THE HONEST COMPANY, INC.

CHARTER OF THE AUDIT COMMITTEE
OF THE BOARD OF DIRECTORS

PURPOSE

The purpose of the Audit Committee (the "***Committee***") of the Board of Directors of The Honest Company, Inc. (the "***Company***") is to:

- oversee the Company's accounting and financial reporting processes, systems of internal control, financial statement audits and the quality and integrity of the Company's financial statements;
- manage the selection, engagement terms, fees, qualifications, independence and performance of the registered public accounting firms engaged as the Company's independent outside auditors for the purpose of preparing or issuing an audit report or performing audit, review or attest services (the "***Auditors***");
- maintain and foster an open avenue of communication with the Company's management, internal audit group (if any) and Auditors;
- prepare and review the report required by the rules of the Securities and Exchange Commission to be included in the Company's annual proxy statement;
- oversee the design, implementation, organization and performance of the Company's internal audit function (if any);
- review and approve revisions to the Company's Investment Policy;
- help the Board oversee the Company's legal and regulatory compliance, including compliance with ethical standards adopted by the Company;
- oversee the review and assessment of the Company's risk management, risk assessment and major risk exposures with respect to financial, accounting, operational, tax, privacy, cybersecurity, information technology, quality assurance and product safety risks; and
- provide regular reports and information to the Board.

COMPOSITION

The members of the Committee, including the chair of the Committee (the "***Chair***"), will be members of the Board appointed by, and will serve at the discretion of, the Board. Vacancies occurring on the Committee will be filled by the Board. Resignation or removal of a Committee member from the Board for any reason will automatically constitute resignation or removal from the Committee.

The Committee will consist of at least three members of the Board. Each member of the Committee will satisfy (i) the independence, financial literacy and other requirements imposed by applicable law and the Nasdaq Stock Market (the "***Exchange***") listing requirements and (ii) any other qualifications determined by the Board. In addition, each member of the Committee must not have participated in the preparation of the financial statements of the Company or any current subsidiary of the Company at any time during the past three years.

At least one member of the Committee will satisfy the applicable financial-sophistication requirements and any other requirement for accounting or related financial management expertise required by applicable law and Exchange listing requirements.

AUTHORITY

The Committee will have access to all Company books, records, facilities and personnel as deemed necessary or appropriate by any member of the Committee to discharge such member's responsibilities hereunder. If the Committee concludes that it must retain, or terminate, legal, accounting or other outside advisors, it may do so in its sole discretion and determine compensation for the Auditors and other advisors at the Company's expense. The Committee may also pay any ordinary administrative expenses it deems appropriate in carrying out its duties at the expense of the Company. The Committee will have authority to require that any of the Company's personnel, Auditors or other outside advisors attend any meeting of the Committee or meet with any member of the Committee or any of its advisors.

The Board may designate the Chair. In the absence of that designation, the Committee may designate the Chair by majority vote of the Committee members, provided that the Board may replace any Chair designated by the Committee at any time. The Chair will preside over all regular sessions of the Committee. In the absence of the Chair, the Committee shall select another member to preside. The Chair shall have the delegated authority to act on behalf of the Committee in connection with (1) approval of the retention of outside service providers and advisors (including negotiation and execution of their engagement letters), (2) preapproval of audit or non-audit services, (3) reviewing with management the Company's proposed earnings press releases and other financial information and guidance regarding the Company's results of operations provided publicly or to ratings agencies, (4) approval of payment of expenses incurred by the Committee described in the previous paragraph and (5) as may otherwise be determined by the Committee. The Committee also may form and delegate authority to one or more subcommittees consisting of one or more of its members to the extent consistent with the Committee's purpose and allowed under applicable law and Exchange listing requirements. By delegating an issue to the Chair or a subcommittee, the Committee does not surrender any authority over that issue. Although the Committee may act on any issue that has been delegated to the Chair or a subcommittee, doing so will not limit or restrict future action by the Chair or subcommittee on any matters delegated to it. Any action or decision of the Chair or a subcommittee will be presented to the full Committee at its next scheduled meeting. By approving this Charter, the Board delegates authority to the Committee with respect to these responsibilities.

RESPONSIBILITIES

The Committee's responsibilities are for oversight, as described under "Purpose" above. The members of the Committee are not employees of the Company and they do not perform management's or any Auditors' functions. The Committee relies on the expertise and knowledge of management, the internal auditors (if any) and any Auditors in carrying out its oversight responsibilities. Management is responsible for preparing accurate and complete financial statements in accordance with generally accepted accounting principles ("***GAAP***"), crafting periodic reports and establishing and maintaining appropriate accounting principles and financial reporting policies and satisfactory internal control over financial reporting. The Auditors will audit the Company's annual consolidated financial statements and, when required, the effectiveness of the Company's internal control over financial reporting and review the Company's quarterly financial statements. It is not the Committee's responsibility to prepare or certify the Company's financial statements, guarantee the audits or reports of the Auditors, certify as to whether any Auditors are "independent" under applicable law or Exchange listing requirements, or ensure that the financial statements or periodic reports are complete and accurate, conform to GAAP, or otherwise comply with applicable law or Exchange listing requirements or the Company's policies.

The Committee shall have the following responsibilities; *provided, however*, that this list of responsibilities is intended to be a guide and to remain flexible to account for changing circumstances and needs. Accordingly, the Committee may depart from or supplement such responsibilities and establish policies and procedures, to the extent consistent with the Committee's purpose and permitted by applicable law and Exchange listing requirements. The Board will retain the right to act on all such matters without limiting the Committee's authority, subject to compliance with applicable law and Exchange listing requirements. The Committee may also carry out any other responsibilities delegated to it by the Board from time to time.

Auditor Management

1. Evaluation and Retention of Auditors. The Committee will evaluate the performance of the Auditors, determine whether to retain and determine the fees of any Auditors and any other registered public accounting firm engaged for the financial reporting process. In addition, the Committee may replace any existing Auditors or other registered public accounting firm engaged for the financial reporting process with a different public accounting firm.

2. Approving Audit and Non-Audit Engagements. The Committee will review audit plans, the adequacy of staffing, the fees to be paid to Auditors and oversee the negotiation and execution of any engagement letters on behalf of the Company. The Committee will oversee the rotation of the Auditors' partners on the Company's audit engagement team as required by applicable law and Exchange listing requirements. The Committee will approve all audit and non-audit related services that the Auditors provide to the Company before the engagement begins, unless applicable law and Exchange listing requirements allow otherwise. The Committee may establish pre-approval policies and procedures or delegate pre-approval authority to one or more independent Committee members as permitted by applicable law and Exchange listing requirements.

3. Auditor Independence. Prior to engagement of any prospective Auditor, and at least annually thereafter, the Committee will assess the qualifications, performance and independence of the Auditors. That assessment will include reviewing written disclosures from any Auditors regarding any relationships they have that may affect independence, as defined by applicable law and Exchange listing requirements. The Committee will review a written statement from any Auditors affirming their independence and assess, consider and discuss with them any potential relationships concerning their objectivity and independence.

4. Employees or Former Employees of Auditors. The Committee will oversee the policies and procedures as required by applicable law and Exchange listing requirements governing how the Company may employ individuals who are or once were employed by the Auditors.

Financial Review and Disclosure

5. Annual Audit Results. The Committee will review with management and the Auditors a draft of the Auditors' report and the results of the Company's annual financial statement audit, including:

- the Auditors' assessment of the quality of the Company's accounting principles and practices;
- the Auditors' views about qualitative aspects of the Company's significant accounting practices and the reasonableness of significant judgments and estimates (including material changes in estimates and analyses of the effects of alternative GAAP methods on the financial statements);
- all misstatements identified during the audit (other than those the Auditors believe to be trivial);
- the adequacy of the disclosures in the financial statements; and
- any other matters that the Auditors must communicate to the Committee under applicable accounting or auditing standards.

6. Audited Financial Statement Review; Quarterly and Annual Reports. The Committee will review and discuss with management and the Auditors the annual audited financial statements, the quarterly financial statements and the Company's "Management's Discussion and Analysis of Financial Condition and Results of Operations" and "Risk Factors," and any other matters required to be communicated to the Committee by the Auditors under applicable standards of the Public Company Accounting Oversight Board (the "***PCAOB***"). The Committee will be responsible for recommending to the Board whether the proposed annual audited financial statements should be included in the Company's Annual Report on Form 10-K. The Committee will also review the Company's periodic reports on Form 10-Q and Form 10-K to assess disclosures regarding the effectiveness of its risk management

processes and any material risks, and if the Committee becomes aware, in the course of its review, of any potentially false or misleading statement or omission of material fact in such reports, it will promptly inform the Board of such matter, as it deems appropriate.

7. Earnings Announcements. The Committee will review and discuss with management and the Auditors, any proposed earnings press releases and other financial information and guidance regarding the Company's results of operations provided publicly or to analysts and ratings agencies (including, without limitation, reviewing any "pro forma" or "adjusted" non-GAAP information).

8. Proxy Report. The Committee will oversee the preparation of any report of the Committee required by applicable law or Exchange listing requirements to be included in the Company's annual proxy statement.

9. Accounting Principles and Policies. The Committee will review and discuss with management and the Auditors significant issues regarding accounting principles and financial-statement presentation, including:

- critical accounting policies and practices including any significant changes in the Company's selection or application of accounting principles;
- alternative accounting policies available under GAAP;
- the potential impact on the Company's financial statements of alternative treatments and any off-balance sheet structures; and
- any other significant reporting issues and judgments, significant regulatory, legal and accounting initiatives or developments that may have a material impact on the Company's financial statements, compliance programs and policies.

The Committee will review with the Auditors and management, if appropriate, any written communication, such as any management letter, schedule of unadjusted differences or internal-control letter and monitor management's response to such communications.

10. Auditor Communications. At least annually, the Committee will discuss with the Auditors the matters required to be discussed by Auditing Standard No. 1301, Communications with Audit Committees, as adopted by the PCAOB (including any successor rule adopted by the PCAOB).

11. Management Cooperation with Audit. The Committee will evaluate management's cooperation with the Auditors during their audit examination, including any significant difficulties or disagreements encountered during the audit, if any, whether or not resolved, and will resolve any disagreements regarding financial reporting.

12. National Office Communications. The Committee will review with the Auditors, as appropriate, communications between the audit team and the Auditors' national office with respect to accounting or auditing issues presented by the engagement.

13. Proposed Accounting Adjustments. The Committee will review with the Auditors any accounting adjustments that were noted or proposed by the Auditors but were "passed" (as immaterial or otherwise).

Internal Control and Procedures

14. Risk Assessment and Management. The Committee will review and discuss with management and the Auditors the Company's processes and policies on risk identification, management and assessment in all areas of the Company's business, but the Board shall continue to have overall responsibility for evaluating key business risks faced by the Company, including but not limited to information security and cybersecurity, competition and regulation. Areas of focus for the Committee shall include the Company's policies and other matters relating to the Company's investments, cash management and foreign exchange management, major financial risk exposures, the

adequacy and effectiveness of the Company's information security policies and practices and the internal controls regarding information security and the steps taken by management to monitor and mitigate or otherwise control these exposures and to identify future risks. The Committee will review and discuss with management the adequacy of the Company's insurance programs, including director and officer insurance, product liability insurance and general liability insurance. The Committee will be responsible for monitoring the Company's compliance with public reporting requirements, as well as internal risk assessments and internal reporting conducted by the Company's employees. The Committee will inform the Board of any material compliance risks that arise in connection with the Company's legal, regulatory or public reporting obligations, as it deems appropriate.

15. Internal Auditors. The Company does not currently have an internal audit function. If an internal audit function is established and becomes operational, the Committee will review the audit plan of the Company's internal audit team and discuss with that team the adequacy and effectiveness of the Company's scope, staffing and general audit approach. The Committee will review any significant reports prepared by the Company's internal auditors, as well as management's response. The head of the internal auditors will also report to and be evaluated by the Committee.

16. Internal Control over Financial Reporting; Disclosure Controls. The Committee will confer with management and the Auditors concerning the scope, design, adequacy and effectiveness of internal control over financial reporting and the Company's disclosure controls and procedures. At least quarterly, the Committee will review management reports addressing (i) significant findings and recommendations regarding internal controls over financial reporting, including management's responses and any special audit steps adopted in response to material control deficiencies, (ii) internal controls and any processes implemented to facilitate the accuracy and reliability of the Company's public disclosures, and (iii) any material issues impacting the Company's business, operations or prospects. The Committee will also oversee the work of the Company's Disclosure Committee, including reviewing its reports and meeting at least quarterly with a senior member of such committee.

17. Inventory Controls and Revenue Recognition. At least annually, the Committee will meet with the Auditors to review and evaluate the Company's inventory controls and revenue recognition policies, procedures and internal controls.

18. Correspondence with Regulators. The Committee will consider and review with management, the Auditors and outside advisors or accountants any correspondence with regulators or governmental agencies and any published reports that raise material issues regarding the Company's financial statements or accounting policies.

19. Internal Control Report. At least annually or as may otherwise be determined by the Committee, the Committee will review a report by the Auditors describing its internal quality-control procedures and any material issues raised by (a) that firm's internal quality-control review, (b) any peer review of the firm's internal quality-control procedures or review, or (c) any inquiry or investigation by governmental or professional authorities with respect to one or more independent audits performed by that firm conducted in the last five years of any audit performed by the Auditors, as well as any steps taken to address the issues raised.

20. Complaint Procedures. The Committee will establish and oversee procedures for receiving, retaining and investigating the following:

- complaints received by the Company regarding accounting, internal accounting controls, or auditing matters; and

- confidential and anonymous submissions by employees concerning questionable accounting or auditing matters.

In addition, the Committee will oversee procedures for receiving, retaining and investigating any "hotline" complaints or submissions delegated to the Committee by the Board.

21. Ethical Compliance. The Committee will review the results of management's efforts to monitor compliance with the Company's programs and policies designed to ensure compliance with applicable laws and

Exchange listing requirements, including the Company's Whistleblower Policy. The Committee will also be responsible for monitoring compliance with the Company's Code of Business Conduct and Ethics ("***Code***"). The Committee will consider any request by directors or executive officers of the Company for a waiver from the Code. Any approved waivers shall be promptly disclosed as required by applicable law and Exchange listing requirements. If a violation of the Code is brought to the attention of the Committee that is sufficiently material to trigger a disclosure obligation for the Company, the Committee will promptly report the violation to the Board, as it deems appropriate.

22. Related Person Transactions. The Committee will review and approve, in accordance with the Company's policies, any Related Person transaction as defined by applicable law or Exchange listing requirements. "***Related Person***" shall have the meaning given to such term in Item 404(a) of Regulation S-K, as amended from time to time. The Committee will develop and oversee policies and procedures for the review, approval and/or ratification of such transactions. The Committee will discuss with the Auditors their evaluation of the Company's identification of, accounting for, and disclosure of its relationship with related parties as set forth under the standards of the PCAOB.

23. Investment Policy. The Committee will review and approve revisions to the Company's Investment Policy.

24. Attorneys' Reports. The Committee will receive and, if appropriate, respond to attorneys' reports of evidence of material violations of securities laws and breaches of fiduciary duty and similar violations of U.S., state or other applicable law.

25. Investigations. The Committee will investigate any matter brought to the attention of the Committee within the scope of its duties if, in the judgment of the Committee, such investigation is necessary or appropriate. All Company employees (including the Chief Executive Officer, the Chief Financial Officer and, if applicable, the Chair of the Board) must cooperate with any such investigation. Any failure to cooperate shall be grounds for discipline by the Board.

26. Cybersecurity. The Committee will periodically review and discuss with the Company's Chief Financial Officer and/or the Vice President of Technology material risks relating to data privacy, technology and information security, including cybersecurity, threats and back-up of information systems and the Company's processes for assessing, identifying, and managing such risks, as well as the Company's internal controls and disclosure controls and procedures relating to cybersecurity incidents.

27. Quality Assurance and Product Safety. The Committee will review periodic reports from management regarding the effectiveness of the Company's policies, standards, processes and procedures related to quality assurance and product safety, as well as management's assessment of the Company's quality needs, performance and risks.

Other Matters

28. Committee Self-Assessment; Charter Review. The Committee will evaluate its performance at least annually, including by reviewing its compliance with this Charter. The Committee shall also review and assess the adequacy of this Charter, at least annually, and shall recommend any proposed changes to the Board for its consideration and approval.

29. Other Legal and Finance Matters. The Committee will review with management legal and regulatory compliance and any actual, pending or threatened legal or financial matters that could significantly affect the Company's business or financial statements or as otherwise deemed appropriate by the Committee.

30. General Authority. The Committee shall perform such other functions and have such other powers as may be necessary or appropriate in the discharge of any of the foregoing.

MEETINGS AND MINUTES

The Committee shall meet at least quarterly, or more frequently if its members deem a meeting necessary or appropriate to perform its duties and responsibilities under this Charter. The Committee will determine where and when to meet. The same procedural rules concerning notice of meetings, actions by unanimous consent or telephonic meetings and meetings held by other means of remote communication, and other procedural matters, shall apply to Committee meetings as apply to meetings of the Board under the Company's bylaws and other governing documents. Unless otherwise determined by the Committee, each regularly scheduled meeting will conclude with an executive session that excludes members of management. As part of its responsibility to foster open communication, the Committee will meet at least four times annually in separate executive sessions with senior members of management, personnel in charge of the internal audit function (if any) and/or the Auditors to discuss any matters that the Committee or these groups believe would be appropriate to discuss privately. The Chief Financial Officer will not attend these executive sessions. The Chair of the Committee will report to the Board at least quarterly.

A majority of the Committee membership will be a quorum for the transaction of business. The action of a majority of those present at a meeting at which a quorum is present will be the act of the Committee.

The Committee will maintain written minutes of its meetings and regularly report to the Board on its actions and recommendations. The Committee may act by unanimous written consent (which may include electronic consent) in lieu of a meeting in accordance with the Company's bylaws.

The Chair, in consultation with the Committee members and members of management, will determine the frequency and length of Committee meetings and develop the Committee's agenda. All non-management directors that are not members of the Committee may attend meetings of the Committee but may not vote. The Committee may also exclude from its meetings any persons it deems appropriate in order to carry out its responsibilities.

PUBLICATION

The Company shall make this Charter freely available to stockholders on request and, provided that the Company is subject to the periodic reporting requirements of the Securities Exchange Act of 1934, as amended, shall publish it on the Company's website.

Amended by the Board of Directors: August 20, 2026