

2023

Sustainability Report



Hunter Stone
New Braunfels, Texas
2023 Diamond Elite Winner





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A Message from Our CEO

Building on a Sustainable Foundation

Record 2023 Financial Performance

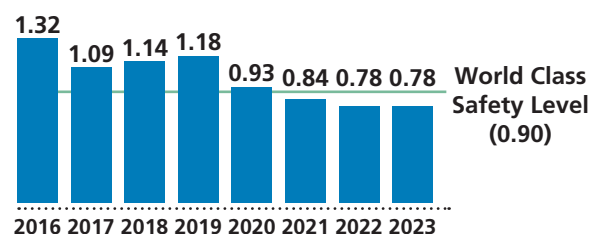
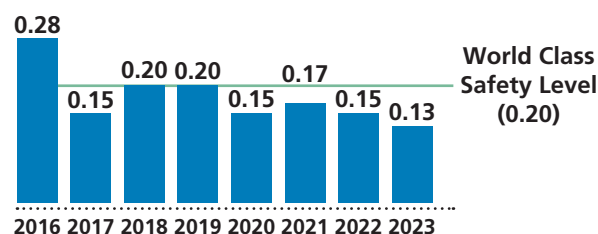
In 2023 Martin Marietta delivered another year of strong financial results marking twelve years of consecutive profit growth reflecting the continued success of our commercial and operational excellence efforts, value-over volume strategy, active portfolio management and disciplined capital allocation. Our double-digit pricing growth in 2023 across nearly all product lines continues to yield higher margins, profits and cash flows. We grew aggregates gross profit per ton by 46% to \$6.93 and achieved 41% growth of diluted earnings per share (EPS) from continuing operations to \$19.32. We increased our dividend 12% in August 2023 (the Company's eighth-consecutive year of increasing the dividend) and, collectively with share repurchases, we returned \$324 million to shareholders. Our cumulative Total Shareholder Return (TSR) over the past 14 years is 558%. These significant accomplishments underscore the durability of our business and our strategic plan. Martin Marietta has built a long-lasting and resilient business that is poised to continue to outperform in the near-, medium- and long-term.

Active Portfolio Management

Over recent years we have made tremendous progress on our Strategic Operating Analysis and Review (SOAR) 2025 initiatives. In line with these initiatives, we announced and/or completed over \$2.47 billion of non-core asset divestitures in 2023. This includes closing the sale of our Tehachapi, California cement plant and substantially completing our planned asset sales from the 2021 Lehigh Hanson West acquisition. In February 2024, we also closed the sale of our South Texas Cement and Concrete businesses for \$2.1 billion. These divestitures provide us additional balance sheet flexibility to pursue SOAR 2025 growth initiatives, are consistent with our aggregates-led product focus, and support our strategically positioned nationwide footprint. Following these divestitures, we recently announced the acquisitions of Albert Frei & Sons, Inc. in Colorado and 20 active aggregates operations in Alabama, South Carolina, South Florida, Tennessee and Virginia from affiliates of Blue Water Industries (BWI Southeast). These two pure-play aggregates businesses will enhance our aggregates platform in multiple high-growth markets and are expected to contribute more than \$180 million of annualized EBITDA in 2024.

World-Class Safety Achieved

We continued our relentless focus on world-class safety performance, achieving Martin Marietta's safest year on record with a world-class lost time incident rate (LTIR) for the seventh-consecutive year (0.13 in 2023) and a world-class total injury incident rate (TIIR) for the third-consecutive year (0.78 in 2023). Moreover, our fidelity to our Guardian Angel culture meant that 99.9% of our over 9,000 employees experienced ZERO lost-time incidents and 99.1% of employees experienced zero reportable incidents. These outstanding results are evidence of our team's broad-based commitment to safety, which we validated further through a series of employee feedback activities and on-site assessments last year. Our safety culture and performance set the foundation for our long-term financial strength. As such, we established a Safety Executive Steering Committee to guide and ensure strong focus on the Company's safety efforts, by developing a refreshed roadmap for continued safety execution and improvement. Our successful long-term strategy is to build and maintain the safest, best-performing and premier aggregates-led building materials company in markets that exhibit favorable growth dynamics.



Sustainability Priorities

Martin Marietta has a proactive, responsible, and principled approach to climate change, including setting targets and keeping promises. We believe these strategies and risk-mitigation efforts are robust to address the Company's climate risks and benefit from climate-related opportunities. We continue to enhance our disclosure on these matters and our engagement with shareholders to more fully explain the Company's priorities in these important areas. In addition to our year-round dialogue with our shareholders on a variety of topics, in the fall of 2023 we undertook a Fall Engagement Program. This included contacting many of our shareholders, including our top 40 shareholders, to discuss feedback we received during the year on climate matters and our compensation program design.

We made substantial progress on our sustainability journey in the last year. Among other things, during 2023:

- We established our ambition to be net zero by 2050 across our entire value chain.
- We submitted our commitment letter to the Science Based Targets initiative (SBTi) and have started gathering Scope 3 emissions data for purposes evaluating those emissions against SBTi's target threshold in accordance with SBTi procedures.
- We submitted additional responses and information to Climate Action 100+ including our net zero GHG emissions ambition by 2050, a long-term GHG reduction target, and a comprehensive roadmap to decarbonization.
- We submitted responses to the CDP Climate and Water surveys scoring a C on both and setting a baseline for future improvements.
- We engaged with Sustainalytics to update the climate information regarding the Company.
- We designed a new Political Contributions and Lobbying web page responsive to the CPA-Zicklin scorecard resulting in a 77.1 point increase in our CPA-Zicklin scores from a 10.0 in 2022 to an 87.1 in 2023, which is in the index's top quartile. In addition, the Company was recognized by CPA-Zicklin as one of the nine *Most Improved Companies This Year*.
- We progressed on our activities relating to several employee resource groups (ERGs), including our Women Who Build resource group, a Military & Veterans Community and a multicultural ERG called MERGE.

Governance and Board Refreshment

Martin Marietta is committed to strong corporate governance and ensuring a diverse set of skills and backgrounds on the Board of Directors. At the Company's 2024 Annual Meeting of Shareholders, Michael J. Quillen, who has served on Martin Marietta's Board of Directors since 2008, will retire. Mr. Quillen has been a superb and insightful member of our Board; we are extremely grateful for his steady guidance and thoughtful leadership throughout his Board tenure. He previously served as Lead Independent Director and, most recently, as Chair of our Finance Committee. We wish him well in retirement. Over the past nine years, we have added seven new independent directors, and we are nominating Mary T. Mack, a former Senior Executive Vice President at Wells Fargo & Company with a broad mix of banking, finance and governance experience, to serve on our Board. Half of our independent Board nominees are diverse, including four women, one African American director and one Hispanic director, each of whom brings strong backgrounds and experience with publicly-traded companies and adds unique insights to our Board.

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 2023 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
Chair, 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
Atlanta, Georgia*



Company Highlights

At Martin Marietta, we thoughtfully consider the needs of both stakeholders and shareholders. Our 2023 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 our focus on stewardship is both the smart and right thing to do.



9,000+
Employees¹



360+
Aggregates
Quarries,
Mines, Yards



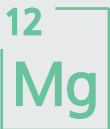
2
Cement
Plants²



82
Ready Mixed
Concrete Plants²



38
Asphalt
Plants

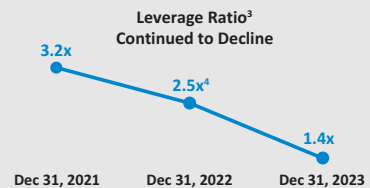


2
Magnesia
Specialties
Facilities

Our 2023 Results

\$6.78B
Total Revenues
+10%

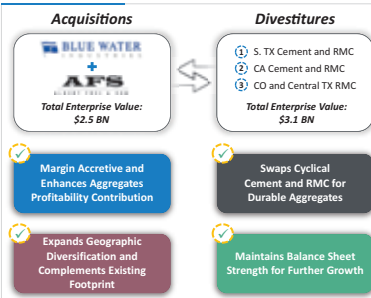
\$2.13B
Adj. EBITDA³
+31.4%



EXECUTING AGAINST THE RIGHT STRATEGIC PLAN



ACTIVE PORTFOLIO MANAGEMENT



MARKET CAPITALIZATION GROWTH



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



10% increase of TOTAL REVENUE to \$6.78 billion and record **ADJUSTED EBITDA FROM CONTINUING OPERATIONS*** OF \$2.13 BILLION



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



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



Reduced net leverage ratio at year end from 2.49x to 1.44x.



Our strategic plan, inclusive of targeted platform and bolt-on acquisitions, has resulted in best-in-class short- and long-term shareholder returns and has given us a meaningful presence in ten of the eleven U.S. megaregions, large networks of metropolitan population centers covering thousands of square miles.



Successful completion of portfolio optimizing divestitures in line with the Company's **SOAR 2025** Strategic Plan that generated \$3.1 billion in proceeds

* Chart as of December 31, 2023.

¹ Includes leased employees and employees in operations acquired in 2023.

² The Tehachapi California cement plant acquired in October 2021, held for sale and sold in 2023 is not included. The now divested South Texas cement and ready mixed concrete businesses sold in 2024 are included in this report.

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



2023 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 Specialties businesses
- At 0.619 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 25.9% reduction in our carbon intensity since 2010

Carbon Reduction Roadmap

In this report, we have 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 2023 was reduced from 15% to 9% of total usage year over year
- Completed construction of wind turbines at our Woodville, OH facility which are projected to reduce GHG emissions by up to 10,000 metric tons per year and approximately 40% of the plant's energy needs
- Converted more than 90% of our Type I/II cement customers in Texas to PLC, also known as Type 1L, which we estimate contributed to the 10.8% year over year reduction in Scope 1 GHG emissions in our heritage cement business
- Have deployed 32 hybrid wheel loaders from John Deere and Caterpillar (CAT) across our operations. These loaders are approximately 20% more fuel efficient than a comparable traditional diesel loader
- * Undertook a variety of efficiency projects that will reduce our Scope 2 GHG emissions such as our Eden Prairie, MN asphalt plant upgrade which resulted in a 39.6% reduction in energy consumption at that location

Other 2023 Highlights

- 99.1% of employees with ZERO reportable incidents, for TIIR of 0.78, tying our safest incident year on record
- Achieved a world-class lost time incident rate (LTIR) for the seventh consecutive year
- Launched a company-wide Safety Task Force to further focus our teams to achieve continuous improvement and drive toward our stated goal of Zero Incidents
- No significant environmental notices of violation, with total company-wide penalties less than \$1,000
- Completed a companywide inclusion and engagement awareness communications campaign to help managers and employees better understand the importance of these values in Martin Marietta's culture. The campaign highlighted that ensuring we maintain an inclusive and engaging culture will help create a competitive advantage for the Company
- Successfully launched Martin Marietta's first three Employee Resource Groups:



- Created and filled a new Employee Engagement Manager position to support companywide inclusion and engagement programs, reporting to the company's Head of Inclusion and Engagement



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 Chair and CEO, Executive Vice President and General Counsel, Executive Vice President and CFO, Head of Sustainability, Deputy General Counsel and Head of Investor Relations
- In 2023, we engaged with over 30 shareholders during our spring 2023 outreach
- In person visits were conducted with a number of United Kingdom and European shareholders in September
- In the fall of 2024, we engaged with approximately 70% of our shareholders, including most of our top 40, by letter, telephonically or in person, and provided updates on our sustainability and compensation program design

Responsive to Shareholder Concerns

- We adopted a **Net Zero 2050 Ambition** in our 2022 report
- We include a discussion of **physical, climate and other risks** in our report
- We have a **TCFD Alignment Index**, and this year have added a **SASB Index** in our report
- We participated for the first time in and submitted responses to the CDP Climate and Water Surveys as well as the related supply and plastics modules
- We continue to expand our discussion of diversity, equity and inclusion both in this report and on our website
- We have submitted our commitment letter under the Science Based Target initiative (SBTi) framework
- We submitted responses and additional data to both Climate Action 100+ and Sustainalytics

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 Corporate Governance and Finance all provide oversight on 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 GHG emissions
- 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 signed an SBTi commitment letter and have begun the process of SBTi target submittal and validation
- We have begun the process of evaluating our Scope 3 data

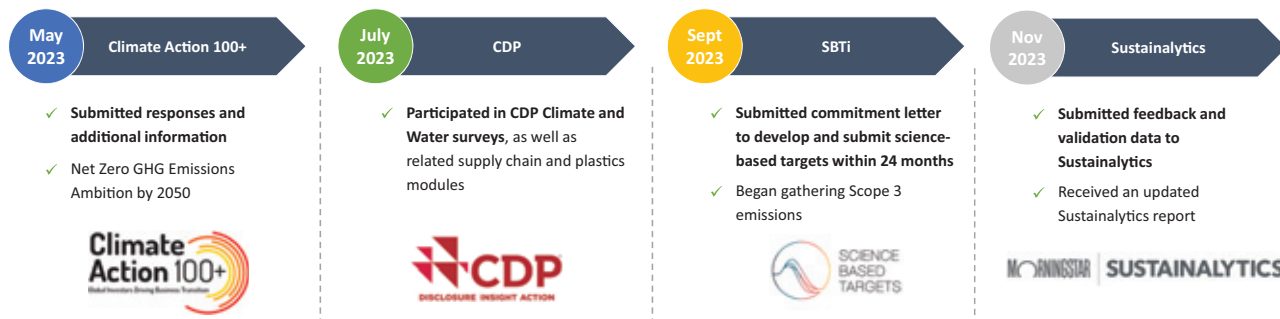


Our Challenges

- Carbon capture and other innovations are yet to be proven; today, **there is no commercially viable technology to meaningfully 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 and lime requirements in other regions
- 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, amine scrubbing, cryogenic treatment, etc.) and use our healthy balance sheet to implement technology quickly when it becomes viable in our lone remaining heritage cement plant
- Continue to work with Caterpillar, Komatsu and other partners to improve emissions in our aggregates business, and deploy new technology as it becomes available
- Comply with the recently published SEC rules and other regulatory developments
- Continue to gather data for our Scope 3 emissions, which we believe generally come from trucking and railroads
- **Have begun the process of setting and verifying reduction targets under the SBTi framework**
- Continue to speak with, listen to, 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."

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.

50%

Women or minorities represent 50% of our 2024 Director Nominees

8 OUT OF 10

8 new director nominees in the past 9 years, 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

**8.5
Years**

The average tenure of our Directors is 8.5 years

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

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** sets formulaic goals for incentive pay that include sustainability metrics; also reviews matters relating to human capital management, diversity, equity and inclusion (DEI), talent acquisition and retention, and compensation matters related thereto
- Our **Audit Committee** reviews our significant environmental matters and assesses the potential risks and liabilities they may pose to our business. The Audit Committee also has oversight over technology and information security risks, including cybersecurity.



- 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 in connection with lobbying and trade associations

Committee Charters

Our Board of Directors recently 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
- Reviews the input we have received from, and our engagement with, investors on climate, sustainability and other ESG matters
- Monitors our safety performance, Ethics Office activity and compliance with environmental, health and safety 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



Finance Committee

- Oversees our policies, practices and expenditures relating to political contributions and political activities, including lobbying and/or through trade associations of which we are a member
- 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
- Reviews management's performance with regard to its sustainability goals and considers those achievements in determining incentive pay

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 Chair 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
- Safety teams
- Environmental managers
- Inclusion and Engagement Task Force
- Head of Inclusion and Engagement

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 (with many revisions) since the 1980's, was again updated in 2023. 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, Slavery and Human Trafficking, Sustainability, Securities Law and Insider Trading, Respect in the Workplace and Political Contributions and Lobbying.**



The Company has policies and procedures designed to deter non-compliance and reduce exposure to unethical conduct, including use of our conflicts of interest policy and our third-party ethics hotline. The Company also conducts ethical risk assessments of its existing business, as well as in connection with acquisitions and other business formation activities.



Board With Diverse Skills and Experience

1

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

50%

of 2024 Director Nominees
are women
or minorities

**65
YEARS**

average
director age

4

4 of our 10
2024 Director Nominees
are women

2

2 of our 10 directors are
racially and ethnically
diverse — 1 Board
member is African
American and 1 is Hispanic

**8.5
YEARS**

average
director tenure

40%

of directors are current
or former public
Company CEOs



Corporate Governance Highlights

Our Board adopted practices that enhance its effectiveness

- 9 of 10 Directors are independent
- 4 of our 2024 Director Nominees are women comprising 44% of our independent directors
- 2 of our Directors are ethnically diverse
- Significant Board refreshment with 8 new directors in the past 9 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
- In 2023, our Management Development and Compensation Committee tied a component of short term incentive compensation to safety and ESG metrics.

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 striving to do 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 | Chair, 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, which is led by senior executive officers, has met numerous times since 2020 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 in recent years 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 Chair and CEO, Ward Nye
- We created a new Employee Engagement Manager position reporting to the Head of Inclusion and Engagement to support companywide inclusion and engagement programs
- We completed a companywide inclusion and engagement awareness communications campaign to help managers and employees better understand the importance of why inclusion and engagement matters in our company culture
- We launched our **Employee Resource Groups** to support engagement and belonging
- We are reporting our **EEO-1 data** on our website, which we update annually



We continue to participate in 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.

CEO ACTION FOR DIVERSITY & INCLUSION



Diversity and Inclusion at a Glance

42%

of our workforce are minorities

34%

of our workforce are racially/ethnically diverse

11%

of our workforce are women

NON-DISCRIMINATION AND ANTI-HARASSMENT

Martin Marietta is an Equal Opportunity employer in the United States. We provide opportunities regardless of race, sex, color, national origin, creed, religion, pregnancy, age, disability, military/veteran status, sexual orientation, gender identity, genetic information, marital status or any other protected status. We follow strict anti-harassment and non-discrimination policies, and we expect the same from our business partners. Our Code of Ethical Business Conduct training includes modules on non-discrimination and anti-harassment.



Inclusion and 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 35 non-U.S. countries, as well as the U.S. Virgin Islands and Puerto Rico.



In recognition of our success building and strengthening an inclusive workplace where employees of all backgrounds feel valued, respected and engaged, we were recognized as one of America's Greatest Workplaces for Diversity for 2024 by Newsweek magazine.



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*, which we updated in 2023, 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

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 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.



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 priorities is increasing awareness of the importance of Inclusion, Engagement and Diversity through a companywide communications campaign that continued 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 three peer-led and executive sponsored Employee Resource Groups to support engagement and belonging at Martin Marietta. These ERG's include our Military and Veterans Community, our Women Who Build Community, and our Multicultural Community (MERGE).



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



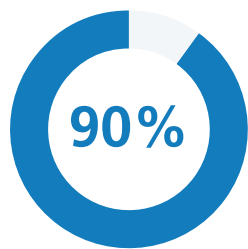
Anthony R. Foxx
Director since 2020



Laree E. Perez
Director since 2004



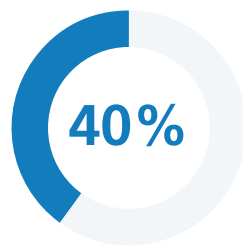
MARY T. MACK
Director Nominee



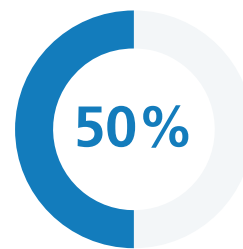
**BOARD MEMBERS ARE
INDEPENDENT**



**NEW BOARD MEMBERS
ADDED IN PAST 9 YEARS**



**2024 Director Nominees
MEMBERS ARE WOMEN**



**2024 Director Nominees
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
- Co-Director of the Harvard University Kennedy School's Belfer Center for Public Leadership
- 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 2023, receiving 305 awards below from the National Stone, Sand & Gravel Association (NSSGA).

NSSGA

NATIONAL STONE, SAND
& GRAVEL ASSOCIATION

2023 NSSGA Safety Excellence Awards



Bronze

Augusta Quarry (GA)



Safety Certificates

200 Quarries received

2023 NSSGA Louis Griesemer Sterling Award



Bronze

Martin Marietta
(Large Company Category)

2023 NSSGA Environmental Excellence Awards



Platinum

North East Quarry (MD)



Gold

7 Quarries Received



Silver

6 Quarries Received



Bronze

47 Quarries received



Certificates

4 Quarries Received

2023 NSSGA Community Relations Awards



Gold

4 Quarries received



Silver

3 Quarries received



Bronze

26 Quarries received



Certificates

5 Sites received

Martin Marietta also received national recognition from the Mine Safety and Health Administration and each product line's respective trade association. Our ready mixed 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 Excellence in Safety:**Gold: 43 sites****Silver: 3 sites****Bronze: 2 sites**

Similarly, our Asphalt Paving Business received the Quality in Construction Award from the National Asphalt Pavement Association for multiple projects in our West region



Certificates of Achievement in Safety

125+ sites received



Sentinels of Safety Award

Midlothian Cement (Large Metal / Non-Metal Mill)

Raccoon River Sand, IA (Small Dredge Group)



Chairman's Safety Award

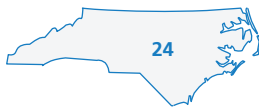
Midlothian Cement; Hunter Cement; Tehachapi Cement



STATE INDUSTRY AWARDS AND RECOGNITION



In addition to national awards, Martin Marietta received numerous state and local awards



State of North Carolina
Safety Award



Georgia Crushed Aggregates
Association Safety Awards



Indiana Mineral Aggregates
Association Safety Awards



Ohio Aggregates & Industrial
Minerals Association Safety Awards



South Carolina Aggregates
Association Safety Awards



Iowa Limestone Producers
Association Safety
Recognition



Texas Aggregates & Concrete
Association



State of Missouri Safety
Excellence Award

* Number represents number of Martin Marietta locations that received an award

Company sites win top safety award

Raccoon River Sand wins back-to-back Sentinels of Safety Awards; Midlothian Cement stands out in Texas

The Sentinels of Safety Award is one of the industry's oldest and most prestigious honors and represents the pinnacle of safety excellence in the mining industry. This award is presented annually by The National Mining Association (NMA) to mining operations across the country with a minimum of 4,000 injury-free hours. This year, 20 mining operations – six coal mines and 14 mineral/metal mines – were honored with the award, which recognizes 2022 performance. Winning one is remarkable; winning at two sites in the same year is a significant feat; a site winning twice in back-to-back years is beyond impressive.

"This is a tremendous accomplishment. It was very exciting to hear this news and wonderful to know that the team was recognized for its efforts," said Regional Production Manager Ryan Bender after learning of Raccoon River's consecutive awards. "Everything that happens in and around a mine happens with a rigorous safety mindset," said Rich Nolan, NMA president and CEO, in a statement. "From the miners on the ground to their managers and beyond, safety is an area that requires constant vigilance. Today's honorees represent our industry's best; they've raised the bar for others, and I look forward to seeing the example they've set replicated across industry."





Raccoon River Sand, one of the Central Division's top performing locations, is located in Des Moines, Iowa.

Bender said a key reason Raccoon River was able to earn the award in consecutive years is because its team members take safety seriously and personally. "They ensure that people who join the team know the expectations and ensure people are using the correct tools to complete tasks. This includes SLAMs, workplace exams, pre-shifts and observations," he said. "This shows the team's commitment level and care for each other."

When Todd Clock, regional vice president-general manager, heard Raccoon River had earned the award again, he was amazed. "It's humbling to receive this award once; however, back-to-back is an honor that is challenging to put into words, and it speaks loudly to the team's commitment to working safely," he said.

Clock added that this sort of achievement illustrates the power of Martin Marietta's companywide safety culture. "I believe our commitment to the Guardian Angel Creed and being a Great Wingman has evolved into a culture that is not found at other companies, and it empowers people to do the right thing all of the time – even when others are not present or looking," Clock said.

But Raccoon River is not the only site celebrating an NMA win. The Southwest Division's Midlothian Cement was awarded the second Sentinels of Safety Award Martin Marietta won this year.

"I was thrilled when I heard our employees had won the award. The crew at Midlothian Cement is always raising the bar on safety here," said Don Cribbs, safety manager. This is the first time the site has won the award in almost four decades.

"We have employees who have been at this plant for a long, long time. Some have been here 40, even 50 years. Many were here the last time we won this same award in 1984," he said, "They'll tell you our goal is to always get better and better as part of our continuous improvement process."





From left to right, Raccoon River's Andy Davis, Landon Myer and Brent Corkrean, and Midlothian Cement's Alberto Calleros and Don Cribbs accept their Sentinels of Safety honors during an October ceremony in Washington, D.C.

Like his peers in the Central Division, Cribbs said he was humbled to be part of a team recognized with this award, which he said shows the dedication to safety and employee well-being found in Martin Marietta's Wingman culture.

"For me, being a Wingman means having a zero-harm mentality. I want the guys asking, 'How can we complete every job without so much as a scratch or a bruise?' Everyone here understands that they are part of a legacy of safety that has been handed down to them from those whose shoulders we stand on today," Cribbs said. "We have a great team here at Midlothian Cement that works together to make it all happen 24/7, 365 days a year."

Vice President of Safety and Health Michael Hunt said the impact of two sites winning from different divisions in the same year is extraordinary.

"When we look at safety and know it is everyone's responsibility, that is when we perform our best," Hunt said. "I cannot fully express my pride in Raccoon River Sand and Midlothian Cement. Together, they have shown how strongly we take safety at Martin Marietta. They continue to serve as excellent examples for teams across our company."



Southwest Division Office Manager Earns Award for Service to the Industry



Hunter Stone Office Manager Lisa Rogers accepts the Sherry L. Moore Industry Professional Award

Hunter Stone Office Manager Lisa Rogers was honored by the Texas Aggregates and Concrete Association (TACA) during a July ceremony attended by industry professionals from across the state.

Numerous Martin Marietta teams across the Southwest Division also attended the event and several were recognized with industry safety awards.

Rogers was presented with the Sherry L. Moore Industry Professional Award, an honor reserved for administrative, sales, marketing or support professionals who "through their dedication, services and tenure have made an impact on their company and our industry."

Rogers, who has been with Martin Marietta for nearly two decades, said she was shocked when she learned that she had won.

"Honestly, I was floored. I thought I had been invited to fill a seat at the banquet. I had no idea I would be recognized," she said. "Martin Marietta has so many amazing people and there are so many who deserve this award. It was a truly special moment."

Rogers has worked at Hunter Stone since the New Braunfels, Texas, site opened in 2017. In addition to her work running the site's office, she leads what has grown into a robust employee and community well-being campaign. In recent years, Rogers said she and the Hunter team have engaged in more than 200 events targeted at employee or community health. In 2023 alone, the site participated in 62 such events, including

volunteer days with the local food bank, quarry tours for school children, work with the Special Olympics and service opportunities with local emergency responders.

"Personally, I enjoy activities involving children," Rogers said. "It's wonderful when we can teach them about our industry at such an early age. Their faces light up when they hear about all products our material is a part of. That's my favorite thing."

While acknowledging that she, Hunter Plant Manager Pat Kinser and the entire quarry team have worked hard to represent Martin Marietta positively in the New Braunfels community, Rogers said their extraordinary community efforts would not have been possible without support from leaders across the Southwest Division and the greater company.

"We have a strong sense of responsibility to our people and our communities, and I think our leadership has helped instill that feeling," she said. "Our people are encouraged to be open and to talk with one another about safety, community, values and so many other things. We share ideas and thoughts. We build strong relationships. Employee and community well-being have always been so important to us. The fact that our relationships have grown so strong is what allows our team to work so closely and have such an amazing impact."

In addition to honoring Rogers, TACA also recognized several company teams for their exceptional safety performance, including Austin Plant Maintenance, the Beckmann Truck Shop, Poteet Sand, Beckman Quarry and North Bridgeport Quarry.



Other Public Recognition

Not only were we recognized for our performance in our core values of safety, stewardship and community, but in 2023, 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.

Since 2023, the Company has been named to **Newsweek's Most Trustworthy Companies in America** list. The magazine looks 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 are based on the results of an independent survey from a sample of about 25,000 people in the U.S. who are 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."

In early 2024 the Company was also named to **Newsweek's Greatest Workplaces for Diversity**. This award is based on a five part evaluation conducted by the magazine which includes employee surveys and measurement against 20 diversity KPI's.

Finally, the Company was also named to **Investor Business Daily's (IBD) 100 Best ESG companies for 2023**. This award takes into account a company's ESG sustainability score from Dow Jones Newswire, which is then combined with IBD's analysis of five financial- and stock-related metrics to produce a final IBD score.



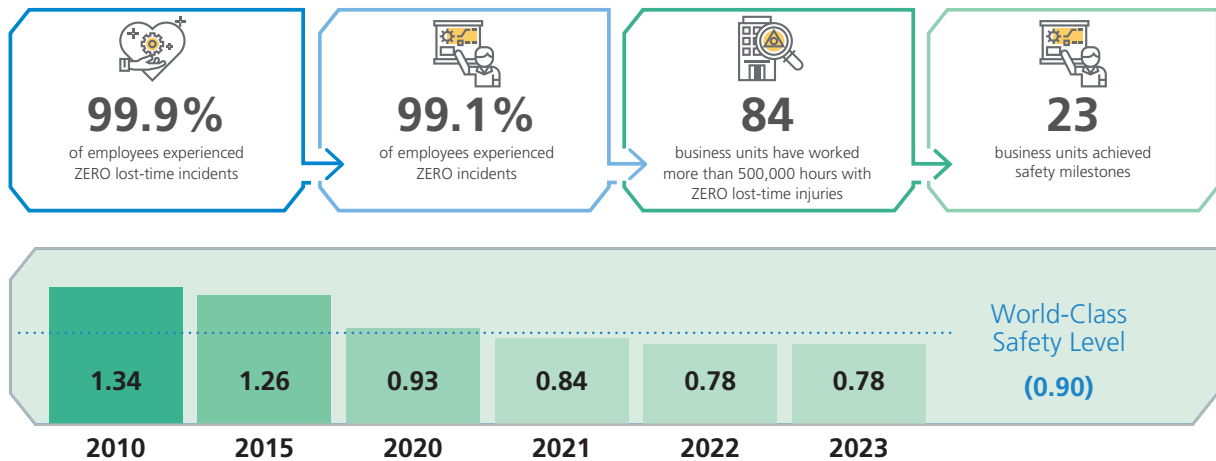
Committed to Safety

2023 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 and East Divisions led the way with TIRRs of 0.63 and 0.69 respectively. For the seventh 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. We believe this performance is a reflection of the Company's Guardian Angel safety culture which encourages each employee to take personal responsibility for working safely and helping others work safely. That is, to be a good Wingman.



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 **seventh 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 provide 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.

The Board and management have identified certain risks related to the transition to a lower-carbon economy, risks related to the physical impacts of climate change and other climate-related opportunities.

Transition Risks

The Company's sustainability risk management framework is designed to identify various transition risks, including policy and legal risks, technology risks, market risks and reputation risks, associated with climate change and transitions to a lower-carbon economy.

Policy and Legal 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 reduction, 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 United States Environmental Protection Agency (USEPA) promulgated a rule mandating that companies considered to be large emitters of GHGs report those emissions. The manufacturing operations of the Company's Magnesia Specialties business release carbon dioxide, methane and nitrous oxides during the production of lime, magnesium oxide and hydroxide products. The Company's two magnesia-based chemicals facilities, as well as its cement operations 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.

The Company's cement plants, as well as its Magnesia Specialties plants, are strictly regulated with respect to GHG emissions and hold Title V Permits, and each (other than the Manistee, Michigan facility) is also subject to the U.S. Clean Air Act's Prevention of Significant Deterioration (PSD) requirements which require a permit program for certain new or modified sources of emissions. Although several large-scale projects for carbon capture are in the development phase, no technologies or methods of operation for reducing or capturing GHGs have yet been proven successful in large-scale applications, other than improvements in fuel efficiency. If future modifications to the Company's facilities require PSD review for other pollutants, GHG permitting requirements may also be triggered and may require significant additional costs, which the Company expects would be passed on to customers. It is not currently possible to estimate the cost of any such future requirements. In addition, the USEPA and the U.S. Supreme Court have taken different positions with respect to the USEPA's authority to make rules in these and other areas which could create uncertainty regarding regulatory compliance on these matters in the future.

In 2021, a pair of executive orders and a presidential memorandum were issued making climate change central to U.S. policy and setting out several administrative priorities and undertakings to reduce GHG emissions. The United States reentered the Paris Agreement in January 2021 and later announced the U.S. reduction commitments under the Paris Agreement, including a 50% to 52% economy-wide reduction in net GHG emissions from 2005 levels by 2030. The United States also 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 the Company's products. See *Climate-Related Opportunities* section for additional information.

Although it is impossible 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, the United States, like other signatories to the Paris Agreement, is currently pursuing a goal of a Net Zero GHG by 2050. It is also possible 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 has been and may continue to be subject to state regulations in addition to any federal laws and rules that are passed. In October 2023, California adopted its California Climate Accountability Package which requires annual reporting of Scope 1, Scope 2 and Scope 3 emissions on a phased-in implementation schedule for certain companies, climate-related risk reporting for certain companies and heightened disclosure standards around net zero emissions claims, carbon-neutral claims or significant GHG emissions reduction claims and the purchase or use of voluntary carbon offsets used to achieve those claims. These rules have been challenged and may be challenged in the future by various groups and the Company cannot reasonably predict the ultimate resolution of such challenges at this time. In addition, certain other states are enacting laws and regulations that seek to eliminate the consideration of climate-related matters in state pension fund investment decisions and other company programs. These and other state climate-related or anti-climate, social and governance regulations may result in significantly higher compliance costs and risks.

If and when the USEPA issues new regulations and/or Congress passes additional legislation restricting GHGs emissions, the Woodville, Ohio and Manistee, Michigan Magnesite Specialties operations, as well as the Company's one remaining cement plant in Texas, which release CO₂ in certain of their processes and use carbon-based fuels for power equipment, kilns and the Company's mobile fleet, will likely be subject to these new regulations. The Company's cement operations, like those of other cement producers, 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 presently an unavoidable step in making clinker, the essential component for the production of cement. 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 GHGs 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. In addition, the cement produced by the Company's cement operations, like other U.S. producers, is subject to strict limits set by the U.S. Department of Transportation (USDOT) and other agencies, including those relating to "clinker substitution", or the replacement of ground clinker in cement with alternate materials such as pozzolan, slag and fly ash, which has implications for the Company's fuel use and efforts to reduce GHG emissions from its cement operations. For example, various industry associations are engaged in an effort requesting the USDOT and other agencies to further revise their standards allowing for greater rates of clinker substitution, 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. With the acceptance of Portland Limestone Cement (PLC) by the Texas Department of Transportation, in 2022, the Company embarked on a rollout of PLC cement, and by the end of 2022, the Company had converted 90% of its Type I/II customers in Texas to the PLC product. PLC cement may reduce the GHG footprint of the Company's cement product line up to 10%.



In light of the various regulatory uncertainties the Company cannot presently reasonably predict the costs of any future compliance requirements. Nonetheless, the Company does not believe it will have a material adverse effect on the financial condition or results of the operations of either the Magnesia Specialties business or Building Materials business.

Technology Risks

Consideration of the impact of technology is integrated into the Company's risk management process. In an effort to mitigate the risks to the Company associated with climate change while ensuring and improving financial sustainability, the Company has adopted a corporate-wide management strategy, which has resulted in multiple initiatives to identify and implement or evaluate GHG reduction processes and technologies that also improve operational efficiencies, including: using alternative fuels such as biodiesel; reducing overall fuel use by converting from quarry trucks to conveyor systems; right-sizing quarry trucks to match the appropriately sized truck with the size of production to reduce the number of required trips; replacing older railcars with more efficient, high-capacity models that reduce the number of required trips; adding rail capacity in lieu of truck movements; and installing state-of-the-art emissions control equipment at one of the Company's magnesia plants and tire processing systems for fuel, as well as a larger natural gas line, at one of the Company's cement plants. The Company's Midlothian cement plant has been recognized by the USEPA as a high-performing, energy-efficient facility following investments in innovative air pollution control technologies and usage of alternative fuels. The road to Net Zero for the Company and others in its industry requires operational changes, investments in sustainable energy, and in some cases, technology that is not yet available. The Company continues to monitor various pilot projects being conducted relating to the development of carbon capture technology; however, 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. While awaiting further development of carbon capture technology, the Company has invested heavily and continues to look for opportunities to invest in its sustainability practices.

Market Risks

The nature of the Company's competition varies among its products due to the differing amounts of capital necessary to build and maintain production facilities and can be influenced by climate-related risks and opportunities particularly with respect to the Company's small-but-strategic heritage cement business. Most domestic cement producers are owned by large non-U.S. companies operating in multiple international markets that report their results (including sustainability and climate-related metrics) on a world-wide consolidated basis. The Company is subject to U.S. environmental regulations and there are critical regulatory differences between the U.S. and the European Union and different calculation methodologies for carbon intensity calculations, blending and fuel choice 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 with the performance of the Company's heritage cement business challenging. To the extent that investors or consumers decide to use world-wide comparisons of these metrics in making investment and purchase decisions, the Company could be at a competitive disadvantage. Geography is critically important when assessing market attractiveness and growth opportunities for the Company. Attractive geographies generally exhibit (a) population growth and/or high population density, both of which are drivers of heavy-side building materials consumption; (b) business and employment diversity, drivers of greater economic stability, and (c) a superior state financial position, a driver of public infrastructure investment. All of these factors can be and are influenced by climate change and physical risk and opportunities.

Reputation

Disruptions to the Company's operations and to its customers' transportation activities from climate-related risks could impact the Company's reputation and result in additional costs to the Company. Any failure or perceived failure to achieve or accurately report on the Company's current or future climate-related commitments, including its GHG



reduction and net zero targets, and any differences between its commitments and those of any companies to which the Company is compared, could harm the Company's reputation, adversely affect its ability to effectively compete (including as a result of disclosure of proprietary information regarding its plants or changes in its ability to raise capital), adversely affect its recruitment and retention efforts or expose the Company to potential legal liability. In addition, while the Company is committed to pursuing its sustainability objectives, there is no assurance that it will achieve any of its sustainability goals or commitments, that low-or non-carbon-based energy sources and technologies required to meet long-term emissions reduction goals in some of the sectors in which it operates will be available at scale in the United States on an economically feasible basis or that its suppliers can meet sustainability, diversity and other standards that are required by current or future laws or established by its investors and other stakeholders. Failure to meet these commitments could result in reputational harm to the Company and changes regarding climate risk management and practices may result in higher regulatory and compliance risks and costs. Any violations of law (including environmental law) or improper conduct could damage the Company's reputation.

Physical 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 the 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 Atlantic 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, drought conditions have 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, early 2023 storms and flooding 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. The Company implements risk management strategies with respect to these physical risks. These include employee training and the development of procedures to address emergencies caused by physical climate impacts or otherwise.

Climate-Related Opportunities

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 meaningfully positive impacts on the Company's first-and fourth-quarter results, respectively. From a regulatory standpoint, as noted above, the 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 the Company's 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 \$7.0 billion of voter-approved state and local transportation-related 2023 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.

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. We are committed to disclosing political donation and lobbying expenditure information to promote an understanding of the issues that are important to Martin Marietta in this regard and the governance we have on these issues. Accordingly, we designed a new Political Contributions and Lobbying web page responsive to the CPA-Zicklin scorecard resulting in a 77.1 point increase in our CPA-Zicklin scores from a 10.0 in 2022 to an 87.1 in 2023, which is in the index's top quartile. In addition, the Company was recognized as one of CPA-Zicklin's nine Most Improved Companies This Year.

"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."

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 2023, Martin Marietta's direct political contributions to 527 groups and/or political associations in respect of state and local matters totaled \$91,900 including the following:

- | | |
|------------------------------|----------|
| • Political campaign support | \$58,000 |
| • Infrastructure funding | \$25,000 |
| • Regulatory Reform | \$ 8,900 |

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 2023 were \$232,484. 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 U.S. 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 on continued work toward Net Zero.
- 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 the fall of 2023 the Chamber represented the U.S. private sector at the COP28 conference, 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.

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 atmospheric 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) organizations, 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 of sustainability 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 employee engagement 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 2023



Safe Operations

- Seventh consecutive year of world-class lost time incident rate (LTIR) performance
- For the third year in a row achieved a total injury incident rate (TIIR) performance better than the world class rate of 0.90
- 99.1 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
- Continued 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 17 notices of violation across more than 400 operating locations, which were all generally minor and resulted in less than \$1,000 in penalties
- Reduced coal in our cement kiln fuel mix from 70 percent to 9 percent of total fuel usage
- Continued to work toward our Scope 1 carbon intensity reduction targets for 2030 for our cement and Magnesia Specialties businesses that we believe will continue to position us in the forefront of the U.S. domestic cement industry
- Continue to make progress toward our Scope 2 CO₂e 2030 and 2050 goals first reported in our 2021 report and Net Zero Ambition for all Scope 1 and 2 emissions by 2050
- 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 and saw a 10.8% reduction in Scope 1 GHG emissions in our heritage cement business
- Saw a 8.26% reduction in intensity in our Woodville Magnesia Specialties operations due to kiln upgrades





Employee Well-Being

- Executed 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 ingrained in Martin Marietta's culture and values.
- Maintained a dedicated section on our Company's website highlighting Inclusion, Engagement and Diversity at Martin Marietta
- Successfully launched Martin Marietta's first three Employee Resource Groups, supporting veterans, women and diverse cultures, in 2023
- Participated in the CEO Action for Diversity & Inclusion coalition
- Created an Employee Engagement Manager Position, reporting to the Head of Inclusion and Engagement position
- Continued to enhance our attractive offering of employee health, welfare and retirement benefits, including a fully funded defined benefit pension plan. After significantly increasing the value of the pension retirement benefit offered to hourly employees in 2022, 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
- Relocated and protected gopher tortoises at our St. Mary's Sand, GA site
- 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 sponsorship of the City of Oaks Marathon, support for the NC Freedom Park, 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, and our communities, as well as growth and capital allocation.



2023 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. Focusing on safety is 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, Chair 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.



Safety Mentor at Malvern,
AR site



World-Class Safety Performance



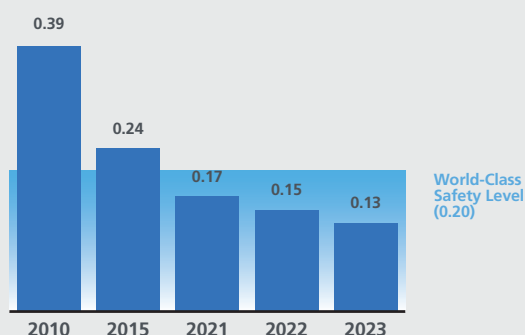
Given the nature and physical demands of our building materials production activities, operating our business safely is at the core of our long-term success and our ability to continue delivering value. We know our employees are our most valuable asset, and, in 2023, we continued our impressive safety performance.

"In 2023, our lost-time incident rate was further reduced to 0.13, meaning 99.9 percent of our ~9,400 employees experienced zero lost-time incidents, a world-class level for the seventh straight year."

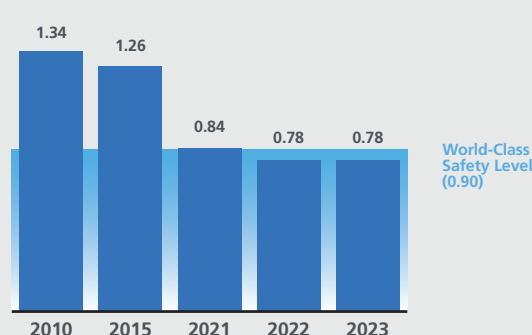
Our 2023 performance is the again one of best safety records in Martin Marietta's history, with company-wide lost time and total injury incidents exceeding world-class levels. In 2023, our total injury incident rate (TIIR) of 0.78, **exceeded the world-class rate of 0.90 for the third year in a row, inclusive of acquired operations**. Also, our lost-time incident rate was further reduced to 0.13, meaning 99.9 percent of our ~9,400 employees experienced zero lost-time incidents, achieving a world-class level for the seventh 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

Lost-Time Incident Rate (LTIR)



Total Injury Incident Rate (TIIR)



*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

- Tied for safest year on record, with TIIR of 0.78, below the world-class rate of 0.90 for the third consecutive year in the Company's history
- Southwest and East Divisions exceeded world-class Total Injury Incident Rate (TIIR) with TIIRs of 0.63 and 0.69, respectively
- World-class LTIR for the 7th consecutive year
- Safety performance sets the foundation for long-term financial strength and successful SOAR execution
- Established a Safety Executive Steering Committee
- Established a Safety Task Force
- 99.9% of employees worked with ZERO lost-time incidents in 2023
- 99.1% of employees worked with ZERO incidents in 2023
- 84 business units finished 2023 with ZERO lost-time incidents during 500,000+ consecutive hours of work
- 23 Business units achieved new safety milestones during the year.

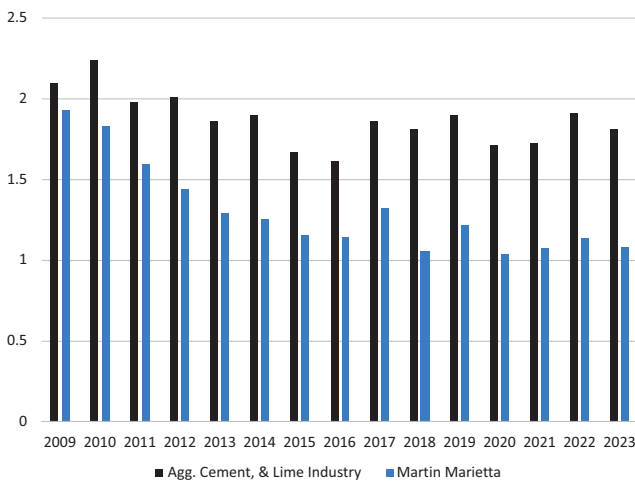


MSHA Citations

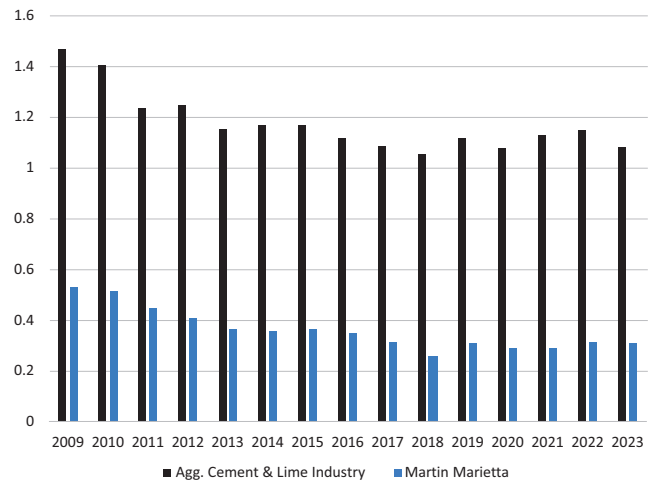
The United States Department of Labor's Mine Safety and Health Administration (MSHA) inspects each surface mine at least twice a year and each underground mine at least four times a year. As shown below, in the citations per inspection graph, MSHA conducted 688 inspections and spent 2380 inspection days at Martin Marietta sites in 2023 and our operations were declared "Citation-Free" in 59% of those inspections. Our 2023 compliance performance was consistent with our strong historical performance as follows:

- Citation-per-Inspection (CPI) Rate: 1.08 vs. 1.81 for the industry
- Citations-per-Day (CPD) Rate: 0.31 vs. 1.08 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. As an integral part of this safety culture, we continually train our employees on health and safety. This is in addition to initial training that employees receive when hired.

In 2023, Martin Marietta launched a revamped cross-functional Safety Task Force in the spring designed to work across all divisions and business lines to ensure the Guardian Angel safety culture continues to grow and improve. Created and announced earlier in the year by Chair and CEO Ward Nye, the task force first met in May at the corporate headquarters in Raleigh.

During that meeting, Vice President of Safety and Health Michael Hunt said that while Martin Marietta achieved world-class safety performance across the company in the first half of 2023, the Safety Task Force would focus on objectives aiming to help every member of the team work better and safer.

"Through engaging with our colleagues, we want to validate the safety procedures we believe to be best practices and identify areas where there is opportunity to improve," he said. "Ultimately, we want to advance our industry-leading safety culture and performance so that more of our people go home safely each day. We want to achieve ZERO incidents."

In early July, the task force worked with an outside partner to conduct an anonymous and confidential companywide safety survey in an effort to better understand the prevailing attitudes on safety at Martin Marietta. The group further gathered confidential employee feedback and data from on-site safety audits held throughout the summer.

While talking about the importance of these activities, Magnesia Specialties Vice President of Operations and task force member Brad Vernier referenced the Guardian Angel Creed, which promises that no employee who speaks up about a safety matter in good faith will ever face discipline or retaliation.

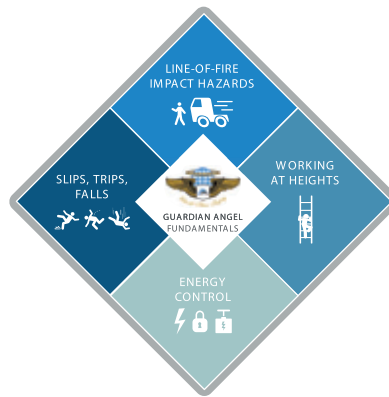
"Nothing is more important than ensuring every person goes home to their family safely at the end of the day," he said shortly after the companywide survey began. "It's tough to improve a safety culture without a baseline, so getting an accurate read on where we are today is a great place to start. Guardian Angel is driven by our people and requires that we all be open and transparent to call things exactly as we see them. The efforts being led by the task force are no different."

Agreeing with Vernier, Hunt said the task force worked diligently to meet a high bar of achievement in 2023. "We identified several key safety areas – based on data and employee experience – where we can make substantial and sustainable improvements," he said. "We worked to develop a series of recommendations that were shared with company leadership. We then determined how best to pursue those recommendations companywide."

Among the task force's recommendations was encouraging senior leaders to continue to be visibly involved in Martin Marietta's safety culture. The group also partnered with Martin Marietta's Corporate Communications team to revise the



company's Basic Safety Rules and create a Guardian Angel Fundamentals icon that aims to bring attention to four common potential hazards: work at heights, power controls, line-of-fire incidents and slips, trips and falls.



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 metrics.

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 2023, our Hunter Stone Plant in New Braunfels, Texas was recognized as our **DIAMOND ELITE AWARD** winner for the first time. First constructed in 2017, the plant quickly became a star performer in our Southwest Division. One thing that is always on the Hunter Stone crew's mind, and in their pockets, is safety. Every member of the Hunter Stone team carries a gold coin symbolizing ZERO incidents, a feat the team has achieved since its opening six years ago. They show it off every morning, keep it close to their chest throughout the day and tuck it away securely every night.

"The Guardian Angel culture is always on our mind here at Hunter Stone. It's always talked about in our meetings," Safety Lead Wesley Bynum said while showing off the coin he keeps attached to his car keys. "It's a reminder to be safe and successful every day."



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.

Local personnel act as safety auditors to continue driving better performance. In total, these audit teams conducted 291 safety audits, inspections and engagements across the Company's footprint in 2023. 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 1.08 and our MSHA citation per inspection day (CPD) rate of 0.31 outperformed the 2023 aggregates/cement/lime industry averages of 1.81 and 1.08, respectively.

*We Continue to Prove
that Zero is Possible*

99.9% of employees
experienced ZERO lost-
time incidents in 2023

99.1% of employees
experienced ZERO
incidents in 2023
business

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

Human Resources and Safety Teams Strive for Excellence

Martin Marietta's HR and safety professionals met in Dallas, Texas, in September to discuss recent challenges and plot out plans to ensure people and safety excellence for years to come. The conference consisted of three days dedicated to learning and growing from peers and outside presenters.

"This conference allowed all of us to communicate and collaborate," said Thomas Nelson, vice president of human resources for our Central Division. "We are always our best when we work together as ONE team, and an important goal of this conference was to strengthen that spirit of togetherness."

Seminars covered such topics as Martin Marietta incident investigation protocol and reporting, Occupational Safety

and Health Administration and Mine Safety and Health Administration workshops, a discussion on inclusion and engagement, a presentation on mental health in the workplace, a conversation on leading change in a volatile world from Southern Methodist University's Executive Education Program, a review of key employment law topics and a presentation from each division about a unique topic to their area.

One presentation by Senior Vice President of Enterprise Excellence Oliver Brooks and Southwest Division President Kirk Light included a conversation on enterprise excellence. Combining the elements of safety, operational and commercial excellence, both Brooks and Light showed how Martin Marietta is making terrific strides in enhancing the overall safety and productivity of its sites.



Brooks also added that, regarding safety protocols, the company is in a league of its own and constantly meeting and pushing worldclass standards. “Today, Guardian Angel is incredibly strong across our footprint, but our work will never be complete,” he said. “If we are to avoid complacency and continue to lead our industry, we must always strive to improve upon and grow our safety culture.”



Senior Vice President of Enterprise Excellence Oliver Brooks and President of the Southwest Division Kirk Light present during the Human Resources and Safety Conference in September

Overall, conference participants said they took away new and exciting ideas to continue their work.

Christa Tourault, vice president of human resources for the West Division, said the opportunity to talk with other Martin Marietta employees and hear about company initiatives was especially valuable since she has only served with the company since May of 2023.

“I enjoyed all the speakers, in particular the internal speakers. As a newer employee, hearing from our internal leaders as they share their views and wisdom about where we are, where we’ve been and where we are going was amazing,” she said. “I do not have legacy knowledge of Martin Marietta, so all the presentations allowed me to gain insight into our programs and opportunities. I feel I have an even better understanding of the whole company.”

Likewise, for Dave Metcalf, a senior safety representative in the Indiana District, said the conference gave him a chance to hear all that is happening within the company and meet people with unique ideas.

“This conference is very important when it comes to our safety. I say this because it allows us, as a world-class operation, to share ideas and best practices,” he said. “As the company grows, I feel these events will allow Martin Marietta to keep our world-class status in safety and excellence, too.”



Safety Campaign Continues To Drive 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 Campaign remains an important component of 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.

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. Chris Downs, Corporate Director Safety & Health, 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.”



New Safety Resources to Guide Company Efforts in Years Ahead

In December 2023, the Company debuted new resources designed to improve safety across Martin Marietta. Based on the work of Martin Marietta's cross-functional Safety Task Force and announced by Chair and CEO Ward Nye, the resources include a revised edition of Martin Marietta's **Basic Safety Rules** and a **new safety icon** focused on four potential hazards. A new Wingman Alert process is expected to debut in early 2024 to facilitate better incident reporting.

"After several meetings and efforts to solicit feedback from our entire employee population, the Safety Task Force decided these resources would provide our ONE team members with the guidance and focus needed to improve our Guardian Angel safety culture," said Vice President of Safety & Health Michael Hunt, a Safety Task Force member.

Fully revised for the first time in more than five years, the Basic Safety Rules booklet includes new or clarified guidance on a host of potential safety areas, including personal protective equipment (PPE), health and industrial hygiene, mobile equipment, fleet safety and underground mining. In addition to the updated content, the booklet will now be printed as a pocket-sized document that can be comfortably stored just about anywhere. The revised edition also provides updated guidance on several safety matters, including electrical safety, fall protection, plant safety, welding and cutting, and fire safety, Hunt said.

Safety leadership released the revised Basic Safety Rules as a digital draft and asked all members of Martin Marietta's team to review them with an eye peeled for changes that would make them more understandable. Hunt said the final edition would likely publish by spring 2024 with teams then working throughout the year to fully adopt the updated rules.

Martin Marietta's new Guardian Angel Fundamentals icon focuses on four hazard types that have the potential to result in serious injuries and incidents. The hazards include line-of-fire incidents, working at heights, energy control and slips, trips and falls. The new icon will be promoted where appropriate across Martin Marietta. In the Basic Safety Rules, the icon has been added to all rules that pertain to any of the four potential hazard areas, Hunt said.

"We would expect any one of these efforts to strengthen our Guardian Angel safety culture," Hunt said. "Our decision to launch them together should speak volumes about where we intend to go with safety at Martin Marietta."





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-assessments, 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. 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, in our 2022 report we began reporting our Scope 1 GHG intensity on a metric tonne of product basis across all tonnes of products sold by Martin Marietta. We 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 in 2022 we established 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



Anthony R. Foxx



Greenhouse Gas Emissions

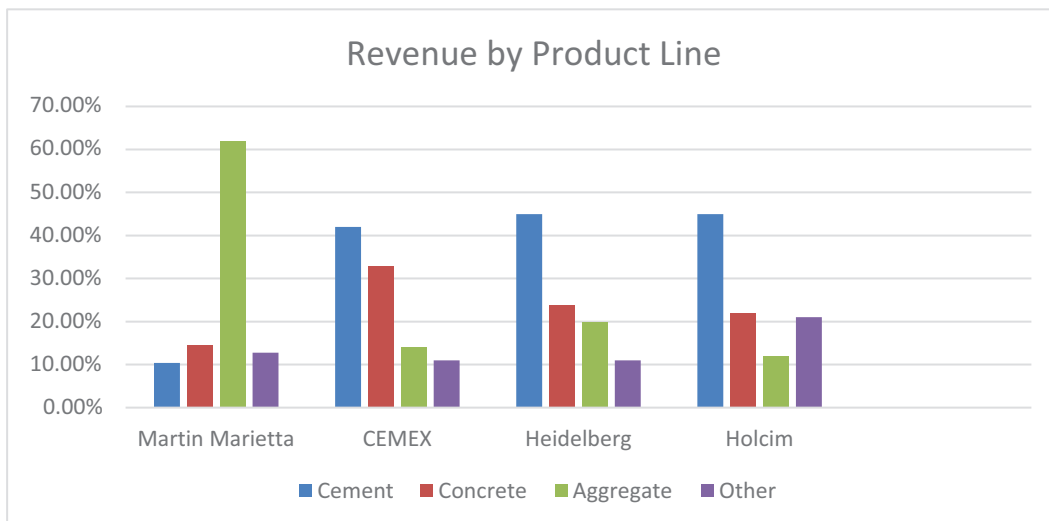
Overview

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, and vehicles). Scope 2 emissions are indirect GHG 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. In our 2021 Sustainability Report we established our goals for reducing or offsetting our Scope 2 emissions. This was in addition to our existing Scope 1 GHG emissions reduction commitments for our cement and Magnesia Specialties businesses. In our 2022 Sustainability Report we established 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 360 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.

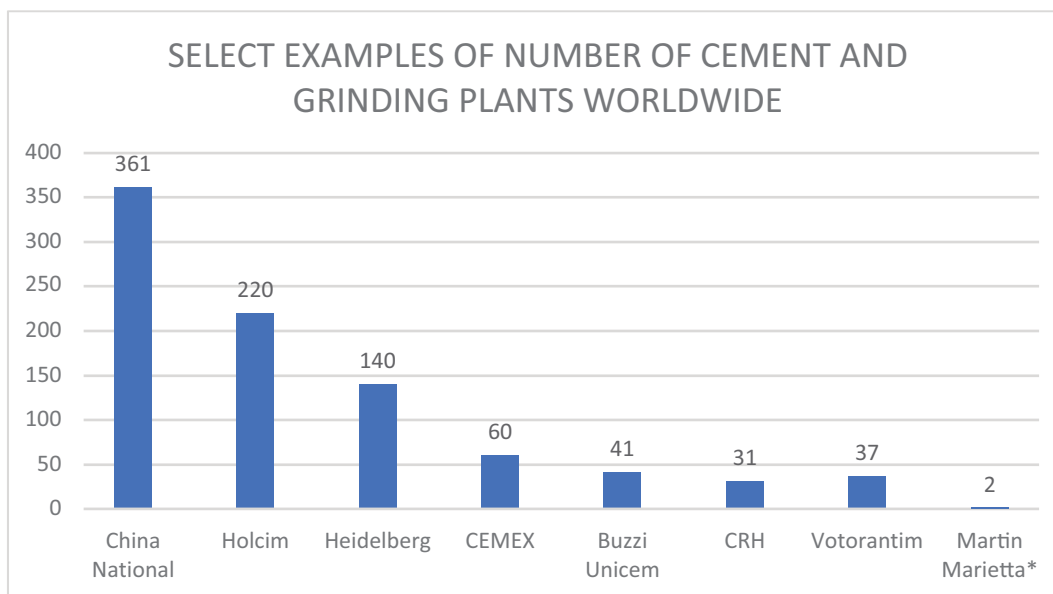
More specifically, the following tables show that our product portfolio and our strategic cement business differs dramatically from traditional cement companies. In fact, approximately 62% of our 2023 revenue was from aggregates production and only 10.4% from cement.



Sources: based on public filings, sustainability reports and presentations for 2023.



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: 2023 Annual reports; sustainability reports and corporate websites.

*Holcim and CEMEX do not provide breakdown between integrated cement plants and stand alone grinding plants. This report covers the 2023 calendar year; the Hunter Cement Plant was sold as of February 9, 2024, reducing our cement business to one plant.

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 2023 Scope 1 CO₂e emissions were 4.295 million metric tonnes of CO₂e across all business lines (including stationary and mobile sources), of which 2.377 million metric tonnes were attributable to emissions from our cement business, exclusive of assets sold or held for sale.

2023 GHG for All Business Lines¹

Scope 1 4.295 million metric tonnes CO₂e

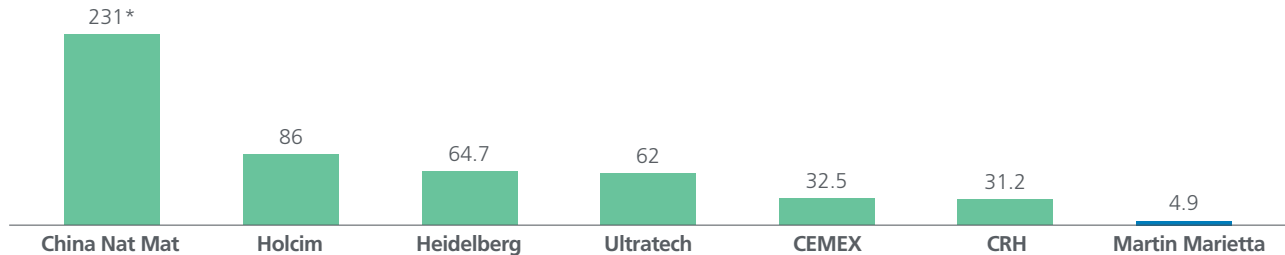
Scope 2 0.610 million metric tonnes CO₂e

¹ The Scope 1 GHG totals do not include the assets acquired in October 2021 and sold in 2023.



This level of Scope 1 CO₂e emissions constitutes less than six percent of total GHG emissions attributed to the cement industry in the United States, as reported to the USEPA in 2020. Our 2023 Scope 2 CO₂e emissions were 0.610 million metric tonnes across all business lines. On a global basis, the Scope 1 emissions from our cement business constitute approximately 0.26 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

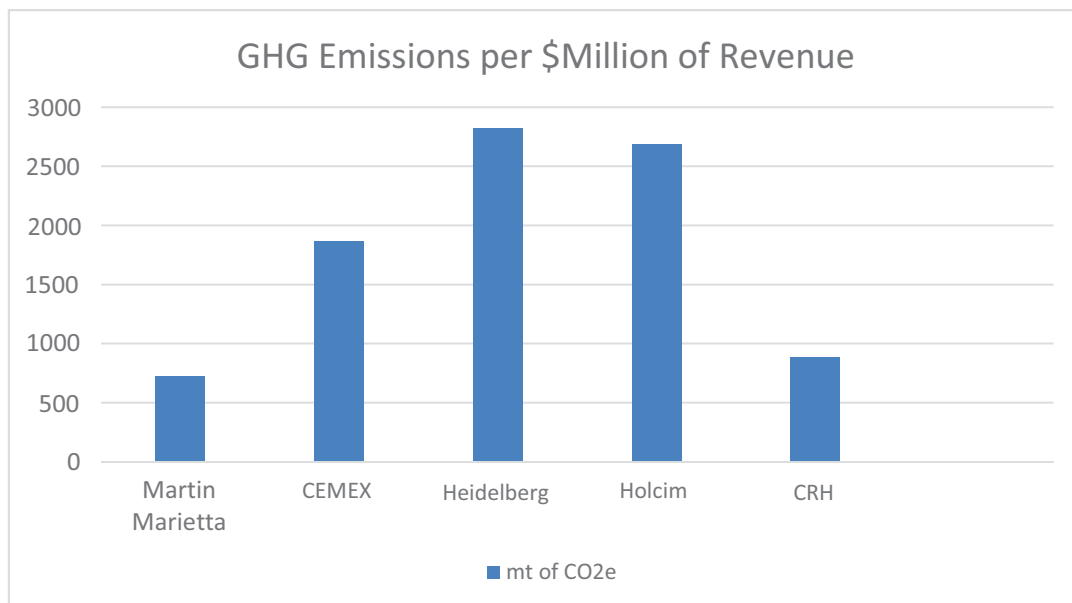
Select Examples of Scope 1 and 2 GHG Footprints (million metric tonnes CO₂e)



Sources: 2022 & 2023 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 tonnes of GHG per million dollars of revenue, we get a clear view of their overall emissions impact. On this basis, Martin Marietta's total Scope 1 and 2 GHG footprint in 2023 results in an intensity of 723 tonnes of GHG per million dollars of revenue. Based on our review of select global cement companies' 2022 (and where available 2023) Sustainability Reports, their GHG intensity is considerably higher than ours due to their cement-heavy product mixes.

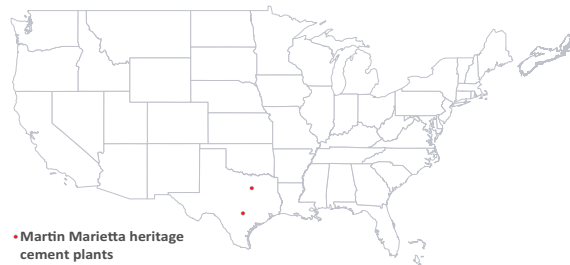
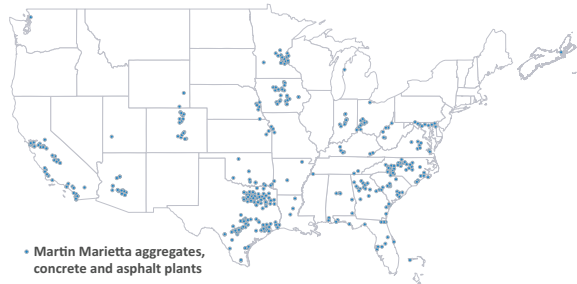


Sources: calculation based on estimated most recent product volumes from public filings, sustainability reports and presentations.

¹ Total estimated GHG emissions attributed to the cement industry in 2023 worldwide were 1.6 gigatonnes of CO₂e out of 36.8 gigatons of GHG emissions worldwide according to www.climate.gov.



Put succinctly, as an aggregates led 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:

- In 2023 operated two modernized, efficient plants, both in the state of Texas, that have benefitted from more than \$1 billion in investments since 2008
- Accounted for 10.4 percent of our consolidated revenue in 2023
- Has a carbon intensity better than the U.S. cement industry average
- Achieved a 10.8% year over year reduction in actual Scope 1 GHG emissions
- Represents only 1.7% of 2023 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 and the solar projects described elsewhere in this report), and the sponsorship or financing of offsite green power projects. In fact, based on our review of publicly available data we estimate that approximately 24.6% of the electrical grids across our geographic footprint are powered by green energy.

In 2023 our heritage operations consumed purchased power which generated 610,606 mtCO₂e emissions, a 2.5% decrease year over year. In our 2021 report we adopted a target to reduce or offset Scope 2 emissions by **30% by 2030 versus a baseline year of 2021**. In addition, we also committed to reducing or offsetting these emissions a goal of **Net Zero Scope 2 emissions by 2050**. This goal applies to all Scope 2 emissions across all product lines.

In 2023, we continued our efforts towards meeting 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 80,494 MWhs. These RECs were generated by two wind energy projects in the state of Texas for audit year 2023. In addition, and as described more fully elsewhere in this report, construction on our Woodville wind energy project was completed in late 2023 and energy from that project is anticipated to be used in future years to meet our Scope 2 goals. We also 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 Solar Garden

² The Scope 1 GHG totals do not include any of the California assets acquired in October 2021 and held for sale and sold in 2023. We have included emissions from the Hunter cement plant which was sold in February 2024.



under a long term subscription agreement. Similarly, as described in more detail elsewhere in this report our Hatton and Jones Mill, Arkansas quarries, we have installed solar power panels that power the offices, labs and training rooms during daylight hours. Lastly, we continue to undertake efficiency projects which replace older equipment with newer, more energy efficient equipment such as at our Eden Prairie, MN asphalt plant and our finish mill upgrade at our Midlothian Cement plant.



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 result from 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 has begun the initial steps of gathering this data. We are also evaluating the disclosure of Scope 3 emissions in light of the U.S. Securities and Exchange Commission recently published climate disclosure rule.

For many service related businesses, Scope 3 emissions make up the bulk of their 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 and other fuels. 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.

Efforts to reduce transportation-related emissions will increasingly be incentivized or required 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.

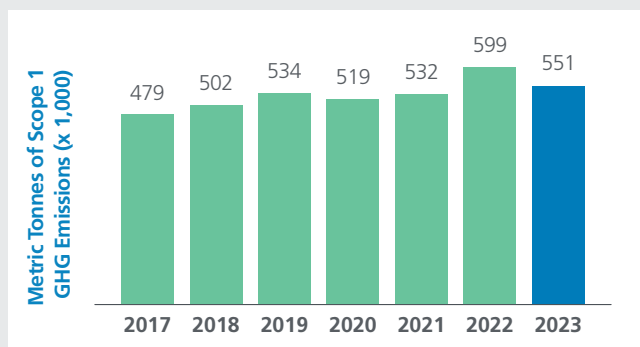
Our Aggregates and Downstream Businesses

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, in 2023 we saw a decrease in both absolute Scope 1 emissions and in our GHG emissions per million dollars of revenue. As we continue to make investments to replace older equipment, we expect this trend to continue.

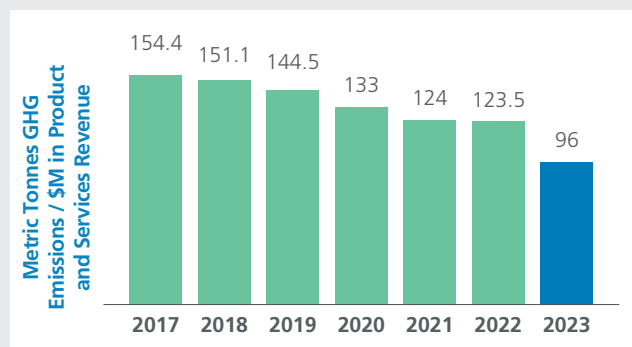
Scope 1 GHG Emissions¹ (in metric tonnes)

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.

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. Finally, as noted elsewhere we continue to invest capital in fixed plant equipment modernizations that result in, among other things, Scope 2 efficiencies. See **“Our Roadmap”** starting on page 65 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 2023 we continued to operate in the recycled aggregate market with sites in Texas, Minnesota and California. In 2023, across our network of operations, our operations processed 2.5 million tons of concrete generated from various construction/demolition projects (e.g. bridge/building demolition, highway projects, airport reconstruction, and port projects). During this same period, our operations sold over 2.1 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 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 2023, these 10 operations recycled more than 1.2 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 California operations, which we acquired in October 2021, we also operate a recycling business which supplements our aggregates quarries. In 2023, our teams operated recycling facilities spread across the state which collectively processed more than 700,000 tons of concrete for sale as recycled aggregates. In addition, 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. As a result, recycled material is playing a bigger role than ever before and we produce this material in many of our other locations.



*Our Specification Aggregate Plant,
Golden, CO*



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 CO₂ 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

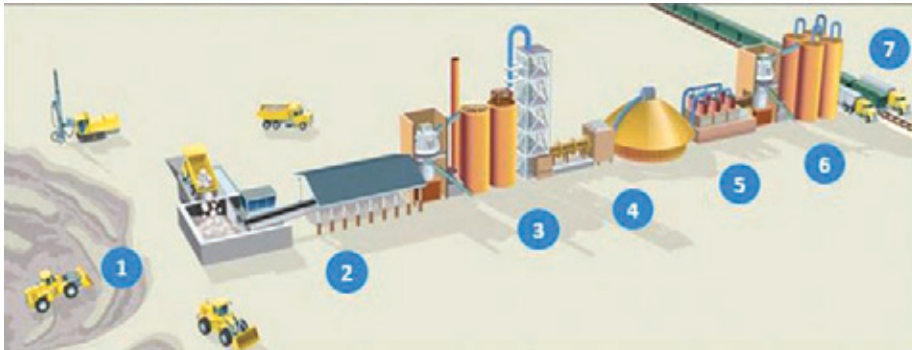
¹ <https://lowcarboneyconomy.cembureau.eu/5-parallel-routes/downstream/recarbonation/>

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, reducing total air emissions, and convincing customers to switch to lower GHG-intensive Portland Limestone Cement or PLC. 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 these two 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 successfully reduced the carbon intensity of our cement business to 0.619 net metric tonnes of CO₂e/metric tonnes of cement as of 2023 from the 2010 intensity of 0.836. This also places us below the 2022 (the most recent year for which data is available from the USEPA) U.S. cement industry average intensity of 0.73 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. 2023 saw a 14.6% decrease in our intensity and a 10.8% reduction in Scope 1 GHG emissions, due to changes in our fuel mix, various efficiency projects and the conversion to 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 0.619 net metric tonnes of CO₂e/metric tonnes of cement as of 2023 from 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 0.599, a modest 3.2% 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 2022 (the most recent year for which data is available from the USEPA) U.S. cement industry average intensity of 0.73 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 Specialties 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 2023 rate of 0.760 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 carbon intensity would be reduced from 0.619 to approximately 0.570 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 Global Cement and Concrete Association (GCCA) calculation method, and make no change to our actual clinker factor, our intensity would drop from 0.619 to 0.564.

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 GCCA 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 GCCA calculation method and our current fuel mix, we estimate that our carbon intensity would see a further reduction to approximately 0.519 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. In total between our two plants, tires made up nearly 30 percent of our fuel mix in 2023.
- 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 9 percent of our total fuel usage. In 2023 we completed a natural gas pipeline project to obtain additional supplies of natural gas at Hunter as an alternative to coal use.
- 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, we converted approximately 90% of our Type I/II customers to our new Type 1L at our two Texas plants. We estimate that this contributed to the 10.8% reduction in Scope 1 emissions in our heritage cement business.



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 SO₂ emissions, we saw a 6% reduction in GHG intensity in 2023 versus 2022, which we attribute at least in part to this installation.

We are currently evaluating methods to achieve additional reductions through implementation of heat recovery systems, improvements in combustion efficiency through new product mixes, process changes and upgraded equipment, fuel switching, 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.

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. Note that, as a result of the 2024 sale of our Hunter, Texas cement plant, we currently own and operate only one cement plant.

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 recently published 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 2023 tires made up almost 30% of our fuel mix
- We completed construction of a larger natural gas line to the Hunter Cement Plant and further reduced our coal usage
- We have reduced coal in the fuel mix at our cement plants from a high of almost 70% to 9%

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

- In 2023 we continued to make use of B99 Biodiesel in our Midwest Division and emitted almost 16,000 fewer metric tonnes of fossil fuel CO₂ than if we had used ordinary diesel
- At our Woodville, Ohio lime Magnesia Specialties plant we have completed a wind energy project that will provide much of the power needed to operate the facility
- We are currently evaluating both wind and solar power projects across our 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
- We have converted 90% of our Type I/II customers to our Type 1L (PLC) product
- PLC cements contributed to the reduction of the GHG footprint of our cement business of 10.8%

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 2023 we reduced our need for mined gypsum by almost 70% over 2017
- Using recaptured gypsum helped to divert more than 72,000 tons from overburdened landfills in 2023

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 have deployed 31 hybrid wheel loaders 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 2023, the slag addition represented over 3% 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. We anticipate the project will be complete in Q4 2024
- Constructed three new loadout silos for customer trucks at the Midlothian cement plant. In addition to increasing cement storage capacity, these silos have reduced loadout cycle times by as much as 40 percent with an attendant reduction in diesel emissions (Scope 3) from customer truck idling

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", along with other developments relevant to commercial-scale CCS technologies that we anticipate being considered by the industry in the coming years
- Maintaining 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
- Supporting 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 last year's report we set 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 62 above, clinker factor in cement dramatically affects 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 62, 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 before the end of 2024 and does not appear to be designed to capture all of that plant's Scope 1 GHG footprint. We are monitoring this project and the associated amine technology very closely. 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 United States. 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 under Norway's Longship Project designed to demonstrate the feasibility of carbon capture and sequestration. We expect that the additional infusion of funding by the US government will hasten the development of carbon capture technology and when the right technology emerges, with only one remaining cement plant as of February 2024 and our strong balance sheet, we will be in a position to implement this technology quickly.

Relevant to all of these considerations is recently published 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 evaluating 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



Woodville's newly installed wind turbines.

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 has resulted in the installation of 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, and was completed at the end of 2023. The equipment, each of which stands about 260 feet tall and feature three 143-foot blades, is in its shakedown phase.

Once shakedown is complete, 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 generate 14 million kilowatt hours (kWh), or enough energy to power 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.

"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."

In addition to funding the installation, One Energy has created 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.

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"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."

Installation of Solar Panels Equivalent to Planting Nearly 1,400 Trees

With the help of newly installed solar panels, Martin Marietta's Arkansas District is headed toward a bright, sustainable future. In recent years, the District installed more than 270 solar panels as a start to the area's Green Initiative.

"We're trying to leave this world as best as we can for future generations. So, if we can find a way to be sustainable, we're going to pursue that opportunity," said Electrical Project Manager Taylor Shell.

Two Arkansas quarries – Jones Mill Quarry in Malvern and Hatton Quarry in Cove – installed panels on many of the facilities including the office and scale house, the lab and the training room building.





Adding solar panels allowed Jones Mill and Hatton to join the ranks of other Martin Marietta sites that use renewable energy to power parts of their operations. Shell said solar power is an excellent renewable resource in Arkansas, a state that belongs to the United States' Sun Belt.

"We have low, flat land here in Arkansas, so using the sun exposure just makes sense," he said. "This is a great natural resource."

The results have been significant. Shell said that since the installation of the solar panels, the District estimates it has been able to reduce its carbon dioxide emissions by 200 tons, which is equivalent to planting about 1,400 trees.

"Martin Marietta is used to setting industry standards," he said. "We have done it with safety and have become one of the safest companies out there. Now, we can hopefully look toward becoming one of the greenest companies in the industry by continuing to find new and innovative ways to reduce our carbon footprint."

A Leaner, Cleaner Plant at Eden Prairie

With an eye toward improved efficiency and a reduced carbon footprint, the team at Eden Prairie Asphalt in Minnesota has transitioned to a new continuous flow plant that is providing consistent energy savings.

The original batch plant, built in the 1960's, consumed 3.16 kWh per ton of asphalt produced. Today, the site's new plant consumes just 1.91 kWh per ton, which is having a substantial impact on the plant's overall sustainability. In 2023, for example, the site achieved a total estimated energy savings of 425,000 kWh, or enough energy to power 30-35 average Minnesota homes for a full year.

Site leaders said the 39.6% reduction in energy consumption can be attributed, in large part, to the newly installed variable frequency drives (VFD), which reduce overall power usage by modifying the voltage and frequency of the power supply according to need, as well as an updated, more efficient operating system.

In addition to energy savings, the technology and infrastructure of the new plant has allowed the Eden Prairie team to reduce its GHG emissions per ton produced by 10%. Filterable particulate matter (PM) emissions per ton produced were also reduced by 80%, according to recent compliance tests.



The reduction in GHG emissions is a direct result of the new plant requiring 10% less natural gas per ton of asphalt produced, said Senior Environmental Engineer Paul Schultz. While designers of the old plant attempted to reduce PM emissions and waste, the technology used in the new plant is far more effective, he added.

“Baghouse fines were introduced into the mix with the old asphalt plant, but the method to reuse the fines created fugitive emissions,” Schultz said. “The new plant uses a closed system to send baghouse fines back into the drum, which significantly reduces the fugitive emissions associated with the process.”

In addition to being far cleaner, the new plant is also allowing the Eden Prairie team to be more efficient. Since the new plant’s installation, the crew has also seen a significant reduction in required maintenance.

The upgrade, which includes improved silos and a new loading system, is also improving the overall customer experience, Schultz said, noting that load times have also been reduced.

Focused on conservation, the Eden Prairie crew has repurposed much of the old plant’s equipment, turning part of its grounds into an asphalt and concrete recycling center that produces reclaimed aggregate products.

Site leaders said the recycling effort extends the life of the area’s mined material and decreases the need for fresh mining.



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 2023, we operated more than 360 aggregate facilities across the United States and recorded a total of only 8 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, for many years we have monitored the water stress levels of these communities, measured as a ratio of annual water withdrawals to total available annual renewable supply, which measures the competition over local water resources. A higher percentage indicates that there are more water users competing for the water resource.

The United States as a whole is categorized as having a medium-high (20-40%) water stress rating. 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, which was updated in 2023. A profile of our building materials operations (which includes all businesses other than Magnesia Specialties) is shown in the graphic below.

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



48 aggregates locations in areas classified as high water stress

46 aggregates locations in areas classified as extremely high water stress



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

16 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 many locations in Texas and 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.

The automated truck wash systems installed at our DFW ready mixed concrete operations are very effective at reducing the water used to wash trucks prior to leaving the site, along with speeding up the process. A prior study on water use identified that the manual rinsing of each truck, per load, resulted in an average duration of 5 minutes, and around 150 gallons of water. The automated truck wash systems reduced this duration to about 90 seconds, and only 40 – 60 gallons of water per truck, per load. Since that time, Martin Marietta has refined the programming of the system, further reducing the time to wash to 35 seconds, and only using 20 – 30 gallons per truck, per load. With these systems at 25 of the 28 DFW ready mixed concrete facilities, the water savings are substantial. For instance, last year, the DFW Ready Mixed District produced approximately 2.4 million cubic yards from facilities equipped with automated truck wash systems. This volume of concrete equates to almost 261,000 truck trips, resulting in an estimated water reduction of more than 31 million gallons for the year. In addition, the approximately 4 minute reduction of idling time per truck while onsite has a direct impact on diesel emissions.

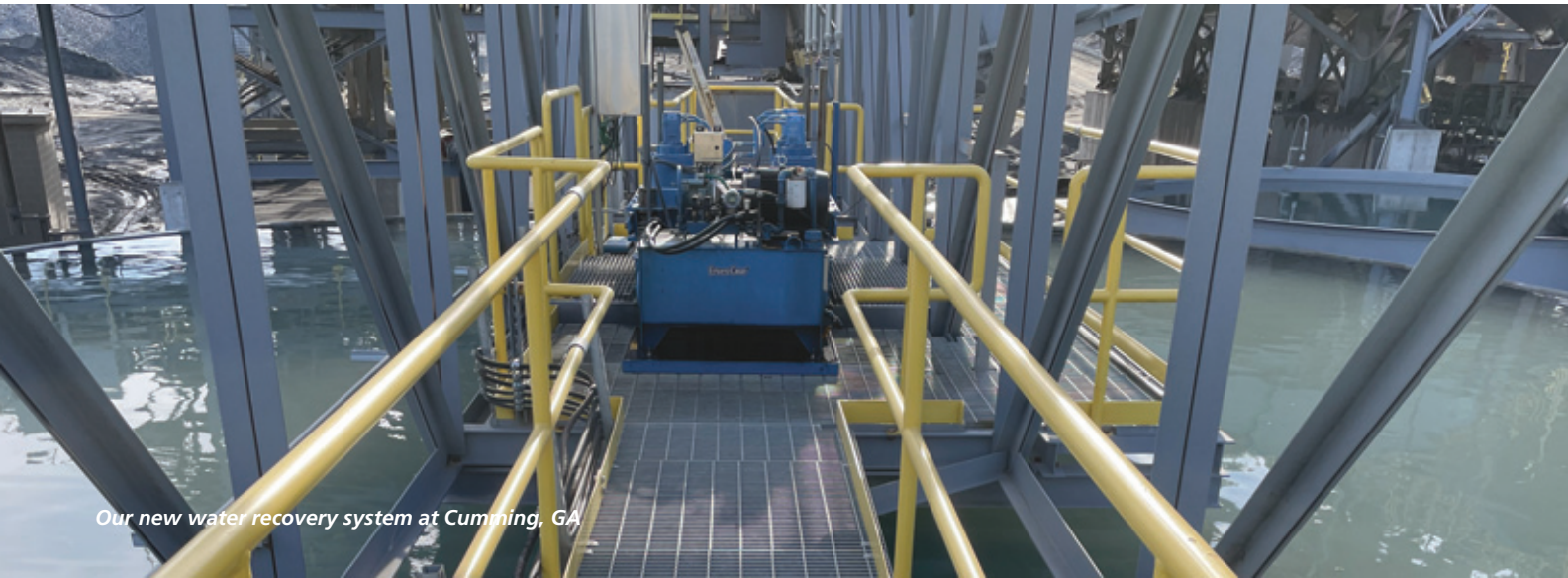
The West Division continues to work in cooperation with the City of Denver, the City of Aurora and the State of Colorado to create much-needed new fresh water reservoirs at our facilities. These water projects include on-going projects at our Riverbend Sand & Gravel, 35th Avenue, Taft Sand & Gravel, 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, four 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 2023, Martin Marietta returned over 400 million gallons of water back to the environment through this process.



An automated truck wash in our DFW operations

While water conservation and protection is key in our western operations, it is not neglected elsewhere. For example, our East Division has spent almost \$8 million dollars since 2021 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 Cumming Quarry in Georgia, its Arrowwood Quarry in North Carolina and its Auburn site in Georgia.



Our new water recovery system at Cumming, GA

Finally, and as noted elsewhere in this report, in 2023 we completed the CDP water disclosure module for the first time. You can find our CDP responses and scores on the CDP website.



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.

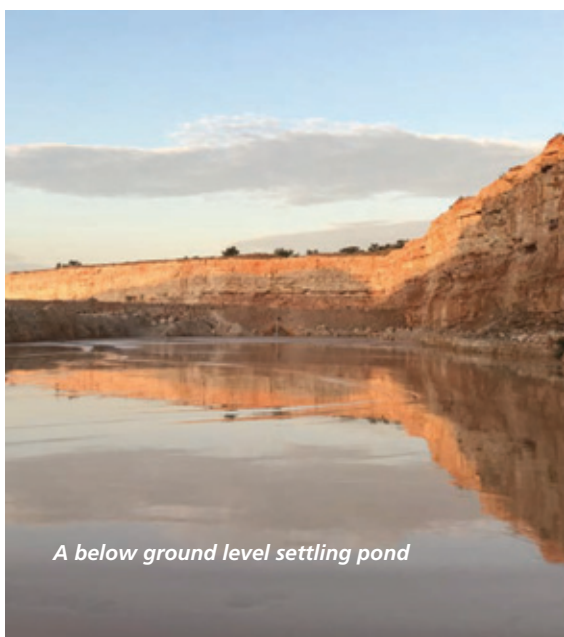
In recent years, following the failure of the Brumadinho Dam at a Vale iron mine in Brazil, there has been increased attention by regulators and the public to the environmental and safety risks associated with the storage and disposal of mine tailings. Although our aggregates operations result in certain 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 Stillwater / West Lakeland, Minnesota operations which 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.

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.



Osprey, St. Cloud MN



Slow and Steady Wins the Race

Time and Dedication Help Martin Marietta Team Care for Important Tortoise Species



As one of the oldest living species on the planet, gopher tortoises are a significant element of the United States' southern ecosystem.

Because the gopher tortoise lives in self-made, extensive burrows that can go up to 40 feet long and 10 feet wide, they provide shelter for at least 300 other native species, including the endangered Eastern indigo snake, gopher frog, Florida mouse, and hundreds of rodents and invertebrates.

These tortoises and other animals use the burrows to shelter from various threats, including drastic weather, widespread wildfires and other natural challenges. Simply put, many species can only survive because of the help they get from gopher tortoises.

So, when Connor Goudy, an environmental engineer from the East Division, said a consultant found tortoises on the premises of St. Mary Sand in Georgia, he knew proper care and protection procedures were necessary.

"These tortoises are something we have to take care of; they provide so much for our natural world and the hundreds of different animals around us," Goudy said. "We just have to protect them and ensure we care for them any way we can."

Under Georgia law, the gopher tortoise is considered a threatened species. Working with the state's Department of Natural Resources, Goudy and the consultants devised a schedule and process to transfer the newly found shelled residents carefully.

To ensure the tortoises were as shielded as possible, the team spent 24 hours using the least invasive method possible to make sure the tortoises were moved safely and comfortably.

Gopher tortoises naturally dig into the ground in a corkscrew manner, and the deepest burrow the team encountered was approximately 20 feet down. So, a clear plan was set to remove them from their complex homes.

While one crew member used a small excavator, Goudy and another team member guided a PVC pole into the caves to help guide the operator as they slowly excavated down the burrow, scraping it carefully to mitigate the potential of any harm to any tortoise during the process.

The team then repeated this process over the multiple burrows found on the property. "The amount of care and effort Martin Marietta and its employees dedicate to the environment is inspiring. We take pride in operating our facilities above environmental regulatory requirements. The site has provided a safe habitat for wildlife during the mining process and will improve the habitat even further in reclamation," said Ellen Price, regional manager of environmental engineering who worked with Goudy on this project. "Working for a company that sets a high standard for sustainability and makes it a priority from the top down has been a privilege."

At the end of the day, a total of five adult and one juvenile gopher tortoise were extracted and tested for upper respiratory diseases.

Once the Department of Natural Resources deemed the tortoises happy and healthy, the team safely relocated the animals to an eight-acre sanctuary owned by the Alligator Creek Wildlife Management Association in Lumber City, Georgia.



St. Mary Sand Plant Manager Derrick Rainge said he is happy to see his current company honor the site's animal neighbors.

"Not only does Martin Marietta care about the health and well-being of their employees, but we also strive to provide a safe and healthy environment for the wildlife," Rainge said.

Moving forward, Goudy said sites within the livable region of the gopher tortoises would be reviewed for burrows that may house the species.

"This is something we're going to be monitoring moving forward. It's going to be a continuous initiative," Goudy said.



A juvenile gopher tortoise is discovered by a team at St. Mary Sand. It will be relocated to an 8-acre sanctuary operated by the Alligator Creek Wildlife Management Association.

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. Since 2017 the division has planted more than 1.4 million trees reclaiming several thousand 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 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 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.



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.

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.



Indiana Bat





*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, North Carolina. 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*

In addition to re-purposing sites where mining has been completed, the company also engages in on-going or concurrent reclamation at most of its active operations. Our Colorado operations have excelled at concurrent reclamation, receiving accolades from state mining officials. For example, in late 2022 Martin Marietta’s Specification Aggregates (Spec Agg) 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 2022 honor was not the first time Martin Marietta has been recognized by the CSSGA. Previously, 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.”



A herd gathers on land reclaimed at Spec Agg Quarry.

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.”

When Martin Marietta acquired the Sunflower Quarry in DeSoto, Kansas in 2005, a new reclamation plan was developed. Consistent with the Company’s core values and operational philosophy, the local operational team set about incorporating reclamation into the mine’s daily operational practices.



Sunflower Site Aerial prior to reclamation

The mining process at Sunflower is complex and reclamation occurs concurrently with mining. The first step in the mining process is the removal and storage of the topsoil. This exposes the limestone seams that are either extracted and processed for sale or are considered overburden and retained as part of the reclamation process. More than half of the mined material is ultimately reused in the reclamation process.

Once saleable material is separated, overburden (non-saleable rock, clay and other material) is retained and placed in mined-out areas of the quarry site. Once a mined-out area has sufficient fill, the area is contoured and graded to replicate the rolling hills and natural drainage

patterns of the previously existing ground. Stone drainage structures and erosion control are utilized in areas that display accelerated erosion, or where necessary to rejoin natural drainages. Existing wetland features are preserved and/or enhanced.



Sunflower Site Aerial post-reclamation

After recontouring and grading, areas are seeded with a seed mix recommended by the local NRCS office. The land is then returned to pasture or agriculture, returning the land to pre-mining uses. The site has done a remarkable job in this regard. In fact, in 2021 Martin Marietta applied to the Kansas Department of Agriculture, Division of Conservation for approval on the reclamation of 73 acres of the site. This was subsequently approved and the reclamation bonding on these acres was released.



Reclaimed areas at Sunflower Quarry

Hunter Stone Brings Diamond Elite Trophy to the Lone Star State

"My mother was very sick, and when she passed away, it was just my immediate family [at the funeral], we had a very tiny service, but at the end, I looked back, and there was my entire crew," Lisa Rogers, office manager and self-described cheerleader for Hunter Stone, said through tears. "Every single one of them came to me and hugged me and said, 'It will be okay.' And that's the way we are with each other. ... We've created that type of environment."

That is the feeling of Hunter Stone; it is all about the group.



Members of the Hunter Stone team hold up their Guardian Angel safety coins during a pre-shift meeting.

The crew starts in a circle each morning, stretching to whatever music they decide to jam to that day. Then, after their safety meeting, they head to their stations, fist-bumping, laughing and chatting along the way. This friendly and welcoming mentality fuels every shift at the south central Texas site. This fellowship is among the many aspects of the team Rogers loves, and the one aspect she feels helped the crew stand out as a Diamond Elite winner.

"Our morale is at such a high level here, and we value each other," Rogers said. "We know when to be serious and when it's good to laugh. We leave the safety meeting in the morning and are happy because that sets the tone for the whole day."

Another factor, Rogers says, is leadership.

Hunter Stone Plant Manager Pat Kinser has been with Martin Marietta for over 35 years. Working his way up from the Mechanical Maintenance Department, Kinser has overseen the team since the site opened in 2017. Every team member boasts about Kinser. They joke with him, confide in him and know that, no matter the issue, he is there, standing in their corner no matter the cost. Still, Kinser is the first to note that the crew makes him the leader he is.

"This team that we have here, they take pride in their work and pride in their jobs. They want to be the best in what they do; that makes my job as manager much easier," he said. "We have an open-door policy. We want to ensure that everyone has what they need and that they know we're here for them."

One thing that is always on the crew's mind, and in their pockets, is safety.

Every member of the Hunter Stone team carries a gold coin symbolizing ZERO incidents, a feat the team has achieved since its opening six years ago. They show it off every morning, keep it close to their chest throughout the day and tuck it away securely every night.

"The Guardian Angel culture is always on our mind here at Hunter Stone. It's always talked about in our meetings," Safety Lead Wesley Bynum said while showing off the coin he keeps attached to his car keys. "It's a reminder to be safe and successful every day."



Beyond the coin is the caring, said Officer Administrator Christina Oliva. She believes the team's closeness – often displayed as brother/ sister type banter – is what drives safety and keeps the work fun.

"At the end of the day, safety comes down to trust, and I can tell you, I trust every single person here," she said. So, when leadership announced the crew had won, it was an "epic scenario," as Kinser described it.

"When Pat and Lisa said we won the Diamond Elite, people just went crazy; we were just yelling and screaming," Bynum said. "Honestly, it took about three or four days to really set in that we were named the best, and then, when the trophy arrived, only then did it really set in... we had won."

Perhaps the most surprised was a newer member of the team, Plant Operator Patrick Perez. Only being on site for nine months, Perez went from working behind a desk at a loan company to working behind a console in a control tower. Eagerly, he involved himself in as many different facets of the site as he could.

"I applied to Martin Marietta because I saw an opportunity to make a career here," he said. "It was a big transition, of course, but I have absolutely no regrets. Every day is a learning event; the best part of my job is talking with everyone and working as a team."

Still, working in a quarry was a shock for Perez, and it took him a bit of time to fully grasp the new world he was stepping into.

"It's like coming into the league and getting put on the championship team, but now that I truly know what it takes to win the award, I can see exactly why we won," he said. "The opportunity we provide, having ZERO safety incidences and operating as a team – these are the factors that make us Diamond Elite."



Plant manager Kinser (left) has developed incredibly strong relationships with every member of the Hunter crew.



Cleaning Up San Diego

Martin Marietta crews from across San Diego cleaned up trash in Otay Valley Regional Park in the mid-spring. Although these colleagues only joined Martin Marietta through acquisition in 2021, they quickly adopted the Martin Marietta culture of giving back to their local communities.

A crew of 14 volunteers from several local Martin Marietta teams took to the park to pick up litter and debris, collecting roughly 25 large bags of trash. The 200-acre park is one of the major open spaces in southern San Diego County and includes playing fields, picnic areas, hiking trails, biking routes and horse trails as well as sites for wildlife, historic research, and agricultural and archaeological endeavors.

"I often drive through the area and took notice of the trash in the park, which compelled me to take action," said Cortes Macachor, operations support manager. "I chose to coordinate this event in partnership with the City of San Diego Park Rangers because it is important for us, as a company, to display stewardship of the land surrounding our Hollister Recycle site. This was an excellent way for us to demonstrate to the community our efforts to improve the area."



Spring Cleanup: Martin Marietta crews from across San Diego volunteer at Otay Valley Regional Park.





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





Diwali Celebration hosted by the Merge ERG.



Martin
Marietta

Women
Who Build



Martin
Marietta
MERGE



Martin
Marietta
Military &
Veterans
Community

Employee Resource Groups Offer 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 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 is Martin Marietta's Multicultural ERG (MERGE).

Jennifer Muelendyke, Employee Engagement Manager, said each ERG is intended to 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, Muelendyke said each group determines its own professional development, networking and community engagement activities. Muelendyke



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, Meulendyke 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 is 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."

Meulendyke'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 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 other opportunities like Toys for Tots or 5K charity races. There are just so many people who are getting involved."

Foley added that the MVC helps 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.

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 is 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.

MERGE provides 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 mixed concrete 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.



'We're Sharing Our Values'

Senior University Relations Specialist Grows Company

Reputation by Recruiting at New Colleges, HBCUs

When he accepted the role, Stanley Stiles knew two things: First, there was a ton of work to do. Next, results would come soon, but true growth would take time.

"I'm the first person to ever hold this position at Martin Marietta," says Stiles, a senior university relations specialist on the Corporate Talent Acquisition team in Raleigh. "There are many people across the company who identify and attract top talent, but I am the only one whose time is entirely dedicated to going into colleges and universities and speaking with students."



Stanley Stiles,
University Relations Specialist

Stiles joined Martin Marietta in 2021 and stepped into his current role in the first half of 2023. He quickly went to work designing an agenda that would allow members of the Talent Acquisition team to visit nearly 40 colleges and universities before the end of the year. While Martin Marietta has long recruited talented career candidates from schools with strong mining and engineering programs, a key focus was expanding the breadth of the company's college recruitment efforts to target universities with strong programs in business, accounting and other disciplines that help a large company thrive, Stiles says.

"For a long time, we focused our recruiting on schools where we experienced good outcomes, which is great. We'll continue to visit those schools often and continue to build upon our relationships there," he says. "What I've tried to do is take us into other schools as well. That's how you grow this type of program."

Included in the list of fresh school visits were several historically black colleges and universities (HBCUs). In 2023, Stiles attended career events at Florida A&M University, North Carolina A&T State University and Morgan State University, schools Martin Marietta had not previously visited.

"The HBCUs we've been building relationships with are some of the strongest schools in the country," Stiles says. "Many of the students we're meeting seem like a great fit for us. They're looking for a place where they can develop their skills and grow their careers."

Stiles says that toward the end of 2023, he took some time to assess how effective his university efforts had been. Acknowledging that he is regularly helped by colleagues from across the enterprise who join him at on-campus recruiting events and career fairs, Stiles says he's pleased with the early results he has seen.





Among the colleagues helping Stiles recruit is Senior Manager of Talent Development Brad Geiger, who is seen here speaking to Mining Engineering students at West Virginia University.

Historically, many college students who have begun a career with Martin Marietta have done so through the Internship Program, which is geared specifically toward active students, or the Management Associate Program, which is designed for recent college graduates. While those programs have been expanding for several years, Stiles says they grew substantially in 2023, with 74 interns and 25 management associates joining the company in total.

Feedback on the ground, he says, has also been incredibly positive.

“There are many students who don’t know who we are or what we do, but when they learn about our company and our culture, they’re excited,” he says. “We’re meeting people from all different backgrounds and letting them know that we can find a space for them if they want to work hard and learn.”

In 2024, Stiles has plans for on-campus recruiting visits with 40 to 50 schools, including HBCUs like Prairie View A&M University, Howard University and Shaw University; Martin Marietta has funded Shaw faculty grants in recent years, but is still working to strengthen its recruiting relationship with school officials.

“We’re seeing great growth, but we know it’s going to take some time,” Stiles says. “We’re speaking about who we are, sharing our values and helping Martin Marietta built its reputation. It’s all starting to come together.

“People are beginning to recognize us. When I visit some of these schools for a second time, students are remembering who I am and they’re remembering what we’re about. It’s extremely gratifying.”



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 regional vice president-general manager of the North Texas and Oklahoma District and Army veteran Sean Foley 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," Foley 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."



Choosing Well

Corporate Benefits Team Promotes 'Happy, Successful and Healthy' Living

Martin Marietta's corporate benefits team has long worked in the background, making sure all employees and their dependents have access to the important benefits and programs that help ensure overall well-being.

In 2023, the group took numerous steps to bring greater attention to the Company's many benefit offerings.

"Our team works hard to provide programs and services that are affordable and meet the needs of our people and their families," said Director of Benefits Scott Mancini.

"We increased our communications to ensure our employees are aware of our many offerings so that they can make full use of the benefits that come along with employment at Martin Marietta."

A simple, yet highly effective way to improve direct communication with Martin Marietta's people involved a print pamphlet that was included as an insert in a companywide 2024 calendar distributed in early December 2023.

Designed to better connect employees to the Company's benefit offerings, the insert included such details as contact information for key wellness programs, a list of paid company holidays for the year ahead, QR codes connecting to videos highlighting the importance of Martin Marietta's retirement and paid time off benefits, details about available education assistance programs and links to the company's three employee resource groups.

In addition to the insert, the calendar included a wellness tip for each month of the year. Companywide messaging in 2024 will then echo those same tips. The calendar, along with the benefits insert, was shipped to more than 15,000 active and retired Martin Marietta employees.

Senior Fleet Manager Lauren Hoivik has been with Martin Marietta for more than two years and in September 2023, married her fiancé, Anthony. Though the pair have no children, Hoivik said the information contained in the insert would be especially helpful once she and her husband consider building their family.

"I received it in the mail and thought, 'This is exactly the type of information I should have handy when Anthony and I start thinking about children,'" she said. "It's not information you need every day, but you're definitely happy to have it nearby when you do need it."

Beyond simple communication steps, the benefits team also began work on what will soon become a companywide marketing campaign focused on Martin Marietta's benefits.

Choose Well, as the campaign has been branded, focuses on four pillars of overall well-being: **Physical, Emotional, Financial** and **Social** health. Expected to launch in mid-2024, Choose Well aims to further connect Martin Marietta employees and prospective career candidates to the many programs available to program enrollees.

"We have a diverse population at Martin Marietta," said Benefits Manager Hector Cotto. "Each member of our team has a unique set of experiences, which means each is on their own journey when it comes to well-being. When we designed Choose Well, we wanted to make sure the brand would serve as a constant reminder about the wonderful programs and services available to Martin Marietta's people. We hope it connects our employees with the information and services they need to care for themselves and their loved ones."

Cotto said he and others who helped design Choose Well will be measuring the brand's success in multiple ways.

"We'll be keeping an eye on the impact Choose Well has on our recruiting and retention efforts," he said. "More importantly, though, we'll be monitoring the numbers of people who utilize our robust set of benefit programs. At the end of the day, Choose Well serves many functions. Primarily, we hope it helps our people and their families lead happy, successful and healthy lives."



The Next Generation of Incredible Minds Meet Martin Marietta's 2023 Scholars

Smart, caring, bold, safety-driven and full of integrity—these 15 students reflect the good values and fantastic determination that Martin Marietta holds dear, and that is what makes them ideal recipients of the 2023 Martin Marietta Scholarship.

This year, the scholarship program provided this new batch of amazing students with \$5,000 a year for expenses at accredited colleges.

Renewable for up to four years, the award has a total value of \$20,000 for each student; the money will benefit them as they work toward earning their degrees and entering the workforce. And these scholars are certainly out to make the world better.

Read on for snapshots of these future nurses, lawyers, engineers and educators, and to learn what makes each a perfect candidate for the 2023 Martin Marietta Scholarship program:

Bryson Austin—East Division

Parents: Anna & Robert “Brock” Austin, a Charlotte District senior sales representative

Hometown: Monroe, North Carolina

School: Wingate University Current

Major: Exercise Science Future Career Goal: Performance trainer/physical therapist

Love of the Game: Bryson worked at a baseball camp in high school where participating young players received coaching and instruction. Playing since the age of 6 and now on the team at Wingate, he says he has always loved baseball; his first job was even as an umpire.



Bryson Austin

Charlie Banks—Magnesia Specialties

Parents: Bruce & Jody Banks, a testing lab manager with Magnesia Chemicals

Hometown: Scottville, Michigan

School: Grand Valley State University

Current Major: Business/Finance

Future Career Goal: Financial analyst

No Retreat, No Surrender: Starting high school during the COVID-19 pandemic was hard for many students. However, undiscouraged, Charlie arranged study groups with neighborhood friends to maintain their friendships and GPAs during lockdowns. She would later go on to be elected class president in her junior and senior year.



Charlie Banks



Kaylee Barnett—West Division

Parents: Shawna & Brad Barnett, a Rocky Mountain Aggregates District senior sales rep

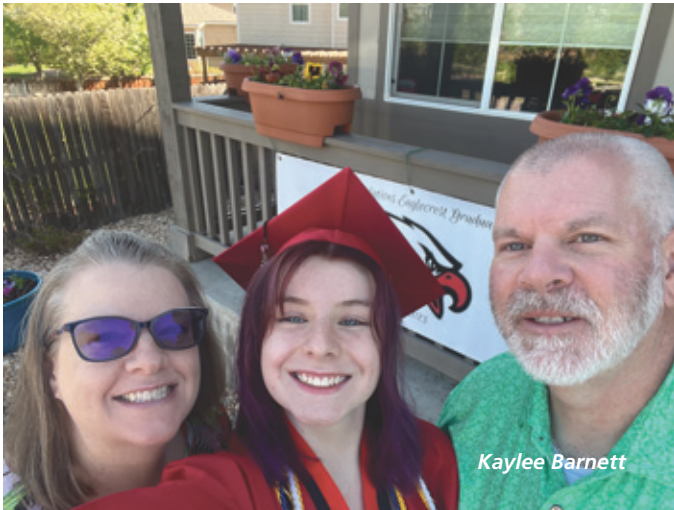
Hometown: Aurora, Colorado

School: Mount Holyoke College

Current Major: English

Future Career Goal: Constitutional lawyer

Guardian Angel Values: Kaylee certainly values safety. Extremely active in her school's Drama Department, Kaylee became the crew lead for the team and made the sets for the school's plays. When she noticed that several students were ignoring safety protocols, she stepped up and implemented a new system to ensure everyone was using power tools correctly and looking out for their fellow workers.



Kaylyn Courtney—West Division

Parents: Melissa & Phillip Courtney, a West Division natural resource and land manager

Hometown: Arvada, Colorado

School: Colorado School of Mines

Current Major: Ceramic Engineering

Future Career Goal: Engineer

Leading with Love: After a recent tragedy at her school, Kaylyn saw a shift in emotional distress within the student body, her friends, and herself. Being an active member of her church, Kaylyn was emboldened by her faith to help organize a prayer session with fellow students and families at the school. Using the strength of community, love, and hope, Kaylee was able to bring comfort to those around her.



Bailey Davis—Southwest Division

Parents: Tracy & Phillip Davis, a maintenance planner at the Midlothian Cement Plant

Hometown: Midlothian, Texas

School: Texas Christian University

Current Major: Nursing

Future Career Goal: Neonatal intensive care unit or emergency room nurse

Hands-on Experiences: Bailey is active in the Health Occupations Students of America organization, or HOSA. While in high school, Bailey had the opportunity to shadow medical personnel and learn about many career opportunities in the health science field. The experience included riding in ambulances for medical calls and assisting first responders during emergency situations. By graduation, Bailey had logged more than 500 community service hours.



Bailey Davis

Ryan Fong—West Division

Parents: Tana & Garrett Fong, a production supervisor at the Tehachapi Cement Plant

Hometown: Tehachapi, California

School: California State Polytechnic University, Pomona

Current Major: Mechanical Engineering

Future Career Goal: Design engineer in manufacturing

Think Outside the Cube: For about seven years, Ryan has been a speedcuber—that is, a person who practices solving the Rubik's Cube in the shortest time possible. His current fastest time for completing a standard cube stands at 6.56 seconds. Ryan also excels at solving the Rubik's Clock, a variation of the classic puzzle that matches dials instead of colors; his time of 4.92 seconds ranks 48th in the world.



Ryan Fong



Tigue Hipps—East Division

Parents: Kristin & Timothy L. Hipps II, a foreman at East Alamance Quarry

Hometown: Gibsonville, North Carolina

School: North Carolina State University

Current Majors: Aerospace Engineering and Humanities

Future Career Goal: To work in the field of space travel

Poolside Possibilities: For Tigue, being a swim coach is everything. Participating in both club and school swim clubs, Teague has accomplished many athletic feats; still, he says the best aspect of the sport comes not from actually swimming but from seeing future generations push themselves to the next level.



Tigue Hipps

Galilea Huerta—Southwest Division

Parents: Martina Torres & Manuel Huerta, utility specialist at North Bridgeport Quarry

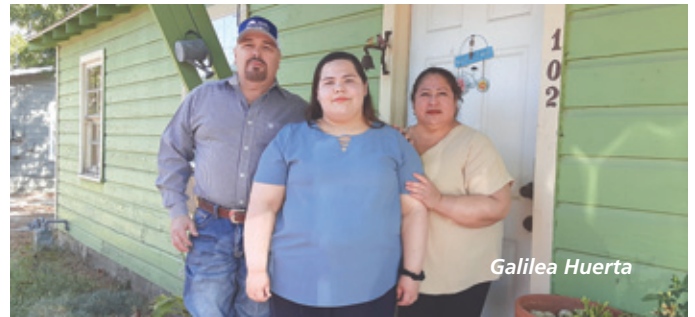
Hometown: Bridgeport, Texas

School: University of North Texas

Major: Human Development and Family Science

Future Career Goal: Educator

Teacher in Training: Since the start of high school, Galilea was an active member of the Texas Association of Future Educators. Through this organization, she was able to become familiar with the teaching profession and work on several community projects, including student teaching in elementary and intermediate schools, volunteering at school sporting events, helping charities gather donations and connecting with the local school district.



Galilea Huerta

Oliver Johannes—Central Division

Parents: Victoria & Delroy “Del” Johannes, a driller at St. Cloud Quarry

Hometown: Clearwater, Minnesota

School: South Dakota State University

Current Major: Natural Resource Law Enforcement

Future Career Goal: Working with the Department of Natural Resources

MVP On and Off the Field: Oliver is well-versed in several sports. Throughout high school, he participated in football, cross country, track, and basketball. In addition to these physically demanding extracurricular activities, Oliver also worked with local elderly residents in the summer to help with outdoor landscaping, daily chores, and other needs.



Oliver Johannes

Jessica Lawson—East Division

Parents: Betsy & Brad Lawson, a South Georgia District senior accountant

Hometown: North Augusta, South Carolina

School: University of South Carolina Aiken

Current Major: Secondary Math Education

Future Career Goal: High school math teacher

An Impressive Report Card: Jessica made straight A's her entire school career, even while serving on the National Honor Society, the National Beta Club, the student council, yearbook staff, and dance and charity groups. At the end of her senior year, she ranked third in her class of nearly 400 students.



Jessica Lawson



Laila Marchman—East Division

Parents: Laura & Brian Marchman, a dozer/loader operator at Chesterfield Quarry

Hometown: Elgin, South Carolina

School: Clemson University

Current Major: Nursing

Future Career Goal: Travel or military nurse

Giddy Up: Since the second grade, Laila has been riding and caring for horses. Competing in English horse-riding competitions, she makes sure the animals are well-kept, cleans their stalls, feeds them and monitors their health.



Laila Marchman

Rylee Martin—East Division

Parents: Ken & Andrea Martin, a weighmaster at Paulding Quarry

Hometown: Villa Rica, Georgia

School: University of South Carolina

Current Major: Accounting

Future Career Goal: Accountant

The Power of Giving: Rylee enjoys community service. In high school, she belonged to four different service groups—the National Honor Society, the National Beta Club, the Student Government Association and Family, Career and Community Leaders of America (FCCLA). These

experiences gave her the opportunity to work on projects ranging from community food drives to assisting with the Children's Hospital of Atlanta.



Rylee Martin

Aubrey Pryor—Southwest Division

Parents: Jennifer & Brandon Pryor, an operations manager with the North Texas Ready Mixed Concrete group

Hometown: Poolville, Texas

School: Abilene Christian University

Current Major: Nursing

Future Career Goal: Pediatric nurse or child psychologist

Jack of All Trades: Volleyball, 4-H, drama and the Junior Ambassadors program may seem like four very different programs, but for Aubrey, each was part of a typical week in high school. Being involved with all these activities, Aubrey honed many important skills, including teamwork and patience.



Aubrey Pryor



Abigail Soto—Southwest Division

Parents: Otilia Harpel & Jacob Soto, a lead person at Beckmann Quarry

Hometown: San Antonio, Texas

School: Texas A&M Corpus Christi

Current Major: Criminal Justice

Future Career Goal: Forensic analysis

The Magic of Numbers: As the parliamentarian for her school's chapter of Mu Alpha Theta, a mathematics honor society, and an active member of the Robotics team, Abigail had the privilege to impact a future generation of math and technology students. One major project occurred during her senior year, when Abigail established an all-girls math competition for elementary students.



Abigail Soto

Ava Weimer—East Division

Parents: Kim & Brandon Weimer, a Charlotte District senior sales representative

Hometown: Midland, North Carolina

School: Lipscomb University

Current Major: Missions, Ministry and Leadership

Future Career Goal: Owning and operating a nonprofit organization

Strength in Community: Ava says the most meaningful experiences in her life stem from her deep love of community. She was involved in several organizations in high school that focused on trust and teamwork work, including the National Honor Society, The Beta Club, the school's volleyball team, Best Buddies and Youth Commission International, a club for student-led gatherings that prays and studies Christian values and lessons.



Ava Weimer





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.



Hometown Event: Martin Marietta Sponsors Raleigh's Biggest Race of the Year

"Knowing that some friends and co-workers were waiting at the finish line was a huge motivator. I was blown away by how many people were waiting. I'd been expecting only a few people at the finish line and finding out that others had finished their races several hours earlier and waited to cheer me through was a humbling experience."

That was the reaction of Senior Manager of IS Support Services Curtis Smith after crossing the finish line at this year's inaugural Martin Marietta City of Oaks Marathon.

The race, which took place in the heart of downtown Raleigh, North Carolina, in November, included four lengths: a marathon, a half marathon, a 10K, and a 5K race.

Smith trained for weeks in preparation for the run. And his results showed.

"My main goal was to beat my time of 5 hours 55 minutes, and I also did not want to cramp up," he said. "I wasn't 100% successful, as I still had some cramping after mile 18, but I am happy to say that I beat my time from last year, finishing in 4 hours and 17 minutes."

Smith was one of about 6,500 race participants, and those co-workers and friends cheering him on were among thousands of race watchers throughout Raleigh, North Carolina where Martin Marietta's corporate headquarters is located.



In addition to providing a fun and health activity for the community, the Martin Marietta City of Oaks Marathon was enjoyed by dozens of Martin Marietta team members from the Corporate and East Division offices.



“Whether participating in the race or volunteering, so many employees and their families came out to support and celebrate our community,” said Helen Drotor, a business analytics analyst at the corporate office who volunteered all morning at the race. “My favorite part was cheering the runners on at the finish line and seeing the looks on their faces when they accomplished their goals. I feel very grateful to be part of an organization where employees are excited to come out on a Sunday at 6 a.m. to show the community why our company rocks.”

The race is another example of Martin Marietta’s commitment to community well-being. While signing with the City of Oaks Marathon, Martin Marietta’s leadership also decided to match every donation to this year’s charity beneficiary, Girls on the Run Triangle.

Girls on the Run Triangle positively impacts and inspires thousands of young girls to be joyful, healthy and confident using a fun, experience-based curriculum that creatively integrates running and physical activity. With the help of trained, caring and qualified coaches, girls learn critical life skills and even contribute to the community through a service project.

In total, the race was able to raise over \$21,000 to help the organization.

“We were so excited to offer the people of Raleigh and The Triangle a fun and healthy activity that touches so many parts of our beautiful community,” said Shannon Sanders, Sr. Communication Specialist and member of Girls on the Run.

“When we asked Girls on the Run Triangle to be our charitable partner for this event, their team was equally excited. Girls on the Run does such important work to help young women gain the confidence they need to become the leaders of tomorrow, and that is something we’re proud to support.”



The race was a huge success, with positive feedback from all involved. “City of Oaks Marathon is a special event for the Raleigh community,” said Charlie Mercer, CEO of Capstone Event Group, the organizer of the City of Oaks Marathon. “Year after year, this event attracts thousands of people from all walks of life who come together to accomplish their goals in a positive and supportive environment. We were thrilled that an admirable local organization like Martin Marietta wanted to be an integral part of bringing the event to the community in 2023.”

Due to the success of the event, Martin Marietta has signed on to be the title sponsor for at least the next three years. “Raleigh is such a spectacular city, and this race shines a spotlight on the people and the many beautiful areas that make our community so special,” Sanders said. “We pride ourselves on being good neighbors, and so we view sponsoring an event like the City of Oaks Marathon as a wonderful way to bring joy to 6,500 race participants, their families and friends.”

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.



Interns Ready to Learn

Martin Marietta headquarters in Raleigh welcomed four students from Durham, North Carolina's Cristo Rey Research Triangle High School in August. Beginning at the start of classes and continuing through the remainder of the 2023-2024 school year, Jasmine Medina, Amy Abigail Ginori-Flores, Sergio Arenas and Randy Ascencio became interns with the company's corporate Information Services, Human Resources, Talent Acquisition and Communications teams.

Throughout the course of the program, each student will complete a two-month rotation with the above-mentioned teams. Cristo Rey's true goal is to provide all student participants with exposure to a host of professional careers in the hope that it will lead to higher educational and career aspirations.

Arenas, a junior at Cristo Rey, said he is in the process of narrowing down his college options, but would like to attend a state university with a strong engineering program.



Cristo Rey Intern Sergio Arenas reviews resumes while working with Martin Marietta's Talent Acquisition team. Arenas hopes to one day become an infrastructure engineer.

"I was speaking with a family member about college-level classes, and when he started to speak about engineering courses, I just got really interested," he said. "I think I'd really like to become an infrastructure engineer."

Speaking further about his work as an intern, Arenas said Martin Marietta was providing him ample opportunities to develop the base skills needed to follow an engineering path.

"I've learned how important communication can be," the 16-year-old said. "I've learned how to organize information so that it's easier to present to others. Working with the Communications team was the most engaging assignment, but all of the teams have been great. In Talent Acquisition, I spent a lot of time reviewing resumes and now, I feel like I'll have a better understanding of what recruiters are looking for when I start to write my own resume."



Speaking of the program so far, HR Manager Michelle Bullock said: “This is very exciting for all of us. Not only do we get to partner with a great local school, we get to welcome a new generation of students who are ready to learn and experience all Martin Marietta has to offer.”



Members of Martin Marietta's local HR team meet with Cristo Rey students during an event at the Durham Bulls Athletic Park in North Carolina.

Des Moines District Continues Fight Against Food Insecurity

In October 2023, Central Division teams from the Company's Des Moines, Iowa District partnered with Meals from the Heartland, a nonprofit organization that distributes packaged meals for delivery to malnourished people across the world.

Des Moines District employees packaged more than 15,000 meals for those in need. In addition to the volunteer packaging activity, Martin Marietta made a \$5,000 donation to the nonprofit.

“Food insecurity is a serious problem locally, nationally and globally, and we are proud to join the fight against hunger,” said Neil Grant, the Central Division's natural resources director. “Our staff truly enjoys these meal packaging events. The camaraderie is genuine, and the competition between our assembly tables has become fierce.”

Since 2016, the Des Moines District has packaged more than 150,000 meals that have been distributed across more than 40 countries.



Des Moines District employees packaged meals in October to help those who are living with food insecurity.



A Place for Reflection: Martin Marietta Donates to Raleigh's Newest Park

A park honoring North Carolina's African American heritage is open for reflection, partly thanks to substantial donations from Martin Marietta. Sitting on about an acre of land between the Legislative Building and the governor's Executive Mansion in downtown Raleigh – the state capital – the park is dedicated to the centuries-long African American struggle in North Carolina.

North Carolina Freedom Park, a project 20 years in development since its initial concept, sits on several tons of donated aggregates provided by Garner Quarry, a granite operation about 7 miles south of the city. "This is such a wonderful addition to our community that we are all excited to have played a part in," said Lynn Dixon, manager of business process at Martin Marietta's corporate office. "Knowing that our materials will help the city and its residents is rewarding and humbling."

The site is the first park in the state to honor the African American struggle for freedom, an experience that represents universal themes of perseverance and equality. Among other features, the park showcases a prominent 40-foot metal structure, which sits right in the center of the park.

This monument, named the Beacon of Freedom, represents a flame that never goes out, symbolizing the hope constantly flickering and illuminating generations past, present and future. Starting at dusk each night, the statue illuminates 20 quotes from Black historical figures about freedom found throughout the grounds' clay-colored walkways.



North Carolina Governor Roy Cooper (center), cuts the ribbon on a new park in the state's capital.

A grand opening event earlier in the year drew hundreds to the park, including Governor Roy Cooper and state Poet Laureate Jackie Shelton Green, who both addressed the crowd. Cooper thanked everyone who contributed to the park's creation. He went on to talk about the park's construction and its importance to the community.

"They will come to Raleigh to see the Capitol and the museums and the parks and the executive mansion and the legislature," Cooper said. "Now, they will see freedom as well."



He also reminded and encouraged the crowd to applaud legislators from all political parties who saw the importance of the project and offered their support.

Along with the crushed stone, Martin Marietta donated \$15,000 to the project to help fund the park's mission of teaching the thousands of students who visit the state's Capital District each year.

"A primary thing that drew us to this park was its mission toward education," Dixon said. "To know that our company is helping impact the next generation of scholars is incredible."



North Carolina Freedom Park sits on several tons of donated aggregates provided by Garner Quarry.

Bahama Rock-Solid Relationships

Bahama Rocks Team Donates Time and Supplies to Children in Need

As 2023 drew to a close, Martin Marietta's Bahama Rock team made a meaningful impact on the community by donating groceries and toiletries to the newly built pantry at the Grand Bahama Children's Home.

The Grand Bahama Children's Home plays a crucial role in the island's northern region. It provides a haven for abandoned, abused and neglected children. It offers a nurturing environment where they can receive the attention, safety and compassion they need to envision a brighter future.

The organization says it takes pride in its commitment to providing the best care for children so that they can heal and thrive.

During the holiday season, the crew at Bahama Rock spent about four hours shopping and volunteering. They selected groceries, toiletries and toys for the children, helped offload delivered supplies and restocked the pantry shelves.

"This event was incredible and showed many in the community how our company can make such a substantial impact," said **Sanadia Smith**, a clerk at the site. "Not only are we supporting our local grocery and toy stores during tough economic times in the Bahamas, but we are also choosing to donate to these children who are struggling."

The event was a huge success, leaving both the children and the volunteers with an incredible feeling of hope to close out the year.



The Bahama Rock team gathers supplies for children in need.

"Our team was elated and humbled as we put smiles on the kids' faces," Smith said. "Martin Marietta showed these children that there are people in the community who still care for them."

To celebrate the Christmas holiday, the Bahama Rock team spent about four hours shopping and volunteering at the Grand Bahama Children's Home.



Martin Marietta Sponsors Duke University Prelaw Fellowship Program

Beginning in 2023, Martin Marietta has partnered with Duke University to offer support for Duke University's Prelaw Fellowship Program. Though representatives of this residential program actively recruit students attending Historically Black Colleges and Universities (HBCUs), Hispanic Association of Colleges and Universities (HACUs) and other minority-serving institutions, the opportunity is open to rising college sophomores and juniors from across United States, according to the program's website.

In a June 2023 letter thanking Martin Marietta for its support, Duke University School of Law Dean Kerry Abrams says the program served 23 students in 2023, providing each with a "four-week journey through a robust curriculum" covering such topics as legal writing and reasoning, civil rights, children's law, legislative policy and courses in contract law, property law and criminal law.

Program participants additionally enjoyed field trips to the Greensboro Civil Rights Museum, several area law schools and courthouses, and a top regional law firm, Abrams says, noting that fellowship program participants were also offered ample professional development and LSAT preparation opportunities.

"We thank Martin Marietta for partnering with us in this worthwhile initiative and investing in the important work of diversifying the legal profession," Abrams writes. "Please extend our gratitude to your colleagues."



Students from Duke University Law School's Prelaw Fellowship Program spent four weeks in 2023 learning about numerous aspects of a career in law. Photo courtesy of Duke University Law School.

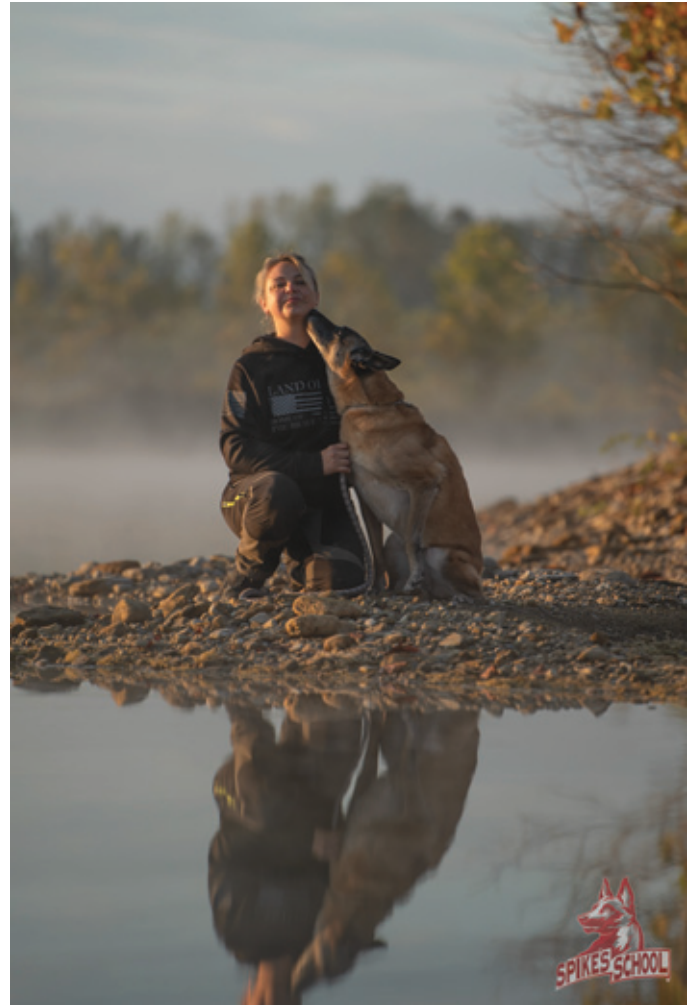


Company Partnership with Renowned K9 Search & Rescue Training Company has Invaluable Impact

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, 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.”

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.



2023 was another successful year for CFTE. There were 9 workshops, 4 private trainings (including the Dutch National Police), 2 FBI Evidence Recovery Team trainings with the Cincinnati Field Office. Overall 244 Students trained at the site with 38 States represented plus Canada and the Netherlands. CFTE also notes that many current and former students responded to the Hawaii fires. These students reported training they received during the Burn Course at the site was reported as being invaluable in preparing them for this deployment. 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, 2024.



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 2024 Proxy Statement (pages 5-8) • See our 2023 Sustainability Report (pages 6, 8-12, 27-31, 50-51)
		(b) Describe management's role in assessing and managing climate-related risks and opportunities	<ul style="list-style-type: none"> • See our 2024 Proxy Statement (pages 5-8) • See our 2023 Sustainability Report (pages 9-10, 27-31, 50-51)
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 2023 Annual Report on Form 10-K (pages 6-7, 8-11, 18-19, 20-21, 47, 49-50, 64) • See our 2024 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 2023 Annual Report on Form 10-K (pages 6-7, 8-11, 18-19, 20-21, 47, 49-50, 64) • See our 2024 Proxy Statement (page 4) • See our 2023 Sustainability Report (pages 27-31)
		(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 2024 Proxy Statement (page 4 under "Resilience") • See our 2023 Sustainability Report (pages 27-31)
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 2024 Proxy Statement (pages 5-8) • See our 2023 Sustainability Report (pages 8-12, 27-31, 50-51)
		(b) Describe the organization's processes for managing climate-related risks.	<ul style="list-style-type: none"> • See our 2024 Proxy Statement (pages 5-8) • See our 2023 Annual Report on Form 10-K (pages 6-7, 8-11) • See our 2023 Sustainability Report (pages 6, 8-12, 27-31, 50-51)
		(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 2024 Proxy Statement (pages 5-8) • See our 2023 Sustainability Report (pages 6, 8-12, 27-31, 50-51)
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 2024 Proxy Statement (page 4, 91-95) under "Targets") • See our 2023 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 2024 Proxy Statement (pages 4) • See our 2023 Sustainability Report (pages 52-72)
		(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 2024 Proxy Statement (page 4) • See our 2023 Sustainability Report (pages 2, 5, 35, 52-72)



SASB Index

The following table shows Sustainability Accounting Standards Board (SASB) disclosure topics and metrics. The date of this index is April 30, 2023.

Table 1. Sustainability Disclosures Topics & Metrics

Topic	Accounting Metric	Category	Unit of Measure	Code	Report Section or Response
Greenhouse Gas Emissions	Gross global Scope 1 emissions, percentage covered under emissions-limiting regulations	Quantitative	Metric tons (t) CO ₂ -e, Percentage (%)	EM-CM-100a.1	<p>Scope 1 emissions: 4.295 million metric tonnes across all business lines (including stationary and mobile sources).</p> <p>Currently, none of our operations are covered under emissions-limited regulations.</p> <p>See Greenhouse Gas Emissions in this Sustainability Report.</p>
	Discussion of long- and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets and an analysis of performance against those targets	Discussion & Analysis	n/a	EM-CM-110a.2	<p>Scope 1 emissions are direct greenhouse gas (GHG) emissions that occur from sources that are controlled or owned by us.</p> <p>In 2023, we established a new Net Zero Scope 1 Ambition for 2050, in addition to our existing Net Zero Scope 2 Target for 2050 – our Net Zero Ambition now covers our Scope 1 and 2 emissions across all our businesses.</p> <p>We also have a Scope 1 GHG reduction commitment for 2030 for our cement and magnesia specialties business.</p> <p>We have converted more than 90% of our Type I/II cement customers in Texas to PLC or Type 1L, which we estimate contributed to the 10.8% year over year reduction in Scope 1 GHG emissions in our heritage cement business.</p> <p>We saw an 8.26% reduction in intensity in our Woodville Magnesia Specialties operations due to kiln upgrades.</p> <p>See 2023 Sustainability Highlights and Performance Milestones, Greenhouse Gas Emissions and Our Roadmap to Achieve our 2030 and 2050 GHG Reduction Goals in this Sustainability Report.</p>
Air Quality	Air emissions of the following pollutants: (1) NO _x (excluding N ₂ O), (2) Sox, (3) particulate matter (PM ₁₀), (4) dioxins/furans, (5) volatile organic compounds (VOCs), (6) polycyclic aromatic hydrocarbons (PAHs), and (7) heavy metals	Quantitative	Metric tons (t)	EM-CM-120a.1	<p>We maintain compliance with air quality permits but are not required to and do not track air emissions beyond GHG emissions at an enterprise level.</p> <p>See Greenhouse Gas Emissions in this Sustainability Report.</p>



Topic	Accounting Metric	Category	Unit of Measure	Code	Report Section or Response
Energy Management	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage alternative, and (4) percentage renewable	Quantitative	Gigajoules (GJ), Percentage (%)	EM-CM-130a.1	<p>(1) Total energy consumed: 406,996,959 kWh</p> <p>(2) Percentage grid electricity: We do not currently track this metric but are considering this for future reports.</p> <p>(3)(4) Percentage alternative: We have estimated that approximately 24.6% of the grid power available to us is renewable, but we do not track the percentage of renewables purchased on an account by account basis but are considering doing so in future reports.</p> <p>See Greenhouse Gas Emissions and Environment and Community First in this Sustainability Report.</p>
Water Management	(1) Total fresh water withdrawn, (2) percentage recycled, (3) percentage in regions with High or Extremely High Baseline Water Stress	Quantitative	Thousand cubic meters (m ³), Percentage (%)	EM-CM-140a.1	<p>As of December 31, 2023, 48 of our active aggregates sites are located in areas of High Water Stress and 46 of our active aggregates sites are located in areas of Extremely High Water Stress, as defined by WRI Aqueduct Risk Atlas Tool. In addition, 22 of our ready mixed concrete sites are located in areas of High Water Stress and 16 ready mixed concrete sites are located in areas of Extremely High Water Stress. Finally, as of December 31, 2023, we had one cement plant located in an area classified as High Water Stress and one cement plant located in an area classified as Extremely High Water Stress. Taking into account all of these sites, we had 27.4% of sites in regions with High or Extremely High Baseline Water Stress.</p> <p>We do not yet calculate or disclose total fresh water withdrawn or percentage recycled although we have taken many initiatives to reduce water use particularly in water stressed regions.</p> <p>See Water Management in this Sustainability Report.</p>
Waste Management	Amount of waste generated, percentage hazardous and percentage recycled	Quantitative	Metric tons (t), Percentage (%)	EM-CM-150a.1	<p>Our operations do not generate significant amounts of waste federally classified by the U.S. EPA as hazardous. We have not undertaken to track the total amount of waste generated at this time but will consider doing so in future reports.</p> <p>Percentage hazardous: Hazardous waste designations and disposal regulations vary by state. We adhere to disposal requirements applicable in all states where we operate.</p> <p>See Waste Management in this Sustainability Report.</p>



Topic	Accounting Metric	Category	Unit of Measure	Code	Report Section or Response
Biodiversity Impacts	Description of environmental management policies and practices for active sites	Discussion & Analysis	n/A	EM-CM-160a.1	<p>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 in our Sustainability Report. Further, our environmental management practices consider the relevant ecosystem throughout the lifecycle of an operation, including reclamation.</p> <p>See Biodiversity and Land Use in this Sustainability Report.</p>
	Terrestrial land acreage distributed, percentage of impacted area restored	Quantitative	Acres (ac), Percentage (%)	EM-CM-160a.2	We do not currently quantify and report this data.
Workforce Health & Safety	(1) Total recordable incident rate (TRIR) and (2) near miss frequency rate (NMFR) for (a) full-time employees and (b) contract employees	Quantitative	Rate	EM-CM-320a.1	<p>Safety performance indicators are tailored to represent our industry and operations.</p> <p>MSHA Reportable Injuries: 52 OSHA Recordable Injuries: 31</p> <p>Fatalities: 1 Employees: 1 Contractor / Subcontractor: 0</p> <p>See Safe Operations in this Sustainability Report.</p>
	Number of reported cases of silicosis	Quantitative	Number	EM-CM-320a.2	Zero cases of silicosis
Product Innovation	Percentage of products that qualify for credits in sustainable building design and construction certifications.	Quantitative	Percentage (%) by annual sales revenue	EM-CM-410a.1	<p>We support our customers in the development of certified low-carbon infrastructure and sustainable building design. We collaborate with customers to design product mixes using alternative and low-carbon materials.</p> <p>We do not currently quantify and report the revenue from these products.</p>
	Total addressable market and share of market for products that reduce energy, water, and/or material impacts during usage and/or production	Quantitative	Reporting currency, Percentage (%)	EM-CM-410a.2	<p>Our Magnesias Specialties Business manufactures products that help control emissions and results in other environmental benefits such as: 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.</p> <p>Our aggregates business produces products that are used in flue gas scrubbing systems to eliminate air pollution at power plants and other industrial processes.</p>



Topic	Accounting Metric	Category	Unit of Measure	Code	Report Section or Response
					<p>We do not currently quantify and report addressable market and share of markets for these products.</p> <p>See Environmental Stewardship – Our Magnesia Specialties Business and Environmental Stewardship – Our Aggregates and Downstream Businesses, both in this Sustainability Report.</p>
Pricing Integrity & Transparency	Total amount of monetary losses as a result of legal proceedings associated with cartel activities, price fixing, and anti-trust activities	Quantitative	Reporting currency	EM-CM-520a.1	We were not the subject of any judgments, settlements, or fines in 2023 and did not incur monetary losses as defined by the guidance provided by the SASB Construction Materials Sustainability Accounting Standard (2023).

Table 2. Activity Metrics

Activity Metric	Category	Unit of Measure	Code	Report Section or Response
Production by major product line	Quantitative	Metric tons (t)	EM-CM-000.A	<p>Aggregates: 198.8 million tons aggregates production volume</p> <p>Cement: 4.0 million tons cement production volume</p> <p>ready mixed concrete: 6.5 million cubic yards</p> <p>Asphalt: 9.4 million tons, production volume</p>



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, 2023 (the 2023 Form 10-K) that was filed with the Securities and Exchange Commission. This report, our 2023 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, 2023, 2022 and 2021.

Consolidated Adjusted EBITDA for year ended December 31:

(dollars in millions)	2023	2022	2021
Net Earnings from continuing operations Attributable to Martin Marietta	\$1,199.8	\$ 856.3	\$ 702.0
Add back:			
Interest expense, net of interest income	118.6	155.4	142.4
Income tax expense for controlling interests	292.3	234.8	153.1
Depreciation, depletion and amortization expense and earnings/loss from nonconsolidated equity affiliates	504.8	496.6	442.5
Acquisition-related expenses	12.2	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	0.00	(151.9)	
Consolidated Adjusted EBITDA from continuing operations	\$2,127.7	\$1,600.3	\$1,528.5



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*Our Red Canyon Quarry
Colorado Springs, Colorado*



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