

# Charter of the Audit Committee of the Board of Directors of Wolverine World Wide, Inc.

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## 1. Governance

This Charter sets forth the basic principles regarding the organization, purpose, authority, duties and responsibilities of the Audit Committee (the “Committee”) of Wolverine World Wide, Inc. (the “Company”) and has been approved by the Company’s Board of Directors. The Committee shall review the adequacy of this Charter at least annually and recommend any proposed changes to the Board of Directors for approval.

## 2. Organization

The Committee shall consist of at least three directors appointed by the Board of Directors upon the recommendation of the Company’s Governance Committee. One Committee member shall be designated by the Board of Directors as Chairperson. All Committee members shall be independent under the New York Stock Exchange definition of “independence” for directors and audit committee members and independence standards adopted by the Board of Directors, as determined by the Board of Directors. All Committee members shall be financially literate, as determined by the Board of Directors. At least one member shall be an “audit committee financial expert,” as determined by the Board of Directors in accordance with Securities and Exchange Commission (“SEC”) rules. A Committee member may be removed for any reason by the Board of Directors. No member of the Committee may serve on more than three audit committees of publicly traded companies (including the Committee) at the same time unless such member is a retired certified public accountant, chief financial officer, controller or has similar experience, in which case the limit will be four committees.

## 3. Statement of Purpose

The Committee shall (a) represent and assist the Board of Directors in fulfilling its oversight responsibility regarding (i) the integrity of the Company’s financial statements and the financial reporting process, (ii) the Company’s internal control over financial reporting, (iii) the performance of the internal audit function and the independent auditors, (iv) the qualifications and independence of the independent auditors, (v) the annual independent audit of the Company’s financial statements and internal control over financial reporting, (vi) the Company’s compliance with legal and regulatory requirements, and (vii) the Company’s policies and systems with respect to enterprise risk management and (b) oversee the preparation of the

audit committee report required by the SEC rules to be included in the Company's annual report and proxy statement. In so doing, it is the responsibility of the Committee to maintain open communication between the Committee, the independent auditors, the finance and internal audit staff and the management of the Company.

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#### **4. Authority, Duties and Responsibilities**

The Committee's authority, duties and responsibilities shall include the following:

- » Be directly responsible, in its capacity as a committee of the Board of Directors, for appointing, retaining, compensating, overseeing, evaluating and, if appropriate, terminating the independent auditors, which shall report directly to the Committee, and the independent auditors selected by the Committee shall be submitted to stockholders for ratification annually;
- » Approve in advance all audit and permissible non-audit services to be provided by the independent auditors and establish policies and procedures for the engagement of the independent auditors to provide audit and permissible non-audit services;
- » Obtain and review, at least annually, a report from the independent auditors describing: (a) the auditing firm's internal quality-control procedures; and (b) 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, respecting one or more independent audits carried out by the firm, and any steps taken to deal with any such issues;
- » Obtain and review, at least annually, a report from the independent auditors regarding the auditors' independence, consistent with applicable rules adopted by the Public Company Accounting Oversight Board ("PCAOB");
- » Annually review and assess auditor objectivity and independence, considering all relationships between the independent auditors and the Company, or individuals in financial reporting oversight roles at the Company, that may reasonably be thought to bear on the auditors' independence, and discuss with the auditors the potential effects of any such relationships on the auditors' independence;
- » Annually review and assess the performance and effectiveness of the independent auditors and the internal audit function, including a review and evaluation of the lead partner of the independent auditors;
- » Discuss with the internal audit staff and the independent auditors the overall scope and plans for their respective audits, including the adequacy of staffing and budget;

- » Receive reports from management, the finance and internal audit staff and the independent auditors regarding, and review and discuss the adequacy and effectiveness of, the Company's internal control over financial reporting;
- » Receive reports from management regarding, and review and discuss the adequacy and effectiveness of, the Company's disclosure controls and procedures;
- » Oversee the Company's approach to enterprise risk management, including policies and processes with respect to enterprise risk management and discuss with management and the independent auditors significant enterprise risks or exposures and the steps taken by management to mitigate them;
- » Oversee the Company's management of risks related to its financial statements and financial reporting processes, credit risks and liquidity risks;
- » Oversee the Company's cybersecurity and data privacy risks and exposures and the steps management has taken to monitor or mitigate such exposures;
- » Oversee (a) the Company's program for promoting and monitoring compliance with applicable legal and regulatory requirements, and (b) the Company's major legal and regulatory compliance risk exposures and the steps management has taken to monitor or mitigate such exposures;
- » Oversee the Company's business continuity and disaster preparedness planning;
- » Meet separately, periodically, with management, internal audit staff, the independent auditors, and the General Counsel;
- » Review with the independent auditor any audit problems or difficulties and management's response;
- » Review and discuss with the independent auditors the matters required to be discussed by the independent auditors under the PCAOB and the SEC;
- » Meet to review and discuss with management and the independent auditors the Company's interim financial statements, including the specific disclosures in the Company's "Management's Discussion and Analysis of Financial Condition and Results of Operations" ("MD&A") to be included in SEC Quarterly Reports on Form 10-Q, and review with the independent auditors the results of the quarterly reviews;
- » Meet to review and discuss with management and the independent auditors the Company's annual audited financial statements, including the specific disclosures in the Company's MD&A, to be included in SEC Annual Reports on Form 10-K (or annual reports to stockholders if distributed prior to the filing of Form 10-K), and review with the independent auditors the results of the annual audit;

- » In connection with the Committee's review of the interim and annual financial statements, discuss with management and the independent auditors the Company's selection, application and disclosure of critical accounting policies and estimates, any significant changes in the Company's accounting policies and any proposed changes in accounting or financial reporting that may have a significant impact on the Company;
- » Recommend to the Board of Directors whether the Company's audited financial statements should be included in the Company's Annual Report on Form 10-K.
- » Review and discuss with management and the independent auditors the Company's earnings press releases and financial information and earnings guidance provided by the Company to analysts and rating agencies;
- » Oversee the preparation of the audit committee report required by the rules of the SEC to be included in the Company's annual proxy statement;
- » Establish Company hiring policies for employees and former employees of the independent auditors;
- » Engage consultants and advisors at the expense of the Company to assist the Committee as it deems necessary in the performance of its functions;
- » Oversee the Company's compliance systems with respect to legal and regulatory requirements and review the Company's codes of conduct and programs to monitor compliance with such codes;
- » At least annually, receive a report on, and review and discuss, the implementation and effectiveness of the Company's compliance programs with the General Counsel, who has the authority to communicate directly to the Committee and the Board, promptly, about reports that involve actual and alleged violations of law or the Company's codes of conduct, including any reports involving criminal or potential criminal conduct, or possible violations of the federal securities laws;
- » Coordinate with the Governance Committee and the Compensation Committee to ensure that the Company's required ESG disclosures comply with applicable laws, regulations and internal control practices;
- » Establish and oversee procedures for the receipt, retention and treatment of complaints received by the Company regarding accounting, internal accounting controls, auditing or federal securities law matters and for the confidential, anonymous submission by the Company's employees of concerns regarding questionable accounting, auditing or federal securities law matters;

- » Establish sub-committees of the Committee and management committees in its discretion and delegate such powers and authority as determined by the Committee;
- » Conduct and discuss with the Board of Directors an annual performance evaluation of the Committee, including the Committee's adherence to this Charter; and
- » Provide the Board of Directors with regular reports regarding the Committee's decisions, actions and recommendations.

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## 5. **Consultants and Advisors**

The Committee shall have sole authority to retain and terminate any consultants and advisors as the Committee determines necessary to carry out its duties and to approve all fees and other retention terms, and shall receive appropriate funding, as determined by the Committee, from the Company for payment of (i) compensation to any registered public accounting firm engaged for the purpose of preparing or issuing an audit report or performing other audit, review or attest services for the Company, (ii) compensation to any consultants and advisors employed by the Committee and (iii) ordinary administrative expenses that are necessary or appropriate in carrying out the Committee's duties.

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## 6. **Meetings**

The Committee shall meet as often as may be deemed necessary or appropriate in its judgment, but not less than quarterly, and at such times and places as the Committee or its chairperson determines. The Committee will meet separately in executive session, periodically, with each of management, the principal internal auditor of the Company, the outside auditor and the General Counsel. The majority of the members of the Committee constitutes a quorum. The Committee will report regularly to the full Board of Directors with respect to its activities.

Last Amended: May 2, 2023