


















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 12 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 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|--------|---|---|---|--|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Planet | Climate Change: Energy <i>(Climate-Positive Future Goal)</i> | | | | | | | ■ | | | | ■ | | ■ | | | | |
| | Climate Change: Mitigation <i>(Climate-Positive Future Goal)</i> | | | | | | | ■ | | | | ■ | | ■ | ■ | | | |
| | Circular Economy: Resource Inflows, Including Resource Use <i>(Water & Sourcing Goals)</i> | | | | | | ■ | | ■ | | | ■ | ■ | | | ■ | | |
| | Circular Economy: Resource Outflows Related to Products and Services <i>(Product Circularity Goal)</i> | | | | | | | | | | | ■ | ■ | | | ■ | | |
| | Circular Economy: Waste <i>(Waste to Landfill Goal)</i> | | | | | | | | | | | ■ | ■ | | ■ | ■ | | |
| | Pollution of Air <i>(Newly Established Material Topic)</i> | | | | | | | | | | | ■ | | ■ | ■ | ■ | | |
| People | Own Workforce: Working Conditions <i>(Recordable Incident Goal)</i> | ■ | | ■ | | ■ | | | ■ | | ■ | | | | | | | |
| | Own Workforce: Equal Treatment and Opportunities for All <i>(Supplier Diversity Goal)</i> | | | | | ■ | | | ■ | | ■ | | | | | | | |
| | Total Contribution to SDGs | ■ | | ■ | | ■ | ■ | ■ | ■ | | ■ | ■ | ■ | ■ | ■ | ■ | | |

IMPACT: ■ low ■ medium ■ high



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| ESG | Material Topics | Associated Company Goals | SDG Alignment | References |
|--------|--|---|------------------|---|
| Planet | Climate Change: Energy | Climate-Positive Future: 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 | 2024 Impact Report: <i>Our Planet > Climate-Positive Future: Energy Use</i> |
| | Climate Change: Mitigation | Climate-Positive Future: 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 | 2024 Impact Report: <i>Planet > Climate-Positive Future: Energy Use</i> |
| | Circular Economy: Resource Inflows, Including Resource Use | Water Restoration: 1) Reduce water withdrawal intensity by 30% by 2025 Responsible Sourcing: 1) All wood fiber sourcing adheres to responsible sourcing principles, such as FSC, PEFC or other third-party validation to ensure 100% of the wood fiber we source comes from responsibly managed forests, recycled waste streams or recovered wood sources by 2030. | 6, 8, 11, 12, 15 | 2024 Impact Report: <i>Our Planet > Resource Stewardship and Waste: Role of Water</i> <i>Our Planet > Resource Stewardship and Waste: Impacts of Sourcing on Biodiversity; Mohawk Product Wood Sourcing</i> |
| | Circular Economy: Resource Outflows Related to Products and Services | Product Circularity: 1) Release a product circularity goal for each business segment by 2025 | 11, 12, 15 | 2024 Impact Report: <i>Our Planet > Resource Stewardship and Waste: Product Recovery and Reuse</i> |
| | Circular Economy: Waste | Product Circularity: 1) Reduce waste-to-landfill intensity by 30% by 2025 | 11, 12, 14, 15 | 2024 Impact Report: <i>Our Planet > Resource Stewardship and Waste: Rethinking Waste Around the Globe; Product Recovery and Reuse</i> |
| | Pollution of Air | NEW MATERIAL TOPIC Climate-Positive Future: 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 | 2024 Impact Report: <i>Our Planet > Climate-Positive Future: Air Pollution</i> |
| People | Own Workforce: Working Conditions | Zero-Harm Workplace: 1) Reducing our recordable incident rate to 1.0 by 2030 | 1, 3, 5, 8, 10 | 2024 Impact Report: <i>Our People > Training and Development: Zero-Harm Workplace</i> |
| | Own Workforce: Equal Treatment and Opportunities for All | Performance Driven Workforce: 1) Build out comprehensive, accessible talent development programs across all levels and career stages Connected Communities: 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 | 2024 Impact Report: <i>Our People > Building a High-Performing Workforce</i> <i>Our People > Training and Development</i> <i>Our People > Community Connection</i> <i>Our Progress</i> |