

TCFD

Mohawk has adopted the reporting recommendations set forth by the Task Force on Climate-related Financial Disclosures (TCFD) to communicate the evolving impacts of climate change on our business. Additionally, in line with recommendations made by the TCFD, Mohawk is responding to the CDP Climate Change 2023 questionnaire, references to which are included in the table below.

DISCLOSURE FOCUS AREA	RECOMMENDED DISCLOSURE	ERS 2 GENERAL REQUIREMENT RESPONSE	2024 RESPONSE	2023 REFERENCE
GOVERNANCE				
<p>Disclose the organization's governance around climate-related risks and opportunities.</p>	<p>a) Describe the board's oversight of climate-related risks and opportunities.</p>	<p>Our CEO, Board of Directors and Governance Committee, along with an Environmental, Social and Governance (ESG) Executive Council—which includes our Chief Financial Officer, Vice President of Business Strategy & General Counsel, Chief Operating Officer, business unit presidents and Vice President of Sustainability—lead our sustainability agenda. The ESG Executive Council was established to define and oversee the Company's ESG strategy and programs, as well as the associated global goals and objectives. Additionally, our Governance Committee has specific oversight responsibility for our sustainability initiatives, while our Audit Committee oversees risk management.</p> <p>The ESG Executive Council, in conjunction with the Nominating and Corporate Governance Committee—which is responsible for helping the Board of Directors formulate strategies to respond to public policy and legislative, regulatory, political and social issues—identifies and communicates ESG risks that may affect the Company's operations, financial performance or reputation.</p>	<p>See question 4.1.2 in the 2024 CDP Questionnaire (To be released)</p>	<p>2023 Impact Report > Performance > ESG Governance Nominating and Corporate Governance Committee Charter CDP 2024 Proxy Statement</p>
	<p>b) Describe management's role in assessing and managing climate-related risks and opportunities.</p>	<p>At Mohawk Industries, our management team plays a crucial role in the governance processes, controls and procedures used to monitor, manage, and oversee impacts, risks and opportunities related to our ESG objectives. The involvement of management ensures that our ESG strategy is effectively integrated into our overall business operations and that we remain aligned with our sustainability goals.</p> <p>The ESG Executive Council, which includes senior management such as the Chief Financial Officer, Vice President of Business Strategy & General Counsel, Chief Operating Officer, business unit presidents, and Vice President of Sustainability, is central to our governance process. They define the ESG strategy, set global goals and objectives and oversee the implementation of related programs for continuous monitoring and improvement. By involving key executives, the Council ensures that ESG considerations are embedded in strategic decision-making.</p> <p>Management also collaborates closely with the Governance Committee and Audit Committee to provide oversight and ensure that ESG risks and opportunities are effectively managed using adequate controls and various mitigation strategies. The Governance Committee, with support from management, monitors compliance with ESG policies and practices, while the Audit Committee, aided by management, assesses potential sustainability risks as part of regular risk assessments to stay ahead of emerging risks.</p>	<p>See question 4.3.1 in the 2024 CDP Questionnaire (To be released)</p>	

DISCLOSURE FOCUS AREA	RECOMMENDED DISCLOSURE	ERS 2 GENERAL REQUIREMENT RESPONSE	2024 RESPONSE	2023 REFERENCE
Disclose the organization's governance around climate-related risks and opportunities (cont.).	b) Describe management's role in assessing and managing climate-related risks and opportunities (cont.).	Management implements procedures to track performance and prepare regular reports against ESG goals and objectives, including specific metrics and key performance indicators (KPIs), presenting to the People and Planet Council, the ESG Executive Council, the Board of Directors and other relevant committees for increased accountability and transparency. Additionally, management engages with various stakeholders, including employees, customers, investors and nonprofits, to gather feedback and ensure that the Company's ESG strategies align with stakeholder expectations. This engagement also helps in identifying new opportunities and risks, allowing for timely adjustments to our strategy.	See question 4.3.1 in the 2024 CDP Questionnaire (To be released)	Nominating and Corporate Governance Committee Charter CDP 2024 Proxy Statement
STRATEGY				
Disclose the actual and potential impacts of climate-related risks and opportunities on the organization's businesses, strategy and financial planning.	a) Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	Review against 2024 CDP Response	See question 2.2.2 in the 2024 CDP Questionnaire (To be released)	CDP
	b) Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.	Review against 2024 CDP Response	See question 3.1.1 in the 2024 CDP Questionnaire (To be released)	CDP
	c) Describe the potential impact of different scenarios, including a 2°C scenario, on the organization's businesses, strategy, and financial planning.	Review against 2024 CDP Response	See question 5.1 in the 2024 CDP Questionnaire (To be released)	CDP
RISK MANAGEMENT				
Disclose how the organization identifies, assesses and manages climate-related risks.	a) Describe the organization's processes for identifying and assessing climate-related risks.	Review against 2024 CDP Response	See question 2.2.2 in the 2024 CDP Questionnaire (To be released)	CDP
	b) Describe the organization's processes for managing climate-related risks.	Review against 2024 CDP Response	See question 2.2.2 in the 2024 CDP Questionnaire (To be released)	CDP
	c) Describe how processes for identifying, assessing and managing climate-related risks are integrated into the organization's overall risk management.	Review against 2024 CDP Response	See question 2.2.2 in the 2024 CDP Questionnaire (To be released)	CDP

DISCLOSURE FOCUS AREA	RECOMMENDED DISCLOSURE	ERS 2 GENERAL REQUIREMENT RESPONSE	2024 RESPONSE	2023 REFERENCE
METRICS AND TARGETS				
Disclose the metrics and targets used to assess and manage relevant climate-related risk and opportunities.	a) Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.		Scope 1, 2, 3 Emissions; Waste-to-Landfill; Energy Consumption by type	
	b) Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.		Scope 1: 1,513,387.85 Metric tons CO ₂ e (Market-based) ¹ Scope 2: 877,388.02 Metric tons CO ₂ e (Market-based) ¹ Scope 3: 9,446,924 metric tons CO ₂ e	
	c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.		Reduce Scope 1 and 2 emissions intensity by 25% by 2025 ² Reduce water withdrawal intensity by 30% by 2025 ² Reduce waste-to-landfill intensity by 30% by 2025 ²	CDP

1. Mohawk Industries is amending Scope 1 and Scope 2 data for the 2023 CDP Climate Change Report. For up-to-date information, see the [Mohawk Data Center](#).

2. All targets have a 2010 baseline, and intensity is calculated based on revenue in constant currency.