

Board of Directors Selection Policy

The Board of Directors (the “Board”) of Mohawk Industries, Inc. (“Mohawk”) is committed to a diverse, inclusive, and equitable environment where all Board members and employees are respected and valued regardless of race, color, religion, gender, ethnic origin, age, disability, nationality, sexual orientation or gender identity, or any other classification recognized by law.

The Board includes both Mohawk executives or officers (non-independent) and independent Board members. The size of the Board may fluctuate in number.

Mohawk recognizes the importance of a strong Board with diverse backgrounds and experiences that align with the present and future needs of the business. Mohawk’s policy on board diversity reflects this commitment as it relates to nomination of candidates for the Board.

In selecting Board nominees, the Nominating and Corporate Governance Committee (the “Committee”) considers the skills, expertise and experience that would complement existing Board members. The Committee works to ensure that the Board is comprised of business leaders with sufficiently diverse and independent backgrounds reflecting Mohawk’s diverse global operations, products, markets and sales channels and its strategic directions.

Preference is given to nominees with extensive executive experience in manufacturing-oriented organizations and a demonstrable history of results-oriented leadership. Nominees must be able and willing to commit the necessary time to effectively serve on the Board.

The Committee intends to continue to identify diverse candidates and considers all aspects of diversity and inclusion in each Board member search that it conducts. The Committee uses internal resources and executive recruitment firms, as appropriate, to expand the scope of its candidate searches.



Karen A. Smith Bogart
Chair - Nominating and Corporate Governance Committee
Mohawk Industries, Inc. Board of Directors

August 21, 2023

Date of Adoption

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Current Status as of February 2024

The Board is currently comprised of nine members, including six independent members. The Board includes one female director (Dr. Karen A. Smith Bogart) and one racially diverse director (Mr. Jerry W. Burris). In addition, the tenure and professional experience of Mohawk's directors is highly varied. This provides differing perspectives to advance the Board's functionality, effectiveness, and contribution.