WEYCO GROUP, INC.
AUDIT COMMITTEE CHARTER
Last Updated: November 3, 2026

The Audit Committee ("Committee") consists of at least three members of the Board of Directors who are not employees of the Company. The Audit Committee's primary duties and responsibilities are to: (1) oversee the accounting and financial reporting processes of the Company and the audits of the Company's financial statements, (2) monitor the compliance by the Company with legal and regulatory requirements and (3) oversee the independence and performance of the Company's independent auditors.

The members of the Committee shall meet the independence and experience requirements included in the listing requirements of the NASDAQ Stock Market, Inc. ("NASDAQ"). The Committee shall have the authority to retain at the Company's expense special legal, accounting, or other consultants to advise the Committee. The Committee may request any employee of the Company, or the Company's outside counsel, or independent auditors, to attend a meeting of the Committee or to meet with any members of, or consultants to, the Committee.

The Committee shall meet at least four times a year. Additional meetings may occur as a majority of the Committee or the Chairman deems advisable. The Committee will meet in executive session, from time to time, without Company management present. The Committee will cause to be kept adequate minutes of its proceedings. Committee members will be furnished with copies of the minutes of each meeting and any action taken by unanimous consent. The Committee is governed by the same rules regarding meetings (including meetings by conference telephone or similar communications equipment), action without meetings, notice, waiver of notice, and quorum and voting requirements as are applicable to the Board of Directors. The Committee is authorized and empowered to adopt its own rules of procedure not inconsistent with (a) this Charter, (b) the Bylaws of the Company, or (c) the laws of the state of Wisconsin.

The Audit Committee Shall:

Review Procedures

1. Review and reassess the adequacy of this Charter annually and recommend any proposed changes to the Board for approval.
2. Review the Company's annual audited financial statements with management and the lead independent auditor prior to filing or distribution. The review shall include major issues regarding accounting and auditing principles and practices as well as the

adequacy of internal controls that could significantly affect the Company's financial statements.

3. Review an analysis prepared by management and the lead independent auditor of significant financial reporting issues and judgments made in connection with the preparation of the Company's financial statements.
4. Review with management and the lead independent auditor the Company's quarterly financial statements prior to the filing of its Form 10-Q, which review the Committee may delegate to the Chairman of the Board.
5. Meet periodically with management to review the Company's major financial risk exposures, including risks related to information security and data protection, and the steps management has taken to monitor and control such exposures.
6. Review with management, at least annually, the Company's cybersecurity risk exposures and the steps management has taken to monitor or mitigate such exposures.
7. Review major changes to the Company's auditing and accounting principles and practices as suggested by the independent auditors or management.

Independent Auditors

8. Be solely responsible for the appointment, compensation, retention, and oversight of the lead independent auditor, who shall report directly to the Committee, as well as all other independent auditors (including resolution of disagreements between management and the independent auditor(s) regarding financial reporting).
9. Approve in advance the audit services (including statutory audits) and permitted non-audit services (including tax services) to be provided by, and the fees to be paid to the independent auditors, subject to the *de minimis* exceptions to pre-approval permitted by the rules of the Securities and Exchange Commission ("SEC") and NASDAQ for non-audit services.
10. Obtain from the lead independent auditor a formal written statement delineating all relationships between the independent auditors and the Company that may impact the auditor's objectivity or independence, discuss any disclosed relationships or services, and take appropriate action to oversee the independence of the auditors.
11. Evaluate the performance of the lead independent auditor and, if determined to be necessary or appropriate, replace the lead independent auditor.
12. Meet with the lead independent auditor prior to the audit to review the planning and staffing of the audit.
13. Obtain from the lead independent auditor assurance that the auditor has not obtained any information reportable under Section 10A(b) of the Securities Exchange Act of 1934, as amended.

14. Discuss with the lead independent auditor the matters required to be discussed by applicable PCAOB accounting standards and guidelines.
15. Review with the lead independent auditor any problems or difficulties the auditor may have encountered and any management letter provided by the auditor and the Company's response to that letter. Such review should include any difficulties encountered in the course of the audit work, including any restrictions on the scope of activities or access to required information.
16. On at least an annual basis, meet privately with the lead independent auditor to discuss any pertinent matters that they feel should be discussed, including quality of management, financial and accounting personnel, and determine if any restrictions have been placed by management on the scope of the auditor's examination, and assure the auditor of the Committee's availability for additional private discussions as needed.

Other Audit Committee Responsibilities

17. Review and approve the report required by the rules of the Securities and Exchange Commission to be included in the Company's annual proxy statement.
18. Review legal letter responses, if any, from the Company's attorneys in connection with the audit of its financial statements, for matters that may have a material impact on the financial statements, compliance policies, and any material reports or inquiries received from regulators or governmental agencies. Discuss with outside counsel as deemed necessary.
19. Meet at least annually with the chief financial officer and the lead independent auditor in separate executive sessions.
20. Establish, review, and maintain appropriate procedures for (i) the receipt, retention, and treatment of complaints received by the Company regarding accounting, internal accounting controls, or auditing matters and (ii) the confidential, anonymous submission by employees of the Company of concerns regarding questionable accounting or auditing matters, in each case as required by law.

While the Audit Committee has the responsibilities and powers set forth in this Charter, it is not the duty of the Audit Committee to plan or conduct audits or to determine that the Company's financial statements are complete and accurate and are in accordance with generally accepted accounting principles. This is the responsibility of management and the lead independent auditor.