



AODA – Statement of Commitment to Accessibility

January 3, 2025

Cosmetica Laboratories Inc. is committed to providing a barrier-free environment for all stakeholders, including our clients, employees, job applicants, suppliers, and any visitors who may enter our premises, access our information, or use our services. As an organization, we respect and uphold the requirements set forth under the *Accessibility for Ontarians with Disabilities Act, 2005*, and its associated regulations.

Cosmetica Laboratories Inc. understands that we have a responsibility for ensuring a safe, dignified, and welcoming environment for everyone. We are committed to ensuring our organization's compliance by incorporating the requirements of accessibility legislation into our policies, procedures, equipment requirements, training, and best practices. We will review these policies and practices annually, as organizational changes occur, or in anticipation of compliance deadlines. In addition, we will strive to meet the needs of individuals with disabilities in a timely and effective manner.

Providing an accessible and barrier-free environment is a shared effort, and we are committed as an organization to working with the necessary parties to make accessibility for all a reality. For more detailed information on our accessibility policies, plans, and training programs, please contact human resources via emails at cosmeticahr@cosmeticalabs.com or 416-615-2401.

Sincerely,

A handwritten signature in black ink, appearing to read "Angelica Bekanich", written over a horizontal line.

Angelica Bekanich
President, Cosmetica Laboratories Inc.