

UNITED STATES  
SECURITIES AND EXCHANGE COMMISSION  
Washington, D.C. 20549

**FORM 8-K**

CURRENT REPORT  
Pursuant to Section 13 or 15(d) of the  
Securities Exchange Act of 1934

Date of Report (Date of earliest event reported): November 5, 2025



MOHAWK INDUSTRIES, INC.  
(Exact name of registrant as specified in its charter)

Delaware  
(State or other jurisdiction of  
incorporation or organization)

01-13697  
(Commission File Number)

52-1604305  
(I.R.S. Employer  
Identification No.)

160 S. Industrial Blvd., Calhoun, Georgia  
(Address of principal executive offices)

30701  
(Zip Code)

Registrant's telephone number, including area code: (706) 629-7721

Check the appropriate box below if the Form 8-K filing is intended to simultaneously satisfy the filing obligation of the registrant under any of the following provisions:

- Written communication pursuant to Rule 425 under Securities Act (17 CFR 230.425)
- Soliciting material pursuant to Rule 14a-12 under the Exchange Act (17 CFR 240.14a-12)
- Pre-commencement communications pursuant to Rule 14d-2(b) under the Exchange Act (CFR 240.14d-2(b))
- Pre-commencement communications pursuant to Rule 13e-4(c) under the Exchange Act (CFR 240.17R 240.13e-4(c))

Securities Registered Pursuant to Section 12(b) of the Act:

Title of Each Class	Trading Symbol	Name of Each Exchange on Which Registered
Common Stock, \$.01 par value	MHK	New York Stock Exchange

Indicate by check mark whether the registrant is an emerging growth company as defined in Rule 405 of the Securities Act of 1933 (§230.405 of this chapter) or Rule 12b-2 of the Securities Exchange Act of 1934 (§240.12b-2 of this chapter).

Emerging growth company

If an emerging growth company, indicate by check mark if the registrant has elected not to use the extended transition period for complying with any new or revised financial accounting standards provided pursuant to Section 13(a) of the Exchange Act.

Item 5.02 Departure of Directors or Certain Officers; Election of Directors; Appointment of Certain Officers; Compensatory Arrangements of Certain Officers.

On November 5, 2025, Mohawk Industries, Inc. (the “Company”) announced that, effective April 1, 2026, James F. Brunk will retire from his role as the Company’s Chief Financial Officer and will continue in a senior advisory role after April 1, 2026 to ensure a smooth transition. Mr. Brunk joined the Company in 2006, serving in finance leadership positions in the Company’s Flooring North America segment, before being named Corporate Controller and Chief Accounting Officer in May 2009 and Chief Financial Officer in April 2021.

As part of a coordinated transition, Nicholas P. Manthey will succeed Mr. Brunk as the Company’s next chief financial officer. Mr. Manthey, age 44, joined the Company’s Flooring North America segment in 2020 as the segment’s chief financial officer. Since 2024, Mr. Manthey has served as the Company’s Vice President of Corporate Finance and Investor Relations. Prior to joining the Company, Mr. Manthey broadened his finance and leadership skills at Bridgestone and Intel, advancing in analytical and strategic operational positions, including leadership roles in both the U.S. and Latin America.

In connection with Mr. Brunk’s senior advisory role, he will receive an annual base salary of \$1,200,000, effective April 1, 2026. In addition, Mr. Brunk will receive a grant of shares of common stock of the Company equal to \$1,000,000, which will vest in equal amounts over a two-year period.

Item 7.01 Regulation FD Disclosure.

On November 5, 2025, the Company issued a press release announcing the leadership change set forth in Item 5.02 above. A copy of the Company’s press release is attached hereto as Exhibit 99.1.

The information set forth in Item 7.01, including Exhibit 99.1, is being furnished and shall not be deemed “filed” for purposes of Section 16 of the Securities Exchange Act of 1934, as amended (the “Exchange Act”), or incorporated by reference in any filing under the Securities Act of 1933, as amended, or the Exchange Act, except as shall be expressly set forth by specific reference in such a filing.

Item 9.01 Financial Statements and Exhibits.

(d) Exhibits

- |      |   |
|------|---|
| 99.1 | <a href="#">Press release, dated November 5, 2025</a> |
| 104  | Interactive Data File                                 |

**SIGNATURES**

Pursuant to the requirements of the Securities Exchange Act of 1934, the registrant has duly caused this report to be signed on its behalf by the undersigned hereunto duly authorized.

Date: November 5, 2025

By:

Mohawk Industries, Inc.

/s/ R. David Patton

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R. David Patton

Vice President - Business Strategy and General Counsel

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# NEWS RELEASE

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**For Release: Immediately**

**Contact: Robert Webb, Corporate Communications, (706) 624-2050**

## **MOHAWK INDUSTRIES ANNOUNCES PLANNED LEADERSHIP TRANSITION**

**CALHOUN, Ga., Nov. 5, 2025** — Mohawk Industries, Inc. (NYSE: MHK) today announced that James F. Brunk, the Company's Chief Financial Officer, plans to retire, effective April 1, 2026, and Nicholas P. Manthey, Vice President of Corporate Finance and Investor Relations, will succeed Mr. Brunk as Mohawk's next chief financial officer.

"It has been a privilege to serve as CFO at Mohawk, and I am proud of the progress our Company has made during the past 20 years, as we became the global leader in flooring," said Mr. Brunk. "I am grateful to our leadership team and finance team for their excellent work. I have had the pleasure of working with exceptional people around the globe, and those relationships have been the most gratifying part of the job. I am proud of all we have accomplished as a team."

Mr. Brunk has worked closely with Mr. Manthey to ensure a smooth transition, and Mr. Brunk will support Mohawk in a senior advisory role following his retirement.

"I appreciate Jim's many contributions to Mohawk's success," said Jeffrey S. Lorberbaum, Chairman and Chief Executive Officer. "His leadership was instrumental in Mohawk becoming the world's largest flooring company by entering new geographies, integrating significant acquisitions and driving business expansion around the globe. Jim has positioned Mohawk to build upon its years of success with a dedicated team of talented professionals and a strong financial position that will support our future growth."

"Since Nick became a part of our company, he and our leadership team have partnered to improve the business, and I am confident he has the experience and skills to deliver excellent results as our next chief financial officer," said Mr. Lorberbaum. "Nick has a deep and diverse background in finance with decades of experience in international manufacturing and technology companies. He has worked with our global finance team and segment leadership to gain a comprehensive understanding of our worldwide operations."

Mr. Manthey joined Mohawk's Flooring North America segment in 2020 as the segment's chief financial officer and has since worked as Mohawk's Vice President of Corporate Finance and Investor Relations. Prior to joining Mohawk, Mr. Manthey broadened his finance and leadership skills at Bridgestone

and Intel, advancing in analytical and strategic operational positions, including leadership roles in both the U.S. and Latin America.

“Mohawk is a strong business with great potential, and I am excited by this opportunity,” said Mr. Manthey. “We have an exceptional finance team across the enterprise. I look forward to partnering with them to identify new opportunities to strengthen our business and working with our leadership team to deliver outstanding results for our shareholders.”

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## **ABOUT MOHAWK INDUSTRIES**

Mohawk Industries is a leading global flooring manufacturer, providing products that enhance residential and commercial spaces in approximately 180 countries. During the past two decades, we have expanded the Company’s operational footprint with manufacturing facilities in North America, Europe, South America, Oceania and Asia. Our vertically integrated manufacturing and distribution processes provide competitive advantages in the production of ceramic tile, carpet, laminate, wood, stone, and vinyl flooring. Our industry-leading innovation has yielded products and technologies that differentiate our brands in the marketplace and satisfy all remodeling and new construction requirements. Our brands are among the most recognized in the industry and include American Olean, Daltile, Durkan, Eliane, Elizabeth, Feltex, Godfrey Hirst, Karastan, Marazzi, Mohawk, Mohawk Group, Pergo, Quick-Step, Unilin and Vitromex.

Certain of the statements in the immediately preceding paragraphs, particularly 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 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. Important factors that could cause future results to differ from historical experience and our present expectations or projections include, but are not limited to, the following: changes in economic or industry conditions; the impact of tariffs; competition; inflation and deflation in freight, raw material prices 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; taxes and tax reform; product and other claims; litigation; geopolitical conflict; 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.