THE HONEST COMPANY, INC.

OPEN DOOR POLICY FOR REPORTING
COMPLAINTS REGARDING ACCOUNTING, AUDITING, FRAUD AND FINANCIAL MATTERS
(“WHISTLEBLOWER POLICY”)

STATEMENT OF POLICY

The Honest Company, Inc. (the “***Company***”) is committed to providing a workplace conducive to open discussion of our business practices and is committed to complying with the laws and regulations to which we are subject. Accordingly, the Company will not tolerate conduct that is in violation of such laws and regulations. Each Company employee is encouraged to promptly report good faith complaints or concerns regarding accounting, auditing, internal accounting controls, fraud or violations of law, regulation or policy that could impact the Company’s financial statements (“***Compliance Matters***”) in accordance with the provisions of this whistleblower policy (this “***Policy***”). Employees who file reports or provide information without a good faith, reasonable belief in the truth and accuracy of such information are not protected by this Policy and may be subject to disciplinary action. Any other third party, such as vendors, collaborators, partners, stockholders or competitors, also may report, under the procedures provided in this Policy, a good faith complaint regarding Compliance Matters. To facilitate the reporting of complaints regarding Compliance Matters, the audit committee of our Board of Directors (the “***Audit Committee***”) has established procedures for (i) the receipt, retention and treatment of complaints regarding Compliance Matters and (ii) the confidential, anonymous submission by Company employees of concerns regarding Compliance Matters.

This Policy is a supplement to the Company’s Code of Business Conduct and Ethics (the “***Code***”) and should be read in conjunction with the Code.

SCOPE OF COMPLIANCE MATTERS COVERED BY THIS POLICY

This Policy covers complaints relating to Compliance Matters, including, without limitation, the following types of conduct:

- fraud, deliberate error **or gross negligence or recklessness** in the preparation, evaluation, review or audit of any financial statement or other disclosure of the Company;

- fraud, deliberate error **or gross negligence or recklessness** in the recording and maintaining of financial records or other disclosures of the Company;

- deficiencies in, or noncompliance with, the Company’s internal accounting controls;

- misrepresentation or false statement to management, regulators, the outside auditors or others or by a senior officer, accountant or other employee regarding a matter contained in the financial records, financial reports or audit reports or with respect to other disclosures of the Company;

- deviation from full and fair reporting of the Company’s results or financial condition;

- other violations of law, regulation or Company policy; or

- such other matters as may be referred by the Audit Committee to the Compliance Officer designated in the Code (the "***Compliance Officer***").

POLICY OF NON-RETALIATION

It is both illegal and against this Policy to discharge, demote, suspend, threaten, intimidate, harass or in any manner discriminate against an employee who reports a good faith complaint regarding Compliance Matters. Retaliation of any kind against an employee for reporting possible misconduct is prohibited and will result in immediate disciplinary action, up to and including termination. Executive officers are subject to criminal penalties, including imprisonment, for retaliation against whistleblowers. It is the Company's policy to comply with all applicable laws that protect our employees against unlawful discrimination or retaliation by us or our agents as a result of their lawfully reporting information regarding, or their participation in, investigations involving Compliance Matters. If any employee believes he or she has been subjected to any discharge, demotion, suspension, threat, intimidation, harassment, discrimination or retaliation by the Company or its agents for reporting complaints regarding Compliance Matters in accordance with this Policy, he or she may file a complaint with the Compliance Officer, chair of the Audit Committee or the Company's human resources department. If it is determined that an employee has experienced any improper employment action in violation of this Policy, we endeavor to promptly take appropriate corrective action. In addition, if an employee is subject to an adverse employment decision as a result of whistleblowing, the employee may file a complaint with the U.S. Department of Labor within ninety (90) days of the alleged violation; a failure to report such a claim within the 90-day window does not foreclose any other available legal remedy.

Employees are not required to report concerns directly to the Company and have the right to report concerns directly to the Securities and Exchange Commission (the "***SEC***"), the U.S. Department of Justice, or any other applicable regulatory agencies. Employees also have the right to hire their own lawyer(s) to represent them in any such proceeding, at their own cost. Employees should be aware that, to be entitled to a whistleblower bounty under SEC rules, an employee must either report directly to the SEC or report to the SEC within one hundred and twenty (120) days after reporting the matter internally to the Company. Further, if an employee brings his or her complaint regarding Compliance Matters to an outside regulator or other governmental entity, such employee will be protected by the terms of this Policy to the same extent as if he or she had reported the complaint internally to the Company.

For clarity, nothing contained in the Code or this Policy limits or otherwise prohibits any individual (including any current or former employee) from discussing or disclosing information about unlawful acts in the workplace, such as harassment, discrimination, retaliation, or any other conduct that he or she has reason to believe is unlawful, or communicating with, filing a charge or complaint with, or otherwise participating in any investigation or proceeding with any U.S. federal, state or local governmental or law enforcement branch, agency, entity, or commission, including providing documents or other information, without notice to the Company, provided that (i) in each case such communications and disclosures are consistent with applicable law and (ii) the information subject to such disclosure was not obtained by the current or former employee through a communication that was subject to the attorney client privilege, unless such disclosure of that information would otherwise be permitted by an attorney pursuant to 17 CFR 205.3(d)(2), applicable state attorney conduct rules, or otherwise. Any agreement (including without limitation any confidentiality agreement, nondisclosure agreement, employment agreement, separation agreement or similar employment or compensation arrangement) in conflict with the foregoing is hereby deemed amended by the Company to be consistent with the foregoing.

COMPLIANCE OFFICER

The Compliance Officer is responsible for receiving, reviewing and investigating complaints under this Policy (under the direction and oversight of the Audit Committee), and may be reached at legal@thehonestcompany.com or hr@thehonestcompany.com. If an employee has a complaint regarding a Compliance Matter, he or she should report such matter to the Compliance Officer. If the suspected violation involves the Compliance Officer, the employee should instead report the suspected violation to the chair of the Audit Committee.

ANONYMOUS REPORTING OF COMPLAINTS

We have also established a procedure under which complaints regarding Compliance Matters may be reported anonymously. Employees may anonymously report these concerns to our Compliance Hotline at (844) 600-0052 (toll free), via our secure web form at www.lighthouse-services.com/honest, or by delivering the complaint via regular mail to c/o The Honest Company, Inc., 12130 Millennium Drive, #500, Los Angeles, California, 90094, Attn: Compliance Officer. Employees who choose to report their concerns internally are encouraged to use one or more of the methods specified above. The complaint procedure is specifically designed so that employees have a mechanism that allows the employee to bypass a supervisor he or she believes is engaged in prohibited conduct under this Policy. Anonymous reports should be factual, instead of speculative or conclusory, and should contain as much specific information as possible to allow the Compliance Officer and other persons investigating the report to adequately assess the nature, extent and urgency of the investigation.

POLICY FOR RECEIVING AND INVESTIGATING COMPLAINTS

Upon receipt of a complaint, the Compliance Officer, who may consult with internal or external counsel, will determine whether the information alleged in the complaint pertains to a Compliance Matter. The Audit Committee shall be notified promptly of all complaints determined to pertain to a Compliance Matter and shall determine the planned course of action with respect to the complaint, including determining that an adequate basis exists for commencing an investigation. The Compliance Officer will then appoint one or more internal and/or external investigators to promptly and fully investigate each viable claim under the direction and oversight of the Audit Committee or such other persons as the Audit Committee determines to be appropriate under the circumstances. The Compliance Officer will confidentially inform the reporting person (if his or her identity is known) that the complaint has been received and provide him or her with the name of, and contact information for, the investigator assigned to the claim.

Confidentiality of the employee submitting the complaint will be maintained to the fullest extent possible, consistent with the need to conduct an adequate investigation. In the course of any investigation, the Company may find it necessary to share information with others on a "need to know" basis. If the investigation confirms that a violation has occurred, the Company will promptly take appropriate corrective action with respect to the persons involved, including discipline up to and including termination, and, in appropriate circumstances, referral to governmental authorities, and will also take appropriate steps to correct and remedy any violation.

RETENTION OF COMPLAINTS

The Compliance Officer will maintain a log of all complaints, tracking their receipt, investigation and resolution. The log shall be memorialized in writing and maintained by the Compliance Officer on behalf of, and subject to the oversight of, the Audit Committee for a period of not less than five (5) years, in accordance with our document retention policy. Each member of the Audit Committee and, at the discretion of the Compliance Officer, other personnel involved in the investigation of complaints, shall have access to the log. At each regularly scheduled Audit Committee meeting, the Compliance Officer shall provide the Audit Committee with a summary of the types of complaints received, as well as any material information resulting from any internal investigation into such complaints.

Amended by the Board of Directors: August 20, 2026