

The MiTek logo is displayed in white text on a dark blue background. It is positioned in the upper left corner of the page, above a photograph of a construction worker on a wooden roof structure. The worker is wearing an orange safety vest and a white hard hat, and is reaching up towards a large wooden beam being lifted by a crane. The background of the photo shows a forested hillside under a clear sky.

# Executive Summary: 2024 Sustainability Report

[VIEW FULL REPORT](#)

JUNE 2025

## Advancing Sustainable Construction Through Innovation

MiTek is a construction technology leader on a mission to transform communities through more efficient and sustainable building methods.

Our Design-Make-Build™ approach helps deliver higher quality, faster timelines, less waste, and greater value. We provide integrated software, services, engineered systems, and automated solutions that streamline the construction process for everyone involved.

As a Berkshire Hathaway company since 2001, MiTek has a legacy of growth and innovation. In a world facing increasing environmental and housing challenges, our commitment to sustainability is more relevant than ever.

Our second annual Sustainability Report reflects our continued efforts to embed environmental, social, and governance (ESG) principles into our operations, culture, and products and services.

Over the past year, we've continued to advance our sustainability efforts by driving innovation across our operations, products, and partnerships. This report highlights the meaningful strides we made in 2024 to further our sustainability journey in support of our customers, our people, and our planet.

**"THE ROAD TO  
SUSTAINABILITY IS  
LONG, BUT TOGETHER  
WITH OUR NEARLY 6,000  
TEAM MEMBERS AND  
STAKEHOLDERS, WE'RE  
BUILDING A BETTER  
FUTURE. I'M PROUD OF  
OUR PROGRESS AND  
EXCITED FOR WHAT'S  
NEXT."**

MARK A. THOM,  
CHAIRMAN & CEO

**15**  
COUNTRIES

**46**  
LOCATIONS

**\$1.68B**  
REVENUE IN FY24

**5,800+**  
EMPLOYEES GLOBALLY



## Our Vision

Transform communities through more efficient and sustainable building methods

## Our Mission

Advance the adoption of off-site construction

**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.

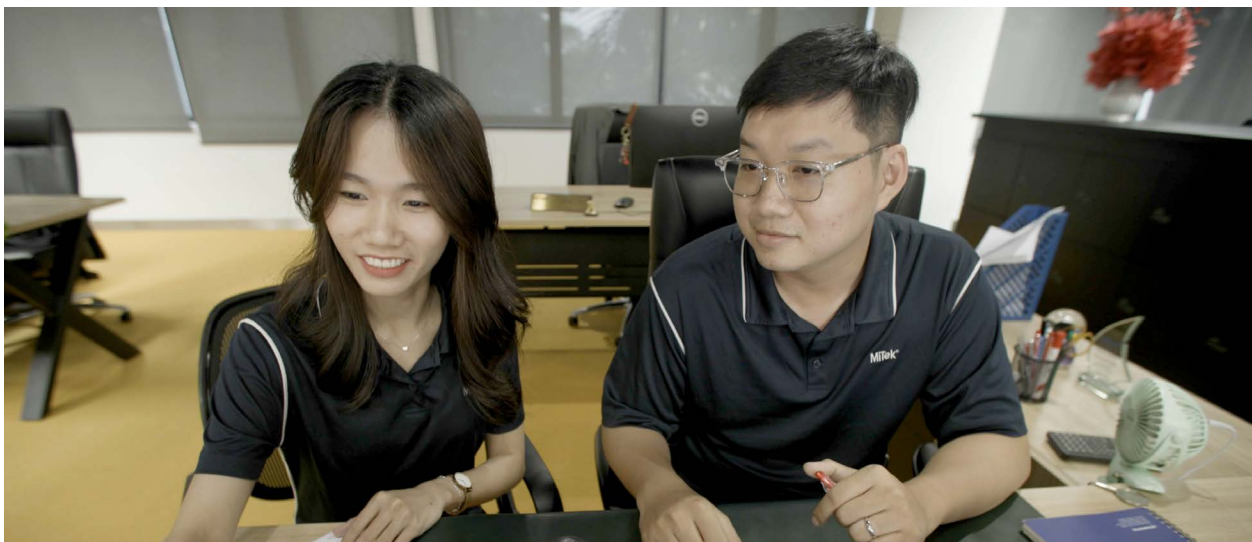
## GOVERNANCE

Strong governance is the foundation of our sustainability efforts—fostering transparency, integrity, and long-term resilience.

In 2024, we enhanced our cybersecurity framework with a new Corporate Crisis Management Plan, cloud-based system transitions, and advanced threat simulations. We also expanded our automated

solutions testing facility nearly tenfold, enabling real-world validation of 95% of our automation portfolio.

We maintain a global Compliance Committee and adhere strictly to our Code of Conduct, with plans to refresh the Code in 2025 to reflect our Guiding Principles of Courage, Innovation, Unity, and Stewardship.



## SOCIAL

Our team members and communities remain at the heart of our sustainability efforts.

We reduced our Total Recordable Incident Rate by 40% from 2023—reflecting ongoing safety investments like enhanced machine guarding, VR safety training exploration, and our Behavior-Based Safety program. In 2024, 15 locations reported zero injuries requiring care beyond first aid.

Employee wellbeing initiatives included new financial planning tools, a \$200 wellness incentive for U.S. team members, and expanded learning opportunities. We launched Learning Days across MiTek and laid the groundwork for MiTek University, our centralized hub for learning and development, launching in 2025.

Inclusion and belonging continue to grow with six Employee Resource Groups (ERGs), new community partnerships, and continued investment in programs like the She Built Foundation and HBCU Leadership Program. Our global Culture Builders Summit united ERG and transformation leaders in collaborative learning and community service.

Our community impact reached 80 organizations globally, with 51% of team members participating in our 2024 Hearts & Hands Week—packing 11,000 disaster relief kits and logging nearly 6,800 volunteer hours.

**35%**  
OF GLOBAL TEAM  
MEMBERS ARE WOMEN

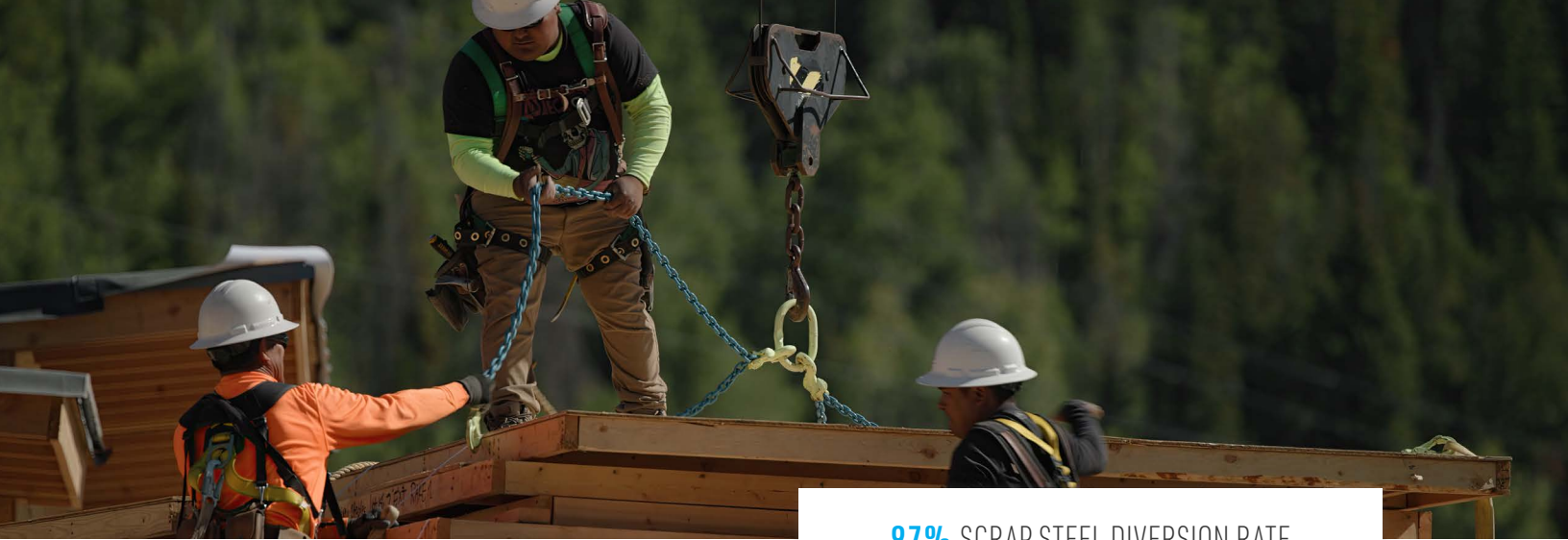
**21%**  
OF U.S. TEAM MEMBERS  
ARE PEOPLE OF COLOR\*

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

**80+**  
CHARITABLE ORGANIZATIONS  
SUPPORTED IN 2024

**40% DECREASE**  
IN OVERALL TOTAL RECORDABLE  
INCIDENT RATE FROM 2023





**97%** SCRAP STEEL DIVERSION RATE

**ENVIRONMENT**

MiTek is committed to advancing sustainable building through product innovation and operational improvements.

In 2024, we achieved our lowest Scope 1 and 2 greenhouse gas emissions in three years, supported by enhanced data accuracy and collection processes. We are also preparing to measure Scope 3 emissions and conduct our first climate risk assessment in 2025.

We continued expanding renewable energy, with our South Africa site now primarily powered by solar. Upcoming facilities in the UK and Florida are being designed with solar infrastructure in mind.

Our partnership with Thrive Home Builders, based in the US, supported the launch of Carbon-Wise®, a method for building carbon-neutral homes. In the UK, we collaborated with Bellway and Taylor Wimpey to support Future Homes Standard-ready developments.

Product and process innovation also played a key role. From launching a new powder coat line to reduce VOCs, to virtual structural testing that cuts waste, to reducing concrete requirements for machine foundations—MiTek’s teams continue to push boundaries in sustainable design and manufacturing.

<b>TOTAL COMBINED SCOPE 1 &amp; 2 GHG EMISSIONS (tCO<sub>2</sub>e)</b>	<b>18,940</b> 2021	<b>24,187</b> 2022	<b>18,152</b> 2023
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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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