

GRI

Mohawk Industries, Inc. has reported the information cited in this Global Reporting Initiative (GRI) content index for the period January 1, 2023 to December 31, 2023 with reference to the GRI Standards.

DISCLOSURE NUMBER	DISCLOSURE TITLE	RESPONSE
GENERAL DISCLOSURES		
GRI 2: General Disclosures 2021		
THE ORGANIZATION AND ITS REPORTING		
2-1	Organizational details: Legal name and location of headquarters	Mohawk Industries, Inc. Public Corporation Calhoun, GA, USA See 2024 Form 10-K for Countries of Operations, p. 24
2-2	Entities included in the organization's sustainability reporting: List all its entities discussed in sustainability reporting.	Data from 2023 acquisitions are not included in this 2023 Impact Report . The Company incorporates data from mergers, acquisitions and divestitures in the following calendar year. For example, if a company is acquired in 2023, such as the recent Elizabeth acquisition, the data will be consolidated and reported in 2024 data. This approach is used across topics. When consolidating information, the company does not include sustainability data from minority investments or from investments in which it does not have operational control.
2-3	Reporting period, frequency and contact point: Specify the reporting period for its financial reporting, if it does not align with the period explain reason and add a point of contact.	The reporting period is for January 1, 2023–December 31, 2023 and is reported annually. The reporting period for financial reporting is aligned with sustainability reporting. 2023 Impact Report publication date: July 16, 2024 sustainability@mohawkind.com
2-4	Restatements of information: Reason and effect of restatements, restatement of information when it has learned that the previously reported information needs to be revised.	As better data is available, the data is incorporated into past years, and the improved data is incorporated in data processes moving forward. There are no restatements of baseline data for targets in 2023.
2-5	External assurance: Describe its policy and practice for seeking external assurance, including whether and how the highest governance body and senior executives are involved.	External assurance was not sought for the 2023 Impact Report data. We plan to seek external assurance in the next two years.
ACTIVITIES AND WORKERS		
2-6	Activities, value chain and other business relationships: Describe value chain.	See 2024 Form 10-K, starting p. 3

DISCLOSURE NUMBER	DISCLOSURE TITLE	RESPONSE
2-7	Employees: Total number of employees, and a breakdown of this total by gender and by region.	<p>Total: ~43,359</p> <p>Male: 72% Female: 28%</p> <p>USA: 39.1% Europe: 36.3% Mexico: 14% Brazil: 6% Malaysia: 1.8% Australia/New Zealand: 2.4% Other: 0.5%</p> <p>Full-time: 98.4% Part-time: 1.6%</p> <p>Full-time Female: 28 % Full-time Male: 72%</p> <p>Part-time Female: 50% Part-time Male: 50%</p> <p>Full-time / Part Time by Region: USA/Canada: 99.73% / .3% Europe: 92.9% / 7.1% Mexico, Brazil, Malaysia, Australia/New Zealand: 100% / 0% Other: 99% / 1%</p> <p>See our U.S. EEO-1 Report</p>
GOVERNANCE		
2-9	Governance structure and composition: Describe the governance structure, list the committees of the highest governance body that are responsible for decision-making on and overseeing the management of the organization's impacts on the economy, environment, and people.	See the Nominating and Corporate Governance (NCGC) Charter Audit Committee Charter 2024 Proxy Statement , starting p. 41.
2-10	Nomination and selection of the highest governance body: Describe the criteria used for nominating and selecting highest governance body members, views of stakeholders, diversity, independence and competencies relevant to the impacts of the organization.	See the Nominating and Corporate Governance Committee (NCGC) charter 2024 Proxy Statement , p. 10-11, 43-44 Board of Directors Selection Policy
2-11	Chair of the highest governance body: Report whether the chair of the highest governance body is also a senior executive in the organization, explain their function within the organization's management, the reasons for this arrangement, and how conflicts of interest are prevented and mitigated.	2024 Proxy Statement , p. 8, 41

DISCLOSURE NUMBER	DISCLOSURE TITLE	RESPONSE
2-12	Role of the highest governance body in overseeing the management of impacts: Describe the role of the highest governance body and of senior executives in developing, approving, and updating the organization's purpose, value or mission statements, strategies, policies, and goals related to sustainable development.	See the Nominating and Corporate Governance Committee (NCGC) charter
2-13	Delegation of responsibility for managing impacts: Describe how the highest governance body delegates responsibility for managing the organization's impacts on the economy, environment, and people.	See the Nominating and Corporate Governance Committee (NCGC) charter
2-14	Role of the highest governance body in sustainability reporting: Responsible for reviewing and approving the reported information, including the organization's material topics. Describe the process for reviewing and approving.	See the Nominating and Corporate Governance Committee (NCGC) charter Audit Committee Charter
2-15	Conflicts of interest: Processes to ensure that conflicts of interest are prevented and mitigated.	See Standards of Conduct and Business Ethics Policy , Conflicts of Interest
2-16	Communication of critical concerns: How concerns are communicated to the highest governance body, report the total number and the nature of critical concerns during the reporting period.	See Standards of Conduct and Business Ethics Policy , Reporting Violations
2-17	Collective knowledge of the highest governance body: Measures taken to advance collective knowledge and skills for the highest governance body on sustainable development.	See 2024 Proxy Statement , p. 4-9; 43-44 See Q&A with NCGC Board Chair, Karen Smith Bogart in 2023 Impact Report , p.5
2-18	Evaluation of the performance of the highest governance body: Overseeing the management of the organization's impacts on the economy, environment, and people.	2024 Proxy Statement , p. 43-44
2-19	Remuneration policies: Describe how the remuneration policies for members of the highest governance body and senior executives relate to their objectives and performance in relation to the management of the organization's impacts on the economy, environment, and people.	2024 Proxy Statement , p. 16-37
2-20	Process to determine remuneration: Process for designing its remuneration policies and for determining remuneration.	2024 Proxy Statement , p. 16-37
2-21	Annual total compensation ratio: Ratio of the annual total compensation for the organization's highest-paid individual to the median annual total compensation for all employees, ratio of the percentage increase.	2024 Proxy Statement , p. 33

DISCLOSURE NUMBER	DISCLOSURE TITLE	RESPONSE
STRATEGY, POLICIES AND PRACTICES		
2-22	Statement on Sustainable Development Strategy.	2023 Impact Report > CEO Letter 2023 Impact Report > CSO Letter
2-23	Policy commitments.	Standards of Conduct & Business Ethics Policy Related Person Transactions Policy Supplier Code of Conduct Conflict Minerals Policy Health & Safety Policy Human Rights Policy Environmental Policy Privacy Policy Board of Directors Selection Policy Prior Year Direct & Indirect Political Activity All Mohawk Industries policies are approved by the CEO. Additionally, every employee must agree to the Company's Standard of Conduct upon employment, and all suppliers must agree to the Supplier Code of Conduct and Human Rights Policy to become a vendor with Mohawk Industries.
2-24	Embedding policy commitments: How is it allocated or integrated responsibility to the commitments across different levels within the organization.	See 2023 Impact Report > Performance See 2023 Impact Report > Planet
2-25	Processes to remediate negative impacts: Identify and address grievances.	See 2023 Impact Report > Performance > Ethics & Compliance; Data Security; Supply Chain Management
2-26	Mechanisms for seeking advice and raising concerns: Process in raising concerns about the organization's code of conduct.	See Standards of Conduct & Business Ethics Policy , Reporting Violations Mohawk Hotline and Website
2-27	Compliance with laws and regulations: Report the total number of non-compliance instances with laws and regulations.	See 2023 Annual Report , Note 16, Commitments and Contingencies, p. 57-58
2-28	Membership associations.	Mohawk is a member of industry trade organizations and, in the U.S., local, state and national chambers of commerce. See below for the list of 2023 memberships. In addition, some of these groups have or may have some engagement in the political process, though this is not their primary purpose. For additional detail, see our Indirect Political Contributions List . 2023 Trade Associations in which we are a member: ACIC - Cricima Business Association AECS - South Cocal Business Association ADI - Associazione per il Disegno Industriale AIA - American Institute of Architects American Society of Interior Designers American Society of Landscape Architects American Trucking Associations APCO - Australian Packaging Covenant Organization APKM - Association of Ceramic Material Producers Argentum (formerly Assisted Living Federation of America)

DISCLOSURE NUMBER	DISCLOSURE TITLE	RESPONSE
2-28	Membership associations.	<div>ASCER - Spanish Ceramic Tile Manufacturers Association</div> <div>Associated Builders and Contractors</div> <div>Association of Medical Facility Professionals (AMFP)</div> <div>Association of Plastic Recyclers</div> <div>Association of Postconsumer Plastic Recyclers</div> <div>Association of University Interior Designers (AUID)</div> <div>Assonime (Pedroni)</div> <div>Australian Made Campaign Limited (AMCL)</div> <div>Belgian American Chamber of Commerce</div> <div>Brazilian Association of the Construction Material Industry (ABRAMAT)</div> <div>CARE - Carpet America Recovery Effort</div> <div>Carpet Cushion Council</div> <div>Carpet Institute of Australia</div> <div>Carpet Recycling UK</div> <div>CCIR - Italo-Russian Chamber of Commerce</div> <div>Ceramic Tile Institute of America</div> <div>CET Cerame-Unie</div> <div>Chamber of Commerce of Commerce (Texas)</div> <div>Chamber of Commerce of the United States</div> <div>Chattooga (County, Georgia) Chamber of Commerce</div> <div>Climate Active</div> <div>COMCE (Consejo Mexicano de Comercio Exgterior del Noreste, A.C.)</div> <div>CONAI - National Packaging Consortium</div> <div>Confindustria Ceramica</div> <div>Dallas (Texas) Regional Chamber of Commerce</div> <div>Decorative Hardwoods Association (formerly Hardwood, Plywood & Veneers Association)</div> <div>Der Grune Punkt – Duales System Deutschland</div> <div>Environment Essentials (Australia and New Zealand)</div> <div>ERIAC - Asociacion de Professionals en Capital Humanos</div> <div>Fedustria (Federation of the Textile, Wood and Furniture Industries)</div> <div>Floor NZ</div> <div>Forest Stewardship Council</div> <div>Garner (North Carolina) Chamber of Commerce</div> <div>GBCI Mexico (formerly Sustentabilidad para Mexico (SUMe))</div> <div>Geelong Manufacturing Council (Australia)</div> <div>Georgia Association of Manufacturers</div> <div>Georgia Chamber of Commerce</div> <div>Georgia Industry Environmental Coalition</div> <div>Georgia Motor Trucking Association</div> <div>Georgia Recycling Coalition</div> <div>Gordon County (Georgia) Chamber of Commerce</div> <div>Greater Dalton (Georgia) Chamber of Commerce</div> <div>Greater Rome (Georgia) Chamber of Commerce</div> <div>Green Building Certification Institute</div>

DISCLOSURE NUMBER	DISCLOSURE TITLE	RESPONSE
2-28	Membership associations.	<div>Green Building Council Australia</div> <div>Green Building Council Italia</div> <div>Green Building Institute of Australia</div> <div>Hospitality Industry Network (NEWH)</div> <div>INDA - Association of the Nonwoven Fabrics Industry</div> <div>International Facility Management Association</div> <div>International Interior Design Association</div> <div>International Well Building Institute</div> <div>Interseroh Austria GMBH</div> <div>Interseroh Di Enstleistungs GMBH</div> <div>Lexington (North Carolina) Chamber of Commerce</div> <div>Manufactured Housing Institute</div> <div>Mason Contractors Association of America</div> <div>Metro Atlanta (Georgia) Chamber of Commerce</div> <div>Mountain Lake (Alabama) Chamber of Commerce</div> <div>Murray County (Georgia) Chamber of Commerce</div> <div>National Association for PET Container Resources</div> <div>National Association of Home Builders</div> <div>National Association of Manufacturers</div> <div>National Association of Manufacturers of Ceramics P.A.</div> <div>National Association of the Remodeling Industry</div> <div>National Multi-Family Housing Council</div> <div>National Wood Flooring Association</div> <div>North American Laminate Flooring Association</div> <div>Oriental Rug Importers Association</div> <div>PEFC - Programme for the Endorsement of Forest Certification Schemes</div> <div>Randolph County (Alabama) Chamber of Commerce</div> <div>Resilient Floor Covering Institute</div> <div>RSS - Russian Union of Builders</div> <div>Society of Human Resources Management</div> <div>South Carolina Chamber of Commerce</div> <div>Southeast Dallas (Texas) Chamber of Commerce</div> <div>Southeast Recycling Development Council</div> <div>Southern Motor Carriers Association</div> <div>Spanish Ceramic Tile Manufacturers Association</div> <div>Tennessee Chamber of Commerce</div> <div>The Association of Plastic Recyclers</div> <div>The Carpet and Rug Institute</div> <div>The Natural Stone Institute</div> <div>Thomasville (North Carolina) Chamber of Commerce</div> <div>Tifton County (Georgia) Chamber of Commerce</div> <div>Tile Council of North America</div>

DISCLOSURE NUMBER	DISCLOSURE TITLE	RESPONSE
2-28	Membership associations.	Uni Ente Nazionale Italiano di Unificazione U.S. Green Building Council Virginia Manufacturers Association World Floor Covering Association
MATERIAL TOPICS		
GRI 3: General Disclosures 2021		
3-1	Process to determine material topics: Process in how to determine material topics.	See 2023 Impact Report > Performance > Double Materiality Assessment
3-2	List of material topics: List of organization's material topics, i.e. Materiality Matrix.	See 2023 Impact Report > Performance > Double Materiality Assessment
3-3	Management of material topics: Describe the positive and negative impacts and how to manage material topics. Impacts on the economy, human rights and business relationships.	See 2023 Impact Report > Performance See 2023 Impact Report > Planet
ENVIRONMENTAL		
GRI 302: Energy		
3-3	Management of material topic.	2023 Impact Report > Planet > Climate Positive Future
302-1	Energy consumption within the organization: Total fuel consumption within the organization from non-renewable and renewable sources.	a) Total energy consumption from non-renewable sources in MWh: 10,969,121; Fuel types include electric, natural gas, propane, diesel, combined heat and power, light oil and coal b) Total energy consumption from renewable sources in MWh: 1,039,757; Fuel types include wind, solar, biomass, biofuel, biomass and steam c) Total energy consumption within the organization in MWh: 12,008,878 d) Standards, methodologies, assumptions and/or calculation tools used: GHG Protocol e) Source of conversion factors used: Mohawk utilizes utility emissions factors when available, and databases such as eGrid and IEA when not available
302-2	Energy consumption outside of the organization: Upstream and downstream categories and activities from the GHG Protocol Corporate Value Chain (Scope 3).	Fuel and Energy Related Activities (FERA), Category 3 of Scope 3 emissions: 359,833 mtCO ₂ e
302-3	Energy intensity: Types of energy included in the intensity ratio; whether fuel, electricity, heating, cooling, steam, or all.	a) Energy intensity ratio for the organization: .00107 MWh per \$ b) Organization-specific metric (the denominator) chosen to calculate the ratio: Revenue in constant currency c) Types of energy included in the intensity ratio; whether fuel, electricity, heating, cooling, steam or all.: All d) Whether the ratio uses energy consumption within the organization, outside of it, or both: Within the organization
302-4	Reduction of energy consumption: Reductions in energy consumption achieved as a direct result of conservation and efficiency initiatives.	See Mohawk Industries CDP Questionnaire 2023 CDP Report p. 30 - 33 2024 Report: To be released.

DISCLOSURE NUMBER	DISCLOSURE TITLE	RESPONSE
GRI 303: Water and Effluents		
3-3	Management of material topic.	2023 Impact Report > Planet > Accelerating Circularity
303-1	Interactions with water as a shared resource: Interactions with water, how and where water is withdrawn, consumed, and discharged, and the water-related impacts.	2023 Impact Report > Planet > Accelerating Circularity
303-3	Water withdrawal: Surface water, Groundwater, Seawater, Produced water, Third-party water.	Total Water Withdrawal: 13,089 Megaliters ¹ Surface: 3,205 - 24.48% Ground: 1,945 - 14.86% Third-Party: 7,940 - 60.66%
1. A water stress and risk analysis was undertaken in 2023 and will be factored into reporting in the coming years. Note that sites without significant water consumption, such as offices, are not factored into water data.		
GRI 304: Biodiversity		
3-3	Management of material topic.	2023 Impact Report > Planet > Accelerating Circularity
GRI 305: Emissions		
3-3	Management of material topic.	2023 Impact Report > Planet > Climate Positive Future
305-1	Direct (Scope 1) GHG emissions.	1,513,388 mtCO ₂ e (Market-based)
305-2	Energy indirect (Scope 2) GHG emissions.	877,338 mtCO ₂ e (Market-based)
305-3	Other indirect (Scope 3) GHG emissions.	Total: 9,446,924 mtCO ₂ e Purchased Goods & Services: 6,339,746 mtCO ₂ e Capital Goods: 164,263 mtCO ₂ e Fuel & Energy Related Activities: 359,833 mtCO ₂ e Mohawk Upstream Transportation: 709,128 mtCO ₂ e Waste Generated in Operations: 138,212 mtCO ₂ e Business Travel: 11,944 mtCO ₂ e Employee Commuting: 49,243 mtCO ₂ e Mohawk Downstream Transportation: 329,769 mtCO ₂ e Processing of Sold Product: 348,405 mtCO ₂ e End-of-Life of Sold Products: 996,381 mtCO ₂ e
305-4	GHG emissions intensity: Types of GHG emissions included in the intensity ratio; whether direct (Scope 1), energy indirect (Scope 2), and/or other indirect (Scope 3).	0.238 Includes Scope 1, 2 and biogenic emissions and is based on thousands Revenue in Constant Currency
305-5	Reduction of GHG emissions: Scopes in which reductions took place; whether direct (Scope 1), energy indirect (Scope 2), and/or other indirect (Scope 3).	See 2023 CDP Report See 2024 CDP Report: To be released
GRI 306: Waste		
3-3	Management of material topic.	See 2023 Impact Report > Planet > Resource Stewardship and Waste See 2023 Impact Report > Planet > Accelerating Circularity

DISCLOSURE NUMBER	DISCLOSURE TITLE	RESPONSE
306-1	Waste generation and significant waste-related impacts: Impacts relate to waste generated in the organization's own activities or to waste generated upstream or downstream in its value chain. Types of inputs and outputs can include raw materials, process and manufacturing materials, leaks and losses, waste, by-products, products, or packaging.	See 2023 Impact Report > Planet > Resource Stewardship and Waste See 2023 Impact Report > Planet > Accelerating Circularity
306-2	Management of significant waste-related impacts: Circularity measures, taken to prevent waste generation in the organization's own activities and upstream and downstream in its value chain.	See 2023 Impact Report > Planet > Resource Stewardship and Waste See 2023 Impact Report > Planet > Accelerating Circularity
306-3	Waste generated.	Total weight of waste generated: 437,629 metric tons ¹
306-4	Waste diverted from disposal.	a. Total weight of waste diverted from disposal in metric tons, and a breakdown of this total by composition of the waste: 252,997 ¹ b. Total weight of hazardous waste diverted from disposal in metric tons, and a breakdown of this total by the following recovery operations: Total: 428 Preparation for reuse: 7 Recycling: 35 Other recovery: 386 c. Total weight of non-hazardous waste diverted from disposal in metric tons: Total: 252,569 Preparation for reuse: 1,455 Recycling: 214,049 Other recovery: 37,065
306-5	Waste directed to disposal.	a. Total weight of waste directed to disposal in metric tons: 184,632 b. Total weight of hazardous waste directed to disposal in metric tons, and a breakdown of this total by the following disposal operations. Total: 20,292 Landfill: 8,705 Incineration with energy recovery: 4,577 Incineration without energy recovery: 13 Other methods: 6,997 c. Total weight of non-hazardous waste directed to disposal in metric tons, and a breakdown of this total by the following disposal operations. Total: 164,340 Incineration: 51,877 Landfill: 110,169 Other methods: 2,294
1. Waste data does not include sites, such as offices, with insignificant waste impacts.		

SOCIAL

GRI 401: Employment

3-3	Management of material topic.	See 2023 Impact Report > People > High-Performing and Inclusive Workforce.
-----	-------------------------------	--

DISCLOSURE NUMBER	DISCLOSURE TITLE	RESPONSE
401-1	New employee hires and employee turnover.	Total number of employees: ~43,359 New Hires: 15.4% of total New Hires Female: 29.6% New Hires Male: 70.4% New Hires <30: 40.20% New Hires 30-50: 47% New Hires 50+: 12.8% New Hires USA/Canada: 47.7% New Hires Europe: 32.3% New Hires Mexico: 11.1% New Hires Brazil: 5.4% New Hires Malaysia: .7% New Hires Australia/New Zealand: 2.4% New Hires Others: 0.4%
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees.	See 2023 Impact Report > People > High-Performing and Inclusive Workforce
401-3	Parental leave.	See 2023 Impact Report >People > High-Performing and Inclusive Workforce
GRI 403: Occupational Health and Safety		
3-3	Management of material topic.	See 2023 Impact Report > People > Health and Safety
403-9	Work-related injuries.	1.43 recordable incident rate (global)
GRI 404: Training and Education		
3-3	Management of material topic.	See 2023 Impact Report > People > Training and Development
404-1	Average hours of training per year per employee: Average hours of training by gender and employee category.	The estimated average hours of training per year per employee is 20.2 hours. Employees who participate in development programs receive 50+ hours of training annually on average.
404-2	Programs for upgrading employee skills and transition assistance programs: Programs implemented, and assistance provided to upgrade employee skills.	See 2023 Impact Report > People > Training and Development
GRI 405: Diversity and Equity Opportunity		
3-3	Management of material topic.	See 2023 Impact Report > People > High-Performing and Inclusive Workforce
405-1	Diversity of governance bodies and employees: Percentage of individuals within the organization, gender, age group and other indicators of diversity.	See 2023 Impact Report > People > High-Performing and Inclusive Workforce See 2024 Proxy Statement p. 41