

**BUILDERS FIRSTSOURCE, INC.
STOCK OWNERSHIP GUIDELINES
FOR EXECUTIVES AND DIRECTORS**

(As in effect on October 26, 2022)

Purpose: The Compensation Committee of the Board of Directors (the “Compensation Committee”) of Builders FirstSource, Inc. (the “Corporation”) believes that it is in the best interest of the Corporation and its stockholders to ensure that the financial interests of its Chief Executive Officer (the “CEO”), other executive officers (together with the CEO, the “Executives”) and Eligible Directors (as defined in the Corporation’s Amended and Restated Director Compensation Policy, the “Directors”) are aligned with those of the Corporation’s stockholders. In this regard, the Compensation Committee has adopted these Stock Ownership Guidelines for Executives and Directors (the “Guidelines”).

Applicability: The Guidelines are applicable to all Executives and Directors; provided, however, that the Guidelines shall not be applicable to Executives who have reached normal retirement age (67 years old).

Minimum Ownership Guidelines: Each Executive should accumulate and hold shares of common stock of the Corporation having a value at least as set forth below:

CEO	5x annual base salary
Executive Officers	3x annual base salary
Directors	5x annual cash retainer

The value of an Executive’s or Director’s stock holdings shall be measured as of April 1 of each year, (i) by reference to the closing price of a share of the Corporation’s common stock on the Nasdaq Stock Market on such date or dates as shall be determined by the Compensation Committee in its discretion from time to time (the “Valuation Price”) and (ii) by using each Executive’s base salary or Director’s annual cash retainer then in effect. For purposes of these Guidelines, a Director’s cash retainer shall mean the base annual cash retainer then provided for under the Corporation’s Director Compensation Policy, excluding any cash retainers for Committee chairmanships or memberships. The Compensation Committee shall provide each Executive and Director with written notice of any change in the Valuation Price and the date on which such new Valuation Price shall take effect, which shall be no earlier than thirty (30) days after the date of such notice.

Satisfaction of Guidelines: Executives and Directors may satisfy their ownership guidelines with common stock in the following categories: (i) shares owned directly, (ii) shares owned indirectly (*e.g.*, by a spouse or a trust) and (iii) unvested restricted stock, restricted stock units and deferred shares. Executives and Directors will have five years from the later of (i) the effective date of these Guidelines, and (ii) the date the individual became an Executive or Director to satisfy the applicable ownership guidelines. If an Executive or Director falls below the ownership guideline due to (i) a decline in value of the common stock, or (ii) tax withholding upon vesting of a share reward under the Corporation’s stock plans, the Executive or Director will not be required to acquire additional shares to meet the Guidelines, but he or she will be subject to the holding requirement set forth herein.

Holding Requirement: Until the Executive or Director has satisfied the stock ownership guidelines, such Executive or Director is required to retain fifty percent (50%) of the “net shares” of common stock received from the Corporation as compensation that are issued after the effective date of these Guidelines. Furthermore, once the Executive or Director has satisfied the stock ownership guidelines, any future sales of stock by such Executive or Director shall be permitted only to the extent that such Executive or Director shall continue to meet the Guidelines immediately following such sale. For purposes of these Guidelines, “net shares” are those shares held by the Executive or Director after deducting any shares withheld by the

Company or sold by the Executive or Director for the sole purpose of satisfying the Executive's or Director's tax liabilities and related fees, if any, related to the settlement event.

Compliance: The Compensation Committee has the discretion to enforce the Guidelines on a case-by-case basis. The Compensation Committee will evaluate whether exceptions should be made in the case of any Executive or Director who, due to his or her unique financial circumstances or other special circumstances, would incur a hardship by complying with these guidelines.

Administration: The Compensation Committee shall be responsible for monitoring the application of the Guidelines. In the event of any conflict or inconsistency between the Guidelines and any other materials previously distributed by the Corporation, the Guidelines shall govern.