



Total Rewards for U.S. Woodward members

Everyone who works at Woodward is a member, a vital part of our team who contributes to and benefits from our leading performance. At Woodward, we strive to help you thrive at work and at home, with holistic benefits programs designed to care for your total well-being. Some highlights of the Woodward Total Rewards program for U.S. members include the following (eligibility differs by location and role):

Retirement plans and robust incentive plans

- The Woodward Retirement Savings Plan where the company contributes up to 9.5% of eligible wages towards a retirement account: includes an annual Woodward stock contribution of 5% of eligible salary, and a matching cash contribution of up to 4.5% per pay period
- The WIN incentive program for all eligible members
 - Our WIN Operations Incentive Plan, which includes a quarterly plant performance-based incentive payment for operations members
 - Our WIN Enterprise Incentive plan, which includes an annual company performance-based incentive for members whose roles focus on long-term company goals

Health and Wellness benefits that go above and beyond

- Comprehensive medical plans, with member contributions that are well below the market average, and options such as flexible health savings accounts, dental benefits, and others
- Mental health benefits
- Employee Assistance Program
- You are eligible for health benefits on your first day of employment

Family building and wellness benefits

- Eight weeks Paid parental leave,
- Adoption assistance
- Medical programs include coverage for fertility benefits

Time off and flexible options

- Competitive vacation and paid Holidays
- Paid Sick Leave
- Hybrid and remote options for eligible roles

These are just some of the total rewards programs available to U.S. members that make Woodward a great place to work.