

# Bowman

## Stock Ownership Guidelines For Executives

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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 Bowman's executive officers with those of stockholders.

### Ownership Guidelines

Accordingly, the Board has established the following Stock Ownership Guidelines for the amount of Bowman stock that an executive (as a multiple of base salary) shall hold:

- Chief Executive Officer: 5 times base salary
- Other Name Executive Officers: 3 times base salary
- Executive Team: 2 times base salary

### Retention Guideline

Individuals who are subject to these Stock Ownership Guidelines may not sell any net shares following the vesting of restricted stock or restricted stock units or the vesting of performance share units until the required ownership level has been met. After achievement of the ownership level, individuals must continue to retain enough shares to maintain such level while serving as in their positions as executives. Any exception to the retention guideline must be approved by the Compensation Committee of the Board.

### Timeframe

Individuals who are subject to these Stock Ownership Guidelines are required to achieve the applicable ownership threshold within five years after first becoming subject to these Guidelines. If an individual becomes subject to a greater ownership amount, due to promotion or an increase in base salary, the individual is expected to meet the higher ownership threshold within three 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 decline in Bowman's stock price that causes an executive's holdings to fall below the applicable threshold, the executive will not be required to purchase additional shares to meet the threshold, but such executive 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.