

WILLDAN GROUP, INC.
STOCK HOLDING POLICY
2021

In 2021, Willdan Group, Inc.'s (Willdan) Board of Directors adopted a Stock Holding Policy that requires our Chief Executive Officer (CEO) to hold 100% of net shares (i.e., shares remaining after payment of taxes) of Willdan's common stock acquired pursuant to the exercise of stock options or vesting of restricted stock. The holding period is until the earlier of 12 months following the exercise of stock options or vesting of restricted shares or the CEO's termination of employment.