

CHARTER OF THE AUDIT COMMITTEE OF BOWMAN CONSULTING GROUP LTD.

1. Purpose

- a) The Audit Committee (the "**Committee**") is appointed by, and responsible to, the board of directors (the "**Board**") of Bowman Consulting Group Ltd. (the "**Company**"). The purpose of the Committee is to oversee the Company's accounting and financial reporting processes and the audit of the Company's financial statements.
- b) The primary role of the Committee is to oversee the financial reporting and disclosure process. To fulfill this obligation, the Committee relies on: management for the preparation and accuracy of the Company's financial statements; management for establishing effective internal controls and procedures to ensure the Company's compliance with accounting standards, financial reporting procedures and applicable laws and regulations; and the Company's independent auditors for an unbiased, diligent audit or review, as applicable, of the Company's financial statements and the effectiveness of the Company's internal controls. The members of the Committee are not employees of the Company and are not responsible for conducting the audit or performing management activities, including establishing effective internal controls and procedures to ensure the Company's compliance with accounting standards, financial reporting procedures and applicable laws and regulations.

2. Membership

- a) The Committee shall consist of three or more directors. Each member of the Committee shall be independent in accordance with the requirements of Rule 10A-3 of the Securities Exchange Act of 1934 and the rules of the Nasdaq Stock Market. No member of the Committee can have participated in the preparation of the Company's or any of its subsidiaries' financial statements at any time during the past three years.
- b) Each member of the Committee must be able to read and understand fundamental financial statements, including the Company's balance sheet, income statement and cash flow statement. At least one member of the Committee must have past employment experience in finance or accounting, requisite professional certification in accounting or other comparable experience or background that leads to financial sophistication. At least one member of the Committee must be an "audit committee financial expert" as defined in Item 407(d)(5)(ii) of Regulation S-K. A person who satisfies this definition of audit committee financial expert will also be presumed to have financial sophistication.
- c) No member of the Committee, including the Chair, may serve simultaneously on the audit committee of more than two other public companies without prior approval of the Board.
- d) The members of the Committee shall be appointed by the Board based on recommendations from the nominating and corporate governance committee of the Board. The members of the Committee shall serve for such term or terms as the Board may determine or until earlier resignation or death. The Board may remove any member from the Committee at any time with or without cause.

- e) Attendance by invitation at all or a portion of Committee meetings is determined by the Committee chair or its members and would normally include the Chief Financial Officer of the Company, representatives of the external auditor, the internal audit function, the Secretary of the Company, and such other officers or support staff as deemed appropriate.

3. Authority and Responsibilities

The Committee shall have the following authority and responsibilities:

- a) To request such information and explanations in regard to the accounts of the Company as the Committee may consider necessary and appropriate to carry out its duties and responsibilities.
- b) To consider any other matters which, in the opinion of the Committee or at the request of the Board, would assist the directors to meet their responsibilities.
- c) To provide reports and minutes of meetings to the Board.

4. Outside Advisors

- a) The Committee shall have the authority, in its sole discretion, to retain and obtain the advice and assistance of independent outside counsel and such other advisors as it deems necessary to fulfill its duties and responsibilities under this Charter. The Committee shall set the compensation, and oversee the work, of any outside counsel and other advisors.
- b) The Committee shall receive appropriate funding from the Company, as determined by the Committee in its capacity as a committee of the Board, for the payment of compensation to the Company's independent auditors, any other accounting firm engaged to perform services for the Company, any outside counsel and any other advisors to the Committee.

5. Structure and Operations

- a) The Board shall designate a member of the Committee as the chairperson. The Committee shall meet at least four times a year at such times and places as it deems necessary to fulfill its responsibilities. The Committee shall report regularly to the Board on its discussions and actions, including any significant issues or concerns that arise at its meetings, and shall make recommendations to the Board as appropriate. The Committee is governed by the same rules regarding meetings (including meetings in person or by telephone or other similar communications equipment), action without meetings, notice, waiver of notice, and quorum and voting requirements as are applicable to the Board.
- b) The Committee shall meet separately, and periodically, with management, members of the Company's internal audit department or the personnel primarily responsible for the design and implementation of the Company's internal audit function and shall invite such individuals to its meetings as it deems appropriate, to assist in carrying out its duties and responsibilities.
- c) The Committee shall review this Charter at least annually and recommend any proposed changes to the Board for approval.

6. Delegation of Authority

The Committee shall have the authority to delegate any of its responsibilities, along with the authority to take action in relation to such responsibilities, to one or more subcommittees as the Committee may deem appropriate in its sole discretion.

7. Performance Evaluation

The Committee shall conduct an annual evaluation of the performance of its duties under this Charter and shall present the results of the evaluation to the Board. The Committee shall conduct this evaluation in such manner as it deems appropriate.

8. External Auditor and Financial Reporting Oversight

The Committee shall have the authority and responsibility to:

- a) Select and retain an independent registered public accounting firm to act as the Company's independent auditors for the purpose of auditing the Company's annual financial statements, books, records, accounts and internal controls over financial reporting, preparing or issuing an audit report or performing other audit, review or attest services for the Company, subject to ratification by the Company's stockholders of the selection of the independent auditors,
- b) Select, retain, compensate, oversee and terminate, if necessary, any other registered public accounting firm engaged for the purpose of preparing or issuing an audit report or performing other audit, review or attest services for the Company.
- c) Approve all audit engagement fees and terms; and to pre-approve all audit and permitted non-audit and tax services that may be provided by the Company's independent auditors or other registered public accounting firms and establish policies and procedures for the Committee's pre-approval of permitted services by the Company's independent auditors or other registered public accounting firms on an on-going basis.
- d) At least annually, obtain and review a report by the Company's independent auditors that describes (1) the accounting firm's internal quality control procedures, (2) any issues raised by the most recent internal quality control review, peer review or Public Company Accounting Oversight Board review or inspection of the firm or by any other inquiry or investigation by governmental or professional authorities in the past five years regarding one or more audits carried out by the firm and any steps taken to deal with any such issues, and (3) all relationships between the firm and the Company or any of its subsidiaries; and to discuss with the independent auditors this report and any relationships or services that may impact the objectivity and independence of the auditors.
- e) At least annually, evaluate the qualifications, performance and independence of the Company's independent auditors, including an evaluation of the lead audit partner.
- f) Review and discuss with the Company's independent auditors (1) the auditors' responsibilities under generally accepted auditing standards and the responsibilities of management in the audit process, (2) the overall audit strategy, (3) the scope and timing of the annual audit, (4) any significant risks identified during the auditors' risk assessment

procedures and (5) when completed, the results, including significant findings, of the annual audit.

- g) Review and discuss with the Company's independent auditors (1) all critical accounting policies and practices to be used in the preparation of the Company's financial statements; (2) all alternative treatments of financial information within generally accepted accounting principles ("GAAP") that have been discussed with management, the ramifications of the use of such alternative treatments and the treatment preferred by the auditors; and (3) other material written communications between the auditors and management.
- h) Review and discuss with the Company's independent auditors and management (1) any audit problems or difficulties, including difficulties encountered by the Company's independent auditors during their audit work (such as restrictions on the scope of their activities or their access to information), (2) any significant disagreements with management and (3) management's response to these problems, difficulties or disagreements.
- i) Review with management and the Company's independent auditors: any major issues regarding accounting principles and financial statement presentation, including any significant changes in the Company's selection or application of accounting principles; and any significant financial reporting issues and judgments made in connection with the preparation of the Company's financial statements, including the effects of alternative GAAP methods.
- j) Keep the Company's independent auditors informed of the Committee's understanding of the Company's relationships and transactions with related parties that are significant to the Company; and to review and discuss with the Company's independent auditors the auditors' evaluation of the Company's identification of, accounting for, and disclosure of its relationships and transactions with related parties, including any significant matters arising from the audit regarding the Company's relationships and transactions with related parties.
- k) Review with management and the Company's independent auditors the adequacy and effectiveness of the Company's financial reporting processes, internal control over financial reporting and disclosure controls and procedures, including any significant deficiencies or material weaknesses in the design or operation of, and any material changes in, the Company's processes, controls and procedures and any special audit steps adopted in light of any material control deficiencies, and any fraud involving management or other employees with a significant role in such processes, controls and procedures, and review and discuss with management and the Company's independent auditors disclosure relating to the Company's financial reporting processes, internal control over financial reporting and disclosure controls and procedures, the independent auditors' report on the effectiveness of the Company's internal control over financial reporting and the required management certifications to be included in or attached as exhibits to the Company's annual report on Form 10-K or quarterly report on Form 10-Q, as applicable.
- l) Review and discuss with the Company's independent auditors any other matters required to be discussed by PCAOB Auditing Standards No. 1301, *Communications with Audit*

Committees, including, without limitation, the auditors' evaluation of the quality of the Company's financial reporting, information relating to significant unusual transactions and the business rationale for such transactions and the auditors' evaluation of the Company's ability to continue as a going concern, and other applicable requirements of the PCAOB and the SEC.

- m) Review and discuss with the Company's independent auditors and management the Company's annual audited financial statements (including the related notes), the form of audit opinion to be issued by the auditors on the financial statements and the disclosure under Management's Discussion and Analysis of Financial Condition and Results of Operations ("MD&A") to be included in the Company's annual report on Form 10-K before the Form 10-K is filed.
- n) Recommend to the Board whether the audited financial statements and the MD&A section may be included in the Company's Form 10-K and whether the Form 10-K should be filed with the SEC; and produce the audit committee report required to be included in the Company's proxy statement.
- o) Review and discuss with the Company's independent auditors and management the Company's quarterly financial statements and the disclosure under MD&A to be included in the Company's quarterly report on Form 10-Q before the Form 10-Q is filed; and to review, discuss, and approve the Form 10-Q for filing with the SEC.
- p) Review and discuss with management and the Company's independent auditors: the Company's earnings press releases, including the type of information to be included and its presentation and the use of any pro forma, adjusted or other non-GAAP financial information, before their release to the public; and any financial information and earnings guidance provided to analysts and ratings agencies, including the type of information to be disclosed and type of presentation to be made.
- q) Set Company hiring policies for employees or former employees of the Company's independent auditors.
- r) Establish and oversee procedures for the receipt, retention and treatment of complaints received by the Company regarding accounting, internal accounting controls or auditing matters and the confidential, anonymous submission by Company employees of concerns regarding questionable accounting or auditing matters.
- s) Review and discuss with management and the independent auditor goodwill and similar intangible assets carried on the Company's balance sheet, including potential impairment of such assets.
- t) To the extent not otherwise discussed above, review and recommend to the Board for approval public disclosure documents related to Audit Committee reporting obligations, or other regulatory filings of a financial nature.

9. Risk

The Committee shall have the authority and responsibility to:

- a) The Company is in the process of establishing an internal audit department. Upon the establishment of an internal audit department, review and approve the functions of the Company's internal audit department or persons responsible for internal audit, including its authority, organization, responsibilities, budget and staffing; and review the scope and performance of the department's responsibilities, including the results of internal audits, if any, and any reports to management and management's response to those reports.
- b) Receive from and review with management an annual report identifying, evaluating, mitigating, and reporting on the principal and emerging risks inherent in the Company's businesses and strategic decisions.
- c) Review at least annually the Company's risk tolerance, and risk retention philosophy, including the Company's loss prevention policies and insurance programs and corporate liability protection programs for directors and officers, as well as disaster response and business continuity plans.
- d) Review the Company's cybersecurity program and measures designed to ensure security of the Company's information technology systems.
- e) Review and discuss with management the risks faced by the Company and the policies, guidelines and process by which management assesses and manages the Company's risks, including the Company's major financial risk and fraud exposures and the steps management is taking to monitor and mitigate such exposures.
- f) In coordination with the Nominating and Governance Committee, review the Company's compliance with applicable laws and regulations and review the Company's policies, procedures and programs that are designed to promote and monitor legal, ethical and regulatory compliance and that could have a significant impact on the Company's financial statements.
- g) Review, with the General Counsel and outside legal counsel, legal and regulatory matters, including legal cases against or regulatory investigations of the Company and its subsidiaries, that could have a significant impact on the Company's financial statements.
- h) Review, with the General Counsel, all policies of insurance obtained by the Company, including those for general liability, property, cyber liability, employment practices and fiduciary liability, directors' and officers' liability, and others.
- i) Review, approve and oversee any transaction between the Company and any related person (as defined in Item 404 of Regulation S-K) and any other potential conflict of interest situations on an ongoing basis, in accordance with Company policies and procedures.
- j) Receive quarterly reports from management on the Company's fraud risk assessment activities.
- k) Discuss with management and the General Counsel any legal matters that may have a material impact on the financial statements or the Company's compliance requirements.
- l) Establish procedures for complaints received in accordance with the Company's Whistleblower Policy, Code of Business Ethics and Conduct, and similar policies.

- m) Review annually, or as required, the appropriateness of the system of internal controls and approval policies concerning the expenses of the Officers of the Company.
- n) Assess compliance with the Code of Ethics for Senior Financial Officers and report any material violations to the Board of Directors and recommend to the Board for appropriate action.