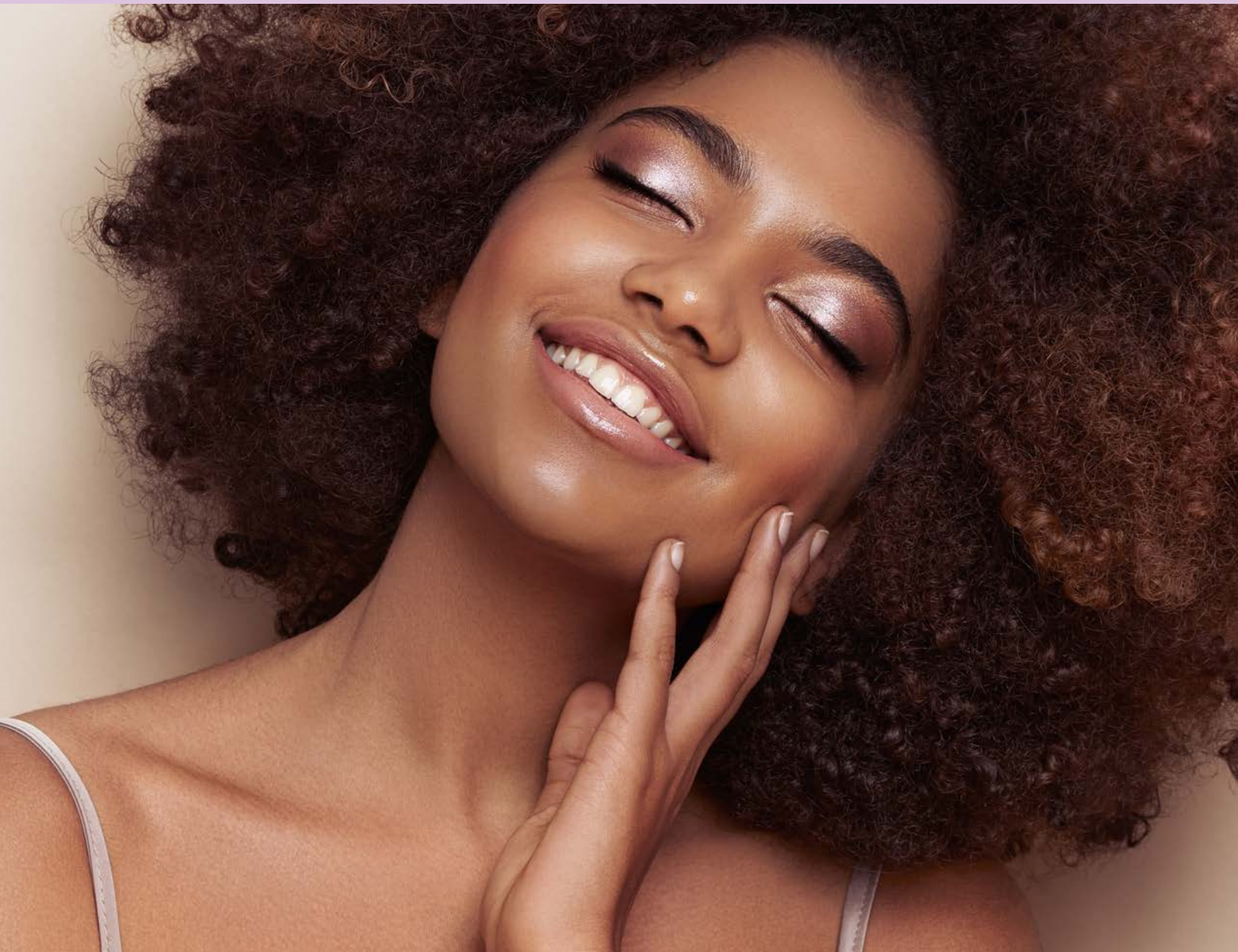


SUMMER 2025/SPRING 2026

BEAUTY

RESOURCE GUIDE



IBA's Annual Guide to Association Activities,
Industry Events, and Service Providers



INDEPENDENT
BEAUTY
ASSOCIATION®

Allure Beauty

CONCEPTS

Science-Driven Solutions

ADVERTISER

Pushing the frontiers of beauty and personal care.



ALLURE BEAUTY CONCEPTS is the best of two industry trailblazers—Allure Labs and Kleen Concepts—coming together to transform beauty and personal care.

Cutting-Edge Science

Where advanced research meets bold innovation. From breakthrough ingredients to super-loaded formulas, our products deliver visible, lasting results. This is science, redefined.

Production Excellence

Innovation means nothing without execution. With advanced facilities and streamlined processes, we deliver exceptional products every time. Every stage of production is held to the highest standards to ensure superior results.

Superior Quality

Our thorough internal testing procedures and inspections ensure every product meets rigorous safety, efficacy, and regulatory global compliance standards. From raw materials to finished goods, we deliver exceptional results with precision you can trust.

Two Advanced Facilities

» Hayward, California

Our Northern California facility spans 115,000 square feet, blending cutting-edge innovation with uncompromising quality. From certified organic to OTC products, we deliver performance at every scale.

» Scottsdale, Arizona

With 40,000 square feet of advanced manufacturing capabilities, our Arizona location ensures top-tier quality and flexibility. From formulation to fulfillment, we're built to handle it all.

allurebeautyconcepts.com |  @Allure Beauty Concepts |  @allurebeautyconceptsusa

30901 WIEGMAN RD, HAYWARD, CA 94544 | 8388 E HARTFORD DR #105, SCOTTSDALE, AZ 85255

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Welcome to IBA

The Independent Beauty Association (IBA) champions the Best of Beauty. Small and mid-sized businesses are the life force of the global beauty industry – the trailblazers, gamechangers, trendsetters, and sustainability pioneers that ignite consumer imaginations and push the boundaries of what’s possible in Beauty. It’s critical to the industry’s future that small beauty businesses can continue to compete, comply and thrive in an increasingly complex environment.

IBA is a nonprofit trade association focused on supporting entrepreneurs and innovative small businesses, sustainable industry growth, and policy and regulation grounded in sound science and proportionality. Today we serve more than 600 member companies across the entire beauty supply chain, from innovative brands, manufacturers and suppliers to retailers and service providers.

At IBA, You’re More Than a Member

IBA is committed to supporting entrepreneurs and small businesses because we’ve walked in their shoes. Founded in 1974, IBA was built by beauty industry professionals for beauty industry professionals to protect and promote small business interests. We’re led today by veteran industry experts committed to guiding and nurturing new generations of beauty brands and businesses. That’s why our approach is personal, attentive, and continually evolving to meet our Members’ needs.

IBA provides its Members with critical information, expert guidance, and personalized support typically out of reach for smaller businesses. We’re committed to equipping rising beauty players with the trusted resources and tools they need to be successful and fostering an environment in which they can operate, prosper and propel the industry forward.

From Advocacy and Education to Export Certificates, Networking, and high-touch Concierge Services, IBA exists to support our Members’ sustainable growth and regulatory compliance.

Let’s get acquainted! Reach out to IBA at info@independentbeauty.org.





Vision

We envision a future where the beauty and personal care industry leads in creating safe, innovative, and responsible products for consumers around the world.

Mission

Our mission is to empower this industry through education and thought leadership, fostering meaningful connections and community, advocating with integrity, and providing practical tools and services that support our members and benefit consumers.



Dear Members,

As we navigate this moment of extraordinary uncertainty, I'm encouraged by the reminder of crises weathered by this incredibly adaptive and resilient industry just in recent years and decades past. It's a testament to independent beauty's resolve and ingenuity that despite economic, supply chain and mounting regulatory headwinds, our industry continues to innovate fearlessly, thrive amidst adversity, and drive the diverse marketplace of brands and products that today's consumer has come to adore and rely on.

Now more than ever, IBA's mission to support and empower independent beauty companies is critical to the industry's health and success. Too often, the circumstances and needs of entrepreneurs and small businesses are lost in the shuffle of fast-paced policymaking or are at best an afterthought, with too little consideration paid to the vital role we play in beauty sector reinvention, growth, ownership opportunity and employment, as a beacon for all those in pursuit of a better life. IBA is committed to keeping members informed and connected and ensuring that new laws and regulations are science-based and proportionate so these opportunities remain viable.

I would urge IBA members to take full advantage of what the association has to offer. Participate in our Committee work where your voice and expertise can help shape the future of our industry. Attend our conferences and networking events to learn, stay informed and connect with peers, share ideas, and collaborate on solutions. Read IBA's newsletters, engage where invited, and avail yourself of IBA's Concierge Services for specialized, one-on-one support and guidance.

IBA members are architects of innovation and change, which continues to inspire me and makes me optimistic about the future.

Thank you for your ongoing commitment to IBA and the industry we hold so dear. Let's continue to lead, inspire and succeed—together.

Warm regards,

Dan Kolhoff
Chair of the Board
Independent Beauty Association



Dear IBA Members,

In a time of mounting global and domestic pressures, I want to take a moment to thank you, our valued community, for continuing to support IBA. We are inspired by the initiative, perseverance, and innovation you exhibit every day, and it motivates us to continue working hard to serve you.

At the same time, I acknowledge the very real challenges you are navigating across the beauty industry. The ongoing strain of economic uncertainty and continued cost pressure is weighing on our members' time, budgets, and strategic planning. Increasingly complex regulatory requirements across US states and the global stage are stretching resources further, affecting every facet of companies' operations, from product development and compliance to supply chain management and innovation pipelines.

For independent beauty brands and related businesses operating with lean teams and limited resources, staying ahead of evolving policy, regulations, and compliance deadlines can be an enormous task. In addition to growing ingredient restrictions and reporting requirements, sustainability-related regulations have emerged as a new compliance challenge, with post-consumer recycled (PCR) plastic content and Extended Producer Responsibility (EPR) laws addressing packaging waste now going into effect.

IBA exists to help you navigate this complexity. In an uncertain world, we strive to be a steady source of clarity, support, and connection. Our Educational content is thoughtfully curated by IBA's leadership, committees, and staff to ensure members have the knowledge and tools they need to succeed in today's rapidly changing landscape. On the Advocacy front, our team works diligently to make sure your voice is heard where it matters most – with policymakers, regulators, and industry partners shaping the future of our sector. The role of IBA, and your participation, has never been more vital.

We invite you to get engaged—read our newsletters, attend upcoming conferences and networking events, join a committee, and share your experiences and concerns. Your feedback helps us build the programming to serve your needs, help you scale, and advance the interests of the indie beauty industry.

Thank you for being a part of IBA. You are more than a member to us. You are part of our vibrant community – one focused on supporting each other and building a thriving independent beauty industry.

Sincerely,

Dr. Akemi Ooka
Interim CEO

ADVERTISER



ekwani consulting

realize true potential

Smart Systems for Seamless Scaling

Streamline your beauty business with
Ekwani Consulting and NetSuite



"Solutions are easy.
Partnerships are rare.
We're here to build both,
and grow with you every
step of the way."

Melanie Martens
Founder & Owner of Ekwani Consulting



ORACLE
NetSuite
Alliance Partner

Connect with us at
ekwaniconsulting.com



Welcoming our 2025-2026 IBA Board of Directors to oversee the next chapter for IBA

BOARD CHAIR

Dan Kolhoff

Vice President, Regulatory & Legal Affairs
John Paul Mitchell Systems

BOARD VICE CHAIR

Ronie Schmelz

Partner
K&L Gates

TREASURER

Chris Hobson

President & CEO
Rare Beauty Brands

DIRECTORS

Joy Atkinson

President & CEO
Presperse

Carl Geffken

President
Carl Geffken Consultants

Allison Moss

CEO, Founder
Allison Moss Consulting

David Breslauer

Co-Founder & CTO
Bolt Threads

Valerie George

CEO
Simply Formulas

Craig Onofry

Chief R&D and Innovation Officer
KDC One

Josh Britton

Founder & CEO
Debut Biotech

Ian Ginsberg

President
C.O. Bigelow Apothecaries

Richie Rubin

Executive Vice President
Garcoa

Greg Chambers

President & CEO
Cosway

Susan Goldsberry

President
Project Chemistry, Inc.

Terry Schatz

COO
Bioelements, Inc.

Marcha Chaudry

Advisor, Consultant
The Equity and Wellness Collaborative

Chris James

Vice President
Quadpack

Andrew Shore

Advisor, Consultant
Shore Companies

Daniela Ciocan

Founder
Access Beauty Insiders

Kelly Kovack

CEO
BeautyMatter

Jennifer Stansbury

Co-Founder
The Benchmarking Company

Elizabeth Corrigan

Founder & CEO
Prestige Testing, LLC

Moyin Lovelace

Co-CEO
Steinberg & Associates

Craig Weiss

President
Consumer Product Testing Co.

Eoghan Gallagher

President, Regulatory Consultant
Gallagher Beauty Compliance Strategies

Dee DeLuca Mattos

Vice President Marketing + Business Development
ECRU New York

Karen Yarussi-King

President
Global Regulatory Associates, Inc.



“

I love IBA. The biggest reason is for the service and the attention you get in a very timely fashion, which is greatly appreciated. All the people that I've worked with at IBA in various departments are super nice, super helpful and knowledgeable. I highly recommend IBA to industry colleagues looking to join an association in our field.”

DANA VALENCIA

SENIOR DIRECTOR QC & REGULATORY AFFAIRS
JONES ROAD BEAUTY

Membership At a Glance

Get Informed

Stay ahead of the curve with IBA's trusted educational programming. From our highly regarded Technical & Regulatory and Supply Chain & Sustainability newsletters to expert-led sessions at major industry events and our biannual Cosmetics Convergence Virtual Conference, IBA keeps you informed on the trends, policies, and risks that matter most to your business.

Get Growing

Tap into IBA's deep network of industry experts with our Member Directory—your go-to resource for sourcing, contract manufacturing, packaging, testing, logistics, legal guidance, and global market expansion. We connect you to the people and services that power growth.

Get Heard

Join a collective voice advocating for independent beauty businesses in Washington, state capitals, and regulatory agencies. IBA's Government & Public Relations Committee helps shape our advocacy agenda, ensuring Members' concerns are represented and that laws and regulations are science-based, balanced, and mindful of the realities independent businesses face.

Get Rewarded

Access exclusive discounts and service offers through IBA's Strategic Partners, helping you save on essential tools, technologies, and solutions that keep your operations competitive.

Get Personalized Support

Have questions? Need clarity? IBA's expert staff is just a call or email away to help connect you with the expertise you need.

Get Involved

Take part in IBA's many opportunities for professional development, networking, volunteering, and leadership. It's a powerful way to elevate your team, showcase your expertise, and contribute to the future of the independent beauty industry.

MEMBERSHIP DUES (AS OF JULY 1, 2025)

Company Annual Global Net Revenue	Annual Dues
Less than \$500,000	\$545
\$500,000 to \$999,999	\$985
\$1 Million to \$4,999,999	\$2,195
\$5 Million to \$9,999,999	\$3,020
\$10 Million to \$25 Million	\$3,745
\$25 Million to \$100 Million	\$4,835
\$100 Million to \$250 Million	\$7,255
Greater than \$250 Million	\$12,095

IBA Staff: The People Behind the Mission



Akemi Ooka

INTERIM CEO

Dr. Akemi Ooka has a Ph.D. in Chemistry and over 20 years in the CPG industry, from Fortune 500 companies to small startups. Her experience ranges from product development to sourcing and supply chain transformation at companies including The Clorox Company, method, and J.R. Watkins. Akemi joined IBA in 2021 as Vice President of Global Supply Chain and Sustainability Resources.



Meredith Petillo

VICE PRESIDENT OF TECHNICAL-REGULATORY AFFAIRS

Meredith Petillo brings over 20 years of experience in cosmetic regulatory affairs, legal advertising claims, product testing and product development to support IBA member companies with regulatory and technical solutions to grow and thrive. She holds a BS in Biochemistry & Molecular Biology and an MS in Regulatory Affairs for Drugs, Biologics & Medical Devices. Meredith leads IBA's Technical and Regulatory programming, education, and advocacy.



Liz Gill

DIRECTOR OF BUSINESS DEVELOPMENT

A beauty industry veteran with 25 years of experience, Liz has worked in various sectors of the beauty industry including color cosmetics, home fragrance, professional beauty distribution, and contract manufacturing focused on start-up brands. Passionate about all things beauty, she has a unique perspective on the needs of different company types within the industry due to her professional background. Liz looks forward to working with IBA members for a personalized experience, ensuring that all meaningful services and membership benefits are maximized by each member.



Reema Patel

DIRECTOR, EXPORT PROGRAM

Reema Patel's regulatory affairs experience ranges from the global cosmetics-drug industry, human subjects research, and clinical investigation. Reema holds a Master's in Public Health.



Ryan Nelson

DIRECTOR OF COMMUNICATIONS

Ryan covered FDA-regulated industries in the trade press sector for 20 years. As Editor-in-Chief of HBW Insight, he led global coverage of the cosmetics, OTC drug, and dietary supplement industries. He concurrently served as Editor-in-Chief of Medtech Insight, focused on medical devices and digital health. Throughout his editorial leadership, Ryan prioritized elevating industry voices. He spearheaded the launch of podcasts including HBW's "Over the Counter" while driving special article series such as "Inside Regulatory Affairs," a collaboration with IBA.



Neva Lindell

ASSOCIATE PROGRAM COORDINATOR

Neva holds an MBA and a BS in Journalism. Her experience has focused on smaller organizations, including entrepreneurial for-profits and a variety of nonprofits, including serving as a nonprofit board member. Neva supports the Export Program and communications.



Malia Hernandez

DOCUMENT SPECIALIST

Malia Hernandez is a seasoned professional in business administration and management, with a background in compliance, marketing, and sports entertainment. Malia handles the end-to-end processing of export documentation to the Export Certificate Program.



Safety Substantiations made smarter for MoCRA and CPSR compliance across the EU/UK

YOUR COMPANY NAME
hand soap - vers.2 Nuance XYZ, 123, 456, 789

Estimated daily amount applied (g/day): 0.2
Area for application (cm²): 860
Retention factor: 0.01
Daily Exposure (g/day): 0.002

Hand wash soap
Exposure: dermal

In progress Finalize

Product data | Exp.table/Monographs | CPSR | Versions (0)

INCI	101.9800%	External Dermal Exposure (mg/day)	SED (mg/Kg bw/day)			MoS		
			Adult (60 Kg)	Baby (1-3 yr, 12 Kg)	Newborn (0-1 yr, 6 Kg)	Adult (60 Kg)	Baby (1-3 yr, 12 Kg)	Newborn (0-1 yr, 6 Kg)
AQUA (WATER)	60.0000 %	1.200	0.0100	0.0500	0.1000	-	-	-
GLYCERIN	15.0000 %	0.300	0.0005	0.0025	0.0050	2000000.0000	4000000.0000	2000000.0000
SORBITOL	10.0000 %	0.200	0.0013	0.0067	0.0133	1500000.0000	3000000.0000	1500000.0000
HYDRATED SILICA	7.0000 %	0.140	0.0012	0.0058	0.0117	7697142.8571	1539428.5714	7697142.8571
XYLITOL	5.0000 %	0.100	0.0013	0.0067	0.0133	1500000.0000	3000000.0000	1500000.0000
COCAMIDOPROPYL BETAINE	2.0000 %	0.040	0.0003	0.0017	0.0033	1500000.0000	3000000.0000	1500000.0000
CELLULOSE GUM	1.0000 %	0.020	0.0002	0.0008	0.0017	5400000.0000	10800000.0000	5400000.0000
DECYL GLUCOSIDE	0.5100 %	0.010	0.0000	0.0000	0.0000	588235294.1176	117647058.8235	588235294.1176
XANTHAN GUM	0.4000 %	0.008	0.0000	0.0001	0.0001	18750000.0000	37500000.0000	18750000.0000

New ingredient + Import ingredients from file

Constantly updated

Complete and endorsed scientific database

User friendly

Missing ingredients free request



Trusted Insights. Real-Time Guidance.

For 50 years, IBA has been the go-to source for regulatory and operational intelligence in the independent beauty industry.

Our *Technical & Regulatory* and *Supply Chain & Sustainability* newsletters reach 2,000+ subscribers with curated updates Members count on. When time is critical, our Alerts deliver fast, actionable information on issues like MoCRA, tariffs, EPR laws, and supply chain shifts—keeping your business informed, compliant, and ready.

Our Cosmetics Convergence Virtual Conference connects industry leaders with cutting-edge insights on compliance, sustainability, advertising law, and more—delivered by top experts and real-world practitioners.

And IBA's voice carries across the industry as our presence grows at premier industry events. Increasingly sought for our expertise and thought leadership, IBA's recent appearances including speaking engagements at:

- ACI Annual Legal, Regulatory, and Compliance Forum on Cosmetics & Personal Care Products
- BeautyMatter Future50
- BeautyMatter Next
- COSMED Regulatory Congress
- Cosmoprof North America
- ERPA Annual Summit on Regulations and Compliance for Cosmetics
- LUXE PACK
- NYSCC Suppliers' Day

Information you can trust. Guidance you can use.
That's the IBA difference.

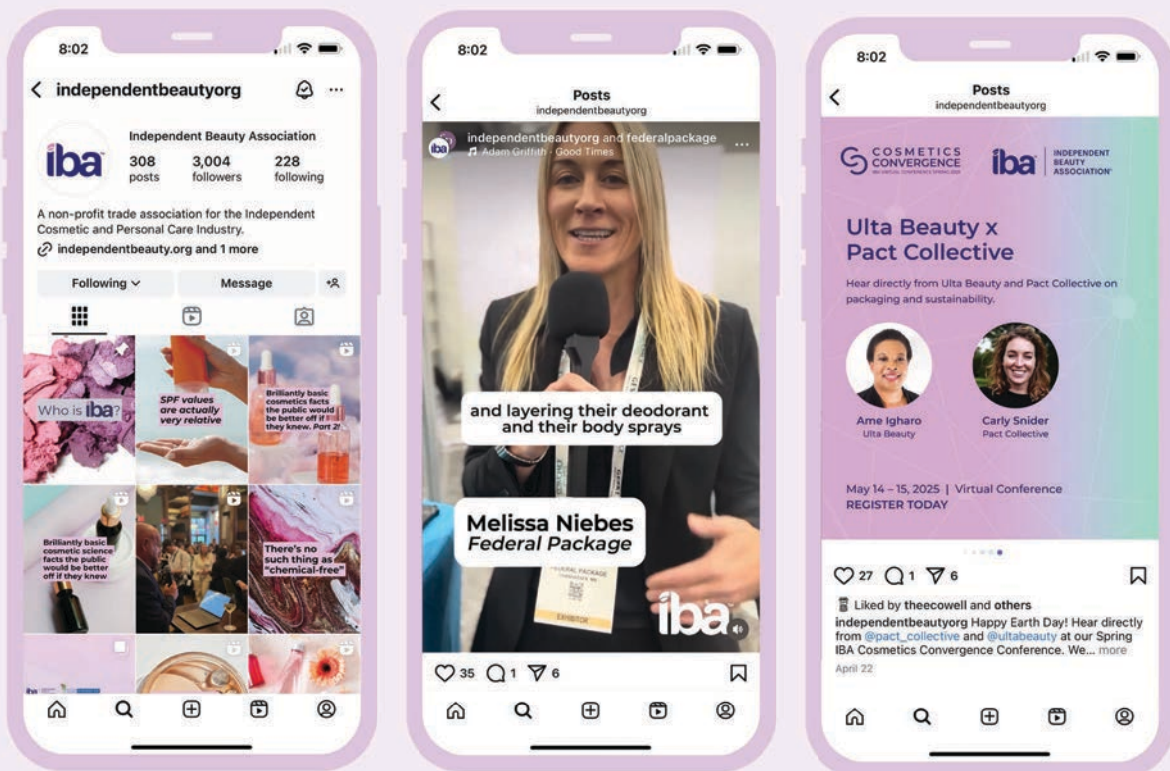


IBA Socials: Stay Connected in a Fast-Moving Industry

Follow the Pulse of the Beauty Industry

Join a dynamic community of beauty innovators shaping the future of the industry. By following the Independent Beauty Association on LinkedIn and Instagram (@independentbeautyorg), you'll stay ahead of emerging trends, gain insights from IBA members and industry colleagues, and stay connected to what matters most in today's fast-moving beauty landscape.

Don't miss a beat—follow IBA and be part of the conversation.



Welcome to the Evonik Indie Beauty Boutique

Small MOQs to Fill Your Big Dreams

Brought to you by the Evonik Personal Care Team

REGISTER
TODAY!

The Indie Beauty Boutique

for small business partners in the US

Enjoy direct access to Evonik's personal care portfolio across a broad range of markets and applications:

Active Ingredients, Active Delivery Systems, Skin Care, Sun Care, Color Cosmetics, Hair Care & Skin Cleansing, Alternative Preservation, & Product Stability



Looking for professional assistance in resolving a quality problem or understanding and complying with labeling and cGMP regulations?

For information
801-542-0275
203-453-9778
CJGEF@AOL.COM
Salt Lake City, UT



Carl Geffken Consultants can help:

- OTC Drugs + Cosmetics
- Regulatory Affairs
- Quality Auditing, Improvement + Problem Solving
- Technical Assistance
- Supplier Certification
- International Product Registration
- Claim Substantiation
- Process Documentation, SOP Development + Technical Writing
- Process Validation Guidance
- Dossier Preparation
- GMP Auditing



Carl Geffken Consultants

A Voice for Independent Beauty



Since 1974, the **Independent Beauty Association** has been a powerful advocate for small and mid-sized businesses navigating an increasingly complex regulatory landscape.

IBA believes the independent beauty industry has a compelling, bipartisan story to tell—rooted in entrepreneurship, innovation, and economic resilience. We engage with legislators and regulators to promote fair, science-based policies that support innovation, protect consumer safety, and reflect the realities of independent beauty businesses.

Recent advocacy priorities include:

- Implementation of the **Modernization of Cosmetics Regulation Act (MoCRA)**
- State-level **ingredient and impurity restrictions**
- **Extended Producer Responsibility (EPR)** legislation
- **Tariff impacts**

If your business is feeling the pressure from a growing patchwork of laws and regulations, IBA Membership ensures you're not alone. We give you a voice at the table—and the expert insights, tools, and alerts you need to get ahead, stay compliant, and keep growing.

Expand your network. Create opportunities.

Meet fellow entrepreneurs, emerging brands, industry veterans, and service providers who understand the independent beauty space—because they live and work in it too.

IBA’s regional networking events offer a welcoming, low-pressure way to grow your professional circle, discover new opportunities, and tap into the collective knowledge of your local beauty business community. Whether you’re looking for inspiration, a supplier, a collaborator, or your next big opportunity, these events are a great place to start the conversation.



“

IBA is the best networking opportunity in the industry, and it’s not even close.”

BRADEN TRAUB
OWNER, CHEMICAL SOURCE



“

What’s the value of IBA? Number one, networking, community. You have a community of individuals that are all here to support independent businesses. And it’s fun – IBA throws some of the best events. Good drinks, good food, good people, great energy. Really a relaxed space where you can see different people and meet people you may have been trying to get a hold of – you can get in the room with them and have that conversation.”

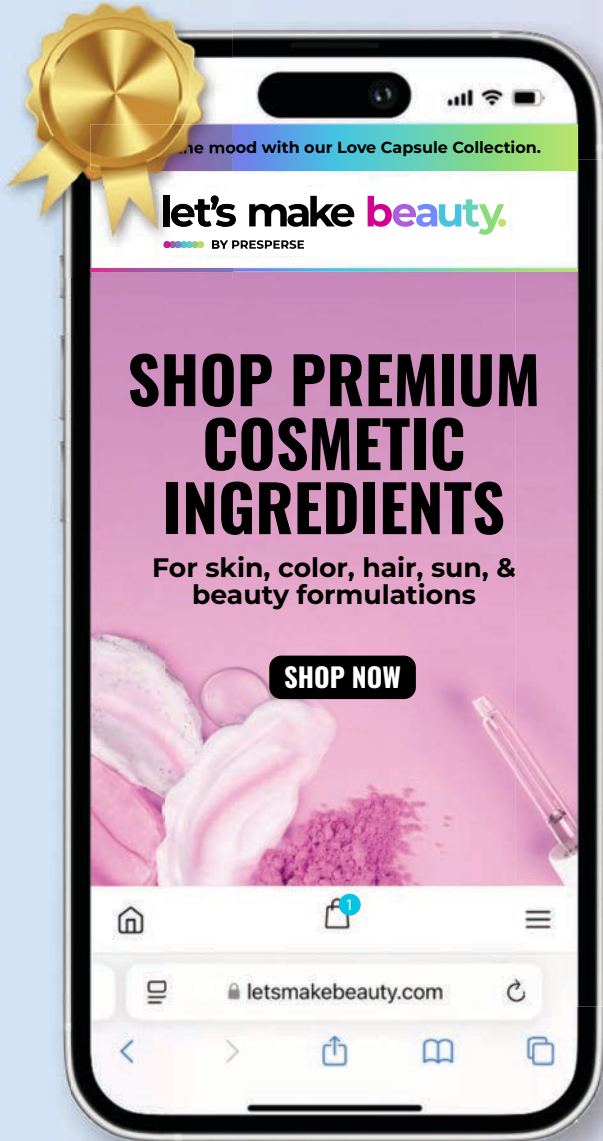
KENTON HIPSHER

FOUNDER, PRINCIPAL CONSULTANT, 3PK CONSULTING



TOP PERFORMING

Platform For Cosmetic Chemists



- ✓ Online shop for ingredients
- ✓ Small pack sizes
- ✓ Regulatory documentation
- ✓ Batch calculator
- ✓ Prototype formulations
- ✓ Scales with your business
- ✓ Meet with real chemists



www.letsmakebeauty.com
hello@letsmakebeauty.com

let's make
beauty.
BY PRESERSE

Upcoming Events

JULY 2025

NETWORKING EVENT

IBA's Las Vegas Networking Event in conjunction with Cosmoprof North America

JULY 16, 2025
LAS VEGAS

OCTOBER 2025

INDUSTRY TRADE SHOW

California Society of Cosmetic Chemists' Suppliers' Day

OCTOBER 29-30
LONG BEACH

NOVEMBER 2025

VIRTUAL CONFERENCE

IBA's Cosmetics Convergence Fall Conference

NOVEMBER 12-13, 2025

JANUARY 2026

INDUSTRY TRADE SHOW

Cosmoprof North America

JANUARY 27-29, 2026
MIAMI

MARCH 2026

INDUSTRY TRADE SHOW

Luxe Pack Los Angeles

MARCH 4-5, 2026
LOS ANGELES

NETWORKING EVENT

IBA's LA Networking Event in conjunction with Luxe Pack

MARCH 4, 2026

SPRING 2026

VIRTUAL CONFERENCE

IBA's Cosmetics Convergence Spring Conference

MAY 2026

INDUSTRY TRADE SHOW:

New York Society of Cosmetic Chemists Suppliers' Day

MAY 19-20, 2026
NYC

NETWORKING EVENT

IBA's NYC Networking Event in conjunction with NYSCC Suppliers' Day

MAY 19, 2026
NYC

SUMMER 2026

INDUSTRY TRADE SHOW

Cosmoprof North America

SUMMER 2026
LAS VEGAS

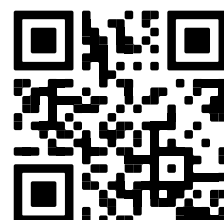
NETWORKING EVENT

IBA's Las Vegas Networking Event in conjunction with Cosmoprof North America

SUMMER 2026
LAS VEGAS



SCAN HERE FOR THE MOST CURRENT EVENT INFORMATION

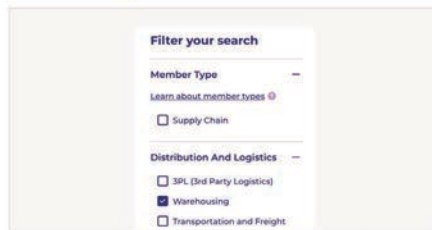


Member Directory: Your Gateway to Industry Experts

IBA's Member Directory provides targeted access to industry experts and services to facilitate your business growth. With advanced search and filtering tools, it's easier than ever to find exactly who you need—when you need them.

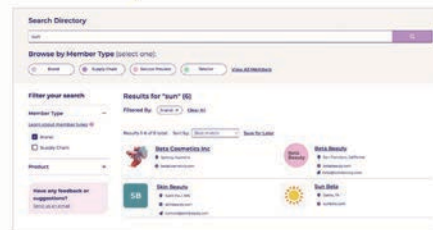
Whether you're looking for a contract manufacturer, packaging supplier, regulatory consultant, legal or financial advisor, or marketing partner, the Directory connects you to trusted industry leaders across specialties. Exclusive to IBA members, this powerful resource is your direct link to the knowledge, services, and support you need to drive your business forward.

Enhanced User Experience



Navigate the directory with ease using beauty industry specific searching and filtering option.

Access to Industry Contacts & Resources



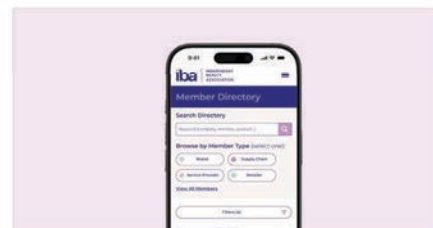
Learn more about IBA member companies and their businesses.

Connect with Experts



Search for industry professionals to get the support you need. Optimize your company page to share the capabilities and expertise in your business.

Mobile-Friendly Design



Network and find resources anytime, anywhere with a directory that fits in the palm of your hand.



Global Cosmetic Compliance Service Expert

REACH24H is a consulting company specialized in providing one-stop global market access services to companies. Headquartered in Hangzhou, China, REACH24H has set up branches in Taiwan, China, USA, UK, Ireland, South Korea, Japan and Singapore, becoming one of the first compliance service companies with a 24-hour global consulting network.

20+

Years of regulatory experience

1,000+

Cosmetic products registration cases in 2024

250+

NCI registration cases in progress

2,500+

CPSR reports (for China, EU, USA, etc.)

OUR SERVICES

Cosmetic Compliance Services for China Market



- Cosmetic registration/notification
- Safety assessment report compilation
- Efficacy claim review and efficacy testing
- China Responsible Person (RP) service

Cosmetic Ingredient Compliance Services for China Market



- New cosmetic ingredient (NCI) registration/notification
- Ingredient safety information submission
- Testing monitoring for NCI registration/notification
- Ingredient safety assessment report
- Toxicological data gap analysis and ingredient application proposal

Cosmetic Compliance Services for EU, USA (MoCRA registration), and Asia-Pacific Region



USA

- Cosmetic Formula and Packaging Review
- INCI Name Application
- FDA Cosmetic Registration and Listing
- FDA OTC Registration and Listing
- U.S. Agent



EU & UK

- Cosmetic Formula and Packaging Review
- CPNP & SCNP Notification
- EU & UK Responsible Person
- CPSR Compilation
- PIF Compilation



Australia



Japan



South Korea



ASEAN

10% discount to IBA members
for China cosmetic services and ChemLinked subscriptions

Global Cosmetic Information Platform

cosmetic.chemlinked.com

OUR CLIENTS



U.S. Legislative & Regulatory Policy Map

Independent beauty companies are navigating unprecedented waves of proposed legislation at the state and federal levels. In this environment, staying informed and acting strategically is essential.

IBA's interactive U.S. Legislative & Regulatory Policy Map delivers real-time visibility into bills and legislative trends that could impact the cosmetics and personal care sectors—empowering Members to prioritize, plan, and help shape our Advocacy program.

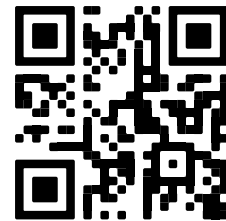
Key features include:

- Real-time tracking of active U.S. federal and state legislation
- Direct access to bill summaries and full legislative text
- Custom filters by state or issue area
- Insights to prioritize based on bill substance, status, or likelihood of passage

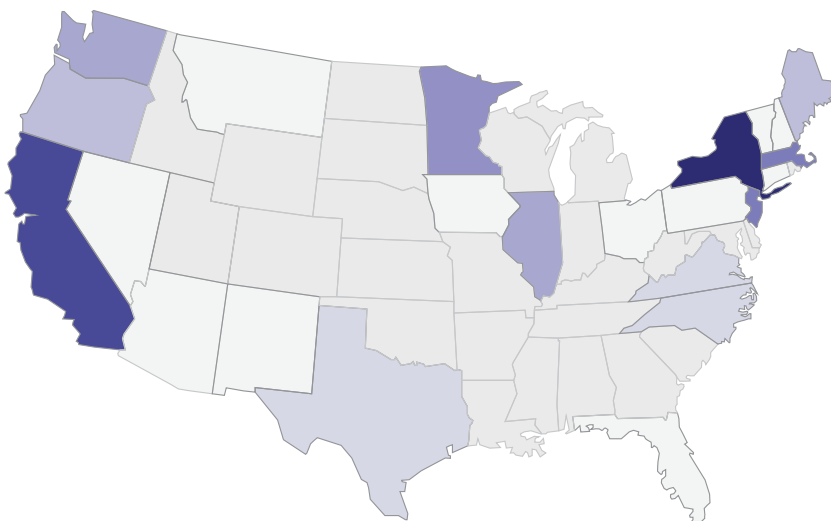
IBA's Policy Map is made possible through the generous support of

sponsor companies committed to making essential compliance tools accessible and affordable for beauty businesses of all sizes.

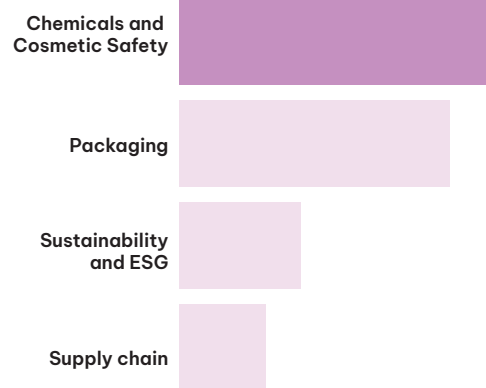
SCAN HERE TO STAY AHEAD OF NEW LAWS



Select a state to filter by legislature



Select a state to filter by issue area



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IBA's Export Certificate Program

IBA's Certificate Program

Cosmetic companies exporting products from the United States are often asked by foreign governments, regulatory bodies, overseas distributors, or customers to provide certain export certificates as a required part of the import and registration process to successfully bring a cosmetic or personal care product into that country.

IBA initiated its Export Certificate Program in 1992 in response to member requests for these certificates, which need to be properly authenticated and obtainable in a timely manner. The Certificate Program is one of IBA's

37% of IBA's membership utilized the IBA Export Certificate Program in the last year.

customizable services that are tailored to your business' individual needs. Our team handles every request with the utmost diligence. Last year, we processed more than 1,800 Export Certificates for IBA member companies.

The IBA Export Certificate Program is available only to current IBA member companies for cosmetic products manufactured in the United States.

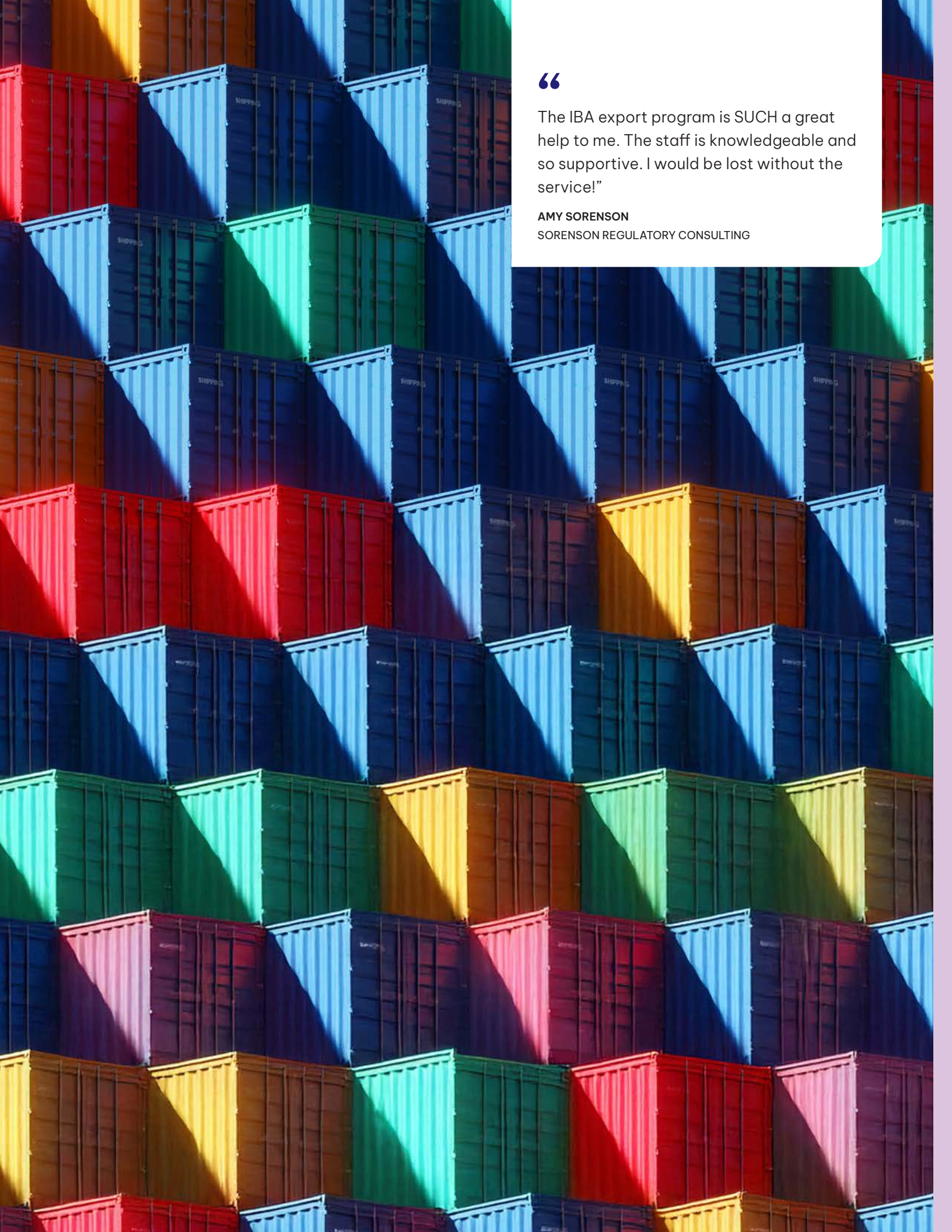
IBA currently offers Export Certificates for over 140 countries:

- A **Certificate of Free Sale** states that products to be exported from the United States are sold freely and without restriction in the US.
- A **Good Manufacturing Practice or GMP Certificate** states that the products are manufactured in accordance with all applicable laws and regulations as well as Good Manufacturing Practice guidelines issued by the FDA and that the products are not adulterated or misbranded.
- **Document Authentication** can be ordered for original documents that require legalization from the embassy or apostille from the Secretary of State such as Letters of Authorization, Powers of Attorney, BSE/TSE Statements (Bovine Spongiform Encephalopathy, Transmissible Spongiform Encephalopathies).

“

With all of the bureaucratic red tape that is involved in the export world and with each country having different requirements, we are very thankful for all of the guidance and support that has been given to us throughout the years of being a member.”

LEA CENTENO
DIRECTOR OF REGULATORY AFFAIRS
STAR NAIL INTERNATIONAL



“

The IBA export program is SUCH a great help to me. The staff is knowledgeable and so supportive. I would be lost without the service!”

AMY SORENSON
SORENSON REGULATORY CONSULTING

EXPORT CERTIFICATE PROGRAM



IBA EXPORT CERTIFICATE PROGRAM SCOPE

Apostille Countries

Countries that are members of the 1961 Hague Convention accept an Apostille as a form of legal certification. An Apostille allows a document from one member country to be legally recognized in another.

- These countries are signatories to the 1961 Hague Convention.
- An Apostille certifies the document's authenticity for international use between member countries.
- For Apostille Countries, IBA processes documents through the appropriate U.S. Secretary of State.
- No further legalization is required.

Top 10 Countries for Export Certificates: 2024

- Kuwait
- Indonesia
- India
- UAE
- Vietnam
- Bahrain
- Chile
- China
- South Korea
- Costa Rica



It's been interesting to see how the 'hot markets' remain hot. The Middle East for example continues to have a high volume of cosmetic/personal care product exports. Economies abroad are growing and there is a rising consumer demand for premium products and packaging."

REEMA PATEL
DIRECTOR, IBA EXPORT PROGRAM

What sets IBA's Export Certificate Program apart from other providers?

CUSTOMIZED CERTIFICATES

Tailored support to reflect your organization's needs.

COMPETITIVE PRICING

Pricing is clear and competitive, without compromising service or results.

TRUST BUILT ON SERVICE

Our members stay with us because we consistently deliver results they can count on.

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Expert Support, Tailored to You

IBA offers Members Concierge-level support for questions regarding regulatory, supply chain, sustainability, and more by connecting Members with subject matter experts within our network.



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IBA Strategic Partners

IBA's Strategic Partners work with us to develop customized offerings that provide exceptional value for our membership.

If you would like to become an official IBA STRATEGIC PARTNER, please contact us at info@independentbeauty.com.

bioRIUS

EU/UK Export Support

IBA offers members the opportunity to market their products in the European Union and the UK in cooperation with BIORIUS, IBA's partner for EU and UK registration and legal representation. Together we have developed a program that offers services as your Responsible Person, helps prepare your Product Information Files (PIFs), and submits product notifications, which can be some of the most challenging regulatory requirements for importing products into the EU and the UK.

Member Benefit: IBA members receive discounted rates on EU & UK RP services

REACH24H

China Regulatory Compliance

REACH24H, a leading product regulatory compliance company in China, specializing in services to ease China's product registration process.

Member Benefit: 10% discount on product registration services for China. 10% discount on ChemLinked Cosmetic subscription service offering comprehensive APAC regulatory information and market

intelligence. 10% discount on the Cosmetic Regulatory Monitoring Service. Ready to get started? Email info@independentbeauty.org



Regulatory Compliance

Registar Corp makes regulatory compliance quick and easy for cosmetics companies. Whether you need assistance with FDA registration, navigating MoCRA requirements, label and ingredient review, or any additional compliance needs, we help cosmetics companies make better, safer, and more effective products.

Member Benefit: IBA members receive a 10% discount on our cosmetic registration and product listing services. Contact IBA to obtain the member-only promocode.



Regulatory Compliance Software

IRI-Index from IRI-Sys is a comprehensive regulatory encyclopedia, offering a vast database of over 30,000 ingredients meticulously cross-referenced with regulations from 70+ countries and the requirements of 6 US retailer clean lists. Access the information you need to

develop and market products worldwide. It's a one-stop solution with real-time updates, an A.I.-powered ingredient tool, and more.

Member Benefit: 20% off the first year. 10% on subsequent years.




Business Insurance

Cosmetic Insurance Services (CIS) is the nation's leading provider of insurance products and services to the Beauty Industry and the largest Managing General Agent (MGA) Program specializing in the unique needs of cosmetic and personal care firms of all sizes.



Cosmetics Industry B2B Portal

As an exclusive offer for IBA Members, you can take advantage of a Free Directory Listing in Cosmeticindex.com, the cosmetics B2B portal that gets 150,000 visits yearly. You can showcase your product, describe your company and products and get leads



directly to your email. Follow the link below, create your ad, and you will be seen by cosmetic brands, entrepreneurs, retailers, distributors, importers, and professionals worldwide.

Member Benefit: Reach New Customers with 90-Day Trial Advertising



Discount Shipping Service

BridgeSource Consulting offers access to heavily discounted shipping programs not typically available to the general public with carriers like FedEx and DHL.

Member Benefit: IBA members receive discounted services on shipping.



Informa Pharma Intelligence

HBW Insight is the only one-stop source of regulatory, legislative, legal and commercial news and insight for the OTC drug, cosmetics and dietary supplement industries. Driven by its staff of experienced analysts and their extensive expert connections in industry, government and the legal sector, HBW Insight's daily news coverage and think

pieces dissect the latest developments to keep stakeholders informed, strategically on target and ready for what lies ahead.

Member Benefit: 20% off the first year of subscription to HBW Insight for new subscribers.



Discount Shipping Program

The IBA Discount Shipping Program, managed by PartnerShip, is a comprehensive inbound and outbound shipping program that is customized to meet the needs of business members of all sizes in the cosmetic industry.

Freight Savings | IBA members save on shipments with TForce Freight, YRC, XPO, Saia, and many others. These competitive rates are made available through our endorsed shipping provider, PartnerShip®. With this free IBA member benefit, you'll reduce your freight costs, easily rate shop between carriers, and get dedicated support from shipping experts. Whether you're shipping a single pallet or a full truckload, PartnerShip will help you ship smarter.

FedEx Discounts | Rely on FedEx for all of your shipping needs and save through the IBA member discount program. Members

receive 45% off FedEx Express and 25% off FedEx Ground. If you currently ship with FedEx, you'll be able to continue using it the same way you do today. After you enroll in the FedEx Advantage Program, the discounts will be added to your account and then automatically applied to your shipments. Don't have an account? No problem – you can open one when you enroll.

ORACLE NETSUITE

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NetSuite is a unified, cloud-based business management platform to automate core processes and provide real-time visibility into operational and financial performance. Organizations of all sizes run on NetSuite and its applications for finance, supply chain management, customer relationship management (CRM), human resources, professional services, ecommerce, and more.

Member Benefit: We offer to IBA Members exclusive discounts on NetSuite ERP/Financials! Looking to learn more? Email Elena Tinios (elena.tinios@oracle.com) to unlock your member discount.



Why Members Choose IBA

“

IBA is the thought leader when it comes to helping brands understand the regulations, responding to the regulations, and even working with federal agencies to help refine the regulations. Information at their events throughout the year help educate brands on whatever's going on in the marketplace, whether it be a regulatory issue that's now in effect, or one that they're talking about at the federal or state level. I highly encourage everyone to lean on the IBA – it's a great collection of people who are all ultimately trying to make the industry a better place.”

RICHIE RUBIN
EXECUTIVE VICE PRESIDENT, GARCOA

“

IBA has had such an instrumental part in our exports overseas and making sure that we have the certificates we need. Our products are in over 17 countries now. Not only that, but for networking connections and any resources that we need, IBA is there. I'm a cosmetic chemist, I formulate the products, but as a brand, there are so many other things – like logistics and manufacturing – where IBA really helps to make you a better brand owner so that you can be successful.”

RHONDA MARSHALL
FOUNDER & CEO, INAHSI NATURALS

“

We have found IBA membership extremely valuable. The IBA staff is always available to help us with any questions we may have. The Networking events that IBA sponsors are always a great way to network and meet companies and people within the cosmetics industry.

KATHY WAHLERS
SENIOR DIRECTOR, SALES & MARKETING
SAFETYCALL INTERNATIONAL

“

IBA is tremendous in what they do for small brands in terms of advocacy, education, exposure and resources. When I started out in the beauty industry, I didn't really know what I was doing. So to have somebody like the IBA who I could call if I had questions, or if I was exporting a product and needed a free sale certificate, was a great resource for me. These are services that they offer that can help brands grow and expand their business.”

SIMONE SWAFFORD
FOUNDER & CEO, VOGUE REGULATORY CONSULTING

“

The value of IBA is that you are able to connect yourself, your brand or your company with the right people. If you're looking for a package, you can find the right packaging supplier. If you're looking into regulatory, you can find that regulatory resource. If you're looking for testing, you can find someone who does testing. IBA touches across the industry, so it's just a really great resource for the value.”

DANICA VANBEEK
VANBEEK PACKAGING



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-Rich Simpson, general manager, PAPTUI™



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Event & Resource Sponsorships

Promote your brand through IBA's high-impact events and channels:

- Cosmetics Convergence, our biannual Regulatory & Sustainability Virtual Conference

- Networking receptions
- Tradeshow activations
- Exclusive Compliance & Connection tools

Beauty Resource Guide

Advertise in IBA's annual print magazine, distributed at top trade shows including Cosmoprof North America, NYSCC Suppliers' Day, LUXE PACK, and more.

Newsletter Sponsorships

Reach a loyal audience through IBA's trusted newsletters:

- Members Circle
- Technical & Regulatory
- Supply Chain & Sustainability

Why Sponsor IBA?

- ✓ High-value visibility
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- ✓ Direct access to buyers & decision-makers

Let's talk:

info@independentbeauty.org

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A laptop is shown from a low angle, displaying the Ithos software interface. The interface includes a search bar at the top with the text "Ingredient" and a search button. Below the search bar is a "Filter Results" section with various checkboxes for categories like "Deodorant Agents", "Conditioning Agents", etc. The main area of the screen shows a list of ingredients with columns for "INCI Name", "Technical Name", and "CAS No.". Three cosmetic brushes are overlaid on the laptop screen: a large red brush with a white cap, a smaller red brush, and a blue brush. The background of the entire image is a vibrant, abstract splash of teal and green colors.

Curious?
Scan the code to see what's possible.

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Committees

Lend your expertise.

IBA's eight committees are made up of volunteers with a wide assortment of expertise within the beauty industry.

Ambassador Committee

This Committee promotes and supports the growth and engagement of IBA membership and sponsorship by promoting IBA and engaging potential members within the larger industry online and at live events throughout the year. Committee members provide staff with feedback about member needs and optimal ways to communicate with potential new members.

Government & Public Relations Committee

This committee works with staff and the Board to review, prioritize, and define legislative, regulatory, and PR responses from IBA. Additionally, the Committee develops and curates resources for members to understand or respond to issues within their organization or at a governmental level.

Supply Chain & Sustainability Advisory Committee

This committee provides supply chain and sustainability subject matter expertise to support IBA's Mission, including advising staff on: technical issues, compliance guidance, small business industry impact, and identifying other subject matter experts as needed.

Technical & Regulatory Advisory Committee

This committee provides technical and regulatory subject matter expertise to support IBA's Mission, including advising staff on: technical issues, compliance guidance, small business industry impact, and identifying other subject matter experts as needed.

International Regulations Monitoring Committee

This committee is responsible for monitoring changes and trends in international regulations that may impact members and report them to IBA Staff. The committee may support staff by identifying international expertise or resources for members.

Executive Committee

This is a Committee of the Board. Only Board Members may participate on this committee.

The Executive Committee is led by the Board Chair. The Committee meets between quarterly Board Meetings to monitor progress towards strategic goals, address timely issues, and is empowered by the Bylaws to take limited actions on behalf of the board.

Audit & Finance Committee

This is a Committee of the Board. Only Board Members may participate on this committee.

This committee is responsible for monitoring, advising, and planning for the financial health, sustainability, and growth of the organization.

Nominating Committee

This is a Committee of the Board. Only Board Members may participate on this committee.

This committee is responsible for overseeing the nomination process, succession planning, and analyzing the boards and committees' leadership needs.

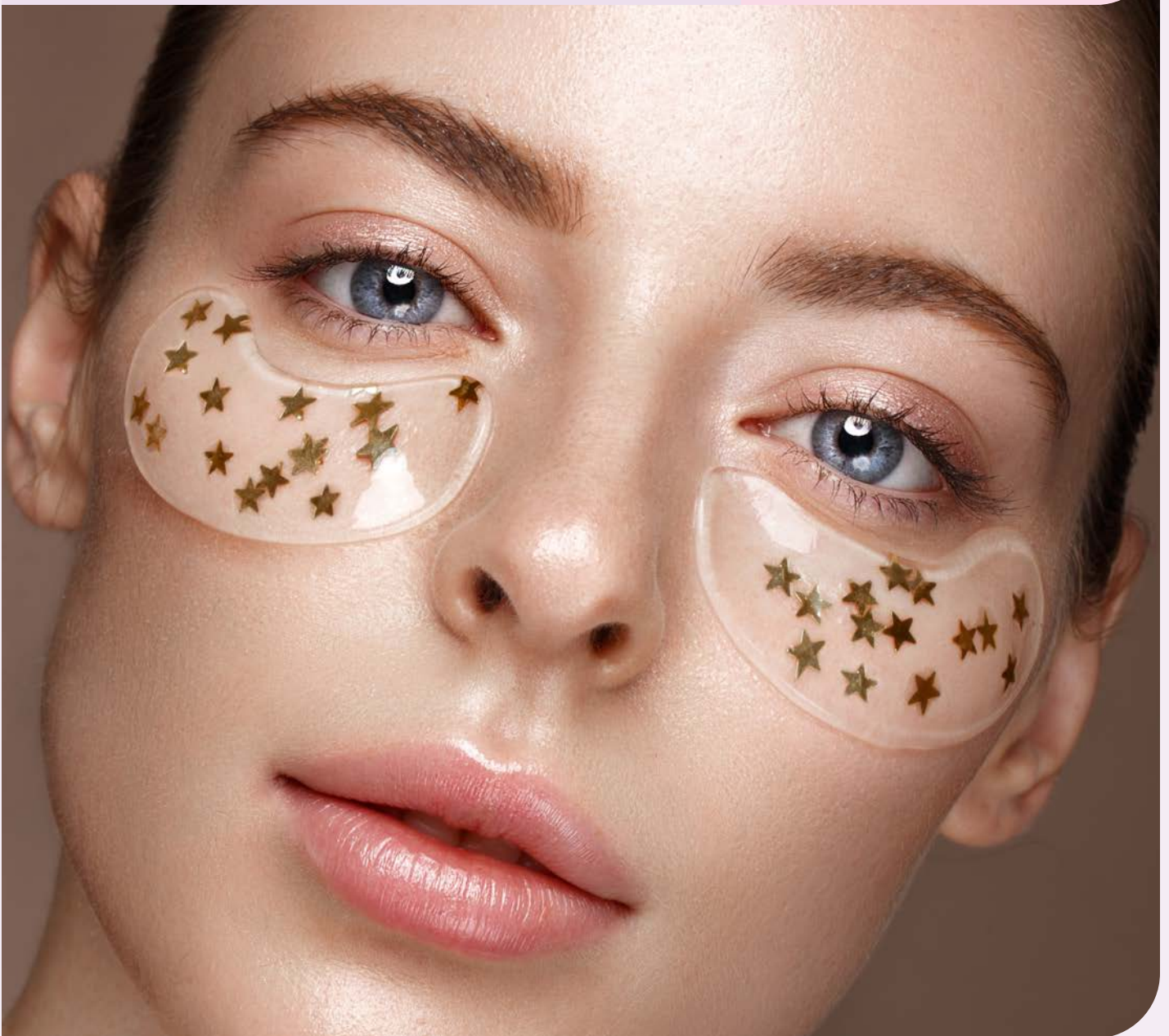
Disruptors Amid Disruption

A KLINE & COMPANY ANALYSIS

Winning In Today's Beauty Market

Kline + Company provides its view on current challenges, standout brands and shared characteristics embodied by rising beauty disruptors.

BY MARCELA CHIFU
SENIOR MARKETING MANAGER
KLINE + COMPANY'S BEAUTY AND WELLBEING VERTICAL



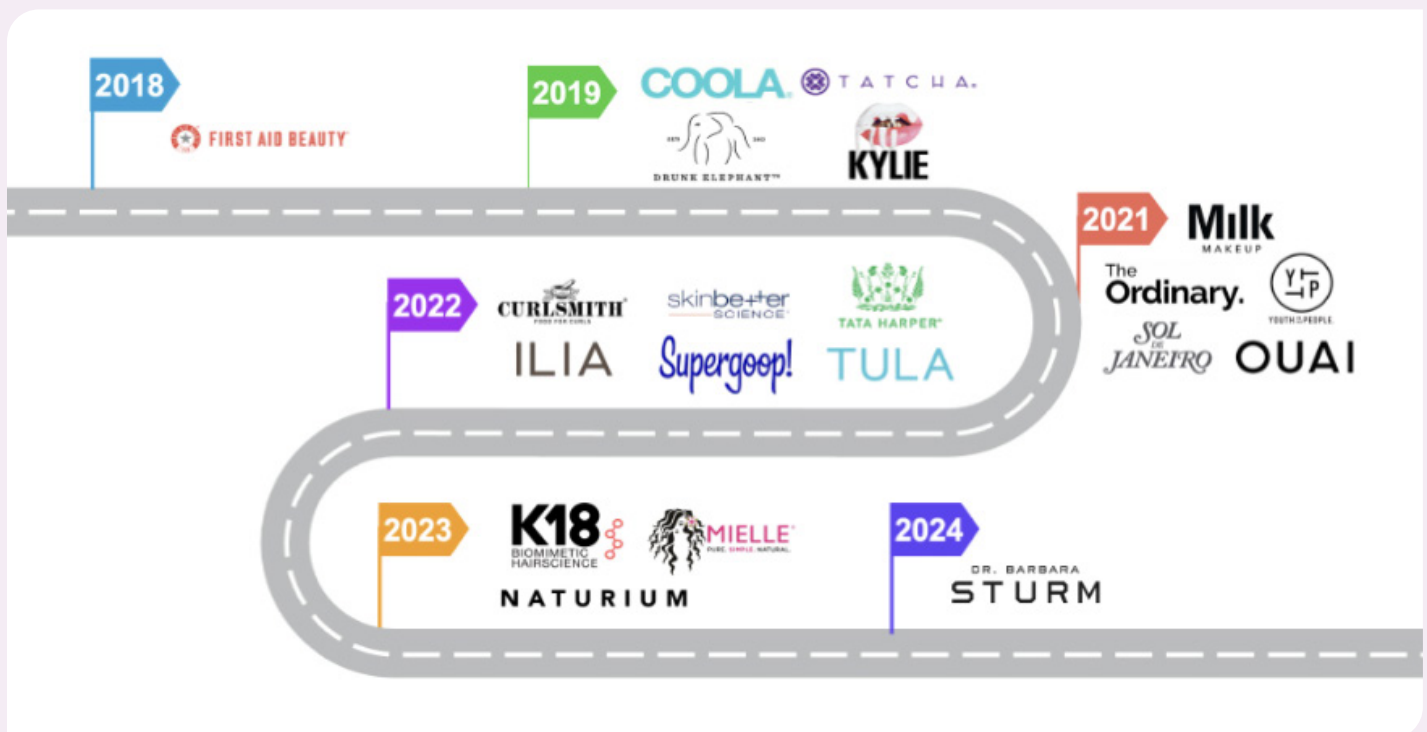
While the beauty industry historically has shown famous resilience during economic uncertainty, erupting trade dynamics in 2025 introduced unprecedented complexity. US tariffs and global retaliations have upended supply chains and sent operational costs soaring, with ripple effects on their way to consumers. Such pressures could put a chill on innovation, particularly among smaller brands with limited financial means that traditionally have been the trendsetters and newness drivers in the global beauty marketplace.

Consumer sentiment is shifting at the same time. Political volatility is fueling emotional decision-making and patterns of fear, disengagement, and resistance in consumer behavior. Rising “localism,” as patriotism and economic protectionism surge – combined with

price sensitivity – stand to reshape market competition and brand loyalty.

To survive and thrive, today’s beauty companies must embrace agility and emotional intelligence. Strategic localization, diversified sourcing, and flexible supply chains will be essential to mitigate tariff impacts. Additionally, brands must recalibrate messaging to resonate with emotionally-driven consumers, using scenario planning informed by real-time sentiment data. Innovation must continue, but with an eye toward cost-efficiency and local relevance. In this volatile landscape, those who remain adaptable, transparent, and attuned to changing consumer attitudes will be best positioned for success.

Trendsetter Brands Identified by Kline + Company Prior to Acquisition



Kline has a proven history of predicting high-profile acquisitions, combining traditional primary research methods with digital tracking to assess a brand’s position in the market and identify the key factors driving its success. Through its proprietary Brand Vitality Index scoring model, Kline connects the dots between thousands of data points, including search trends, sentiment analysis, website traffic, product launches, sales data, and more, to measure a brand’s strength over time. To learn more about its capabilities, visit Kline’s website or reach out to Marcela Chifu, Sr. Marketing Manager, Kline + Company’s Beauty and Wellbeing Vertical.

Be a Disruptor

Indie beauty brands are disrupting the beauty space through a combination of strong autonomy, rapid growth, and bold brand positioning. These brands maintain full creative and operational control, even when backed by venture capital or private equity, making them agile, innovative, and authentic in their approach.



IMPACTFUL BRANDS

RARE BEAUTY

Has distinguished itself from other celebrity brands through a genuine advocacy for mental wellness and a highly engaged social media strategy, especially on TikTok, where the brand actively interacts with its community.

AMIKA

Stands out in hair care through its sustainability efforts, combining B Corp certification and the Clean + Planet Positive label at Sephora with inclusive product offerings and a strong omnichannel approach, all while maintaining deep roots in the salon community.

SUMMER FRIDAYS

Has carved out a lifestyle niche, blending skin care launches with curated pop-up events and product extensions like apparel. Tower 28 is filling a critical market gap with non-toxic, eczema-friendly makeup in playful packaging, making skin health fun and accessible.

DR. DIAMOND METACINE

A growth factor-based skin care brand rooted in medical aesthetics and increasingly recognized for its science-driven, regenerative positioning.

These brands are recognized not only for their niche product focus and inclusive messaging but also for their ability to connect with consumers through storytelling, community building, and digital leadership.

Today's most successful independent beauty brands share characteristics that have helped them cut through the noise in an increasingly crowded marketplace.

These brands stand out not just through great products, but by embodying transparency, innovation, inclusivity, and purpose. They've achieved growth rates averaging double- to triple-digits, making them prime acquisition targets.

WINNING FEATURE

Minimalism focus

Good Molecules differentiates itself by offering affordable, science-backed skin care with transparent ingredient lists and minimal preservatives, striking a balance between clean, safe, and effective.

MERIT Beauty has found success through a minimalist approach to luxury makeup, appealing to consumers seeking simplicity and a natural look. Its formulations, developed with celebrity esthetician Biba de Sousa, are made to be clean and safe for acne-prone skin.

WINNING FEATURE

Digital-first strategies and community-building

Brands like **Amika** and **Summer Fridays** leverage TikTok, influencer relationships, and community engagement to shape product development and foster loyalty.

Dossier and **Starface** excel in speaking to Gen Z through clever branding, social-native content, and relatable storytelling.

Meanwhile, **Peach Slices**, **Coco & Eve**, and **Necessaire** have built loyal followings through transparent communication and content that aligns with their audiences' wellness and skin care journeys.

WINNING FEATURE

Authentic brand purpose

Rare Beauty puts mental wellness at the core of its mission, supporting inclusive product development and mental health advocacy.

Dr. Squatch redefines men's personal care with clean ingredients and a bold, humorous voice.

Both brands emotionally connect with consumers by reflecting values like authenticity, wellness, and transparency, while building trust, deepening loyalty, and turning customers into passionate brand advocates.

WINNING FEATURE

Founder-led storytelling

Indie brands often have a strong personality behind them, from **Danessa Myricks Beauty**, led by a makeup artist-turned-entrepreneur, to **Jones Road**, created by makeup icon Bobbi Brown.

Another example is **Patrick Ta**, a highly sought-after makeup artist whose signature aesthetic, glowing, luminous skin and shiny, neutral-toned eyes, has resonated widely and played a key role in building a brand that mirrors his artistry.

Founders, often serving as ambassadors for their brands, lend authenticity, credibility, and narrative power that resonates with today's values-driven consumer.

Kline + Company has been covering the beauty and wellbeing industry for over 65 years, helping both emerging and established brands navigate dynamic market shifts through unmatched industry expertise, extensive research capabilities, and data-driven insights.

Kline's solutions are valuable not only for indie brands looking to scale, refine their strategy, or attract investment but also for giant beauty companies and investors seeking to identify, assess, and acquire the next wave of category disruptors.

Visit Kline's website or reach out to Marcela Chifu, Senior Marketing Manager for Kline + Company's Beauty and Wellbeing Vertical.

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OUR MEMBERS

Who are IBA's Members?

IBA's membership comprises 600+ companies, representing all facets of the beauty industry.

Small to mid-sized brands constitute roughly 50% of IBA's membership base, with suppliers, manufacturers, and service providers making up the rest.

Our membership reflects the entire beauty supply chain and offers equal benefit access to all member organizations.

Thank you to our Loyal Members!

40+ YEARS



30+ YEARS



40-50 YEARS

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Mana Products, Inc.
Product Integrity Laboratory LLC
Rozelle Inc.
Solo Laboratories, Inc.

30-39 YEARS

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Cosmetic Laboratories
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GAR Laboratories, Inc.
Goodier Cosmetics
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Mark Lees Skin Care, Inc.
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Sun Deep, Inc.
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Arbonne International
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Atlantis Laboratories, Inc.
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Body Dimensions Industries, Inc.
Body Glide LLC
Borghese Inc.
Bright Innovation Labs
California Tan, Inc./Australian Gold
Carma Laboratories, Inc.
ChemAid Laboratories, Inc.
a KDC Company
Chemolee Lab, Corp.
Christine Valmy, Inc.
Color Design Laboratory

MEMBERS LIST

COOLA	John Paul Mitchell Systems	Quadpack
Coptis, Inc.	JPMS Manufacturing	Rare Beauty Brands
Cosmetic Alchemy, LLC	Juice Beauty	Rea.deeming Beauty, Inc. dba beautyblender
Cosmetic Dermatology, LLC dr. brandt skincare	K3 Enterprises, Inc.	Redex Industries, Inc.
Cosmetic Development Labs	Kevin Murphy USA, Inc.	Rejuvenol Laboratories, Inc.
Cosmetic Insurance Services	Kevyn Aucoin Beauty	Rene Plessner Associates, Inc.
Cosway Company, Inc.	Key Brands International Ltd.	RMS Beauty
CP Skin Health Group, Inc.	Lady Burd Exclusive Cosmetics	Sage Quality Service
CURiO	Lancer Skincare LLC	Sassi America, Inc.
Dallas One Solutions	Leading Edge Innovations	Schoon Scientific & Regulatory Consulting, LLC
Dr. Bronner'S Magic Soaps	Lifetech Resources LLC	SGS North America, Inc.
eos Products LLC	Maclaren Corlett LLP	Spa De Soleil, Inc.
Erno Laszlo	MakingCosmetics Inc.	Stila Cosmetics
Essex Testing Clinic	Malibu Wellness, Inc.	Strength of Nature Global LLC
Falic Fashion Group	Manic Panic NYC Inc	StriVectin Operating Company, Inc.
Fallene, Ltd.	Mario Badescu Skin Care, Inc.	TAKA USA, INC. dba Cosmetic Innovations
Federal Package Network, Inc.	Mariposa Labs, LLC	The Benchmarking Company
FillTech USA, LLC	McKenna Labs, Inc.	The Honest Company
First Aid Beauty	Murrays Worldwide, Inc./JM Products, LLC	theBalm
Focal Point Research	Nail Alliance-North America, INC	Topiderm, Inc.
Fragrance Manufacturing, Inc.	Niks Professional LLC	Valdata Systems
Garcoa Laboratories Inc.	NOW Health Group	Voyant Beauty, LLC
Grafton Cosmetics	NSF International	WalDin, LLC
Grande Cosmetics, LLC	Number 4 High Performance Hair Care	YG Laboratories, Inc.
HCT Packaging, Inc.	Oribe Hair Care LLC	ZO Skin Health, Inc.
House of Cheatham, Inc.	Osmosis Beauty	
Hylaco LLC	Oxygen Development LLC	
Image Skincare	Palladio Beauty Group	
Intercos America	Paris Presents Incorporated - PPI Beauty	5-9 YEARS
International Cosmetics & Regulatory Specialists, LLC	Pfeiffer Consulting LLC	Access Beauty Insiders
InterParfums, Inc.	Prestige Testing, LLC	Active Concepts, Inc
Ithos Global, Inc.	PhytogenX, Inc.	Allergan Aesthetics An Abbvie Company
J. Strickland & Co.	Prime Enterprises, LLC (dba Prime Matter Labs)	AOBiome Therapeutics, Inc
Jafra Cosmetics International Inc		Arco Swiss International

ASEA LLC	Dimensional Merchandising, Inc	LAK3 Consulting
Ballard Spahr LLP	Ds Healthcare Group Inc.	Maesa, LLC
Beauty Barrage	Earth Baby International, Inc.	Milk Makeup
Beauty Lab, LLC	EcoMundo	Mineral Cosmetics, Inc.
BEAUTY MARK Trademark Services	Elevation Labs	MOROCCANOIL
Beauty Minds, LLC	Ellis Brooklyn	mSEED group
Beauty West Services Inc.	Envisage Consulting LLC	Nanuvo Dermaceuticals
BeautyMatter	Estyle Corp LLC	Naturich Labs Inc.
Bell International Laboratories	Eurofins Consumer Product Testing	Neutraderm Manufacturing
bioDYNE Labs Inc.	Eurofins CRL, Cosmetics, Inc.	Odacite, Inc
Blistex, Inc.	Federici Brands LLC	OKAY Pure Naturals
Blossom Group LLC	Formulab Naturally	Olaplex, Inc.
Bluemercury, Inc.	Fraser Research Labs, Inc.	Omaha Soap Company
Botanical Science Inc.	Fusion Accelerate, LLC	OUAI
Butterfly Beauty, LLC	Global Beauty Care	Peace Out Inc.
C.B. Fleet Company, Inc., a Prestige Consumer Healthcare company	Global Regulatory Associates, Inc.	PFB Vanish Inc
Cali Chem Inc	Happy Farm Botanicals Inc.	Pharmaceutical Specialties, Inc.
Catalyst Technologies, Inc.	Hydracial	Pharmasol Corporation
CC Wellness LLC	Hydracial LLC	Pharmco Laboratories, Inc.
Celeb Luxury, LLC	ImmunoNutrient Laboratories/Eniva Health	Pixi Beauty
CellSkinLab Clinical Skincare	Inahsi LLC	Port Jervis Laboratories, Inc
Chalogy, Inc.	Inspired Beauty Brands, Inc.	Prestige Testing, LLC
Circadia by Dr. Pugliese	Inspired Products And Services, LLC (IPS Labs)	Rare Beauty LLC
Cohere Beauty	J Tedeschi & Associates LLC	REA Innovations, LLC
CORAD Healthcare	Jeffree Star Cosmetics	REACH24H USA Inc.
Cosmax USA	Jeffrey Ten Consulting	Regi US Inc
Cosmetic Solutions LLC	JGS Consultants LLC	Revision Skincare
Cosmetix West, Inc.	JPD Consultants Inc.	Sarati International, Inc.
Creative Beauty Group, LLC dba Nuvo Cosmetics Int'L.	K18 Inc	Scapa Healthcare, Mativ, Inc.
Danessa Myricks Beauty, LLC	Kapra Cosmetics, Inc.	Science of Skincare, LLC
DERMADoctor, LLC	Knesko, LLC dba Knesko Skin	Sol de Janeiro
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Developlus, Inc	Kora U.S. LLC	Summer Fridays LLC
DiaDerm Laboratories, Inc.	Ladies Biotech Corporation	Sun Bum LLC
		Susan Raffy Consulting, Inc.

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The Complete Package, LLC
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The Village Company, LLC
Timeless Skin Care
Tip Top Pomade
Ultradent Products, Inc.
Universal Handicraft Inc
Verla International, Ltd
Virtue Labs
Winning Solutions Inc dba Miracle of Aloe
Y&G Medical, Inc.
Yellow Wood Partners, LLC
Young Living Essential Oils, LLC

1-5 YEARS

Above Aerosol Labs
Actera
ADVANCED SCIENCE LABORATORIES INCORPORATED
AFAM CONCEPT
Akita Brands
Alexandria Professional
Allison Moss Consulting
ALMAFIT LLC
Alo Yoga Beauty and Wellness
Alpacka Fulfillment
Amin Wasserman Gurnani
Anchin, Block & Anchin LLP
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Anokha Skin Care LLC
ANR RegTox Consulting LLC
Antares Vision Group

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Ariana Farina Consulting, LLC
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Auraline Inc.
Balsoni Beauty LLC
Baszicare, Inc.
Bayport Laboratories
Beakers & Bottles, LLC
beauty and rejuvenate llc
Beautylish, Inc.
Bell Flavors & Fragrances
Bespoke Beauty Brands
Best Formulations, Inc
Beveridge & Diamond PC
Bolt Threads
BridgeSource Consulting
Burt's Bees
Certified Group
cGMP Consulting Inc.
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Chembeau
Chemist Confessions
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Classic Cosmetics LLC
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Clinical Skin
Compliance Regulators
Confiance Cosmetic Group LLC
Contract Packaging Association
Cosmetech Laboratories, Inc
cosmopak
Covalent Market, Inc.
Custom Research Labs
Dear Lucy Skincare
Debut Biotechnology, Inc.

Delfiini Merenneito Spa and Wellness Essentials, LLC
Denes Consulting
Dermasof Inc
DermathosCare
Desert in Bloom Cosmetics Lab
DGP Advisory
Divi Official
Dr. Squatch LLC
Dreumex USA Inc.
Eirwen's Nature LLC
Ekwani Consulting
Element Packaging
EME Ltd.
EMP Manufacturing
Englewood LAB LLC
EpiLynx LLC
ES Cosmetic Laboratories, Inc.
Esthetic Underground, Inc
Exponent International
Face Reality Skincare
FASimion: Cosmetic Safety Assurance LLC
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Florence by Mills
Forma Brands
GCC Aesthetics Inc.
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George Schmitt & Co.
Global Beauty Connections, LLC
Global Compliance and Regulatory Services Ltd (GCRS Global)
Glytone
Herbivore Botanicals
Hey Hensley Creative Quality and Regulatory Consulting Services LLC
Intertek

ISUN Visions
J. Elle Innovations Ltd
Jaguar Freight Services
JM Dermatech Limited
JNR Distribution and Logistics
Jones Road Beauty
K&L Gates
Karité
Karuna Skin
Knockout Sustainable Packaging Solutions
Kosas
Krave Beauty, LLC
KSJ Collective
KYMA LABS LLC
Let's Make Beauty by Presperse
LIL FOX Ilc
Linder Health
Loisaida Labs LLC
Macro Oceans
Make It Real
Makeup By Mario
MANSCAPED Inc.
MAX Private Label
Miami Growth Machine
Michel Design Works / Stonewall Kitchen
Microchem Laboratory
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Moodeaux
MTI Natural
Nest New York
Novi
NULASTIN
O2 Partners
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Ourside
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Pat McGrath Cosmetics
Pedrero Regulatory Consulting LLC
Petite 'n Pretty, LLC
Pinkaya
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Product Society
Project Chemistry Inc
Q Laboratories
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Raining Rose
Registrar Corp
Rhode Skin
SafetyCall
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Saphira LLC
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Shewan Hair care Collections LLC
Shikohin Inc.
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Skin Science Advisors, LLC
SkinGenuity LLC
SkinScience Analytics
Sorensen Regulatory Consulting
SOS BTY GROUP
Source Beauty
Speed Laboratory, Inc.
Spell Collective

Sprig by Kohler
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Sunlights Balayage, Inc.
Sustainable Botanicals International
Sustainable Cosmetic Consulting
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Taobé Consulting
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The Cult Finder LLC
The Darl
The Eco Well Inc
The Equity and Wellness Collaborative
The Goodkind Co.
The Honey Pot Company
The PCA Companies
The Regulatory Company
The Young Group
Tropical Products, Inc.
VanBeek Packaging
Vegamour
Venebio Group LLC
Vivant Skin Care
Vogue Regulatory, LLC
Weckerle Cosmetics USA
Worldover

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Advanced Eye Care Products
Algenist LLC
American Health Formulations, Inc.
Amtex

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Atomic Pom Labs
Beauty By Imagination
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Blossom Essentials
Brand Botany Marketing Consultancy
Bubble Beauty
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CLEARSTEM
Colonial Chemical, Inc
Concentric Chemists
Copper Johns Beard
COSMETA
Cosmetic Packaging Now, LLC
Cosmetics of USA
Crescel
Curie Co
Daybird
DEON LIBRA
Dermwel LLC
Dr. Julian Sass, LLC
EC Studios
Effiderma Pty Ltd
EIR NYC
Ellure AB
ERNESI1978
Evonik Corporation
Falls Counsel
Femigist
Forested
Fourth Phase
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Gallagher Beauty Compliance Strategies LLC
Glossy
GlycosBio, Inc
Goddess Maintenance Co.
H&L Global Enterprise dba Enspresso Beauty LLC
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JBK Wellness Labs
Kaeme LLC
Keca's Usna
Koyal Beauty Inc.
LA VIE HOLDINGS LTD
Line Path Packaging Solution LLC
Manjeri Enterprises LLC
MD Research Ltd
Merit Manufacturing
Morgan Lewis
Nakery Beauty
Naturally Drenched
NatureLab. TOKYO
notesbyniba
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Nutrafol
One Regulatory Advisor LLC
Ouachita Contract Manufacturing, LLC
PH Factor
PHLUR
Phycus Biotechnologies
Plascene Inc.
PLZ Corp, Personal Care Solutions
Potion AI
Qosmedix
Rayes
ReMI Beauty
RIES
Rosie Warren
Safo Hair
Scent and Fire
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Skyline Beauty Group
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Tampa Bay Tan
The Frontal Queen
The Ingredientist
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