



Cosmetics Europe  
the personal care association



We personally care



# Annual Report 2023

# Contents

---



Cosmetics Europe  
the personal care association

Foreword	3
Highlights	4
Cosmetic Products Regulation Revision (CPR)	7
Chemical Safety	8
Consumer and Value Chain Information	10
Sustainability	11
International Cooperation	15
Research and Science	16
Our Team	17
Our Members and Expert Committees	19
Active Association Members	20
Our Organisational Structure	25



# Foreword

2023 was the last full year of the 2019-2024 European Union’s institutional mandate. As I write, European Parliament election campaigns are in full swing, and speculation has begun on the shape and the agenda of the new European Commission.

We will look back on the years 2019 – 2024 as extraordinarily intense. The history books will recall a global pandemic, an energy crisis, inflation and a European war, which continues.

As regards the European Union policy agenda, we will remember the introduction of a range of regulatory measures affecting the cosmetics and personal care sector unprecedented in its scope. You can read about these in our Annual Report, as well as initiatives Cosmetics Europe has undertaken in areas such as sustainability and transparency, and much more.

The intensity of regulatory activity partly reflects the fact that the EU is a global standards setter. In a world where challenges such as sustainability are global in nature, the EU rightly pushes the bar upward for a greener and safer world.

But the last few years have perhaps shown us that the European Union needs to be more than a regulatory superpower. Beyond its extraordinary success as a single market and as an experiment in international cooperation, the European Union needs to ensure that in an uncertain and perhaps turbulent global

environment, it can protect and enhance the security and wellbeing of its citizens.

This cannot be done effectively without a prospering industrial economy. One that grows sustainably and equitably, but also one that holds on its own in world markets, develops new technologies and attracts investment to our region.

Cosmetics and personal care sector is a truly competitive European industry – innovating, exporting, investing, job creating - a paradigm in a sense of what Europe needs.

Let’s hope that whatever the configuration of the new European Parliament and Commission, an understanding of the need to nurture and promote European industry, and an appreciation of its contribution to our common European goals, gains ground in this four-year period to come and beyond.

**John Chave**

Director General, Cosmetics Europe

# Highlights

## Cosmetics Europe Manifesto for the European Elections 2024: our high-level priorities for the next policy makers of the European Union

At the end of 2023, Cosmetics Europe published its [Manifesto for the European Elections 2024](#).

In the Manifesto, Cosmetics Europe calls on future policy makers of the European Union to follow five key recommendations to continue to ensure safe, sustainable and innovative cosmetic products for consumers, and to support and maintain the competitiveness of this flagship European cosmetics industry.

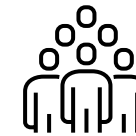


## “Preparing for the Future” – Cosmetics Europe Annual Conference (CEAC) 2023

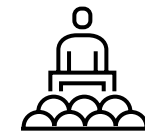
CEAC 2023 took place on 14 and 15 June in Brussels, marking Cosmetics Europe’s first in-person CEAC since 2019. The virtual keynote speech was delivered by Kerstin Jorna, Director General of DG GROW of the European Commission.

Under the theme “Preparing for the Future”, CEAC 2023 brought together industry experts, policy makers, companies and other stakeholders. Discussions centred around general, technical and regulatory developments in the cosmetics and personal care industry.

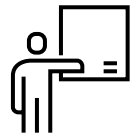
CEAC 2023 in a nutshell:



More than 400 participants



3 Plenary and 11 parallel sessions



47 speakers



7 sponsors  
8 media & event partners

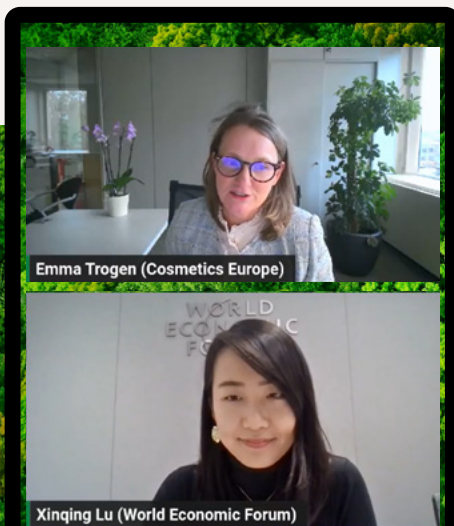
#CEAC2023



# Highlights

## One year of ‘Commit for Our Planet’: Driving Nature-Positive Actions in the Cosmetics Industry

In December 2023, the Commit for Our Planet Initiative celebrated its first anniversary with a public event organised on LinkedIn. The fireside chat between Emma Trogen (Cosmetics Europe) and Xinqing Lu (World Economic Forum, WEF) focused on the synergies between Commit for Our Planet and the findings from the WEF’s report “Nature Positive: Role of the Household and Personal Care Products Sector”, as well as net-zero, nature-positive business models and the cosmetics industry.



## The COSMILE Europe Initiative – cosmetic ingredients at your fingertips

In February 2023, Cosmetics Europe launched COSMILE Europe, a European ingredients database that offers reliable, verified and scientifically supported information on almost 30,000 ingredients used in cosmetics. Currently available in 14 languages, the database aims to help people understand why certain ingredients are in their cosmetic products, which properties they have and much more.

In November 2023, Cosmetics Europe also made available the COSMILE Europe app, a new entry point to access the information in the database. It provides several new ways to easily get information on cosmetic ingredients

and track ingredients in cosmetic products that are of interest to the users or to which they have an allergy confirmed by a dermatologist. The app is available on the Apple Store and Google Play.



# Highlights

## High-level institutional visit to the lavender fields and distilleries in Guadalajara, Spain

At the start of the Spanish Presidency of the Council of the EU, Cosmetics Europe in collaboration with The Spanish Association of Perfumes and Cosmetics (Stanpa) and The International Fragrance Association (IFRA), and with support of the Platform for the Defence of Essential Oils, organised a high-level institutional visit to the lavender fields and distilleries in Brihuega, Guadalajara, Spain.

The visit aimed to raise awareness on the importance of Spanish essential oils and their positive impact on the local community. Cosmetics Europe was pleased to have among the attendees of the visit MEP, Maria Spyraiki, rapporteur for the revision of the Classification, Labelling and Packaging (CLP) of Chemical Substances and Mixtures Regulation. The visit gave the opportunity to local authorities and the fragrances and cosmetics sectors to share their perspectives on the concrete steps needed to ensure the sustainable production and consumption of cosmetic products and perfumes. As part of the CLP regulation revision, co-legislators recognised the need for specific provisions for the classification rules of substances with more than one constituent extracted from plants or plant parts.



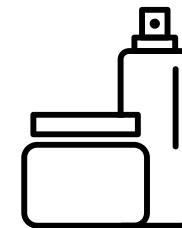
## High-level institutional visit to the lemon fields and factories in Murcia, Spain

In the context of the Spanish presidency of the Council of the European Union, five associations active in the fragrance and cosmetics value chain in Europe and Spain organised a high-level institutional visit to Murcian lemon fields and factories. These were: Cosmetics Europe, Stanpa, IFRA, Interprofessional Lemon and Grapefruit Association (AILIMPO) and Spanish Association of Food Fragrances and food flavouring (AEFAA). The visit allowed the cosmetics and fragrance industry to show:

- Centuries of craftsmanship, innovative and sustainable water management and energy efficiency processes used in the fields and factories
- The actual impact of EU chemicals legislation on growers, processors, fragrance ingredient manufacturers and end-users in the region and across the European Union
- The importance of implementing a balanced legislative framework to enable a sustainable growth across the value chain.

MEP Maria Spyraiki and MEP Marcos Ros Sempere represented the European Parliament during the visit.

# Cosmetic Products Regulation Revision (CPR)



The Chemicals Strategy for Sustainability (CSS), adopted by the European Commission in 2020, aimed to improve the safety management of chemicals by downstream industries. It envisaged a revision of several pieces of legislation, including the Cosmetic Products Regulation (CPR).

Five possible areas of revision of the CPR were identified through public consultations in 2022:

- Automatic bans for 'most harmful substances'
- Mixture effects in chemical safety assessments
- Updating the definition of 'nanomaterial' in line with the horizontal European Union Recommendation
- Re-organising scientific advice by the Scientific Committee for Consumer Safety (SCCS)
- Introduction of digital labelling requirements

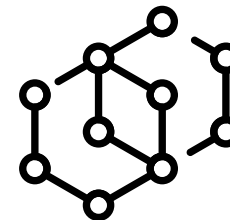
As a major stakeholder, Cosmetics Europe has actively participated in the whole legislative process to represent the industry's view and to provide its own analysis on the possible impact of the CPR revision on the sector.



# Chemical Safety

## Classification, Labelling and Packaging (CLP) Regulation Revision

One major objective of the CSS – across all industry sectors – is the phasing out of ‘most harmful chemicals’ from consumer products. Whilst this phasing out is to be done through the Registration, Evaluation, Authorisation and Restriction of Chemicals (REACH) Regulation and sector-specific legislation, it is through the Classification, Labelling and Packaging (CLP) Regulation that substances in scope are identified.



In December 2022, the European Commission proposed the revision of the CLP to include new chemical classification criteria for Endocrine Disruption, Persistence, Bioaccumulation and Mobility. In 2023, several other changes to the CLP Regulation were discussed in the frame of the CSS.

The main areas of concern for Cosmetics Europe were:

- The potential inclusion of cosmetic products under CLP-hazard labelling.
- The application of mixture classification rules to natural complex substances (plant extracts or essential oils) that would lead to the possible classification of these ingredients as hazardous when they are not and remain safe to use.
- The classification through ‘grouping’ of chemicals which could also lead to be classified as hazardous when they are not, particularly in the absence of a clear scientific criteria to define these substance groups.

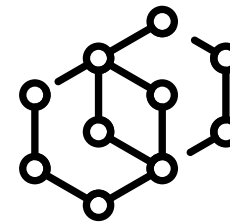
Cosmetics Europe also raised concerns over a possible increase in animal testing due to new classification criteria. Discussions on digital labelling were also followed closely due to the precedence that they could set for similar discussions under the CPR revision.

Throughout 2023, Cosmetics Europe together with partners across the chemicals value chain advocated at European Union and national level for realistic classification rules for natural mixtures and for setting minimum scientific criteria for grouping of chemicals.

The efforts and arguments brought forward by the industry as well as the excellent coordination between the Cosmetics Europe secretariat and the network of national associations were positively reflected in the political agreement reached at the end of 2023 between the EU institutions. Safety labelling of finished cosmetic products will remain to be based on risk rather than chemical hazard classification. Furthermore, actual test data on natural substances will still overrule the application of the theoretical classification rules and minimum scientific criteria will be required for classifying groups of chemicals.



# Chemical Safety



## Registration, Evaluation, Authorisation and Restriction of Chemicals Regulation Revision (REACH)

Discussions continued throughout 2023 on the translation of CSS objectives into a revised REACH regulation. While areas of potential revision are many, Cosmetics Europe particularly focused on the Generic Risk Approach (GRA), the concept of Essential Use of chemicals and an additional mandatory safety factor in risk assessments (so called Mixture Assessment Factor, MAF).

The introduction of GRA, in particular, could result in a ban of many substances classified under CLP as CMR, Endocrine Disruptor (human or environment), Respiratory Sensitizer, STOT, PBT, PMT, vPvB, or vPvM\*. Exemptions from such hazard-based bans would only be granted if the use of the substance was deemed 'essential', i.e. necessary for health and safety or for the functioning of society and in absence of suitable alternatives.

Cosmetics Europe together with partners across the chemicals value chain, in particular the Downstream Users of Chemicals Co-ordination Group (DUCC) and IFRA, engaged with all relevant stakeholders to advocate for workable implementation of the CSS objectives.

In the context of these discussions, it became clear that a 'radical' implementation of the CSS principles would ban many uses of classified chemicals although these uses are actually perfectly safe and no alternatives for them exist today. This would have significant negative impact on EU industry and its international competitiveness.

At the end of 2023, the European Commission decided to put the REACH revision on hold and continue discussions before issuing a formal proposal, possibly in 2025.

### Abbreviations

**CMR:** Carcinogenic, mutagenic and reprotoxic substance

**STOT:** Specific target organ toxic substance

**PBT:** Persistent and bioaccumulative toxic substance

**PMT:** Persistent and mobile toxic substance

**vPvB:** Very Persistent and very Bioaccumulative Toxic substance

**vPvM :** very persistent and very mobile toxic substance

## General Product Safety Regulation (GPSR)

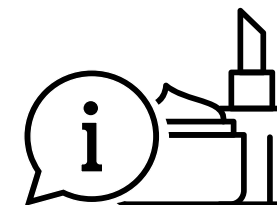
Cosmetics Europe followed the legislative process leading to the adoption of the updated General Product Safety Regulation (GPSR), applicable as of December 2024, focusing mainly on product safety, digital information and e-commerce. With the adoption of the Regulation, Cosmetics Europe will develop overall guidance to help the industry apply the GPSR; the guidance related to the 'digital information' part (Article 19 of the GPSR) was finalised in November 2023 (see the 'Consumer & Value Chain Information' section below).



# Consumer and Value Chain Information

## Digital information

In 2023, Cosmetics Europe continued its preparatory work in anticipation of legislative developments on digital labelling (e.g. the upcoming targeted revision of the CPR) and the digital product passport (future sectoral legislation under the Ecodesign for Sustainable Products Regulation (ESPR)). On the latter, it continued its partnership with GS1 for the development of the digital model for cosmetic products. Following the adoption of the GPSR, Cosmetics Europe developed guidance for the implementation of the Regulation's Article 19 related to mandatory information at online/distance points of sale.



## On-pack labelling

The publication of the REACH restriction on intentionally added microplastics triggered the development by Cosmetics Europe of guidance for the implementation of the 'instructions for use and disposal' requirement. Cosmetics Europe continued to monitor horizontal legislative developments that are expected to mandate additional on-pack labelling, such as the Packaging & Packaging Waste Regulation (PPWR) and the ESPR.



## Dual quality of non-food products

In July 2023, the Joint Research Centre (JRC) of the European Commission published the technical report on "Dual quality of non-food products sold in the Single Market". The JRC report confirmed that there is no evidence of discrepancies in the quality of non-food (personal and home care) products available in the European Union. The report also clarified that differentiation in composition is not synonymous with a different quality of a finished product and that this difference can result from several factors.

For cosmetics and personal care products, differences in composition may be due to regulatory requirements which can lead to the reformulation of a product. Hence for the required transition time, products with old formulations may still remain on the market in parallel with roll-out of the reformulated products.

The results of the JCR report helped the legislators to maintain within the Unfair Commercial Practice Directive (UCPD), the concept that differences in product composition are not synonymous with differences in product quality and can result from various factors.

# Sustainability



## Commit for Our Planet

Cosmetics Europe unprecedented industry-wide initiative Commit for Our Planet continued to develop and grow in 2023 with the recruitment of several new Partners and Supporting Partners. Commit for Our Planet encourages all industry actors in Europe, from SMEs to large corporations, to take part in a joint industry effort to reduce greenhouse gas emissions, improve packaging solutions and act for nature. A dedicated Extranet was set up, regular newsletters were sent, feedback meetings were organised, and the initiative tools were updated to provide full support to the initiative Partners in their efforts to fulfil their commitments. Cosmetics Europe continued to promote the initiative through webinars, participation in various conferences and other communication activities on social media.



## EcoBeautyScore Consortium (EBS)

As an associate member of the EcoBeautyScore (EBS) Consortium with an Observer seat at the Steering Committee, Cosmetics Europe followed the principal workstreams of the consortium and contributed actively in particular to the EBS PA/Communications working group. Cosmetics Europe continued to be the link between the Consortium and the wider European cosmetics industry. The output of the EBS was naturally integrated into the Cosmetics Europe overall outreach activities.



## PFAS recommendation

In October 2023, Cosmetics Europe recommended that by December 31st 2025 cosmetics manufacturers phase out the use of per- and polyfluoralkyl ingredients (PFAS)\*, if intentionally added to cosmetic products placed on the market in the European Union, European Free Trade Association (EFTA) countries and the United Kingdom (UK).

\* PFAS are defined according to the 2021 Organisation for Economic Cooperation and Development (OECD) definition: "PFASs are defined as fluorinated substances that contain at least one fully fluorinated methyl or methylene carbon atom (without any H/Cl/Br/I atom attached to it), i.e., with a few noted exceptions, any chemical with at least a perfluorinated methyl group (-CF<sub>3</sub>) or a perfluorinated methylene group (-CF<sub>2</sub>-) is a PFAS".



# Sustainability



## Green Claims Directive (GCD)

Cosmetics Europe assessed the Green Claims Directive (GCD) proposed by the European Commission and responded to the Public Consultation in July 2023. Cosmetics Europe worked together with its members on proposals for amendments and argumentation supporting changes in the directive including an alternative to the ex-ante verification schemes for all claims, the acceptance of private labels and aggregated scoring systems, and opposition to a blanket ban of claims for products containing hazardous substances.

Cosmetics Europe met with key MEPs in Brussels and Strasbourg and followed up on its key asks with them throughout the legislative process. These were taken into account and included in amendments tabled by the European Parliament's Environment, Public Health and Food Safety (ENVI) and Legal Affairs (JURI) committees. Additionally, Cosmetics Europe organised informative webinars for permanent representations and national authorities, during which cosmetic industry experts shared their insights on crucial aspects of the directive.

Cosmetics Europe also collaborated closely with other industry associations (e.g. AIM and AISE) to develop and promote the industry's positions, particularly addressing the potential ban on environmental claims for products containing hazardous substances.

## Empowering Consumers for the Green Transition Directive (ECD)

Empowering Consumers for the Green Transition Directive (ECD) aims to contribute to the European Green Deal Goal by creating a more circular and green economy. The ECD amended the Unfair Commercial Practices Directive to drive more sustainable consumption of products, strengthen consumer rights and help them take informed purchasing decisions. Alongside the Green Claims Directive, the ECD also tackles unfair commercial practices, misleading generic environmental claims (also called greenwashing) and provides a clear regulatory framework for traders. Cosmetics Europe closely followed the latest stage of the Ordinary Legislative Procedure for the adoption process of the ECD and coordinated its advocacy work with other industry association.



## Ecodesign for Sustainable Products Regulation (ESPR)

In 2023, the Ecodesign for Sustainable Products Regulation (ESPR) proposal went through the consideration of the European Parliament and the Council of the European Union in the first half of the year and moved to the trilogue phase in the second half. Throughout the legislative process, Cosmetics Europe continued its advocacy activities on this file focusing on the measures on the sustainable management of unsold consumer goods and the reporting on their destruction. Cosmetics Europe

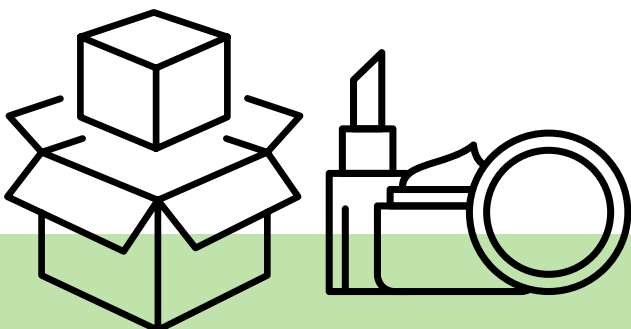
also focused on the prioritisation of product groups for the development of sectoral ecodesign requirements, in particular sustainable performance and information requirements. Finally, the cosmetics industry looked at the provisions laying the ground for the development of the Digital Product Passport (DPP). Following the conclusion of the trilogue on the ESPR, Cosmetics Europe started to analyse the next steps in the implementation of the different provisions in the regulation.

# Sustainability



## Packaging and Packaging Waste Regulation (PPWR)

The Ordinary Legislative Procedure on the Packaging and Packaging Waste Regulation (PPWR) proposal stretched across the entire 2023 and into 2024. Cosmetics Europe successfully ensured that many of its key priorities were reflected in the negotiating position of the European Parliament. Notwithstanding the Council of the European Union's focus on other provisions in the proposal, Cosmetics Europe's priorities were also later reflected in the Council's provisional agreement in early 2024. Cosmetics Europe's key priorities included: packaging minimisation rules that would still allow product differentiation, the digitalisation of certain labelling information, and the restriction of specific packaging formats for cosmetics. Throughout the process, Cosmetics Europe collaborated with a variety of sectoral organisations, including packaging, luxury products, plastic and glass container manufacturers; the paper, spirit and branded product industry as well as the hospitality sector.



## Urban Wastewater Treatment Directive (UWWTD)

Cosmetics Europe started its advocacy campaign around the recast of the Urban Wastewater Treatment Directive (UWWTD) as the legislative proposal went through the Ordinary Legislative Procedure (OLP) further to its publication at the end of 2022.

Cosmetics Europe engaged intensively with the European Parliament and the Council of the European Union as they prepared their respective positions ahead of the trilogue discussions with the European Commission. The Extended Producer Responsibility (EPR) scheme introduced in the proposal was foreseen for only two sectors. It singled out cosmetics as being the second largest contributor to water pollution which Cosmetics Europe strongly disputes. Cosmetics Europe's advocacy focused on ensuring a proportionate and science-based EPR system. Following the adoption of the Parliament and Council's positions (both in October 2023) and the start of the trilogue phase, Cosmetics Europe continued to advocate for a fair, workable and science-based EPR system. Inter-institutional negotiations continued in early 2024.



**Cosmetics Europe's advocacy focused on ensuring a proportionate and science-based EPR system.**

# Sustainability



## Restriction on Intentionally Added Microplastics Proposal

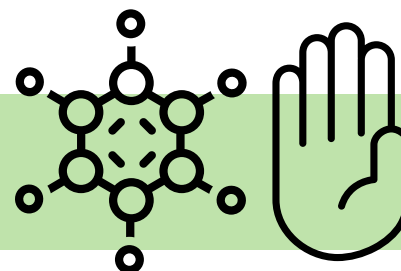
In October 2023, the long-awaited EU Restriction on Microplastics came into effect. The Restriction bans microplastics (referred to as Synthetic Polymer Microparticles) intentionally added to products. It is the most wide-ranging ban on microplastics so far adopted in the world.

The Restriction requires the phase out of microplastics in cosmetics, with different transition times depending on the nature of the product. The 12-year transition time for make-up, lip and nail products is the longest ever granted under a REACH Restriction to date, reflecting the very low volumes of microplastics in these products as well as the complexity of reformulation.

Many areas of this ambitious Restriction require further clarification and interpretation. Cosmetics Europe has been working with its partners from the cosmetics supply chain to provide guidance on compliance with the Restriction. Although cosmetics and personal care products contain very low volumes of microplastics, European Chemicals Agency (ECHA) and the European Commission have recognised that the costs of compliance for the cosmetics industry are higher than other sectors due to reformulation challenges.

**Many areas of this ambitious restriction require further clarification and interpretation.**

**Cosmetics Europe has been working with its partners from the cosmetics supply chain to provide guidance on compliance with the Restriction.**



# International Cooperation



International cooperation is key to help avoid regulatory divergence and the resulting impediments to trade. For Cosmetics Europe, it is important to foster compatibility among regulatory frameworks while recognising the unique context and needs of each region.

Despite the rise of protective regulatory measures in some markets around the world, there is a trend toward regulatory convergence that continues to develop. For more than a decade, Cosmetics Europe has actively worked to strengthen this trend through its international advocacy efforts. Some of the biggest cosmetics markets in the world like the US and China are converging toward legislative frameworks resembling in some respects that of the European Union. Similarly, alignment with the EU model can be seen in the evolution of the legislative frameworks of countries such as Israel, Turkey and Ukraine.

As legislators can interpret regulations in different ways depending on the unique circumstances and priorities of each region, in previous years and during 2023, Cosmetics Europe has continued its efforts in advocating for consistent interpretation of European regulatory standards for cosmetics, both in emerging countries and in regions that currently follow the European Union's framework.

In addition to ensuring consistent interpretation of the European Union's Cosmetics Products Regulation,

the European cosmetics industry continues to strive for regulatory synchronisation. In other words, Cosmetics Europe is working towards ensuring smooth implementation of cosmetic regulations globally to avoid disruption in the supply chain and barriers to trade. For example, in 2023, Cosmetics Europe issued a guidance to help the 50+ markets that follow the European Union's regulatory framework to smoothly implement the updates to the European Union's list of allergens required to be labelled on pack.

Lastly, throughout 2023, Cosmetics Europe continued to engage actively in key international fora including:

- International Organisation for Standardisation (ISO) for the standardisation of innovative analytical and measurement methods.
- The International Cooperation on Cosmetics Regulation (ICCR) to agree on international principles with global regulators on not-yet regulated areas.
- The IAC sister association network to develop joint positions on European or global regulatory developments.

## Key regulatory developments for the cosmetics industry in China

In 2021, China's Cosmetic Supervision and Administration Regulation (CSAR) was implemented. Since then, the Chinese authorities have published several secondary regulations and technical guidelines to further clarify the requirements under CSAR.

Following the 10th EU-China High-level Economic and Trade Dialogue (HED), the EU-China bilateral Technical and Regulatory dialogue for cosmetics resumed in 2023, which Cosmetics Europe strongly welcomes. The renewed dialogue will strengthen constructive cooperation and technical exchanges to support the bilateral trade between the European Union and China.



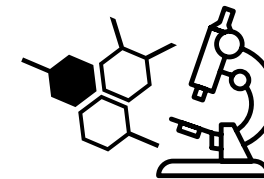
**Cosmetics Europe is working towards ensuring smooth implementation of cosmetic regulations globally**

# Research and Science

The cosmetics and personal care industry has been at the forefront of developing alternatives to animal testing for regulatory safety assessment for decades.

In 2023, the Cosmetics Europe experts worked on two important projects in this area.

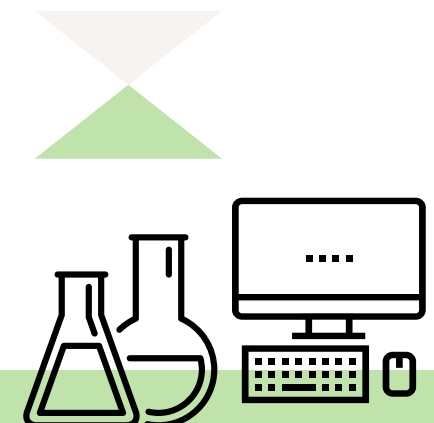
- Cosmetics Europe experts conducted a study to collect data on how parents use cosmetics and personal care products on their infants and babies aged 0-3 years old in Europe. The results of the study will provide new data to industry stakeholders to help them conduct more robust regulatory safety assessments for young children. The results of the study may also be used by regulators, in particular the SCCS, and included in a future revision of the SCCS's Notes of Guidance.
- In addition, Cosmetics Europe experts worked on an article that will provide guidance and recommendations on the key parameters to use when conducting inhalation exposure safety assessments of cosmetic products. The publication will help safety assessors in their daily work and will aim to be a reference document for third parties, including the SCCS.



## Collaborations and partnerships

Throughout 2023, Cosmetics Europe continued to engage in partnerships with organisations such as The European Partnership for Alternative Approaches to Animal Testing (EPAA) and The International Cooperation on Cosmetics Regulation (ICCR), as well as collaborated with initiatives pursuing similar objectives like RiskHunter, ONTOX, PARC, and VHP4Safety.

Furthermore, after playing a pivotal role in its establishment, Cosmetics Europe remained actively involved in various projects of the International Collaboration on Cosmetics Safety (ICCS) in its capacity as a member. The ICCS is a global initiative focused on advancing the adoption of animal-free assessments of cosmetics and their ingredients, for human health and environmental safety.







# Our Team

We take pride in our team.  
We personally care

## GENERAL MANAGEMENT



**John Chave**  
Director-General



**Emma Trogen**  
Deputy Director-General & Head of Legal Department



**Hind Benrhanem**  
HR Manager & Executive Assistant

## PUBLIC AFFAIRS



**Solène Flahaut**  
Director



**Carmela Ciarliero**  
Public Affairs Manager



**Enrico Iacovizzi**  
Public Affairs Manager



**Julie Favoli**  
Junior Public Affairs Manager

## INGREDIENTS DEFENCE



**Florian Schellauf**  
Director



**Estefania Cardamone**  
Senior Issue Manager



**Pamina Suzuki**  
Senior Issue Manager



**Marina Koukoulanaki**  
Project Manager



**Ina Themeli**  
Project Manager



**Torben König**  
Scientific Manager



**Alicia Segbia**  
Project Management Assistant

## LEGAL AFFAIRS



**Emma Trogen**  
Deputy Director-General & Head of Legal Department



**Emilie Rinchard**  
Senior Legal Manager



**Hind Benrhanem**  
HR Manager & Executive Assistant

## COMMUNICATIONS



**Malgorzata Miazek**  
Senior Communications Manager



**Gabriela Lopez Lopez**  
Communications Manager



**Cosmetics Europe**  
the personal care association



# Our Team

We take pride in our team.  
We personally care



## RESOURCES & SERVICES



**Xavier Wouters**  
Accounting Manager



**Delphine Gilles**  
Office Manager & Events  
Supervisor



**Betina Simonsen**  
Senior IT Project  
Manager



**Marianna Zammuto**  
Administrative Assistant

## SCIENCE AND SUSTAINABILITY



**Emma Trogen**  
Deputy Director-  
General & Head of Legal  
Department



**Arianna Giusti**  
Scientific Manager



**Sarah Khirani**  
Sustainability Manager



**Irene Manou**  
Scientific Director EPAA

## TECHNICAL REGULATORY & INTERNATIONAL AFFAIRS



**Gerald Renner**  
Director



**Manuela Coroama**  
Senior Manager



**Maxime Jacques**  
International Relations  
Manager



**Yu-Lun Huang**  
Technical Regulatory  
& International Affairs  
Manager



**Cornélia Garauzel**  
Junior Regulatory  
Affairs Manager

# Our Members and Expert Committees

For more than 60 years, Cosmetics Europe has been an established European trade association for the cosmetics and personal care industry. Our members include cosmetics and personal care manufacturers as well as associations representing our industry at national level, right across Europe.

Our experts are a trusted partner to policy makers on regulatory and scientific matters. We are committed to working collaboratively with all stakeholders to shape a successful future for our members.



## **Our Vision**

A flourishing European cosmetics and personal care industry.



## **Our Mission**

To shape an operating environment conducive to long term growth and a sustainable and responsible future for our industry.

ACTIVE CORPORATE MEMBERS (ACM)



SUPPORTING CORPORATE MEMBERS (SCM)



**Active  
Association  
Members**



**Cosmetics Europe**  
the personal care association

## ACTIVE ASSOCIATION MEMBERS (AAM)

---

### 1. Austria

Fachverband der Chemischen Industrie Österreichs - FCIO

### 2. Belgium

Belgian -Luxembourg Association for manufacturers and distributors of cosmetics, detergents, cleaning products, adhesives and sealants, biocides, related products and aerosol technology - DETIC

### 3. Bulgaria

Bulgarian National Association Essential Oils, Perfumery and Cosmetics - BNAEOPC

### 4. Croatia

Detergents and Cosmetics Affiliation of the Croatian Chamber of Economy

### 5. Czech Republic

Czech Association for Branded Products - CSZV

### 6. Denmark

Kosmetik- og Hygiejnebranchen - K&H

### 7. Estonia

Estonian Chemical Industry Association - ECIA

### 8. Finland

Kosmetiikka- ja hygieniateollisuus ry

### 9. France

Fédération des Entreprises de la Beauté - FEBEA

### 10. Germany

Industrieverband Körperpflege- und Waschmittel - IKW

### 11. Greece

The Hellenic Cosmetic Toiletry and Perfumery Association - PSVAK

### 12. Hungary

Hungarian Cosmetic and Home Care Association - KOZMOS

### 13. Ireland

Irish Cosmetics & Detergents Association - ICDA

### 14. Italy

Cosmetica Italia

### 15. Latvia

The Association of Latvian Chemical and Pharmaceutical Industry - LAKIFA

### 16. Lithuania

Lithuanian Cosmetics and Household Chemicals Producers Association - LIKOCHEMA

### 17. Luxembourg

Belgian - Luxembourg Association for manufacturers and distributors of cosmetics, detergents, cleaning products, adhesives and sealants, biocides, related products and aerosol technology - DETIC

### 18. The Netherlands

Nederlandse Cosmetica Vereniging - NCV

### 19. Norway

Kosmetikleverandørens Forening - KLF

### 20. Poland

Polish Association of Cosmetics and Detergent Industry - PACDI

### 21. Poland

The Polish Union of Cosmetics Industry – Kosmetyczni.PL

### 22. Portugal

Associação dos Industriais de Cosmética, Perfumaria e Higiene Corporal - AIC

### 23. Romania

Romanian Union of Cosmetics and Detergent Manufacturers - RUCODEM

### 24. Slovakia

Slovak Association for Branded Products - SZZV

### 25. Slovenia

Association of Cosmetics and Detergents Producers of Slovenia - KPC

### 26. Spain

Asociacion Nacional de Perfumeria y Cosmética - STANPA

### 27. Sweden

Kosmetik- och hygienföretagen - KoHF

### 28. Switzerland

Schweizerischer Kosmetik und Waschmittelverband - SKW

### 29. United Kingdom

Cosmetic, Toiletry & Perfumery Association - CTPA

## SUPPORTING ASSOCIATION MEMBERS (SAM)

**Serbia:** Association of Detergents and Cosmetics Producers and Importers of Serbia - KOZMODET

**South Africa:** Cosmetic Toiletry and Fragrance Association - CTFA

**Turkey:** Turkish Cosmetics & Cleaning Products Industry Association - KTSD

**Ukraine:** Association of Perfumery and Cosmetics of Ukraine - APCU

## CORRESPONDENT MEMBERS (CM)

---

**EDANA**

**Givaudan**

**Intercos**

**Manufacturers' Association of Israel**

# Board of Directors and Member Committees

## BOARD OF DIRECTORS (BOD)

**Chair: Ms Isabelle Martin – ESTÉE LAUDER**

### Members:

Mr Pascal Berthe – L'OREAL  
Mr Mario Bramante – WELLA  
Mr Raniero De Stasio – ESTÉE LAUDER  
Ms Val Diez – STANPA  
Ms Khathleen Edgar – EDGEWELL  
Ms Shimai Fan – COTY  
Ms Ana Gaspar – COLGATE-PALMOLIVE  
Mr Emmanuel Guichard – FEBEA  
Mr Christophe Hadjur – SHISEIDO  
Ms Birgit Huber – IKW  
Mr Hirofumi Kuwahara – KANEBO - KAO GROUP  
Ms Anne Laissus-Leclerc – LVMH  
Ms Delphine Masson – NAOS  
Ms Julie McManus – RECKITT  
Dr Emma Meredith – C.T.P.A  
Ms Anna Montero – REVLON ELIZABETH ARDEN  
Dr Luca Nava – COSMETICA ITALIA  
Mr Alan Palmer – UNILEVER  
Mr David Panyella – PUIG  
Mr Finn Rasmussen – K.L.F  
Ms Roberta Roesler – NATURA & CO  
Ms Benedicte Roux – PIERRE FABRE  
Dr Arndt Scheidgen – HENKEL  
Mr Adam Sisson – HALEON  
Ms Kate Stockman – KENVUE  
Ms Esperanza Troyano – PROCTER & GAMBLE  
Ms Nathalie Volpe – CHANEL  
Mr Ronald van Welie – N.C.V

## ACTIVE ASSOCIATION MEMBERS (AAM)

**Chair: Mr Ronald van Welie – N.C.V**

### Members:

Ms Gergana Andreeva – B.N.A.E.O.P.C.  
Ms Martina Biskupec – ZDK/CCE  
Mr Bernard Cloetta – S.K.W.  
Ms Ana-Maria Couras – A.I.C.  
Dr Barbara Csecsei – KOZMOS  
Ms Val Diez – STANPA  
Ms Helle Fabiansen – kosmetikoghygiejne K&H  
Ms Helena Gombac Rozanec – KPC - ASSOCIATION OF COSMETICS AND DETERGENT PRODUCERS OF SLOVENIA  
Mr Christian Grundling – F.C.I.O.  
Mr Emmanuel Guichard – FEBEA  
Mr Olof Holmer – KoHF  
Mr Lukas Horak – CSZV  
Ms Birgit Huber – IKW  
Mr Peter Jansson – KoHF  
Mrs Inara Joniskiene – LIKOCHEMA  
Mrs Zanda Jurjane – LAKIFA HYGIEJNEBRANCHEN  
Ms Sari Karjomaa – Kosmetiikka- ja hygienieoollisuus ry  
Mr Kevin Maher – I.C.D.A.  
Dr Emma Meredith – C.T.P.A.  
Mr Hallar Meybaum – ESTONIAN CHEMICAL INDUSTRY ASSOCIATION  
Mr Istvan Muranyi – KOZMOS  
Dr Luca Nava – COSMETICA ITALIA  
Dr Anna Oborska – PACDI  
Ms Anna Patera – P.S.V.A.K.  
Ms Karmen Pečnik – KPC - ASSOCIATION OF COSMETICS AND DETERGENT PRODUCERS OF SLOVENIA  
Ms Jelena Pejcinovic – KOZMODET  
Ms Mihaela Rabu – RUCODEM  
Mr Finn Rasmussen – K.L.F.  
Mr Roman Šterbák – SLOVAK ASSOCIATION FOR BRANDED PRODUCTS  
Ms Francoise Van Tiggelen – DETIC  
Ms Justyna Żerańska – Kosmetyczni.pl

# Board of Directors and Member Committees

---

## **ACTIVE CORPORATE MEMBERS (ACM)**

**Chair: Ms Esperanza Troyano - PROCTER & GAMBLE**

### **Members:**

Mr Pascal Berthe – L'OREAL  
Ms Pamela Bloor – UNILEVER  
Mr Mario Bramante – WELLA  
Dr Raniero De Stasio – ESTEE LAUDER COMPANIES  
Ms Kathleen Edgar – EDGEWELL  
Ms Shimai Fan – COTY  
Ms Ana Gaspar – COLGATE-PALMOLIVE  
Mr Christophe Hadjur – SHIDEIDO  
Mr Hirofumi Kuwahara – KANEBO - KAO GROUP  
Mrs Anne Laissus-Leclerc – LVMH  
Ms Jousselin Magali – L'OREAL  
Ms Isabelle Martin – ESTEE LAUDER COMPANIES  
Ms Anna Montero – REVLON - ELIZABETH ARDEN  
Mr David Panyella – PUIG  
Ms Roberta Roesler – NATURA & CO  
Ms Benedicte Roux – PIERRE FABRE  
Mr Adam Sisson – HALEON  
Ms Kate Stockman – KENVUE  
Ms Nathalie Volpe – CHANEL  
Ms Fabienne Weibel – CHANEL  
Mr Horst Wenck – BEIERSDORF

## **SUPPORTING CORPORATE MEMBERS (SCM)**

### **Members:**

Mr Salomon Dhavaraj – HIMALAYA WELLNESS  
Ms Morgane Duchemin – L'OCCITANE  
Mr George Fatouros – BAYER CONSUMER CARE AG  
Mr Teppei Osami – KOSE  
Mr Sanoshi Onoue – KOSE  
Mrs Delphine Masson – NAOS  
Mrs Julie McManus – RECKITT  
Mr Garrett Moran – ORIFLAME COSMETICS  
Mr Kaur Parminder – BOOTS  
Mr David Vilbert – SISLEY

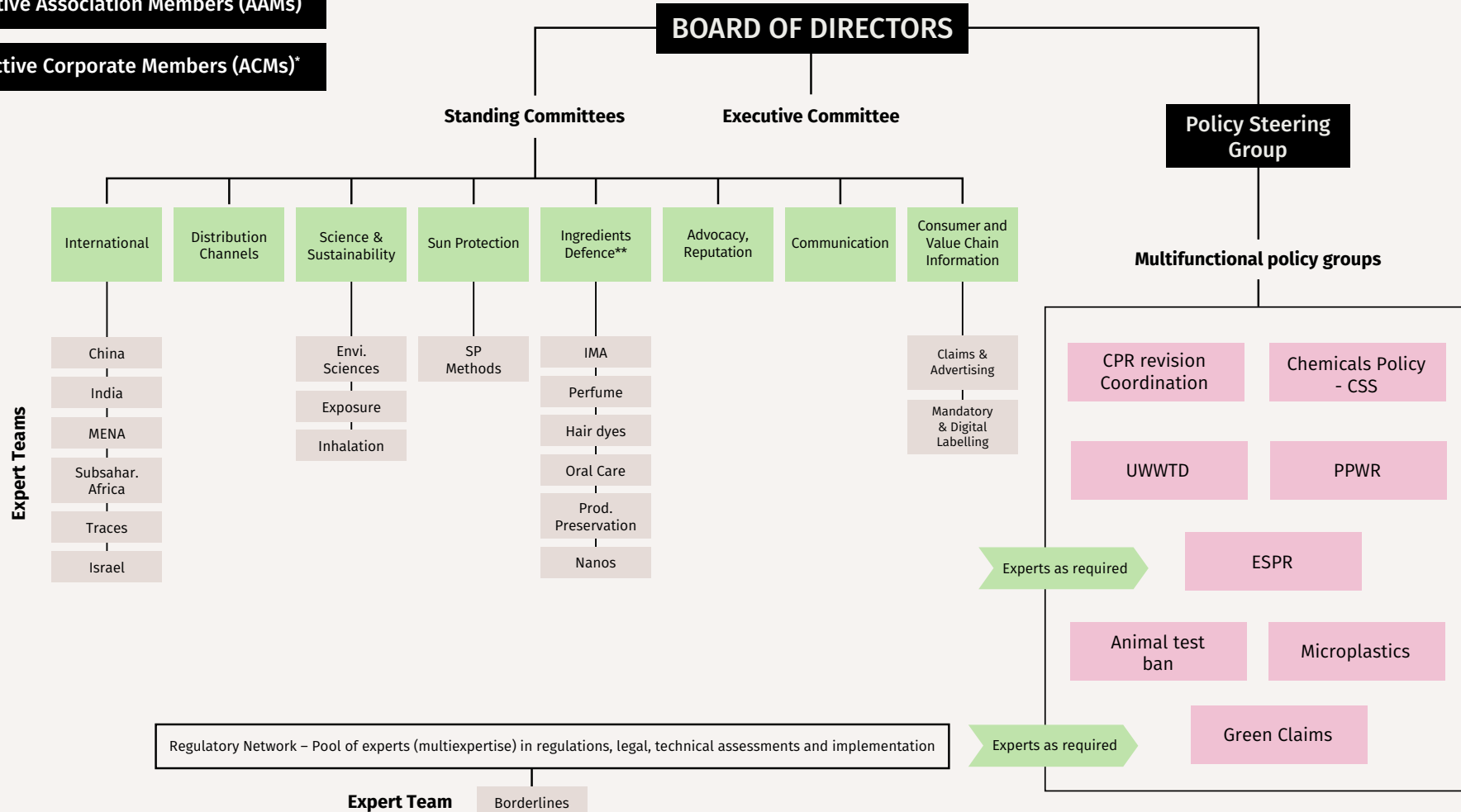




# Our Organisational Structure

Active Association Members (AAMs)\*

Active Corporate Members (ACMs)\*



Regulatory Network – Pool of experts (multiexpertise) in regulations, legal, technical assessments and implementation

**Expert Team** Borderlines

\*Discussion fora for association and corporate members

\*\*SC Ingredients Defense also oversees individual ingredient TFs and Consortia



**Cosmetics Europe**  
the personal care association

**We personally care**