

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): June 11, 2026



**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 June 11, 2026, Mohawk Industries, Inc. (the “Company”) announced that the Board of Directors of the Company (the “Board”) approved the appointment of Paul F. De Cock as Chief Executive Officer of the Company and as a Director on the Company’s Board, effective September 30, 2026 (the “CEO Transition Date”). Mr. De Cock will succeed Jeffrey S. Lorberbaum, who will retire from his role as CEO of the Company at that time, and continue to serve as Chairman of the Board.

Mr. De Cock, age 53, currently serves as President and Chief Operating Officer of the Company, a position he has held since February 2025, and Interim President – Flooring Rest of the World, a position he has held since February 2026. Mr. De Cock previously served as President of the Company’s Flooring North America segment from November 2018 to February 2025. Prior to his promotion to President - Flooring North America, Mr. De Cock served as President - Unilin Flooring from 2008 to 2018 and as President - Unilin North America from 2006 to 2008. He served in various leadership roles within Unilin Group from 1997 until 2005, when the Company acquired Unilin Group.

In connection with his appointment, Mr. De Cock will receive an annualized base salary of \$1,267,000 and participate in the Company’s annual cash bonus and long-term equity incentive plans. His target annual cash bonus opportunity will be equal to 125% of his annual base salary, with a payout range of 60% to 200% of target based on performance. He will also receive a sign-on equity award of 30,000 restricted stock units, which will vest ratably on the first, second and third anniversary of the grant date.

There are no family relationships, as defined in Item 401 of Regulation S-K, between Mr. De Cock and any of the Company’s executive officers or directors or persons nominated or chosen to become a director or executive officer. Mr. De Cock has not engaged in any transaction with the Company during the last fiscal year, and does not propose to engage in any transaction, that would be reportable under Item 404(a) of Regulation S-K.

**Item 7.01 Regulation FD Disclosure.**

A copy of the Company’s press release announcing the leadership changes described in Item 5.02 above, dated June 11, 2026, is furnished as Exhibit 99.1 to this Form 8-K. 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

<b>Exhibit No.</b>	<b>Description</b>
<a href="#">99.1</a>	<a href="#">Mohawk Industries, Inc. Press Release dated June 11, 2026</a>
104	Cover Page Interactive Data File (embedded within the Inline XBRL document).



## MOHAWK INDUSTRIES ANNOUNCES CEO SUCCESSION PLAN

*Paul De Cock Appointed Chief Executive Officer, Effective September 30, 2026*

*Jeff Lorberbaum to Retire as CEO After Accomplished 50-Year Career; Will Serve as Chairman of the Company's Board of Directors*

**Calhoun, Georgia, June 11, 2026** - Mohawk Industries, Inc. ("Mohawk" or the "Company") (NYSE: MHK) today announced that Paul F. De Cock, President and Chief Operating Officer, has been appointed Chief Executive Officer ("CEO") and a director of the Mohawk Board of Directors (the "Board"), effective September 30, 2026. Mr. De Cock will succeed Jeffrey S. Lorberbaum, who will retire from his role as CEO of the Company at that time, and continue to serve as Chairman of the Board.

Mr. De Cock brings more than two decades of industry, operational and commercial leadership experience to the CEO role. Since joining the Company through the acquisition of Unilin in 2005, he has held increasingly senior leadership roles across geographies and product categories, including laminate, wood, LVT and carpet. During his tenure, Mr. De Cock has played an instrumental role in strengthening Mohawk's international operations and advancing the Company's product portfolio. Mr. De Cock was appointed President and Chief Operating Officer in February 2025 in connection with the Company's overall succession planning process.

Mr. Lorberbaum has served as Chairman of the Board since May 2004 and as the Company's CEO since January 2001. During his tenure, Mohawk grew through a combination of organic investments and strategic acquisitions to become the world's largest flooring manufacturer with a portfolio of industry-leading and innovative brands.

"It has been an honor and a privilege to lead Mohawk for the past 25 years, and I'm incredibly proud of what the team has accomplished over this time. I know that I will leave the Company in good hands under Paul's leadership, and continue to have full confidence that Mohawk's best days are to come," said Mr. Lorberbaum. "I look forward to serving as Chairman of the Board and working closely with Paul and the rest of the management team to support a smooth transition and continuing to strengthen the Company."

"On behalf of the Board, I want to express our gratitude to Jeff for his extraordinary leadership as CEO. Under his vision and stewardship, Jeff transformed the Company into the largest flooring manufacturer in the world, and we look forward to his continued leadership as Chairman of the Board," said John M. Engquist, Lead Independent Director. "Paul has the deep respect of the Company's senior leadership team, a comprehensive knowledge of the flooring industry and is greatly admired by Mohawk's employees worldwide—all of which will allow for a seamless transition of leadership."

"I'm deeply grateful for the opportunity to lead Mohawk and look forward to building on the strong foundation in place," said Mr. De Cock. "As CEO, my focus will be on continuing to generate momentum and unlock new opportunities for growth and innovation while staying true to the values that got us here. I look forward to leading Mohawk through the next phase of its evolution—sharpening our focus, accelerating growth, and pursuing new pathways that will define our future."

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### ABOUT MOHAWK INDUSTRIES

Over the past two decades, Mohawk Industries has transformed its business into the world's largest flooring company with leading positions in North America, Europe, South America and Oceania. Mohawk's vertically integrated manufacturing and distribution operations provide a competitive advantage in the production of ceramic tile, carpet and laminate, wood, vinyl and hybrid flooring products. Mohawk's industry-leading innovation has yielded designs and performance enhancements that differentiate its collections in the marketplace and satisfy all residential and commercial remodeling and new construction requirements. The Company's brands are among the most recognized and respected 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.

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## Forward-Looking Statements

Certain of the statements in this press release, particularly those 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 Industries, Inc. (the “Company”) 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 the Company’s 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 raw material prices, freight and other input costs; inflation and deflation in consumer markets; currency fluctuations; rising energy costs and changes in the level of supply thereof; 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; tax and tax reform, product and other claims; litigation; geopolitical conflicts; regulatory and political changes in the jurisdictions in which the Company does business; and other risks identified in Mohawk’s United States Securities and Exchange Commission reports and public announcements.

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