

# Bowman

## Stock Ownership Guidelines For Non-Employee Directors

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### Purpose

The Board of Directors ("Board") of Bowman Consulting Group Ltd. ("Bowman") believes that it is in the best interest of Bowman and its stockholders to align the financial interests of the non-employee directors of the Board with those of stockholders.

### Ownership Guideline

Accordingly, the Board has established that the non-employee directors ("Directors") of the Board shall hold three (3) times the annual cash retainer for service on the Board.

### Retention Guideline

Directors who are subject to these Stock Ownership Guidelines may not sell any net shares following the vesting of restricted stock or restricted stock units until the required ownership level has been met. After achievement of the ownership level, directors must continue to retain enough shares to maintain such level while serving as a non-employee director.

### Timeframe

Directors who are subject to these Stock Ownership Guidelines are required to achieve the applicable ownership threshold within three (3) years after first becoming subject to these Guidelines. If a Director becomes subject to a greater ownership amount due to increase in the annual retainer the Director is expected to meet the higher ownership threshold within three (3) years.

### Definition of Ownership

Stock ownership for the purpose of these Stock Ownership Guidelines will include the following:

1. Shares owned directly, including restricted shares and shares deliverable upon settlement of restricted or unrestricted stock units, excluding restricted shares or restricted stock units that remain subject to achievement of performance goals, such as performance share units.
2. Shares owned indirectly, if the individual has an economic interest in the shares. For this purpose, indirect ownership includes shares that would be beneficially owned and reported for purposes of the stock ownership table in the Company's proxy statement (excluding shares subject to a right to acquire) and shares beneficially owned and reportable on Table 1 of Forms 3, 4 or 5 under the Securities Exchange Act.

### Stock Ownership Calculation

Share prices of all companies are subject to market volatility. In the event there is a significant increase in Bowman's stock price that causes a Director's holdings to fall below the applicable threshold, the Director will not be required to purchase additional shares to meet the threshold, but such Director shall not sell or transfer

any shares until the threshold has again been achieved. Compliance with these Stock Ownership Guidelines will be evaluated on an annual basis and will be measured on the first trading day of each fiscal year.

## Administration

The Compensation Committee of the Board shall be responsible for monitoring the application of these Stock Ownership Guidelines. That Committee shall prepare a report on compliance with the Stock Ownership Guidelines, at least once per year, and deliver the report to the Board.