

# **MARTIN MARIETTA MATERIALS, INC.**

## **CORPORATE GOVERNANCE GUIDELINES**

The following Corporate Governance Guidelines have been adopted by the Board of Directors of Martin Marietta Materials, Inc. to assist the Board in the exercise of its responsibilities. These guidelines establish practices to allow the Board to make decisions that are independent of management. These guidelines are in addition to and are not intended to change or interpret any law or regulation, or the Corporation's Articles of Incorporation or Bylaws. The guidelines are subject to modification from time to time by the Board.

### **1. Board Responsibilities**

The Board's principal role is to maximize long-term value for shareholders. The Board is responsible for oversight of management's strategy and operation of the business so as to promote the long-term successful performance of the Corporation.

### **2. Selection of Chairman**

The Corporation's Bylaws provide that the Directors will elect a Chairman from among the Directors. The Corporation's policy as to whether the role of the Chief Executive Officer and Chairman should be separate is to adopt the practice which best serves the Corporation's needs at any particular time. Currently, the positions of Chairman and Chief Executive Officer are separate.

### **3. Executive Sessions of Non-Employee Directors**

At least two Board meetings per year will include an executive session of the non-employee Directors. In each case, these sessions will include such topics as the non-management Directors determine, and will include a discussion of the performance of the executive Chairman, if any, and the Chief Executive Officer. The Chairman of the Nominating and Corporate Governance Committee will preside during the Executive Session, and he or she will report to the Chairman and the Chief Executive Officer on all relevant matters, or invite the Chairman and/or the Chief Executive Officer and/or others to join the executive session for further discussion, as appropriate. Any actions of the executive sessions of the Board will be taken separately at a full Board or Committee meeting. The Chairman of the Board, who presides at all meetings of the Board, takes the lead role in the boardroom other than in executive sessions.

### **4. Board Committees**

The Chairman of the various Board Committees takes the lead on matters falling within his or her purview that should not involve the Chairman of the Board or the Chief Executive Officer. The Board currently is organized into 6 Committees: Audit; Ethics, Environment, Safety and Health; Executive; Finance; Management Development and Compensation; and Nominating and Corporate Governance. From time to time, the Board may provide for such other standing or special Committees as may be necessary to carry out its responsibilities.

### **5. Assignment and Rotation of Members**

The Nominating and Corporate Governance Committee of the Board will evaluate and make recommendations to the Board for the assignment of Board members to various Committees.

Committee assignments and the designation of Committee Chairs should be based on the Directors' knowledge, interests, areas of expertise, time commitment, and compliance with securities, corporate governance and New York Stock Exchange rules. The Board believes that experience and continuity are important to enhance the functioning of the Committees, and that mandatory rotation is not desirable. However, service on different Committees from time to time by Board members is desirable and increases a Director's contribution to the Corporation.

#### **6. Frequency and Length of Meetings; Attendance**

The Chairman of the Board and the Committee Chairmen, as appropriate, determine the frequency and length of meetings of the Board and Committees, respectively. The Board of Directors meets at least five times annually. The Audit Committee meets at least five times annually; the Finance Committee and the Management Development and Compensation Committee each meet at least four times annually; and the Nominating and Corporate Governance Committee and the Ethics, Environment Safety and Health Committee each meet at least twice annually, in regularly scheduled sessions. Executive Committee meetings are scheduled as needed. Directors are expected to regularly attend, either in person or by telephone, all meetings of the Board and the Committees on which the Directors sit. Directors are expected to attend the annual meetings of shareholders.

#### **7. Board and Committee Agenda**

The Chairman establishes the agenda for each Board meeting. The Chairman of each Committee, in accordance with the Committee's charter and in consultation with management and Committee members, will establish the agenda for each Committee meeting. Directors are encouraged to suggest items for inclusion on any agenda.

#### **8. Materials Distributed in Advance**

To the extent feasible, the meeting agenda and information materials relating to the Board and Committee meetings are distributed to the Directors at least several days in advance of the meeting.

#### **9. Presentations**

To the extent practicable, Board presentations are distributed in advance to the Directors. Proprietary or otherwise sensitive materials may be reserved for distribution at the Board meeting.

#### **10. Regular Attendance of Non-Directors at Board and Committee Meetings**

The Chairman of the Board, and each Committee, as appropriate, designates guest attendees at any Board or Committee meeting, who are present for the purpose of making presentations, responding to questions by the Directors, or providing counsel on specific matters within their areas of expertise. The Board and each Committee may hire outside consultants and experts as the Board or the Committee deems necessary to assist it in evaluating proposals, information or otherwise fulfilling its responsibilities.

#### **11. Board Access to Senior Management**

Board members have access to the Corporation's management. The Board encourages management to include key managers in Board meetings who can share their expertise with

respect to matters before the Board. This also enables the Board to gain exposure to key managers with future potential in the Corporation.

## **12. Board Compensation Review**

The Board will determine from time to time reasonable compensation for Directors upon recommendation of the Management Development and Compensation Committee of the Board. Management will review with the Committee the status of Board compensation relative to a peer industry survey group in addition to other relevant factors. Compensation should fairly pay Directors for the work required in a company of the Corporation's size and the scope of their responsibilities, and should align Directors' interests with the long-term interests of the Corporation's shareholders.

## **13. Size of Board**

The Board has determined that a board size of nine to eleven is currently optimum.

## **14. Mix of Independent and Management Directors**

The Board believes that at least two-thirds of the Board of Directors should consist of independent non-management Directors.

## **15. Board Definition of What Constitutes Independence for Outside Directors**

The Board is responsible for the appointment of Board and Committee members according to criteria that it determines to be in the best interest of the Corporation and its shareholders and in accordance with the listing standards of the New York Stock Exchange and other applicable regulations. The Board will affirmatively determine whether a Director is "independent." The Board will review annually the relationships that each Director has with the Corporation. An outside Director is "independent" if the Director has no direct or indirect material relationship with the Corporation, subject to other or additional qualifications prescribed by the New York Stock Exchange. A Director who is an employee of the Corporation will not be viewed as independent until at least three years have passed following retirement from the Corporation.

## **16. Board Membership Criteria**

There are no firm prerequisites to qualify as a candidate for the Board, although the Board seeks a diverse group of candidates who possess the background, skills, expertise and time to make a significant contribution to the Board, to the Corporation and its shareholders. Annually the Nominating and Corporate Governance Committee will review the qualifications and backgrounds of the Directors, as well as the overall composition of the Board, and recommend to the full Board the slate of Directors to be recommended for nomination for election at the annual meeting of shareholders.

## **17. Orientation and Continuing Education**

The Corporation will provide new Directors with a Director orientation program to familiarize such Directors with, among other things, the Corporation's business, strategic plans, principal officers, financial reporting, auditing processes, and *Code of Ethics and Standards of Conduct*. All Directors will be given the opportunity to attend educational programs to maintain the necessary level of expertise to perform his or her responsibilities as a Director.

### **18. Selection of New Director Candidates**

The Nominating and Corporate Governance Committee will make recommendations to the Board concerning the composition of the Board including consideration of its size and an individual's qualifications for membership. Nominations to the Board may also be submitted to the Nominating and Corporate Governance Committee by the Corporation's shareholders in accordance with the Corporation's Bylaws.

### **19. Extending the Invitation to a New Potential Director to Join the Board**

The invitation to join the Board is extended by the Chairman on behalf of the Board of Directors.

### **20. Assessing the Board's Performance**

The Board continuously assesses its performance through its actions in guiding the affairs of the Corporation. Any Director is free at any time to comment on the Board's performance. The Nominating and Corporate Governance Committee will sponsor an annual self-assessment of the Board's and each Committees' performance, which will be discussed with the Board.

### **21. Directors Who Change Their Present Job Responsibility**

Any Director who experiences a significant change in responsibilities or assignment will review and consult with the Chairman of the Board and the Chairman of the Nominating and Corporate Governance Committee on the potential impact, if any, the change may have on continued Board service.

### **22. Term Limits**

The Board does not believe it should limit the number of terms for which an individual may serve as a Director. Directors who have served on the Board for an extended period of time are able to provide valuable insight into the operations and future of the Corporation based on their experience with and understanding of the Corporation's history, policies and objectives.

### **23. Retirement Age**

The Corporation's Bylaws provide that a Director will retire at the annual meeting of shareholders following the director's 75<sup>th</sup> birthday.

### **24. Formal Evaluation of the Chief Executive Officer**

The Management Development and Compensation Committee evaluates the Chief Executive Officer annually, and reviews its actions with the Board of Directors. The Board may communicate its views to the Chief Executive Officer through the Chairman of the Board or the Chairman of the Management Development and Compensation Committee. The Management Development and Compensation Committee's evaluation of the Chief Executive Officer is based upon a combination of objective and subjective criteria and is discussed fully each year in the Corporation's annual proxy statement.

### **25. Succession Planning**

The Chief Executive Officer reports at least annually to the Board on succession planning for senior executive positions.

**26. Management Development**

The Chief Executive Officer reports regularly to the Management Development and Compensation Committee on the Corporation's management development activities.

**27. Board Interaction with Institutional Investors, the Press, Customers, Etc.**

The Board looks to management to speak for the Corporation.

**28. Ethics Policy and Code of Conduct and Conflicts of Interest**

The Board will adhere to the Corporation's *Code of Ethics and Standards of Conduct*. If an actual or potential conflict of interest arises for a Director, the Director will promptly inform the Chairman of the Board and the Chairman of the Nominating and Corporate Governance Committee of all material facts and circumstances regarding the conflict.

**29. Periodic Review**

The Nominating and Corporate Governance Committee is responsible for reviewing at least annually and amending when appropriate these guidelines as well as considering other corporate governance issues that may, from time to time, be required by applicable law or rules or otherwise be appropriate for consideration by the Corporation's Board of Directors.