

EDGEWELL PERSONAL CARE COMPANY

AUDIT COMMITTEE CHARTER

(Amended April 15, 2026)

I. Purpose

The Audit Committee (the “Committee”) of the Board of Directors (the “Board”) of Edgewell Personal Care Company (the “Company”) shall be a standing committee of the Board. The Committee shall assist the Board in fulfilling its responsibilities with respect to (1) the integrity of the financial statements of the Company; (2) the Company’s compliance with legal and regulatory requirements, particularly those matters that may impact the financial statements; (3) the external auditor’s qualifications and independence; (4) the performance of the Company’s internal audit department and external auditors; and (5) oversight of accounting and management controls and financial reporting.

Specifically, the Committee has oversight of the following:

- Maintenance of a system of internal controls throughout the Company designed to protect the assets of the Company on a reasonable and economic basis, provide for proper authorization and recording of transactions, ensure financial information is reliable and accurate and monitor compliance with laws and regulations; and
- The preparation of financial statements which present fairly in all material respects the financial condition and results of operations of the Company in accordance with generally accepted accounting principles (“GAAP”).

The duties of the Committee are ones of financial oversight and supervision. It is not the duty of the Committee to plan or conduct audits, to determine that the Company’s financial statements are complete and accurate and in accordance with GAAP or to provide any expert or special assurance as to the Company’s financial statements, tax preparation, hedging and risk management practices or any professional certification as to the external auditor’s work.

Additionally, the Committee does not determine that the Company’s internal control over financial reporting is effective. Therefore, each member of the Committee shall be entitled to rely, to the fullest extent permitted by law, on the integrity of those persons and organizations within and outside the Company from whom he or she receives information and the accuracy of the financial and other information provided to the Committee by such persons or organizations. The primary responsibility for the Company’s financial statements and disclosures is with the Company’s management, and the primary responsibility for auditing the Company’s financial statements is with the Company’s independent auditors.

II. Composition

The Committee shall be comprised of at least three members. The Board shall appoint the Committee members, all of whom shall be Directors.

Each member of the Committee shall be independent, in accordance with the criteria for independence promulgated by the Securities and Exchange Commission (the “SEC”), and the rules of the New York Stock Exchange (“NYSE”). Each member of the Committee shall, by reason of education or experience and in light of all factors known by the Board, possess such degree of financial literacy as required to select and oversee the performance of the independent and internal auditors, to monitor the integrity of the Company’s financial statements; and, otherwise, to faithfully execute the Charter of the Committee. At least one member shall satisfy the criteria to be an audit committee financial expert under the rules and regulations of the SEC as determined by the Board. No member of the Committee may serve on the audit committee of more than three public companies, including the Company, unless the Board has determined that such simultaneous service would not impair the ability of such member to effectively serve on the Committee and the Company discloses such determination pursuant to NYSE listing requirements or other applicable requirements.

The members of the Committee shall be appointed by the Board and will serve at the discretion of the Board. One member of the Committee shall be appointed as the Chair of the Committee.

III. Meetings

The Committee shall meet as often as it determines, but not less than four times per year. Meetings may be in person, by telephone, videoconference or similar means of remote communication by means of which all persons participating in the meeting can hear each other as needed to conduct the business of the Committee. The Company’s Amended and Restated Bylaws (“Bylaws”) provide that a majority of the members of a Board committee shall constitute a quorum and that the act of a majority of the Committee members present shall be the act of the Committee.

Any director of the Company may attend meetings of the Committee but may not vote on any matter coming before the Committee for a vote if the director is not a member of the Committee. The Committee may invite to a meeting any member of management of the Company and such other persons as it deems appropriate in furtherance of its duties. The Committee will periodically meet in executive sessions at which no members of management of the Company are present.

The Committee will meet separately, periodically, with management, representatives from the external auditor, and the Company’s Vice President, Audit, Risk and Control, as the Committee determines appropriate.

IV. Responsibilities

The Committee shall:

A. Financial Statements and Filings

1. Review and discuss with management and the external auditor:

- the annual financial statements and results of the external audit and recommend to the Board whether the audited financial statements should be included in the Company's Form 10-K;
- the quarterly financial statements and results of the external auditors' review of such statements;
- the periodic reports of the Company required by the Securities Exchange Act of 1934, as amended, including officer certificates filed therewith and management discussion and analysis presented in such filings;
- the Company's earnings press releases, as well as financial information and financial outlook provided to investors, investment analysts and rating agencies; and
- other significant financial filings as necessary.

The Committee shall review such statements and reports prior to filing with the SEC. This review shall include:

- specific disclosures under "Management's Discussion & Analysis of Financial Condition and Results of Operations;"
 - any significant accounting and reporting issues, including complex or unusual transactions and highly judgmental areas; critical accounting policies and practices to be used; and accounting alternative treatments and ramifications of their use; and
 - inquiry of the external auditor's judgment on the quality, consistent application of accounting principles and completeness of disclosures.
2. Review pending and recent professional and regulatory pronouncements and their impact on the financial statements.

B. Internal Controls

1. Review with management and the Vice President, Audit, Risk and Control, the effectiveness of the Company's internal controls over financial reporting, including any significant deficiencies or material weaknesses identified,
2. Review any disclosure from the Chief Executive Officer or the Chief Financial Officer of: a) significant deficiencies and material weaknesses in the design or operation of internal control over financial reporting, or b) fraud (regardless of materiality) that involves management or other employees involved in financial reporting;

3. Review the reports of the external auditor relating to financial reporting practices and reportable conditions in the internal control structure;
4. Review and oversee compliance with Company policies on internal controls and ethical and responsible business conduct; and
5. Review information concerning environmental, legal, regulatory and other matters which may represent material financial exposure.

C. External Auditor

1. Review and approve the audit scope and plan, and the associated fees, of the external auditors;
2. Review the scope and fees of non-audit services and other relationships of the external auditor and consider the possible effect of the performance of those services on the independence of the external auditor and approve performance of non-audit services in advance;
3. Review and discuss with external auditors any booked or waived audit adjustments, audit problems or difficulties and management's response thereto, including any restrictions on the scope of the external auditor's activities or on access to requested information and any significant disagreements with management. Among the items the Committee may review with the auditor are: any accounting adjustments that were noted or proposed by the auditor but were "passed" (as immaterial or for other reasons); any communications between the audit team and the audit firm's national office respecting auditing or accounting issues presented by the engagement; and, any "management" or "internal control" letter issued, or proposed to be issued, by the audit firm to the Company;
4. Review and conclude as to the qualifications, performance and independence of the external auditor, including as to the lead partner, taking into account the opinions of management and the internal auditing department, and present the Committee's conclusions to the Board. At least annually, the Committee shall obtain and review a report by the external auditor describing the firm's internal quality-control procedures, any material issues raised by the most recent internal quality-control review, or peer review, of the firm, or by any inquiry or investigation by governmental or professional authorities, within the preceding five years, with respect to one or more independent audits carried out by the firm, and any steps taken to deal with such issues, and all relationships between the external auditor and the Company. The Committee shall also obtain any other required report from the external auditor. The Committee shall discuss with the external auditors any disclosed relationships or services that may impact their objectivity and independence and take any other appropriate action to oversee their independence;

5. Meet privately with the external auditors on a periodic basis.
6. Review and evaluate the lead audit partner and ensure that such lead audit partner having primary responsibility for the audit and the concurring audit partner of the external auditors are rotated at least every five years and that all other “audit partners” (as defined in Rule 2-01 to Regulation S-X) are rotated in accordance with the requirements of applicable law.

D. Internal Audit

1. Review the organization and costs of the internal auditing department, the adequacy of its resources, and the quality of the audit staff, and provide general oversight of hiring, compensation and termination decisions, and annual performance review and compensation of the Vice President, Audit, Risk and Control;
2. Review and approve, at least annually, the Internal Audit charter and review the annual audit risk assessment and the proposed audit plans of internal auditing with management and the external auditors;
3. Review the coverage and results of the internal audits, including review of material weaknesses or significant deficiencies in internal controls and/or management improprieties identified in such audit, together with management’s response thereto;
4. Meet privately with the Vice President, Audit, Risk and Control on a periodic basis.

E. Committee Reporting

1. Report regularly to the Board regarding significant issues and activities of the Committee, including with respect to the quality or integrity of the financial statements; compliance with legal and regulatory requirements; the performance and independence of the external auditors; or, the performance of the internal auditing department; and
2. Review and assess, at least annually, the adequacy of this Charter and recommend any changes to the Board for its consideration.

F. Risk Management

1. The Committee shall discuss the Company’s policies with respect to risk assessment and risk management, including the Company’s major financial risk exposures and the steps undertaken to monitor and control those risks, and oversee management’s development and adherence to guidelines and procedures for risk and compliance management regarding financial matters, data protection, artificial intelligence, and cybersecurity risk mitigation and management.

2. The Committee shall report regularly to the Board and review with the Board any issues that arise with respect to these matters; and
3. The Committee shall report regularly to the Board and review with the Board any issues that arise with respect to the quality or integrity of the Company's financial statements, the Company's compliance with legal or regulatory requirements, the performance and independence of the Company's independent auditors, or the performance of the internal audit function.

G. Other

1. Consider any other matters related to the oversight responsibilities of the Committee, as deemed advisable or necessary by Company management, the Board or the Committee;
2. Review policies and procedures with respect to the presentation of non-GAAP financial measures;
3. Review policies and procedures with respect to tax strategies and risk mitigation;
4. Establish, monitor and review procedures and results of programs for (i) receipt, retention and treatment of complaints regarding accounting, internal accounting controls or auditing matters and (ii) confidential anonymous submission by employees regarding questionable accounting or auditing matters;
5. Oversee special investigations as needed into any matters within the scope of the duties and responsibilities delegated to the Committee;
6. Set clear hiring policies for employees or former employees of the external auditor;
7. Prepare an audit committee report as required by the SEC to be included in the Company's annual Proxy Statement;
8. Annually perform a self-evaluation of the Committee's performance;
9. Review and approve all transactions between the Company and any related persons that are required to be disclosed pursuant to Item 404 of Regulation S-K, as well as all transactions and potential conflict of interest situations involving any member of the Board or senior management. "Related persons" and "transaction" shall have the meanings set forth in Regulation S-K Item 404, as amended from time to time; and
10. Have the authority, without further approval of the Board, to engage, at the expense of the Company, independent counsel, experts or advisors as the

Company determines necessary or appropriate to assist in the full performance of its functions.

V. Authority

In addition to the duties and responsibilities expressly delegated to the Committee in this Charter, the Committee may exercise any other powers and carry out any other responsibilities consistent with this Charter, the purposes of the Committee, the Company's Bylaws and applicable NYSE rules.

The Committee shall have the sole authority to appoint or replace the external auditor. The Committee shall be directly responsible for the compensation, retention and oversight of the work of the external auditor or any other registered public accounting firm (including resolution of disagreements between management and the external auditor regarding financial reporting) for the purpose of preparing or issuing an audit report or performing other audit, review or attest services for the Company. The external auditor and each such other registered public accounting firm shall report directly to the Committee.

The Committee shall pre-approve all auditing services, internal control-related services and permitted non-audit services (including the terms thereof) to be performed for the Company by its external auditor, unless the engagement is entered into pursuant to appropriate preapproval policies established by the Committee or if such service falls within available exceptions under SEC rules. The Committee may establish preapproval policies and procedures in compliance with applicable rules. Other than with respect to the annual audit of the Company's consolidated financial statements, the Chair of the Committee is authorized to pre-approve other audit services and non-audit services provided to the Company by the independent auditor on behalf of the Committee and each such pre-approval decision will be presented to the full Committee at its next scheduled meeting.

The Company shall provide for appropriate funding, as determined by the Committee, for payment of compensation to the external auditor or other accounting firm engaged for the purpose of rendering or issuing an audit report or performing other audit, review or attest services for the Company, and to any advisors employed by the Committee, as well as funding for the payment of ordinary administrative expenses of the Committee that are necessary or appropriate in carrying out its duties.

VI. Subcommittees And Delegation

The Committee has full authority to form and delegate authority to one or more subcommittees consisting solely of one or more members of the Committee as it deems appropriate from time to time, subject to applicable laws, rules and regulations.

VII. Committee Compensation

Members of the Committee will receive compensation for their service as Committee members as may be determined by the Board, which may include additional compensation for the Chair.