Amended: July 2026
Approved by: Jeffrey S. Lorberbaum, Chairman & Chief Executive Officer
Maintained by: Senior Vice President – Human Resources

HUMAN RIGHTS POLICY

Mohawk Industries, Inc. and its subsidiaries ("**Mohawk**" or the "**Company**") have a longstanding commitment to the human rights of all people.

- Mohawk is committed to protecting the fundamental rights of and respecting the dignity of the people in our manufacturing, distribution and sales organizations, the people living near our facilities, our suppliers, our customers and all stakeholders by adhering to all local laws and regulations regarding human rights in all locations where we operate, as well as our own principles of fairness in our operations and activities worldwide.

- Mohawk is committed to fostering a safe, healthy and fair performance-based culture in respectful work environments.

Mohawk strives to identify, prevent, and address actual or potential human rights issues within our scope of control and influence. In that regard, Mohawk fully supports and adheres to the concepts set forth in the United Nations Guiding Principles on Business and Human Rights and the United Nations Global Compact, Universal Declaration of Human Rights, and the OECD Guidelines for Multinational Enterprises.

The scope of this Human Rights Policy (the "**Policy**") extends to all of the Company's operations and business units, and encompasses all employees as well as vendors, suppliers and other partners in our supply chain.

Voluntary labor is a standard across the Company and a condition for doing business with Mohawk.

Mohawk stands firmly against child labor, human trafficking, debt-bondage, indentured labor, prison labor and slavery practices of any kind. Employment relationships must be voluntary, and terms of employment must be clearly communicated and comply with applicable local laws and regulations.

- Mohawk complies with all applicable wage and hour laws in the jurisdictions where it operates.

- Mohawk hires employees from local applicants so that our workforce mirrors the residents of our communities. Mohawk does not use labor brokers to relocate individuals for low-wage, unskilled positions or source applicants from organizations that do.

- At times, the Company partners with staffing agencies to source candidates. Mohawk requires these agencies to comply with local laws and the Company's standards.

A safe and respectful work environment is essential.

Mohawk is committed to facilitating a safe and healthy workplace for all. As outlined in our *Health and Safety Policy*, Mohawk firmly believes that ensuring employee health and safety are essential to our Company's success. Mohawk prioritizes continuous improvement of our operations by focusing on quality and enhanced efficiencies and the prevention of injury by providing preventative safety training, mitigating risks and managing environmental factors. Mohawk endeavors to prevent any incident that may result in injury, ill-health or damage to property through establishing and reviewing relevant objectives and targets for our operations. Employees are empowered and encouraged to report any unsafe act, condition or incident immediately to management. Mohawk also prioritizes competitive benefits and provision of resources to enhance employees' social, emotional, financial and physical health, which are important to an individual's holistic well-being.

Mohawk is committed to ensuring all people have equal opportunities to succeed in the workplace, with a particular commitment to protecting the rights of women, minorities and indigenous people. While the Company complies with local legal requirements prohibiting discrimination, Mohawk's commitment to treating all employees fairly is driven by the ethical principle that people should have equal access to opportunity and the business principle of recruiting, retaining and developing the best workforce. Consistent with both concepts, Mohawk provides training resources that support pursuing those opportunities in the workplace for all who choose to participate.

Mohawk's *Standards of Conduct and Business Ethics* details our commitment to doing what is right and deterring wrongdoing. The Company is committed to maintaining a workplace that is free from violence, intimidation, harassment, retaliation and other unsafe and unhealthy conditions. Unethical behavior such as harassment and discrimination is not tolerated and is investigated in accordance with applicable laws and Company policies and addressed through corrective action, up to and including termination.

Mohawk respects the principles set out in the International Labor Organization Declaration on Fundamental Principles and Rights at Work, ILO 87, and the International Covenant on Civil and Political Rights (ICCPR) Article 22, including the freedom of association and the effective recognition of the right to collective bargaining as well as the right of employees to work directly with management to resolve any issues.

Mohawk's suppliers' stance on human rights must align with the Company's.

Beyond its own workforce, Mohawk believes the fair and equitable treatment of customers, suppliers and other persons is critical to fulfilling its mission and goals. The Company conducts business without regard to race, color, religion, gender, ethnic origin, age, disability, nationality, sexual orientation or gender identity, or any other classification prohibited by law, and will otherwise comply with employment laws and all other applicable regulations.

Mohawk does not tolerate child labor, human trafficking, debt-bondage, indentured labor, prison labor or slavery practices from our suppliers or their suppliers. Mohawk's *Supplier Code of Conduct* includes on-site inspection and audit procedures to verify compliance with applicable laws, regulations and standards.

Mohawk also does not tolerate human rights violations and will only do business with partners that uphold these values. Mohawk will not willingly or knowingly assist in any violation of human rights, benefit from human rights abuses, or remain silent when human rights violations are being committed.

Commitments outlined in these principles are supported by monitoring, due diligence and reporting processes that affirm that the Company is respecting and promoting human rights.

Accountability is critical to Mohawk's success.

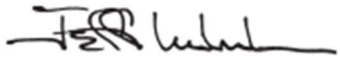
All employees, officers and directors are expected to adhere to the Mohawk *Standards of Conduct and Business Ethics*, which demands integrity and a high standard of ethics and provides the framework and expectations for how we conduct business, including our commitment to human rights and the process to report concerns.

Mohawk is committed to maintaining an open and transparent dialogue with our stakeholders and is dedicated to continuous improvement in our business practices. Mohawk operates twenty-four (24) hour, third-party, anonymous hotlines for employees, customers, suppliers and others to report concerns as well as providing a third-party operated online platform in multiple languages where concerns may be confidentially reported. The process to report is detailed in Mohawk's publicly available *Standards of Conduct and Business Ethics*.

Administration.

The Company's Senior Vice President of Human Resources shall administer this Policy, subject to the oversight of the Company's Chairman and Chief Executive Officer ("**CEO**") in his executive capacity and as a member of the Company's Board of Directors.

This Policy is reviewed annually by Mohawk's Senior Vice President of Human Resources and any necessary changes are reviewed for approval by the Chairman & CEO.



Jeffery S. Lorberbaum
Chairman & Chief Executive Officer

July 6, 2026
Date