

EAGLE MATERIALS INC.
Charter of the
Corporate Governance, Nominating and Sustainability Committee

(As amended August 4, 2025)

1. Purpose

The primary purposes of the Corporate Governance, Nominating and Sustainability Committee (the “Committee”) of the Board of Directors (the “Board”) of Eagle Materials Inc. (the “Company”) are to: (i) advise and counsel the Board and management regarding, and oversee, the Company’s governance, including the Board’s selection of directors; (ii) develop and recommend to the Board a set of corporate governance guidelines for the Company; (iii) oversee the evaluation of the Board and management; and (iv) oversee the Company’s initiatives, opportunities and reporting on sustainability matters.

2. Membership

The Committee shall consist of at least two directors. The members of the Committee shall satisfy the independence requirements set forth in the corporate governance and other listing standards of the New York Stock Exchange (“NYSE”) as in effect from time to time.

The members of the Committee shall be elected by the Board at the Board meeting (“Annual Board Meeting”) that is held immediately after the annual meeting of the stockholders of the Company or at such other time as the Board shall determine, and each Committee member shall serve until the date of the next Annual Board Meeting, unless he or she resigns, is removed or replaced, or otherwise ceases to be a director or a member of the Committee prior to such date, in which event the Board may appoint another director of the Company to fill the resulting vacancy for his or her unexpired term. Furthermore, if for any reason the Board does not elect the members to the Committee at the Annual Board Meeting, the directors who then comprise the Committee will continue to serve as members of the Committee until the Board takes action to elect new members of the Committee. The Board may remove or replace any member from the Committee at any time.

3. Operation

The Board shall elect one of the members of the Committee to act as chairperson of the Committee (the “Chairperson”). Such member shall act as Chairperson until the next Annual Board Meeting unless he or she resigns, is removed or replaced, or otherwise ceases to be a director or a member of the Committee prior to such date, in which event the Board shall appoint another member of the Committee to serve as Chairperson for his or her unexpired term. The Chairperson shall preside over all meetings of the Committee. The Board may remove or replace the Chairperson at any time.

A majority of the members of the Committee shall constitute a quorum. The act of a majority of the members of the Committee in attendance at a meeting at which a quorum is present shall constitute the act of the Committee. The Committee shall only act on the

affirmative vote of a majority of the members at a meeting at which a quorum (which may be in person or by telephone) is present or by unanimous consent.

The Committee shall meet as often as is appropriate but not less than two times annually. The Committee may invite such persons in addition to the members of the Committee that it deems appropriate to attend all or part of any meetings. The Committee shall maintain minutes of its meetings and written records of its actions.

The Committee may, at its discretion, engage search firms to be used to identify director candidates and such other independent consultants as it deems appropriate. Further, the Committee may invite to all or part or any Committee meeting such representatives of search firms and other independent consultants and members of management and other persons as the Committee shall deem necessary or appropriate. The Committee shall, when it deems it appropriate, meet with the representatives of such search firms and other independent consultants without any members of management in attendance. The Committee shall have the sole authority to engage, retain and terminate any search firm or other consultant to be used to assist it in the performance of its duties hereunder, and shall have the authority to approve such consultant's fees and other retention terms. The Committee shall also have sole authority to retain and terminate any internal or external legal, accounting or other advisors retained for advice and assistance on any matter addressed in this charter at the expense of the Company.

The Committee may delegate its duties and responsibilities to a subcommittee or subcommittees consisting of one or more members of the Committee. Any delegation may be made only to the extent permitted by NYSE rules, Securities and Exchange Commission rules and applicable law.

4. Duties and Responsibilities

To fulfill its purposes as described above, the Committee shall have the following duties and responsibilities:

a. ***Governance.***

- (i) Develop, periodically review and recommend to the Board a set of corporate governance guidelines for the Company.
- (ii) Periodically review corporate governance matters generally and recommend action to the Board where appropriate.
- (iii) Monitor the quality and sufficiency of information furnished by management to the directors in connection with Board and committee meetings and other activities of the directors.
- (iv) Review and approve, prior to acceptance, the election of the Chief Executive Officer, Chief Operating Officer or Chief Financial Officer to any other public company board.

b. ***Nominating.***

- (i) Actively seek, identify, recruit, screen, and interview individuals qualified to become members of the Board for recommendation to the Board, consistent with criteria approved by the Board. In evaluating the suitability of individual nominees, nominees for director will be selected on the basis of their integrity, experience, achievements, judgment, intelligence, personal character, ability to make independent analytical inquiries, willingness to devote adequate time to Board duties, and likelihood that he or she will be able to serve on the Board for a sustained period, giving due consideration to diversity in perspectives, backgrounds, business experiences and professional expertise.
- (ii) Review candidates for election as directors who have been properly proposed by stockholders in accordance with the Company's bylaws.
- (iii) Have the authority, at the expense of the Company, to retain and terminate any search firm to be used to identify director candidates, and approve the search firm's fees and other retention terms.
- (iv) Evaluate the qualifications, performance and willingness to continue service on the Board of incumbent directors and determine whether to recommend them for re-election to the Board.
- (v) Establish and periodically reevaluate criteria for Board membership and selection of new directors; and determine as necessary the portfolio of skills, experience, perspective and background required for the effective functioning of the Board.
- (vi) Recommend to the Board the director nominees for each annual stockholders meeting.
- (vii) Recommend to the Board director nominees for each of the Committees of the Board, including the chairperson of each Committee.
- (viii) Determine, acting through the Chairperson, the effect of a director's change in circumstances (including a material change in a director's principal business, occupation or position), consider the appropriateness of continued Board membership, and, if appropriate, recommend to the Board whether to request the resignation of such director.
- (ix) Recommend to the Board removal of a director, if appropriate.

c. ***Sustainability Oversight.*** In coordination with management and other Board committees, as appropriate, review and oversee the Company's initiatives, opportunities and reporting with respect to material sustainability matters, including, but not limited to the following:

- (i) Provide updates and make recommendations to the Board, as needed, on current and emerging sustainability trends and matters that may affect the business, operations, performance, and external relations of the Company;
 - (ii) Review and provide oversight relating to the Company's environmental initiatives related to sustainability and climate change impacts; and
 - (iii) Oversee and periodically review the Company's public disclosures on sustainability matters and related metrics applicable to the Company.
- d. ***Other.***
- (i) Report regularly to the Board on the Committee's activities.
 - (ii) Review and assess the adequacy of this charter annually and recommend any proposed changes to the Board for approval.
 - (iii) Perform other functions within the scope of the foregoing, which the Committee deems appropriate to undertake from time to time.

5. Annual Oversight of the Evaluation of the Board and its Committees

The Committee will initiate and oversee an annual evaluation of the effectiveness of the Board and each Committee (including a self-evaluation of this Committee), as well as the composition, organization (including its Committee structure, membership and leadership) and practices of the Board and provide a report of that evaluation to the Board.