



# CODE OF CONDUCT CHANGES AT-A-GLANCE

On August 7, 2024, the Audit Committee for 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 employees of Company-operated restaurants within the Texas Roadhouse brand family, 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 with the same level of partnership and integrity as we do.

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

- We added a specific definition of “**Compliance Officer**”;
- We created a new section highlighting our **People-First Culture** – which contains a specific cross-reference to our **People-First At-A-Glance**;
- We updated the language contained in the **Reporting of Concerns** section of the Code to include:
  - A **mechanism to report** a concern if a Roadie is not comfortable reporting through their own department, store or market reporting chain; and
  - A **mechanism to report** instances in which a Roadie does not feel their retaliation issue was taken seriously and/or is not comfortable reporting it to the People Department or via the ethics hotline;
- We updated the **Conflict of Interest** section to expressly prohibit “**cash equivalents**” to make clear that Roadies cannot accept gift cards as a gift;
- We updated the **Protection of Confidential Information** section to include protecting vendor information; and
- We added clarifying language relating to **interactions with governmental agencies**.

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 **Corporate Governance** section of the Company’s website at [texasroadhouse.com](https://texasroadhouse.com).