CRH PLC

SAFETY, ENVIRONMENT & SOCIAL RESPONSIBILITY COMMITTEE CHARTER

The purpose of the Safety, Environment & Social Responsibility Committee (the "Committee") of the Board of Directors (the "Board") of CRH plc (the "Company") is provide support to the Board by fulfilling the Committee's duties and responsibilities outlined in the Duties and Responsibilities section below.

Membership, Structure and Operations

1. Appointment/Removal: 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. Members of the Committee may be removed or replaced by the Board at any time.

2. Independence: The majority of the Committee members shall be "independent" as determined by the Board in accordance with the listing rules of the New York Stock Exchange.

3. Leadership: The Board shall appoint the Committee Chair. In the absence of the Committee Chair, the remaining members present shall elect one of themselves to chair the meeting.

4. Quorum: The quorum necessary for the transaction of business shall be two members. A majority of members at 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.

5. Meetings: The Committee shall meet quarterly and otherwise as required to carry out its duties. Save as otherwise provided herein, the Committee shall be governed by the same rules regarding meetings (including meetings in person or by telephone or other similar communications equipment), action without meetings, notice, waiver of notice and voting requirements as are applicable to the Board.

Duties and Responsibilities

The Committee shall have the duties and responsibilities set out below and shall also carry out any other duties and responsibilities as may be delegated to it by the Board from time to time. In carrying out these duties and responsibilities, the Committee shall have the authority, to the extent it deems necessary or appropriate in its sole discretion, to select and retain any legal or other advisors, and the Committee shall receive appropriate funding from the Company for the payment of compensation for such advisors, at the expense of the Company, and the ordinary administrative expenses of the Committee.

The Committee shall:

1. Oversee and monitor compliance with policies and procedures relating to employee health and safety, the environment and social responsibility.

2. Monitor performance against key safety performance indicators and consider the findings resulting from audits of safety performance across the Company.

3. Consider the outcome of investigations from significant safety incidents and monitor the

implementation of any recommendations or corrective actions resulting from key findings.

4. Review and approve environmental and climate-related goals aligned with the Company's strategy and objectives, as well as applicable legal or regulatory requirements.

5. Monitor progress in relation to the Company's sustainability initiatives.

6. Consider updates from management on environmental and sustainability engagement activities and related matters.

7. Consider updates on developments in the regulatory landscape on climate and sustainability matters, including evolving external reporting requirements.

8. Consider reports on the operation of the Company's hotline on matters that fall within the remit of the Committee such as health, safety and environmental matters.

9. Monitor the progress of initiatives in the area of engagement and inclusion programs.

10. Review and discuss with management disclosures on Safety, Environment and Social Responsibility in the Company's publicly posted or filed documents such as the Sustainability Performance Report.

11. Report to the Board on the Committee's activities after each meeting, as relevant.

12. Review this Charter annually and recommend any proposed changes to the Board for approval.

13. Conduct an annual self-assessment of its performance and present the results of the review to the Board.

Approved by the Board: December 3, 2025