



# Executive Summary: 2023 Sustainability Report

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MAY 2024

## MiTek's Inaugural Sustainability report

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

Our innovations and Design-Make-Build™ methodology enable higher quality, increased speed, less waste, less risk, and more value for everyone involved. Serving residential and commercial customers, MiTek delivers software, services, engineered systems, and automated solutions that streamline builds. As a Berkshire Hathaway company since 2001, MiTek has a record of continuous growth and innovation.

Today, traditional building methods do little to address the growing construction crisis and demand for sustainable building methods. This reality—coupled with the emerging importance of Environmental, Social, and Governance

(ESG) factors for businesses worldwide—led us to embark on our sustainability journey. We started by conducting a materiality assessment in 2022 to identify key focus areas for our sustainability initiatives. This comprehensive evaluation enabled us to pinpoint critical issues that have significant impacts on our stakeholders and the environment, guiding our strategic decision-making moving forward.

We are excited to share our Sustainability Report, which provides a snapshot of the strides we've made toward a more sustainable future for our organization and the communities where we live, work, and play.

**"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."**

MARK A. THOM,  
CHAIRMAN & CEO

**19**  
COUNTRIES

**64**  
LOCATIONS

**\$1.83B**  
REVENUE IN FY23

**6,000+**  
EMPLOYEES GLOBALLY

## Our Vision

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Transform communities through more efficient and sustainable building methods

## Our Mission

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Advance the adoption of off-site construction

### GOVERNANCE

Good governance is the cornerstone for building trust, fostering transparency, and ensuring accountability in all facets of our operations.

Maintaining high product quality and safety standards was identified as a top governance priority for MiTek. We actively seek and utilize customer feedback to promptly address any safety or quality concerns and for product research and development, demonstrating our commitment to continuous improvement and customer satisfaction. In 2023, we enhanced our cybersecurity measures by implementing measures

like Mobile Access Management and advanced network security, as well as establishing a global Governance Board to oversee critical decisions in IT, data, security, and more.

We operate with an “open door” policy with a defined process for voicing concerns to management, HR, or the Berkshire Hathaway Ethics Hotline, and we prioritize regulatory compliance and adherence to our Code of Conduct, ensuring full compliance with all applicable legal requirements.



## SOCIAL

At the heart of our social strategy is both our people and our communities. First and foremost is our commitment to safety. With the mentality of “work safe, home safe,” we work to ensure all team members go home safely to their family and friends every day.

Last year, we took steps to enhance workplace safety by implementing a weekly safety inspection program, reviewing and updating all team member health and safety policies, and investing in robotic technologies to reduce ergonomic risks and improve operational efficiency. We are proud to share that 10 locations across our operations reported no injuries that required medical care beyond first aid in 2023.

In addition to safety, MiTek focuses on team member wellbeing by providing mental health services, learning and development resources, and a charitable giving and matching program. Guided by MiTek’s Leadership Blueprint—a framework that defines the skills and abilities of successful leadership at MiTek—we provide a variety of professional development opportunities like Leading the MiTek Way and Leadership Transition Programs to invest in our team members’ career success and strong leadership within the organization.

Diversity, equity, and inclusion are also integral to MiTek’s success. Our Inclusion & Belonging strategy focuses on increasing diverse talent and retention, fostering an inclusive and equitable culture, developing diverse and inclusive leaders, and engaging with community partners. Our six Employee Resource Groups provide safe and supportive spaces for underrepresented groups, as well as programming to enhance cultural awareness across the organization. In 2023, we initiated relationships with the Society of Women Engineers, Women in Construction, Society of Black Engineers, and Historically Black Colleges and Universities to support our focus on increasing diverse representation across all functions and in leadership.

We also establish charitable partnerships to create positive community impact aligned with our vision and mission, including The House that She Built, Home Builders Institute, Saigon Children’s Charity and dozens of local organizations.

**30%**  
OF GLOBAL TEAM  
MEMBERS ARE WOMEN

**38%**  
OF U.S. TEAM MEMBERS  
ARE PEOPLE OF COLOR\*

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

**48%**  
OF TEAM MEMBERS  
VOLUNTEERED OR DONATED

**55**  
CHARITABLE RECIPIENTS

**20% DECREASE**  
IN OVERALL TOTAL RECORDABLE  
INCIDENT RATE FROM 2022





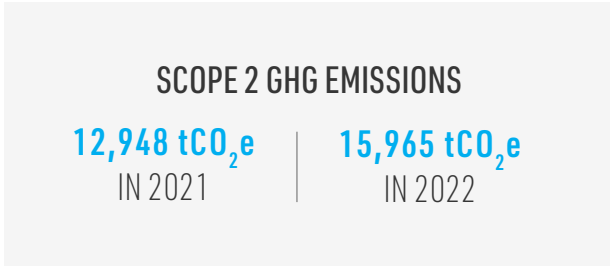
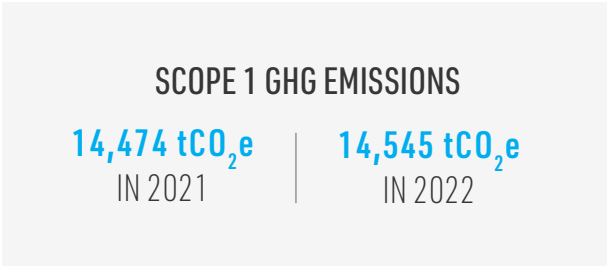
### ENVIRONMENT

MiTek is committed to addressing climate change and reducing its environmental footprint. Leveraging off-site building methods powered by automation and software, we collaborate with value chain partners to mitigate greenhouse gas emissions, responding to increasing demand for sustainable solutions.

MiTek has shown its commitment to environmental progress by conducting greenhouse gas assessments to quantify emissions since 2021. Our product sustainability initiatives, such as Environmental

Product Declarations and CO<sub>2</sub> emission calculations in design software, demonstrate our dedication to environmentally-friendly practices.

Additionally, we've taken steps in our manufacturing facilities to reduce our impact, including the conversion of all forklifts to electric power, updating all HVAC units to eliminate R-22, a potent greenhouse gas, from our systems, and switching from volatile organic compound (VOC) paint to water-based alternatives in our machinery business.



Note: 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.



**QUESTIONS?**

If you have any questions regarding this Sustainability Report, please contact [sustainability@mii.com](mailto:sustainability@mii.com)

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