Olaplex, Inc.

Modern Slavery Statement

Olaplex, Inc. ("Olaplex," "we" and "our") has prepared this statement to describe our practices to address risks related to modern slavery, including forced labor and human trafficking, and child labor in our operations and supply chain during our fiscal year ended December 31, 2024 ("fiscal year 2024"). We have published this statement pursuant to the California Transparency in Supply Chains Act of 2010, the Australia Modern Slavery Act 2018 (the "Australia Act"), the Canada Forced and Child Labor in Supply Chains Act (the "Canada Act"), and the UK Modern Slavery Act 2015 (the "UK Act") (collectively, the "Acts"). As a subsidiary of Olaplex, the policies and programs discussed herein equally apply to Olaplex UK Limited. This statement has been prepared in consultation with Olaplex UK Limited. Not all of the entities in our consolidated group are subject to the Acts listed above. See the Approvals and Attestations section for each Act's reporting entities.

Our Organizational Structure, Operations and Supply Chain

Olaplex is a foundational health and beauty company powered by breakthrough innovation that starts with and is inspired by the professional hairstylist ("Pro"). Our products are designed to enable Pros and their clients to achieve their best results, and to provide consumers with a holistic hair regimen that starts by establishing a foundation for healthy hair. Since our inception, we have focused on delivering patent-protected technology and proven performance in the prestige haircare category. From our origins of creating the bond-building space, our product portfolio has expanded to 25 products that support the hair health needs of our Pro and consumer communities.

We acquire raw materials, components and packaging from third-party suppliers. Our finished products are manufactured in the U.S. and Europe by five manufacturers. Three of these manufacturers are located in the U.S., one is located in Europe, and one maintains facilities in the U.S. and Europe. We utilize third parties with key operational facilities located inside and outside the U.S. to warehouse and distribute our products for sale throughout the world.

Our products are offered through our professional, specialty retail and direct to consumer ("DTC") channels. In our professional channel, our products are sold primarily through beauty supply distributors who then sell those products to professional beauty outlets, such as professional beauty supply stores, salons and licensed Pros, for use in the salon or for Pros to sell to consumers for use at home. In 2024, we sold our products through over 105 professional distributors. Our specialty retail channel includes specialty retailers with online and/or brick and mortar presences. In 2024, we sold our products through over 55 retailers in more than 20 countries throughout the world. In addition, we sell our products directly to consumers through our branded website, Olaplex.com, and third-party e-commerce platforms, including Amazon and pure play beauty and wellness partners.

As of December 31, 2024, Olaplex, Inc. and its subsidiaries employed 231 employees and leveraged contractors to supplement work in key areas. We lease a research and development facility and an office space in New York. Our employees work from our research and development facility, from our New York office space, at shared co-working office spaces, or remotely.

Olaplex, Inc., a Delaware corporation, is an indirect wholly owned operating subsidiary of Olaplex Holdings, Inc. Olaplex UK Limited, a private limited company incorporated in England and Wales, is a wholly owned subsidiary of Olaplex, Inc. Olaplex, Inc. and Olaplex UK Limited have consolidated practices and policies in place to address risks related to modern slavery and child labor, as described in more detail below.

Our Modern Slavery Practices and Policies

Our Code of Conduct

Olaplex is committed to conducting business in accordance with our corporate values. Our Code of Conduct and Ethics (our "Code of Conduct") outlines our expectations for our directors, officers, employees and "business associates", which includes our brand ambassadors, brand advocates, vendors, contractors and any other third party representatives performing services or carrying out activities on behalf of Olaplex. We expect our directors, officers, employees and business associates to act ethically and conduct themselves with the highest level of integrity in all dealings with coworkers, customers, suppliers, business partners, and the communities in which we operate. We periodically review our Code of Conduct and, in fiscal year 2024, we updated our Code of Conduct to, among other things, further enhance the description of Olaplex's expectations with respect to Labor and Human Rights matters.

Our Code of Conduct requires all directors, officers, employees and business associates to comply with all applicable federal, state, local and foreign laws and regulations, which includes laws related to labor and worker health and safety and the elimination of modern slavery. Further, our Code of Conduct provides that Olaplex is committed to ensuring that human rights are respected in our own operations and value chain. We expect all Olaplex directors, officers, employees and business associates to uphold the rights of workers (including employees and other forms of worker) and treat them with dignity and respect in line with international standards and applicable law. Our Code of Conduct expressly prohibits the use of forced labor, the use of child labor, harsh or inhumane treatment and excessive working hours. In addition, the Code of Conduct protects workers' rights to freely associate and bargain collectively and requires decent wages.

We expect our manufacturing and supply chain partners to meet the same standards to which we hold ourselves. Our updated Code of Conduct was provided to our existing manufacturing and supply chain partners following its adoption in fiscal year 2024. Our Code of Conduct is provided to new suppliers as part of our onboarding process and is also available on our website at https://ir.olaplex.com/corporate-governance/governance-documents.

We consider any violation of our Code of Conduct to be a serious breach of our trust, and a violation may result in disciplinary action, up to and including termination. We encourage employees and "business associates" to report violations of our Code of Conduct to their supervisor, to our General Counsel, Chief People Officer or other members of our Legal Department or Human Resources Department, to our Vice President of Internal Audit, or to the Audit Committee Chair of Olaplex Holdings, Inc. We also maintain an anonymous hotline through EthicsPoint where both employees and third parties, such as our suppliers and their employees,

can alert us to concerns, including violations of the Code of Conduct. We expressly forbid retaliation against any person who, in good faith, reports suspected misconduct.

Employee Training

Every Olaplex employee participates in mandatory annual training, which includes training regarding our Code of Conduct and reporting concerns regarding any potential violations. In addition, in fiscal year 2024 we also included mandatory annual training with respect to Modern Slavery and Human Trafficking for relevant employees based on their role. This training includes identification, prevention, and risk mitigation with respect to modern slavery and human trafficking.

Our Supply Chain

Because we do not manufacture our own products, we consider the greatest risk of modern slavery and child labor to exist in our product supply chain, as we do not have direct control or oversight over the conduct of our third-party suppliers and service providers. To address this risk, in fiscal year 2024, we conducted risk assessments of all new distributors and direct suppliers using a third-party service provider, which screens for risks related to modern slavery and child labor, among other things. Based on the results of such assessments, we conducted additional due diligence as needed. Further, in fiscal year 2024, we also conducted these risk assessments on our existing direct suppliers and distributors. In addition, this third-party service provider continually monitors our suppliers and distributors and notifies us if it identifies any new matters relevant to the risk assessment.

In addition, as part of our supplier onboarding process, we perform due diligence on select suppliers using an online ratings service to help us assess those suppliers' environmental impact, as well as their labor and human rights, ethics and sustainable procurement practices. Our standard contractual terms with suppliers require compliance with all applicable laws, which includes those related to modern slavery and child labor.

If we were to suspect that a supplier was in violation of our Code of Conduct, we would conduct an inquiry. If a potential violation were to be identified, we would address the issue with the supplier in an effort to ensure that any violation was promptly remediated. If a non-compliance issue were not resolved in a timely manner, then we would re-evaluate our business relationship with that supplier, up to and including termination of the business relationship.

In fiscal year 2024, we did not identify any forced labor or child labor in our activities or our supply chain. As such, we did not take any measures specifically targeted at remediating forced labor, child labor or the loss of income to vulnerable families that resulted from any measure taken to eliminate the use of forced labor or child labor in our activities and supply chain.

Assessment of our Actions to Assess and Address Risks of Modern Slavery Practices

We anticipate that our review and assessment of our actions to identify and address risks related to modern slavery, forced labor and child labor in our operations and supply chain will be an

ongoing and evolving process. In fiscal year 2024, Olaplex established short term and long term goals with respect to its modern slavery practices. Olaplex reviews its progress towards these goals at the end of its fiscal year to assess the effectiveness of its approach and inform its path forward, in line with continuous improvement. We also assess the effectiveness of our program through the ongoing monitoring of any reports received through our internal grievance mechanisms, the EthicsPoint hotline, and our third-party risk assessment service provider.

Approvals and Attestations

Solely for purposes of compliance with the Acts, this statement was approved by the board of directors of Olaplex, Inc. on June 30, 2025, and by the board of directors of Olaplex UK Limited on June 30, 2025.

Australia Attestation

Olaplex, Inc. is required to submit a statement pursuant to the Australia Act. Solely for purposes of compliance with the Australia Act, this statement is signed by a director of Olaplex, Inc. No other entity for fiscal year 2024 is subject to the Australia Act. Olaplex, Inc. controls one subsidiary, which was consulted with for purposes of this statement.

/s/ Amanda Baldwin

Name: Amanda Baldwin

Title: Director

Date: June 30, 2025

Canada Attestation

Olaplex, Inc. is required to submit a statement pursuant to the Canada Act. As noted above, this statement was approved pursuant to subparagraph 11(4)(a) of the Canada Act by the Board of Directors of Olaplex, Inc.

In accordance with the requirements of the Canada Act, and in particular section 11 thereof, I, in the capacity of Director of Olaplex, Inc., attest that I have reviewed the information contained in this statement on behalf of the Board of Directors of Olaplex, Inc. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in this statement is true, accurate and complete in all material respects for the purposes of the Canada Act for fiscal year 2024.

I have authority to bind Olaplex, Inc.

/s/ Amanda Baldwin

Name: Amanda Baldwin

Title: Director

Date: June 30, 2025

UK Attestation

Olaplex, Inc. and Olaplex UK Limited are required to submit a statement pursuant to the UK Act. Solely for purposes of compliance with the UK Act, this statement is signed by a director of Olaplex, Inc. on behalf of itself and its subsidiary, Olaplex UK Limited.

/s/ Amanda Baldwin

Name: Amanda Baldwin

Title: Director

Date: June 30, 2025