



Designed for Impact

2025 Impact Report



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About Mohawk Industries

Mohawk Industries is a global building products manufacturer and supplier with market leadership on four continents: North America, Europe, South America and Oceania. Mohawk's products satisfy the needs of residential, commercial and institutional construction and remodeling projects around the globe.

Mohawk's success is driven by product innovation, operational excellence and disciplined execution, enabled by the skills, experience and dedication of thousands of employees worldwide. Mohawk's products combine stylish design and industry-leading performance, with most products incorporating recycled or renewable content. Mohawk's operating model supports efficient and vertically integrated manufacturing and value chain functionality, disciplined asset and material management and superior service. Mohawk blends global scale with local market focus. Local leadership teams are empowered to make decisions close to customers and communities, supported by shared enterprise standards, values and governance.

Mohawk's commitment to sustainability reduces its environmental footprint, strengthens its social and governance practices, and creates innovation in building product solutions. Mohawk is dedicated to making a positive impact on all those who sell and use its products, as well as the people across Mohawk who translate the Company's values into products and processes that make a difference and the communities that are home to the Company's operations.

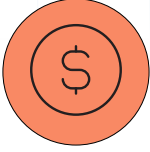
As you'll learn in this report, Mohawk's associates, customers and suppliers work together to pursue lasting, positive impact for people, for business and for the planet.

Operational Perspective

Mohawk balances responsible business operations with delivering value to shareholders and customers through practices that improve results while supporting sustainable principles, including:



Operational excellence through reduced complexity, improved productivity, expanded sustainable processes, enhanced analytics and automation, and a safe workplace



Market development and penetration through higher sales to existing customers, sales of existing products to new customers and expansion into new markets and product categories



Product innovation and improvement through higher-value product creation, enhanced design and features for existing products and emphasis on sustainable products



Non-organic growth through mergers and acquisitions



\$10.8B
2025 worldwide sales



19
countries with manufacturing



100+
years of product innovation and operational improvement



~40,500
employees worldwide

Note: Unless otherwise noted, all statistical information in this Impact Report is as of the year ending December 31, 2025.

A Message from Our CEO, Jeff Lorberbaum

Fifty years is a long time to do anything. I've watched this industry transform itself more than once, and I've seen us grow from a regional business to a global one. None of that happens by accident. It happens because of people who show up every day and refuse to settle. I've been fortunate to spend half a century here, and I am proud of what we've built together.

On June 11, we announced that I would be retiring as Mohawk's CEO while continuing to serve as Chairman of the Company's Board of Directors. Paul De Cock, our President and Chief Operating Officer, will assume the role of CEO on September 30 and join the Board of Directors.

I began my career with my family's business, Aladdin Mills, which merged with Mohawk in 1994. During the past three decades, the business has evolved from a niche U.S. carpet and rug manufacturer to the world's largest flooring company, with an expansive product portfolio and leading market positions on four continents.

I feel fortunate to have worked with thousands of exceptional people during my time at Mohawk, and I'm grateful for their contributions to the Company's growth. Every business can invest in technology. The most successful are those that also invest in people so that they can extract the greatest value from that technology. I'm proud that our people have consistently raised the bar for innovation, design and performance in our industry.

While our business has changed dramatically over the past three decades, our values have remained consistent. This report highlights the metrics behind our progress, but I want to emphasize that behind the numbers is a steadfast belief in doing what's right. Ethical relationships with customers, vendors and our communities are essential to the business, as is maintaining a fair and respectful workplace where all people have an opportunity to fulfill their potential. Reducing and repurposing waste, conserving resources and incorporating significant recycled or reclaimed content into our products is good business and good for the world we all share. We have made great strides in reducing our carbon footprint, and we continue to invest in renewable energy sources, efficient technology and product engineering to build on that solid foundation.

As I transition into my new role, I'm pleased that Paul and I share a set of values that will ensure future progress in those areas as well as successfully growing the business. Paul's experience and insights will help to deliver strong results for the future. As great as Mohawk's past has been, I firmly believe that our best days lie ahead of us.

In closing, I would like to express my deep appreciation to the employees, customers, suppliers and investors who have been a part of Mohawk's sustainability journey and our transformation into a global business with sales in around 180 countries. It has been a pleasure and a privilege to share these years with you all.

Thank you,

Jeff Lorberbaum
Chairman and Chief Executive Officer





A Message from Our CSO, Malisa Maynard

Growing up in Montana, I was part of a large, colorful family that took pride in sharing the stories of ancestors, distant relatives and our community. I learned that stories are what people remember. I can't tell you the year my great-grandfather was born, but I can tell you that he drove his Model T across the country with a dream of homesteading and that he learned how to raise crops and cattle, building a legacy of Montana ranching and rodeoing, which always impressed me. For all of us, those stories enrich our sense of history and inspire us to live up to our family legends.

During my five years at Mohawk, I have learned a great deal about our business through the stories shared by my colleagues around the world. I've even started contributing my own anecdotes, which has made me feel deeply connected to the history of a company that dates back to 1878.

One of the most rewarding aspects of creating Mohawk's annual Impact Report is choosing from the many compelling stories we have to tell. The scope and scale of the organization and the creativity and compassion of our people create an amazing array of moments. We have to carefully select a few standout stories from all those that we want to share to inspire you and explain what our Company is all about.

This year, we are adapting the format of our report to balance our goals of sharing a high-level overview of our key initiatives, transparent data that validates our claims and the inspirational stories we know you enjoy, all

while creating a more reader-friendly document. This year's report is more streamlined with an emphasis on providing you with critical information and with links for diving deeper. Everyone's interests are unique, and we believe that this approach empowers our readers to enhance their experience with the report and its related links.

To offset this more compact format, we are increasing content on our website to house stories from around the globe, and we invite you to periodically visit mohawkind.com/sustainability to hear about activities, events, new products and new programs that provide a more comprehensive view of the Company. We encourage you to follow our businesses on social media where they frequently share updates about new product breakthroughs, progress toward our goals and achievements to celebrate.

I'd also like to ask you to share your stories with us. We love to hear about your experiences with our products as well as the questions you have about the Company. Reach out to us at sustainability@mohawkind.com. During the past two decades, Mohawk has continuously evolved in terms of geography, product categories and, of course, sustainability initiatives. We're proud of our history, but the stories we're most excited about are those we're creating today.

Thank you for your interest in Mohawk. I hope you'll enjoy the report.

Sincerely,

Malisa Maynard
Chief Sustainability Officer

2025 Impact Summary



31%

reduction in Scope 1 and 2 emissions intensity, exceeding our goal of a 25% reduction over our 2010 base year by 2025



55%

reduction in waste-to-landfill intensity, exceeding our goal of a 30% reduction over our 2010 base year by 2025



50%

reduction in total water withdrawal intensity, exceeding our goal of a 30% reduction over our 2010 base year by 2025



99.5%

wood verified as responsibly sourced, advancing toward our goal of 100% responsible wood sourcing by 2030



37%

reduction in our recordable injury rate (RIR)¹ to 1.17, representing significant progress toward our 2030 RIR goal of below 1.0

¹RIR 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.



10

years average employee tenure, and one in ten employees with 25+ years of service

As our 2025 sustainability commitments come to a successful close, we are introducing two ambitious new targets for 2026 — pushing further on climate impact and responsible resource use:



CLIMATE TARGET

20%

reduction in absolute greenhouse gas emissions by 2030, from a 2021 baseline

WASTE TARGET

85%

of manufacturing waste repurposed into productive value streams by 2035

Product Innovation Highlights



Ceramic Tile

- **Terramater:** Most Marazzi collections contain 30–40% recycled materials, while Terramater reaches up to 60% recycled content and was awarded the Red Dot Design Award in 2025
- **Dal-Tile:** 100% of tile collections contain recycled materials



Carpet Tile

- **EcoFlex ONE & EcoFlex NXT:** First carpet tile collections in Europe with sustainable polyolefin backing; recycled content, designed for recyclability
- **EcoFlex Matrix ULC:** Our newest ultra-low carbon carpet tile



Resilient

- **SolidTech R™:** Mohawk’s luxury vinyl tile (LVT) with a PVC-free core made with 20 recycled bottles per square foot and natural stone, backed by a lifetime floodproof warranty
- **Floorward sheet vinyl:** ISCC+ certified flooring collection by Unilin featuring bio-based filler, recycled plasticizer and ocean-bound plastic backing
- **Hot & Heavy II PVC-free:** New PVC-free Commercial LVT



Insulation

- Unilin opens the world’s first integrated PIR insulation board recycling plant; closed-loop polyol recovery from production waste and cut-off waste
- **EC0360 Stonewool SW/RS Rainscreen Insulations (Europe):** Made from abundant volcanic rock and is 100% recyclable

Residential Carpet

- **SmartStrand® with Pur-Ease™:** First treated carpet to earn the Asthma & Allergy Friendly® Certification
- **Godfrey Hirst:** Introduced Farm to Floor wool (naturally renewable, biodegradable)
- **PETPremier:** Made from recycled plastic bottles using our proprietary Continuum process



Laminate and Wood

- **TecWood Enhanced:** Engineered with a unique manufacturing process to improve durability and stability and a 72-hour Wet Resistance Warranty
- **Wood Recycling Advancements:** Unilin launched a world-first industrial-scale recycling line for MDF, HDF and laminate in late 2025, allowing core boards to be reused for new production



Panels

- **Full Unilin Panels range (MDF, HDF, HPL, chipboard):** Cradle to Cradle Bronze v4.0 certified
- **Verneo HPL:** 100% biobased core (new launch)



And More...

- **Hero Floor:** Made with Nike Grind®¹ rubber
- **Hero Turf:** Designed to connect building occupants more closely to nature

¹Nike Grind is a registered trademark of the Nike Corporation.



Meeting Customers Where They Are

THE BOTTOM LINE:

Mohawk's three business segments — Global Ceramic, Flooring North America and Flooring Rest of the World — are each structured to respond to the distinct needs of their local markets. By empowering local leadership teams to make decisions close to customers, Mohawk delivers product solutions, certifications and sustainability attributes that reflect regional expectations while maintaining consistent enterprise values and governance.



PROOF POINTS:



~180

countries with sales



300+

Showrooms and Design Galleries
around the world



30+

regionally-rooted brands ensuring design,
styling and service reflect local markets

Structured to Deliver on Local Needs

Mohawk reports its financial results both on an enterprise level and by its three segments.

Global Ceramic

The Global Ceramic segment is the world’s largest manufacturer of ceramic and porcelain floor and wall tile, with growing positions in countertop and porcelain slab manufacturing. The segment operates on three continents and produces its offering primarily for each region’s domestic markets. Selling under some of the best-known brands in the industry, the products meet residential and commercial needs and are defined by trend-setting design excellence.

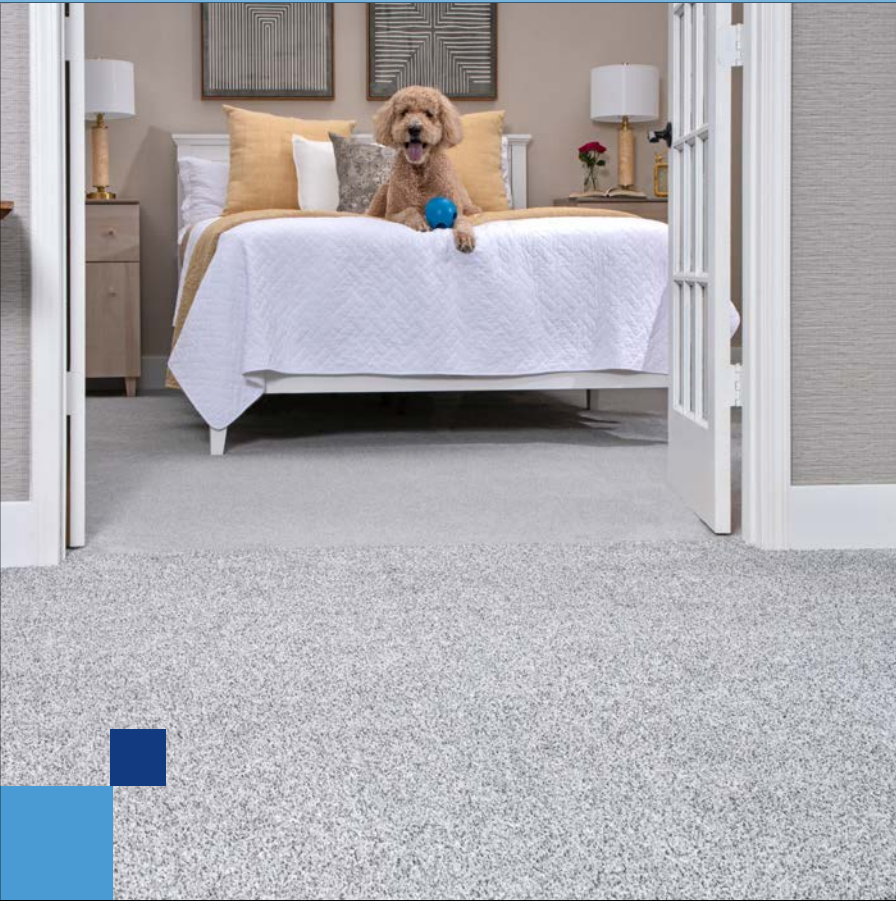
Flooring North America

Flooring North America is a leading North American supplier of premium carpet, carpet tile, laminate, LVT, hybrid flooring, rubber flooring, sheet vinyl, wood flooring and accessories. The business is a comprehensive supplier

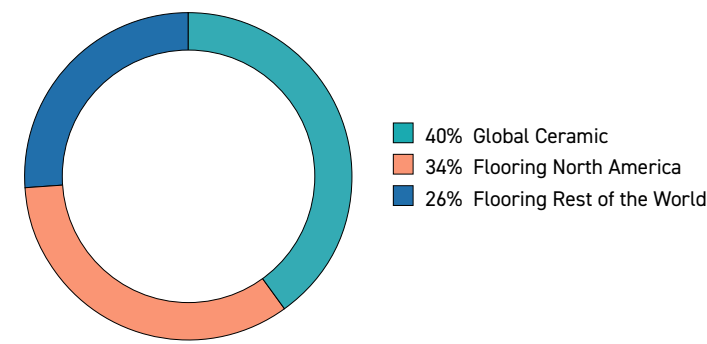
with strengths across product categories and a history of innovation that has defined style and performance in soft and hard surface flooring. The Company leverages its industry-leading brands across categories and enjoys strength in the retail, builder and commercial channels.

Flooring Rest of the World

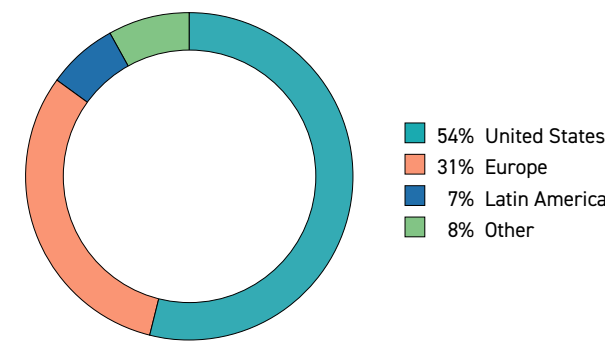
The Flooring Rest of the World segment is one of the largest flooring suppliers outside of North America, providing premium laminate, LVT, sheet vinyl, carpet and wood for residential and commercial applications. In Europe, the Company has also established leading positions in other building material categories, including insulation, decorative and MDF panels, chipboards and other specialty items. Flooring Rest of the World has delivered product innovation across its markets, driving consumer awareness and brand value through advances in realistic visuals, ease of installation and performance.



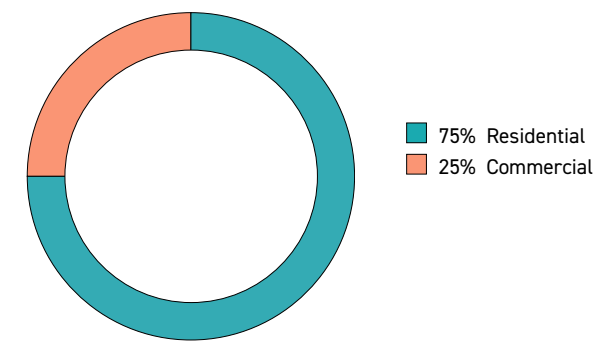
2025 SALES BY BUSINESS SEGMENT



2025 SALES BY GEOGRAPHY



2025 SALES BY CHANNEL



Powering Progress Through People

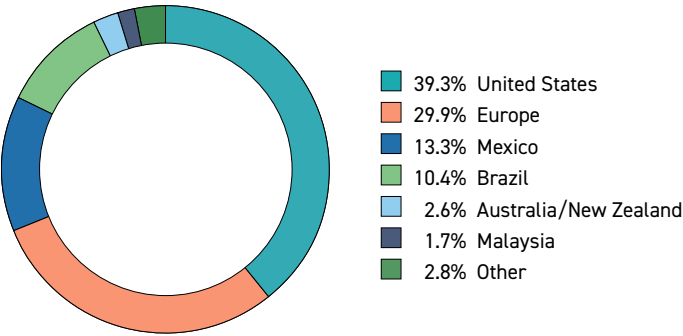
The success of Mohawk’s global workforce of approximately 40,500 reflects the Company’s commitment to developing a talented team and helping them flourish in their professional roles. More than 10% of Mohawk’s workforce has 25 or more years of service, highlighting their dedicated partnership with the Company. Whether in design, manufacturing, logistics, sales or support roles, these talented people represent the shared values of the organization.

Together, Mohawk’s governance framework and locally relevant operating model enable each business to address sustainability priorities in ways that align with the markets, customers and end users they each serve. This is accomplished through shared policies, standards and values which promote accountability and consistency across the organization while allowing appropriate flexibility in local execution.

Supporting Decisions Close to the Customer

By empowering its local businesses, Mohawk enables faster and better-informed responses to customer needs and sustainability-related risks and opportunities. This approach supports practical, market-relevant implementation of enterprise policies, reinforcing responsible decision-making, stronger customer relationships and successful long-term business performance.

EMPLOYEES BY REGION



Serving Customers and Markets More Effectively

Mohawk’s operating structure allows product development teams to address local market needs and sustainability expectations — such as emissions standards, recycled content expectations or product certifications — early in the design and manufacturing process. As a result, the Company’s businesses act locally to tailor designs, colors, product features and performance characteristics to regional tastes, which, along with sustainable material formulations and circularity programs, provide a compelling value proposition for end users.

The three business segment spotlights that follow illustrate how this approach is implemented, highlighting market-relevant sustainability actions, leadership priorities and customer-focused outcomes across Mohawk’s global portfolio.

Global Ceramic: Segment Snapshot

Ceramic has always stood at the intersection of craft and innovation — materials that connect the built environment to the people who live and work within it.



Today, our industry faces both a responsibility and an opportunity: to rethink how these materials are designed, made, used and how they perform over time. We believe quality and sustainability reinforce one another — not as competing priorities, but as complementary principles.

The choices we make in design, production and sourcing shape not only our products, but also the spaces and communities they become part of. Raising that standard across every dimension of our work is what drives us forward.

Mauro Vandini
President, Global Ceramic

Leading Brands



Recognitions

- Red Dot Design Award — Best of the Best (Terramater collection, Marazzi)
- Top Employer 2025 Award; Top Employer Institute (Marazzi)
- Top of Mind SC Award — Most Remembered Brand (Eliane)
- Architecture Hunter Award (Avesso collection, Eliane)
- LOOP Design Award 2025 (Espaço B Showroom, Mohawk Brasil)
- 2025 Global Sustainability Award; CBRE (Dal-Tile)

Products

Porcelain, ceramic and stone floor and wall tile, mosaic tile, porcelain slabs, quartz and stone countertops, exterior porcelain pavers and tile collections

Geographies

North America
Europe
South America



Global Ceramic: 2025 Progress

Global Ceramic combines world-leading tile innovation with responsible production – reducing energy intensity, managing emissions and delivering certified products across three continents.



Delivering on Development

Committed to quality of life, safety and the creation of value for employees and for the communities in which it operates, Marazzi delivered over 13,000 hours of training to over 2,300 people in 2025. A strong focus was placed on artificial intelligence, safety and skills development, paired with employee physical and mental health through Marazzi’s PEOPLE-NESS program.



Impact Highlights

Top
17%
EcoVadis Bronze
Marazzi

Energy efficiency projects advanced through heat-exchanger replacements, heat-recovery projects, pollution-control modernization and ventilation upgrades



Unity Tunnel

The Unity Tunnel is a public art installation in East Austin, Texas, featuring a sweeping mosaic mural made up of almost 700,000 tiles. Daltile donated the tile used to create this landmark project, reflecting the brand’s broader commitment to community investment through public art, with future projects in development.



10
consecutive years being named a Top Employer in Italy by the Top Employer Institute

Gender equality certifications earned for Italian sites

Workforce development programs give hundreds of young people the skills, confidence and opportunity to build lasting careers



Mesh Format Process Improvements

By optimizing the number of fixation points in small mesh format tiles without compromising product integrity, Mohawk Brasil was able to achieve a 42% reduction in glue consumption, representing a major operational improvement and increased efficiency and reduced environmental impact across the production process.



Flooring North America: Segment Snapshot

Our purpose is to improve the places where people live, work and play through the beauty, performance and sustainability of our flooring products.



Consumer sentiment on sustainability may ebb and flow, but material and energy scarcity are long-term realities that will only grow. Global energy demand is accelerating, and the financial and environmental impacts will reshape business and life, driven by necessity, consumer requirements or regulation. Mohawk is uniquely positioned to address these realities, with circularity and recovery right at the center.

We've built a foundation and a culture committed to leaving the world better than we found it. We work with organizations like Plastic Bank, Rhinory, Susan G. Komen, the Living Future and Water.org to connect our products to causes customers genuinely care about and that align with their own sustainability commitments. These partnerships reflect who we are and what our customers expect from us. We've also architected our products and operations to utilize pre- and post-consumer recycled content, delivering solutions that compete with virgin materials on cost without requiring a significant premium. That's a unique value proposition, and one that sets us up to meet market needs today and well into the future.

Ken Walma
President, Flooring North America

Leading Brands		Recognitions
 Products Geography Carpet, carpet tile, rugs, laminate, sheet vinyl, LVT, hybrid flooring, wood flooring and rubber flooring North America		Nightingale Award for Innovation and Sustainability; <i>Healthcare Design</i> magazine (Creative Terrain II collection, Mohawk Group) Planet Positive Award; <i>METROPOLIS</i> magazine (MultiSensory collection, Mohawk Group) i+s product Innovation Award (MultiSensory and ConnectD collection, Mohawk Group) HiP Honoree; <i>Interior Design</i> magazine (Creative Terrain II collection) Commercial Project of the Year Award; Flooring Sustainability Summit (Georgia Sea Turtle Center installation) Most Sustainable Partner; CBRE (Mohawk Group) Sustainable Brand Leader 2025; Green Builder (Mohawk) 2025 GreenStep Award: People; <i>Floor Covering Weekly</i> (Comfort for a Cure: Mohawk and Susan G. Komen) 2025 GreenStep Award Honoree: Promotion Communications; <i>Floor Covering Weekly</i> (Georgia Sea Turtle Center)

Flooring North America: 2025 Progress

Through product innovation, recycled content and a skilled workforce, Flooring North America delivers certified, sustainable flooring for homes, businesses and builders across North America.



Mohawk Acquires HERO Flooring™
Mohawk Group added HERO Flooring, a brand specializing in high-performance resilient flooring solutions, to its portfolio. HERO is the authorized licensee of flooring products made with Nike Grind® rubber, which comes from manufacturing scrap and end-of-life footwear.

 [LEARN MORE](#)

Impact Highlights

133%

year-over-year increase in material recovery through a retailer pilot that extended the ReCover program to the residential market

3.92

kgCO₂e per square meter achieved via EcoFlex Matrix ULC (ultra-low carbon)

Red List Free Declare Label achieved for Hot & Heavy II PVC Free Premium LVT

Published third-party-validated optimized Environmental Product Declarations (EPDs) for EcoFlex ONE and EcoFlex Matrix

Launched “Believe in Better” Awards, celebrating design that prioritizes people, planet and purpose

Over 1,000 Silver Circle members (25+ years tenure with Mohawk)



More Than Flooring. Partners in Impact.
In 2025, Mohawk deepened its commitment to community impact through partnerships with the Living Future, Water.org, Susan G. Komen, Plastic Bank and Tunnel to Towers Foundation — connecting product choices to causes that improve lives and strengthen communities.

 [LEARN MORE](#)



Asthma & Allergen Friendly Certified
SmartStrand® with Pur-Ease™ is the first carpet to earn the Asthma & Allergy Friendly® Certification. Independently tested, Pur-Ease uses natural probiotic technology, like that found in yogurt and dietary supplements, providing an effective solution for your home, family and pets.

 [LEARN MORE](#)

Flooring Rest of the World: Segment Snapshot

I'm genuinely proud of the progress our teams have made this year. Circularity is at the heart of how we operate, and the results speak for themselves.



Our Osiris MDF recycling technology, recognized this year with the Interzum High Product Quality award, is giving new life to materials that would otherwise go to waste. We've also made meaningful advances in LVT recycling, continuing to push the boundaries of what's possible in flooring recovery. On the energy side, our new industrial heat connection decreased natural gas use, directly reducing the environmental impact of every chipboard we produce. For us, that is exactly the kind of progress that has a real impact. That's the commitment our customers, our communities and our people deserve.

Paul De Cock
President & Chief Operating Officer, Mohawk Industries
Interim President, Flooring Rest of the World

Leading Brands



Recognitions

- High Product Quality Award; Interzum (Master Oak™ collection)
- 2026 Changemaker of the Year Finalist; *De Tijd* and *L'Echo* ("Osiris" technology)
- Red Dot Award, Product Design (Fibrilux Bio-based Panel)
- Sustainability Excellence Award; Geelong Manufacturing Council (GMC) (Godfrey Hirst)
- Regional Manufacturer of the Year; Victorian Manufacturing Hall of Fame (Godfrey Hirst Australia)

Products

Laminate, luxury vinyl tile, sheet vinyl, wood flooring, carpet, carpet tile, decorative panels and chipboards, roofing systems and insulation panels

Geographies

Asia
Europe
North America
Oceania
South America



Flooring Rest of the World: 2025 Progress

From award-winning recycling technology to industry-leading certifications, Flooring Rest of the World is setting a new standard for sustainable flooring and building materials across global markets.



Industrial Heat Replaces Natural Gas

An industrial heat connection at the Oostrozebeke chipboard facility fully eliminated natural gas from the production process. The connection replaces 45,000 MWh of annual gas consumption and avoids 9,090 metric tons of CO₂ emissions each year, strengthening the sustainability profile of every chipboard product produced.



Impact Highlights

66%

of energy in European operations derived from renewable sources

20.5

metric tons of end-of-life materials recovered in Flooring Rest of the World

Scaled Osiris, creating the first industrial-scaled MDF, HDF and laminate recycling plant

Verneo HPL launched, creating first high-pressure laminate with 100% bio-based core

Godfrey Hirst earned EcoVadis Platinum (top 1%), and Unilin earns EcoVadis Bronze (top 25%)

Four new carpet tile EPDs and one new broadloom EPD published for Godfrey Hirst



Godfrey Hirst First to Achieve ECS Level 4+

Godfrey Hirst achieved the Environmental Certification Scheme (ECS) Level 4+ — the highest level of environmental certification for carpet in Australia. Recognized as the first manufacturer to achieve this certification, it signifies top-tier environmental performance across a product's life cycle, including raw material sourcing and manufacturing.



Floorward Is Reinventing Vinyl Flooring

Every Floorward floor contains 20% mass-balanced recycled content, is 100% phthalate-free and is powered by renewables. The traditional chalk infill has also been replaced with a sustainable recycled biofiller: powder made from eggshells that would otherwise be discarded during industrial egg processing.



Optimizing Operations



THE BOTTOM LINE:

Effectively managing energy use and associated emissions is a core element of how Mohawk advances long-term operational performance. As a global manufacturer with energy-intensive operations, the Company focuses on managing greenhouse gas (GHG) emissions and related operational impacts — such as energy and cost efficiency, asset performance and reliability — in ways that support long-term growth and value creation. Mohawk’s approach is grounded in perpetual evaluation and integration with overall business decision-making. The Company assesses climate-related impacts, risks and opportunities across its global operations and relevant areas of the value chain and incorporates these considerations into enterprise risk management. Execution is driven through centralized oversight and local leadership, enabling practical, regionally appropriate actions while maintaining consistent performance tracking and transparency.

The sections that follow outline how this approach translates into action across emissions management, energy strategy and resource efficiency.

PROOF POINTS:



43%

year-over-year increase in wind and solar power



49M+

pounds of end-of-life products recovered



86.4%

of Scope 1 and 2 data collected as primary data, representing 99.9% of total energy



Energy Profile and Operational Requirements

Mohawk’s energy use reflects the diversity of manufacturing processes across its portfolio of products, with distinct technologies, operating conditions and equipment efficiency shaping energy needs and fuel choices at the facility level. As a result, energy consumption patterns vary based on product mix, production volumes and regional infrastructure.

Across Mohawk’s ceramic tile operations, certain processes require high-temperature thermal applications to ensure product quality, durability and performance. A range of energy sources is used to meet these requirements, depending on local operating

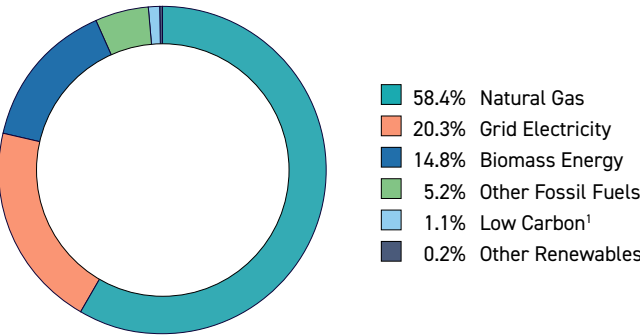
conditions and available infrastructure. These factors influence both energy use and associated emissions profiles and are common across energy-intensive manufacturing industries.

Alongside efficiency improvements within existing systems, Mohawk continues to evaluate and adopt alternative energy solutions where they are technically and operationally viable. In parts of Europe, this includes increased use of thermal energy generated through on-site biomass incineration. These systems allow waste materials to be converted into usable energy, reducing reliance on primary fossil fuels

while supporting regional waste-to-energy infrastructure. Because this waste is converted on site, no transportation solutions are required for disposal, further reducing emissions.

As energy technologies and infrastructure continue to evolve, Mohawk focuses on maintaining reliable operations, improving energy efficiency and integrating lower-carbon solutions where feasible. This approach supports operational performance while enabling measured, credible progress toward reduced energy and emissions intensity over time.

2025 TOTAL ENERGY CONSUMED BY TYPE



¹Energy from combined heat and power.



Enhancing Operational Energy Efficiency at Marazzi

Marazzi completed an expansion and efficiency upgrade of the Casiglie spray dryer, reducing natural gas consumption by approximately 700,000 m³ and avoiding an estimated 1,400 tonnes of CO₂ emissions. Beyond lowering emissions, the project improves production efficiency and energy cost performance, supporting more resilient operations in a volatile European energy market.

Reducing Carbon Impact Through Operational Excellence

Mohawk focuses on reducing the carbon impact of its operations while bringing greater transparency to value-chain GHG emissions. With a manufacturing footprint spanning 19 countries, direct operational emissions are the most immediate lever for meaningful carbon reduction. Our Scope 1 and 2 strategy is rooted in energy efficiency improvements across our facilities, complemented by a deliberate diversification of our energy mix — expanding biomass use where operationally viable, exploring renewable fuel alternatives and making intentional green energy procurement decisions at the grid level. The following information reflects the progress behind that work.



SCOPE 1 AND 2 GHG EMISSIONS INTENSITY

(Biogenic and Non-Biogenic Emissions / Thousands Revenue in Constant Currency)



GOAL:
Reduce Scope 1 and 2 GHG emissions intensity by 25% by 2025.

STATUS:
Achieved a 31% reduction over our 2010 baseline year.

Scope 1 and 2 GHG Emissions



What We Track

Mohawk tracks Scope 1 and Scope 2 GHG emissions across its operations using methodologies aligned with the GHG Protocol.



What We Target

Against a 2010 baseline, reduce Scope 1 and Scope 2 GHG emissions by 25% by 2025.



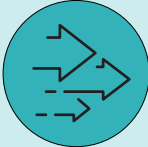
Key Contributors

- Scope 1 direct emissions: On-site fuel combustion and fleet vehicles
- Scope 2 acquired energy emissions: Purchased electricity, heat and steam



How We're Making Progress

- Reduce energy usage through efficiency and conservation projects
- Increase use of on-site and procured renewable energy
- Transition from natural gas to electrification in facilities where technically and operationally viable



What We're Evaluating Next

Following the completion of 2025 reporting, Mohawk established a successor GHG emissions goal: reduce Scope 1 and 2 emissions by 20% by 2030 from a 2021 baseline. This target reflects our evolving decarbonization strategies and ongoing commitment to transparency and accountability in climate action.

Scope 3 GHG Emissions



What We Track

Mohawk tracks material Scope 3 GHG emissions across its value chain using methodologies consistent with the GHG Protocol, focusing on categories most relevant to the Company's operations and products.



What We Target

Mohawk's primary focus on improving data quality, coverage and visibility to inform risk management, supplier engagement and emissions reduction opportunities. Mohawk does not currently maintain an enterprise-wide Scope 3 emissions reduction target.



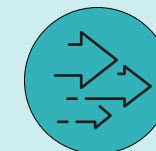
Key Contributors

- Purchased goods and services
- Upstream and downstream transportation and distribution
- End-of-life treatment of products sold



How We're Making Progress

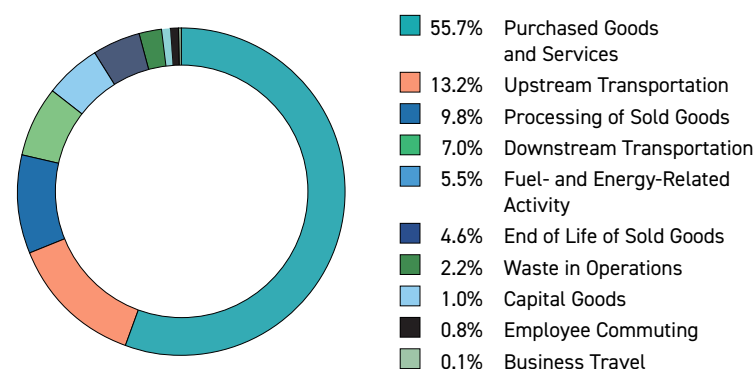
- Engage suppliers to better understand emissions drivers and support improvements in environmental performance
- Enhance data quality and coverage across priority Scope 3 categories
- Identify opportunities to reduce emissions through material choices, logistics optimization and product design considerations



What We're Evaluating Next

As with most global manufacturers, Scope 3 emissions remain an area of active development at Mohawk. We recognize that meaningful progress is shaped by the collective actions of all participants in our value chain, not just our own initiatives. Therefore, we are working with suppliers to provide operational expertise, improve data quality and identify reduction opportunities.

2025 SCOPE 3 EMISSIONS BY TYPE



Australian Climate Disclosure and Independent Assurance

In anticipation of Australia's mandatory climate reporting requirements, Mohawk Flooring Oceania undertook significant readiness activities across its Australian and New Zealand operations, including a comprehensive climate risks and opportunities assessment. This work supported governance and internal control enhancements and helped clarify the data and evidence needed to underpin future mandatory disclosures. While reporting was not required this year, these efforts have meaningfully strengthened our preparedness should requirements apply in the future.

Managing Air Emissions Through Local Action

Air emissions remain a material topic for Mohawk, based on the Company's 2023 Double Materiality Assessment. Relevant pollutants may include particulate matter, nitrogen oxides, sulfur oxides and volatile organic compounds (VOCs), depending on manufacturing processes and local operating conditions. Mohawk's businesses manage air emissions through site-specific permitting, monitoring and control requirements aligned with local regulatory frameworks. Several Mohawk facilities have implemented targeted initiatives to reduce air emissions through site-level actions tailored to local operating conditions. Mohawk continues to evaluate opportunities to define best practices and enhance reporting in how air emissions are managed and communicated across the organization.





Responsible Use of Resources

Efficient use of resources is an important part of how Mohawk manages operational performance and cost. The Company's approach focuses on improving the value derived from materials and inputs, reducing waste and improving efficiency across manufacturing operations — while recognizing that resource priorities can vary by market and product type.

Across its manufacturing footprint, Mohawk prioritizes reducing waste generation through optimizing product formulations and enhancing manufacturing processes. Because some waste is unavoidable, the Company

optimizes the reuse and recycling of these materials, including the internal reuse of manufacturing scrap and pre-consumer recycled materials where feasible. In addition to the environmental benefits, these practices support operational efficiency, reduce reliance on virgin materials and help lower disposal costs while supporting consistent product performance. As a result, disciplined material and waste management remain primary focus areas within Mohawk's resource efficiency strategy and an important contributor to the Company's productivity improvements.

Case Study: Unilin's Efficient Use of Resources

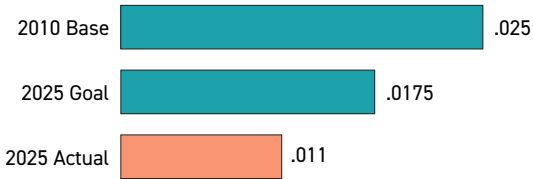
In September 2025, Unilin launched a new technology, Osiris, to recover and reintegrate wood fibers from waste MDF/HDF and laminate boards, with the ability to process 70,000 tonnes annually. This technology, representing a first-of-its-kind advancement, earned recognition at Interzum 2025, where Unilin received the High Product Quality award in the Rethinking Resources category, an internationally recognized designation for innovation that advances resource efficiency in building materials. This achievement reflects a broader commitment across Mohawk's operations to finding value in what others treat as waste — turning material discipline into both environmental and business performance.





WASTE-TO-LANDFILL INTENSITY¹

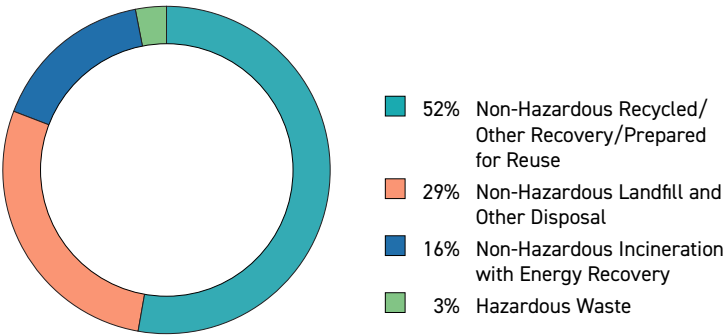
(Metric Tons / Thousands Revenue in Constant Currency)



GOAL:
Reduce manufacturing waste-to-landfill intensity by 30% by 2025.

STATUS:
Achieved a 55% reduction over our 2010 baseline year.

2025 TOTAL WASTE BY TYPE¹



¹Waste treatment pathways reflect current regional infrastructure and material composition across Mohawk’s global operations.

Waste and Material Efficiency



What We Track

Mohawk tracks waste generation, recycling and disposal — including waste-to-landfill performance — across its manufacturing footprint to support manufacturing efficiency and disciplined material management.



What We Target

Against a 2010 baseline, reduce waste-to-landfill intensity, measured on a revenue-adjusted basis, by 30% by 2025.



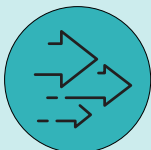
Key Contributors

- Manufacturing process waste, including scrap and by-products
- Packaging materials associated with production and logistics
- Regional disposal and recycling infrastructure availability



How We’re Making Progress

- Reduce waste generation through process optimization and material efficiency initiatives
- Optimize internal reuse and recycling of manufacturing scrap and pre-consumer materials
- Leverage regional recycling and recovery pathways where infrastructure is available
- Evaluate opportunities and partnerships to improve waste diversion as circularity strategies evolve



What We’re Evaluating Next

Following the completion of 2025 reporting, Mohawk established a successor circularity goal: repurpose 85% of manufacturing waste into productive value streams by 2035. This target reflects our ongoing commitment to circular manufacturing principles — reducing waste, recovering value and continuously improving how we manage materials across our global operations.



Water Use

Water is a key input for certain Mohawk manufacturing processes and is managed carefully as an essential natural resource shared with the Company's communities, particularly those in water-constrained regions. Mohawk's water withdrawal intensity goal concluded in 2025, and, following a review of its water performance and risk profile, the Company has determined it will not establish a new enterprise-wide intensity target at this time. Instead, Mohawk will continue to monitor and report on water use within its manufacturing facilities, guided by local and regional regulatory requirements and operational risk considerations. Responsible water management — including consumption reduction where feasible and closed-loop and reuse systems for wastewater — remains an operational opportunity that can support environmental stewardship, cost containment and productivity improvements across the Company's global manufacturing operations.

Water Efficiency



What We Track

Mohawk tracks water withdrawal and water-use intensity at manufacturing facilities, with additional focus on operations and regions where water availability presents elevated operational risk.



What We Target

Against a 2010 baseline, reduce water withdrawal intensity, measured on a revenue-adjusted basis, by 30% by 2025.



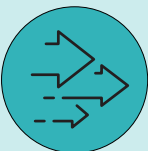
Key Contributors

- Process water used in manufacturing operations, particularly in water-intensive production processes
- Cooling and equipment-related water use required to support product quality, equipment durability and operational reliability
- Regional water availability, infrastructure, regulatory and cost conditions, which influence water sourcing and efficiency opportunities at the facility level



How We're Making Progress

- Measure water withdrawal and implement efficiency and reuse measures
- Deploy closed-loop and reuse systems, where feasible, in applicable manufacturing processes
- Maintain the integration of water use considerations into local environmental compliance and risk management

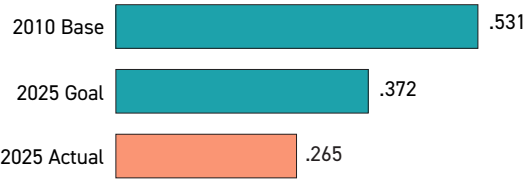


What We're Evaluating Next

Following completion of the 2025 goal period, Mohawk will continue to manage water use as an operational input and local risk consideration, since water performance continues to support site-level operational efficiency.

WATER WITHDRAWAL INTENSITY¹

(Gallons Withdrawn / Revenue in Constant Currency)



GOAL:
Reduce total water withdrawal intensity by 30% by 2025.

STATUS:
Achieved a 50% reduction over our 2010 baseline year.

¹From manufacturing operations.

Global Ceramic Closed-Loop Water Systems

Global Ceramic operates several closed-loop water systems across its manufacturing plants, including Europe, U.S. and Brazil, recycling 100% of internal process water and, in some cases, incorporating externally sourced wastewater for on-site treatment and reuse. This approach significantly reduces freshwater withdrawals while maintaining consistent water quality for production. By decoupling manufacturing output from water consumption, Global Ceramic lowers operational risk and strengthens resilience in water-stressed regions of Europe.



Advancing Circularity Across Mohawk's Value Chain

Mohawk manages waste and material efficiency primarily through operational controls and performance targets; however, advancing circularity requires engagement beyond the Company's manufacturing operations. As a result, circularity serves as a broader lens through which Mohawk evaluates material use, supply chains and end-of-life outcomes across its global operations.

Although the Company has direct control over key phases such as manufacturing, sourcing, and internal material flows, achieving circular outcomes depends on collaboration across the value chain from suppliers and customers to recyclers and industry associations. At Mohawk, circularity represents an opportunity to improve resource efficiency, reduce waste, and enhance flexibility across material sourcing and end-of-life pathways over time.

Strengthening Material Recovery and Reuse

Achieving broader circular outcomes depends not only on product design, but also on the availability of collection, processing and recycling infrastructure. Recycling systems vary significantly by region, and many flooring materials — particularly those with multiple components or layers — require specialized recovery capabilities that are still developing in many markets. Mohawk works within these constraints while engaging with partners within and beyond its industry to strengthen and extend material recovery systems over time.

Partnering to Enable End-of-Life Solutions

Because Mohawk does not control product use or disposal, the Company works with partners across the value chain to support responsible end-of-life outcomes.

Mohawk values partnerships with other organizations that share common goals because collaborative actions produce the best results. Therefore, the Company supports industry initiatives that improve end-of-life outcomes for flooring materials and packaging, including long-standing participation in collaborative programs such as the [Carpet America Recovery Effort™](#) (CARE). These efforts help fund collection infrastructure, advance research into recycled material applications and increase awareness among retailers and commercial end users.

By actively participating in industry-wide solutions, Mohawk contributes to building stronger recycling ecosystems that benefit the Company's products, and also the broader flooring and building materials industry.

Advancing Circularity Through ReCover

Mohawk's ReCover program gives post-consumer flooring a second life by collecting and channeling material into recycling streams that would otherwise be unavailable to most consumers and contractors. In 2025, the volume of flooring recovered through the program increased by 133% from the prior year, reflecting growing awareness among retailers and installers of the role they play in keeping material out of landfills. Originally focused on carpet, ReCover is expanding to include additional flooring categories, broadening the program's reach and impact across Mohawk's product portfolio. Central to the program's growth is a network of recycling and retail partners whose participation is essential to building the collection infrastructure that makes recovery viable at scale — a reminder that circular outcomes in flooring depend as much on collaboration across the value chain as on product design itself.

Products That Answer the Call



THE BOTTOM LINE:

Mohawk’s portfolio delivers industry-leading design, with a focus on real-world performance. We develop our products to meet the practical demands of the environments in which they are used — balancing performance expectations, differentiated features and evolving market preferences. Rather than relying on broad sustainability claims, Mohawk’s approach emphasizes rigorous design discipline, material selection and formulation, as well as alignment with recognized certification standards to support long-term product performance across diverse applications.

Product development begins with an understanding of real-world conditions, including intensity of use once installed, moisture exposure, impact risk, maintenance requirements and expected service life. These considerations inform decisions related to material configuration, construction and installation systems. By designing products around their intended use cases, Mohawk delivers durability, mitigates risk of premature replacement and supports more efficient use of materials over time.

PROOF POINTS:



22%

year-over-year increase in recycled tires processed into door mats



70+

independent Declare™ labels covering thousands of products



99.5%

of wood is verified responsibly sourced

Material Choice Matters

Material selection is one of the most important product development decisions, influencing performance, durability, resource responsibility and manufacturing efficiency. Mohawk evaluates material options through a multi-factor decision-making lens that considers performance requirements, renewable or recycled content, operational feasibility and the broader environmental impacts of sourcing — including effects of biodiversity and ecosystem health.

Mohawk's product design teams prioritize materials and constructions that support long service life in real-world conditions, helping reduce premature replacement and associated material demand. As part of the design process, pathways are evaluated, including how materials align with available recovery or recycling opportunities. As an important part of Mohawk's operational and product strategies, recycled or alternative inputs are always considered in material formulations during product development, and Mohawk is recognized for a product portfolio that blends sustainable materials and processes with design and performance innovation.

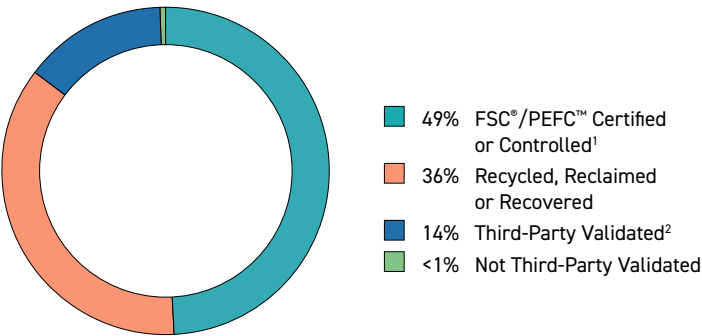
Through this disciplined approach, Mohawk balances performance needs, resource efficiency and renewable or recycled inputs across a diverse array of products — recognizing that material choices must perform reliably within the specific use-cases in which these products are installed.

Biodiversity is an important consideration in how Mohawk approaches material sourcing. Wood is the Company's most significant bio-based material, and how it is sourced directly affects the forests, wildlife habitats and watersheds upon which healthy ecosystems depend. Mohawk continues to incorporate recycled and reclaimed wood fiber into its products, where performance standards allow, extending the useful life of material and lessening reliance on virgin wood. The chart on the following page summarizes Mohawk's progress toward responsibly sourced wood fiber — a commitment grounded in validated standards that protect not only trees, but the ecological systems and communities that depend on them.





MOHAWK PRODUCT WOOD SOURCING



GOAL:
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.

STATUS:
Achieved 99.5% validated responsible wood sourcing.

¹Includes Chain of Custody and Controlled Wood Standards.
²Sourcing investigation with use of external auditing services to ensure wood is sourced according to Lacey Act requirements, including, but not limited to, on-site visits, conclusive risk and origin risk.

Responsible Wood Sourcing



What We Track
Mohawk tracks the sourcing of all wood fiber used in our products with a focus on validating responsible sourcing across three pathways: Forest Stewardship Council® (FSC®)/Programme for the Endorsement of Forest Certification (PEFC™)-certified, recycled/reclaimed and other third-party validated.



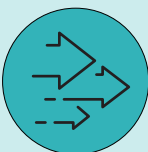
What We Target
Source 100% of wood fiber used in our products from responsibly managed forests, recycled waste streams or received/reclaimed wood sources.



Key Contributors
FSC- or PEFC-certified wood fiber, recycled wood fiber recovered from post-consumer or post-industrial waste streams. Other third-party-validated responsible wood streams.



How We're Making Progress
In 2025, more than 99% of Mohawk's wood sources was validated against FSC, PEFC or other third-party standard. We've also expanded the use of recycled and reclaimed wood fiber across multiple product lines and regions.



What We're Evaluating Next
Mohawk will continue to work toward 100% responsible wood sourcing for our products, expanding traceability and supplier validation coverage as data quality and supply chain visibility improve across global operations.



Supporting Healthier Spaces

Indoor environments play a meaningful role in human health. The U.S. Environmental Protection Agency estimates that people in industrialized nations spend approximately 90% of their time indoors. With that in mind, Mohawk integrates health-conscious design and performance principles into product development, focusing on emissions reduction (low-VOC), material transparency and compatibility with healthy building standards. The Company's goal is to support healthier indoor environments without compromising on durability or functionality.

Mohawk's SmartStrand® Forever Clean™ collection has become the world's first treated carpet to earn the Asthma & Allergy Friendly® Certification. This landmark certification stems from an innovative new built-in technology called Pur-Ease™ that helps control and reduce indoor allergens.

Pur-Ease uses natural probiotics integrated into the carpet to reduce common household allergens — such as pet dander, pollen and dust mite allergens — by up to 75%¹ compared with untreated carpet, with continued allergen reduction over time, even after deep cleanings.

The Asthma & Allergy Friendly Certification program is a collaboration between the Asthma and Allergy Foundation of America (AAFA) and Allergy Standards Limited. The certification verifies that carpet with Pur-Ease meets rigorous standards for allergen reduction and indoor air quality. This certification demonstrates, through strict scientific testing, that carpet treated with Pur-Ease meaningfully can reduce exposure to household allergens and irritants, making the carpet better suited for people with asthma and allergies, as determined under the Asthma & Allergy Friendly Certification program.

For more information on the Asthma & Allergy Friendly Certification and the AAFA, visit aafa.org/Certified.

¹As tested under standardized test conditions.
²Certification availability varies by product and is determined based on applicable standards, intended use and market requirements.

Backed by Certifications

Third-party certifications and product declarations provide Mohawk's customers and end users with credible, comparable information to support informed decision making. Where relevant to the product and market, Mohawk utilizes recognized standards and certifications to validate performance, environmental attributes and health considerations. These tools help ensure consistency, accountability and trust — while aligning Mohawk's product portfolio with evolving customer and market expectations.²

Eco-Labels / Multi-Attribute Sustainability Certifications



- Environmental Product Declaration (EPD) Cradle to Cradle Certified®
- Blue Angel
- Eco 2
- Environmental Certification Scheme (ECS) — Resilient Flooring (hard flooring) & Carpet
- EU Ecolabel
- Global GreenTag™
- Green Squared Certified® (G²)
- Living Product Challenge™ (ILFI)
- NALFA® LF-02 Sustainability Certification
- Nordic Swan Ecolabel®
- NSF Sustainability Certified™
- Singapore Green Building Product (SGBC)

Indoor Air-Quality



- Asthma & Allergy Friendly® Certification
- CRI Green Label Plus®
- Eurofins Indoor Air Comfort® / Gold®
- Finnish 4-Star (F★★★★) Compliant
- FloorScore® (SCS Global Services)
- French VOC Emissions Label A/A+
- GREENGUARD® (UL)
- M1 Emission Class for Building Materials

Material Transparency

- FDES (Fiche de Déclaration Environnementale et Sanitaire) — INIES
- Declare label™ (ILFI)
- Declare Red List Free™ (ILFI)
- HPD® (Health Product Declaration) v2.1

Responsible Forestry / Wood Sourcing

- FSC® (Forest Stewardship Council)
- PEFC™ (Programme for the Endorsement of Forest Certification)



Investing in People and Communities

THE BOTTOM LINE:

At Mohawk, people differentiate the Company from its competition through their creativity, commitment to our customers and concern for the world around us. Investing in the health, well-being, safety and professional development of these men and women is a critical part of building a sustainable, high-performing workforce. Similarly, investing in the communities where we operate our facilities helps ensure the long-term prosperity of both those regions and our business.



PROOF POINTS:



10%

of employees with
25+ years of service



25+

on-site health centers



37%

reduction in recordable
incident rate (RIR) compared
to 2010 baseline



Developing a High-Performance Workforce

Mohawk Industries' long-term performance depends on a safe, skilled and engaged global workforce that creates value for the Company and its customers. The Company sets clear expectations for workforce performance while ensuring resources are dedicated to workforce safety and well-being. These expectations reinforce values and establish a common foundation across the enterprise, while allowing businesses the flexibility to design and deliver programs that reflect local labor markets and community contexts.

Building Capability Across Employee Career Paths

Building workforce capability across employee career paths is a core enterprise priority, spanning talent attraction and onboarding, role-specific skill enhancement, internal mobility and career development. Structured onboarding and continued learning frameworks support operational readiness and help employees grow with the organization over time.

To support effective decision-making in day-to-day roles, Mohawk builds sustainability awareness into everyday work by making it part of onboarding and role-specific training from the start. Employee feedback helps the Company stay honest about what is working and adjust as its business, technologies and roles continue to change.

Empowering the Next Generation

Supporting the next generation of talent is an enterprise priority tied to long-term workforce capability and skilled labor availability, as well as contributing to ongoing vitality of the communities where the Company operates. Mohawk advances this focus by increasing awareness of career pathways in manufacturing while supporting partnerships that strengthen local talent pipelines. Mohawk's efforts go beyond the Company's own workforce to include a focus on third-party installer capability, which plays an important role in product performance and end user experience. Highlights of our efforts in this area include:

Building Early Career Pathways (Flooring North America)

In competitive labor markets, Flooring North America uses apprenticeships, internships, work-based learning and early career programs to strengthen access to talent and build a foundation of needed skills. In 2025, the business welcomed approximately 136 interns, with 34% transitioning to permanent roles in the organization, supporting long-term workforce continuity and internal talent development.

Supporting Certified Flooring Installers

Mohawk supports installation excellence by partnering with industry organizations that attract and train flooring installers, a critical industry role where a rapidly retiring skilled workforce is creating a shortage to critical expertise. In January 2026, Certified Flooring Installers (CFI) named Mohawk Performance Accessories as its exclusive Executive Strategic Partner, strengthening efforts to expand installer education, technical resources and professional standards across the flooring industry. This collaboration reflects Mohawk's role in supporting product performance and long-term industry capability.

Tailored Programs Within a Common Framework (Dal-Tile)

Mohawk businesses tailor workforce development programs to local needs while reinforcing shared priorities around skills, leadership and engagement. Dal-Tile, for example, applies structured onboarding, continued learning and mentorship-based leadership development alongside its Dal-Tile Development Days to support internal mobility and long-term retention.

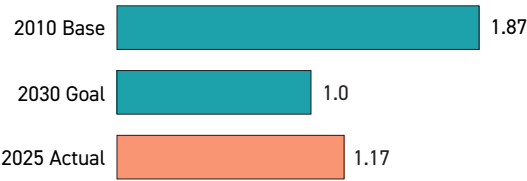


Visit our website to learn more about how we [build early career pathways](#), [support certified flooring installers](#) and [tailor programs for career development](#).

Employee Safety

Safety is a central value at Mohawk and means maintaining reliable operations, productive workplaces and a healthier environment for employees. The Company established a corporate target to reduce the enterprise-wide RIR to a target of below 1.0, a level commonly used as a benchmark for strong safety performance, by 2030. This effort is supported by management systems, protective equipment and guards, and extensive training that reinforces accountability among management and peers. Shared oversight, accident and “near miss” reviews, and performance against safety targets are reviewed regularly to support continuous improvement, helping to mitigate hazards and reduce risks across the organization.

RECORDABLE INCIDENT RATE¹



GOAL:
Reduce our RIR to below 1.0 by 2030.

STATUS:
Achieved a 37% reduction over our 2010 baseline year.



Recordable Incident Rate¹



What We Track

Mohawk tracks workplace safety performance across its operations using the RIR, as defined by the U.S. Occupational Health and Safety Administration (OSHA) and consistent internal reporting standards.



What We Target

Reduce our RIR to below 1.0 by 2030.



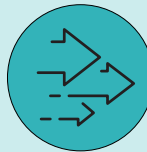
Key Contributors

- Manufacturing and logistics activities
- Use of powered industrial vehicles and mobile equipment
- Machine operation, maintenance and lockout/tagout activities
- Ergonomic risks associated with repetitive manual tasks



How We’re Making Progress

- Maintain enterprise safety management systems and consistent safety standards
- Provide targeted training for higher-risk activities, including machine guarding and powered equipment
- Reinforce leadership accountability and shared oversight of safety performance
- Use incident data and near-miss reporting to drive continuous improvement



What We’re Evaluating Next

Safety performance is reviewed regularly through shared enterprise- and business-level oversight to support continuous improvement and risk reduction across operations.

¹Recordable Incident Rate (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.

Employee Health and Wellness

Employees drive the results of our business, so supporting their health and well-being is essential to long-term engagement, stability and performance. Mohawk takes a holistic view of well-being that encompasses physical, mental, emotional and financial health, with a focus on providing practical and readily accessible support that employees can rely on throughout different stages of life and career.

Across the organization, employees have access to a range of health and well-being resources, which vary by region but can include healthcare, wellness and chronic disease management benefits; mental health and employee assistance services; retirement savings plans; disability benefits and much more. Education and awareness efforts help employees understand available resources, remove barriers to access and support informed decisions about caring for themselves and their families and planning for their futures. All of this fosters a workplace where people feel supported and valued, which enables them to do their best work.

Bringing Healthcare Closer to the Workplace

In the U.S., home to the greatest number of Mohawk employees, the Company has expanded access to healthcare through a network of on-site and virtual Healthy Life Centers, facilitating easier access to preventive and primary healthcare for employees and their families. In addition to the convenience of on-site care, employees remain “on the clock,” so a visit to the clinic for lab work or a checkup does not reduce the employee’s wages for that pay period. By bringing care closer to the workplace — supported by virtual care and health coaching — these centers help employees engage more proactively with preventive and primary care, stay connected to ongoing care and better manage long-term health risks, thereby supporting overall well-being and workforce stability.

Additional details on Mohawk’s workplace health model are available on the [Company’s sustainability website](#).

¹Source: <https://www.evernorth.com/articles/how-mohawk-industries-redefined-employee-health-and-wellness>



Selected Access and Health Outcomes:¹



88%

Mohawk’s U.S. patients can access acute care within one business day



65%

Mohawk’s U.S. patients’ primary care needs met through a Healthy Life Center



75%

at-risk U.S. employees improved or maintained health status across subsequent screenings

Integrating Mental Well-Being into Everyday Work

Mental health is a core component of employee well-being, integrating psychological support, prevention and inclusion into daily workplace practices. Marazzi emphasizes accessibility, early support and work-life balance, recognizing the link between mental well-being, engagement and sustainable performance.

Key initiatives include PEOPLE-NESS, a voluntary program launched in 2024 that supports mental wellness, relationships and inclusion through training and awareness, alongside on-site and digital psychological support services available to employees and their families. Flexible work arrangements, shared leave mechanisms and employee-led social initiatives further support stress management, connection and life balance.

In Mexico, we have built a strong Mindfulness program focused on employee well-being and stress reduction, including dedicated spaces for short meditation sessions and daily mindfulness practices.



Strengthening the Communities We Serve

Mohawk Industries is committed to supporting and strengthening the communities where the Company's employees live, work and play. As a global manufacturer with deep local roots, Mohawk recognizes that strong communities support workforce vibrancy and stability, which is the foundation for long-term business success.

Mohawk's community engagement approach is built on thoughtful, long-standing partnerships shaped by shared values, lived experiences and local needs. Community giving and engagement are largely led at the business and site levels and reflect common priorities across the organization, including supporting education from early childhood through community colleges; advancing health and well-being, including support to those facing physical challenges; and investing in projects that foster community development.

Through these partnerships, Mohawk and its employees contribute time, resources and expertise in ways that are practical and responsive, helping strengthen local communities.

During 2025, Mohawk and thousands of the Company's employees participated in many exciting programs that assisted people facing challenges and improved the quality of life in local communities. Here are just a few examples of how local activities reflect a global commitment to making a difference in their communities:



Learn more about Mohawk's [community impact](#).

A 25-Year Commitment to Breast Cancer Awareness



Since 2001, Mohawk has partnered with Susan G. Komen in one of the Company's longest-standing community commitments, donating more than \$8 million through its Decorate for the Cure™ and Specify for a Cure® programs. Mohawk also provides pink SmartCushion carpet pad to walkers at Komen's 3-Day® events, and in 2025 expanded that commitment through Karastan's KaraStep Reserve cushion, re-engineered as a pink product with a portion of sales contributing to the cause. 2026 marks the silver anniversary of this meaningful alliance.

Bringing Ceramics to Life for the Next Generation

Created by Marazzi in collaboration with the Municipality of Sassuolo, Welcome to Marazzi for Kids & Schools introduces young people to the world of ceramics through hands-on workshops, an overview of the region's industrial history and themes of sustainability. Between 2023 and 2025, the program engaged 1,700 students from primary and lower secondary schools — connecting the next generation with one of Italy's most celebrated centers of manufacturing excellence.



Protecting the Places People Call Home

Godfrey Hirst, Mohawk's Oceania flooring business, supports ocean health through an annual partnership with Take 3 for the Sea® — an organization built on a simple idea: each time you leave a beach or waterway, take three pieces of trash with you. Through this partnership, Godfrey Hirst contributes to ocean clean-up initiatives and environmental education programs for schools and local communities across Australia and New Zealand.



Daltile Partners with the Gary Sinise Foundation®



Daltile continued its valued partnership with the Gary Sinise Foundation, supporting the organization's mission to serve wounded U.S. service members, first responders and their families through specially adapted smart homes and outreach programs. Daltile proudly contributes through product donations, helping provide mortgage-free, barrier-free homes to those who have sacrificed so much for their country.

Sustaining a Strong and Accountable Business

THE BOTTOM LINE:

With operations around the globe, Mohawk balances stewardship responsibilities among its corporate functions and its local teams. Corporate leadership provides general guidance and resources, while local groups are responsible for compliance with applicable regulatory, legal and financial requirements and for ensuring that their facilities operate within the parameters established by municipal, regional and national governing bodies. The Company is committed to doing what is right and actively educating employees to avoid doing what is wrong.



PROOF POINTS:



Completed

Scope 1 and 2 pre-assurance review in preparation for Corporate Sustainability Reporting Directive disclosures



Formalized

our Training and Development Policy



Strengthened

our Human Rights Policy

Governance, Risk Management and Due Diligence

Mohawk’s approach to sustainability due diligence supports long-term business performance by identifying and managing material impacts, risks and opportunities across its operations and value chain. This approach is informed by ongoing assessments, stakeholder engagement and data-driven analysis, including the outcomes of the Company’s most recent Double Materiality Assessment (DMA). Mohawk’s DMA brings together stakeholder input, management expertise and data-driven analysis to evaluate sustainability topics based on both business risk and impact across the value chain. In 2025, Mohawk strengthened its due diligence processes through pre-assurance activities covering its DMA approach.

Mohawk leverages globally recognized sustainability reporting frameworks as practical tools to support consistent risk management and decision-making across the organization. Oversight is provided by the Company’s Board of Directors, with executive-level accountability led by its Executive Stewardship Council.

Regulatory Compliance

Mohawk has implemented policies and procedures designed to ensure compliance with all applicable laws and regulations, because compliance is a foundational element of responsible business conduct and an essential component of maintaining trust with stakeholders.

Mohawk’s compliance programs encompass environmental regulations, labor and employment laws, health and safety standards, data privacy requirements and other relevant legal criteria. Through monitoring, internal controls and governance oversight, the Company integrates compliance considerations into business decision-making to support consistent and responsible operations as expectations evolve.

Standards of Conduct and Ethics

Integrity, transparency and accountability guide how Mohawk conducts business globally. The [Company’s Standards of Conduct and Ethics](#) and [Human Rights Policy](#) apply to all global employees and establish clear expectations for ethical behavior, legal compliance and respect for people. These policies address topics such as fair dealing, conflicts of interest, protection of company assets, confidentiality and responsible decision-making, with additional standards for senior financial officers to support the integrity of public disclosures.

Mohawk reinforces these expectations through policy reviews, training and established reporting mechanisms, fostering a respectful workplace and a strong ethical culture.

Confidential, third-party-managed reporting telephonic and web-based ([EthicsPoint — Mohawk Industries](#)) channels are available 24/7 through our ethics hotline in local languages, allowing employees, customers and suppliers to share concerns anonymously and consistent with Mohawk’s non-retaliation policies.



Materiality and Stakeholder Engagement

Through its DMA, Mohawk evaluates sustainability topics based on their relevance to business performance and environmental outcomes, in line with European Sustainability Reporting Standards (ESRS) E1 and E5. The tiered view shown here provides a directional summary of relative significance at the topic level.

TIER 1	Highest Priority (Double Material) - Climate change: Energy - Climate change: Mitigation - Own workforce: Working conditions
TIER 2	High Priority - Circular economy: Resource inflows - Circular economy: Resource outflows
TIER 3	Priority - Circular economy: Waste - Pollution of air

Political Engagement

Mohawk's approach to political engagement is responsible, transparent and limited. The Company does not make direct political contributions, endorse candidates or seek to influence voting decisions directly. The Company's subject matter experts have provided technical expertise to legislative bodies during information-gathering processes in a non-partisan and informational capacity. While Mohawk participates in trade associations and chambers of commerce, the Company maintains independence in its positions and decision-making and discloses relevant memberships and financial support. Mohawk encourages employee civic participation in a non-partisan manner.

Data Security and Personal Information

Protecting data is essential to Mohawk's digital operations and business continuity. The Company implements safeguards to protect sensitive personal and business information and maintains privacy practices aligned with applicable data protection laws, with oversight of information security and privacy risks integrated into its governance and risk management processes.

In 2025, Mohawk further strengthened its digital risk framework, including governance and training related to the responsible use of artificial intelligence. These controls support responsible and secure use of emerging technologies across the organization. Company-wide cybersecurity training and awareness initiatives support consistent risk management, contributing to the seventh consecutive year with no material data breaches as defined for financial reporting purposes.

Supply Chain Management and Responsible Sourcing

Ethical environmental and social standards across Mohawk's global supply chain support effective risk management and long-term value creation. Responsible sourcing expectations are grounded in clear policies and applied through a consistent framework across supplier relationships, recognizing the role suppliers play in product quality, integrity and dependable supply chain performance.

Mohawk maintains a global [Supplier Code of Conduct](#) that sets expectations for legal compliance, ethical behavior, labor practices, environmental responsibility and respect for human rights. The Code applies to suppliers worldwide and is supported by [Mohawk's Environmental Policy](#) and [Human Rights Policy](#), which suppliers are required to follow as a condition of doing business with Mohawk. These expectations extend to relevant subcontractors, reinforcing shared responsibility across the value chain.

Supply chain due diligence is integrated into Mohawk's broader governance and risk management framework, with enterprise oversight and business-led supplier engagement. Where potential non-compliance or elevated risk is identified, Mohawk works to address issues through engagement and corrective action consistent with the nature and severity of the risk.

Additional details on Mohawk's supply chain policies, oversight and due diligence processes are available on [Mohawkkind.com](#).



Learn More

About This Report

Mohawk’s 2025 Impact Report shares the Company’s sustainability progress for the period from **January 1, 2025, through December 31, 2025**. Unless otherwise noted, all information in this report reflects activities and results within this period, using the most current emission factors available as of December 31, 2025. The report covers all legal entities owned and operated by Mohawk Industries and provides a transparent view of the Company’s commitment to sustainability within the context of its operational and overall business strategies. Year-over-year comparisons are 2025 data compared to 2024. Energy, waste and water data was collected for sites utilizing an operational control approach and applied consistently across the organization. Activity data sourced from invoices was prioritized, and metered data was used where available. Proxy data and estimates were applied to support timely, consistent reporting for Scope 1 and Scope 2 emissions if direct activity data was unavailable or incomplete, such as during reporting close cycles.

This report has been developed based on the findings of the Company’s most recent Double Materiality Assessment and is structured around material impacts, risks and opportunities. GHG emissions were calculated using generally accepted financial accounting and reporting principles as outlined in the GHG Protocol Corporate Standard. Methodologies, assumptions and data sources are applied consistently throughout the reporting period.

This report includes a combination of reported data and estimates and reflects Mohawk’s current systems, data availability and methodologies. As data quality, regulatory requirements and methodologies continue to evolve, Mohawk’s future impact reports may reflect refinements or updates to previously reported information. Alignment with the ESRS is evolving and will continue to mature over time.

Related Reports and Resources

To access previous Mohawk Industries sustainability reports, policies and consolidated year-over-year data, visit the [Data Center](#) and Resources page on the Company’s corporate website, [mohawkind.com](#).

Forward-Looking Statement on Climate-Related Disclosures

Certain of the statements in this Impact Report, particularly those anticipating future performance, business prospects, growth and operating strategies, and similar matters, and those that include the words “could,” “should,” “believes,” “anticipates,” “expects” and “estimates” or similar expressions constitute “forward-looking statements” within the meaning of Section 27A of the Securities Act of 1933, as amended, and Section 21E of the Securities Exchange Act of 1934, as amended. For those statements, Mohawk Industries, Inc. (the “Company”) claims the protection of the safe harbor for forward-looking statements contained in the Private

Securities Litigation Reform Act of 1995. Management believes that these forward-looking statements are reasonable as and when made; however, caution should be taken not to place undue reliance on any such forward-looking statements because such statements speak only as of the date when made. The Company undertakes no obligation to publicly update or revise any forward-looking statements, whether as a result of new information, future events or otherwise, except as required by law. There can be no assurance that the forward-looking statements will be accurate because they are based on many assumptions, which involve risks and uncertainties. The following important factors could cause future results to differ from historical experience and the Company’s present expectations or projections: changes in economic or industry conditions; competition; inflation and deflation in raw material prices, freight and other input costs; inflation and deflation in consumer markets; currency fluctuations; energy costs and supply; timing and level of capital expenditures; timing and implementation of price increases for the Company’s products; impairment charges; identification and consummation of acquisitions on favorable terms, if at all; integration of acquisitions; international operations; introduction of new products; rationalization of operations; tax and tax reform, product and other claims; litigation; geopolitical conflicts; regulatory and political changes in the jurisdictions in which the Company does business; and other risks identified in Mohawk’s U.S. Securities and Exchange Commission reports and public announcements.

Additional Data and Resources

Key Data Tables

- [GRI](#)
- [ISSB](#)
- [TCFD](#)
- [UN SDGs](#)
- [Statement of Greenhouse Gas \(GHG\) Emissions](#)
- [Employee Demographics](#)

External Disclosures

- [CDP](#)
- [Political Contribution Policy and 2025 Indirect Political Contributions](#)

Related Policies

- [Australian Modern Slavery Statement](#)
- [Environmental Policy](#)
- [Human Rights Policy](#)
- [Conflict Minerals Policy](#)
- [Canada Forced Labour Report](#)
- [Health and Safety Policy](#)
- [Privacy Policy](#)
- [Standards of Conduct and Ethics](#)
- [Supplier Code of Conduct](#)
- [Board of Directors Selection Policy](#)
- [Training and Development Policy](#)



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