



2024

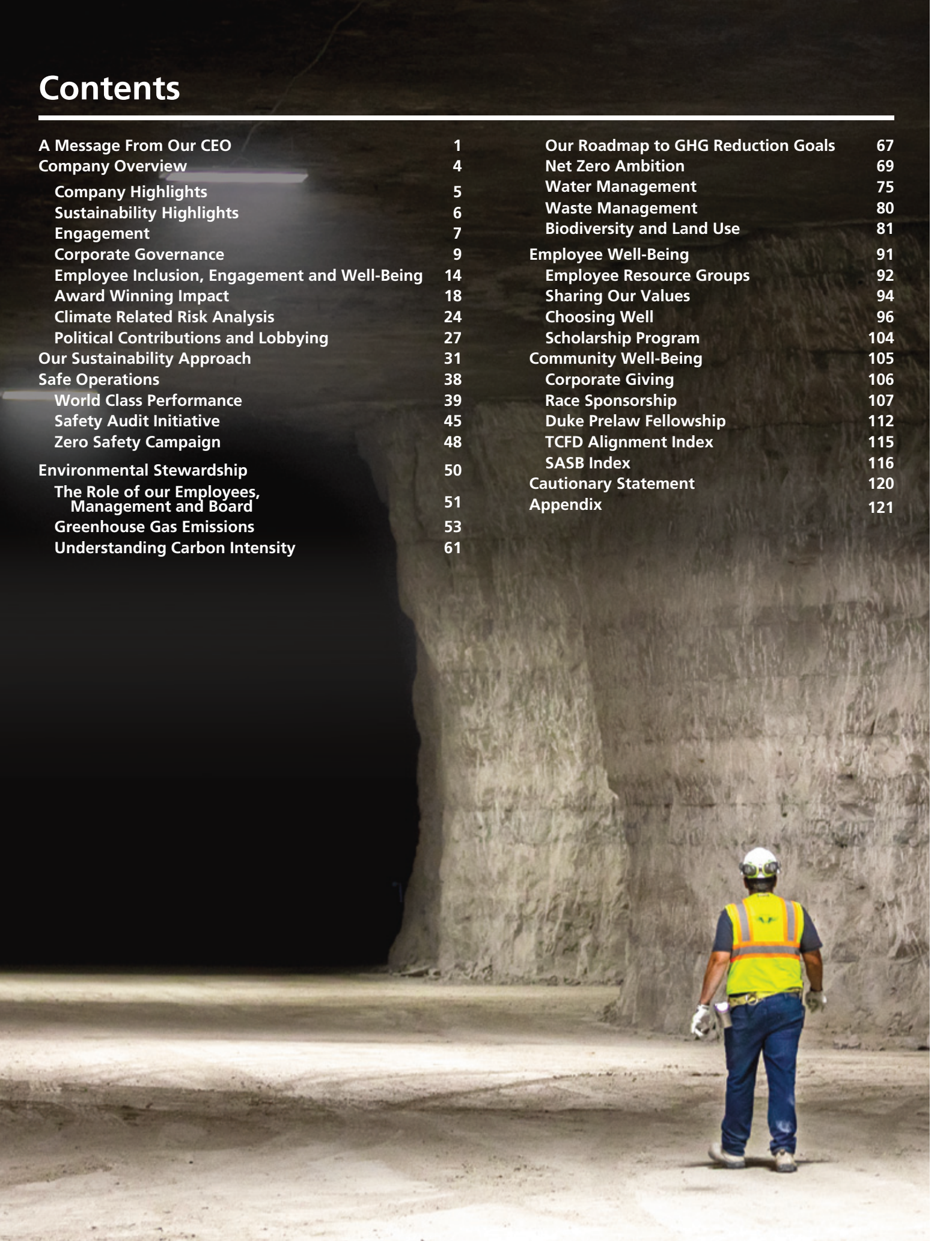
Sustainability Report

Ames Underground Mine
Ames, Iowa
2024 Diamond Elite Winner



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A Message from Our CEO

Building on a Sustainable Foundation

Continued Delivery of Solid Financial Results

We delivered record profitability for total aggregates operations in 2024 even though we faced uncontrollable circumstances, underscoring the resiliency of our aggregates-led business strategically positioned in the country's fastest-growing markets. These included a series of well-chronicled, extreme weather events including significant precipitation together with Tropical Storm Debby in North Carolina, Hurricane Beryl in Texas and Hurricane Helene across much of our Southeast footprint. At the same time, we were navigating several challenging product demand dynamics including a private construction slowdown. Despite these challenges, we remained focused on the long-term aspects of our business that we can meaningfully impact: world-class safety, the consistent and disciplined execution of our Strategic Operating Analysis and Review (SOAR) 2025 initiatives, and resolute adherence to our leading commercial strategy. We achieved another year of double-digit organic aggregates unit profitability growth. More specifically, the Company's total gross profit per ton increased 9% and organic aggregates gross profit per ton was up 13%. We increased our dividend approximately 7% in August 2024 (the Company's ninth consecutive year of increasing the dividend), and collectively with share repurchases, we returned \$639 million to shareholders. Our cumulative Total Shareholder Return (TSR) since the start of SOAR 2025 on January 1, 2021 is 87% as compared to the S&P 500's TSR of 66%. These significant accomplishments demonstrate that Martin Marietta has built an increasingly resilient, efficient and cash flow generative business and is poised to continue building a resilient, aggregates-led, sustainable company.



Most Active Year for M&A Creates an Optimized Portfolio

We continued our disciplined adherence to and execution of our proven SOAR initiatives in 2024. Over the last four years, Martin Marietta completed over \$3 billion of non-core asset divestitures to partially fund approximately \$7 billion of aggregates-led acquisitions. Remarkably, 2024 surpassed 2021 as our most active M&A year ever, with nearly \$4 billion of acquisitions and over \$2 billion of asset divestitures. Since our Texas Industries acquisition a little over a decade ago, to the February 2024 divestiture of our South Texas cement business and related ready mixed concrete operations, and our acquisition of multiple pure-play aggregates businesses in high growth regions of the United States, we have sought to maximize the value of our business through a purposeful portfolio evolution. By using cyclical cement and ready mixed concrete as consideration for pure aggregate assets, we have met a fourfold objective of: (i) creating a more durable earnings profile, (ii) increasing the gross profit contribution from our core aggregates product line, (iii) expanding geographic diversification, and (iv) reducing greenhouse gas impacts – all while maintaining a strong balance sheet well-positioned for further acquisitive growth.

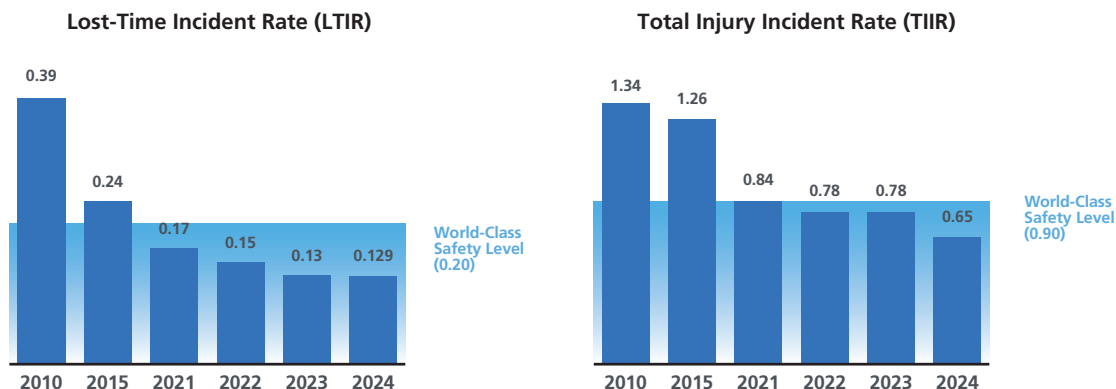
We are pleased to have added nearly one billion tons of aggregates reserves to our footprint in 2024. We completed the acquisition and integration of both Blue Water Industries (BWI Southeast) and Albert Frei & Sons Inc. last year, as well as a limestone source on Florida's Gulf coast, sand and gravel in southern California and sand and gravel in west Texas. All of these aggregates bolt-on acquisitions are in attractive, SOAR-identified geographies.

Through purposeful portfolio evolution and curation, we thoughtfully cultivate acquisitions and selectively prune assets at opportune times. Our active portfolio management helps maximize the value of our business for our shareholders.



Martin Marietta Achieves Safest Year on Record

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 eighth-consecutive year (0.129 in 2024) and a world-class total injury incident rate (TIIR) for the third-consecutive year (0.650 in 2024). Moreover, our fidelity to our Guardian Angel culture meant that 99.9% of our over 9,400 employees experienced ZERO lost-time incidents and 99.3% of employees experienced zero reportable incidents. These results improve upon the prior year's performance which was also one of the best safety records in Martin Marietta's history, demonstrating our unwavering commitment to build and maintain the safest, best performing and most durable aggregates-led business. Our commitment to being a great employer and fostering a safe and productive workplace is evidenced by our Company's certification as a **Great Place to Work®** following an extensive employee survey seeking answers to a wide range of inquiries focused on teamwork, integrity, equality, pride and respect.



Continued Commitment to Excellence in Sustainability

We remain committed to driving growth and creating shareholder value through sustainable, responsible and transparent business practices with effective and meaningful governance. We continue to look for opportunities to reduce our company's carbon footprint and invest in a sustainable future that are sensible and create value for our constituents. We again reached out to more than 50 of our top shareholders during our 2024 annual Fall Engagement Program, which represents approximately 75% of outstanding shares, to discuss our safety, financial and operating performance as well as progress on establishing and achieving greenhouse gas (GHG) emissions targets. The shareholder feedback we received precipitated a number of our 2024 actions, among them continuing to:

- Monitor, review and respond to sustainability indices and surveys, including CDP, Sustainalytics, and the SBTi, among others.
- Gather Scope 3 emissions data for purposes of evaluating those emissions against SBTi's target threshold in accordance with SBTi procedures.
- Provide sustainability disclosures in our annual Sustainability Report and on our website, including disclosures around political contributions. In October 2024, we were recognized as a **Trendsetter Company in the 2024 CPA-Zicklin Index**, meaning Martin Marietta earned a score of 90 percent or higher with respect to the strength of our political spending disclosure practices and oversight policies.

These actions layer on top of the many enhancements we have made to our sustainability activities over the last few years as a result of our robust shareholder engagement:

- In our 2023 *Sustainability Report*, issued in April 2024, we further expanded our roadmap for achieving our stated Scope 1 greenhouse gas (GHG) emissions targets for 2030 and our 2050 Net Zero Ambition, updated our disclosure about Board of Directors' governance of our sustainability efforts, added additional disclosure about our efforts in regard to water, land reclamation and biodiversity, and added a Sustainability Accounting Standards Board (SASB) Index in addition to continuing to include the TCFD Alignment Index that was introduced in our 2022 Sustainability Report.



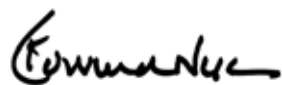
- We continued our work during 2024 to reach our 2030 goals for Scope 1 reductions through efficiency projects such as our \$135 million Finish Mill 7 Project at our Midlothian, Texas Cement Plant, additional equipment optimization and the production of Portland Limestone Cement (PLC) or Type 1L in Texas which contributed to a further reduction in both actual emissions and intensity in the Scope 1 GHG footprint of our cement business.
- We continued to reduce our Scope 2 emissions, including through renewable energy credits (RECs) purchased in 2024.
- In 2024, we also brought the three wind turbines constructed in 2023 at our Woodville, Ohio plant online in April. These turbines generated renewable energy that met a significant portion of the Woodville Quarry's electrical energy need.
- We continue to participate in the recycled aggregates market following the acquisitions of recycling assets in Texas, California and Minnesota in recent years. We processed and shipped approximately 4 million tons of concrete and asphalt generated from various construction and demolition projects in 2024.
- We continued our review of potential technical solutions relating to GHG controls, product improvements and alternate fuels in 2024; these include carbon capture, artificial intelligence and co-location of green hydrogen production.
- We responded to multiple stakeholder sustainability questionnaires in 2024, including CDP, SBTi, ISS, CPA-Zicklin, Great Place to Work® and Sustainalytics. In addition, we reviewed surveys and data collection from Climate Action 100+ and MSCi.
- In response to shareholder requests, we completed our first internal water use survey to allow us to develop appropriate and relevant data relating to our water usage and the impact on our communities.
- In response to the sale of our Hunter Cement Plant, we have increased our 2030 cement intensity reduction Target from a 15% to 23% reduction over the 2010 baseline for our remaining cement location.

Our Pursuit of Excellence

We are proud to include the accomplishments of our **2024 Diamond Elite Award** winner in this report. As you will see, our Ames Mine in Iowa is an underground limestone mine that has been in operation since 1982. Its 110 employees worked over 2.7 million hours, or 4,900 days, with ZERO lost-time incidents while providing millions of tons of aggregates annually to its customers. As the operator of the largest number of underground aggregates mines, we welcome the opportunity to highlight the achievements of Ames Mine, as well as the benefits of underground mining. These include bringing critical materials closer to our customers, while maintaining a smaller environmental footprint than surface mining and preserving the landscape by minimizing surface disruption. The cover of this Sustainability Report features the surface of our Ames Mine, while our 2024 Annual Report and recently published Proxy Statement showcase our underground operations at Ames Mine on their covers.

Our senior management team and I engage personally and continuously with our stakeholders to listen carefully and share thoughts regarding sustainability, business strategy, health and safety and other 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 2024 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 2024 results underscore our resiliency and the strength of our business and strategic plan, 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.



9,400+
Employees¹



390
Aggregates
Quarries,
Mines, Yards



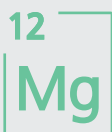
1
Cement
Plant²



72
Ready Mixed
Concrete Plants²



38
Asphalt
Plants



2
Magnesia
Specialties
Facilities

Our 2024 Results

\$6.5B
Total Revenues
-4%

\$2.1B
Adj. EBITDA³
-3%

32%
Adjusted EBITDA Margin³
+20 bps

Net Leverage³
2.3X

EXECUTING AGAINST THE RIGHT STRATEGIC PLAN



ACTIVE PORTFOLIO MANAGEMENT

Acquisitions

Total Enterprise Value: ~ \$4 BN

✓ Margin Accretive and Enhances
Aggregates Profitability
Contribution

✓ Expands Geographic
Diversification and Naturally
Complements Existing Footprint

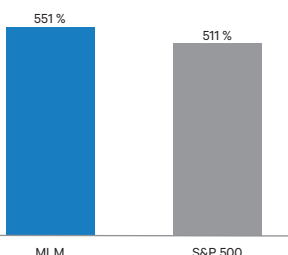
Divestitures

Total Enterprise Value: ~ \$2 BN

✓ Swaps Cyclical Cement and RMC
for Durable Aggregates

✓ Maintains Balance Sheet Strength
for Further Growth

Total Shareholder Return (12/31/2010 – 12/31/2024)



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



SOLID FINANCIAL RESULTS reflected commercial excellence efforts and record aggregates unit profitability, that more than offset lower shipment levels;
AGGREGATES UNIT PROFITABILITY UP 9% TO RECORD \$7.58 PER TON



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



ANOTHER SAFEST YEAR ON RECORD: Safety performance better than world-class levels



\$639 MILLION RETURNED TO SHAREHOLDERS; \$450 million in share repurchases and 7% quarterly dividend increase effective in August 2024



Exited year at **2.3X NET LEVERAGE RATIO³** as of December 31, 2024



Successful completion of nearly \$7 billion portfolio optimizing, aggregates-led acquisitions and non-core asset divestitures over the **SOAR 2025** period that collectively improved the enterprise's durability and margin profile

* Chart as of December 31, 2024.

¹ Includes leased employees and employees in operations acquired in 2024.

² The now divested South Texas cement and ready mixed concrete businesses sold in 2024 are not included in these totals.

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



2024 Sustainability Highlights and Performance Milestones

GHG Reduction Goals

- Our **NET ZERO Ambition** for 2050 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 0.550 net metric tonnes per metric tonne of cement, our carbon intensity from our remaining cement plant continues to be better than the U.S. cement industry average
- We completed our combined finish mill and silo projects at our Midlothian Cement Plant in 2024 with initial estimates showing that this equipment results in a 4 kWh/ton savings in power consumption, directly reducing the plant's Scope 2 footprint
- Increased our 2030 intensity reduction target for our remaining cement plant from 15% to 23% over its 2010 intensity

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 2024 was reduced to 6.7% of total usage
- The three wind turbines at our Woodville, OH lime facility were brought online in 2024, producing 7.18 million kWh of power through year end resulting in a GHG reduction of approximately 2,100 tons
- More than 90% of our Type I/II customers have converted to our Portland Limestone Cement (PLC), also known as Type 1L cement, which we estimate helped us reduce Scope 1 GHG emissions in our heritage cement business
- Deployed additional hybrid wheel loaders from John Deere and Caterpillar (CAT) across our operations, which burn approximately 20% less fuel than a traditional diesel loader; we are also now operating 2 Electric/Hydraulic excavators which operate via an electric tether system

Other 2024 Highlights

- 99.9% of employees with ZERO reportable incidents, for TIIR of 0.65, making 2024 our new safest incident year on record
- Achieved a world-class lost time incident rate (LTIR) for the eighth consecutive year
- Completed implementation of our new Basic Safety Rules across our entire footprint and continued our drive toward our stated goal of Zero Incidents
- No significant environmental notices of violation, with total companywide penalties less than \$3,000
- In recognition of our success building and strengthening an inclusive workplace where employees of all backgrounds feel valued, respected and engaged, we earned the **Great Place to Work** certification in 2024
- Continued to evolve and grow the Company's Employee Resource Groups:



**Martin
Marietta**
Military &
Veterans
Community



**Martin
Marietta**
Women
Who Build



**Martin
Marietta**
MERGE

- Military and Veterans Community (MVC) - Launched a companywide flag campaign as well as a month-long effort to raise awareness for mental health and led a Toys for Tots holiday drive; Local MVC members were active in each Division while engaging in numerous community events, including 5K races and Memorial Day flag placing events
- Women Who Build (WWB) - Celebrated Women's History Month; launched a wellness campaign during October Cancer Awareness Month and hosted a senior female business leader during a virtual companywide meeting. Additionally, the group launched Women Who Read, a book club focused on professional development texts
- MERGE (our Multi-Cultural ERG) - Celebrated Black History Month; strengthened and expanded relationships with Ronald McDonald House Charities; and promoted Hispanic culture and heart health during Hispanic Heritage Month



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, Executive Vice President and CFO, Senior Vice President, General Counsel and Corporate Secretary, Head of Sustainability, Deputy General Counsel and Head of Investor Relations
- In-person visits were conducted with a number of United Kingdom and European shareholders in September
- In 2024, we continued our robust engagement program, reaching out to more than 50 of our top shareholders representing approximately 75% of our outstanding shares, by letter, telephonically or in person to discuss topics including our safety, financial and operating performance as well as our progress on sustainability matters

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 a **SASB Index** in our Sustainability Report, both of which have been updated for 2024
- We submitted responses to the revised combined CDP Survey (GHG, Water, Forestry, Plastics) in October 2024
- We began working with our outside experts to prepare our submittal under the Science Based Target initiative (SBTi) framework
- We submitted responses and additional data to CDP, SBTi, ISS, CPA-Zicklin, Great Place to Work, 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 sustainability 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, as well as portfolio changes
- We signed an SBTi commitment letter and began the process of SBTi target submittal and validation
- We began the process of evaluating our Scope 3 data under the GHG Protocol



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 methods employed by other countries, making same-on-same comparisons of GHG difficult

Our Intentions

- **Make promises we can keep and explain 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, John Deere and other partners to improve emissions in our aggregates business, and deploy new technology as it becomes available
- Comply with state and federal disclosure rules and other regulatory developments
- Continue to gather data for our Scope 3 emissions, including trucking and railroads
- **Continue 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."

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
- Regular refreshment of the Committee with a continued focus on 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 directors

8 OUT OF 10

8 new directors in the past 10 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

9.3
Years

The average tenure of our directors is 9.3 years

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

- Established in 1994 and meets at least four times annually
- Committee charter codifies the Committee's responsibilities in light of our focus on EESH matters
- Comprised wholly of independent directors, whose members have relevant expertise to provide appropriate oversight in helping us achieve sustainable growth and reduce our risks
- Reviews our Sustainability Report and our sustainability performance commitments and goals, including capital investments and improved practices that reduce greenhouse gas (GHG) and other emissions
- Reviews the input we have had from, and our engagement with, investors on sustainability matters
- Monitors our safety performance, Ethics Office activity, and compliance with environmental laws and regulations, as well as our public reporting and

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 (HCM), diversity, inclusion, development, 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 (HCM), including talent acquisition and retention, diversity, inclusion, development, training and compensation 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

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 1980s, was 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 directors are women or minorities

**65.5
YEARS**

average director age

4

4 of our 10 directors are women

2

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

**9.3
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 directors 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 10 years
- Directors reflect a diverse mix of skills and experience
- Annual Board, committee and individual self-assessments
- Board access to management and employees
- Overboarding, anti-hedging and stock ownership policies

Our Board has strong, independent leadership

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

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

- Compensation programs reviewed to include short-and long-term goals tied to the long-range plan attract, retain, incentivize and reward excellent performance
- Our Management Development and Compensation Committee ties a component of short term incentive compensation to safety and sustainability metrics, with the formula, target and achievements disclosed in our annual Proxy Statement

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, sustainability matters, executive compensation, and health and safety

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

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



EMPLOYEE INCLUSION, ENGAGEMENT AND WELL-BEING

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 different 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

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/verteran 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 Engagement

Martin Marietta's 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, 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*, specifically addresses our commitment to a safe, respectful and inclusive workplace and a harassment-free environment for all our employees.

Respect in the Workplace and No Discrimination

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



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 do their best.



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.





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 ERGs 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.



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 led the industry in 2024, receiving 301 awards below from the National Stone, Sand & Gravel Association (NSSGA).

NSSGA

NATIONAL STONE, SAND
& GRAVEL ASSOCIATION

2024 NSSGA Safety Excellence Awards



Silver

Bennett S&G (CO)



Safety Certificates

194 Quarries received

2024 NSSGA Environmental Excellence Awards



Gold

3 Quarries received



Silver

7 Quarries received



Bronze

55 Quarries received



Certificates

4 Quarries received

2024 NSSGA Community Relations Awards



Gold

3 Quarries received



Silver

2 Quarries received



Bronze

25 Quarries received



Certificates

5 Sites received



Martin Marietta also received national recognition from the Mine Safety and Health Administration (MSHA) 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: 34 sites

**NRMCA Producer Excellence in
Quality Award - Southwest Division**



Similarly, our Asphalt Paving Business received the Quality in Construction Award from the National Asphalt Pavement Association for its work in our West region.



184 Locations received a **Certificate of Achievement in Safety** from MSHA. To be eligible, a mining operation must have not experienced a work injury that resulted in a fatality, permanent disability, days away from work, or days of restricted work activity; have not received a Pattern of Violations (POV) notice during the calendar year reviewed, and is not on a POV from any prior year; have a No Days Lost (NDL) injury incidence rate no greater than the national incidence rate; and have accumulated at least 4,000 employee-hours during the calendar year.



Our Midlothian Cement Plant also won the Portland Cement Association (PCA) Chairman's Safety Award for 2024.



Chairman's Safety Award

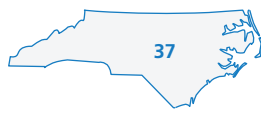
Midlothian Cement



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



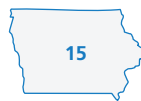
Indiana Mineral Aggregates
Association Safety Awards



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 Site Wins Top Safety Award

Ames Iowa Mine Earns Sentinels of Safety Award

Just a few months after being named Martin Marietta's Diamond Elite award winner, the underground mine team at Ames Mine won one of the oldest and most distinguished honors in the mining industry: the Sentinels of Safety Award. "Winning both of these awards is like your birthday landing on Christmas," said Plant Manager Doug Robey. "In all honesty, it really shows the dedication and commitment this team has to safety and to each other."

The National Mining Association (NMA) **Sentinels of Safety Award** represents the best-of-the-best regarding safety excellence in the mining industry. Started over a century ago by then-commerce secretary and would-be president, Herbert Hoover, the award is presented annually by the NMA to the nation's safest mine. The honor recognizes teams that record a minimum of 4,000 injury-free hours in the year.



In 2024, only 20 mining operations – six coal mines and 14 mineral/metal mines – were honored for their extraordinary safety performance. "No matter the size of the company or the material mined, these awards show that safety is of the utmost importance across this diverse and vibrant industry," said NMA President and CEO Rich Nolan in a statement. "As the demand for mined materials continues to grow, so does our industry's unshakable focus on safety and the innovative ways that modern mining utilizes advanced technologies to reduce risks across the mine environment."



Central Division Member Receives Major Safety Award



Tyler Horton (left) receives the Minnesota Mine Safety Excellence Award

Tyler Horton, a leadperson at Minnesota Portable #5, has won the 2024 Minnesota Mine Safety Excellence in Safety Award.

During a February ceremony, Horton was presented with the award, which annually honors someone who goes above and beyond to make working in mines safer in the state.

"I was honored to receive this award, which truthfully represents everyone at Portable #5," Horton said. "It shows that the efforts we are making here are worth being recognized and that we are doing something right."

Horton credits the team's dedication to the site's mop-up program as the main component of receiving this honor.

Once a month, the crew picks a different project on the site that can improve safety in or around the pit. Horton added that the crew's dedication to the program has been shown through friendly competition during mop-ups, which increases the effectiveness of the individual projects and "puts the site's safety at another level."

"The voting committee for the award really liked our mop-up program and our specific tasks in 2023. My crew is pretty competitive about the jobs, trying to do their best, which made us really dig into things we needed to improve on our spread or in the pit," he said. "Recognizing this makes us feel like the industry cares about our efforts; it is a great feeling."



Jesse Nordmann, a Minnesota District plant manager, agrees with the committee selection. He said Horton has a “high-level work ethic” and “strong values of safety.”

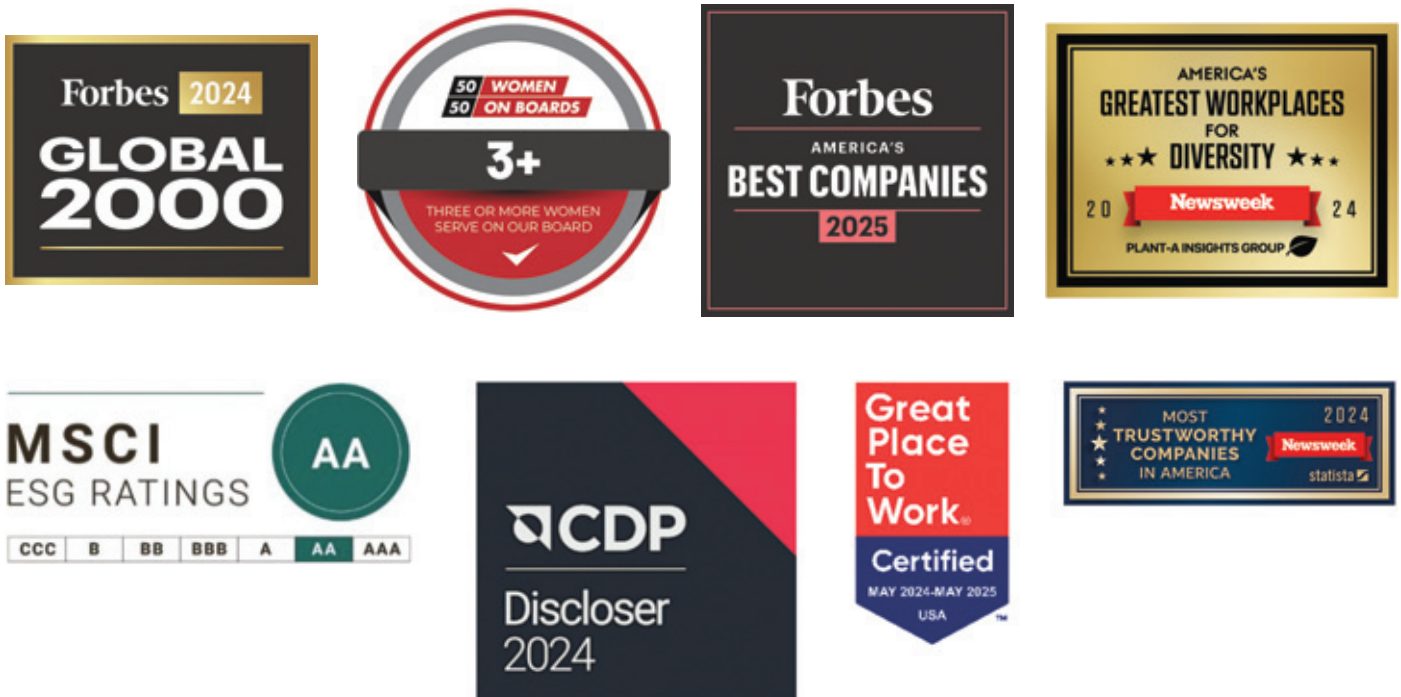
“The thing that really separates Tyler from others is his belief that safety excellence and operational excellence go hand in hand. He has a very good grasp of the fact that keeping his crushing spread clean and maintained makes it a safe and enjoyable place to work,” Nordmann said. “Tyler takes pride in and runs a very safe and efficient operation, and still, he continuously looks for ways to improve in these areas.”

Other Public Recognition

Not only were we recognized for our performance in our core values of safety, stewardship and community, but in 2024, 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 KPIs.



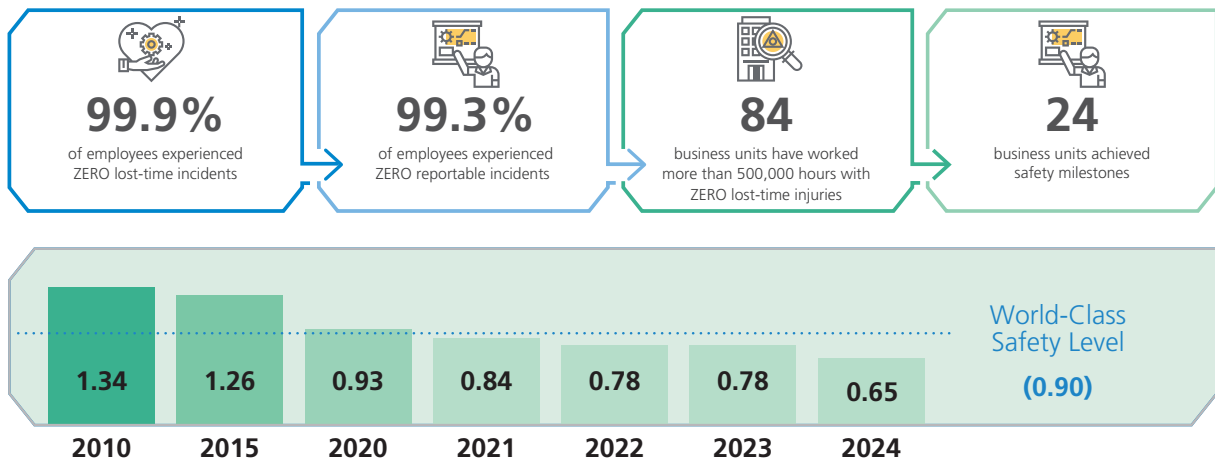
Committed to Safety

2024 was the Company's safest year on record, with a companywide Total Injury Incident Rate (TIIR) of 0.65, again exceeding the world-class rate of 0.90, inclusive of acquired operations. For the eighth consecutive year, we also attained a world-class Lost-Time Incident Rate (LTIR). At Martin Marietta, safety performance sets the foundation for 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 **eighth consecutive year**. With a company-wide Total Injury Incident Rate (TIIR) of 0.65, we exceeded the world-class rate of 0.90.



Note: Safety data as of 12/31/24. 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 U.S. regulatory agencies and various U.S. states, have proposed, enacted or are contemplating legislative and regulatory changes to mitigate or address the potential impacts of climate change, including provisions for GHG emissions reporting or reductions, the use of alternative fuels, carbon credits (such as a cap-and-trade system) and a carbon tax. For example, in the United States, the 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 plant 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 plant and 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 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.

Various states where the Company has operations have enacted or are considering climate change initiatives that apply to the Company. In October 2023, California adopted its California Climate Accountability Package which includes annual reporting of Scope 1, Scope 2 and Scope 3 emissions on a phased-in implementation schedule, 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 and other state or federal climate-related, social and governance regulations may result in significantly higher compliance costs and risks.

The Company's cement operation, like those of other cement producers, requires combustion of significant amounts of fuel to generate high kiln temperatures and creates carbon dioxide as a product of the calcination process, which is presently an unavoidable step in making clinker, the essential component for cement production. 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 lime plant or Midlothian Cement Plant 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. 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 operation, 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. The Company has continued its rollout of Portland Limestone Cement (PLC cement) with more than 90% of its Type I/II customers converted to the PLC product. PLC cement has reduced the GHG footprint of the Company's cement product line by greater than 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. The Company has adopted a corporate-wide sustainability risk 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 the Company's magnesia plant and tire processing systems for fuel at the Company's cement plant. 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 sustainability 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 emissions-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 differing 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 of non-U.S. companies 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 weather patterns and physical risk and opportunities.

Reputation

Any failure or perceived failure to achieve or accurately report on the Company's current or future sustainability commitments, including its GHG reduction and net zero ambition and 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 reductions 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, emissions reduction 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 sustainability 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, changing weather patterns 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 and 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, the physical impacts of weather 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, inclement weather can reduce the useful life of an asset. In particular, the Company's operations near the Atlantic Ocean 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 several 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 addition, the Company's California operations are at risk for wildfires and water use restrictions in the event of severe drought conditions. An insufficient supply of water for the Company's operations in those areas could impact production. 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.

Sustainability 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 through sustainability opportunities. 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, the Infrastructure Investment and Jobs Act (IIJ Act), which was signed into law in November 2021, 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 \$41 billion of voter-approved state and local transportation-related 2024 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-intensive 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 2024 the Company saw further improvement in its score to 90.0 placing it in the Index's Trendsetters category.**

“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 2024, Martin Marietta's direct political contributions to 527 groups and/or political associations in respect of state and local matters totaled \$252,977 including the following:

• Infrastructure funding	\$123,200
• Political campaign support	\$ 83,652
• Regulatory Reform	\$ 46,125

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 2024 were \$248,164. 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 2024 the Chamber once again represented the U.S. private sector at the COP29 conference, working closely with business and government allies from the U.S., 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 (without further approval from the Finance Committee) 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 Benson, NC Quarry

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 2024



Safe Operations

- Eighth consecutive year of world-class lost time incident rate (LTIR) performance and the Company's safest year on record
- For the fourth year in a row achieved a total injury incident rate (TIIR) performance better than the world class rate of 0.90
- 99.3 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 11 notices of violation across more than 500 operating locations, which were all generally minor and resulted in less than \$3,000 in penalties
- Reduced coal in our cement kiln fuel mix from 70 percent to less than 7 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 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 strong acceptance of Portland Limestone Cement (PLC or Type 1L) with more than 90% of our Type I/II cement customers converted to PLC
- Saw a reduction of 159,000 metric tonnes of Scope 1 CO₂e from our Woodville Magnesia Specialties operations due in part to kiln upgrades





Employee Well-Being

- In recognition of our success building and strengthening an inclusive workplace where employees of all backgrounds feel valued, respected and engaged, we earned the Great Place to Work certification in 2024
- Successfully launched Martin Marietta's first three Employee Resource Groups, supporting veterans, women and diverse cultures, in 2023 and continued to evolve and grow these groups in 2024
- Developed and launched the Choose Well employee well-being brand and executed a communications strategy to promote the four Choose Well pillars - Physical, Emotional, Financial and Social health
- 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 in 2023
- Conducted annual ethics training for all employees



Community Well-Being

- Relocated and protected gopher tortoises at our St. Mary's Sand, GA site
- At multiple locations in our Midwest Division, maintained programs to protect and avoid habitat suitable for the Northern Long Eared Bat
- At our Stillwater/West Lakeland location in Minnesota, maintained dedicated poles for active osprey nests near the St. Croix River
- Contributed to local communities across the country, including sponsorship of the Raleigh, North Carolina City of Oaks Marathon and participation in a variety of charity related events
- Sold magnesia-based products which are used to purify drinking water, reduce sewer system pollution and improve electricity efficiency



Martin Marietta Continues to Focus on Sustainability via our SOAR Strategy

The Company's strategic planning process, or **S**trategic **O**perating **A**nalysis and **R**evue (SOAR), provides the framework for execution of Martin Marietta's long-term strategic plan. Guided by this framework and considering the cyclical nature of the Building Materials business, the Company determines capital allocation priorities to maximize long-term shareholder value creation. The Company's strategy includes ongoing evaluation of aggregates-led opportunities of scale in new domestic markets (*i.e.*, platform acquisitions) and expansion through acquisitions that complement existing operations (*i.e.*, bolt-on acquisitions). The Company finances such opportunities with the goal of preserving its financial flexibility by having a leverage ratio (consolidated net debt to consolidated earnings before interest, taxes, depreciation, depletion and amortization, earnings/loss from nonconsolidated equity affiliates and certain other adjustments as specified in the *Results of Operations* section, or Adjusted EBITDA) within a range of 2.0 times to 2.5 times within a reasonable period of time (typically within 18 months) following the completion of a debt-financed transaction. SOAR also includes the identification and potential disposition of assets that are not consistent with stated strategic goals. Notably, the Company completed nearly \$6.0 billion worth of portfolio-optimizing transactions in 2024, divesting non-strategic cement and related ready mixed concrete businesses and redeploying the net proceeds into aggregates-led acquisitions in attractive markets.

The Company, by purposeful design, will continue to be an aggregates-led business that focuses on markets with strong, underlying growth fundamentals where it can sustain or achieve a leading market position. Aggregates gross profit represented 76% of 2024 total reportable segment gross profit. The Company added nearly one billion tons of aggregates reserves to our footprint in 2024, completing the acquisition and integration of Blue Water Industries (BWI Southeast), Albert Frei & Sons Inc., a limestone source on Florida's Gulf coast, sand and gravel in southern California, and sand and gravel in west Texas. All of these aggregates bolt-on acquisitions are in attractive, SOAR-identified geographies.



KEY VALUE DRIVERS

AGGREGATES-LED



- Leading position in markets with strong underlying growth fundamentals
- High barriers to entry

STRATEGIC CEMENT



- Complements a leading aggregates position
- High barriers to entry
- Cannot be meaningfully interdicted by water

TARGETED DOWNSTREAM PRODUCTS



- Ready mixed concrete, asphalt & paving services
- Complements a leading aggregates position
- Key distribution channel for upstream materials

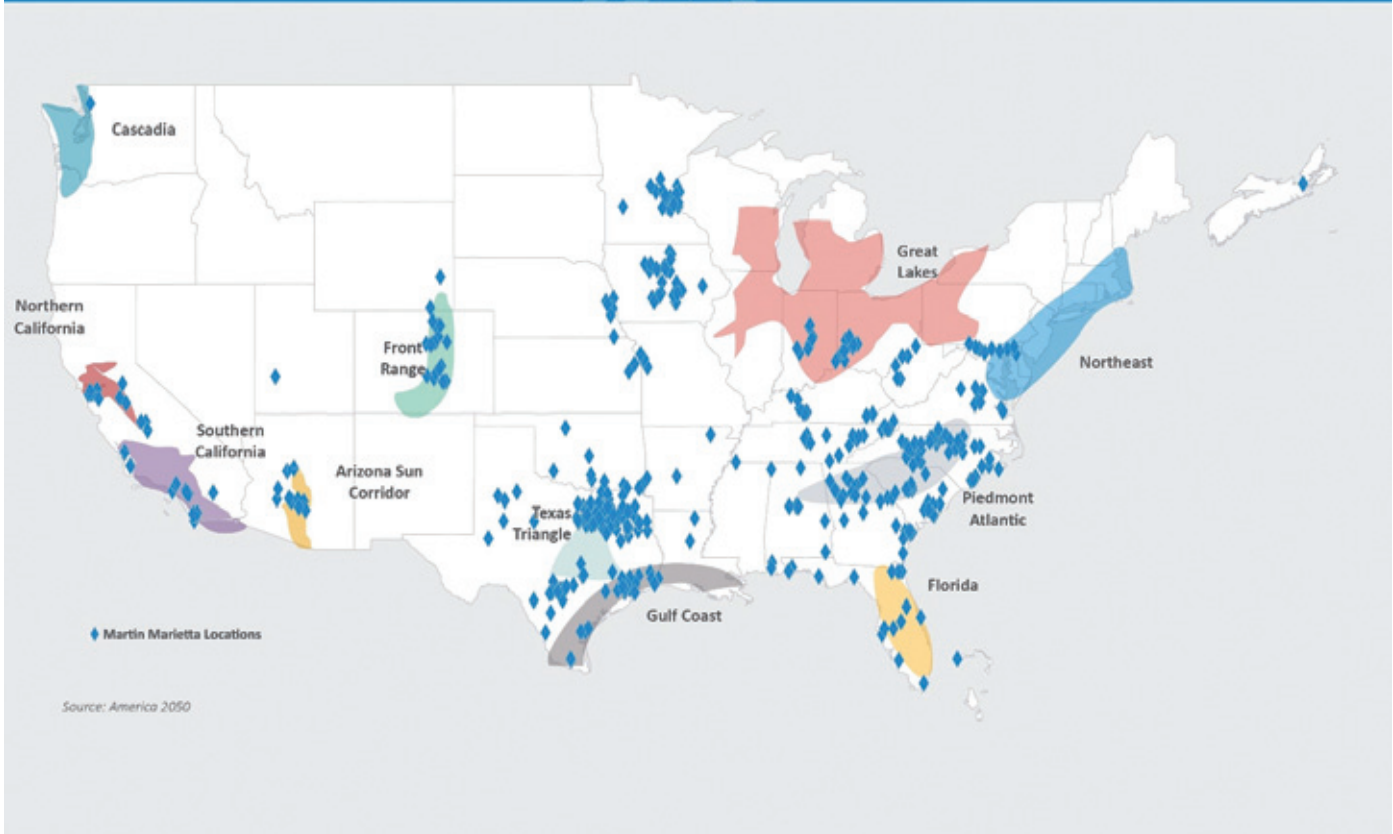
Generally, the Company's building materials are both sourced and sold locally. As a result, geography is critically important when assessing market attractiveness and growth opportunities. Attractive geographies generally exhibit (a) population growth and/or high population density, both of which are 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.

Population growth and density are typically assessed based on a site's proximity to one of the megaregions in the United States. Megaregions are large networks of metropolitan population centers covering thousands of square miles. According to *America 2050*, a planning and policy program of the Regional Plan Association, most of the nation's population and economic growth through 2050 will occur in 11 megaregions. The Company has a meaningful presence in ten megaregions. As evidence of the successful execution of SOAR, the Company's leading positions in the Texas Triangle, Colorado's Front Range, northern and southern California and Arizona's Sun Corridor megaregions and its growth platform in the southern portion of the Northeast megaregion are the results of acquisitions since 2011. The Company's enhanced positions in the Piedmont Atlantic megaregion and Florida megaregion were expanded with the Blue Water Industries LLC (BWI Southeast) acquisition completed during 2024. The Company has a legacy presence in the southeastern portion of the Great Lakes megaregion, encompassing operations in Indiana and Ohio, as well as the Gulf Coast megaregion in Texas.



MEGAREGIONS AND BUILDING MATERIALS BUSINESS LOCATIONS

As of December 31, 2024



The Company focuses its geographic footprint along significant transportation and commerce corridors, particularly in key Sunbelt metropolitan statistical areas (MSAs) across the Southeast and Southwest. The retail sector (both e-commerce as well as brick and mortar) values transportation corridors, as logistics and distribution are critical considerations for construction supporting that industry. In addition, technology companies view these areas as attractive locations for data centers.

The Company considers a state's financial health rating, as issued by S&P Global Ratings, in determining the opportunities and attractiveness of areas for both expansion and/or development. The Company's top ten revenue-generating states have been evaluated and scored a financial health rating of AA- or higher, where AAA is the highest score. The Company also reviews the state's ability to secure additional infrastructure funding and financing.

In line with the Company's strategic objectives, management's overall focus includes:

- Upholding the Company's commitment to its Mission, Vision and Values
- Building and maintaining the world's safest, best-performing and most-durable aggregates-led public company
- Navigating effectively through construction cycles to balance investment decisions against expected product demand
- Tracking shifts in population dynamics, as well as local, state and national economic conditions, to ensure changing trends are reflected in the execution of the strategic plan
- Integrating acquired businesses efficiently to maximize the return on the investment



- Allocating capital in a prudent manner consistent with the following long-standing priorities while maintaining financial flexibility:
 - Acquisitions
 - Organic capital investment
 - Return of cash to shareholders through both meaningful and sustainable dividends as well as share repurchases

SOAR

Strategic Operating Analysis and Review



**Safe
Operations**



**Environmental
Stewardship**



**Employee
Well-Being**



**Community
Well-Being**



**Platform for
Growth**



**Commercial and
Operational
Excellence**



**Capital
Allocation**

2024 was the safest year 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. Safety is a shared responsibility that every member of our team takes seriously.



Safety Mentor at
Malvern, AR site



World-Class Safety Performance



Earthell Latta,
senior quality control inspector,
at our Charlotte Quarry in North Carolina

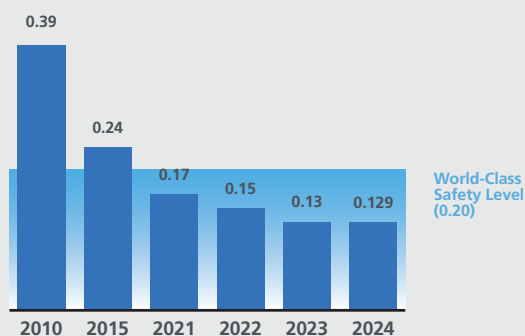
Given the nature and physical demands of our building materials production activities, operating our business safely is at the core of our long-term success and our ability to continue delivering value. We know our employees are our most valuable asset, and, in 2024, we continued our impressive safety performance.

"In 2024, our lost-time incident rate was 0.129, meaning 99.9 percent of our ~9,400 employees experienced zero lost-time incidents, a world-class level for the eighth straight year."

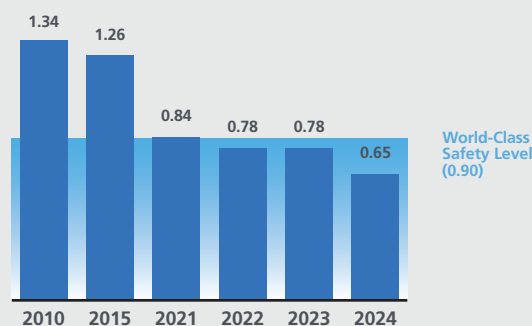
Our 2024 performance is again one of best safety records in Martin Marietta's history, with companywide lost time and total injury incidents exceeding world-class levels. In 2024, our total injury incident rate (TIIR) of 0.65, **exceeded the world-class rate of 0.90 for the fourth year in a row, inclusive of acquired operations**. Also, our lost-time incident rate was 0.129, meaning 99.9 percent of our ~9,400 employees experienced zero lost-time incidents, achieving a world-class level for the eighth 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

- The Company's safest year on record, with TIIR of 0.65, below the world-class rate of 0.90 for the fourth consecutive year in the Company's history
- World-class LTIR for the 8th consecutive year
- Safety performance sets the foundation for long-term financial strength and successful SOAR execution
- Continued the work of our Safety Executive Steering Committee
- Continued the work of our Safety Task Force
- 99.9% of employees worked with ZERO lost-time incidents in 2024
- 99.3% of employees worked with ZERO incidents in 2024
- 84 business units finished 2024 with ZERO lost-time incidents during 500,000+ consecutive hours of work
- 24 business units achieved new safety milestones during the year

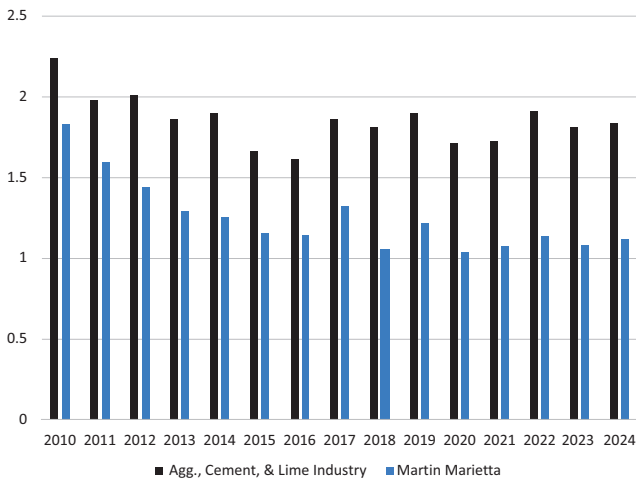


MSHA Citations

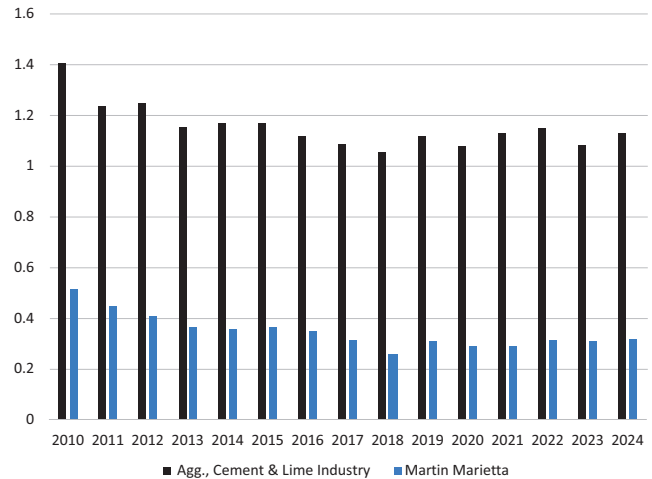
The United States Department of Labor’s Mine Safety and Health Administration (MSHA) inspects each surface mine at least twice a year and each underground mine at least four times a year. As shown below, in the citations per inspection graph, MSHA conducted 728 inspections and spent 2,555 inspection days at Martin Marietta sites in 2024 and our operations were declared “Citation-Free” in 61% of those inspections. Our 2024 compliance performance was consistent with our strong historical performance as follows:

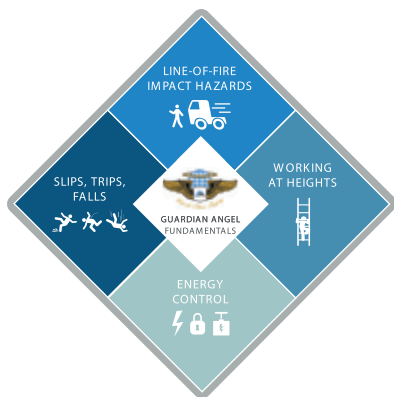
- Citation-per-Inspection (CPI) Rate: 1.12 vs. 1.84 for the industry
- Citations-per-Day (CPD) Rate: 0.32 vs. 1.13 for the industry.

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 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 designed to work across all divisions and business lines to ensure the Guardian Angel safety culture continues to grow and improve. Created and announced by Chair and CEO Ward Nye, the task force focused 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," Vice President of Safety and Health Michael Hunt 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."

Since it was established, the task force has worked diligently to meet a high bar of achievement. "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. In line with the task force's recommendation, at the start of 2024 and throughout the remainder of the year, Chair and CEO Ward Nye led a series of Safety Virtual Town Hall meetings to discuss important topics with Company employees. The presentations, given to frontline operational leaders, celebrated Martin Marietta's world-class safety performance and outlined key safety protocols and initiatives to guide the Company's future.

Each session focused on identifying and eliminating potential hazards, acting as Good Wingmen to all colleagues and working together as ONE team to strengthen the Guardian Angel culture and ensure Martin Marietta's people go home safely at the end of each day.

Nye discussed the importance of the many safety campaigns at the Company, including Why I Work Safely and How to Keep Your ZERO. "These campaigns encourage our teams to think deeply about safety. They aim to have our people think outside of themselves and outside of their day-to-day activities to truly consider the importance of safety and how it's achieved," he said. "We all have family and friends who we cherish. They're truly what matters most. Please allow them to serve as our collective motivation to work safely. Remember, there's absolutely no task so urgent that we can't take the time to perform our work safely."

One of the most impactful moments came when Nye discussed the Safety Task Force. "No matter how successful our efforts may be, ZERO remains our overarching goal," Nye reminded the viewers.



Overall, town hall audience members said they were walking away with a renewed sense of accomplishment and were eager to continue working toward world-class safety.



Carolina Region Safety Manager Ronnie Constable said the focus on achieving and maintaining ZERO is stronger than ever. “My biggest takeaway from the town hall was that Martin Marietta hit world-class status again and is still looking to improve on the journey to ZERO,” Constable said. “I think Ward Nye set clear expectations as to what our goal is every day and reminded us that we are doing many things correctly. I am excited to see how we continue to evolve as a safety culture.”

Southwest Divisional Director of Safety Cherie Marley said the fact that Nye, safety managers and other Company leadership took time to gather this information and have a town hall-style discussion illustrates the importance of safety to everyone at Martin Marietta.

“It shows the leaders of our Company value safety. Their commitment cultivates trust in our safety culture, allowing us to engage directly with our CEO through the open forum, which allows us to ask questions and share our thoughts and opinions,” Marley said. “This information is essential to unite us on safety and inspires our commitment to ZERO. My team and I are encouraged to see the strategies and goals we set for 2024 align with those set by our leaders. I look forward to future meetings.”



Diamond Awards - Focus on Safety

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 2024 our Ames underground mine in Ames, Iowa was recognized as our **DIAMOND ELITE AWARD** winner for the first time. The mine has been operating more than 40 years under Martin Marietta. And while many aspects of the site have changed, perhaps the most significant aspect that has remained constant to the site's integrity is its dedication to the community and to safety. One way the crew keeps safe work at the forefront of their daily tasks is by reciting the Guardian Angel Creed at the start of each shift. Kenny Wyman, daytime safety lead, said the Guardian Angel Creed is an oath of integrity that helps everyone on site remember to do the right thing every day.



*Surface Processing and Stockpile Area at
Our Ames Underground Mine
Ames, Iowa*



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.

Enterprise, district and local personnel lead safety engagements and act as safety auditors to continue driving better performance. In total, these audit teams conducted 697 safety audits, inspections and engagements across the Company's footprint in 2024. 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 1.12 and our MSHA citation per inspection day (CPD) rate of 0.32 outperformed the 2024 aggregates/cement/lime industry averages of 1.84 and 1.13, respectively.

*We Continue to Prove
that Zero is Possible*

99.9% of employees
experienced ZERO lost-
time incidents in 2024

99.3% of employees
experienced ZERO
incidents in 2024

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



An Exchange of Ideas

Division Leaders Meet to Discuss Safety and Operational Excellence

Two of Martin Marietta's divisional teams held safety and operational excellence conferences in 2024 to encourage innovation, reflection, and future planning.

Both the Central and East divisions held separate multi-day events, with each conference emphasizing the value of discussion, brainstorming, and networking. More than just opportunities to share ideas, the events offered crucial platforms for each attendee to contribute to their division's world-class excellence journey.

The Central Division's leaders met in Peoria, Illinois to discuss new and exciting ways to optimize safety initiatives at their respective sites. Ohio District Production Manager Ryan Blevins expressed how the Peoria conference fostered a sense of unity and shared purpose, solidifying the division's ONE team mentality.



*Central Division team
meets at Peoria, Illinois*

"I would say the biggest takeaway was the opportunity for communication among the Central Division's individual regions. It seems like all of our regions are fighting the same battles; we are all facing similar issues and coming up with creative solutions," he said. "I know that I will be reaching out to my counterparts more after the conference instead of trying to reinvent the wheel when I face issues going forward."

The conference's many sessions included talks on the value of communication, conveyor best practices, and maintenance and safety work orders. Company leadership also facilitated in-depth discussions about a range of various topics, including investor expectations, operational excellence priorities, and others.



A particularly exciting event saw the team touring the Caterpillar Demonstration & Learning Center. This unique opportunity allowed Central Division team members to get hands-on experience with the heavy equipment manufacturer's newest equipment line. Featuring both fully operational vehicles and state-of-the-art virtual simulations of equipment still in development, the Learning Center allowed Martin Marietta team members to see the devices that may one day soon be operational in their sites.

Randy Arner, plant manager of Cook Road Sand and Gravel, said these unique experiences helped him generate ideas to bring back to his Ohio team. "I always take away information that works from other sites and incorporate it into our operation. You also get to meet other people doing the same type of mining that you are doing, and it gives you another opportunity to discuss ideas and technology," he said. "When we go into these conferences and their scheduled breakout sessions, we get to share our ideas and work with others."

Overall, Central Division President Bill Podrazik said the event achieved its key aims. First, it again displayed the depth of Martin Marietta's dedication to safety and efficiency. Next, it helped ensure division leaders would be on the same page when it comes to matters of operational excellence.

"You can't have operational excellence without safety. They go hand in hand," he said. "Having all plant managers and safety representatives here receiving the same message and bouncing ideas off of one another is powerful. There is incredible value in sharing information and meeting like people."

Meanwhile, 685 miles away in Raleigh, North Carolina Martin Marietta's East Division held its own conference to discuss safety and operational excellence topics. For the East Division, which spans the East Coast from Florida to Pennsylvania and includes operations in The Bahamas and Nova Scotia, Canada, such conferences can be particularly important because they allow people to meet one another and discuss the major similarities and slight differences in their work.

"It's about camaraderie," said Rob Matics, the division's director of operational services. "Getting to see the leaders from Nova Scotia and getting to chat with our people in The Bahamas is just great. We get to understand one another a little better and learn from each other."

East Division Vice President of Human Resources Curt Neth agreed with Matics' sentiments. "Bringing our frontline leaders together for this symposium was crucial for fostering collaboration, sharing best practices, and aligning our strategies," Neth said. "It provided a unique opportunity for networking, learning, and building a stronger sense of community among our leaders."

Throughout the symposium, East Division leaders addressed several key challenges that frontline leaders often face, including communication barriers, staff engagement, and adapting to change. The conference emphasized that safety protocols and procedures are integral components of operational processes and help ensure employees can perform their tasks efficiently while minimizing risks and hazards.

"I learned that we have a lot of support within the division, and other sites are experiencing the same types of issues," said Donald Bouchie, foreman at Porcupine Mountain Quarry in Nova Scotia. "It was great to learn from other operations and plants."

A critical discussion that occurred at both conferences focused on the importance of mental health in the workplace, a topic that proved valuable. "It can be uncomfortable, and I don't think it's a talk people like to have, but I think it's important to talk about," Matics said. "The conversation was certainly impactful."

Each team member was reminded of Martin Marietta's Employee Assistance Program (EAP), which offers free and confidential assessments and short-term counseling for those with mental health concerns.



How Do You Keep Your Zero Campaign Continues To Drive Company Toward ZERO

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 which continued in 2024 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



After extensive review by professionals across Martin Marietta, a revised edition of the Basic Safety Rules was fully adopted in 2024. The 62-page, pocket-sized booklet includes new or clarified guidance on a host of topics and will serve to help our teams work safely, said Vice President of Safety and Health Michael Hunt.

Martin Marietta shared a nearly final draft of the Basic Safety Rules in December of 2023, asking all teams to review the material and provide any feedback that would add value to the document. Several dozen teammates replied, including experienced operational professionals, human resources leaders, and division presidents.

The feedback was then compiled, considered and, where appropriate, implemented, said Hunt, noting that the published edition was ultimately reviewed by frontline supervisors, safety professionals, the Safety Executive Steering Committee, and others.

“Many of these practices and policies have been in place for years. They have proven highly effective and have helped Martin Marietta grow and succeed,” Hunt said. “We have provided updated guidance in several key safety areas. These ideas were thoroughly discussed and carefully considered by professionals from across the enterprise. I am confident our revised Basic Safety Rules will be effective because so many of our thoughtful and talented colleagues have had a hand in their development.”

Print copies of the Basic Safety Rules were produced in April and delivered to all division offices. Local safety professionals were then tasked with delivering the fresh copies to the operations for which they are responsible. Beginning in May and running through July, Martin Marietta provided regular updates and talking points covering many of the key changes to the revised Basic Safety Rules. Site leaders, with support from their district and divisional supervisors, then rolled out the key changes with their teams to ensure the new rules were understood.

Central Division President Bill Podrazik, who has worked with numerous operational teams across multiple divisions, said implementing the new Basic Safety Rules companywide by mid-summer posed little challenge. “The vast majority of teams across Martin Marietta are already operating safely and employing best practices we have developed over decades. They devoted significant effort to making sure our Guardian Angel culture is strong and were ready to adopt these changes,” he said. “Given the timeline and available resources, the new Basic Safety Rules were fully and quickly embraced.”

The revised Basic Safety Rules are part of a much wider plan to bolster Martin Marietta’s safety performance. Other efforts include the launch of the Guardian Angel Fundamentals, which debuted in late 2023 to bring more attention to four potential hazards that are among the most serious: line-of-fire exposures; slips, trips and falls; working at heights; and energy controls. Safety professionals from across the company are also working to refresh key communications elements of the Guardian Angel safety culture. That work continued through 2024.

“Our efforts are all geared toward ZERO incidents,” Hunt said. “We have achieved so much from a safety perspective, but just as with every aspect of our business, we must always strive to be better. We must not rest until we reach and maintain ZERO.”





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 Weeping Water,
Nebraska Facility*



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 view our environmental performance as an area that creates 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, Pheasant Forever 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**. In this report, we have adjusted our Cement Intensity target for 2030 in light of recent portfolio changes.



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 our revenue and operational footprint. The vast majority of our facilities are associated with our aggregates business, including more than 389 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 small, but strategic, cement and Magnesia Specialties businesses.

In our previous Sustainability Reports, we focused on the metric of GHG intensity per tonne of cement. However, because cement is an increasingly small component of our portfolio, focusing only on this metric has resulted in incongruous comparisons relative to true cement companies and makes it difficult for investors and climate-related ratings organizations to evaluate our performance with respect to our primary business of aggregates. For example, in 2024, cement made up only 1.1% of the total tons of products (excluding magnesia based products) shipped. On a revenue basis, only 6.7% of our 2024 revenue was from cement.

The small size of our heritage cement operation¹ 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 2024 we reduced our cement capacity to one modernized and efficient plant in Midlothian, Texas
- Accounted for 6.7 percent of our consolidated revenue in 2024
- Further reduced our Midlothian Plant's intensity to 0.550, which remains well below the U.S. cement industry average
- Achieved a year-over-year reduction of 210,000 metric tonnes of actual Scope 1 GHG emissions at our Midlothian Plant alone, and an additional 1.01 million metric tonnes eliminated through the divestiture of our Hunter Plant.
- Represents only 1.1% of 2024 product shipments

¹ We have included emissions from the divested Hunter Cement Plant and associated ready mix plants for the first 40 days of 2024 in our Scope 2 totals.



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 2024 Scope 1 CO₂e emissions were 2.9 million metric tonnes of CO₂e across all business lines (including stationary and mobile sources), of which almost 1.2 million metric tonnes were attributable to emissions from our cement business.

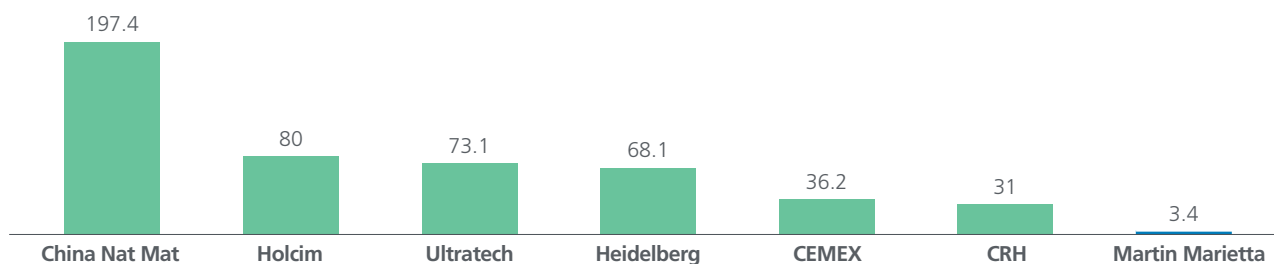
2024 GHG for All Business Lines¹

Scope 1 2.9 million metric tonnes CO₂e

Scope 2 0.5 million metric tonnes CO₂e

This level of Scope 1 CO₂e emissions constitutes less than 2 percent of total GHG emissions attributed to the cement industry in the United States, as reported to the USEPA in 2020. Our 2024 Scope 2 CO₂e emissions were 0.5 million metric tonnes across all business lines. On a global basis, the Scope 1 emissions from our cement business constitute approximately 0.07 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.²

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



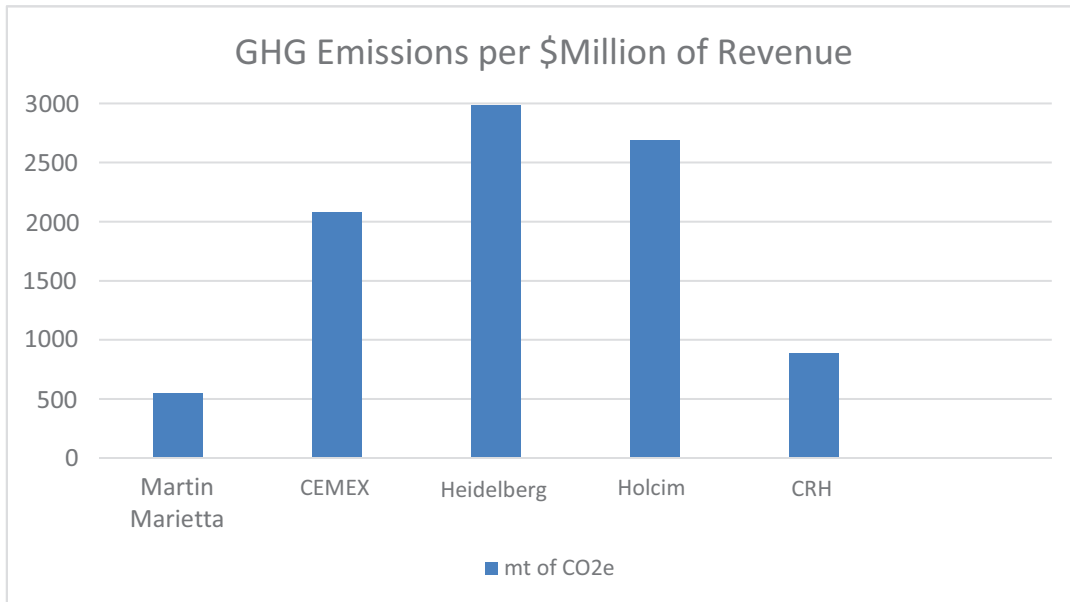
Sources: 2023 Annual Reports, Sustainability Reports, USGS, USEPA and PCA and estimates from Statista @ <https://www.statista.com/statistics/1557474/ghg-emissions-of-leading-cement-companies/>

¹ The Scope 1 GHG totals include emissions from the divested South Texas cement and ready mix concrete business for the first 40 days of 2024.

² 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.



Moreover, if we compare the footprint of global cement companies to 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 2024 results in an intensity of 520 tonnes of GHG per million dollars of revenue. Based on our review of select global cement companies' 2023 emissions, their GHG intensity in this metric 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.
Sources: MLM data covers 2024; all others 2023.

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 in this report), plant efficiency projects, and the sponsorship or financing of offsite green power projects.

In addition to the projects that the Company can implement on its side of the electricity meter, it is important to note that the continued greening of the electricity grid will be crucial for meeting our 2050 Net Zero Scope 2 ambition. Based upon publicly available data, the grid in Texas, our largest power consumption state at 552,000 mWh used in 2024, is approximately 36.4% powered by renewables. We can therefore estimate that 158,000 mWh of the power that the Company consumed in Texas was from renewable sources. The grids in our other top 10 power consumption markets (each of which is dwarfed by our Texas consumption) range from 14.3% renewable in Indiana to 66% renewable in Iowa. We expect the percentage of renewables in the power grid to continue to rise through 2030 and beyond.

In 2024 our operations consumed purchased power which generated 502,729 mtCO₂e emissions, a 17.6% decrease year over year. This year over year decrease was driven, in part, by the divestiture of our South Texas cement and ready mix concrete business, as well as a variety of efficiency projects described in this report. 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 with a goal of **Net Zero Scope 2 emissions by 2050**. This goal applies to all Scope 2 emissions across all product lines.

In 2024, we continued to make progress 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 131,356 MWhs. These RECs were generated by two wind energy projects in the state of Texas for audit year 2024. In addition, and as described more fully elsewhere in this report, our Woodville wind energy project came online in April 2024, generating



more than 7 million kWh in this its first partial year of operation. 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 (more than 1.5 million kWh in 2024) is provided from a local Solar Garden under a long term subscription agreement. Similarly, as described in more detail elsewhere in this report, at our Hatton and Jones Mill, Arkansas quarries, we have installed solar power panels that power the offices, labs and training rooms during daylight hours. The Arkansas installations alone avoided almost 33 metric tonnes of Scope 2 GHG emissions in 2024. Lastly, we continue to undertake efficiency projects which replace older equipment with newer, more energy efficient equipment such as at our Minnesota asphalt plants and our finish mill upgrade at our Midlothian, Texas Cement Plant.

The emissions offsets from these projects are not included in our Scope 2 emissions calculation for 2024. However, as we work to move away from reliance on RECs, we intend to include these offsets in future year calculations.



Minnesota Solar Garden

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 is continuing to gather data and develop our Scope 3 inventory. We are also evaluating the disclosure of Scope 3 emissions in light of state and federal climate disclosure rules. We expect a substantial portion of our Scope 3 emissions will be 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.

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 in this report 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 67 of this report.

Notably, like our Magnesia Specialties business, our aggregates business also produces material that is used by others to reduce emissions. For example, in 2024 our limestone aggregate operations produced more than 111,000 tons of scrubber stone sold to power producers and chemical manufacturers for use in reducing their sulfur dioxide (SO₂) emissions. **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 2024 we continued to operate in the recycled aggregate market with sites in Texas, Minnesota and California. In 2024, across our network of operations, our operations processed 2.7 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 2.3 million tons of this material. This material is recycled and converted to various recycled products such as crushed base, ballast and rip rap.

As discussed further below in the “Recarbonation” section, recycled concrete can play a 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

“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.”

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 2024, these 10 operations recycled 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 2024, our teams operated recycling facilities spread across the state which collectively processed more than 900,000 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.



*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 section of the report published ahead of the COP26 climate conference.

“Direct CO₂ emissions from carbonates in cement production are around four percent of total fossil CO₂ emissions,” says 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

Work on improving the capacity of concrete to serve as a carbon sink is on-going with the support of the Portland Cement Association and others. As an example, researchers at MIT have been researching forced carbonation via localized increase in the availability of CO₂ during the early stages of cement hydration, and believe it offers great potential as an additional CO₂ sequestration mechanism. According to their article, ***Cementing CO₂ into C-S-H: A step toward concrete carbon neutrality***, published in the March, 2023 PNAS Nexus Journal from Oxford Press, if this research is successful, “the theoretical offset of CO₂ amounts to at least 40% of carbon emissions from cement production, not including emissions associated with fossil fuels used in the process.” Studies like this one are why the industry is funding the work of the MIT Concrete Sustainability Hub (CSHub).

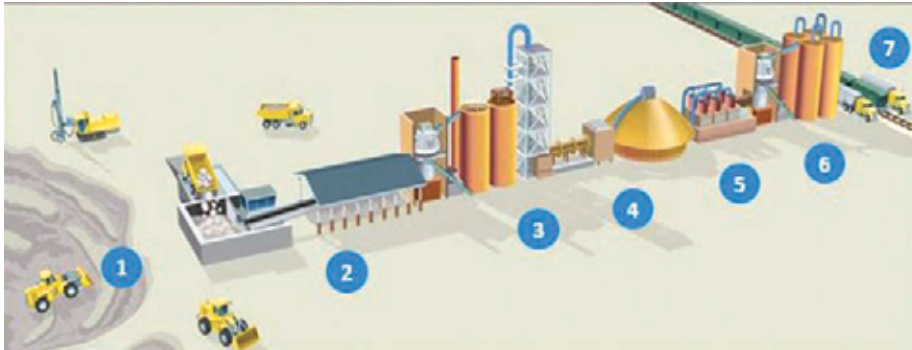
¹ <https://lowcarboneconomy.cembureau.eu/5-parallel-routes/downstream/recarbonation/>.

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

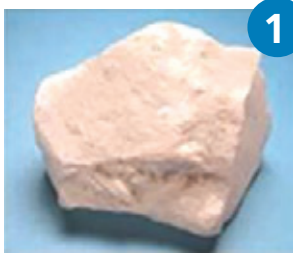


Cement Manufacturing

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 are 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 stated 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. As an example, in late 2024 a global cement producer completed construction of the first full scale carbon capture cement installation at its Brevik, Norway site. Designed to capture approximately half of the facility's GHG emissions, the installation is currently being brought into operation and represents a critical test for the industry of this technology.

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 our Texas cement operations, including replacing “wet process” cement production with modern pre-calcliner technology, installing state-of-the-art emissions control equipment and completion of our finish mill and silo project at our Midlothian Cement Plant. We believe our cement plant is 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 Midlothian Plant to 0.550 net metric tonnes of CO₂e/metric tonnes of cement as of 2024 from the 2010 intensity of 0.846. This also places us below the 2023 (the most recent year for which data is available from the USEPA) U.S. cement industry average intensity of 0.7274 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. 2024 saw a 5.7% decrease in our intensity and a 210,000 metric tonne year over year reduction in Scope 1 GHG emissions at our Midlothian Plant due to changes in our fuel mix, various efficiency projects and the conversion to Portland Limestone Cement production. This, combined with the sale of the Hunter Plant resulted in a 51% reduction in Scope 1 emissions from our cement business year over year.

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 in their reporting. 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 Midlothian plant to 0.550 net metric tonnes of CO₂e/metric tonnes of cement as of 2024 from the 2010 intensity of 0.846.”

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, which is the potential average percentage proposed by USEPA) would be 0.599, a 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 2023 (the most recent year for which data is available from the USEPA) U.S. cement industry average intensity of 0.7274 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 2024 rate of 0.685 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 0.550 to approximately 0.514 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.

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. 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 0.489 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 2024, tires made up nearly 41 percent of the plant’s fuel mix.
- In the last eight years, we have dramatically reduced the use of coal in our kiln fuel mixes from almost 70 percent to less than 7 percent of our total fuel usage at the Midlothian plant in 2024.
- In late 2021, CALTRANS approved the use of Portland Limestone Cement (PLC) 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 reduction in both actual Scope 1 emissions and intensity at our Midlothian Plant.

New Mill, Silos Improve Midlothian's Productivity and Sustainability

With demand from the high-growth North Texas market expected to boom in coming years, the team at Midlothian Cement has worked to ensure its extraordinary success will be sustainable. After thoughtful consideration, the team embarked on a series of capital improvements that increases finishing capacity and ensure its customer service remains at world-class levels.

The project, completed in 2024, includes a new finish mill capable of finishing 240 tons of cement per hour, three silos with a total capacity of 50,000 tons of cement storage and six fully automated truck loadout lanes. The new, more efficient, and high-capacity mill replaces four 60-year-old mills and adds a net finishing capacity of 450,000 tons per year, allowing the plant to respond to growing demand in the region. Additionally, the new silos add needed storage and the expanded loading lanes greatly improve the rate at which the site can load customer trucks," said Director of Cement Technical Services Eduardo Gonzalez.

Breaking ground in April 2022, the project faced several hurdles early on, Gonzalez said. "The project was ready to launch in late 2019, but was put on hold during COVID-19. Even after COVID settled, we were hit with higher costs, longer delivery times and fewer available contractors," Gonzalez said. Adding to the project's complexity, planners were forced to adapt their original contract strategy by hiring engineering and procurement professionals while engaging multiple contractors for the civil, structural, mechanical and electrical installation efforts.

The silos have been up for commercial operations since October 2023, and the new mill became operational in the third quarter of 2024. "Four years ago, this was just an idea on a PowerPoint," Gonzalez said. "Now, it's a point of pride for all of us here." The improvements have already provided customers with many benefits.

"We are hearing very positive comments from a preliminary survey regarding service, speed and cleanliness," said Mike Kenefick, manager of cement operation services. The new dispatching area comes with improved customer service, faster dispatching times and additional storage, which provides better flexibility for the plant to schedule production and maintenance, and maximize product availability. Equally important, the new loadout area results in reduced truck idling time which translates to less GHG emissions per site pickup.

The replacement of the aging finish mills with the new mill not only streamlines the production process, but is estimated to directly impact the power consumption of the plant. Initial estimates of efficiency improvements are in the range of 4 kWh per ton of cement finished, according to Vice President, Cement Operations, Alan Rowley. At production capability of up to 1.5 million metric tonnes of cement per year, this could result in up to 2,000 tonnes less Scope 2 GHG per year attributed to the plant's power needs.

While the operational and environmental benefits are substantial, the project team was ever mindful of the Company's Guardian Angel safety culture in their work. From design and equipment selection to supervision and auditing, project leaders have considered best safety practices during both construction and operation of the new additions. Some examples include designing the additions to minimize the need to work at heights, provide more effective guarding and minimize the need for ladders.



"Seeing the whole process from where we started to where we are and where we are going is so fulfilling," Kenefick said. "To the whole team and me, this is just a great thing to witness."



Midlothian Cement in Texas has added three new silos.

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 plant. 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 5% reduction in GHG intensity in 2024 versus 2023, 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:

23% 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 Midlothian Plant in 2010 was 0.846. 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

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 start reporting emissions to the USEPA resulting in reliable and comparable data.

As a result of the sale of our Hunter Cement Plant, this year we revisited our previously establish 2030 cement intensity Target. **As a result of our evaluation, we have increased that Target from a 15% to 23% reduction in the intensity of the Scope 1 CO₂e process emissions from our Midlothian Plant as compared to 2010 levels.** We believe that this level of intensity reduction is both achievable and sustainable using current technology and considering a variety of economic and operating scenarios.



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 six years we invested in tire handling systems at both the Midlothian and Hunter Cement Plants. In 2024 tires made up 41% of our fuel mix at our Midlothian plant
- Prior to its divestiture, 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 Midlothian Cement Plant from a high of almost 70% to 6.7%

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

- In 2024 we continued to make use of Biodiesel in our Midwest Division, lowering our lifecycle GHG emissions by over 30,000 metric tonnes of CO₂ compared to using ordinary diesel
- At our Woodville, Ohio lime Magnesia Specialties plant we 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 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 in both actual tonnes and on an intensity basis

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 41 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. For example, in 2024 we deployed 2 Liebherr Electric/Hydraulic Excavators
- Continued upgrading our mobile equipment fleets to newer, cleaner burning equipment

Operational improvements

- Adding slag to our process, using our CemStar patented technology. In 2024, the slag addition represented over 3% of our clinker production
- Completed 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.
- 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 and chemical manufacturers 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 operating a pilot carbon capture plant to determine the feasibility of this technology at other locations
- Continued support for the MIT Sustainability Hub, which conducts research supporting the beneficial use of low-carbon footprint concrete and brings together leaders from academia, industry and government to develop a holistic approach that will achieve durable and sustainable homes, buildings and infrastructure in ever more demanding environments

Net Zero 2050 Ambition

At Martin Marietta we recognize the importance of continuing to set goals for sustainability and to increase transparency around GHG emissions reporting. We also believe that establishing firm targets requires an achievable plan to meet those targets in order to provide investors with meaningful disclosure. Accordingly, in our report published in 2023 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**, 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 installation to being fully tested is a pilot project in Brevik,



Norway, which is not designed to capture all of that plant's Scope 1 GHG footprint. We are monitoring this project and the associated amine technology very closely. Our research indicates that **no** carbon capture project has proceeded beyond the feasibility stage in the United States.

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. Whether or not halted by the new federal Administration, the funding already disbursed 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 have already benefited from government funding for CCS projects. For example, the 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. With only one remaining cement plant and our strong balance sheet, we will be in a position to implement this technology quickly regardless of government funding availability.

Relevant to all of these considerations are state and federal rulemaking efforts concerning GHG emissions reporting and third-party assurance requirements that will make careful and accurate measurement and disclosure of emissions even more important. We are carefully monitoring these developments and taking a measured and prudent approach with respect to adding disclosures around concepts that may be subject to new and specific requirements in the near term.



Environment and Community First

Woodville Wind Turbine Project to Reduce Emissions, Provide Community Aid



Woodville's newly installed wind turbines.

Our Magnesia Specialties Woodville, Ohio lime operation entered into an agreement in late 2021 intended to decrease the site's greenhouse gas emissions and provide valuable community assistance for decades to come. The agreement with industrial power company One Energy has resulted in the installation of three wind turbines to the division's Woodville, Ohio, operation. 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 features three 143-foot blades, came on line in April 2024.

Once operational, the turbines immediately helped the Woodville plant meet its energy needs. Though their impact will vary from month to month based upon seasonal weather conditions, in their first 9 months of operation, the turbines generated almost 7.2 million kilowatt hours (kWh), or enough energy to power approximately 600-700 average-sized homes. We estimate that this resulted in 3,265 metric tonnes of avoided Scope 2 GHG. As noted, we have not reflected this avoided GHG in our Scope 2 calculations for 2024 but will do so in future years.



Safely maintaining the turbines was one of the operations' 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.

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

"We have long valued our partnership with the people of Woodville and very much appreciate this opportunity to give back to the community," said Magnesia Specialties Division President Chris Samborski. "As we move forward, these wind turbines will significantly reduce our environmental impact and bring substantial tax benefits to the town. Additionally, the Megawatt Scholarship will provide support to dozens of our local students over the course of our contract with One Energy. The overall impact of this project will be truly great."

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 more than 200 tons, which is equivalent to planting about 1,400 trees. In 2024 alone, we estimate that these installations resulted in 32.4 metric tonnes of avoided GHG. These avoided GHG tonnes have not been included in our 2024 Scope 2 calculation but will be in future years.

"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."

Leaner, Cleaner Plants in Minnesota

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 1960s, consumed 3.16 kWh per ton of asphalt produced. Today, the site's new plant consumes just 1.80 kWh per ton, which is having a substantial impact on the plant's overall sustainability. In 2024, for example, the site achieved a total estimated energy savings of 426,000 kWh, or enough energy to power 30-35 average Minnesota homes for a full year.

Site leaders said the 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.”

As results came in at Eden Prairie, the Minnesota team was not content to sit on its laurels. With the resulting efficiency improvements and environmental benefits, the team justified making similar upgrades at our Maple Grove, Elk River and Scandia plants as well. Currently we are also upgrading our Burnsville plant and expect this project to be complete in 2025. The Company continues to evaluate similar installations and monitor the performance of the new equipment in varying conditions.



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

By the end of 2024, we operated more than 500 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."



47 aggregates locations in areas classified as high water stress

54 aggregates locations in areas classified as extremely high water stress



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

17 ready mixed concrete locations in areas classified as extremely 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, and throughout our operations we have made significant efforts to reduce water waste, as described in the following examples.

The West Division continues to work in cooperation with the City of Denver, the City of Aurora and the State of Colorado

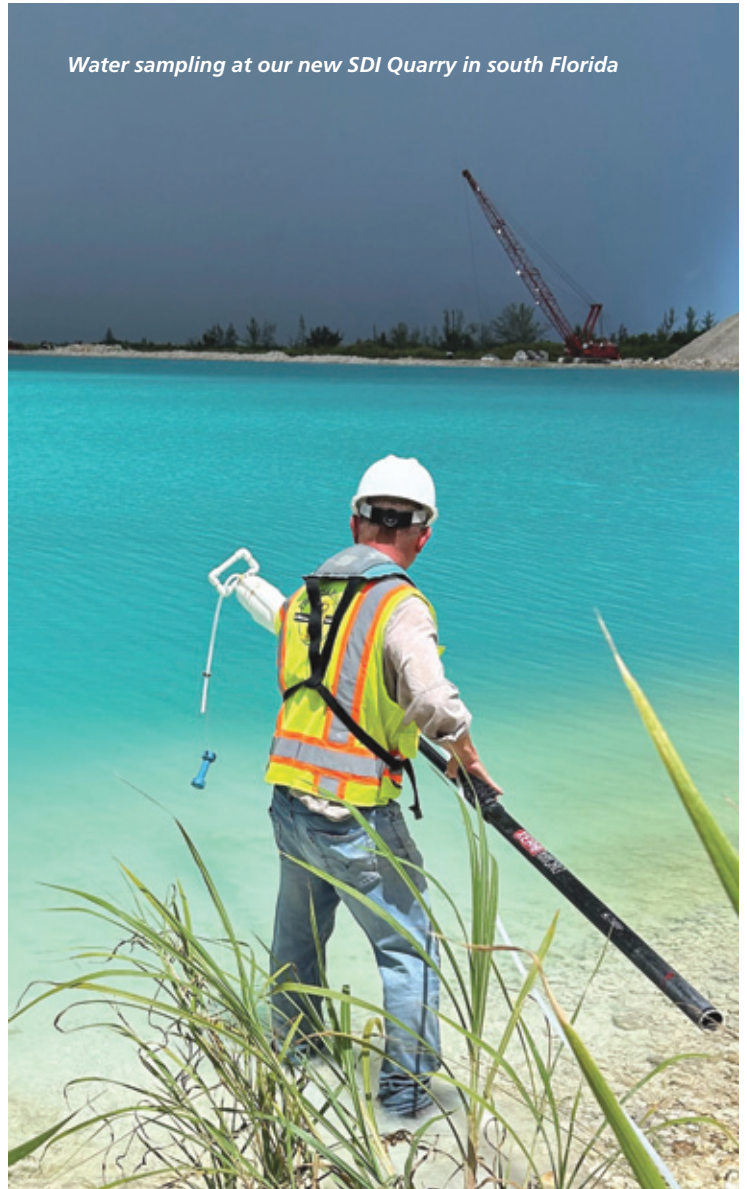
to create much-needed new fresh water reservoirs at our facilities. These water projects include on-going projects at our Riverbend Sand & Gravel, 35th Avenue, Taft Sand & Gravel, Specification Aggregates, Duckworth, and Heaton facilities with the opportunity to repurpose more pits in the future. The 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 1880s 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 2024, Martin Marietta returned over 400 million gallons of water back to the environment through this process.

While water conservation and protection is key in our western operations, it is not neglected elsewhere. In 2024, our East Division initiated a wet processing training program to retrain our employees on the fundamentals of material washing at our sites. As part of this program, significant operational and engineering efforts were made to reduce wasted water as well as to reduce the amount of fine aggregate material entering settling ponds. Further, the sites were tasked with reducing the fine aggregate component contained in their discharges. As a result, not only was additional salable product generated, but across 55 sites, the division's initial estimate is that 1.4 billion gallons of water use reductions were achieved.

Water sampling at our new SDI Quarry in south Florida





Auburn Tour: Members of the city's Water Works Board pause for a photo during a tour of Auburn Quarry.

Auburn Quarry Partners with the City to Give Back to the Community

Auburn Quarry's longstanding partnership with the City of Auburn, Alabama, exemplifies the best of relationships between Martin Marietta, its local community and water. "During drought times, the city will call upon us to pump water to Lake Ogletree," explains Adam Williams, the quarry's plant manager. "This helps maintain the lake's level to sustain the required 2 million gallons per day (MGD) of flow to the downstream Chewacla Creek and the water supply for the City of Auburn."

In 2024, the quarry pumped 199 million gallons of water to Lake Ogletree during the months of November and December due to drought conditions in the area. Williams says he and his team have maintained frequent communications with the city's Water Works Board for the past 20 years and regularly discuss water management and how the quarry can help make sure the needs of the city's residents are met.

Williams says the relationship between the quarry and the city was strengthened in 2019, when the quarry provided an estimated 540 million gallons of water to alleviate extreme drought conditions between August and December. "We were able to help out despite struggling to have enough water in the pit for the team's own needs," says Senior Environmental Engineer William Rasmussen. "The extreme situation brought members from both sides together."



Williams says the partnership is governed by an official agreement: the Chewacla Creek Safe Harbor Agreement (SHA).

Established in 2003, SHA helps ensure the creek, as well as neighboring Lake Ogletree, are maintained and that local habitat and wildlife are protected.

Though Auburn officials have recently drilled wells on nearby grounds to help fortify the city's water supply, the partnership between the quarry and municipality will continue, Williams says, noting that Auburn Quarry will continue to provide water when it is needed and continue to build stronger relations with the community.

These efforts include regular quarry tours for city officials and local students, and engagement with the public during local educational events.

"The general outcome of these events is that we get to teach about mining and its importance," Williams says. "It's an opportunity to talk about the company, what we do in the community and how we manage natural resources like water."



Chewacla Creek: When called upon, the team at Auburn Quarry is ready to pump water into the downstream Chewacla Creek, which flows into the city's main water supply.

Waste Management

While our business is not a large generator of solid or hazardous waste like many manufacturing businesses, 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.

Our primary operations involve mining limestone and granite; the resulting fines are non-hazardous. We attempt to minimize the need to store and/or dispose of aggregates waste products at our facilities by selling the fine material. 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.

As noted above, we are generally a small quantity generator of traditional solid and hazardous wastes. We currently track solid waste disposal and recycling rates at the enterprise level for approximately 65% of our locations. In 2024 these locations generated approximately 10,000 tons of solid waste, of which approximately 470 tons were recycled. Hazardous wastes generally consist of small quantities of used aerosols, paints, and similar common wastes. These wastes, along with any used oil are handled by our environmental and operational teams in the divisions and disposed of in accordance with the requirements of the law at specially designated facilities. In the future, we will consider further consolidated tracking of these materials and processes.



A below ground level settling pond



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 Minnesota Department of Natural Resources 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



Blanding's Turtle

Slow and Steady Wins the Race



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.

Moving forward, the site will be monitored for additional burrows. "It's going to be a continuous initiative," Goudy said.



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.



Endangered Red
Cockaded Woodpecker

The Bear Necessities

Martin Marietta Helps Scientists Study Black Bear Population and Health

With help from Martin Marietta, a team with the North Carolina Coastal Black Bear Project has conducted important research on the American Black Bear population in the eastern part of the state. The group — made up of technicians from North Carolina State University, Mississippi State University, the North Carolina Wildlife Resource Commission and several other wildlife institutions — conducted a wide-ranging research study to gain valuable insight into black bear genetics, density and abundance across North Carolina's coastal plains.

Researchers set up more than 1,300 temporary hair sampling sites across nearly 40 eastern coastal counties in 2023 and 2024. Included in that group were 14 sites on various Martin Marietta properties, including the Maple Hill, Angola Bay and Dale properties, Rocky Point Quarry and Leland Yard.

Collection stations were located in accessible wooded areas to ensure a suitable environment for the research equipment. Locations were also selected to ensure the work of the researchers and miners did not conflict. Each collection site was surrounded by a barbed wire enclosure and baited with foods selected specifically to attract bears. As a bear entered an enclosure, the wire passively and gently collected hair samples.

Wildlife technicians collected more than 13,000 samples during the study and said each one will provide a wealth of data about the region's bears, including the size and health of the overall population. Such information can be incredibly valuable said Coastal Black Bear Project Crew Lead Stephanie McFadden. "Black Bears are an important indicator of a healthy ecosystem, which helps ensure biodiversity and improves human health. Having an opportunity to learn more about their behavior and ecology and knowing that our work will be used to inform management practices that help protect and preserve them is an honor," she said. "Our work wouldn't be possible without the cooperation of landowners and companies like Martin Marietta."

Martin Marietta East Division Land Manager Mitch Scott said the Coastal Black Bear Project's research aligns perfectly with the company's environmental stewardship priorities. "Martin Marietta was able to utilize its vast land holdings to allow educational research for data collection," he said. "This was a great opportunity to assist in wildlife research and help to further our sustainability efforts."

Director of Environmental Services Steve Whitt, who worked closely with the research team, echoed Scott's



sentiments. "Preserving wildlife is one of our core values. Allowing some of our idle properties to be used in a non-invasive genetic study to monitor the health and population of the American Black Bear, certainly fits," Whitt said. "We have seen significant restoration to the

range and population of this species over the past 50 years. The information collected during this most recent study will help with future management decisions that should allow this trend to continue."



American Black Bear



Researchers with the Coastal Black Bear Project construct a temporary hair sampling station at Martin Marietta's Leland Yard in North Carolina.



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.





*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.

To underscore the long-term perspective of our operations and the beneficial re-use of mining sites at the end of their mining life, one need look no further than the Company’s former Fairfield Ohio sand and gravel site. Located near the Great Miami River, mining was ongoing as early as the 1950s. In 1956, the Company (via one of its predecessor entities) agreed to transfer the land back to the City of Fairfield at the end of mining. These transfers occurred in phases as portions of the property were reclaimed, the last occurring in 2017.



When the site was operational, it was difficult to imagine the park it would become.



*Fairfield Ohio S&G
reclamation activities*

Prior to hand over substantial reclamation including grading and re-vegetation was required. The end results are nothing short of stunning. With lakes and greenery, the operational mine is now a distant memory.



Marsh Park, Fairfield, Ohio

For the City, the result is the Marsh Park which will serve its community as it grows and thrives. With the future in mind, the City has recently embarked on a Master Plan design to ensure the continued development of the Park and its amenities for years to come. According to its newly released plan document, "the vision for Marsh Park is to create a premier recreational destination that provides the community with a meaningful connection to a unique natural environment."

The reclamation process at most sites, whether carried out concurrently or at the end of a site's life is similar. Slopes and other disturbed areas will be regraded and contoured. Depending on the site, earthwork or even soil imports are carried out. After recontouring and grading, areas are seeded with a seed mix recommended by the local NRCS office. The land is then returned to the intended post mining use.



Rocky Point Quarry in 2011

Much like the former Fairfield facility, the crew of our East Division knew that the post mining life of the Rocky Point, NC quarry site would be important to the community as well as local wildlife. To this end, the site was re-graded, re-vegetated and allowed to fill with water. The site has now been reclaimed to appear as if the quarry had never been there.



Reclaimed portions of Rocky Point today

In addition to re-purposing sites where mining has been completed, the Company also engages in on-going or concurrent reclamation at many 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 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.



Ames Mine Earns the 2024 Martin Marietta Diamond Elite Award

For the team at the Ames Underground Mine, winning the Diamond Elite trophy was no laughing matter even if, at first, they thought it was. “I know exactly when I heard the news: April 1. I know because I thought it was a joke,” Plant Manager Doug Robey said, smiling. “We worked so hard for that trophy, so I knew we could win it, but I just had to be sure I was hearing the news right. I was so happy when I knew it was serious; it’s hard to describe how proud I felt.”



Robey and the team of over 100 dedicated ONE team members worked day and night, 24 hours a day, seven days a week, with two goals: safe work and the Diamond Elite. And it has been a hard-fought battle. In each of the past three years, Ames Mine has reached Diamond Honor status, narrowly missing the coveted, first-place slot.

“Becoming top-notch in safety, productivity and overall operational excellence doesn’t happen overnight. Believe me, I’ve been here since 1988; I can tell you this place has changed and grown,” Robey said. “When I took over as plant manager in 2006, I had one goal. I wanted our team to become #1. And we did it.”

The mine has been operating more than 40 years under Martin Marietta. And while many aspects of the site have changed, perhaps the most significant aspect that has remained constant to the site’s integrity is its dedication to the community. Several crew members call Ames, Iowa, their home. Many were born, raised and started a family only a few miles from the mine. That proximity drives the team to care extra hard about its hometown.

“Doug Robey and I went to high school together,” Quality Control Inspector Kelly Safly laughed. “I grew up here, and I live here now. Growing up, I was always fascinated with this mine.” Safly said her hometown is a unique place, and she values working for a company that makes it a point to give back to the community.

“I think it’s important to take care of the environment and be good neighbors so that those in the area appreciate us and are proud to say they live by a mine. We want them to feel welcomed,” she said. “I like seeing Martin Marietta give back to my community.”

The Ames Mine crew constantly collaborates with outside organizations to promote Martin Marietta’s values and support local charities. The most notable of these organizations is the Boys & Girls Club of Story County. The club is a vital part of the Central Iowa community, with a mission to inspire young people in the area to reach their full potential as “productive, caring and responsible citizens.” This act of caring for the area’s children inspires the Ames Mine team to host lunches for the club. The crew regularly provides a hearty meal to more than 50 young club and staff members. In addition to these visits, the site also donated materials to the club’s new facility, which is currently under construction.

“The partnership between Martin Marietta and the Boys & Girls Club has been very special for us,” said the Boys & Girls Club of Story County’s Chief Executive Officer Ryan Santi. “It’s fun for the kids, but it also helps them, and our parents, understand the relationships we have in the community, the possibilities of employment and what we can build together.”



Charitable efforts like this foster the idea of caring and compassion, a sentiment that is reflected in the team's day-to-day work and is evident in its safety performance. By the end of 2023, Ames Mine had worked over 2.7 million hours – or more than 4,900 days with ZERO lost-time incidents. "We work round the clock, both top side and bottom," said Heavy Equipment Operator Spencer Staudt. "But the main thing is we keep everybody safe."

One way the crew keeps safe work at the forefront of their daily tasks is by reciting the Guardian Angel Creed at the start of each shift. Kenny Wyman, daytime safety lead, said the Guardian Angel Creed is as an oath of integrity that helps everyone on site remember to do the right thing every day.

"When I read the Guardian Angel Creed with the crew every morning, it reinforces the mindset that we work safely here and that it is important to start the day right," Wyman said. "The main reason I work safely at Ames Mine is that we are all fully invested in Martin Marietta's safety culture."

Situated along the I-35 corridor, Ames Mine is located in an area that supplies most aggregate products used throughout Central Iowa. In 2023, the site provided millions of tons of product to its customers. Secondary Plant Operator Mark Himan, however, believes the site's production numbers do not stand alone. Rather, they reflect the efforts of the entire crew, its leadership and many talented people from across the Central Division.

"We work well as a team. We are always striving for excellence, and, first and foremost, we are working safely," Himan said. "If you work safely, productivity will follow."



Ames Underground Mine in operation.





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.



Brooke Barron, Celina Cement Terminal, Celina, TX





**Martin
Marietta**
Military &
Veterans
Community



**Martin
Marietta**
Women
Who Build



**Martin
Marietta**
MERGE

Employee Resource Groups Offer Development, Community Service Opportunities

In 2023 Martin Marietta completed the launch of 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.

The Martin Marietta Military and Veterans Community (MVC), Women Who Build (WWB), and Martin Marietta's Multicultural ERG (MERGE) are all 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," Marc Santre, Sr. Director Talent Management 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."

ERGs are open to all employees regardless of their background, and each group determines its own professional development, networking and community engagement activities.



In 2024, each employee resource group contributed to building Martin Marietta's unique One culture in its own way. The WWB group successfully led a companywide campaign to raise awareness for various forms of cancer. Focused specifically on three common forms of cancer: breast cancer, skin cancer, and prostate cancer, the October campaign encouraged employees and their family members to pursue physical well-being through regular check-ins with a physician, exercise, and greater engagement with Martin Marietta's available benefits.

Activities in connection with this campaign included a corporate office event calling participants to remember and honor those lost to cancer, a Cancer Awareness campaign and a distance competition that challenged ONE team members to track their physical activity using the Pacer app. More than 350 people participated, with people taking more than 7,400 steps on average each day. Together, participants walked more than 40,650 miles—the equivalent of 1.5 times around the globe.

At the local level, activities occurred weekly in each division, including events held in collaboration with the American Cancer Society, a national nonprofit Martin Marietta proudly supports. Though it's difficult to fully quantify the impact of WWB's total efforts throughout the month, Martin Marietta's health plan providers confirmed an uptick in employee screenings after the campaign.

Like the WWB ERG, the MERGE group was also busy in 2024. In the corporate office the group sponsored and put on the now annual Diwali luncheon. Celebrating the Hindu festival of lights, and symbolizing the triumph of good over evil and knowledge over ignorance, the Diwali luncheon is a chance for One team members to share their unique cultural and religious experience with their colleagues. Traditional dishes were provided and team members dressed in traditional attire from their native or ancestral homes.

As part of its Partnerships and Allies initiative, the MERGE group also continued to advance a relationship with Ronald McDonald House Charities (RMHC) that was first forged in 2023. Group leaders say they are motivated to continue investing in the partnership because of the positive impact Martin Marietta's volunteer efforts and donations have had on the diverse families who require assistance from RMHC. MERGE first launched the relationship by hosting a holiday drive for the RMHC of Greater Washington, D.C. from December 2023 through January 2024. The effort collected necessary items children

and families rely on during an extended hospitalization, including household essentials, non-perishable food, arts and crafts, toys, books and bedding.

Following the success of its first community outreach with RMHC, MERGE quickly expanded the relationship to involve RMHC of Central Indiana. In May, the employee resource group contributed to the charity's Meals That Heal Program. Martin Marietta volunteers from the Central Division prepared and served hot meals to families staying in RMHC housing near the Riley Hospital for Children and other area healthcare facilities. The effort lasted four days and included two breakfast and two lunch services. "The families were happy to be served a hot breakfast instead of having to serve themselves cold cereal or breakfast bars," said Rovi Ramnarain, credit manager in Martin Marietta's Central Division and the MERGE co-leader who organized the partnership with the Central Indiana chapter. "Volunteers also enjoyed serving the families. It allowed us to connect with each other outside of the workplace."

With the goal of providing Martin Marietta's greater population the opportunity to contribute, MERGE hosted a companywide summer drive in August to benefit RMHC. Many ONE team members donated items from the charity's Amazon Wish List, and the Central Division made a \$1,500 donation. As a result, Martin Marietta was recognized as the RMHC's September Bite Size Sponsor. Ramnarain and other MERGE leaders said there will be plenty of opportunities to assist RMHC in the year ahead.

Finally, the MVC Launched a company wide flag campaign as well as a month-long effort to raise awareness for mental health. This group also lead the Toys for Tots holiday drive. In addition, local MVC members were active in each Division while engaging in numerous community events, including 5K races and Memorial Day flag placing events.



MERGE Volunteers at Ronald McDonald House



'We're Sharing Our Values'

Senior University Relations Specialist Grows Company Reputation by Recruiting at New Colleges, HBCUs

In 2024, Senior University Relations Specialist Stanley Stiles saw firsthand that the old adage "Teamwork makes the dream work" couldn't be more accurate. "I am working with all divisions, and all divisions are working with me," Stiles said.

"We are all working as ONE and helping each other wherever we are needed to make sure we are recruiting the best of the best in universities across the country."

As the first person to hold the University Relations Specialist position at Martin Marietta, Stiles's main role is to connect with soon-to-graduate college students and recruit them for various roles throughout the enterprise. Stiles joined Martin Marietta in 2021 and stepped into his current role in the first half of 2023. Now, in his second year of leading this charge, he is excited to see how the team has contributed; namely, across the entire company, various recruiting teams have been involved in 90 recruitment events.

While Martin Marietta has long recruited talented candidates from schools with strong mining and engineering programs, Stiles says that a key focus since 2023 has been 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.

"For a long time, we focused our recruiting at a few core schools where we experienced positive outcomes, which is great. We'll continue to visit those schools often and build upon our relationships there," he says. "I've tried to expand that success into other schools as well. That's how you grow this type of program."

The list of schools visited in 2023 and 2024 included several historically black colleges and universities (HBCUs) and Hispanic-serving institutions; Stiles has attended career events at Florida A&M University, North Carolina A&T State University, and Morgan State University—all schools where Martin Marietta did not previously have a significant presence.

"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."



Stanley Stiles,
University Relations Specialist



Management Associate
Samantha Mitchell



Along with this, Stiles continues to work with schools that have been a powerhouse of talent for the industry, including North Carolina State University, Virginia Tech, the University of Kentucky, Eastern Carolina University, the Colorado School of Mines, Missouri University of Science and Technology, and various others including moving beyond in-person recruiting events and starting with a new, digital tool to connect with potential new hires.

Handshake, a modernized digital recruiting tool, has allowed the team to reach out directly to possible candidates who match various job requirements. Through this program, Stiles has contacted college students ready to start a career by using precise targeting methods. This was a significant tool following a recent Florida acquisition. After Martin Marietta acquired the new site, the team could use Handshake to zone in on rising industry leaders looking to enter the mining world.

By the end of 2024, the recruiting team led almost 30 digital campaigns and had received approximately 2,000 applications for open jobs. Historically, many college students who have begun a career with Martin Marietta have done so through the Internship Program, which is explicitly geared toward active students, or the Management Associate Program, designed for recent college graduates. While those programs have been expanding for several years, Stiles says they grew substantially in 2024, with nearly 85 interns and 45 management associates joining the company.

Feedback on the ground, he says, has also been incredibly positive. One of those management associates, **Samantha Mitchell**, is having a “full-circle moment” as she works closely with Stiles to recruit future students to the program.

“It is a great experience to see so many positive, potential applicants,” Mitchell said. “And with so much being thrown at them from other companies, I’ve learned from Stanley that simply showing up isn’t enough. We have to actively work to build connections and show them all our company offers.”

As 2025 begins and the team starts traveling to schools, Stiles said the future looks bright. “We’re seeing great growth, but we know it’s going to take some time,” he says. “We’re speaking about who we are, sharing our values, and helping Martin Marietta build its reputation. It’s all starting to come together.



Our recruiting team at the East Carolina University Career Fair



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 2024, 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."

Beyond simple communication steps, the benefits team rolled out 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. Launched 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 Mancini. "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."

In order to monitor the progress of the campaign, the Company has now kicked off the "How Do YOU Choose Well" campaign to solicit feedback from employees. Among the first to respond, Senior Analyst Greg Whitehurst reported: "I took a Fidelity financial planning workshop, and it was awesome. I wanted to know if what I was doing to save for retirement and my family's well-being was enough and what I could do better. I've worked a long time, and I need advice and counsel as retirement draws near. I would recommend it to everyone, whether you're just starting to save or way down the road like I am. It was eye-opening and very helpful."

WHAT IS CHOOSE WELL?

Ensuring good health for ourselves and our loved ones comes down to two simple words: **Choose Well**.

Martin Marietta believes that true well-being results from making choices that prioritize our **Physical, Emotional, Financial** and **Social** health – our four well-being pillars.

Choose Well embodies this belief and aims to help each of us experience our best life.

Questions? Scan the QR code or email choosewell@martinmarietta.com



The Next Generation of Incredible Minds Meet Martin Marietta's 2024 Scholars

Every year, Martin Marietta selects a talented, thoughtful and innovative group of students whose values make them ideal recipients of the Martin Marietta Scholarship.

For 2024, a new class has been inducted into the coveted program to pursue their goals and earn valuable knowledge and experience.

To assist with the financial responsibilities of higher education, each scholar earns \$5,000 a year for expenses at an accredited college or university. Renewable for up to four years, each student's award has a total value of up to \$20,000 that is used while working toward a degree.

Read on to preview the bright futures of our next generation of doctors, business leaders, engineers and industry professionals benefiting from the Martin Marietta Scholarship.

Olivia Ashbrook—West Division

Parents: Jennifer and Eric Ashbrook, senior sales representative in the Rocky Mountain Region

Hometown: Littleton, Colorado

School: Creighton University

Current Major: Pre-Medicine and Biology

Future Career Goal: Pediatric oncologist

Kickin' It: Olivia has played soccer throughout her life and secured a varsity spot on her high school's team in her freshman year. Even more, Olivia served as the team's captain for two years. She said soccer taught her compassion, empathy and gratitude. Olivia has also taken a wide variety of classes, such as astronomy, advanced literature and film studies.



Olivia Ashbrook

Kaylee Boston—Southwest Division

Parents: Angie and Carl "Ray" Boston, electrical and IT superintendent at Midlothian Cement

Hometown: Grandview, Texas

School: Texas State University

Current Major: Human Development and Family Sciences

Future Career Goal: Pediatric occupational therapist

Like a Good Neighbor: As an active member of her high school's Family, Career and Community Leaders of America organization, Kaylee learned essential abilities such as communication skills, critical thinking techniques and leadership practices. Kaylee is also active with numerous charitable causes and has participated in toy collections, canned food drives and other community service projects.



Kaylee Boston



Kaci Cannon—Southwest Division

Parents: Regina and Tonzie Cannon, ready mix instructor with the North Texas Ready Mix group

Hometown: Cedar Hill, Texas

School: Prairie View A&M University

Current Major: Nursing

Future Career Goal: Nurse practitioner

Tougher Than the Rest: In high school, Kaci was a member of the Rhoer Youth Club, an affiliate of Sigma Gamma Rho Sorority, Inc., where she learned the vital importance of service to the community and how it is essential to self-development and growth as a future professional and good citizen. This service helped Kaci attain a “Top 10 Student Award for 2024” through the local Rotary Club.



Brooklyn Cornwell—East Division

Parents: Jeff and Leigh Ann Cornwell, safety representative for the South Carolina District

Hometown: Irmo, South Carolina

School: Coastal Carolina University

Current Major: Sustainability and Coastal Resilience with a minor in Environmental Sciences

Future Career Goal: Conservation specialist

Strictly Come Dancing: Since age 4, Brooklyn has followed her passion for dance. Recently completing her 14th season, she says the performance art has taught her many things about herself and life, including the value of hard work and the importance of putting effort into one's goals. In addition to this, Brooklyn also took 12 advanced

placement classes in high school that focused on such fields as biology, U.S. history and microeconomics.



Emma Hammer—Magnesia Specialties

Parents: April and Matt Hammer, crusher operator at Woodville – Lime

Hometown: Gibsonburg, Ohio

School: University of Findlay

Current Major: Business Management with a minor in Spanish

Future Career Goal: Undecided

A Need for Speed: Through her competitive drive, Emma made amazing strides in high school track and field tournaments. During a league meet, she bested a school record that had stood for 25 years and walked out with three medals — two silver and one gold. Adding to that, Emma also served as her school's Spanish Club representative and plans to continue studying the language in college.



Jordan Head—Central Division

Parents: Cynthia and Donald Head, project engineer in the Mid-America Region

Hometown: Miamisburg, Ohio

School: Bowling Green State University

Current Major: Communications Sciences and Disorders

Future Career Goal: Speech pathologist

Curtains Up!: Jordan has a love for the theater and has participated in the performing arts for almost a decade. Through her endeavors on the stage, Jordan has played many memorable characters, including Alice in Alice's Adventures in Wonderland, Timon in the Lion King Jr., Ms. Honey in Matilda Jr., and Charlie in Willy Wonka and the Chocolate Factory



Jordan Head

Liam Hemphill—Corporate

Parents: Tabatha and Chris Hemphill, senior service desk analyst

Hometown: Raleigh, North Carolina

School: Wake Technical Community College

Current Major: Baking and Pastry Arts

Future Career Goal: Baker

A Cut Above the Rest: Every year, Liam participates with St. Baldrick's, a not-for-profit organization that strives to raise awareness and find a cure for childhood cancers. During St. Baldrick's events, volunteers shave their heads in solidarity with the millions of children who lose their hair during cancer treatment.



Liam Hemphill

Tucker Jones—Southwest Division

Parents: Mendy and Michael “Ben” Jones, quality control manager at North Bridgeport Quarry

Hometown: Bowie, Texas

School: Texas A&M University

Current Major: Construction Science and Management

Future Career Goal: Residential or commercial construction

Losing Room on the Letterman Jacket: Tucker is no stranger to the world of athletics. Throughout his high school career, he participated in four sports: baseball, track and field, basketball and football. Speaking with different players while participating in these sports gave him the opportunity to become a better leader, he said. Inside the classroom, Tucker took several honors-level classes, including chemistry, world geography and four levels of English.



Tucker Jones

William “Landon” Klein—Southwest Division

Parents: William Kyle Klein and Natalia and Ricardo Arias Jr., truck driver at Bird Hill Quarry

Hometown: Uvalde, Texas

School: Louisiana State University

Current Major: Agricultural Business

Future Career Goal: Agricultural operations

Down on the Farm: Having a drive for agriculture, Landon became a leader in his high school’s Future Farmers of America chapter. Working his way up to the organization’s chapter president, Landon had the opportunity to develop unique skills and learn vital techniques beneficial to farmers; during one district competition, he delivered a presentation on a homemade sprinkler irrigation system that helped his group win.



Landon Klein



Davis Norton—East Division

Parents: Lauren and Dave Norton, regional manager of operations services

Hometown: Thomasville, North Carolina

School: Davidson-Davie Community College with plans to transfer to the University of North Carolina at Chapel Hill

Current Major: Business and Marketing Education

Future Career Goal: Marketing or education

A Leader of the People: Striving to make a difference for his team, Davis acted as an informal leader on the soccer field during the start of his senior year. Davis's teammates saw his dedication and persuaded the coach to promote him to team captain. In addition to his leadership on the field, Davis also served as class president during his senior year.



Tia Pegler—Magnesia Specialties

Parents: Todd Pegler and Shelley Newell, senior sales coordinator

Hometown: Bel Air, Maryland

School: Rivier University

Current Major: Marketing

Future Career Goal: Social media and digital marketing

Practicing the Wingman Mentality: Throughout high school, Tia became a leader in the Peer Assistance and Wellness Club. This group's primary goal is for students to help their peers navigate tough obstacles. Through her work with the group, Tia was able to help many new students make the transition into high school. She also became a champion for new classmates by making sure they were well prepared for the next four years.



Fernando Romero Jr.—Southwest Division

Parents: Betsy and Fernando Romero, weighmaster at the Genoa Yard

Hometown: Houston, Texas

School: University of Houston

Current Major: Computer Engineering & Analytics

Future Career Goal: Data analytics and computer engineering

To Infinity and Beyond: Fernando was placed in his high school's aerospace class as a junior and quickly discovered he had a love for space engineering. Diving right into the subject matter, Fernando took to learning rocketry fundamentals on his own time and worked with a team to construct a rocket that would go one mile into the sky while carrying a 1-pound payload. The successful launch inspired Fernando to pursue engineering as a career.



Katherine Tifft—Southwest Division

Parents: Misty and Kale Tifft, plant manager at Sulphur Springs Ready Mix

Hometown: Sulphur Springs, Texas

School: Tarleton State University

Current Major: Psychology

Future Career Goal: Addiction psychiatry

Silver Linings: After a tornado struck Katherine's high school, she felt dread and loss going into her senior year. Instead of moving toward despair, she persevered and looked to better times ahead. With the help of neighboring schools and the community, Katherine and her classmates were able to thrive in their final year. Through this experience, she learned the value of resilience, grace, gratitude and determination in times of heartache and destruction.



Katie Whitehurst—Corporate

Parents: Sheryl and Greg Whitehurst, a senior analyst for supply chain management

Hometown: Fuquay-Varina, North Carolina

School: North Carolina Wesleyan University

Current Major: Exercise Science

Future Career Goal: Athletic trainer

At the Mound: Through her dedication to softball, Katie learned the value of a strong work ethic and the power of teamwork. Taking to the center of the diamond, Katie is a pitcher, a position that requires extreme concentration and an ability to handle high pressure situations. Applying those skills on the mound, she earned the title of “Conference Pitcher of the Year” as a junior. Katie will continue to play as a student at North Carolina Wesleyan University.



Katie Whitehurst

Elaynna Young—Central Division

Parents: Rebecca and Christopher Young, master mechanic and welder at Noblesville Stone Hometown: Russiaville, Indiana

School: Purdue University

Current Major: Business Management and Real Estate

Future Career Goal: Business owner

Happy Little Trees: As president of her school’s Art Club, Elaynna had some fantastic, creative experiences. Pursuing her artistic abilities, she collaborated on a group mural and enrolled in an advanced studio art course. She says her proudest accomplishment was helping organize and host her high school’s seasonal showcases, which provided club members, local vendors and neighbors a broader platform to interact with the community.



Elaynna Young

Martin Marietta Scholarship Program Expands

New this year, the Martin Marietta Scholarship program welcomed applications from those wishing to pursue trade school certifications.

The new Martin Marietta Trade School Scholarship provides a one-time award of \$4,000 to qualified high school students who wish to take steps toward a life in the skilled trades.

This opportunity, offered in addition to the existing scholarship for those pursuing an associate or bachelor's degree, is available to children of eligible Martin Marietta employees and retirees looking to earn experience in a specialized skill.

This year's lone winner, Vandon Miramontes, is ready to start a successful career in the world of automotive maintenance.

Vandon Miramontes—Southwest Division

Parents: Bridgette and Alejandro Miramontes, field service leadperson at North Bridgeport Quarry Hometown: Paradise, Texas

School: Lincoln Technical Institute

Trade Certificate: Diesel Mechanics

Future Career Goal: Automotive technician

Pedal to the Metal: Vandon has always been passionate about learning how things work. In high school, this drive for mechanical understanding led him to discover an appreciation for motor vehicles. As he journeys into the

world of diesel mechanics, Vandon believes it will be a perfect blend of his talents and his interests.



Vandon Miramontes





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.



Our Kentucky teams volunteer at the Arts in the Park festival.



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

Dozens of Corporate and East Division team members helped facilitate another successful event late in 2024 as the company again sponsored Raleigh's hometown race, the Martin Marietta City of Oaks Marathon.

Starting and ending in the heart of the city, the marathon is the city's largest race event and allows runners to choose between four courses: a marathon, half-marathon, 10K, and 5K. Debuting in 2024 was a significant course change: the marathon, half-marathon, and 10K paths all included additional sites in North Carolina's capital city, including the Martin Marietta Center for the Performing Arts. Race organizers said the course change helped drive race participation. More than 7,600 runners signed up, an event record and a 27% increase from 2023.

On race day, thousands more cheered for their friends and family from the city streets.

"The turnout for this year's race was simply extraordinary," said Executive Vice President and Chief Human Resources Officer Don McCuniff. "People came from across The Triangle and beyond to challenge themselves in a meaningful and healthy way, and it was great for Martin Marietta to have a role in that. Dozens of our colleagues in the Corporate and East Division offices volunteered their time to ensure a successful event and their efforts reflected incredibly well on Martin Marietta."

From the race start to the finish line, Martin Marietta's logo was displayed throughout the course, including on the official race t-shirt, all finisher medals, and all mile markers, which featured a host of mining and rock-related puns. Martin Marietta first partnered with the race in 2022. The following year, the company increased its support and took over naming rights; this level of sponsorship will remain in place through the 2026 event.



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.



As the title sponsor, Martin Marietta had the opportunity to select a local charity to benefit from race fundraising efforts. Selected as the beneficiary of the 2024 through 2026 events was the North Carolina Museum of Natural Sciences. The largest institution of its kind in the Southeastern United States and the oldest museum in North Carolina, the Museum of Natural Sciences is devoted to the educational pursuits of science and nature.

With a 300,000-square-foot campus in downtown Raleigh and satellite facilities throughout the state, the museum serves more than 1 million visitors annually. These facilities provide a variety of curriculum-focused classes for pre-kindergarten through graduate students.

Martin Marietta matched all donations made in advance of the 2024 race up to \$15,000. Ultimately, \$20,000 was raised for the museum. The funding from the three-year partnership will support the placement of two specimens from a local Martin Marietta quarry at the museum's Nature Research Center and the creation of geological educational resources to highlight the state's quarries.

"The Martin Marietta City of Oaks Marathon is a wonderful way to bring the community together, and we're thrilled to be part of it," said Museum Director Dr. Denise Young. "Martin Marietta's longstanding partnership with the Museum enables us to inspire curiosity and a love for science through hands-on education and the showcasing of North Carolina's natural history. Together, we're making science accessible and exciting for everyone!"

Though still celebrating a successful 2024 campaign, race organizers are already planning for the future. The 2025 race registration is already open and accepting runners for the next Martin Marietta City of Oaks Marathon on Sunday, Nov. 2.



Paula Minard Senior Manager - Talent Acquisition (2nd right) recruited friends from Massachusetts to join the event



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.”

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,” Shannon Sanders, Senior Communication Specialist 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.”

Martin Marietta’s East, Southwest Teams Help Hurricane Victims

2024 Brought Major Weather Events, Including Back-to-Back Hurricanes

In late September, Hurricane Helene hit the Southeastern United States, becoming the deadliest Atlantic hurricane since 2017 and the most fatal to hit the U.S. mainland since Hurricane Katrina in 2005. The storm caused widespread destruction to the western region of North Carolina. Less than two weeks later, Hurricane Milton, a destructive tropical cyclone that became the second-most intense Atlantic hurricane on record, greatly affected Florida’s west coast.

Operations in multiple divisions were hit hard by these storms. But through the devastation, several ONE team members came together to help those in need. In the East Division, a preplanned community day quickly and efficiently became a much larger relief effort. North Carolina’s Hickory Quarry was already partnering with the Salvation Army and the Hickory Soup Kitchen to gather canned food for the local community.

Seeing the need to do more, organizers transformed the event, turning the quarry into a central collection point for diapers and canned food items donated by employees across North Carolina and elsewhere. More than 15 pallets arrived just in time for the event, and neighbors brought additional donations to supplement the aid effort.

Along with these much-needed donations, the East Division made major contributions to organizations across the affected Hurricane Helene footprint, including the Black Mountain Home for Children, a charity in western North Carolina that serves the foster care system. It houses more than 170 children and helps prepare them for adulthood through real-world job and trade training.

Loretta Shelton, vice president of development and community relations for the charity, expressed the organization’s gratitude.

“Our support base is the people around us, and they have literally been washed away,” Shelton said. “We’ve really been just trying to have faith that folks like Martin Marietta will step up to allow us to continue to care for the youth that need us, as well as allow us to rebuild the programs that mean so much to their futures.”

In addition to this, donations of \$20,000 each were made to the Golden Harvest Food Bank in Augusta, Georgia, and Harvest Hope Food Bank in Columbia, South Carolina, as well as a significant contribution to the Salvation Army of Hickory, North Carolina. To help with ongoing repair and relief efforts, the East Division also donated \$63,000 to Samaritan’s Purse, an organization that provides aid to people in need as a key part of its Christian missionary work.

The cumulative impact of the donations was felt throughout the region. “We talk about being ONE team here at Martin Marietta, and this is showing it in action,” Greensboro General Manager Adam Thompson said. “When you see something like this come together – all these pallets of food, diapers and supplies, it just shows me what our culture is about.”





East Division presents a check to Samaritan's Purse

In the aftermath of Hurricane Milton in Florida, Martin Marietta's Tampa Yard supplied aggregates to aid in restoration efforts for local businesses. After the storm hit Florida's West Coast, Joe Valdez, territory manager with T. Disney Trucking and Grading, Inc., and his team were looking for supplies as quickly as possible. Valdez knew he needed a reliable source to ensure quality, readily available aggregate in this time of crisis, so he called Jim Dombroski, area sales manager for Martin Marietta's Central Florida Terminals.

"Jim answered my call right away on the weekend after the storm; he always answers," Valdez said. After both checked with Jimmie Watson Jr., the sales yard manager for Martin Marietta's West Florida Yards, the team opened on a Sunday morning, the day after the storm cleared out. "What stood out, along with his quick response, was the willingness of Martin Marietta's employees to work on their day off to assist the relief efforts," Valdez said.

And the opportunity to help was a powerful feeling for all. "It's a great feeling to work for an organization like Martin Marietta, which is willing to extend itself in these types of circumstances for the benefit of the community," Dombroski said. "Getting lives back to as normal as possible is the paramount concern after a storm event, and to know our ONE team aided in that effort is beyond gratifying."

Watson said he and the team were happy to support the communities' restoration efforts as best they could by staying open for business. Using a generator to run the scale house and print tickets, the team was able to load 75 trucks for a total of 4,500 tons of material. "It is a pleasure to be part of helping the community when it is in need," Watson said. "Being with a company that has the resources to be able to help means so much to all of us."

In Martin Marietta's Southwest Division, Area Manager Jeri Evans says teams collected pallets of various Hurricane Milton relief items from Tyler, Texas, to send to their neighboring states. "We shipped seven pallets of supplies, including four generators, five chainsaws, extension cords, brooms, mops, coolers, paper towels, toilet paper, gas cans, trash liners, 5-gallon buckets, flashlights, floor squeegees and phone chargers," Evans said. "We are happy to contribute to the relief efforts, and we thought there was no better way than to band together to send support to our teammates."



Pallets of Supplies ready to go in our Southwest Operations



Hungry Heart: Corporate HR Team Helps Provide Thousands of Meals to Local Community

During a day of service, Martin Marietta's Corporate Human Resources Team volunteered at a local Raleigh, North Carolina, food bank, sorting donations for families in need.

During several hours of volunteering, team members worked with the Food Bank of Central & Eastern North Carolina, sorting various produce items for shipping and serving to community members facing hunger and food insecurity. For more than 40 years, the Food Bank of Central & Eastern North Carolina has provided healthy meals for more than 30 counties.



"This group is an incredible organization that helps so many people in our area," said Talent Acquisition Coordinator Karl Boynton. "Food insecurity is a serious issue, so to see so many of our Martin Marietta team members working to combat that was a great feeling."

By the end of the day, the group provided an estimated 10,100 meals.

"Seeing and hearing the number of people we had helped was inspiring," Benefits Administrator Anna Bolton said. "It shows that no act is too small and that just a few hours of volunteering can make a huge difference."



Martin Marietta Sponsors Duke University Prelaw Fellowship Program

Since 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 the United States, according to the program's website.

In a letter thanking Martin Marietta for its support, Duke University School of Law Dean Kerry Abrams says the program served more than 20 students since its inception, 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.



Creating a Paws-itive Community Impact

Thanks to some help from Martin Marietta, one Magnesia Specialties team member in Manistee, Michigan, is ensuring every dog has its day. Chemist Holly Eckard, who recently celebrated her first year with the company, was nominated by a colleague to participate in the Manistee Area Leadership Program, a local initiative for current and future leaders that helps the community thrive and grow.

During the nine-month program, participants toured local businesses, networked with other professionals and, most notably, conducted one large-scale community project together. This year, the group decided to overhaul a local dog park to make the space more inviting and usable for their neighbors – those with two legs and those with four.

“Being a part of the program is a great opportunity for me to learn from and connect with others in the community,” Eckard said. “And when we decided on a project that could really help the area, we were all very excited.”

The zone around the dog park has seen significant development in recent years that has involved the construction of a new hotel, tennis courts, water activities and many more amenities, Eckard said, adding that the growth made her and the team want to expand the area even further.



To get started on their community project, the cohort raised nearly \$30,000 from local leaders, neighbors and companies, including the Magnesia Specialties team.

During a nearly year-long development process, Eckard and her partners completely transformed the small, almost unnoticeable dog park into a haven for Manistee’s canine population. The enhancements were vast and included increasing the size of the park, adding protective fencing, laying out agility equipment, running new pipes for dog water fountains, adding new benches and establishing separate areas for both small and big dogs.

Eckard, who spoke at the ribbon-cutting event, said neighbors were filled with excitement. “So many people were there when we opened, and even now you drive by, and there are always dogs there,” she said. “It seems that our neighbors have really been appreciative of the work. People throughout the community still post on Facebook about how wonderful this has been for their pets, and we keep getting feedback about how great the upgrades have been for families with dogs.”

Perhaps the most excited patron of the new park is Eckard’s own rambunctious pup: a small, fluffy Corgi named Meechum. “He’s all personality and no legs,” Eckard laughed while admiring her dog’s short stature. “He loves coming and playing with all the other dogs, even though, admittedly, he probably likes the attention from his human companions a bit more.”



Grateful to have been part of the project and program, Eckard is even more thankful to be part of a company that cares about her goals and her future. “Even though I have only been here for a year, I can see company leaders are investing in the next generation and relying on them to help Martin Marietta succeed,” she said. “They want me to enjoy not just a job, but a long and valued career.”



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, 2025.



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 2025 Proxy Statement (pages 5-8) • See our 2024 Sustainability Report (pages 7-13, 24-27, 51-52)
		(b) Describe management's role in assessing and managing climate-related risks and opportunities	<ul style="list-style-type: none"> • See our 2025 Proxy Statement (pages 5-8) • See our 2024 Sustainability Report (pages 10-11, 24-27, 51-52)
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 2025 Proxy Statement (page 5) • See our 2024 Annual Report on Form 10-K (pages 5-6, 7-10, 17-19, 45-46, 59-60) • See our 2024 Sustainability Report (pages 24-27)
		(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 2025 Proxy Statement (page 5) • See our 2024 Annual Report on Form 10-K (pages 5-6, 7-10, 17-19, 45-46, 59-60) • See our 2024 Sustainability Report (pages 24-27)
		(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 2025 Proxy Statement (page 4 under "Resilience") • See our 2024 Sustainability Report (pages 24-27)
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 2025 Proxy Statement (pages 5-8) • See our 2024 Sustainability Report (pages 7-10, 24-27, 51-52)
		(b) Describe the organization's processes for managing climate-related risks.	<ul style="list-style-type: none"> • See our 2025 Proxy Statement (pages 5-8) • See our 2024 Annual Report on Form 10-K (pages 5-6, 7-10) • See our 2024 Sustainability Report (pages 7-13, 24-27, 51-52)
		(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 2025 Proxy Statement (pages 5-8) • See our 2024 Sustainability Report (pages 7-13, 24-27, 51-52)
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 2025 Proxy Statement (page 4) • See our 2024 Sustainability Report (pages 7-13, 24-27, 51-52, 68-71)
		(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 2025 Proxy Statement (pages 4) • See our 2024 Sustainability Report (pages 53-70)
		(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 2025 Proxy Statement (page 4) • See our 2024 Sustainability Report (pages 2-3, 6-8, 32, 53-70)



SASB Index

The following table shows Sustainability Accounting Standards Board (SASB) disclosure topics and metrics. The date of this index is April 30, 2025.

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: 2.9 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 year over year reduction in Scope 1 GHG emissions in our heritage cement business.</p> <p>We completed our combined finish mill and silo projects at our Midlothian Cement Plant in 2024. Initial estimates are that this equipment results in an estimated 4 kWh/ton savings in power consumption, directly reducing the Plant's Scope 2 footprint.</p> <p>See 2024 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: 1.3 million mWh</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 more than 38% 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>47 of our active aggregates sites are located in areas of High Water Stress and 54 of our active aggregates sites are located in areas of Extremely High Water Stress, as defined by WRI Aqueduct Risk Atlas Tool. In addition, 20 of our ready mixed concrete sites are located in areas of High Water Stress and 17 ready mixed concrete sites are located in areas of Extremely High Water Stress. We had one cement plant located in an area classified as Extremely High Water Stress. Taking into account all of these sites, we had 27.6% 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 disturbed, 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: 44 OSHA Recordable Injuries: 21</p> <p>Fatalities: 2 Employees: 2 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 Magnesia 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 2024 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: 190.8 million tons aggregates production volume</p> <p>Cement limestone: 3.3 million tons cement limestone production volume</p> <p>Magnesia Specialties limestone: 3.1 million tons</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, 2024 (the 2024 Form 10-K) that was filed with the Securities and Exchange Commission. This report, our 2024 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 greenhouse gas (GHG) reduction 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, 2024, 2023 and 2022.

Consolidated Adjusted EBITDA for year ended December 31:

(dollars in millions)	2024	2023	2022
Net Earnings from continuing operations Attributable to Martin Marietta	\$ 1,995	\$1,199	\$ 856
Add back:			
Interest expense, net of interest income	128	118	155
Income tax expense for controlling interests	600	292	234
Depreciation, depletion and amortization expense and earnings/loss from nonconsolidated equity affiliates	564	504	496
Acquisition-related expenses	40	12	9
Impact of selling acquired inventory after markup to fair value as part of acquisition accounting	20		—
Nonrecurring gain on divestiture	(1,331)	0.00	(151)
Noncash asset and portfolio charge	50		
Consolidated Adjusted EBITDA from continuing operations	\$ 2,066	\$2,127	\$1,600



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*Our Red Canyon Quarry
Colorado Springs, Colorado*



MARTIN MARIETTA



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

www.martinmarietta.com
NYSE Stock Symbol: MLM



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