

Curtiss-Wright Stock Ownership Guidelines

Purpose

Stock Ownership Guidelines align Company executives with shareholders' interests through shared financial and market risk. The guidelines provide assurance to our investors that Curtiss-Wright's executive management has significant personal wealth tied directly to the performance of the Company.

Affected Executives

All Officers and Global Grade E executives receiving Long-Term Incentive (LTI) grants.

Requirements

The following stock ownership guidelines are approved by the Executive Compensation Committee (ECC).

Level I	<ul style="list-style-type: none">Chief Executive Officer (CEO)	Five times annual base salary
Level II	<ul style="list-style-type: none">Officers reporting to the CEO	Three times annual base salary
Level III	<ul style="list-style-type: none">Other Global Grade E executives	Two times annual base salary

Ownership Timeframe

Affected executives are required to hold a minimum of 50% of net shares (after taxes and any applicable transaction costs) from all vested or earned LTI equity granted after entry into an affected role until the Ownership Guidelines are fully met. To ensure compliance with this guideline, executives are subject to pre-clearance before proceeding with a sale.

Evaluation Period

Holdings are assessed annually in September using the base salary in effect at that time. This is reported to the ECC at the September ECC meeting. Once the Guidelines are fully met and maintained, the holding limits are removed on all shares above the Guidelines until the next review of holdings by the ECC. Curtiss-Wright shares held outside the Company's LTI Plan are not subject to these holding restrictions but do count toward the total amount of equity held.

Ownership Value

Only shares in the possession of the executive at the point of assessment are considered in the evaluation of holding requirements. While only Company-sourced equity is subject to these guidelines, all owned shares, both Company-sourced and individually owned, are used to consider holding levels. Unearned/unvested performance shares and restricted stock units are excluded from the ownership assessment.

Effective October 1, 2025