

Aligning With SUSTAINABLE DEVELOPMENT GOALS

Mohawk designed its impact strategy to support a better, more sustainable world in alignment with the UN Sustainable Development Goals (SDGs), which aim to end poverty, protect the planet and ensure prosperity for all. Because of the expansive nature of our business and value chain, we can directly and indirectly impact 11 of the SDGs. As we continue to develop our approach, we will focus on goals where we can provide the greatest contribution.

ESG	Material Topics and Respective Contribution to SDGs	1 NO POVERTY	2 ZERO HUNGER	3 GOOD HEALTH AND WELL-BEING	4 QUALITY EDUCATION	5 GENDER EQUALITY	6 CLEAN WATER AND SANITATION	7 AFFORDABLE AND CLEAN ENERGY	8 DECENT WORK AND ECONOMIC GROWTH	9 INDUSTRY INNOVATION AND INFRASTRUCTURE	10 REDUCED INEQUALITIES	11 SUSTAINABLE CITIES AND COMMUNITIES	12 RESPONSIBLE CONSUMPTION AND PRODUCTION	13 CLIMATE ACTION	14 LIFE BELOW WATER	15 LIFE ON LAND	16 PEACE, JUSTICE AND STRONG INSTITUTIONS	17 PARTNERSHIPS FOR THE GOALS
Planet	Climate Change: Energy <i>(Climate Positive Future Goal)</i>							High				Low		High				
	Climate Change: Mitigation <i>(Climate Positive Future Goal)</i>							High				Low		High	Low			
	Circular Economy: Resource Inflows, Including Resource Use <i>(Water & Sourcing Goals)</i>						Medium		Low			Medium	High			Low		
	Circular Economy: Resource Outflows Related to Products and Services <i>(Product Circularity Goal)</i>											Medium	High			Low		
	Circular Economy: Waste <i>(Waste to Landfill Goal)</i>											Medium	High		Low	Low		
	Pollution of Air <i>(Newly Established Material Topic)</i>												Low		Medium	Low	Medium	
People	Own Workforce: Working Conditions <i>(Recordable Incident Goal)</i>	Low		Low		Medium			Medium		Medium							
	Own Workforce: Equal Treatment and Opportunities for All <i>(Supplier Diversity Goal)</i>					High			Low		Medium							
	Total Contribution to SDGs	Low		Low		High	Medium	High	Medium		Medium	Medium	High	High	Low	Low		

IMPACT: low medium high



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ESG	Material Topics	Associated Company Goals	SDG Alignment	References
Planet	Climate Change: Energy	Climate Positive Future: <ol style="list-style-type: none"> 1) Reduce Scope 1 and 2 emissions intensity by 25% by 2025 2) Measure and report on Scope 3 emissions by 2024 	7, 11, 13	2023 Impact Report: Planet > Climate Positive Future, p. 16-18
	Climate Change: Mitigation	Climate Positive Future: <ol style="list-style-type: none"> 1) Reduce Scope 1 and 2 emissions intensity by 25% by 2025 2) Measure and report on Scope 3 emissions by 2024 	7, 11, 13, 14	2023 Impact Report: Planet > Climate Positive Future, p. 16-18
	Circular Economy: Resource Inflows, Including Resource Use	Water Restoration: <ol style="list-style-type: none"> 1) Reduce water withdrawal intensity by 30% by 2025 Responsible Sourcing: <ol style="list-style-type: none"> 1) All manufacturing locations to adhere to wood sourcing principles such as FSC, PEFC or other third-party validation to ensure 100% of wood fiber comes from responsibly managed forests, recycled waste or recovered sources by 2030 	6, 8, 11, 12, 15	2023 Impact Report: Planet > Resource Stewardship, Role of Water, p. 21 Planet > Resource Stewardship, Biodiversity, p. 22 Performance > Supply Chain Management, p. 13-14
	Circular Economy: Resource Outflows Related to Products and Services	Product Circularity: <ol style="list-style-type: none"> 1) Release a product circularity goal for each business segment by 2025 	11, 12, 15	2023 Impact Report: Planet > Accelerating Circularity, p. 20 Planet > Product Recovery and Reuse, p. 23
	Circular Economy: Waste	Product Circularity: <ol style="list-style-type: none"> 1) Reduce waste-to-landfill intensity by 30% by 2025 	11, 12, 14, 15	2023 Impact Report: Planet > Accelerating Circularity, p. 20 Planet > Resource Stewardship, p. 21 Planet > Product Recovery and Reuse, p. 23
	Pollution of Air	<i>NEW MATERIAL TOPIC</i> Climate Positive Future: <ol style="list-style-type: none"> 1) Reduce Scope 1 and 2 emissions intensity by 25% by 2025 2) Measure and report on Scope 3 emissions by 2024 	11, 13, 14, 15	2023 Impact Report: Planet > Climate Positive Future, p. 16-18 Planet > Air Pollution, p. 19
People	Own Workforce: Working Conditions	Zero Harm Workplace: <ol style="list-style-type: none"> 1) Reducing our recordable incident rate to 1.0 by 2030 	1, 3, 5, 8, 10	2023 Impact Report: People > Zero-Harm Workplace, p. 30
	Own Workforce: Equal Treatment and Opportunities for All	Performance Driven Workforce: <ol style="list-style-type: none"> 1) Build out comprehensive, accessible talent development programs across all levels and career stages Connected Communities: <ol style="list-style-type: none"> 1) Invest in and engage with local nonprofit partners to improve the quality of life in the communities where we live and work. 2) Attract best-fit talent by building community partnerships and maintain an applicant pool that reflects the diversity of our communities 	5, 8, 10	2023 Impact Report: People > High-Performing and Inclusive Workforce, p. 27-29 People > Community Connection, p. 31 Global Impact, p. 32-71