

## CODE OF CONDUCT AND ETHICS

At Olaplex, we strive to empower our consumers to look as beautiful on the outside as they feel on the inside. We are proud of the strong and loyal community we have built. As we continue to grow and expand, we will keep integrity, authenticity and respect as core values that shape our business.

In order to ensure that we are serving our community to the fullest, we have established this Code of Conduct and Ethics (the “Code”) for Olaplex Holdings, Inc. and its subsidiaries (“Olaplex” or the “Company”). All of the Company’s directors, officers and employees as well as the Company’s Business Associates<sup>1</sup> are covered by and are expected to comply with this Code. This Code requires all directors, officers, employees and Business Associates to comply with all applicable federal, state, local and foreign laws and regulations, and the provisions of the policies set forth in this Code.

The law, however, is only the minimum standard. We also expect our directors, officers, employees and Business Associates to act ethically by accepting certain responsibilities, adhering to acceptable business principles, and exhibiting a high degree of personal integrity at all times. Directors, officers, employees and Business Associates are expected to be truthful and to 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 consider any violation of this Code to be a serious breach of our trust, and a violation may result in disciplinary action, up to and including termination. Various factors are considered throughout the assessment and various levels of discipline are considered. All disciplinary actions are taken on a fair and equitable basis.

Similarly, if you are aware of someone’s violation of this Code, you have a duty to report the violation, either to our Chief Compliance Officer (“CCO”) or a member of our Legal Department, Human Resources Department or through our anonymous hotline. We depend on your commitment to protect our culture and values and will view your reporting of violations in that context.

This policy should be read in conjunction with the Company’s Employee Handbook and the Company’s other policies.

### Global Company

Because Olaplex has international operations, the laws of a number of different countries may apply depending on the nature and location of our activities. In addition, because Olaplex is based in the United States (the “U.S.”), U.S. laws may apply to the conduct of certain of our activities even if such activities occur outside the U.S. Other countries may also apply their own laws outside their borders to their own citizens or to our subsidiaries that are organized under their laws.

This Code presents policies that apply worldwide. There may be local policies and practices that discuss in more detail additional requirements pertaining to a particular country or activity.

### Valuing Diversity

At Olaplex, we view our differences as our strengths. We can achieve greater success when we recognize that the diversity in our work teams is a key ingredient for building strong futures based on common goals.

One of the ways we create a quality workplace is by respecting and valuing our differences. We are a company with directors, officers, employees and Business Associates who are diverse in many ways. We provide equal opportunities for all, ensuring no director, officer, employee or Business Associate is treated less favorably on the basis of race,

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<sup>1</sup> For purposes of this Code, “Business Associates” means the Company’s brand ambassadors, brand advocates, vendors and contractors performing services or carrying out activities on behalf of the Company.

color, religion, sex, age, national origin, disability, pregnancy, marital or partnership status, sexual orientation, gender identity or expression, veteran's status or other personal characteristics protected by law.

### Environmental Laws and Regulations

We seek ways to ensure that our activities not only meet, but exceed, applicable environmental laws. We are committed to evaluating all potential environmental impacts in corporate decision-making with a view to enhancing conservation of energy and natural resources, minimizing the release of any pollutant that may cause environmental damage, minimizing the creation of waste, disposing of waste through safe and responsible methods, and minimizing environmental risks by employing safe technologies and operating procedures and by being prepared for emergencies.

Our directors, officers, employees and Business Associates should comply strictly with the letter and spirit of applicable environmental laws and the public policies they represent.

### Confidential Information

Confidential and Proprietary Information (as defined herein) relating to our business and to the business of our directors, officers, employees and Business Associates is to be treated as strictly confidential. To the fullest extent permitted by state or federal law, our directors, officers, employees and Business Associates may not use or disclose any Confidential or Proprietary Information of the Company without prior authorization. In addition, all employees are required to sign a Confidentiality, Nondisclosure and Assignment Agreement as a condition of their employment.

The term "Confidential and Proprietary Information" means, but is not necessarily limited to, all forms of information or data developed by a director, officer or employee, made known to a director, officer or employee, or learned by a director, officer or employee in the course of his/her employment with the Company that is not generally known or available outside of the Company, by either the public or the Company's competitors, whether or not the Company has invoked special measures to protect such information or data. Without limiting the foregoing definition, Confidential and Proprietary Information includes, but is not be limited to: confidential customer or Company director, officer or employee information, including personal information about any owner, director, officer or employee of the Company; trade secrets, as defined by the Uniform Trade Secrets Act or any other applicable trade secret law; financial and pricing information; the existence and contents of contracts and agreements with vendors, suppliers and/or customers; actual and potential vendor, supplier and customer lists and requirements; customer purchasing habits and preferences; credit card information; existing and future business plans, know-how and information relating to same; pending projects and proposals; sales figures, projections, and/or estimates; margin data; computer data, processes, programs and codes; algorithms, source code, server or hardware configurations; internet protocols; research and development; art work and designs; creations, inventions, discoveries, and ideas; technological data; marketing plans, methods, models, programs and related data; compensation data; tax records; accounting procedures and information; compensation information; director, officer or employee lists; legal information; and confidential information of third parties that engage in business with the Company, which is learned during the director, officer or employees involvement with the Company.

If you have any questions about what type of information is Confidential and Proprietary Information that is covered by this Code, or if you need to determine from whom you may need authorization to disclose any such information, contact your immediate manager or the CCO. Misuse or unauthorized disclosure of Confidential and Proprietary Information not otherwise available to persons outside of the Company constitutes a violation of this Code.

The Company also strictly prohibits any prospective or current Company director, officer, employee or Business Associate from misappropriating or otherwise using for the Company's benefit any confidential and proprietary information obtained during or through employment with another employer. Additionally, the Company expects all of its directors, officers, employees and Business Associates to abide by any lawfully binding agreement they may have entered into with a former employer pertaining to the nondisclosure of confidential and proprietary information or non-solicitation obligations. Any questions concerning confidential and proprietary information belonging to a prior employer or third party should be directed to the CCO.

Nothing in this Code shall be construed to prohibit, limit, or restrict any director, officer, employee or Business Associate from disclosing information regarding the working conditions at the Company, or communicating with any governmental agency or entity, or communicating with any official or staff person of a governmental agency or entity, concerning matters relevant to the governmental agency or entity. Further, directors, officers employees and Business Associates cannot be held criminally or civilly liable under any federal or state trade secret law for disclosing a trade secret (i) in confidence to a federal, state, or local government official, either directly or indirectly, or to an attorney, solely for the purpose of reporting or investigating a suspected violation of law, or (ii) in a complaint or other document filed under seal in a lawsuit or other proceeding, but directors, officers and employees may be held liable if they unlawfully access trade secrets by unauthorized means.

### Public Company Disclosure Obligations

Our business affairs are subject to certain internal and external disclosure obligations and recordkeeping procedures. As a public company, we are committed to abiding by our disclosure obligations in a full, fair, accurate, timely and understandable manner. Full, fair, accurate, timely and understandable disclosures in the Company's periodic reports filed with the U.S. Securities and Exchange Commission ("SEC") and in the Company's other public communications is required by SEC rules and is essential to the Company's continued success. Depending on their position with the Company, directors, officers and employees may be called upon to provide information to assure that the Company's public reports are complete, fair and understandable. The Company expects all of its personnel to take this responsibility very seriously and to provide prompt and accurate answers to inquiries related to the Company's public disclosure requirements in order to ensure that our books, records, financial statements and disclosures fully and accurately reflect our business and results. In particular, each Senior Executive and Financial Officer<sup>2</sup> is expected to exercise the highest standard of care in preparing such materials. The Company has established the following guidelines in order to ensure the quality of its periodic reports:

- all Company accounting records, as well as reports produced from those records, must be kept and presented in accordance with the laws of each applicable jurisdiction;
- all records must fairly and accurately reflect the transactions or occurrences to which they relate;
- all records must fairly and accurately reflect in reasonable detail the Company's assets, liabilities, revenues and expenses;
- the Company's accounting records must not contain any false or intentionally misleading entries;
- no transaction may be intentionally misclassified as to accounts, departments or accounting periods or in any other manner;
- all transactions must be supported by accurate documentation in reasonable detail and recorded in the proper account and in the proper accounting period;
- no information may be concealed from the internal auditors or the independent auditors; and
- compliance with Generally Accepted Accounting Principles and the Company's system of internal accounting controls is required at all times.

It is the responsibility of each Senior Executive and Financial Officer to promptly bring to the attention of the internal working group responsible for the review of the Company's periodic SEC reports (the "Disclosure Committee") any information of which he or she may become aware of that materially affects the disclosures made by the Company in its public communications. Each Senior Executive and Financial Officer also shall bring promptly to the attention of

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<sup>2</sup> For purposes of this Code, "Senior Executive and Financial Officers" are: Chief Executive Officer (Principal Executive Officer), Chief Financial Officer (Principal Financial Officer and Principal Accounting Officer), Chief Operating Officer & Chief Legal Officer and the Treasurer and Corporate Controller (and any persons performing similar functions).

the Disclosure Committee any information he or she may have concerning (a) significant deficiencies in the design or operation of internal controls which could adversely affect the Company's ability to record, process, summarize and report financial data or (b) any fraud, whether or not material, that involves management or other directors, officers and employees who have a significant role in the Company's financial reporting, disclosures or internal controls.

In addition, Olaplex has a responsibility to properly manage the flow of information to its investors, securities analysts, the media and the general public in a way that ensures the information is disclosed accurately, completely and in accordance with applicable laws and regulations. In order to ensure that Olaplex complies with its obligations, directors, officers and employees receiving inquiries regarding the Company's activities, results, plans or position on public issues should refer the request to the Company's CEO, Chief Financial Officer, Chief Legal Officer or the designated corporate spokesperson. Olaplex directors, officers and employees may not speak publicly for the company unless specifically authorized by senior management.

For further and more detailed information, this policy should be read in conjunction with the Company's Regulation FD Policy.

### Record Management

Proper, honest, and accurate recording and reporting of information is critical to our ability to make responsible business decisions. Our financial statements and the books and records on which they are based must fully, fairly and accurately reflect all corporate transactions and conform to all legal and accounting requirements and our internal accounting control policies and procedures for financial reporting.

It is a violation of this Code for any director, officer or employee to knowingly provide false, misleading or inaccurate information, financial or otherwise, to any Company official. It is likewise a violation of laws and this Code for any director, officer or employee to take any action to fraudulently or improperly influence, coerce, manipulate or mislead any independent public or certified accountant engaged in the performance of an audit of the Company's financial statements for the purpose of rendering such financial statements materially misleading or any action that could be reasonably expected, if successful, to result in rendering such financial statements materially misleading.

If you have reason to suspect that the Company's books and records are not accurate or in accordance with the above stated requirements, or you become aware that there is an impending government investigation, threatened litigation, or that the Company has been, or may be, served with a subpoena, you must immediately contact the CCO.

### Insider Trading

Insider trading laws prohibit certain persons who are aware of material nonpublic information about a company or its securities from (i) trading in securities of that company or (ii) providing such material nonpublic information to other persons who may trade on the basis of that information (commonly known as "tipping"). These illegal activities are referred to as "insider trading". Insider trading laws apply not only to trading in Olaplex stock while in possession of material, nonpublic information about the Company, but also to trading in the stock or other securities of any other company while in the possession of material, nonpublic information regarding that company or its securities.

Information is considered "material" if there is a substantial likelihood that a reasonable investor would consider that information important in making a decision whether to buy, hold or sell a security. Any information that could be expected to affect the price of a company's securities, whether it is positive or negative, should be considered material. There is no bright-line standard for assessing materiality; rather, materiality is based on an assessment of all of the facts and circumstances, and is often evaluated by enforcement authorities with the benefit of hindsight. Information is considered to be "nonpublic" until the information has been effectively disclosed to the public, for example, in a

press release or during an investor conference call. In addition to public disclosure, there must also be adequate time for the investing public to absorb the information.

For further and more detailed information, including specific restrictions on trading, please refer to the Company's Insider Trading Policy.

### Intellectual Property

Directors, officers, employees and Business Associates may gain access to another person's or company's material that may be protected by copyright, trademark, patent or other intellectual property law. Directors, officers, employees and Business Associates may not assume that merely because the material is available to them, that it may be downloaded, utilized for Company related purposes or further disseminated. It is the responsibility of each director, officer, employee and Business Associate to ensure that any use of any material that he/she obtains from other sources will not violate any intellectual property rights of a third party or any applicable law. If directors, officers and employees or Business Associates are unsure as to whether the use of such material may violate the rights of a third party or any applicable law, they should not reproduce or disseminate such material, including downloading it, until they receive approval from the CCO.

### Conflicts of Interest

Directors, officers and employees must ensure that their business dealings are never influenced by, or even appear to be influenced by their own personal interests. More specifically, by way of example, except to the extent allowable by applicable law or the Company's Certificate of Incorporation, as amended from time to time, directors, officers and employees may not directly or indirectly, during their employment with the Company:

- Work for, be associated with, provide any services or materials to, or receive any compensation from any competitor or supplier of the Company. In addition, if the spouse or significant other, child, parent or in-law, or someone else with whom a director, officer or employer has a financial relationship with is a competitor or supplier of the Company or is employed by one, such director, officer or employer must disclose the relationship to the CCO so that the Company may assess the nature and extent of any concern and how it can be resolved. Each director, officer and employer must carefully guard against inadvertently disclosing Company confidential information and being involved in decisions on behalf of the Company that involve the other enterprise. If any director, officer or employee has a question about what constitutes a competitor, they should contact the CCO.
- Seek additional employment, if employed by the company in a full-time position, without written authorization from Company;
- Solicit, accept or promise gifts, transportation, entertainment, other non-monetary favors or monetary compensation, or gratuities from clients, suppliers, or other directors, officers, employees or Business Associates of the Company either directly or conveyed through any third party, unless otherwise permitted by this Code;
- Invest in a business opportunity learned about through the director's, officer's or employee's position at the Company, such as from a competitor or actual or potential supplier or business associate of the Company without the prior written approval of the CCO. Such an opportunity should be considered an investment opportunity for the Company in the first instance.
- Participate in a joint venture, partnership or other business arrangement with the Company without the prior written approval of the CCO.

- Use the Company resources for outside work, solicit or perform outside work on the Company's premises, engage in any outside activities that would conflict with scheduled work hours at the Company or that would impair the effective performance of the director's, officer's or employee's responsibilities;
- Have a financial interest in any organization that would cause divided loyalty or create a conflict of interest that might affect the objectivity and independence of the director, officer or employee's judgment or conduct in carrying out their duties and responsibilities to the Company. The Company does not prohibit directors, officers and employees, however, from owning up to one percent (1%) of any class of securities of a public company engaged in competition with Olaplex's business;
- Participate in activities outside the Company for personal gain that are in conflict with the Company's best business interests; or
- Engage in illegal or immoral off-duty conduct that adversely affects the Company's legitimate business interests, business operations, or the directors, officers and employees ability to perform his or her job.

Employees with conflict of interest questions should seek advice from the CCO before engaging in any activity, transaction or relationship that might give rise to a conflict of interest.

### Corporate Assets

Directors, officers and employees should protect the Company's assets and their efficient use. Theft, carelessness and waste have a direct impact on the Company's profitability. All Company assets should be used for legitimate business purposes. Olaplex "systems and hardware" include computers, laptops, tablets, phones, e-mail, voice-mail, drives, internet access and other systems and hardware provided or subsidized by the Company. All Olaplex systems and hardware, the records and information stored on them and all records related to use of those systems are the property of Olaplex, and should generally only be used for Company business. Incidental and occasional personal use is only permitted as long as such use does not violate any laws or Olaplex's policies, and such use does not burden the Company with unreasonable incremental costs, reduce productivity or job performance, compromise the Company's information security safeguards or reputation, or otherwise interfere with or impact normal business operations of the Company.

Everyone who works with Olaplex's systems and hardware is responsible for their appropriate use and protection from theft, damage or loss. Directors, officers and employees should take care to prevent the security features of the systems and hardware from being compromised. Information created, transmitted or accessed on Company networks is Company property and Olaplex reserves the right to monitor or restrict access to it. Supervisors are responsible for ensuring company resources are used productively. Directors, officers and employees must report any suspected security event or security incident involving Company Assets immediately.

Computer software used in connection with Olaplex's business must be properly licensed and used only in accordance with that license. Using unlicensed software could constitute copyright infringement. If a director, officer or employee has any questions as to whether a particular use of computer software is licensed, the director, officer, or employee should consult with the CCO.

The same level of care should be taken when using Olaplex's e-mail, internet and voice mail systems as is used in written documents. For example, Confidential and Proprietary Information about the Company must not be disclosed on social media or on any other internet website.

You should not expect any rights of personal confidentiality or privacy when using Olaplex's systems and hardware. Where legally permitted to do so, Olaplex may, in its sole discretion, inspect your files, records, e-mails, voice-mail messages and telephone records on Company systems and hardware, and may monitor your internet use, in each case at any time without advance notice or consent. No director, officer or employee may knowingly disable, whether directly or indirectly, any monitoring tool without prior approval.

In the event a Company-provided device or personal device used for Company work is lost or stolen, the Company's Information Technology Department will typically remotely wipe the device of all data and the device will be restored to factory reset status. This means that all data, both Company-related and personal, stored on the device, will be lost. It is the responsibility of all directors, officers and employees to take precautions, such as backing up email contacts and other personal data. Olaplex will not be responsible for loss or damage of personal applications or data resulting from the use of Company applications or the wiping of the device. Directors, officers and employees who are issued a Company device are strongly encouraged to maintain a separate device for all personal information, data, applications, photos, etc.

Use of electronic devices—whether direct or indirect—that contain Company information or are connected to Company servers are subject to Company policies governing your use of and the Company's access to such devices.

### Trade Controls

Olaplex is subject to certain trade restrictions, like the U.S. sanctions programs managed by the Office of Foreign Asset Controls, that seek to prevent trade in technology, substances, and materials. We are committed to adhering to all applicable trade sanctions and export control regulations.

### Foreign Corrupt Practices Act

Olaplex is committed to building business relationships through trust and integrity, not favors and gifts. We are subject to a variety of laws that prohibit corrupt payments, including the Foreign Corrupt Practices Act ("FCPA"). The FCPA prohibits the payment (or offer, promise or authorization of payment) of anything of value to any foreign official or director, officer or employee, directly or indirectly, for the purpose of obtaining or retaining business, directing business to any person or entity, or securing any improper advantage. Accordingly, Olaplex prohibits directors, officers, employees, Business Associates and anyone else acting on behalf of the Company from offering or providing a bribe or kickback, whether made to a government official or to customers, suppliers, or other private parties. Similarly, Olaplex directors, officers and employees and Business Associates may not solicit or accept such payments. A bribe or kickback means any money, fee, commission, credit, gift, gratuity, or other thing of value or that is provided, directly or indirectly, and that has as one of its purposes, the improper obtaining or rewarding of favorable treatment in a business transaction.

### Antitrust and Competition

We are subject to antitrust and competition laws, which are designed to protect competition. These laws generally prohibit businesses from behaving in ways that have the objective or the effect of preventing, restricting or distorting competition. Prohibited behaviors include engaging in any form of agreement or understanding with competitors to fix prices, rig bids, allocate customers, or restrict supply of products. Olaplex directors, officers, employees and Business Associates shall abide by all applicable antitrust and competition laws. If any directors, officers, employees or Business Associates have questions regarding what constitutes anticompetitive conduct, please contact the CCO.

### Fair Dealing

Our directors, officers, employees and Business Associates are required to deal fairly with Olaplex customers, suppliers and competitors at all times.

While directors, officers and employees are expected to work to advance the interests of Olaplex, they are expected to do so in a manner that is consistent with the highest standard of integrity and ethical dealing. No director, officer, employee or Business Associate is to take unfair advantage of anyone through manipulation, concealment, abuse of privileged information, misrepresentation of facts or any other practice that is or may be considered unfair.

## Gifts, Meals and Entertainment

Our directors, officers and employees are generally not permitted to receive gifts. This prohibition extends to family members as well. However, there may be circumstances in which modest gifts that serve a legitimate business purpose and are part of maintaining positive business relationships may be accepted. Such gifts must be given and accepted in a way that keeps our business relationships fair, honest, and objective and avoids conflicts of interest or the appearance of conflicts of interest. Gifts may never be in the form of cash or the equivalent of cash (e.g., gift cards), loans or guarantees, or offers of employment or internships. Gifts may also be in the form of favors, gratuities or other things of value. Discounts for personal items from Business Associates could be considered a gift. Gifts, entertainment, or favors that would likely result in a feeling or expectation of personal obligation should be avoided. No director, officer, employee or family member of these individuals may give or accept gifts from a competitor.

Directors, officers and employees are permitted to occasionally attend business lunches, meals or events at entertainment venues with Business Associates or other persons who do business with or could do business with the Company. Such lunches, meals or events should be infrequent, and consideration should be given to factors that are applicable to consideration of whether to give or accept gifts.

When considering whether giving or accepting a gift or invitation to attend a business lunch, meal or event is permissible and appropriate, consider the following:

- Is the gift, meal or entertainment given on or for a nontraditional occasion?
- Is the gift, meal or entertainment more than modest?
- Does the giver or invitee regularly give gifts or entertain?
- Would the gift, meal or entertainment potentially influence business objectivity?
- Would the gift, meal or entertainment result in someone receiving an improper personal benefit due to his or her position?
- Would public disclosure of the gift, meal or entertainment give harm the Company's reputation?

If you have any questions about whether you can give or accept a gift or meal or entertainment, please contact the CCO.

## Advertising and Promotion

The U.S. Food and Drug Administration ("FDA"), Federal Trade Commission ("FTC"), and various other local, state, and foreign governmental authorities regulate the claims that Olaplex, its directors, officers, employees and Business Associates can make about our products on labels or in advertisements, promotions, endorsements or other communications. Generally, these laws prohibit the false, misleading or deceptive advertising and related activities in connection with the sale of our products.

All advertising claims about our products (including those made in print, radio, TV, on the internet, or which appear on product packaging) must be truthful and have a reasonable basis in fact. In particular, the FTC requires that all advertising claims be substantiated prior to publication or dissemination. Additionally, endorsements of our products must disclose any material connection between the endorser and our Company, reflect the honest opinion of the endorser based on bona fide use of the product, and cannot be used to make a claim about a product that Olaplex could not itself legally make.

Fair and accurate advertising is essential not only to comply with applicable laws, but also to preserve our goodwill and reputation. All advertising and product claims, whether made to the industry or to the public and whether made through the media, over the internet, or on product packaging, displays, or otherwise, must be reviewed and approved by the Legal Department. Except for Olaplex-approved statements and activities, directors, officers, employees and Business Associates must not make specific performance claims about Olaplex products or make any claims with regard to the performance or quality of products sold by our competitors.

We expect our directors, officers, employees and Business Associates will abide by FDA, FTC and other legal and regulatory guidance. For any questions or concerns regarding advertisements, promotions, endorsements or other communications, we encourage you to reach out to the CCO.

### Political Activities and Contributions

Political contributions and engagement in political activities, including lobbying, are regulated by federal laws, which prohibit companies from contributing, directly or indirectly, to candidates for federal office. Directors, officers, and employees are prohibited from contributing any money or products, or lending the use of vehicles, equipment, or facilities to candidates for federal office. In addition, directors, officers and employees may not make, and may not be required to make, on behalf of the Company, contributions to political action committees that make contributions to candidates for federal office. Further, we cannot reimburse our directors, officers or employees for any money they contribute to political candidates or campaigns on their own.

In addition, state, local and foreign laws may further limit the extent to which corporations and individuals may contribute to political candidates.

Accordingly, all political contributions proposed to be made with Olaplex funds, and all lobbying activities proposed on Olaplex's behalf, must be coordinated through and approved by the CCO.

### Solicitation and Distribution Policy

Directors, officers and employees may not solicit or promote, for personal cause, any activity or organization, during his or her working time or during the working time of the directors, officers and employees to whom such activity or organization is directed. This includes solicitation for subscriptions, donations or contributions and circulation of any written or printed material while on working time. This does not include solicitation for causes or organizations on behalf of the Company.

For purposes of this policy, working time is defined as those periods when directors, officers and employees are engaged in performing their work duties and tasks, and does not include meal and rest periods, and time before and after work.

Under no circumstances will non-directors, officers or employees be permitted to solicit or to distribute written material for any purpose on Company property.

Nothing in this policy prohibits union or concerted activity under the National Labor Relations Act.

### Reporting Concerns

Directors, officers and employees seeking advice on ethics-related issues or who want to report a potential violation of this Code should consult their immediate supervisor. If the conduct in question involves your supervisor or, if you have reported the conduct in question to your supervisor and do not believe that he or she has dealt with it properly, or if, for some other reason, you do not feel comfortable discussing the matter with your supervisor, you should raise the matter with the CCO or through our anonymous, confidential hotline at <http://olaplex.ethicspoint.com> or (844) 744-0582. All concerns submitted through the hotline shall initially be reviewed and investigated by the CCO or the designee of the CCO.

Nothing in this Code is intended to prohibit a director, officer or employee from reporting any suspicion of violation of law to any federal or state governmental agency, or from participating in a government investigation or procedure. Failure to cooperate in a company investigation of possible violations of the Code is, in itself, a violation of the Code.

When reporting suspected violations of the Code, you may remain anonymous, but we encourage you to identify yourself to facilitate our ability to take appropriate steps to address the report, including conducting any appropriate

investigation. If you choose to identify yourself, your identity will be kept confidential to the extent feasible or permissible under the law.

We recognize that some people may feel more comfortable reporting a suspected violation anonymously. In the event the report is made anonymously, however, we may not have sufficient information to look into or otherwise investigate or evaluate the allegations. Accordingly, we ask that persons who make reports anonymously provide as much detail as is reasonably necessary to permit us to evaluate the matter, and, if appropriate, to conduct an appropriate investigation.

We expressly forbid any retaliation against any person who, acting in good faith, reports suspected misconduct whether or not the misconduct is confirmed by subsequent investigation. Any person who participates in any such retaliation is subject to disciplinary action, including possible termination

#### Amendments and Waivers

There may be no substantive amendment or waiver of any part of this Code, except with the approval of the Board of Directors or a designated committee, which will ascertain whether an amendment or waiver is appropriate and ensure that any amendment or waiver is accompanied by appropriate controls designed to protect Olaplex.

In the event that any substantive amendment is made or any waiver is granted, the waiver will be posted on the Olaplex website.

#### Business Associates

Olaplex's policy is that all Business Associates must comply with this Code and all applicable laws, rules, regulations, policies and procedures. Each Business Associate shall be given a copy of this Code and shall provide a written certification (in the form attached) that it is aware of and will comply with this Code. Business Associates should provide this certification to the officer responsible for approving their respective contracts and should bring any questions or concerns about the Company's practices to the CCO. Olaplex directors, officers and employees who work with Business Associates should be aware that Olaplex's compliance policies apply to those outside companies as well. Directors, officers and employees are encouraged to monitor carefully the activities of Business Associates in their areas. Any irregularities, questions, or concerns on those matters should be directed to the CCO.

## **DIRECTOR, OFFICER AND EMPLOYEE CERTIFICATION AND AGREEMENT OF COMPLIANCE**

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I hereby acknowledge receipt of the Code of Conduct (the “Code”) of Olaplex Holdings, Inc. (“Olaplex”). I understand and agree that it is my responsibility to read and comply with the policies in this Code.

The Code includes a statement of Olaplex’s policies, which are designed to ensure that the Company and its directors, officers and employees conduct Olaplex’s business in compliance with all federal and state laws governing its operations and the conduct is consistent with the highest standards of business and professional ethics.

I understand that the Code obligates all directors, officers and employees to carry out their duties for Olaplex in accordance with these policies and with applicable laws, rules, regulations and procedures. I further understand that any violation of these policies or applicable laws, rules, regulations or procedures or any deviation from appropriate ethical standards, will subject an directors, officers and employees to disciplinary action. Indeed, I understand that even a failure to report such a violation or deviation may, by itself, subject an directors, officers and employees to disciplinary action.

I am also aware that in the event that I have any question about whether an action complies with Olaplex’s policies or applicable law, I should present that question to my supervisor, or, if appropriate, directly to the Company’s CCO.

With these understandings of my obligations, I agree to act in accordance with the Olaplex’s policies set forth in the Code. Having read the Code, I am not currently aware of any matter that should be brought to the attention of compliance personnel as a violation or suspected violation of this Code.

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Name in Print

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Signature

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Date Signed

## **BUSINESS ASSOCIATE CERTIFICATION AND AGREEMENT OF COMPLIANCE**

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I hereby certify that I am a duly authorized officer of the entity named below (“Business Associate”).

On behalf of Business Associate and its officers, directors, employees, and agents, I certify that I have received and read the “Code of Conduct” of Olaplex Holdings, Inc. (the “Company”), and fully understand the requirements set forth in that document. I certify that Business Associate, in its dealings with the Company shall act in full accordance with all rules and policies of the Company.

These rules and policies include the Company’s commitment to comply with all applicable federal and state laws, and the Company’s commitment to conduct its business in compliance with the highest ethical standards.

To this end, Business Associate expressly agrees that the Company’s Global Code of Business Conduct and Ethics shall be incorporated within and made a part of Business Associate’s agreement with the Company and shall survive termination of that agreement for any reason.

Any failure of Business Associate to comply with the rules and policies set forth in the Company’s Code or to report violations of these rules and policies, may result in immediate termination by the Company of its agreement with Business Associate.

Name of Business Associate: \_\_\_\_\_

Signed: \_\_\_\_\_

PrintName: \_\_\_\_\_

Title: \_\_\_\_\_

Date: \_\_\_\_\_