



BOWMAN CONSULTING GROUP LTD. CODE OF ETHICS FOR SENIOR FINANCIAL OFFICERS

Introduction

The Chief Executive Officer, Chief Financial Officer, principal accounting officer and/or controller, and other persons performing a similar function (individually, each a “**Senior Financial Officer**” and, together, the “**Senior Financial Officers**”) of Bowman Consulting Group Ltd. and its subsidiaries (collectively, the “**Company**”) are expected to conduct themselves with the highest degree of honesty and ethics when acting on behalf of the Company. This Code of Ethics has been adopted by the Board of Directors of the Company (the “**Board**”) to promote (i) honest and ethical conduct, (ii) proper disclosure in the Company’s periodic reports, and (iii) compliance with applicable laws, rules, and regulations by the Company’s senior officers who have financial responsibilities. This Code of Ethics for Senior Financial Officers (this “**Code**”) supplements the Company’s Code of Ethics and Business Conduct (the “**Ethics Code**”).

Principles and Responsibilities

In performing their duties, each Senior Financial Officer of the Company shall abide by and promote, to the best of such individual’s knowledge and ability, the following principles and responsibilities:

➤ **Honest and Ethical Conduct**

Proactively promote an ethical culture that respects and values all employees and encourages compliance with all laws and policies of the Company. Set the appropriate “tone at the top” by observing the highest ethical standards and by acting with honesty and integrity.

➤ **Codes of Ethics, Laws and Policies**

Comply with the letter and spirit of this Code, the Ethics Code, and each of the other codes, standards, policies and procedures of the Company and all applicable laws, regulations and rules that apply to the Company’s business affairs, including all host country laws and regulations, and the requirements of the exchanges on which the Company’s shares are listed.

➤ **Inclusion, Diversity and Respect**

Promote a positive work environment in which all individuals are treated with dignity and respect and not engage in harassment, discrimination or retaliation in the workplace or work-related settings.

➤ **Performance of Duties**

Act in good faith in the best interests of the Company and its stockholders, including acting responsibly with due care and diligence in the performance of his or her duties.

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➤ **Conflicts of Interest**

Maintain loyalty to the Company and avoid any situations that create or appear to create a conflict of interest between his or her personal interests and the interests of the Company. Disclose to the Board any transaction or relationship that reasonably could be expected to give rise to such a conflict.

➤ **Financial Records and Periodic Reporting**

Provide full, fair, accurate, timely and understandable disclosure in compliance with all applicable laws and regulations in all reports of the Company filed with or submitted to applicable securities regulators and stock exchanges and in other public communications. Comply with all standards, policies and procedures of the Company designed to promote compliance with the Company's disclosure policy and refrain from knowingly misrepresenting, omitting or causing others to misrepresent or omit any material information in any reports or communications.

➤ **Reporting Guidelines**

Consult with the Chief Legal Officer or Chair of the Board regarding any questions about this Code or the Ethics Code and promptly contact the Chair or the Chief Legal Officer if he or she believes there has been a violation of this Code or the Ethics Code, or if he or she is aware of illegal or unethical behavior by any employee, officer, director, or any other person purporting to be acting on the Company's behalf.

➤ **Compliance and Accountability**

The Audit Committee will assess compliance with this Code, report material violations to the Board, and recommend to the Board appropriate action. Any violations of this Code may result in disciplinary action up to and including immediate termination. Violations of this Code of Ethics may also constitute violations of law and may result in civil and criminal penalties for you and/or the Company.

➤ **Waiver and Amendment**

Any request for a waiver of any provision of this Code must be in writing and addressed to the Audit Committee. Any waiver of this Code or any amendment to this Code relating to the Senior Financial Officers will be disclosed on Form 8-K or on the Company's website within four business days following the waiver or amendment or by any other means approved by the Securities and Exchange Commission. Amendments to this Code must be approved by the Board.

➤ **Periodic Certification**

Each Senior Financial Officer of the Company shall execute such certifications as may be required by the Company on a periodic basis to document the fact that he or she has received and reviewed this Code, that he or she understands this Code and that he or she undertakes to comply fully with this Code.