

2025 Sustainability Report GRI Table

2025-01-01 ~ 2025-12-31

AROMATICA

Contents

Universal Standards

GRI 2 - General Disclosures

- 1. The organization and its reporting practices
- 2. Activities and workers
- 3. Governance
- 4. Strategy, policies and practices
- 5. Stakeholder engagement

GRI 3 - Material Topics

Disclosures on Material Topics

Topic Standards

101 : Biodiversity

201 : Economic Performance

202 : Market Presence

203 : Indirect Economic Impacts

204 : Procurement Practices

205 : Anti-corruption

206 : Anti-competitive Behavior

207 : Tax

301 : Materials M

302 : Energy

303 : Water and Effluents

305 : Emissions

306 : Waste M

308 : Supplier Environmental Assessment

401 : Employment

403 : Occupational Health and Safety

404 : Training and Education

405 : Diversity and Equal Opportunity

406 : Non-discrimination

407 : Freedom of Association and Collective Bargaining

408 : Child Labor

409 : Forced or Compulsory Labor

413 : Local Communities

414 : Supplier Social Assessment

415 : Public Policy

416 : Customer Health and Safety M

417 : Marketing and Labeling

418 : Customer Privacy

M:Material Topic

GRI Content Index

Statement of Use	AROMATICA has reported in accordance with the GRI Standards for the period '2025-01-01 ~ 2025-12-31'
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	Currently not applicable

Universal Standards

GRI 2. General Disclosures

Disclosures	Disclosure Contents
1. The organization and its reporting practices 2021	
2-1 Organizational details	Company Name: Aromatica Co., Ltd. Co-CEOs: Kim Young-kyun, Lee Jun-ho Date of Establishment: February 1, 2001 Number of employees: 153 Head Office: 41-4, Gangnam-daero 162-gil, Gangnam-gu, Seoul Production Plant Location: 69 Gajangsanupseo-ro, Osan-si, Gyeonggi-do Website: www.aromatica.co.kr Aromatica is an aromatherapy-based scalp & skincare brand that has adhered to the principle of excluding synthetic fragrances and using natural and organic ingredients with proven safety and efficacy. In addition, to enhance the safety and transparency of cosmetic ingredients, Aromatica was the first in Korea to introduce the cosmetic ingredient database and rating system provided by the U.S. non-profit environmental research organization EWG, contributing to the transformation of domestic cosmetic ingredients in a safer direction. Aromatica directly manages key processes from raw material extraction to product development and production, and has established a sustainable manufacturing system at its own production facility, which has obtained COSMOS global organic certification. Furthermore, considering the environmental impact that may occur after product use, Aromatica has introduced recyclable and reusable packaging and a refill system, and has continued its activities for the environment with sustainability as a core value, such as commercializing 100% recycled PET containers for the first time in Korea.
2-2 Entities included in the organization's sustainability reporting	The scope of Aromatica's financial and non-financial performance report covers its headquarters and production facilities. The report includes key achievements from 2023-2025.
2-3 Reporting period, frequency and contact point	[Reporting Period] The reporting period for this report is from January 1, 2025, to December 31, 2025. Some activities and achievements cover the most recent three-year period (2023-2025). This report is published annually, starting with the 2020 Sustainability Report. From the 2023 Sustainability Report onwards, we have been reporting in accordance with the GRI guidelines. [Scope of Report] The financial and non-financial performance in this report includes Aromatica's headquarters (Sinsa-dong, Gangnam-gu) and Aromatica's production plant (Osan-si, Gyeonggi-do). [Report Inquiry] For inquiries regarding this report, please contact us at the information below. Aromatica ESG Team esg@aromatica.co.kr
2-4 Restatements of information	This report has been prepared in accordance with the GRI (Global Reporting Initiative) Standards 2021 (with reference to) as the reporting criteria for sustainable management. Financial performance is reported based on Aromatica's financial statements in accordance with the Korean International Financial Reporting Standards (K-IFRS).
2-5 External assurance	

This report has been third-party verified by Quantified ESG Inc. to communicate our sustainable management activities to stakeholders with greater transparency. This verification was conducted as a Type 1, Moderate Level verification in accordance with the AA1000AS v3 standard, and the scope of verification covers all disclosures included in this report.

 [AROMATICA Independent Assurance Statement FY2025](#)

2. Activities and workers 2021

2-6
Activities, value chain and other
business relationships

Aromatica develops, produces, and sells a variety of beauty & lifestyle products, from hair care to skin care, body care, aromatherapy, and home care, so that people can naturally experience aromatherapy based on essential oils in their daily lives.

2-6 Aromatica Product Categories and Business Areas

Category	detail	Main Products
Hair & Scalp Care	We have established a firm foothold in the hair and scalp care market, centered around Rosemary Shampoo, which has won 11 beauty awards, and Root Enhancer, our best-selling product. Currently, we offer a variety of products, including shampoos, treatments, tonics, and hair oils, across four lines: Rosemary, Tea Tree, Quinoa, and Replenishing. We pursue healthy hair and scalp care by excluding harmful chemical ingredients such as silicones and sulfate surfactants, utilizing plant-derived active ingredients and natural fragrances.	- Rosemary Scalp Scaling Shampoo - Rosemary Root Enhancer
skincare	We apply formulations focused on skin health, centering on active ingredients derived from plants. By excluding synthetic fragrances and harmful chemicals and using skin-friendly ingredients, we develop products suitable for various skin types.	- Soothing Aloe Vera Gel - Vitalizing Rosemary Concentrated Essence
Body care	We introduce a body care line featuring various scents and moods by applying aromatherapy blending. We develop and sell not only bath and body care products such as body oils, body washes, body lotions, body scrubs, and bath salts, but also body tools such as gua sha, and hand care products such as hand washes and hand creams.	- Serene Body Wash Lavender & Marjoram - Grace Perfume Body Oil Rose & Geranium
Feminine Care	Since developing and launching a fragrance-free feminine wash in 2016 at the request of customers, it has been greatly loved by female consumers, winning various awards including six Olive Young Awards and induction into the Hwahae Hall of Fame. Since then, it has been continuously expanding its feminine care category by additionally launching feminine cleansing mists and feminine perfumes.	- Pure & Soft Feminine Wash - Pure & Soft Feminine Perfume
Aromatherapy	We provide 100% pure essential oils dried and extracted under optimal conditions from around the world. In addition, we introduce aromatherapy products blended with formulations that maximize the efficacy of essential oils, as well as carrier oils for blending, enabling you to experience the healing power of nature in your daily life.	- 16 Types of Essential Oils - Organic Golden Jojoba Oil - Unburden Stress Relief Balm
Home care	To help you put Aromatica's philosophy into practice in your daily life, we offer a variety of products for a sustainable lifestyle, such as dental care products like toothpaste and toothbrushes, and dispenser containers for refills.	- Tea Tree Scented Balancing Toothpaste - Bamboo Toothbrush Duo
Zero waste	To promote a culture of refilling and reuse, we are selling 10L bulk products and reusable amenity containers for zero-waste shops and hotel/resort amenities.	- Eucalyptus Shampoo 10L - Eucalyptus Hand Wash 10L

2-7
Employees

Aromatica's number of employees in 2025 is 153, a 9.3% increase from the previous year. By age group, those in their 30s are the most numerous, and the proportion of female leaders is 41%.

2-7 Employee Status

standard	division	Number of employees (persons)	ratio(%)
gender	male	50	33%
	female	103	67%
By age	20s	30	20%
	30s	92	60%
	40s	26	17%
	50s	4	3%
	60s	1	1%
By employment type	Regular employee	142	93%
	contract worker	11	7%
executive	male	17	59%
	female	9	41%
Total number of people		153	100%

2-8
Workers who are not employees

During the reporting period, there were no workers who were not employees but were involved in the performance of our duties, although there was no direct employment relationship with Aromatica.

2-8 Non-employee workers

item	2023	2024	2025
dispatched workers	0	0	0

3. Governance 2021

2-9	
Governance structure and composition	Aromatica's governance structure consists of the Board of Directors, the highest decision-making body, the Audit Committee, which oversees the duties of directors and management, and the Transparent Management Committee, which manages and supervises the transparency of internal transactions and ethical management. The Board of Directors consists of a total of five members, including two inside directors and three outside directors, and plays a role in checking and supervising the management, including outside directors with independence and expertise. During the process of listing on the KOSDAQ market, the agreement between the largest shareholder and the second-largest shareholder was changed, and as part of the restructuring of the governance structure, the existing non-executive director voluntarily resigned. Accordingly, the composition of the Board of Directors was adjusted from six members in 2024 to five members in 2025. In accordance with Article 393, Paragraph 4 of the Commercial Act (Reporting on the Execution of Duties by Directors), the Board of Directors holds regular meetings once per quarter, and extraordinary meetings are held as needed. A total of 8 Board meetings were held during 2025, and the attendance rate of outside directors was 92%. Aromatica has established and operates an Audit Committee and a Transparent Management Committee within its Board of Directors to strengthen responsible management and transparency from an ESG perspective. The Audit Committee was established in accordance with the Commercial Act to independently audit the company's finances, accounting, and overall operations, and consists of three outside directors who have no special relationship with Aromatica. The Transparent Management Committee operates to strengthen internal controls and enhance the fairness of transactions and the company's transparency, and consists of one inside director and two outside directors. Through these efforts, Aromatica is continuously striving to enhance management transparency, ethical management, and the independence of its Board of Directors.  Aromatica Articles of Association  Aromatica Board of Directors Operating Regulations  Aromatica Audit Committee Operating Regulations

2-10
Nomination and selection of the highest governance body

Aromatica selects directors with experience and expertise to form a board of directors that meets sustainable management and ESG management standards. In particular, outside directors must additionally meet independence requirements, taking into account whether they have a special relationship or conflict of interest with the company's management or major shareholders.

- Expertise: Possesses specialized knowledge that can contribute to key decision-making in finance, law, environment, and social fields.
- Experience: Must have sufficient experience and a proven track record in the relevant industry and job function.
- Job relevance: Individuals with competencies suitable for the company's business areas and ESG strategy implementation.
- Independence: Individuals who can make decisions from an independent position from the company and its key stakeholders.

Director candidates are selected through an internal review and recommendation process and are ultimately appointed with the approval of the general meeting of shareholders. All members of the Board of Directors meet all legal requirements mandated by the Commercial Act and related laws and regulations. In particular, directors are appointed by considering the independence and expertise of the Board of Directors, as well as non-financial factors such as ESG.

2-10 Board of Directors Composition Status

division	name	role	Major Career
internal director	Kim Young-kyun	Representative Director (Co-director), Chairman of the Board	Aromatica Each Representative
	Lee Jun-ho	Representative Director (Co-Director), Chairperson of the Transparent Management Committee, Member of the Transparent Management Committee	Aromatica Each Representative
outside director	No Eun-yeol	Chairperson of the Audit Committee, Member of the Audit Committee (separate appointment), Member of the Transparent Management Committee	Certified Public Accountant
	Heo Si-won	Member of the Audit Committee, Member of the Transparent Management Committee	lawyer
	Ok Yong-sik	Member of the Audit Committee	Professor at the School of Environmental and Ecological Engineering, Korea University

2-11
Chair of the highest governance body

In accordance with AROMATHERAPY's articles of incorporation and board of directors' operating regulations, CEO Kim Young-kyun also serves as the chairman of the board of directors.

Aromatica has appointed three independent and professional outside directors in addition to two inside directors to enhance the independence of its board of directors and strengthen management transparency, thereby making transparent decisions across all aspects of management.

Furthermore, for the same purpose, we operate an Audit Committee and a Transparent Management Committee as organizations under the Board of Directors. The Audit Committee, composed entirely of outside directors, independently monitors the Board of Directors and the company's management, while the Transparent Management Committee is responsible for reviewing internal controls, ethical management, and the fairness of transactions. Through these mechanisms, Aromatica strives to enhance management transparency through the independent operation of its Board of Directors and its sub-committees.

2-12
Role of the highest governance body in overseeing the management of impacts

As the highest decision-making body, the Board of Directors deliberates and resolves on matters stipulated by law and the articles of incorporation, matters delegated by the general meeting of shareholders, and important matters concerning the company's basic management policies and execution of duties. In addition, it plays a role in managing and supervising key issues and risks related to sustainable management and environmental, social, and governance (ESG) matters, and to this end, it supplements the Board's decisions through the advice and deliberation of its subordinate committees when necessary.

In 2025 , a total of eight board meetings were held, focusing on key management strategies and financial decisions, including the pursuit of a KOSDAQ market listing . By establishing internal accounting control regulations and deliberating on agenda items such as the approval of new share issuance and existing share sales related to the listing, the company substantially strengthened its internal control and disclosure responsibility system. This was a process of further systematizing the supervisory function on the existing governance foundation.

2-12 Board Meeting Agenda

date	Board of Directors agenda
2025-01-09	1. Convocation of an Extraordinary General Meeting of Shareholders (Amendment of Articles of Incorporation) 2. Cancellation of the Grant of Stock Options 3. Establishment of a Transfer Agent 4. Establishment of an Overseas Subsidiary
2025-02-07	1. Matter regarding the convocation of an Extraordinary General Meeting of Shareholders (Capitalization of Reserves)
2025-03-13	1. Convocation of the Annual General Meeting of Shareholders 2. Establishment of Internal Accounting Control Regulations and Business Guidelines 3. Re-resolution on the Recovery of Remuneration, etc. from Related Parties * Reporting Items ① Confirmation and Reporting of the Results of the External Audit of the 2024 Financial Statements
2025-04-11	1. Matters concerning the pursuit of listing on the KOSDAQ market 2. Matters concerning the cancellation of the grant of stock options
2025-04-30	1. Approval of concurrent business activities for prospective executive (Min Dong-il) 2. Extension of working capital loan term and new borrowing
2025-08-11	1. Matter of Gratuitous Gift of Common Stock * Reporting Item ① Report on Additional Matters for Deliberation by the Transparent Management Committee
2025-09-29	1. Approval of the issuance of new shares and sale of existing shares for listing on the KOSDAQ market 2. Approval of the issuance of new shares via private placement for listing on the KOSDAQ market 3. Matters concerning preferential allocation during the initial public offering
2025-11-19	1. Re-approval regarding the public offering of new shares and sale of existing shares for listing on the KOSDAQ market following the determination of the offering price 2. Re-approval regarding the private placement of new shares for listing on the KOSDAQ market following the determination of the offering price 3. Approval regarding the establishment and closure of bases

2-13
Delegation of responsibility for managing impacts

Aromatica operates a management and supervision system for ESG management, centered around the Transparent Management Committee and the Audit Committee under the Board of Directors.

The Transparency Management Committee, chaired by an inside director and composed of two outside directors with expertise in finance and legal affairs, performs management and supervisory functions over the entire ethical management, internal control, and transparent management system. In addition, the Audit Committee, composed entirely of outside directors, including an ESG expert professor and finance and legal experts, performs independent supervisory functions over all financial and non-financial areas.

The ESG Team in the Brand Heritage Department, which has been delegated the responsibility for implementing ESG management by the Board of Directors, is in charge of measuring, managing, and identifying improvement tasks for the company's overall ESG performance. It reports the results of its analysis of key ESG issues and performance to the Board of Directors and relevant committees annually. The ESG Team functions as the working-level operational organization for the company's ESG promotion system, comprehensively managing sustainable management strategy formulation, environmental and social impact management, supply chain management, and responsible management tasks.

In this way, Aromatica is establishing a governance system to ensure that the strategy, implementation, management, and supervision of ESG management are organically carried out based on a system of delegated responsibility and reporting that extends from the Board of Directors to committees and working-level organizations.

2-14
Role of the highest governance body in sustainability reporting

Aromatica operates a clear decision-making structure for the systematic management of key risks and opportunities related to sustainable management, as well as its environmental and social impacts. Key agenda items related to sustainable management are first discussed at regular executive meetings and then reported to the board of directors for final deliberation and decision-making.

In particular, the Board of Directors, the highest decision-making body, reviews the key disclosures and the status of sustainable management initiatives included in the report before its publication, and receives reports on the material topics reflected in the report and the corresponding response directions. Aromatica manages related risks, opportunities, and action plans based on the material topics identified through the 2023 materiality assessment, and the corresponding goals, budgets, and action plans are continuously discussed and reflected in the internal decision-making process.

To support this, we have established a task force (TF) and an inter-departmental collaboration system centered around the ESG Team, a working-level organization dedicated to ESG management. We are also identifying improvement tasks to embed ESG throughout the organization. In particular, in 2025, we strengthened the foundation for sustainable management to be practically implemented across all organizational operations by reflecting ESG implementation tasks in the company-wide management goal (KPI) system.

Aromatica has also established sustainable packaging guidelines and begun operating an implementation system to apply them to its actual business. The company has developed and applied its own 'Sustainable Packaging Index (SPI)' for use in new product development and purchasing decisions. The SPI is an internal evaluation index that comprehensively considers factors such as the use of recycled materials, ease of reuse, and environmental impact of packaging. If a product does not meet the standards or inevitably fails to meet the target index, a plan for improvement is established for future product renewal.

Aromatica has designated this year as the first year of implementation, as it has begun to operate by linking sustainable packaging standards and internal evaluation indicators to actual decision-making processes. The company is strengthening its implementation foundation to achieve its 2030 sustainable packaging goals.

2-15
Conflicts of interest

Aromatica has established and operates the 'Related Party Transaction Regulations' to prevent conflicts of interest that may arise during the course of business and to ensure objectivity and fairness in decision-making. Accordingly, when a transaction with a related party occurs, it undergoes a prior deliberation and fairness review process, and the Transparent Management Committee under the Board of Directors deliberates and reviews the appropriateness and transparency of the transaction.

In addition, for agenda items with potential conflicts of interest, we support fair decision-making by reflecting the independent opinions of outside directors. Meanwhile, key information related to conflicts of interest, such as the status of controlling shareholders and details of transactions with related parties, is disclosed to external stakeholders through semi-annual and annual reports in accordance with the Financial Investment Services and Capital Markets Act. Aromatica plans to continue strengthening its internal control system and ethical management to prevent conflicts of interest.

2-16
Communication of critical concerns

Aromatica is establishing a systematic compliance management system to practice ethical management based on free and transparent communication with internal employees and external stakeholders.

Internally, we have established the 'Aromatica Harmony' labor-management council to facilitate the reception and resolution of employee grievances and opinions. We have also designated a grievance officer to provide counseling and mediation. This allows employees to formally raise various grievances, and through the Harmony counseling program, we accurately assess situations and develop appropriate response plans. Additionally, we operate a dedicated email address (compliance@aromatica.co.kr) for external stakeholders to report issues such as ethical violations and unfair transactions. All reports are treated with strict confidentiality, and the protection of the whistleblower's identity and rights is rigorously managed in accordance with internal regulations.

2-17
Collective knowledge of the highest governance body

Aromatica operates a decision-making structure based on collective expertise, with a board of directors possessing diverse professional backgrounds in finance, law, ESG, business strategy, and industry insights.

In 2025, we will establish a foundation for more systematically managing the expertise and capabilities of board members and consider strengthening the decision-making system based on the collective knowledge of the entire board.

In the future, Aromatica plans to systematically manage the skills and expertise of its board members by introducing a Board Skill Matrix (BSM). It will also continuously enhance the collective capabilities of its board by regularizing education and information sharing on key issues such as ESG, risk management, internal control, and industry trends for all board members, including outside directors.

2-18
Evaluation of the performance of the highest governance body

Aromatica has implemented a board performance evaluation starting this year to strengthen governance transparency and accountability in preparation for its IPO in 2025. This evaluation was conducted to assess the effectiveness of the board's operations and identify future areas for improvement, and it was carried out through an internal survey targeting two inside directors and three outside directors.

The evaluation items consisted of the composition and roles of the board of directors, the independence of the board, the efficiency of the board, and the activities of committees within the board. The overall average score was 4.73 out of 5. The evaluation results confirmed that the board of directors faithfully performs the company's major decision-making and supervisory functions, and received an overall positive evaluation in terms of operational efficiency, including agenda setting, provision of materials, prior reporting, opportunities for discussion, and follow-up checks.

The areas for improvement identified include systematizing the training program for new directors, encouraging separate meetings

among outside directors, and expanding board discussions on strategic agenda items such as mid- to long-term management strategies and risk management. Aromatica plans to reflect the evaluation results in improving board operations and strengthen the board's oversight function on key sustainability-related agenda items.

2-18 Performance Evaluation of Top Decision-Making Bodies

Evaluation Area	Key evaluation details	Rating/Maximum
Board of Directors Composition and Role	Board expertise, adequacy of membership, frequency of meetings, monitoring of management goals and performance, key decision-making and oversight functions, training system for new directors	4.73/5
Board independence	Composition centered on outside directors, independence standards and appointment procedures, decision-making independent from management, operation of separate meetings among outside directors	4.5/5
Board of Directors efficiency	Timely introduction of agenda items, provision of materials and information, advance reporting, opportunities for discussion, monitoring of follow-up actions, accessibility of information, possibility of utilizing external experts	4.79/5
Committee within the Board of Directors	Appropriateness of committee composition, independence centered on outside directors, performance of the chairperson's role, compliance with regulations and procedures, frequency of meetings	4.88/5
Overall average		4.73/5

The evaluation of the Board of Directors consists of a total of four areas: composition and role, independence, operational efficiency, and committee activities. It is designed with 22 evaluation questions and open-ended questions for each area. **The open-ended questions were included to identify the best aspects of current board operations and areas requiring future improvement. ***A 5-point Likert scale (1 point: Not at all, 2 points: Not, 3 points: Neutral, 4 points: Agree, 5 points: Strongly agree) was used for the evaluation.

4. Strategy, policies and practices 2021

2-22 Statement on sustainable development strategy	Hello, I'm Kim Young-kyun, the founder. I first encountered aromatherapy over 20 years ago in Australia, where my family lived. Experiencing the culture of preventing and caring for the body with essential oils and herbal products, I wanted to introduce it to Korea. While studying aromatherapy and herbal remedies, I learned that synthetic fragrances are widely used in many products we use. This became the starting point for me to share the value of natural essential oils with more people. Initially, we supplied raw materials by importing natural and organic essential oils. Later, we decided that we should create cosmetics ourselves based on safe ingredients, and that's how AROMATICA began in 2004, with our foray into research and development and production. AROMATICA's journey started with questioning the impact of the products we use every day on people and the environment. That sense of awareness and responsibility from back then continues to be the standard for AROMATICA's management today. Based on this philosophy, Aromatica has been practicing ESG management focused on resource reuse and recycling in response to the plastic use and waste problems in the cosmetics industry. In 2021, it commercialized the first 100% recycled transparent PET containers in Korea and introduced refill stations. Since 2025, it has been operating the 21st of every month as 'Refill Day', expanding opportunities for consumers to experience refill culture. Furthermore, by participating in the 5th Intergovernmental Negotiating Committee (INC-5) meeting for the UN Plastic Treaty, we confirmed that solving the plastic problem is a challenge that various stakeholders must address together. As international consensus is still insufficient, AROMATICA aims to create tangible change and expand solutions for a circular economy. 2025 is a pivotal year for Aromatica, marking a turning point in strengthening corporate transparency and accountability through its KOSDAQ listing. We believe that the listing is not just a milestone for growth, but a starting point that demands a higher level of responsible management. Accordingly, we are advancing our sustainable management system to meet global standards and laying the groundwork for the company's growth and social responsibility to go hand in hand. Based on its 2030 sustainability goals, Aromatica is focusing on four key directions: responding to the climate crisis, implementing sustainable packaging, developing healthier products for people and the planet, and restoring communities. In addition, it has obtained SBTi greenhouse gas reduction target approval and is strengthening its climate response foundation by building a greenhouse gas inventory. Moving forward, we will continue to consider and practice sustainability throughout the entire journey of our products, from development, production, distribution, and sales, to the post-consumption process. We will responsibly move forward with all our employees on the path to creating better change for people, the environment, and future generations. Thank you. 
2-23 Policy commitments	Aromatica operates policies and guidelines for sustainable management, ethical management, respect for human rights, and environmental protection. We have established fundamental management principles and transparent decision-making procedures through our articles of incorporation, and we outline ethical conduct, anti-corruption measures, and fair trade standards for our employees through an ethics pledge. Furthermore, our human rights management policy commits us to protecting the human rights of our employees and stakeholders, prohibiting discrimination, and fostering a safe working environment. In addition, since the publication of the "Environmental Management and Respect for Life Declaration" in 2013, we have adopted environmental and ecosystem protection and resource circulation as core management principles. We operate an environmental management system based on ISO 14001, primarily at our production site (Osan Plant). In addition, to ensure quality and safety throughout the entire cosmetic manufacturing process, we systematically manage raw material management, manufacturing processes, and overall quality control based on ISO 22716 (Cosmetics - Good Manufacturing Practices - Guidelines on Good Manufacturing Practices, GMP) certification. These policies and management systems apply to all employees, and their implementation is managed through regular training and internal audits. AROMATICA will continue to enhance its policies and management systems for ethical and sustainable management in the future.  Aromatica Articles of Association  Aromatica Ethics Pledge  Aromatica Human Rights Management Policy  Aromatica Environmental Management System Certificate (ISO 14001)  Aromatica Certified for Good Manufacturing Practices and Quality Control Standards for Cosmetics (ISO 22716)
2-24	

Embedding policy commitments	Aromatica has announced its human rights management policy to create a happy and healthy organizational culture for its members, and all members must personally sign and commit to the ethics pledge. Workplace sexual harassment and bullying that occur in the work environment can be reported directly to the grievance officer. To prevent this, we conduct annual online training on sexual harassment prevention and workplace bullying prevention. In addition, in 2025, to raise awareness and strengthen prevention capabilities, we invited an external labor attorney to conduct workplace harassment and sexual harassment prevention training for leaders at the team leader level and above, with one session each at the headquarters and the factory.
2-25 Processes to remediate negative impacts	Aromatica has established procedures to respond quickly and systematically in the event of ethical violations or misconduct. All processes prioritize the safety and rights of whistleblowers and victims and operate according to the following procedures. [Grievance Handling Process] • Reporting through the grievance officer *Grievance Officer: To facilitate the submission of grievances by members, three representatives from 'Aromatica Harmony' (Labor-Management Council) (2 from Sinsa, 1 from Osan) have been appointed and are currently serving as grievance officers. • Fact-finding and consultation - The grievance counselor will review and counsel on the reported content, ascertain the facts, and ensure the confidentiality of the identity and content. • Decide on and implement measures - Take appropriate action based on the results of the fact-finding investigation and implement victim protection measures. • Notification of results and prevention of recurrence - Inform the perpetrator/victim of the outcome and prevent secondary harm. • Preventive education and organizational culture improvement - Continue to conduct regular in-house preventive education and campaigns.
2-26 Mechanisms for seeking advice and raising concerns	Aromatica fosters a healthy ethical and compliance culture by ensuring all employees share responsibility and continuously operating internal management standards for fair and transparent business practices. All employees sign an ethics pledge, and we continue to conduct inspections and management activities to prevent risks related to unfair trade and corruption. In addition, we operate a whistleblowing system that allows not only internal members but also stakeholders, including partners and third parties, to report compliance violations such as misconduct, workplace sexual harassment/bullying, and abuse of power. Reported information is managed to protect the identity of the whistleblower and is processed according to internal standards to ensure that no disadvantages arise from the report. Depending on the severity of the matter, we request improvements or take action in accordance with our employment rules, and we continue to monitor and inspect our internal management system to prevent the recurrence of similar cases. Meanwhile, with the establishment of a dedicated compliance organization, we plan to gradually advance our systems to enhance the accessibility and anonymity of reporting channels and build a more reliable grievance handling and reporting system for stakeholders.
2-27 Compliance with laws and regulations	Aromatica continuously complies with relevant laws and regulations for legal compliance and ethical management, and no significant violations of laws or sanctions occurred during the 2025 reporting period. * However, please refer to the GRI 416-2 indicator for the progress of legal actions taken in 2025 regarding administrative dispositions that occurred in the previous year.
2-28 Membership associations	Aromatica participates in domestic and international councils and initiatives to strengthen its environmental and social responsibilities throughout the entire product production and distribution process. In Korea, we are a member of the Korea Packaging Recycling Cooperative, participating in fulfilling packaging recycling obligations and establishing a resource circulation system. We also participate in the 'Household Chemical Safety Promise Council' to strengthen the safety of household chemical products and consumers' right to know, promoting voluntary safety management activities such as full ingredient disclosure and raw material safety checks. Furthermore, since 2015, we have been registered with The Vegan Society in the UK, adhering to vegan product certification standards and contributing to the expansion of ethical consumption.

5. Stakeholder engagement 2021

2-29
Approach to stakeholder engagement

Aromatica defines its key stakeholders, including customers, employees, partners, shareholders, and investors, and communicates with each stakeholder through channels tailored to their specific characteristics. We gather feedback from employees through labor-management councils and "Harmony," a regular communication meeting introduced in 2025, and strengthen mutual cooperation with partners through meetings. For shareholders and investors, as a listed company, we plan to gradually operate official participation channels such as future general meetings of shareholders based on transparent information provision. The collected opinions are used as reference materials for major issue management and sustainable management activities.

2-29 Stakeholder Participation

Key Stakeholders	Major communication channels	Response activities
Employees	Labor-Management Council "Harmony", Corporate Culture TF "Carbohydrate, Protein, Fat", Company-wide Town Hall Meeting "Communication Day", Incumbent Employee Capacity Building Training	Receiving and reviewing employee grievances and difficulties Strengthening the sharing of corporate culture and values Sharing key company-wide management status
customer	Official Website (Q&A, Suggestions) Official Social Media Channels (YouTube, Instagram, Blog, etc.) Official Offline Stores Consumer Invitation Program	Safe product usage and accurate information delivery; listening to customer feedback; and enhancing the customer experience
Shareholders and investors	Regular General Meeting of Shareholders, Investor Relations, Earnings Announcements, Posting of Investment Information on Website, Responding to Individual Investor Inquiries, Publication of Sustainability Report	Enhancing investment information disclosure and accessibility, protecting shareholder rights and providing transparent information, and sharing sustainable management strategies and business performance.
Related organizations and associations	Stakeholder Cooperation Meetings, Associations and Forums, Collaboration and Sponsorship by Related Organizations, Member Companies of the Korea Packaging Recycling Business Cooperative	Government Policy Changes and Responses
local community	Employee Social Contribution Activities, Environmental Campaigns, and Education Programs	Delivering environmental values and collaboration for mutual growth with the local community

2-30
Collective bargaining agreements

Aromatica operates a labor-management council by electing employee representatives to officially gather employee opinions and discuss improvements to the working environment. In 2025, to strengthen the role of the labor-management council, the council's name was changed to 'Aromatica Harmony,' and three new employee representatives were appointed (two from the headquarters in Sinsa, one from the Osan factory). The labor-management council meets quarterly to discuss key matters related to working conditions, such as improving employee welfare, handling grievances, safety management, and organizational culture. Furthermore, we are continuously expanding communication with employees through various agendas, including sharing business goals and visions, holding discussions, and year-end parties. Currently, Aromatica does not have any collective bargaining agreements based on labor unions, but we are reflecting employee opinions and building mutually cooperative labor-management relations centered on the labor-management council.

2-30 Labor-Management Committee Agenda

date	Discussion details	participant
2025-04-16	- Advance sharing of 2025 performance evaluation system reform details - Internal discussions underway regarding expanded hiring of people with disabilities - Sharing of key details regarding the listing schedule	Worker Representatives: 3 people Employer Representatives: 3 people
2025-07-09	- Operation of an internal English nickname system - Review and improvement of internal communication processes - Replacement of office chairs to improve the working environment - Expediting the proposal approval process - Implementation of a policy to refrain from contact outside of business hours	Worker Representatives: 3 people Employer Representatives: 3 people
2025-09-22	- Discussion on improvements regarding equity in break times between smokers and non-smokers - Review of operational standards for the individual provision of corporate credit cards - Gathering opinions on improvements to welfare systems, such as refresh benefits and the operation of employee retreat centers	Worker Representatives: 3 people Employer Representatives: 3 people
2025-11-25	- Implementation of follow-up measures for matters discussed at the Labor-Management Council - Review and implementation regarding the change of lunch providers at the Osan Plant - Gathering member opinions regarding the operation of the year-end party - Collection of member opinions regarding organizational restructuring	Worker Representatives: 3 people Employer Representatives: 3 people

GRI 3. Material Topics

Disclosures	Disclosure Contents
Disclosures on Material Topics 2021	

3-1 Process to determine material topics	Aromatica conducted its first materiality assessment in 2023 to promote sustainable management and systematically manage ESG issues affecting the company. In particular, it applied a double materiality assessment that considers both social and environmental (Impact Materiality) factors and financial (Financial Materiality) factors, deriving four key themes that have a significant impact on the company's sustainability. The identified key issues reflect Aromatica's sustainable management direction and stakeholder expectations. Based on these, we established and are currently implementing our 2030 Sustainability Goals. These goals are core management standards for the company's long-term value creation and responsible management, and we continuously monitor related indicators and implementation status through quarterly reviews. Aromatica will continue to reflect global ESG trends, regulatory changes, and stakeholder opinions, periodically review important issues, and establish more effective sustainable management strategies. [Process] Step 1. Identifying sustainability issues: We broadly identified sustainability-related issues, including global standards, industry trends, regulatory changes, stakeholder opinions, and internal sustainability management activities and performance, resulting in a total of 19 issues. Step 2. Double Materiality Assessment: Select key issues directly and indirectly linked to corporate sustainability by evaluating the derived sustainability issues from the perspectives of social and environmental impact (Impact Materiality) and financial impact (Financial Materiality). • Analysis of social and environmental impact Global Reporting Initiative (GRI) report framework, MSCI standards, peer industry benchmarking, employee ESG issue survey results, media reports, and the impact of Value Chain opportunities and risks. • Analysis of Financial Impact Review of global evaluation standards (DJSI, MSCI, SASB, KCGS) and analysis of financial impact through thematic evaluation by verifiers. Step 3. Selecting Important Issues: Select 4 important topics according to the weight of each category through the evaluation of Step 1 and Step 2.
---	--

3-2

List of material topics

Based on this double materiality assessment, Aromatica has selected four key topics.

3-2 Important Topics

major issue	Importance of impact	Financial Importance	GRI-linked indicators
Ingredients safe for the human body	■■■■■	■■■■■■	416 Customer Safety and Health
Raw materials with low environmental risk	■■■■■	■■■■■	301 Raw Materials
Creation of a resource circulation ecosystem	■■■■■■	■■■■■	306 waste
Sustainable packaging	■■■■■	■■■■■	306 waste

3-3 Management of material topics	Aromatica is systematically promoting ESG management centered on its 2030 sustainability goals, which were established based on the identified key topics. We are continuously monitoring the progress of our goals by setting action tasks and management indicators for each key topic, and we are managing our performance through regular monitoring. Furthermore, we enhance the effectiveness of our ESG management by reflecting relevant issues and expectations through communication with key stakeholders and deriving improvement directions for our implementation tasks. We will continue to manage and monitor the progress of our 2030 goals and maintain responsible sustainable management through transparent information disclosure.
--------------------------------------	--

 3-3 2030 Goals and Strategies

4 Pillars	Strategies
for our planet carbon neutrality to respond to the climate crisis	Establishment and implementation of reduction targets based on the SBTi* 1.5°C scenario
	42% reduction in Scope 1 & 2 greenhouse gas emissions compared to 2023
Implementing sustainable packaging for resource circulation through our packaging	Plastic container recycled material ratio of 70% or more
	50% or more of refill products and refillable items
	100% sustainable paper purchasing rate
with our products, developing healthier products for people and the planet	Increase the use of RSPO-certified ingredients to 50%
	Discovery of essential oils from domestic native and indigenous plants and product development
	Achieved 90% biodegradability certification for rinse-off products
towards a happier community: Community restoration through positive influence	Emotional support for vulnerable women through aromatherapy (3,500 people)
	100% participation of all employees in social contribution programs
	Operation of Join the Circle for all generations (50,000 people)

SBTi (Scienced Based Target Initiative) is a global coalition established in accordance with the Paris Climate Agreement, presenting principles that require companies to measure greenhouse gas emissions and verify reduction activities based on scientific evidence.

Topic Standards Disclosures

Disclosures	Disclosure Contents
-------------	---------------------

GRI 101 : Biodiversity 2024

3-3_101
Biodiversity

Aromatica is a brand that produces products based on plant-derived ingredients, and we recognize the importance of the soil and ecosystem that form the basis for the growth of these ingredients. Raw material procurement and production activities can directly and indirectly affect soil and ecosystems, and in particular, the health of raw material production sites and surrounding habitats is a key management area linked to biodiversity. Accordingly, Aromatica is promoting activities to mitigate these potential negative impacts and minimize ecosystem disturbance, and we aim to gradually advance our system for identifying and managing nature-related impacts. In 2025, through Project Soil, we carried out activities to remove ecosystem-disturbing plants and restore native species in the green spaces along farmland boundaries in the Gammu-myeon area of Goesan-gun.

101-1
Policies to halt and reverse biodiversity loss

Aromatica does not currently have an independent internal policy that explicitly stipulates the protection of biodiversity and the cessation and reversal of its loss.

However, as a brand that values plant-derived ingredients, we recognize that the cultivation, harvesting, and extraction processes of these ingredients directly and indirectly affect soil health, ecosystem balance, and local biodiversity.

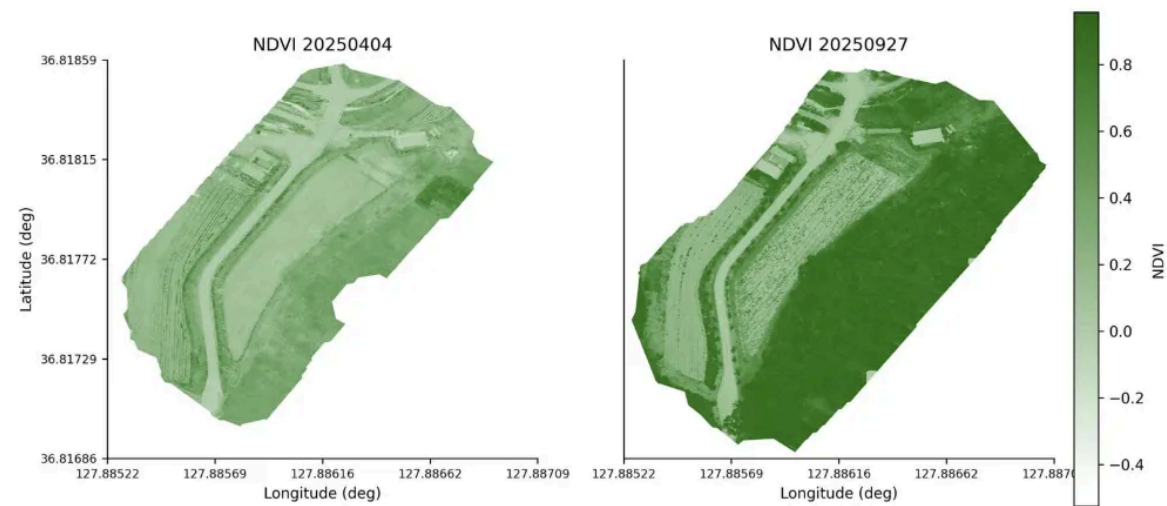
Accordingly, reflecting the direction of the Kunming-Montreal Global Biodiversity Framework (GBF) and international standards for raw material procurement, we plan to establish and document biodiversity management policies, including raw material procurement and manufacturing activities, by 2027.

101-2
Management of biodiversity impacts

Aromatica is a brand that produces products based on plant-derived ingredients, and recognizes the importance of the soil and ecosystem that form the basis for the growth of these ingredients. Accordingly, it operates 'Project Soil' as an activity for biodiversity conservation and soil environment restoration. This project was launched with the aim of reducing the disturbance of surrounding green spaces caused by the spread of invasive alien plants, while creating a restorative environment based on native plants.

As its first activity in 2025, the project carried out ecological management activities on approximately 3,500 square meters of farmland boundary green spaces in the Gammul-myeon area of Goesan-gun, Chungcheongbuk-do. Among these, about 1,000 square meters were designated as a core management area, where Japanese hop removal was conducted four times and native species were sown once. In collaboration with 'InveLab', an ecological analysis expert organization, drone-based vegetation analysis and soil surveys were performed. Monitoring results from this showed that in the physically cleared areas, the coverage of Japanese hop decreased by 43% compared to the control group, and vegetation recovery was confirmed, including an increase in vegetation coverage and NDVI improvement.





Seed ball sowing was applied as a restoration measure to stabilize the soil and promote the spread of native species after the removal of disturbed species. Native species were sown in November 2025, and the restoration progress, including the spread and settlement of the species, will be confirmed in 2026. Aromatica operates these activities with the participation of its employees and consumers, and continuously manages biodiversity protection activities through regular on-site monitoring and data accumulation. We plan to continue accumulating and advancing related data to gradually expand the linkage with natural capital and biodiversity disclosure systems.

101-3 Access and benefit-sharing	Aromatica does not directly collect overseas biological resources or conduct research and development on genetic resources. Instead, we produce our products by purchasing commercially available raw materials from global suppliers. Accordingly, our business structure limits direct access to and use of genetic resources, and the applicability of ABS is currently low. However, considering the nature of raw materials procured through the supply chain, we plan to gradually monitor major raw material suppliers for compliance with ABS-related regulations starting in 2026.
101-4 Identification of biodiversity impacts	Aromatica reviewed its entire value chain to establish the scope of its biodiversity impact management and initially identified potential impact levels based on the nature of its business activities, land use, and raw material usage characteristics. The Osan plant was selected as a priority for assessment because it is a physical business site where energy is used, wastewater and air emissions are discharged, and raw materials are stored and logistics activities are carried out, and it was determined that there is a relatively direct potential for environmental impact. In addition, due to the nature of the business, which uses plant-derived raw materials, biodiversity impacts may occur during the cultivation and harvesting stages of the raw materials. However, since a system for securing quantitative data across the entire supply chain and analyzing impacts by country of origin has not yet been sufficiently established, this has not been included in the scope of this report. In the future, we plan to gradually expand the scope of supply chain due diligence and information gathering, focusing on high-risk raw material groups, and extend the scope of biodiversity impact assessments across the entire value chain.
101-5 Locations with biodiversity impacts	Based on the results of identifying the impact of the 101-4 indicator, Aromatica selected the 'Osan Plant' as a priority for biodiversity assessment. We analyzed the location sensitivity around the Osan plant by applying the Taskforce on Nature-related Financial Disclosures (TNFD) methodology (based on ENCORE). The analysis revealed that there are no legally designated 'protected areas' overlapping or existing within a 5km radius of the Osan plant (the closest Suwon Hamyang Protected Area is 5.64km away). However, a Chinese sparrowhawk was observed within a 5km radius of the site (minimum distance approximately 2.85km). , Eurasian spoonbill (approx. 3.21 km) , Mae (approx. 4.11 km) A total of five protected and endangered species habitats were identified, including three Class I endangered species . Therefore, our Osan plant has been identified as being located near a 'biodiversity-sensitive area' as defined by GRI and TNFD. We are thoroughly controlling water resources and pollutant emissions to minimize the impact of our plant operations and wastewater discharge on the distribution of species in the vicinity.

 101-5 Biodiversity Impact Zones

Business Name	Aromatica Osan Factory
address	69, Gasanseopseo-ro, Osan-si, Gyeonggi-do
coordinate	37.1637819, 127.0278131
area	0.28709 ha
activity	Cosmetic manufacturing process

101-6
Direct drivers of biodiversity loss

Aromatica's Osan factory was identified as having a very low risk of biodiversity loss due to ① changes in land and sea use, ② extraction of natural resources, and ③ the introduction of invasive alien species. The Osan factory is located within the existing infrastructure of the Paju General Industrial Complex 2, so its operation does not cause additional habitat fragmentation or land conversion. In addition, although the key raw material for our products, natural essential oils, is imported from overseas, it is in a form that has already been processed, extracted, and commercially distributed locally. Therefore, we do not directly import soil-covered plants or live animals and plants, so there is no direct collection of wild biological resources or pathway for the introduction of ecosystem-disturbing species within the manufacturing process.

However, we have established pollutant emissions, which are potential environmental burdens that may arise during our operations, as a key management item for ecosystem impact, and we manage environmental impacts through a strict control system as follows.

- **Water Quality Management** : In 2025, a total of 3,861 tons of wastewater were discharged. The water pollutants contained were safely treated in strict compliance with legal permissible limits, minimizing the impact on the surrounding aquatic ecosystem. (For detailed data, refer to GRI 303-4)
- **Waste Management** : We recycle 70.65% of the total 28.38 tons of waste generated at our business sites, thereby preventing soil contamination risks and fulfilling circular economy values. (For detailed data, refer to GRI 306-3, 306-4)
- **Air Management** : Although the combustion facilities in our plants are small-scale and not subject to mandatory self-monitoring by law, we have established and are operating a voluntary monitoring system to proactively manage our impact on the air environment. (For detailed data, refer to GRI 305-7)

101-7
Changes to the state of biodiversity

Aromatica conducted ecological management activities on approximately 3,500m² of farmland boundary green space in the Gammul-myeon area of Goesan-gun, Chungcheongbuk-do in 2025. Of this, approximately 1,000m² was designated as a core management area to monitor changes in the ecosystem's condition. At the baseline, the target area showed an unstable, herb-dominated vegetation structure, and the influence of ecosystem-disturbing plants such as Japanese hops was confirmed.

Drone-based vegetation analysis and field surveys revealed that the coverage of Japanese hop in physically cleared areas decreased by 43% compared to control groups. Additionally, the vegetation coverage in the core management area increased from 27.66% to 59.41%, and the Normalized Difference Vegetation Index (NDVI) averaged +0.29. These results indicate an improving trend in vegetation health and habitat stabilization within the managed areas.

Meanwhile, Aromatica reviewed existing research on the ecological characteristics of Japanese hop, its removal effects, and the soil recovery mechanism after removal, and also examined the applicability and effectiveness of soil improvement materials such as biochar and compost. Field soil analysis showed that EC, organic matter, and nitrogen-related indicators were relatively high in some areas, confirming the possibility of gradual recovery.

In the future, we plan to monitor vegetation recovery and soil changes together, and gradually enhance the related data.

101-7 Changes in Biodiversity Status

division	detail	result
outline	Target area	Farmland in Maejeon-ri, Gammul-myeon, Goesan-gun, Chungcheongbuk-do
	Total managed area (core management zone)	Approximately 3,500m ² (1,000m ²)
	Field activities	Total 5 times (4 times removal of Japanese knotweed, 1 time sowing of native species in seed balls)
	Monitoring	1st (2025.04.04), 2nd (2025.09.27)
change in vegetation	NDVI Dietary Vitality Index	Average +0.29 increase
	Vegetation cover rate	27.66% → 59.41%
Soil ecology	Organic matter content (SOM)	0.31~0.53 (Variation by zone)
	Soil Moisture and Dryness Stress (SMI)	-0.83 ~ -0.38

The Difference in National Vegetation Vitality (NDVI) and cover rate are indicators whose trends of change were confirmed through monitoring before and after (1st and 2nd) invasive plant removal activities.

101-8
Ecosystem services

Aromatica is a company that produces products based on plant-derived ingredients and is structurally dependent on the benefits that ecosystems provide to people (Nature's Contributions to People). The main elements it relies on are ▲plant resources maintained by healthy soil and ecosystems, ▲stable water resources, and ▲climate regulation functions.

If the quality and stability of natural resources decline due to biodiversity loss, soil degradation, and climate change, it can affect the sustainability of raw material supply and the production base of local farms. This can ultimately have economic and environmental impacts on local communities and supply chain participants.

Currently, no significant changes in core ecosystem services, such as drinking water supply and climate regulation, have been observed in the regions where our business sites are located. However, considering the potential for ecosystem changes in raw material cultivation and harvesting areas, we plan to gradually establish a natural dependency and impact assessment system, focusing on high-risk raw material groups in the future.

GRI 201 : Economic Performance 2016

201-1
Direct economic value generated and distributed

Aromatica achieved a surplus for the third consecutive year, with sales of 51.2 billion won and a net profit of approximately 4.6 billion won in 2025. Accordingly, Aromatica reports 51.2 billion won as the direct economic value generated during the year 2025.

Based on these economic achievements, the company distributes economic value throughout society through various items such as operating costs, employee wages and benefits, distributions to capital providers, payments to the government, and community investment costs. This means that the company's performance is not confined within the company but is returned to various stakeholders connected to its business operations.

Aromatica is building a foundation for sustainable growth by sharing economic value with various stakeholders, including shareholders, investors, government, local communities, partners, and employees. Furthermore, we aim to continue our role as a responsible company that grows with its stakeholders by transparently managing and disclosing the creation and distribution of economic value and the resulting performance.

201-1 Direct economic value					
division	Stakeholders	detail	2023	2024	2025
creation of economic value	customer	take	47,014	52,596	51,187
	Partners	purchase cost	33,988	34,340	34,638
	Employees	Salary/Training Expenses/Employee Benefits	9,506	8,607	10,931
Economic value allocation	Shareholders/Investors	Total Dividends / Interest Expense	478	599	327
	government	Corporate tax burden / Taxes and levies	404	1,191	989
	local community	Donation	71	18	17
Reserved economic value			2,567	4,531	4,584

Unit: Million Won

* K-GAAP standards were applied until 2023, and IFRS standards were applied for 2024. ** The 2024 figures are prior to the external audit and are subject to change after the external audit. *** Purchasing expenses for 2024 have been recalculated to 34,340 won to reflect errors in the reporting of previous figures.

201-2
Financial implications and other risks and opportunities due to climate change

Aromatica recognizes that changes in policies and regulations related to climate change response can affect corporate activities, and is continuously striving to proactively respond to these changes.

To address transition risks such as stricter carbon emission regulations, we have established and are implementing greenhouse gas reduction targets based on the Science Based Targets initiative (SBTi), and 2025 will be the first year to fully implement these reduction targets.

In addition, we are expanding our use of renewable energy by operating solar power generation facilities within our factories. In 2025, solar power generation covered approximately 24% of our total electricity consumption.

In addition, we are continuously managing our electricity usage through voluntary energy efficiency improvement activities, and for the remaining electricity usage, we are gradually increasing the proportion of renewable energy by purchasing Renewable Energy Certificates (RECs).

201-2 Climate Change Risk

division	Risk	Financial impact	Opportunity factors
Conversion risk	Strengthening carbon emission and environmental regulations	Increase in investment and operating costs for carbon reduction measures	Cost reduction and brand value enhancement through the expansion of renewable energy and low-carbon operations
	Expansion of circular economy and recycling regulations	Increase in recycling fees and certification response costs	Increased consumer demand for circular economy-based products and refill/reuse products
	Growing demands from stakeholders for low-carbon products and services and ESG information transparency	Increased costs for transitioning to eco-friendly products and packaging, and managing product carbon and environmental information	Strengthening sustainable brand value and enhancing market competitiveness
Physical risk	Energy supply instability and rising costs	Increase in production and operating costs due to rising electricity unit prices	Cost reduction and securing energy stability through energy efficiency improvements and the introduction of renewable energy
	Fluctuations in raw material supply due to abnormal weather	Rising raw material prices and costs incurred in securing alternative raw materials	Strengthening supply stability and brand trust through the expansion of sustainable supply chains
	Production disruptions due to climate impacts such as heatwaves and heavy rainfall	Increase in facility maintenance and operating costs	Strengthening the climate risk response system and enhancing operational stability

201-3 Defined benefit plan obligations and other retirement plans	Aromatica has a defined benefit (DB) retirement pension plan, which as of 2025, manages a total of 2,846,097,365 KRW for 96 members. * For employees who have worked for the company for at least one year after joining.
201-4 Financial assistance received from government	Aromatica received a total of 348,426,803 won in tax credits through the general research and development personnel expenses tax credit and the employment increase tax credit in 2025.

GRI 202 : Market Presence 2016

202-1
Ratios of standard entry level wage by gender compared to local minimum wage

Aromatica provides fair compensation based on performance and ability to ensure reasonable remuneration that reflects its internal job ranking system and external market value. As of 2025, the starting salary for new office workers is 127% of the minimum wage, and there is no gender pay gap.

202-1 Starting Wage for New Employees Compared to Minimum Wage

gender	ratio
male	127%
female	127%

202-2
Proportion of senior management hired from the local community

Aromatica operates its business only in Korea. (Seoul headquarters, Osan production plant) In 2025, the ratio of senior management at major business sites was 5 out of a total of 153 employees, with the ratio of senior managers (head of division and CEO) being approximately 3.3%.

GRI 203 : Indirect Economic Impacts 2016

203-1
Infrastructure investments and services supported

Aromatica recognizes it as an important responsibility to give back the value created through its corporate activities to society and the environment. As a member of the local community, we have continuously promoted social contribution activities to support vulnerable groups and restore the environment, and we aim to create a mid- to long-term social impact linked to the company's capabilities, going beyond one-off donations.

In 2025, Aromatica carried out social contribution activities for a total of 18 organizations. The total amount of community contributions, including cash and in-kind donations (approximately 4,423 items) and 441 hours of employee volunteer work, was approximately 26,609,835 won. Support was primarily focused on those in need of social assistance, such as single-parent families, climate-vulnerable groups, people with disabilities, and environmental protection organizations. Furthermore, beyond simple support, we are operating social contribution programs linked to our products and expertise, promoting the creation of sustainable social value.

[Status of Social Contribution Activities]

Aromatica requires all employees to participate in volunteer activities at least once a year. **In 2025, a total of 13 social contribution programs were operated, with 121 employees participating** . In addition, some programs were designed to be consumer-participatory, expanding the agents of social value realization.

[Major Social Contribution Programs]

㊦ Mind-Relaxing Therapy

"Mom's Comfortable Therapy" is an emotional care program for vulnerable women and single-parent families, which has been continuously operated since 2023. In 2025, the program expanded its scope to include private facilities for victims of domestic violence, in addition to existing single-parent facilities. Employees directly visited these facilities to guide them on aromatherapy-based massage techniques and self-care methods. Furthermore, in celebration of Pregnant Women's Day, a participatory donation event was held, similar to previous years, where gifts were delivered to single-parent families in proportion to the number of encouraging messages left by consumers.



㊦ Project Soil

In 2025, Aromatica carried out "Project Soil" a total of five times, a social contribution activity aimed at ecosystem restoration and soil recovery. This activity focused on restoring the health of the soil, the environment where aromatherapy ingredients grow, and centered on soil restoration activities such as removing the invasive species 'Japanese hop' and sowing native plants. In addition, in collaboration with ' [InveLab](#) ', a specialized research institute for ecological restoration, we conduct regular on-site inspections and indicator observations, and comprehensively monitor the soil recovery process based on soil conditions and vegetation changes.
(*Refer to 101-2 for detailed indicators)



③ Reuse Market

Since 2022, Aromatica has been operating a reuse market in the style of "Anabada" (a Korean acronym for "use it again, use it well, use it for something else, recycle it") to promote a culture of reuse within the company. The reuse market is a participatory resource circulation activity designed to allow employees to share and reuse items that they no longer use but are still usable. In 2025, it was held three times with the participation of both employees and consumers, and the proceeds from the event were donated to "[Beautiful Store,](#)" a non-profit public foundation that promotes a culture of reuse and resource circulation and practices sharing.

Cash and in-kind donations: 16,717,323 won
Social value of employee volunteer activities: 9,892,512 won
(441 hours × average hourly wage of 22,432 won)

203-2
Significant indirect economic impacts

In 2025, 85% of all employees participated in social contribution activities, practicing sharing within the local community. 171 employees participated in volunteering for a total of 441 hours (including duplicate participation), which, when converted into social value using the average hourly wage, amounts to 9,892,512 won.

The Institute for Social Value, citing the Social Return on Investment (SROI) measurement method:
Total hours worked * Hourly wage

203-2 2025 Social Contribution Activities and Employee Volunteer Activities

division	2023	2024	2025
Donation Ratio to Operating Profit (%)	1.9	0.9	0.3
Donation (won)	75,352,598	46,902,594	16,717,323
Number of programs (units)	6	12	13
Number of employees participating in volunteer activities (persons)	46	106	121
Employee Volunteer Participation Rate (%)	35	82	85

GRI 204 : Procurement Practices 2016

204-1
Proportion of spending on local
suppliers

204-1 Percentage spent on local suppliers					Unit: Million Won
division	Target	2023	2024	2025	
Domestic	raw materials	14,508	8,747	10,212	
	service	16,572	17,962	17,469	
	ratio	87%	78%	80	
Overseas	raw materials	859	916	1,075	
	service	3,619	6,715	5,838	
	ratio	13%	22%	20	

GRI 205 : Anti-corruption 2016

205-1 Operations assessed for risks related to corruption	Aromatica has established an Audit Committee and a Transparent Management Committee under the Board of Directors, and practices ethical management through internal control, anti-corruption, and compliance monitoring. The Audit Committee, as an independent supervisory body, monitors the activities of the Board of Directors, management, and employees, and operates a system for proactively assessing and responding to the company's corruption risks. To date, there have been no violations of ethical management, and the anti-corruption management system is continuously being strengthened through regular risk assessments.
205-2 Communication and training about anti-corruption policies and procedures	Aromatica strictly prohibits the giving and receiving of money and entertainment in accordance with its ethical guidelines. In 2026, we plan to upgrade our existing ethical guidelines into a management system that includes operational, investigative, and practical guidelines, thereby more clearly defining anti-corruption principles and compliance standards. We also plan to continuously strengthen our employees' anti-corruption and compliance awareness through related training.
205-3 Confirmed incidents of corruption and actions taken	Aromatica receives reports of ethical violations, such as corruption and abuse of power, from all stakeholders, including employees and partners. To date, no cases of corruption or unethical behavior have been confirmed. We thoroughly protect the identity of whistleblowers and ensure that no disadvantages arise from reporting compliance violations. If a violation is confirmed, we conduct a thorough investigation, take appropriate action based on the severity of the matter, and develop improvement plans to prevent recurrence.

GRI 206 : Anti-competitive Behavior 2016	
206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Aromatica's code of ethics stipulates the principles of fair trade and transaction transparency, and requires all employees to comply with fair trade-related laws and regulations. In addition, we aim for transaction practices based on fair competition principles in the process of transactions with partner companies. As of the 2025 reporting year, there have been no legal actions or violations imposed on the company in relation to antitrust and anti-competitive practices. Aromatica plans to gradually revise relevant norms and internal operating standards to strengthen the effectiveness of its ethical management system in the future.

GRI 207 : Tax 2019

207-1

Approach to tax

Aromatica complies with its tax reporting and payment obligations in accordance with domestic laws and regulations. In addition, our corporate tax-related information is disclosed through the audit reports published on the Financial Supervisory Service's electronic disclosure system. Corporate tax expenses consist of current corporate tax and deferred corporate tax, and are recognized as current profit or loss, excluding taxes arising from transactions, events, or business combinations recognized directly in other comprehensive income or capital.

207-2

Tax governance, control, and risk management

Aromatica strictly complies with domestic tax laws and related legislation, and faithfully fulfills various obligations, including tax payment obligations, as required by relevant regulations.

Aromatica's tax governance and tax risk management are operated under the direction of the Board of Directors and its committees, which are comprised of experts in finance and taxation. Currently, our Chief Financial Officer (CFO), CEO Junho Lee, oversees all financial and tax matters. The Audit Committee, which is under the Board of Directors and composed entirely of outside directors, includes outside director Eunyeol Noh, a certified public accountant, and outside director Siwon Heo, a lawyer specializing in tax law. They conduct audits of all company operations, including its financial status, and provide tax-related advice.

(*Our tax policy is established and day-to-day tax risks are identified by the in-house finance team under the control of the CFO, with advice from external tax accounting experts. Significant tax risks are regularly reported to the Audit Committee for independent review and approval by the management. In the event of unethical behavior or concerns related to tax, such as tax law violations or tax avoidance, any internal or external stakeholder can report it through our company-wide compliance reporting channel. Received reports are investigated and processed transparently under strict confidentiality in accordance with whistleblower protection regulations.)

The corporate tax and tax-related financial data calculated by our company are finalized through independent external audits, and the finalized tax-related financial information is transparently disclosed to external stakeholders through audit reports and business reports.

207-3

Stakeholder engagement and management of concerns related to tax

Aromatica faithfully fulfills its tax reporting and payment obligations and maintains a transparent and sound relationship with tax authorities. We also systematically manage tax risks based on the advice of external experts. We will continue to operate a responsible tax management system based on trust with our stakeholders.

207-4

Country-by-country reporting

Aromatica operates its global business centered around its Korean headquarters and currently exports products to 34 countries worldwide. The majority of overseas sales are generated through foreign currency sales via the headquarters.

In Japan, we have registered and are operating a branch to conduct transactions with local online platforms, and we pay corporate tax on the corresponding revenue in accordance with Japanese tax law. Furthermore, to expand our global business, we pursued the establishment of a US corporation in 2025, and we established and began operations of a local US subsidiary in 2026.

Aromatica complies with the tax laws and regulations of each country in which it operates, and fulfills its tax obligations responsibly based on tax transparency. We will continue to closely manage tax risks by country and continuously strengthen our reliability as a global company and our sustainable management foundation.

207-4 Corporate Tax Payment Status

No.	take	pre-tax profit	Corporate tax expense	Tax payable
korea	51,187	5,263	679	66

GRI 301 : Materials 2016

3-3_301

Management of Materials

All raw and subsidiary materials for products manufactured by Aromatica are managed by the SCM organization, while the quality team separately manages the quality and operating systems of raw material suppliers and partners. This ensures a responsible management system throughout the entire process, from raw material procurement to use.

1. Raw Material Management System

- Economic impact: The raw and subsidiary materials used in the production of AROMATICA's products are managed by the SCM organization, and we conduct direct transactions with raw material suppliers and partner companies.

- Environmental impact: The purchase and use of raw materials are carried out with consideration for their environmental impact, and we are striving to manage and improve this.

- Social impact: We pursue fair trade and cooperation by considering the social impact related to raw material production.

2. Managing organizational activities and potential negative impacts

Aromatica recognizes the potential negative impacts, such as environmental damage and human rights issues, that may arise during the procurement and use of raw materials, and continuously operates a management system and internal inspection activities to minimize these impacts.

3. Policy and Management Principles

Aromatica conducts purchasing and operational activities centered on quality, safety, and hygiene management based on internal policies and procedures for raw material and supplier management. To ensure product safety and quality throughout the supply chain, we verify our partners' key certifications, such as ISO 22716 (Cosmetics GMP), ISO 9001 (Quality Management System), and vegan certification, and use these as a basis for inspecting their quality management systems and production environments.

4. Information Disclosure and Stakeholder Communication

Key activities and achievements related to raw material management are disclosed to stakeholders through sustainability reports and other channels. We are expanding participation and cooperation to build a sustainable supply chain through transparent information provision and communication.

301-1

Materials used by weight or volume

Aromatica used a total of 234.86 tons of palm-derived ingredients in 2025, of which 4.77 tons were RSPO-certified palm-derived ingredients, resulting in a certified ingredient usage rate of approximately 2%. The percentage of RSPO-certified ingredients used may fluctuate annually depending on the total amount of palm-derived ingredients used, raw material supply and demand, product production plans, and budget conditions, so short-term increases or decreases in the percentage may occur.

Aromatica recognizes this volatility and aims to increase the proportion of RSPO-certified raw materials to 10% by 2026. To achieve this, we plan to gradually expand the range of raw materials eligible for certification and strengthen our sustainable raw material procurement system within the supply chain to increase the proportion of certified raw materials in the mid to long term.

301-1 RSPO Certified Raw Material Usage and Ratio

division	2023	2024	2025
Total amount of palm-derived raw materials used (ton)	236.12	184.54	234.86
RSPO Certified Raw Material Usage (ton)	10.05	4.71	4.77
Ratio of RSPO-certified ingredients used (%)	4	3	2

RSPO (Roundtable on Sustainable Palm Oil) is an internationally recognized standard for sustainable palm oil and a certification indicating that the product is produced and procured with a focus on environmental and social responsibility.

301-2

Recycled input materials used

Aromatica reuses raw materials from the product manufacturing process in its scrub and cleansing products. The leftover herbal raw materials after extraction are dried and ground to be used as a scrubbing agent in body scrub products and soap bars. In 2025, 10.7 kg of rosemary raw materials were recycled in the production of the 'Sugar Body Scrub Basil & Bergamot' product, and 5.6 kg of tea tree raw materials were used in the 'Tea Tree Balancing Cleansing Bar' and 'Super Tea Tree Clay Mask Cleanser' products. These products comply with the company's raw material recycling policy and pursue sustainable manufacturing processes.

301-2 Use of recycled materials

raw materials	division	2023	2024	2025
rosemary	Amount of recycled raw materials used (ton)	0.02	0.03007	0.0107
	Recycled material usage rate (%)	10	18	3
Tea tree	Amount of recycled raw materials used (ton)	0.0008	0.00316	0.0056
	Recycled material usage rate (%)	3	32	10

301-3
Reclaimed products and their packaging materials

Aromatica has been expanding the use of recycled materials in its primary packaging containers since 2021. In 2025, 107 tons of the total plastic usage (including PET, PP, and PE) of 191 tons, or approximately 56%, were made from recycled materials.

Aromatica has set a goal to increase the proportion of recycled materials in plastic containers (including the body and sub-materials) to over 70% by 2030, and is gradually expanding the scope of recycled material application accordingly. In particular, we have commercialized products that use 100% recycled materials for PET and PP container bodies, and 90% recycled materials for glass containers.

In addition, through the Ministry of Environment's "Recycled Plastic Raw Material Usage Labeling System" in 2024, a total of 105 items were recognized as products using 100% recycled raw materials, and these items are included in the carbon-neutral point accumulation program for consumers.

301-3 Usage of Recycled Packaging Material

division	2023	2024	2025
Percentage of recycled raw materials in plastic packaging (%)	57.7	55	56
Amount of recycled raw materials used in plastic packaging (ton)	86.71	110.82	106.91
Total plastic packaging usage (ton)	150.18	201.35	191.31

* Usage of recycled raw materials based on synthetic resin packaging materials among shipment and import records of Extended Producer Responsibility (EPR) products and packaging materials

GRI 302 : Energy2016

302-1
Energy consumption within the organization

In 2025, Aromatica's total electricity consumption was 917,173 kWh, which was similar to the previous year. Of this, purchased electricity accounted for 728,293 kWh (79%), and self-generated solar power accounted for 188,880 kWh (21%). Meanwhile, for 10,000 kWh of the purchased electricity, RECs were purchased to secure renewable energy attributes. Total LNG consumption was 46,397 Nm³, which was similar to the previous year.

302-1 Energy consumption

division	Name of emission facility	2023	2024	2025
purchased power	Electricity usage (kWh)	792,329	732,806	728,293
renewable energy	Solar power generation facilities (kWh)	184,884	185,923	188,880
	REC purchased electricity (kWh)	-	-	10,000
LNG	Air conditioner (Nm ³)	40,691	18,520	18,274
	Boiler (Nm ³)	40,488	27,705	28,123

[Aromatica Renewable Energy REC Purchase and Use Confirmation](#)

302-3
Energy intensity

302-3 Energy Intensity

item	division	2023	2024	2025
electricity	Electricity usage (kWh)	977,213	918,729	917,173
	Energy consumption per unit (kWh/billion won)	2,079	1,747	1,795
LNG	Usage (Nm ³)	81,179	46,225	46,397
	Energy consumption per unit (Nm ³ /billion KRW)	173	88	91

302-4
Reduction of energy consumption

Aromatica is expanding its energy-saving activities to not only major facilities but also daily operations to improve the energy consumption structure of its Osan factory. In 2025, to improve lighting operation efficiency, occupancy sensors were installed in restrooms to ensure lights are only on when in use. The existing operation where air conditioning room lights were always on was also revised, and the lighting control system was strengthened to allow selective lighting of only necessary areas. Furthermore, following the installation of inverters in manufacturing room air conditioners in 2024, **inverters were additionally installed in filling and packaging room air conditioners in 2025, increasing the operational efficiency of air conditioning equipment and reducing energy consumption** . This reduced unnecessary power usage of air conditioning equipment and improved overall energy efficiency. As a result, a total of 32,641 kWh of energy savings were achieved in 2025.

*Inverter: A control device that adjusts the operating speed and output of equipment such as air conditioners to suit usage conditions, thereby reducing unnecessary power consumption and increasing energy efficiency.

302-4 Energy Consumption Reduction

Reduction methods	division	2023	2024	2025
Installation of an air compressor dedicated to the purified water system	Savings (kWh)	5,752	5,752	5,752
	Cost savings (won)	911,042	949,106	949,106
Flexible operation of utility facility operating hours	Savings (kWh)	6,199	6,174	6,622
	Cost savings (won)	981,845	1,018,710	1,092,630
Turn off lights during non-business hours	Savings (kWh)	5,530	5,530	5,474
	Cost savings (won)	875,930	912,528	903,210
Air conditioner inverter installation	Savings (kWh)	-	2,973	11,555
	Cost savings (won)	-	490,545	1,906,575
Installation of restroom occupancy sensors	Savings (kWh)	-	-	171
	Cost savings (won)	-	-	28,215
Separation of lighting circuit in 2nd floor HVAC room	Savings (kWh)	-	-	3,117
	Cost savings (won)	-	-	514,305
Reduction of total energy consumption	Savings (kWh)	17,482	20,430	32,691
	Cost savings (won)	2,768,817	3,370,889	5,394,041

* The HVAC inverter was installed in September 2024. ** The restroom occupancy sensors and the separation of the 2nd-floor HVAC and lighting circuits were installed in 2025.

GRI 303 : Water and Effluents 2018

303-1

Interactions with water as a shared resource

Aromatica recognizes water as a precious shared resource and continuously strives to efficiently use and manage the water essential for cosmetic manufacturing. All water used by Aromatica is supplied through the municipal water system, and only purified water is used in cosmetic production. Purified water is pure water that has been purified to remove bacteria, heavy metals, minerals, and organic matter, making it suitable for cosmetic manufacturing.

We use reverse osmosis (R/O) technology to produce purified water. The water that does not pass through the membrane filter in this process is called R/O concentrate. Previously, R/O concentrate was simply discarded (approximately 30% of the total). However, since March 2024, we have connected pipes to collect it in a tap water storage tank for reuse. This recycled water meets tap water standards through quality testing and is used for various purposes within the factory, such as for restrooms and fire hydrants.

In addition, Aromatica is taking the lead in conserving and protecting water resources by reusing rainwater collected in storage tanks for some cleaning and landscaping purposes. Wastewater is discharged in compliance with emission standards through a systematic and thorough management system, minimizing its environmental impact. We plan to continue expanding our efforts to reduce water usage and protect water quality in the future.

303-2

Management of water discharge-related impacts

In 2025, the wastewater discharge volume is projected to be approximately 3,861 tons. The wastewater generated at the business site complies with relevant legal standards for seven water pollutants applicable to discharges into rivers, sewers, and marine areas. All discharged water is regularly monitored and managed to ensure it meets permissible concentration standards, minimizing environmental impact.

303-2 Management of Water Discharge-Related Impacts

classification	division	Management standards	2023	2024	2025
Water usage (m³)	waterworks	-	9,275	6,768	8,973
Wastewater discharge volume (m³)	entire	-	3,532	3,243	3,861
Water pollutant discharge concentration (mg/L)	biological oxygen demand	120 or less	4.2	1.1	2.2
	Total organic carbon	75 or less	4.3	5.7	6.2
	Total nitrogen	60 or less	0.453	Non-detectable	0.657
	Total	8 or less	0.025	0.542	0.006
	floating substances	120 or less	0.2	0.013	0.2
	Normal hexane mineral oils	5 or less	0.1	0.1	Non-detectable
	Normal hexane animals and plants	3 or less	0.5	Non-detectable	0.1

303-3

Water withdrawal

Aromatica's headquarters uses a negligible amount of water, so we manage our water usage based on the Osan factory. The Osan factory is located in Osan, Gyeonggi Province, and its tap water source is the Paldangho Lake. The Paldangho Lake basin has a water stress index of 'Medium High (20-40%)' according to the World Resources Institute (WRI), meaning it is not a region with particularly high water stress. The Osan factory uses 100% tap water throughout its processes and does not use groundwater.

Aromatica's tap water consumption in 2025 increased by 32.6% compared to the previous year. This is a result of the expanded operation of the manufacturing process due to a 16.6% increase in production performance. In the future, we plan to continuously monitor water usage in response to changes in production scale and manage water use efficiency by simultaneously carrying out improvement activities to optimize water use within the process.

Water Stress Index (%): (Freshwater withdrawal)/(Total water resources - Environmental maintenance water) * 100

303-3 Total water intake

Unit: ton

division	2023	2024	2025
Water usage	9,275	6,768	8,973
Groundwater usage	0	0	0
wastewater discharge volume	3,532	3,243	3,861
Water intake in water-scarce regions	0	0	0

Our water withdrawal and usage volumes are identical. **Based on Aqueduct Water Risk standards, and ‘water-scarce areas’ refer to regions where the water stress index is ‘High’ or higher.

303-4
Water discharge

Aromatica is discharging approximately 3,861 tons of wastewater in 2025, complying with the concentration/discharge amount standards for water pollutants.

303-4 Water Discharge

classification	division	2023	2024	2025
Water pollutant discharge concentration (mg/L)	biological oxygen demand	4.2	1.1	2.2
	Total organic carbon	4.3	5.7	6.2
	Total nitrogen	0.453	0	0.657
	Total	0.025	0.542	0.006
	floating substances	0.2	0.013	0.2
	Normal hexane mineral oils	0.1	0.1	0
	Normal hexane animals and plants	0.5	0	0.1
Water pollutant discharge (kg)	biological oxygen demand	14.83	3.57	8.49
	Total organic carbon	15.18	18.49	23.93
	Total nitrogen	1.59	0	2.53
	Total	0.08	1.76	0.02
	floating substances	0.7	0.04	0.77
	Normal hexane mineral oils	0.35	0.32	0
	Normal hexane animals and plants	1.76	0	0.38

[Aromatica Water Quality Measurement Record \(2025\)](#)

303-5
Water consumption

To reduce water consumption, Aromatica reuses R/O concentrated water, which was previously discarded for not meeting purified water standards, by converting it into process water. As a result, in 2025, a total of 1,581 tons of recycled water were used, achieving a reduction effect of approximately 34% compared to the previous year. Meanwhile, due to increased production in 2025, tap water usage also increased, totaling 8,973 tons (a 32.6% increase from the previous year). Aromatica plans to continuously improve water use efficiency despite increased production by expanding the use of recycled water.

 303-5 Water Consumption

division	2023	2024	2025
Water usage (ton)	9,275	6,768	8,973
Recyclable water (ton)	-	1,178	1,581
Water withdrawal unit (ton/billion won)	19.73	12.87	17.56

* Our company will use purified water, concentrated water, and recycled water starting from 2024. ** The unit cost of water withdrawal is calculated based on annual sales revenue.

GRI 305 : Emissions 2016

305-1
Direct (Scope 1) GHG emissions

Aromatica's Scope 1 emissions in 2025 are projected to be 109.39 tCO₂eq, a decrease of approximately 9% compared to 2024. Notably, emissions from the headquarters have been eliminated due to the discontinuation of two gasoline vehicles previously operated there, and Scope 1 emissions are now primarily attributed to the Osan plant.

While greenhouse gas emissions from the Osan plant increased by approximately 1.5% compared to the previous year, this is a minor fluctuation due to changes in production process operations. Considering that the plant's production volume increased by approximately 16.6% during the same period, the increase in emissions relative to production volume was minimal. Despite the increase in production activities, we minimized the increase in carbon emissions by promoting operational efficiency in plant facilities and processes.

305-1 Direct Greenhouse Gas Emissions (Scope 1)					Unit: tCO ₂ eq
division	Name of emission facility	2023	2024	2025	
Total emissions		191.12	120	109.39	
	head office	6.39	12.26	-	
	Osan Factory	184.73	107.74	109.39	

Includes 3 of the 6 components of greenhouse gases (CO₂, CH₄, N₂O).

305-2
Energy indirect (Scope 2) GHG emissions

Aromatica is continuously promoting energy-saving activities and efficiency improvement efforts across its business sites to reduce indirect greenhouse gas (Scope 2) emissions from electricity use. **In 2025, Scope 2 emissions were managed at a level similar to the previous year, with a slight decrease of approximately 0.6% compared to the previous year .**

In addition, Aromatica operates the "Tandangi (Carbon Disconnection Now)" campaign, a gamification-based initiative that encourages employees to voluntarily practice energy conservation in their daily lives. Through this campaign, the company promotes energy-saving practices company-wide and fosters a culture of conservation in everyday life.

At the Osan plant, we promoted facility improvements to enhance lighting operational efficiency in order to improve the energy consumption structure. In the restrooms, occupancy sensors were installed to ensure lights are only on when the restrooms are in use. Additionally, the lighting control system in the air conditioning control room was strengthened to allow for selective illumination of only the necessary areas.

The main cost-saving guidelines that employees can follow are as follows:

- Turn off lights in unused spaces such as conference rooms and restrooms.
- Use the stairs instead of the elevator.
- Turn off electronic devices such as laptops when leaving work.

Aromatica is contributing to reducing electricity consumption and indirect greenhouse gas emissions through these energy-saving activities closely related to daily life and by improving workplace efficiency. The company plans to continue its efforts to reduce Scope 2 emissions with its employees in the future.

* Starting in 2025, the company's total Scope 2 emissions are calculated according to the GHG Protocol, distinguishing between location-based and market-based standards. Market-based emissions are calculated by reflecting the emission reduction effect from REC procurement.

305-2 Indirect Greenhouse Gas Emissions (Scope 2)					Unit: tCO ₂ eq
division	Name of emission facility	2023	2024	2025	
Market-based emissions	Total emissions	378.82	351.09	344.11	
	head office	58.74	64.67	66.57	
	Osan Factory	320.08	286.42	277.54	
Region-based emissions	Total emissions	378.82	351.09	348.89	
	head office	58.74	64.67	66.57	
	Osan Factory	320.08	286.42	282.32	

305-4
GHG emissions intensity

In 2024, Aromatica became the first domestic beauty brand to receive approval from the Science Based Targets initiative (SBTi) for its greenhouse gas reduction targets by 2030. Accordingly, the company has set a goal to reduce its Scope 1 and Scope 2 emissions by 42% by 2030, based on the combined total of the 2023 baseline year, and is pursuing emissions management and reduction activities annually.

Emissions in 2025 are projected to be 458.27 tCO₂eq, a decrease of approximately 19.6% compared to the baseline year's emissions of 569.93 tCO₂eq. However, the emission intensity, which represents emissions relative to total sales, remained similar to the previous year due to a decrease in sales.

305-4 Greenhouse gas emission intensity

division	details	unit	2023	2024	2025
Market-based	Total emissions	tCO ₂ eq	569.94	471.09	453.5
	Won unit	tCO ₂ eq/billion won	1.21	0.9	0.89
local-based	Total emissions	tCO ₂ eq	569.94	471.09	458.28
	Won unit	tCO ₂ eq/billion won	1.21	0.9	0.9

Emissions per unit: Sum of Scope 1 and Scope 2 emissions / Total sales revenue

305-5
Reduction of GHG emissions

In 2022, Aromatica installed a solar power generation facility (315 455W panels) with a generation capacity of 143.325 MWh on the idle rooftop space of its Osan production plant. The total solar power generation in 2025 is projected to be 188,880 MWh, which will cover approximately 24% of the total electricity consumption for that year. This is estimated to result in an annual greenhouse gas reduction of approximately 90.30 tCO₂eq.

305-5 Reduction of greenhouse gas emissions

Unit: tCO₂eq

division	Reduction methods	2023	2024	2025
solar power	Emission avoidance amount from solar power generation	88.39	88.88	90.3
electric vehicles	Emissions avoided by using electric vehicles compared to internal combustion engine vehicles	7.85	7.21	3.24

305-6
Emissions of ozone-depleting substances (ODS)

Due to the nature of the cosmetics manufacturing industry, Aromatica does not use raw materials or processes that contain ozone-depleting substances (ODS). Therefore, our business operations do not generate ODS emissions, and there are no related environmental impacts.

305-6 ozone-depleting substances

Unit: tCFC-11

division	2023	2024	2025
Ozone-depleting substance (ODS) production	0	0	0
Ozone-depleting substance (ODS) import volume	0	0	0
Ozone-depleting substance (ODS) export volume	0	0	0
Ozone-depleting substance (ODS) intensity	0	0	0

305-7
Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions

Aromatica's Osan factory has three 0.5-ton boilers, and since the total boiler capacity is less than 2 tons, it is not subject to self-monitoring of air pollutants under the Clean Air Conservation Act. Accordingly, the obligation for regular measurement of air pollutants such as nitrogen oxides (NOx) and sulfur oxides (SOx) is currently exempted.

However, AROMATICA recognizes the importance of reducing air pollutants and continuous environmental management, regardless of legal obligations. Therefore, if future facility expansion or an increase in operational scale makes the company subject to self-monitoring, AROMATICA plans to immediately establish and implement an emission measurement and management system in

accordance with relevant laws and regulations.

We will continue to proactively respond and implement improvement activities to minimize our impact on the air quality.

GRI 306 : Waste 2020	
3-3_306 Management of Waste	Aromatica systematically manages waste generated throughout the entire process, from product production to post-use disposal, and operates under a policy that minimizes direct landfilling and simple incineration of waste, prioritizing recycling. Industrial waste generated during the manufacturing process is managed by the production control and public works teams, while packaging waste generated after consumer use is collected and recycled through resource circulation campaigns led by the ESG team. 🕒 Industrial Waste Management and Recycling: Collaboration with partners on resource circulation Aromatica collects and reuses paper boxes used during warehouse relocation, and sends waste glass generated during the production process to its glass container manufacturing partners for reuse in the production of recycled glass containers. Through a supply chain-based resource circulation system with its partners, Aromatica is continuously expanding the circular use of packaging resources. 🕒 Consumer Packaging Resource Circulation Campaign: JOIN THE CIRCLE Aromatica operates 'Join the Circle,' a resource circulation campaign that collects and recycles its own cosmetic bottles and transparent PETs after product use. The bottles and transparent PETs returned by consumers are directly collected by electric trucks and delivered directly to recycling plants without going through a sorting facility, enabling high-quality recycling. This campaign has been continuously running since its launch in 2021 and has evolved into an environmental education program for future generations based on on-site experience in resource circulation. By 2025, it is expected to collect a cumulative total of approximately 21.4 tons of transparent PET (equivalent to 1.42 million 500ml water bottles), expanding the practice of resource circulation within the cosmetics industry. However, the current domestic recycled material process is centered around food and beverage containers. This creates a structural limitation where cosmetic containers, which are non-food containers, are not easily recycled into 'bottle-to-bottle' products, despite being fully recyclable. In response, Aromatica signed a Memorandum of Understanding (MOU) with SuperBin, a resource circulation specialist that operates a high-quality recycled material circulation system, in November 2025. Together, they are exploring ways to establish a structure that allows for the stable circulation of transparent PET in the non-food sector. They plan to jointly review technical and institutional improvements to enable the use of recycled materials in cosmetic containers in the future and will continue to cooperate in building a circular economy system for cosmetic containers.
306-1 Waste generation and significant waste-related impacts	Aromatica designs its packaging and products with carbon emission reduction and post-use waste minimization in mind, starting from the product planning stage. To this end, we have adopted the 3R packaging policy (Reduce, Reuse, Recycle) as our basic principle. In 2025, we will establish internal standards to implement this principle more systematically and gradually expand its application from the product planning stage. This year, in particular, marks the first year we have established and begun to implement the 'Sustainable Packaging Guidebook (Workbook)'. We are prioritizing the review of packaging structures that minimize environmental impact by incorporating the Sustainable Packaging Index (SPI) into the product planning and development process. This allows us to make decisions that consider environmental impact during the packaging selection and design stages. • Reduce : We will reduce the use of unnecessary packaging materials and expand the use of packaging raw materials and materials that emit relatively less carbon during the manufacturing process, such as non-wood paper. • Reuse : We design container structures with reuse in mind and operate in-store refill zones while selling refill packs and shared containers to promote a culture of reuse. • Recycle : We prioritize raw materials that can be recycled, design packaging with a structure that facilitates separation and recycling, and gradually increase the use of recycled materials. In addition, we design the structure of packaging materials from the planning stage to facilitate reuse and recycling, and we also operate a post-management system to ensure collection and recycling in connection with resource circulation campaigns even after use. Through this, we are building a recyclable packaging structure and continuously strengthening the foundation for realizing a circular economy.
306-2 Management of significant waste-related impacts	Aromatica is pursuing systematic management activities in two aspects, 'reuse' and 'recycling,' to minimize the environmental impact of packaging waste generated after product use. 🕒 Reuse - Refill Pack Sales : Starting with the launch of nine types of refill packs in 2016, Aromatica has continuously expanded its product range to include skincare, shampoo, and dish soap, operating 20 types of refill pack products as of 2025. By expanding packaging structures that consider reuse from the product planning stage, and by strengthening refill campaigns and offline refill experiences, we are creating an environment where consumers can naturally participate in repeated use, thereby encouraging a reuse-based

consumption culture. As a result of these efforts, refill pack sales have shown steady growth recently. Looking at the sales trend over the past three years, sales in 2025 increased by approximately 68.9% compared to 2023. Cumulative sales by 2025 reached approximately 1,286,000 units.



- **Support for reusable amenities** : Since developing the first large-capacity (10L/20L) bulk products in Korea in 2020, we currently offer a total of 15 types (10L) of bulk products. Through this, we supply to local zero-waste shops and over 200 hotels and resorts nationwide, contributing to the reduction of single-use plastic in accommodations. By 2025, we will have cumulatively reduced approximately 964,000 plastic containers. (Estimated based on one reuse of a 300mL container)

- **Refill Zone Operation** : To promote container reuse and the spread of a refill culture, we operate a Refill Zone within our 'Aromatica Sinsa' store. Consumers can bring their own empty containers and purchase only the desired amount of product, thereby reducing plastic container waste. Additionally, in 2025, we designated the 21st of every month as 'Refill Day' and ran a campaign offering free refills to consumers who brought their own empty containers. Approximately 4,482 consumers participated in this activity, resulting in a reduction of plastic container use equivalent to about 5,396 300ml containers.



- Aromatica has reduced the generation of approximately 2.25 million plastic containers (68 tons) by 2025 through refill packs and bulk sales (estimated based on one reuse of a 300mL container). This is equivalent to a reduction of 446,820 kgCO₂eq of greenhouse gases.

③ Recycle

- **'Join the Circle' Resource Circulation Campaign** : Aromatica operates a resource circulation campaign where it directly collects its own empty bottles and transparent PETs used by consumers, and immediately delivers them to recycling plants without a sorting process, so that they can be used as high-quality recycled raw materials. As of 2025, approximately 21.4 tons of transparent PETs have been collected, which is equivalent to about 1.42 million (500mL basis) water bottles. This is equivalent to a reduction of 38,520kg CO₂eq of greenhouse gases.



- **100% recycled clear PET** : Aromatica has established a system for using 100% recycled clear PET. In 2024, it became the first domestic beauty brand to be certified by the Ministry of Environment's 'Recycled Plastic Material Usage Labeling System' for using 100% recycled materials in a total of 105 items.

The greenhouse gas reduction effect was calculated by applying the plastic life cycle emission factor from the Social Value Research Institute's "Social Value of Plastic Packaging Reduction."

Emissions from the production to disposal of 1 kg of PET bottles: 6.865 kgCO₂eq
Reduction when recycling 1 kg of plastic waste: 1.8 kgCO₂eq

306-3
Waste generated

Aromatica is making various efforts to ensure that waste generated during the product manufacturing process is not simply discarded but can be utilized as a new resource. In particular, we are practicing resource circulation by minimizing the general incineration of industrial waste and recycling it into solid refuse fuel (SRF).

In 2025, **approximately 70.65% of all waste generated was recycled** , an increase from the previous year's recycling rate of 48.3%.

The relatively low recycling rate in 2024 is due to an increase in waste generated from unsellable liquid products, which were classified as general waste and incinerated. As a result, the proportion of general waste incineration temporarily increased in 2024 compared to other years, leading to a lower overall recycling rate. In contrast, the recycling rate rose again in 2025 as no general waste incineration occurred.

Going forward, Aromatica plans to continuously review the recyclability of generated waste to increase the resource circulation rate and explore alternatives to further expand the recycling rate in the long term.

division	category	2023	2024	2025
general waste	Incineration (non-renewable energy)	0	15.25	0
	Recycling	26.57	22.98	20.05
designated waste	Incineration (non-renewable energy)	14.04	9.36	8.33
	Recycling	10.44	0	0
total		51.05	47.59	28.38
Recycling rate (%)		72.5%	48.3%	70.65%

Unit: ton

Calculation of waste generation volume and ratio based on Olbaro System (waste management platform) information

306-4
Waste diverted from disposal

306-4 Workplace Waste Recycling Rate

unit: %

division	2023	2024	2025
general waste	100	60.1	100
designated waste	42.6	-	0
Total waste (general + designated)	72.5	48.3	70.65

Calculation of waste generation volume and ratio based on Olbaro System (waste management platform) information

306-5

Waste directed to disposal

306-5 Waste disposed of without recycling/reuse

unit: %

division	2023	2024	2025
General waste incineration (non-renewable energy) ratio	-	39.9	0
Designated Waste Incineration (Non-renewable Energy) Ratio	57.4	100	100
Total incineration (non-renewable energy) ratio	27.5	51.7	29.35

Calculation of waste generation volume and ratio based on Olbaro System (waste management platform) information

GRI 308 : Supplier Environmental Assessment 2016

308-1 New suppliers that were screened using environmental criteria	Aromatica conducts responsible supply chain management by evaluating the quality, hygiene, and safety management levels of new and existing partners. When selecting new partners, we comprehensively review the presence of an independent quality assurance department, the operation of a quality control laboratory, the status of quality certifications, and the quality management system based on the on-site audit evaluation form. In addition, we operate by categorizing evaluation items according to process characteristics. For suppliers performing manufacturing processes, we focus on inspecting their production and hygiene management systems, equipment operation and worker training, and quality control for each process. For suppliers primarily involved in filling and packaging, we conduct evaluations centered on packaging process hygiene management, prevention of foreign substances and contamination, and storage and shipment management systems. As of 2025, we have a total of 14 OEM/ODM partners, 11 of which hold quality-related certifications such as ISO 22716 and CGMP . Through this, we continuously manage the quality control system and production process safety across all our partners.
308-2 Negative environmental impacts in the supply chain and actions taken	Aromatica operates a supplier evaluation and monitoring system to proactively prevent and systematically manage potential negative social and environmental impacts from its partners. In 2025, we will enhance our supplier ESG evaluation system by categorizing key purchasing partners into raw material suppliers and auxiliary material suppliers, and based on this, we have revised our supplier management standards. Moving forward, we plan to regularly conduct supplier ESG self-assessment evaluations starting in 2026, based on this system.

GRI 401 : Employment 2016

401-1
New employee hires and employee turnover

Aromatica respects diversity and equity in its hiring process and provides fair opportunities to all applicants. Previously, educational requirements were set for some job categories, but we have improved our hiring standards and completely abolished educational restrictions for all job categories starting in 2023. Accordingly, Aromatica prioritizes the capabilities, experience, and suitability required for job performance, regardless of an applicant's educational background, major, or alma mater, and is expanding a hiring culture where anyone can apply equally.

 401-1 Entry

Unit: persons

item	division	2023	2024	2025
Total number of employees		71	56	74
gender	male	10	21	16
	female	61	35	58
By age	Under 30 years old	23	14	24
	30~50 years old	38	41	49
	Over 50 years old	10	1	1
	Age verification impossible	0	0	0

 401-1 Resignation

Unit: persons

item	division	2023	2024	2025
Total number of employees		62	49	61
gender	male	15	10	17
	female	47	39	44
By age	Under 30 years old	14	5	13
	30~50 years old	39	41	47
	Over 50 years old	9	3	1

401-2
Benefits provided to full-time employees that are not provided to temporary or part-time employees

Aromatica operates various welfare programs to help its employees balance their work and personal lives. We support the use of flexible work arrangements tailored to individual lifestyles and aim for an organizational culture where employees can freely use their annual and time-off leave. We provide annual regular health check-ups and operate a refresh leave system based on years of service, offering long-term employees ample opportunities to recharge.

Considering the high proportion of female members in our organization, we are strengthening our support systems to ensure that employees can continue working stably during childbirth and childcare. We operate a reduced working hours system for childbirth and childcare, allowing employees to apply for a reduction of up to 2 hours per day for one month before maternity leave and 12 months after childcare leave. We also support the actual costs of postpartum care for recovery and, while complying with the statutory childcare leave system, we provide 100% of the salary for the first month of childcare leave to alleviate the financial burden on employees during childcare.

 401-2 Employee Benefits

Support items	Detailed support information
Refreshment vacation	Refreshment leave and rewards provided based on years of service
Regular health checkups	Provides a comprehensive health checkup of over 40 items once a year, and family members can also receive health checkups at the same rate as employees without any limit on the number of people.
Flu vaccination	Support for flu vaccination costs every winter
Childbirth Celebration Support	Support of 100,000 won each for a childbirth celebration gift and a departmental celebratory meal.
Reduced working hours during childcare	You can apply for a reduction in working hours of up to 2 hours per day for 12 months after parental leave.
Postpartum care support	Up to 700,000 KRW in support for postpartum care expenses
Parental leave support	100% of the basic salary for the first month for employees on parental leave after childbirth
Hourly annual leave	Operation of an annual leave system that can be used in hourly units, in addition to annual and half-day leave.
Flexible work system	Operation of a flexible commuting system that considers individual lifestyle patterns
Communication fee support	Payment of a separate monthly allowance in the name of communication expense support
Bringing your pet to work	Operating a work environment where you can bring your pets to work
Welfare points payment	Provision of welfare points worth 500,000 won per year
Company product discount	50% discount offered on purchases of our products
Welcome kits provided for new employees	Welcome kits provided to new employees
Support for family events	Support for congratulatory and condolence money and leave
Meal allowance	Monthly lunch allowance of 200,000 KRW at headquarters, operation of factory cafeterias, and support for overtime meal expenses at all business sites.
Transportation allowance	Taxi fare support for employees leaving work after 10 PM
Employee Tuition Support	30% support for Bachelor's or Master's tuition
Child tuition support	Partial tuition support for children attending kindergarten, elementary, middle, and high school, and university

401-3
Parental leave

Aromatica applies the parental leave system to all members, regardless of gender, in accordance with legal standards. In 2025, 8 members used parental leave, and the return rate after parental leave was 100%.

 401-3 Parental Leave Usage Status

division	gender	2023	2024	2025
Number of parental leave users (persons)	male	0	1	0
	female	11	7	8
Return rate after parental leave (%)	male	0	100	0
	female	100	100	100

GRI 403 : Occupational Health and Safety 2018

403-1 Occupational health and safety management system	Aromatica considers the life and safety of its employees as a core management value and promotes systematic safety and health management activities to create a sustainable working environment. We identify and manage risk factors that may arise during work in advance, and provide statutory mandatory education related to industrial safety and health (including the four major statutory trainings) and safety and health education tailored to job characteristics to ensure a rapid response in case of an emergency. In addition, we operate an in-house 'Safety and Health Council' to regularly inspect and share the status of safety management and major issues, thereby proactively preventing and managing safety and health risks for our employees. In particular, we systematically manage regular safety inspections at factory sites, monthly safety and health activities for legal safety and health compliance and key management items, and have established a reporting system where this information is shared with management, thereby continuously strengthening the company-wide level of safety and health management. [Aromatica Safety and Health Management Policy] AROMATICA Co., Ltd. declares the following safety and health management policy to establish a sustainable safety and health foundation through responsible management practices, with safety and health as the top priority in all aspects of corporate management. First, all members of Aromatica shall adhere to basic safety principles and thoroughly comply with relevant laws and regulations, taking the lead in creating a safe and healthy working environment. Second, we will establish a systematic safety and health management system to ensure the safety and health of our members, and continuously improve it by checking its implementation. Third, establish clear safety and health goals and conduct regular and systematic education and training to achieve them. Fourth, we will continuously promote safety and health accident prevention activities by identifying, evaluating, and proactively managing potential risk factors in advance. Fifth, we will strengthen the cooperation system in contracting, service, and consignment relationships, and faithfully perform our responsibilities and roles to prevent and reduce industrial accidents by improving the working environment of members and employees. Sixth. We ensure the participation and communication of all members in safety accident prevention and improvement activities, and realize transparent safety and health management by publicizing this policy.
---	---

403-1 Safety and Health Management System

No.	activity	detail
1	Customized Safety and Health Education	We are conducting mandatory statutory safety and health training for employees at each workplace. To foster specialized safety and health personnel among employees at the Osan Plant, we are establishing various training programs, including national certification courses. In 2025, 254 employees completed the four major statutory trainings, and workplace-specific safety and health training is conducted once in the first half and once in the second half of the year.
2	Strengthening thorough safety inspection activities	We systematically prevent potential risks within each workplace in collaboration with specialized safety management agencies designated by the Ministry of Employment and Labor. In particular, as the Osan plant is a manufacturing facility handling cosmetic raw materials, we thoroughly inspect and manage safety and health conditions every month.
3	Strengthening employee health and well-being	We provide support such as preventive guidance and psychological counseling to manage mental health risks among our members caused by job stress. In addition, we regularly check the health status of workers exposed to noise, dust, chemicals, and other substances on a monthly basis.
4	Safety and Health Council	We utilize contractors for simple filling/packaging tasks, conduct a monthly safety and health council meeting and a quarterly joint inspection, and share the details through the safety and health bulletin board.

Safety and Health Management Policy and Objectives

403-2
Hazard identification, risk assessment, and incident investigation

Aromatica operates a safety and health management system centered on regular inspections and improvements to proactively manage potential risk factors throughout its business sites and prevent safety accidents. We are continuously promoting safety and health activities based on member participation across all business sites, including office spaces and manufacturing sites, and the main operational details are as follows.

First, we conduct a risk assessment under the supervision of managers, in which all employees participate to identify and understand potential risk factors and carry out improvement activities.

Second, Aromatica's Osan factory regularly holds monthly safety and health meetings to eliminate risk factors identified through on-site inspections by the safety and health manager and safety manager.

Third, all executives and employees of Aromatica's Osan factory operate a suggestion system that allows them to propose ideas for improving the overall working environment, including safety and health. We are strengthening a site-oriented, autonomous improvement culture through regular reviews and rewards for excellent suggestions.

We are continuously making improvements to maintain a healthy and safe working environment for all employees, and we are striving to eliminate safety accident risks through ongoing maintenance and management.

403-2 Hazard Recognition, Risk Assessment, and Accident Investigation Results

Unit: cases

division	2023	2024	2025
head office	14	17	13
Osan Factory	43	32	14

*Headquarters: Number of cases where hazardous risk factors were identified by department *Osan Plant: Number of cases where new risk reduction measures were identified based on *risk assessment

403-2 Risk Awareness and Risk Assessment Process

division	head office	Osan Factory
Risk assessment	■ Participation of all employees ■ Team-based risk assessments led by supervisors ■ Regular evaluation and maintenance based on risk assessment results ■ Sharing of risk assessment reports with all employees (supervisors)	■ Participation of all employees ■ Team-based risk assessments led by supervisors - Identification of potential hazards by process and sharing of near-miss incident details - Improvement activities for potential hazards ■ Regular evaluation and maintenance based on risk assessment results ■ Sharing of risk assessment reports with all employees (posted on the Safety and Health Bulletin Board) ■ Conducting ad-hoc risk assessments upon introduction of new equipment, changes in work methods, etc.
On-site inspection	■ Safety accident prevention activities through on-site inspections - Regular safety inspections	■ Safety Accident Prevention Activities through On-site Inspections - Regular Safety Patrol Inspections - Factory-wide on-site inspections led by the Safety and Health Manager (once a month)
Safety and Health Meeting	■ Quarterly Occupational Safety and Health Meeting	■ Monthly Safety and Health Meeting - Participation of Safety and Health Managers, Safety Managers, and Process Supervisors - Sharing of risk factors identified through site inspections, improvement activities, and communication of maintenance matters
report	■ Monthly Reporting	■ Monthly Safety and Health Operational Performance Report - Report on High-Risk Factor Management (Forklift-related Inspection Items) - Monthly On-site Inspection Improvements, etc. - Securing Budget for Risk Factor Improvement

403-3
Occupational health services

Aromatica operates various safety, health, and health management systems to protect the safety and health of its employees and create a pleasant working environment. We operate a flexible work-based autonomous attendance system to create a voluntary work environment for our employees, and in the case of manufacturing plants, we maintain a pleasant working environment by establishing an automatic temperature and humidity control system to strengthen work environment management.

In addition, we minimize respiratory hazards that may occur during work by installing and operating dust collection hoods (fixed and mobile) during dust and powder processing. We also strive to prevent occupational diseases and protect the health of our workers by conducting special health examinations for workers handling chemicals and implementing health management activities that consider the characteristics of their jobs.

403-3 Workplace Health Services

division	Systems and activities
Creating a healthy work environment	■ Flexible work system for autonomous arrival and departure times ■ Establishment of automatic temperature and humidity control systems and operation of air conditioners and exhaust fans ■ Prevention of respiratory diseases by using dust collection hoods (fixed and mobile) during dust and powder processes - Prevention of secondary respiratory diseases by wearing dust masks ■ Implementation of special health examinations for personnel handling chemical substances (Article 130 of the Occupational Safety and Health Act)
Rest facilities	■ Rest areas provided at the Head Office and Osan Factory ■ Factory production workers guaranteed break time in addition to lunch (10 minutes in the morning and afternoon) ■ Table tennis tables, massage chairs, and foot massages available in the rest areas

403-4
Worker participation, consultation, and communication on occupational health and safety

Aromatica operates risk assessment meetings, a safety and health council with partner companies, and safety and health meetings to protect the safety and health of its workers. It also provides various communication channels to enable workers to participate and express their opinions on safety and health-related matters in the workplace.

In particular, in 2025, we introduced a 'suggestion system' that allows all employees to propose ideas for improvement across all aspects of company operations, including safety, health, environmental improvement, and process improvement. This system operates on a continuous submission basis, with regular monthly reviews to determine adoption and implementation plans, and semi-annual awards to encourage voluntary participation from our members.

Since the system's introduction, a total of 23 proposals have been submitted, of which 16 have been adopted and implemented, and 2 are currently in progress. The main application cases related to safety and health are as follows:

- **Expanding the installation of AEDs (Automated External Defibrillators)**
We have strengthened our emergency response system by installing additional AEDs in easily accessible locations within the workplace to enable a rapid initial response in case of an emergency.
- **Improvement of the pedestrian walkway at the logistics unloading area**
We reorganized the movement paths for workers and vehicles and applied highly visible safety signs and floor markings to prevent collision risks and improve work safety.

Aromatica plans to continue strengthening on-site safety and health improvement activities through employee participation-based systems and to spread a prevention-oriented safety culture.

403-4 Safety and Health Council and Role

Name of the consultative body	Members and Operations	role
Risk assessment meeting	Regular for all employees: Once a year Ongoing: As needed	■ Identification of potential risks by process and improvement activities ■ Listening to and improving VOCs from employees directly exposed to risks
Partner Company Safety and Health Council	One representative from the contracting company and one member, and three representatives from the subcontractors and three members. Operates once a month.	■ Listening to and improving VOCs from partner companies ■ Conducting joint safety inspections (once a quarter) ■ Providing venues and training materials for partner company safety and health education ■ Inspecting partner company safety and health activities, etc.
Safety and Health Conference	One Safety and Health Manager, one Safety and Health Officer, and five Supervisors operate once a month.	■ Sharing risk factors identified during on-site inspections ■ Exploring countermeasures to improve risk factors ■ Sharing the maintenance status of improved risk factors
Osan Plant Suggestion System Operation	Acceptance by all employees at any time; reviewed and selected once a month	■ Operation enabling all employees to directly propose safety and health improvement ideas (March 2025) ■ Proposals accepted across all fields, including safety and health, process improvement, environmental improvement, and cost monitoring ■ Acceptance on an ongoing basis, with regular monthly reviews and assessments for adoption ■ Implementation of individual awards for outstanding proposals on a semi-annual basis

403-5
Worker training on occupational health and safety

Aromatica regularly conducts safety and health training for its employees in accordance with the Occupational Safety and Health Act, tailored to their job functions and target audiences, to improve safety and health standards within its workplaces. In addition, we operate a near-miss reporting system to identify and improve potential risk factors that could lead to accidents in advance, inspecting risk factors on-site and reflecting them in our preventive activities.

403-5 Status of Safety and Health Training

year	Education Name	Target population (persons)	Number of completed courses (persons)	Lee Soo-yul	Training hours per person
2023	1st Quarter Safety and Health Education	117	117	100%	2.4 hours
	2nd Quarter Safety and Health Training	113	113	100%	2.3 hours
	3rd Quarter Safety and Health Training	123	123	100%	2.4 hours
	4th Quarter Safety and Health Training	124	124	100%	2.3 hours
	Safety and health training upon hiring	44	44	100%	8 hours
	Supervisor training	11	11	100%	8 hours
2024	First half of the year safety and health education	195	195	100%	6.9 hours
	Second half of the year safety and health training	109	109	100%	12 hours
	Safety and health training upon hiring	48	48	100%	8 hours
	Supervisor training	12	12	100%	8 hours
2025	First half of the year safety and health education	119	119	100%	12 hours
	Second half of the year safety and health training	135	135	100%	5 hours
	Safety and health training upon hiring	74	74	100%	8 hours
	Supervisor training	7	7	100%	8 hours

403-6
Promotion of worker health

Aromatica operates a prevention-oriented health management system to protect the physical and mental health of its employees. We conduct annual regular health check-ups for all employees, and special health check-ups in accordance with the Occupational Safety and Health Act for employees handling chemical substances.

In addition, we regularly manage the exposure levels of workplaces handling chemical substances through workplace environment measurements. As the measurement results have been confirmed to be below legal standards, we operate on an annual cycle to maintain an appropriate level of the working environment.

In addition, to support the mental and physical rejuvenation of our employees, we provide refresh leave and leave allowances for long-term employees, and we are improving the work environment by providing massage chairs in the rest areas so that employees can get enough rest during work.

403-6 Worker Health Promotion

division	detail
health checkup	We conduct regular health checkups for all employees every year, and at the factory, personnel handling chemical substances undergo special health checkups. Workplace environment measurements are conducted once a year.
Refreshment vacation	We provide long-term leave and vacation allowances to help long-serving employees recharge.
massage chair	We have placed massage chairs in the break room so that employees can rest comfortably.

403-7

Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Aromatica's Osan factory operates a systematic risk assessment and regular inspection system to prevent safety accidents and serious incidents. The safety manager conducts on-site inspections at least once a week, and based on the results of these inspections, the safety and health management officer performs a regular inspection once a month. At the monthly safety and health meetings, we share risk factors identified through on-site inspections and discuss improvement measures to strengthen proactive prevention activities. In particular, forklift operations in logistics warehouses and processes with fall and entrapment risks in wastewater treatment plants are classified as high-risk processes with a high potential for serious accidents and are under special management. The head office also conducts risk assessments and facility inspections at least once a week, and in collaboration with safety and health management agencies, we proactively manage safety and health issues through regular visits (safety twice a month, health once a month with a nurse, every other month with an industrial hygienist, and quarterly with a doctor).
---	--

403-9
Work-related injuries

Aromatica continuously develops preventive measures and management plans to minimize work-related injuries and prevent similar accidents from recurring. There were no industrial accidents in 2025.

403-9 Status of Safety and Health Management

division	2023	2024	2025
Total working hours (hours)	281,853	298,384	334,293
Number of work-related accidents (cases)	1	0	0
Loss of Labor Rate (LTIR)	0.52	0	0
Number of serious accidents (cases)	0	0	0
Number of deaths (cases)	0	0	0
Mortality rate per 10,000 workers (%)	0	0	0

*Total Annual Working Hours = 209 Hours × 12 Months × Number of Employees (Same standard applied from 2024) *Workplace Accident Loss Rate: Calculated based on 200,000 working hours

403-9 Status of Near Miss Case Discovery

Unit: cases

workplace	2023	2024	2025
head office	13	31	28
factory	3	4	2

*Near miss: A case where an accident nearly occurred due to worker negligence or defects in on-site equipment, but did not result in a direct accident. **The criteria for compiling near misses vary depending on the operational methods of each workplace. The Head Office compiled data based on the number of cases reported through case discovery, while the Factory compiled data based on the number of cases where actual improvements were completed following case discovery. ***The number of near misses at the Factory in 2024 has been corrected from the existing 23 to 4 following a review of the calculation criteria.

403-10
Work-related ill health

Aromatica has had no work-related illnesses for three years.

403-10 Occupational Disorders

division	2023	2024	2025
Occupational Disease Incidence Rate (OIFR*)	0	0	0
Number of occupational disease cases	0	0	0

*Occupational Illness Frequency Rate

GRI 404 : Training and Education 2016

404-1
Average hours of training per year per employee

Aromatica regularly conducts legally mandated training for all its employees. In 2025, mandatory legal training, including personal information protection education, workplace harassment prevention education, disability awareness improvement education, and sexual harassment prevention education, was conducted for all executives and employees. The total cumulative training hours for these courses amounted to 2,838 hours.

404-1 Training Hours

division	2023	2024	2025
Number of trainees (persons)	169	140	153
Total number of students (persons)	169	140	153
Total class hours for all employees (hours)	2,069	3,558	2,838
Average training time per employee (hours/person)	12.2	21.9	18.5
Average training hours per male (hours/person)	12.9	20.4	17.9
Average training hours per woman (hours/person)	12	23	18.8

Starting from 2024, the number of employees who completed training was calculated based on the number of employees employed at the end of the current year.

404-2
Programs for upgrading employee skills and transition assistance programs

Aromatica operates a systematic education program to support the improvement of employees' job expertise and continuous competency development. We conduct an orientation on the first day of employment for new hires and provide new hire training consisting of aromatherapy, ingredient, and environmental education to enhance their understanding of Aromatica's brand philosophy and work. In addition, we are increasing their understanding of overall company operations, including factory tours, so that they can directly understand the manufacturing and product production processes.

After joining the company, employees strengthen their practical skills through internal training within their job functions and organizational units. We are also enhancing our education system to provide learning experiences directly linked to their actual work. In particular, we offer in-depth training in areas related to AROMATICA's core values, such as environmental issues, aromatherapy, and understanding raw materials and ingredients, to improve both employee expertise and brand comprehension.

In addition, we provide opportunities to participate in external training to deepen job expertise and expand industry understanding. By supporting job-related professional training, certification courses, seminars, and conferences, we contribute to strengthening employees' individual capabilities and improving organizational competitiveness.

404-3
Percentage of employees receiving regular performance and career development reviews

Aromatica is gradually incorporating ESG elements into its performance evaluation system to embed ESG management within the organization. Starting in 2024, ESG-linked indicators were introduced as supplementary items, and **from 2025, 15% of the company's evaluation items will consist of ESG management evaluation factors, ensuring that** a sustainable management perspective is naturally reflected throughout the organization's operations.

Performance evaluations are conducted regularly based on the Key Performance Indicators (KPIs) established by employees at the beginning of the year, comprehensively assessing the level of goal achievement for individuals and teams. The main evaluation items consist of KPI performance indicators and competency indicators, and all employees currently employed are subject to evaluation by August of each year.

This evaluation system supports the continuous performance improvement of the organization and the growth of its members by considering not only individual work performance but also job competency and collaboration skills. In addition, the entire evaluation process is operated on the principles of fairness and transparency, and it reflects a balance between individual development and the achievement of the organization's strategic goals.

404-3 Regular Performance Evaluation

division	2023	2024	2025
Percentage of employees receiving regular performance and career development reviews (%)	100	100	100

 404-3 Evaluation Items and Ratios

Evaluation indicators	reflection ratio	Details
Performance indicators	60%	This is a performance indicator based on the degree of KPI achievement. It reflects the deliverables and results resulting from job performance and goal achievement.
Competency indicators	40%	It reflects overall work performance capabilities, including individual knowledge, skills, and attitudes such as innovation, communication, collaboration, expertise, drive, and problem-solving ability.

GRI 405 : Diversity and Equal Opportunity 2016

405-1
Diversity of governance bodies and employees

Aromatica's hiring principle is to be free of discrimination in all aspects, including gender, age, and disability, and we aim for an employment culture that respects diversity and inclusion.

In 2024, as part of our efforts to expand employment for people with disabilities, we hired one team leader with a disability as a full-time employee, providing a foundation for them to work stably while demonstrating their expertise within the organization.

Then, in 2025, we hired artists with developmental disabilities as full-time employees and expanded their job opportunities through artistic collaborations with our brand. In celebration of Family Month, we applied artist Kim Do-young's artwork to our product packaging, and this design was also reflected in the exterior of some of our stores. Through this, we created an experience where the creative activities of artists with disabilities were extended throughout our products and brand spaces.

Aromatica plans to continue fostering an environment where diverse talents, including people with disabilities, can fully utilize their abilities without discrimination, and to continuously strengthen its inclusive organizational culture.

405-1 2025 Employee Status

item	division	Number of employees (persons)	ratio(%)
gender	male	50	33%
	female	103	67%
By age	20s	30	20%
	30s	92	60%
	40s	26	17%
	50s	4	3%
	60s	1	1%
By employment type	Regular employee	142	93%
	contract worker	11	7%
executive	male	17	65%
	female	9	35%
Total number of people		153	100%

405-2
Ratio of basic salary and remuneration of women to men

405-2 Ratio of basic salary for women to men

Rank	division	Base salary ratio (%)
Management position (basic salary)	Ratio of average female base salary to average male base salary	93.33
Non-management positions (basic salary)	Ratio of average female base salary to average male base salary	92.54

GRI 406 : Non-discrimination 2016

406-1
Incidents of discrimination and
corrective actions taken

In 2025, a total of two cases related to discrimination and harassment occurred. For both cases, the AROMATICA Harmony Grievance Committee and the HR team jointly handled the process from receiving the grievance to conducting the investigation, ensuring the objectivity of the procedure. After thoroughly verifying the facts and confirming the wrongdoing, a disciplinary committee was convened, and disciplinary actions were completed in accordance with relevant regulations.

To prevent recurrence and raise awareness among leaders, we invited an external labor attorney to provide training on preventing workplace harassment and sexual harassment for leaders at the team leader level and above. The training was conducted once each at the headquarters in Sinsa and the Osan factory. Through the company-wide Communication Day, we re-announced communication principles (such as using honorifics) to establish a mutually respectful organizational culture.

Status of Discrimination Cases and Corrective Actions	2023	2024	2025
Number of received cases	1	0	2
Number of corrective actions	1	0	2

Unit: cases

GRI 407 : Freedom of Association and Collective Bargaining 2016	
407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	During the reporting period, no Aromatica business sites were identified as having a high risk of serious infringement of the freedom of association and collective bargaining.

GRI 408 : Child Labor 2016	
408-1 Operations and suppliers at significant risk for incidents of child labor	In accordance with Aromatica's Human Rights Management Policy <Article 4: Prohibition of Child Labor>, we comply with the minimum employment age stipulated by the laws and regulations of each country and region, and verify the age of all workers through appropriate methods during recruitment.

GRI 409 : Forced or Compulsory Labor 2016	
409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	In accordance with Aromatica's Human Rights Management Policy <Article 3: Prohibition of Forced Labor>, we guarantee that our members work of their own free will and strictly prohibit forced labor resulting from mental or physical coercion.

GRI 413 : Local Communities 2016

413-1 Operations with local community engagement, impact assessments, and development programs	Aromatica operates social contribution activities with the goal of creating social value and expanding positive influence through continuous cooperation with the local community. We focus on community-based participatory programs, including support for vulnerable groups, resource circulation activities linked to the local community, and environmental education for citizens. 1. Mom-Pyeon-Hae Therapy (Emotional Recovery Support) This aromatherapy-based emotional recovery program, themed 'Emotional Care,' visits facilities for single-parent families and shelters for victims of domestic violence to provide psychological stability and emotional recovery support. Through aromatherapy education and experiential programs, it provides participants with time to care for and recover themselves, contributing to emotional care activities. 2. Osan Community Sharing Activities (Community Coexistence) We continuously operate employee-participatory social contribution activities centered around the Osan area, where our manufacturing facilities are located. In celebration of the Lunar New Year, we are practicing coexistence and sharing with the local community by visiting vulnerable families and delivering daily necessities and holiday food. 3. Project Soil (Restoring the local ecosystem) In 2025, we visited a farming area in Goesan, Chungcheongbuk-do, and conducted a total of five soil-related social contribution projects for soil recovery and ecosystem restoration. This activity was centered on ecological restoration in connection with local farms, such as removing the invasive species Japanese hop and sowing native plants, with the goal of restoring the soil environment. 4. Join the Circle (Regional Resource Circulation Cooperation) We are running a campaign to collect empty bottles and clear PET bottles in cooperation with local hubs such as zero-waste shops, schools, and religious facilities in the Seoul and Gyeonggi areas. The collected clear PET bottles are directly collected by electric trucks and delivered to recycling plants to support high-quality recycling. Based on our six years of experience in operating the campaign, we are also running environmental education programs in connection with elementary and secondary educational institutions. 5. Refill Day (Spreading the Practice of Resource Circulation) Aromatica launched its new Refill Day in 2025. This campaign operates by allowing consumers to bring their used containers and have them refilled with product for free. It was designed to encourage the reuse of containers and the reduction of waste in daily life. Through this, we aim to expand the participation of community members in the refill culture and establish a foundation for the continuous practice of resource circulation. In recognition of its contributions to promoting a circular economy and a culture of sharing through these community-based activities, Aromatica was awarded the Seoul Social Welfare Council President's Commendation at the 'Seoul Sustainable Sharing Expo' in December 2025.
---	--

GRI 414 : Supplier Social Assessment 2016

414-1 New suppliers that were screened using social criteria	Aromatica conducts responsible supply chain management by evaluating the quality, hygiene, and safety management levels of new and existing partners. When selecting new partners, we comprehensively review factors such as the presence of an independent quality assurance department, the operation of a quality control laboratory, the status of quality certifications, and the quality management system, based on an on-site audit evaluation form. As of 2025, we have a total of 14 OEM/ODM partners, 11 of which hold quality-related certifications such as ISO 22716 and CGMP. Through this, we continuously manage the quality control system and production process safety across all our partners, which operates as a fundamental management system for manufacturing and quality control items directly related to consumer safety. Meanwhile, Aromatica is working to enhance its supplier evaluation system to reflect social responsibility standards within the supply chain, such as human rights, labor practices, and working conditions, as required by GRI 414. By 2026, we plan to gradually introduce social standard items, including worker rights, labor practices, and working conditions, to strengthen sustainability management across the entire supply chain.
---	---

GRI 415 : Public Policy 2016	
415-1 Political contributions	Aromatica adheres to the principle of political neutrality and does not provide any political donations.

GRI 416 : Customer Health and Safety 2016

3-3_416
Management of Customer Health and Safety

Aromatica operates a strict quality control system, prioritizing customer safety and health. This management system ensures stable product quality and safety, thereby securing customer trust and positively impacting the company's sustainable growth. Environmentally, it minimizes pollution through safe product production and management processes, and contributes to the protection of stakeholders' safety and health through responsible production activities that consider people (including human rights).

Aromatica systematically manages its operations to minimize potential negative impacts throughout its organizational activities and business relationships. We ensure safety in the product manufacturing process, enhance the accuracy and transparency of advertising and labeling regarding product safety and efficacy, and continuously implement necessary measures to prevent and reduce potential negative impacts.

416-1
Assessment of the health and safety impacts of product and service categories

[Quality Management System]
Aromatica maintains and manages ISO 22716:2007 certification for 100% of its products by sales volume, in accordance with Good Manufacturing Practice (GMP) for cosmetics, to enhance the objective evaluation and management of its quality management system.

[Product Safety Inspection]

1. Inspection of raw materials and packaging materials

- Raw material inspection: Conduct in-house quality inspection tailored to the properties, physical characteristics, and specifications of the raw materials.
- Incoming inspection of packaging materials: Type inspection and self-quality inspection according to standard samples and packaging material specifications

2. Quality Inspection of the Production Process

- Bulk inspection: Physical property inspection and stability testing of bulk materials according to self-quality standards.
- Process and finished product inspection: Physical properties, capacity, labeling, packaging condition, microorganisms, functional inspection, and stability testing

3. Pre-shipment inspection and government reporting

- Regular inspection: 1 initial inspection, confirmation of compliance with the <Safety Standards for Distributed Cosmetics>

*Confirmation of compliance with the detection limit as per the Ministry of Food and Drug Safety Notification (No. 2025-63, September 2, 2025)

- Report to the Ministry of Food and Drug Safety: Regular report on cosmetic safety information (twice a year, in the first and second half of the year)
- Korea Cosmetic Association Report: Submit a list of raw materials used in the manufacturing process before distributing and selling cosmetics.

4. Inspection of hygiene and household chemical products

- Inspection of hygiene products: Establish an inspection plan according to the self-quality inspection cycle, proceed with analysis, report item inventory, and release after confirming inspection results (if non-conforming, prohibit release, identify the cause, and implement corrective actions)
- Inspection of household chemical products: Manufacturing proceeds after the issuance of a certificate of conformity to safety standards.

 416-1 Product Safety and Health Impact Assessment

division	2023	2024	2025
Percentage of major product/service groups that underwent safety and health impact assessments (%)	100	100	100

 [ISO 22716 certification](#)

416-2
Incidents of non-compliance concerning the health and safety impacts of products and services

On September 27, 2024, Aromatica was notified of a manufacturing and sales ban and recall order for its 'Unburden Synergy Oil & Stone Diffuser' product. The reason given was that the product, despite being a fragrance, did not obtain the necessary permits and did not comply with labeling standards under the Act on the Safety Control of Household Chemical Products and Biocides.

Immediately after receiving the administrative disposition notice, Aromatica promptly implemented a recall and refund process for the product in question. Subsequently, we initiated a process to explain the unfairness of the disposition, arguing that the product, composed of 100% essential oils and natural stone, does not qualify as an air freshener.

In this regard, Aromatica filed an administrative lawsuit against the head of the Han River Basin Environmental Office, seeking the cancellation of the manufacturing ban, sales ban, and recall order. On April 11, 2025, the case was dismissed, and on November 12, 2025, the court ruled against Aromatica's claim.

416-2 Violations related to the health and safety impact of products and services				Unit: cases
division	2023	2024	2025	
Cases in which a fine or punishment was imposed for a violation of regulations	0	0	0	
Cases where administrative sanctions were imposed for violations of regulations	0	1	0	
Cases violating self-regulation	0	1	0	

GRI 417 : Marketing and Labeling 2016

417-1

Requirements for product and service information and labeling

Aromatica operates a systematic management process to provide consumers with accurate and essential information about its products and services. To this end, we not only comply with relevant laws and regulations, but also establish and thoroughly manage internal guidelines to ensure that product functions and efficacy are not exaggerated and essential information is not omitted.

1. Management of Required Information Guide

We consistently apply the mandatory information for all products in accordance with the Cosmetics Act and related regulations, and we regularly conduct internal guidance and updates.

2. Marketing Guide Operation

We have established marketing guidelines to ensure that the main product claims of Aromatica are communicated accurately and objectively, and we thoroughly review whether these claims comply with legal standards.

3. Internal Review and Regulatory Compliance Process

Product information and advertising copy are finalized after being reviewed for suitability by the copy review manager and the RA (Regulatory Affairs Manager).

* Key compliance criteria:

- Cosmetics Act (Article 10) and Enforcement Rules
- Evaluation of packaging material and structure (Article 9-3 of the Act on the Promotion of Saving and Recycling of Resources)
- Guidelines for the Management of Cosmetic Product Labeling and Advertising (Revised August 2025)
- Framework Act on Consumers (Article 10: Compliance with Labeling Standards)
- Environmental labeling and advertising management system (to prevent consumer misunderstanding)

 **417-1 Product Service Information and Labeling Review Process**

Review stage	Department in charge	Review process
1st	Research Institute	Review of marketing claims regarding full ingredients and raw materials
2nd	Quality Team	Final review of the entire text
3rd	RA	Full review of the text for overseas export

417-2

Incidents of non-compliance concerning product and service information and labeling

Aromatica strives for accurate product service information and labeling. There have been no violations in the last three years.

 **417-2 Violation of Product Service Information and Labeling Regulations** Unit: cases

division	2023	2024	2025
Number of cases where fines were imposed for legal violations	0	0	0
Number of cases receiving warning measures for legal violations	0	0	0
Number of incidents violating internal organizational regulations	0	0	0

Since administrative sanctions were imposed for violations of labeling standards that occurred in the current year combined with reasons for failure to obtain product approval, they were reported as integrated under indicator 416-2 to prevent duplicate entries.

417-3

Incidents of non-compliance concerning marketing communications

There have been no violations related to marketing communications in the last three years.

GRI 418 : Customer Privacy 2016

418-1
Substantiated complaints concerning breaches of customer privacy and losses of customer data

Aromatica has no record of customer data breaches, theft, or loss for the past three years. We comply with the Personal Information Protection Act and related laws, and we are continuously strengthening our management system to protect customer personal information.

Aromatica operates its own online store directly on its website (www.aromatica.co) and has established and disclosed its Privacy Policy to customers on the website in accordance with Article 30 of the Personal Information Protection Act. In addition, based on Article 29, we have established and operate an internal personal information protection management plan, and we have designated a personal information protection manager and conduct regular training. We receive personal information protection pledges from our employees and systematically manage personal information destruction records twice a year. Furthermore, we regularly check whether personal information processing contractors have completed training and whether their protection measures are appropriate, and we carefully verify whether the personnel in charge at the contractor companies have received training.

418-1 Customer Privacy Protection Unit: cases

division	2023	2024	2025
Number of customer personal information leakage incidents (cases)	0	0	0
Number of customers affected by the leak	0	0	0
Amount of financial damage caused by customer personal information leakage (million won)	0	0	0

[AROMATICA Privacy Policy](#)

