

Chemical Management Policy

This Chemical Management Policy (the “Policy”) formalizes guidance for the responsible management of chemicals across all global operations of Mohawk Industries, Inc. through its subsidiaries (collectively, “Mohawk” or the “Company”). Mohawk is committed to the appropriate use of chemicals in its manufacturing processes. The Company recognizes that effective chemical management is essential for protecting human health, environmental integrity and business continuity. Chemical safety practices are also critical to Mohawk’s broader commitments to climate risk, supply chain responsibility, and sustainability performance. This policy works in concert with other sustainability policies and supports global compliance and reporting efforts.

Purpose

Mohawk’s subsidiaries operate facilities in dozens of countries, and this Policy is designed to balance the Company’s global philosophies and business strategies with local laws and regulations and site-specific operational requirements. It provides a structured yet flexible approach to the use of chemicals, reinforcing Mohawk’s commitment to operational excellence, regulatory compliance, environmental responsibility and community well-being.

Scope and Applicability

This Policy applies to all employees and contractors worldwide operating at the following locations:

- Manufacturing facilities;
- Warehouse and distribution centers;
- Transportation and logistics operations; and
- Sales, administrative and other buildings.

Policy Objectives

- *Compliance:* Ensure compliance with all chemical safety laws and regulations applicable to conduct in any country or jurisdiction, such as:
 - U.S. Toxic Substances Control Act (TSCA) in the United States;
 - European Union Registration, Evaluation, Authorization and Restriction of Chemicals (REACH) Regulation in the European Union;
 - Globally Harmonized System of Classification and Labeling of Chemicals (GHS) from the United Nations; and

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- Other local laws and regulations as applicable.
- *Hazard Elimination & Reduction*: Evaluate the use of chemicals, prioritizing alternatives based on risk profiles.
- *Transparency*: Disclose information regarding chemicals used in products, as required by applicable law.
- *Innovation*: Encourage green chemistry and product innovation to support environmental and business performance.

Implementation Strategy

- *Hazard Identification and Risk Assessment*
 - Maintain a chemical inventory, supported by safety data sheets (SDS).
 - Conduct risk assessments for new chemicals, formulations and processes prior to approval.
 - Assess potential for environmental release and human exposure based on information provided by suppliers.
- *Chemical Alternatives*
 - Review chemicals for ingredients that appear on authoritative hazard lists (e.g., TSCA, substances of very high concern under REACH, California Prop 65, etc.) and evaluate feasible alternatives.
- *Emergency Preparedness and Response*
 - Develop site-specific Chemical Emergency Response Plans, including spill containment and first responder procedures.
 - Conduct periodic training and drills for employees and emergency personnel.
- *Training and Awareness*
 - Provide role-specific training on chemical hazards and comply with local workplace safety laws.
 - Promote a culture of right-to-know and proactive chemical risk reporting.

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Monitoring, Reporting and Sustainability Alignment

- Report chemical data as required by law and voluntary frameworks including REACH, TSCA and GHS, and other local laws and regulations as applicable.
- Align disclosures with sustainability reporting frameworks such as:
 - Global Reporting Initiative (GRI) and
 - International Sustainability Standards Board (ISSB)
- Include updates in Mohawk's annual Impact Report.

Continuous Improvement

- Review supplier chemical safety practices and evaluate new technologies.
- Use audit findings, incident reports and near misses to continuously refine processes.

Roles and Responsibilities

- *R&D, Product Development, Manufacturing, Engineering, Operations, Environmental and Safety Departments:* Lead implementation, training, compliance and regulatory tracking and internal reporting at the business unit level. Review emerging technologies for continuous improvement.
- *Facility Managers:* Enforce chemical safety procedures at the operational level.
- *Employees and Contractors:* Must follow all safety protocols and training; immediately report unsafe conditions or chemical incidents.
- Reports on administration of this Policy and associated chemical management performance are provided to Mohawk's Executive Stewardship-Council as well as the Audit Committee and Nominating and Governance Committee of Mohawk's Board of Directors as needed.

Administration

This policy is reviewed at least every two years or as needed based on changes in applicable chemical safety regulations, operational modifications or new processes and internal performance reviews or sustainability risk assessments. It is reviewed and approved by the Chief Sustainability Officer, and any necessary changes are reviewed for approval by the President and Chief Operating Officer.

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Document Owner: Chief Sustainability Officer

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