

**WOODWARD, INC.**  
**OFFICER/DIRECTOR**  
**STOCK OWNERSHIP GUIDELINES**  
**September 2021**

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Philosophy

In order to align the Company's Officers' and Directors' interests and objectives with that of shareholders, we have established guidelines for Woodward stock ownership.

Ownership Guidelines

*CEO & President* - Shares with a value equal to 5 times annual base salary.

*COO, CFO & Business Group Presidents* - Shares with a value equal to 3 times annual base salary.

*Corporate Vice Presidents* - Shares with a value equal to 2 times annual base salary.

*CEO Appointed Officers* - Shares with a value equal to annual base salary.

*Non-Employee Members of the Board of Directors* - Shares with a value equal to 5 times annual base retainer.

Stock Qualifications

Shares held as owner of record, or in brokerage account, in the Woodward Stock Plan, and unfunded deferred plan amounts denominated in Woodward Stock, all qualify towards the ownership guidelines. For purposes of these guidelines, an individual's stock ownership shall also include shares (i) owned jointly with, or separately, by the individual's immediate family member(s) (spouse and/or dependent children); and (ii) held in trust for the individual's immediate family member(s). Unexercised and vested "in-the-money" stock options will also qualify towards up to a maximum of 50% of the ownership requirements.

Compliance

Except as may be prohibited in any relevant jurisdiction, Woodward requires its Officers and Directors to comply with these guidelines within five years of becoming subject to these guidelines (the "Compliance Date"); provided, however, that the Compensation Committee of the Board of Directors may in its discretion relieve an Officer or Director of his or her obligations under these guidelines on a case by case basis at the request of such Officer or Director, taking into consideration various factors, including but not limited to: retirement or estate planning, health and any other special financial circumstances.

If the ownership target is not reached by an Officer or Director by the Compliance Date, then (i) 100% of any amounts deferred under the Woodward Executive Benefit Plan must be denominated in Woodward Stock; (ii) at least 75% of net shares acquired upon any future vesting of stock units and/or exercise of stock options must be retained by the individual, after deducting shares used to pay applicable taxes and/or exercise price; and (iii) at least 75% of the individual's net incentive compensation bonus payments (in the case of an Officer) or base retainer (in the case of a non-employee director) must be (a) deferred in the Woodward Executive Benefit Plan (to the extent permitted under such plan and IRC Section 409A) and denominated in Woodward stock, or (b) utilized by the individual, at the earliest available trading window, to acquire Woodward stock. In any case, these additional requirements will remain in effect until the ownership requirements are achieved.

If a person meeting these guidelines would become out of compliance solely as a result of a decrease in the value of Woodward stock, such person will be deemed to remain in compliance provided he or she retains the same number of shares and/or stock options (as adjusted for stock splits, dividends, etc.) that were held at the time the individual was in

compliance. For purposes of the preceding sentence only, a person is deemed to retain the same number of stock options following the exercise of such options if the individual sells no greater than an amount needed to cover the associated exercise price and tax obligations.

The Compensation Committee will review Officer and Director stock ownership levels annually and ensure compliance where necessary.