

2025-06-10 Olaplex 2025 Annual Meeting of Stockholders

- AMANDA BALDWIN:** Good morning, and welcome to the 2025 annual meeting of stockholders' of Olaplex Holdings Inc. I am Amanda Baldwin, CEO of Olaplex. It is my pleasure to welcome you and to introduce JP Bilbrey, the executive chair of the Olaplex board of directors.
- JP BILBREY:** Thank you, Amanda. And on behalf of the board, I would like to extend a welcome to everyone in attendance. We thank you for joining us today. Stockholders attending via the web portal can access a copy of the rules of procedure for today's meeting. The agenda for today's meeting is displayed on the web portal as well.
- You may ask questions regarding the proposals being voted on at this meeting and in accordance with the rules of procedure. Please submit pertinent questions via the web portal. Questions will be answered following the presentation of the matters to be voted on at today's meeting. Although we may not be able to answer every question, we will do our best to provide a response to as many as possible.
- Please be aware that only stockholders' of record as of the close of business on April 21, 2025, who entered the meeting using their control number will be able to ask questions and vote in today's meeting. Stockholders' of record will be able to vote throughout today's meeting until I announce that the polls are closed.
- It is now 10:02 in Eastern time on June 10, 2025, and this meeting is officially called to order. I would now like to recognize the other members of our board. Amanda Baldwin, who introduced herself a moment ago, Christine Dagousset, Pamela Edwards, Deirdre Findlay, Tricia Glynn, Martha Morfitt, David Mussafer, Emily White, Michael White, and Paula Zusi.
- In particular, on behalf of the board and members of management, I'd like to recognize and thank Paula, whose term as a director will end as of today's annual meeting, and thank her for her many contributions to Olaplex during her service on our board. It is also my pleasure to introduce Olaplex general counsel and corporate secretary, John Duffy, who will act as secretary of the meeting and will assist with any procedural issues that may arise.
- JOHN DUFFY:** Thank you, JP. We are also joined here today virtually by our independent auditors, Deloitte & Touche LLP. They will be available to respond to questions as appropriate. The company has appointed CT Hagberg and Associates LLC to act as inspector of elections. Laura Cisneros is with us today and has taken the oath of inspector of elections.
- The board of directors fixed April 21, 2025, as the record date for determining stockholders' entitled to vote at this meeting. An affidavit of Broadridge has been delivered, attesting to the fact that a notice of internet availability of the notice of the meeting, the proxy statement, and the company's 2024 annual report was mailed commencing on April 23, 2025, to all stockholders' as of the record date, and that affidavit will be incorporated into the minutes of this meeting.
- The stockholder list shows that as of the record date, there were 665,757,390 shares of common stock outstanding and entitled to vote at this meeting. We are informed by the inspector of elections that there are represented, in person or by proxy, shares of common stock representing 629,476,070 votes, or 94.55% of the voting power on the record date. Since this represents more than a majority of the shares of common stock entitled to vote at this annual meeting, a quorum is present for purposes of transacting business.

Now, I will present the three matters to be voted upon. Please note that stockholders will continue to have the opportunity to submit questions on the proposals themselves through the fields provided on the web portal until such time as all proposals have been presented.

Olaplex has not received notice from any of its stockholders as required under its second amended and restated bylaws of any other matter to be considered at today's annual meeting, and therefore, no other proposals may be properly introduced by stockholders.

Proposal 1 is the election of three class I directors to hold office until the 2028 annual meeting of stockholders and until such person's successor is duly elected and qualified in accordance with our restated certificate of incorporation and second amended and restated bylaws, or until such person's earlier death, resignation, or removal. The following three people have been properly nominated by the board-- John P. Bilbrey, Deirdre Findlay, and Michael White.

Proposal 2 is to approve, by a nonbinding advisory vote, the compensation of the company's named executive officers during the fiscal year ended December 31, 2024. Finally, proposal 3 is to ratify the appointment of Deloitte & Touche LLP as Olaplex Holdings Inc's independent registered public accounting firm for the fiscal year ending December 31, 2025.

If any stockholder would like to make a comment or ask a question regarding any of the proposals for the voting procedures with respect thereto, please submit your comment or question through the web portal at this time if you have not already done so. Thank you. And now I will turn it back to JP.

JP BILBREY:

Thank you. We will now pause to allow stockholders to complete their voting. Any stockholder who hasn't yet voted or wishes to change their vote may do so by clicking on the Voting button on the web portal and following the instructions there. Stockholders who have sent in proxies or voted via telephone or internet and who do not wish to change their vote do not need to take any further action. We will now pause for voting.

That completes the voting on proposals before the stockholders, and I now declare that the polls for the meeting closed.

JOHN DUFFY:

We have been informed by the inspector of elections that the preliminary vote report shows that the three nominees for election as class I directors of the board have been duly elected, that the compensation of the company's named executive officers during the fiscal year ended December 31, 2024 has been approved on a nonbinding advisory basis, and that the appointment of Deloitte & Touche LLP as Olaplex Holdings Inc's independent registered public accounting firm for the fiscal year ending December 31, 2025, has been ratified.

We will be reporting the final vote results in a Form 8-K to be filed within four business days from the date of this meeting. With that, I turn the meeting back over to JP.

JP BILBREY:

Thank you, John. There being no further business to come before the meeting, the 2025 annual meeting of stockholders of Olaplex Holding Inc. is now adjourned. On behalf of the company, the board, and members of management, I'd like to express my sincere appreciation to the stockholders who attended this meeting. Thank you.

UNIDENTIFIED Conference has now concluded. Thank you for attending today's presentation. You may now--
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REPRESENTATIVE: