



AROMATICA SUSTAINABILITY REPORT 2022

AROMATICA



SAVE THE SKIN, SAVE THE PLANET

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CEO Message

I am Young Kyun Kim, the founder of AROMATICA.

During a visit to Australia where my family resided, about 20 years ago, I became fascinated by the world of aromatherapy. While I was used to relying on hospitals and pharmacies for medical help when feeling unwell, I was surprised by the Australian culture of preventing and treating ailments through essential oils and herbal products.

This eye-opening experience sparked a deep desire within me to introduce the aromatherapy culture and the benefits of essential oils to Korea.

As I learned more about aromatherapy and herbal remedies, I started looking into the synthetic fragrances found in everyday things like food, cosmetics, and household products, which I had been using without any suspicion. It became evident that most cosmetic fragrances we commonly encounter are synthetic derivatives of petroleum, acting as hormone disruptors that pose harm to both human health and the environment. Realizing this made me feel like I had a big mission – to tell people in Korea about the bad effects of fake fragrances and to suggest using natural essential oils instead.

Initially, I imported natural organic essential oils directly into Korea, primarily for sale to cosmetic and perfume companies. However, these companies showed little interest in using essential oils due to their cost and perceived lack of appeal compared to synthetic fragrances. In pursuit of my mission to enlighten consumers about the benefits of genuine essential oils, I took the initiative to create cosmetics formulated with safe, natural ingredients. This marked the pivotal moment that led to the birth of AROMATICA in 2004.

We remain unwavering in our initial commitment to eliminate synthetic fragrances from the earth, and we will persist in building a brand that embodies sustainability for both life and the environment.

**SAVE THE SKIN, SAVE THE PLANET
AROMATICA!**



Company overview

Company name	AROMATICA
CEO	Young Kyun Kim
Company founding date	March 2nd, 2004
Number of employees	140
Corporate headquarters address	41-4 Gangnam-daero 162-gil, Gangnam-gu, Seoul
Manufacturing facility location	69 Gajangsaneopseo-ro, Osan-si, Gyeonggi-do
Website	www.AROMATICA.co

OUR HISTORY

AROMATICA has remained steadfast in adhering to our genuine vegan formula, dedicated to nurturing a healthy and naturally beautiful balance for our skin, body, and mind through the time-honored wisdom of aromatherapy, spanning over 6,000 years of history. In line with our corporate responsibility for life and the environment, we proudly introduced the 'Declaration on Environmental Management and Respect for Life' in 2013, as we continue to cultivate a culture of sustainability.

OUR IMPACT

AROMATICA has been at the forefront of revolutionizing cosmetic ingredients by consistently advocating for the safety of raw materials. Our pioneering efforts led to the introduction of the EWG SkinDeep, operate by United States non-profit environmental research organization, to the Korean beauty market. Since 2009, we have actively participated in the safe cosmetics campaign, significantly influencing the shift towards domestic cosmetic ingredients aligned with the EWG standards. We take pride in being the first to embrace bulk products and offer spaces for cosmetic refills, spearheading the reduction of single-use waste. Underscoring our commitment to sustainability, we boldly utilize 100% recyclable transparent PET containers for our cosmetics, ensuring eco-friendliness remains central to our activities.

OUR PRODUCT

As a sustainable beauty & lifestyle brand, AROMATICA offers a diverse range of 160 products, spanning from Skin care essentials to lifestyle goods. Our mission is to make aromatherapy an integral part of your daily life, naturally enriching every aspect of your journey.

Brand History & Sustainable Challenges

SUSTAINABILITY

Established
AROMATICA
manufacturing plant



2004

Aromatherapy roll-on and massage oil
(Free from Mineral oil & Silicones)

2005

Rose serum/Lotion/
Cream (Free from
Parabens & Silicones)

2006

Rosemary/Tea Tree
Shampoo (Free from
Silicones & Sulfates)

Facial mist (Free from
Synthetic fragrances)

2007

Achieved patent for
natural preservatives
(Patent No.10-0723906)

2010

Developed reef safe
sunscreen formula

All Ingredients listed on
EWG skindeep

Aloe vera gel (Free from
PEG & Phenoxyethanol)

Inorganic sunscreen
(No organic sunscreen
included)

2011

Acquired ECOCERT
organic cosmetics
certification

EWG 'A Safe
cosmetics champion'

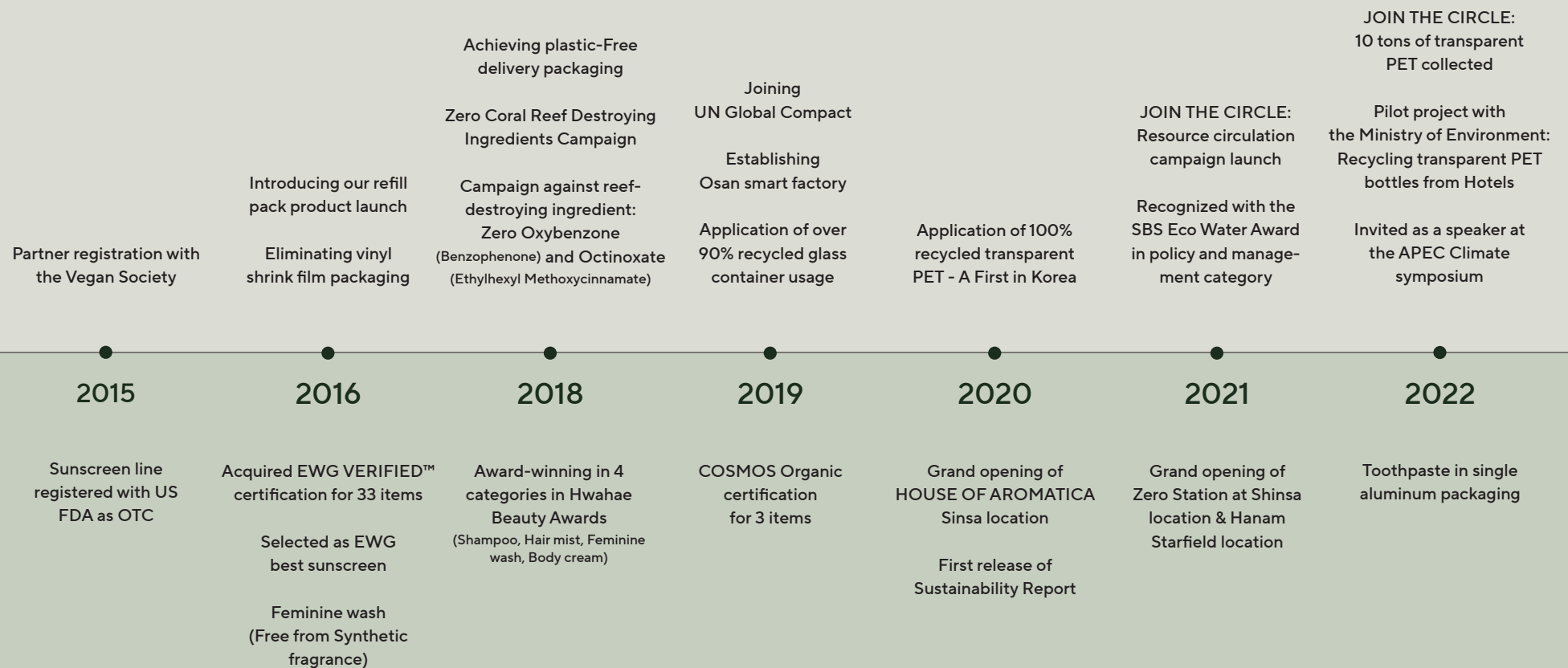
2013

Announced the
Declaration of
respect for life and
environmental
management

Inorganic sunscreen
(Free from organic
sunscreen & Silicones)

Tea Tree Toner/
Lotion/Cream
(Free from PEG)

SAFETY



Featured products by category

Skincare

Tea Tree - Skin refinement · Refreshing toner · Oil-moisture balance · Soothing

Tea tree is a healing and protective formula from Australian nature that soothes the skin. Known for its vitalizing, antibacterial, and healing properties, tea tree has long been used by Aboriginal Australians to treat colds, headaches, and skin infections caused by wounds. The tea tree skincare line is designed to help treat complex skin concerns such as excess oiliness and roughness, and its acne-reducing, anti-inflammatory, and wound-healing properties make it ideal for acne and oily/problematic skin.



Tea Tree Balancing & Tea Tree Pore Purifying

Hair Care

Rosemary - Scalp treatments · Root enhancement · Dead cell removal · Anti hair loss

The warming properties of rosemary help to soften dead cells on the scalp for easier removal. It also nourishes and revitalizes the hair roots. AROMATICA Rosemary scalp scaling shampoo has proven antioxidant benefits alongside its hair loss-reducing properties. Sulfate surfactant and silicone-free, it is gentle on the scalp and pores. This shampoo has long been a consumer favorite, selected as the no.1 shampoo in Olive Young Awards for the last 4 consecutive years*. *Based on sales from 2018-2021



Rosemary Scaling Collections

Body Care

Lavender · Marjoram Relaxing & Moisturizing Care

The oil blend of lavender and marjoram can help relieve anxiety and tension, and relax us from the inside out. Serene Lavender & Marjoram body oil is made with plant-derived essential oils, not mineral oils came from petroleum, and leaves skin feeling smooth and moisturized, not heavy and greasy. Serene Lavender & Marjoram body products are hypoallergenic and dermatologically tested to be safe for sensitive skin, so they can be used by the whole family.



Lavender · Marjoram

Aromatherapy

Essential Oils & Synergy Oils

AROMATICA's essential oils are extracted from plants around the world by drying them under optimal conditions, and are 100% pure essential oils that are licensed as food grade without further refining, redistillation, or blending. In addition, 'synergistic oils', which are blends of two or more oils, are representative products that reflect alternative medicine with therapeutic functions such as boosting immunity, relieving stress, and improving concentration through formulations that maximize the effectiveness of each essential oil. You can easily experience aromatherapy in your daily life by adding essential oils to lotions, oils, and baths.



Essential Oil & Synergy Oil

Steady Sellers

Rosemary Shampoo

2.16 Million units sold

Won the Olive young Award for the shampoo category for 34years in a row (2018-2021)

Introducing our revitalizing Rosemary Shampoo, crafted from the warm essence of rosemary to invigorate tired scalps. Its delightful rosemary fragrance and compatibility with all scalp types have garnered positive feedback from satisfied consumers. This iconic product has significantly bolstered AROMATICA's brand standing in the hair category, solidifying its position as a trusted choice.



Aloe Vera Gel

2.9 Million units sold

Won the Hwahae Beauty Awards 1st place in the gel category (2020)
Won the 'Hwahae Hall of fame' in the body cream and gel category ((2021)

Introducing our moisture Aloe Vera Gel, suitable for all ages, with a refreshing non-sticky formula. This gel provides excellent protection and soothing benefits for the skin, guarding it against external elements. Specially formulated with mild ingredients, it has gained recognition from discerning consumers as a safe option for sensitive and atopic skin.



Feminine Wash

1.06 Million units sold

Won the Olive-young-awards in the women's care category for the second year in a row (2020~2021)
Won the Hwahae Award for Best Feminine wash category for 3 years in a row (2019-2021)

Introducing our Feminine Wash, a product born out of continuous consumer requests for a safe and gentle solution for women's most sensitive and vulnerable areas. Its natural cleansing ingredient derived from almonds offers a gentle and caring touch to the Y-zone, making it highly favored among female consumers.



2022 Business Highlight



OVERSEAS

Launched on Amazon in 5 European countries: UK, Germany, France, Spain, and Italy

Newly launched on Amazon, with a primary focus on major European countries, and currently available in 26 countries worldwide.

Ranked 12th in the TOP Amazon keywords in the US

AROMATICA's Rosemary enhancer and Rosemary scrub products garnered attention, with the keyword 'Scalp Treatment' ranking 12th on the world's largest e-commerce platform, Amazon.

Ranked #1 in Real-Time daily rankings in Q10 JAPAN

AROMATICA gained significant popularity in October 2022 by achieving the No.1 position in the real-time daily ranking on the Japanese large-scale e-commerce platform 'Q10 Japan'.

Live broadcast with Li Jiaqi on Tmall China

In April 2022, during a live commerce broadcast with Chinese beauty creator Li Jiaqi, AROMATICA achieved remarkable success, selling 25,000 units of AROMATICA's Aloe Vera Gel in just 5 minutes.

PART 1

Healthy coexistence with the Planet



AROMATICA's Sustainable Beauty Standard

In 2009, AROMATICA introduced the EWG Skindeep database, a safety database for cosmetic ingredients, to the Korean cosmetics market, raising awareness about ingredient safety. With growing concerns about asbestos-containing cosmetics and humidifier disinfectant issues, the Korean cosmetics market began focusing on ingredients and safety. However, up until now, only superficial information has been conveyed, suggesting that it is safe to use ingredients with a risk level of 2 or less based on EWG Skindeep standards. With over 20 years of experience and rigorous product certifications, such as EWG VERIFIED™, VEGAN, and COSMOS, alongside successful entry into the European and American markets, we have acquired a superior level of expertise in understanding ingredients. By consolidating all these achievements, AROMATICA developed its 'Sustainable Beauty Standard' as a comprehensive compilation, serving as the foundation for The Watch List, which is continually updated and refined.

Safety for both humans and the environment

We utilize safe and effective natural ingredients, thoroughly assessing their potential harmfulness based on a reliable database. Our entire production process undergoes meticulous monitoring and rigorous verification, adhering to COSMOS standards—a natural organic certification body with public confidence. We not only conduct thorough checks on nanomaterials, GMOs, gamma- and X-rayed ingredients but also evaluate all palm oil or palm oil-derived ingredients for organic certification or CSPO (Certified sustainable palm oil) to ensure their compliance with our standards for biodiversity and sustainability.

Commitment to respect for life

At AROMATICA, we deeply value respect for life, and we firmly stand against unilateral exploitation, unethical suffering, and cruelty towards animals. We are well aware of the potential risks posed by diseases such as mad cow disease, bird flu, and foot-and-mouth disease. In addition, to ensure both animal welfare and the promotion of a sustainable environment, we make a conscious choice to refrain from using any animal-derived raw materials in our products. At AROMATICA, our commitment goes beyond words, as we actively exclude ingredients such as lanolin (sheep wool), mink oil (mink), animal elastin (young mammals, deep-sea fish), animal collagen (pork skin, fish), keratin (animal horns, feathers), snail cream (snail extract), hyaluronic acid (chicken comb), beeswax (honeycomb), milk, honey, and eggs from all our products. Moreover, we firmly abide by the principles of sustainable development by ensuring that we do not use ingredients derived from endangered plants.

The Watch List®

The Watch List serves as a comprehensive guide for consumers, highlighting harmful ingredients that should be avoided. We regularly update it through continuous monitoring, providing verified hazard information along with details on ingredients categorized by their functions.

8 합성향 Synthetic Fragrances	9 레티놀류 Retinol and Retinyl palmitate	1-5 코카미도프로필베타인 Cocamidopropyl betaine
10 카본블랙 Carbon Black	7 레조르시놀 Resorcinol	2-4 페녹시에탄올 Phenoxyethanol
10 파라벤 방부제 Parabens	4 옥시벤존 유기자외선차단성분 Oxybenzone	1-5 설페이트 계면활성제 SLS, SLES, ALS, ALES 등 Sulfate surfactant
10 톨루엔 Toluene	5-6 합성 산화방지제 BHA & BHT	1-4 페트로라툼, 미네랄오일, 파라핀 Petrolatum, Mineral oil and Paraffin
10 실리콘 Dimethicone, D4, D5 등 Silicones	6 에탄올아민류 MEA, TEA 등 Ethanolamines	1-3 피이지 계면활성제 PEG Surfactant
7 MIT/CMIT	5 옥틸메톡신나메이트 Octyl methoxycinnamate	6 트리클로카반 Triclocarban
GMO 유전자변형생물 GMO	5 아미노벤조산 유기자외선차단성분 Aminobenzoic acid	1-4 라우라미도프로필베타인 Lauramidopropyl betaine
7-8 트리클로산 Triclosan	6 벤잘코늄클로라이드 Benzalkonium chloride	Animal 동물성 원료 Lanolin, Bees wax, Honey 등 Animal Derived Ingredients
		Gluten 글루텐 Gluten

* Classified based on similar categories instead of individual names

From safe ingredients to production

Careful selection of the finest raw Ingredient

AROMATICA conducts direct evaluations and selects the finest natural and organic ingredients with certified quality from sources around the world. Additionally, we adhere to the principle of reviewing the production process to utilize sustainable raw Ingredient.



EWG VERIFIED™

In 2016, AROMATICA became the first domestic manufacturing brand to obtain EWG VERIFIED™ certification for 33 products

In-house research and development

AROMATICA conducts in-house research and development through its own research institute. We prioritize safety by excluding harmful substances such as synthetic fragrances and focus on creating the safest and most effective products, harnessing the power of natural essential oils at the core.



Vegan Society partner

In 2015, AROMATICA became a registered partner of the world's oldest and most prestigious vegetarian certification body, the Vegan Society.

Manufactured in our own factory with stringent standards

AROMATICA manufactures cosmetics directly in its own Osan smart factory, which has obtained quality management system certification (GMP ISO 22716). Our products are produced based on stringent standards to ensure quality and safety.



COSMOS Certified organic

AROMATICA have obtained COSMOS certification, a renowned international organic and natural cosmetic standard, and manufacture our products in-house following rigorous processes that adhere to COSMOS certification requirements.



EWG Safe Cosmetics Champion

In 2011, AROMATICA was recognized as a 'Compact for Safe Champions' company, making it the first Korean brand to receive this honor in the safe cosmetics campaign conducted jointly by EWG and Safe Cosmetics. The Safe Cosmetics Champion title is bestowed only upon brands that meet rigorous objective standards, backed by various clinical and academic data, and provide full ingredient disclosure.

Creating Earth-conscious products

'Reef safe' sunscreen, specially formulated to protect coral reefs

Many sunscreens on the market contain chemicals that can harm marine ecosystems. At AROMATICA, we are committed to protecting coral reefs and marine life by completely excluding these harmful chemicals, such as benzophenone (oxybenzone), ethylhexylmethoxycinnamate (Octinoxate), and other chemical sunscreen ingredients from our sun care products. Instead, we use zinc oxide, a representative mineral ingredient, in our sunscreen formula. To further safeguard coral reefs, we adopt a mineral filter with a particle size larger than 100nm (nanometers) to prevent any harmful absorption by coral reefs.

Shampoo soap bar as Zero residual waste solution

AROMATICA's soap bar products aim to achieve zero residual waste by eliminating packaging materials from purchase to after use. Currently, we produce and sell shampoo, conditioner, and dishwashing soap in the form of solid bar soaps. A single shampoo bar can be used approximately 100 times*, lasting longer than a 400ml bottle of shampoo (about 65 times*). Additionally, the reduced weight contributes to lowering carbon dioxide emissions during shipping.

*Based on AROMATICA's products, individual usage may vary.

'Silicone-free hair oil,' caring for soil and ocean

Silicone ingredients are not biodegradable and often wash away in water, negatively impacting ecosystems such as oceans and soil. At AROMATICA, we are committed to being silicone-free in all of our products. In October 2021, we proudly launched our silicone-free hair oil, which uses plant-based alternatives to chemical silicones that only coat the surface of the hair to provide temporary softness.

Introducing 'Refill packs' and 'Bulk products to minimize disposable items

To minimize cosmetic waste and promote the refill culture, AROMATICA has taken a groundbreaking step by developing a large-capacity bulk product, allowing it to be sold in smaller portions at zero-waste shops. This pioneering approach is the first of its kind in the industry, and it also caters to hotels and accommodations that have strict regulations against disposable amenities. Despite encountering economic and operational challenges, we were determined to break away from the industry norms and take responsibility for reducing disposable products. Since 2016, we started with 9 types of refill packs have continuously expanded our offerings. Currently, we provide 27 types of refill packs, and we are committed to further expanding our selection in the future. (as of December 2022)

*Refill packs reduce plastic use by an average of 70% compared to containers of the same capacity.

"We are continuously committed to crafting products that exclude harmful ingredients for both the environment and the skin. Maintaining AROMATICA's elaborate and detailed 'The Watch List' is no easy feat. However, when it is translated into a product and receives recognition as one of the best, I am immensely proud and grateful that consumers acknowledge its value."

- Boyoung and Yehyeon at the lab



Sustainable efforts in product development

Discontinuation of Sheet masks production

In 2019, AROMATICA made the decision to cease producing and selling 'Sheet masks' made of plastic. As a cosmetics manufacturer, we believe in eradicating the concept of 'disposable cosmetics.' Sheet masks are essentially damp plastic tissues, akin to 'clothing waste'. Due to their disposable nature, sheet masks cannot be easily recycled. When disposed of in landfills, they release microplastics, causing soil or ocean pollution. Incinerating sheet masks also leads to the emission of various harmful substances. As a responsible measure, AROMATICA has discontinued the production of sheet masks.

Discontinuing production and sales of biodegradable plastic "corn toothbrushes"

In 2020, AROMATICA launched a "corn toothbrush" made from biodegradable plastic derived from corn starch, a material known to be more environmentally friendly than regular plastic. However, after learning that biodegradable plastic is not a solution to the plastic problem because it requires a separate landfill, takes a long time to biodegrade, and interferes with the recycling of existing plastics, the company abandoned the development and discontinued production of the product. This case inspired the AROMATICA team to think more closely about the recycling environment, as well as verifying recyclable materials from the planning and research stages.



"Sheet masks are undeniably a staple of K-beauty and have garnered immense popularity worldwide. Despite this, we made a bold decision to discontinue their sales. During the product development process, we engage in extensive reviews and discussions, considering not only profitability but also the environmental impact of each product. Indeed, by daring to innovate and move faster than others, we embrace the process of trials and errors. I view this journey as our valuable asset." – Semi and Yeji from Product Development Team

Sustainable packaging

We plan the package considering everything from the planning stage to disposal after use. We REDUCE the use of packaging materials, develop materials that are REUSABLE and RECYCLABLE, and we use RECYCLED containers again.

REDUCE

Minimal packaging

We greatly reduce unnecessary packaging materials and carefully select materials that minimize carbon emissions in the packaging manufacturing process.

REUSE

Container Reuse

We design product containers to be reused multiple times and also develop refill packs.

RECYCLE

Recycled material

Our aim is to utilize single materials such as glass, transparent PET, PP, and non-wood paper. We prioritize the use of recyclable and recycled materials in our products.

AROMATICA
VITALIZING
ROSEMARY
ALL-IN-ONE WASH



Vegan formula

Korea's first 100% recycled PET container

In 2021, AROMATICA renewed our container design and materials to enhance recyclability. As pioneer in the domestic beauty industry, we proudly applied 100% recycled PET containers to our products.



* Packaging material recyclability rating: The packaging material rating* is evaluated according to the standards announced by the Ministry of Environment, and the evaluation result must be indicated on the outside of the packaging material. (Rating: "best for recycling", "excellent for recycling", "normal for recycling" and "difficult for recycling")



“ People at AROMATICA are ‘material experts’. We focus on sustainability and recyclability when discovering new materials. We analyze every aspect of the product, including the body, lid, label, adhesive area, and amount of adhesive, to find ways to improve and make our packaging less harmful to the environment. Our ultimate goal is to ensure safety and quality, providing consumers with products they can trust and feel confident about. ” – Hyunjeong from Quality Team

GRS Certified 100% recycled transparent PET container

The recycled transparent PET container has received GRS certification, verifying its sustainable production process that prioritizes people's safety and environmental protection. This certification also ensures the safety of recycled materials used in the product.

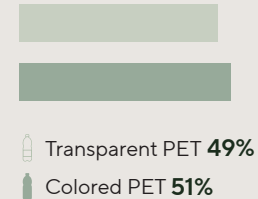
*GRS(Global Recycled Standard) : International recycling certification that ensures adherence to chemical, environmental, and social responsibility standards for products utilizing recycled materials."

Approximately 90% trans-parent PET usage

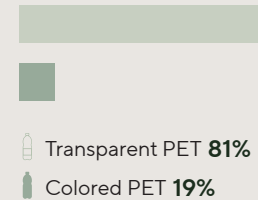
Transparent PET is a premium recycled material that can be reused for containers or fibers. As a cosmetics company, we prioritize environmental responsibility over fancy packaging marketing. Since its launch in 2021, we have steadily increased the proportion of transparent (colorless) PET to approximately 90% (based on total shipments in 2022), marking a 10% increase compared to the previous year.

Ratio of transparent PET to colored PET in containers

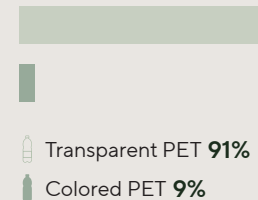
2020 Y



2021 Y



2022 Y



* Based on the recycling contributions for total shipments

From composite to single material

Single materia Refill pack

The refill pack, which was introduced in 2016 to promote the refill culture, initially consisted of 5 layers of composite materials such as PET, LDPE, and nylon, making it difficult to recycle.

In 2020, we made our first improvement by reducing the material to 3 layers. Additionally, LDPE was developed as a single material and applied to some products to enhance recyclability.



Single material PE tube

The previous PE tube was a 5-layer composite material marked with 'OTHER' and was not recyclable.

In 2021, we developed a new tube made of 3-layer LDPE single material to enhance recyclability.



Single material aluminum tube

Single-material aluminum tubes can be easily recycled as 'scrap metal'. In 2021, we apply them to toothpaste and hand cream items, with plans to expand their use to various other products.



Provide guideline on separate disposal

Detailed guides are provided on product packaging and the official website to help consumers clearly understand how to separate cosmetic containers for recycling after use. Consumers can easily find the detailed material and disposal information of the product container at a glance.



아로마티카 로즈마리 스칼프 스케일링 샴푸

탈모 증상 완화 기능성 화장품

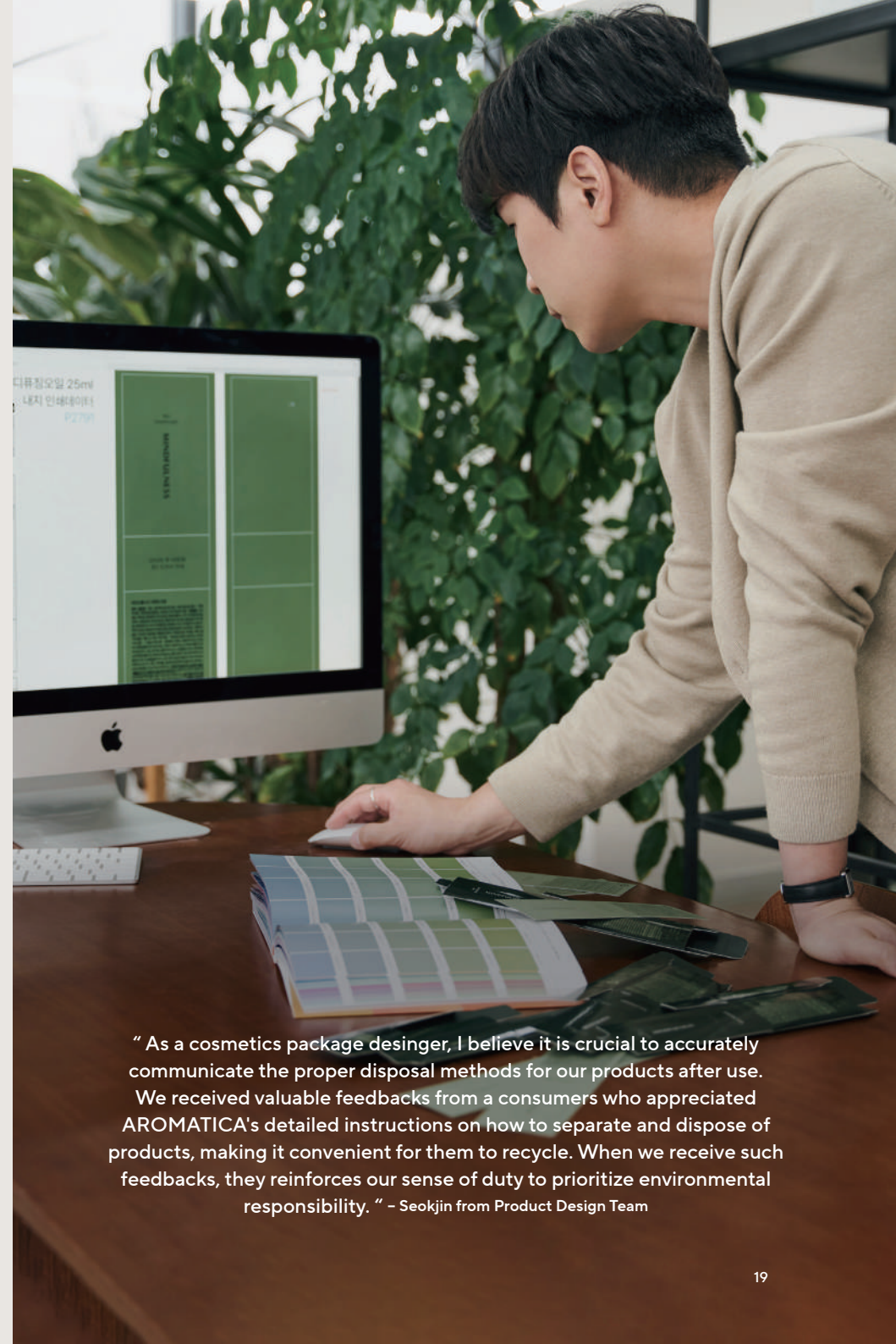
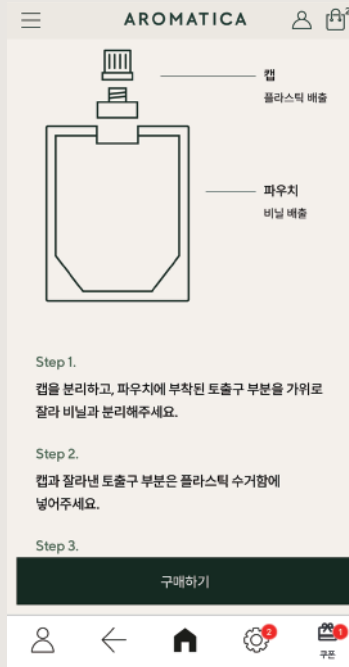
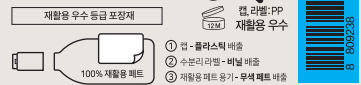
*질병의 예방 및 치료를 위한 의약품이 아님

목은두피 각질 케어와 영양 공급으로 깨끗한 두피 환경을 만드는 데 도움을 주는 두피 샴푸

효능효과 탈모 증상의 완화에 도움을 준다. **용법용량** 1일 1회, 미온수로 모발 및 두피를 충분히 적시고, 적당량을 손에 덜어 모발과 두피에 골고루 퍼 발라줍니다. 2~3분 후 미온수로 깨끗이 씻어냅니다.

[illegible][illegible]

본 제품은 공정거래위원회 소지소비자분쟁해결기준에 의거 교환 또는 보상 받을 수 있습니다.
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화장품제조업자: (주)아로마티크 & 경도 오산시 가창산업서로 69
화장품유통판매업자: (주)아로마티크 & 서울특별시
강남구 강남대로162길 41-4
Made in Korea | www.aromatica.co
400 ml



“ As a cosmetics package desinger, I believe it is crucial to accurately communicate the proper disposal methods for our products after use. We received valuable feedbacks from a consumers who appreciated AROMATICA's detailed instructions on how to separate and dispose of products, making it convenient for them to recycle. When we receive such feedbacks, they reinforces our sense of duty to prioritize environmental responsibility. ” – Seokjin from Product Design Team

Best practices for enhancing packaging

The AROMATICA container was featured as excellent examples of a cosmetic containers for the first time in the 「Package Material Structure Best Practices 2022」.

Packaging material type	Product name	Before	After	Improvement Details
PET Bottle	Serene body wash Lavender & Marjoram 300ml			· Material improvement Before : Colored PET bottles After : Colorless PET bottles · Label improvement Before : Direct printing on the surface After : Thermal alkali separation possible, utilizing adhesive · Pump structure improvement Before : Synthetic resin pump with a specific gravity of 1 or higher After : Synthetic resin cap with a specific gravity below 1 Evaluation Grade improvement : Difficult for recycling → Best for recycling
PET Bottle	Rosemary scalp scaling shampoo 400ml			· Material improvement Before : Colored PET bottles After : Colorless PET bottles · Label improvement Before : Direct printing on the surface After : Thermal alkali separation possible, utilizing adhesive · Pump structure improvement Before : Synthetic resin pump with a specific gravity of 1 or higher After : Synthetic resin cap with a specific gravity below 1 Evaluation Grade improvement : Difficult for recycling → Excellent for recycling
Glass Bottle	Tea Tree balancing toner 200ml			· Material improvement Before : Colored PET bottles After : Colorless PET bottles · Label improvement Before : Direct printing on the surface After : Thermal alkali separation possible, utilizing adhesive · Pump structure improvement Before : Synthetic resin pump with a specific gravity of 1 or higher After : Synthetic resin cap with a specific gravity below 1 Evaluation Grade improvement : Difficult for recycling → Normal for recycling

Korea Packaging Recycling Cooperative, 「Package Material Structure Best Practices 2022」



“ Did you know that packaging materials also have grades? If you look closely at our products, you'll find material information and grades marked on each packaging material. AROMATICA's dedication to developing packages with consideration for the entire lifecycle, from product creation to disposal, was recognized and featured as the only cosmetic container in a book of Package Material Structure Best Practices . ”

– Dongcheol from Product Development Team Team

Smart factory based on carbon reduction

Annual energy consumption in 2022 (kw, m³)

Electric power 696,549 (Decreased by 35,235 compared to the previous year)

LNG 48,608 (Decreased by 21,230 compared to the previous year)

26% Of Self-produced renewable energy

In 2022, we installed 315 solar panels (455W) on the rooftop of the Osan production plant, with a total power generation capacity of 143.325 kWh per hour. This installation allows us to procure approximately 26% of self-produced renewable energy, resulting in a reduction of greenhouse gas emissions by 90tCO₂ per year.

Maximum power control device for energy management

The maximum power control device for energy management is designed to set a specific target power and prevent exceeding it. It monitors real-time peak power consumption, optimizing energy efficiency and promoting electricity savings. Additionally, our central control system for air conditioning and heating efficiently manages the set temperature throughout the entire plant, contributing to further energy conservation.

Electric vehicles and charging infrastructure

Starting in 2020, 60% of our company vehicles have transitioned to electric, resulting in significant fuel savings. Last year alone, we saved approximately 16,065 liters of fuel. To support our electric fleet, we have installed electric vehicle charging facilities at our head office and Osan plant. Additionally, we have implemented a flexible commute system to minimize unnecessary energy consumption during peak traffic hours.

Water conservation and wastewater recycling

Reuse of condensate water, which is the remaining water after steam generation

Steam generated for dehumidification in the factory and condensate water produced during the heating of the manufacturing kiln are collected and efficiently reused to heat the boiler. The process of converting water from 20 degrees Celsius to steam at over 100 degrees Celsius requires a significant amount of energy. By collecting and reusing this condensate water, we not only save water but also greatly reduce electricity consumption.

*Condensate water: Water condensed from cooling water vapor in pipes, etc. during heat dissipation

Reuse of rainwater

When it rains, rainwater is collected in a separate tank and connected to a hose to supply water for watering flower beds and cleaning the parking lot floor. The rainwater collection tank is made from recycled raw material barrels used in the factory. Our dedicated team of employees works together to maximize resources within the factory environment, demonstrating a commitment to collecting and reusing even small amounts of rainwater.

Utilizing wastewater sludge for premium compost soil

Organic sludge generated in the wastewater treatment process is utilized to produce earthworm castings. Earthworms digest the sludge, which is an organic waste resource that we discharge, and create nutrient-rich vermicompost, an excellent fertilizer. Vermicompost is a premium soil enhancer, offering excellent water retention, drainage, and air permeability. It fosters robust root establishment, enhances plant growth, and significantly improves the overall soil environment.

2021
8,557t

Water consumption
reduced by 16.3%

2022
7,161t



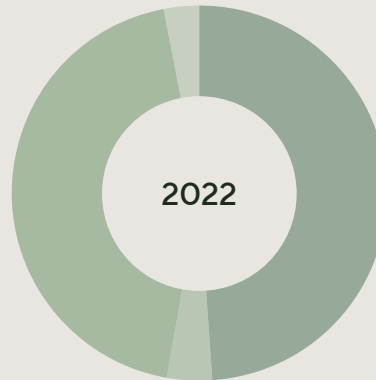
"I am constantly looking for ways to reduce electricity consumption! Additionally, I enjoy creating small tools using leftover materials or containers found in the factory. Even with these small changes, my colleagues praise and encourage me, which motivates me to be more proactive. This year, we successfully reduced unnecessary operation time of the bathroom exhaust fan by over 50% by installing a 'timer'." – HyeonHoo from Facility Management Team

Reusing and recycling industrial waste

Recycling of Bulk products and logistics pallets

Each month, we collect and deliver bulk product container (HDPE) used for cosmetic raw materials and logistics pallets (PP) to recycling companies, where they are transformed into electrical wire protection pipes and interior materials. We also ensure the recollection of bulk product containers used for refills at Zero Waste Shops, and subsequently deliver them to recycling companies for proper recycling. In 2022, we successfully recycled 8.3 tons of plastic.

Industrial waste recycling rate



Collaborative resource circulation with partners

We collect used paper boxes that were used for moving to our distribution warehouse. In 2022, a total of 4,729 paper boxes (approximately 1.8 tons) were collected and reused. Furthermore, AROMATICA's glass containers are made with 90% recycled glass. We achieve this by delivering discarded glass from the factory directly to glass container manufacturers, demonstrating active cooperation with our partners to ensure valuable resources are recycled and not wasted after single use.

- Recycle (Wood, Metal, Plastic) 49%
- Incineration waste to energy (Heat Recovery) 44%
- Incineration (High-Temperature Incinerator) 4%
- Composting 3%



"Glass is a highly recyclable material. Last year, we provided nearly 2 tons of glass to a glass container company free of charge. This glass mainly came from used AROMATICA containers sent by consumers and broken glass generated during production. Setting up and establishing this process was not without its challenges, but it is rewarding to see these materials being reused as valuable resources instead of ending up in landfills or being incinerated immediately."

- Junkyung from Facility Management Team & Production Support Team



Efforts towards waste minimization



ZERO WASTE: From stores and pop-up spaces to campaign props

When designing a new space, our top priority is waste minimization. We have achieved this by creating a terrazzo table using pieces of glass from the previous space and crafting upcycled chairs from waste masks and waste paper. Additionally, we cultivate our own plants and integrate them into the store design.

We regularly opt for furniture rental services during pop-up events and exhibitions to reduce waste generation. When there is a need to replace an item used at the office or pop-up, we ensure it is sent to a local recycling center for further use, promoting sustainable practices and resource conservation.

Even for props used in our campaigns, we prioritize their reusability or recyclability. For instance, the panel of the transparent PET collection box used in AROMATICA's JOIN THE CIRCLE campaign was created by recycling plastic bottle caps made of polypropylene (PP), which were collected from consumers. Additionally, when operating temporary booths for various events, we take environmental considerations into account and avoid single-use waste by setting up the space with reusable pallets and AROMATICA's paper boxes.

Examples of upcycling



Waste glass terrazzo table

The steel table used in the existing House of AROMATICA was repainted, and the table top was upcycled to resemble terrazzo using pieces of waste glass. It was then reused in combination with other steel furnishings.



Paper porridge chair

The plastic chair used in House of AROMATICA was creatively transformed by covering it with paper porridge. This innovative material was crafted by melting waste paper and egg trays collected by the artist.



Mask chair

Thousands of waste masks are given new life as a chair with the durability of hard and tough plastic. Through a process of melting, cooling, and hardening with high-temperature hot air, these masks are creatively transformed.



Pebble stone floor

This terrace floor is a creative construction that incorporates waste glass from a glass factory, mixed with existing pebble stone floor materials.

Promoting container reuse to expand the refill culture

Partnering with Zero-Waste Shops

Zero Waste Shops are a type of curated space that proposes a lifestyle that minimizes environmental impact in local. Since 2020, AROMATICA has developed bulk products (10L/20L) to help Zero Waste Shops spread a culture of reuse as refill stations, and currently operates and supplies a total of 17 bulk products. Reduced the use of approximately 22,000 plastic containers in 2022, which is equivalent to a 14.2 tons of carbon emission reduction.

*Estimated based on a single reuse of a 300 ml container

Promoting reuse with Refill packs

For consumers who find it challenging to visit Zero-Waste shops, our refill packs offer an excellent opportunity for container reuse. Since introducing refill packs in 2016, we have expanded the range to include 27 products, from facial toners to shampoos and dish soaps. In 2022, the sales of 217,000 refill packs resulted in a reduction of about 280,000 plastic containers, marking a significant 108% increase compared to the previous year. This achievement is akin to reducing approximately 108.6 tons of carbon emissions.

*Estimated based on a single reuse of a 300ml container

Multi-use amenities for Hotel & Resort

Since 2021, AROMATICA has been providing bulk products to hotels, resorts, and stays. Around 70 hotels, resorts, and stays nationwide use AROMATICA's multi-use amenities (shampoo, conditioner, body wash, and hand wash) and have made a positive contribution to reducing single-use plastics in their properties. In 2022, we reduced the use of approximately 65,000 plastic containers, which is equivalent to a reduction of approximately 10 tons of carbon emissions.

*Estimated based on a single reuse of a 100ml container



JOIN THE CIRCLE: Transparent PET resource circulation campaign

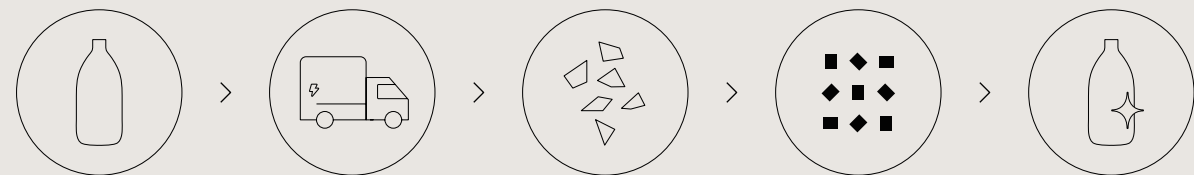


The recycling rate in Korea is only 22%, and transparent PET, in particular, is a high-quality recyclable material, but it is not being recycled properly. Moreover, even if every households are doing a good job of separating them, they are all mixed and contaminated at recycling sorting centers, making recycling even more difficult. To improve these problems, AROMATICA started the transparent PET recycling campaign 'JOIN THE CIRCLE'.

Used PET bottles of AROMATICA's products and water bottles are collected by electric trucks and directly sent to recycling plants, by passing sorting centers, to become recycled material. And they are delivered to a container plant where they are transformed into 100% recycled transparent PET bottles of AROMATICA.

The campaign began in September 2021, in partnership with 33 Zero-Waste shops, and has grown to include projects with local governments and the Ministry of Environment in 2022. By expanding our efforts, we aim to contribute to the improvement of the 'plastic resource circulation system'.

Transparent PET Resource Circulation Process



Waste PET Bottles

AROMATICA collects Used PET bottles of AROMATICA's products and water bottles, in collaboration with Zero-Waste shops.

Collection

AROMATICA's electric truck directly collects the transparent PET from the collection points and delivers them directly to the recycling flake plant, bypassing the need for plastic sorting facilities.

rPET Flakes

Flakes are small pieces of crushed material. Clean recycled flakes come from a multi-step cleaning process that includes screening, crushing, gravity separation, and optical sorting.

rPET Pellets

Pellets are small pieces of flakes that have been melted, drawn out, and chopped. These Class A pellets are the raw material for recycled PET.

Recycled PET containers

AROMATICA's 100% recycled PET containers, made in this way, are born as sustainable products and can continue their recycling journey through the JOIN THE CIRCLE initiative.

Initiation of the 'If you love nature, [Bring out the bottles]': Empty bottle collection campaign

2020.07

Collaboration with Zero Waste Shops

In collaboration with 33 zero-waste shops located in the metropolitan area, AROMATICA launched the 'JOIN THE CIRCLE' campaign, which involves directly collecting transparent PET bottles. AROMATICA launched the transparent PET resource circulation campaign 'JOIN THE CIRCLE'.



JOIN THE CIRCLE

2021.07

2021.09

2021.10

Collaboration with Local Governments

In partnership with local governments, transparent PET bottles discharged from 23 community centers in Gangnam-gu are directly collected by JOIN THE CIRCLE's electric truck, amounting to over 1 ton of transparent PET collected per month.

2022.06

2022.11

Finally,
reaching
10 tons.

Initiation of the Transparent PET Resource Circulation Campaign

Collection of transparent PET from AROMATICA official online store and Sinsa location (creating an endless plastic cycle)

Collaboration with Convenience Store CU

Installation of transparent PET bottle collection boxes at convenience stores to encourage customers to practice separate discharge, and direct collection by AROMATICA

Pilot Project with the Ministry of Environment - SAVE THE PLANET Alliance

6-month pilot project in collaboration with hotels and business sites to collect transparent PET through courier logistics and deliver them directly to recycling plants.

Environmental education for reuse and recycling

Environmental education for consumers

AROMATICA provides environmental education to consumers on the basic concepts of plastic materials and the realities and alternatives to plastic recycling in Korea. Last year in 2022, more than 500 people participated in the program including various companies, local governments, and students. This session was designed to encourage environmental practices, and answers were found through various questions and discussions.

Participation in the 2022 Korea Science Festival

AROMATICA is dedicated to putting a significant effort into environmental education for future generations. We actively participated in the 26th Korea Science Festival hosted by the Ministry of Science and ICT. We educated about 1,200 students and parents on reuse and recycling, and provided them with a cosmetic refill experience. At the same time, AROMATICA's brand story and environmental campaign were featured in the magazine <Donga Science> under the theme "Beauty for the Earth".



External activities to promote reuse and recycling culture



Awarded at SBS Eco Water Awards

AROMATICA received the 'SBS Eco Water Award' in policy and management for our outstanding commitment to environmental protection. The award recognizes our sustainable efforts and proactive initiatives in integrating environmental considerations into our corporate practices.

Seoul International Forum on Climate and Environment

AROMATICA was honored to join the 2022 Seoul International Forum on Climate and Environment, hosted by the Seoul Metropolitan Government. Engaging in a citizen session themed <Together for the Earth - Zero Waste>, We shared insights on our container development process, resource circulation campaigns, and refill stations promoting sustainable consumption among citizens.

APEC Symposium

AROMATICA, as the only Korean company chosen among eco-friendly companies in the Asia-Pacific region, showcased leadership in ESG management at the 'APEC BCG Symposium 2022'. Invited as a speaker by the Thai Embassy, we shared insights on Korea's recycling system and the company's initiatives in reducing environmental impact, presenting successful sustainability-focused business cases.

PART 2

Accompanying the path towards
a happier society

Proactively integrating customer feedback

'Please suggest' program

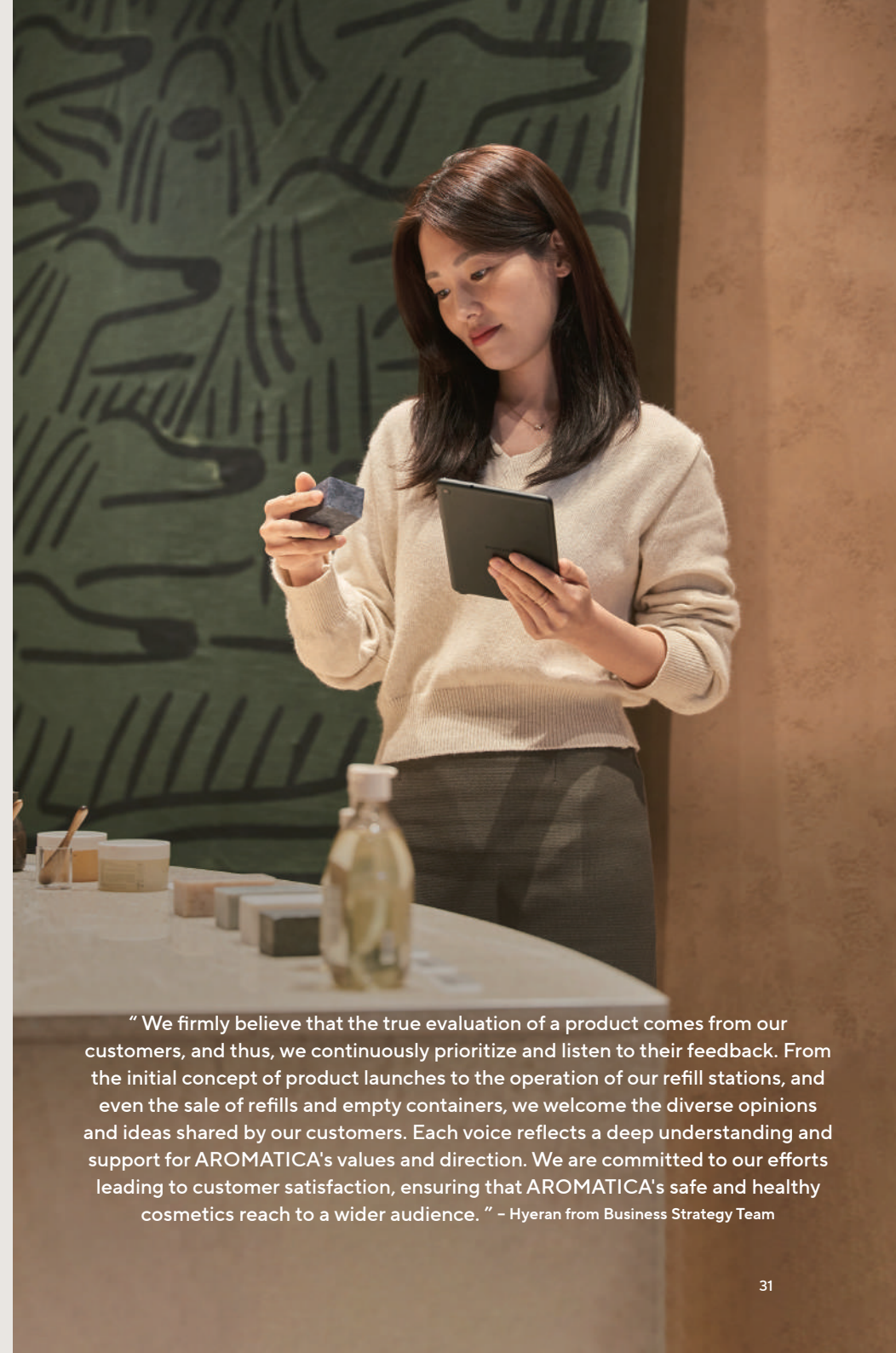
This program involves daily routines for our CEO, team leaders, product planners, and official mall operators, who start their day by carefully reviewing all customer opinions posted on the 'Please Suggest' bulletin board. We value the insights and suggestions shared by our customers and consider them as valuable resources in shaping our product planning and continuous improvement processes

'Pure & soft', expanding the steady selle product line

'Pure & soft' is a feminine wash that quickly gained popularity since its launch in 2019, responding to long-standing requests from consumers over the years. In 2022, we introduced the new 'Pure & Soft Tea Tree & Chamomile' product, carefully formulated with tea tree known for its anti-inflammatory, anti-bacterial, and anti-viral properties, along with chamomile that offers excellent soothing effects, providing customers with a delightful aromatherapy experience.

Introducing ZERO-Packaging bar soaps

In line with customer demands for eco-friendly solutions that reduce plastic waste, we proudly presented our new range of bar soaps, featuring four variants for shampoo, conditioner, cleansing, and dish detergent. These innovative products are completely packaging-free, making them a perfect zero-waste choice. Crafted using environmentally friendly handmade methods, our bar soaps are made without water or electrical energy.



“ We firmly believe that the true evaluation of a product comes from our customers, and thus, we continuously prioritize and listen to their feedback. From the initial concept of product launches to the operation of our refill stations, and even the sale of refills and empty containers, we welcome the diverse opinions and ideas shared by our customers. Each voice reflects a deep understanding and support for AROMATICA's values and direction. We are committed to our efforts leading to customer satisfaction, ensuring that AROMATICA's safe and healthy cosmetics reach to a wider audience. ” – Hyeran from Business Strategy Team

Responsible supply chain

Vanilla and Ginger from Madagascar

The raw material company, with which AROMATICA has a longstanding relationship, engages in discovering new farmers, providing education, and facilitating direct transactions through fostering direct collaboration with local small-scale farmers. We prioritize providing producer education to women, aiming to foster job creation, education, and uplift the living standards of local indigenous communities. Our commitment to eradicating child labor and offering employment opportunities for female workers is rooted in our strong belief in respecting human rights.







Responsible supply chain

Lavender and Lavandin from France

Lavender and lavandin sourced from farms in France are renowned for their longstanding tradition of organic herb cultivation. Once the lavender and lavandin essential oils are extracted, the remaining organic materials are composted and repurposed in local almond farms and other agricultural areas. These farms prioritize renewable energy usage and have obtained fair trade certification, showcasing their commitment to carbon neutrality and sustainable practices.

Positive and enjoyable work culture for employees

A proud company, proud co-worker

Guided by our management policy of 'A PROUD COMPANY, PROUD CO-WORKER,' we continuously foster solidarity and open communication among our team members. Our aim is to cultivate a healthy organizational culture that positively influences each individual within the company.

Employee growth through Job training

We actively respond to changes across the organization, personnel, and training to create an optimal environment and system that empowers management and employees to take initiative and foster personal growth. As part of our efforts, we have introduced a project-based role organization, allowing employees to choose their desired training in specific fields. This approach enables them to gradually develop expertise in their chosen areas and advance as skilled professionals within the company.

Flexible work system and hourly leave program

We have a flexible work system in place that allows employees to independently choose their commuting times, enabling them to customize their work-life balance. Additionally, we've implemented a time-off policy that permits employees to take time off in one-hour increments, giving them the freedom to use this benefit as needed. This approach fosters a more relaxed and liberated work environment.

Monthly sharing day

Every month, we organize a special event called 'Sharing Day' where we openly discuss the company's performance and address important matters. By promoting transparency in sharing our achievements and goals, we create an environment of collaboration where employees actively engage as partners in our shared journey. We firmly believe that when employees are empowered with a common vision and actively support each other's aspirations, it leads to the sustainable growth of both the company and its team members.

Fostering respectful address in horizontal organization

To enhance our decision-making and execution efficiency, we have implemented a 4-step rank system that facilitates quick and effective decision-making processes. At AROMATICA, we nurture a culture of mutual respect and open communication, where all team members, regardless of their position or age, address each other using their first names combined with an honorific.



"I believe that the foundation of the best company welfare lies in our colleagues. To me, a happy and fulfilling work environment means growing together and accomplishing our individual goals. I am dedicated to cultivating an organizational culture that fosters expertise in specific fields, encourages deep engagement with our work, and brings us joy in what we do." - Hyungdeuk from HR Team

Family-friendly work environment

Supporting your family journey! Childbirth & childcare assistance

To support our employees during childbirth and childrearing, we offer customized care to ensure that these life events do not lead to a career break. We take pride in taking care of our employees and their families in various ways, including pregnancy celebration parties and financial assistance for postpartum care. From 2017 to 2022, a total of 19 children were born to AROMATICA employees, and we are proud to report a 100% rate of return to work for those on parental leave.

Pets are family too: Our pet-friendly workplace policy

AROMATICA is a pet-friendly company that values the happiness of both people and animals. Our corporate philosophy promotes a harmonious coexistence with pets, and as a result, we have embraced a pet-friendly culture. Employees are welcome to bring their pets to work. Our office space is thoughtfully equipped with supplies necessary for pet care, and pets can play or rest on the terrace while their guardians work, fostering a joyful atmosphere for all.

Certified as a family-friendly company by the Ministry of Gender Equality and Family

In 2019, AROMATICA was awarded the 'Family-Friendly Certification' for implementing an exemplary family-friendly system. In 2020, we received recognition as a 'Leisure-Friendly Company' for fostering a healthy balance between work and leisure in our employees' lives.

Re - fresh day!

We strive to create an environment where employees find fulfillment in their work, leading to increased job satisfaction and a better quality of life. To support work-life balance, we offer various vacation systems, including birthday leave and company foundation anniversary leave. Additionally, we have implemented the Re-fresh Day program, providing quarterly reward vacations, vacation pay, and individual rewards based on the number of years of service (1 year, 3 years, 5 years, 7 years, 10 years, etc.) from the date of employment.



Prioritizing employee health and well-being

Offering healthy food

We prioritize the well-being of our employees by offering a wide range of 'healthy food' options that support their daily vitality. Our in-house resting area is stocked with a variety of fresh fruits and low-sodium, low-calorie snacks, providing our employees with nutritious choices to refuel and stay energized throughout the day.

Support for regular health checkups and Flu vaccinations

We prioritize employee health by providing support for regular health checkups and flu vaccinations. Each year, we conduct comprehensive health checkups for all employees, covering around 40 health items. Employees are granted paid leave to ensure they can rest adequately after the checkup. Additionally, we take proactive measures to safeguard our employees' health, including providing free flu vaccinations on a regular basis. to safeguard our employees' health, including providing free flu vaccinations on a regular basis.

Mind counseling center - In-house counseling services

At AROMATICA, we believe in taking care of our employees' overall well-being, including their mental health. To support their mental well-being, we have professional psychological counselors available in-house. Since February 2021, our 'Mind Counseling Center' has been providing counseling services on various topics, such as managing emotions, family relationships, child rearing and coping with job-related stress. We offer regular meditation programs and team personality tests to foster a healthy and enjoyable work environment.



“ I believe that work can be enjoyable and fulfilling, considering the significant amount of time we spend during the day at our workplace. Feeling comfortable and happy is vital for enhancing productivity and fostering positive relationships. Understanding and addressing the complexities of our lives, which are intertwined with various aspects such as work and family, can lead to a more open and relaxed mindset. ” - Gyeong-ran, Psychological Counselor

Safe Working Conditions

Establishing a Robust Safety and Health Management System

At AROMATICA, the well-being and safety of our employees are paramount. We are fully committed to providing a sustainable and secure workplace. To achieve this, we offer customized occupational safety and health support, complemented by four legal compulsory education training programs. These initiatives proactively address safety and health concerns that may arise during work, fostering a preemptive and responsive approach in emergency situations. Our in-house 'Safety and Health Committee' plays a crucial role in identifying safety management status and promptly addressing any potential issues in real-time in order to prevent and reduce safety and health risks for our valued employees.

1 Customized safety and health education

We conduct compulsory safety and health education for employees at each business site. Additionally, at the Osan Plant, we are dedicated to nurturing safety and health experts among our employees by providing various training courses, including national certification programs. In 2022, 112 employees successfully completed the four major compulsory trainings, and we conduct safety and health training specific to each business site once a quarter.

2 Strengthening comprehensive safety inspection

In collaboration with the Ministry of Employment and Labor's designated safety management agency, we systematically identify and prevent potential risks in each workplace. Our Osan Plant, being a manufacturing site that handles raw materials for cosmetics, undergoes monthly safety and health inspections to ensure thorough risk management.

3 Promoting employee well-being and health

We prioritize the well-being of our employees by offering preventive guidance and psychological counseling to manage mental health risks arising from job-related stress. Moreover, we monitor the health status of workers exposed to noise, dust, and chemicals on a monthly basis to proactively address any health concerns.



Head office (Seoul)

- Developing action plans for heavy equipment and facility failures in the workplace
- Developing response protocols for transport vehicle failures
- Conducting function tests for firefighting facilities
- Investigation and follow-up health care Guidance for cerebrovascular disease and Job stress risks
- Provision of health promotion manuals and guidance for activities (Smoking, Sobriety, Exercise, Nutrition)

Production plant (Osan)

- Expansion of break time and lunch time for employees
- Regular inspection of forklift trucks and introduction of safety equipment in the workplace
- Implementation of measures to prevent musculoskeletal disorders during heavy object handling
- Implementation of emergency stop switches for manufacturing machinery in the workplace
- Application of MSDS warning mark on subdivided containers of chemical substances (Ethanol)

Comprehensive safety and health management for subcontractors, Service providers, and Consignment companies

Ensuring the safety and health of not only our employees but also those of subcontractors is of utmost importance to us. To achieve this, we conduct regular monthly safety and health meetings, where we address safety issues, industrial accidents, and jointly inspect workplaces to develop improvement plans together. We also provide continuous support through safety and health-related education to enhance the safety awareness of employees of subcontractors.



"The safety of our colleagues is paramount in a production environment. I believe that fostering a strong safety culture involves creating an atmosphere where everyone's well-being is valued and prioritized. As a result, I constantly seek even minor improvements and share the outcomes through our wall bulletin board." - Hosang from Production Headquarter

Positive impact via volunteering and donations

Annual quantity of donated goods

At AROMATICA, we believe in making a positive impact through continuous and systematic social contributions, not solely focusing on economic value. For the past 10 years, we have maintained a meaningful partnership with the International 'Child Care Organization', supporting children in need Worldwide until they reach adulthood. This year also marked the 10th anniversary of our sponsorship with Compassion, an international child support organization. Our commitment to corporate social responsibility extends to various communities, as we actively engage in tailored social contribution activities.

In 2022, AROMATICA demonstrated its commitment to social responsibility by donating approximately 19,888 units of our cosmetics and household goods, which reflect our assets and core competencies. These donations were directed towards underprivileged groups, including the elderly, children, and single mothers. The total value of these contributions amounted to approximately KRW 102,294,500 Won.



Employee volunteer activities

At AROMATICA, we believe in fulfilling our social responsibilities not only through material donations but also by actively participating in volunteer activities, including employees' talent donations. At least once a year, all our employees engage in various social contribution initiatives, taking the lead in promoting a culture of sharing and giving back to the community.





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AROMATICA

