



## **POLITICAL CONTRIBUTIONS POLICY & 2023 INDIRECT POLITICAL CONTRIBUTIONS**

### **ADHERENCE TO LOCAL LEGAL STANDARDS**

Mohawk operates in many countries with various legal standards regarding political contributions by corporations. In general, the Company does not make contributions to candidates, political parties or political action committees (PACs). Where prohibited by law, this will always be the case. In those countries where contributions are legally permitted, contributions must be approved by the President of the business segment and Mohawk's General Counsel, who will also verify if a contribution can be made within the laws of that country. These instances should be very rare and must be tracked by the office of the General Counsel. The General Counsel will provide a list of all political contributions to the board of directors at the annual meeting for review and discussion.

### **RIGHTS OF EMPLOYEES**

Mohawk respects the right of individual employees to express their political voices by voting, campaigning and contributing to candidates, political parties or PACs of their choice. The Company does not track or encourage the contributions of employees to any candidates, parties or PACs and does not encourage or discourage involvement for any candidates, political parties or PACs by individual employees. The Company will not reward or retaliate against employees for taking political positions, including campaigning for or donating to candidates, political parties or PACs; but the Company will not allow individual employees to promote candidates or political causes on Company property as is consistent with the Company's solicitation and distribution policy.

### **NO COERCION, COORDINATION OR DIRECTION OF EMPLOYEE POLITICAL ACTIVITY**

In no instances does Mohawk endorse candidates or parties or align with PACs. Under no circumstances will the Company direct individuals to make contributions, act on behalf of a candidate, political party or PAC or vote in any particular way. Individual employees reported to members of management, Human Resources or via the confidential internal audit platform as coercing subordinates or colleagues to support candidates, political parties or PACs will be investigated and, if the accusations are confirmed, subjected to corrective action up to and including termination.

### **NO REIMBURSEMENT FOR EMPLOYEE POLITICAL CONTRIBUTIONS**

The Company will never offer to reimburse individual employees for political contributions, and no request for reimbursement will be considered. Attempts to make unauthorized contributions to candidates, parties or PACs by individual employees either through the Company's accounts payable process or via the expense account submission process will result in corrective action up to and including termination.

No personal contributions to candidates, parties or PACs may be charged to corporate credit cards, and no contributions paid via check or on a personal credit card will be reimbursed through the Company's expense account submission process.

### **TRADE ASSOCIATIONS AND U.S. CHAMBERS OF COMMERCE**

Mohawk is a member of industry trade organizations and, in the U.S., local, state and national chambers of commerce. While not their primary purpose, some of these organizations occasionally take part in political activity that could include donations to candidates, political parties or PACs using funds from dues and fees paid by member organizations. Mohawk does not indirectly make contributions to political entities through these

trade organizations or chambers of commerce and does not direct these organizations on how and to whom to make political contributions. In some instances, Mohawk does not share the political position which the organizations take, nor the political activity taken by the organizations on behalf of candidates, parties or legislative or regulatory issues. In the interest of transparency, the Company is disclosing its 2023 memberships in these organizations that have or may have had some engagement in the political process via the list below.

<b>Membership Dues of \$25,000 to \$100,000</b>
Chamber of Commerce of the United States
National Association of Manufacturers
Metro Atlanta Chamber of Commerce
Georgia Association of Manufacturers
The Carpet and Rug Institute
Greater Dalton (GA) Chamber of Commerce
<b>Membership Dues of \$10,000 to \$24,999</b>
National Association for PET Container Resources
National Multi-Family Housing Council
American Trucking Association
Georgia Chamber of Commerce
Belgian American Chamber of Commerce
Dallas (TX) Regional Chamber of Commerce

Southeast Dallas (TX) Chamber of Commerce
The Association of Plastic Recyclers
<b>Membership Dues of \$5,000 - \$9,999</b>
Association of Postconsumer Plastic Recyclers
Gordon County (GA) Chamber of Commerce
Manufactured Housing Institute
Virginia Manufacturers Association
Thomasville (NC) Area Chamber of Commerce
Southeast Recycling Development Council
Geelong Manufacturing Council (Australia)
<b>Membership Dues of \$1,000 - \$4,999</b>
Randolph County (AL) Chamber of Commerce
Greater Rome (GA) Chamber of Commerce
Garner (NC) Chamber of Commerce
Chattooga County (GA) Chamber of Commerce

Lexington (NC) Chamber of Commerce
Mountain Lake (AL) Chamber of Commerce
Tennessee Chamber of Commerce
South Carolina Chamber of Commerce
Chamber of Commerce of Commerce (TX)
Tifton County (GA) Chamber of Commerce
American Institute of Architects (AIA)
U.S. Green Building Council
Mason Contractors Association of America
Georgia Motor Trucking Association
World Floor Covering Association
<b>Membership Dues of Less Than \$1,000</b>
National Association of Home Builders
National Association of the Remodeling Industry