



A Note from Our CEO: Raise Your Voice on Election Day

As Election Day approaches, our commitment to our customers, associates and communities is stronger than ever. Over the summer, we shared that we would close all U.S. stores early and provide paid time off to associates on Election Day to give everyone ample time to get to the polls and exercise their civic responsibility by voting. I'm proud to say we've fully implemented that initiative.

In an effort to ensure every associate has the opportunity to vote in this election, U.S. Sally Beauty stores will close at 2 p.m. and U.S. Cosmo Prof stores will close at 12 p.m. on Election Day, November 3rd. We will provide paid time off to store associates who are scheduled to work during those times. Customers are encouraged to shop online or through our app while we temporarily close our stores. All locations will resume normal business hours on Wednesday, November 4th.

To deepen our commitment to increase voter participation, we joined **Time to Vote**, a business-led, nonpartisan coalition working to make a culture shift in businesses. As part of this initiative, we pledge to do our part to make sure employees don't have to choose between voting and earning a paycheck. You can find more information about Time to Vote at maketimetovote.org.

We are encouraging everyone, not just our Sally Beauty Holdings team, to exercise their right to vote their values on November 3. Our efforts around Diversity, Inclusion and Belonging don't end here. We know there is a lot of work still to come.

We look forward to continuing this journey with you all. Thank you for everything you continue to do.

Chris Brickman

President and Chief Executive Officer

