



2022

Sustainability
Report



*Depiction of wind
turbines being installed
at our Woodville, Ohio plant*



Contents

A Message From Our CEO	1	Our Roadmap to GHG Reduction Goals	58
Company Overview	3	Net Zero Ambition	60
Company Highlights	4	Water Management	63
Sustainability Highlights	5	Waste Management	66
Engagement	6	Biodiversity and Land Use	67
Corporate Governance	8	Employee Well-Being	80
Inclusion, Engagement & Diversity	12	Employee Resource Groups	81
Award Winning Impact	17	A Career, Not a Job	83
Climate Related Risk Analysis	22	Inclusion and Engagement	85
Political Contributions & Lobbying	25	Partnership for the Military Community	86
Our Sustainability Approach	28	ONE Rewards Program	87
Safe Operations	32	Retirement Benefits	89
World Class Performance	33	Scholarship Program	90
Safety Audit Initiative	37	Community Well-Being	95
Zero Safety Campaign	39	Corporate Giving	96
Environmental Stewardship	42	Raleigh Performing Arts Center	97
The Role of our Employees, Management and Board	43	Partnership with HBCU Shaw University	99
Greenhouse Gas Emissions	45	Bahama Rock-Solid	100
Understanding Carbon Intensity	54	TCFD Alignment Index	107
		Cautionary Statement	108
		Appendix	109

A Message from Our CEO

Building on a Sustainable Foundation

As a leading supplier of aggregates and heavy building materials, Martin Marietta knows how to build on a sustainable foundation for future growth. The successful implementation of our strategy was evident in our 2022 results. We marked our Company's eleventh consecutive year delivering increased products and services revenues, gross profit and Adjusted EBITDA, as well as our most profitable year ever. We achieved record financial results and world-class safety incidence rates while also seamlessly integrating a large platform acquisition and completing non-core asset divestitures against a backdrop of rapid monetary tightening, a resulting housing slowdown, and cost inflation at 40-year highs. We view sustainability as foundational to these and all of our other accomplishments allowing us to create a better world for our 9,400 team members, their families, the communities in which we operate and our stakeholders.

Sustainability is a core value at Martin Marietta, as well as a driver for continuous improvement and a key element of delivering greater long-term value to our stakeholders. This commitment is shared throughout our enterprise – from our Board of Directors to our managers to our employees – and is integral to each of our businesses and their day-to-day operations. As part of our commitment to sustainability and acting in an environmentally responsible manner, we recognize the global threat posed by climate change and the need for a global and ambitious response. In this Sustainability Report, we are excited to announce bold new aims across our entire value chain:

- We are adopting a Net Zero by 2050 ambition for our Scope 1 emissions (direct emissions from our operations) across all our product lines.
- We are committed to reducing or offsetting Scope 2 emissions (indirect emissions from our energy purchases) to achieve Net Zero Scope 2 emissions by 2050 across all our product lines.

In addition, we will continue to consider new opportunities to expand the coverage of our existing Scope 1 and 2 reduction targets for 2030 and continue to evaluate a process for undertaking the measurement of our Scope 3 emissions. The road to Net Zero for us and others in our industry requires operational changes, investments in sustainable energy and, in some cases, technology that is not yet available. We also continue to monitor various pilot projects being conducted relating to the development of carbon capture technology and will implement viable solutions in those portions of our business where it would be most impactful.

We recognize the importance of building a resilient and sustainable company; our management's engagement and the Board of Director's oversight of our sustainability efforts are focused on transparency, responsiveness and vision. This oversight starts with our Board of Directors, extends to our Board Committees which includes an Ethics, Environment, Safety and Health Committee, among others, and further encompasses our executive team who are responsible for the day-to-day management of these issues and our employees who implement our strategies.

In 2022, we continued our relentless focus on world-class safety performance, delivering a company-wide Total Injury Incident Rate (TIIR) of 0.78, exceeding the world-class rate of 0.90 for the second consecutive year. Moreover, our fidelity to our Guardian Angel culture meant that 99.8% of our employees experienced ZERO lost-time incidents. Our safety performance sets the foundation for our long-term financial strength and the successful execution of our Strategic Operating Analysis and Review (SOAR) 2025 initiatives.





In order to build a better company, we must build teams of diverse people all working toward the same goal. I have signed the CEO Pledge for Diversity & Inclusion supporting a trusting environment where all ideas are welcomed and employees feel comfortable and empowered to have discussions about diversity and inclusion. We launched a dedicated section on our Company’s website highlighting Inclusion, Engagement and Diversity at Martin Marietta and elevated the Head of Inclusion and Engagement to a Vice President level position. The Head of Inclusion and Engagement implements programs, training and advances a culture in furtherance of development, retention and engagement of our employees. We also formed an Inclusion and Engagement (I&E) Task Force, which consists of a diverse group of employees, with a mission to ensure our culture is consistently welcoming to all current and future employees, as well as open to new and diverse thought. We have also prioritized our ONE employee brand, which we use to promote our culture, employee experience and employee development. Most recently, we have begun launching Employee Resource Groups, including our Veterans Community, our Women Who Build Community and our Multi-Cultural Community. We believe these efforts, while part of our journey, are important and effective steps to further broaden and diversify our talent.

Our senior management team and I engage personally and continuously with our stakeholders to listen carefully and share thoughts regarding sustainability and other ESG considerations; the important feedback we receive on these issues helps inform our policies, practices and disclosures. We believe the steps we have taken to date, and those we will continue to take in the future, make us a leader in the aggregates sector. We are proud to present you with our 2022 Sustainability Report and look forward to continuing to report our commitment, shared purpose and strategy to building a more sustainable world.

Sincerely,

C. Howard Nye
 Chairman, President and
 Chief Executive Officer





Company Overview

Martin Marietta provides the foundation upon which our communities improve and grow. Our products build the roads, homes, schools, offices and hospitals that anchor the communities where our employees, families, friends, neighbors, customers and vendors live. As such, we operate with a wholehearted focus on creating a better future for all.



*Our Red Oak Quarry
Red Oak, Georgia*



Company Highlights

At Martin Marietta, we thoughtfully consider the needs of both stakeholders and shareholders, this has always been at the forefront for Martin Marietta. Our 2022 results underscore our commitment to excellence in all that we do, as well as the importance of continued responsible investment in our facilities to maintain a safe and healthy workplace. Equally important is our steadfast investment of time and resources to ensure our employees, customers, vendors, communities and the environment are taken care of and protected. We believe it is both the smart and right thing to do.



9,000+
Employees¹



350+
Aggregates
Quarries,
Mines, Yards



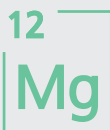
2
Cement
Plants²



130
Ready Mixed
Concrete Plants²



35
Asphalt
Plants



2
Magnesia
Specialties
Facilities

Our 2022 Results

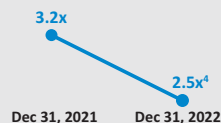
\$6.2B

Total Revenues
+13.8%

\$1.6B

Adj. EBITDA³
+4.7%

Leverage Ratio³
Continued to Decline



Q4 Aggregates Performance



16.5%

ASP
Growth

+200 bps

Product Gross
Margin Expansion

+25%

Gross Profit Per
Shipped Ton

We delivered these record results while enhancing our corporate governance practices, further improving world-class safety performance and strengthening our sustainability reporting.



NET EARNINGS attributable to Martin Marietta from continuing operations of \$856.3 million and record **ADJUSTED EBITDA FROM CONTINUING OPERATIONS* OF \$1.6 BILLION**



Continuous commitment to **SUSTAINABILITY**, which is included in our strategy and compensation decisions



Sixth consecutive year of **WORLD-CLASS SAFETY** performance



Repaid and discharged \$700 million of debt, exiting year at 2.49x net leverage ratio, and increased dividend by 8% to \$2.64/share on an annualized basis



Successful integration of business acquired in California and Arizona in 2021, including 1,250+ employees, following end of Transition Services Agreement



Successful completion of two portfolio optimizing divestitures in line with the Company's **SOAR 2025** Strategic Plan that generated \$650 million in proceeds

* Chart as of December 31, 2022.

¹ Includes leased employees and employees in operations acquired in 2022.

² Ready Mix assets sold in 2022 are included in these totals; Certain assets acquired in October 2021 and held for sale in 2022 are not included.

³ Please see Appendix for a reconciliation of non-GAAP measures to GAAP measures.

⁴ Leverage ratio includes the discharge of \$700 million in notes due 2023.



2022 Sustainability Highlights and Performance Milestones

GHG Reduction Goals

- Established new **NET ZERO Scope 1 Ambition** for 2050, in addition to existing **NET ZERO Scope 2 Target** for 2050 established in 2021 – our **NET ZERO Ambition** now covers our Scope 1 and 2 emissions across all of our businesses
- Continued progress on achieving our Scope 1 and 2 GHG reduction commitments for 2030 for our cement and magnesia businesses
- At 0.725 net metric tonnes per metric tonne of cement, our carbon intensity from cement operations continues to be better than the U.S. cement industry average and represents a 13% reduction in our carbon intensity since 2010

Carbon Reduction Roadmap

In this report, provided increased, detailed disclosure on our carbon transition pathway, including:

- Continued our efforts to reduce reliance upon coal in our cement kiln fuel mix which in 2022 was only 15% of total usage
- Natural gas pipeline project at our Hunter, TX plant is nearing completion allowing a further reduction in coal use
- Began construction of wind turbines at Woodville, OH facility which are projected to reduce GHG emissions by up to 10,000 metric tons per year
- Converted more than 90% of our Type I/II cement customers in Texas to PLC or Type 1L, which is estimated to produce up to 10% less GHG emissions than traditional cement
- Purchased two additional 944K John Deere hybrid wheel loaders for a total of seven. These loaders are approximately 20% more fuel efficient than a comparable traditional diesel loader

Other 2022 Highlights

- 99.8% of employees with ZERO reportable incidents, for TIIR of 0.78, our safest incident year on record
- Achieved a world-class lost time incident rate (LTIR) for the sixth consecutive year
- No significant environmental notices of violation, with total penalties less than \$19,000
- Enhanced transparency of our diversity and inclusion progress by publishing our EEO-1 report data
- Joined the CEO Pledge for Diversity & Inclusion supporting a trusting environment where all ideas are welcomed and employees comfortable and empowered to have discussions about diversity and inclusion
- Launched a dedicated section on our Company's website highlighting Inclusion, Engagement and Diversity at Martin Marietta and elevated the Head of Inclusion and Engagement to a Vice President level position to implement programs and training and advance a culture in furtherance of development, retention and engagement of our employees
- Added a new website section providing additional transparency with respect to the Company's political contributions and lobbying activities
- Refreshed the leadership of the Audit Committee and the Ethics, Environment, Safety and Health (EESH) Committee with a continued focus on diversity and ensuring our Board composition and skills are aligned with our strategy



Engagement, Responsiveness and Accountability

We have adopted a holistic approach to sustainability that is highly interactive, responsive and also responsible. We hold ourselves accountable to high standards and set meaningful targets and goals that we believe are achievable despite substantial challenges.

Direct Shareholder Engagement

- We welcome conversations with our shareholders, inviting opportunities to discuss our strategy, accomplishments, challenges, and targets
- **We engage at the highest levels of management;** our calls generally include the Chairman and CEO, Executive Vice President and General Counsel, Senior Vice President and CFO, Head of Sustainability, Deputy General Counsel and VP-Investor Relations
- We speak to many shareholders numerous times. For example, we communicated with one shareholder ~12 times during 2022-2023 to discuss their questions and observations

Responsive to Shareholder Concerns

- We have adopted a **Net Zero 2050 Ambition** in this report
- We have added discussion of **physical, climate and other risks** to this report
- We have added a **TCFD Alignment Index** to this report
- We have added detail to Our Roadmaps and to our discussions of the differences between the U.S. and other jurisdictions in this report
- We continue to expand our discussion of diversity, equity and inclusion both in this report and on our website
- We will consider setting and verifying reduction targets under the Science Based Target initiative (SBTi) framework

Robust Board Oversight

- Our Ethics, Environment, Safety and Health (EESH) Committee, which guides our environmental and sustainability policies, meets at least four times a year
- Established in 1994, it consists of fully independent Board members and reports to the full Board
- **EESH Committee and other Board members have significant experience and knowledge of ESG matters**
- Other committees including Management Development and Compensation, Audit, Nominating and Governance and Finance all review various aspects of the performance of management and the Company on these important issues

Realistic and Meaningful Targets, Goals and Ambitions

- Medium term (2030): Targets set for the reduction of Scope 1 and Scope 2
- Long term (2050): **Net Zero target for Scope 2, Net Zero ambition for Scopes 1 and 2 combined**
- Targets are reviewed annually in light of technological and specification changes
- We will review our targets and validation methods after the SEC's expected climate disclosure rules are finalized



Our Challenges

- Carbon capture and other innovations are yet to be proven; today, **there is no commercially viable technology to reduce emissions in cement production**
- We must comply with ASTM International (ASTM), the Texas Department of Transportation (TXDOT) and our customer specifications, which differ from cement requirements in other areas
- Alternative fuel and additives are regulated differently in the U.S. than in other countries
- The U.S. EPA requires certain calculation methods regarding alternative fuels that are different from other countries, making same-on-same comparisons of GHG difficult

Our Intentions

- **Make promises we can keep and explain specifically how we intend to do so**
- Operate our business in a responsible manner from a **long-term financial perspective**
- Stay close to developing technology (e.g. Fortera) and use our healthy balance sheet to implement technology quickly when it becomes viable in both of our two heritage cement plants
- Continue to work with Caterpillar, Komatsu and other partners to improve emissions in our aggregates business
- Comply with forthcoming SEC rules and other regulatory developments
- Continue to consider how to accurately set targets and goals for our Scope 3 emissions, which generally come from trucking and railroads
- **Consider setting and verifying reduction targets under the SBTi framework**
- Continue to listen to, speak with, and respond to our shareholders



Corporate Governance Serves as Our Foundation

Martin Marietta has a culture dedicated to ethical business behavior and responsible corporate activity. We believe strong corporate governance is the foundation for delivering on our commitments.

Our Board of Directors

As stewards of Martin Marietta, our Board plays an essential role in determining strategic priorities and considers sustainability issues an integral part of its business oversight. Our *Corporate Governance Guidelines*, available on our website, set forth a flexible framework within which the Board, assisted by its Committees, directs the affairs of Martin Marietta. The Board receives a report from each of these Committees on its work relating to sustainability matters. Importantly, as discussed in the next section, the Board's strategic review and risk assessments also includes management's sustainability goals, our performance relating to sustainability and our engagement with investors with regard to sustainability matters.

“These examples reflect the ways in which sustainability is a priority in our risk oversight, strategic planning and management, as well as the ongoing dialogue with our shareholders.”

Our Ethics, Environment, Safety and Health (EESH) Committee

- Established in 1994 and meets at least four times annually
- Updated charter in February 2022 to codify the Committee's responsibilities in light of our increasing focus on EESH matters
- Comprised wholly of independent directors, whose members are diverse and have relevant expertise to provide appropriate oversight in helping us achieve sustainable growth and reduce our risks
- Reviews our Sustainability Report and our sustainability performance commitments and goals, including capital investments and improved practices that reduce greenhouse gas (GHG) and other emissions

- Reviews the input we have had from, and our engagement with, investors on sustainability matters
- Monitors our safety performance, Ethics Office activity, and compliance with environmental laws and regulations, as well as our public reporting and disclosure with respect to climate change-related risks and opportunities and other environmental issues
- Has the authority to investigate any matter falling within its purview
- Reports to the full Board
- We refreshed the leadership of the committee in 2022 with a continued focus on diversity and ensuring Board composition and skills are aligned with our strategy

These examples reflect the ways in which sustainability is a priority in our risk oversight, strategic planning and management, as well as the ongoing dialogue with our shareholders.

45%

Women or minorities represent 45% of our Board

7 OUT OF 11

7 out of 11 new Board members since 2016, increasing refreshment and blending new ideas with experience

100%

All Board members comply with our *Corporate Governance Guidelines*, including those relating to overboarding; all directors sit on no more than three public company boards

91%

Board members are non-management and independent

Our Other Board Committees

In addition to our EESH Committee, we have established a number of Board Committees with overlapping responsibilities for sustainability matters. We believe this approach has been effective in integrating sustainability as a core element of our corporate governance:

- Our **Management Development and Compensation Committee** reviews management's performance with regard to its sustainability goals and considers those achievements in determining incentive pay



- Our **Audit Committee** reviews our significant environmental matters and assesses the potential risks and liabilities they may pose to our business
- Our **Nominating and Corporate Governance Committee** oversees the development and implementation of a set of corporate governance principles applicable to the Company and oversees the review and implementation of best practices in corporate governance matters
- Our **Finance Committee** reviews large capital projects relating to sustainability and growth as well as all our political contributions and political activities, including lobbying and trade associations

Actions in 2022

Our Board of Directors updated several Committee charters to reflect their increased oversight of our strategic priorities, including those relating to sustainability matters. Our Committee charters are available in full on our website. These are the functions and responsibilities added to the Committees' oversight.



Ethics, Environment, Safety and Health Committee

- Reviews and discusses our sustainability efforts, goals and risks, and our annual Sustainability Report
- Oversees environmental performance, initiatives and results, including annual and long-term targets and commitments
- Reviews our strategy, programs, initiatives and performance relating to climate change and other sustainability matters



Finance Committee

- Oversees our policies and practices relating to political contributions and political activities, including lobbying and/or through trade associations of which we are a member, expenditures
- Reviews and approves charitable contributions and community support budgets



Management Development and Compensation Committee

- Reviews matters relating to human capital management, diversity, equity and inclusion (DEI), talent acquisition and retention, and compensation matters related thereto

Our Employees

Martin Marietta employees play a critical role in enforcing good governance and sustainability practices. It is their commitment to each other and to our communities that elevates our efforts and performance as a Company.

In matters of sustainability, the Chairman and CEO, as well as the executive leadership team, guides and governs corporate-wide sustainability objectives and initiatives. From there, our dedicated employees help drive performance of our sustainability agenda, including:

- Chief Ethics Officer
- Head of Sustainability
- Inclusion and Engagement Task Force
- Head of Inclusion and Engagement
- Safety teams
- Environmental managers



Our employees understand the importance of acting with integrity in all of their interactions. We provide them with a variety of resources to guide them in their daily decision-making and support them should they have questions, including training and compliance policies and education. These resources include an engaged senior leadership team, our *Code of Ethical Business Conduct*, a confidential ethics hotline managed by an independent third party, and annual ethics training.

Our Code of Ethical Business Conduct

As a Company dedicated to fulfilling its mission and living its values, we understand how important it is to provide resources that help guide our hardworking Martin Marietta team members in the countless decisions they make every day. Our *Code of Ethical Business Conduct*, which has been in place since the 1980s, is regularly updated. This code provides our policies and expectations on a number of topics, including our commitment to good citizenship, promoting a positive and safe work environment, avoiding conflicts of interest and operating with integrity in all that we do. The *Code of Ethical Business Conduct* applies to everyone on the Martin Marietta team, including Board members, and annual ethics training is required to ensure our policies are communicated and understood. **The Code also applies to our vendors, suppliers and contractors and sets out our expectations both in terms of how they behave with regard to their interactions with our Company and employees, as well as in their own businesses. It addresses topics such as Anti-Corruption, Bribery, Antitrust, Safety and Health, Environmental Regulation, and Slavery and Human Trafficking.**



Board With Diverse Skills and Experience

1 only 1 director is management; all other directors are independent

45% of directors are women or minorities

66
YEARS average director age

3 3 of our 11 directors are women

3 3 of our 11 directors are racially and ethnically diverse — 2 Board members are African American and 1 is Hispanic

8.5
YEARS average director tenure

45% of directors are current or former public Company CEOs



Corporate Governance Highlights

Our Board adopted practices that enhance its effectiveness

- 10 of 11 Directors are independent
- 3 of our Directors are women comprising 30% of our independent directors
- 3 of our Directors are ethnically diverse
- Significant Board refreshment with 7 new directors in the past 7 years
- Directors reflect a diverse mix of skills and experience
- Annual Board, committee and individual self-assessments
- Board access to management and employees
- Overboarding, anti-hedging and stock ownership policies

Our Board has strong, independent leadership

- Independent Lead Director
- Annual review of Board leadership structure
- Independent chairs of Board committees
- Only one Director is a Company employee

Our Board has developed a management compensation structure that is aligned with the long-term strategy of the Company

- Compensation programs reviewed to include short-and long-term goals tied to the long-range plan attract, retain, incentivize and reward excellent performance

Our Board is accountable to our shareholders

- Annual election of Directors
- Majority voting for uncontested Director elections
- Proxy access right for shareholders
- No poison pill
- Disclosure of governance processes implemented by the Board and its committees

Our Board is responsive to our shareholders and is proactive to understand their perspectives

- Proactive, year-round engagement with shareholders
- Engagement topics include Board refreshment, environmental, social and governance (ESG) matters, management compensation, and Board and management diversity

Our shareholders are entitled to voting rights in proportion to their economic interest

- One class of voting stock
- One share, one vote standard

INCLUSION, ENGAGEMENT AND DIVERSITY

At Martin Marietta, in a world that's focused on the power of many, we believe in the

power of **ONE**

This is the magic of bringing together our diverse perspectives, backgrounds, experiences and talents to create a shared vision and future.



Inclusion is creating an environment where the power of ONE can thrive.

At Martin Marietta, inclusion is a commitment, renewed each day, to show up with heart for our co-workers, customers, communities and loved ones to enable and ensure a sense of belonging, safety, and well-being in body and in mind. This means embracing our uniqueness by treating everyone with dignity and respect, looking out for each other, speaking up, showing up and always doing what is right. Our strength is derived from our people, and championing this strength empowers each of us to be genuine and make a difference in our pursuit of excellence.



Engagement at Martin Marietta is the power of ONE in action.

Engagement happens when we bring together exceptional and diverse talent with different backgrounds, genders, ethnicities, qualifications, perspectives, experiences, voices and skills to ensure that we will consistently develop the best ideas and advance our world-class ambition. Enabled by an inclusive environment where each person feels like they belong, are valued and can speak up, engagement allows us to forge stronger, more productive connections fueled by trust, compassion and authenticity. It ensures we pursue excellence and continuously improve - as ONE.

"We can affirm our values through our actions by reiterating our commitment to providing a safe workplace – in every way. But we can't stop there. Outreach in the communities we serve is vital. We must consistently treat our co-workers, customers, vendors, neighbors and other stakeholders with dignity, care and respect. Carefully listen. Both provide and seek support and help when it's needed. ... We're not perfect. But we are trying to be our best. Much of that is because we're **ONE. One Team. One Purpose. One Future.**"

— Ward Nye | Chairman, President and CEO

In 2020, we launched an **Inclusion and Engagement Task Force** comprised of employees with diverse race, gender, background and experience, and which is focused on hiring, developing, and retaining diverse employees to strengthen our talent pipeline and increase engagement and retention. This group, led by the Chairman and CEO and the Senior Vice President, Chief Human Resource Officer, met numerous times throughout 2021 and 2022 to inform and guide Martin Marietta's Inclusion, Engagement and Diversity priorities. Our Board of Directors and its Committees have oversight of our Inclusion, Engagement and Diversity strategy, work and compensation.



We also took these other actions relating to our Inclusion, Engagement and Diversity work:

- We updated our website to include a **dedicated section on Inclusion & Engagement** with diversity content and a video message from Chairman & CEO, Ward Nye
- We appointed a new **Head of Inclusion and Engagement** and elevated this position to a Vice President level
- We retained an external party to conduct **employee and leader group focus group sessions** regarding perspectives about Inclusion and Engagement in our Company culture, as well as a pay equity review
- We launched a company-wide communications campaign focused on helping all employees understand the importance of inclusion, engagement and diversity at Martin Marietta
- We are launching our **Employee Resource Groups** to support engagement and belonging
- We are reporting our **EEO-1 data** on our website which we update annually



We joined the **CEO Action for Diversity & Inclusion™**, a coalition of more than 2,200 CEOs which aims to rally the business community to advance diversity and inclusion in the workplace. The CEO Action pledge outlines specific actions participating companies can take to cultivate a workplace where diverse perspectives and experiences are welcomed and respected.



Diversity and Inclusion at a Glance

41%

of our workforce are minorities

33%

of our workforce are racially/ethnically diverse

11%

of our workforce are women

2021 Culture Survey Results

In 2021, we retained an independent third party to conduct a survey of employees, including senior leaders and members of our Inclusion and Engagement Task Force, to identify areas for improvement. The survey included 20 questions and had an 80% response rate. The results were reported to the Chairman and CEO and the Senior Vice President, Chief Human Resource Officer. These are examples of some of the responses:

> 80%

respondents gave favorable responses

% respondents who agree that Martin Marietta supports equality of opportunity

- All surveyed employees: 94%
- Employees who are women or of color: 81%

% respondents who agree that people at Martin Marietta treat each other with dignity and respect regardless of their personal identities

- All surveyed employees: 97%
- Employees who are women or of color: 87%



Inclusion & Diversity

Martin Marietta’s diverse, engaged and dedicated workforce is our greatest asset, and the continuing well-being of our employees is critically important for our success. We are committed to providing all employees with the programs, resources, support and opportunities necessary to grow. We strive to create safe, healthy, diverse and highly engaging workplaces and hope that our decisions in this area will extend far beyond our business, positively affecting people and communities for generations to come.

Our employees include those from more than 30 non-U.S. countries, as well as the U.S. Virgin Islands and Puerto Rico.



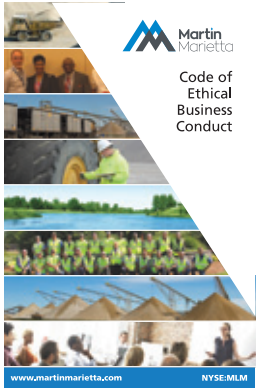
Workplace Environment

Martin Marietta conducts mandatory annual ethics training, which includes courses relating to harassment, discrimination and respect in the workplace. Our *Code of Ethical Business Conduct* specifically addresses our commitment to a safe, respectful and inclusive workplace and a harassment-free environment for all our employees.

Respect in the Workplace and No Discrimination

Martin Marietta will not tolerate workplace harassment. Martin Marietta is committed to providing a professional work environment for its employees that is free of physical, psychological and verbal harassment. In connection with employment opportunities, the Company will not tolerate discrimination on the basis of race, color, religion, sex, age, natural origin, citizenship status, disability, sexual orientation, veteran status or any other protected status under applicable laws.

Conduct that is intended as an innocent joke or harmless flirting may still constitute harassment. The intent of the act is irrelevant; what is critical is how the other party perceives the conduct.



Martin Marietta will not tolerate retaliation against employees who raise concerns to any source in good faith. Our Ethics Hotline is available 24/7, and our policy provides that no employee will suffer indignity or retaliation because of a report they make. The person making a report will be given anonymity if they so wish.



Inclusion at Work

At Martin Marietta, inclusion is a commitment, renewed each day, to show up with heart for our coworkers, customers, communities and loved ones to enable and ensure a sense of belonging, safety, and well-being – in body and in mind. There is strength in what makes each of us different, and in what we have in common. Regardless of position, we all have a unique combination of traits, backgrounds, skills and ideas. Those diverse perspectives are what inspire growth at all levels, both inside and outside of the organization.

Being inclusive is who we are. Safety, Integrity and Community are core values at Martin Marietta. We live these values to create a culture where employees know that they belong and are encouraged to show up and contribute as their most authentic selves.



Similar to the Guardian Angel Safety Culture, our Inclusion and Engagement efforts reflect the way we look out for one another. Our unwavering commitment to safety, health and well-being can be extended to ensure that our people feel valued, included and respected at work. It is not only the right thing to do for our people, it is also the right thing to do for our business and creates a competitive advantage. Ensuring we maintain an inclusive and engaging workplace creates an environment where everyone will be positioned to contribute to solving problems and achieve the best possible results.



Inclusion & Engagement Task Force

The Task Force is made up of 13 Martin Marietta leaders with various experiences and backgrounds from across the Company to ensure our culture is consistently welcoming to all current and future employees, as well as open to new and diverse thought. One of the Task Force’s first priorities focused on increasing awareness of the importance of Inclusion, Engagement and Diversity through a companywide communications campaign initiated in late 2022. This communication effort will continue throughout 2023.



Employee Resource Groups

Our strength is derived from our people, and championing this strength empowers each of us in our pursuit of excellence. We have begun the rollout of our peer-led and executive sponsored Employee Resource Groups to support engagement and belonging at Martin Marietta. The first group that we implemented was our Military and Veterans Community which was followed by our Women Who Build Community. Our Multicultural Community will roll out in May of 2023.



Our Sustainability Approach

Rooted in our core values and a commitment to being responsible stewards of the Earth’s resources, our sustainability approach allows us to create lasting results that benefit our employees, customers, communities and society as a whole.



Our Future Together

We provide high-quality heavy building materials, but life at Martin Marietta is about more than what we do, it’s about how we do it. Guided by our values, we’re on a journey to be a world-class organization.



BOARD DIVERSITY



Dorothy M. Ables
Director since 2018



Sue W. Cole
Director since 2002



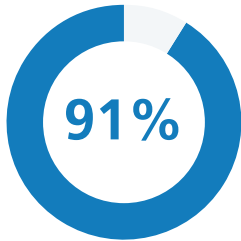
Smith W. Davis
Director since 2018



Anthony R. Foxx
Director since 2020



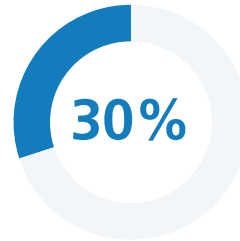
Laree E. Perez
Director since 2004



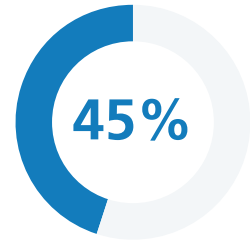
BOARD MEMBERS ARE INDEPENDENT



NEW BOARD MEMBERS ADDED IN PAST 6 YEARS



INDEPENDENT BOARD MEMBERS ARE WOMEN



BOARD MEMBERS ARE WOMEN OR MINORITIES

BOARD MEMBER REFRESHMENT AND SPOTLIGHT

The Board seeks a diverse group of candidates who possess the background, skills, expertise and time to make a significant contribution to the Board, the Company and its shareholders. We believe our balanced mix of Board members with different backgrounds and other qualifications, including tenure, bring the **right blend of independence and diversity that combines experience and continuity through business cycles with fresh perspective**. We spotlight two of our Board members that reflect the rich diversity they bring, including with regard to tenure.



Laree Estes Perez
Director since 2004
Past Chair, Audit Committee
Member, Nominating and
Corporate Governance Committee

- First woman appointed by New Mexico’s Governor to serve on the New Mexico State Investment Council
- Former Vice Chairman, Baylor University Board of Regents
- Former Chairman, New Mexico State University Board of Trustees
- BBA in Finance and Economics from Baylor University Hankamer School of Business



Anthony R. Foxx
Director since 2020
Member, EESH Committee
Member, Finance Committee

- Seventeenth United States Secretary of Transportation
- Mayor of Charlotte, North Carolina, the youngest in Charlotte’s history and its second African American mayor
- Senior Fellow at the Harvard University Kennedy School’s Belfer Center for Science and International Affairs
- Executive in Residence, Carnegie Mellon University
- JD from New York University School of Law and BA in History from Davidson College



Our Award-Winning Impact

All awards are meaningful, but it's particularly gratifying when we're recognized for achievements consistent with our core values of safety, stewardship and community. For example, Martin Marietta aggregates operations again lead the industry in 2022, receiving 265 awards below from the National Stone, Sand & Gravel Association (NSSGA).

NSSGA

NATIONAL STONE, SAND
& GRAVEL ASSOCIATION

2022 NSSGA Safety Excellence Awards



Gold

Benson Quarry (NC)



Silver

Onslow Quarry (NC)



Bronze

San Pedro Quarry (TX)



Safety Certificates

163 Quarries received

2022 NSSGA Louis Griesemer Sterling Silver Award



Bronze

Martin Marietta
(Large Company Category)

2022 NSSGA Environmental Excellence Awards



Gold

10 Quarries Received



Silver

6 Quarries Received



Bronze

52 Quarries received



Certificates

4 Quarries Received

2022 NSSGA Community Relations Awards



Silver

Churchville Quarry (MD)
Hunter Stone (TX)



Bronze

24 Quarries received

Martin Marietta also received national recognition from the Mine Safety and Health Administration and each product line's respective trade association. Our ready mix concrete operations were recognized by the National Ready Mixed Concrete Association (NRMCA) for environmental excellence and safety, as well as the quality of our work.



NRMCA Environmental Excellence Award**Central Region**

3rd Place: Tyler Central Ready Mix (TX)

**NRMCA Excellence in Quality Award**

Southwest Division (TX)

NRMCA Excellence in Safety:

Gold: 43 sites

Similarly, our Asphalt Paving Business received the Quality in Construction Award from the National Asphalt Pavement Association for the following 3 projects:

- Taft Hill Asphalt Plant (CO)
- 35th Avenue Asphalt Plant (CO)
- Asphalt project in Bennett (CO)

**West Division Geology Manager Caps Off Career with Prestigious Industry Honor**

West Division Geology and Survey Manager David Bieber has been named a recipient of the Jim Pendleton Award, an honor recognizing his nearly four decades of service to the mining industry. Given annually by the Colorado Division of Reclamation, Mining and Safety, the award is presented to people, companies and organizations dedicated to the state's reclamation principles.

Bieber, who plans to retire in 2023 after a 36-year industry career, said he was shocked when he learned of the good news. "When I first heard I had won this award, it was just a complete and total surprise," he said. "I am absolutely humbled by this honor." Most recently, Bieber's primary responsibilities with Martin Marietta have included adapting existing mine plans to meet modern-day demands, and planning and directing reclamation efforts at several existing and future operations in the West Division.





Geology and Survey Manager David Bieber at Spec Agg Quarry in Golden, Colorado. Bieber is set to retire in 2023 after nearly four decades of service to the mining industry.

In his latest project, which he said was among the most involved of his career, Bieber was instrumental in permitting the expansion of Parkdale Quarry about 60 miles southwest of Colorado City. The expansion added 700 acres of mineable property within a 1,400-acre Bureau of Land Management lease area.

Bieber said his role was to work closely with the community as the project moved forward, reaching out to speak with local groups and people in order to make sure they fully understood the operation's plans. Partially because of his efforts, the Division of Reclamation, Mining and Safety ultimately approved the project without receiving a single public objection, he said. "This was not merely accidental or good fortune, but the culmination of a long-term and deliberate strategic effort that rested on a foundation built by the project team years before permitting started," he said.

Bieber has also served with several industry organizations throughout his career, including the Colorado Section of the Society for Mining, Metallurgy & Exploration and the Association of Environmental and Engineering Geologists. He currently serves as director for the Forum on the Geology of Industrial Minerals and is a member of the Executive Committee of the American Geosciences Institute.

With experience working from New England to the Rocky Mountains to the West Coast, Bieber said he has focused on aggregate mining for most of his career. Division of Reclamation, Mining and Safety Senior Environmental Protection Specialist Michael Cunningham said the industry has been made stronger as a result.

"His professionalism and his dedication to advancing reclamation, along with his contributions to the industry and academia, exemplify the spirit of the Jim Pendleton Award," said Cunningham, who nominated Bieber for the honor.



Michael Cunningham (left) of Colorado's Division of Reclamation, Mining and Safety presents the Jim Pendleton Award to Martin Marietta's David Bieber at the Colorado Mining Association's Annual Awards Luncheon.

Not only were we recognized for our performance in our core values of safety, stewardship and community, but in 2022, Martin Marietta's financial performance was also recognized on the Fortune 1000 listing and on Forbes' Global 2000 World's Largest Public Companies. Our disciplined and significant growth, plus key financial metrics, including sales, assets and market capitalization, landed us on these impressive lists.

In addition, we seek to include a diverse group of directors on our Board to provide different perspectives to the Board's oversight responsibilities. Our Board demonstrates diversity in the form of experience, geography, gender, ethnicity, age and tenure. We were recognized in 2021, 2019, 2017 and 2015 at the **Women's Forum of New York** at its Biennial Breakfast of Corporate Champions for our Board diversity. We continue to be recognized by **2020 Women on Boards as a 3+ Company** for championing Board diversity.

In early 2023, the Company was also named to **Newsweek's Most Trustworthy Companies in America** list. The magazine looked at a pool of 3,100 U.S. based companies (1,800 publicly held and 1,300 privately held) with revenues over \$500 million. The rankings were based on the results of an independent survey from a sample of about 25,000 people in the U.S. who were asked how much they agreed with statements like "I trust in this company to treat me fairly as its customer," "I believe this company offers good opportunities for career development" and "I believe this company would be a good long-term investment."

© 2022 FORBES MEDIA LLC. USED WITH PERMISSION

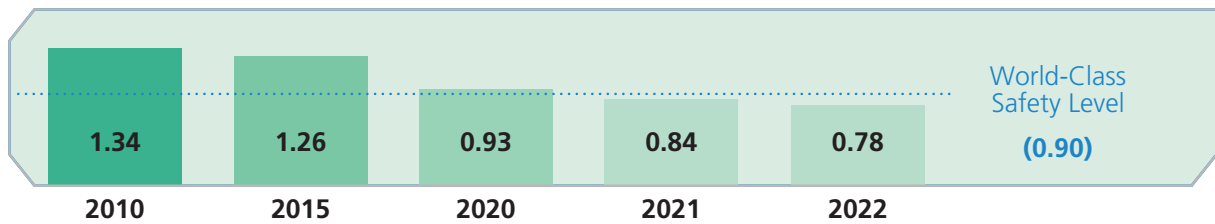
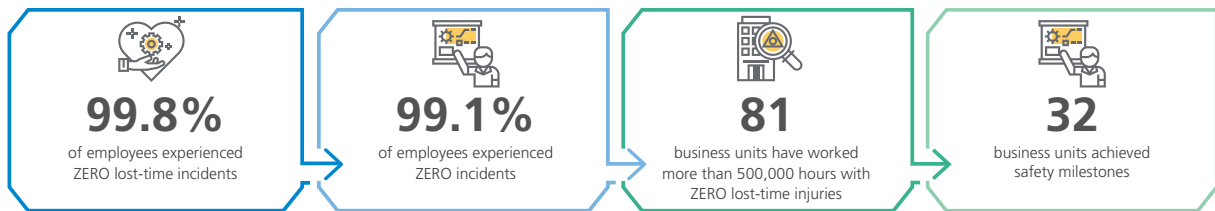


Committed to Safety

2022 was again one of the Company’s safest years on record, with a company-wide Total Injury Incident Rate (TIIR) of 0.78, again exceeding the world-class rate of 0.90, inclusive of acquired operations. Our Southwest, East and Central Divisions led the way with TIIRs of 0.40, 0.84 and 0.77 respectively. For the sixth consecutive year, we also attained a world-class Lost-Time Incident Rate (LTIR). At Martin Marietta, safety performance sets the foundation of long term financial strength and successful execution of our SOAR strategy.

World-Class Safety

We are committed to our Guardian Angel safety culture where **Zero is Possible**, and achieved a **world-class lost-time incident rate** (LTIR) for the **sixth consecutive year**. With a company-wide Total Injury Incident Rate (TIIR) of 0.78, we exceeded the world-class rate of 0.90.



Note: Safety data as of 12/31/22. TIIR per 200,000 man hours worked. World-class levels based on general industries.

Zero Incidents
Our Goal Every Day



Climate Related Risk Analysis and Management

In this report, and in our annual reports to the SEC, we continue to issue enhanced climate related disclosures, including information about the physical and transition risks and opportunities relating to climate change. We believe our objectives are consistent with the objectives of the Task Force on Climate-related Financial Disclosures (TCFD) recommendations and Sustainability Accounting Standards Board (SASB) guidelines for the construction materials sector.

Policy and Regulatory Transition Risks

A number of governmental bodies, including the U.S. Congress and various U.S. states, have proposed, enacted or are contemplating legislative and regulatory changes to mitigate or address the potential impacts of climate change, including provisions for GHG emissions reporting or reductions, the use of alternative fuels, carbon credits (such as a cap-and-trade system) and a carbon tax. For example, in the United States, the USEPA promulgated a rule mandating that companies considered to be large emitters of GHGs report those emissions. The Company's two magnesia-based chemicals facilities, as well as its two cement plants in Texas, file annual reports of their GHG emissions in accordance with the USEPA reporting rule. The primary business and operations of the Company, however, including its aggregates, ready mixed concrete and asphalt and paving product lines, are not considered "major" sources of GHG emissions subject to the USEPA reporting rule. Most of the GHG emissions from aggregates plant operations are tailpipe emissions from mobile sources, such as heavy construction and earth-moving equipment.

President Biden also has taken a number of steps to make climate change a central focus of his administration, including issuing a pair of executive orders and a presidential memorandum making climate change central to U.S. policy and setting out several administrative priorities and undertakings. President Biden reentered the Paris Agreement in January 2021 and later announced the United States' reduction commitments under the Paris Agreement, including a 50% to 52% economy-wide reduction in net GHG emissions from 2005 levels by 2030. More recently, President Biden entered a pact with 103 countries and jurisdictions, known as the Global Methane Pledge, to reduce global methane emissions by 30% from 2020 levels by the end of the decade.

In November 2021, President Biden signed into law the Infrastructure Investment and Jobs Act (IIJ Act), which provides billions of dollars in new funding for public transit and clean energy projects intended, in part, to address climate change, including road, bridge and other major infrastructure projects. These projects, as well as new public transit and clean energy projects, require aggregates and cement for construction and may result in increased demand for our products. See **Other Low-Carbon Transition Risks and Opportunities** section below for additional information.

Although it is too early to determine the actions the federal government will ultimately take to implement climate change-related orders, commitments and laws, or the full scope, timing or ramifications of such measures, it is clear that the current administration has already begun to make, and intends to continue to pursue, a significant and sweeping push on the climate front and, like other signatories to the Paris Agreement, intends to pursue a goal of a Net Zero GHG by 2050. It also seems probable that the USEPA and other agencies will use their rule-making authority and procurement decisions to further address climate change. Various states where the Company has operations have enacted or are considering climate change initiatives as well, and the Company may be subject to state regulations in addition to any federal laws and rules that are passed.

If and when the USEPA issues new regulations and/or Congress passes additional legislation restricting GHG emissions, the Woodville, Ohio and Manistee, Michigan Magnesia Specialties operations, as well as the Company's cement plants, which release CO₂ in certain of their processes and use carbon-based fuels for power equipment, kilns and the Company's mobile feet, will likely be subject to these new regulations. The Company's cement plants, like those of other cement operators, require combustion of significant amounts of fuel to generate high kiln temperatures and create carbon dioxide as a product of the calcination process, which is an unavoidable step in making clinker. Accordingly, the Company continues to closely monitor GHG regulations and legislation and its potential impact on the Company's cement business,



financial condition and product demand. The Company anticipates that any increased operating costs or taxes relating to GHG emission limitations at the Woodville or cement facilities would be passed on to customers. The magnesium oxide products produced at the Manistee operation, however, compete against other products that, due to the form and/or structure of the source material, require less energy in the calcination process, resulting in the generation of fewer GHG emissions per ton of production. Due to GHG emissions requirements, the Manistee facility may be required to absorb additional costs, including for taxes or capital investments, in order to maintain competitive pricing in that market.

Future technologies or practices to address climate change also may present regulatory and policy challenges. For example, although several large-scale projects for carbon capture are in the development phase, no technologies or methods of operation for reducing or capturing GHGs from cement manufacture have yet been proven successful in a full production environment, other than improvements in fuel efficiency. Future modifications to implement such technologies at the Company's facilities could require regulatory review of existing air permits and emissions limitations, which could trigger significant additional costs or operational changes. In addition, various industry associations are engaged in an effort requesting the U.S. Department of Transportation (USDOT) and other agencies to further revise relevant standards to allow for greater rates of clinker substitution (e.g., the replacement of clinker with alternative materials, such as pozzolan, slag and fly ash), similar to the rates currently permitted for European cement producers. If higher rates of substitution and blending are, in fact, permitted in the future, the result is likely to be both reduced clinker and power consumption in cement production, which would, in turn, reduce GHGs emitted in connection with each ton of cement produced in the United States.

Physical Risks and Impacts

In addition to impacts from increased regulation, climate change may result in physical impacts that could have adverse effects on the Company's operations or financial condition. Physical impacts may include disruptions in production and/or regional supply or product distribution networks due to major storm events, shifts in regional rainfall and temperature patterns and intensities, as well as flooding from sea level changes. In addition, production and shipment levels for our building materials business correlate with general construction activity, which occurs outdoors and, as a result, is affected by erratic weather patterns, seasonal changes and other unusual or unexpected weather-related conditions, which can significantly affect that business. In the Company's cement and downstream operations businesses, the physical impacts of climate change may result in disruptions to its operations or its customers' transportation activities, including impacts on production capabilities and capacities, supply chain interruptions and project delays that can impact the Company's reputation and result in additional costs to the Company. Excessive rainfall and other severe weather jeopardize production, shipments and profitability in all markets served by the Company in its building materials business. In addition, climate and inclement weather can reduce the useful life of an asset.

In particular, the Company's operations in the southeastern and Gulf Coast regions of the United States and The Bahamas are at risk for hurricane activity, most notably in August, September and October. The Company is also at risk for Pacific Ocean storm activity. The last few years brought an unprecedented amount of precipitation to the United States and particularly to Texas and the southeastern United States, notably the Carolinas, Florida and Georgia, where it impacted the Company's facilities. In California and Arizona, continuing drought has led to water use restrictions in numerous water districts, and insufficient supply of water for the Company's operations in those areas could impact production. In California, recent storms and flooding have caused operational delays and challenges. While reconstruction activities may offset some or most of the financial impacts on sales and demand, any of these events could have a material adverse effect on the Company's business and operations.

As the Company's footprint of quarries and aggregates facilities has grown nationwide, management believes it has bolstered resilience in its operations by maintaining a geographically diverse business and distribution network that is increasingly able to adjust to local disruptions and source materials from different facilities. In addition, because the Company transports aggregates products by various methods, including rail and water, it may be able to mitigate supply or transportation issues in any location caused by severe weather or disruptions in any transport modality.



Other Low-Carbon Transition Risks and Opportunities

The Company's businesses are dependent on reliable sources of energy and fuels. The Company could incur increased costs or disruptions in its operations if the price or availability of energy or fuels or other materials used in its operations is impacted by climate change regulation or severe weather. These and other climate-related risks, such as a downturn in the construction sector due to harsh weather, significant precipitation or other changes in weather, also could impact the Company's customers, which could lead to reduced demand for the Company's products. The Company may not be able to pass on to its customers all the costs relating to these risks.

Notwithstanding the foregoing risks and uncertainties relating to climate change, there may also be opportunities for the Company to increase its business or revenues, both in terms of the physical impacts of climate change and market opportunities associated with the transition to a low-carbon and climate-resilient economy. For example, warm and/or moderate temperatures in March and November allow the construction season to start earlier and end later, respectively, which could have meaningful positive impacts on the Company's first- and fourth-quarter results, respectively. From a regulatory standpoint, as noted above, the recently-passed IIJ Act provides billions of dollars in new funding for roads, bridges and other major infrastructure projects which require aggregates and cement for construction. New public transit and clean energy projects that address climate change may also result in increased demand for our products. Other opportunities are likely to result from the passing of the \$1.2 trillion IIJ Act, the Cornyn-Padilla Amendment that allows \$104 billion of unused COVID-19 dollars to be directed to infrastructure projects, and \$23 billion of voter-approved state and local transportation-related 2022 ballot initiatives, all of which will fund infrastructure growth, repair and development.

In addition, the Company's magnesium hydroxide products are used to increase fuel efficiency in various industries, including both coal- and gas-fired electricity generation, which has a direct impact on reducing energy use and GHG emissions by more GHG-intense companies. Finally, the desire for sustainable building solutions has led to greater recognition of the benefits of concrete construction in the effort to move to a circular economy through innovative products, longevity and recyclability, and increased demand for green construction projects would have a direct impact on the Company's cement and concrete business.

Resilience

We review physical and transition climate risks and the impact on the business of various climate scenarios and opportunities. Our resilience analysis is qualitative and focuses on what is technically feasible today from a climate impact perspective and what may be possible as technology advances, particularly with respect to our carbon intensive cement business. We engage in meaningful conversations with our shareholders and industry groups to assess risk and opportunities arising from these scenarios including gaining a better understanding of external factors that may impact our business. We intend to further develop our scenario planning as we refine our climate strategies and consider setting and verifying reduction targets under the SBTi framework. We monitor leading industry developments and look to implement those developments that contribute to risk reduction strategies that will benefit our company and its stakeholders and contribute towards our 2030 targets and our ambition of being Net Zero by 2050.



Political Contributions and Lobbying

At Martin Marietta, we believe our success depends on the ability to integrate important values into our long-term corporate strategy. In addition to safety, environmental, employees, communities, and our other important considerations that advance our sustainable value, this includes making sure that our political expenditures and advocacy are aligned with our core business strategy, goals and values. In particular, we recognize the importance of monitoring our political spending and our participation in trade associations, including those that may lobby on climate change-related concerns, as well as maintaining our robust governance procedures. Martin Marietta's policy with regard to political contributions and lobbying is that it must be carried out in a lawful and ethical manner that promotes the interests of the Company without regard for private political preferences of individual executives, officer or directors. To continue our transparency with investors regarding these and other sustainability and climate-related topics, we are providing this information to promote an understanding of the issues that are important to Martin Marietta in this regard and the governance we have on these actions.

“We believe that contributions that do not align with a company’s stated values and business strategy and for which boards do not have appropriate oversight could have a negative impact on shareholders.”

Political Contributions

Martin Marietta does not have a Political Action Committee and, accordingly, does not make direct contributions to political candidates, parties or committees at the federal level. Generally our political contributions are relatively small. In 2022, Martin Marietta's direct political contributions to 527 groups and/or political associations in respect of state and local matters totaled \$105,250, including the following:

- Political campaign support \$16,500
- Infrastructure funding \$88,750

Additional information regarding political contributions is available on our website.

Trade Associations

We are a member of various national and state trade associations, in addition to the U.S. Chamber of Commerce, that make political contributions. We believe all the groups of which we are a member share and otherwise further our goals, as well as providing both a useful forum for discussing issues of general industry significance and an effective platform for advocating positions on issues of importance to the members, including Martin Marietta. We periodically review lobbying registrations submitted by these associations as part of our continuing membership and do not believe any have taken any position as part of their lobbying efforts that are inconsistent with our stated strategy or in conflict with the interest of our shareholders, though from time to time such associations may take positions on issues that are not fully representative of ours. Overall, we believe that Martin Marietta's membership in such associations is in the long-term interests of the Company and its shareholders. Our total indirect lobbying payments made in 2022 were \$215,539. The four national trade associations to whom we have paid dues, that include a portion that goes towards lobbying or political donations are the National Stone Sand & Gravel Association, the National Ready Mixed Concrete Association, the National Asphalt Pavement Association, and the US Chamber of Commerce.



Lobbying on Infrastructure and Climate Change

Given our businesses' relatively low GHG emissions profile, Martin Marietta does not conduct, at the federal or state level, any direct lobbying on climate change matters. We periodically review positions taken by the trade associations of which we are a member and are not aware of any recent lobbying efforts that are inconsistent with the Paris Agreement.

- The Portland Cement Association (PCA), the only cement industry association in which we are a member, recently adopted and published its own "Roadmap to Carbon Neutrality" for the cement and concrete industry, looking across the value chain from clinker production to carbon capture and sequestration (CCS). Among other things, the Roadmap calls for greater market acceptance of alternative fuels usage and low-carbon cement blends, as well as increased research and investment in CCS technologies. The PCA has been working closely with the Global Cement and Concrete Association in 2022 on continued work toward Net Zero and the two associations appeared together at the UN's Climate Week in the fall of 2022.
- The U.S. Chamber of Commerce, which represents U.S. businesses across all sectors, has published "Our Approach to Climate Change" which includes its support for U.S. participation in the Paris Agreement and acknowledges that our climate is changing, that humans are contributing to these changes and that "inaction is not an option." The Chamber has pledged to support its members in developing, financing and implementing the technology and other solutions needed in mitigating GHG emissions, increasing fuel efficiency and use of renewable fuels and investing in commercially-viable technological solutions for lower-carbon infrastructure and CCS. To this end, in November 2022 the Chamber represented the private sector at the COP27 conference with its largest delegation ever, working closely with business and government allies from the U.S., Egypt, and other countries around the world to convey the important role of business in implementing climate solutions. The Chamber participated in nearly 20 different public and private events while in Sharm el Sheikh.

We also are closely monitoring relevant industry developments in key areas relating to climate change. For example, as recognized by a number of international organizations (including the International Energy Agency) as well as various industry associations, the cement sector's ability to contribute to limiting GHG levels in a manner consistent with the goals of the Paris Agreement depends on successful future development and implementation of CCS and other innovative technologies on a commercial scale. Similarly, acceptance of lower clinker content cements in the United States by the federal Department of Transportation and ASTM will also be critical in allowing the cement sector to achieve carbon neutrality across the value chain by 2050.

Oversight on Political Activities and Trade Associations

From a governance standpoint, our Finance Committee, which is comprised exclusively of independent directors, oversees the Company's political and lobbying expenditures and activities. This includes setting an annual cap of \$250,000 on total Company spending, as well as capping any individual Company contribution at \$25,000 annually, and ensuring that such spending is consistent with Martin Marietta's business interests, strategy and goals. All political expenditures are reviewed by our Chief Financial Officer after consultation with our General Counsel's office, and final authorization is required from the Chief Executive Officer or an authorized delegate. In addition, our lobbying and political expenditures and any payments to trade associations and other tax-exempt organizations that may be for political purposes are reviewed annually by management with the Finance Committee, which reports its review to the full Board of Directors. The Finance Committee's charter is available on our website.

All of Martin Marietta's employees, contractors and agents acting in the Company's name are governed by our *Political and Advocacy Activities Policy and Procedures*, which is available on our website and is a robust set of procedures that applies to political and advocacy activities of Martin Marietta, our subsidiaries and our affiliates, including political contributions to trade associations, political parties, campaigns and individual candidates, lobbying activities or gifts to



public officials or public employees. This policy provides that all political and advocacy activities, including contributions, by Martin Marietta must comply with federal, state and local requirements associated with participating in the policy-making and political process, as well as our *Code of Ethical Business Conduct*.

Our Code applies to all employees and directors of Martin Marietta. The Code explicitly acknowledges the “right of its employees to support any candidate or political party” with their own time and money but states that no Martin Marietta assets, funds or employee work time may be contributed to any political party, campaign or candidate without “the prior approval of the Company’s Political Contribution Committee or Legal Department”, who review the requests for compliance with applicable law and have final authority over our corporate political spending. The Code is available on our website.

Although it is the Company’s policy to encourage our employees to participate in trade associations, both at the national and state levels, to monitor industry policies and trends, build skills and to participate in civic activities, the Code makes clear that, despite Martin Marietta’s membership in any trade association, the Company’s position on issues may from time to time differ from that trade association.

Any employee who wishes to request that Martin Marietta contribute to state or local candidates, candidate committees, political action campaigns, ballot questions, 501(c)(3) donation, political organizations or other political committees is required to submit a completed form to our Political Contributions Committee (PCC), which consists of senior management. The PCC then provides an annual report on such contributions to our Finance Committee.

Public Policy

We engage with legislatures and regulators to educate them on issues that impact Martin Marietta and our industry. These are consistent with our strategy and our core values. The top issues for us in recent years have been infrastructure investment as well as health and safety.





Our Sustainability Approach

Sustainability isn't just a word at Martin Marietta. It's the embodiment of our commitments to creating value for all of our stakeholders – including our employees, customers, communities, vendors and investors. Sustainability is a core value at Martin Marietta and, both in the quarry and the boardroom, stands at the heart of every Company decision. As an organization reliant upon the Earth's natural resources, our sustainability approach helps us remember that our purpose is to bring value to all Company stakeholders. Our pledge is to protect and enhance the environment while creating the products that build communities. As an organization built upon the strength of its employees, our approach also reflects that we care deeply about their safety, well-being, and being able to welcome and include a diverse workforce.



Our Stamper Mine
Kansas City, Missouri

The four pillars are integral to our day-to-day and long-term strategies and drive our ability to create value for all our stakeholders:



Safe Operations

Keeping safe all who come into contact with our business by providing the environment, resources and knowledge necessary to always make the prudent decision, and fostering a culture of responsible leadership



Environmental Stewardship

Remaining cognizant of and responsive to our impact on climate, air, water, wildlife and other natural resources



Employee Well-Being

Encouraging and assisting our people in their growth and development, while recognizing that the diversity of our employees is a strength that enhances our entire Company



Community Well-Being

Being a responsible neighbor and caring for the communities in which we live, work and serve



Sustainability Highlights for 2022



Safe Operations

- Sixth consecutive year of world-class lost time incident rate (LTIR) performance
- For the second year in a row achieved a total injury incident rate (TIIR) performance better than the world class rate of 0.90
- 99 percent of our employees worked without a reportable safety incident
- MSHA citations per inspection continue to be well below industry average
- Continued our monthly Guardian Angel E-Newsletter to reinforce key safety messages, heighten awareness and keep safety in the forefront during the operating season
- Launched our “How Do You Keep Your Zero” campaign to drive toward our goal of zero incidents. The initiative is an extension of our highly successful “Why I Work Safely” and “Why I Want YOU to Work Safely” efforts



Environmental Stewardship

- Only 31 notices of violation across more than 400 operating locations, which were all generally minor and resulted in less than \$19,000 in penalties
- Reduced coal in our cement kiln fuel mix from 70 percent to 15 percent of total fuel usage
- Continued to work toward our Scope 1 carbon intensity reduction targets for 2030 for our cement and magnesia businesses that we believe will continue to position us in the forefront of the U.S. domestic cement industry
- Disclosed Scope 2 CO₂e 2030 and 2050 goals in report in our 2021 report and added a Net Zero Ambition for all scope 1 and 2 emissions by 2050 in this report
- Continued the rollout of Portland Limestone Cement (PLC or Type 1L) with more than 90% of our Type I/II cement customers converted to PLC by the end of 2022. This product can reduce GHG emissions by up to 10% over traditional cement





Employee Well-Being

- Developed and launched an inclusion and engagement awareness communications campaign to help managers and employees better understand why inclusion and engagement matters and how inclusion and engagement are already ingrained in Martin Marietta's culture and values.
- Launched a dedicated section on our Company's website highlighting Inclusion, Engagement and Diversity at Martin Marietta
- Developed guidelines and strategies to launch Martin Marietta's first three Employee Resource Groups, supporting veterans, women and diverse cultures, in early 2023
- Joined the CEO Action for Diversity & Inclusion coalition
- Created a Head of Inclusion and Engagement position and elevated it to Vice President level
- We continued to enhance our attractive offering of employee health, welfare and retirement benefits, including a fully funded defined benefit pension plan. We significantly increased the value of the pension retirement benefit offered to hourly employees in 2022, and we added company-paid long-term disability insurance for hourly workers for 2023
- Conducted annual ethics training for all employees



Community Well-Being

- Sold magnesia-based products which are used to purify drinking water, reduce sewer system pollution and improve electricity efficiency
- Maintained our water quality efforts at our Woodworth Louisiana facility which helped contribute to an increase in the endangered Pearl Shell Mussel in nearby Bayou Clear
- At multiple locations in our Midwest Division, maintain programs to protect and avoid habitat suitable for the Northern Long Eared Bat
- At our Stillwater/West Lakeland location in Minnesota, maintain dedicated poles for active osprey nests near the St. Croix River
- Contributed to local communities across the country, including purchasing the naming rights for the Raleigh Center for the Performing Arts, events such as Bash the Trash in Austin Texas, and participation in a variety of charity related events



Martin Marietta Continues to Focus on Sustainability via our SOAR Strategy

Martin Marietta incorporates sustainability in its long-term strategy, day-to-day operations, and assessment of how well the business is performing. We refresh our Strategic Operating Analysis and Review, or SOAR, every five years, and include performance objectives relating to our sustainable growth and performance. Execution of our SOAR objectives has led to a dynamic 10 years of growth; our most recent SOAR 2025 was presented to our Board of Directors in 2020. We have achieved this growth responsibly, with a focus on safety, the environment, our employees, our communities, as well as growth and capital allocation.



As you have read in this report, 2022 was again one of the safest years in our Company's history. Our company-wide total injury incident rate, or TIIR, and lost-time incident rate, or LTIR, both exceeded world-class levels. This means more of our colleagues go home safely at the end of each shift than ever before. It's the right thing to do, and it's good business.

Safety sets the foundation for achieving our long-term objectives. Safety is part of our culture, it is part of our strategy, it is part of our day-to-day operations, and it is part of our performance objectives, as are the other pillars of our Sustainability program.

"Our business is guided by its Mission, Vision and Values. Its foundation is to operate Safely, Ethically, Sustainably, and to pursue Operational Excellence. In doing this we focus on our four pillars of Safety, Environmental Stewardship, Employee Well-Being and Community Well-Being. And we undertake what we view as our duties, not just as a building materials Company, but as a world-class organization:

- ✓ ***Building a better organization***
- ✓ ***Building a more valuable organization"***

– Ward Nye, Chairman and CEO





Safe Operations

Safety is present in every element of Martin Marietta, from our operational excellence and proven best practices to the science-based protocols we adopted to ensure the health and well-being of our employees, neighbors and communities during the COVID-19 pandemic. Safety is a shared responsibility that every member of our team takes seriously.



Our Kentucky Avenue Underground Mine
Indianapolis, Indiana



World-Class Safety Performance

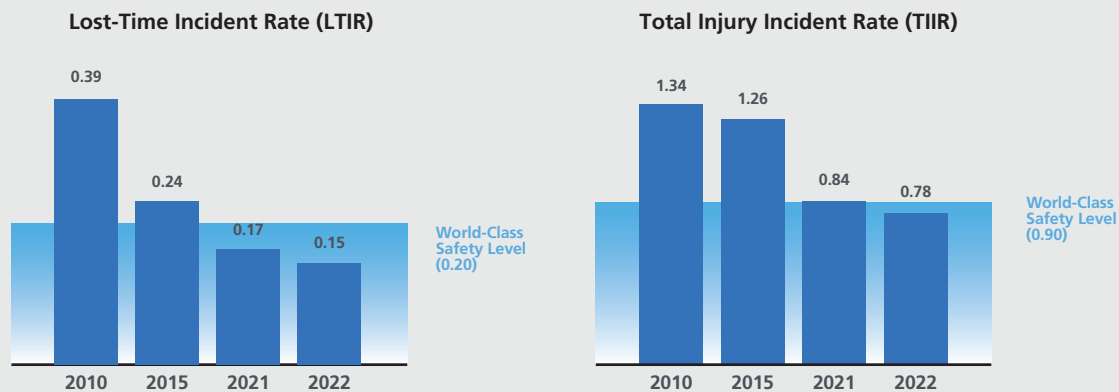


Given the nature and physical demands of our building materials production activities, operating our business safely is at the core of our long-term success and our ability to continue delivering value. We know our employees are our most valuable asset, and, in 2022, we continued our impressive safety performance.

“In 2022, our lost-time incident rate was further reduced to 0.15, meaning 99.8 percent of our ~9,400 employees experienced zero lost-time incidents, a world-class level for the sixth straight year.”

Our 2022 performance is the again one of best safety records in Martin Marietta’s history, with company-wide lost time and total injury incidents exceeding world-class levels. In 2022, our total injury incident rate (TIIR) of 0.78, **exceeded the world-class rate of 0.90 for the second year in a row, inclusive of acquired operations**. Also, our lost-time incident rate was further reduced to 0.15, meaning 99.8 percent of our ~9,400 employees experienced zero lost-time incidents, achieving a world-class level for the sixth straight year. We believe that we are on the right track to realizing our goal of zero incidents and our Guardian Angel safety culture is a key part of our ongoing efforts to keep our employees safe.

Achieving World-Class Safety



*LTIR and TIIR are per 200,000 people hours worked. World-class levels determined by external benchmarking against companies inside and outside the aggregates industry.

Safety Highlights

- Safest year on record, with TIIR of 0.78, below the world-class rate of 0.90 for the second consecutive in the Company’s history
- Southwest, East and Central Divisions exceeded world-class Total Injury Incident Rate (TIIR) with TIIRs of 0.40, 0.84 and 0.75, respectively
- World-class LTIR for the 6th consecutive year
- Safety performance sets the foundation for long-term financial strength and successful SOAR execution
- 99.8% of employees worked with ZERO lost-time incidents in 2022
- 99.1% of employees worked with ZERO incidents in 2022
- 81 business units finished 2022 with ZERO lost-time incidents during 500,000+ consecutive hours of work
- 32 Business units achieved new safety milestones during the year.

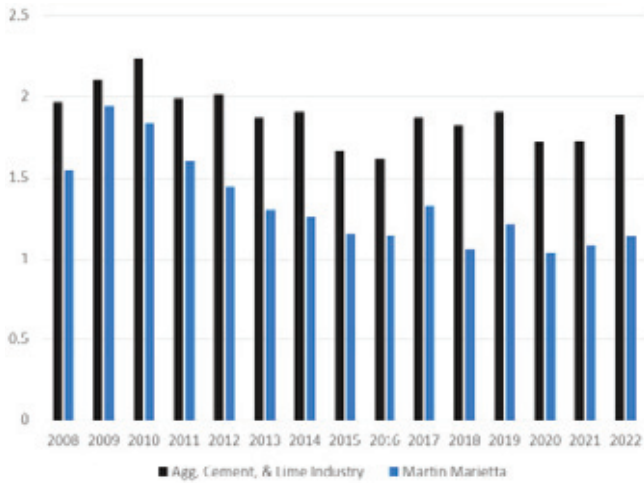


MSHA Citations

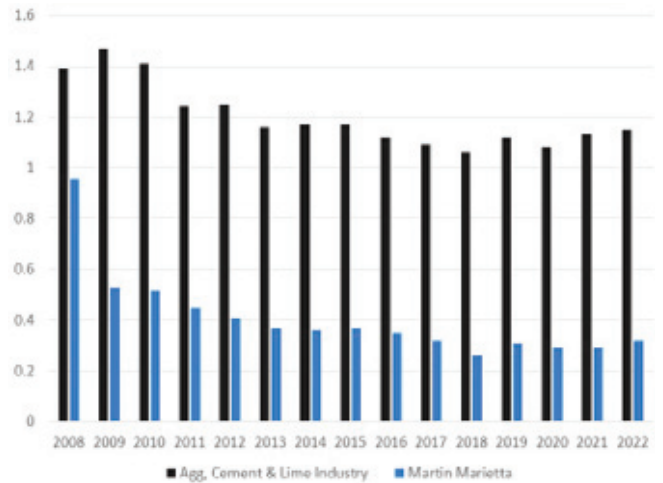
The United States Department of Labor’s Mine Safety and Health Administration (MSHA) inspects each surface mine at least twice a year and each underground mine at least four times a year. As shown below, in the citations per inspection graph, MSHA conducted 662 inspections and spent 2,343 inspection days at Martin Marietta sites in 2022. Our 2022 compliance performance was consistent with our strong historical performance as follows:

- Citation-per-Inspection (CPI) Rate: 1.14 vs. 1.89 for the industry
- Citations-per-Day (CPD) Rate: 0.32 vs. 1.15 for the industry.

MSHA citations issued per inspection at Martin Marietta operations are lower than the Aggregates, Cement and Lime Industry



MSHA citations per day at Martin Marietta operations are lower than the Aggregates, Cement & Lime Industry





Despite our growth into new markets, we continued to see dramatic safety improvements over the prior year. One of the values we embrace that has enabled this achievement is our Guardian Angel Creed. With Guardian Angel as the foundation of our safety culture, safety performance, ownership and engagement of the safety process extends beyond division lines and allows our employees to be consistently reminded that each one of us is responsible for our own and each other's safety.

In this regard, we established a Safety Task Force in 1999, comprised of employees from across the enterprise who engaged in extensive benchmarking of companies within and outside of the mining industry. From this effort, the foundational elements of Martin Marietta's safety program were developed. Their task was to pursue safety and occupational health functional excellence. In 2022, our efforts resulted in the continued rollout of the Safety Mentor Program. This program trained 341 of our experienced employees to be mentors to 841 new hires in respect to safety. We expect that this program will reduce the number of accidents experienced by new miners as our experienced employees share their knowledge and encouragement in this important part of our business.

To further emphasize the importance of safety, Martin Marietta presents annually **DIAMOND AWARDS**, and one of our facilities receives the **DIAMOND ELITE AWARD**.

The **DIAMOND AWARDS** are a recognition and commitment that at Martin Marietta, we view ourselves as an industry leader, respected for the work we do to help make things possible. Whether it's roads or bridges or buildings, our specialty is building strong foundations. The foundation of our success as a Company is the dedicated, talented teams of employees who day in and day out work hard, safely and ethically to provide our customers with quality products and materials. We know that our people are our most precious asset, essential to everything we accomplish.

To recognize our employees' excellent efforts, **DIAMOND AWARDS** are presented each year to the "best of the best" at Martin Marietta. Consisting of three tiers (**Achievement**, **Honor** and **Elite**), the **DIAMOND AWARDS** program rewards exceptional performance in all of our divisions and business segments.

The criteria for each of our award levels are:

1. **No reportable safety incidents** during the previous calendar year;
2. **No environmental notices of violation** during the previous calendar year; and
3. **Return on assets that exceeds the Company's weighted average cost of capital** for the previous calendar year, in addition to other financial performance.

All operations that achieve this criteria receive Martin Marietta's **Diamond Achievement Award**. To be considered for a **Diamond Honor Award**, an operation must meet the criteria for no environmental violations and the financial metric for three consecutive years. They must also show continuous safety improvement over a three-year period, with zero incidents the third year. The **Diamond Elite Award** winner is recognized for performance and achievements above all the rest.



Our Diamond Elite Award trophy



KEY DIAMOND AWARD PERFORMANCE METRICS

- Lost-time incidence rate
- Total incidence rate
- Environmental stewardship
- Sustainability
- Productivity
- Corporate citizenship
- Innovation
- Weighted average cost of capital
- Return on investment
- No environmental notices of violation

In 2022, Hickory Quarry (NC) was recognized as our **DIAMOND ELITE AWARD** winner for the first time. Temporarily interrupted during the pandemic, the site has a long history of hosting elementary school children for educational tours. The operation also sponsors local high school athletes, providing financial support for the Maiden High Blue Devils football team. Throughout the year, and especially during the holiday season, the team also volunteers at and donates to the local soup kitchen.



Corporate Safety Audit Initiative

Our corporate safety audit initiative has been an essential element in our safety journey. Originally implemented with a core team of seven safety professionals, the audit team was expanded in recent years to include all safety professionals and operational staff as well. Its purpose was to share best practices and to identify process and communication improvements to further the Company's safety performance to world-class levels.

COVID-19 and related travel safety concerns paused some of the corporate safety audit team's activities in 2021. However, recognizing that the audit process has become an important element of the Company's safety program, we asked local personnel to act as safety auditors to continue driving better performance. In total, these audit teams conducted 632 safety audits, inspections and engagements across the Company's footprint in 2022. Led by operations leadership, from hourly employees to our Division Presidents, this process allowed our teams to maintain a strong, boots-on-the-ground presence, which contributed to Martin Marietta's safest year on record. In this regard, our MSHA citation per inspection (CPI) rate of 1.14 and our MSHA citation per inspection day (CPD) rate of 0.32 outperformed the 2022 aggregates/cement/lime industry averages of 1.89 and 1.15, respectively.

We Continue to Prove that Zero is Possible

99.8% of employees experienced ZERO lost-time incidents in 2022

99.1% of employees experienced ZERO incidents in 2022 business

81 units have worked more than 500,000 hours with ZERO lost-time injuries

Underground Mine Safety Conference Sets the Stage for Safety

In just two days in February 2022, Martin Marietta's underground mine leaders were able to help facilitate months of safer, more productive work throughout much of the Central Division - home to all of the Company's underground mines. At the Company's biennial Underground Mine Safety Conference Meeting in Collinsville, Illinois, the group of more than 70 underground experts discussed a variety of topics from safety mentorship and occupational health to the latest Mine Safety and Health Administration (MSHA) initiatives and regulations.

Among the first to address the audience was Central Division President Bill Podrazik. Challenging every underground team to get better day by day, Podrazik said continuous improvement is vital if Martin Marietta is to

remain successful. "We need to ensure our environment is one where people can make the right decisions and practice the right behaviors," he said. Podrazik's address reflected the challenge presented to all employees by the Company's CEO, Ward Nye: "As a Company, we have proven that safe work is more than an aspiration. Together, let us continue to prove it each and every day."

After presentations by Des Moines District Regional Production Manager Ryan Bender and Underground Services Manager Steve Johnson, the conference dispersed into breakout sessions, where smaller groups discussed topics like new hire challenges and hazard recognition.





More than 70 of the Central Division's top miners gathered in Illinois to discuss the latest in underground mining.

After kicking off Day 2 with an hour-long occupational health presentation, conference attendees learned about underground mine ventilation, "smart mine" technologies and other safety topics. Reflecting on the event, Vice President of Safety and Health Michael Hunt thanked those who presented as well as those who traveled to Illinois to improve their skills in connection with underground mining and echoed Podrazik's call for all teams to continuously improve.

"The underground environment is unique and can be quite challenging," he said. "Our underground professionals are already the best in the business, so our goal is to provide them with information and resources that will help their teams get better and better. This was a great opportunity to share best practices and ideas, and I think everyone here understands and appreciates that."



During smaller breakout sessions, groups discussed operational and HR issues facing most underground mine teams.



New Safety Campaign Drives Company Toward ZERO

Richard Turner is still miles from Burlington Quarry when his tasks for the day start to run through his mind. “What are the potential hazards?” he thinks as the sun starts to break over the North Carolina piedmont. “What can I do to mitigate those risks?”

The pit loader operator has spent every day of his career working toward ZERO incidents, and the habit has served him well; Turner has logged 48 years of service with Martin Marietta with each year completed without a single reportable incident. “Mistakes can happen if we rush and haven’t thought through everything,” Turner says. “I’ve learned to respect the equipment and make safety the priority.”



Richard Turner: Burlington Quarry Pit Loader Operator Richard Turner stands in front of his dozer in central North Carolina.

Drawing attention to ZERO and what it takes to get there is the focus of **How Do You Keep Your ZERO?**, a companywide safety campaign that aims to engage every member of the Martin Marietta team. A continuation of the Why Do You Work Safely campaign, **How Do You Keep Your ZERO?** is a natural progression that transitions beyond the “why” behind safe work.

“This is an important step in our Guardian Angel safety culture,” says Vice President of Safety and Health Michael Hunt, “We should all work toward ZERO incidents every day. By focusing on the ‘how,’ we can inspire each other to think about the direct impact of our particular actions in our particular roles.”



From safety professionals to office workers to haul truck drivers, each member of the Martin Marietta team does something to encourage safety. The ZERO campaign aims to highlight those actions by asking every person to share their specific contributions – from the smallest, simplest of tasks to those that are larger and far more visible.

HOW DO YOU KEEP YOUR ZERO?

Zero Incidents
Our Goal Every Day

Continuously striving toward ZERO incidents means examining our safety practices and procedures and rededicating ourselves to finishing each day safely. In your role, what actions can you take to be a Good Wingman?

Phil Bishop, Safety Lead, Alden District, IA

“We have to be deliberate about working safely. There is no task or job that’s worth the risk of not going home safe at the end of the day.”

Share your answers, ideas, stories and photos with communications@martinmarietta.com.

Testimonials for the safety campaign have been turned into digital signs like this one that have been broadcast across the Company.

The safety campaign evolved from recent Guardian Angel safety training with the West Division’s new colleagues in the Pacific Region. After introducing the concept of ZERO incidents to a California audience, the division’s safety professionals asked individual participants, **How do you keep your ZERO?** The question was used to engage audience members directly by singling out each person, forcing them to give thought to their individual actions and how they drive safety.

“If you are intentional in what you can do to keep your own zero, and your teammate is doing the same, you eventually build until the entire crew works together to strive toward ZERO incidents,” says West Division Director of Safety Chris Downs, “That’s the ultimate safety goal.” Once the question was posed to the California teams, conversations became specific, personal and engaging. During numerous training sessions offered in the Pacific Region, audiences became increasingly involved with each team responding to the ZERO incident prompt. Hunt, Downs and other safety professionals say this is exactly the type of participation that should occur regularly at every Martin Marietta location, regardless of whether it is a heritage site, a greenfield or an established operation joining the Company through acquisition.



How Do You Keep Your ZERO? encourages each member of the team to consciously rededicate to finishing each day safely, says Hunt, adding that safety leaders and champions must continue to stress the importance of personal commitment to Martin Marietta's safety culture. Downs feels similarly. "This is a worthy cause," he says. "It takes courage to speak up when something isn't right, integrity to do the right thing when no one is watching and discipline to commit to doing the things you said you would do to keep your zero."

Our People Need to Know They're Covered

Company-Wide Effort to Expand PPE Sizing

It is no secret that the aggregates industry is a tough, physical business. Ours is largely an "outdoor sport," and it's played for long hours, with heavy equipment and in all weather. Ensuring that our employees stay safe while making the products that build our communities is the Company's top priority. As our workforce continues to diversify, our safety teams realized that we needed to be sure we could accommodate employees of all sizes. In 2022, the Company worked with our personal protective equipment (PPE) provider to ensure that the available catalog included PPE designed especially for people of smaller stature.

Southwest Division Safety Director Cherie Marley says the industry has spent more than a decade proactively working to make sure larger miners have effective and comfortably-sized PPE to wear. Recently, that effort has expanded to include people on the smaller end of the sizing spectrum.

While all PPE available to Martin Marietta's teams is safe and in compliance with federal regulations, Marley said having smaller PPE sizes readily available instead of available on request, will be incredibly helpful.

"Most of our people want to be like everyone else on their team. They don't want to have to ask for a smaller pair of gloves or a smaller pair of glasses. They want to fit in," she said. "But that situation can be problematic. If people just grab a pair of gloves that don't fit right because they don't

want to stand out, they may be less inclined to wear them and put themselves at risk of injury."

Confirming the industry trend, our PPE provider tells us that PPE manufacturers have long offered small and x-small sizes for items like gloves. However, recently, manufacturers have begun to expand that focus to include items like safety glasses designed for a smaller face shape, and safety vests specifically cut to fit women.



Marley praised the industry's effort to make sure properly-sized PPE is available to all employees. "This is a matter for teams with women, but it goes beyond that," she said. "We have many male members of our team who are smaller in stature. Our teams need to make the effort necessary to ensure every employee can work safely. Our people need to know they're covered."





Environmental Stewardship

As stewards of our natural resources, we strive to minimize our environmental impact while providing the materials on which our communities grow. Sustainable business practices are necessary for our Company's long-term success, but beyond that, they help ensure the preservation of our air, water and land so that each may be enjoyed for generations to come.

*Our Marshalltown Sand Plant
Marshalltown, Iowa*



Our Approach

Martin Marietta is committed to operating in an environmentally responsible and safe manner and reporting our performance with respect to key areas of focus as well as how our sustainability practices and goals are embedded in our corporate strategy. All aspects of our sustainability approach, including environmental stewardship, are an integral part of Martin Marietta's annual planning process and day-to-day business. We strive to safely and sustainably manage our business and to pursue our economic objectives.

The Role of Our Employees, Management and Board

Martin Marietta has robust governance and oversight in place as it relates to environmental matters, including climate change-related issues. We place day-to-day responsibility for compliance with our operations management and view it as an important part of our ongoing strategy. In this regard:

- We have strong oversight of environmental matters at each of the Board, management and operating levels.
- We view sustainability as a part of our day-to-day and long-term strategies and as a driver of our ability to create value.
- We strive for continuous improvements in our environmental performance and view it as an area that can also create business opportunities for us.
- Our stewardship programs are guided by a combination of industry best practices, innovative operational improvements and the use of clean technologies.
- We include environmental matters in our management discussions, goals and compensation.

“We view sustainability as a part of our day-to-day and long-term strategies and as a driver of our ability to create value.”

Various aspects of our business are highly regulated, including by governmental standards and permitting requirements related to air emissions, water discharges, waste management, noise and dust control, land use and other environmental matters. It is our policy to continually meet and, where possible, exceed compliance with applicable environmental laws and regulations, which in the U.S. (where almost all of our operations are conducted) can be stricter than in Europe or other parts of the world. We also continually invest in new or upgraded equipment and processes to maintain compliance and to outperform in building value for our shareholders. To achieve our environmental-related goals, we employ a full-time staff of engineers and managers with significant expertise in environmental compliance and sustainability.

- Most hold degrees in various engineering disciplines or environmental-related sciences, including mining and civil engineering, geology, biology and soil science.
- Many are members of, or have leadership positions in, industry associations and hold professional certifications that require continuing education and training.
- Many are former staff of regulatory agencies or of organizations that are dedicated to wildlife and conservation, such as The Nature Conservancy.
- Many of our environmental professionals and operations managers are outdoorspeople with a keen interest in wildlife and habitat conservation, as evidenced by their active memberships in organizations such as Ducks Unlimited, the Rocky Mountain Elk Foundation and the Wildlife Habitat Council.



Our operations are subject to periodic self-audits, as well as regular inspections by regulatory authorities, and our confidential ethics hotline is available for reporting suspected environmental issues and bringing those issues to the attention of management. Our internal practices and procedures often go beyond regulatory requirements. For example, our Magnesia Specialties business has maintained ISO 9001 quality management certifications for both of our magnesia facilities since 1996.

Our proactive management of environmental matters at our sites and the high skill level of our employees, coupled with advice from qualified outside advisors when appropriate, have allowed us to achieve a strong compliance record. As we have responsibly grown our business, we have maintained our focus on these goals by prioritizing environmental stewardship and compliance during integration.

At the Board of Directors level, we have an Ethics, Environment, Safety and Health (EESH) Committee, comprised wholly of independent directors, which meets at least four times annually to review and discuss our sustainability goals, including an update on capital investments and improved practices that reduce greenhouse gas (GHG) and other emissions, and performance with respect to these undertakings. Given the increasing importance on EESH matters, we reviewed and updated our EESH Committee charter in February 2022. Our EESH Committee members are diverse and have relevant expertise to provide appropriate oversight in helping us achieve sustainable growth and reduce our risks. In particular, our EESH Committee is tasked by the Board with reviewing and monitoring our compliance with environmental laws and regulations, our public reporting and disclosure with respect to climate change-related risks and opportunities and other environmental issues, and has the authority to investigate any matter falling within its purview. The EESH Committee receives reports relating to environmental, safety, ethics and other sustainability matters, including GHG emissions, directly from management, which in turn receives at least

quarterly updates from operating personnel directly responsible for compliance in these areas. The EESH Committee reports to the full Board.

“Our EESH Committee members are diverse and have relevant expertise to provide appropriate oversight in helping us achieve sustainable growth and reduce our risks.”

In the sections that follow, we further detail our performance with respect to various issues that are, or may be, significant to our business. This includes the issue of climate change-related risks and goals, which are increasingly important considerations for our business as well as our shareholders. Specifically, we provide important information regarding the carbon footprint of our overall business and important steps we have taken and plan to take in reducing the carbon intensity of our operations. With respect to our business as a whole, we have found through our engagement that many investors identify our business as being aligned with cement sector companies when we are in fact an aggregates company with a small strategic cement business. Accordingly, for the first time we are reporting our Scope 1 GHG intensity on a metric tonne of product basis across all tonnes of products sold by Martin Marietta in 2022. We also continue to provide separate Scope 1 CO₂e emissions intensities for our cement and magnesia specialties businesses. In addition to outlining our progress toward our previously disclosed Scope 1 CO₂e emissions intensity targets in these businesses, and our Scope 2 GHG targets for the business as a whole, for the first time this year we are announcing our **Ambition** for the business as a whole to be **Net Zero for Scope 1 and 2 GHG emissions by 2050**.



Ethics, Environment, Safety and Health Committee



Chair, Dorothy M. Ables



Sue W. Cole



Smith W. Davis



Anthony R. Foxx



Greenhouse Gas Emissions

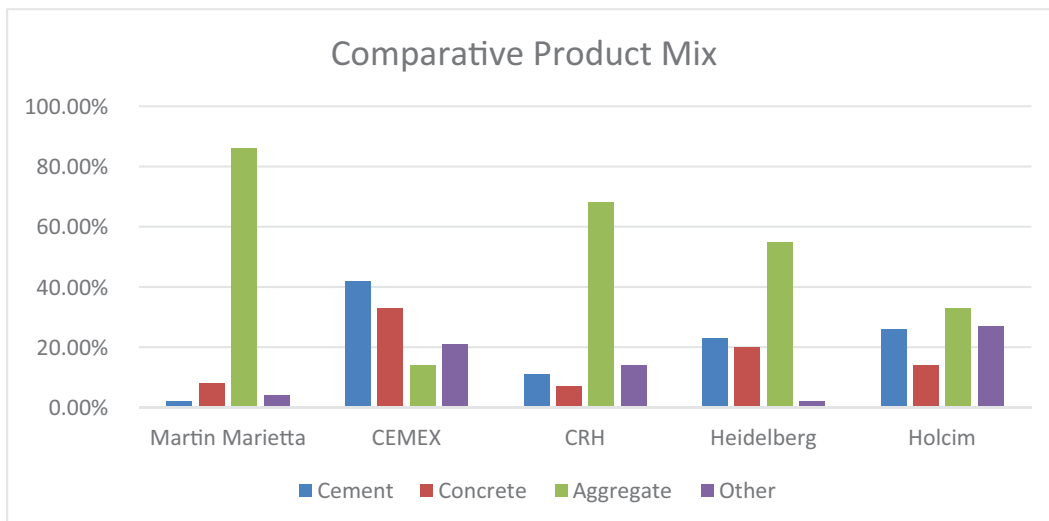
Overview

Scope 1 emissions are direct greenhouse (GHG) emissions that occur from sources that are controlled or owned by an organization (e.g., emissions associated with fuel combustion in boilers, furnaces, vehicles). Scope 2 emissions are indirect CO₂e emissions associated with the purchase of electricity, steam, heat, or cooling. Although Scope 2 emissions physically occur at an offsite facility where they are generated, they are accounted for in an organization's GHG inventory because they are a result of the organization's energy use. Last year we reported for the first time on goals for reducing or offsetting our Scope 2 emissions. This is in addition to our existing Scope 1 CO₂e emissions reduction commitments for our cement and magnesia specialties businesses. This year, we are setting forth for the first time our **ambition** for the business as a whole to be **Net Zero by 2050 for Scopes 1 and 2**.

Martin Marietta is an aggregates company (crushed stone, sand and gravel) when viewed in terms of in terms of our revenue and operational footprint. The vast majority of our facilities are associated with our aggregates business, including more than 350 quarries, mines and distribution yards. Construction aggregates businesses are not large emitters of GHGs, with the predominant source being diesel fuel used in trucks and other mobile equipment. We also have two targeted downstream businesses: ready mixed concrete and asphalt and paving services. Finally, we operate a small, but strategic, cement business and a magnesia specialties business.

In our previous Sustainability Reports, we focused on the metric of GHG intensity per tonne of cement equivalent. However, because cement is such a small component of our portfolio, focusing only on this metric has resulted in incongruous comparisons relative to true cement companies.

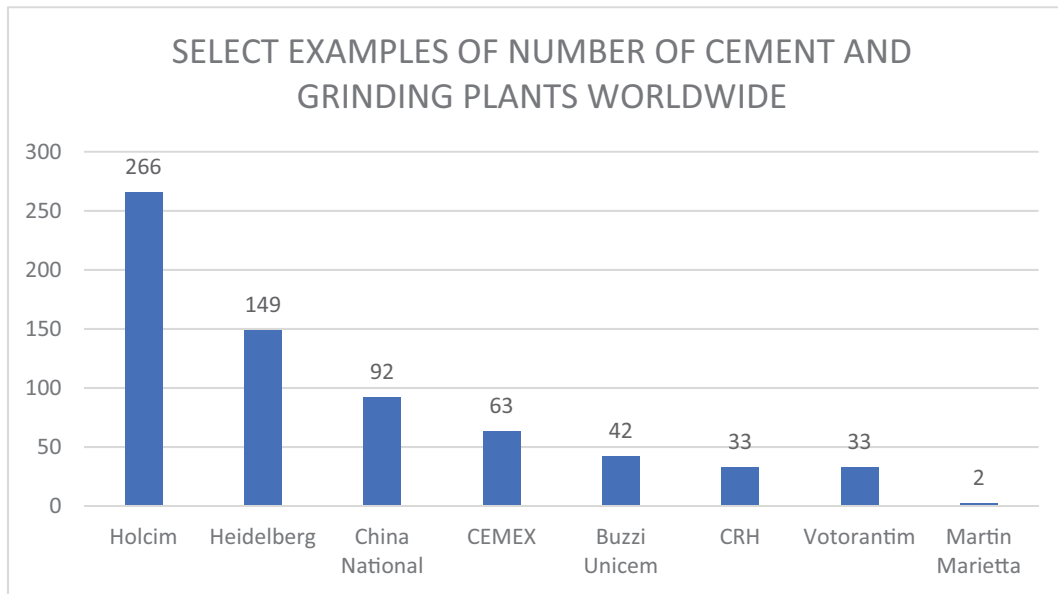
More specifically, the following tables show that our product portfolio and our strategic cement business differs dramatically from traditional cement companies. In fact, approximately 86% of our 2021 shipments were from aggregates production and only 1.7% from cement.



Sources: estimated 2021 product volumes based on public filings, sustainability reports and presentations.



To further illustrate the difference between us and the global cement companies to which we are often wrongly compared, we have compiled estimates of the number of cement facilities in our respective portfolios. As you can see from the table below, our small strategic cement business is dwarfed by these global companies whose focus is on GHG intensive cement production.



Sources: 2021 Annual reports; sustainability reports and corporate websites. *note: Holcim and CEMEX do not provide breakdown between integrated cement plants and stand alone grinding plants.

Not surprisingly, our total GHG footprint in absolute terms from all our other business lines is a small fraction of the footprint of many domestic and international cement companies. Our 2022 Scope 1 CO₂e emissions were 4,609 million metric tonnes of CO₂e across all business lines (including stationary and mobile sources), of which 2.7 million metric tonnes were attributable to emissions from our cement business, exclusive of assets sold or held for sale.

2022 GHG for All Business Lines¹

Scope 1 4.609 million metric tonnes CO₂e

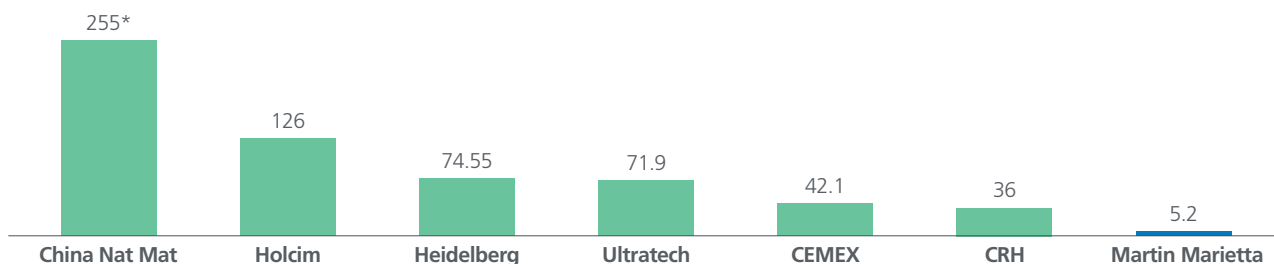
Scope 2 0.626 million metric tonnes CO₂e

¹ The Scope 1 GHG totals do not include any of the assets acquired in October 2021 and held for sale in 2022.



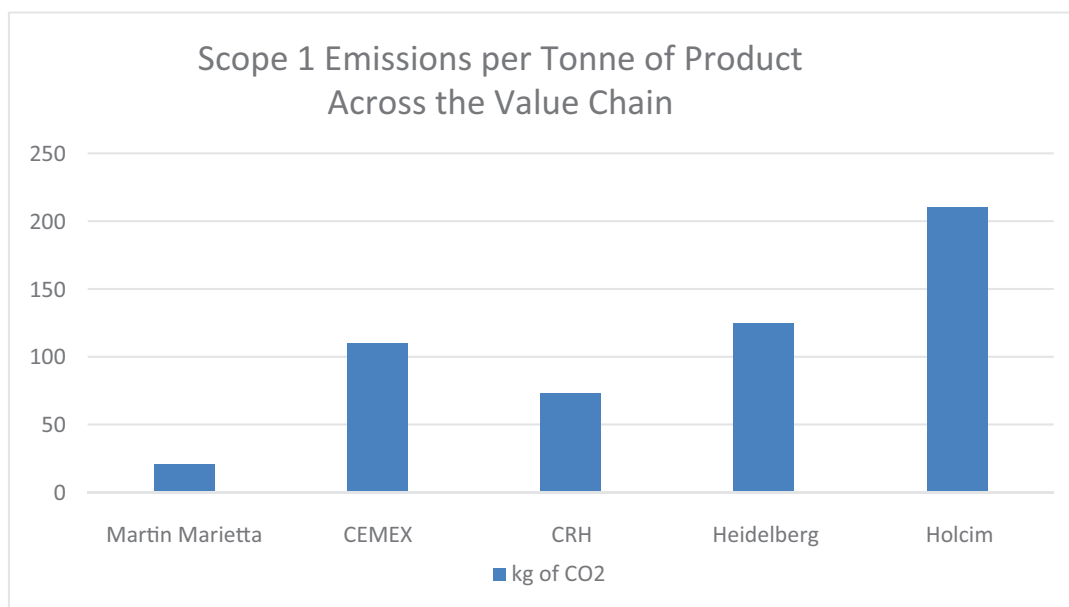
This level of Scope 1 CO₂e emissions constitutes less than four percent of total GHG emissions attributed to the cement industry in the United States, as reported to the USEPA in 2020. Our 2022 Scope 2 CO₂e emissions were 0.626 million metric tonnes across all business lines. On a global basis, the Scope 1 emissions from our cement business constitute approximately 0.10 percent of the worldwide CO₂e emissions from cement production and our combined Scope 1 and 2 emissions for our entire business is only a fraction of those of our global competitors as shown in the chart below.¹

Select Examples of Scope 1 and 2 GHG Footprints (million metric tonnes CO₂e)



Sources: 2021 Annual Reports, Sustainability Reports, USGS, USEPA and PCA *CNM estimate by Bloomberg News

As noted above, global cement companies do not disclose their GHG intensity per tonne of product, but rather disclose their Scope 1 GHG footprint in terms of intensity per tonne of cementitious material. However, if we look at their footprint and ours in terms of total tonnes of GHG per tonne of all products sold, we get a much different picture. On this basis, Martin Marietta’s total Scope 1 GHG footprint across all tonnes of products sold in 2022 results in a Scope 1 GHG intensity of 21kg of GHG per metric tonne of product. Based on our review of select global cement companies’ 2021 Sustainability Reports, their GHG intensity across the value chain is considerably higher than ours due to their cement-heavy product mixes. In fact, as shown on the table below, the next closest company has more than five times more GHG per tonne of product across their value chain; Holcim has almost 10 times higher intensity across its product range than Martin Marietta.

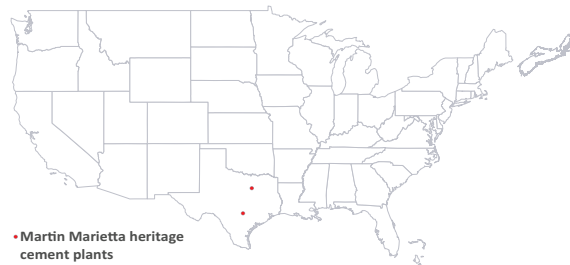
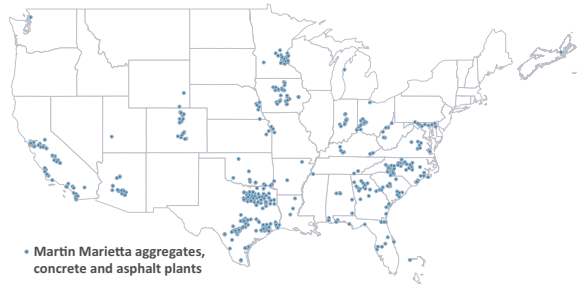


Sources: calculation based on estimated 2021 product volumes from public filings, sustainability reports and presentations.

¹ Total estimated GHG emissions attributed to the cement industry in 2022 worldwide were 0.456 gigatonnes or, 4,560 million metric tonnes, of CO₂e out of a global carbon budget of 10.132 gigatons according to the Global Carbon Project.



Put succinctly, as an aggregates company with a small strategic cement business, we are a very small contributor to CO₂e emissions. This is in stark contrast to global cement companies who have a substantially greater number of cement plants, total GHG emissions, and percentage of their revenue derived from such cement operations.



The small size of our heritage cement operations² compared to our overall business — both in terms of revenue and production — is an important and significant differentiator between Martin Marietta and other companies operating in the cement industry. Our cement business:

- Operates from two modernized, efficient plants, both in the state of Texas, that have benefitted from more than \$1 billion in investments since 2008
- Accounts for 9.8 percent of our consolidated revenue in 2022
- Has a carbon intensity better than the U.S. cement industry average
- Represents only 1.7% of 2022 Product shipments.

Scope 2 Emissions

As noted above, Scope 2 emissions are indirect GHG emissions associated with the purchase of electricity, steam, heat, or cooling. To achieve Scope 2 emissions targets, multiple tools are available including the purchase of Renewable Energy Credits (RECs), the purchase or installation of green power (such as our Woodville Wind project described elsewhere in this report), and the sponsorship or financing of offsite green power projects.

In 2022 our heritage operations consumed 1.5 million kilowatt hours of purchased power which generated 625,943 mtCO₂e emissions. In last year's report we adopted a target to reduce or offset those Scope 2 emissions by **30% by 2030 versus a baseline year of 2021**. In addition, as we believe that the available offset and reduction methods in regard to Scope 2 emissions are certain enough that we also committed to reducing or offsetting these emissions a goal of **Net Zero Scope 2 emissions by 2050**. This goal will apply to all Scope 2 emissions across all product lines.

In 2022, we undertook some of the first steps to achievement of our 2030 and 2050 Scope 2 goals. In particular, working with our partner Engie we purchased GREEN-E® ENERGY certified renewable energy credits (RECs) in an amount equal to 40,247 MWhs. These RECs were generated by three wind energy projects in the state of Texas for audit year 2022. In addition, and as described more fully elsewhere in this report, construction on our Woodville wind energy project commenced in 2022 and energy from that project is anticipated to be used in future years to meet our Scope 2 goals. We continue to explore solar and wind options for at our other facilities as well. For example, at our St. Cloud and Yellow Medicine quarries in Minnesota, a substantial portion of their power (79% and 100%, respectively) is provided from a local

² The Scope 1 GHG totals do not include any of the assets acquired in October 2021 and held for sale in 2022.



Solar Garden under a long term subscription agreement. Similarly, at our Hatton and Jones Mill, Arkansas quarries, we have installed solar power panels that power the offices, labs and training rooms during daylight hours.



Scope 3 Emissions

Scope 3 emissions are not produced by the reporting organization, and are not the result of activities from assets owned or controlled by the reporting organization, but are emissions that indirectly affect its value chain. The Scope 3 emissions for one organization are the scope 1 and 2 emissions of another organization. Scope 3 emissions are also referred to as value chain emissions.

At this time, the Company is continuing to review the process for gathering, measuring and reporting this data. We are also awaiting the final position on Scope 3 emissions of the U.S. Securities and Exchange Commission in its final climate disclosure rule that we expect will be published this year, and we will of course comply with those requirements.

For many service related businesses, Scope 3 emissions make up the bulk of the GHG footprint. However, as a manufacturing business, we believe that the bulk of our Scope 3 emissions are most likely from the transportation of our products. Transportation commonly occurs by truck with attendant GHG emissions related to diesel fuel. However, we are also the largest rail shipper of aggregates in the U.S., which is more efficient and less GHG intensive for longer shipments. We are a limited buyer of other inputs that are not already covered under our Scope 1 and 2 emissions data.

Efforts to reduce transportation-related emissions will increasingly be incentivized by regulation. Heavy on-road trucks are already highly regulated and we expect emissions standards will continue to become stricter. We expect that railroad engines will face similar standards. We will continue to support our vendors in their efforts to reduce their Scope 1 emissions, thereby reducing our Scope 3 emissions.



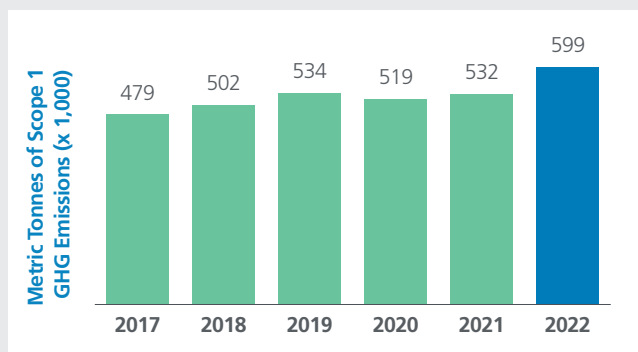
Our Aggregates and Downstream Businesses

In our aggregates product line, which is the largest of our businesses, the primary source of our Scope 1 CO₂e emissions is the consumption of diesel fuel in our mining operations. The same is largely true of our targeted downstream operations, namely ready mixed concrete and asphalt and paving services, that have similar mobile combustion sources, including off-road and on-road equipment. These downstream businesses also use natural gas in their processes, and those emissions, while considerably smaller than their diesel-related emissions, are included in the total carbon footprint provided in this report.

As shown below, despite an increase in GHG emissions from our aggregates and targeted downstream businesses as a result of our acquisitions in 2021, we achieved a decrease in our GHG emissions per million dollars of revenue. As we continue to make investments to replace older equipment, we would expect this trend to continue.

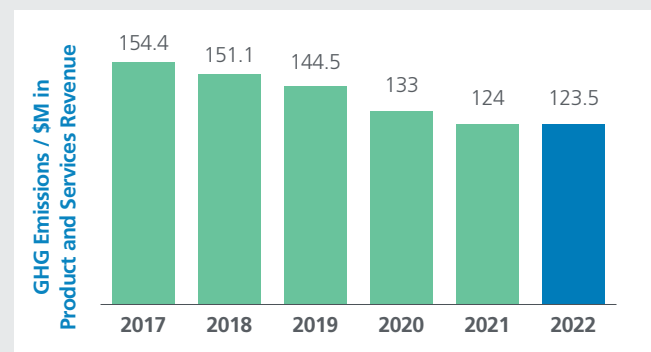
Scope 1 GHG Emissions¹ (in metric tonnes)

Aggregates and Targeted Downstream Businesses



Scope 1 GHG Emissions¹ Financial Performance Ratio

Aggregates and Targeted Downstream Businesses



¹ Scope 1 GHG Emissions = Direct emissions, less transportation and international operations. California and Arizona aggregate, asphalt and concrete assets are included in these totals.

In an effort to mitigate the risks to the Company associated with GHG emissions while ensuring and improving financial sustainability, we have made significant capital investments in our mobile fleet in both the aggregates and targeted downstream businesses. We have also invested significant capital to right-size our operations, which can result in an operation using fewer pieces of equipment and, for the aggregates business, shorter haul distances from the mine to the crushing plant. See “**Our Roadmap**” starting on page 58 of this report.

“In an effort to mitigate the risks to the Company associated with GHG emissions while ensuring and improving financial sustainability, we have made significant capital investments in our mobile fleet at both the aggregates and targeted downstream businesses.”

Notably, like our Magnesia Specialties business, our aggregates business also produces material that is used by others to reduce emissions. For example, our limestone aggregate operations produce substantial quantities of scrubber stone sold to power producers for use in reducing the sulfur dioxide (SO₂) emissions generated by their coal-fired plants. **As noted earlier, our aggregates production — although it represents the majority of our facilities and consolidated revenue — has a small direct GHG emissions footprint.**



In addition to products like our scrubber stone, in 2022 we took further steps to increase our presence in the recycled aggregate market with the acquisition of assets in Texas, Minnesota and California. In 2022, across our network of operations, our operations processed 3.5 million tons of concrete generated from various construction/demolition projects (i.e. bridge/building demolition, highway projects, airport reconstruction, port projects). During this same period, our operations sold over 3 million tons of this material. This material is recycled and converted to various recycled products such as crushed base, ballast and rip rap.

As discussed further below in the “Recarbonation” section, recycled concrete can play a significant part in reducing the GHG footprint of cement through the process of recarbonation. Moreover, by recycling concrete versus mining virgin aggregate, a certain portion of the GHG emissions that would otherwise be released are eliminated. Finally, the EPA estimates that 600 million tons of construction and demolition debris was generated in the United States in 2018. That volume is more than two times the amount of municipal solid waste generated in the country each year. Landfills are finding it hard to meet the growing demand for space so every pound of material that can be recycled is a net gain.

Jason Lynch, Regional VP/GM — Southern Texas Aggregates Region, oversees a network of recycling yards around Houston, Texas. In 2022, these 10 operations recycled more than 1.3 million tons of concrete from a 2,900 square mile area around metropolitan Houston. Lynch sees benefits on many levels. “The production of locally sourced materials supplements the supply of aggregates in this market with few local natural sources. The business is a little different than a quarry because we are working with other companies and the public to acquire the raw materials that will ultimately be recycled for their own use on projects in the future. There is also a substantial amount of steel that is salvaged from the reinforcement within the concrete. These operations also generated approximately 18,000 tons of steel that can go back into use.”

In our Southern California operations, which we acquired in October 2021, we also operate a recycling business which supplements our aggregates quarries. In 2022, our teams operated six recycling facilities spread across San Diego and Los Angeles which collectively processed 632,511 tons of concrete for sale as recycled aggregates. In addition, 223 tons of steel was removed and recycled from this material. In such densely populated areas, the permitting of new aggregates resources is difficult, and sources are further away from the city centers. Therefore recycled material is playing a bigger role than ever before.



*Our Hunter Cement Plant
New Braunfels, Texas*

Our Cement Business

Cement and aggregates are critical components of building materials, such as concrete, and in the construction and maintenance of roads, buildings, bridges and other infrastructure assets that are vital to economic growth and quality of life. While it is well known that the cement sector is a significant contributor to global GHG emissions, a holistic approach that takes into account the environmental impacts of embodied carbon during the entire life cycle of cement and concrete building materials (including materials sourcing, distribution, use, productive reuse, recycling and disposal) means that cement and concrete products can play an important role in a sustainable low-carbon economy.

Recarbonation

Emerging research suggests that a large percentage of the CO₂ originally emitted during cement production can be captured over the lifecycle of concrete through the process of “recarbonation”. According to Cembureau, the European Cement Association, recarbonation is a slow process that occurs in concrete where lime (calcium hydroxide) in the cement reacts with carbon dioxide from the air and forms calcium carbonate. At the end of their useful life, buildings and infrastructure (reinforced concrete structures) are demolished. If the concrete is then crushed, its exposed surface area increases and this further increases the recarbonation rate. The amount of recarbonation is even greater if stockpiles of crushed concrete are left exposed to the air prior to reuse.¹

In fact, according to a 2021 report of the Intergovernmental Panel on Climate Change (IPCC), around half of the carbonate emissions from cement production are reabsorbed by the material when used in buildings and infrastructure. The “cement carbonation sink” absorbs an estimated 200 million tonnes of carbon every year, according to an overlooked section of the report published ahead of the COP26 climate conference.

“Direct CO₂ emissions from carbonates in cement production are around four per cent of total fossil CO₂ emissions,” says the full version of the Sixth Assessment Report from the Intergovernmental Panel on Climate Change. “The uptake of CO₂ in cement infrastructure (carbonation) offsets about one half of the carbonate emissions from current cement production.”²

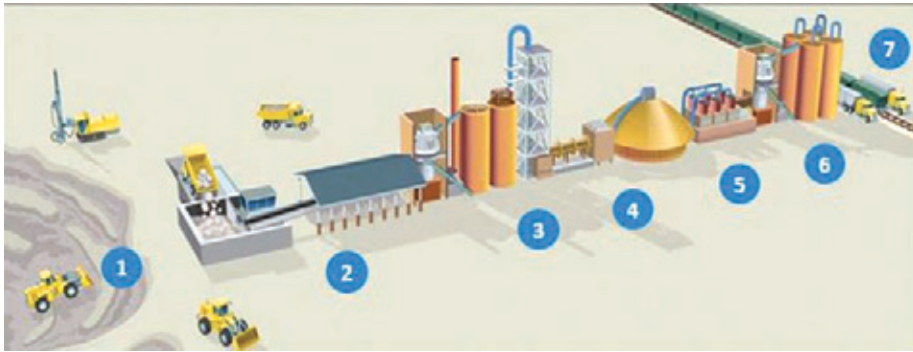
¹ <https://lowcarboneyconomy.cembureau.eu/5-parallel-routes/downstream/recarbonation/>

² IPCC Report — “Climate Change 2021, the Physical Science Basis”, pg. 688



Cement Manufacturing

Carbon dioxide (CO₂) emissions are an unavoidable component of manufacturing cement due to the nature of the raw materials and chemical reactions involved. In particular, the calcination process that is chemically necessary to transform the raw materials used in manufacturing cement has the side effect of driving out the CO₂ naturally found in the limestone which is the main ingredient of cement. It is this CO₂ that makes up the bulk of emissions from any cement plant.



- 1 Limestone and other raw materials quarried
- 2 Raw materials are ground and blended
- 3 Raw materials are heated to 2,850° F in a kiln
- 4 Heat transforms the materials into pellets of “clinker”
- 5 Clinker is ground with gypsum into a fine gray powder to make cement
- 6 Cement is stored and shipped via truck or rail
- 7 Primary end use consumption is concrete

During the calcination process, limestone is heated in excess of 2,800 degrees Fahrenheit. This breaks down the molecular structure of the stone into clinker (mainly comprised of calcium oxide (CaO) compounds) and CO₂ gas. While the solid clinker is subsequently ground and incorporated into cement, the CO₂ is emitted from the plant. In a modern kiln, more than 50 percent of the Scope 1 GHG emissions are a result of this calcination process, with the remaining emissions coming from the combustion of fuels needed to heat the kiln and the on-site generation of electricity.¹

Cement producers have limited ability to abate or reduce process emissions resulting from calcination due to the fundamental chemical composition of the limestone. While awaiting development of commercial-scale carbon capture and storage technologies that may provide new, practical means of addressing the CO₂ emitted from limestone, cement producers must focus on opportunities to use lower-carbon fuel sources and improving energy efficiency in the manufacturing process.

Carbon Capture and Sequestration

As recognized by a number of international organizations (including the International Energy Agency) as well as various industry associations, the cement sector’s ability to limit GHG emissions levels in a manner consistent with the goals of the Paris Agreement depends on successful future development and implementation of carbon capture and sequestration (CCS) and other innovative technologies on a commercial scale. In fact, the IEA in its September 2022 report on the cement sector states that in order to achieve net zero and alignment with the Paris Agreement: “(s)harper focus is needed in two key areas: reducing the clinker-to-cement ratio (including through greater uptake of blended cements) and deploying innovative technologies, such as carbon capture and storage and clinkers made from alternative raw materials.” However, the IEA notes in discussing CCS and other technological changes that “(a)ligning with that scenario (the net zero scenario) will require the development and deployment of technology that is not currently available.” Similarly, further acceptance of even lower clinker content cements by Departments of Transportation and ASTM in the United States will also be critical in allowing the cement sector to achieve carbon neutrality across the value chain by 2050. We are monitoring these developments closely.

¹ *Testimony for the Congress of the United States House of Representatives Select Committee on the Climate Crisis hearing on “Solving the Climate Crisis: Reducing Industrial Emissions Through U.S. Innovation”, September 26, 2019. Jeremy Gregory, PhD, MIT on behalf of the PCA.*



Our Investments in Reducing our Carbon Intensity

While awaiting further development of carbon capture technology, we have worked hard and invested heavily in our sustainability practices and improved carbon intensity in our heritage cement manufacturing operations, including employing and improving on patented production processes, upgrading equipment, improving fuel efficiency and increasing our use of lower-carbon alternative fuels, and reducing total air emissions. In fact, since 2008, we have invested more than \$1 billion to upgrade kilns and equipment at both Texas cement plants, including replacing “wet process” cement production with modern pre-calcliner technology and installing state-of-the-art emissions control equipment at our Midlothian Cement Plant. We believe our two heritage cement plants are now among the most modern in the United States.

Not surprisingly, in 2015, the Company’s Midlothian Cement Plant was recognized by the USEPA as a high performing, energy efficient facility following investments in innovative air pollution control technologies and usage of alternative fuels.

Understanding Carbon Intensity Calculations

As a result of these efforts, we have successfully reduced the carbon intensity of our cement business to 0.725 net metric tonnes of CO₂e/metric tonnes of cement as of 2022 over the 2010 intensity of 0.836.

This also places us below the 2021 (the most recent year for which data is available from the USEPA) U.S. cement industry average intensity of 0.74 metric tonnes of CO₂e/metric tonnes of cement (inclusive of biogenic GHG) and makes us one of the more carbon efficient cement producers in the United States. 2022 saw a 6.7% decrease in our intensity due to changes in our fuel mix, various efficiency projects and the ramp-up of Portland Limestone Cement production.

We report our cement business’ carbon intensity in terms of metric tonnes of “cement” we produce (which is comprised of clinker and certain blend materials) rather than “cementitious material” typically used by EU cement companies. Although our cement includes some blending with non-clinker materials, like other U.S. operators, we are not permitted to substitute clinker at the higher

percentages permitted in the EU. Therefore, we use the term “cement” to differentiate the products. The above considerations are discussed in greater detail below in “Understanding Blending and the Impact of Fuel Choice”.

“As a result of these efforts, we have successfully reduced the carbon intensity of our cement business to 0.725 net metric tonnes of CO₂e/metric tonnes of cement as of 2022 over the 2010 intensity of 0.836.”

While our carbon intensity is reported in terms of CO₂e emissions including emissions from biogenic sources, our emissions from our operations if we excluded 24% of the biogenic component (the potential average % proposed by USEPA) would be 0.706, a modest 2.6% decrease. This is due to the fact that the use of alternative fuels is significantly less incentivized in the U.S. (where we operate) than in the European Union, including that biogenic sources are only partially credited in calculating emissions required to be reported to the USEPA.

“This also places us below the 2021 (the most recent year for which data is available from the USEPA) U.S. cement industry average intensity of 0.74 metric tonnes of CO₂e/metric tonnes of domestic cement and makes us one of the more carbon efficient cement producers in the United States.”



Understanding the Impact of Blending and Fuel Choice

While we are proud of these achievements — and, in fact, as discussed below, we have committed to further reduce the carbon intensity of our cement and magnesia businesses — we also believe it is important to recognize both critical regulatory differences between the U.S. and the EU (and other international jurisdictions) and differing calculation methodologies that result in meaningful differences in the makeup of corresponding end-products and reported emissions metrics. Those differences, in turn, make like-for-like comparisons of the emissions performance of such companies challenging.

Clinker Substitution and Blending

For example, outside of the U.S., the allowable rate of “clinker substitution” — the replacement of ground clinker in cement with alternate materials such as pozzolan, slag and fly ash — is much higher than it is in the U.S. because of the limitations imposed by ASTM and Department of Transportation (DOT) standards for cement. While our clinker substitution rate (like other U.S. producers) generally does not exceed 20 percent, the average clinker substitution rate for international cement companies is in the range of 28 percent to 50 percent, depending on the type of cement.¹ Accordingly, even where their clinker intensity (the amount of CO₂ generated in producing a tonne of clinker) is comparable to our 2022 rate of 0.829 gross metric tonnes of CO₂/metric tonnes of clinker (and in many cases is actually higher), international cement companies can reduce the carbon intensity they publicly report by simply substituting higher percentages of non-clinker products for clinker in their end product, rather than actually reducing total emissions or improving efficiencies in the manufacturing process.

In fact, if we used a hypothetical 75% clinker factor for our cements, we estimate our intensity would be reduced from 0.725 to approximately 0.62 gross metric tonnes of CO₂/metric tonnes of cement equivalent.

Alternate Fuel Use

Similarly, not only is clinker substitution different around the world, but the reported numbers are being generated using different calculation methods. Our reported intensity is based upon the USEPA Clean Air Act Part 98 and the data generated by our Continuous Emission Monitors (CEMs) and reflects actual measured CO₂. If instead of this method, we were simply to switch to the World Business Council For Sustainable Development (WBCSD) calculation method, and make no change to our actual clinker factor, our intensity would drop from 0.725 to 0.62.

In addition, alternative fuel use by the cement industry in the United States averages only 15 percent of the fuel mix, compared to 36 percent of the fuel mix used in the European Union and as high as 60 percent in Germany.² In large part, this is because combustion of secondary alternate fuels is incentivized in the European Union, whereas in the U.S. environmental laws and USEPA regulations create hurdles to using these materials as fuel sources. Moreover, the calculation of reportable CO₂ emissions under international regulations differs materially from the calculation allowed under USEPA regulation. The European Union Gross CO₂ Emission rates exclude CO₂ emissions from biogenic fuels while the widely reported Net CO₂ emission rates using the WBCSD method as noted above do not include the biogenic or alternative fuel CO₂ contributions. **Again, if we used a hypothetical 75% clinker factor and calculated our emissions using the Global Cement and Concrete Association (GCCA)/European calculation method and our current fuel mix, we estimate that our intensity would see a further reduction to approximately 0.53 net metric tonnes of CO₂/metric tonnes of cement equivalent basis.**

¹ European cement standard EN 197-1 “Cement – Part 1: composition, specifications and conformity criteria for common cements”, as reported by CEMBUREAU.





*Our Midlothian Cement facility
Midlothian, Texas*

Initiatives to Reduce Our Carbon Intensity

Although our actual carbon emissions from clinker production may be comparable to or better than European producers, their ability to calculate reportable CO₂ emissions differently leads, in part, to a seemingly lower carbon intensity calculation.

Simply put, because U.S. producers are more heavily regulated if they wish to use alternative fuels, and must report a greater amount of the related CO₂ emissions from such fuels than their European competitors, and must use a higher percentage of clinker in domestic cement, carbon intensities are effectively calculated differently for U.S. and European producers. We believe that our track record of achieving comparably favorable clinker intensities to European producers, despite key regulatory differences that give us fewer options for easily reducing emissions through clinker substitution and alternative fuel use in the U.S., highlights our record of investing in our plants and continually improving our processes. It further underscores our continued dedication to sustainable practices in our operations.

“Despite these regulatory constraints, Martin Marietta views the use of alternate fuels and improving fuel efficiency as important components of our overall commitment to sustainability, including climate change-related issues and concerns.”

Despite these regulatory constraints, Martin Marietta views the use of alternate fuels and improving fuel efficiency as important components of our overall commitment to sustainability, including climate change-related issues and concerns. In this regard, in addition to significant plant upgrades and other modernization in which we have invested, our accomplishments include the following:

- As noted in prior Sustainability Reports, we have made a significant investment in tire processing systems at our Midlothian Cement Plant and are actively permitting adding additional equipment to our Hunter Cement Plant. In total between our two plants, tires made up 25 percent of our fuel mix in 2022.
- In the last seven years, we have dramatically reduced the use of coal in our kiln fuel mixes at both cement plants from almost 70 percent to 15 percent of our total fuel usage. In 2022 we actively engaged in a pipeline project to obtain additional supplies of natural gas at Hunter as an alternative to coal use. We expect this project to be completed in the first half of 2023.
- In late 2021, CALTRANS approved the use of Portland Limestone Cement (PLC) Cement in its specification. TXDOT has also approved PLC in its standard specification. Accordingly, by the end of 2022, we had converted approximately 90% of our Type I/II customers to our new Type 1L at our two Texas plants. It is estimated that PLC cement production may reduce GHG emissions by up to 10 percent per ton of cement.



Our Magnesia Specialties Business

After our cement business, our magnesia specialties business, which has two plants — one in Ohio and one in Michigan — is the second largest contributor to our Scope 1 GHG footprint. This is due almost entirely to the operation of our Woodville, Ohio, plant where we operate six lime kilns. The calcination process at Woodville is very similar to our cement business, except that Woodville processes dolomitic limestone, which contains a higher CO₂ component than the high calcium limestone used in our cement plants. In contrast to cement, our Magnesia Specialties business cannot achieve GHG reductions through substitution for our calcined lime product since both internal and external customers require that we maintain extremely high purity to allow further processing.

“Notably, our products manufactured at this plant help control emissions and result in other environmental benefits.”

Nevertheless, we have seen a considerable reduction in GHG emissions intensity in our Magnesia Specialties business in recent years. This is primarily driven through our investments in modernizing the Woodville plant, most notably construction of a new, more efficient kiln that was completed in 2012. In 2018, under a consent decree negotiated with USEPA, the Company committed to spend an additional +/- \$30 million at this site to add preheaters and other state-of-the-art control technology to two other large kilns. While primarily designed to control NO_x and SO₂ emissions, based on our initial experience with the first preheater in 2021, we believe we will see GHG emission reductions although it is too early to quantify them. This project is in its second phase with an additional preheater and additional bag house installations underway.

We are currently evaluating systems to achieve additional reductions through implementation of heat recovery systems, improvements in combustion efficiency through new product mixes, process changes and upgraded equipment, and minimizing the generation of fines and other byproducts.

We also manufacture magnesia-based products at our Manistee, Michigan, facility, which are a relatively insignificant source of direct GHG emissions. Notably, our products manufactured at this plant help control emissions and result in other environmental benefits.

Some of those applications for our products include:



Purification of drinking water as well as industrial and municipal wastewater



Optimization of transformer electricity transmission



Replacement of hazardous chemicals with our non-hazardous magnesium oxide and hydroxide products



Sulfur oxide pollution reduction



Nuclear waste neutralization



Improvements in gas turbine electric generation efficiency



Reduction of chemical usage in pulp bleaching and improvements in paper grade pulp yield, reducing wood demand, and fertilizers to maximize crop yield and to replenish soil nutrients



Reduction of sewer system pollution, such as hydrogen sulfide gas



Our Roadmap to Achieve our 2030 and 2050 GHG Reduction Goals

Our Goals

We have made considerable strides in reducing the intensity of our GHG emissions, as described previously.

In connection with our continuing commitment to sustainability, including concerns relating to climate change, we have set the following Targets:

15% Reduction in the intensity of our Scope 1 CO₂e process emissions from our heritage cement operations as compared to 2010 levels by 2030¹

10% Reduction in the intensity of our Scope 1 CO₂e process emissions from our magnesia specialties business as compared to 2010 levels by 2030¹

30% offset or reduction of Scope 2 CO₂e emissions by 2030 versus our 2021 baseline and NET ZERO Scope 2 CO₂e emissions by 2050

In addition to the Targets described above, it is our **ambition** that:

100% of our Scope 1 and Scope 2 CO₂e Emissions will be Net Zero by 2050, predicated upon the conditions set forth in our Roadmap

¹ Facilities in most source categories subject to the USEPA's Greenhouse Gas Reporting Program (codified at 40 CFR Part 98), including cement production, began reporting emissions in 2010. Thus, we believe 2010 is a year with reliable and comparable data across a wide range of facilities in the U.S. Our Scope 1 CO₂e emissions intensity associated with our cement operations in 2010 was 0.836. Notably, when we announced our 2030 emissions reduction targets in 2019, as described above, we took into account that we have been investing heavily over the past decade to reduce our cement and magnesia emissions, which is reflected in our favorable CO₂e intensity performance relative to the U.S. cement industry average. We also believe this has allowed us to achieve significant environmental benefits from reduced emissions well ahead of many other operators in the industry and will position us not only to achieve our targets but to be in a good position to evaluate additional actions in the future.

Martin Marietta continues to issue enhanced climate-related disclosures, including information about the physical and transition risks and opportunities relating to climate change, in our annual reports to the SEC. We believe this enhanced disclosure:

- Helps to facilitate more informed business and investment decision-making, including by comparison with our peers in our industry
- Is consistent with the objectives of the Task Force on Climate-related Financial Disclosures (TCFD) recommendations and Sustainability Accounting Standards Board (SASB) guidelines for the construction materials sector

We are currently evaluating the SEC's proposed rules to enhance and standardize climate-related disclosures and will update disclosures as required. All of our public reports are available on Martin Marietta's website.

Our long-term reduction targets were selected based on a number of factors, including the significant investment we have made in our plants in the past two decades; the use of improved technologies in our plant processes that has resulted in a reduction in GHG emissions; the current limited ability in the United States to use alternative fuels to operate our plants, both from a regulatory and a customer perspective; the stringent requirements included in all of our air permits for our cement and magnesia specialties plants; and the absence of high-emissions sources, such as wet or older cement plants, that could be shut down or removed. We chose 2010 as our base year because that was the first year that most sources were required to, and started reporting, emissions to the USEPA resulting in reliable and comparable data.



Midlothian Cement Tire Processing



Our Roadmap to our 2030 Targets and our NET ZERO 2050 Ambition

Our roadmap to achieving our reduction targets and our newly adopted ambition includes numerous actions we have committed to, through current or recent investments and operational improvements, as well as future steps we are evaluating, including:

Coal replacement and tire derived fuel (TDF) investments

- In the last five years we have invested in tire handling systems at both the Midlothian and Hunter Cement plants and in 2022 tires made up almost 25% of our fuel mix. We are currently permitting additional tire handling upgrades at the Hunter facility
- We are in the final stages of construction of a larger natural gas line to the Hunter Cement Plant which is now expected to be completed in the first half of 2023 and will further reduce our coal usage
- We have reduced coal in the fuel mix at our cement plants from a high of almost 70% to 15%

Use of additional alternative fuels, including the purchase of wind energy and other renewables

- In 2022 we continued to make use of B99 Biodiesel in our Midwest Division and emitted 5600 fewer metric tonnes of fossil fuel CO₂ than if we had used ordinary diesel
- At our Woodville, Ohio lime Magnesia Specialties plant we have embarked on a wind energy project that will provide much of the power needed to operate the facility. We expect this projected to be operational in the first half of 2023
- We are currently evaluating both wind and solar power projects in our cement businesses

Rollout of PLC Cement

- With the approval of PLC Cement by both CALTRANS and TXDOT, in 2022 we embarked on a rollout of this product
- By the end of 2022, we had converted 90% of our Type I/II customers to our Type 1L (PLC) product
- PLC cements may reduce the GHG footprint of our cement product line up to 10%

Continued use of synthetic gypsum as a substitute for natural gypsum

- Synthetic gypsum is a byproduct of flue gas desulfurization (FGD) — a scrubbing technology utilized by many coal-fired power plants to reduce SO₂
- In 2022 we reduced our need for mined gypsum by 68% over 2017

- Using recaptured gypsum helped to divert 64,374 tons from overburdened landfills in 2022

Capital investments in more efficient, lower emission transportation systems and emissions reduction equipment

- Reduced fuel use in our aggregates business by converting from quarry trucks to conveyor belt systems in multiple locations, right-sizing trucks and installing fleet management software
- We purchased two (2) additional 944K John Deere hybrid wheel loaders and now operate a total of seven (7) across our footprint. We continue to evaluate them in a variety of conditions. Initial results are promising and it appears they are 20% more fuel efficient than a comparable traditional diesel loader. We are working with our other heavy equipment vendors as they develop their own heavy electric and hybrid vehicle technology
- Continued upgrading our mobile equipment fleets to newer, cleaner burning equipment

Operational improvements

- Adding slag to our process, using our CemStar patented technology. In 2022, the slag addition represented almost 4% of our clinker production
- We are currently undertaking a \$135 million modernization of our Finish Mill 7 at the Midlothian Cement plant, which will increase efficiency and reduce energy consumption at the facility

Investments in our business to develop and market products that deliver meaningful environmental benefits, including reducing emissions and chemical use

- Scrubber stone produced by our limestone operations is used by power producers in controlling sulfur dioxide emissions
- Products manufactured by our magnesia specialties business assist in purifying industrial and municipal wastewater, controlling sulfur dioxide in power plant gas streams, neutralizing nuclear waste and reducing chemical usage and wood demand in paper production



Leadership positions in industry and advocacy associations that support actions to control climate change

- Participating in working groups at both the PCA and NRMCA to evaluate the feasibility and/or opportunity associated with PCA's 2050 "Net Zero Roadmap" published in the 3rd quarter of 2021, along with other developments relevant to commercial-scale CCS technologies that we anticipate being considered by the industry in the coming years
- Maintain our agreement with Fortera at our former Redding California cement plant where it is in the process of constructing a pilot carbon capture plant to determine the feasibility of this technology at other locations
- Support for the MIT Sustainability Hub, which conducts research supporting the beneficial use of low-carbon footprint concrete and brings together leaders from academia, industry and government to develop a holistic approach that will achieve durable and sustainable homes, buildings and infrastructure in ever more demanding environments

Net Zero 2050 Ambition

At Martin Marietta we recognize the importance of continuing to set goals for sustainability and to increase transparency around GHG emissions reporting. We also believe that establishing firm targets requires an achievable plan to meet those targets in order to provide investors with meaningful disclosure. Accordingly, in this year's report we are setting forth for the first time our **ambition** that both our Scope 1 and Scope 2 CO₂e emissions across all business lines will be **Net Zero by 2050**.

In our engagement with many of our investors, we have heard that some of our competitors, particularly in the cement sector, have made firm Net Zero commitments. Many of these global cement companies making such commitments are relying upon levers to reduce their carbon footprint which are either not currently allowed in the United States or which depend largely upon technologies that have yet to be proven or developed to a commercial scale. To meet our **Net Zero ambition**, we will need to see progress in the following areas.

As discussed in "**Clinker Substitution and Blending**" at page 55 above, clinker factor in cement dramatically effects its GHG intensity. While clinker substitution rates of 28 to 50 percent are common outside the U.S., that level of blended cement is not allowable in the U.S. for most highway and infrastructure work which makes up the bulk of our product mix. While the global cement companies rely upon reductions in clinker factor to levels below 70% to achieve their 2030 and 2050 targets, this is not currently available to us and thus a reduction in intensity significantly greater than our current targets is not technically possible. To achieve our **ambition** to be **Net Zero by 2050**, both ASTM and the various Federal and State Departments of Transportation will need to accept additional blended cements. The PCA continues to advocate and provide research in this regard.

Similarly, as discussed in "**Alternative Fuel Use**" at page 55, global cement players are taking advantage of incentives for alternate fuels and a different method of calculating carbon intensity that effectively disregards the GHG contribution of such fuels. Again, the regulatory strictures and calculation differences in the U.S. have limited the ability of U.S. producers to take similar advantage of many alternate fuels. To achieve our **ambition** to be **Net Zero by 2050**, both the USEPA, along with other state and federal government agencies will need to revamp their regulatory schemes in this area, provide additional incentives to make the burning of alternate fuels attractive and to allow an apples to apples method of calculating emissions from alternative fuels. The PCA continues to advocate and provide research on this topic as well.

Most importantly, we will need to see full commercialization of carbon capture technology in order to meet our **ambition**. The IEA, the Science Based Target Initiative (SBTi) and even the major cement companies acknowledge that without carbon capture, the ability for the cement sector to achieve any Net Zero Target or ambition is limited due to the inherent chemical reactions that are part of calcination. As of this writing, carbon capture technology remains to be proven on any cement plant at full scale operations. The closest to being brought on line is Heidelberg's Brevik, Norway



project which is not scheduled to be complete and operational until 2024. In the United States, our research indicates that **no** carbon capture project has proceeded beyond the feasibility stage.

Despite the fact that this technology remains in its early stages for cement production, we now believe that enough resources, both intellectual and financial, have been directed at the issue, that a viable technological solution will be developed. For example, in the United States Inflation Reduction Act passed in 2022, substantial federal funding was made available to jump-start R&D and commercialization of technology, such as carbon capture. This will be beneficial for all industries, but most particularly the cement sector. In the past, federal funding of CCS R&D and pilot projects was not available in the US. EU cement companies like Heidelberg have already benefited from government funding for CCS projects. For example, its Brevik, Norway CC project is funded mostly by Norway and the EU (more than 85% of the costs are covered). We expect that this infusion of funding will hasten the development of carbon capture technology and when the right technology emerges, with only 2 cement plants and our strong balance sheet, we will be in a position to implement this technology quickly.

Relevant to all of these considerations is the still-pending rulemaking by the U.S. Securities and Exchange Commission with respect to climate disclosures, including GHG emissions reporting and third-party assurance requirements that will make careful and accurate measurement and disclosure of emissions even more important. We are carefully monitoring these developments and taking a measured and prudent approach with respect to adding disclosures around concepts that may be subject to new and specific requirements in the near term.

Environment and Community First

Woodville Wind Turbine Project to Reduce Emissions, Provide Community Aid



Our Magnesia Specialties Woodville, Ohio Lime operation entered into an agreement in late 2021 that will decrease the site's greenhouse gas emissions and provide valuable community assistance for decades to come. The deal with industrial power company One Energy will bring three wind turbines to the division's Woodville, Ohio, operation that are projected to lower the site's Scope 2 GHG emissions by up to 10,000 metric tonnes per year. Construction on the project commenced in 2022 on a reclaimed section of the property. When completed in May 2023, each turbine base will stand about 260 feet tall and feature three 143-foot blades.

Before signing the formal agreement, One Energy worked with Martin Marietta to conduct a series of feasibility studies. The studies took into account a wide number of factors, including the turbines' potential shadow and noise impacts and the potential for ice to become hazardous and/or affect turbine performance during the colder months. Once up and running, the turbines will immediately help the Woodville plant meet its energy needs. Though their impact will vary from



month to month based upon seasonal weather conditions, on average, the turbines are expected to annually create 14 million kilowatt hours (kWh), or enough energy to run approximately 1,200-1,350 average-sized homes.

Safely maintaining the turbines was one of Magnesia Specialties' chief concerns when first learning about the technology. Quickly, however, the lime and stone team found that safety at One Energy is just as important as it is at Martin Marietta. The Ohio-based company has experienced no lost-time injuries and just one recordable injury since opening in 2009.

"One Energy is vertically-integrated, meaning we don't just design these turbines, we do all of the development work up front, perform the construction and then handle all of the maintenance," One Energy's Sr. Vice President Jessica Grosso said. "The reason we've built our company this way is because it allows us to prioritize safety. It allows us to uphold our own high standards and not rely on the practices of a contractor."

One Energy will fund the installation of the turbines and then provide the region about \$27,000 in additional annual tax revenue. Beyond that, however, One Energy will create one \$5,000 Megawatt Scholarship for each turbine to be awarded to local college-bound students during each year the turbines are in operation. Martin Marietta has signed a 20-year contract with One Energy, meaning the scholarships will assist at least 60 students in the Woodville area who plan to enter a STEM field (science, technology, engineering and mathematics) and provide total college aid of at least \$300,000.

Martin Marietta has signed a 20-year contract with One Energy, meaning the scholarships will assist at least 60 students in the Woodville area who plan to enter a STEM field (science, technology, engineering and mathematics) and provide total college aid of at least \$300,000.

"We have long valued our partnership with the people of Woodville and very much appreciate this opportunity to give back to the community," said Magnesia Specialties Division President Chris Samborski. "As we move forward, these wind turbines will significantly reduce our environmental impact and bring substantial tax benefits to the town. Additionally, the Megawatt Scholarship will provide support to dozens of our local students over the course of our contract with One Energy. The overall impact of this project will be truly great." Permitting of the project is complete and construction is underway. The project is expected to be operational before the end of the first half of 2023, lighting the way for a brighter future for the Company and the local community.



Water Management

We use water for production, maintenance activities, environmental controls and reclamation. We recognize that water availability is critical to the future of our communities and our operations. We also recognize that our diversion and discharge of water into the environment impacts our communities and the ecosystem. We are committed to responsible and efficient water management and continuously seek opportunities to use renewable and recycled sources. As with our GHG emissions strategy, we invest in new processes and technologies following appropriate testing.

In 1972, the U.S. Congress enacted the Federal Water Pollution Control Act, now known as the Clean Water Act (CWA). This law, as amended, established the basic framework for regulating water pollution in the United States. Compliance with water quality requirements under the CWA is a critical aspect of Martin Marietta's environmental stewardship.

While we make significant efforts to reuse and recycle water in our processes, we do have discharges at or from a number of our locations. In those cases, we have obtained

permits under the National Pollutant Discharge Elimination System (NPDES) that contain site-specific limits designed to maintain the health of the receiving water body and the aquatic species that call it home. We use treatment systems designed to ensure that permit compliance is maintained and conduct regular monitoring and reporting to ensure compliance.

In addition, stormwater discharges associated with industrial activity are regulated pursuant to the CWA. These regulations require that the site operate under either a general permit applicable to all similar facilities or a site-specific permit depending upon many factors.

The storm-water permitting system is designed to minimize and reduce pollution in the runoff from industrial facilities. Sites must maintain a Storm Water Pollution Prevention Plan, implement Best Management Practices, and undertake certain sampling and reporting.

By the end of 2022, we operated approximately 350 aggregate facilities across the United States and recorded a total of only six CWA-related violations, all of which were minor.



An expansive lake created at a reclaimed site in Georgetown, South Carolina



Water and the Needs of Our Communities

Not only do we focus on ensuring that our discharges do not diminish the quality of local water resources, we also are committed to being responsible users of the available water in the communities in which we operate. Martin Marietta's production processes rely on water. Importantly, we implement water management practices recognizing that clean and reliable water is also critical to our local communities.

To this end, in 2021 we examined the water stress levels of these communities, measured as a ratio of annual water withdrawals to total available annual renewable supply. A higher percentage indicates that there are more water users competing for the water resource.

Areas with high water stress are those with a range of 40 percent to 80 percent and areas with extremely high water stress are those greater than 80 percent. We analyzed our operating locations by zip code, using the World Resources

Institute's Water Risk Atlas tool, known as Aqueduct. A profile of our building materials operations (which includes all businesses other than Magnesia Specialties) is shown below:

“Importantly, we implement water management practices recognizing that clean and reliable water is also critical to our local communities.”



43 aggregates locations in areas classified as high water stress

48 aggregates locations in areas classified as extremely high water stress



20 ready mixed concrete locations in areas classified as high water stress

58 ready mixed concrete locations in areas classified as extremely high water stress



1 cement plant located in area classified as high water stress

1 cement plant in area classified as extremely high water stress

Geographically, the majority of our locations classified as high or extremely high water stress areas are primarily in Texas, Colorado and California. In those areas, responsible water use and recycling are critical, and we have made significant efforts to reduce water waste, as described in the following examples.

Over the past several years, Martin Marietta has invested in water recovery equipment at Medina Rock & Rail Quarry, Beckmann Quarry, Chico Quarry, Black Spur's Bird Hill Plant and Hunter Stone Quarry, each located in Texas and our Maple Grove plant in Minnesota. For example, at our Medina Rock & Rail plant between 2018 and 2020 we completed a number of operational improvements, including an on-site water recycling pond as well as paving 4 miles of roadway. While the plant's production of

washed products has increased dramatically over time, these improvements still led to an estimated 20 percent drop in water usage per ton of stone produced or an annual savings of approximately 390 acre feet of water.

The water recovery system at Beckmann Quarry, installed in 2010, continues to provide significant benefits and reduced the facility's water withdrawal by an average of 50 percent compared to 2009. This equates to a pumping reduction of more than 20,000 acre-feet, resulting in billions of gallons of additional Edwards Aquifer water that is available to South Central Texas communities for other beneficial uses.

At our Maple Grove Plant in Minnesota, we installed a state-of-the-art wash plant / plate press in 2017. This



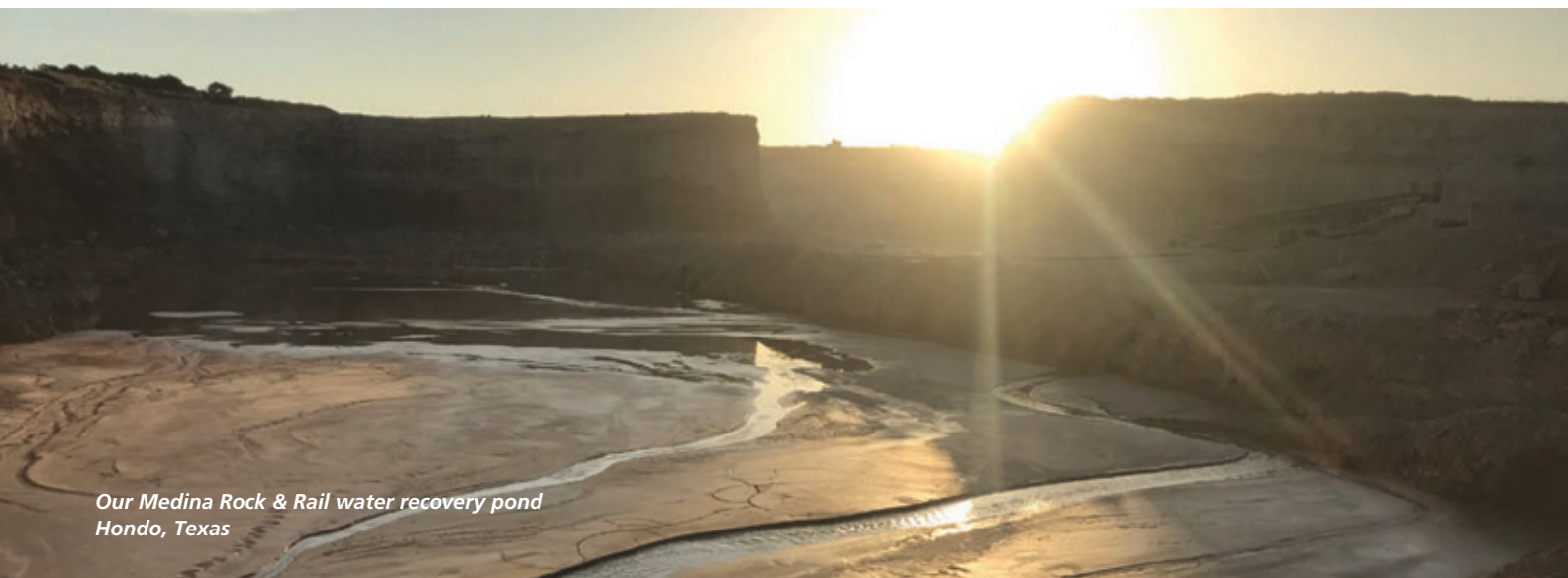
specialized equipment is used to treat and recirculate aggregate wash water in a nearly closed-loop system. This significantly reduced the volume of water appropriated for gravel washing. The addition of the plate press also allowed us to recover additional water while converting “pond fines” (small rock particles suspended in water) into a co-product generated from the process.

Our Texas ready mix operations undertook initiatives designed to reduce water waste. In particular, all but one of our North Texas plants have installed Shumaker Industries “Load and Go Ready Mix Truck Wash”® systems. These systems dramatically reduce the amount of water used to clean ready mix trucks after loading, reducing both water use and runoff.

The West Division continues to work in cooperation with the City of Denver, the City of Aurora and the State of Colorado to create much-needed new fresh water reservoirs at our facilities. These water projects include on-going projects at our Riverbend Sand & Gravel, 35th Avenue, Taft Sand & Gravel, Specification Aggregates, Duckworth, and Heaton facilities with the opportunity to repurpose more pits in the future. The West Division is also working to develop storage facilities in other locations within its footprint to serve various communities.

Our Colorado Front Range operations are situated adjacent to rivers, streams and ditches that provide vital water for agricultural, residential and commercial purposes. This system of water distribution through streams and ditches was established in the 1880’s supplying water from the Mountains to the Front Range below. Through our numerous water rights, 4 state approved reservoirs and leases, Martin Marietta operates to ensure there is no net water loss to the stream system. This means that our total water usage is returned back monthly to the stream system and the surrounding aquifers. In 2022, Martin Marietta returned over 400 million gallons of water back to the environment through this process.

While water conservation and protection is key in our western operations, it is not neglected elsewhere. For example, our East Division has spent almost \$6 million dollars in the past four years on clarifier and other water system upgrades to ensure both process water recovery and stream protection. The most recent projects were undertaken at the division’s Kent Sand and gravel site in Maryland, its Arrowood Quarry in North Carolina and its St. Mary’s Sand site in southern Georgia.



*Our Medina Rock & Rail water recovery pond
Hondo, Texas*



Waste Management

We are committed to improving resource efficiency through reuse, recovery and/or recycling of waste materials in our businesses. We also dispose of waste using safe and responsible methods.

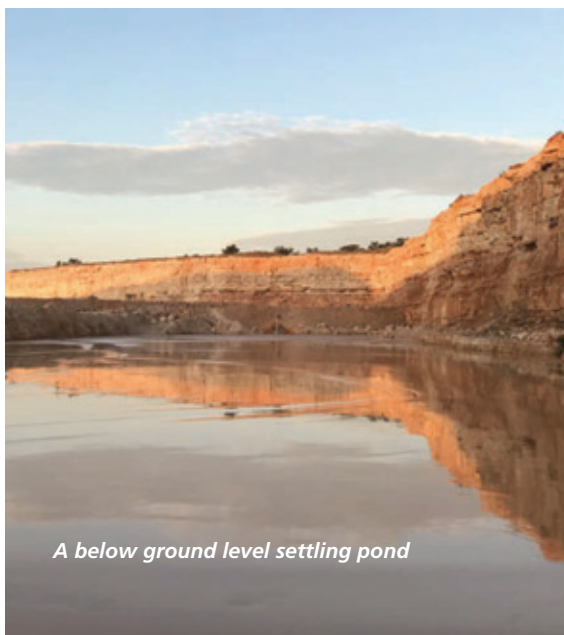
In recent years, following the failure of the Brumadinho Dam at a Vale iron mine in Brazil, there has been increased attention by regulators and the public to the environmental and safety risks associated with the storage and disposal of mine tailings. Although our aggregates operations result in certain waste products, ours are meaningfully different than tailings produced through metals mining. Whereas, in a metals mine, a very high percentage of the mined material becomes waste or tailings (e.g., some copper mines waste in excess of 80 percent of their raw material),¹ the waste fraction in our quarries and mines is generally less than 20 percent of the mined stone.

Further, tailings in metals mines can release toxic metals, such as arsenic and mercury, and may lead to acid mine drainage (caused by microbial action on sulfide ores) which can result in significant environmental impacts, particularly in the case of a sudden release. Our operations, on the other hand, involve mining limestone and granite; the resulting fines are non-hazardous.

Notwithstanding these important differences, we attempt to minimize the need to store and/or dispose of aggregates waste products at our facilities by selling the fine material from our processes for reuse in other commercial activities. We often sell fine material as a replacement for natural sand where customer specifications allow. To the extent that we maintain settling basins for fine material on our mine sites, these are generally constructed below grade in mined out areas of our pits or in specially engineered settling basins.

These pits and basins are regulated by MSHA, as well as various state laws, and are subject to multiple inspections each year. Further, to the extent water is discharged from a pit or basin, it is regulated by the CWA and various state laws and subject to periodic monitoring.

These pits and basins often serve as more than simply a place to collect the fine rock fraction. As an adequate supply of water is essential at any aggregate mining operation for processing and dust control, water from our settling basins is reintroduced to our process. This reduces our reliance on other water sources and lessens stress on local aquifers and surface water bodies.



A below ground level settling pond

The 282-foot-high Brumadinho Dam in Brazil was built using the “upstream” method in which terraced embankments are constructed successively higher on the upstream side of the dam as the impoundment fills with tailings. Thus, it was not a single engineered structure. Brazil has now banned new upstream tailings dams and ordered the removal of existing ones. None of Martin Marietta’s 34 dams, all of which are located in the United States, were constructed using the upstream method. The vast majority of our dams are under 30 feet, and none exceeds 70 feet in height. All of our dams are designed and operated in compliance with stringent U.S. regulations, including those of MSHA, various states and the Army Corps of Engineers. Additionally, these structures are regularly inspected by our qualified personnel. The majority of our dams are maintained in connection with fresh water ponds.

¹ D. R. Nagaraj “Minerals Recovery and Processing” in Kirk-Othmer Encyclopedia of Chemical Technology, Wiley-VCH doi:10.1002/0471238961.1309140514010701. a01.pub2



Biodiversity and Land Use

We own or lease significant land holdings on which we operate our businesses. We are committed to minimizing operational impacts on local ecosystems' biodiversity. In addition to complying with applicable laws and regulations, we integrate various protection measures into the way we operate, as described below. Further, our environmental management practices consider the relevant ecosystem throughout the lifecycle of an operation, including reclamation.

Habitat and Species Protection

Throughout the duration of our operations at a particular location, we take a variety of steps to mitigate impacts on habitats and species and to restore disturbed ecosystems. Our environmental staff works in concert with our mine planners and operations teams to ensure sensitive areas and species are not impacted. We follow the U.S. Fish and Wildlife Service guidelines and regulations for operations near endangered or threatened species, and we obtain required permits and conduct necessary mitigation in connection with our activities in or near waters of the United States.

An excellent example of this practice can be found at our Woodworth facility in Louisiana which borders Bayou Clear, home to the endangered Louisiana Pearl Shell Mussel. This mussel is restricted to only two river drainages in central Louisiana, and as a result had declined by over 80% during the last few decades.

As both sedimentation and water diversion could impact the Pearl Shell Mussel, during construction of the Woodworth facility a number of steps to prevent such impacts were taken including the use of substantial buffers between operations and stream banks; levees constructed on a 3-1 slope; and the use of matting, silt fencing, and seeding to prevent sedimentation from erosion. The facility also installed a closed loop water recycling system to prevent any discharges of process water. In part due to these efforts, during the last mussel survey conducted in late 2019 by the Louisiana Department of Fish and Wildlife, it was found the numbers of mussels has increased.



Louisiana Pearl Shell Mussels

Similarly, our Stillwater / West Lakeland, Minnesota operations have been engaged in the protection of osprey nesting sites for many years. The facility first participated in an osprey nest relocation program with the Three Rivers Park District and Xcel Energy in 2007. This led to the installation and maintenance of dedicated poles for osprey nesting habitat located at the site, which is near the St. Croix River.



Osprey, St. Cloud MN

Likewise, at our St. Cloud Minnesota Quarry, potential habitat for the endangered Blanding's turtle has been identified. Accordingly, as expansion and other activities occur at the site, the Company will conduct observation for these turtles. Contractors and employees are provided the MNDNR Blanding's Turtle Flyer to assist them in identifying this species. If turtles are encountered, the first list of recommendations in the MNDNR Blanding's turtle fact sheet are followed. In addition, erosion control materials used at this site must remain free of products with plastic mesh netting or other plastic components.

Additionally, many of our quarries benefit biodiversity by creating and maintaining valuable habitats for many species of wildlife, including threatened or endangered species. This occurs both in the ordinary course of maintaining large rural sites and through set-asides and conservation easements we have granted. In addition, in many of our sand and gravel operations, we create wetland features that improve water quality long term and water-storage basins that help to supply local water needs.

Georgia Quarry Land Bridges Protect Endangered Fish

When visiting Ball Ground Quarry, it quickly becomes clear why the crew brags about the site's beauty. The lush, scenic drive to the pit, the fresh Georgia air and the bright blue southern sky make for a picture-perfect postcard quarry experience.

"When I first came to the site, I was immediately impressed," said Plant Manager Will Dennis. "From the drive off the main road to the customer sites to the scale, and all the way around – it's just amazing what our people can do. And it shows how much pride they have in this place."

This natural splendor may be the reason why a different kind of visitor has taken home to Ball Ground Quarry. The Cherokee darter is a rare species of freshwater fish found on the quarry's east side. When an outside consulting group discovered this species was living on the property, environmental experts at Martin Marietta wanted to ensure their aquatic friends received appropriate care.

The fish is native to Georgia and inhabits creeks with rocky bottoms and little silt, typically found just above and below the rocky part of a stream. Because of its small range and fragmented habitat, the International Union for Conservation of Nature designated the species as endangered. Despite its small stature, the Cherokee darter plays a significant role in Georgia's waterway ecosystems as it controls plant populations within the northern portion of the Etowah River system.

Once the fish was found in the same area of the plant where the crew was to begin moving overburden, a new plan had to be designed that would allow the team to complete its work while respecting the Cherokee darter's home. "Preserving the darter's habitat was a particular focus because this fish is endangered," said Will Rasmussen, a senior environmental engineer. "Completing this extensive work shows everyone – our customers, our investors and our industry – that this is an essential concern for us. Sustaining the environment is crucial for the health of our community, which means it is also crucial for our Company."

Rasmussen said that constructing two land bridges became a priority for him and his team, with the main focus being to make as little a difference as possible to the natural landscape. This also had to be done while ensuring the moving of materials did not harm the wildlife before or after the bridges' creation. Made to allow easy access to the opposite side of the quarry and to be highly durable, each bridge is half-cylindrical, with rock and soil placed on the half culvert and sides.

Bridge construction lasted about six months and consisted of driving metal sheets away from the stream's edge and then creating a footing within the excavated material on the opposite side of the creek. This was to ensure that no impact struck the bank side's natural landscape.

Rasmussen said expending significant resources in order to complete projects with important environmental benefits is nothing new for Martin Marietta. "Usually, for our quarries, the end goal is to turn our pits into large reservoirs of water or lakes. This reclamation is a massive benefit to any ecosystem in the area. It becomes a wetland. It becomes a source for migratory birds. It becomes another habitat for fish in the area. We always try to leave behind a strong legacy of improvement," he said. Now complete, the project is yet another source of pride for the Ball Ground team, adding to its already extensive list of bragging points.



“It’s part of what we do,” Dennis said. “It’s our job to make sure we leave our environment just as good, if not better, than where it started.”



Zero Impact crossing, Ball Ground, GA

Other Biodiversity Efforts

Because we own and lease many thousands of acres of land, we are also active managers of significant forest resources. Management and replenishment of this resource is top of mind for our operations. For instance, beginning in 2015, our East Division implemented a timber management program. In the last 5 years alone the division has planted almost 600,000 trees reclaiming many acres of forest.

Our sites also actively partner with local agencies, as well as organizations like the South Carolina Department of Natural Resources. For example, our Berkeley Quarry has undertaken significant steps to encourage the protection and enhancement of wildlife. In 2020 the Company entered into a Safe Harbor Agreement with the South Carolina Department of Natural Resources covering 2,050 acres at its Berkeley property for the protection of the endangered Red Cockaded Woodpecker. This 99 year agreement includes habitat buffers to protect the existing nesting tree, along with annual habitat enhancement activities including thinning, controlled burns and construction of artificial nesting boxes to encourage additional birds into the habitat. This site also participates in the South Carolina Wildlife Federation’s W.A.I.T. (Wildlife and Industry Together) program. This program encourages the protection and enhancement of wildlife on industry lands.

Not only has the Company partnered with local agencies and groups for conservation projects on our sites, but we

now also have made significant contributions to offsite projects as well. While it’s common knowledge that Martin Marietta limestone is incredibly important in the construction of roads, homes, buildings and other land-based structures, it’s not well known that our products are playing an increasingly important role beneath the sea. From the Outer Banks to the South Carolina border, North Carolina has about 300 miles of coastline that is home to not only millions of people, but also many wildlife species. Numerous organizations, both public and private, are working to protect this coastal habitat and Martin Marietta’s material is vital to their mission.

One of the private organizations working to ensure coastal preservation is Martin Marietta customer RS Shorelines. Formed by Restoration Systems in 2020, RS Shorelines uses native materials to build living shorelines that serve as viable, and, in many ways superior, alternatives to traditional coastal barriers like bulkheads and seawalls. Many manmade sea barriers effectively protect the immediate vicinity in which they’re placed. The problem, however, is that the force of the water on such barriers is not eliminated, only diverted elsewhere along the coast. This means that while the area nearest the barrier wall may be protected, erosion and other harmful effects are still felt along other points of the shoreline.



Endangered Red
Cockaded Woodpecker

In an effort to remedy these problems, RS Shorelines’ affiliate RS Solutions invented QuickReef™. Utilizing a variety of native North Carolina materials, including marine limestone, or marl, from the Company’s Belgrade Quarry, QuickReef™ works in conjunction with other elements of a living shoreline — including local flora and rock structures — to offer a more



“breathable” coastline option that effortlessly blends into the natural environment. RS Solutions spent a considerable amount of time searching for just the right mix of natural materials to use in QuickReef™ before settling on Belgrade’s marl as a primary ingredient in their recipe.

In addition to having a longer lifespan than many traditional coastline barriers, living shorelines provide a number of environmental benefits, including the promotion of marsh land that helps decrease the amount of greenhouse gases in the atmosphere and the creation of valuable habitats for fish, crabs and a host of other wildlife, including oysters. Many QuickReefs™ are loaded with the mollusks within one year of placement, she said.

Oysters have an enormous benefit for the environment with adult oysters filtering about 30 gallons of water each day. Though not currently an endangered species, their worldwide population has decreased dramatically in recent decades as a result of overharvesting, disease and loss of natural habitat.

The creation of natural oyster reefs is another effort for which Martin Marietta provides materials, Working with Restoration Systems Native Shorelines group and the North Carolina Division of Marine Fisheries, the North Carolina Coastal Federation, The Nature Conservancy (headquartered in Virginia), and a handful of others our products have created an immense impact in recent years. Since 1996, there have been 15 sanctuaries developed in

the Pamlico Sound near the Outer banks with a combined area of more than 350 acres.

Martin Marietta’s marl has played a major role in the creation of these sanctuaries with class B rip rap (bowling ball-sized limestone rock) from Clarks Quarry being used as the primary material for oyster reefs. Since 2018, almost 150,000 tons of Martin Marietta limestone has been used for oyster reef creation with an additional 18,000 tons scheduled for shipment in 2023. North Carolina has one of the strongest oyster sanctuary programs in the country and other states are taking note. Such programs are on the rise across other coastal states.

Buzz Crosby, Regional Vice President / General Manager of Martin Marietta’s Raleigh District (home to both Belgrade and Clarks quarries), says he is excited his team’s products are being utilized so sustainably. “As a company that heavily values environmental stewardship, it’s great that Martin Marietta has the opportunity to work with organizations so completely dedicated to our environment,” Crosby said. “Whether we’re talking about oyster reef sanctuaries, or the construction of QuickReefs™, the goals are one in the same. These groups work to ensure the overall health of our wildlife habitats so that they will be preserved for future generations. That’s definitely a mission our team is proud to support.”



Living Shoreline



Oyster growth on a Quick Reef™



A Tree to Call Home

Endangered Bat Finds Protected Habitat at Martin Marietta Sand Plant

When looking out on the grounds of Raccoon River Sand, it may not make sense why so many unhealthy trees have been left standing. These trees are old, unattractive and, in many cases, dead. But these are exactly the conditions in which some flying mammals, specifically the Indiana bat, thrive.

The Indiana bat is native to North America, living primarily in the southern and midwestern United States. The animal has a particular preference for the trees and pests at the aggregates operation in West Des Moines, Iowa. The bat – averaging 1-2 inches in length and weighing 0.16 - 0.34 ounces – hibernates year-round in hardwood pine forests, mainly eating insects such as moths, beetles and mosquitoes.



Indiana Bat

Since 1967, the U.S. Fish and Wildlife Service has listed the Indiana bat as endangered. Despite this status and a multitude of protective measures put in place as a result, the Indiana bat has seen severe population decline. In the past decade alone, the population is believed to have decreased by more than half. This startling statistic is why Martin Marietta local team members wanted to ensure they could take meaningful steps to help protect these animals.

Senior Environmental Engineer James Marek says the Company has preserved 25 acres of woodlands with cottonwoods, shagbark hickory, hackberry and silver maple since discovering the bats were present on the site. Marek said the team has partnered with multiple groups to ensure the process was handled properly.



*Bat Habitat
Raccoon River, IA*

“We have been working with the U.S. Army Corps of Engineers-Rock Island District (USACE), U. S. Fish and Wildlife and the Iowa Department of Natural Resources,” he says. “Because of this teamwork, Martin Marietta has been able to dedicate a section of land on the ground to make sure the trees remain unbothered so the bats can remain safe in their habitat.”

While this preservation effort is important to the Indiana bat, it is also providing additional habitat for the Silver-haired bat, the Hoary bat, the Northern long-eared bat and several other species, Marek says, noting that such work is an essential element in Martin Marietta’s commitment to environmental stewardship.



“Practicing conservation to minimize our environmental impact is an important aspect of our business,” he says. “These trees will remain as habitat, and we hope these

bats will come and go as they desire. They will always be welcomed visitors to Raccoon River Sand.”

Land Reclamation Activities

Our approach to reclamation includes the protection of the environment while we are quarrying as well as its restoration after mining, both of which we typically plan before we open a new site. In so doing, we commit to activities that include minimizing impacts to neighboring properties, wildlife and fauna, adjacent streams and water quality. We are generally required by state or local laws, or pursuant to the terms of an applicable lease, to reclaim quarry sites after use, which usually includes a requirement to post a reclamation bond to guarantee performance of that work. During the process of applying for permits, we include extensive information regarding our reclamation activities, and consider any concerns expressed by local communities and other stakeholders.

We own or lease more than 250,000 acres of land and have developed reclamation or restoration management plans for approximately 90 percent of our operating quarry sites. Generally, we perform reclamation activities on an ongoing basis as an integral part of the normal quarrying process.

An important aspect of reclamation is returning the land to beneficial use. Lands that are reclaimed are often improved by a more diverse plant community and weed control. As such, reclaimed lands often provide valuable wildlife habitat. Other common land uses for our reclaimed quarries post-mining include water storage and reservoirs, parks and other recreational uses and sometimes commercial development.

One recent example of such post-mining use is seen in the Martin Marietta Park in New Bern, NC. With its ribbon cutting ceremony in March of 2022, the park became the largest in New Bern. “Martin Marietta Park was designed to be a Regional Park to not only attract the citizens of New Bern but the surrounding area. And especially when we build out the park with our future phases, with amphitheater and rope sports and things like that, we want to draw folks from all over the state,” said New Bern city manager Foster Hughes. This park is located on the site of a former quarry owned by the Company which donated more than 55 acres to help form the new park. Phase 1 of

the park includes a playground, walking trails, canoe/kayak launch, fishing pier and observation deck.



*Martin Marietta Park,
New Bern, NC*

An Ohio District reclamation project that has successfully transitioned an open-pit limestone quarry to a sprawling open space was recognized nationally in 2021 by the Interstate Mining Compact Commission (IMCC). The site — formerly the district’s Clinton Quarry — once provided the crushed stone needed for cities like Cincinnati and Dayton, Ohio, to thrive. Today, it’s helping the community in another way: as an 86-acre natural area featuring a 30-acre lake stocked with fish. The IMCC has recognized the project with its National Mine Reclamation Award in the noncoal category.

“We’re proud to receive this award,” said Regional Land Manager Matt McCoy. “These types of projects are a great



way for us to give back to the community, so we're excited to do more as similar opportunities come up in the future." While the Company is no stranger to reclamation efforts, McCoy said this particular project was a bit different in that Clinton County required a split-bench before grading could begin. This step, which hasn't been required at any other company location in the state, added time, effort and expense to the reclamation project. Since completing the grading and seeding, county and state officials have reached out to McCoy to note that many species of birds, fish and semiaquatic mammals like minks have been spotted on the grounds.



Not to be outdone, in 2022 Martin Marietta's Specification Aggregates (Spec Agg) Quarry was recognized for its successful efforts to concurrently reclaim mined out portions of its site. In December, the Golden, Colorado, quarry was honored with an Outstanding Concurrent Reclamation Award as a part of the Colorado Stone, Sand and Gravel Association's (CSSGA) 2022 Jack Starner Reclamation Awards program.

The awards, which are sponsored by the Colorado Mined Land Reclamation Board, celebrate outstanding reclamation of aggregate and construction material operations and further the collection and dissemination of successful reclamation techniques, according to CSSGA.

Director of Natural Resources James Sharn said it was a "great honor" to receive the award as it serves as an acknowledgement of the many people who work to restore the land.

"The award recognizes the hard work, pride and dedication of Martin Marietta employees who care about

how they return the land to nature and the community," Sharn said. "This is demonstrated in both the wildlife that utilizes the reclaimed ground and the many favorable comments we get from the surrounding community."

The awards, which are presented annually, are in the memory of Jack Starner, a longtime Mined Land Reclamation Board member who provided valuable guidance to industry professionals along with local governments and the environmental community.

The 2022 honor was not the first time Martin Marietta has been recognized by the CSSGA. In recent years, the Parkdale Quarry team won the Enhancement of Reclamation through Community and Stakeholder Engagement Award, and the Taft Hill Sand and Gravel team won the Outstanding Community Outreach and Education in the Benefits of Reclamation of Mined Lands awards.

Sharn said honors like these are only made possible by the continued dedication of those operating the quarries. "All credit goes to the operations," he said. Spec Agg Plant Manager Luke Riemenschneider agreed. "It feels good because the crew here is constantly putting in the hard effort to reclaim this land. To see folks in the industry recognize them is just spectacular," he said. "For us, reclamation is a daily agenda item. It is all about our guys doing the work, and it is great to have an upper management team that allows us to take this work so seriously."

The Spec Agg team reclaims land concurrently to ensure the grounds are refreshed in specific areas while work continues in other areas. "Spec Agg's reclamation is unique in that all, or most, of the reclamation is performed concurrently with mining activities," said Jeff Lines, area production manager. "Most operations wait until all mining is completed, or nearly completed, before beginning reclamation. When the Spec Agg crew mines along the boundary of the pit, dirt is placed back into the mined void – often, within just a few weeks after being mined."

Award winners are determined by a panel of experts who select sites that display outstanding environmental efforts. Russ Means, minerals program director for the Active Mines program at Colorado's Division of Reclamation,



Mining and Safety, serves on the panel and is the primary contact point for submissions. He said it is no surprise that Spec Agg was nominated – and ultimately selected – for this honor. “The work Martin Marietta does to create a suitable environment for the wildlife here is amazing,” he said. “I’ve been out there many times and have seen elk, deer, birds, and other animals use the land, which is important for our area.”

He added that seeing a company that takes the reclamation process earnestly and seriously is powerful. “Driving in the state and seeing previous sites along the I-70 corridor, there are some ugly scars that they left behind before there were any reclamation laws in place. But, with Martin Marietta, you’d have to look hard to see any residual impact. And really, that is quite incredible,” Means said.

That fact brings Riemenschneider a great deal of pride. “Ensuring that we have a positive visual impact on our community is one of our top priorities,” he said. “You can see our work from the interstate; people hike and bike on the trails we’ve recreated. It’s great because people will come here on tour and they’ll leave saying, ‘Wow, I didn’t even know you all were here.’”

Russ Means said Martin Marietta took over the quarry – which has been operating since 1974 – in 2012 and that the site has since become a “flagship example” for those wishing to restore mined land to its natural topography. There are around 1,400 total permitted sites here in Colorado, and Means said that the Division of Reclamation is “constantly looking toward Spec Agg as an example of how every operation should operate. This quarry team goes far and above in its reclamation techniques, and it is our wish that all other quarries would operate to the same level.”



Continuous Cycle of Production and Reclamation Offers Ongoing Benefits to Colorado Communities

As the population boom in Colorado continues, two natural resources above most others are in incredibly high demand: sand and water storage. What makes Martin Marietta's Taft Hill Sand & Gravel such a valuable community partner is it provides one as a direct result of producing the other.

Increasing its population by nearly 15% between 2010 and 2020, according to the U.S. Census Bureau, Colorado is the sixth fastest growing state in the country. Supplying the housing and infrastructure needed to accommodate that growth requires ample amounts of ready mixed concrete, which requires high-quality sand and gravel. Taft Hill has plenty of it.

While many think of beautiful mountains and mountain lakes when they picture Colorado, much of the state – including Denver and its surrounding areas – rests in what is technically a semi-arid high desert. To put that in perspective, Denver receives about 14 inches of precipitation annually compared to other cities like New York City (46 inches), Seattle (37 inches), Chicago (36 inches) and Phoenix (9 inches). For Denver to make the most of its precipitation requires water storage options. As a result of its production processes, Taft Hill has plenty of those, too.

It's all part of the mining cycle, says Area Production Manager Britney Guggisberg. "Mining is important because it provides the materials we need for our homes, roads and public buildings. Locally, Taft Hill has produced the sand and gravel needed for this construction since the early 1970s," she says. "But there's more to this operation than just mining. Reclamation efforts are ongoing here. We mine, we reclaim. We mine, we reclaim. Because water is so important in Colorado, much of our reclamation efforts focus on water storage."

Whereas most large crushed stone operations elsewhere in the country mine in a concentrated area over the course of decades, Taft Hill, like other Martin Marietta sand and gravel operations in the West Division, is able to mine its deposit in a series of smaller cells. This allows the team to reclaim significant sections of its property while active mining continues along a different section of the materials seam.

West Division Director of Natural Resources James Sharn says that once a cell is depleted of sand and gravel, it can be converted into a reservoir. At Taft Hill, the team is currently taking a phased approach to convert a pair of adjacent cells. Phase I of the project, which was awarded the Jack Starner Memorial Reclamation Award by the Colorado Division of Reclamation, Mining and Safety, was completed in 2020 and resulted in the creation of a 420-acre reservoir.



Sharn says the first step to reclaiming Phase I required the local Martin Marietta team to make it leak proof by adding a clay liner composed of compacted clay and overburden. Once certified leak proof by engineers from the state's Division of Water Resources, the team made sure the surrounding land was properly reclaimed by planting a variety of native grasses, flowers, plants and other greenery.



Phase II of the project, which is nearing completion as of this writing, received similar care and attention. Once leak testing is completed, it too will become a valuable reservoir.

While the added water storage is important, Guggisberg says the ancillary benefits of the project are having additional impacts on both the local community and its wildlife. As part of the reclamation effort, a local bike path was extended to cross a causeway between the two new reservoirs. This path is now heavily utilized by local residents.

Additionally, built into each reservoir are shallow entrance and exit points so that the water can be safely accessed by animals like foxes, deer, geese, moose and racoons. Once Phase I of the reclamation was completed, Martin Marietta entered into a partnership with the Greenwood Wildlife Rehabilitation Center, which now regularly releases rehabilitated wild animals on the reclaimed property.

"Our reclamation work at Taft Hill has been exceptional, and I think it's important that we take the time to shine a spotlight on it and other, similar projects," Guggisberg says. "The positive impact our operations can have really is astounding. Our mining is needed to help build communities, and we take that work seriously. Equally as important,



however, is the responsibility we have to care for our environment. We want to make sure that the land we leave behind can be properly and safely enjoyed for generations to come.”

Enhanced by Our Presence

Winner of The Company's Diamond Award Hickory Quarry Champions Stewardship

With more than three decades on the job, Robert Church is an expert in just about all things mining. Though he's seen colleagues come and go over the years as Hickory Quarry has grown and thrived, he says there's something special about the team's current roster.

“We have some great people here,” the weighmaster says. “This quarry is an exceptional place to work and that's because the people here care for one another.”

From a production standpoint, the group's tons-per-man-hour is up more than 40% since 2018; its sales are up about 50% during the same time frame. On the innovation front, the team initiated several changes and upgrades that have made mining at the site far more efficient. In terms of community engagement, Hickory's people are committed to being good neighbors and supporting those who need it most. Importantly, says Plant Manager Brian Hamrick, the site is also safer than it has ever been. “We have a longstanding safety tradition, and it's one we're proud to uphold,” he says. “We challenge ourselves continuously to not tarnish that tradition and to do everything we can to strengthen it.”

While honoring the Company's Guardian Angel culture, the team holds daily and weekly safety meetings, conducts enhanced SLAMs, and engages in a monthly hazard recognition program. Hamrick says the group has also made a number of modifications to its operation to ensure safety is the top priority.

“We've added steps and catwalks to our conveyors to give us easier access, so it's safer when we perform maintenance,” he says. “One of the simplest, but most effective, safety changes we've made involves a green cone system we developed based on a suggestion from an employee.”

Using the cones, the system outlined specific areas near the site's loadout where customer vehicles can be safely loaded with minimal confusion and maximum safety. Foreman Rodney Stallings says the team's strong safety performance—they have achieved world-class safety in each of the past eight years—is the primary reason they won this year's Diamond Elite Award. “Guardian Angel has definitely played a big role in this award,” he says. “It's driven safety to the point where we're operating on a stretch of more than 2 million hours without a lost-time incident. It's really an awesome record, and we talk it about it often. None of us wants to be the one to end it.”



While the group is highly effective at protecting its own, the people of Hickory are also quick to protect their community. Temporarily interrupted during the pandemic, the site has a long history of hosting elementary school children for educational tours. The operation also sponsors local high school athletes, providing financial support for the Maiden High Blue Devils football team. Throughout the year, and especially during the holiday season, the team also volunteers at and donates to the local soup kitchen.

Quality Control Inspector Ike Baker says each one of the team's community efforts reflects incredibly well, not only on Hickory and Martin Marietta, but on the greater mining industry. "It's important for the community to know about Martin Marietta," he says. "Mining sometimes gets a bad reputation, but this industry provides the raw materials needed for our roads and homes. Every team in this business is important."

Hamrick agrees. "It's important that our neighbors understand our values," he says. "Martin Marietta is a big advocate for safety, community, stewardship and so many other values that benefit our communities."

As Hamrick and the team look toward 2023, they're hoping to continue highlighting those values as they keep each other safe and the operation moving efficiently. Should their performance continue to improve, the plant manager is confident Hickory will again be in the mix for the Company's top prize.

"The Diamond Elite Award is truly a prestigious award, and we've been absolutely honored to bring the trophy here to Hickory," Hamrick says. "As long as we're able to continue living and working by the core values Martin Marietta has set out for us, we'll definitely be able to make a run at this award next year."



Safety Brief at our Hickory Quarry

Company Aids Austin River Cleanup

For the Third Consecutive Year Company Volunteers Partner on Colorado River Cleanup

Southwest Division team members near Austin removed six trailers of trash from the Colorado River in November while participating in the annual LoCo Trash Bash. According to organizers, the event has removed 22 tons of trash from the water and the banks of the Colorado since beginning in 2018. This year marked Martin Marietta's second as an official participant and sponsor. "We had more people from the Company participate than last year and were able to pick up more trash," said Environmental Engineer Jayde Young, who worked with Ready Mix Operations Manager Brian Ridlon and Ready Mix Regional Vice President-General Manager Wesley Salem to plan the Company's participation. "It was a great opportunity for us to get to know each other better while putting our values into practice." Ridlon said the group of about 45 volunteers worked at two locations along the river for about 8 hours. In total, the team removed six 22-foot trailers filled with trash, four from one area and two from the other. In addition to providing the volunteer time, Martin Marietta also provided a \$5,000 donation as an event sponsor. "It was an extremely satisfying experience," Ridlon said. "It was great to see so many of our people working outside of Martin Marietta while displaying that same exceptional level of teamwork we see every day. We all felt great afterward. From the first piece of trash we removed to the last, every moment of that day made a difference."





Employee Well-Being

Behind every great success at Martin Marietta, you will find a committed group of diverse people all working toward the same goal. We believe our people are our greatest asset and remain dedicated to ensuring that each has the programs, resources, support and opportunity necessary to grow.



Indiana District Project Engineer Caitlin Darnall





**MEET
BROOKLYNN YONTS**
Mine Planning Manager | East Division

What do you like best about your role at Martin Marietta?

"This is an exciting time at Martin Marietta. I get to work with a number of talented and diverse teams. No two operations or projects are the same, and there is such opportunity for optimization within the aggregates business."

**WOMEN'S
HISTORY
MONTH**




**Martin
Marietta**

Women
Who Build



**Martin
Marietta**

Military &
Veterans
Community

Employee Resource Groups to Offer Greater Development, Community Service Opportunities

Martin Marietta has launched its first employee resource groups (ERGs) in order to provide additional support and opportunities for all teammates, including those with diverse backgrounds.

Open to all Martin Marietta employees, these groups will focus on building community, offering development opportunities and providing a forum where new ideas can be respectfully shared and considered.

In February, the Martin Marietta Military and Veterans Community (MVC) became the first company-wide ERG to debut. It was followed soon after by Women Who Build (WWB), which launched its first communications on March 8, International Women's Day.

The third and final ERG set to debut in 2023 is Martin Marietta's Multicultural ERG (MERGE), which is scheduled to begin in the spring.

Kelly Bennett, Vice President of Total Rewards and Head of Inclusion and Engagement, said each ERG will provide its members with ample opportunities for professional and personal growth while highlighting the strength of Martin Marietta's ONE culture. "Our culture is based on our people. We care about our employees. We want them to be safe at work. We want them to feel valued, and we want them to know and feel that they belong," she said. "And just as we grow and recognize the unique nature of our footprint around the globe, we want, through our inclusion and engagement efforts, to keep finding ways to connect our people to Martin Marietta and other valued team members."



Stressing that ERGs are open to all employees regardless of their background, Bennett said each group will determine its own professional development, networking and community engagement activities. Bennett emphasized that a considerable part of these ERGs relies on each group's efforts to decide which resources are relevant to people who identify within and are allies of the group. "You don't have to be a woman to join WWB. You don't have to be a veteran to join MVC. But by joining, you're saying, 'I care about the challenges and opportunities facing the people represented by this ERG,'" she said.

Above all, Bennett said Martin Marietta's ERGs are about being heard, connecting people with similar interests, and learning about the diverse perspectives of others within the organization. "Each ERG will be a forum for voicing ideas, opinions and challenges impacting the workplace and the Company. If there are opportunities in a given situation that upper management may not be aware of, these groups will shine a light on that," she said. "This will impact our population and will help the Company and our people improve."

Bennett's statement was clear during the first meeting of the MVC in February. At the start of the virtual gathering, executive sponsors greeted MVC members with an overview of the group and its first initiative, an effort with American Corporate Partners (ACP). A nonprofit organization which is discussed later in this report.

Sean Foley, regional vice president-general manager of the North Texas and Oklahoma District and an executive sponsor of the MVC, said members are already engaged and eager to participate in opportunities like the ACP program. "Everyone is universally excited for these opportunities, with each of us having a special connection with certain projects," he said. "Some of us are excited to get new members involved, some are excited for community partnerships, recruiting events and ACP mentoring, and some are passionate about the opportunities we will have in later plans like Toys for Tots or 5K charity races. There are just so many people who are ready to jump into getting involved."

Foley added that the MVC would help continue Martin Marietta's journey to world-class excellence, especially since it is led entirely by employees. "This is a great place

for new ideas to arise and thrive," he said. Those interested in joining the MVC can do so by reaching out to vets@martinmarietta.com for more information.

Julia Larson, West Division director of transportation and logistics and an executive sponsor of WWB, said she and the other WWB members were thrilled to debut their ERG during Women's History Month. She said a chief priority of the ERG will be to make sure members "feel valued and heard" when it comes to matters affecting them and their work.

"ERGs enhance our ONE culture by nurturing a sense of belonging for all employees, and ensuring a feeling of confidence and trust to speak up as well as listen. The ideas being generated within the group are exceptional," she said.

Larson said she is motivated to continue meeting colleagues from across the Company to discuss significant issues and ideas. "Meeting teammates throughout the country, assisting with recruiting women, providing educational opportunities that enhance the knowledge of our current employees and tackling challenges that are unique to women are just a few of the exciting things to come," she said.

When MERGE kicks off later this year, the ERG will begin providing similar support and development opportunities to teammates who value the importance of diverse cultural backgrounds in the workplace. Derek Gordon, regional vice president-general manager for ready mix and an executive sponsor of MERGE, said he and his team are excited to discuss, understand and bring forth ideas that could lead to a more inclusive, productive and collaborative Martin Marietta.

"Our hope is that MERGE will serve as a mechanism to foster awareness and understanding about the value of our different cultures, demographics and experiences, and that we can then leverage that new perspective in a way that enhances our Company for generations to come," he said.



A Career, Not a Job

Company Strengthens Efforts to Recruit Top Talent

Recognizing the many great changes affecting national employment in the wake of the COVID-19 pandemic, Martin Marietta did much to ensure it continues to be an employer of choice for current and future generations. Focused on using an expanded repertoire of tools to better communicate with its people and prospective career candidates in 2022, the Company successfully navigated the Great Resignation, an increasingly tight talent market and a shift in employee work preferences by remaining true to its **ONE** culture and its core values of safety, integrity, excellence, community and stewardship.



“Martin Marietta has helped me grow and learn about the type of professional that I want to be.”

– Kyle Vincent, Senior Manager of Infrastructure and Network Architecture

“We understand the role our employees play in our success at Martin Marietta,” says Vice President of Total Rewards and Head of Inclusion and Engagement Kelly Bennett. “Our initial aim is to make sure people – particularly, those who may be interested in working with us – understand the impact our values have on how we operate. Once those people have joined our team, our goal is to provide a professional environment, comprehensive benefits and the advancement opportunities that will allow them to remain with us for a career and not just a job.”

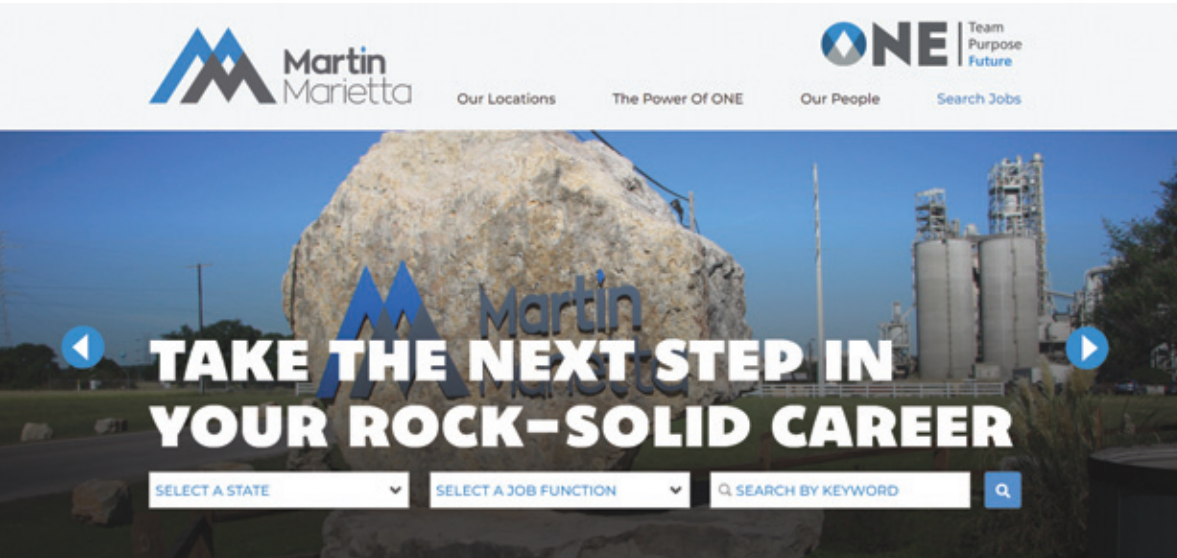
Improving the caliber of the Company’s recruitment materials to draw attention to Martin Marietta’s many great offerings was a priority throughout the year.

Working with talent acquisition specialists from across the enterprise, the Company’s Corporate Communications team designed a host of new recruitment tools, including branded career fair displays and banners, billboards, print advertisements, and a host of digital assets, including a six-part recruitment video series.

“I don’t know about you, but I love my job,” says Mixer Truck Driver Sam Hill in one of the videos filmed in Texas in spring 2022. “It’s a great opportunity. You have a pension. You have a 401(k). You’re getting this training. You can go to college if you want to go. You can get promoted on the job. I mean, how cool is that?”

All of the recruitment videos produced throughout the year were featured across Martin Marietta’s social media accounts, which were expanded in 2022 and now include regular posts on LinkedIn, Facebook, Instagram and YouTube.





Martin Marietta’s internal job board aims to enhance the job applicant experience with Martin Marietta.

“Utilizing each of these platforms allows us to easily and effectively communicate our values to an incredibly large audience while shining a spotlight on our people and the many spectacular contributions they make to the communities we serve,” Bennett says. “We’re also finding that our increased social media presence has significantly improved our overall brand recognition and led to more successful career fairs and other events.”

The Corporate Communications team has provided easy access to these expanded recruitment resources via a digital talent acquisition toolkit, which will continue to evolve to meet the challenges of 2023 and beyond.



Additional Employee Well-Being Highlights

- 

Successfully onboarded more than 1,250 employees in California and Arizona after the conclusion of a transition services agreement from the 2021 acquisition of Lehigh Hanson’s West Division.
- 

Continued to enhance our attractive offering of employee health, welfare and retirement benefits, including a fully funded defined benefit pension plan. We significantly increased the value of the pension retirement benefit offered to hourly employees in 2022.
- 

Developed and launched an inclusion and engagement awareness communications campaign to help managers and employees better understand why inclusion and engagement matters and how inclusion and engagement are already ingrained in Martin Marietta’s culture and values. The campaign highlights that ensuring we maintain an inclusive and engaging culture will help create a competitive advantage for the Company.
- 

Launched a dedicated section on our Company’s website highlighting Inclusion, Engagement and Diversity at Martin Marietta.
- 

Developed guidelines and strategies to launch Martin Marietta’s first three Employee Resource Groups, supporting veterans, women and diverse cultures, in early 2023.
- 

Joined the CEO Action for Diversity & Inclusion coalition.



An Employer of Choice Continues to Evolve

Inclusion & Engagement Efforts Move Forward with Company-wide Communications Campaign

In 2022, the Company's **Inclusion and Engagement Task Force** took many important steps to ensure Martin Marietta will remain a welcoming, engaging place where all of our colleagues may build a career. A key element in this effort involved a thorough communications campaign to provide employees with the knowledge and understanding to drive inclusion and engagement (I&E) forward.

This campaign began in the early fall with a recorded message from Chairman and CEO Ward Nye. During the video message, which was shared with all employees and made available on the Company's public website, Nye highlights the many ways our diverse workforce strengthens our Martin Marietta culture.

“Doing the right thing and making the world a better place is what we’re all about,” he says in the message. “That’s why we embrace inclusion, engagement and diversity. Ensuring our people are included and empowered makes us who we are.”

In addition to Nye's message, each of our five operating divisions was provided with a set of communications resources and tools to help them explain to their teams the importance of I&E and how it impacts life at Martin Marietta. Included among these resources were presentations, digital signs, talking points and frequently asked questions documents, videos and other materials to help every member of our team – regardless of their background, responsibility level or experience – understand how I&E makes our Company a better place to be.

These materials encouraged every member of our team to think about what I&E means on a personal level and, further, to consider how they may champion I&E across our enterprise. Colleagues were urged to share their own stories and to discuss how working on projects with people of different backgrounds provided valuable learning opportunities and improved the overall project result.



A particularly well-received I&E communication was a brief animation that was shared across the Company. In the course of the video, the narrator talks about how I&E has always been a part of our success at Martin Marietta. “(Inclusion and Engagement) means hiring the best, amplifying each other’s voices and making sure each of us has the opportunity to succeed – for ourselves and for our families,” the narrator says. “This goes for all of us. Whether you’re a third-generation miner or brand new to our industry.”

All the while, our Inclusion and Engagement Task Force continued to plan and develop new ways to engage all members of the **ONE** Martin Marietta team. Led by Nye and Senior Vice President and Chief Human Resource Officer Craig LaTorre, the task force is comprised of 13 leaders representing the Company's various divisions and a diversity of opinion, experience and background.



Company Partners with Nonprofit to Benefit the Military Community



ACP and Martin Marietta will work together to assist veterans and eligible active duty spouses.



ACP Founder and Chairman Sid Goodfriend said he's excited to begin work with Martin Marietta in January.

Martin Marietta entered into a new community partnership in 2022, working with American Corporate Partners (ACP) to provide career counseling to veterans and others in the military community. Founded in 2008, ACP provides veterans and eligible active duty military spouses with one-on-one mentoring and networking opportunities, said Sid Goodfriend, ACP's founder and chairman. Martin Marietta has made a \$50,000 donation to ACP and is helping the nonprofit identify more than 50 company volunteers to serve as career mentors.

Goodfriend said the organization is currently working with more than 100 of America's top companies, universities and hospitals to serve more than 4,000 veterans and eligible spouses. To date, more than 24,000 people have completed the ACP program.

Martin Marietta's Senior Vice President and Chief Human Resource Officer Craig LaTorre praised the impact ACP has made while partnering with top brands like Disney, Amazon, Coca-Cola, FedEx and John Deere. He said the organization's work is precisely the type Martin Marietta is eager to support.

"Recognizing the efforts of all who have served, and continue to serve, in our armed forces is important," LaTorre said while announcing the partnership on Veterans Day. "Our work with ACP coincides with the launch of our first employee resource group, the Martin Marietta Military & Veterans Community. Our **ONE** Martin Marietta team has a long history of assisting veterans; I am confident our people will again step forward to help those who have bravely served our country."

ACP Senior Vice President Jana Toner said the program serves veterans of all ranks, meaning protégés may have served anywhere from several years to several decades. Program mentors do not need to have served in the military, she said.

"We continually look for ways to develop our program to best suit the needs of our protégés as they pursue their career goals, and right now, the need lies in finding a diversity of mentors," Toner said. "Our partnership is exciting—not just because of the mentors who will join our program, but because of the diversity of experience Martin Marietta's people will bring to our protégés."

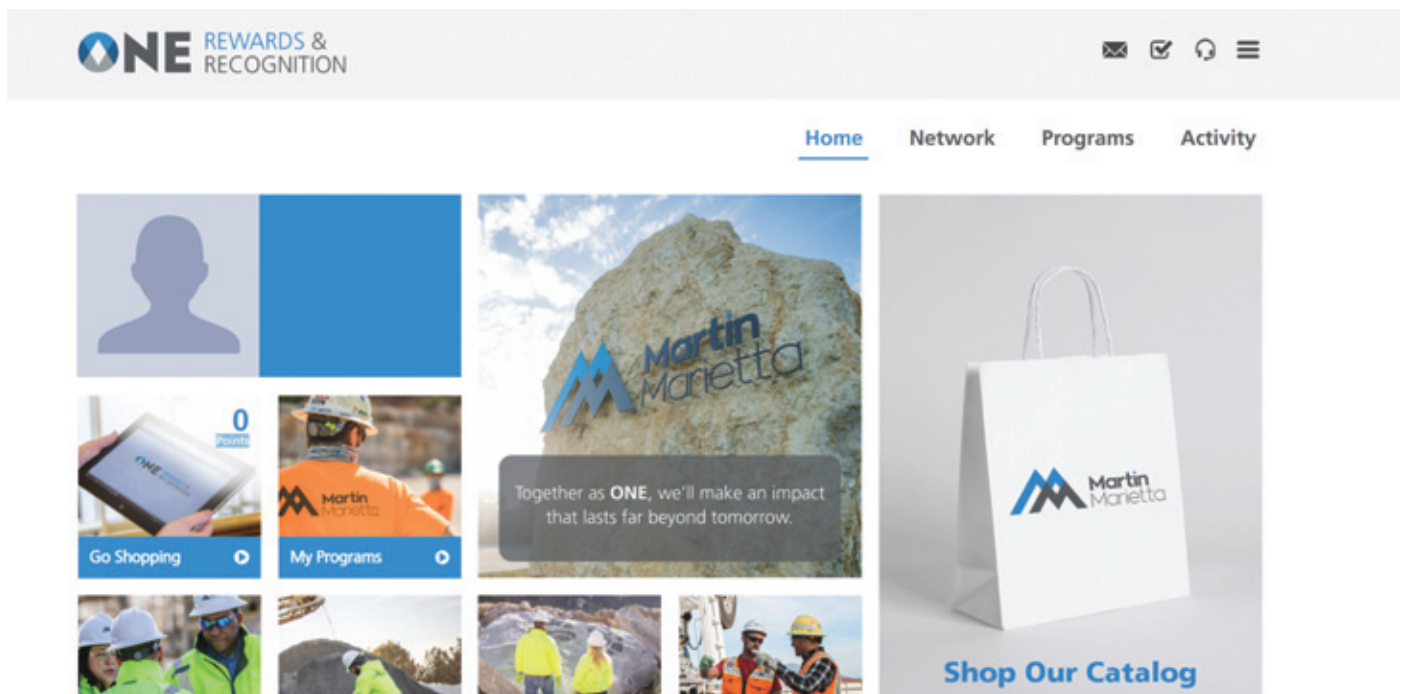


ONE Company, ONE Rewards Program

New Martin Platform Recognizes Safety, Service and More

A new company program is offering employees improved recognition and more flexibility while uniting all divisions and business lines around ONE Martin Marietta. ONE Rewards and Recognition kicked off a three-stage debut in April 2021 with revamped Martin Marietta Safety Achievement Awards, which was followed in November 2021 with an expansion of the program to include Service Awards. In 2022, ONE Rewards was expanded again to include on-the-Spot-Awards. Martin Marietta's On-the-Spot Awards will recognize extraordinary efforts when members of our ONE Team go above and beyond expectations and achieve great results, helping our Company advance on our World Class journey. In this award, supervisors are able to award points for daily actions that demonstrate Martin Marietta's values.

HR Specialist Jessica Holmes, ONE Rewards administrator, says the platform is superior to Martin Marietta's past recognition program in several ways. First, ONE Rewards is an online platform that is convenient and easy-to-use, and helps the Company minimize its reliance on paper communications. Next, the number of award items available to employees has grown significantly. Additionally, because each employee has an individualized account on the platform, award points can be banked over time, meaning the quality of the gift employees ultimately receive can be much higher.



Some of the more popular awards on the platform include electronics like Bluetooth speakers, cell phones and noise-canceling headphones; digital and physical gifts from such vendors as Mastercard, Home Depot and Amazon; home improvement and decor items like tools, kitchen knife sets and backyard dining tables; and jewelry like men's and women's watches.

ONE Rewards relies upon a fairly simple point system in which one point is equal to \$1. "There are so many options with ONE Rewards," Holmes says. "If you don't know what you want, you can save your points. The more points you accumulate, the more substantial of an award you can receive down the line." Holmes says that when ONE Rewards launched with the new Safety Achievement Awards program last year, it was an important step in strengthening the Company's ONE culture. Previously, each division had utilized its own safety recognition program. ONE Rewards brought unity to safety recognition, while still allowing divisions the ability to determine what specific safety achievements each will recognize.

When ONE Rewards expanded to provide Service Awards, it increased the recognition level. Whereas the old system awarded an employee's first and fifth anniversaries followed by all five-year milestones thereafter, ONE Rewards additionally recognizes an employee's third anniversary. The Service Award certificates have also been upgraded and now include a more modern design with a higher-quality frame.

"ONE Rewards is a significant development in our ongoing mission to better recognize the extraordinary effort Martin Marietta employees put forth each day," Holmes says. "There is so much about this platform that our people are going to appreciate and that's really exciting for us because we want every member of our team to understand just how important they are to this Company and its future."



Ensuring our Employees Take Full Advantage of Their Retirement Benefits

In their day to day lives, the Company's employees work on several legacies all at once. Their work is providing communities with roads, bridges, buildings and homes that will last for generations. Working with the Martin logo on their safety vests is strengthening the Company for long-term success. Salaries provide for employees and their loved ones today. But just as important to the Company as its employees' well-being today is their future after they leave the workforce and the Company provides benefits designed to allow a comfortable post work life.

In an era when other companies have moved to curb retirement benefits, Martin Marietta has improved its offerings, providing a fully funded defined benefit pension plan and a 401(k) with a company match. Both benefits are designed to provide Martin Marietta employees and their families with sustained financial security, says Senior Benefits Specialist Hector Cotto. "Standing alone, either of these benefits would significantly help employees prepare for retirement years. Combined, they're exceptional," Cotto says. "The pension plan affords employees the unique opportunity to prepare for retirement without having to spend any of your own money. The 401(k) then offers an additional opportunity to increase retirement savings while taking advantage of Martin Marietta's matching contribution."

Though specific retirement benefits may vary for members of labor unions, those who do not belong to a union are eligible for the Company's 401(k) on their first day of employment. Martin Marietta fully matches up to 1% of each employee's contribution, then matches \$.50 on the dollar for all contributions up to 6%, Cotto says, noting

that any employee not contributing at least 6% of their salary to their 401(k) is leaving "free Martin Marietta money on the table."

Pension benefits also vary based on union membership, but, in general, are available to both hourly and salaried team members, Cotto says, adding that employees typically become fully vested in the pension plan after five years of service. "The pension is a great benefit for all of us, but is particularly good for younger people," he says. "If you're a recent college graduate with student loan debt, or if you and your spouse are saving for your first home, you may consider contributing less to your 401(k) and using that money for your immediate goals while knowing that your pension benefit continues to grow." What's more, the ultimate payment received through the pension also grows over time, Cotto says, noting that those who retire after 30 or more years of service enjoy significantly higher monthly payments in retirement than those who retire after five years with the Company.

Vice President of Total Rewards and Head of Inclusion and Engagement Kelly Bennett says that while Martin Marietta's retirement benefits may be industry leading, the motivation behind them is less focused on the Company's reputation and more focused on caring for people. "Our retirement benefits are of the caliber you would expect from any world-class employer, but what this really comes down to is our values and our ONE Martin Marietta spirit," she says. "As a company, we care for each other, so ensuring that every member of our team has the ability to properly prepare for their family's future is just the right thing to do."



2022's Martin Marietta Scholars are out to Change the World

They led in high school and now, they're leading in college. They're young, but they seem to know what's right. They're talented, but they seem to know the importance of hard work. They're each going to make an impact on their community. Martin Marietta is pleased to assist.

In 2022, the Martin Marietta Scholarship program expanded to provide 12 students with \$5,000 a year for expenses at an accredited college. Renewable for up to four years, the award has a total value of \$20,000 for each student.

The impacts of this expansion are clear: More science-minded students will be able to enter fields like medicine and physical therapy. More patriots will be able to serve their country. More artists will be able to strengthen our culture. This year's winners are a special group, and we're excited to share their stories. Read more below:

Payton Dickerson—Southwest Division

The daughter of Corsicana Yard Equipment Operator Shane Dickerson and Jody Dickerson, Payton graduated from Mildred High School in Corsicana, Texas, with a 4.25 grade point average. She now attends Connors State College in Oklahoma, where she plays softball and studies sociology. She ultimately hopes to become a forensic psychologist. In high school, Payton enjoyed sports, drama club, volunteering at a local nursing home and coaching youth softball. "I believe one of the best things you can be, is an active listener," she says. "I want to further my education in psychology to help others with the struggles brought on by uncertainty and self-doubt."



Austin Falcon—Southwest Division

The son of Southeast Ready Mix Dispatch Customer Service Representative Roy Gonzalez and Lety Gonzalez, Austin graduated from West Brook Senior High School in Beaumont, Texas, with a 4.0 grade point average. He currently attends the University of Texas at San Antonio (UTSA), where he studies accounting. Eventually, he hopes to become a certified public accountant. Austin says he consistently strives to be the type of person others can depend on. As he pursues his career, he wants to assist others as they work toward financial independence. "By studying accounting, I will learn and understand finance, which is a crucial aspect of our modern world," he says. "Being fluent in this field will also allow me to be a great help to others who are not as well-versed in the subject."



Mackenzie “Kenzie” Fieseler—Southwest Division

Kenzie Fieseler attends Texas Women’s University in Denton, Texas, where she’s taking courses in family studies. The daughter of Sales Audit Administrator Tiffany Brown and Travis Fieseler, Kenzie previously achieved a 3.9 grade point average while attending VR Eaton High School in Haslet, Texas. A former cheerleader, Kenzie has long challenged herself both physically and intellectually. After completing her undergraduate work, she hopes to continue growing her knowledge and abilities by enrolling in a graduate program focused on marriage and family therapy. “What has led me to this career was most definitely my work in ministry,” she says. “I am also highly invested in the idea of love and marriage and feel that I can fill the shoes of a licensed therapist for marriage and families.”



Mackenzie Fieseler

Faith Garcia—West Division

Faith Garcia attended Brighton High School in Colorado, where she earned a 4.2 grade point average. The daughter of Riverbend Sand & Gravel Equipment Operator Kevin Garcia and Taira Garcia, she now attends Benedictine College in Atchison, Kansas, where she’s studying biology.

Faith is a competitive gymnast and gymnastics coach who hopes to one day become a physical therapist. Pursuing this path has taught her about discipline, dedication and patience, she says, adding that a healthy dose of optimism is also important. “To a young athlete, injuries often feel like the world is coming to an immediate end,” she says. “As a physical therapist, I want to be someone who reminds kids that it is not the end of the world. There is always another way.”



Faith Garcia

Taylor Hixson—West Division

Taylor Hixson is well on her way to becoming a doctor. While attending Fort Collins High School in Colorado, she maintained a 4.1 grade point average while completing more than 350 hours as a part-time certified nursing assistant, participating with the Bioscience Career Academy and serving as vice president of her school’s chapter of the Science National Honors Society. Now a student at Colorado State University, the daughter of Taft Shop Mechanic and Leadperson Bradley Hixson and Allison Hixson says she chose her career path after her grandfather suffered a stroke. “That taught me that I wanted to be in



the medical field in some capacity,” she says. “My calling in life is to help. Just as I have been guided through my past experiences to this moment, I hope to guide others.”



Taylor Hixson

Angie Jeffries—Southwest Division

Angie Jeffries is well positioned to author young adult fiction. Herself a young adult, she’s grown up in the shadow of a pandemic and political and societal unrest. Her volunteer work has also brought her in contact with a variety of people, including church leaders, homeless advocates and hospitalized people in need of attention. A graduate of IDEA Eastside College Preparatory in San Antonio, the daughter of Medina Rock and Rail Mobile Mechanic Gary Jeffries and Arjelia Martinez now studies English literature at the University of Texas at San Antonio. “My experiences really opened my eyes to the injustices our communities face daily,” she says. “Seeing it firsthand has given me the drive and motivation to continue helping people as I go into college.”



Angie Jeffries

Sammuel “Sam” Koch—West Division

Sam Koch is the first in his family to attend college. Graduating Thomas B. Doherty High School in Colorado Springs, Colorado, with a 4.3 grade point average, he now attends the Colorado School of Mines, where he studies mechanical engineering. After earning a degree, he wants to enter Air Force Officer Training School and, ultimately, use his degree to propel military aerospace projects forward. “Through all of my experiences with school and my community, I have learned that I very much enjoy supporting and lifting people up,” says the son of Logistics—Southern Truck Fleet Driver Shane Koch and Maria Koch.



Sammuel Koch



Paul “PJ” Rougely Jr.—Southwest Division

PJ Rougely Jr. is interested in the U.S. Navy’s Nuclear Operations Program. A student at McLennan Community College in Waco, Texas, PJ hopes to transfer to Texas Tech University, where he wants to study chemical engineering. The son of Mixer Truck Driver Paul Rougely Sr. and Carol Rougely, PJ achieved high marks while attending Waco High School. It was there that he developed a love for chemistry and physics, and attended an armed services recruitment event that changed his life. “Through the recruiters, I found out about the Nuclear Operations program and knowledge I need to learn if I join up for that job,” he says. “While researching further on my own, I stumbled across chemical engineering, a nice blend of chemistry (a bold passion of mine) and engineering.”

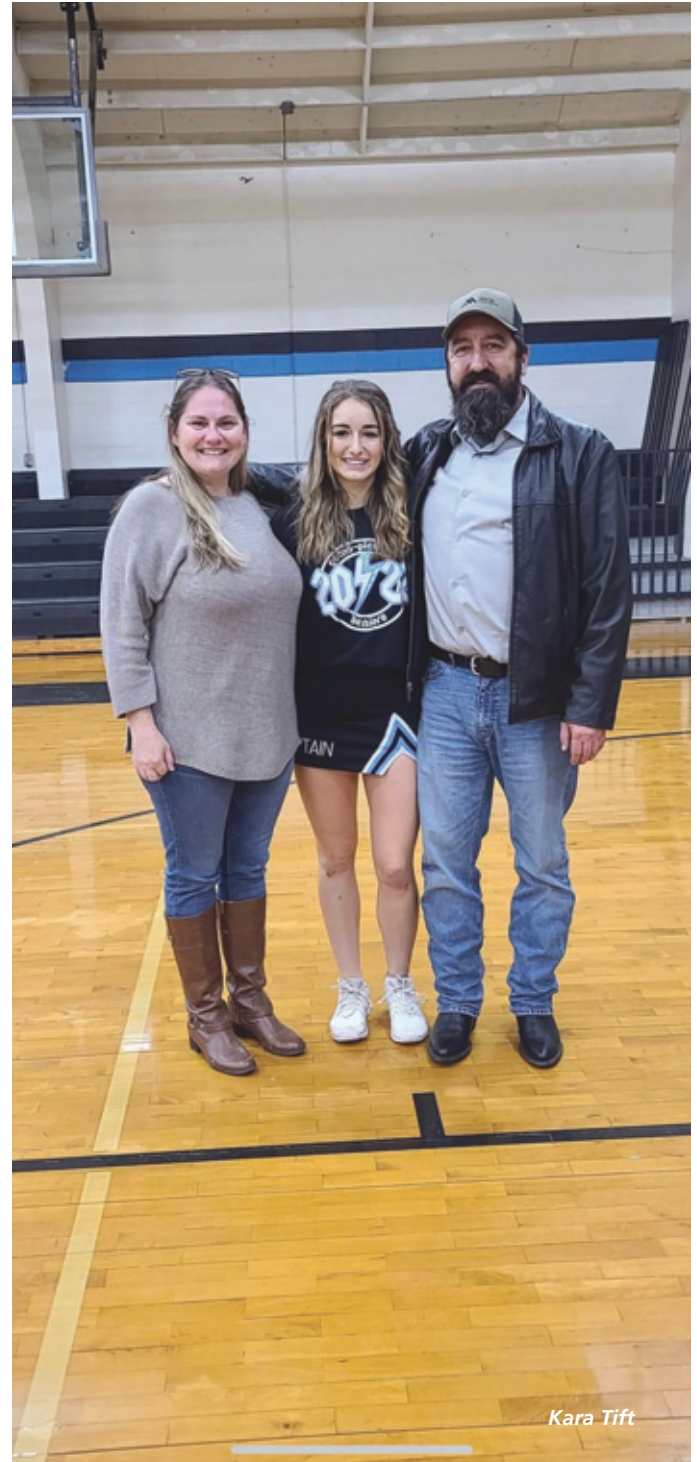


Paul Rougely

Kara Tiftt—Southwest Division

As a child, Kara Tiftt’s experiences in the agricultural space left an impression. Now a student at Tarleton State University in Texas, the daughter of Northeast Ready Mix Cell Manager Kale Tiftt and Misty Tiftt says she’d love nothing more than to become a veterinarian specializing in the care of large animals like horses, cows and livestock.

“The opportunities I have been blessed with in the agriculture world have grown my knowledge in animal science and pushed me to set my goals high and work my way up,” she says. A graduate of Texas’ Como Pickton High School, Kara now studies animal sciences and is on the pre-veterinary track. “I plan to become a large animal traveling veterinarian and work hand in hand with the farmers who provide for us,” she says.



Kara Tiftt



Brooklee Waltrip—Southwest Division

Brooklee Waltrip studies health and human performance at Southeastern Oklahoma State University. When she’s done, she’ll pursue a career in physical therapy. A longtime athlete who served as captain of the varsity volleyball team at Melissa High School in Texas, Brooklee says her career journey began at the age of 13. “I’ve suffered many knee injuries, so I have been in physical therapy for years,” says the daughter of Celina Ready Mix Plant Supervisor Kenneth “Payton” Waltrip and Brittney Waltrip. “The doctors helped me get through pain and also aided me as I worked to get over mental blocks. That was inspiring for me.”



Brooklee Waltrip

Carson Whitehurst—Corporate

Carson Whitehurst has long known that he wanted to go to college. He just didn’t know what he wanted to study. Engineering was an idea, but it didn’t last long. Then, he realized there were career options in a field he really seemed to love. “In high school, I discovered graphic design classes and they sparked a new interest,” he says. The son of Corporate P&S Specialist Greg Whitehurst and Sheryl Whitehurst, Carson attended Fuquay-Varina High School in North Carolina. Currently, he’s studying graphic design at Wake Tech Community College. He hopes to transfer to the University of North Carolina at Charlotte soon and, later, wants to work in marketing or advertising. “Graphic design allows me to freely express whatever ideas I have,” he says. “There are endless possibilities.”



Carson Whitehurst

Kendra Williams—Central Division

When it comes to academics, Kendra Williams has both feet firmly planted on the ground. Eventually, she hopes that will change. The daughter of Winterset Quarry Equipment Operator Robert Williams and Missy Williams says she hopes to one day become a marine biologist working on behalf of a state’s Department of Natural Resources. “I have also always enjoyed science and helping people, so why not go into a profession where I can do both,” she says. “One of my goals is to eventually become a local biologist” A graduate of Central Decatur High School in Leon, Iowa, Kendra now attends Northwest Missouri State University. After completing her undergraduate work, she wants to jump into the world of marine life research. “I want to contribute to the well-being of all organisms that co-exist with people,” she says.



Kendra Williams





Community Well-Being

In communities large and small, the relationships that we build in our own backyards define Martin Marietta. We are committed to being a responsible neighbor and supporting the communities that are home to our operations and colleagues. We are invested in each community's well-being and proud to serve as a ready and willing partner.



Volunteers from our Austin, TX Operations



A Trusted Community Partner: Corporate Giving

Our corporate philanthropic priorities focus our giving and community support activities to create a deeper, more meaningful impact in the areas where we live and work. Our philanthropic support is in four key areas: disaster preparedness and response, meeting families' basic needs, education and workforce development, and environmental preservation. Our commitments in these areas helps us be a good neighbor and trusted partner in the more than 400 communities in which we live and work, while creating the most value for our diverse stakeholders.



Disaster Preparedness and Response

Safety is a core value of Martin Marietta and a key sustainability focal area. In line with our uncompromising commitment to the safety and health of our people and our neighbors, we support programs that help our communities prepare for and respond to disasters, and that bring aid to our communities when in need.



Meeting Families' Basic Needs

Our mission statement says we provide the foundation upon which our communities improve and grow. It's hard for communities to flourish if working families are struggling to make ends meet. As such, we support programs focused on meeting the basic needs of families, including food, shelter and access to healthcare.



Education and Workforce Development

An educated and skilled workforce is critical to a community's foundation and to the future of Martin Marietta. We support educational programs that help people develop the knowledge, skills and expanded views that will help them succeed and contribute to society. Additionally, we support programs that provide young or transitioning adults with training and technical skills to equip them for satisfying and productive careers.



Environmental Preservation

Environmental stewardship, a core value of Martin Marietta, embodies our commitment to making tomorrow's world better than today. We support projects that provide tangible improvements to the environment, such as ecosystem conservation and restoration, improvements in air and water quality, waste reduction, and conservation education.



Company Secures Naming Rights for Raleigh Performing Arts Venue



Built in 1932 and renovated in 1990, the Center for the Performing Arts annually hosts more than 400,000 people and generates more than \$35 million for local businesses. Photo by shutterstock.

In a move that both benefits the community and shines a literal spotlight on the Company brand, Martin Marietta has obtained the naming rights for Raleigh's premier performing arts venue. Now known as the **Martin Marietta Center for the Performing Arts**, the venue hosts more than 600 events annually that draw more than 400,000 visitors and generate more than \$35 million in economic activity for local businesses.

The 20-year agreement was approved by the Raleigh City Council on November 1, 2022. Included in the plan are two 5-year options that may extend the naming agreement through 2053.

Speaking before the City Council in advance of the unanimous vote, Chairman and CEO Ward Nye said the naming rights opportunity was perfectly timed for Martin Marietta. "Now is the time for us to broaden our

partnerships with our Raleigh community, and, more meaningfully, demonstrate our fidelity to that community," Nye said. "The Center for the Performing Arts has been one of North Carolina's premier performance venues for nearly a century. As this beautiful building begins the next chapters of its storied history, we should all be excited that it will bear the Martin Marietta name."

Built in 1932, the historic performing arts center (long known as the Duke Energy Center for the Performing Arts) was designed to complement the North Carolina State Capitol. It is home to several event spaces capable of seating between 150 and 2,369 people, and hosts five resident performance companies: Carolina Ballet, North Carolina Theatre, North Carolina Symphony, North Carolina Opera and PineCone.



After the unanimous City Council vote, Kerry Painter, director/general manager of the Raleigh Convention and Performing Arts Complex (operator of the Center for the Performing Arts), said she looks forward to working closely with Martin Marietta to promote the arts across the

region. “We will have a great partner in Martin Marietta,” she said. “It is evident that Martin Marietta takes pride in our shared community, and we are proud to work with them as we continue to provide world-class performances to our guests.”



The Martin Marietta Center for the Performing Arts logo was designed to complement Martin Marietta's existing logo and brand.

COMPANY SUPPORTS THE NEXT GENERATION OF ENVIRONMENTAL PROFESSIONALS

Randolph Macon—Environmental Research Field Station

At our Doswell Virginia Quarry, the Company has established an ongoing relationship with Randolph Macon College (RMC) intended to train the next generation of biologists and environmental scientists. In particular, the Company and the college established an Environmental Research Field Station on Martin Marietta property which is designed to give students hands on experience with the methods and equipment typically used by biologists and environmental professionals. Located west of the active plant on approximately 66 acres only 8 miles from campus, the site provides access to about 1.5 miles of the Little River. The site is located on the Fall Line, and contains a variety of bottom-land and up-land habitats, including a mature beech/maple forest and a dense stand of young pine.

Professors regularly take students to the Field Station for hands on learning. For example, the Ecology course has set up trail cameras to learn about modeling wildlife abundance, and the Vertebrate Field Biology course has engaged in stream sampling for fish and setting up cover boards to study terrestrial salamanders. Students also use the site in their independent study projects including one that was recently published about sapling growth in relation to tree density. By helping nurture the next generation of biologist and environmental scientists, the Company helps to ensure that the future of Virginia's flora and fauna is protected.



Randolph Macon Field Station
Photo credit: Photo courtesy of Randolph-Macon College



Company Expands Academic Outreach by Partnering with HBCU Shaw University

In yet another move to support education and develop the young leaders needed to ensure future success, Martin Marietta has entered into a partnership with Shaw University, a historically Black university in Raleigh, North Carolina. Working specifically with Shaw's School of Business and Professional Studies, the Company has provided support in the form of the Martin Marietta Faculty Fellowship Award. Cassandra Burney, an assistant professor at Shaw, has been the first to earn the honor, according to a statement from the university.



“The partnership bolsters Shaw’s School of Business and Professional Studies and deepens ties with the Raleigh business community.”

“We are thrilled that Martin Marietta is committed to the development of a cadre of strong and dynamic faculty like Prof. Burney,” said Dr. Lynette Wood, dean of the business school. “Corporate partnerships such as this are investments in building futures that are sure to yield great returns.”

The Company and the university first discussed a potential partnership in early 2020 and that the agreement makes Shaw the latest institution to receive financial support at the corporate level. “We’re proud that through the Martin Marietta Faculty Fellowship we’ll be able to help Shaw continue its mission of advancing knowledge, facilitating student learning and achievement, and enhancing ethical values to develop future global leaders,” Marc Santre, the Company’s Senior Director of Talent Management said. “Through her work as an educator, Professor Burney has done much to further this mission. She’s talented, dedicated and more than deserving of this recognition.”

As with most good partnerships, Martin Marietta’s work with colleges and universities has grown out of mutual respect and mutual benefit. For years, the Company has provided financial assistance to such schools as West Virginia University, Virginia Polytechnic Institute and State University, Missouri University of Science and Technology, the University of Kentucky and the Colorado School of Mines. That level of support has led to greater recruiting opportunities at these institutions, which in turn, has led to a steady flow of talented and diverse employees into the workforce.



Though the Martin Marietta/Shaw partnership is still relatively new, the Company is confident there will be ample opportunities for the Company and the university's students to work together. "Partnering with Shaw University right here in our corporate home of Raleigh is directly aligned with our commitment to investing in the strength of the communities in which we live and work," Santre said. To this end, the Company is currently partnering with Professors Barbara Powell and Matthew Gargano to undertake an information session for students on the various opportunities that are available within the Company's organization. Santre views this as a win-win for the Company and for students in a competitive job market.

Founded in 1865, Shaw University is a private liberal arts institution affiliated with the Baptist Church. It was the first historically Black university in the Southern United States and is among the oldest such universities in the country. Throughout its history, the school has consistently moved academics forward in North Carolina. Shaw was the first college in the state to offer a four-year medical school, the first institution of higher learning established for freedmen after the Civil War, and the first historically Black university to open its doors to women. Learn more at shawu.edu.

Bahama Rock-Solid Relationships

Local Community Relations Committee Brings Major Benefits to People of Island Nation

It's not the palm trees or rolling seas that capture your attention. Or even the endless blue skies or the massive dragline. What really grabs you at Bahama Rock and makes those first moments memorable is the Wall of Fame. From top to bottom, the blue wall is full of plaques featuring names, photos and years of service, often spanning several decades. With the crew of 80 miners averaging about 14 years in the industry, the team is both experienced and dedicated to their industry. But their story is so much deeper.

Venture into the operation and you learn quickly how so many decades-long careers have been built there. But while our team at Bahama Rock are all passionate about safely crushing rock, they are just as enthusiastic about giving back to the island community they work to strengthen.

Foreman Brian Burrows' plaque celebrates nearly 35 years of service with Martin Marietta. Throughout that time, he's contributed to the team as a utility worker, a haul truck driver and a loader operator. He's held a number of other roles, too, but says his favorite has nothing to do with crushing rock. For Burrows, the greatest sense of satisfaction comes from his work spearheading the Bahama Rock Community Relations Committee.



Bahama Rock's Wall of Fame highlights the people who make the quarry and the community special.

"Throughout my time here, I've had the opportunity to speak with a lot of different people, but what I enjoy most is helping our community," he says. "It's what I get to do, and for me, it makes all the difference."

Burrows is an important part of Bahama Rock's community engagement efforts, but he doesn't stand alone. There are 10 others on the committee and each is eager to invest in the island and its people. Each year, the committee receives numerous community requests from organizations and agencies seeking assistance. The group reviews every request, then considers the projects that allow them to help most while having the greatest impact on the local community.



This year alone, Bahama Rock has donated to numerous causes, including four local schools in the area: Barlett Hill Primary School, Martin Town Primary School, Eight Mile Rock High School and Hugh Campbell Primary School. Visiting each school offers a fresh opportunity to witness the impact of Bahama Rock's efforts.



At Eight Mile Rock High School, you see the updated locker room, gymnasium and library. At Martin Town Primary School, you see the rock wall students climb each day and updated shelves in the library.

The people share details of the projects as well. Sometimes you hear about the limestone provided for the playgrounds. Other times, you hear about the assistance Bahama Rock offered in clearing a new entryway to allow students more room to social distance during the pandemic. These stories each have the same arc: Bahama Rock's people showed up. They volunteered. They made an immeasurable difference.

What makes this assistance all the more special is the fact that many on the Bahama Rock Community Relations Committee attended these schools. In some cases, their children do, too.

At Martin Town Primary School, Principal Lisa Newton says she relies on Bahama Rock Control Person Benton Henfield "whenever the school is in need of something, whether that be shelves, uniforms, snacks or even time." Every now and then, he even visits the school to speak with the students. Newton's remarks are echoed by school leaders across the island.



The committee's actions aren't limited to the classroom, however. Foreman TJ Mackey coordinates Bahama Rock's community assistance efforts at Barlett Primary School, where he has provided various forms of assistance from judging a campus beautification project to cutting the grass and gathering school supplies.

Similarly, if you take a short drive from Bahama Rock, you'll find two basketball courts sporting several hand-crafted Martin Marietta backboards, each produced in the Company's blue and gray. A community favorite, the project was completed recently after the Bahama Rock team was asked to help refurbish the courts.

"My favorite part of my job is that one day I may be in the control tower and the next, I may be working in the community," mechanic Dan Singh says. "All of what I do ties back to one thing: safety. We work safely at Martin Marietta. We've worked to make the basketball courts safer, too. When we leave, the safety remains. We watch out for each other, but we also watch out for our loved ones and our community members."



Truck Driver Sanadia Smith, Mechanic Don Singh, Foreman TJ Mackey and Foreman Brian Burrows Jr. stand on a basketball court their team helped refurbish.



Iowa Quarry's Limestone Donation Helps Rehab Ballfield at Veterans Home

The team at the Central Division's Ferguson Quarry helped bring smiles to sports fans of all ages earlier this year. And all it took was some crushed limestone. Benefitting most from the material donation are the veterans at the Iowa Veterans Home (IVH), a facility in Marshalltown that houses more than 500 aging veterans and their spouses.

The fifth largest state-run home for veterans in the nation, the site just northeast of Des Moines covers more than 150 acres and requires significant effort to maintain during an average year. During the pandemic, at least one piece of the property, a ballfield, fell into disrepair. Catching wind of this, Brooks Dechant, a local Navy veteran and a member of the Quaker Oats VALOR Group, spearheaded an effort to help. On his list of groups to call for assistance was the local Martin Marietta quarry.

After speaking with Dechant, the Ferguson Quarry team pledged 150 tons of agricultural lime to help revitalize the field. The material was used to create a new, even and safe surface for the baseball diamond's infield.



The infield of the baseball diamond at the Iowa Veterans Home was rehabilitated earlier this year using 150 tons of Martin Marietta aglime.

"This field has a strong place in Marshalltown's history," said Lisa Tichy, weighmaster at Ferguson. "It's meant to provide the residents of the IVH a place where they can enjoy time outside and interact with their community."

On a single day in July, a group of volunteers led by Dechant and the VALOR group made the field playable again, laying down the new infield and working to fix fences and the field's foul poles. Other improvements followed, and by mid-September, the IVH field (also known as Valor Field) was host to a round-robin tournament involving three local youth baseball teams.



Admission to the games was free, according to local media reports. Money was collected through the sale of concessions and IVH Valor t-shirts, however, with all proceeds going toward future IVH maintenance and improvements.

“The refurbishment of the IVH ballfield was an extremely rewarding project that would not have been possible without the generous donation from Ferguson Quarry,” Dechant said. “Our Quaker Oats VALOR team works on many veteran-focused initiatives throughout the year and that’s only possible because of cooperation and support from businesses like Martin Marietta.”

Des Moines District Sale Representative Miles Fogelson coordinated Martin Marietta’s involvement in the project and said he was proud the Company was able to offer assistance. “I think it’s neat that we were able to give back to those who have given so much,” he said.

Tichy agreed, noting the IVH has played a special role in her family for generations. “I had grandparents and great grandparents live out the remainder of their years at IVH,” she said. “Our area is blessed to have such a great facility for veterans and their families.”



Made new again by a team of local volunteers, Valor Field hosted a youth baseball tournament in September.



Company Partnership with Renowned K9 Search & Rescue Training Company has Invaluable Impact

Though mining at Spring Valley-Cook Road Sand & Gravel may currently be idle, a partnership between Martin Marietta and the Center for Forensic Training and Education (CFTE) has allowed the site to become one of the most important K9 search and rescue training locations in the world. Each year, more than 300 K9 teams from across the globe venture to the sand and gravel pit just a few miles southeast of Dayton, Ohio, to participate in live find search and human remains detection (HRD) training. Offering a perfect mixture of both land and water environments, the property allows each dog team to experience a wide number of staged, real world scenarios designed to strengthen its abilities to respond effectively during a true emergency.

“The Spring Valley site is fantastic for our purposes,” says CFTE President and CEO Deana Hudgins, who has worked closely with Martin Marietta since 2018. “It’s secluded and private, which allows us to train dogs without having neighbors complain about barking, and it also prevents the public from stumbling into the middle of training sessions that are often sensitive in nature.” Serving beginner level search and detection teams through advanced, the training typically involves between 16-30 dogs and their handlers, Hudgins says.



Hudgins says the most sensitive classes focus on human remains detection, which can involve water searches, full or partial burial searches, searches for burned remains, searches of crime scenes and searches of areas with advanced distractions. “The property itself mimics many of the areas we are called to during searches for missing people, and this is critical to prepare teams for real world operations,” Hudgins says. “The wooded, open areas, and gravel piles allow us to change up training frequently and present teams with a wide variety of scenarios. The lakes on the property are perfect for water recovery training. We do many searches every year that involve water recoveries, and the lakes here are some of the best we have worked in the state of Ohio. Their clarity, depth, and aquatic health provide us with a safe and diverse environment to train dogs to work along the shoreline as well as from boats.”

Hudgins, who entered the field of emergency search and rescue dog training after witnessing the importance of such work during and after 9/11, says the most rewarding element of her job is seeing the changes that occur as the dogs and their handlers become increasingly confident in their abilities. As the dogs become stronger, so, too, does their drive to succeed in their mission. “A dog that loves to work has unparalleled drive and focus. They work despite horrible weather, dangerous environments, injury and illness. Their desire to do the job and get their reward outweighs everything,” she says.



Spring Valley-Cook Road has hosted dog teams from across the United States, Canada, Switzerland, Australia, and the Netherlands. When not in use by CFTE, the site also offers valuable training opportunities to the Beavercreek Township Fire Department, which regularly drills its firefighters in water rescues, burn exercises, and pump tests on fire equipment.

Randy Arner, plant manager at the Company's nearby Cook Road Sand & Gravel operation, facilitates the partnerships with CFTE and local emergency responders, and says that Martin Marietta staff meets with all training participants before sessions begin to make sure the Company's safety requirements are fully met. "This is very intense training so we try to keep a safe distance and not distract the teams from their work," Arner says. "We have received many thanks for all that we do."



TCFD Alignment Index

The following table shows alignment with the Task Force on Climate-related Financial Disclosures (TCFD) regarding the potential financial impacts of climate-related risks and opportunities. The date of this index is April 30, 2023.



Topic	Description	Item	Martin Marietta Disclosure
Governance	Disclose the organization's governance around climate-related risks and opportunities	(a) Describe the Board's oversight of climate risks and opportunities	<ul style="list-style-type: none"> • See our 2023 Proxy Statement (pages 5-8) • See our 2022 Sustainability Report (pages 6, 8-11, 22-24, 43-44)
		(b) Describe management's role in assessing and managing climate-related risks and opportunities	<ul style="list-style-type: none"> • See our 2023 Proxy Statement (pages 5-8) • See our 2022 Sustainability Report (pages 9, 22-24, 43-44)
Strategy	Disclose the actual and potential impacts of climate-related risks and opportunities on the organization's business, strategy and financial planning	(a) Describe the climate-related risks and opportunities the organization has identified over the short, medium and long term.	<ul style="list-style-type: none"> • See our 2022 Annual Report on Form 10-K (pages 6-7, 8-11, 17-19, 20, 45-46, 64) • See our 2023 Proxy Statement (page 4)
		(b) Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy and financial planning	<ul style="list-style-type: none"> • See our 2022 Annual Report on Form 10-K (pages 6-7, 8-11, 17-19, 20, 45-46, 64) • See our 2023 Proxy Statement (page 4) • See our 2022 Sustainability Report (pages 22-24)
		(c) Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2° or lower scenario.	<ul style="list-style-type: none"> • See our 2023 Proxy Statement (page 4 under "Resilience") • See our 2022 Sustainability Report (pages 22-24)
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	<ul style="list-style-type: none"> • See our 2023 Proxy Statement (pages 5-8) • See our 2022 Sustainability Report (pages 8-12, 22-24, 43-44)
		(b) Describe the organization's processes for managing climate-related risks.	<ul style="list-style-type: none"> • See our 2023 Proxy Statement (pages 5-8) • See our 2022 Annual Report on Form 10-K (pages 6-7, 8-11) • See our 2022 Sustainability Report (pages 6, 8-11, 22-24, 43-44)
		(c) Describe how processes for identifying, assessing and managing climate-related risks are integrated into the organization's overall risk management	<ul style="list-style-type: none"> • See our 2023 Proxy Statement (pages 5-8) • See our 2022 Sustainability Report (pages 6, 8-11, 22-24, 43-44)
Metrics and Targets	Disclose the metrics and targets used to assess and manage relevant climate-related risks 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.	<ul style="list-style-type: none"> • See our 2023 Proxy Statement (page 4, 91-95) under "Targets" • See our 2022 Sustainability Report (pages 6, 8-11, 22-24, 43-44)
		(b) Disclose Scope 1, Scope 2, and if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks	<ul style="list-style-type: none"> • See our 2023 Proxy Statement (pages 4, 91-95) • See our 2022 Sustainability Report (pages 45-51)
		(c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	<ul style="list-style-type: none"> • See our 2023 Proxy Statement (page under "Targets") • See our 2022 Sustainability Report (pages 1, 5, 29, 45, 50, 54, 58-61)



Cautionary Statement

We provide a discussion of a variety of risks associated with our business in our Annual Report on Form 10-k for the year ended December 31, 2022 (the 2022 Form 10-K) that was filed with the Securities and Exchange Commission. This report, our 2022 Form 10-K and other written reports and oral statements made from time to time by the Company contain statements that, to the extent they are not recitations of historical fact, constitute forward-looking statements within the meaning of federal securities law. Investors are cautioned that all forward looking statements involve risks and uncertainties, and are based on assumptions that the Company believes in good faith are reasonable, but which may be materially different from actual results. Investors can identify these statements by the fact that they do not relate only to historic or current facts. The words “may,” “will,” “could,” “should,” “anticipate,” “believe,” “estimate,” “expect,” “forecast,” “intend,” “outlook,” “plan,” “project,” “scheduled,” and similar expressions in connection with future events or future operating or financial performance are intended to identify forward-looking statements. The standards of measurement and performance contained in this Sustainability Report are developing and may be based on assumptions, estimates or information collected on a delayed or incomplete basis. Any or all of the Company’s forward-looking statements may turn out to be wrong. Statements and assumptions regarding our current ESG targets and ambitions, regulatory compliance, and environmental remediation and compliance cost estimates are examples of forward-looking statements. Numerous factors, could affect the Company’s forward-looking statements and actual performance. Readers are also cautioned that it is not possible to predict or identify all such factors. Consequently, the reader should not consider any such list to be a complete statement of all potential risks or uncertainties. Other factors besides those listed may also adversely affect the Company and may be material to the Company. These forward-looking statements are made as of the date hereof based on management’s current expectations, and the Company does not undertake an obligation to update such statements, whether as a result of new information, future events, or otherwise, other than as required by law. In addition, the inclusion of information in this Sustainability Report is not an indication that we deem such information to be material or important to an understanding of our business or an investment decision with respect to our securities.



Appendix

Non-GAAP Measures

Non-GAAP financial measures disclosed by management are provided as additional information to investors in order to provide them with an alternative method for assessing our financial condition and operating results, and are often requested by investors. These measures are not in accordance with, or a substitute for, generally accepted accounting principles (GAAP) and may be different from or inconsistent with non-GAAP financial measures used by other companies. Adjusted EBITDA is an indicator used by the Company and investors to evaluate the Company's operating performance period to period.

EBITDA is a widely accepted financial indicator of a company's ability to service and/or incur indebtedness. EBITDA is not defined by GAAP and, as such, should not be construed as an alternative to earnings from operations, net earnings or operating cash flow.

The following presents a reconciliation of net earnings from continuing operations attributable to Martin Marietta to consolidated Adjusted EBITDA for continuing operations for the years ended December 31, 2022, 2021 and 2020.

Consolidated Adjusted EBITDA for year ended December 31:

(dollars in millions)	2022	2021	2020
Net Earnings from continuing operations Attributable to Martin Marietta	\$ 856.3	\$ 702.0	\$ 721.0
Add back:			
Interest expense, net of interest income	155.4	142.4	117.6
Income tax expense for controlling interests	234.8	153.1	168.2
Depreciation, depletion and amortization expense and earnings/loss from nonconsolidated equity affiliates	496.6	442.5	386.0
Acquisition-related expenses	9.1	57.9	–
Impact of selling acquired inventory after markup to fair value as part of acquisition accounting	–	30.6	–
Nonrecurring gain on divestiture	(151.9)		
Consolidated Adjusted EBITDA from continuing operations	\$1,600.3	\$1,528.5	\$1,392.8





*Our Red Canyon Quarry
Colorado Springs, Colorado*





Martin Marietta
4123 Parklake Avenue
Raleigh, NC 27612
(919) 781-4550

www.martinmarietta.com
NYSE Stock Symbol: MLM



MIX
Paper from
responsible sources
FSC® C132107

2022 Sustainability Report

