

GLOBAL REPORTING INITIATIVE (GRI)

Mohawk Industries, Inc. has reported the information cited in this Global Reporting Initiative (GRI) content index for the period January 1, 2024 to December 31, 2024 with reference to the GRI Standards.

DISCLOSURE NUMBER	DISCLOSURE TITLE	RESPONSE
GENERAL DISCLOSURES		
GRI 2: General Disclosures 2021		
THE ORGANIZATION AND ITS REPORTING		
2-1	Organizational details: Legal name and location of headquarters	Mohawk Industries, Inc. Public Corporation Calhoun, GA, USA 2024 Form 10-K for Countries of Operations, p. 27
2-2	Entities included in the organization's sustainability reporting: List all the entities discussed in sustainability reporting.	Data from 2024 acquisitions are not included in this 2024 Impact Report . The Company incorporates data from mergers, acquisitions and divestitures in the following calendar year. This approach is used across topics. When consolidating information, the company does not include sustainability data from minority investments or from investments in which it does not have operational control.
2-3	Reporting period, frequency and contact point: Specify the reporting period for its financial reporting. If it does not align with the period, explain the reason and add a point of contact.	The reporting period is for January 1, 2024–December 31, 2024, and is reported annually. The reporting period for financial reporting is aligned with sustainability reporting. 2024 Impact Report publication date: July 15, 2025 sustainability@mohawkind.com
2-4	Restatements of information: Reason and effect of restatements, restatement of information when it has learned that the previously reported information needs to be revised.	As better data is available, the data is incorporated into past years, and the improved data is incorporated in data processes moving forward. There are no restatements of baseline data for targets in 2024.
2-5	External assurance: Describe its policy and practice for seeking external assurance, including whether and how the highest governance body and senior executives are involved.	External assurance was not sought for the 2024 Impact Report data. We plan to seek external assurance in the coming years.
ACTIVITIES AND WORKERS		
2-6	Activities, value chain and other business relationships: Describe value chain.	2024 Form 10-K , starting p. 3

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2-7	Employees: Total number of employees and a breakdown of this total by gender and by region.	<p>Total: ~41,900</p> <p>Male: 72% Female: 28%</p> <p>USA: 37.7% Europe: 36.1% Mexico: 11.6% Brazil: 10% Malaysia: 1.5% Australia/New Zealand: 2.5% Other: 0.6%</p> <p>Full-time: 98.3% Part-time: 1.7%</p> <p>Full-time Female: 28% Full-time Male: 72%</p> <p>Part-time Female: 45% Part-time Male: 55%</p> <p>Full-time / Part-time by Region: USA: 99.66% / .34% Europe: 95.89% / 4.11% Australia/New Zealand: 98.17% / 1.85% Malaysia: 99.84% / .16% Canada, Mexico, Brazil, other: 100% / 0%</p> <p>U.S. EEO-1 Report</p>
GOVERNANCE		
2-9	Governance structure and composition: Describe the governance structure, list the committees of the highest governance body that are responsible for decision-making on and overseeing the management of the organization's impacts on the economy, environment, and people.	<p>Nominating and Corporate Governance (NCGC) Charter Audit Committee Charter 2024 Proxy Statement, starting p. 9</p>
2-10	Nomination and selection of the highest governance body: Describe the criteria used for nominating and selecting highest governance body members, views of stakeholders, diversity, independence and competencies relevant to the impacts of the organization.	<p>Nominating and Corporate Governance Committee (NCGC) Charter 2024 Proxy Statement, p. 10-11, 15-16 Board of Directors Selection Policy</p>
2-11	Chair of the highest governance body: Report whether the chair of the highest governance body is also a senior executive in the organization, explain their function within the organization's management, the reasons for this arrangement, and how conflicts of interest are prevented and mitigated.	<p>2024 Proxy Statement, p. 8, 41</p>

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2-12	Role of the highest governance body in overseeing the management of impacts: Describe the role of the highest governance body and of senior executives in developing, approving, and updating the organization's purpose, value or mission statements, strategies, policies, and goals related to sustainable development.	Nominating and Corporate Governance Committee (NCGC) Charter
2-13	Delegation of responsibility for managing impacts: Describe how the highest governance body delegates responsibility for managing the organization's impacts on the economy, environment, and people.	Nominating and Corporate Governance Committee (NCGC) Charter
2-14	Role of the highest governance body in sustainability reporting: Responsible for reviewing and approving the reported information, including the organization's material topics. Describe the process for reviewing and approving.	Nominating and Corporate Governance Committee (NCGC) Charter Audit Committee Charter
2-15	Conflicts of interest: Processes to ensure that conflicts of interest are prevented and mitigated.	Standards of Conduct and Business Ethics Policy , Conflicts of Interest
2-16	Communication of critical concerns: How concerns are communicated to the highest governance body, report the total number and the nature of critical concerns during the reporting period.	Standards of Conduct and Business Ethics Policy , Reporting Violations
2-17	Collective knowledge of the highest governance body: Measures taken to advance collective knowledge and skills for the highest governance body on sustainable development.	2024 Proxy Statement , p. 2-9
2-18	Evaluation of the performance of the highest governance body: Overseeing the management of the organization's impacts on the economy, environment, and people.	2024 Proxy Statement , p. 15
2-19	Remuneration policies: Describe how the remuneration policies for members of the highest governance body and senior executives relate to their objectives and performance in relation to the management of the organization's impacts on the economy, environment, and people.	2024 Proxy Statement , p. 26-28
2-20	Process to determine remuneration: Process for designing its remuneration policies and for determining remuneration.	2024 Proxy Statement , p. 26-36
2-21	Annual total compensation ratio: Ratio of the annual total compensation for the organization's highest-paid individual to the median annual total compensation for all employees, ratio of the percentage increase.	2024 Proxy Statement , p. 42

DISCLOSURE NUMBER	DISCLOSURE TITLE	RESPONSE
STRATEGY, POLICIES AND PRACTICES		
2-22	Statement on Sustainable Development Strategy.	2024 Impact Report > Our Purpose > CEO Letter 2024 Impact Report > Our Purpose > CSO Letter
2-23	Policy commitments.	Board of Directors Selection Policy Conflict Minerals Policy Environmental Policy Health & Safety Policy Human Rights Policy Prior Year Direct & Indirect Political Activity Privacy Policy Related Person Transactions Policy Standards of Conduct & Business Ethics Policy Supplier Code of Conduct Training and Development Policy All Mohawk Industries policies are approved by the relevant Board member or executive. Additionally, every employee must agree to the Company's Standard of Conduct upon employment, and all suppliers must agree to the Supplier Code of Conduct and Human Rights Policy to become a vendor with Mohawk Industries.
2-24	Embedding policy commitments: How is it allocated or integrated responsibly into the commitments across different levels within the organization.	2024 Impact Report > Our Practices 2024 Impact Report > Our Planet
2-25	Processes to remediate negative impacts: Identify and address grievances.	2024 Impact Report > Our Practices > Standards of Conduct and Ethics; Data Security; Supply Chain Management: Policy and Human Rights
2-26	Mechanisms for seeking advice and raising concerns: Process in raising concerns about the organization's code of conduct.	Standards of Conduct & Business Ethics Policy , Reporting Violations Mohawk Hotline and Website
2-27	Compliance with laws and regulations: Report the total number of non-compliance instances with laws and regulations.	2024 Annual Report , Note 15, Commitments and Contingencies, p. 60-62
2-28	Membership associations.	Mohawk is a member of industry trade organizations and, in the U.S., local, state and national chambers of commerce. See below for the list of 2024 memberships. In addition, some of these groups have or may have some engagement in the political process, though this is not their primary purpose. For additional detail, see our Indirect Political Contributions List . 2024 Trade Associations in which we are a member: ACIC—Cricima Business Association AECS—South Cocal Business Association ADI—Associazione per il Disegno Industriale AIA—American Institute of Architects American Society of Interior Designers American Society of Landscape Architects American Trucking Associations APCO—Australian Packaging Covenant Organization APKM—Association of Ceramic Material Producers Argentum (formerly Assisted Living Federation of America)

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2-28	Membership associations.	ASCER—Spanish Ceramic Tile Manufacturers Association Associated Builders and Contractors Association of Medical Facility Professionals (AMFP) Association of Plastic Recyclers Association of Postconsumer Plastic Recyclers Association of University Interior Designers (AUID) Assonime (Pedroni) Australian Made Campaign Limited (AMCL) Belgian American Chamber of Commerce Brazilian Association of the Construction Material Industry (ABRAMAT) CARE—Carpet America Recovery Effort Carpet Cushion Council Carpet Institute of Australia Carpet Recycling UK CCIR—Italo-Russian Chamber of Commerce Ceramic Tile Institute of America CET Cerame-Unie Chamber of Commerce (Texas) Chamber of Commerce of the United States Chattooga (County, Georgia) Chamber of Commerce Climate Active COMCE (Consejo Mexicano de Comercio Exgterior del Noreste, A.C.) CONAI—National Packaging Consortium Confindustria Ceramica Dallas (Texas) Regional Chamber of Commerce Decorative Hardwoods Association (formerly Hardwood, Plywood & Veneers Association) Der Grune Punkt—Duales System Deutschland Environment Essentials (Australia and New Zealand) ERIAC—Asociacion de Professionals en Capital Humanos Fedustria (Federation of the Textile, Wood and Furniture Industries) Floor NZ Forest Stewardship Council Garner (North Carolina) Chamber of Commerce GBCI Mexico (formerly Sustentabilidad para Mexico (SUMe)) Geelong Manufacturing Council (Australia) Georgia Association of Manufacturers Georgia Chamber of Commerce Georgia Industry Environmental Coalition Georgia Motor Trucking Association Georgia Recycling Coalition Gordon County (Georgia) Chamber of Commerce Greater Dalton (Georgia) Chamber of Commerce

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		Greater Rome (Georgia) Chamber of Commerce Green Building Certification Institute Green Building Council Australia Green Building Council Italia Green Building Institute of Australia Hospitality Industry Network (NEWH) INDA—Association of the Nonwoven Fabrics Industry International Facility Management Association International Interior Design Association International Well Building Institute Interseroh Austria GMBH Interseroh Di Enstleistungs GMBH Lexington (North Carolina) Chamber of Commerce Manufactured Housing Institute Mason Contractors Association of America Metro Atlanta (Georgia) Chamber of Commerce Mountain Lake (Alabama) Chamber of Commerce Murray County (Georgia) Chamber of Commerce National Association for PET Container Resources National Association of Home Builders National Association of Manufacturers National Association of Manufacturers of Ceramics P.A. National Association of the Remodeling Industry National Multi-Family Housing Council National Wood Flooring Association North American Laminate Flooring Association Oriental Rug Importers Association PEFC—Programme for the Endorsement of Forest Certification Schemes Randolph County (Alabama) Chamber of Commerce Resilient Floor Covering Institute RSS—Russian Union of Builders Society of Human Resources Management South Carolina Chamber of Commerce Southeast Dallas (Texas) Chamber of Commerce Southeast Recycling Development Council Southern Motor Carriers Association Spanish Ceramic Tile Manufacturers Association Tennessee Chamber of Commerce The Association of Plastic Recyclers The Carpet and Rug Institute The Natural Stone Institute Thomasville (North Carolina) Chamber of Commerce

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2-28	Membership associations.	Tifton County (Georgia) Chamber of Commerce Tile Council of North America Uni Ente Nazionale Italiano di Unificazione U.S. Green Building Council Virginia Manufacturers Association World Floor Covering Association
MATERIAL TOPICS		
GRI 3: General Disclosures 2021		
3-1	Process to determine material topics.	Materiality and Stakeholder Engagement Mohawk Industries, Inc.
3-2	List of material topics: List of the organization's material topics, i.e. Materiality Matrix.	Materiality and Stakeholder Engagement Mohawk Industries, Inc.
3-3	Management of material topics: Describe the positive and negative impacts and how to manage material topics. Impacts on the economy, human rights and business relationships.	2024 Impact Report > Our Practices 2024 Impact Report > Our Planet
ENVIRONMENTAL		
GRI 301: Materials		
3-3	Management of material topic.	2024 Impact Report > Our Planet > Climate-Positive Future
301-1	Materials used by weight or volume.	Quantitative data on material use was not collected during the reporting year. The organization focused on evaluating material flows and identifying opportunities for improved tracking and reporting in future cycles.
301-2	Recycled input materials used.	No data on recycled input materials was collected during the reporting year. The Company is working on providing visibility in future reporting cycles.
301-3	Reclaimed products and their packaging materials.	No data on reclaimed products or packaging materials was collected during the reporting year. The Company is working on providing visibility in future reporting cycles.
GRI 302: Energy		
3-3	Management of material topic.	2024 Impact Report > Our Planet > Climate Positive Future
302-1	Energy consumption within the organization: Total fuel consumption within the organization from non-renewable and renewable sources.	a) Total energy consumption from non-renewable sources in MWh: 12,061,900; Fuel types include electric, natural gas, propane, diesel, combined heat and power, light oil and coal b) Total energy consumption from renewable sources in MWh: 2,252,264; Fuel types include wind, solar, biomass, biofuel, biomass and steam c) Total energy consumption within the organization in MWh: 14,314,165 d) Standards, methodologies, assumptions and/or calculation tools used: GHG Protocol e) Source of conversion factors used: Mohawk utilizes utility emissions factors when available, and databases such as eGrid and IEA when not available
302-2	Energy consumption outside of the organization: Upstream and downstream categories and activities from the GHG Protocol Corporate Value Chain (Scope 3).	Fuel and Energy Related Activities (FERA), Category 3 of Scope 3 emissions: 387,031 mtCO ₂ e
302-3	Energy intensity: Types of energy included in the intensity ratio; whether fuel, electricity, heating, cooling, steam, or all.	a) Energy intensity ratio for the organization: .00131 MWh per \$ b) Organization-specific metric (the denominator) chosen to calculate the ratio: Revenue in constant currency c) Types of energy included in the intensity ratio; whether fuel, electricity, heating, cooling, steam or all: All d) Whether the ratio uses energy consumption within the organization, outside of it or both: Within the organization
302-4	Reduction of energy consumption: Reductions in energy consumption achieved as a direct result of conservation and efficiency initiatives.	See Mohawk Industries CDP Questionnaire 2024 CDP Report Section 7.55

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GRI 305: Emissions		
3-3	Management of material topic.	2024 Impact Report > Planet > Climate Positive Future
305-1	Direct (Scope 1) GHG emissions.	1,967,585.49 mtCO ₂ e (Market-based)
305-2	Energy indirect (Scope 2) GHG emissions.	842,209.10 mtCO ₂ e (Market-based)
305-3	Other indirect (Scope 3) GHG emissions.	Total: 11,219,525 mtCO ₂ e Purchased Goods & Services: 6,956,955 mtCO ₂ e Capital Goods: 128,723 mtCO ₂ e Fuel & Energy Related Activities: 387,031 mtCO ₂ e Mohawk Upstream Transportation: 842,740 mtCO ₂ e Waste Generated in Operations: 283,655 mtCO ₂ e Business Travel: 12,998 mtCO ₂ e Employee Commuting: 54,527 mtCO ₂ e Mohawk Downstream Transportation: 622,242 mtCO ₂ e Processing of Sold Product: 883,116 mtCO ₂ e End-of-Life of Sold Products: 1,047,539 mtCO ₂ e
305-4	GHG emissions intensity: Types of GHG emissions included in the intensity ratio; whether direct (Scope 1), energy indirect (Scope 2), and/or other indirect (Scope 3).	0.262 Includes Scope 1, 2 and biogenic emissions and is based on thousands of Revenue in Constant Currency
305-5	Reduction of GHG emissions: Scopes in which reductions took place; whether direct (Scope 1), energy indirect (Scope 2), and/or other indirect (Scope 3).	See 2024 CDP Report
305-6	Emissions of ozone-depleting substances (ODS): Production, imports, and exports of ODS in metric tons of CFC-11 (trichlorofluoromethane) equivalent.	In the reporting year, the organization did not collect quantitative data on emissions of ozone-depleting substances (ODS). Instead, efforts were focused on analyzing the relevance and impact of ODS emissions across our operations. We are working toward establishing a robust data collection framework for future reporting cycles
305-7	Nitrogen oxides (NOx), sulfur oxides (Sox), and other significant air emissions, in kilograms or multiples.	No quantitative data on NOx, SOx, or other significant air emissions were collected during the reporting year. The organization prioritized internal assessments and feasibility studies to better understand emission sources and to develop appropriate monitoring and mitigation strategies. These efforts are part of a phased approach to enhance our air emissions management and reporting capabilities.
GRI 306: Waste		
3-3	Management of material topic.	2024 Impact Report > Our Planet > Resource Stewardship and Waste 2024 Impact Report > Our Planet > Accelerating Circularity
306-1	Waste generation and significant waste-related impacts: Impacts relate to waste generated in the organization's own activities or to waste generated upstream or downstream in its value chain. Types of inputs and outputs can include raw materials, process and manufacturing materials, leaks and losses, waste, by-products, products, or packaging.	2024 Impact Report > Our Planet > Resource Stewardship and Waste 2024 Impact Report > Our Planet > Accelerating Circularity

DISCLOSURE NUMBER	DISCLOSURE TITLE	RESPONSE
306-2	Management of significant waste-related impacts: Circularity measures, taken to prevent waste generation in the organization's own activities and upstream and downstream in its value chain.	2024 Impact Report > Our Planet > Resource Stewardship and Waste 2024 Impact Report > Our Planet > Accelerating Circularity
306-3	Waste generated.	Total weight of waste generated: 1,106,095.24 metric tons ¹
306-4	Waste diverted from disposal.	<div><div>a. Total weight of waste diverted from disposal in metric tons, and a breakdown of this total by composition of the waste: 925,549¹</div><div>b. Total weight of hazardous waste diverted from disposal in metric tons, and a breakdown of this total by the following recovery operations:<div>Total: 6,701 Preparation for reuse: 44 Recycling: 1,777 Other recovery: 4,881</div></div><div>c. Total weight of non-hazardous waste diverted from disposal in metric tons:<div>Total: 918,848 Preparation for reuse: 0 Recycling: 738,258 Other recovery: 180,590</div></div></div>
306-5	Waste directed to disposal.	<div><div>a. Total weight of waste directed to disposal in metric tons: 180,545</div><div>b. Total weight of hazardous waste directed to disposal in metric tons, and a breakdown of this total by the following disposal operations.<div>Total: 5,803 Landfill: 3,167 Incineration with energy recovery: 397 Incineration without energy recovery: 598 Other methods: 1,641</div></div><div>c. Total weight of non-hazardous waste directed to disposal in metric tons, and a breakdown of this total by the following disposal operations.<div>Total: 174,742 Incineration: 13,727 Landfill: 141,507 Other methods: 19,508</div></div></div>

1. Waste data does not include sites, such as offices, with insignificant waste impacts.

DISCLOSURE NUMBER	DISCLOSURE TITLE	RESPONSE
SOCIAL		
GRI 401: Employment		
3-3	Management of material topic.	2024 Impact Report > Our People > Building a High-Performance Workforce
401-1	New employee hires and employee turnover.	Total number of employees: ~41,900 New Hires: 16.0% of total New Hires Female: 30.3% New Hires Male: 69.7% New Hires <30: 40.3% New Hires 30-50: 46.7% New Hires 50+: 13.0% New Hires USA/Canada: 39.0% New Hires Europe: 29.2% New Hires Mexico: 18.0% New Hires Brazil: 3.6% New Hires Australia/New Zealand: 1.5% New Hires Malaysia: 8.5% New Hires Others: 0.2%
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees.	2024 Impact Report > Our People > Building a High-Performance Workforce
401-3	Parental leave.	2024 Impact Report > Our People > Building a High-Performance Workforce
GRI 403: Occupational Health and Safety		
3-3	Management of material topic.	2024 Impact Report > Our People > Training and Development > Health and Well-Being; Zero-Harm Workplace
403-9	Work-related injuries.	1.22 recordable incident rate (global)
GRI 404: Training and Education		
3-3	Management of material topic.	2024 Impact Report > Our People > Training and Development
404-1	Average hours of training per year per employee: Average hours of training by gender and employee category.	The estimated average hours of training per year per employee are 21.78 hours. Employees who participate in development programs receive 50+ hours of training annually on average.
404-2	Programs for upgrading employee skills and transition assistance programs: Programs implemented, and assistance provided to upgrade employee skills.	2024 Impact Report > Our People > Training and Development