



2026 CODE OF CONDUCT CHANGES AT-A-GLANCE

On August 13, 2026, the Board of Directors (the “**Board**”) of Texas Roadhouse, Inc., a Delaware corporation (the “**Company**”), adopted a new Code of Conduct (the “**Code**”). The Code applies to all employees of the Company, including all Roadies employed by Company-operated or managed restaurants of all of the Company’s brands, and all members of the Board. Additionally, and as more particularly described in the Code, we also expect our franchise partners, vendors, suppliers, consultants and other business partners to act within the same level of partnership and integrity as we do.

The Code replaces and supersedes the Company’s prior version of its Code of Conduct and was revised in connection with the Company’s annual review process. While the Code does contain some non-substantive changes, the following is a summary of the key changes to the prior version of the Code:

- We expanded the definition of “**Company**” to reflect the names of the entities that employ our Roadies;
- We specifically identified our Regional People Partners in the **How To Raise Questions and Report Concerns** section;
- We added military status to the protected characteristics listed in the **Equal Employment Opportunity and Harassment, Discrimination, and Retaliation Prevention** sections;
- We streamlined our **Corporate Sustainability** section to better reflect our sustainability efforts and priorities; and
- We updated our **Social Media** section to include our policies on use of electronic or AI-enabled devices and other information technology use.

The foregoing description of the Code is qualified in its entirety by reference to the full text of the Code, which is available for review or download in the Governance section of the Company’s website at www.texasroadhouse.com.