

CRH PLC

SAFETY, ENVIRONMENT & SOCIAL RESPONSIBILITY COMMITTEE CHARTER

1. Membership

- 1.1. Members of the Committee shall be appointed by the Board on the recommendation of the Nomination & Corporate Governance Committee. The Committee shall be made up of at least three members, the majority of whom shall be directors whom the Board has determined are “independent” under the rules of the New York Stock Exchange.
- 1.2. Only members of the Committee have the right to attend Committee meetings. However, other individuals may be invited to attend for all or part of any meeting, as and when appropriate as necessary.
- 1.3. The length of time that a Director may serve on the Committee shall be determined by the Board. Members of the Committee may be removed or replaced by the Board at any time.
- 1.4. The Board shall appoint the Committee Chair. In the absence of the Committee Chair, the remaining members present shall elect one of their number to chair the meeting.

2. Secretary

The Company Secretary or their nominee shall act as Secretary to the Committee and will ensure that the Committee receives information and papers in a timely manner to enable full and proper consideration to be given to the issues.

3. Quorum

The quorum necessary for the transaction of business shall be two. A duly convened meeting of the Committee at which a quorum is present shall be competent to exercise all or any of the authorities, powers and discretions vested in or exercisable by the Committee.

4. Frequency of Meetings

The Committee shall meet at least three times per year at appropriate times in the year.

5. Notice of Meetings

- 5.1. Meetings of the Committee shall be convened by the Secretary of the Committee at the request of the Chair of the Committee.

- 5.2. Unless otherwise agreed, notice of each meeting confirming the venue, time and date, together with an agenda of items to be discussed, shall be forwarded to each member of the Committee and any other person required to attend no later than three working days before the date of the meeting. Supporting papers shall be sent to Committee members and to other attendees as appropriate, at the same time.

6. Minutes of Meetings

- 6.1. The Secretary shall minute the proceedings and resolutions of all meetings of the Committee, including recording the names of those present and in attendance.
- 6.2. Minutes of Committee meetings shall be circulated to all members of the Committee and to all other members of the Board.

7. Duties

The Committee shall:

- 7.1. Monitor the work of management to ensure that the Group's global health and safety policies and procedures are in line with best practice, and that performance is consistent with the commitments outlined in the Code of Business Conduct.
- 7.2. Review and approve goals and guidelines for environmental compliance, with the objective that environmental and climate-related policies align with the Group's strategy and its relevant targets, as well as meet applicable legal requirements.
- 7.3. Review and track performance against the Group's targets in the areas of health and safety, the environment and social responsibility.
- 7.4. Support and provide guidance to management in developing and updating policies and procedures relating to employee health and safety, the environment and social responsibility.
- 7.5. Monitor management's strategies and action plans relating to health and safety, the environment and social responsibility.
- 7.6. Keep under review developments in health and safety, the environment and social responsibility that may impact on the Group, with the aim of ensuring that the Group's policies and procedures continue to be in line with best practice.
- 7.7. Review, at least annually, the Safety, Environment and Social Responsibility performance of the Group and report to the Board on any significant trends or developments.
- 7.8. Review the findings resulting from audits of safety and environment performance across the Group.
- 7.9. Review management's implementation of recommendations to improve performance in areas under the responsibility of the Committee.

- 7.10. As agreed with management, make periodic visits to locations worldwide in order to become familiar with the nature of the operations, and to review relevant objectives, procedures and performance with respect to Safety, Environment and Social Responsibility.
- 7.11. Review and approve any reports on Safety, Environment and Social Responsibility in public documents such as the Sustainability Report.
- 7.12. Review and approve goals and policies for the improvement of inclusion and diversity within CRH, oversee external reporting, where relevant, and monitor progress against agreed objectives and key performance criteria.
- 7.13. At least annually, review and evaluate the adequacy of this Charter and report its recommendation for any change to the Board.
- 7.15. At least annually, review and evaluate the Committee's performance.

8. Authority

- 8.1. The Committee is authorised to seek any information it requires from any employee of the Group in order to perform its duties.
- 8.2. The Committee is authorised to obtain, at the Company's expense, outside legal or other professional advice on any matter within the terms of this Charter.

Approved by Board: December 4, 2024