

MARTEN TRANSPORT, LTD.
NOMINATING/CORPORATE GOVERNANCE COMMITTEE CHARTER

PURPOSE

The primary purpose of the Nominating/Corporate Governance Committee, or the Committee, is to assist the Board of Directors by (i) identifying individuals qualified to become members of the Board; (ii) recommending director nominees for each annual meeting of shareholders and director nominees to fill any vacancies that may occur between meetings of the shareholders; (iii) reviewing and updating the Company's corporate governance standards; (iv) reviewing and making recommendations to the Board regarding shareholder inquiries and proposals; and (v) overseeing the development and implementation of succession plans for the CEO and other key executive officers and employees. The Committee also assists the Board in its oversight of key strategic and operational Environmental, Social and Corporate Governance (ESG) risks facing the Company.

ORGANIZATION

The members of the Committee shall be appointed by the Board of Directors and shall consist of at least three (3) members of the Board of Directors, each of whom shall meet the independence requirements set forth in the federal securities laws and under the rules and regulations established by the Securities Exchange Commission and the Nasdaq Stock Market, as may be amended from time to time. The Committee's chairperson shall be designated by the full Board or, if it does not do so, the Committee members shall elect a chairperson by vote of a majority of the full Committee.

The chairperson of the Committee will preside at each meeting of the Committee and, in consultation with the other members of the Committee, shall set the frequency and length of each meeting and the agenda of items to be addressed at each meeting. The chairperson will ensure that the agenda for each meeting, together with any supporting material, is circulated in advance of the meeting.

DUTIES AND RESPONSIBILITIES

The duties and responsibilities of the Nominating/Corporate Governance Committee of the Board of Directors are as follows:

- Make recommendations regarding the size and composition of the Board.
- Consider and recruit candidates for director nominees based upon recommendations from current outside directors, members of management, outside consultants or search firms, and/or shareholders using the following approach:

- The criteria for selecting new directors shall reflect the requirements of Nasdaq’s listing standards with respect to independence and the following factors: the needs of the Company with respect to the particular talents and experience of its directors; personal and professional integrity of the candidate; level of education and/or business experience; broad-based business acumen; the level of understanding of the Company’s business and the transportation industry; strategic thinking and a willingness to share ideas; and diversity of experiences, expertise and background. Because the Committee believes it is important to create a Board with a diversity of experience, expertise, gender, race, and ethnicity, the Committee will commit to include in each search candidates who reflect diverse backgrounds, including diversity of gender, race, and ethnicity. The Committee will use these criteria to evaluate potential nominees and will not evaluate proposed nominees differently depending upon who has made the recommendation.
- The Committee will consider proposed nominees whose names are submitted to it by shareholders. The Committee will review periodically whether a more formal policy should be adopted.
- Any shareholder who desires to recommend a nominee for director must submit a letter, addressed to Chairman of the Nominating/Corporate Governance Committee, Marten Transport, Ltd., 129 Marten Street, Mondovi, WI 54755, and which is clearly identified as a “Director Nominee Recommendation”. All recommendation letters must identify the author as a shareholder and provide a brief summary of the candidate’s qualifications, as well as contact information for both the candidate and the shareholder. The Committee shall establish reasonable deadlines for submission of candidates by shareholders to assure time for meaningful consideration and evaluation of the candidate by the Committee.
- Recommend on an annual basis a slate of director nominees for approval by the Board of Directors and the shareholders.
- Review the appropriate committee structure of the Board and recommend to the Board for its approval directors to serve as members of each committee. The Committee shall review and recommend committee slates annually and shall recommend additional committee members to fill vacancies as needed.
- Review at least annually the Company’s corporate governance standards and recommend changes to the Board as deemed necessary.
- Generally advise the Board on emerging corporate governance matters for incorporation into the Company’s policies and procedures.
- Develop and recommend to the Board for its approval an annual self-evaluation process of the Board and its committees. The Committee shall oversee the self-evaluations.

- Have sole authority to retain and terminate outside consultants or search firms, including approving their fees and other terms of their engagements, to advise the Committee with respect to the identification and review of candidates for the Board.
- Provide suitable programs for the orientation of new directors and the continuing education of incumbent directors.
- Review shareholder inquiries and proposals relating to corporate governance and other matters and recommend to the Board the Company's response to such inquiries and proposals. To the extent that a shareholder inquiry or proposal relates to a matter that is overseen by another committee of the Board of Directors, the input of such other committee shall be solicited.
- Assist the Board in its oversight of the framework, policies and practices used by management to identify, assess and manage key strategic and operational Environmental, Social and Corporate Governance (ESG) risks facing the Company.
- Oversee and approve the management continuity planning process, review and evaluate the succession plans relating to the CEO and other executive officer positions and make recommendations to the Board of Directors with respect to the selection of individuals to occupy these positions.
- Report regularly to the Board of Directors (i) following meetings of the Committee, (ii) with respect to those matters that are relevant to the Committee's discharge of its responsibilities, and (iii) with respect to those recommendations that the Committee may deem appropriate. The report to the Board may take the form of an oral report by the Chairman of the Committee or any other member of the Committee designated by the Committee to make such report.
- Perform a review and evaluation, at least annually, of the performance of the Committee and its members, including a review of the compliance of the Committee with this Charter. In addition, the Committee shall review and reassess periodically the adequacy of this Charter and recommend to the Board of Directors any improvements to this Charter that the Committee considers necessary or valuable. The Committee shall conduct such evaluation and reviews in the manner it deems appropriate.

Approved by Marten Transport, Ltd.
Board of Directors

May 3, 2022