

The Body Shop Canada Limited
Information Regarding Employee Claims

On March 1, 2024, The Body Shop Canada Limited (the “**Company**”) filed a Notice of Intention to Make a Proposal (“**NOI**”) pursuant to Section 50.4(1) of the Bankruptcy and Insolvency Act (Canada), R.S.C. 1985, c. B-3 (the “**BIA**”) and Alvarez & Marsal Canada Inc. was appointed as Proposal Trustee of the Company (the “**Proposal Trustee**”).

Employees terminated after the date of filing (the “**Former Employees**”) have claims against TBS Canada in respect of the following: statutory termination and severance pay, health benefits coverage (or pay in lieu thereof), group RRSP contributions, vacation pay, bonuses, and in some circumstances, reasonable notice damages at common law (which, where applicable, are inclusive of the aforementioned claims).

TBS Canada is working closely with its legal counsel, Davies Ward Phillips & Vineberg LLP, and the Proposal Trustee to finalize the calculations of the claims of the Former Employees.

Once TBS Canada has determined the claim of each of the Former Employees, the Company intends to send each Former Employee an employee claims package that includes:

- a) a single, omnibus proof of claim reflecting the aggregate claim of all of the Former Employees;
- b) a letter explaining the proof of claim and advising the Former Employees that they may (but are not required to) submit their own proof of claim;
- c) a breakdown of the Former Employee’s individual claim amount; and
- d) contact information for the Proposal Trustee to address any questions the Former Employee may have in respect of their claim.

Updates and information regarding these NOI proceedings, including court materials, notices and any reports filed by the Proposal Trustee, will be made publicly available and updated regularly on the Proposal Trustee’s website at www.alvarezandmarsal.com/thebodyshop. The Proposal Trustee can be reached directly at thebodyshop@alvarezandmarsal.com.