

MOHAWK INDUSTRIES | 2025 IMPACT REPORT – GRI INDEX

Mohawk Industries, Inc. has reported the information cited in the Global Reporting Initiative (GRI) content index for the period January 1, 2025, through December 31, 2025, with reference to the GRI Standards.

GENERAL DISCLOSURES

GRI 2: General Disclosures 2021

DISCLOSURE NUMBER	DISCLOSURE TITLE	2025 RESPONSE
THE ORGANIZATION AND ITS REPORTING		
2-1	Organizational details	Mohawk Industries, Inc. Public Corporation Calhoun, GA, USA See 2025 Form 10-K for Countries of Operation.
2-2	Entities included in sustainability reporting	During the 2025 reporting year, the Company completed an acquisition within the Flooring North America segment. Sustainability data from this entity has not been incorporated into this report and will be integrated into reporting in the following annual cycle. Minority investments or investments without operational control are excluded.
2-3	Reporting period, frequency and contact point	Reporting period: January 1, 2025 – December 31, 2025, reported annually. The sustainability reporting is aligned with the financial reporting period. 2025 Impact Report publication date: July 14, 2026 sustainability@mohawkind.com
2-4	Restatements of information	As more complete data becomes available, it is incorporated into past years, and improved data processes are updated going forward. There are no restatements of baseline data for targets in 2025.
2-5	External assurance	Scope 1 and 2 Corporate Sustainability Reporting Directive (CSRD) readiness assessments were completed with KPMG for Mohawk Industries.
ACTIVITIES AND WORKERS		
2-6	Activities, value chain and other business relationships	Mohawk Industries is a global building products supplier with market leadership on four continents. Three business segments: Global Ceramic, Flooring North America, and Flooring Rest of the World. 2025 worldwide net sales: \$10.8B. ~40,500 employees in 19 countries as of December 31, 2025. See 2025 Form 10-K , starting p. 2.
2-7	Employees	Total: ~40,500 Employees by gender — Male: 73% Female: 27% Employees by age range — <30: 17% 30-50: 52% 51+: 31% Employees by type — Full-time: 98% Part-time: 2% Employees by region — U.S.: 39.3% Europe: 29.9% Mexico: 13.3% Brazil: 10.4% Australia/NZ: 2.6% Malaysia: 1.7% Other: 2.8% See U.S. EEO-1 Report . 2026 data will be updated when the data entry portal is made available.
GOVERNANCE		

2-9	Governance structure and composition	See Nominating and Corporate Governance Committee (NCGC) Charter , Audit Committee Charter and 2026 Proxy Statement , starting p. 8.
2-10	Nomination and selection of the highest governance body	See NCGC Charter , 2026 Proxy Statement , pp. 8-10, and Board of Directors Selection Policy .
2-11	Chair of the highest governance body	See 2026 Proxy Statement , p. 11.
2-12	Role of the highest governance body in overseeing the management of impacts	See NCGC Charter . Oversight is provided by the Company's Board of Directors, with executive-level accountability led by the Executive Stewardship Council.
2-13	Delegation of responsibility for managing impacts	See NCGC Charter . Executive Stewardship Council provides enterprise-level oversight of sustainability priorities.
2-14	Role of the highest governance body in sustainability reporting	See NCGC Charter and Audit Committee Charter . In 2025, Mohawk enhanced its due diligence by conducting pre-assurance readiness activities focused on its Double Materiality Assessment (DMA) approach.
2-15	Conflicts of interest	See Standards of Conduct and Ethics Policy — Conflicts of Interest.
2-16	Communication of critical concerns	See Standards of Conduct and Ethics Policy — Reporting Violations. Confidential 24/7 EthicsPoint hotline available in local languages.
2-17	Collective knowledge of the highest governance body	See 2026 Proxy Statement , pp. 2-10. Key sustainability-related competencies are explicitly tracked and disclosed for each Board member. Eight of nine Board members have key experience and expertise in sustainability-related matters.
2-18	Evaluation of the performance of the highest governance body	See 2026 Proxy Statement , p. 14.
2-19	Remuneration policies	See 2026 Proxy Statement , pp. 16-17; 23-35.
2-20	Process to determine remuneration	See 2026 Proxy Statement , pp. 16-17; 23-35.
2-21	Annual total compensation ratio	See 2026 Proxy Statement , p. 42. Annual compensation ratio of CEO to median-paid employee: 113:1
STRATEGY, POLICIES AND PRACTICES		
2-22	Statement on Sustainable Development Strategy	2025 Impact Report > CEO Letter (Jeff Lorberbaum) 2025 Impact Report > CSO Letter (Malisa Maynard)
2-23	Policy commitments	Active policies include: 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 and Ethics Policy Supplier Code of Conduct Training and Development Policy All policies approved by relevant Board members and/or executives. Employees must agree to comply with the Standards of Conduct upon employment; all suppliers must agree to comply with the Supplier Code of Conduct and Human Rights Policy as a condition of doing business with Mohawk.
2-24	Embedding policy commitments	See 2025 Impact Report > Optimized Operations; Thoughtful Products; People and Communities; Strong Business.
2-25	Processes to remediate negative impacts	See 2025 Impact Report > Strong Business > Standards of Conduct and Ethics, p. 34; Data Security and Personal Information, p. 35; Supply Chain Management and Responsible Sourcing, p. 35
2-26	Mechanisms for seeking advice and raising concerns	See Standards of Conduct and Ethics Policy — Reporting Violations. Mohawk EthicsPoint Hotline and website are available 24/7 in local languages.
2-27	Compliance with laws and regulations	See 2025 Form 10-K , Governmental Regulations, p. 12; see also Risk Factors, pp. 18-19.
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 2025 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 at mohawkind.com. 2025 Trade Associations of which we are a member: - American Institute of Architects - American Society of Interior Designers - American Society of Landscape Architects - American Trucking Associations - Argentum - Asociación Española de Fabricantes de Azulejos y Pavimentos Cerámicos (ASCER) - Associação Brasileira da Indústria de Materiais de Construção (ABRMAT) - Associação Empresarial de Cocal do Sul (AECS) - Associação Empresarial de Criciúma (ACIC) - Associação Nacional dos Fabricantes de Cerâmica para Revestimentos (ANFACER) - Associação Regional dos Escritórios de Arquitetura do Rio de Janeiro (AsBEA – RJ) - Associação Regional dos Escritórios de Arquitetura de São Paulo (AsBEA-SP) - Associação Riograndense dos Esc de Arquitetura (AsBEA-RS) - Associated Builders and Contractors - Association of Ceramic Material Manufacturers (APKM) - Association of International Metallizers, Coaters and Laminators (AIMCAL) - Association of Medical Facility Professionals (AMFP) - Association of Plastic Recyclers - Association of Postconsumer Plastic Recyclers

Association of the Nonwoven Fabrics Industry
 Association of University Interior Designers (AUID)
 Associazione per il Disegno Industriale (ADI)
 Assonime: L'associazione delle Imprese
 Austin (Texas) Apartment Association
 Australian Made Campaign Limited (AMCL)
 Australian Packaging Covenant Organization (APCO)
 Belgian American Chamber of Commerce (BelCham)
 Belgian Green Building Council
 Building Industry Association
 California Building Industry Association
 Carpet America Recovery Effort (CARE)
 Carpet Cushion Council
 Carpet Institute of Australia
 Carpet Recycling UK
 Centro de Tecnologia de Edificações de São Paulo (CTe – SP)
 Ceramic Tile Institute of America
 CET Cerame-Unie
 Chamber of Commerce of Commerce (Texas)
 Chamber of Commerce of the United States
 Chattooga County (Georgia) Chamber of Commerce
 Climate Active
 Composite Panel Association
 Confindustria Ceramica
 Consejo Mexicano de Comercio Exterior del Noreste, A.C. (COMCE)
 Dallas (Texas) Regional Chamber of Commerce
 Decorative Hardwoods Association
 Der Grune Punkt – Duales System Deutschland
 Ente Nazionale Italiano di Unificazione (UNI)
 Environment Essentials (Australia and New Zealand)
 ERIAC: Asociación de Profesionales en Capital Humano
 European Panel Federation (EPF)
 European Producers of Laminate Flooring (EPLF)
 European Resilient Flooring Manufacturers' Institute (ERFMI)
 Fedustria (Federation of the Textile, Wood and Furniture Industries)
 Flanders' Chamber of Commerce and Industry (VOKA)
 Floor Covering Education Foundation
 Floor NZ
 Florida Home Builders Association
 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 Greater Rome (Georgia) Chamber of Commerce Green Building Certification Institute Green Building Council Australia Green Building Council Italia Green Building Institute of Australia Gwinnett County (Georgia) Chamber of Commerce Home Builders Association of Metro Denver Home Builders Association of South Carolina Home Builders Association of Virginia Hospitality Industry Network (NEWH) International Committee of the Decorative Laminates Industry (ICDLI) International Facility Management Association International Interior Design Association International Well Building Institute Interseroh Austria GMBH Interseroh Di Enstleistungs GMBH Italo-Russian Chamber of Commerce (CCIR) 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 Apartment Association National Association of Corporate Directors National Association of Home Builders National Association of Manufacturers National Association of Manufacturers of Ceramics P.A. National Association of the Remodeling Industry National Association for PET Container Resources National Multi-Family Housing Council National Packaging Consortium (CONAI) National Wood Flooring Association New Jersey Apartment Association North American Laminate Flooring Association
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		North Carolina Chamber of Commerce Northern Ohio Apartment Association Oriental Rug Importers Association Pennsylvania Apartment Association Programme for the Endorsement of Forest Certification Schemes (PEFC) Randolph County (Alabama) Chamber of Commerce Resilient Floor Covering Institute Russian Union of Builders (RSS) Society of Human Resources Management South Carolina Chamber of Commerce Southeast Dallas (Texas) Chamber of Commerce Southeast Recycling Development Council Southern Motor Carriers Association Stanly County (North Carolina) Chamber of Commerce Tennessee Chamber of Commerce The Association of Plastic Recyclers The Carpet and Rug Institute The International Certified Flooring Installers The Natural Stone Institute Thomasville Area (North Carolina) Chamber of Commerce Tifton County (Georgia) Chamber of Commerce Tile Council of North America Tile of Spain U.S. Green Building Council Virginia Manufacturers Association Women in the Flooring Industry World Floor Covering Association
MATERIAL TOPICS — GRI 3: 2021		
3-1	Process to determine material topics	See Materiality and Stakeholder Engagement Mohawk Industries, Inc.
3-2	List of material topics	See Materiality and Stakeholder Engagement Mohawk Industries, Inc. Tier 1: Climate change – Energy; Climate change – Mitigation; Own workforce – Working conditions. Tier 2: Circular economy – Resource inflows; Circular economy – Resource outflows. Tier 3: Circular economy – Waste; Pollution of air. See 2025 Impact Report > Strong Business > Governance, Risk Management and Due Diligence, p. 34
3-3	Management of material topics	See 2025 Impact Report > Optimized Operations (environmental topics) pp. 15-23 and People and Communities (social topics), pp. 28-32.
ENVIRONMENTAL		
GRI 301: Materials		

DISCLOSURE NUMBER	DISCLOSURE TITLE	2025 RESPONSE
3-3	Management of material topic	See 2025 Impact Report > Thoughtful Products > Responsible Wood Sourcing, p. 26.
301-1	Materials used by weight or volume	See 2025 Impact Report > Thoughtful Products > Responsible Wood Sourcing, p. 26. Quantitative data on total material use by weight/volume was not fully collected during the 2025 reporting year. Mohawk is evaluating expanded material tracking for future reporting cycles. In 2025, more than 99% of wood fiber sourcing was validated against FSC® or PEFC™ standards or other third-party standards, including recycled wood.
301-2	Recycled input materials used	Recycled, reclaimed and reused inputs are consistently considered in material formulations during product development. Mohawk is recognized for a product portfolio that blends design and performance innovation with sustainable content and processes, including: 59.7 million lbs. of rubber tires, over 243 million lbs. of PET bottles, over 45 million lbs. of end-of-life products (wood/vinyl) back into our own products. Mohawk intends to report additional quantified recycled input data in future cycles.
301-3	Reclaimed products and their packaging materials	Mohawk continues to expand its end-of-life recovery efforts. In 2025, Mohawk recovered over 50 million lbs. of end-of-life materials. Today, it is not commercially feasible to distinguish Mohawk products from those of other flooring and building materials producers at the end-of-life recovery stage due to product longevity and a lack of unified back-labeling across the industry. Recovery numbers include all end-of-life materials, not exclusive to Mohawk products.

GRI 302: Energy

DISCLOSURE NUMBER	DISCLOSURE TITLE	2025 RESPONSE
3-3	Management of material topic	See 2025 Impact Report > Optimized Operations > Energy Profile and Operational Requirements, p. 16.
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: 10,790,265; 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: 2,156,543; Fuel types include wind, solar, biomass, biofuel and steam. c) Total energy consumption within the organization in MWh: 12,946,808. d) Standards, methodologies, assumptions and/or calculation tools used: Emissions calculations are completed in the Metrio Data System, applying Greenhouse Gas (GHG) Protocol methodologies. Activity data (meter/invoice) is prioritized over proxy data when available. Activity data is utilized for all manufacturing sites. Estimates were based on a weighted average per square foot of site area, dependent on site type (distribution, office, retail, etc.). For more details, see GHG Emissions Statement. e) Source of conversion factors used: Mohawk utilizes national and regional databases such as Emissions & Generation Resource Integrated Database (eGRID), UK Department for Energy Security and Net Zero (DESNZ, formerly BEIS), Department for Environment, Food and Rural Affairs (DEFRA), the International Energy Agency (IEA) and other government-supplied factors for location-based emissions and uses contractual instruments such as Guarantees of Origin (GOs), Renewable Energy Credits (RECs) as well as utility-provided emissions factors for market-based emissions calculations. When these factors are not available, Mohawk uses residual grid emissions

		factors and location-based emissions factors as last-resort fallback values for market-based emissions calculations.
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), Scope 3 Category 3: 469,426 tCO ₂ e.
302-3	Energy intensity: Types of energy included in the intensity ratio; whether fuel, electricity, heating, cooling, steam, or all.	2025 Energy intensity ratio: .0012 tCO ₂ e MWh per thousands revenue in constant currency. Includes all energy types within the organization.
302-4	Reduction of energy consumption	Mohawk's Scope 1 & 2 energy consumption was down 664,990 MWh (approx. 5%) from 2024.

GRI 303: Water and Effluents

DISCLOSURE NUMBER	DISCLOSURE TITLE	2025 RESPONSE
3-3	Management of material topic	See 2025 Impact Report > Optimized Operations > Water Use, p. 22. Goal: Reduce water withdrawal intensity by 30% by 2025 (2010 baseline: 0.531 gallons/\$ revenue). Water withdrawal for manufacturing is primarily invoice-based and reflects water entering the site boundary derived from supplier billing periods, which may not align perfectly with reporting period cutoffs. Discharge may be metered at the process level and may include reused water loops, cooling blowdown or intermediate process streams.
303-1	Interactions with water as a shared resource	Mohawk tracks water withdrawal and water-use intensity at manufacturing facilities, focusing on water-stressed regions. Closed-loop and reuse systems are deployed in applicable manufacturing processes. See 2025 Impact Report > Optimized Operations > Water Efficiency, p. 22.
303-3	Water withdrawal	2025 Water withdrawal intensity: .265 gallons/\$ revenue (total withdrawal: 2.849 billion gallons) 2025 Goal reference: 0.372 gallons/\$ revenue 2010 Baseline: 0.531 gallons/\$ revenue Goal status: Achieved 50% reduction over the 2010 baseline. <u>Water Withdrawal by Type:</u> Total Water Withdrawal: 10,779 Megaliters Surface: 856 – 7.9% Ground: 2,993 – 27.8% Third-Party: 6,614 – 61.4% Internal to Mohawk: 316 – 2.9%
303-4	Water discharge	Water discharge: 1.765 billion gallons.
303-5	Water consumption	Water Consumption: 1.145 billion gallons

Water consumption is reported based on metered facility-level data. Due to differences in measurement methodologies and data collection boundaries across sites, consumption data may not reconcile precisely with reported withdrawal and discharge figures. The Company is working to align measurement approaches across all facilities through its Metrio Data System.

GRI 305: Emissions

DISCLOSURE NUMBER	DISCLOSURE TITLE	2025 RESPONSE
3-3	Management of material topic	See 2025 Impact Report > Optimized Operations > Reducing Carbon Impact Through Operational Excellence, pp. 17-18. Goal: Reduce Scope 1 and 2 GHG emissions intensity by 25% by 2025 (2010 baseline: 0.374; 2025 goal: 0.280). Scope 1 and 2 readiness assessments completed with KPMG for Mohawk Industries.
305-1	Direct (Scope 1) GHG emissions	2025 Scope 1 GHG emissions: 1,923,111 tCO ₂ e • Scope 1 – 1,815,074 tCO₂e • Scope 1, Biogenic – 108,037 tCO₂e Methodology: See GHG Emissions Statement . Scope 1 includes on-site fuel combustion and fleet vehicles.
305-2	Energy indirect (Scope 2) GHG emissions	2025 Scope 2 GHG emissions (market-based): 762,488 tCO ₂ e Methodology: See GHG Emissions Statement . Scope 2 includes purchased and self-generated electricity (solar and wind) and purchased heat and steam.
305-3	Other indirect (Scope 3) GHG emissions	2025 Scope 3 total: 7,944,687 tCO ₂ e • Purchased Goods and Services: 3,767,723 tCO₂e • Capital Goods: 85,808 tCO₂e • Fuel- and Energy-Related Activities: 469,426 tCO₂e • Upstream Transportation: 1,132,640.38 tCO₂e • Waste in Operations: 191,634 tCO₂e • Business Travel: 10,400 tCO₂e • Employee Commuting: 69,277 tCO₂e • Downstream Transportation: 547,617 tCO₂e • Processing of Sold Goods: 822,196 tCO₂e • End-of-Life of Sold Goods: 847,966 tCO₂e
305-4	GHG emissions intensity	2025 GHG Scope 1 and 2 intensity: .240 Includes Scope 1, 2 and biogenic emissions and is based on metric tons per thousands revenue in constant currency. 2025 Goal: 0.280 (25% reduction; 2010 baseline: 0.374) Goal status: Achieved 35% reduction.
305-5	Reduction of GHG emissions	See 2025 CDP Report .

305-6	Emissions of ozone-depleting substances (ODS)	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 (NO ₂), sulfur oxides (SO ₂), and other significant air emissions	No quantitative data on NO ₂ , SO ₂ , 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		
DISCLOSURE NUMBER	DISCLOSURE TITLE	2025 RESPONSE
3-3	Management of material topic	See 2025 Impact Report > Optimized Operations > Responsible Use of Resources, p. 20; Waste and Material Efficiency, p. 21. Goal: Reduce manufacturing waste-to-landfill intensity by 30% by 2025 (2010 baseline: 0.025; 2025 goal: 0.0175). Excludes waste that never leaves Mohawk Industries' operational boundaries at which it was generated; per thousands revenue in constant currency.
306-1	Waste generation and significant waste-related impacts	See 2025 Impact Report > Optimized Operations > Responsible Use of Resources > Waste and Material Efficiency. See 2025 Impact Report > Optimized Operations > Advancing Circularity Across Mohawk's Value Chain.
306-2	Management of significant waste-related impacts	See 2025 Impact Report > Optimized Operations > Responsible Use of Resources > Waste and Material Efficiency; See 2025 Impact Report > Optimized Operations > Advancing Circularity Across Mohawk's Value Chain. Circularity strategies include product end-of-life recovery programs, CARE participation, and internal reuse of manufacturing scrap.
306-3	Waste generated	2025 total waste generated in: 588,497 metric tons (Manufacturing: 553,627; Non-manufacturing: 34,870) 2025 total manufacturing waste directed to landfill: 120,693.12 metric tons. 2025 waste-to-landfill intensity: 0.011 mt/thousands revenue in constant currency. 2025 goal: 0.0175 mt/thousands revenue in constant currency (30% reduction; 2010 Baseline: .025). Goal status: Achieved 55% reduction over 2010 baseline.
306-4	Waste diverted from disposal	2025 total waste diverted: 409,409 metric tons • Manufacturing: 402,103 metric tons • Hazardous waste diverted: 5,639 (Reuse: 87 Recycling: 1,386 Incineration w/ energy: 724 Other recovery: 3,456) • Non-hazardous waste diverted: 396,464 (Reuse: 635 Recycling: 232,081 Incineration w/ energy: 95,454 Other recovery: 68,295) • Non-Manufacturing: 7,306 • Hazardous waste diverted: 17 (Reuse: 0 Recycling: 3 Incineration w/ energy: 0 Other recovery: 14) • Non-hazardous waste diverted: 7,289 (Reuse: 0 Recycling: 7,274 Incineration w/ energy: 0 Other recovery: 15)
306-5	Waste directed to disposal	2025 total waste to disposal: 179,088 metric tons

		- Manufacturing: 151,524 metric tons - Hazardous: 11,059 (Landfill: 4,058 Incineration w/o recovery: 896 Other: 6,105) - Non-hazardous: 140,465 (Landfill: 116,635 Incineration w/o recovery: 1699 Other: 22,131) - Non-Manufacturing: 402,103 metric tons - Hazardous: 140 (Landfill: 140 Incineration w/o recovery: 0 Other: 0) - Non-hazardous: 27,424 (Landfill: 27,424 Incineration w/o recovery: 0 Other: 0)
SOCIAL		
GRI 401: Employment		
DISCLOSURE NUMBER	DISCLOSURE TITLE	2025 RESPONSE
3-3	Management of material topic	See 2025 Impact Report > People and Communities > Developing a High-Performance Workforce, p. 29.
401-1	New employee hires and employee turnover	See 2025 Employee Demographics . Total employees: ~40,500 New Hires by gender — Male: 71% Female: 27% Not Disclosed: 2% New Hires by age range — <30: 45% 30-50: 45% 51+: 10% New Hires by region — U.S.: 38.3% Europe: 24.5% Mexico: 19.5% Brazil: 10.8% Australia/NZ: 2.6% Malaysia: 1.5% Other: 2.8%
401-2	Benefits provided to full-time employees	See 2025 Impact Report > People and Communities > Employee Health and Wellness, p. 31.
GRI 403: Occupational Health and Safety		
DISCLOSURE NUMBER	DISCLOSURE TITLE	2025 RESPONSE
3-3	Management of material topic	See 2025 Impact Report > People and Communities > Developing a High-Performance Workforce, p. 29. Goal: Reduce Recordable Incident Rate (RIR) to below 1.0 by 2030 (2010 baseline: 1.87). RIR measures the frequency of work-related injuries and illnesses that meet OSHA's recordability criteria within an organization. It is calculated as the number of recordable incidents multiplied by 200,000 (representing 100 full-time employees working 40 hours/week for 50 weeks), divided by the total hours worked by all employees in the reporting period.
403-1	Occupational health and safety management system	See 2025 Impact Report > People and Communities > Developing a High-Performance Workforce, p. 29. Mohawk maintains enterprise safety management systems and consistent safety standards. Incident data and near-miss reporting are used to drive continuous improvement.
403-2	Hazard identification, risk assessment and incident investigation	See 2025 Impact Report > People and Communities > Developing a High-Performance Workforce, p. 29. Shared oversight, accident and near-miss reviews are conducted regularly. Key contributors: manufacturing/logistics, powered industrial vehicles, machine operation, lockout/tagout activities, ergonomic risks.
403-9	Work-related injuries	2025 RIR: 1.17; 2010 Baseline: 1.87 2030 Goal: Below 1.0 (global ideal standard, 46.5% reduction from baseline). Status: Achieved 37% reduction over 2010 baseline.

		Mohawk's 2025 RIR of 1.17 outperforms the manufacturing industry benchmark (2.5) by over 50% per the U.S. Bureau of Labor Statistics .
GRI 404: Training and Education		
DISCLOSURE NUMBER	DISCLOSURE TITLE	2025 RESPONSE
3-3	Management of material topic	See 2025 Impact Report > People and Communities > Developing a High-Performance Workforce, p. 29
404-1	Average hours of training per year per employee	2025 average hours of training per year per employee: 18.51.
404-2	Programs for upgrading employee skills	See 2025 Impact Report > People and Communities. Dal-Tile Development Days (2025): 9 course options, structured onboarding, mentorship-based leadership development. Flooring North America: ~136 interns in 2025, 34% transitioning to permanent roles. CFI partnership: Mohawk Performance Accessories named exclusive Executive Strategic Partner for Certified Flooring Installers (January 2026).
GRI 413: Local Communities		
DISCLOSURE NUMBER	DISCLOSURE TITLE	2025 RESPONSE
3-3	Management of material topic	See 2025 Impact Report > People and Communities > Strengthening the Communities We Serve, p. 32.
413-1	Operations with local community engagement, impact assessments and development programs	Mohawk and thousands of employees participated in community programs in 2025. Partnerships are determined at the local business level. See 2025 Impact Report > People and Communities > Strengthening the Communities We Serve, p. 32
GRI 415: Public Policy		
DISCLOSURE NUMBER	DISCLOSURE TITLE	2025 RESPONSE
3-3	Management of material topic	See 2025 Impact Report > Strong Business > Political Engagement, p. 35
415-1	Political contributions	Mohawk does not make direct political contributions, endorse candidates or seek to influence voting decisions. The Company participates in trade associations and chambers of commerce, maintaining independence in its positions. Relevant memberships and financial support are disclosed. See Indirect Political Contributions List at mohawkind.com.
GRI 418: Customer Privacy		
DISCLOSURE NUMBER	DISCLOSURE TITLE	2025 RESPONSE
3-3	Management of material topic	See 2025 Impact Report > Strong Business > Data Security and Personal Information, p. 35
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Seventh consecutive year with no material data breaches (as of 2025). In 2025, Mohawk further strengthened its digital risk framework, including governance and training related to responsible use of artificial intelligence.

See Mohawk Data Center at mohawkind.com for the most current values.

