

# **BATH & BODY WORKS, INC.**

## Audit Committee Charter

Adopted as of January 28, 2026

### **Purpose**

The purpose of the Audit Committee (the “**Committee**”) of the Board of Directors (the “**Board**”) of Bath & Body Works, Inc. (the “**Company**”) is to:

- Oversee the integrity of the Company’s financial statements and internal controls;
- Review and evaluate the qualifications, independence and performance of the Company’s independent auditors;
- Review and evaluate the performance of the Company’s internal audit function;
- Assist the Board with overseeing the Company’s risk management framework, including reviewing the Company’s policies and practices with respect to risk identification, assessment, mitigation and management; and
- Oversee the Company’s compliance with legal and regulatory requirements, including oversight of the Company’s Code of Conduct.

### **Membership**

The Committee shall consist of at least three members, comprised solely of directors meeting the independence, experience, financial literacy and expertise requirements of the New York Stock Exchange and other applicable laws and regulations. At least one member of the committee will be an “audit committee financial expert” as defined by the Securities and Exchange Commission (the “**SEC**”). No member of the Committee may serve on more than two other public company audit committees unless the Board determines that such simultaneous services would not impair the ability of the member to serve effectively on the Committee.

The Nominating and Governance Committee shall recommend nominees for appointment to the Committee annually and as vacancies or newly created positions occur. Committee members shall be appointed by the Board and may be removed by the Board at any time. The Nominating and Governance Committee shall recommend to the Board, and the Board shall designate, the chair of the Committee (the “**Committee Chair**”).

## Authority and Responsibilities

A basic responsibility of the members of the Committee is to exercise their business judgment to act in what they reasonably believe to be in the best interests of the Company and its stockholders. In discharging that obligation, members should be entitled to rely on the honesty and integrity of the Company's senior management and its outside advisors and auditors, to the fullest extent permitted by law. In addition to any other responsibility that may be assigned from time to time by the Board, the Committee is responsible for the following matters:

### *Financial Statements, Disclosure and Certain Related Matters*

- The Committee shall review and discuss with management, the internal auditors and the independent auditors (as may be required by the rules of the New York Stock Exchange and other applicable laws and regulations and, in addition, as the Committee deems it appropriate), the annual audited financial statements, and the Company's disclosures under "Management's Discussion and Analysis of Financial Condition and Results of Operations", prior to the filing of the Company's Form 10-K, and recommend to the Board whether the audited financial statements should be included in the Company's Form 10-K, and the quarterly financial statements, and the Company's disclosures under "Management's Discussion and Analysis of Financial Condition and Results of Operations", prior to the filing of the Company's Form 10-Q.
- The Committee shall review with management, the internal auditors and the independent auditors, in separate meetings whenever the Committee deems appropriate:
  - any analyses or other written communications prepared by management, the internal auditors and/or the independent auditors setting forth significant financial reporting issues, estimates, judgments and methodologies relating to the preparation of the financial statements, including analyses of the effects of alternative GAAP methods on the financial statements and the treatment preferred by the independent auditors;
  - the critical accounting policies and practices of the Company;
  - the clarity of financial disclosures made by the Company;
  - information regarding any second opinions sought by management from an accounting firm other than the Company's independent auditors with respect to the accounting treatment of a particular event or transaction;

- any major issues regarding accounting principles and financial statement presentations, including any significant changes in the Company's selection or application of accounting principles; and
  - regulatory and accounting initiatives or actions applicable to the Company, including changes and prospective changes in accounting pronouncements, or any off-balance sheet structures, if any, and their impact on the Company's financial statements.
- The Committee may review the Company's financial information and earnings guidance provided to analysts, rating agencies, governmental authorities or the public, and the policies generally with respect to the foregoing. and the Committee may also review any of the Company's other financial disclosures, such as earnings press releases and presentations, as it deems appropriate, including in each case the type and presentation of information to be disclosed and the use of non-GAAP financial information.
- The Committee shall periodically (at least quarterly), in conjunction with the Chief Executive Officer and Chief Financial Officer of the Company, review the Company's internal controls and disclosure controls and procedures, including whether there are any significant deficiencies in the design or operation of such controls and procedures, material weaknesses in such controls and procedures, any corrective actions taken with regard to such deficiencies and weaknesses and any fraud involving management or other associates with a significant role in such controls and procedures.
- The Committee shall review management's report on its assessment of the effectiveness of internal control over financial reporting as of the end of each fiscal year and the independent auditors' report on the effectiveness of internal control over financial reporting.
- The Committee shall review and discuss with the independent auditors and management any current accounting trends and developments, and take such action with respect thereto as may be deemed appropriate.
- The Committee shall review and discuss with the independent auditors any critical audit matters and significant audit problems or difficulties and management's response thereto or other resolution thereof, including those matters required to be discussed with the Committee by the auditors pursuant to applicable auditing and regulatory standards, such as:
  - any restrictions on the scope of the independent auditors' activities or on access to requested information;

- any accounting adjustments that were noted or proposed by the auditors but were not adopted or reflected;
  - any material written communications between the independent auditors and management, including any management or internal control letter issued, or proposed to be issued, by the auditors; and
  - any significant disagreements between management and the independent auditors.
- The Committee shall have sole authority over the resolution of any disagreements between management and the independent auditors regarding the Company's financial reporting.
  - The Committee shall prepare, with the assistance of counsel, the audit committee report that SEC rules require to be included in the Company's annual proxy statement.

#### *Independent Auditors*

- The Committee has the sole authority to appoint, compensate, retain, oversee and terminate the Company's independent auditors. The Committee shall pre-approve the audit services and non-audit services (as permitted by applicable laws and regulations) to be provided by the Company's independent auditors. In no event shall the independent auditors perform any non-audit services for the Company or any of its subsidiaries which are prohibited by applicable laws and regulations. The independent auditors shall report directly to the Committee. The Committee may consult with management in the decision making process, but may not delegate this authority to management. The Committee may delegate its authority to pre-approve services to one or more Committee members, provided that such designees present any such approvals to the full Committee at the next regular Committee meeting.
- The Committee shall discuss with the independent auditors their responsibilities under generally accepted auditing standards, review and approve the scope, timing and staffing of the independent auditors' annual audit plan(s) and discuss significant findings from the audit and any problems or difficulties encountered, including any restrictions on the scope of the auditors' services or on access to requested information, and any significant disagreements with management.
- The Committee shall evaluate the independent auditors' qualifications, performance and independence, and shall present its conclusions with respect to the independent auditors to the full Board on at least an annual basis. As part of such evaluation, at least annually, the Committee shall:

- obtain and review a report or reports from the Company's independent auditors:
  - describing the independent auditors' internal quality-control procedures;
  - describing any material issues raised by (i) the most recent internal quality-control review or peer review of the auditing firm or (ii) any inquiry or investigation by governmental or professional authorities, including the Public Company Accounting Oversight Board, within the preceding five years, regarding one or more independent audits carried out by the auditing firm; and any steps taken to deal with any such issues;
  - describing all relationships between the independent auditors and the Company, consistent with applicable auditing and regulatory standards; and
  - assuring that Section 10A of the Securities Exchange Act of 1934 has not been implicated;
- consider such other factors concerning the independent auditors' qualifications, performance and independence as the Committee determines to be appropriate, including, among other things, review and evaluation of the lead audit partner of the independent auditor team, as well as other senior members;
- assure the rotation of the audit engagement team members in accordance with SEC requirements and evaluate whether audit engagement team members as well as the independent auditors themselves should be rotated more frequently than is required by law; and
- obtain the opinion of management and the internal auditors of the independent auditors' qualifications, performance and independence.
- The Committee shall discuss with the independent auditor any other matters required to be discussed by applicable law or regulatory standards.
- The Committee shall establish, review and oversee policies that are consistent with applicable laws and regulations for the Company's hiring of current or former employees of the independent auditors.

### *Internal Auditors*

- At least annually, the Committee shall evaluate the performance, responsibilities, budget and staffing of the Company's internal audit function.
- At least annually, the Committee shall review the internal audit plan and results.
- Review and discuss any regular reports to the Committee or senior management prepared by the internal auditors, and management's responses. As deemed necessary, review and discuss with senior management any significant risk observations from recent audits, repeat audit findings in prior audits, and/or delays in corrective action plans as a result of internal audit findings.
- Periodically, the Committee shall evaluate the performance of the senior officer or officers responsible for the internal audit function of the Company and make recommendations to the Board and management regarding the responsibilities, retention or termination of such officer or officers.

### *Risk Management Oversight*

- The Committee shall assist the Board with overseeing the Company's risk management framework, including reviewing the Company's policies and practices with respect to risk identification, assessment, mitigation and management.
- The Committee shall discuss with management the Company's major financial risk exposures and the steps that have been taken to monitor, minimize exposure and control such exposures, and report to the Board on such matters.
- The Committee shall review the Company's policies and practices with respect to cybersecurity, data security, technology, privacy and artificial intelligence risk exposures, and report to the Board on such matters.
- The Committee shall review the Company's anti-fraud programs and controls with management, and report to the Board on such matters.

### *Other Compliance Matters*

- The Committee shall establish procedures for: the receipt, retention and treatment of complaints received by the Company regarding accounting, internal control or auditing matters, and the confidential, anonymous submission by associates of the Company of concerns regarding questionable accounting or auditing matters.

- The Committee shall review any significant complaints regarding accounting, internal accounting controls or auditing matters received pursuant to such procedures.
- The Committee shall review periodically with management significant matters relating to corporate tax strategies and developments.
- The Committee shall review, and if appropriate, approve or ratify related party transactions in accordance with the Company's Related Person Transaction Policy.
- The Committee shall review periodically with management, including the Chief Legal Officer, and the independent auditors significant legal or regulatory matters affecting the Company, as well as significant matters arising under the Company's Code of Conduct.
- The Committee shall oversee the Ethics & Compliance function of the Company.
- The Committee shall receive and review, on at least a quarterly basis, reports from the Ethics & Compliance function.
- The Committee shall be empowered to investigate any matter brought to its attention with full access to all Company books, records and personnel, using special counsel or outside experts as necessary or appropriate.

#### *Reporting to the Board*

- The Committee shall report to the Board periodically. This report shall include a review of any issues that arise with respect to the quality or integrity of the Company's financial statements, the Company's compliance with legal and regulatory requirements, the qualifications, independence and performance of the Company's independent auditors, the performance of the internal audit function, any funding requirements for the outside auditors, Committee and any advisors retained by the Committee to assist it in its responsibilities and any other matters that the Committee deems appropriate or is requested to be included by the Board.
- At least annually, the Committee shall evaluate its own performance and report to the Board on such evaluation.
- At least annually, the Committee shall review the operations and effectiveness of the Ethics & Compliance function of the Company and report to the Board on such evaluation.

- The Committee will annually review and reassess the adequacy of this Charter and recommend any proposed changes to the Board.

## **Procedures**

The Committee shall meet as often as it determines is appropriate to carry out its responsibilities under this Charter, but not less frequently than quarterly. The Committee Chair, in consultation with the other committee members, shall determine the frequency and length of the committee meetings and shall set meeting agendas consistent with this Charter.

The Committee shall meet separately, periodically, with management, with internal auditors or other personnel responsible for the internal audit function and with the independent auditors.

The Committee has the sole authority to retain or terminate special legal, accounting or other advisors, and the Committee shall be directly responsible for the appointment, compensation and oversight of the work of any such advisors. The Committee has sole authority to approve all such advisers' fees and other retention terms. The Committee may request any officer or associate of the Company or the Company's outside counsel or independent auditors to meet with any members of, or advisors to, the Committee. The Company shall provide appropriate funding, as determined by the Committee, for payment of reasonable compensation to the independent auditors and to any advisors retained by the Committee, and for ordinary administrative expenses of the Committee that are necessary or appropriate in carrying out its duties.

The Committee may delegate its authority to subcommittees or the Committee Chair when it deems appropriate and in the best interests of the Company, provided that periodic reports by the parties receiving any such delegation are made to the full Committee in accordance with the terms of the delegation.

## **Limitations Inherent in the Committee's Role**

The Committee's function is one of oversight. It is not the duty of the Committee to plan or conduct audits or to determine that the Company's financial statements are complete and accurate and are in accordance with GAAP. This is the responsibility of management and the independent auditors. Furthermore, while the Committee is responsible for reviewing the Company's policies and practices with respect to risk assessment and management, it is the responsibility of the Chief Executive Officer and senior management to determine the appropriate level of the Company's exposure to risk.

Nothing contained in this Charter is intended to expand applicable standards of liability under statutory or regulatory requirements for the directors of the Company or members of the Committee. Except as otherwise required by the rules of the New York Stock Exchange or other listing agency applicable to the Committee, or applicable law,

the purposes and responsibilities outlined in this Charter are meant to serve as guidelines rather than as inflexible rules, and the Committee is encouraged to adopt such additional procedures and standards as it deems necessary from time to time to fulfill its responsibilities.