

At MiTek, we recognize that Environmental, Social, and Governance (ESG) considerations are increasingly shaping the way businesses operate worldwide. 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 committed to embedding sustainability into every aspect of our operations, particularly in the following areas:

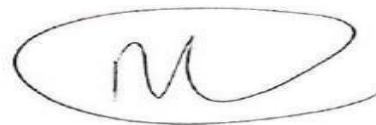
- Climate Change
- Waste Management
- Manufacturing sustainability
- Product Sustainability

At MiTek, we commit to the following:

- Reducing our carbon footprint by 50% by 2030 through energy efficiency and renewable energy initiatives.
- To achieve zero waste to landfill by 2030, promoting recycling and sustainable materials in all our operations.
- To source 100% of our components/materials from sustainable suppliers by 2030, ensuring ethical practices throughout our supply chain.
- To achieve zero environmental incidents year on year through education and awareness
- As part of our commitment to sustainability, we will invest in community projects that promote environmental education and conservation.
- Complying with all related regulations and legislation

Integrating sustainability represents a commitment to responsible business practices that benefit the company and our stakeholders, leading to positive business outcomes such as a safety-first work culture, enhanced transparency and accountability, and decreasing environmental impact.

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.



**Signed:** Matt Loveday

*Managing Director,*

*(Mezzanine Systems Business Unit)*

Date: April 2026

Doc. Ref. MMS - O - 1735, Rev. 01

*Policies are reviewed annually*