



# 2025 CODE OF CONDUCT CHANGES AT-A-GLANCE

On August 13, 2025, 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 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 added a specific definition of “**Bubba**” in honor of our late founder, Kent Taylor, and added the headings “Bubba Why,” “Bubba Who,” “Bubba What,” and “Bubba How” to reflect the purpose of the Code, who it applies to, responsibilities under the Code, and the manner in which to ask questions or report concerns;
- We added a specific definition of “**Roadie**,”
- We updated the language of the **Your Responsibilities** section to delineate who to seek out if one does not understand something or does not know what to do;
- We updated the **Waivers and Amendments** section to make clear that the Board’s responsibility for administration and enforcement of the Code may be *delegated* to one of its *committees*;
- We expanded our **Workplace Environment** section to more clearly articulate how our people-first programming is designed to be *Legendary For All*;
- We added a **Work Authorization** section;
- We updated our **Protecting Confidential Information** section to include protection of development and/or restaurant pipeline information;
- We changed the name of our **Accounts** section to **Accounts, Records & Disclosures**; and
- We added a PR-specific email address to our **Public Relations** section.

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](http://www.texasroadhouse.com).