



(As amended October 16, 2024)

## HEALTH AND SAFETY POLICY:

### 1. Purpose:

- a. This Health and Safety Policy applies throughout Eagle Materials Inc. and its subsidiaries and affiliates (“Eagle”, “Company”, “we”, “our”, or “us”) and is intended to express our commitment to the safety and health of all of our employees and on-site contractors.

### 2. Workplace Safety:

- a. Our policy is to provide a safe and healthy workplace and comply with or exceed applicable safety and health laws and regulations such as OSHA and MSHA, as well as internal requirements. We work with our employees to provide and maintain a safe, healthy and productive workplace by addressing and remediating identified risks of accidents, injury and adverse health impacts.
- b. These efforts are achieved by promoting safe work practices among employees and contractors and maintaining property and equipment in safe operating conditions.
- c. See the safety section in our Sustainability Report regarding our strong employee engagement on identifying preventive hazard opportunities.

### 3. Safety Performance:

- a. Eagle is committed to improving our safety performance with a goal of a fully injury-free workplace, at any level of injury severity.
- b. See the safety section in our Sustainability Report for data demonstrating our strong safety performance results in both absolute and comparative industry measures.