



CONSTITUTION

CONTENTS

| | |
|---------------------------|----|
| WHY WE ARE HERE | 6 |
| WHO WE ARE | 9 |
| OUR VALUES AND PRINCIPLES | 10 |
| HOW WE CONDUCT BUSINESS | 13 |
| STAKEHOLDER PHILOSOPHY | 14 |
| COMMITMENT OF LEADERSHIP | 17 |
| LIVING THE CONSTITUTION | 18 |





A TRADITION OF INTEGRITY

The Woodward Constitution was established to embody the fundamentals of our values and principles. It documents the unique corporate partnership of our members and shareholders, as well as our principles of business practices, which have been part of the fabric of our company since its inception in 1870.

As we look ahead to Woodward 2030, we continue to reinforce and reflect on our strong tradition of integrity and commitment to all of our stakeholders. I ask all members to embrace and uphold the Constitution, as it defines who we are and how we conduct business.

WHY WE ARE HERE

Our Impact

Woodward enhances global quality of life, creating innovative energy conversion and control solutions for our customers that optimize performance, efficiency and environmental sustainability.



Our Aspiration

Woodward is the global leader in energy conversion and control solutions for the Aerospace and Industrial Equipment markets. Together with our customers, we are enabling the path to a cleaner, decarbonized world. Our innovative members drive our success, delivering excellence in customer satisfaction while providing superior shareholder returns.





WHO WE ARE

All of us...

- Are driven by ethics, integrity, and values.
- Embrace change, while respecting our heritage.
- Are and act like owners of the company.
- Foster an inclusive environment that acknowledges, values, and leverages the diversity and uniqueness of each of our members to the benefit of all our stakeholders.
- Collaborate effectively in a global team environment.
- Are confident and proud, but not arrogant.
- Are highly regarded and respected in our industries.
- Are agile and responsive to changing environments, situations, and requirements.
- Are committed to a learning culture and continuous improvement.
- Deliver superior results for our customers and shareholders.

OUR VALUES & PRINCIPLES

Respect for the Individual

The dignity, value, and equality of all members is acknowledged and demonstrated through our actions.

Integrity and Ethics

Our business activities are conducted with honesty, integrity, and ethical behavior, and are in compliance with all laws and regulations.

Accountability

Members strive for excellence and innovation in their work, challenging themselves and others to meet and exceed commitments and company objectives.

Teamwork

Members work collaboratively across all levels, functions, and locations to build trust, leverage our capabilities, and strengthen the company.

Customer Satisfaction

We are passionate about our customers' success and strive for customer satisfaction in all aspects of our business.

Initiative

Members act with a sense of urgency to improve business results, and are committed to continuous improvement and self-development.

Results Driven

We deliver on our commitments, balancing short- and long-term results to ensure a superior and sustainable track record of growth and financial performance.

EVERYONE, EVERYDAY

EXIT

INTEGR ETHICS



HOW WE CONDUCT BUSINESS

Our philosophy is to serve our stakeholders well, while striving to balance differences in their goals and objectives. All interactions with our stakeholders are conducted ethically and with integrity.

STAKEHOLDER PHILOSOPHY

Shareholders

Shareholders maintain ultimate control and direction of the company as exercised through the Board of Directors. Our goal is that shareholders own a competitive company and receive a return that, in the long run, represents a superior investment.

Customers

We are committed to customer satisfaction, a critical measure of our success. We partner with our customers, providing the highest value systems, components, and services that contribute to their success.

Members

We promote an environment that ensures safety, encourages diversity and inclusion, fosters growth and self-development, and provides meaningful work. All members participate in our success through attractive and aligned total compensation and benefits programs.

Suppliers

Our success is strongly linked to the performance of our supply chain. We are invested in our suppliers and value long-term relationships based on shared business principles. We strive to maintain a balance of short- and long-term objectives that are mutually beneficial.

Community

Woodward is proud to provide jobs within our communities. We are deeply committed to supporting organizations and programs that ensure our communities are desirable places to live and work. We cultivate a spirit of giving, encouraging our members to engage and volunteer within their communities.



Project / Area

TEST/PM



Material





COMMITMENT OF LEADERSHIP

Our leadership is dedicated to promoting the interests of our stakeholders and committed to implementing a robust vision and strategy that promote the long-term sustainability of the company. We provide a safe, inclusive, challenging, and rewarding environment for our members.

To ensure our company and stakeholders' success, leaders responsibly allocate capital, build diversity in membership and thinking, coach and develop others, and effectively align resources and activities.



LIVING THE CONSTITUTION

We have conducted business with integrity since Woodward was founded in 1870. The values and principles of the Constitution are the foundation of our Company.

Our Board of Directors, all members, and others acting on behalf of the company are required to understand and uphold the Woodward Code of Business Conduct and Ethics and all related company policies.

These policies stem from the Woodward Constitution and provide day-to-day guidance on how to live these principles.



