volunteer events, individual giving, charitable campaigns, and the ability to measure and report our collective impact in communities where we live, work, and play. The platform is an online giving tool that enables our team members to discover volunteer opportunities in their region, coordinate charitable projects with colleagues, track their volunteer hours, and donate money to causes all over the world.



### HEARTS & HANDS WEEK

Since 2020, MiTek has hosted Hearts & Hands Week, a global week of service and giving during which our team members support charitable causes around the world. In 2023, 43 percent of MiTek team members participated in Hearts & Hands Week, giving over 5,700 volunteer hours to causes they care about. During this week, MiTek's frontline team members packed 15,000+ hygiene kits for Convoy of Hope to help communities impacted by natural disasters. Over 1,600 team members came together for our first Walk for Hope with each step resulting in donations that benefited vulnerable children in Vietnam.



### PARTNER SPOTLIGHT

### HOME BUILDERS INSTITUTE

To further MiTek's commitment to growing and diversifying the building and construction industry, MiTek is proud to partner with HBI, an organization designed to empower individuals by providing free in-demand skilled trades training and education. In 2023, HBI reached nearly 18,000 students with its curriculum, with 60 percent of students identifying as an ethnicity other than Caucasian and 30 percent identifying as female.

[Learn More](#)



### THE HOUSE THAT SHE BUILT AND SHE BUILT FOUNDATION

MiTek is a founding sponsor of *The House That She Built*, a children’s book that highlights women holding various careers in the homebuilding industry. The book was created to inspire the next generation of builders. Together with our customers, MiTek distributed over 4,500 books to schools, after school programs, industry partners, community events, and nonprofit organizations in Australia, South Africa, the United Kingdom, and the United States.

The book inspired an industry movement that has led to the creation of the She Built Foundation (SBF). In 2023, MiTek helped launch SBF to inspire girls to see themselves as builders — today and in the future. SBF engages girls and their communities around the magic of building and unlocks a universe of skills and careers in building and construction.

[Learn More](#)



### SAIGON CHILDREN’S CHARITY

Since 2020, the MiTek Saigon Children’s Charity Council (MSCC) has worked in partnership with Saigon Children’s Charity, a nonprofit that enables disadvantaged children and young adults in Vietnam to reach their full potential through receiving a quality education relevant to their needs.

In 2023, MSCC extended support to Saigon Children’s Charity through a variety of programming, including a financial management skills workshop, a resume writing workshop, a fundraising campaign, and a motivational summit for disadvantaged female students. MiTek’s support also went to constructing a new wing of a primary school in the Mekong Delta, to be completed in mid-2024. These additional classrooms enable local children to have a better chance of finishing their education and going to university, opening the possibility of a more financially stable future.

[Watch Video](#)



# ENVIRONMENTAL

## IN THIS SECTION

- Climate Change
- Manufacturing Sustainability
- Product Sustainability
- Waste Management





# Climate Change

Together, building and construction are responsible for 37 percent of all GHG emissions in the world.

Through our off-site building methods, powered by automation and software, MiTek is positioned to help reduce these emissions with our value-chain partners. Increasingly, customer and consumer demand for more sustainable homes and buildings, coupled with emerging regulations globally, are driving a need for new solutions and partnerships to meet GHG reduction goals.

Additionally, as part of our commitment to environmental stewardship, we conducted GHG assessments to quantify our Scope 1 and 2 emissions for the calendar years 2021 and 2022. These assessments served to establish baseline emissions data, providing valuable insights into our carbon footprint and informing the development of targeted strategies to mitigate our environmental impact and promote sustainability across our operations.<sup>2</sup>

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.<sup>3</sup> We plan to continue building our knowledge and skills in tracking our emissions so we can better understand, minimize, and communicate our impact.

<sup>2</sup> We are currently undergoing a process to strengthen how we collect data and improve how we manage our company-wide GHG footprint. As a result, calculations of our 2023 GHG emissions are ongoing. We plan to update this report to reflect the 2023 results once they are available.

<sup>3</sup> For comparison purposes, the 2021 emissions exclude emissions from facilities that were transitioned out of the MiTek family of companies in 2021.

## GHG EMISSIONS (tCO<sub>2</sub>e)

### SCOPE 1 EMISSIONS

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

14,474

2021

14,545

2022

### SCOPE 2 EMISSIONS

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

12,948

2021

15,965

2022

# Manufacturing Sustainability

MiTek is actively pursuing ways to reduce our environmental footprint and enhance energy efficiency across various aspects of our operations.

Efforts in 2023 included the conversion of all forklifts to electric power, significantly minimizing equipment emissions. While propane remains necessary in certain cases, this transition marks a significant step toward greener practices. Additionally, we updated all HVAC units to eliminate R-22, a potent greenhouse gas, from our systems. We are also exploring opportunities to leverage renewable energy sources, such as solar, for new footprint decisions to reduce our reliance on conventional power grids.

MiTek is proactively addressing energy consumption and efficiency through various measures, such as converting warehouse lighting to motion-activated lights and transitioning all lighting to LED technology. These initiatives not only reduce energy consumption, but also lower operating costs and enhance workplace safety. Additionally, MiTek United Kingdom's initiation of ISO 50001 Energy Management underscores our commitment to systematic energy conservation and optimization, further reinforcing our position as a leader in sustainable business practices.

## MITIGATING POLLUTION

In 2023, we switched from volatile organic compound (VOC) paint to water-based alternatives in our machinery business to mitigate air pollution and promote environmentally-friendly practices.



# Product Sustainability

**Our focus on off-site manufacturing for our customers concentrates on sustainability by eliminating job site waste, reducing equipment and trades required on a project, and minimizing transportation impacts.**

We use Environmental Product Declarations (EPD) to communicate what our products are made of and how they impact the environment across their entire lifecycle.

We were pleased to announce in 2023 our Posi-Strut®, Metal Connector Plates, and Building Hardware were added to our list of products that are EPD verified for the North American market. Purchasers can now easily assess and quantifiably demonstrate the environmental credentials, impacts, and benefits of these market-leading products. This move is part of our wider journey to tackle climate change, not just in how we operate, but also in our products, which are used by millions across the globe to shape the built environment.



**Software Highlight**

## MITEK PAMIR SUSTAINABILITY UPDATES

In 2023, we created a new feature for our MiTek® Pamir® design software to output all required data to help customers calculate the CO<sub>2</sub> emissions for each project they design.

This update has enabled our customers to better understand and quantify their own sustainability efforts.



## Waste Management

Minimizing waste not only reduces expenditure associated with disposal, but also enhances resource efficiency and sustainability.

Within our operations, waste materials such as used oil, coolant, scrap steel, and old paint are common byproducts that require careful management to mitigate their environmental impact and financial burden. To further optimize waste reduction efforts, we have also implemented changes in tooling design to minimize scrap generated during steel processing.

## 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. We have a Hazardous Waste Management policy that 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.



## 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; diversity, equity and inclusion; 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](mailto:sustainability@mii.com)

### © MiTek Inc.

16023 Swingley Ridge Road,  
Chesterfield, Missouri 63017

[MII.COM](https://www.mii.com)

### Publication

May 2024