MOHAWK INDUSTRIES | 2025 IMPACT REPORT — ISSB (SASB)

International Sustainability Standards Board (ISSB) | Sustainability Accounting Standards Board (SASB) — Building Products and Furnishings

This report contains disclosures in accordance with the International Sustainability Standards Board (ISSB) IFRS S2 Climate-related Disclosures and the Sustainability Accounting Standards Board (SASB) Building Products and Furnishings standards, compiled for the reporting period January 1, 2025 – December 31, 2025. See Mohawk Industries Data Center at mohawkind.com/esg/data-center/ for the most current values.

GOVERNANCE

TOPIC: Governance body responsible for oversight of climate-related risks and opportunities

DESCRIPTION: An entity shall disclose information about the governance body(s) (which can include a board, committee or equivalent body charged with governance) or individual(s) responsible for oversight of climate-related risks and opportunities.

DATAPOINT	QUESTION	RESPONSE
S2.6(a)(i)	How responsibilities for climate-related risks and opportunities are reflected in the terms of reference, mandates, role descriptions and other related policies applicable to that body(s) or individual(s)	See 2025 Impact Report > Strong Business > Governance and Materiality, p. 34. See NCGC Charter. Oversight is provided by the Company's Board of Directors, with executive-level accountability led by the Executive Stewardship Council. See 2026 Proxy Statement, p. 8.
S2.6(a)(ii)	How the body(s) or individual(s) determines whether appropriate skills and competencies are available or will be developed to oversee strategies designed to respond to climate-related risks and opportunities	See NCGC Charter; 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.
S2.6(a)(iii)	How and how often the body(s) or individual(s) is informed about climate-related risks and opportunities	See NCGC Charter; See 2026 Proxy Statement, p. 11.
S2.6(a)(iv)	How the body(s) or individual(s) takes into account climate-related risks and opportunities when overseeing the entity's strategy, its decisions on major transactions and its risk management processes and related policies	See 2025 Impact Report, Section: Optimized Operations > Climate Risk Assessment. Mohawk completed its most recent Double Materiality Assessment (DMA) in 2024, aligned with ESRS E1 and E5. See 2026 Proxy Statement.
S2.6(a)(v)	How the body(s) or individual(s) oversees the setting of targets related to climate-related risks and opportunities, and monitors progress towards those targets, including whether and how related performance metrics are included in remuneration policies	See 2025 Impact Report, Section: Our Practices > ESG Governance Structure > People Council/Planet Council See 2026 Proxy Statement pp. 26–28 (Remuneration Policies) and pp. 26–36 (Process to Determine Remuneration).

TOPIC: Management's role in the governance processes, controls and procedures used to monitor, manage and oversee climate-related risks and opportunities

DESCRIPTION: An entity shall disclose information about management's role in the governance processes, controls and procedures used to monitor, manage and oversee climate-related risks and opportunities.

DATAPOINT	QUESTION	RESPONSE
S2.6(b)	Management's role in the governance processes, controls and procedures used to monitor, manage and oversee climate-related risks and opportunities	See 2025 Impact Report > Strong Business > Governance and Materiality, p. 34. See NCGC Charter. Executive Stewardship Council provides enterprise-level oversight of sustainability priorities.

S2.6(b)(i)	Whether the role is delegated to a specific management-level position or management-level committee and how oversight is exercised over that position or committee	See NCGC Charter. Oversight is delegated to the Executive Stewardship Council. See 2026 Proxy Statement pp. 8-10.
S2.6(b)(ii)	Whether management uses controls and procedures to support the oversight of climate-related risks and opportunities and, if so, how these controls and procedures are integrated with other internal functions	See 2025 Impact Report > Strong Business > Ethics & Compliance, p. 34. In 2025, Mohawk enhanced its due diligence by conducting pre-assurance readiness activities. Scope 1 and 2 CSRD readiness assessments completed with KPMG for Mohawk Industries.

STRATEGY

TOPIC: Strategy — Climate-related risks and opportunities

DESCRIPTION: An entity shall disclose information that enables users of general-purpose financial reports to understand the climate-related risks and opportunities that could reasonably be expected to affect the entity's prospects.

DATAPOINT	QUESTION	RESPONSE
S2.10(a)	Describe climate-related risks and opportunities that could reasonably be expected to affect prospects	See 2025 Impact Report > Optimized Operations > Reducing Carbon Impact Through Operational Excellence, pp. 17-18. See 2025 Impact Report > Strong Business > Governance and Materiality, p. 34.
S2.10(b)	Explain, for each climate-related risk identified, whether the risk is a physical risk or transition risk	Increased cost and lack of availability of energy — transition risk. Air emissions regulation — transition risk (material per 2025 DMA). See 2025 Impact Report > Optimized Operations > Water Efficiency, p. 22; Reducing Carbon Impact Through Operational Excellence, pp. 17-18.
S2.10(c)	Specify, for each climate-related risk and opportunity identified, over which time horizons — short, medium or long term — effects could reasonably be expected to occur	Short-, medium-, and long-term. See 2025 Impact Report > Optimized Operations > Reducing Carbon Impact Through Operational Excellence, pp. 17-18.
S2.10(d)	Explain the definition of 'short term', 'medium term' and 'long term' and how these definitions are linked to planning horizons for strategic decision-making	Short Term: 0–1 years. Medium Term: 1–3 years. Long Term: 3–5 years. This is the same time horizon used in Mohawk's strategic and financial planning.

TOPIC: Business model and value chain

DESCRIPTION: An entity shall disclose information that enables users of general-purpose financial reports to understand the current and anticipated effects of climate-related risks and opportunities on the entity's business model and value chain.

S2.13(a)	Current and anticipated effects of climate risks/opportunities on the business model and value chain	See 2025 Impact Report > Optimized Operations > Reducing Carbon Impact Through Operational Excellence, pp. 17-18.
S2.13(b)	Where those risks are concentrated (geographically, by facility, asset type)	See 2025 Impact Report > Optimized Operations > Energy Profile and Operational Requirements, p. 17; Responsible Use of Resources; Advancing Circularity.

TOPIC: Strategy and decision-making

DESCRIPTION: An entity shall disclose information that enables users of general-purpose financial reports to understand the effects of climate-related risks and opportunities on its strategy and decision-making.

S2.14(a)(i)	Current and anticipated changes to the business model, including resource allocation, to address climate-related risks and opportunities	See 2025 Impact Report > Optimized Operations > Reducing Carbon Impact Through Operational Excellence, pp. 17-18.
S2.14(a)(ii)	Current and anticipated direct mitigation and adaptation efforts	See 2025 Impact Report, Section: Optimized Operations > Energy Profile, p. 16; Advancing Circularity, p. 23.
S2.14(a)(v)	Plans to achieve any climate-related targets, including any greenhouse gas emissions targets	See 2025 Impact Report > Optimized Operations > Reducing Carbon Impact Through Operational Excellence, pp. 17-18; Responsible Use of Resources, pp. 20-21. Goals: Reduce Scope 1 & 2 GHG intensity 25% by 2025 (2010 baseline: 0.374; goal: 0.280) — Achieved 31% reduction (intensity: 0.258)
S2.14(b)	Information about resourcing, and plans to resource, the activities disclosed in accordance with paragraph 14(a)	See 2025 Impact Report, Section: Optimized Operations > Energy Profile 16; Responsible Use of Resources, pp. 20-21; Advancing Circularity, p. 23.
S2.14(c)	Quantitative and qualitative information about the progress of plans disclosed in previous reporting periods in accordance with paragraph 14(a)	See 2025 Impact Report, Section: Optimized Operations > Scope 1 and 2 GHG Emissions; Scope 3 GHG Emissions, pp.17-19; Waste and Material Efficiency, p. 21; Advancing Circularity, p 23.

CLIMATE RESILIENCE

TOPIC: Climate resilience

DESCRIPTION: An entity shall disclose information that enables users of general-purpose financial reports to understand the resilience of the entity's strategy and business model to climate-related changes, developments and uncertainties.

DATAPOINT	QUESTION	RESPONSE
S2.22(a)	Assessment of climate resilience as at the reporting date	See 2025 Impact Report, Section: 2025 Performance Highlights; Mohawk's DMA, aligned with ESRS E1 and E5, identifies Tier 1 double-material topics: Climate change – Energy; Climate change – Mitigation. See website: https://mohawkind.com/sustainability/sustainability-at-mohawk/materiality-and-stakeholder-engagement.php
S2.22(b)	How and when the climate-related scenario analysis was carried out	See 2025 Impact Report, Section: Optimized Operations > Climate Risk Assessment. Mohawk completed its most recent Double Materiality Assessment (DMA) in 2023, incorporating stakeholder input, management expertise and data-driven analysis. See CDP. An update is scheduled for 2026.

RISK MANAGEMENT

TOPIC: Risk Management — Processes to identify, assess, prioritize and monitor climate-related risks

DESCRIPTION: Processes and related policies used to identify, assess, prioritize and monitor climate-related risks.

DATAPOINT	QUESTION	RESPONSE
S2.25(a)	Processes and related policies used to identify, assess, prioritize and monitor climate-related risks	See 2025 Impact Report, Section: Optimized Operations > Climate Risk Assessment; Strong Business > Governance and Materiality. DMA aligned with ESRS E1 and E5. See CDP 2.2.2 Climate Change.
S2.25(b)	Processes used to identify, assess, prioritize and monitor climate-related opportunities	See 2025 Impact Report, Section: Optimized Operations > Climate Risk Assessment; Strong Business > Governance and Materiality. Tier 2 (High Priority): Circular economy – Resource inflows; Circular economy – Resource outflows. See CDP 2.2.2 Climate Change.

TOPIC: Risk Management — Integration into overall risk management process

DESCRIPTION: How climate-related risk and opportunity identification, assessment, prioritization and monitoring are integrated into and inform the overall risk management process.

S2.25(c)	The extent to which, and how, the processes for identifying, assessing, prioritizing and monitoring climate-related risks and opportunities are integrated into and inform the entity's overall risk management process	See 2025 Impact Report, Section: Strong Business > Risk Management and Due Diligence; Ethics & Compliance; Supply Chain Management. See Mohawk's 2025 Annual Report Note 15, Commitments and Contingencies.

METRICS & TARGETS

TOPIC: Metrics and Targets — Scope 1, 2 and 3 GHG Emissions

DESCRIPTION: An entity shall disclose its absolute gross greenhouse gas emissions generated during the reporting period, expressed as metric tonnes of CO2 equivalent, classified as Scope 1, Scope 2 and Scope 3.

DATAPOINT	QUESTION	RESPONSE
S2.29(a)(i)	Absolute gross GHG emissions (metric tonnes of CO2 equivalent)	Scope 1 – 2025: 1,815,074 mtCO2e. Scope 1 Biogenic – 2025: 108,037 mtCO2e. Scope 2 – 2025: 762,488 mtCO2e (Market-based). Scope 3 – 2025: 8,613,001 mtCO2e. Scope 1 and 2 readiness assessments completed with KPMG for Flooring North America and Global Ceramic. Methodology: GHG Protocol Corporate Standard.
S2.29(a)(vi)(1)	Disaggregated Scope 3 GHG emissions by category (metric tonnes CO2e)	Scope 3 by category – 2025: Purchased Goods & Services: 4,781,572 mtCO2e Capital Goods: 85,808 mtCO2e Fuel & Energy Related Activities: 469,319 mtCO2e Upstream Transportation: 1,132,640 mtCO2e Waste Generated in Operations: 191,634 mtCO2e Business Travel: 10,400 mtCO2e Employee Commuting: 69,277 mtCO2e Downstream Transportation: 610,689 mtCO2e Processing of Sold Product: 855,950 mtCO2e End-of-Life of Sold Products: 405,713 mtCO2e

TOPIC: S2 Industry-based Metrics

DESCRIPTION: An entity shall disclose industry-based metrics associated with one or more particular business models, activities or other common features that characterize participation in an industry.

S2.32	Industry-based metrics	See 2025 Impact Report, Section: 2025 Performance Highlights. Mohawk is a global building products supplier with market leadership on four continents and 2025 worldwide sales of $10.8B. ~40,500 employees across 19 countries. See GRI 302, 303, 305, 306 for full environmental performance data.

TOPIC: Climate-related targets

DESCRIPTION: An entity shall disclose the quantitative and qualitative climate-related targets it has set to monitor progress towards achieving its strategic goals, and any targets it is required to meet by law or regulation.

S2.33	Quantitative and qualitative climate-related targets	See 2025 Impact Report, Section: 2025 Performance Highlights; Optimized Operations > Scope 1 and 2 GHG Emissions; Waste and Material Efficiency. Key 2025 targets: Reduce Scope 1 & 2 GHG intensity 25% by 2025 (2010 baseline: 0.374; goal: 0.280) Reduce waste-to-landfill intensity 30% by 2025 (2010 baseline: 0.250; goal: 0.175 MT/$ revenue) Reduce water withdrawal intensity 30% by 2025 (2010 baseline: 0.531 gal/$ revenue)

		Reduce RIR to below 1.0 by 2030 (2010 baseline: 1.87)
TOPIC: S2 Approach to setting and reviewing targets		
DESCRIPTION: An entity shall disclose information about its approach to setting and reviewing each target, and how it monitors progress against each target.		
S2.34	Approach to setting and reviewing targets	See 2025 Impact Report, Section: Optimized Operations; Strong Business > Governance and Materiality. Mohawk's DMA informs target-setting. See website: https://mohawkind.com/esg/esg-at-mohawk/strategy.php
TOPIC: S2 Performance against targets		
DESCRIPTION: An entity shall disclose information about its performance against each climate-related target and an analysis of trends or changes in the entity's performance.		
S2.35	Performance against targets	See Mohawk Industries Data Center: https://mohawkind.com/esg/data-center/ See 2025 Impact Report, Section: 2025 Performance Highlights.
TOPIC: S2 Greenhouse gas emissions targets		
DESCRIPTION: For each greenhouse gas emissions target, disclose which greenhouse gases are covered, whether Scope 1, 2 or 3 emissions are covered, whether the target is gross or net, whether it was derived using a sectoral decarbonization approach, and the entity's planned use of carbon credits.		
S2.36	Greenhouse gas emissions target details	See 2025 Impact Report, Section: 2025 Performance Highlights; Optimized Operations > Energy Profile. Scope 1 and 2 readiness assessments completed with KPMG. Mohawk Flooring Oceania completed first climate-related reporting for Australia (2026). See website: https://mohawkind.com/esg/planet/emissions-reduction.php See Mohawk Industries Data Center: https://mohawkind.com/esg/data-center/

SASB — BUILDING PRODUCTS & FURNISHINGS

DATAPOINT	QUESTION	RESPONSE
TOPIC: Energy Management in Manufacturing		
RT-HB-130a.1	Total energy consumed (MWh), percentage grid electricity, percentage renewable	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 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 sq ft. of site area, dependent on site type (distribution, office, retail, etc.). For more details, see GHG Emissions Statement. Source of conversion factors used: Mohawk utilizes national and regional databases such as eGrid, Beis, DEFRA, 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 emission factors for market-based emissions calculations. When these factors are not available, Mohawk uses residual grid emission factors and location-based emission factors as last-resort fallback values for market-based emissions calculations.
TOPIC: Water Management		

RT-HB-140a.1	Total water withdrawn (thousand cubic meters), percentage in regions with High or Extremely High Baseline Water Stress	Total Water Withdrawal: 10,779 Megaliters (2.848 billion gallons) Surface: 856 – 7.9% Ground: 2993 – 27.8% Third-Party: 6614 – 61.4% Internal to Mohawk: 316 – 2.9% See GRI 303-3.
TOPIC: Hazardous Waste Management		
RT-HB-150a.1	Amount of hazardous waste generated, percentage recycled	2025 hazardous waste data: 16,847 MT Hazardous waste diverted from disposal: 5,648 MT Hazardous waste directed to disposal: 11,199 MT See GRI 306-4; 306-5.