APR

Inspiring Beauty
Sustainable Future

2025 APR Sustainability Report

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Interactive User Guide

The April 2025 Sustainability Report has been published as an interactive PDF, featuring navigation to related pages within the report and direct links to relevant websites.

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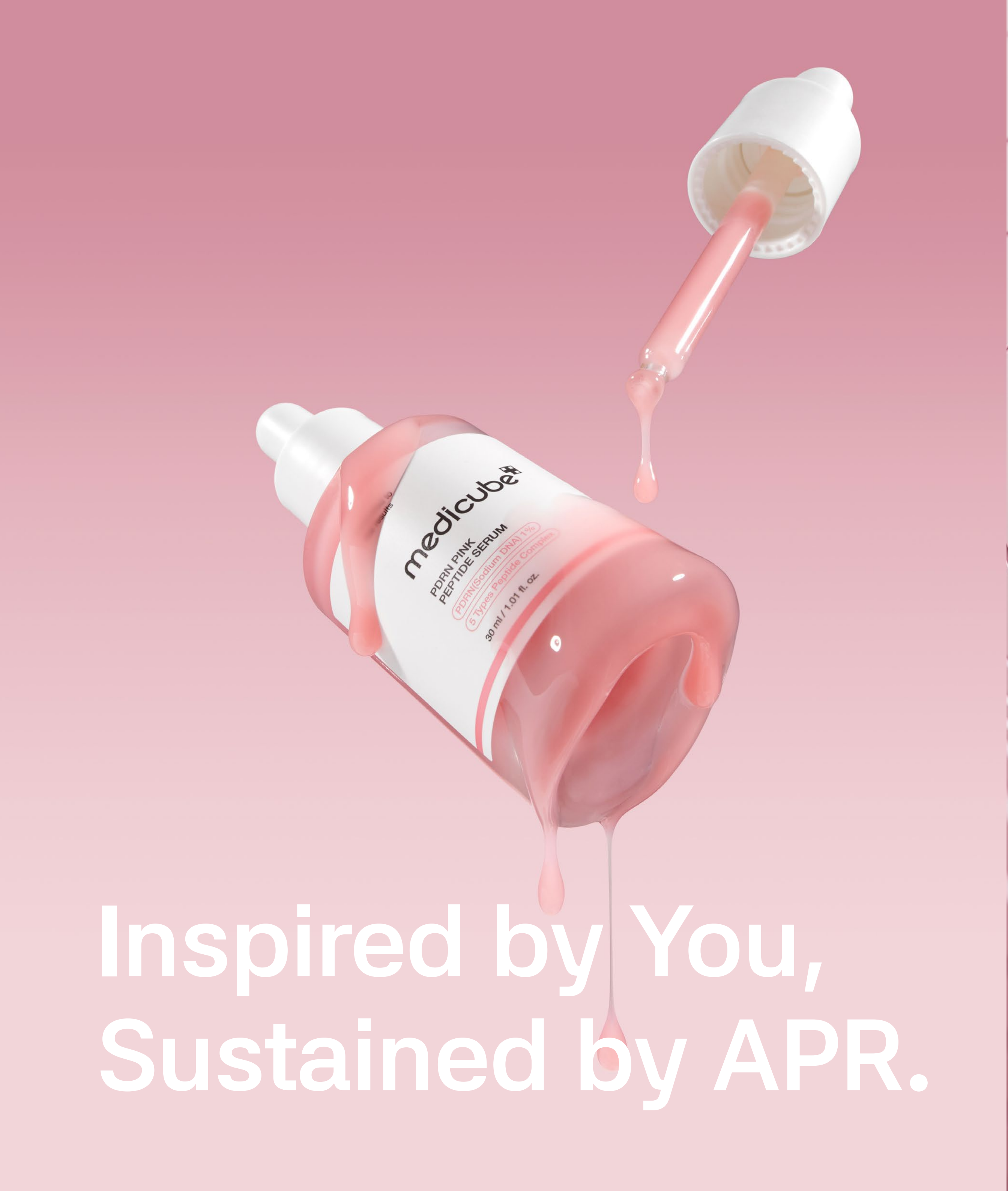
Inspired by You,
Sustained by APR.



Inspired by You, Sustained by APR.

Report Highlights

Integrated Value Chain

A comprehensive overview of APR's business structure, capturing the entire journey from raw material selection to the moment our products reach customers.

Value Creation Map

Growth & Global Expansion

2025 marked a significant turning point in APR's growth trajectory, defined by a series of changes and new milestones in the global market.

Key Performance

Materiality Topics

APR has selected the ESG issues requiring the most focused attention and defined a strategic direction for their management.

2025 Material Issues

Special Case

This report captures the transformations unfolding in practice through diverse cases shaped by shifts in global markets and society.

- Connecting Diverse Beauty
- Clean Beauty Created by APR
- An Inclusive Workplace Where We Grow Together

APR at a Glance

CEO Message

Beyond Innovation, Toward a Sustainable Future in Beauty Tech

Dear Stakeholders,
Just 10 years after its founding, APR achieved a significant milestone by listing on the Korea Exchange (KOSPI) in 2024. In 2025, we reached an all-time high revenue of about KRW 1.5 trillion, establishing our position as a global beauty tech leader. Now, we are embarking on a bold journey, moving beyond "K-beauty No. 1" to become "Global No. 1."
In line with this external growth, APR aims to establish sustainability management as the core foundation of our business, responsibly managing our impact on the economy, environment, and people.

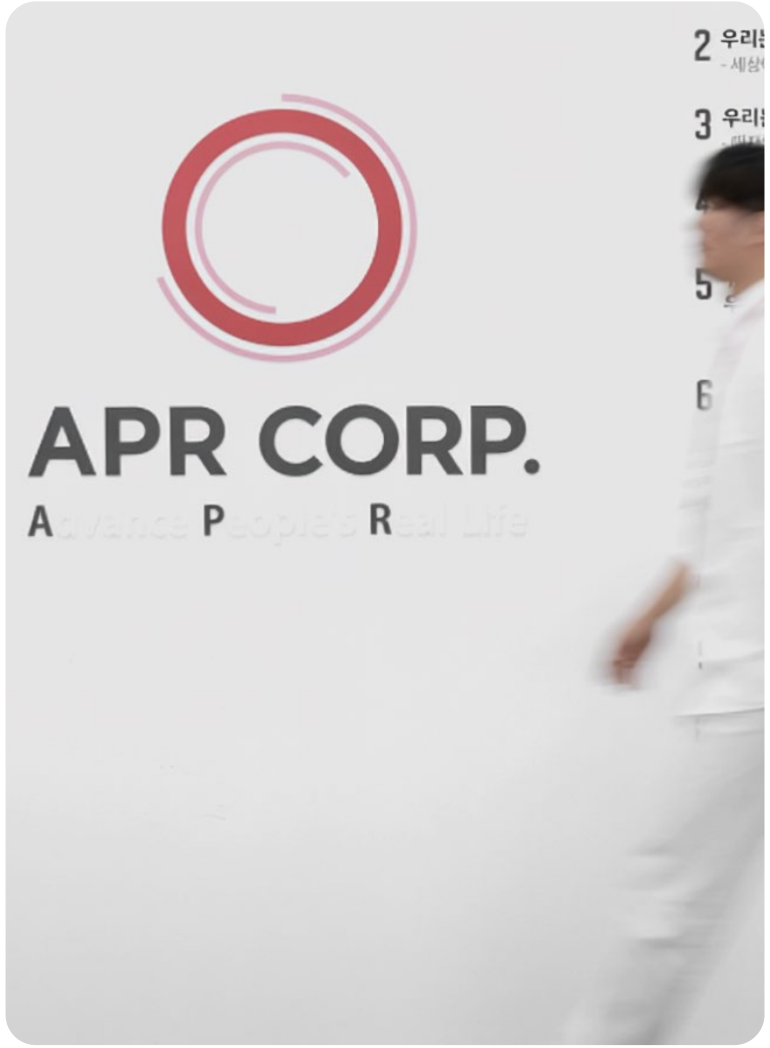
First, we will manage our environmental impact through sustainable product innovation.
APR aims to minimize its environmental impact throughout the entire product life cycle by enhancing durability and applying resource-efficient design from the initial design stage. In addition, from a resource circulation perspective, we are continuously improving the efficiency of our material use as well as production and distribution processes, while making efforts to reduce electronic waste. Going forward, APR will continue to build a sustainability management framework and develop products that harmonize technological innovation with environmental protection.

Second, we will pursue inclusive growth with global talent.
APR fosters a "One Team" culture in which talent from 15 countries collaborates as one. We will take the lead in advancing an inclusive and healthy beauty industry ecosystem together with diverse talent from around the globe.

Third, we will secure stakeholder trust through responsible quality management and marketing.
APR upholds the principle of delivering flawless quality and transparent information, even if this means accepting delays in production or regulatory approval processes. We will continue to enhance stakeholder trust through truthful marketing and data-driven quality control.

Finally, we will prioritize enhancing shareholder value as our top priority.
APR has implemented shareholder returns totaling KRW 90 billion in share buybacks and cancellations, and KRW 190 billion in cash dividends—going beyond the shareholder return policy previously announced in July 2024. This demonstrates our commitment to responsible management by meaningfully sharing the fruits of our growth with our shareholders.
Moving forward, APR will aim to execute its shareholder return roadmap as planned and achieve sustainable growth in corporate value.
APR promises to continue transparent communication and responsible management to ensure that technological innovation enriches not only human beauty but also the future of our planet.

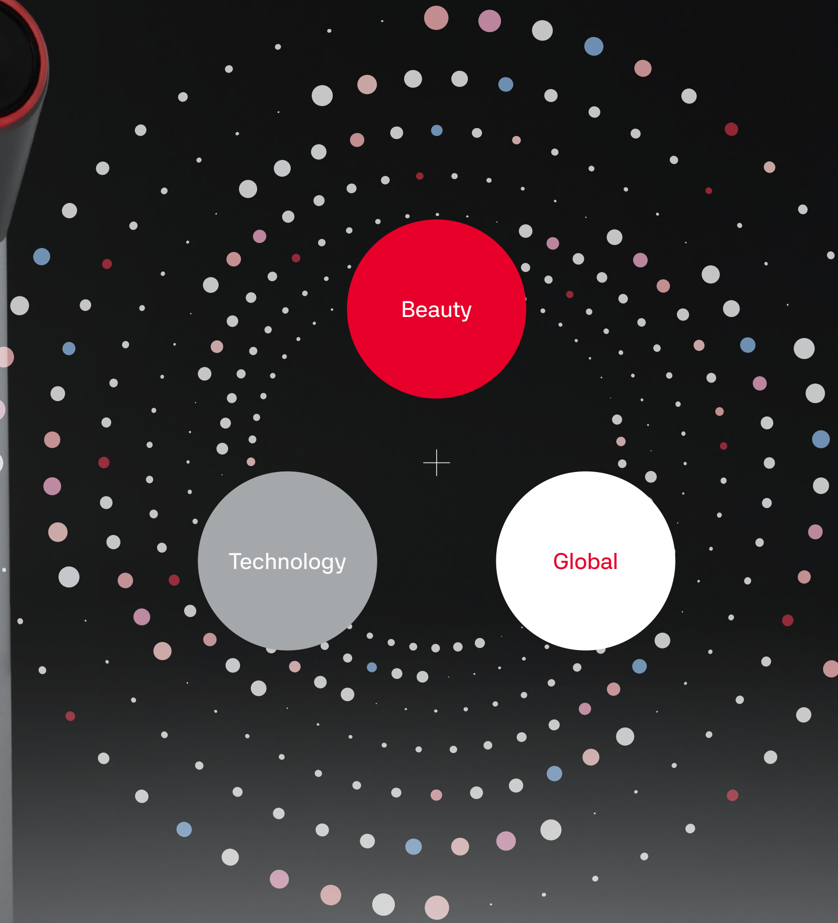
Byunghoon Kim, CEO, APR Co. Ltd.



Corporate Profile

Company Overview

APR is a global beauty tech company that offers solutions to enhance our customers' lives. We are expanding our global presence through a differentiated brand portfolio, including Medicube, Aprilskin, and Forment in cosmetics, as well as Medicube AGE-R in home beauty devices. In addition, we integrate and manage the entire value chain—from device technology development at our R&D center to production, distribution, and after-sales service.



Company Profile

Company name	APR Co., Ltd.
Date of Establishment	October 10, 2014
CEO	Byunghoon Kim
Headquarters	36th Floor, Lotte World Tower, 300 Olympic-ro, Songpa-gu, Seoul
Key Businesses	Cosmetics, Home Beauty Devices
Number of Employees	720 employees

2025 Key Financial Performance

Revenue

KRW **1.5273** trillion

Operating Profit

KRW **365.5** billion

*As of the end of December 2025

Corporate Profile

Company History

Since its establishment in 2014, APR has evolved into a leading beauty tech company across the cosmetics, home beauty devices, and bio sectors. In 2024, we were listed on the Korea Exchange (KOSPI).

2014 A Bold New Start
- 10. Company established
- 10. (APRILSKIN) Brand Launch Established InnoVentures Corporation

2015 Steps Toward Growth
- 12. Annual sales exceeded KRW 10B

2016 Momentum for a Leap
- 07. (Medicube) Brand Launch
- 12. (GLAM.D) Brand Launch
- 12. Annual sales exceeded KRW 30B

2017 Embracing New Challenges
- 01. Named one of Forbes' South Korean Startups Breaking Out In 2017
- 04. (NERDY) Brand Launch
- 05. (FORMENT) Brand Launch
- 08. (PHOTOGRAY) Brand Launch
- 09. Established SHANGHAI APR CO., LIMITED
- 10. Established APR JAPAN Co., Ltd

2018 Driving Meaningful Progress
- 03. Established APR HK LIMITED
- 03. Established APR TW CO., LTD
- 03. Opened Nerdy Flagship store in Hongdae, Seoul
- 07. Established APR SG PTE. LTD
- 08. Named a Top 100 Leading Company for Employment by the Ministry of Employment and Labor
- 12. Annual sales exceeded KRW 100B

2019 Expanding Global Horizons
- 04. Established APR US INC
- 04. Selected as a Youth-Friendly Excellent Enterprise by the Ministry of Employment and Labor
- 12. Awarded the $10M Export Tower at the 56th Trade Day

2020 The Dawn of APR 2.0
- 02. Established APR Communications, a subsidiary and standardized workplace for persons with disabilities
- 11. Established Global Institute of Dermatological Sciences
- 12. Awarded the $30M Export Tower at the 57th Trade Day
- 12. Annual sales exceeded KRW 200B

2021 Foundation for the Future
- 03. Launched Medicube AGE-R with its first device, Derma EMS Shot
- 08. Acquired an equity stake in cosmetics R&D company Nordinary Inc.
- 12. Established APR MALAYSIA SDN. BHD
- 12. Total registered members across brand D2C stores exceeded 3M
- 12. Overseas revenue exceeded KRW 100B
- 12. Annual sales exceeded KRW 250B

2022 Transitioning to Beauty Tech
- 02. Released the new Medicube AGE-R beauty devices, ATS Air Shot
- 03. Released the new Medicube AGE-R beauty devices, Ussera Deep Shot
- 04. Cumulative sales of Medicube AGE-R beauty devices exceeded 100,000 units
- 09. Established ADC, a beauty device R&D center

2023 Preparing for IPO & Soaring Higher
- 03. Released the new Medicube AGE-R beauty devices, Line Shot
- 05. Cumulative sales of Medicube AGE-R beauty devices exceeded 1M units
- 07. Completed APR Factory Campus 1, a dedicated beauty device production facility
- 10. Launched Booster Pro, the first in-house produced beauty device
- 12. Total registered members across brand D2C stores exceeded 5M
- 12. Awarded Ministerial Citation for Export Excellence and the $50M Export Tower

2024 The Beginning of a New Era
- 01. Debut at CES 2024, the world's largest consumer electronics and IT Expo
- 02. APR Corp. listed on KOSPI (Korea)
- 05. Completed APR Factory Campus 2, an integrated logistics center and beauty device production facility
- 05. Launched UltraTune 40.68, a high-frequency beauty device
- 07. Announced a three-year shareholder return policy
- 08. Opened Space Dosan, the APR brand flagship store
- 09. Expanded into the new material business with self-produced PDRN/PN-based Skin Boosters, and unveiled APR Factory Campus 3
- 09. Launched High Focus Shot, a high-intensity focused ultrasound(HIFU) device
- 10. Total registered members across brand D2C stores exceeded 7.5M
- 12. Awarded Ministerial Citation for Export Excellence and $200M Export Tower

2025 Toward Global No.1
- 01. Participated in CES for the second consecutive year
- 03. Obtained ISO 37001 certification for Anti-Bribery Management Systems
- 07. Launched AGE-R Booster Vibration Cleanser, a cleansing device
- 09. Included in the KOSPI 100 Index
- 09. Received the Grand Prize at the 2025 Korea IR Awards hosted by the Korea Investor Relations Service
- 10. Launched High Focus Shot Plus, a high-intensity focused ultrasound (HIFU) device
- 10. Cumulative sales of Medicube AGE-R beauty devices exceeded 5M units
- 11. Selected as an official sponsor of the 2025 APEC Summit
- 11. Included in the MSCI Korea Index
- 12. Launched Booster V Roller, a mid-frequency EMS beauty device
- 12. Opened Medicube Seongsu the APR brand flagship store

Corporate Profile

Global Network

APR manages R&D, brand strategy, and global operations through its headquarters in Korea, maintaining organic collaboration with its key business sites. Its overseas hubs handle local sales and marketing, distribution, product registration, and customer service, tailoring operations to each market's specific characteristics. Furthermore, APR efficiently manages inventory and delivery through its global logistics network, establishing a stable global business structure based on close cooperation with its headquarters.

Domestic	Headquarters	APR Co., Ltd.
	Affiliates/Subsidiaries	APR Communications, APR Factory Co., Ltd.
Overseas	Sales Subsidiaries	Japan, Hong Kong, Singapore, Taiwan, China, United States, Canada, Malaysia, France, Vietnam, United Kingdom

Domestic 3 Sites

Overseas 11 Sites

Business Overview

Value Creation Map

APR operates an integrated value chain that encompasses raw material and component sourcing, product planning and R&D, production, quality control, logistics, distribution, and after-sales service. We ensure product competitiveness through close collaboration with ODM partners and raw material suppliers, while maintaining an efficient operational system centered on our production and logistics hubs. Based on this business structure, we manage quality and customer experience across the entire process, while practicing responsible management that considers environmental and social impacts.

Upstream
Procurement of Raw Materials, Components, and Packaging Materials

ODM Manufacturers
Cosmetics development, formulation production, content manufacturing, filling, and packaging

Packaging & Subsidiary Material Suppliers
Containers (pumps, tubes, containers), folding cartons, etc.

Major Component Suppliers
Electronic components, mechanical and exterior components, batteries, and power components

Packaging and Subsidiary Material Suppliers
Packaging and subsidiary materials

Bio-material Suppliers
Securing source materials for PDRN/PN

Global Logistics & Transportation
Domestic and international inbound logistics via air, sea, and land

APR
Product Planning, Assembly, and Quality Control

Product Production Management (ODM Supplier Management)
- ODM vendor selection, production scheduling, raw material and product specification approval, and product quality management

Product Testing and Certification (Pyeongtaek 2 Campus)
- R&D and product advancement, performance testing, safety testing, durability testing, and global and domestic regulatory compliance (KC, CE, etc.)

Product Manufacturing and Quality Control (Pyeongtaek 2 Campus)
- Component assembly, production process operation, quality inspection, and shipment inspection

In-House Production of New Bio-materials (PDRN·PN) (Pyeongtaek 3 Campus)
- Production of PDRN (salmon-derived regenerative material) and PN (Polynucleotide) materials, and formulation and filling of skin boosters and cosmetics

Product Planning and Development
- Market trend and consumer needs analysis, product planning and specification definition, and formulation/ingredient direction setting

Distribution and Sales Operations
- Product sales through D2C online stores, global e-commerce platforms, and offline channels

Customer Data and Product Improvement Management
- Analysis of consumer reviews, purchase data, and customer feedback to improve product quality, develop new products, and plan campaigns

Downstream
Distribution, Sales, and After-Sales Service

Transportation and Logistics (Pyeongtaek Logistics Centers 1 and 2)
- Operation of global fulfillment hubs
- Domestic and international transportation (parcel, sea, and air) and logistics center inbound and outbound processing

Distribution and Sales

Online Sales
- E-commerce platforms
- Operation of D2C online stores

Offline Sales
- B2B distribution

Final Consumer Use
- Consumer product use, global after-sales service (AS), and customer care

Product and Packaging Disposal
- Disposal of containers and packaging materials, electronics waste processing, recycling, and reuse

Cosmetics
Home Beauty Devices
Bio
Common

Business Overview

Our Brands & Products

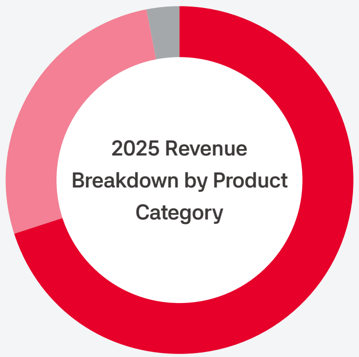
APR is emerging as a leader in the global beauty tech market, driven by Medicube's diversified skincare product lineup tailored to specific skin concerns and APR's competitive, technology-based home beauty devices.

Key Businesses and Brands

With cosmetics and home beauty devices as core business areas, APR continues to diversify its portfolio into various sectors, including fashion apparel, fragrances, dietary supplements, and photo studios. We have built a robust brand portfolio featuring Medicube, Medicube AGE-R, Aprilskin, Forment, Glam.D Bio, and Photogray, while continuously strengthening our technological capabilities through our dedicated R&D center.

Product Portfolio

APR's product portfolio consists of the Cosmetics & Beauty, Home Beauty Devices, and other business segments. As of 2025, the Home Beauty Devices segment accounts for approximately 27% of total revenue, serving as a key driver for our overall revenue growth.



- Cosmetics & Beauty
- Home Beauty Devices
- Others

Cosmetics & Beauty 70%

medicube — Derma Cosmetics

APRILSKIN — Skincare and Makeup Products

FORMENT — Fragrances

GLAM.D Bio — Health Supplements, Enzymes, Shakes

Home Beauty Devices 27%

medicube AGE-R — Home Beauty Devices

Others 3%

PHOTOGRAY — Self Photo Studio

NDY — Apparels

Business Overview

Our Brands & Products

Medicube

Derma Cosmetics

Product Features: Born to solve various skin concerns, Medicube's derma cosmetics provide specialized, customized skincare solutions tailored to individual needs.

Zero Pore Pads

- Launched in March 2017
- Medicube's global bestseller
- Ranked No. 1 in the Skin/Toner category on Amazon US (As of April 19, 2024, 10:00)

Collagen Night Wrapping Mask

- Launched in February 2022
- An innovative overnight peel-off facial mask that forms a collagen wrapping film
- Provides intensive elasticity and hydration care while helping maintain moisture retention and a radiant glow

Collagen Niacinamide Jelly Cream

- Launched in June 2023
- Firm jelly texture provides intense hydration
- Enhances elasticity and radiance

Deep Vita C Capsule Cream

- Launched in February 2024
- Features a formula containing Vitamin C capsules
- Brightening, elasticity, and skin tone improvement

PDRN Pink Peptide Serum

- Launched in June 2024
- Contains human-like Salmon DNA
- Simultaneously targets blemishes and elasticity

Salmon PDRN Pink Collagen Jelly Gel Mask

- Launched in June 2024
- A color-changing pink jelly gel mask enriched with Salmon PDRN and low-molecular collagen
- Provides soothing and hydration care while helping enhance skin elasticity and deliver a luminous glass glow

PDRN Pink Collagen Capsule Cream

- Launched in February 2025
- A lightweight hydrating capsule cream featuring a dual-texture formula that combines PDRN Capsule with a transparent gel
- Cares for uneven skin tone, spots, hydration, and skin elasticity for bright, radiant, and even-toned skin

Business Overview

Our Brands & Products

Medicube AGE-R

Home Beauty Devices

Product Features: Integrating skincare with advanced technology, our home beauty devices maximize the efficacy of skincare products and deliver profes-sional-grade treatments in the comfort of your home.

Booster Pro X2

- Launched in March 2026
- Supports 7 modes and 9 functions for absorption, radiance, elasticity, volume, and pore care.

High Focus Shot Plus

- Launched in October 2025
- Provides intensive care for the dermis and fascia layers to enhance facial definition and elasticity

Business Overview

Our Brands & Products

Aprilskin

Skincare Products and Color Cosmetics

Product Features: Launched in 2014, Aprilskin is built on the philosophy of delivering visible results with minimal irritation. By utilizing naturally derived ingredients such as carrot and calendula, the brand ensures exceptional efficacy while minimizing skin irritation.

Forment

Fragrances

Product Features: Since 2017, Forment fragrances have earned consistent support, particularly from millennial and Gen Z male consumers. In particular, its signature perfume line, represented by Cotton Hug, is widely beloved by all genders. The brand has also expanded into a wide range of product categories, including body wash, hand cream, and diffusers, offering Forment's distinctive sensory experience in everyday life.

Glam.D Bio

Health Supplements, Enzymes, Shakes

Product Features: Glam.D Bio is a brand centered on dietary supplements and inner beauty products. It supports customers in managing both inner health and outer beauty by addressing diverse needs such as body fat reduction, skin health, and vitality enhancement.

NDY

Apparels

Product Features: Launched in 2017, NDY is a street-inspired fashion brand. It has been expanding its brand awareness primarily among the younger generation who pursue unique and free-spirited styles.

Photogray

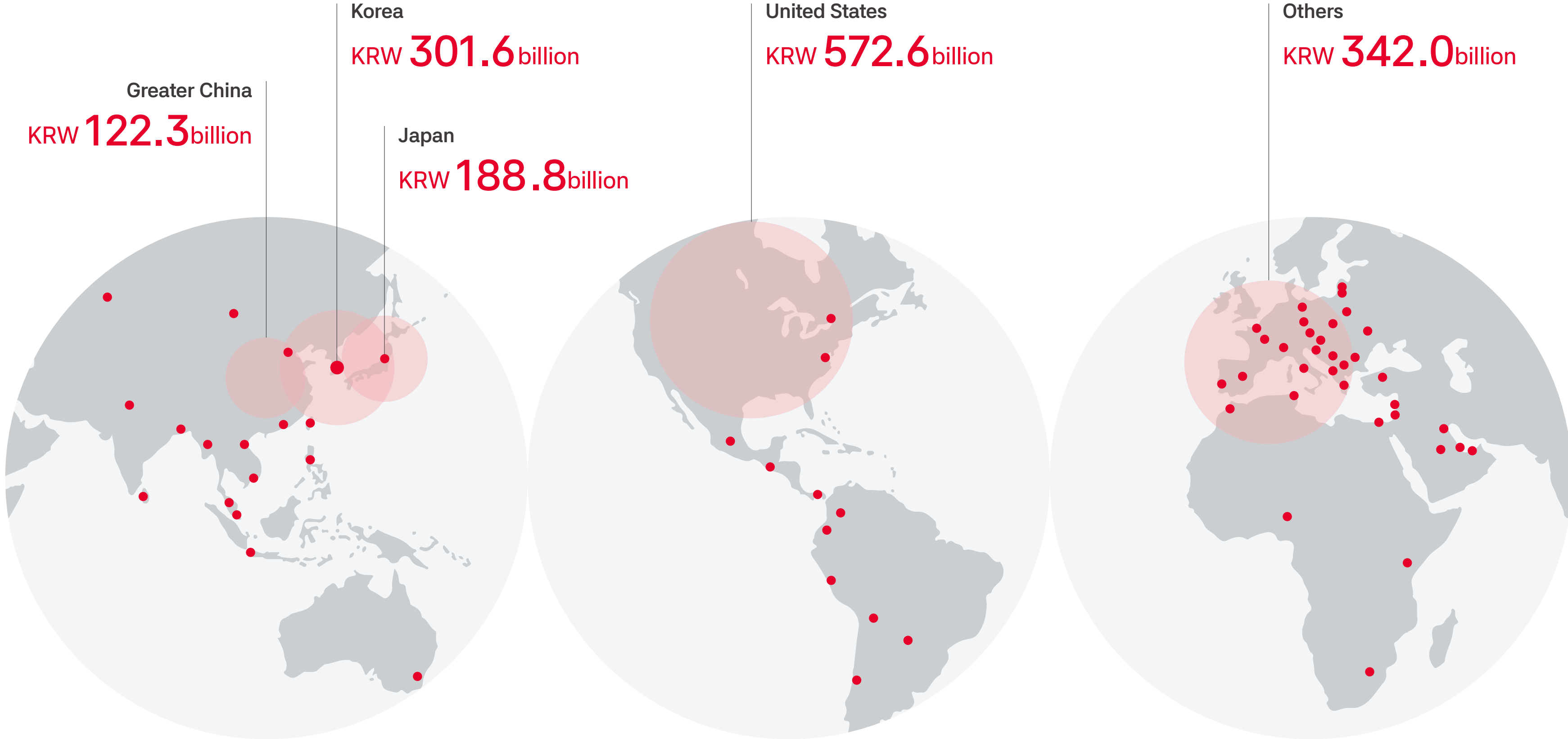
Self Photo Studio

Product Features: Photogray offers stylish and trendy self-photo shooting and instant printing services, providing customers with opportunities to capture various moments of everyday life.

Business Overview

Key Markets and Customers

APR is expanding its market share in both domestic and global markets through integrated online and offline channels, while strengthening its sales strategies that encompass all age groups. As of 2025, we have established a presence in approximately 60 countries, continuously broadening its global business foundation. With the United States and Japan as its core markets, APR is driving offline expansion fueled by online growth. Furthermore, APR has designated Europe as a new strategic market, establishing region-specific optimized models to expand its global revenue base.



Consolidated Revenue

KRW 1.5273 trillion

Major Markets Entered[1)]

Region	Number of Countries	Countries
Asia-Pacific	19	Korea, Taiwan, Malaysia, Mongolia, Myanmar, Bangladesh, Vietnam, Sri Lanka, Singapore, Uzbekistan, India, Indonesia, Japan, China, Kazakhstan, Cambodia, the Philippines, Australia, Hong Kong
Americas	14	United States, Canada, Mexico, Guatemala, Panama, Brazil, Argentina, Bolivia, Ecuador, Uruguay, Chile, Colombia, Paraguay, Peru
Europe	21	Greece, Denmark, Germany, Romania, Lithuania, Bulgaria, Serbia, Switzerland, Spain, Slovakia, Albania, Estonia, the United Kingdom, Ukraine, Italy, Czech Republic, Croatia, Portugal, Poland, France, Finland
Middle East	7	Lebanon, Saudi Arabia, the United Arab Emirates, Israel, Qatar, Kuwait, Türkiye
Africa	6	Nigeria, South Africa, Morocco, Egypt, Kenya, Tunisia

1) As of January 2026

Business Overview

Core Capabilities

APR has secured a competitive edge based on an integrated operating system that organically combines R&D, production, product planning, and data utilization capabilities. Based on a structure where the entire process—from technology development and production to quality control and customer feedback—is seamlessly connected, we are strengthening both product competitiveness and business scalability. These strengths are built around the following four key pillars.

Differentiated Technological Expertise

Centered around its specialized R&D hub, ADC (APR Device R&D Center), APR has internalized key technologies in home beauty and energy-based devices (EBD). We differentiate its product performance by integrating various energy-based technologies, such as Radio Frequency (RF), High-Intensity Focused Ultrasound (HIFU), and Microcurrent (MC). Furthermore, APR is strengthening its technological competitiveness by developing multifunctional solutions that combine active ingredient delivery technology with irritation-minimizing technology.

Booster Pro

Core Technologies	Key Benefits
• Electroporation (EP) • Mid-Frequency (EMS) • Microcurrent (MC)	• Pore and Dead Skin Cell Care • Improves active ingredient delivery efficiency

Ultra Tune 40.68

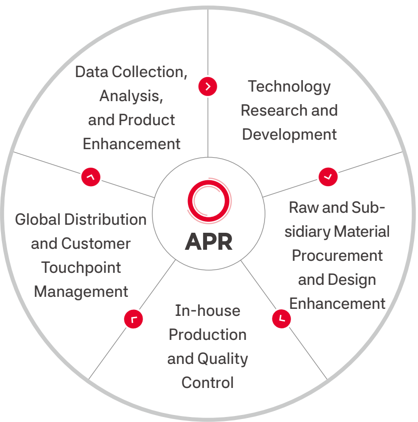
Core Technologies	Key Benefits
• microcurrent (MC) • 40.68MHz Radio Frequency (RF)	• Helps improve skin elasticity

High Focus Shot

Core Technologies	Key Benefits
• High-Intensity Focused Ultrasound (HIFU) • Electroporation (EP)	• Skin Elasticity Care

Integrated In-House Value Chain Operations

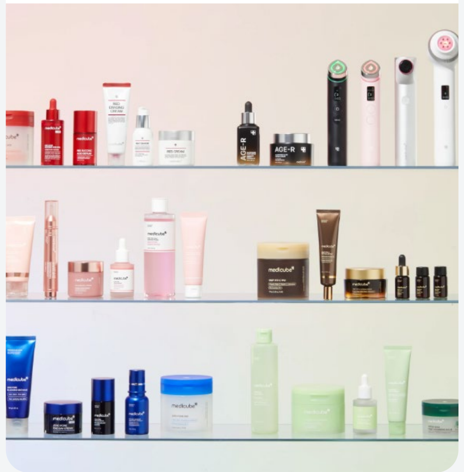
APR operates an integrated production system centered around APR Factory, where technology development, procurement, production, quality control, and customer feedback are organically interconnected. In particular, by expanding in-house manufacturing and investing in smart facilities at its Pyeongtaek Campus 2, APR is securing production stability and quality reliability, thereby strengthening both operational efficiency and cost competitiveness.



APR Home Beauty Devices Value Chain

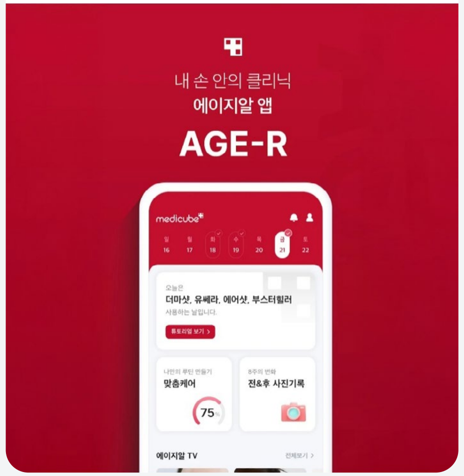
Segmented Functional Product Portfolio by Skin Concern

APR is expanding its functional ingredient-focused skincare lineup, reflecting the latest dermatological trends and consumer demand.
APR categorizes its product lines by key skin concerns, including pores, elasticity, and troubled skin, and develops tailored products through high-concentration functional ingredients and formulation optimization. By analyzing consumer reviews and customer feedback data, APR continuously refines ingredient combinations and formulations, thereby strengthening product efficacy and market competitiveness.



Data-Driven Business Scalability

APR is advancing its personalized care solutions based on device usage data and customer feedback. The accumulated data is continuously integrated into product improvements and new feature developments, creating a virtuous cycle that enhances overall product competitiveness. Furthermore, these data assets serve as a key foundation enabling business expansion beyond skincare into adjacent domains such as inner beauty and healthcare.



Key Performance

2025 Key Financial Performance

APR surpassed KRW 1.5 trillion in annual revenue for the first time in its history in 2025. In 2025, we laid a solid foundation for sustainable growth by expanding its business and improving profitability.

Revenue	**KRW 1.5 trillion** **+111.3%** YoY Growth	Operating Profit	**KRW 365.5 billion** **+198%** YoY growth
Growth Indicator	Recorded **11 consecutive years** of growth since incorporation	Operating Profit Margin	**Achieved 24%** Significant YoY improvement

Domestic and Global Market Position

Building on its strong domestic business foundation, APR has continued to expand its presence in global markets and strengthen its competitiveness in the beauty industry.

2025 Key Global Business Achievements

Global Business Model Successfully Established

Recorded overseas revenue of KRW 1.2 trillion

- **+207%** YoY
- Overseas revenue share expanded to **80%**

Explosive Growth in Cosmetics & Beauty Business

Cosmetics & beauty segment revenue surpassed KRW 1.1 trillion

- **+218.2%** YoY
- Medicube single-brand revenue exceeded **KRW 1.4 trillion**

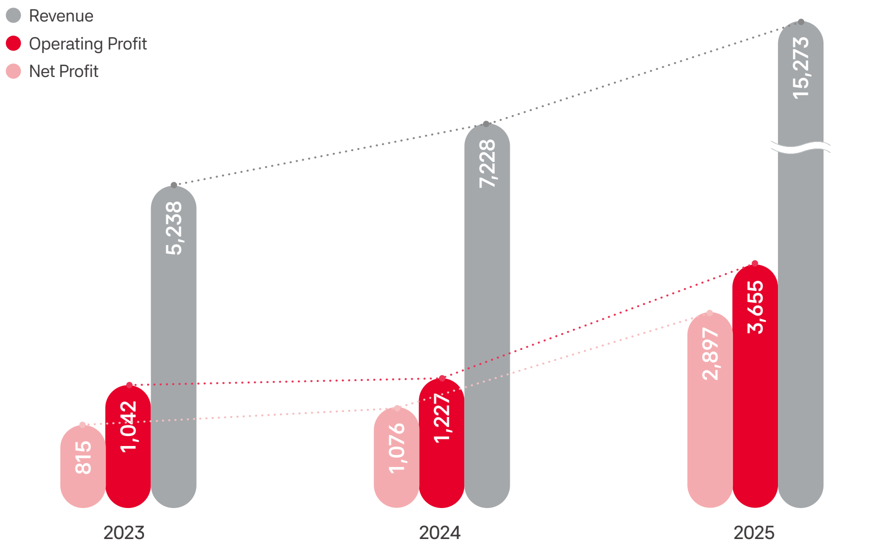
Tech-Driven Ecosystem Expansion

Home Beauty Devices segment revenue recorded KRW 407.0 billion

- **+30.2%** YoY
- As of 1Q 2026, cumulative global sales of Medicube AGE-R surpassed **6 million units**

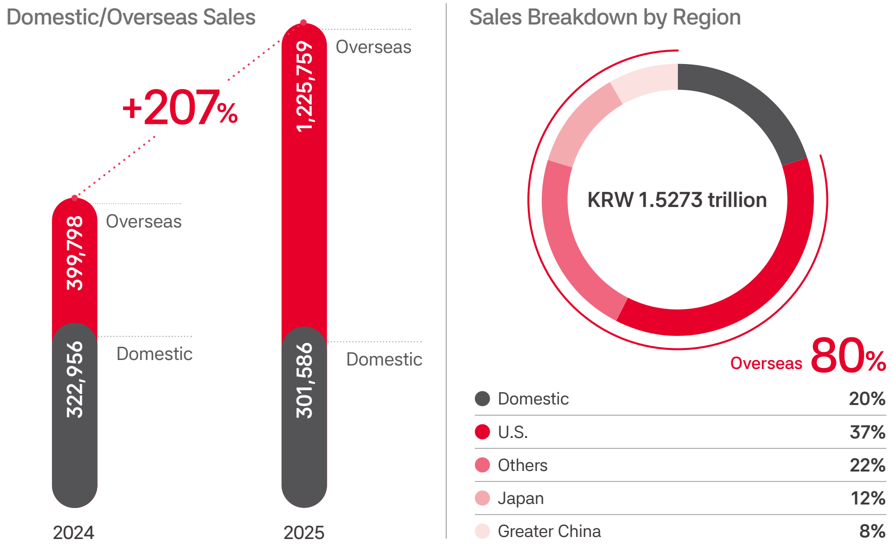
3-Year Financial Performance

(Unit: KRW 100 million)



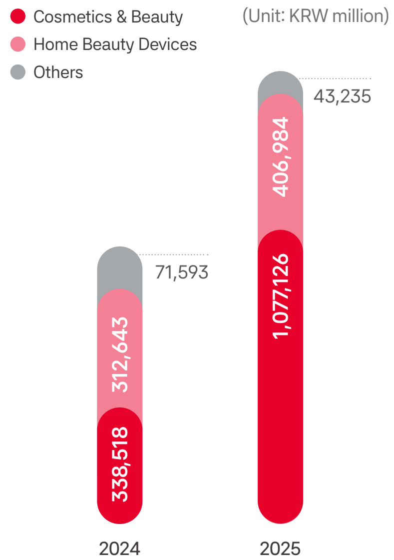
Domestic and Overseas Sales and Regional Breakdown

(Unit: KRW million)



Sales by Business Division

(Unit: KRW million)



Key Performance

Demonstrating Global Influence

2025 APEC

APR participated in the 2025 APEC Summit in Gyeongju as an official partner, strengthening public-private cooperation networks and showcasing the prestige of K-beauty tech to the world. In addition, we presented the home beauty device Medicube AGE-R Booster Pro Irworobongdo Edition to the spouses of APEC leaders, introducing our AI-based personalized beauty care technology and sharing our vision for bridging the digital divide across the Asia-Pacific region.

Booster Pro Irworobongdo Edition sponsored by APR for the 2025 APEC Summit

CES 2026

APR participated in CES 2026, the world's largest IT and consumer electronics exhibition, for the third consecutive year, showcasing its next-generation Medicube AGE-R beauty devices and proprietary AI skin diagnosis technology. During the event, we attracted approximately 1,600 global visitors, a 33% increase from the previous year, and received continued inquiries regarding technology collaboration and partnerships. Building on this momentum, APR plans to further expand its global partnerships and strengthen its competitiveness in overseas markets.

A View of the APR booth at CES 2026

Growing Forward

Growth Vision

With Medicube as its core brand, APR continues to expand its beauty tech business by integrating technology and beauty. We are strengthening its integrated skincare portfolio across cosmetics, home beauty devices, and professional treatments while enhancing its competitiveness in global markets. In addition, APR is reinforcing the foundation for sustainable mid- to long-term growth through continued investment in R&D capabilities, in-house manufacturing, and operational efficiency improvement.

Evolution into a Total Skincare Leader

APR is evolving into a total skincare leader through the Medicube Universe, delivering end-to-end skincare solutions—from cosmetics and home beauty devices to professional solutions such as energy-based devices (EBD) and skin boosters.

Cosmetics

Home Beauty Devices

Aesthetic Treatment

Beyond K-Beauty: Elevating Global Brand Presence

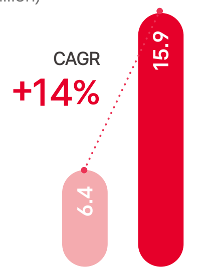
Medicube is enhancing its stature as a global brand by expanding its sales channels and entering new markets.

Leading Future Markets through Technological Innovation

In response to an aging population and growing demand for skin health, APR is advancing high-performance, high-efficiency to solidify its foundation for future growth as a differentiated beauty tech company in the global market.

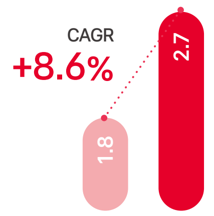
Global EBD[1] Market Outlook

(Unit: USD billion)



Global Skin Booster[2] Market Outlook

(Unit: USD billion)



Production Facilities


EBD Production Facility: Gasan, Seoul - Approx. 2,314m²

Skin Booster Production Facility: Pyeongtaek – Approx. 4,300m²

1) EBD (Energy-Based Aesthetic Device): An aesthetic medical device that uses energy-based technology
2) Skin Booster: An injectable treatment that uses various active ingredients to help improve the skin, classified as a subcategory of fillers

※ Source: (1) Status and Market Outlook of Energy-Based Aesthetic Devices, 2025, KDB Future Strategy Research Institute, (2) Skin Booster Market Size, Share and Trends Analysis Report, 2025, Straits Research

Growing Forward

Growth Strategy

APR continues to strengthen its foundation for sustainable growth through global market expansion and the advancement of its integrated skincare portfolio and technology capabilities.

Global Market Expansion

APR continues to expand its global business capabilities through regional expansion, channel diversification, localization strategies, and operational infrastructure enhancement.

Key Region Expansion

Key Details
- Expanding collaborations with local distributors and platforms to strengthen presence in core markets, including North America, Europe, and Southeast Asia

Expected Outcomes
- Increased global brand awareness and market share

Distribution Channel Diversification

Key Details
- Broadening the operation of global e-commerce, D2C malls, and offline retail channels

Expected Outcomes
- Expanded customer touchpoints and improved sales stability

Localization Strategy

Key Details
- Localizing product planning and marketing content to reflect diverse skin tones, climates, and consumption patterns

Expected Outcomes
- Improved market fit and increased repeat purchase rates

Global Infrastructure Enhancement

Key Details
- Advancing overseas logistics centers and customer support systems

Expected Outcomes
- Improved operational efficiency and faster market responsiveness

Strengthening Technology-Driven Competitiveness

APR is strengthening its integrated skincare portfolio through continued advancement in R&D and manufacturing capabilities, while improving product competitiveness and operational efficiency.

Integrated Skincare Portfolio Expansion

Key Details
- Expanding the integrated skincare portfolio across cosmetics, home beauty devices, and professional treatments

Expected Outcomes
- A differentiated and integrated skincare experience

In-house Manufacturing of Home Beauty Devices

Key Details
- Strengthening in-house manufacturing capabilities and R&D for home beauty devices

Expected Outcomes
- Enhanced product quality stability and production efficiency

Technology-Driven Product Innovation

Key Details
- Enhancing R&D based on consumer feedback and data analysis

Expected Outcomes
- Accelerated development and launch of innovative products

Smart Investment Expansion

Key Details
- Expanding smart manufacturing infrastructure through continued investment in facilities and automation

Expected Outcomes
- Expanded production capacity and strengthened cost competitiveness

Building Sustainable Value

Sustainability Framework

Sustainability Management Governance

APR has established the Transparency Management Committee under its Board of Directors, the highest decision-making body, to systematically manage key issues related to ESG and sustainability management. Centered on the Committee, APR has built a governance foundation for reviewing and approving ESG strategies and policy directions, while strengthening accountability and transparency through an independent decision-making structure. In addition, at the working level, the Compliance Management Team leads a cross-functional collaboration system involving relevant departments to organically link ESG initiatives. Through this system, APR integrates the entire process—from strategy formulation to execution, monitoring, and reporting—to ensure that sustainability is embedded throughout its overall management.

Sustainability Management Organizational Chart

Board of Directors
- Highest decision-making body and management oversight (ESG-related)

Transparency Management Committee
- Reviews, deliberates on, and reports major matters related to ESG and sustainability management
- Reviews internal transactions
- Resolves matters related to the establishment of short-, mid-, and long-term ESG policies

Management
- Determines the direction and priorities of ESG initiatives and makes decisions on key issues

Compliance Management Team (Department in Charge)
- Oversees the overall ESG implementation framework (plan and performance management)
- Handles practical operations, including the execution of ESG tasks, management of data and supporting evidence, and preparation of reporting materials

Relevant Departments
- Execute ESG strategies by function
Implement ESG goals and deliver performance
Carry out company-wide ESG activities

Major ESG Agenda Items of the Board of Directors and the Transparency Management Committee

Category	Date	Agenda Item	Resolution Status	Attendance Rate
Board of Directors	2025. 02. 28	Establishment of the 2025 Environment, Safety, and Health Plan	Approved	100%
	2025. 03. 31	Approval of the proposed revisions to the Anti-Corruption Management System Manual and Guidelines	Approved	100%
	2025. 12. 16	Anti-Corruption Pledge	Approved	100%
Transparency Management Committee	2025. 02. 07	Management Review Report (Anti-Corruption Management System Operation and Performance)	Reported	100%
	2025. 05. 07	**Progress report on APR's ESG management** • Status of the Corporate Governance Report and future response plan • Obtainment of ISO 37001 (Anti-Corruption Management System) certification • Completion of ESG website reorganization	Reviewed	100%
	2025. 08. 05	Renewal of Directors' and Officers' (D&O) Liability Insurance	Reported	100%
		Review of the introduction of the Board Skills Matrix (BSM)	Reviewed	100%
	2025. 11. 05	**Interim Progress Report on APR ESG Management** • Response to the ISO 37001 surveillance audit • Response to ESG assessments and the first publication of the Sustainability Report • Disclosure of the Corporate Governance Report	Reviewed	100%
	2026. 02. 03	**Progress report on ESG management** • Report on the results of the Director Recommendation Committee • ISO 37001 management review report • Report on the results of the materiality assessment	Reported	100%
		Establishment of the Environment, Health, and Safety (EHS) Management Plan	Reviewed	100%

Sustainability Framework

Sustainability Management Strategy

Under the vision of "Leading a Sustainable Future for the Global Beauty Tech Industry," APR has established the ESG Vision House. By systematizing key missions and strategies across all Environmental, Social, and Governance (ESG) sectors, we aim to achieve sustainable growth, responsible management, and ethical business operations.

ESG Vision House

ESG Vision

TO LEAD THE SUSTAINABLE FUTURE OF THE GLOBAL BEAUTY TECH INDUSTRY

Our Missions

Environment	Social	Governance
To contribute to a sustainable environment	To value coexistence and fulfill social responsibilities	To lead ethical and transparent management

Strategy

Environment	Social	Governance
• Promotion of eco-friendly corporate activities, Resource conservationResource conservation	• Contribution to the local community, Enhancement of labor rights, Pursuit of diversity/inclusiveness, Protection of personal information, Establishment of a safety management system	• Institution of transparency in the governance structure, Anti-corruption management, Reinforcement of the ethical management and compliance system
Achieve Sustainable Growth	Promote Responsible Practices	Resolve to lead in Ethical business practices

Mid-to-Long-Term ESG Plan

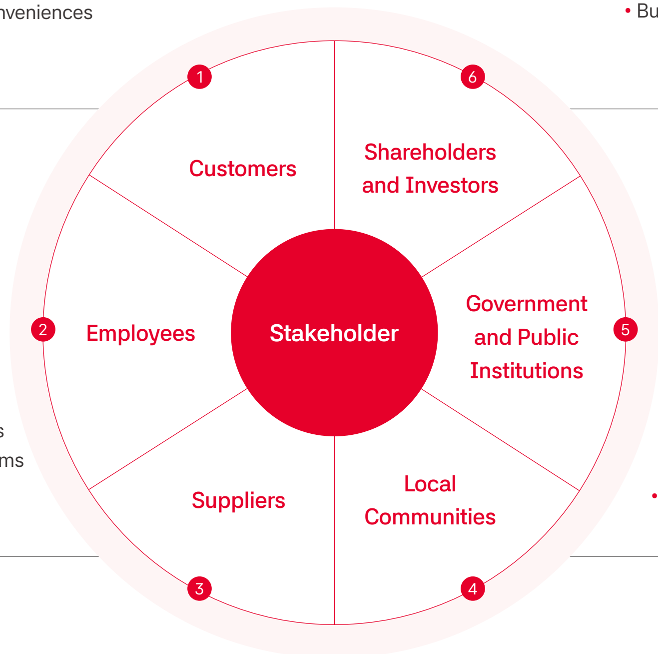
Initiation	Dissemination	Adoption
2024	2025 ~ 2026	2027 ~
Establishing ESG vision, strategy, and action plans	Building and implementing ESG foundations	Advancing ESG management
• Approval of the ESG Vision House and action plans by the Transparency Management Committee in Q2 2024	• Conducting materiality assessments on company-wide ESG risks • Reviewing departmental initiatives to improve ESG indicators	• Conducting regular self-evaluations of our ESG indicators to check our performance in line with evolving sustainability trends • Advancing ESG strategies by operating improvement and innovation processes based on performance reviews

Sustainability Framework

Stakeholder Engagement

APR defines customers, employees, suppliers, shareholders, investors, local communities, and government and public institutions as key stakeholders that have a significant impact on our business activities. We actively listen to the voices of our stakeholders through various communication channels and reflect them across our overall management activities to foster mutual growth and build relationships of trust.

Stakeholder Communication Channels



Customers

Key Communication Channels

- 1:1 inquiries via D2C website (as needed)
- Online grievance channel (as needed)
- Customer service center (A/S and consultation channel) (as needed)
- Official social media and community channels (as needed)

Key Issues

- Inquiries on product quality and safety
- A/S and product-related inconveniences
- Requests related to consumer rights, including refunds and exchanges
- Personal information protection and data security

Employees

Key Communication Channels

- Company-wide town hall meeting (once a month)
- Online grievance channel (internal reporting channel)
- Internal intranet and notice system
- Regular team and department meetings

Key Issues

- Management status and business strategies sharing
- Opinions on performance, compensation, and organizational operations
- Suggestions for improving the working environment and welfare programs
- Ethical management and internal reports
- Opinions related to diversity, inclusion, and organizational culture

Suppliers

Key Communication Channels

- Online grievance channel (as needed)
- 1:1 communication with working-level contacts (meetings, phone calls, and email)

Key Issues

- Matters related to contract terms and transaction practices
- Delivery schedule and quality control issues
- Matters related to fair trade and ethical compliance

Shareholders and Investors

Key Communication Channels

- IR meetings (in-person and virtual) (as needed)
- Earnings announcements and conference calls (as needed)
- Disclosures and the electronic disclosure system (as needed)
- General Shareholders' Meeting (1 regular, 1 extraordinary)

Key Issues

- Business performance and financial status
- Corporate governance, internal control systems, and shareholder value enhancement policies

Government and Public Institutions

Key Communication Channels

- Policy consultations and meetings
- Licensing, permitting, and reporting procedures
- Official documents, participation in official consultative bodies, and meetings with related institutions

Key Issues

- Status of compliance with relevant laws and regulations
- Response to changes in industry policies and systems
- Regulatory compliance in areas such as environment, labor, and fair trade

Local Communities

Key Communication Channels

- CSR programs & regional cooperation activities
- Meetings with local institutions and organizations
- Corporate website and external communication channels (as needed)

Key Issues

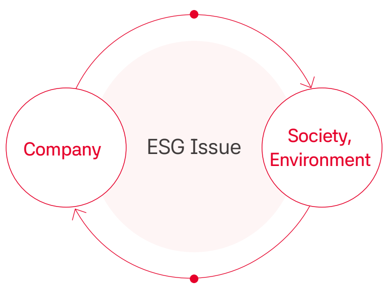
- Operation and results of CSR activities

Double Materiality Assessment

Double Materiality Assessment Process

To systematically identify and manage key issues closely linked to its sustainability management, APR conducted a double materiality assessment based on the double materiality principle of the European Sustainability Reporting Standards (ESRS). This assessment was carried out by comprehensively considering both the actual and potential impacts of our business activities on society and the environment (Impact Materiality) and the effects of such issues on our financial condition, business performance, and cash flows (Financial Materiality).

Social and Environmental Materiality
Our Impacts on Society and the Environment



External Impacts on us
Financial Materiality

Double Materiality Assessment Process

Step 1 — Identifying Sustainability Issues and Developing the Issue Pool

Based on the topic list presented by the ESRS, APR comprehensively reviewed global ESG disclosure standards, major evaluation indicators, and material issues of benchmarking companies, and derived an issue pool of 17 items.

- Global disclosure standards (ESRS, SASB, etc.)
- Requirements of external ESG rating agencies (MSCI, etc.)
- Industry trend reports (Global beauty industry reports, etc.)
- Global benchmarking: Material issues of domestic and international beauty companies

Step 2 — Identifying IROs[1)]

For each issue within the issue pool, APR analyzed the impacts of our business activities on society and the environment, as well as the risks and opportunities we face, and identified a total of 43 IROs.

- Impact (social and environmental): analysis of the positive and negative impacts of corporate activities on the environment and society
- Risks and opportunities (financial): analysis of the impacts of sustainability issues on our financial performance and related matters

Step 3 — Conducting IRO Assessments

We conducted an evaluation of the identified IROs on a 5-point scale, measuring likelihood and impact with internal and external stakeholders.

Participants

- Internal stakeholders: ESG department and departments relevant to the identified IROs
- External stakeholders and experts: partners, clients, investors, analysts, and ESG experts

Methodology

- Social and environmental impacts
  - Positive: scale, scope, likelihood
  - Negative: scale, scope, likelihood, irremediability
- Financial impacts
  - Risk: scale, likelihood
  - Opportunity: scale, likelihood

Step 4 — Selecting Material Issues

APR applied the assessment results to a matrix with financial materiality and impact materiality as the two axes, we selected five issues that exceeded the pre-established threshold in at least one of the two dimensions.

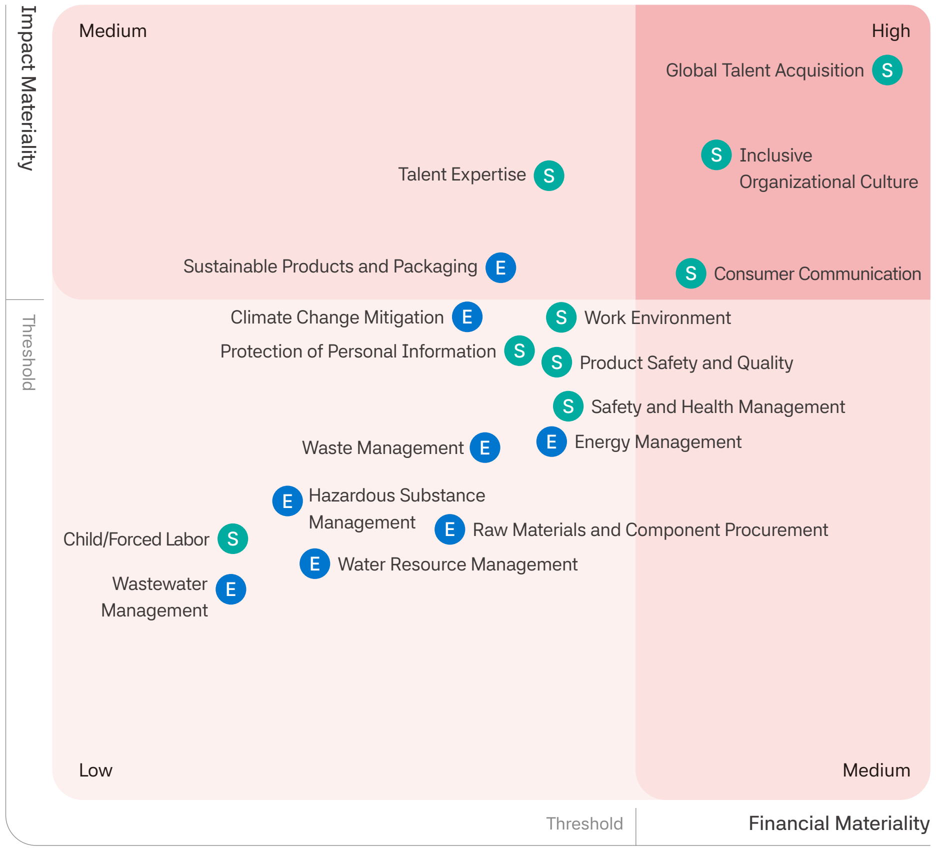
1) IRO : Impact, Risk, Opportunity

Double Materiality Assessment

Results of the Double Materiality Assessment

Through the IRO assessment, APR identified five material issues out of a total of 17 issues and systematically manages the impacts, risks, and opportunities associated with each issue. Furthermore, through review by management and the Board of Directors (Transparency Management Committee), these issues are integrated into our ESG strategies and action plans. By regularly monitoring implementation status, we seek to continuously advance our management framework that is linked to strategic decision-making.

Double Materiality Assessment Matrix



2025 APR Material Issues

Priority	Material Issues
1	S Global Talent Acquisition
2	S Inclusive Organizational Culture
3	S Consumer Communication
4	S Talent Expertise
5	E Sustainable Product Packaging

※ As this was the first year for conducting a double materiality assessment, comparative data from previous years is not available.

Criteria for Materiality Assessment

Issue Category	Priority	Description
Material Issues	High (H)	Exceeds the threshold in both financial and impact materiality
	Medium (M)	Exceeds the threshold in either financial or impact materiality
Mid- to Long-Term Response Issues	Low (L)	Below the threshold in both financial and impact materiality

Double Materiality Assessment

2025 Top 5 Material Issues

APR conducted a double materiality assessment based on stakeholder feed-back and internal risk reviews, identifying five material issues that comprehensively consider financial, social, and environ-mental impacts. In particular, in response to our global business expansion and digital commerce–driven business struc-ture, we have designated global talent acquisition, consumer communication, and sustainable products & packaging as our primary management focus areas.

2025 APR Material Issues

Domain	Material Issues	Type		IRO	Materiality (Scale of 5)		Time Horizon[1)]	Value Chain Position[2)]
					Likelihood	Impact		
S	Global Talent Acquisition	Financial	R	Failure to secure and retain key talent in areas such as creative content and R&D may weaken brand competitiveness and slow revenue growth as product development and content competitiveness decline.			Long-term	Own Operations
		Impact	P	Business expansion driven by growth in the beauty and digital commerce industries may create quality jobs and expand youth employment opportunities.			Mid-term	Own Operations
	Inclusive Organizational Culture	Financial	O	Securing talent with diverse backgrounds, including foreign hires, and fostering an inclusive organizational culture may enhance understanding of global consumer characteristics and strengthen capabilities to develop overseas market entry strategies.			Mid-term	Own Operations
		Impact	P	Expanding the recruitment of talent from diverse backgrounds may broaden employment opportunities throughout society and promote understanding of diverse cultures and awareness of inclusion.			Mid-term	Own Operations
	Consumer Communication	Financial	R	Misleading or exaggerated advertising, or insufficient provision of product-related information, may increase compensation costs and reduce brand trust when consumer harm occurs.			Long-term	Downstream
		Impact	N	Misleading or exaggerated advertising, or insufficient product information, may cause physical and psychological harm to consumers and reduce trust in the industry as a whole.			Long-term	Downstream
	Talent Expertise	Impact	P	A fair talent management system and a culture that respects diversity may expand employee growth opportunities, create a fair working environment, and strengthen social inclusion.			Long-term	Own Operations
E	Sustainable Product Packaging	Impact	N	Excessive product packaging may increase unnecessary resource consumption and waste generation, thereby placing a greater burden on the environment.			Long-term	Downstream

1) Time Horizon: Short-term (within 1 year), Mid-term (within 2 to 5 years), and Long-term (more than 5 years)
2) Value Chain Position is classified based on the stage where an issue occurs or has an impact. Own Operations refers to our business sites and internal operational activities; Upstream refers to supply chain stages such as raw material procurement and business partners; and Downstream refers to stages after product sales, including distribution, marketing, and consumer use.

P Positive
R Risk
N Negative
O Opportunities

Double Materiality Assessment

Stakeholder Perspectives on Material Issues

Internal Employees

Transition to Eco-Friendly Transportation and Scope 3 Reduction

Given our global shipment structure, shifting air transport to sea freight and expanding electric vehicle deliveries would likely be effective in reducing Scope 3 emissions.

Expansion of Eco-Friendly Packaging Materials

It is necessary to expand the use of recycled paper boxes and paper tapes while simultaneously adopting designs that minimize excessive packaging.

Establishment of a Recycling System for Packaging Materials and Components

If packaging materials and components generated during manufacturing and logistics are systematically recycled, cost savings and improved ESG performance could be achieved.

Improvement of a Reward System Centered on Eco-Friendly Products

Improving our reward structure to focus on eco-friendly, refillable, and high-efficiency products instead of money incentives is expected to enhance the impact of our ESG campaigns.

Environmental Experts

Setting Targets and Management Indicators for Packaging Reduction

In response to growing demand for resource circulation, it would be desirable to establish management indicators and reduction targets for packaging material usage.

Strengthening Supply Chain Data Management for Energy and Carbon

Given the characteristics of home beauty devices, it is necessary to proactively establish a supply chain data management system in preparation for tighter energy-efficiency and carbon-related regulations.

Social Experts

Standardization of Quality Control and Customer Service Response Processes

As sales expand, standardizing quality control and customer service response processes is important for maintaining brand trust.

Establishment of Mid- to Long-Term Roadmaps for Material ESG Issues

Establishing mid-to long-term roadmaps for each material ESG issue during the global market expansion phase is necessary to attract investment and enhance shareholder value.

Investors

Securing Key Talent and Strengthening Reward Systems

Since manpower is vital given APR's business characteristics, it is crucial to attract and retain key talent in R&D and marketing by expanding incentive and reward programs.

Strengthening Influencer Management and Product Trust

As APR operates at the closest touchpoint with consumers, it is vital to manage influencers, establish compensation systems for defective products, and build internal controls for 100% reliable product supply. More systematic management will become increasingly important as annual revenue grows rapidly.

Focus Area 1.

Global Talent, Diversity & Inclusion

Materiality of the Topic

APR has been consistently delivering performance in global markets by combining its content planning and online marketing capabilities. We are making efforts to secure outstanding talent to implement brand strategies tailored to each country and region, while strengthening collaboration with strategic partners, including creators and influencers. Differentiated content and execution capabilities— grounded in rigorous performance analysis — form the foundation for global market expansion, creating a virtuous cycle that, in turn, enhances brand value and supports the acquisition of key talent and strategic partners.

Value Creation Loop

IRO*

Impacts

I1 Global Job Creation

Expanding employment opportunities for youth by creating high-quality jobs driven by the growth of the beauty and digital commerce industries.

High

I2 Strengthening Social Inclusion

Promoting employee growth and providing equal opportunities by establishing fair talent management and a culture of diversity, thereby strengthening social inclusion.

Low

Risks and Opportunities

R1 Failure to Secure Key Talent

Failure to secure and retain key talent (in creative content and home beauty devices R&D) may weaken brand competitiveness and slow revenue growth

High

O1 Accumulation of Human Capital

Cultivating outstanding talent and enhancing long-term organizational efficiency by providing welfare and training programs to develop employees' job capabilities.

Medium

O2 Diversity-Driven Customer Expansion

Leveraging a diverse workforce and an inclusive organizational culture to deepen understanding of global consumer needs and strengthen overseas market entry strategies.

High

*Impacts, Risks and Opportunities

Strategic Response

Strengthening Global Organizational Capabilities and Building Marketing Leverage through Strategic Talent Acquisition

Securing Global Core Talent

- Strategic Talent Acquisition
- Recruitment of global talent by region
- Collaboration with global creators and influencers

Mapping IRO: I1 R1 O1

Mapping UN SDGs: SDG 8

Capability Development and Leadership Cultivation

- Enhancing onboarding programs
- Job expertise and leadership development programs

Mapping IRO: I2 R1 O1

Mapping UN SDGs: SDG 4

Diversity-Driven Global Marketing

- Reflecting diversity (race, skin type, etc.) into product and content development
- Multilingual global communications

Mapping IRO: I2 O2

Mapping UN SDGs: SDG 10

Focus Area 1.

Global Talent, Diversity & Inclusion

Governance & Policy

Governance

To enhance the effectiveness of our sustainability management strategies, APR operates a governance system that combines a CEO-led rapid decision-making structure with the specialized expertise of each department. From talent acquisition and development to global marketing, we carry out strategic initiatives based on clearly defined roles and responsibilities (R&R) across all organizations.

Organizational Chart

- **CEO**
  - Final Authority for Policy Approval and Decision-Making
- **Management Support Division**
  - Human Resources Dept.
    - Recruiting Dept.
      - Talent Acquisition and Recruitment Oversight
    - Training & Development Dept.
      - Curriculum Design and Organizational Culture Integration Support
- **Marketing Business Division**
  - Domestic Marketing Dept.
    - Marketing Content Planning and Creator Collaboration Management
- **Global Business Division**
  - Global Marketing Dept.
    - Global Marketing Strategy Formulation & Implementation

Key Policies

To provide equal opportunities to talent from diverse backgrounds and foster a fair employment environment, APR has established a Human Rights Management Policy and upholds the principles of fair hiring, non-discrimination, and protection of workers' rights.

Category	Key Policies and Operational Principles	Report Page
Competency-Based Fair Recruitment and Non-Discrimination	• Prohibition of discrimination in employment, wages, promotion, and training of employees based on race, gender, educational background, age, disability, religion, place of birth, or political views.	63
Guarantee of Freedom of Association and the Right to Collective Bargaining	• Recognition of the freedom of association and the right to collective bargaining in accordance with labor-related laws and regulations in each country and region, and guarantee of the exercise of these rights without discrimination, retaliation, or intimidation.	63

Metrics & Targets

APR manages the implementation of each strategy through targets and metrics. Through this, we monitor whether our policies lead to actual performance, supporting long-term global growth and sustainability.

Strategy	Metrics	Performance & Targets		
Global Key Talent Acquisition	Timely fill rate for Key Positions[1]	2025 Performance 73%	2026 Targets 80%	2030 Targets 90%
	Female manager Ratio	2025 Performance 55%	2026 Targets 56%	2030 Targets 57%
Capability Development and Leadership Cultivation	Expansion of related training	2025 Performance: Conducted new employee training, onboarding training, leadership workshops, and job-specific training (Udemy)	2026 Targets: Expand leadership training and implement training for new leaders, and conduct followership training for employees	2030 Targets: Expand APRO Way & Leadership training to achieve APR's vision

1) Percentage of Key Positions directly linked to global business and overseas expansion filled within 3 months of the recruitment need arising.)

Focus Area 1.

Global Talent, Diversity & Inclusion

Strategy & Actions

2025 APR Major Recruitment Announcements

Securing Global Key Talent

APR's Growth Engine: APRO APR recognizes employee expertise as a core driver of corporate competitiveness and operates its organizational culture around APRO—Professionals who Grow Together. APRO members aim to deliver results based on their individual expertise and contribute to achieving our vision.
In response to rapid business expansion and global market entry, APR focuses on recruiting and onboarding talent that aligns with our organization and culture. We employ a strategic approach that simultaneously strengthens both candidate experience and organizational fit through structured recruitment processes, mentoring, and interviewer training.

APR Talent DNA – Core Values

APR has defined four core values that all members are expected to share and practice to drive global competitiveness and business innovation.

Make It Talent who achieves goals and takes full responsibility to the end	**Grow Up** Talent who continues to grow alongside us
Work Together Talent who creates collaborative synergy through open communication	**Customer Success** Talent who delivers value and experience through customer-centric mindset

Strategic Talent Acquisition APR operates customized recruitment processes and management systems to support corporate growth and strategic execution. Based on defined job requirements and candidate profiles for each department, APR aims to align the expectations of candidates and the organization. During application review, APR evaluates cover letters and portfolios. This is followed by online personality assessments and interviews to assess job competency and cultural fit. Furthermore, we regularly update our evaluation criteria to reflect the behavioral characteristics of high performers. For certain roles, we conduct assignment-based assessments to evaluate practical skills.
APR also ensures transparency and fairness in recruitment by adhering to principles: notifying candidates of results within two weeks of process completion, conducting background checks for experienced hires, and maintaining confidentiality of all assignments and evaluation data. To maximize the effectiveness of this recruitment process, APR is strengthening its employer branding through interviewer training. We provide guidance on company-wide interview standards, interviewer etiquette, the tone and manner of questioning, evaluation criteria, and techniques for formulating effective questions. New interviewers undergo both one-on-one on-demand training and regular group sessions, including hands-on practice and simulations. APR also continuously improves the candidate experience by collecting feedback through post-interview surveys and sharing these insights with interviewers.

Recruitment of Global Talent by Region To respond to the unique consumer characteristics and distribution environments of global markets, APR's strategy is to secure talent with a deep understanding of local markets. This approach goes beyond increasing headcount and focuses on building a foundation for the execution of brand strategies tailored to local consumers.In 2025, we focused our recruitment on key roles that affect global performance, including marketing, e-commerce channel operations, and overseas B2B sales. We recruited talent in the global beauty marketing sector across 13 countries—spanning Asia, North America, the Middle East, and Europe—securing a workforce equipped with consumer insights, trend analysis skills, and content planning capabilities. This enables APR to execute country-specific strategies with precision and accelerate market responsiveness, strengthening our global competitiveness.

Focus Area 1.

Global Talent, Diversity & Inclusion

Strategy & Actions

Expansion of Gen Z Talent Pool To proactively secure a Gen Z talent pool that is digitally native and highly attuned to global trends, APR leverages diverse engagement platforms, such as career fairs, global metaverse job fairs, and overseas internship programs. This represents APR's strategic approach to the early identification and cultivation of next-generation talent equipped with content planning and digital execution capabilities. By simultaneously acquiring regional specialists and building a robust future talent pipeline, APR plans to structurally strengthen its global business operational capabilities.

Recruitment Information Session

Activity	Date	Communication Channel
Global Metaverse Job Fair	2024.08	• Online
Offline Campus Recruiting	2024.09	• 6 universities
Online/Offline Recruitment Information Session	2025.09	• Online (YouTube) • Offline Catch Cafe (Shinchon and Seoul National University branches)

Global Metaverse Job Fair

Offline Recruitment Information Session

Global Creator and Influencer Collaboration To expand its brand influence in global markets, APR treats creator and influencer collaboration not only as a promotional activity, but as a core marketing strategy. To reflect country-specific cultures and consumer characteristics, we systematically identify and collaborate with influencers across diverse nationalities, ethnicities, and content types by leveraging social media data and professional agency networks.

Beyond project-based collaborations such as new product launches, campaigns, and promotions, APR builds long-term partnerships with selected influencers through regular communication and relationship management. We also enhance brand understanding and ensure consistency in our collaborations by creating offline touchpoints, such as invitation-only events held in Korea.

Reviews and consumer feedback accumulated through the collaboration process are integrated into product improvements and marketing strategies, creating a virtuous cycle for generating market insights. Based on an integrated management system that links social media channels and agencies, APR strategically manages global influencer collaborations, simultaneously strengthening its content competitiveness and market responsiveness.

Focus Area 1.

Global Talent, Diversity & Inclusion

Strategy & Actions

On-site SCM training as part of the onboarding program

Capability Development and Leadership Cultivation

Strengthening Onboarding Programs APR operates a phased onboarding program to help new hires adapt to the organization and build job competencies. In addition, we provide tailored support based on position and career level, ensuring a smooth transition for entry-level and experienced hires. The onboarding program includes tutorials, SCM training, mentoring, and a buddy program, designed to support initial understanding, job adaptation, and internal networking. In particular, we provide role-specific training for team leaders to support the onboarding of new hires, ensuring the program's impact spreads across the organization. To enhance employee experience and job satisfaction, APR operates a phased interview program starting in the early stages of employment. At the three-month mark, the Talent Recruiting Team conducts onboarding coffee chats to gauge how well new hires are settling in and how well they understand the organizational culture. At the ten-month mark, the HR Management Team conducts A-CARE[1] interviews to assess job fit, difficulties, and growth needs. In addition, we have introduced a third-year interview program to reflect the perspectives of longer-tenured employees.

1) A-CARE: A program designed to assess job-related stress, identify grievances, and support follow-up measures for APROs (employees) with less than one year of service.

APR Onboarding Program

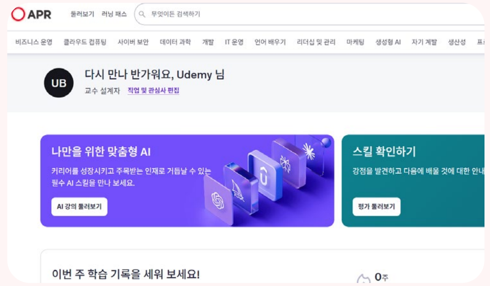
Tutorial Session	• Guidance on navigating work systems and internal infrastructure • A 12-module training program covering company overview, business communication, and job understanding
SCM Training	• Site visits to business locations such as production facilities and logistics warehouses, along with SCM theory training • Builds a broad understanding of the supply chain management process from R&D and production through to mass production and logistics
Mentoring Program	• For Staff, Associates, and Senior Associates • Supports organizational adjustment by sharing practical tips on work processes, job responsibilities, and company life
Mentee Gathering Day	• Held twice over the 3-month probationary period, one month apart; employees at the Senior Associate level hired in the same month come together to share experiences and build camaraderie
Buddy Program	• For experienced hires at the Associate Manager level or above • Facilitates cultural integration and accelerates organizational adjustment to unlock their full professional potential

Job Expertise and Leadership Enhancement Programs APR operates systematic and diverse training programs to strengthen the expertise of individual employees. We foster an environment where everyone is empowered to grow by providing a wide range of self-development opportunities—covering not only job-specific competencies but also foreign language proficiency and common core skills—at no cost. Starting in 2026, we have introduced and are currently focusing on internalizing role-specific leadership capabilities by introducing leadership training for those in leadership positions and followership training for all members.

Capability Enhancement Programs

Activity	Details
External Training	• Full financial support for participation fees in job-related conferences, forums, etc.
Employee of the Month Award	• Monthly recognition of outstanding employees based on the core talent model, with department store gift vouchers and paid leave as rewards
Internal Job Posting Program	• Internal openings are posted company-wide to provide new growth opportunities through cross-departmental transfers
Employee Referral Program	• A direct referral system open to all positions • Referral incentives of up to KRW 7 million provided to both the referring employee and the new hire upon joining
Online Training and Course Support	• Unlimited free access to self-development courses through the Udemy platform
Book Purchase Support	• A monthly allowance of up to KRW 30,000 toward the purchase of job-related books

Employee of the Month Award



Udemy Platform Interface

Focus Area 1.

Global Talent, Diversity & Inclusion

SPECIAL CASE

Connecting Diverse Forms of Beauty

APR recognizes that consumer diversity in global markets is directly linked to brand competitiveness. Based on this understanding, we are pursuing a product development strategy that systematically reflects differences in country, ethnicity, climate, and skin type from the early stages of product development. By analyzing consumer data and reviews in major markets, APR segments skin concerns and usage environments in detail and enhances market fit by differentiating formulations, functions, and texture.

Diversity-Driven Global Marketing Expansion

Diversity- and Inclusion-Based Product Development Recognizing that consumer diversity in global markets is a direct driver of brand competitiveness, APR pursues a development strategy that systematically incorporates differences in country, ethnicity, climate, and skin type from the earliest stages of product development. By analyzing consumer data and reviews from key markets, we segment skin concerns and usage environments, and differentiate products in terms of formulation, functionality, and texture to enhance market fit.
In 2025, we planned products that reflect the diverse skin tones and pigmentation concerns of the U.S. market and refined formulations to reflect climate characteristics in Asian markets. In addition, we expanded our portfolio beyond skincare into lifestyle categories such as hair and body care, reinforcing an integrated brand experience that goes beyond solving specific skin concerns to cover customers' daily lives more broadly.

APR Key Products Developed with Diversity and Inclusion in Mind

Medicube Kojic Acid Line

Multilingual Global Communication Multilingual customer communication has also become a core pillar of APR's global market operations, fully aligned with its product development strategy centered on diversity and inclusion. Led by the Overseas Business Division, we work closely with local representatives and partners in each country. We plan and produce major campaigns, digital marketing, influencer and creator content, and live commerce operations to match each market's language and cultural context. By operating dedicated social media channels for key regions, we enable tailored communication for each country. As we expand our presence on the Amazon Store, the share of non-English reviews also continues to grow.
This approach allows customers to search for product information, share their experiences, and engage with the brand in their own language — naturally. The result is measurable improvement in both brand trust and conversion rates. In particular, after entering Ulta Beauty, APR ranked No. 1 in online skincare sales in October 2025, showing that our multilingual communication strategy is delivering tangible results across global retail channels.

Online and Offline Communication in Hong Kong, Japan, and the United States

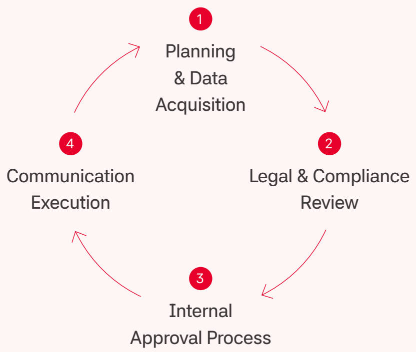
Focus Area 2.

Brand Marketing & Consumer Trust

Materiality of the Topic

APR recognizes that sustainable growth in global markets is built on consumer trust. In particular, the beauty and healthcare industries are sectors in which product efficacy and safety information directly influences purchasing decisions, and inaccurate or exaggerated claims can result in consumer harm as well as lasting damage to brand value. Accordingly, APR defines marketing as a core management activity aimed at delivering accurate and transparent information based on scientific evidence and objective data. We execute responsible communication through systematic pre-verification and internal management processes.

Marketing Risk Management Process



IRO*

Impacts

I1 Consumer Harm and Social Costs

False, exaggerated, or unverified claims may hinder consumers' ability to make rational choices, resulting in direct consumer harm and broader social costs.

High

I2 Decline in Trust in Online Advertising

Eroding trust across digital channels may undermine a sound market order.

Low

Risks and Opportunities

R1 Legal and Financial Risks

False or exaggerated advertising, or inadequate product information, may result in regulatory fines and compensation costs if consumer harm occurs.

High

R2 Decline in Brand Reputation

Poor management of influencer and third-party content can allow negative issues to spread rapidly online, escalating into broader reputational risk.

High

O1 Differentiation through Data-Driven Communication

By advancing a communication system grounded in scientific evidence, APR is reinforcing a trust-based premium brand image across global markets.

Low

O2 Strengthening Brand Competitiveness through the Accumulation of Global Customer Trust

By advancing its VOC analysis and customer satisfaction management system, APR is strengthening repeat purchase rates and the foundation for long-term growth.

Low

*Impacts, Risks and Opportunities

Strategic Response

Enhancing Brand Trust and Customer Satisfaction through Company-wide Marketing Quality and Risk Management

Communication Risk Management

- Prior review process operation
- Compliance with labeling and advertising regulations by product category
- Influencer communication management

Mapping IRO: I1 I2 R1 R2 O1

Customer Response and Rights Protection System

- Standardization of global customer service processes
- Establishment of customer rights protection policies
- Management of customer rights protection and satisfaction targets

Mapping IRO: R2 O2

Mapping UN SDGs: SDG 12

VOC-Based Product and Service Improvement

- VOC management
- Customer satisfaction surveys

Mapping IRO: R2 O2

Focus Area 2.

Brand Marketing & Consumer Trust

Governance & Policy

Governance

APR has established a company-wide marketing quality accountability framework to prevent risks arising from false or exaggerated advertising and to deliver a trustworthy brand experience. The product planning and development teams secure verification data on ingredients, efficacy, and product characteristics to provide technical substantiation for advertising claims. The domestic and global marketing teams plan and operate content in compliance with advertising and labeling regulations in each market. All external communications undergo a prior review process to assess the risk of exaggeration or misleading claims, with compliance and legal functions confirming adherence to applicable laws and regulations. In addition, the customer touchpoint department (CS Team) centrally manages customer inquiries, complaints, and reports, sharing key insights with relevant departments. By reflecting these issues in product improvements and communication strategies, we are strengthening a transparent and responsible marketing management framework.

Key Policies

APR operates a marketing and advertising management framework grounded in accuracy and transparency, and practices sustainability management through regulatory compliance and responsible claims management.

Category	Key Policies and Operational Principles	Report Page
Marketing Accountability	Responsible marketing principle based on accuracy and transparency • Operation of a joint internal quality and legal review process, with immediate suspension and corrective action applied when issues arise	38
Prior Review of Advertising and Content	Mandatory legal review prior to the execution of all advertisements • Pre-screening to prevent false, exaggerated, or misleading claims, with the same standards applied to third-party content	38
Regulatory Compliance and Claims Management	Compliance with the Act on Fair Labeling and Advertising and product-specific laws and regulations • Principle of efficacy and performance claims based on substantiating data, with restrictions on absolute and comparative claims	38
Protection of Customer Rights and Satisfaction	Consumer rights protection policy • Systematic management of transparent information disclosure, prompt consumer redress, personal information protection, and quality improvement to ensure safe and fair transactions	39

Metrics & Targets

APR manages its implementation level through quantitative metrics and targets to ensure its responsible marketing framework translates into actual execution and performance.

Strategy	Metrics		2025 Performance	2026 Targets	2030 Targets
Communication Risk Management	Prior review rate of advertisements and promotional materials[1]		90%	100%	100%
Establishment of a Global Customer Response and Rights Protection System	Average response rate of the global customer center		98%	99%	99.9%
VOC-Based Product and Service Improvement and Experience Innovation	Customer satisfaction	Service satisfaction	88%	97%	99%
		Brand satisfaction	86%	93%	99%

1) Completion rate of prior review of advertisements and promotional materials based on joint internal quality and legal review criteria.

Focus Area 2.

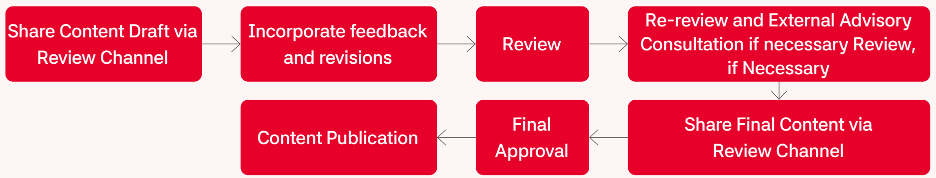
Brand Marketing & Consumer Trust

Strategy & Actions

Communication Risk Management

Operation of a Prior Review Process To ensure the accuracy and transparency of its marketing and advertising communications, APR operates an accountability system in which the Quality Team, Legal Team, Development and Product Planning Teams, Marketing Division, and other relevant departments collaborate. Each department shares responsibility throughout the marketing process, covering ingredient and efficacy verification, regulatory compliance, product information, and management of advertising and promotional activities in each market. All advertisements and promotional materials undergo prior review through a joint review process conducted by the Quality Team and Legal Team. The review is carried out against two criteria: 'Joint Review Items,' covering general labeling and advertising and intellectual property rights, and 'Labeling and Advertising Review Items,' which examine potential consumer confusion based on product characteristics. The same review criteria are applied to content produced by third parties, including influencers, product placement (PPL), and agencies. For TVC advertisements, APR recommends external advisory review to strengthen verification.

Prior Review Process for Advertisements and Promotional Materials



Establishment of Communication Guidelines to Prevent Consumer Misunderstanding APR has established communication guidelines grounded in objective evidence for advertising and promotional activities and operates internal review procedures based on these guidelines. To provide consumers with accurate and balanced information, APR pre-screens expressions that may be false, exaggerated, or misleading. APR defines areas requiring special caution—such as exaggerated or misleading claims, comparative or superiority expressions, and absolute or exclusive terms—as key review items. We also review whether substantiating data has been secured and whether each expression is consistent with the scope of supporting evidence.

Communication Standards for False and Exaggerated Advertising

Criteria	Review Target	Review Items
Exaggerated or Potentially Misleading Expressions	Claims related to numerical values, performance, and efficacy/effects)numerical values, performance, and efficacy/effects in adver-tise-ments	• Whether objective and appropriate substantiating data has been secured • Whether the advertising claim is consistent with the scope and content of the supporting data
Comparative and Superiority Claims	Claims comparing the product with competitors or other products on the market, or asserting superiority	• Whether objectively verifiable supporting evidence has been secured
Absolute and Exclusive Claims	Absolute/exclusive terms such as "Best," "First," or "Only"	• Whether the expression used is appropriate and whether it may mislead consumers

Labeling and Advertising Risk Management and Internal Awareness Raising APR continuously monitors compliance with relevant laws and regulations and the appropriateness of advertising expressions after advertisements are executed. When administrative complaints or issues arise, we operate a prompt response process, including suspending advertisements, verifying facts, revising wording, and strengthening internal standards. We also record and share follow-up action cases to prevent similar risks from recurring. In addition, we are strengthening risk management in global marketing through management standards that reflect country-specific regulatory environments and intellectual property-related risks. APR also operates advertising disclosure standards and product description guidelines for influencers. Through post-monitoring of posted content and corrective actions, we provide consumers with accurate and reliable information. In addition, we continuously provide employees and influencers with guidance on labeling and advertising guidelines and regulatory trends. When regulations change, we promptly share prohibited expressions and recommended wording to promote a responsible marketing culture and raise internal awareness.

Focus Area 2.

Brand Marketing & Consumer Trust

Strategy & Actions

Customer Response and Rights Protection System

Standardization of Global Customer Service Processes To systematically address customer issues related to product quality and safety in global markets, APR has standardized its global customer response process and established response standards centered on consumer safety. During the inquiry intake process, we apply manuals tailored to both inquiry types (e.g., payment, delivery) and specific brand characteristics. By utilizing situation-specific templates for claim handling, information guidance, and general responses, we ensure a consistent level of customer service and compensation for our global customers.
APR prioritizes company-wide standards for key actions such as exchanges, refunds, and compensation. At the same time, we operate detailed guidelines that reflect each country's regulatory environment, local warehouse operations, and e-commerce platform policies. Notably, APR supports product exchanges in the country where the customer is staying, regardless of where the purchase was made, to enhance customer convenience.

Customer Harm Response Process

Receipt of Complaint	Initial Response	Review of Complaint	Establishment of Response Measures	Customer Notification	Closure
• Intake by CS Department representative	• Guidance on refunds, exchanges, and side effects; notification of response turnaround time	• Consolidation and analysis of complaint details)	• Formulating action plans for exchanges, refunds, etc.	• Confirmation of return/processing based on consumer standards	• Closure of case and provision of post-resolution support

Establishment of a Consumer Rights Protection Policy APR places the highest priority on consumer satisfaction and safety. To manage these areas systematically, we established and have been operating a Consumer Rights Protection Policy since 2026. The policy outlines our basic principles and operating framework for consumer rights protection—including risk due diligence and complaint response processes—providing a solid foundation for delivering services that meet customer needs and expectations.

Consumer Rights Protection Policy

Consumer Rights Protection Policy

1. The Company shall strive to enhance consumer benefits by providing products suitable for consumers and the highest quality services.
2. The Company shall provide sufficient and accurate information to support consumers' reasonable choices.
3. The Company shall provide services to all consumers without discrimination through fair and transparent transactions.
4. The Company shall actively listen to consumer suggestions, complaints, and requests, and shall respond promptly and sincerely to legitimate requests, including exchanges and refunds.
5. The Company shall securely protect consumer data in accordance with applicable laws and regulations, and shall prohibit its use for purposes other than those intended or unauthorized provision to third parties.

Management of Customer Rights Protection and Satisfaction Targets APR has established mid- to long-term targets and is implementing them in stages to protect the rights of global customers and improve customer satisfaction. Service quality is continuously improved through an advanced customer claim management system, SLA[1]- based response management, and regular customer satisfaction surveys, with the goal of translating these efforts into stronger brand trust. We link these efforts to stronger brand trust. Furthermore, we minimize customer dissatisfaction by constantly monitoring dissatisfaction rates on global e-commerce platforms while performing root-cause analysis and taking preemptive measures.

Customer Rights Protection and Satisfaction Targets

Category	Metric	2025 Target	2025 Performance	2028 Target	2030 Target
Domestic	External complaints received by the customer center	0 cases	2 cases	0 cases	0 cases
	Customer service satisfaction (CSAT)	97%	92%	98%	99%
	Brand satisfaction (CSAT)	96%	94%	97%	98%
	Overall customer center response rate	99%	99%	99%	99%
Overseas	External complaints received by the customer center	0 cases	2 cases	0 cases	0 cases
	Customer service satisfaction (CSAT)	99%	98%	99.5%	99.9%
	Brand satisfaction (CSAT)	97%	86%	98%	100%
	Customer center response rate	90%	90%	92%	100%
	Amazon / TikTok Shop IM[2] dissatisfaction rate	Within 15%	Within 25%	Within 12%	Within 10%

1) SLA(Service Level Agreement): A documented agreement or contract that defines the service standards and performance targets agreed upon between a company and its customers.
2) IM (Instant Messaging): Real-time message-based customer support service

Focus Area 2.

Brand Marketing & Consumer Trust

Strategy & Actions

Online Customer Satisfaction Survey Form (Korea)

VOC-Based Product and Service Improvement

VOC Management APR operates a VOC (Voice of Customer) management process to systematically manage key risks related to customer safety and satisfaction. In 2025, we received around 70,000 customer claims through domestic and international channels. Claims involving potential risk factors, such as product defects or side effects during use, are identified quickly and reported to relevant business partners. We then request root cause analysis and recurrence prevention measures, and we then require root cause analysis and recurrence prevention measures, subsequently verifying the results of the actions taken. Claims related to beauty and device products across domestic and international markets are compiled by type on a monthly basis, and recurring issues are analyzed to identify improvement tasks, enabling the systematic detection of potential risk factors.
VOC management is carried out in close collaboration with relevant departments, including the Customer Service Dept., the Product Planning Dept., and the Quality Management Team, ensuring that every stage — from claim analysis to the development of improvement tasks — is closely connected. Through this process, APR ensures that customer feedback translates into tangible improvements in product quality and meaningful reductions in risks related to consumer safety and satisfaction.

VOC Management Process

Data Review	Developing Response Measures	Improvement Implementation and Outcome Evaluation	Post-Improvement Monitoring
• **Receipt of complaint:** Registering the received issue in the customer complaint log • **Customer data review:** Identifying the nature and cause of the complaint	• **Root cause analysis:** Detailed analysis to formulate countermeasures • **Formulating measures:** Creating a plan using the complaint response form	• **Implementation & Reporting:** Establishing fundamental measures through interdepartmental collaboration • **Outcome Evaluation:** Assessing the effectiveness of improvements and obtaining management approval	• **Customer feedback:** Consolidating action results and notifying the customer • **Horizontal deployment and inspection:** Improving similar products/processes and ongoing monitoring • **Management review integration:** Status reporting during regular management reviews

Customer Satisfaction Surveys APR conducts customer satisfaction surveys immediately following each customer service interaction, primarily through its domestic direct-to-consumer (DTC) channel. For global open-market channels such as Amazon and Rakuten, APR leverages customer satisfaction data collected by each platform to monitor customer experience levels. Starting in 2025, APR began collecting brand satisfaction feedback alongside existing customer service satisfaction surveys, allowing us to identify customer complaints in greater detail. The survey scope was also expanded from customers using local phone and chat support to those submitting inquiries via the 1:1 inquiry board, allowing APR to gather comprehensive feedback from all incoming customers. As a result, the response rate for satisfaction surveys improved by approximately 5%. Notably, based on these survey results, APR has implemented practical improvements such as refining product containers, enhancing payment systems, and streamlining logistics and return processes. We continue to monitor the impact of these improvements through relevant indicators.

Examples of Implementing Customer Feedback (Korea & Global)

Category	Customer Feedback	Improvement Measures and Effects
Domestic	• Pump issue in Medicube mist products • Shipping delays due to a payment system configuration issue	• Improved the containers in collaboration with the Quality Management Team • Identified the root cause and updated system settings
Overseas	• Poor live chat accessibility on the U.S. DTC website • Delays in claim handling during promotions in Japan • Exchanges and refunds for defective products taking over two weeks	• Enhanced accessibility by displaying the live chat banner even outside of operating hours • The C/S Team took immediate action and shared the case with the overseas logistics team, reducing claim processing time • Reduced processing time by 50% by initiating actions immediately upon return label verification and warehouse arrival confirmation

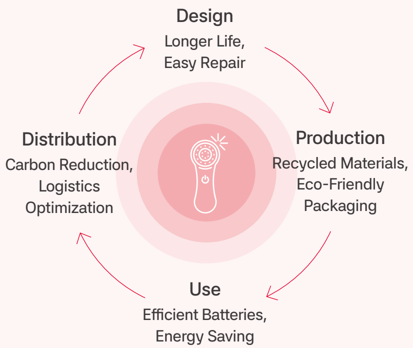
Focus Area 3.

Circular Product Innovation

Materiality of the Topic

As a global beauty tech company, APR recognizes managing environmental impacts across the entire value chain—from product planning to collection—as a core responsibility. In particular, the global expansion of home beauty devices sales requires a more advanced approach to e-waste and resource circulation. Tightening regulations and growing social demands to reduce plastics and packaging are essential factors directly linked to our mid- to long-term competitiveness and global market expansion. In response, APR is pursuing "a circular innovation strategy built on the full product life cycle," focused on improving energy efficiency, extending product life, enhancing recyclability, and recovering resources at the disposal stage.

APR's Circular Economy System



IRO*

Impacts

I1 Reducing Environmental Impact through Improved Product Energy Efficiency

Applying low-power design to reduce energy consumption during the product use phase.

Low

I2 Increased Resource Burden from Excessive Packaging

Excessive product packaging increases unnecessary resource consumption and places a growing burden on the environment.

High

Risks and Opportunities

R1 Tightening Global Environmental Regulations and Recycling Standards

As packaging and resource circulation regulations tighten across markets, the use of non-recyclable materials or failure to meet relevant.

Medium

R2 Rising Costs from Stricter Global Carbon Regulations

Inadequate management of emissions across raw materials, components, and OEM manufacturing may result in increased Scope 3 emissions and overall management burden.

Medium

O1 Strengthening Product Competitiveness through Energy Efficiency and Modular Technology

Enhancing market competitiveness through technological differentiation, such as low-power design and modular structures.

Low

O2 Enhancing Brand Image through Resource Circulation Programs

Enhancing an eco-friendly brand image through initiatives such as empty bottle collection campaigns.

Low

*Impacts, Risks and Opportunities

Strategic Response

Building a Circular Economy System through Efficient Resource Use Across the Full Product Life Cycle

Strengthening Product Energy Efficiency

- Improving energy efficiency through low-power design
- Optimizing smart power management and battery lifespan

Mapping IRO: I1 R1 R2 O1

Mapping UN SDGs: SDG 7 SDG 13

Building a Circular Economy System for Devices

- Developing technologies to improve repairability and extend product lifespan
- Implementing resource recovery initiatives, such as empty container collection campaign

Mapping IRO: R1 O2

Mapping UN SDGs: SDG 12

Expansion of Eco-Friendly Packaging

- Managing recyclability grades for packaging materials
- Applying packaging materials that minimize environmental impact
- Operation of eco-friendly logistics

Mapping IRO: I2 R1 R2

Mapping UN SDGs: SDG 12 SDG 13

Focus Area 3.

Circular Product Innovation

Governance & Policy

Governance

APR systematically manages environmental impacts across the full product life cycle — from design to end-of-life —and drives sustainable product development and operations through a company-wide governance framework.

Organizational Chart

CEO
- Final Authority for Policy Approval and Decision-Making

Management Support Division

SCM Department & Global Business Support Department

- Domestic Logistics Dept.
  - Management of environmental impact from domestic logistics (packaging and transportation)
- Global Logistics Dept.
  - Management of environmental impact from global logistics (packaging and transportation)
- Procurement Management Dept.
  - Management of environmental impact from product packaging

Device Production Division

- R&D Dept.
  - Development of eco-friendly products, including low-power device design

Product Development Division

- Product Planning Dept.
  - Eco-friendly product development research

Key Policies

APR operates policies to minimize environmental impact and strengthen sustainability across the full product lifecycle.

Category	Key Policies and Operational Principles	Report Page
Sustainable Product Development and Management	• Establish and operate internal standards considering environmental and social impacts throughout the entire life cycle (planning, development, production, distribution, and disposal) • Set goals to expand products that reflect environmental values, such as resource efficiency, carbon emissions reduction, water resource protection, and waste reduction, and regular monitoring of performance	43
Eco-Friendly Packaging and Resource Circulation	• Apply environmentally conscious packaging design from the earliest stages of product development • Promote lightweighting, improved recyclability, and expanded use of post-consumer recycled (PCR) materials based on the 3R principles (Reduce, Reuse, Recycle) • Establish an internal system to manage sustainable packaging targets and implementation progress	43-44
Expansion of Environmental Information and Certifications	• Expand the acquisition of credible environmental certifications, such as eco-labels, low-carbon product certifications, and Environmental Product Declarations (EPD) • Transparently disclose product environmental information to support consumers in making more sustainable choices	43-44, 72
Management of Product Carbon and Environmental Impact	• Establish a system to quantitatively measure and manage carbon emissions and environmental impacts at the product level • Calculate product carbon footprints and implement reduction initiatives • Continuously improve product design to reduce Scope 3 emissions	44

Metrics & Targets

APR manages the implementation of each strategy through targets and metrics. This systematic approach allows us to monitor whether our policies lead to actual results and support long-term global growth and sustainability.

Strategy	Metrics	Performance & Targets: 2026 Targets	Performance & Targets: 2030 Targets
Expansion of Sustainable Packaging	Improvement of Packaging Resource Efficiency and Circularity	Applied wash-off labels to some products, planned refill pouches, and transitioned to PP caps	Reduce unnecessary packaging components, expand refill products, increase the use of recycling-friendly materials, and expand reusable packaging

Focus Area 3.

Circular Product Innovation

Strategy & Actions

Booster Pro Mini Plus

Strengthening Device Energy Efficiency

APR treats eco-friendly design as a core principle in improving the energy efficiency of its devices and minimizing power consumption. From the design stage, we apply a power management structure that supplies power only to the circuits required for each function. We also systematically design standby power management technology to reduce unnecessary power consumption when the product is not in use.

An automatic power-off function prevents unnecessary battery drain following use, enabling more efficient management of product operating time. approach continues to be refined based on technical expertise gained during the development of earlier models. Today, standby power management and energy efficiency improvement are treated as key review criteria at every stage of R&D.

Going forward, APR will remain committed to responsible technology development, focusing on high-efficiency designs that minimize resource use and mitigate environmental impacts

Building a Circular Economy System for Products

Development of Technologies to Improve Repairability and Extend Product Lifespan

APR's devices utilize a modular design, where components are separated into independent functional units. This makes repairs easy because if a specific part malfunctions—like the EMS roller or cleanser head—you can replace just that module instead of the whole device. We also apply a waterproof structure between the head and the external and internal mechanical components to prevent cosmetics from getting inside, ensuring the product stays functional and reliable.

To extend product lifespans, we perform thorough component checks and reliability tests at every stage, from product planning and development to mass production. In addition, we apply integrated operational and technical measures, such as promoting design standardization through the use of shared components to improve supply stability.

Operation of the MEDICUBE ZERO CAMPAIGN APR operates the MEDICUBE ZERO CAMPAIGN to minimize the environmental impact that arises after our products are used. Through this campaign, we strengthen resource recovery and ensure proper disposal at the product end-of-life stage, building a post-use management system that supports a circular economy.

Expansion of Eco-Friendly Packaging

APR has identified eco-friendly packaging as a key part of our environmental strategy. We manage mid- to long-term goals focused on improving recyclability, expanding the use of recycled materials, and promoting reuse. In particular, we have set a target to raise the share of packaging rated "Excellent" for recyclability to 30% by 2028.

Management of Packaging Recyclability Ratings APR manages recyclability ratings for device and cosmetic packaging—including containers, labels, and caps— to minimize environmental impact and fulfill its resource circulation responsibilities. To comply with the Extended Producer Responsibility (EPR) system, we systematically track packaging data and calculate annual usage volumes. Based on product codes, we track material weight by type—such as plastic, glass, and metal—and assess recyclability ratings (Excellent, Normal, or Difficult) by reviewing material structures. In addition, we are expanding the use of "Excellent" rated materials across various product categories, including pads, cleansers, puffs and brushes, shower products, and pouches.

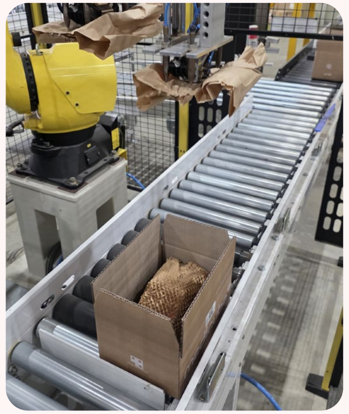
Focus Area 3.

Circular Product Innovation

Strategy & Actions

Applying Environmentally Conscious Packaging Materials APR prioritizes circularity from the design stage by considering recyclability ratings when deciding packaging specifications, such as opting for water-separable labels over standard ones. To reduce single-use plastic, we offer refill pouches in certain promotional sets to encourage consumers to reuse containers, effectively cutting down on resource consumption during the packaging stage. For certain Medicube product containers, we replaced metal-coated caps with PP caps to minimize the environmental impact from the metal coating process. FSC-certified paper and soy ink are used to help protect forest resources and ecosystems and minimize the environmental footprint of the printing process. Additionally, for domestic offline promotional sets, we have reduced unnecessary materials by supplying only the containers without using outer foldable cartons.

Practicing Eco-Friendly Logistics APR is strengthening eco-friendly packaging operations to manage the resources used during product delivery. Key packaging processes—including ordering, settlement, and item verification—are managed by dedicated logistics specialists with clearly defined roles, ensuring that eco-friendly packaging operations are carried out systematically.
Our domestic logistics team has established a recycled packaging system that utilizes paper cushioning and recycled-paper boxes. In particular, we use boxes with a minimum recycled paper content of 80% and are switching to paper cushioning to continuously reduce plastic use at the packaging stage.



Use of Paper Cushioning for Eco-Friendly Logistics Operations

2025 Logistics Center Green Transition Results

Paper cushioning used
65 ton

Recycled paper-based boxes used
572 ton

Application of Water-Separable Labels

PDRN Pink Collagen Gel Toner Pad

Red Succinic Acid Panthenol Pads

Kojic Acid Turmeric Toner Pad

Inclusion of Refill Pouches in Promotional Sets

PDRN Pink Peptide Ampoule Refill Pouch Set

Zero Pore Pads(2.0) Refill Pouch Set

Replacement of Metal-Coated Caps with PP Caps

Zero Pore Pads(2.0)

Zero Pore Pads (Mild)

Deep Vita C Pads

ESG Performance

Environmental

Environmental

Environmental Management System

APR systematically ensures environmental compliance and manages risks based on our environmental management policy and dedicated organizational structure. We also strengthen organization-wide implementation through environmental investments, employee training, and eco-friendly practices, while continuously advancing our environmental management efforts.

Environmental Policy

As a global beauty tech company, APR establishes eco-friendly production systems and practices responsible resource use across all business operations, driven by our commitment to a sustainable environment. Compliance with environmental and energy-related laws is our fundamental principle. Based on our Environmental Management Policy and Environment, Health, and Safety (EHS) Management Regulations, we operate an APR-wide management system to prevent environmental accidents, create a healthy workplace, and mitigate pollution. We also establish an annual EHS plans and systematically manage key environmental risks through continuous monitoring. In 2026, APR plans to obtain ISO 14001 certification to further advance our environmental management system

Environmental Management Policy

Environmental Management Policy

Product Environmental Footprint Management

1. Sustainable Product Development and Management
2. Eco-Friendly Packaging and Resource Circulation
3. Expansion of Environmental Information Disclosure and Certifications
4. Hazardous Chemical Substances and Product Safety Management
5. Product Carbon and Environmental Impact Management

Workplace Environmental Impact Management

1. Greenhouse Gas and Energy Management
2. Water and Wastewater Management
3. Waste and Resource Circulation Management
4. Distribution and Logistics Environmental Management
5. Environmental Risk and Data Management

Environmental Management Organization

APR's environmental organization is overseen by the Head of the Management Support Division, who serves as the Environmental Health and Safety Management Officer with authority delegated by the CEO. The EHS Management Officer oversees all environmental, health, and safety activities across the organization. Key responsibilities include drafting and revising environmental regulations, monitoring the work environment, conducting risk assessments, planning and executing the EHS budget, maintaining statistics on air emissions and waste, and investigating pollution causes to establish preventive measures.
Environmental management supervisors handle permits and approvals, as well as outsourced and in-house environmental management, in accordance with regulations such as the Water Environment Conservation Act, the Clean Air Conservation Act, and the Wastes Control Act. They also systematically manage related supporting documentation and the status of corrective actions.

Environmental Management Organization

Environmental Health and Safety Management Officer
Head of Management Support Division

Dedicated Environmental Management Organization
Safety and Health Team, Compliance Management Team

Headquarters	Gasan 1 Campuse	Pyeongtaek 2 Campus	Pyeongtaek 3 Campus	Other[1]
Environmental Management Supervisor	Environmental Management Supervisor	Environmental Management Supervisor	Environmental Management Supervisor	Environmental Management Supervisor

1) Other: Includes Pyeongtaek Logistics Centers 1 and 2, pop-up stores, and suppliers.

Environmental

Environmental Management System

Tumbler Use Campaign Promotional Materials

2025 Environmental Training Performance[1) 2)]

Training	Target Audience	Training Date
Waste Generator	Manufacturing Support Team	March 2025
Medical Waste Generator	Quality Management Team	Feb 2025
Water Environment Technician	Manufacturing Support Team	March 2025
Air Environment Technician	Manufacturing Support Team	April 2025

1) Number of participants: 1 per training course
2) Purpose of training: Compliance with domestic and international regulations

Environmental Management Activities

APR complies with environmental laws and systematically manages environmental risks while carrying out improvement activities through environmental investment. Furthermore, we are consistently strengthening organization-wide implementation by providing environmental training for employees and promoting eco-friendly practices in daily operations.

Response to Environmental Regulations

APR maintains a robust system to monitor new and revised environmental laws in real-time, proactively assessing their potential impact on our overall business operations. As a result of these efforts, APR achieved full compliance with all legal requirements in 2025, with zero violations of environmental regulations.

Key Environmental Laws and Response Strategies

Key Environmental Law	Main Response Strategy
Chemicals Control Act	• Regularly update and manage the chemical registration database • Conduct installation inspections of hazardous chemical handling facilities and provide employee training
Occupational Safety and Health Act	• Prepare and submit hazardous risk prevention plans and conduct workplace environment monitoring • Provide safety and health training and special medical examinations for employees handling chemicalfacilities and provide employee training
Clean Air Conservation Act / Water Environment Conservation Act	• Operate a real-time emissions management system and analyze emission volumes • Inspect equipment and systematically manage reporting, permits, and the validity periods of emission facilities.
Act on the Promotion of Saving and Recycling of Resources	• Verify packaging design • Manage compliance with the Extended Producer Responsibility (EPR) systemfacilities and provide employee training
Wastes Control Act	• Manage standard procedures for waste treatment • Manage the Allbaro System

2025 Environmental Investment Performance

APR improved its wastewater treatment facilities and expanded wastewater collection tanks at Pyeongtaek 3 Campus to ensure stable wastewater management and compliance with water quality standards. Furthermore, we constructed a new waste storage facility to ensure compliance with the Wastes Control Act and established a systematic sorting and disposal system for waste management.

Wastewater Treatment Facility Improvement	Wastewater Collection Tank Expansion	New Waste Storage Facility Construction
• Stabilized organic matter treatment • Maintained water quality below standard limits	• Complied with storage day requirements • Secured additional storage space	• Complied with the Wastes Control Act • Established a sorting/disposal system • Prevented environmental pollution
Investment amount: KRW 82 million	Investment amount: KRW 45 million	Investment amount: KRW 27 million

Environmental Training for Employees

APR provides regular training for employees responsible for environmental management to ensure compliance with environmental laws and maintain practical capabilities. In April 2025, we completed mandatory online courses on the Wastes Control Act and the Water Environment Conservation Act organized by the Korea Environmental Conservation Institute. Through these courses, we reviewed revised regulations and their practical application.

Eco-Friendly Practices by Employees

Following the opening of its in-house cafe at headquarters in September 2023, APR saw an increase in disposable cup use and launched initiatives to reduce environmental impact and conserve resources. After an internal satisfaction survey confirmed employees' willingness to use personal tumblers, APR launched a tumbler use campaign in November 2023 and added a "Tumbler" option to the in-house cafe ordering app. Following a one-month pilot, the program was officially introduced. APR continues to encourage voluntary participation through ongoing communication and promotion. APR also attaches recycling guidance labels to branded paper cups used in the in-house cafe to support proper sorting and recycling.

Environmental

Environmental Impact Management

APR systematically identifies and manages environmental impacts across the full course of its business operations. We are mitigating environmental risks and strengthening the foundation for sustainable operations through climate action, energy efficiency improvements, supply chain and resource management, and pollution reduction activities.

Climate Action

APR has established climate action as a core environmental management strategy. We are systematically working to reduce greenhouse gas emissions by identifying climate-related risks and opportunities, saving energy, and managing greenhouse gases and supply chain carbon emissions. Our Headquarters, the primary hub of our business operations, is located in Lotte World Tower, which holds LEED (Leadership in Energy and Environmental Design) certification, providing an energy-efficient work environment.

Climate Risk Response

APR recognizes that climate change can have a significant impact on financial performance and business sustainability. Accordingly, we have identified physical and transition risks, as well as opportunities arising from climate action. In particular, the potential financial impacts of each risk and opportunity on APR's operations, cost structure, investment plans, and supply chain are analyzed, forming the basis for proactive response strategies that are developed and managed accordingly.

Climate-Related Risks and Opportunities

Type		Risk/Opportunity Factor	Potential Financial Impact	Response Strategy
Risk	Physical Risk	Facility damage and business disruption caused by heavy rain and flooding	Restoration costs, production delays	• Investment in durable structures in high-risk areas • Operation of emergency response manuals • Asset damage coverage through insurance
		Damage to production and logistics facilities caused by increased wildfires	Production disruptions, restoration costs	• Investment in strengthening facility resilience in high-risk areas • Wildfire situation monitoring • Review of insurance coverage • Operation of emergency response systems
		Deterioration of working conditions due to extreme temperatures, such as heat waves and cold waves	Reduced productivity and increased safety costs	• Investment in building insulation and high-efficiency HVAC systems • Adjustment of working hours and application of flexible work arrangements during heatwave alerts • Operation of emergency response systems • Prevention of equipment overload and optimization of operational efficiency
		Logistics delays caused by natural disasters	Increased logistics costs	• Supply chain stabilization through diversification of procurement sources
	Transition Risk	Tightening carbon regulations	Stricter export requirements, higher cost burden	• Greenhouse gas regulation monitoring • Identification and implementation of reduction activities • Improvement of greenhouse gas inventory accuracy
		Tightening packaging-related regulations	Export restrictions, higher compliance costs	• Monitoring regulations in sales regions • Plastic lightweighting and transition to sustainable materials
		Mandatory climate disclosure	Disclosure compliance costs	• Establishment of internal disclosure processes • Development of phased staffing and budget plans
		Growing demand for supply chain carbon management	Higher management costs	• Standardizing and automating supplier data collection/management • Mitigating burden through low-carbon raw material procurement
		Investment in low-carbon, eco-friendly raw materials and facilities	Equipment replacement and R&D costs	• Replacingold equipment and improving process efficiency • In-house development of low-carbon technologies and high-efficiency equipment
Opportunity		Development and sales of eco-friendly products	Stronger brand competitiveness	• Expanding sales of climate-adaptive products • Designing products to minimize lifecycle environmental impact • Expanding acquisition of EPD and environmental certifications
		Improving product energy efficiency	Stronger product competitiveness	• Increasing the share of climate-adaptive product sales • Securing top-tier certifications related to product energy efficiency
		Eco-friendly logistics Improving product energy efficiency	Reduced burden of carbon regulation compliance	• Introducing eco-friendly vehicles and building charging infrastructure • Optimizing transportation routes and methods

Environmental

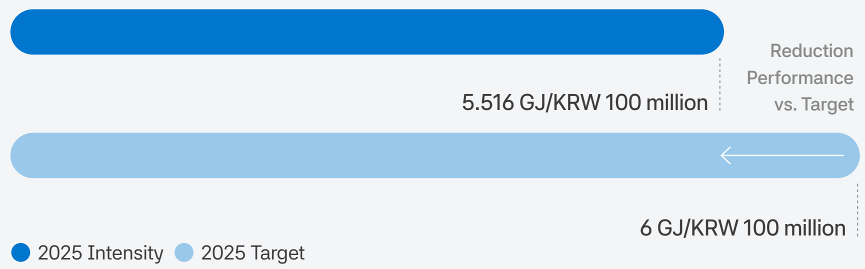
Environmental Impact Management

Energy Saving and Greenhouse Gas Management

APR is continuously driving energy-saving initiatives and improving equipment efficiency to manage energy consumption and greenhouse gas emissions arising from its business operations. In particular, we are advancing its site-level emission reduction systems by enhancing the efficiency of HVAC (heating, ventilation, and air conditioning) and refrigeration systems and adopting low-NOx certified equipment.

At Pyeongtaek 3 Campus, APR minimizes the operation of LNG boilers during non-production hours to reduce unnecessary fuel consumption and mitigates energy loss by improving combustion efficiency. A condensate recovery and reuse system has also been implemented to enhance heat energy recovery efficiency and reduce the energy required to operate the boilers. Additionally, a freezer unit that had been idle in the cold storage room was inspected, refurbished, and reinstalled in the HVAC room — alleviating the load on the air-conditioning system and reducing electricity consumption as part of broader efforts to improve energy efficiency across all facility operations.

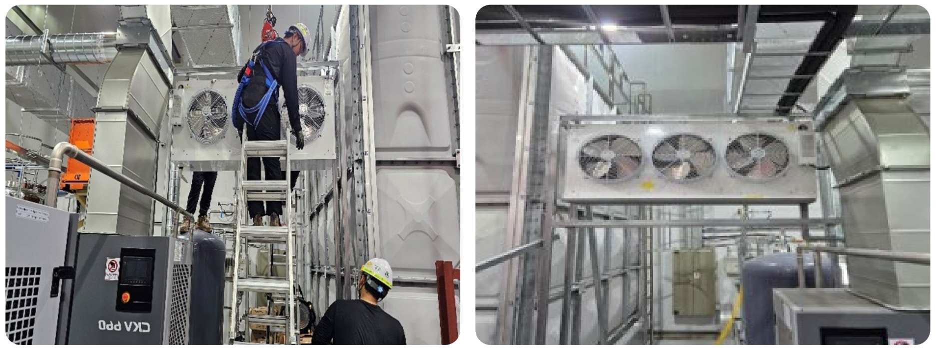
Energy Consumption: 2025 Target vs. Status



UNDERSTANDING APR

APR operates Pyeongtaek 2 Campus, which mass-produces home beauty devices, and Pyeongtaek 3 Campus, where new bio businesses — including PDRN• production — are currently being prepared. While APR is not in a highly energy-intensive industry, the operation of boilers and HVAC systems is essential at Pyeongtaek 3 Campus due to the precise temperature and humidity control and sterilization required for bio-processes.

• PDRN (Polydeoxyribonucleotide): A bio-based material made from DNA fragments extracted from sources such as salmon, used for tissue regeneration and skin improvement.



Installation of a Repurposed Refrigeration Unit in the HVAC Room

Supply Chain Carbon Management

APR is building a foundation to systematically manage carbon emissions generated during the logistics and transportation process by collecting and analyzing data on direct deliveries and courier shipments. By applying fixed transport distance calculation standards from Pyeongtaek 2 Campus to the headquarters, we are quantitatively tracking transportation status by delivery type. We plan to gradually advance our logistics carbon management based on this data. Beyond the logistics stage, APR also intends to gradually identify carbon emission sources across the broader supply chain — including raw material procurement, supplier production, and the product use stage — and expand the scope of its carbon management accordingly.

Environmental

Environmental Impact Management

Resource and Pollution Management

APR recognizes the environmental impact of resource use and pollutant emissions from our business operations as a key area of management. We identify risks across resource circulation, water resources, waste, air/water/soil pollution, and chemical management. Furthermore, we establish and operate management systems to ensure regulatory compliance and mitigate environmental impacts, thereby strengthening our response to environmental regulations and building a foundation for sustainable production.

Responding to Environmental Risks

Recognizing that resource circulation and the management of pollutants and chemicals are core environmental risks directly linked to business sustainability, APR establishes and manages specific response strategies. These include operating waste management systems, improving resource efficiency, upgrading wastewater treatment facilities, and strengthening chemical safety management.

Resource Circulation, Pollution, and Chemicals: Risks and Opportunities

Key Issue	Type	Risk/Opportunity Factor	Potential Financial Impact	Response Strategy
Resource Circulation	Risk	Increase in waste generated during production	Higher waste treatment costs and greater compliance burden	• Operating a waste sorting and recycling system in production processes • Complying with the Waste Control Act and building new storage facilities
		Inefficient use of raw materials	Higher raw material procurement costs and manufacturing costs	• Monitoring resource use and reducing process defect rates • Expanding the use of recycled materials (e.g., PCR)
		Inadequate management of wastewater and process waste	Violations of environmental regulations and reputational risks	• Building a separate discharge system for wastewater and waste • Advancing wastewater treatment processes and upgrading treatment facilities
Pollution and Chemicals	Risk	Management of hazardous substances in device manufacturing processes	Fines and reputational risk in the event of regulatory violations	• Monitoring chemical safety management systems and regulatory compliance • Managing chemicals based on MSDS and operating outdoor storage for regulated substances
		Emission of pollutants during processes	Operation of emission reduction facilities and purification costs	• Strengthening monitoring of emission facilities and optimizing the operation of pollution control equipment • Upgrading wastewater treatment facilities and expanding wastewater collection tanks to stabilize water quality
	Opportunity	Transition to eco-friendly processes and alternative materials	Securing preemptive responsiveness to regulatory changes	• Optimizing hazardous substance use and reviewing low-toxicity/eco-friendly alternatives • Improving eco-friendly process facilities and advancing wastewater treatment

Environmental

Environmental Impact Management

UNDERSTANDING APR

Pyeongtaek 2 Campus operates SMT• and module assembly processes to mass-produce home beauty devices. These production activities generate various types of manufacturing by-products, including waste solder, scrap PCBs, cleaning by-products, and packaging materials. We manage them properly in accordance with relevant laws and internal management standards.

Pyeongtaek 3 Campus is preparing for the production of PDRN and PN•, as well as medical device manufacturing. In these operations, wastewater may be generated during raw material purification and equipment cleaning. In addition, designated waste and medical waste may be generated during the testing and production stages. Some waste may also be generated during the mixing, filling, and packaging of skin boosters and cosmetics.

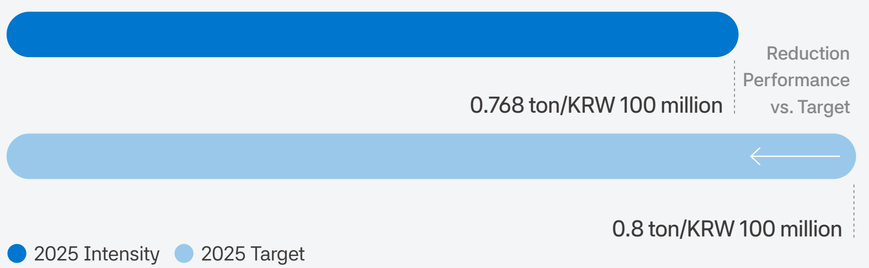
- SMT (Surface Mount Technology): A process of mounting electronic components directly onto the surface of a Printed Circuit Board (PCB).
- PN (Polynucleotide): A high-molecular nucleic acid material used in medical and aesthetic substance for skin regeneration and tissue recovery.

Water Resources

Based on the results of the water risk assessment[1)] for APR's major business sites[1], our key sites are not currently located in water-stressed areas. Consequently, major risks related to water depletion are considered limited at this time. However, we recognize that future increases in water use and wastewater discharge due to production expansion may become a potential risk. To manage this risk in advance, we established a separate discharge system for different types of wastewater through wastewater separation initiatives.
At Pyeongtaek 3 Campus, APR reduced wastewater processing volumes by upgrading treatment processes and implementing separate discharge systems (via change filing). As a result, it contributed to the stable operation of the wastewater treatment facility and helped manage environmental regulatory risks. Furthermore, the reduction in wastewater volume resulted in annual cost savings of approximately KRW 13.05 million.

1) Water risk assessment: Conducted using the Aqueduct methodology developed by the World Resources Institute (WRI), covering APR headquarters, Gasan 1 Campus, Pyeongtaek 2 Campus, and Pyeongtaek 3 Campus.

Water Consumption: 2025 Target vs. Status

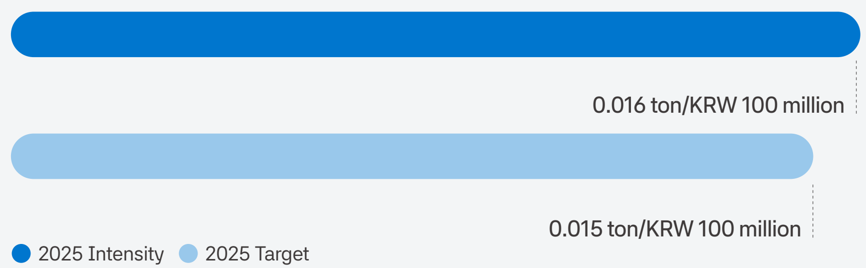


Waste

APR operates a waste management system centered on separate collection and proper treatment, reflecting the operating characteristics of each site and the types of waste generated. At Pyeongtaek 2 Campus, APR recycles approximately 20.8 tons of waste annually by separating materials such as PCB guides[2)], reels, and cream solder generated during the in-house production of home beauty devices. At Pyeongtaek 3 Campus, we have installed a new waste storage facility to comply with the Wastes Control Act and other relevant regulations, enabling the separate discharge of designated, general, and medical waste. In particular, medical waste is handled through licensed disposal contractors, helping prevent environmental pollution and regulatory risks.

2) PCB guide: An auxiliary material used in the production process to help ensure process stability and product quality. It is replaced during operation, which generates waste.

Waste Generation: 2025 Target vs. Status



Environmental

Environmental Impact Management

UNDERSTANDING APR

At Pyeongtaek 3 Campus, bio-processes such as PDRN production involve boiler operation as well as mixing, cleaning, and sterilization. Nitrogen oxides (NOx) may be generated during boiler combustion, and certain chemicals may be generated during the mixing, cleaning, and sterilization stages, with the potential for these substances to be released into the air or soil. However, the actual risk is considered, as the volume of hazardous chemicals handled is below legal thresholds and total emissions remain limited.

Water Pollution

APR operates a water pollution management system to minimize the environmental impact of wastewater generated during our operations. Process wastewater and wastewater from chemical cleaning are treated through our in-house wastewater treatment facility and managed in compliance with relevant legal standards.

Wastewater treatment at Pyeongtaek 3 Campus is conducted in accordance with Korean water quality regulations, such as the Water Environment Conservation Act. We also conduct water quality analysis twice a year through certified external institutions to regularly ensure that discharged water remains below legal permissible limits. Through this process, we review the adequacy of our wastewater treatment, monitor our water quality management level, and manage the environmental impact of pollutants.

We are also improving treatment facilities to ensure the stable operation of the wastewater treatment process. By adding ring blowers[1] in the wastewater treatment plant, we stabilize the conditions for microbial respiration and support the smooth treatment of organic matter. Through these facility operation and management efforts, APR preemptively manages water pollution risks and maintains the long-term stability of its wastewater treatment processes.

1) Ring blower: Equipment that compresses and supplies air to provide the oxygen necessary for aerobic microbial decomposition

Installation of Additional Ring Blowers in the Wastewater Treatment Plant

Air and Soil Pollution

APR manages hazardous substance emissions in our operations in compliance with relevant laws, including the Clean Air Conservation Act. At Pyeongtaek 3 Campus, major air pollutants are treated using control facilities such as absorption scrubbers and adsorption scrubbers. We outsource the management of these facilities to continuously monitor emission concentrations and comply with legal limits. In particular, we conduct regular measurements of hazardous substances, including hydrogen chloride, at least twice a month to manage air emission levels. To prevent soil pollution, Pyeongtaek 3 Campus uses sealed containers for waste storage and has installed containment dikes and roofing to block the spread of leachate and pollutants. Through these management activities, APR works to minimize soil pollution risks both inside and outside the site and maintain environmental safety.

Chemicals

APR reviews chemical use and regulatory compliance at each campus based on MSDS (Material Safety Data Sheets). We systematically manage the registration and use of regulated substances in compliance with relevant laws, including the Chemicals Control Act, the Occupational Safety and Health Act, and the Wastes Control Act.

For home beauty devices components, we ensure environmental compliance by verifying and renewing supplier certificates through a conformity system based on the RoHS Directive and MSDS. When using regulated substances such as hydrochloric acid, sodium hydroxide, ethanol, and IPA, we store and use them in compliance with licensing and permit requirements based on designated quantity thresholds. To prevent hazardous chemical leaks during operations, APR operates a facility management system centered on cleaning, dust collection facilities, and ventilation systems. In the SMT process, we replace conventional cleaning agents with eco-friendly alternatives and implement various eco-friendly processes. We also prevent contamination and accidents by maintaining key equipment, adhering to consumable replacement standards, and controlling access to process areas. Through these efforts, APR systematically manages environmental risks across the entire chemical life cycle, from handling to disposal.

Social

Social

Occupational Safety and Health

APR proactively identifies workplace hazards and risk factors and pursues prevention-focused management activities based on its safety and health structure and operating standards. We further foster a safe working environment and a stable operational foundation through employee participation, supplier management, and emergency response systems.

Occupational Safety and Health Management System

APR maintains a safe and healthy work environment based on legal compliance, risk reduction, and safety training. We also operate the Occupational Safety and Health Committee and carry out prevention-focused activities to build a company-wide Zero Accident culture and advance sustainable safety and health management.

Occupational Safety and Health Policy

APR puts occupational safety and health management into practice based on its Occupational Safety and Health Policy. Under our management policy of building a Zero Accident workplace, our safety and health organization complies with relevant laws and regulations, advances the occupational safety and health management system, and strengthens employee awareness of safety and health.

APR Occupational Safety and Health Policy Occupational Safety and Health Policy

1. All employees and stakeholders faithfully carry out their roles and responsibilities in safety and health activities to create a Zero Accident workplace.
2. We comply with domestic and international laws related to occupational safety and health as well as internal safety and health regulations.
3. Through safety education and training, we improve employees' safety awareness and establish a strong safety culture.
4. We identify and address all hazardous factors in advance to continuously improve accident prevention.
5. We provide sufficient human and material resources necessary for the effective operation of the occupational safety and health management system.
6. Based on worker participation and cooperation, we operate the occupational safety and health management system to create a safe and sustainable work environment.

Occupational Safety and Health Organization

APR operates a structured organization for company-wide occupational safety and health management. Roles and responsibilities are clearly defined at every level—from the Chief Safety and Health Officer to the Occupational Safety and Health Committee and on-site safety and health personnel. This structure allows us to identify and respond to safety risks at each business site in advance.

Occupational Safety and Health Organization

1) Other: Includes Pyeongtaek Logistics Centers 1 and 2, pop-up stores, and suppliers.

Social

Occupational Safety and Health

UNDERSTANDING APR

APR has a relatively low proportion of high-risk equipment; therefore, the overall level of occupational risk exposure for employees is comparatively low. However, at Pyeongtaek 2 Campus, where device assembly and logistics are central, workers may be exposed to specific risks such as hazardous fumes from soldering, musculoskeletal strain from repetitive tasks, and potential falls or collisions during logistics handling. At Pyeongtaek 3 Campus, employees may encounter potential safety risks while handling chemical reagents for raw material purification or operating high-temperature, high-pressure sterilization equipment.

Occupational Safety and Health Committee APR holds quarterly Occupational Safety and Health Committee meetings to deliberate on key safety and health initiatives. In 2025, a total of four committee meetings were held to discuss major occupational safety and health issues, including industrial accident prevention plans, work environment monitoring, safety and health training, and employee health checkups. In addition, for contracted construction work, labor and management agreed on safety and health risk inspections and improvement activities, thereby strengthening the safety management standards of our suppliers. Through these prevention-focused efforts, we achieved zero workplace accidents organization-wide in 2025.

Major Agenda Items of the 2025 Occupational Safety and Health Committee

Quarter	Business Site	Major Agenda Item
Q1	Gasan 1 Campus	• Workplace environment monitoring for the first half of the year
	Pyeongtaek 2 Campus, Pyeongtaek 3 Campus	• Conducting workplace environment monitoring
Q2	Gasan 1 Campus	• Emergency response training for Q3
	Pyeongtaek 2 Campus, Pyeongtaek 3 Campus	• Preparation and submission of a hazardous risk prevention plan
Q3	Gasan 1 Campus	• Laboratory safety diagnosis
	Pyeongtaek 2 Campus, Pyeongtaek 3 Campus	• Emergency response training for the second half of the year
Q4	Gasan 1 Campus	• Health checkups for employees subject to special medical examinations
	Pyeongtaek 2 Campus, Pyeongtaek 3 Campus	• Joint fire drill at the Pyeongtaek Logistics Center for 2026

Safety and Health Management Goals

APR is building a management culture that puts the safety and well-being of all employees first, while maintaining a structured and sustainable occupational safety and health framework. To support this, we are strengthening our company-wide management system, pursuing ISO 45001 certification, the international standard, and further advancing our operational framework based on it.

Safety and Health Management Goals

	Short Term	Mid Term	Long Term
	2025	2026~2027	2028 onward
Goals	• Achieve a 100% completion rate for safety inspections and hazardous work improvement plans across all business sites • Achieve a 100% participation rate in company-wide safety and health training	• Obtain ISO 45001 certification in 2026 and complete company-wide integration in 2027 • Establish a safety and health management system focused on accident prevention • Achieve a 100% completion rate for hazardous work improvements	• Establish a company-wide zero-accident safety culture and maintain zero workplace accidents • Conduct regular safety and health training and maintain a 100% completion rate • Maintain a 100% completion rate for hazardous work improvements
Key Activities	• Conduct hazardous work inspections across all business sites and establish improvement plans • Conduct new safety and health training	• Obtain ISO 45001 certification and expand its application across all business sites • Set company-wide safety and health targets and manage performance by department • Regularize internal audits and management reviews • Strengthen hazardous work improvement and accident prevention activities	• Continuously improve the safety and health management system • Conduct regular company-wide safety and health training • Continuously monitor hazardous work improvement measures • Expand supplier safety and health evaluations and training support

2025 Implementation Status

- Achieved a 100% completion rate for hazardous work inspections across all business sites
- Achieved a 100% participation rate in safety and health training
- Preparing for ISO 45001 certification
- Achieved a 98.4% completion rate for hazardous work improvements
- Number of accidents: 0

Social

Occupational Safety and Health

Occupational Safety and Health Activities

APR operates its safety and health management framework centered on business site safety inspections, risk assessments, safety and health training, worker participation, and support for suppliers. By adhering to prevention-focused principles and ensuring stakeholder participation, we are building a company-wide safety and health culture.

Workplace Safety Risk Assessment

APR conducts risk assessments to identify, evaluate, manage, and mitigate hazardous and risk factors at our business sites, ensuring a safe environment for both our employees and supplier personnel. We operate regular and ad hoc assessments. Regular assessments are conducted once a year, while ad hoc assessments are carried out whenever significant changes occur at a business site. All assessments cover every process across each site and are conducted in accordance with our risk assessment guidelines. Based on the results, we assess risk levels for identified hazards, establish improvement priorities, and implement corrective actions systematically. In 2025, APR conducted regular risk assessments at each campus and also carried out an ad hoc risk assessment at the Pyeongtaek 2 Campus.

2025 Risk Assessment Results

Category		Number of Hazards Identified (Cases)	Number of Hazards Mitigated (Cases)	Improvement Rate (%)
Regular	Headquarters, Global Dermatological Science Research Institute	22	22	100
	Gasan 1 Campus[1]	9	8	89
	Pyeongtaek 2 Campus	30	29	97
	Pyeongtaek 3 Campus	33	33	100
	Other (Pyeongtaek Logistics Centers 1 and 2)	27	27	100
Ad-hoc	Pyeongtaek 2 Campus	3	3	100

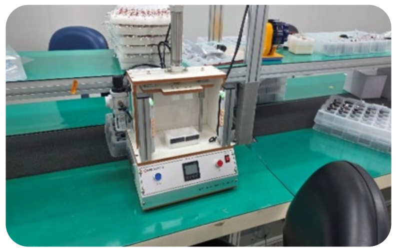
1) For Gasan 1st Factory Campus, eight of the nine harmful and hazardous factors identified through the 2025 risk assessment were improved within the same year. The remaining one item was improved through follow-up measures in the first quarter of 2026.

Investment in Facility Improvements

APR invested approximately KRW 172.1 million in facility improvements to implement the key tasks identified through the 2025 risk assessment and eliminate safety hazards.

Major Mitigation Measures for Hazardous and Risk Factors

Business Site	Major Measures Taken
Headquarters	• MSDS posting and training, safety and health training on equipment, and installation of safety and health signs
Gasan 1 Campus	• Provision of earplugs and protective gear for ultrasound welding equipment, and installation of safety and health signs
Pyeongtaek 2 Campus	• Installation of safety covers for press equipment and two-hand control and photoelectric protective devices
Pyeongtaek 3 Campus	• Creation of an explosion-proof environment in the settling/washing room, electrical reinforcement in the manufacturing area, and improvements to air purification and boiler systems in the mechanical room
Pyeongtaek 3 Campus Laboratory	• Additional installation of hazardous material storage cabinets, personal protective equipment cabinets, protective gear, and safety and health signs in the laboratory
Other (Pyeongtaek Logistics Centers 1 and 2)	• Installation of convex mirrors, replacement of exit guide lights, deployment of signalers, and additional installation of safety and health signs


Installation of safety covers for small press equipment


Installation of hazardous materials storage cabinets in the laboratory

Social

Occupational Safety and Health

Employee Safety and Health Training

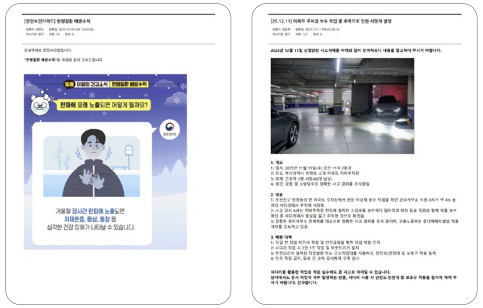
APR operates safety and health training programs to create a safe workplace and enhance the expertise of our employees. As part of our competency-building efforts, we provided role-based training to enhance the practical capabilities of supervisors, along with hands-on sessions on risk assessment methods and construction management. Furthermore, through joint first aid training involving both supervisors and supplier employees, we strengthened the collective capacity to respond to emergencies at our business sites.

2025 Safety and Health Training Results

Category	Program	Timing	Target	No. Completed
Statutory Training	New Hire Training	Upon joining	New hires	Regular/contract employees: 254 Part-time employees: 127
	Regular Training	Semiannually	All employees	First half: 530 Second half: 563
	Special Training	Task-specific	Relevant workers	41
	Supervisor Training	Upon appointment	Supervisors	18
Capability-Building Training	Supervisor Capability-Building Training	Ongoing	Supervisors	18
	First Aid Training	Semiannually	Supervisors and suppliers	35

Safety and Health Guides and Sharing of Accident Case Sharing

APR shares safety and health guides and accident cases with our employees through our internal groupware system at least once a month. Major domestic incident cases — including caught-in accidents, explosions, and heat-related fatalities — are disseminated company-wide, alongside seasonal safety and health guides covering topics such as respiratory illness prevention during seasonal transitions and safe use of heating equipment in winter. Through these activities, APR deepens employee understanding of safety protocols and strengthens the overall safety culture across the organization.



Examples of Shared Safety and Health Guides and Accident Cases

Employee Health Management

APR supports the physical and mental health of employees as part of our employee health management activities. We provide comprehensive health checkups so that employees can regularly monitor their health status. For production and research employees who handle hazardous factors, we conduct special health checkups that reflect the characteristics of their work. In addition, APR operates a psychological diagnosis and counseling program, or EAP, to help employees check their mental health status and receive professional counseling when needed. We also operate an in-house massage room and massage chair room. A professional massage therapist is stationed in the massage room to help relieve musculoskeletal fatigue.

Social

Occupational Safety and Health

Worker Participation and Communication

Safety and Health Council APR operates a monthly Safety and Health Council for each supplier to prevent industrial accidents and foster a safe working environment. The council is attended by key stakeholders, including APR's safety and health managers, as well as representatives and working-level personnel from our suppliers. The council primarily deliberates on key agendas, such as work start and end times, communication methods between workplaces, evacuation procedures in the event of an imminent disaster risk, matters regarding routine inspections, and other measures necessary for industrial accident prevention. To ensure the practical implementation of agreed-upon measures on-site, the progress of the previous month's agenda is shared and reviewed during each meeting.

Listening to Worker Feedback APR operates an anonymous feedback channel using QR codes to continuously collect worker feedback on safety-related issues. When a worker submits feedback through a QR code, our Safety and Health Team reviews it and takes follow-up action through site inspections, root cause analysis, and the development of improvement measures. In 2025, we received reports on potential risks that could arise during work processes, including burn hazards in the molding process, wrist strain in the packaging process, and collision risks in corridors. In response, we provided heat-resistant gloves and wrist supports for the respective processes and installed safety cones and safety and health signs in the walkways. These activities have fostered a safer environment by mitigating burn risks, helping prevent musculoskeletal disorders, and lowering the risk of collision accidents.

2025 Worker Feedback and Action Status

Date Received	Feedback Details	Status
2025.01.09	• Request for protective equipment due to the risk of hand burns when using the oven	Improvement completed
2025.02.25	• Request for protective gear due to wrist strain during packaging	Improvement completed
2025.03.13	• Request for action due to collision risks near the doorway when moving through the corridor	Improvement completed

Supplier Safety and Health Management

Safety and Health Capability Assessment for In-House Subcontractors APR conducts semi-annual safety and health capability assessments for 11 in-house subcontractors to evaluate safety management standards under the Occupational Safety and Health Act and the Serious Accidents Punishment Act, thereby ensuring a safe working environment. The assessment covers 10 areas, including accident history, emergency evacuation and mitigation measures, and safety and health training plans and record management. In-house subcontractors that fail to meet these standards may be excluded from future orders or required to implement corrective actions.
Based on the assessment results, we provide tailored support to subcontractors requiring improvement, including high-risk groups. This support includes providing training materials, personal protective equipment, safety and health manuals, and two hours of risk assessment training every half year. Through these efforts, we are strengthening their autonomous safety management systems and accident prevention capabilities.

Joint Safety and Health Inspections APR conducts joint safety and health inspections once every quarter for each supplier, with active participation from both APR and the supplier. Safety and health personnel and workers from both sides jointly take part in the inspections, identifying and mitigating hazardous factors across various areas, including the work environment, loading and unloading operations, electrical and mechanical equipment, and fire safety and health.

Construction Safety and Health Management Prior to the commencement of any construction work, APR requires suppliers to submit a "Safety and Health Management Plan" for review, which includes risk assessments and emergency evacuation plans. This plan encompasses process overviews, blueprints, safety and health management organizational charts, safety protocols for high-risk tasks, training plans, and emergency response procedures to preemptively identify risks and establish safety measures. Furthermore, to ensure clear accountability and commitment, we require the CEOs of our suppliers to sign a formal Safety Management Pledge.

Social

Occupational Safety and Health

Management of Community Impacts

APR minimizes its impact on local communities by operating a system that continuously monitors environmental risks at its business sites and enables a quick response in the event of an accident. We also continue to strengthen our response capabilities through accident-specific emergency response manuals, regular drills, and cooperation networks with relevant agencies.

Continuous Monitoring of Environmental Impacts

APR operates a continuous management system to proactively address major environmental risks such as wastewater, chemicals, noise, and odor, and to respond quickly if any issues arise. At Pyeongtaek 3 Campus, we monitor environmental risks through monthly councils and quarterly joint inspections with our contracted partners, while integrating IoT-based facility monitoring with on-site patrol inspections. For noise, we conduct regular measurements once a year across all worksites and carry out improvement measures as needed. Regarding odor, we comply with all relevant permits and approvals while proactively managing potential causes to minimize the impact on local communities.

Response to Community Impact Risks

APR preemptively identifies potential negative impacts that environmental or safety accidents may have on local communities and implements linked preventive and mitigation measures. We have defined various emergency categories, including process-related accidents, accidents at nearby workplaces, leaks of hazardous chemicals and gas, fires and explosions, suffocation, and natural disasters. At the new construction stage, we proactively identify potential risks by reviewing risk assessment reports submitted by suppliers in advance. Based on these risk identification and assessment results, APR has established a company-wide emergency response manual and set up response procedures and reporting systems tailored to the type and scale of each accident. When an accident occurs, we execute step-by-step reporting and response measures, followed by root-cause analysis and the establishment of recurrence prevention plans. If identical types of accidents recur, they are reported directly to the CEO to ensure continuous improvement of our response framework. We also operate a response infrastructure supported by cooperation networks with public authorities (fire stations, city governments), medical institutions, and relevant agencies (police, Korea Electric Power Corporation, etc.) to minimize the spread of accidents to local communities. We also establish an annual emergency response drill plan and conduct regular drills to check whether our response procedures are appropriate and effective. At Pyeongtaek 2 Campus, we conduct step-by-step scenario-based drills reflecting real-life situations, including fire alarms, evacuation, headcount checks, initial firefighting, CPR, and AED use. Improvement points identified through these drills are integrated into future drills and emergency response plans to further advance our management system.

CPR training


Fire extinguisher training


Fire extinguisher training


2025 Pyeongtaek 2 Campus Emergency Response Drill

Emergency Response Procedures

Occurrence of Emergency

- Immediately share the accident situation
- Report to management and department heads

On-site action and securing safe
→ Activate the alarm system
→ Remove risk factors and take measures to prevent further damage

Rescue and external reporting
→ 119 Emergency Call (Emergency Medical Services)

Social

Talent Management and Organizational Culture

APR sees employee growth and trust as the core drivers of its corporate competitiveness. We practice talent management based on a fair performance and compensation system and an autonomous work environment. Furthermore, we are building a responsible and sustainable organizational culture through employee benefits, stronger internal communication, and principles of respect for human rights.

Performance Management and Compensation System

APR measures employee performance through a fair and consistent evaluation system and has established a structured framework to ensure that the results lead to fair compensation. We also strengthen the transparency and reliability of the system by disclosing the operating principles and standards of our evaluation and compensation system to all employees.

Fair Performance Evaluation System

APR operates a performance management system centered on quarterly OKR (Objectives and Key Results) evaluations, semi-annual 360-degree evaluations, and continuous attendance monitoring. These evaluation results are used as key materials in one-on-one meetings, influencing employee performance reviews and growth planning. To further strengthen the fairness and reliability of the evaluation system, we are also pursuing tasks such as restructuring the upward feedback questionnaires on leadership in the 360-degree evaluation, strengthening evaluator training, improving one-on-one meeting guidelines, and refining the promotion system and overall framework.

APR Evaluation System

Evaluation	Cycle	Evaluation Type	Method
OKR Evaluation	Quarterly	Self-review, top-down, one-on-one meetings	Review/evaluation form submission, interview
360-Degree Evaluation	Semiannually	Leader evaluation, top-down feedback, peer/collaborator evaluation	Evaluation form submission
Attendance	Ongoing	-	Monitoring

Performance-Linked Compensation System

APR operates a compensation system where performance and rewards are organically linked, strengthening employee motivation and promoting sustainable corporate growth. APR's compensation system consists of a PS (Profit Sharing) program based on company-wide profit sharing and a PI (Performance Incentive) program that reflects both individual and organizational performance.

APR Compensation Programs

Category	Details	Payout Criteria	Eligible Recipients	Frequency
PS (Profit Sharing)	Company-wide compensation for all employees based on operating profit	Length of service, organizational contribution	Employees on payroll as of year-end	Annual
PI (Performance Incentive)	Incentives based on organizational & individual OKR	Core talent rating, contribution level of high-performing team	Regular employees on payroll as of the last day of Q1 and Q3	Semi-annual

Social

Talent Management and Organizational Culture

Employee Benefits and Work Environment Support

APR operates a work environment and employee benefits system built on autonomy and trust to support employee engagement and sustainable growth. By helping our employees design the way they work in consideration of both their job characteristics and their personal lives, we enhance work-life balance and foster a responsibility-based culture of autonomous work. We also provide systematic support for employees' overall well-being through a wide range of welfare programs and childcare and family care support systems that promote health, self-development, and a vibrant organizational culture.

Work Time & Refresh

- Flexible Working Hours
- Self-Approved Annual Leave System
- Refresh Leave for Long-Service Employees
- Overtime Compensatory Leave and Time-off Awards
- Birthday Celebration

Meal & Refreshments

- In-House Café
- Unlimited Snack Bar
- Lunch Support

Family

- Group Insurance Coverage
- 2-Hour Early Dismissal Family Day (Monthly)
- Holiday Gifts
- Family Event Support

Brand Experience

- Welcome Gift for New Hires
- Employee Welfare Mall
- Brand Product Experience

Wellness & Health

- Comprehensive Health Checkups
- Psychological Assessment and Counseling Services (EAP)
- In-House Professional Massage Room and Massage Chair Room
- Housing Support for Pyeongtaek Campus Employees

Maternity

- Childbirth Congratulatory Support and Spousal Leave
- Reduced Working Hours During Pregnancy and Maternity Leave
- Prenatal Checkup Leave
- Childcare Support for Daycare Fees
- Miscarriage/Pregnancy Loss Leave

Social

Talent Management and Organizational Culture

Human Rights Management and Prevention of Discrimination and Harassment

Establishment of a Human Rights Management Policy

As APR has expanded its business and global operations, it has become even more aware of the importance of protecting human rights. In 2026, APR established a policy based on global standards, including the Universal Declaration of Human Rights and the UN Guiding Principles on Business and Human Rights, to ensure that the fundamental rights of all stakeholders are respected and protected.

Human Rights Management Policy Human Rights Management Policy

Non-discrimination	• Prohibit discrimination in employment, wages, promotion, and training based on race, gender, age, educational background, disability, religion, place of origin, political views, and other factors • Apply a zero-tolerance principle to serious acts of discrimination
Humane Treatment	• Prohibit inhumane treatment such as sexual harassment, corporal punishment, verbal abuse, and physical or mental coercion
Prohibition of Forced Labor	• Prohibit forced labor through violence, threats, detention, economic pressure, or similar means • Ensure that all work is voluntary, and prohibit the forced submission of documents related to working conditions, such as ID cards and passports
Women and Child Labor	• Prohibit child labor • Comply with the minimum working age required under laws and international conventions • Exclude young workers and pregnant employees from hazardous work
Working Hours	• Comply with rules on regular working hours, overtime, maximum working hours, and days off • Manage overtime to ensure it does not exceed the legal maximum working hours
Wages and Benefits	• Guarantee at least the minimum wage and statutory benefits for all workers • Prohibit gender-based wage discrimination within the same job grade and provide equal pay • Strive to provide a living wage that supports the basic standard of living of workers and their families
Freedom of Association	• Ensure that workers can exercise their rights to freedom of association and collective bargaining without discrimination, retaliation, or threats • Create an environment where workers can communicate freely with management on working conditions

Human Rights Management Goals

APR has set the advancement of a UNGP-based human rights risk management system as a key. To this end, we have established and are implementing a mid- to long-term roadmap spanning over three years, with target years of 2025 (short-term), 2027 (mid-term), and 2030 (long-term). As of 2025, we had carried out the establishment of our human rights management policy (approved by management in March 2026) and achieved a 100% completion rate for human rights training for all employees.

Human Rights Management Goals

	Short term 2025	Mid term 2027	Long term 2030
Goals	Internalization of the human rights management system	• Regularization of human rights risk inspections at all business sites	• Establishment of an integrated human rights management system including the supply chain
Detailed Goals	100% completion rate for human rights training	• 100% implementation rate for human rights risk inspections at business sites	• Human rights risk inspection rate of 80% or more for key suppliers

Operation of the System for Preventing Discrimination and Harassment

APR fosters an environment where employees can safely raise concerns by providing various reporting channels, such as the HR grievance desk, A-CARE interviews, and an anonymous online reporting channel. Once a report is received, it is handled through a series of steps, including interviews and fact-finding, preliminary protective measures, victim-confirmed protective measures, and follow-up actions. We operate this process in accordance with our workplace harassment response process.

Workplace Harassment Response Process

Incident Detection & Case Intake → Counseling → Investigation → Post Investigation Action and Response → Monitoring

2025 Human Rights Grievance Cases Received and Processing Rate

Number of Cases Received
50 Cases

Number of Cases Processed
50 Cases

Processing Rate
100%

Social

Talent Management and Organizational Culture

Human Rights Management Training

APR is strengthening regular training to enhance human rights sensitivity in the workplace, ensuring all employees can work in a safe and respectful environment. In particular, we designate sexual harassment prevention, disability awareness improvement, and workplace harassment prevention training as required annual courses. Through these programs, we reinforce employees' legal and ethical responsibilities and work to build a healthy organizational culture. Each training program is designed to help employees recognize human rights risks that may arise in daily work and learn how to prevent them in advance. Going forward, we will continue to advance our human rights training system and internalize a culture of respect for human rights across all business operations.

2025 Key Human Rights Management Training Results

Training Program	Number of Eligible Employees	Number of Employees Completed	Completion Rate (%)
Sexual Harassment Prevention	560	560	100
Disability Awareness Improvement	560	560	100
Workplace Harassment Prevention	560	560	100

Strengthening Communication and Organizational Culture

APR holds monthly company-wide town hall meetings to share updates on the maintenance and improvement of working conditions based on mutual trust with our employees. At the town hall meeting, we share not only APR's business direction and key issues, but also employee benefits, work environment matters, and policy improvements, while also taking time to listen to employee feedback. For employees unable to attend in person, we provide live streaming to ensure all members can participate equally, regardless of their work arrangement or location.

Town Hall Meeting

Social

Supply Chain ESG

APR is building a foundation for responsible supply chain operations by considering the environmental and social impacts that may arise across the entire lifecycle of our products and services. From supplier selection to post-transaction management and raw material procurement, we identify key risks in advance. Based on close cooperation with our suppliers, we are gradually establishing a sustainable supply chain management system.

UNDERSTANDING APR

APR's supply chain is structured in two ways based on its business model. In the cosmetics division, we source finished products from domestic and overseas ODM suppliers and directly manage procurement of key materials, including raw materials and packaging, to maintain quality. The beauty device division, on the other hand, procures core components such as PCBs, sensors, motors, outer cases, and batteries from specialized suppliers and directly assembles and produces the products at Pyeongtaek 2 Campus.

Supply Chain Management System

APR plans to gradually incorporate environmental, human rights and labor, safety and health, and ethics standards in its purchasing decision-making process to build a responsible supply chain management system. By systematically reviewing and managing key risks across supplier selection and overall management, we aim to establish a sustainable procurement framework.

Supply Chain Management Policy

Supply Chain Management Policy

To practice Sustainability management throughout our supply chain, APR established our Supply Chain Management Policy in 2026. This policy applies to all employees of APR Headquarters and our domestic and overseas subsidiaries. It also applies to all types of suppliers that design, sell, manufacture, or provide materials and services used for the launch of APR's services and products.

Key Details of the Supply Chain Management Policy

Sustainable Procurement	• Conducts comprehensive evaluations of finance, management, quality, and technology when selecting new suppliers or deciding to continue transactions with existing ones • Manages risks such as production methods and sourcing regions to minimize environmental and social impacts during raw material and mineral procurement 1. Palm oil and cotton: Aims to use raw materials produced in sustainable and responsible ways. 2. Conflict minerals: Reviews and manages usage based on relevant laws and international guidelines. -Based on the Supplier Code of Conduct for Sustainability Management, we promote environmental protection, respect for human rights, safety and quality management, and legal and ethical management.
Responsibilities of Suppliers	• Suppliers are expected to practice environmental protection, respect for human rights, safety/quality management, and legal/ethical management based on the Supplier Code of Conduct for Sustainability Management
Supply Chain Due Diligence	1. Pre-screening: Evaluates key items such as finance, quality, technology, and ESG of prospective suppliers and conducts on-site due diligence before contracting. 2. Supplier Assessment: Regularly reviews management, quality, and production capabilities, identify areas for improvement, and manage suppliers through a rating system. 3. Follow-up Management: Conducts an annual status survey and review changes in the ESG management system once a year.
Communication	• Maintains continuous communication with stakeholders, discloses Sustainability Reports, and shares information with suppliers

Supplier Code of Conduct for Sustainability Management

APR established the Supplier Code of Conduct for Sustainability Management in March 2026 to clearly set out the standards that suppliers must follow when doing business with us. We plan to request a pledge of compliance with this Code of Conduct from both new and existing suppliers.

Supplier Code of Conduct for Sustainability Management

Supplier Code of Conduct for Sustainability Management

1 Environmental Protection	1. Compliance with laws and regulations 2. Management of chemicals and raw materials 3. Environmental Impact Management	4. Resource circularity 5. Water Resource management 6. Pollutant management
2 Respect for Human Rights	1. Non-discrimination 2. Compliance with labor laws 3. Humane treatment	4. Freedom of association 5. Protection of minor workers 6. Prohibition of forced labor
3 Safety Management	1. Compliance with laws and regulations 2. Safety Risk Assessment 3. Establishment of Safety Management Systems	4. Safety training 5. Cafeteria and Housing Management
4 Quality Management	1. Compliance with laws and regulations 2. Establishment of Quality Management System	3. Quality evaluation 4. Quality training
5 Compliance and Business Ethics	1. Prohibition of Improper Benefits 2. Improvement of management transparency 3. Prevention of unfair trade practices	4. Responsible supply chain management 5. Privacy Protection 6. Protection of Intellectual Property Rights

Social

Supply Chain ESG

Supply Chain Risk Management

APR evaluates key factors such as finance, quality, environment, social issues, and governance, and verifies supplier suitability through on-site due diligence. Even after registration, we ensure sustainability and stability through regular inspections and evaluations, systematically managing risks across the entire supply chain.

Selection and Management of New Suppliers

To ensure supply chain stability and product quality, APR operates a systematic process for selecting new suppliers and managing them after onboarding. In this process, new suppliers are comprehensively evaluated in key areas such as finance/management, quality/technology, environment, social issues, and governance. Evaluations are conducted through step-by-step reviews and on-site due diligence, with joint participation by relevant departments, including Purchasing, Quality, and R&D. Final approval is granted only to suppliers that meet our standards. When there is a strategic need related to technical competitiveness or market conditions, supplier introduction is decided after additional review by the relevant departments. After registration, we update the supplier status survey annually to regularly review changes in management, quality, financial conditions, and the ESG management system. Through this process, we prevent sustainability risks across the supply chain in advance and maintain stable business relationships. In 2025, we evaluated one supplier subject to new supplier management.

Evaluation Criteria for New Supplier Registration

Category	Key Evaluation Items
Finance and Management	Financial stability, organizational operating systems, internal control procedures, and system operation levels
Quality and Technology	Quality management systems, production and equipment management, and new product management
Environment	Environmental management certification, hazardous substance management, and facility and waste management
Social	Industrial safety and fire safety management, operation of worker protection equipment, workplace safety inspections, quality inspections, and defect reduction activities
Governance	Expertise of the R&D, Quality, and Purchasing teams, internal control procedures and system operation, and management stability

Supplier Evaluation and Due Diligence

APR operates an evaluation system for its cosmetics manufacturing and packaging suppliers, covering not only quality but also overall production and procurement. The evaluation applies to suppliers that manufacture cosmetic content and packaging materials, and is based on a checklist that includes management, quality control, production capability, and purchasing issue history. The results are managed through a rating system, and areas for improvement are identified when weaknesses are found. Based on these results, the company prioritizes suppliers requiring intensive management for on-site due diligence. Since 2025, a regular evaluation system for existing suppliers has been in place, with one cosmetic contents supplier and one packaging supplier selected for evaluation each month.

Overview of Supplier Evaluation

Evaluation Target	Key suppliers[1] of packaging material and cosmetic formulations
Evaluation Items	• Technical capability: development capability, testing and equipment management, and management systems for new products and drawings • Quality: quality management capability • Management: corporate reliability, financial management, and production planning • Material management: operations, purchasing organization, and unit cost management
Scoring Standards	• Below 60 points: disqualified • 60 points or above: Assessment of areas needing improvement by score range
Evaluation Method	• Designated evaluation (2 suppliers per month) • Suppliers with purchasing-related issues are prioritized for on-site due diligence

1) Suppliers of core items with high impact on production and sales

Supplier Evaluation Process

Evaluation Preparation	Document Review	Results Analysis	Monitoring	Result Sharing	On-Site Due Diligence
• Selection of target suppliers • Indicator Update	• Self-assessment	• Selection of high-risk suppliers	• Request for improvement results	• Notification of results and request for improvement	• On-site visit to the supplier

Social

Supply Chain ESG

Shared Growth

APR recognizes the competitiveness of our suppliers as a critical business factor and supports their financial stability based on mutual trust. Going forward, we plan to expand our range of support programs and further strengthen shared growth with our suppliers.

Support for Suppliers

APR operates flexible payment terms to support the stable financial management of its suppliers and provides support measures to help alleviate their financial burden. As a general rule, we make cash payments 45 days after the monthly closing date. However, upon request, selected suppliers may receive cash payments within 30 days after month-end closing, depending on their circumstances. In addition, we operate an early payment program to help improve suppliers' cash flow, completing a total of 40 early payments in 2025. Through these efforts, we aim to support our suppliers' financial stability and strengthen sustainable business relationships.

Supplier Communication

APR operates various communication channels to quickly identify and resolve supplier grievances and operational issues. These include email, phone calls, face-to-face meetings, and an anonymous online reporting channel available to all stakeholders. When production issues arise or schedule adjustments or line expansions are needed, we consult individually with suppliers through relevant meetings. In 2025, we received 34 grievances related to component unit price increases and delivery schedule adjustments, all of which were successfully resolved.

2025 Supplier Grievance Handling Status

Category	Unit	2025
Number of Grievances Received	Cases	34
Number of Grievances Resolved	Cases	34
Grievance Resolution Rate	%	100

Social

Responsible Beauty

APR maintains a level of quality that consumers can trust based on objective verification of product performance and safety. From design reviews in the development stage to production, certification, and post-market management, we continue to build up a wide range of verification activities and strengthen product trust as a core foundation of our competitiveness.

Quality Management System

APR puts product quality and consumer safety first, operating an ISO 9001-based quality management system that covers the entire process from development to production, shipment, and use. We comply with relevant laws and international standards, and for medical device products, we apply a separate internal quality manual to further strengthen safety and reliability.

Quality Management Organization

APR operates a quality management system centered on the Quality Management Team to strengthen systematic quality management across the entire company. The Quality Management Team consists of the Beauty Part, the AGE-R Part, and the Incoming Inspection Part. Each part carries out specialized quality management tasks based on product characteristics and distribution stages. We continue to advance our quality management system through close collaboration with relevant departments.

Roles and Responsibilities of Related Departments

Quality Management Team	• Manages and executes the entire quality control process, from quality verification and mass production inspections to incoming inspections and quality improvement
Quality Engineering Team	• Manages quality risks related to device and supports root cause analysis and technical reviews when issues arise.
Customer Service Department	• Collects and analyzes VOC (Voice of Customer) and shares it with the Quality Management Team
Supply Chain Management Department	• Implements shipment control and other corrective measures when quality issues arise.
Product Planning Office	• Requests compatibility testing and discusses quality standards during the product planning stage

Quality Management Targets

APR sets quality and safety targets every year to systematically manage product safety and quality levels, and quantitatively reviews and evaluates performance against those goals.

2025 Target Achievement Status and 2026 Targets

2025 Target	2025 Status	2026 Target
Pre-Inspection Activities		
• Pre-inspections and improvement activities to prevent quality issues	• Total of 94 pre-inspections completed (81 initial mass production inspections and 13 production inspections)	• Expand pre-inspections and improvement activities (inspections for 5 products, including new products and flagged items)
Certification Acquisition and Management		
• Obtain a medical device GMP Certificate of Compliance[1]	• Completed the application and response process for the medical device GMP audit	• Obtain ISO 13485, a medical device GMP Certificate of Compliance[1], and MFDS Product Approval[2]
Process Improvement		
• 4 or more cases per quarter	• Achieved 18.75 or more cases per quarter	• 6 or more cases

1) Certificate of GMP (Good Manufacturing Practice) : A domestic certification that confirms compliance with hygiene, safety, and quality control standards throughout the product manufacturing process.
2) MFDS (Ministry of Food and Drug Safety) Product Approval: A certification confirming that medical devices and bio products meet Korea's legal safety and quality standards, allowing their lawful distribution and use in the domestic market.

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Responsible Beauty

Quality Management Process

APR manages initial quality risks in advance through on-site inspections and incoming inspections during development and mass production, and implements identified improvements throughout production to ensure quality consistency. In the development stage, we conduct compatibility testing to verify product quality in advance, including compatibility between the content and packaging materials. After receiving finished products, we carry out additional quality checks, including appearance inspections, content stability tests, and reliability testing on post-processed products. Before shipment, we conduct final product conformity verification through comprehensive inspections of standards, performance, appearance, and specifications. Any non-conforming products are immediately identified and segregated to prevent market release.

Quality Management Process

Quality Verification	Mass Production Inspection
New Product Planning	New Product Order
↓	↓
Compatibility Testing	Schedule Planning
↓	↓
Production	Production Site Visit
↓	↓
Receipt of Finished Products	On-Site Guidance
↓	↓
Finished Product Quality Testing	Process Improvement

Operation of the Quality Incident Response Manual

APR operates a response manual based on relevant laws and internal standards when quality issues arise, protecting consumer safety and product trust. Through a management system covering both pre-shipment and post-market stages, we identify potential risk factors and take appropriate follow-up actions when needed, such as shipment holds, improvement measures, and customer guidance. Rework and corrective actions are carried out only when they meet legal requirements and our internal quality standards after prior review and approval. We also record and manage the entire response process to ensure transparency and traceability.

Product Safety Management

APR manages safety and quality across the entire lifecycle of cosmetics and beauty devices, from product planning to post-launch, by incorporating country-specific regulations and certification requirements. We also operate an integrated system that includes advance reviews of hazardous substances, human application tests, science-based R&D, and clean beauty to consistently provide safe products. Additionally, APR restricts animal testing throughout its global development and production processes, except where mandated by laws and regulatory requirements of specific countries.

Country-Specific Safety Certifications and Regulatory Compliance

To ensure consumer safety in global markets, APR operates a product quality and safety management system based on country-specific regulatory and certification requirements. For all cosmetics and beauty devices, we continuously monitor relevant laws, regulations, and international standards. From product development to post-launch, we review in advance whether formulations and marketing claims comply with export-country regulatory requirements. Following launch, APR fulfills country-specific approval and registration procedures and operates a post-market management system that includes change control, adverse event monitoring, and serious adverse case reporting. We also review regulatory changes through industry associations, government agencies, and testing institutions to identify items that require action, and share them with related departments. For device products, we review and update test reports and conduct product verification quarterly, while for cosmetics, we continuously manage information to ensure compliance with regulatory requirements.

Regulatory Affairs and Compliance Management

European Union	Action Plan
RoHS Restriction of Hazardous Substances in Electrical and Electronic Equipment	• APR collects test reports and conformity documents for parts and raw materials used in electrical and electronic products from suppliers internally. • A procedure is operated to verify in advance whether RoHS-restricted substances are used during product development and production.
WEEE Waste Electrical and Electronic Equipment Directive	• WEEE registration is completed for products sold in the EU market. • WEEE labeling requirements are applied to product.

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Responsible Beauty

Key Certifications and Regulations by Country

Country	Certification	Details	Main Products
50 Countries Worldwide	CB (IECEE)	Electrical and electronic product safety certification recognized in over 50 countries worldwide	AGE-R beauty devices[1]
Korea	KC	Korea safety certification for electrical appliances and household products	AGE-R beauty devices[1]
United States	FDA	Facility and product registration	U.S. / FDA / Facility and Product Registration / APR CO., Ltd., APR US INC., APR FACTORY Co., Ltd.
	FCC	U.S. electromagnetic compatibility certification	AGE-R beauty devices[1]
	MoCRA	Registration of general cosmetics under the U.S. Modernization of Cosmetics Regulation Act (MoCRA)	Medicube Zero Pore Pad 2.0, Medicube Collagen Jelly Cream, Medicube Collagen Night Wrapping Mask, PDRN line, etc.
	OTC Drug	OTC Drug / U.S. OTC Drug Registration / Medicube Collagen Glow Sunscreen	Medicube Collagen Glow Sunscreen
Europe	CE	EU electromagnetic compatibility and electrical and electronic product safety certification	AGE-R beauty devices[1]
	SCPN	SCPN / UK Cosmetic Product Notification / Medicube PDRN Pink Collagen Gel Mask, Medicube Collagen Jelly Cream, etc.	Medicube PDRN Pink Collagen Gel Mask, Medicube Collagen Jelly Cream, etc.
Japan	PSE (CISPR)	Japan electromagnetic safety certification	Booster Pro, Ultra Tune 40.68, Booster Pro Mini Plus, Booster Vibration Cleanser Head, Booster V Roller Head, etc.
	MHLW (PMDA) Registration[2]	Japan General Cosmetics Registration with MHLW	Medicube PDRN Line, APRILSKIN Hero Cushion, etc.
China	CVC	China electromagnetic safety certification	Booster Pro
	Hygiene Permit[2]	China General Cosmetics Filing with NMPA	FORMENT perfume products, Medicube Red Concealer, etc.
Singapore	IMDA	Singapore wireless safety certification	Booster Pro, Ultra Tune 40.68, Booster Pro Mini Plus, High Focus Shot Plus, etc.
	HSA Registration[2]	Singapore General Cosmetics Product Notification	Medicube Collagen Line, PDRN Line, Zero Line, etc.
Hong Kong	OFCA	Hong Kong wireless safety certification	Booster Pro, Ultra Tune 40.68, Booster Pro Mini Plus, High Focus Shot Plus, etc.
Taiwan	NCC	Taiwan wireless safety certification	Booster Pro, Mini Plus, etc.
	TFDA Registration[2]	Taiwan General Cosmetics Registration	Medicube PDRN Line, Zero Line, etc.
Middle East	TDRA	Middle East wireless safety certification	Booster Pro, Ultra Tune 40.68, etc.
	DM Certification[2]	Middle East General Cosmetics Registration with Dubai Municipality	Medicube PDRN Line, Zero Line, APRILSKIN A.C.E Line, etc.
Malaysia	SIRIM	Malaysia electrical and electronic product safety and wireless safety certification	Booster Pro, Ultra Tune 40.68, etc.
	NPRA Registration[2]	Malaysia General Cosmetics Product Notification	Medicube Collagen Line, PDRN Line, Zero Line, etc.

1) AGE-R beauty devices: Booster Pro, Booster Pro Mini Plus, etc.
2) Certification is underway for all Medicube and APRILSKIN products.

Social

Responsible Beauty

Management of Hazardous Chemical Substances in Cosmetics APR manages hazardous chemical substances used in cosmetics from the early stage of product development. To achieve this, we have established an exclusion ingredient guide covering items such as artificial colorants, artificial fragrances, and ingredients that may cause irritation. We share this guide with our R&D, quality-related departments, and suppliers, and use it as a formulation design standard that prioritizes consumer skin safety and usability. We also review the Korean Cosmetics Act and major overseas regulatory trends to check material suitability in advance. In the testing and inspection stage, the Regulatory Affairs Team and Product Development Division submit raw material and test information to relevant organizations to ensure regulatory compliance. When developing new products or changing raw materials, APR reviews whether any regulated ingredients are present to ensure compliance with relevant laws and regulations. All Medicube and Aprilskin products are subject to internal control standards that exclude ingredients of concern, such as parabens, PEG-based ingredients[1], animal- and mineral-derived oils, and phenoxyethanol. Additionally, low-irritation human application tests have been completed for all products. We also provide labels, instructions for use, and full ingredient disclosures to empower consumers with transparent information for informed purchasing decisions. Going forward, we plan to expand the scope of information we provide by preparing MSDS for finished products. PEG-based ingredients: Synthetic polymer ingredients that include polyethylene glycol (PEG) and its derivatives.

Management of Device Components and Materials APR identifies and manages potential hazardous substances in the key components and materials used in its beauty devices from the product development stage. Based on our internal guidelines and regulatory lists such as RoHS, we review whether regulated substances are included when developing new products or making changes to design or materials. This information is shared with our R&D, quality-related departments, and suppliers, serving as a design standard that prioritizes product safety. We review domestic medical device regulations and major global regulatory trends in advance, and verify compliance with regulatory standards through component specifications, layout drawings, circuit diagrams, and related test reports. For key components such as batteries, we secure safety test reports and certification documents and conduct additional verification through evaluations by external testing institutions.

Through these efforts, we manage potential regulatory risks and continuously maintain product safety and legal compliance by verifying that the 10 restricted substances under RoHS[2] are below the allowable limits at the homogeneous material level. We also operate design and management systems to meet our take-back and recycling obligations for electrical and electronic products under the WEEE Directive[3].

1) PEG-based ingredients: Synthetic polymer ingredients that include polyethylene glycol (PEG) and its derivatives.
2) Key products covered by RoHS compliance: Booster Pro, Ultra Tune 40.68, High Focus Shot, High Focus Shot Plus, Booster Pro Mini, Booster Pro Mini Plus, Booster Vibration Cleanser Head, Booster V Roller Head, and Booster Pro X2
3) Key products covered by WEEE compliance: Booster Pro, Ultra Tune 40.68, High Focus Shot, High Focus Shot Plus, Booster Pro Mini, Booster Pro Mini Plus, Booster Vibration Cleanser Head, Booster V Roller Head, and Booster Pro X2

Chemical Substance Management Process for Beauty Devices

Material Selection and Review → **Securing Material Information** → **Material Composition Analysis and Verification** → **Supplier Corrective Action Requests** → **Documentation Submission**

Material Selection and Review
- Pre-verification of hazardous substances during new product development or design/material changes
- Design alignment with RoHS and customer environmental requirements

Securing Material Information
- Securing material composition data from suppliers

Material Composition Analysis and Verification
- Conducting hazardous substance testing

Supplier Corrective Action Requests
- Pre-verification of hazardous substances whenever changes occur

Documentation Submission
- Root cause analysis and corrective actions in the event of non-compliance

Ensuring Safety Against Metal Allergies APR strengthened consumer skin safety and product trust by obtaining the Allergy Safety Certification for Metal Accessories in November 2025 for the Medicube AGE-R Booster V Roller. Going forward, we plan to continue carrying out domestic and international certifications and safety evaluations for a wider range of products so that consumers can use our products with greater confidence.


Certification Number : KSA-24-P-0002

Certification of Metal Accessory Allergy Safety

1. Name of Company : APR Co., Ltd
2. President : BYUNG-HOON KIM
3. Corporate registration number : 220-88-89441
4. Location : 36th floor, 300, Olympic-ro, Songpa-gu, Seoul, Republic of Korea
5. Date of first certification : November 11st, 2024
6. Validity : From November 11st, 2024 to November 10th, 2026
7. Number of certified products : 2
8. Product : MEDICUBE AGE-R BOOSTER PRO MINI (INNER & OUTER)

This product is designated as a certified product for Metal Accessory Allergy Safety Certification, as it manufactures excellent products that meet the safety management certification standards established by this research institute for the safety management of metal accessory products and consumer protection.

Nov 11, 2024

KOTITI Testing & Research Institute

Allergy Safety Certification for Metal Accessories

Social

Responsible Beauty

SPECIAL CASE

Clean Beauty Created by APR

APR considers ingredient transparency and ethical responsibility throughout the entire product development process. We focus on key practices such as using plant-derived ingredients, expanding vegan products, and banning animal testing.

Development of Products with Plant-Derived Ingredients

In developing clean beauty products, APR reviews product planning with a focus on excluding animal-derived ingredients and increases the share of plant-derived ingredients. In 2026, two new Aprilskin products were developed with a high concentration of plant-derived ingredients, centering product development on ingredients that consumers can trust. Products are also developed without artificial colorants or fragrances, allowing the natural color and scent of the extracts to be authentically expressed in the final product.

2026 New Products with Plant-Derived Ingredients

Mugwort Centella Calming Serum	Vita Kojic Brightening Serum
• Mugwort Leaf Water 50%, Centella Asiatica Leaf Water 40%	• Sea Buckthorn Water 45%

APRILSKIN Vegan-Certified Products

VEGAN

Expansion of Vegan-Certified Products and Ban on Animal Testing

Centered on Medicube and Aprilskin, APR has currently obtained vegan certification for a total of 35 products and plans to gradually expand its vegan product lineup going forward. We also do not conduct animal testing for any of our products, except where explicitly mandated by local regulations. In adherence to APR's animal welfare principles, we exclusively source raw materials that are free from animal testing at the raw material stage. This standard is codified as an internal policy and strictly enforced across all our brands and suppliers.

Social

Responsible Beauty

R&D Activities Based on Scientific Verification

APR established ADC (APR Device Center), a specialized technology R&D center, to strengthen its beauty device R&D capabilities and promote the internalization of core technologies. As of the third quarter of 2025, the number of domestic and international patent applications and registrations exceeded 300, and APR is building a research environment to secure scientific evidence from the earliest stages of product development.
In addition, APR's corporate research institute, the Global Institute of Dermatological Science established in 2020, verifies the skin improvement effects and safety of cosmetics and beauty devices through human application tests. The Global Institute of Dermatological Science has established standard operating procedures (SOPs) in compliance with the Cosmetics Act and human application test guidelines, and conducts objective evaluations based on systematic test designs tailored to each product type and efficacy purpose.
In 2025, APR expanded its In-vitro[1] efficacy testing infrastructure and internalized the evaluation system for non-clinical research. We also have capabilities in Ex-vivo[2] non-clinical evaluation and alternative testing methods to replace animal testing. With the goal of improving customers' lives, we build objectivity and reliability through clinical and non-clinical research as well as a wide range of academic activities.

1) In-vitro: A testing method that evaluates product efficacy and safety by observing changes in gene and protein expression at the cellular level.
2) Ex-vivo: A testing method that evaluates product efficacy and safety using tissues or organs outside the body.

Cumulative Achievements of the Global Institute of Dermatological Science

Activity	Key Details	Results
Human Application Tests	Evaluation of skin safety and verification of skin improvement effects	• Conducted tests on 85 new products • Performed 155 tests covering 1,118 items
Non-clinical Testing	Verification of efficacy by analyzing changes in the expression of target genes and proteins	• Conducted tests on 14 new products • Performed 14 tests covering 22 items
Academic Activities	Research on verifying the skin improvement effects and delivery efficiency of home beauty devices	• Published seven papers in domestic and international academic journals

Customer Information Protection

APR operates an integrated management system to prevent, detect, control, and disclose security threats and personal information breaches that may arise in the digital environment. By linking enhanced service security with reviews of access logs, APR ensures the reliability of customer data and continues to protect user rights through transparent information disclosure.

Maintaining the Customer Information Protection System

To safely protect customers' personal information and digital assets, APR continuously pursues company-wide inspections and improvement activities based on its information security management system
In 2025, we reviewed our overall level of personal information processing and information security through an assessment by an external specialist. Based on the improvement tasks identified, we strengthened protection measures across policy, organizational, and technical domains. In particular, we refined our internal control procedures, advanced our access rights management and security operations system for personal information, and reinforced technical safeguards to mitigate the risk of unauthorized access, leakage, and misuse of customer information.

Digital Service Security Management

APR establishes and operates an information security management system to ensure the stable operation of major digital services such as AGE-R and Photogray (Self Photo Studio), and to protect its customer information. To respond to external cyber threats and internal control risks, we apply both technical and administrative safeguards while maintaining regular reviews and improvement activities.

Social

Responsible Beauty

Establishing an External Threat Response System

APR applies a web application firewall (WAF) to protect its systems from external cyberattacks. We continuously operate a control system that detects and blocks abnormal access attempts and major web-based attacks in advance, and we manage our security policies in accordance with cloud security guidelines. Through these efforts, we maintain a prevention-oriented security framework that effectively responds to its service characteristics and the evolving threat landscape.

Detection of Suspicious Activity and Security Monitoring APR continuously monitors access control, information access patterns, and log integrity for the AGE-R app system. By detecting potential security threats such as abnormal logins, actions beyond authorized access, and unusual traffic in real time, we respond quickly and minimize the risk of system breaches. Monitoring results are reviewed and managed on a monthly basis, with all major corrective actions systematically recorded.

Management of Personal Information Access Logs and Internal Controls APR records and manages all access and processing history when customer data is accessed through the administrator page. We regularly review access logs for personal information processing systems to verify the appropriateness of access rights and the legitimacy of data processing. These review results are documented monthly in the "Personal Information Processing System Access Log Review Report.

Key Review Items for Personal Information Processing System Access Logs

Review Area	Key Review Items
Access Control	• Check for access by unauthorized accounts or former employees • Verify access from unauthorized IP addresses or systems • Monitor access logs during non-business hours
Information Access	• Detect unusual information access, - Review the appropriateness of access to critical data tables, Verify that queries are executed for legitimate business purposes, Confirm the reasons for personal information processing and downloads
Log and Audit Management	• Ensure proper collection of DB access and query logs, Perform and manage log backups and retention, Check the separate storage of backup logs

AGE-R App Screen

Strengthening Transparency in Personal Information Processing and User Accessibility

APR recognizes the protection of personal information as a core responsibility and processes and manages personal information lawfully and securely in compliance with the Personal Information Protection Act and other relevant laws and regulations. By enhancing information accessibility and user convenience through measures such as publishing our Privacy Policy on our website, providing access to revision history, and offering a table of contents shortcut, we ensure users' right to know and continue to strengthen transparency in the way we process personal information.

Social

Social Contribution

APR carries out social contribution activities based on its mid- to long-term strategy to expand its beauty technology and brand assets into social value. Through cooperation with local communities and participation-based programs, we continue a wide range of activities so that our capabilities can create positive change across society.

Social Contribution Framework

APR is building a long-term and systematic social contribution framework by using our beauty technology and brand capabilities. We operate programs that connect local communities with partner organizations to create sustainable social value.

Social Contribution Policy

In March 2026, APR established its Social Contribution Policy, laying the foundation to fulfill its social responsibilities as a corporate citizen and contribute to sustainable social development. This policy sets out the direction and management framework for responsible social contribution activities and community engagement, taking into account local communities not only near our business sites but also across the entire supply chain, including a wide range of stakeholders affected by our operations.

Key Details of the Social Contribution Policy Key Details of the Social Contribution Policy

1. Pursue activities that can contribute to APR's long-term growth and the sustainable development of society
2. Pursue continuous and responsible social contribution over one-time donations.
3. Promote social contribution by leveraging APR's core capabilities, including technology, brands, products, and human resources.
4. Collaborate with diverse stakeholders, such as local communities, NGOs, and public institutions, to create social value.
5. Maintain transparency in managing and disclosing the planning, execution, and outcomes of its social contribution activities.

Under its vision of "A Better Life for Everyone," APR has established an operating framework based on its Social Contribution Policy to expand its beauty technology and brand capabilities into social value. In line with the direction and principles set out in this policy, we carry out social contribution activities in a systematic way and implement and manage them under consistent standards.

Social Contribution Strategy

Vision	A Better Life for Everyone	
Goal	Contribute to the environment and support our neighbors through beauty technology	
Strategies	Establish an eco-friendly beauty ecosystem	• Social contribution campaigns linked to eco-friendly packaging and upcycling
	Social resilience and sharing	• Donate funds and in-kind products to disaster-affected areas and vulnerable groups
	Support self-reliance for the socially vulnerable	• Support for clothing and cosmetics for people with disabilities and vulnerable groups • Build a sustainable model through collaboration with relevant organizations • Operate a subsidiary-type standard workplace for people with disabilities

Social

Social Contribution

Social Contribution Goals

APR aims to move beyond one-time donations and sponsorship-based activities to build a mid- to long-term social contribution framework that reflects our brand identity and the unique characteristics of the beauty industry. To this end, we established a three-year roadmap from 2025 to 2027, laying a systematic foundation for our initiatives. Going forward, APR plans to carry out consistent social contribution activities based on this strategy and continue expanding the social value we create through our beauty technology and capabilities.

Social Contribution Goals

	Short-term	Mid-term	Long-term
	2025	2026	2027
Goals	• Establishing Social Contribution Strategy	• Structuralizing & Linking External Communication	• Systematizing Performance Management
Detailed Targets	① Establish a social contribution strategy and implementation framework and complete internal approval ② Plan 5 or more social contribution programs for local communities annually ③ Carry out 5 or more social contribution activities annually	① Regularize social contribution programs and operate 5 or more brand-linked activities ② Disclose performance outcome in 3 or more instances through the Sustainability Report and external channels	① Establish a performance measurement framework and operate 5 or more quantitative and qualitative indicators ② Calculate cumulative beneficiaries and secure representative cases showing the social value created by key programs

2025 Implementation Status

- The social contribution strategy and implementation framework were established and internally approved
- 7 community-focused CSR programs were planned for the year
- 7 CSR activities were achieved for the year

Cumulative Results of the Empty Bottle Collection Campaign

Empty Bottles Collected

Approximately **87,000** units

Points Provided to Participants

KRW **26,243,800**

Social Contribution Activities

APR carries out practical social contribution activities centered on its three core themes: establishing an eco-friendly beauty ecosystem, promoting social resilience and sharing, and supporting self-reliance for the socially vulnerable. Its initiatives include operating resource circulation programs, providing cash and in-kind donations, and running a standard workplace for people with disabilities.

Establishing an Eco-Friendly beauty Ecosystem

Since July 2021, APR has operated an Empty Bottle Collection program to promote resource circulation and improve sustainability in the beauty industry. This participation-based initiative rewards customers with 300 KRW in points per bottle, designed to allow consumers and APR co-create environmental value.

As of the end of December 2025, about 7,500 people had participated, resulting in the collection of 87,000 empty bottles and the issuance of about KRW 26.24 million in reward points. All collected bottles are processed for recycling through specialized firms.

Medicube Zero Campaign

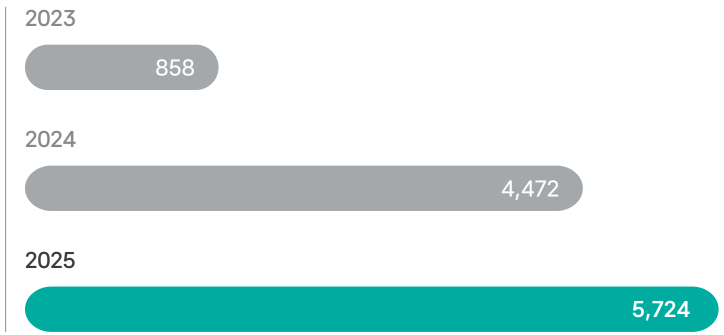
Social

Social Contribution

Social Resilience and Sharing

APR supports the resilience and self-reliance of local communities through cash and in-kind donations for disaster-affected areas and vulnerable groups. By converting our resources and capabilities into social value, we continue our giving initiatives with a focus on crisis response and support for vulnerable groups.

Annual Donation Amount (Unit: KRW million)



Disaster Relief Donations APR continues to provide relief donations to support the rapid recovery of local communities affected by domestic and international disasters, helping residents return to their daily lives.
In 2023, we donated KRW 50 million immediately after the Türkiye–Syria earthquake. In the same year, we also donated KRW 50 million each for recovery efforts following the Gangneung wildfire and the heavy rainfall damage in Korea's central region, supporting affected residents in their recovery. In 2025, we donated HKD 1 million (approximately KRW 180 million) to support housing stability for affected residents by the major apartment fire in Tai Po, Hong Kong.

In-Kind Donations to Local Communities APR has consistently expanded its in-kind donations through social welfare organizations to support vulnerable children and youth, single-parent families, and young adults aging out of foster care. Through these efforts, we continue to reinforce a virtuous cycle in which our resources and capabilities are returned to society as social value.
In 2023, APR donated NDY[1] apparel worth KRW 640 million to the Korea Welfare Services, the Eastern Social Welfare Society, and the Dream Tree Children's Welfare Foundation. In 2024, we donated NDY products worth KRW 3.77 billion, bringing its total annual in-kind donations to KRW 4.472 billion. In 2025, we provided a total of KRW 5.72 billion in in-kind donations to various social welfare organizations such as the Korea Welfare Services and the Community Chest of Korea. Notably, in December 2025, we made an in-kind donation worth KRW 4 billion to the Community Chest of Korea.

1) In 2025, the brand name was changed from NERDY to NDY.

In-Kind Donation Activities for Local Communities

Social

Social Contribution

SPECIAL CASE

An Inclusive Workplace Where We Work and Grow Together

APR contributes to creating inclusive jobs through the employment of people with disabilities together with its subsidiary, APR Communications, a standard workplace for people with disabilities. Since 2020, we have consistently developed internal roles tailored to various types of disabilities, including developmental, intellectual, visual, and hearing disabilities.

Supporting Self-Reliance for Vulnerable Groups

Strengthening the Employment Foundation for the Self-Reliance of People with Disabilities
APR is creating a work environment that supports the self-reliance and growth of young people with disabilities, while continuously expanding its accessibility and welfare facilities. We operate a structured training system to help its employees with disabilities adapt to the organization. As of February 2026, APR employs a total of 27 employees with disabilities, including 17 regular employees and 10 contract employees. As of 2025, APR employs 27 individuals with disabilities. Its regular employment rate stands at 63% (17 employees), exceeding the mandatory quota. These employees are stably employed in diverse roles, including logistics, cleaning services, health keeping, and barista positions.

Employment Status of People with Disabilities

Category	Disability Type	Headcount
Cleaning / Logistics	Developmental disabilities, autism	15
Barista	Hearing disability	6
Health Keeper	Visual disability	6

Operating PEAK COFFEE: In-House Café with Baristas with Disabilities In 2023, APR opened PEAK COFFEE, a free in-house café for employee welfare, and hired five new baristas with hearing disabilities. To optimize their work environment, the café utilizes a dedicated mobile app to operate a contactless ordering system. For barista roles, we also provide career development programs, including support for professional certification and competition participation. As a result, the baristas achieved the prestigious feat of winning joint first and second places at a 2025 barista competition for people with disabilities.

Employing Health Keepers: Professional Massage Therapists with Visual Impairments
APR operates its Health Keeper program at its headquarters, employing six massage therapists with visual impairments to fulfill the dual objectives of enhancing employee welfare and creating inclusive jobs. The program provides stable employment for visually impaired professionals with national qualifications who have limited career opportunities while offering practical wellness benefits to employees. Since its inception in 2020, employees have reported that these 30-minute sessions effectively relieve physical and mental fatigue, significantly enhancing their focus at work.


APR In-House Café PEAK COFFEE



Inside the Professional Massage Room at Headquarters

Governance

Governance

Board of Directors

APR performs key decision-making and management oversight functions through a Board of Directors characterized by professional expertise and independence.
We manage the entire process—from director appointment to operation, evaluation, and compensation—under clear standards, establishing sound governance through transparent and accountable decision-making.

Board Composition

APR strengthens the expertise and diversity of its Board members while boosting its ESG governance capabilities through strict appointment standards and regular education and training. Through these efforts, we have established a responsible decision-making structure and a sustainability management oversight system.

Board Governance Structure

APR's Board of Directors consists of two internal directors and three outside directors. To ensure the independence and transparency of the Board, we appoint an outside director as the Chair of the Board. By separating the roles of CEO and Chair of the Board, we strengthen the CEO's professionalism and accountable management, while enabling the Board to objectively oversee APR's business execution. The three current outside directors possess extensive experience and expertise in diverse fields; they were nominated by the Board and appointed through shareholder resolutions. Currently, the Board operates the following committees: the Transparency Management Committee, the Audit Committee, and the Compensation Committee.

Board Composition and Skills Matrix

(As of May 2026)

Category	Name	Role	Term	Age	Gender	Leadership	Accounting and Finance	Global Business	Legal and Policy	Beauty Industry	Sales and Marketing
Internal Director	Byunghoon Kim	CEO	2026.03.31 ~ 2029.03.31	37	Male	●		●		●	●
	Jae-ha Shin	Vice Chairman Member of the Transparency Management Committee	2026.03.31 ~ 2029.03.31	43	Male	●	●	●		●	
Outside Director	Hyeongi Kim	Chair of the Board Chair of the Transparency Management Committee Chair of the Audit Committee Member of the Compensation Committee	2026.03.31 ~ 2029.03.31	41	Male	●	●	●	●		
	Yu-ri Noh	Member of the Transparency Management Committee Member of the Audit Committee Chair of the Compensation Committee	2026.03.31 ~ 2029.03.31	40	Female	●	●	●		●	
	Joo-dong Oh	Member of the Transparency Management Committee Member of the Audit Committee Member of the Compensation Committee	2024.03.29 ~2027.03.29	43	Male	●	●	●	●	●	

Governance

Board of Directors

Director Appointment Process

APR recommends director candidates after the Board reviews their qualifications under the Commercial Act and other relevant laws, as well as the expertise and independence required for their duties. Directors are then appointed at the General Meeting of Shareholders. The appointment process is carried out in a systematic manner in accordance with the Director Nomination Committee Operating Regulations.

In particular, outside directors are selected from individuals who have no conflicts of interest with APR or its largest shareholder and who can oversee management from an independent standpoint. Candidates are recommended based on their expertise in various fields such as accounting, law, and industry, thereby strengthening the Board's checks and oversight functions.

APR also maintains gender diversity within the Board. Among its five registered executives, one is a female executive, allowing the APR to maintain diversity above the legal minimum requirement.

Board Expertise Training

To strengthen the expertise of its outside directors, APR conducted specialized training sessions, including "Job Training for Auditors and Audit Committee Members" in June 2025 and "Understanding ESG Governance for Outside Directors and Executives" in December 2025. Through these programs, our three outside directors deepened their understanding of practical audit knowledge, the role and significance of ESG governance, and the responsibilities and functions required for ESG disclosure. Going forward, APR plans to continue expanding education and training programs to strengthen the capabilities of its Board members and build a more accountable governance system.

Board Operations

APR reviews major management matters promptly and transparently through regular and special Board meetings. Decisions are made with a majority of directors present and a majority vote in favor. We also use Board committees to independently and professionally review and oversee ESG, accounting, and compensation matters, thereby supporting a sustainable governance structure and enhancing shareholder value.

Board Operations and Decision-Making Process

In accordance with its Board regulations, APR holds at least one regular Board meeting each year and convenes special Board meetings when needed to review major management matters in a prompt and transparent manner. When a regular or special Board meeting is called, the CEO or a director designated by the Board notifies each director one week in advance. Resolutions are passed with a majority of registered directors present and a majority of those present voting in favor. Participation through non-face-to-face meetings is also allowed to strengthen efficiency and accountability. Major matters subject to resolution include approval of financial statements, the issuance of shares and bonds, disposal of major assets, appointment of the CEO, and approval of merger-related matters. In addition, APR effectively oversees business execution through the Transparency Management Committee and the Audit Committee within the Board.

2025 Board Operations Status

Total Meetings	Director Attendance Rate	Key Agenda Items
26	100%	• Retirement of treasury shares to enhance shareholder value • Revision of the anti-corruption management system and change of the Chair of the Board • Appointment of a compliance officer and revision of the Director Nomination Committee Regulations • Revision of the Corporate Governance Charter and anti-corruption pledge

Governance

Board of Directors

Board Committees

Transparency Management Committee APR operates the Transparency Management Committee under the Board of Directors to strengthen ESG management and establish responsible governance. The Committee consists of one internal director and three outside directors with accounting and management expertise. It reviews and approves key ESG-related matters and provides independent oversight. APR strengthens Committee independence and a transparent decision-making structure by maintaining a majority of outside directors and appointing an outside director as Chair.

Audit Committee APR operates the Audit Committee under the Board of Directors to enhance shareholder value through lawful and reasonable decision-making. The Audit Committee consists of three outside directors with accounting and management expertise and independently audits APR's accounting and overall operations in accordance with applicable laws, Articles of Incorporation, and Board regulations. APR ensures audit independence and transparency by maintaining at least two-thirds outside directors on the Committee and appointing an outside director as Chair.

Compensation Committee APR's Compensation Committee, composed of three outside directors, reviews the appropriateness of executive compensation levels and structures. It supports APR's sustainable growth by designing and managing a performance-linked compensation system. As an independent body, the Committee strengthens sound governance by ensuring transparency and accountability in compensation decisions.

2025 Board Committee Operations Status

Committee	Total Meetings	Attendance Rate	Key Agenda Items
Transparency Management Committee	4	100%	• Status report on the Corporate Governance Report response • Report on the operation and performance of the anti-corruption management system • Report and approval of internal transactions, report on ESG management progress • Review of the introduction of the Board skills matrix
Audit Committee	5	100%	• Report on 2024 annual and 2025 quarterly performance • Report and assessment of the operation status of the internal accounting control system

Board Evaluation and Compensation

APR links compensation policy to the results of a multi-faceted evaluation of the Board's expertise and contributions. Through this approach, we work to practice accountable management and create sustainable governance value.

Board Performance Evaluation

In 2025, APR conducted a Board performance evaluation to strengthen the Board's accountability and improve its operational efficiency. The evaluation consisted of five categories and 25 detailed items. It focused on areas such as the Board's role performance, independence, and the appropriateness of committee operations to assess its level of responsible governance.

Board Evaluation Categories

1. Board Composition and Roles
2. Board Independence and Structure
3. Board Operations and Efficiency
4. Board Committees
5. Board Evaluation and Improvement

Board and Executive Compensation Policy

To ensure objectivity and transparency in the process of determining director compensation, APR follows the procedures for compensation decisions, payment, and reporting. Director compensation is determined each year through a resolution at the Annual General Meeting of Shareholders. By obtaining prior shareholder approval for the total compensation limit that may be paid in the relevant year, APR ensures that its executive compensation is managed at a reasonable and controlled level. Within the approved compensation limit, the specific amounts and details of the actual payments are regularly reported to the Audit Committee. This allows APR re-examine the appropriateness of its compensation payouts and ensure monitoring and checks through an independent audit body.

Governance

Protection of Shareholder Rights

APR is strengthening trust with our shareholders by expanding opportunities for shareholder participation and operating a predictable shareholder return policy. Through transparent information disclosure and various communication channels, we share our business status and key strategies and aim to build a responsible relationship in which we create corporate value together with our shareholders.

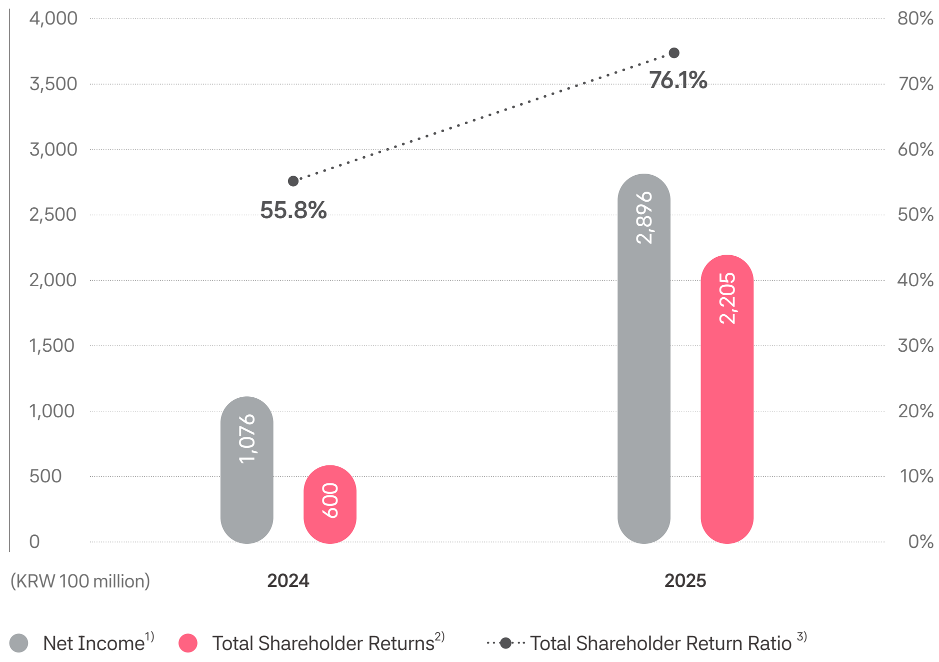
Operation of the General Meeting of Shareholders and Expanded Participation

APR announces key information related to the General Meeting of Shareholders, including the venue and agenda items, four weeks before the meeting so that shareholders can review the agenda in advance and exercise their voting rights. APR also expands opportunities for shareholder participation by providing shareholders with voting rights with guidance on various voting methods, including proxy voting solicitation and electronic voting. In particular, APR continues to encourage participation in the General Meeting of Shareholders by operating the electronic voting system and sending postal notices to shareholders holding more than 1% of shares.

Shareholder Return Policy and Implementation

APR continues to enhance its shareholder return procedures, including by adopting a system that determines the dividend amount first and sets the dividend record date afterward to improve dividend predictability. APR is faithfully implementing its 'Three-Year Shareholder Return Policy (2024–2026),' which aims to return at least 25% of adjusted net income on a consolidated basis to shareholders. In particular, in 2025, APR recorded a total shareholder return ratio of 76.1%, significantly exceeding its original target. APR is also pursuing an active strategy to maximize shareholder value by combining cash dividends with the repurchase and retirement of treasury shares. In 2025, APR paid cash dividends twice, through interim and year-end dividends, totaling approximately KRW 190.6 billion. In August, APR retired all treasury shares it had previously acquired, bringing its current treasury share holdings to zero, thereby enhancing share value.
In addition, APR disclosed its 'Corporate Value Enhancement Plan' in March 2026, clearly presenting its mid- to long-term growth direction. APR plans to strengthen its competitiveness through R&D for new products centered on beauty and beauty devices and the diversification of global sales channels, while linking these efforts with its existing shareholder return policy to achieve predictable and sustainable growth in shareholder value.

2024–2025 Shareholder Return Status



1) Net Income: Net income attributable to owners of the parent
2) Total Shareholder Returns: Total repurchase of treasury shares + Total dividends
3) Total Shareholder Return Ratio: Total shareholder returns / Net income

Dividend Policy and Implementation Status (FY 2024–2026)

Goal and Indicator	2025 Implementation Rate Against Target
• Return at least 25% of net income for the year to shareholders	100%

Governance

Protection of Shareholder Rights

Strengthening Online and Offline Communication Channels

APR is expanding communication with investors through various IR activities to improve investors' access to information and strengthen trust.
APR regularly holds IR meetings for domestic and overseas investors, offering various formats such as online and offline meetings, one-on-one meetings, and group meetings to facilitate smooth communication. APR provides information transparently by holding quarterly earnings presentations as public conference calls that anyone can listen to, and actively participates in domestic and overseas NDRs and conferences to expand investor touchpoints. In particular, APR is strengthening C-level communication through proactive IR activities, with the CFO directly leading quarterly earnings presentations and attending multiple NDRs and conferences.
Based on these continuous and systematic IR activities, APR received the Special Award at the 2024 Korea IR Awards. In 2025, APR was also selected as an Outstanding IR Company and won the Grand Prize at the Korea IR Awards, gaining official recognition for its investor communication capabilities.

2025 Korea IR Awards Ceremony

Status of Major Communication Channels

Category	Details	2025 Performance
IR Meetings	• Ongoing meetings with domestic/overseas institutional investors, foreign investors, and securities analysts to share performance, strategy, and shareholder return policies	• 372 meetings held in total
Regular Earnings Conference Calls	• CFO participation, earnings presentation and Q&A sessions, real-time webcasting • Public conference calls, with Korean-English simultaneous interpretation provided starting from Q3 2025	• Held four times in total (February, May, August, and November 2025)
Conference and NDRs	• Participation in conferences hosted by domestic and overseas securities firms and operation of overseas NDRs on an ongoing basis	• Total attendance: 29 events (CFO attendance: 26 events)
General Meeting of Shareholders	• Provided meeting-related information through disclosure four weeks before the General Meeting of Shareholders • Supported the active exercise of voting rights through the electronic voting system and proxy voting solicitation	• Annual General Meeting of Shareholders (March 31, 2025) • Extraordinary General Meeting of Shareholders (July 28, 2025)
Disclosure	• Timely disclosure of periodic disclosures, ad hoc disclosures, equity disclosures, and other filings • Voluntary English disclosure of key items starting from Q4 2025	• Total of 49 disclosures (3 English disclosures)
Website IR Channel	• Providing Korean and English IR materials, earnings call replays, and shareholder return policy updates through IR channel to enhance information accessibility	• Inquiries accepted at all times, major IR materials disclosed

Governance

Information Security

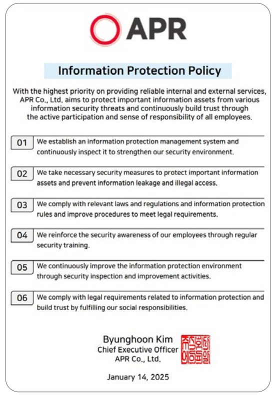
APR operates an information security system that covers both prevention and response to ensure the stable operation of its information assets and maintain service trust. We regularly review the entire process, from establishing security policies to risk checks and incident response preparedness, and continue to build a foundation that allows us to respond flexibly to the changing information security environment.

Information Security Management System

APR operates an information security management system to protect its information assets and secure the trust of our stakeholders. Based on a governance structure centered on the Information Protection Committee, we implement our information security policies and meet the requirements for ISMS certification. We also strengthen the effectiveness of information security management through a company-wide management system that includes disaster recovery and cyber incident response processes.

Information Security Policy

In January 2025, APR established an Information Security Policy aimed at protecting its information assets from a wide range of information security threats and providing continued trust in its services. To put this policy into practice, we operate Security Management Regulations and related guidelines and manuals. These guidelines and manuals are reviewed and revised once a year and are continuously updated to reflect changes in relevant laws and regulations and our internal operating environment.


APR

Information Protection Policy

With the highest priority on providing reliable internal and external services, APR Co., Ltd. aims to protect important information assets from various information security threats and continuously build trust through the active participation and sense of responsibility of all employees.

01 We establish an information protection management system and continuously inspect it to strengthen our security environment.

02 We take necessary security measures to protect important information assets and prevent information leakage and illegal access.

03 We comply with relevant laws and regulations and information protection rules and improve procedures to meet legal requirements.

04 We reinforce the security awareness of our employees through regular security training.

05 We continuously improve the information protection environment through security inspection and improvement activities.

06 We comply with legal requirements related to information protection and build trust by fulfilling our social responsibilities.

Byunghoon Kim
Chief Executive Officer
APR Co., Ltd.

January 14, 2025

Information Protection Policy

ISMS Certification for Information Security

APR obtained Information Security Management System (ISMS) certification in 2025 and is systematically advancing its company-wide security risk management and information protection activities. Based on this, we continue to strengthen our information security management system and strive to provide a transparent and trustworthy information security environment for our stakeholders.


CERTIFICATE
OF
Information Security Management System

1. Certificate Number : ISMS-KISA-2025-050
2. Name of Organization : APR Co.,Ltd.
3. Name of Representative : Byunghoon Kim
4. Scope of Certification : Online service operation (Websites, Medicube, NDY, Glamd, Aprilskin, Forment, Photogray)
5. Period of Validity : 2025.06.18 ~ 2028.06.17
6. Examination Institution : Korea Association for ICT Promotion

This is to certify that the abovementioned organization is compliant to the assessment standard for information Security Management System certification in accordance with Article 47, Paragraph 1 of 「Act on information Network Utilization and Data Protection, etc.」 and Article 47 of the Enforcement Decree of the same Act

Date of Issuance : 18 June 2025

Korea Internet & Security Agency President

Information Security Management System (ISMS) Certificate

Information Security Policy

Regulations	Guidelines	Manuals
Security Management Regulations	• Personal Information Protection Guidelines • HR and User Security Guidelines • Information Asset Management Guidelines • Physical Security Guidelines • Secure Development Guidelines • System Security Management Guidelines • Cloud Security Guidelines	Security Incident Response Manual Risk Assessment Management Manual IT Disaster Recovery Manual

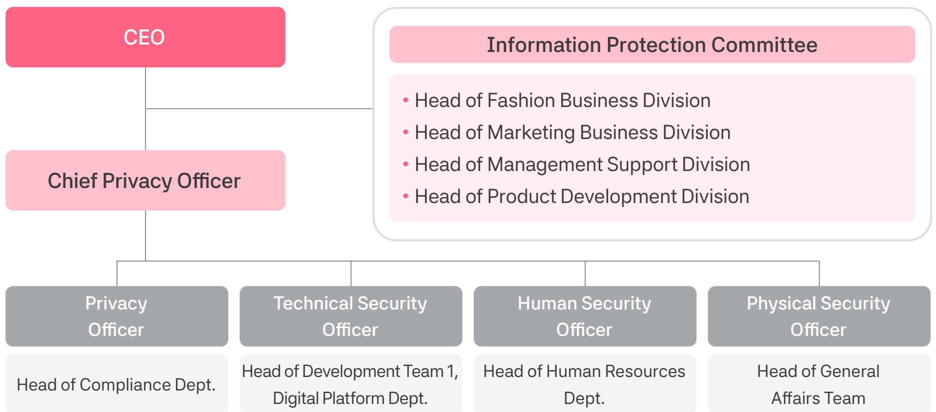
Governance

Information Security

Information Security Organization

APR establishes its company-wide information security policies and performs reviews and decision-making on major security issues through the Information Protection Committee. Matters discussed and resolved by the Committee are managed through meeting minutes and internal documents, while its Privacy Team and related departments work together to oversee policy implementation and follow-up management.
The General Affairs Team operates cloud storage (Microsoft 365 SharePoint) and NAS[1] servers separately, and manages access rights, folder structures, backups, and incident response to ensure the availability and stability of information assets. The Privacy Team systematically manages the status of personal information processing in accordance with the Personal Information Protection Act, and continuously operates technical and administrative safeguards to respond to risks such as loss, theft, leakage, and alteration. At the January 2026 meeting of the Information Protection Committee, post-ISMS certification consulting, a company-wide information asset risk assessment, and internal audit results were reported. Based on these reports, the Committee reviewed management directions and action plans, further strengthening the effectiveness of the information security management system.

Information Security Organization (As of February 2026)



1) NAS (Network Attached Storage): A data storage device that enables file and data sharing across multiple users and systems via a network.

Disaster Recovery Response System

APR operates a response system in accordance with its IT Disaster Recovery Manual to minimize service disruptions to information assets in the event of emergencies such as natural disasters or unexpected incidents.

Disaster Recovery Drills APR conducts an annual disaster recovery drill to inspect its disaster response capabilities. The drill is carried out in the following sequence: business impact analysis, detailed planning, disaster declaration and system operation checks, restoration of the primary system, and analysis of results and identification of improvement tasks. These results are reflected in our disaster recovery plan and the following year's drill. When needed, we also provide training for relevant employees to strengthen disaster response capabilities.

Disaster Recovery Response System The operational organization for disaster recovery response is managed with clearly defined roles and responsibilities for normal operations, disaster situations, and each stage of recovery. In the event of a disaster, each unit supports rapid recovery and business normalization and ensures the effectiveness of the response system by establishing and maintaining an emergency contact network that includes its relevant personnel.

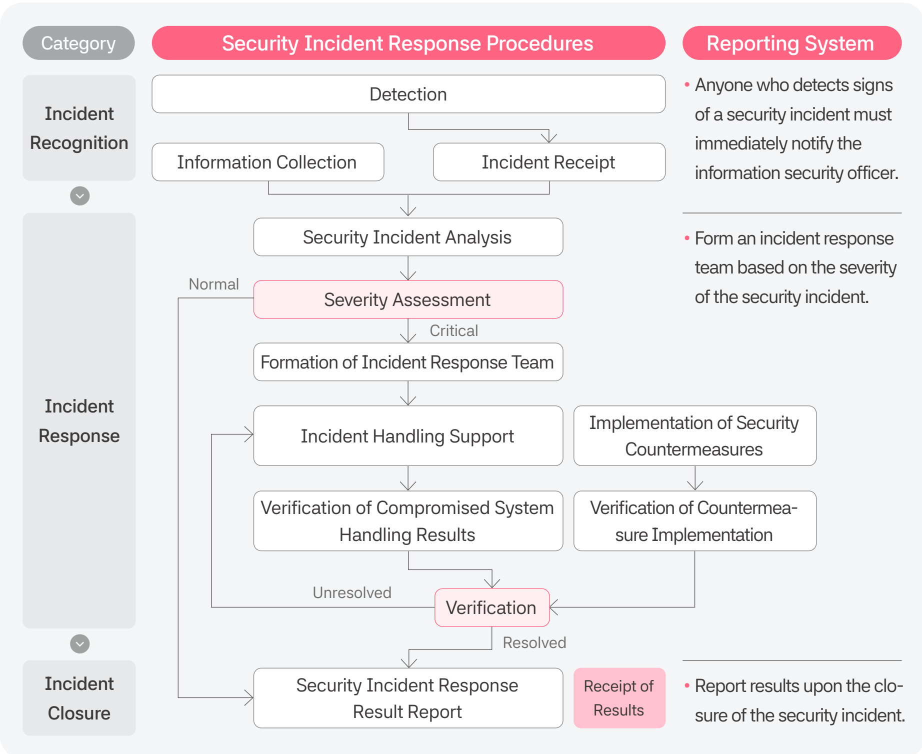
Governance

Information Security

Incident Response Process

APR implements procedures that enable immediate reporting and response in accordance with its Incident Response Manual upon detecting anomalies in its information systems or potential information leaks. The Privacy Team Manager conducts scenario-based response drills once a year, analyzes the results, and reports improvement areas to the Chief Privacy Officer. Security incidents are managed by classifying them into system stability issues and critical information asset leaks, and step-by-step response procedures(incident detection → response → closure) are applied based on the type of incident.

Security Incident Response Procedure



Information Security Risk Management

APR manages its information security risks through security programs, risk assessments, and security training to prevent security incidents.

Operation of Security Programs

APR has established and operates security solutions focused on network access management, mobile device security, and information leakage prevention to protect information assets and strengthen internal controls. To prevent information leakage, APR integrates antivirus and DLP (Data Loss Prevention) functions based on an integrated security solution. Through this solution, APR strengthens security by detecting and blocking malicious code, and prevents information leakage in advance by controlling the external transfer of important information assets and monitoring abnormal activities. Based on this security program operation system, APR has established and operates a company-wide information protection and information leakage prevention system.

Information Asset Risk Assessment

To systematically manage the security risks of its information assets, APR conducts information asset risk assessments at least once a year in accordance with its Risk Assessment Management Manual. Our risk assessment framework is based on Confidentiality, Integrity, and Availability (CIA). We then identify potential threats across administrative, physical, technical, and electronic domains and calculate risk levels through scenario-based analysis that combines vulnerability assessment results with threat factors. Calculated risks are managed by classifying them into risk reduction or risk acceptance targets according to our established Degree of Acceptance (DoA).
The risk assessment results and derived protection measures have been reported to the Information Protection Committee, and we are systematically carrying out improvement activities based on short-, mid-, and long-term implementation plans. Items classified as risk reduction targets are managed based on reasonable grounds, and their appropriateness is reviewed through regular re-assessments.

Governance

Information Security

Security Drills and Reviews

Phishing Simulation and Penetration Testing In December 2025, we conducted phishing simulations for all our employees and regularly perform penetration testing through third-party security experts. A total of 536 employees participated in this phishing simulation, which aimed to assess their security awareness, verify response capabilities against actual malicious emails, and identify improvement areas. The results will be integrated into future security training and internal response process enhancements, strengthening our system to ensure rapid and accurate responses to potential incidents. Through external specialists, APR conducts penetration testing on its Web and App services from an attacker's perspective to proactively identify potential security vulnerabilities and the risk of incidents. Based on a process that covers preliminary planning, execution, and follow-up inspections, we continue to strengthen our service operations and company-wide security standards.

System Access Rights Review APR regularly reviews access rights for its company-wide information systems and personal information processing systems to prevent the misuse or abuse of access rights and maintain its security standards. Through quarterly reviews, we inspect the deletion of unnecessary permissions, the deactivation of accounts for resigned or on-leave employees, and compliance with password policies, reporting the results to our Chief Information Security Officer (CISO). We also link these review results with employee training to strengthen information security awareness and capabilities. We plan to continuously apply deactivation and deletion procedures for unnecessary accounts in the future.

Information Security and Privacy Training

APR establishes and operates an annual training plan to strengthen the information security capabilities and privacy awareness of all its employees. In new hire training, we guide employees through the key details of our information protection regulations and guidelines, as well as role-specific information protection activities, helping them internalize security awareness from the beginning of their work. For our current employees, we provide practical training on topics such as recent security incident cases, job-specific security policies, responses to malware and phishing emails, and procedures for incident response and business recovery. Furthermore, we require external contractors to sign a security pledge committing to compliance with our information protection regulations, so that APR's overall security system and scope of responsibility are clearly shared.

We also regularly conduct privacy training according to our annual plan. By including legally required training and separate courses for key personnel, we proactively prevent potential privacy and information security risks in the field. According to the satisfaction survey for the online training for personnel in key roles, about 85% of respondents said they were satisfied, confirming the effectiveness of our training programs.

Following the training, APR assesses its effectiveness through surveys and evaluations completed by participants. We then reflect the results in the next training plan and continue to strengthen employees' information security and privacy capabilities.

2025 Statutory Mandatory Personal Information Protection Training

Training Program	Number of Eligible Employees (Persons)	Number of Employees Completed (Persons)	Completion Rate (%)
Privacy Training	560	560	100

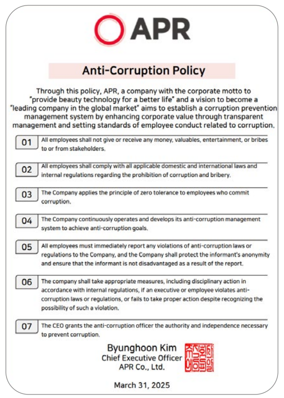
2025 Regular Training for Personnel in Key Roles

Training Program	Number of Eligible Employees (Persons)	Number of Employees Completed (Persons)	Completion Rate (%)
Regular Privacy and Information Security Training for Key Personnel	88	66	75

Governance

Ethics and Compliance

APR adopts ethics and compliance as its fundamental operating principles for sustainable growth. To ensure fairness and accountability in all management activities and meet the expectations of our stakeholders, we have established an ethics and compliance management system encompassing policies, organization, training, and monitoring, internalizing it throughout the organization.


APR

Anti-Corruption Policy

Through this policy, APR, a company with the corporate motto to "provide beauty technology for a better life" and a vision to become a "leading company in the global market" aims to establish a corruption prevention management system by enhancing corporate value through transparent management and setting standards of employee conduct related to corruption.

01 All employees shall not give or receive any money, valuables, entertainment, or bribes to or from stakeholders.

02 All employees shall comply with all applicable domestic and international laws and internal regulations regarding the prohibition of corruption and bribery.

03 The Company applies the principle of zero tolerance to employees who commit corruption.

04 The Company continuously operates and develops its anti-corruption management system to achieve anti-corruption goals.

05 All employees must immediately report any violations of anti-corruption laws or regulations to the Company, and the Company shall protect the informant's anonymity and ensure that the informant is not disadvantaged as a result of the report.

06 The company shall take appropriate measures, including disciplinary action in accordance with internal regulations, if an executive or employee violates anti-corruption laws or regulations, or fails to take proper action despite recognizing the possibility of such a violation.

07 The CEO grants the anti-corruption officer the authority and independence necessary to prevent corruption.

Byunghoon Kim
Chief Executive Officer
APR Co., Ltd.

March 31, 2025

APR Anti-Corruption Policy

Ethics and Compliance Management System

APR regards ethical and responsible management as a core corporate value and operates an ethics management system to put it into practice. From establishing ethics management policies to operating a dedicated organization and building compliance and anti-corruption management systems, we have put in place a company-wide management foundation to create a business environment trusted by both internal and external stakeholders.

Ethics and Compliance Management Policy

We achieve consistent and transparent ethics management based on our Code of Ethics, Ethics Regulations, Fair Trade Policy, and Anti-Corruption Policy. These policies serve as the foundation for securing social trust in reasonable business activities and managing ethics-related risks.

APR Code of Ethics APR Code of Ethics In March 2026, APR established its Code of Ethics to clearly define the ethical standards and principles of conduct that its employees and stakeholders must follow. By specifying the scope of application, reporting procedures, and provisions of Code of Ethics, we support ethical judgment and decision-making and build an ethics management culture across the organization.

APR Anti-Corruption Policy APR Anti-Corruption Policy APR has established its anti-corruption policy to set out the standards of conduct and ethical principles that its employees must follow, aiming for the realization of transparent corporate values. In addition, we provide relevant manuals and procedures through our company policy portal so that employees can easily check and follow the relevant rules and procedures.

Code of Ethics

1	Ethical Principles for Employees	• Morality • Confidentiality • Good Faith • Professional Development • Fairness • Respect and Mutual Understanding • Objectivity
2	Commitment to Customers	• Provision of Safe Products • Responsible Marketing • Customer Protection
3	Commitment to Employees	• Respect for Employees • Gender Equality and Prevention of Harassment • Safe and Healthy Workplace
4	Commitment to the Company	• Protection of Company Assets and Intellectual Property • Strict Compliance with Security Policies
5	Commitment to Business Partners	• Pursuit of Fair and Free Competition • Fair Transaction Procedures • Prohibition of Corruption and Improper Solicitation
6	Commitment to Society	• Environmental Protection • Contribution to Local Communities • Respect for Human Rights and Cultural Diversity
7	Commitment to Shareholders	• Enhancement of Shareholder Value • Avoidance of Conflicts of Interest • Transparent Financial Reporting • Prohibition of Improper Use of Inside Information

Governance

Ethics and Compliance


Korea Compliance Certification Assurance

CERTIFICATE OF ANTI-BRIBERY MANAGEMENT SYSTEM

Certification No. KCCA-ABMS-120

APR Co., Ltd.

36F, 300, Olympic-ro, Songpa-gu, Seoul, Republic of Korea

This is to certify that the Anti-Bribery Management System of this organization has been found to conform to the below standard and scope of certification by KCCA.

KS A ISO 37001:2016 / ISO 37001:2016

Planning, Development and Sales of Cosmetics, Beauty Devices, Fashion and Entertainment

Initial Registration Date : 2025.02.28
Issue Date : 2025.02.28
Expire Date : 2028.02.27

Weon kee. Lee
President

KAB-AC-04

KCCA is accredited for Certification of Anti-Bribery Management System by the accreditation of certificate number KAB-AC-04. Accredited by Member(KAB) of the International Accreditation Forum Multilateral Recognition Arrangement.

APR Anti-Bribery Management System (ISO 37001) Certification


Korea Compliance Certification Assurance

CERTIFICATE OF ANTI-BRIBERY MANAGEMENT SYSTEM

Certification No. KCCA-ABMS-141

APR FACTORY Co.,Ltd

Scope of Certification Site : Please refer to the Annex

This is to certify that the Anti-Bribery Management System of this organization has been found to conform to the below the standard and scope of certification by KCCA.

KS A ISO 37001:2016 / ISO 37001:2016

Development, Manufacturing, and Sales of Cosmetics, Beauty Devices, and Medical Devices

Initial Registration Date : 2026.03.03
Issue Date : 2026.03.04
Expire Date : 2029.03.02

Weon kee. Lee
President

You can verify the validity of the certification by scanning the QR code and searching the company name

KAB-AC-04

KCCA has been accredited by Korea Accreditation Board (KAB) as an Anti-Bribery Management System certification body. (Accreditation number : KAB-AC-04)

APR Factory Anti-Bribery Management System (ISO 37001) Certification

Ethics and Compliance Management Organization

APR has established the Compliance Management Team as the dedicated organization responsible for operating our company-wide ethics and compliance management system. The Compliance and Ethics Officer oversees the overall framework, provides guidance, and reports to management, while the Anti-Corruption Officer develops system strategies and annual plans and manages overall operations and monitoring.

The Compliance Management Team establishes and operates related regulations and processes, including Code of Ethics and Code of Conduct. It manages ethics risks and fosters an ethical culture across APR by responding to employee inquiries, receiving reports, and supporting investigations. In addition, the team oversees company-wide compliance activities, including compliance risk management, operation of the anti-corruption management system, and training and communication. Through a structured decision-making process, major issues are reported to and managed by management and the audit body.

Anti-Bribery Management System (ISO 37001) Certification

In February 2025, APR obtained Anti-Bribery Management System (ISO 37001) certification, further strengthening its ethical management standards. Following the certification, we provided anti-corruption training to all employees, collected signed anti-corruption pledges, and established whistleblowing procedures to systematically manage corruption risks. The certification covers the entire scope of planning, development, and sales for cosmetics, beauty devices, fashion, and entertainment.

Furthermore, APR Factory also obtained Anti-Bribery Management System (ISO 37001) certification in February 2026, enhancing its ethics management framework across the entire value chain, including the manufacturing of devices and medical devices. APR Factory's certification encompasses the full process of development, manufacturing, and sales for cosmetics, beauty devices, and medical devices.

Ethics Risk Management

APR identifies corruption risks and has established a management framework based on regular inspections, internal and external audits, and departmental monitoring. We are also fostering an ethical work culture through employee training, ethics pledges, and an online reporting system.

Corruption Risk Assessment and Monitoring

APR operates a company-wide corruption risk management framework. Through systematic identification and regular inspection processes, we detect potential risks within each department's workflow based on standardized criteria, subsequently drawing out areas for improvement. We conduct corruption risk assessments company-wide once a year. Through internal and external audits, we verify the suitability and effectiveness of our Anti-Corruption Management System, identifying necessary improvements and monitoring its overall operations. When deficiencies are found, we implement corrective measures and continuously track the risk management status through departmental monitoring. In addition, when assessment results or the nature of specific tasks indicate a relatively high risk, we conduct due diligence on the relevant departments and related suppliers. In 2025, we carried out due diligence on 70 employees and 5 suppliers to review potential corruption risks.

Governance

Ethics and Compliance

Anti-Corruption Training

APR operates a structured anti-corruption training system categorized by role and purpose to strengthen employees' awareness of anti-corruption and foster a culture of ethical conduct. Through regular training for all employees, we enhance understanding of fundamental anti-corruption principles and relevant laws and regulations. We also provide separate training for risk assessors and internal auditors to strengthen the expertise required for their respective roles.

Following each session, APR assesses training effectiveness through satisfaction surveys and utilizes the results to continuously improve the following year's training content and operational methods.

2025 Anti-Corruption Training Overview

Training Program	Target Audience	Schedule	Numbers Completed
Company-wide Anti-Corruption Training	All employees	Annual	526
Risk Assessment Training	Risk assessors	Annual	28
Internal Auditor Training	Internal auditors	Annual	5

Anti-Corruption Pledge

In July 2025, we strengthened employee accountability and awareness by collecting signed anti-corruption pledges from employees across the company, recording a 97% pledge participation rate. Following this, in December, we held a Board of Directors meeting where five directors (including both internal and outside directors) formally resolved to uphold the pledge, solidifying the leadership's commitment to ethical management. Through these efforts, APR has established a firm foundation for internalizing a culture of anti-corruption and ethical compliance across the entire organization.

2025 Anti-Corruption Pledge Status

Internal and Outside Directors Anti-Corruption Pledge Rate
100%

Employee Anti-Corruption Pledge Rate
97%

Supplier Anti-Corruption Pledge Rate
100%

Operation of the Online Whistleblowing System

APR operates an online whistleblowing system to strengthen company-wide ethics risk management and to provide a safe channel for reporting corruption and misconduct. We strictly protect the identity of whistleblowers and the details of their reports, prohibiting any disclosure without explicit consent. Furthermore, we maintain a strict non-retaliation policy to prevent any disadvantages to whistleblowers and extend the same protection to those who cooperate in investigations.

We independently track and manage the number of reports and their processing status. In 2025, five reports were received through the online whistleblowing system. The entire process—from reporting to investigation and notification of results—follows a systematic procedure. In 2025, APR achieved a 100% resolution rate for all ethics-related reports received.

Online Whistleblowing System Process

Report Submission → Report Receipt → Report Review → Investigation → Investigation Completion and Closure

- Report Submission: Reports submitted via online, email, or mail
- Report Receipt: Assignment of personnel in charge and establishment of an investigation plan
- Report Review: Review of reported matters
- Investigation: Investigation of relevant matters and recording of handling results
- Investigation Completion and Closure: Notification of investigation results and measures taken against the subject of the report

Governance

Ethics and Compliance

Compliance Management Activities

APR ensures the effectiveness of our compliance management through a PDCA-based compliance risk management framework that continuously reviews and improves domestic and international laws, regulations, and ethical requirements. We also operate an integrated system for fair trade and tax risk management to support transparent financial and tax management and fulfill our social responsibility.

PDCA-Based Compliance Management

APR operates a compliance risk management process based on the PDCA (Plan–Do–Check–Act) cycle to systematically manage domestic and international regulations and ethical requirements. We strengthen compliance effectiveness by planning responses, executing them, checking results, and reflecting improvements. In this way, we strengthen the effectiveness of our compliance management. We also analyze the results of inspections on compliance with relevant laws and internal regulations to identify areas for improvement and link them to follow-up actions so that the same risks do not recur.
In addition, since implementing the Internal Accounting Control System (IACS) in 2022, APR has reported its operating status each year at the Annual General Meeting of Shareholders, thereby enhancing the reliability and transparency of financial reporting. By formalizing these matters through Board approval, we have solidified our compliance management framework and strengthened our ability to respond to legal risks.

Fair Trade Policy

Fair Trade Policy

APR established its Fair Trade Policy in 2026 to foster a fair and transparent transaction culture across the organization. The policy mandates that both APR and its employees must comply with fair trade laws and regulations under the principle of free competition, maintaining zero tolerance for unfair transactions and unjust economic demands. The policy clearly outlines our fair trade management system and the due diligence process for unfair trade and unfair competition risks.

Tax Risk Management

APR regards compliance with domestic and international tax laws, transparent disclosure of tax information, and fair taxation in accordance with international standards as the core principles of our tax operations. We have established a transparent tax governance framework based on legal compliance and social responsibility. We prohibit tax avoidance through abnormal transactions and maintain tax operations aligned with international standards, including the OECD Transfer Pricing Guidelines.
Risks that may arise in the global tax environment are managed under an integrated framework that includes both advance review and follow-up checks, and all related matters are documented to ensure transparency. For major transactions and new business structures, we, led by the Finance Department, review tax, customs, and foreign exchange issues in advance. When necessary, we consult with external experts to verify potential risks before making decisions. Country-specific tax filings, transfer pricing, customs, VAT, and corporate income tax are managed through our regular closing and filing processes. In the event of issues, we continue to improve our approach through root cause analysis, the refinement of internal standards, and process improvements.
In addition, APR carries out reporting and responses required for international tax issues, including BEPS-related matters. Through these efforts, we respond flexibly to changes in the global tax environment.

Appendix

About This Report

Report Overview

APR has published its first Sustainability Report in 2026 to transparently disclose the current status of its sustainability implementation and future direction, while strengthening communication with stakeholders. In particular, we have organized the key issues identified through a double materiality assessment into "Focus Areas," systematically reporting on priority management tasks along with their respective strategies, targets, and key implementation activities. Through this approach, APR aims to more clearly communicate the management direction and implementation status of material topics. Going forward, APR is committed to publishing its Sustainability Report annually to actively share its sustainability initiatives and achievements.

Reporting Standards

This report has been prepared in accordance with the GRI (Global Reporting Initiative) Standards 2021, the international framework for sustainability reporting. We have also incorporated other indicators, including the SASB (Sustainability Accounting Standards Board) and the UN SDGs (United Nations Sustainable Development Goals).

Reporting period

This report covers APR's sustainability management performance and activities from January 1, 2025, to December 31, 2025. However, considering the materiality and timeliness of information, certain disclosures include data from periods prior to 2025 or from the first half of 2026. In addition, for quantitative performance, data from the past three years are provided to enable year-on-year trend analysis. APR plans to publish its Sustainability Report on an annual basis, and the publication date of the 2025 Sustainability Report is June 12, 2026.

Reporting Scope

In this report, financial performance is presented on a consolidated basis, while non-financial performance covers all domestic business sites included in the financial reporting. The entities subject to non-financial reporting include domestic business sites, such as APR, APR Factory, and APR Communications. In particular, for our major subsidiary, APR Factory, the reporting scope includes performance from all business sites (Gasan 1 Campus, Pyeongtaek 2 Campus, and Pyeongtaek 3 Campus). Any differences in reporting scope or boundaries are noted separately in footnotes.

Report Assurance

The financial data presented in this report has been independently audited by HYUNDAI Accounting Corporation. To ensure accuracy and reliability, our non-financial data has undergone third-party assurance by the Korea Standards Association, an independent verification body. The detailed assurance statement is included in the Appendix.

Contact Information

For inquiries or further information regarding this report, please contact us at the following:

- Department in Charge Compliance Management Team
- Tel 070-4667-4220
- Email CPM@apr-in.com
- Headquarters 36th Floor, Lotte World Tower, 300 Olympic-ro, Songpa-gu, Seoul, Republic of Korea

ESG Data Pack

Economic

Consolidated Statement of Financial Position

Category			Unit	2023	2024	2025
Assets	Current assets	Total current assets	KRW million	219,308	286,027	545,836
		Cash and cash equivalents	KRW million	125,335	90,366	154,350
		Trade and other receivables	KRW million	23,005	47,947	91,114
		Other current financial assets	KRW million	7,828	25,630	32,592
		Other current assets	KRW million	6,230	7,822	9,228
		Inventories	KRW million	56,521	109,746	165,457
		Current tax assets	KRW million	390	473	577
		Financial assets at fair value through profit or loss	KRW million	0	4,043	92,518
	Non-current assets	Total non-current assets	KRW million	68,001	279,116	225,902
		Other non-current financial assets	KRW million	11,852	33,607	19,500
		Financial assets at fair value through profit or loss	KRW million	5,875	28,378	25,374
		Property, plant and equipment	KRW million	14,188	51,364	59,774
		Right-of-use assets	KRW million	16,097	114,156	104,593
		Intangible assets	KRW million	4,102	5,633	7,077
		Goodwill	KRW million	196	196	196
		Deferred tax assets	KRW million	14,450	45,782	8,836
		Net defined benefit assets	KRW million	1,241	0	553
	Total assets		KRW million	287,309	565,144	771,738

Category			Unit	2023	2024	2025
Liabi-lities	Current liabilities	Total current liabilities	KRW million	82,296	145,137	238,369
		Trade and other payables	KRW million	38,607	68,377	143,069
		Short-term borrowings	KRW million	7,500	0	0
		Current lease liabilities	KRW million	6,604	18,645	22,492
		Convertible bonds	KRW million	2,316	2,572	0
		Other current financial liabilities	KRW million	2,343	5,350	2,355
		Other current liabilities	KRW million	5,644	5,682	6,849
		Current provisions	KRW million	874	1,654	2,426
		Current tax liabilities	KRW million	18,408	42,856	61,178
	Non-current liabilities	Total non-current liabilities	KRW million	8,064	96,483	87,569
		Non-current lease liabilities	KRW million	5,819	88,073	78,219
		Other non-current liabilities	KRW million	108	145	200
		Net defined benefit liabilities	KRW million	331	625	513
		Non-current provisions	KRW million	1,807	7,640	8,637
	Total liabilities		KRW million	90,361	241,619	325,938
Equity	Total equity		KRW million	196,949	323,524	445,800

ESG Data Pack

Economic

Consolidated Statement of Comprehensive Income

Category	Unit	2023	2024	2025
Revenue	KRW million	523,809	722,754	1,527,345
Cost of sales	KRW million	128,361	179,154	356,728
Gross profit	KRW million	395,448	543,600	1,170,617
Selling and administrative expenses	KRW million	291,255	420,894	805,096
Operating profit	KRW million	104,194	122,706	365,521
Other income	KRW million	442	829	1,473
Other expenses	KRW million	1,246	1,863	4,748
Finance income	KRW million	9,036	28,866	33,082
Finance costs	KRW million	6,601	17,238	31,023
Profit before income tax	KRW million	105,823	133,301	364,304
Income tax expense	KRW million	24,277	25,710	74,649
Net income	KRW million	81,546	107,590	289,655

Economic Value Distribution

Category		Unit	2023	2024	2025
Employees[1]	Wages and salaries	KRW million	25,382	40,393	54,235
	Employee benefits	KRW million	4,211	5,766	8,022
	Training expenses	KRW million	156	372	360
Government[2]	Income tax expense	KRW million	24,277	25,710	74,649
Local communities[3]	Donations	KRW million	306	841	1,457
Shareholders and investors[4]	Dividends	KRW million	0	0	190,533

1) Calculated based on the detailed breakdown of selling, general and administrative (SG&A) expenses in the notes to the consolidated financial statements of the Annual Report.
2) Calculated based on 'income tax expense' in the consolidated statement of comprehensive income of the Annual Report.
3) Calculated based on 'donations' under other income and other expenses in the notes to the consolidated financial statements of the Annual Report.
4) Calculated based on 'total cash dividends' under matters concerning dividends in the Annual Report.

ESG Data Pack

Environmental

- **Environmental performance reporting scope**
  Company-wide total: Domestic business sites, including APR on a separate basis, consisting of the Headquarters and Logistics Center, and APR Factory, consisting of the Gasan 1st Factory Campus, Pyeongtaek 2nd Factory Campus, and Pyeongtaek 3rd Factory Campus
- **Reporting period by business site**
  Headquarters: data collected from 2023; Logistics Center: data collected from February 2024; Gasan 1st Factory Campus: data collected from October 2023; Pyeongtaek 2nd Factory Campus: data collected from February 2024; Pyeongtaek 3rd Factory Campus: data collected from 2025

* The reporting period differs by business site depending on the timing of completion and commencement of operations. Any differences from the above criteria are separately indicated.

Energy Use

Category		Unit	Company-wide Total			APR (Separate)			APR Factory		
			2023	2024	2025	2023	2024	2025	2023	2024	2025
Total energy use		GJ	7,289	39,792	84,242	6,219	30,687	50,981	1,070	9,104	33,261
Energy use by source	Direct energy use (LNG)	GJ	0	0	6,338	0	0	0	0	0	6,338
	Indirect energy use (electricity)	GJ	7,289	39,792	77,904	6,219	30,687	50,981	1,070	9,104	26,923

Category		Unit	Company-wide Total		
			2023	2024	2025
Total energy use	Intensity	GJ/KRW 100 million	1.392	5.505	5.516
	Target	GJ/KRW 100 million	-	-	6.0

Water Resource Management

Category		Unit	Company-wide Total			APR (Separate)			APR Factory		
			2023	2024	2025	2023	2024	2025	2023	2024	2025
Total water withdrawal[1)]		ton	3450.2	8549.9	11,723.3	3238.0	6289.8	6984.1	212.2	2,260.1	4,739.3
Total wastewater discharge[2)]		ton	0	0	918.0	0	0	0	0	0	918.0
Total water usage	Water reuse volume[3)]	ton	0	0	115.0	0	0	0	0	0	115.0
	Water reuse rate	%	0	0	0.98	0	0	0	0	0	2.43

Category		Unit	Company-wide Total		
			2023	2024	2025
Total water withdrawal	Intensity	ton/KRW 100 million	0.659	1.183	0.768
	Target	ton/KRW 100 million	-	-	0.8
	Water withdrawal in water-stressed areas	ton	0	0	0
	Ratio of water withdrawal in water-stressed areas	%	0	0	0

1) Our total water withdrawal is 100% sourced from municipal water supply.
2) Business sites other than APR Factory Pyeongtaek 3rd Factory Campus do not operate separate wastewater discharge facilities.
3) Business sites other than APR Factory Pyeongtaek 3rd Factory Campus do not operate separate water reuse facilities.

ESG Data Pack

Environmental

- **Environmental performance reporting scope**
  Company-wide total: Domestic business sites, including APR on a separate basis, consisting of the Headquarters and Logistics Center, and APR Factory, consisting of the Gasan 1st Factory Campus, Pyeongtaek 2nd Factory Campus, and Pyeongtaek 3rd Factory Campus
- **Reporting period by business site**
  Headquarters: data collected from 2023; Logistics Center: data collected from February 2024; Gasan 1st Factory Campus: data collected from October 2023; Pyeongtaek 2nd Factory Campus: data collected from February 2024; Pyeongtaek 3rd Factory Campus: data collected from 2025

* The reporting period differs by business site depending on the timing of completion and commencement of operations. Any differences from the above criteria are separately indicated.

Waste Management[1)]

Category		Unit	Company-wide Total			APR (Separate)			APR Factory		
			2023	2024	2025	2023	2024	2025	2023	2024	2025
Total waste generated		ton	1.7	51.9	247.2	1.7	49.9	132.8	-	2.0	114.4
Non-hazardous waste[2)]	Total generated	ton	1.7	49.9	236.9	1.7	49.9	132.8	-	0	104.1
	- Recycled	ton	-	-	-	-	-	-	-	0	18.4
	- Incinerated	ton	-	-	-	-	-	-	-	0	46.7
	- Landfilled	ton	-	-	-	-	-	-	-	0	0
	- Other	ton	-	-	-	-	-	-	-	0	39.0
Designated waste	Total Generated	ton	0	2.0	10.3	0	0	0	-	2.0	10.3
	- Recycled	ton	-	0	4.5	-	-	-	-	0	4.5
	- Incinerated	ton	-	0	0.2	-	-	-	-	0	0.2
	- Landfilled	ton	-	0	0	-	-	-	-	0	0
	- Other	ton	-	2.0	5.6	-	-	-	-	2.0	5.6

Category		Unit	Company-wide Total		
			2023	2024	2025
Total waste recycled	Recycling volume	ton	-	0	22.9
	Recycling rate	%	-	0	9.3
	Target	%	-	-	9.5
Total waste generated	Intensity	ton/KRW 100 million	0.0003	0.007	0.016
	Target	ton/KRW 100 million	-	-	0.015

1) For APR Factory Gasan 1st Campus, waste management data has been calculated from January 2024, and for Pyeongtaek 2nd Campus, from June 2025.
2) As APR Headquarters does not separately manage waste treatment data by treatment method, the company-wide total and APR (Separate) data for the treatment volume of 'non-hazardous waste' cannot be calculated.

ESG Data Pack

Environmental

- **Environmental performance reporting scope**
  Company-wide total: Domestic business sites, including APR on a separate basis, consisting of the Headquarters and Logistics Center, and APR Factory, consisting of the Gasan 1st Factory Campus, Pyeongtaek 2nd Factory Campus, and Pyeongtaek 3rd Factory Campus
- **Reporting period by business site**
  Headquarters: data collected from 2023; Logistics Center: data collected from February 2024; Gasan 1st Factory Campus: data collected from October 2023; Pyeongtaek 2nd Factory Campus: data collected from February 2024; Pyeongtaek 3rd Factory Campus: data collected from 2025

* The reporting period differs by business site depending on the timing of completion and commencement of operations. Any differences from the above criteria are separately indicated.

Plastic Use

Category	Unit	Company-wide Total		
		2023	2024	2025
Total plastic use	ton	595	911	3,188

Hazardous Chemicals Management

Category	Unit	Company-wide Total		
		2023	2024	2025
Hazardous chemical use[1]	ton	1.269	11.008	19.038
Chemical emissions	ton	0.162	0.673	5.183
Revenue from products designed in accordance with green chemistry principles	KRW million	0	0	0

1) APR Factory Gasan 1st Factory Campus is excluded from the calculation scope because its hazardous chemical use is insignificant.

Pollutant Management[1]

Category		Unit	Company-wide Total		
			2023	2024	2025
Air pollutants	NOx emissions	ton	0	0	0.109
	SOx emissions	ton	0	0	0.010
	Dust emissions	ton	0	0	0.002
	Total emissions	ton	0	0	0.121
Water Pollutants	BOD	ton	0	0	0.105
	TOC	ton	0	0	0.043
	SS	ton	0	0	0.262
	T-N	ton	0	0	0.013
	T-P	ton	0	0	0.002
	Discharge intensity	ton	0	0	0.425

1) Emissions and discharge began in 2025 with the establishment of APR Factory Pyeongtaek 3rd Factory Campus, which is subject to emissions facility management.

ESG Data Pack

Environmental

- **Environmental performance reporting scope**
  Company-wide total: Domestic business sites, including APR on a separate basis, consisting of the Headquarters and Logistics Center, and APR Factory, consisting of the Gasan 1st Factory Campus, Pyeongtaek 2nd Factory Campus, and Pyeongtaek 3rd Factory Campus
- **Reporting period by business site**
  Headquarters: data collected from 2023; Logistics Center: data collected from February 2024; Gasan 1st Factory Campus: data collected from October 2023; Pyeongtaek 2nd Factory Campus: data collected from February 2024; Pyeongtaek 3rd Factory Campus: data collected from 2025

* The reporting period differs by business site depending on the timing of completion and commencement of operations. Any differences from the above criteria are separately indicated.

Raw Material Procurement

Category	Unit	Company-wide Total		
		2023	2024	2025
Total use of key raw materials[1]	ton	11	117	213
Use of recycled raw materials	ton	0	0	0
Ratio of recycled raw materials used	%	0	0	0

1) Plastic raw materials used in the injection molding process for device production.

Packaging Materials Management

Category		Unit	Company-wide Total		
			2023	2024	2025
Total packaging material weight[1]		ton	904.1	1,750.4	3,952.5
Weight by packaging material	Plastic	ton	584.0	683.1	2,628.9
	Paper	ton	225.1	960.3	737.6
	Glass	ton	92.0	105.0	580.0
	Metal	ton	3.0	2.0	6.0
Sustainable packaging materials	Ratio of packaging materials made from renewable and recycled materials	%	23	50	18
	Ratio of recyclable and biodegradable packaging materials	%	24	52	18

1) Includes cosmetics packaging materials, such as containers, labels, and caps; device packaging materials, such as blisters and individual boxes; and logistics packaging materials, such as boxes, tape, and paper cushioning materials.

Environmental Compliance

Category	Unit	Company-wide Total		
		2023	2024	2025
Number of environmental law violations	cases	0	0	0
Amount of fines and penalties for environmental law violations	KRW million	0	0	0

Environmental Training

Category	Unit	Company-wide Total		
		2023	2024	2025
Number of employees subject to training	persons	-	-	4
Number of employees who completed training	persons	-	-	4
Total training hours	hours	-	-	36

ESG Data Pack

Social

- **Social performance reporting scope**
  Based on APR (consolidated) domestic business sites. The status of employees in Korea and overseas includes overseas subsidiaries.

Status of Employees in Korea and Overseas

Category				Unit	2023	2024	2025
Total number of domestic employees[1]				persons	479	619	720
By employ-ment type	Regular employees (employees without a fixed term)[2]			persons	420	529	611
	Non-regular employees (fixed-term employees)			persons	59	90	109
By work type	Full-time employees			persons	457	595	699
	Part-time employees[3]			persons	22	24	21
By gender	Male			persons	140	234	253
	Female			persons	339	385	467
By age	Under 30			persons	279	314	358
	30 to 50			persons	194	295	350
	Over 50			persons	6	10	12
By position level	Admini-strative positions	Executives	Male	persons	5	5	4
			Female	persons	2	2	2
		General Managers	Male	persons	2	5	4
			Female	persons	0	2	3
		Managers/ Assistant managers	Male	persons	26	69	78
			Female	persons	38	40	47
		Senior associates/ Associates /Staff	Male	persons	65	98	111
			Female	persons	220	256	307
	Intern		Male	persons	1	5	4
			Female	persons	13	12	40
	Contract workers		Male	persons	0	1	2
			Female	persons	32	4	12

Category			Unit	2023	2024	2025
By position level	Part-time workers	Male	persons	1	6	3
		Female	persons	5	45	38
	Researchers	Male	persons	2	2	2
		Female	persons	5	4	3
	Employees of APR Communications	Male	persons	39	43	45
		Female	persons	23	20	15
Total number of overseas employees			persons	21	11	10
By Region	Asia		persons	21	11	10
	North America		persons	0	0	0
	Europe		persons	0	0	0
Total number of workers who are not employees[4]			persons	13	325	323

1) Covers domestic business sites on a consolidated basis, including APR, APR Factory, and APR Communications.
2) Excludes contract employees and interns
3) Includes part-time contract employees and regular employees.
4) The number of workers who are not employees increased due to the expansion of business operations following the completion of APR Factory Pyeongtaek 2nd Factory Campus in 2024.

ESG Data Pack

Social

• **Social performance reporting scope**
Based on APR (consolidated) domestic business sites. The status of employees in Korea and overseas includes overseas subsidiaries.

Turnover and Separation[1)]

Category			Unit	2023	2024	2025
Turnover	Total number of employees who left		persons	120	140	110
	Turnover rate		%	28.6	26.5	18.0
	By gender	Male	persons	42	48	53
		Male Ratio	%	35.0	34.3	48.2
		Female	persons	78	92	57
		Female Ratio	%	65.0	65.7	51.8
	By age	Under 30	persons	56	79	50
		Ratio of employees under 30	%	46.7	56.4	45.5
		30 to 50	persons	63	59	60
		Ratio of employees aged 30 to 50	%	52.5	42.1	54.5
		Over 50	persons	1	2	0
		Ratio of employees over 50	%	0.8	1.4	0.0
Voluntary Turnover	Total number of employees who left voluntarily		persons	116	137	110
	Voluntary turnover rate		%	27.6	25.9	18.0
	Voluntary turnover rate among employees who left		%	96.7	97.9	100.0
	By gender	Male	persons	42	47	53
		Male Ratio	%	36.2	34.3	48.2
		Female	persons	74	90	57
		Female Ratio	%	63.8	65.7	51.8
	By age	Under 30	persons	55	77	50
		Ratio of employees under 30	%	47.4	56.2	45.5
		30 to 50	persons	60	58	60
		Ratio of employees aged 30 to 50	%	51.7	42.3	54.5
		Over 50	persons	1	2	0
		Ratio of employees over 50	%	0.9	1.5	0.0
Average years of service			years	1.66	1.87	1.87

1) Turnover and Separation figures are calculated based on full-time employees only.

New Hires

Category		Unit	2023	2024	2025
Total number of newly hired employees		persons	277	397	427
New hire rate		%	57.8	64.1	59.3
By gender	Male	persons	88	155	103
	Male Ratio	%	31.8	39.0	24.1
	Female	persons	189	242	324
	Female Ratio	%	68.2	61.0	75.9
By age	Under 30	persons	176	257	338
	Ratio of employees under 30	%	63.5	64.7	79.2
	30 to 50	persons	96	134	87
	Ratio of employees aged 30 to 50	%	34.7	33.8	20.4
	Over 50	persons	5	6	2
	Ratio of employees over 50	%	1.8	1.5	0.5

Diversity and Inclusion

Category		Unit	2023	2024	2025
Diversity	Number of employees with disabilities[1)]	persons	22	28	26
	Ratio of employees with disabilities	%	4.6	4.5	3.6
	Number of employees eligible for veterans' benefits	persons	0	0	1
	Ratio of employees eligible for veterans' benefits	%	0.0	0.0	0.1
	Number of foreign employees	persons	26	32	39
	Ratio of foreign employees	%	5.4	5.2	5.4

1) Number of employees as of December 31, 2025

ESG Data Pack

Social

- **Social performance reporting scope**
  Based on APR (consolidated) domestic business sites. The status of employees in Korea and overseas includes overseas subsidiaries.

Parental Leave[1)]

Category		Unit	2023	2024	2025
Employees entitled to parental leave[2)]	Total	persons	9	12	15
	Male	persons	3	4	7
	Female	persons	6	8	8
Employees who took parental leave	Total	persons	9	14	12
	Male	persons	0	0	0
	Female	persons	9	14	12
Employees who returned to work	Total	persons	5	9	6
	Male	persons	0	0	0
	Female	persons	5	9	6
Return-to-work rate[3)]	Total	%	100	100	86
	Male	%	-	-	-
	Female	%	100	100	86
Employees retained for 12 months or more after returning towork[4)]	Total	persons	-	4	6
	Male	persons	-	0	0
	Female	persons	-	4	6
Retention rate after returning to work[4)]	Total	%	-	80	67
	Male	%	-	-	-
	Female	%	-	80	67
Childbirth leave	Number of employees who used reduced working hours during the childcare period	persons	3	0	3
	Number of female employees who took maternity leave	persons	6	8	8
	Number of employees who took spouse childbirth leave	persons	3	3	7

1) Calculated based on the number of employees who took at least one day of parental leave or childbirth leave during the reporting year.
2) Employees who had a child or children born in the reporting year.
3) (Number of employees who returned to work after parental leave ended in the reporting year / Number of employees whose parental leave ended in the reporting year) × 100.
4) 2023 data on the number of retained employees is excluded from the calculation as it precedes the establishment of data management standards.

Employee Training[1)]

Category			Unit	2023	2024	2025
Number of employees participating in training[2)]	Total number of employees participating in training		person	-	335	408
	Gender	Male	person	-	85	110
		Female	person	-	250	298
Training hours	Total training hours		hours	-	2,192	4,325
Training hours per employee	Total		hours/person	-	3.5	6.0
	Gender	Male	hours/person	-	1.9	2.9
		Female	hours/person	-	4.5	7.6
	Position	Executives	hours/person	-	0.0	0.0
		General managers	hours/person	-	1.1	0.1
		Managers/Assistant managers	hours/person	-	2.3	4.1
		Senior associates/ Associates/Staff	hours/person	-	3.9	3.6
		Interns	hours/person	-	79.1	46.7
Human rights training	Total training hours		hours	800	928	1,120
	Number of employees who completed human rights training		person	400	464	560
Occupational health and safety training	Total training hours		hours	-	7,924	10,805
	Number of employees who completed occupational health and safety training[3)]		person	-	556	660

1) Data has been collected from 2024.
2) Includes the number of employees participating in job competency development training, such as SCM training, Udemy course hours, and mentoring training.
3) APR Communications is excluded because it is classified as an 'other office support service business' site and is not subject to occupational health and safety training.

ESG Data Pack

Social

• Social performance reporting scope
Based on APR (consolidated) domestic business sites. The status of employees in Korea and overseas includes overseas subsidiaries.

Performance Evaluation Status

Category			Unit	2023	2024	2025
Number of employees subject to performance evaluation			person	340	421	508
Number of employees who received regular performance evaluations	Gender	Male	person	104	157	182
		Female	person	236	264	326
	Position	Executives	person	7	7	6
		General managers	person	2	6	6
		Managers/Assistant managers	person	69	101	117
		Senior associates/ Associates/Staff	person	262	307	379

Occupational Health and Safety

Category			Unit	2023	2024	2025
Employees	Occupational injuries	Occupational injury rate	%	0.21	0	0
		Number of occupational injuries	cases	1	0	0
	Serious accidents	Number of serious accidents	cases	0	0	0
	Lost-time injuries	Lost-time injury frequency rate (LTIFR)[1]	cases/million hours	1.06	0	0
		Number of lost-time injuries	cases	1	0	0
	Frequency rate (FR)[2]		cases/million hours	1.06	0	0
	Occupational illnesses	Occupational illness frequency rate (OIFR)	cases/million hours	0	0	0
		Number of occupational illnesses	cases	0	0	0

Category			Unit	2023	2024	2025
Employees	Total recordable injuries	Total recordable injury frequency rate (TRIFR)	cases/million hours	1.06	0	0
		Number of total recordable injuries (TRI)	cases	1	0	0
	Number of fatalities due to occupational injuries		person	0	0	0
Suppliers	Occupational injuries	Occupational injury rate	%	-	0	0
		Number of occupational injuries	cases	-	0	0
	Serious accidents	Number of serious accidents	cases	-	0	0
	Lost-time injuries	Lost-time injury frequency rate (LTIFR)	cases/million hours	-	0	0
		Number of lost-time injuries	cases	-	0	0
	Frequency rate (FR)		cases/million hours	-	0	0
	Occupational illnesses	Occupational illness frequency rate (OIFR)	cases/million hours	-	0	0
		Number of occupational illnesses	cases	-	0	0
	Total recordable injuries	Total recordable injury frequency rate (TRIFR)	cases/million hours	-	0	0
		Number of total recordable injuries (TRI)	cases	-	0	0
	Number of fatalities due to occupational injuries		person	-	0	0

1) Lost-time injury frequency rate (LTIFR) = (Number of lost-time incidents ÷ total working hours) × 1,000,000
2) Frequency rate (FR) = (Total number of injuries ÷ total working hours) × 1,000,000

ESG Data Pack

Social

• **Social performance reporting scope**
Based on APR (consolidated) domestic business sites. The status of employees in Korea and overseas includes overseas subsidiaries.

Employee Welfare and Benefits

Category		Unit	2023	2024	2025
Employee health management	Number of employees who received health checkups	person	365	423	522
Welfare and benefits expenses	Total welfare and benefits expenses	KRW million	4,492	5,766	8,022
	Welfare and benefits expenses per employee	KRW/ person	9,379,317	9,316,491	11,142,261

Employee Grievance Handling[1, 2]

Category	Unit	2023	2024	2025
Number of grievances received[3]	cases	0	28	128
Number of grievances resolved	cases	0	28	128
Grievance resolution rate	%	-	100	100

1) As the online grievance channel began operations in 2024, there were no grievance receipt or resolution records in 2023.
2) From 2025, the scope of data collection was expanded to include grievances received through interviews.
3) No discrimination-related grievances were received during the reporting period.

Employee Wages

Category		Unit	2023	2024	2025
Average base salary	Male	KRW million	41	41	48
	Female	KRW million	26	26	27
	Ratio of male base salary to female base salary	%	157.7	157.7	177.8
Annual total compensation of the highest-paid individual		KRW million	491	3,002	4,100

Social Contribution Activities

Category		Unit	2023	2024	2025
Donations	Total donation amount	KRW million	858	4,472	5,724

Product/Service-related Legal Compliance[1)]

Category		Unit	2023	2024	2025
Product/ service safety compliance	Total number of legal violations	cases	0	0	0
	Number of voluntary code violations	cases	0	0	0
	Number of fines	cases	0	0	0
	Number of non-monetary sanctions	cases	0	0	0
	Number of warnings	cases	0	0	0
Product/ service labeling and marketing compliance	Total number of legal violations	cases	0	0	1[2)]
	Number of voluntary code violations	cases	0	0	0
	Number of fines	cases	0	0	0
	Number of non-monetary sanctions	cases	0	0	1
	Number of warnings	cases	0	0	0

1) Data is calculated based on cases finally confirmed by relevant authorities, including investigative, judicial, and administrative agencies, in relation to violations of applicable laws and regulations.
2) Suspension of advertising activities due to a violation of the Cosmetics Act related to advertising expressions.

ESG Data Pack

Social

• **Social performance reporting scope**
Based on APR (consolidated) domestic business sites. The status of employees in Korea and overseas includes overseas subsidiaries.

Customer Communication

Category		Unit	2023	2024	2025
Improvement of customer satisfaction	Customer satisfaction survey score	%	85.8	84.9	87.1
	Number of customer satisfaction survey opinions reflected	cases	9	14	20
Customer feedback received[1]	Number of VOC cases received	cases	-	498,646	669,348
	Number of VOC cases resolved	cases	-	449,270	653,911
	VOC resolution rate	%	-	90.1	97.7

1) Calculated by considering all cases received through customer centers (CS) in all countries as VOC cases.

Information Security

Category		Unit	2023	2024	2025
Information security incidents	Number of information protection violations or information security incidents	cases	0	0	0
	Total monetary losses, including fines or penalties paid due to information protection violations or information security incidents	KRW million	0	0	0
	Number of personal data leakage incidents	cases	0	0	0
Information security inspections[1]	Number of information security level inspections	cases	-	-	2
	Number of improvements made based on information security level inspections	cases	-	-	407
Information security training	Training hours	hours	-	1	2
	Number of participants	person	-	14	63
Information security investment[2]	IT investment amount	KRW million	-	5,708	5,951
	Information security investment amount	KRW million	-	483	322
	Ratio of information security investment to IT investment	%	-	8.5	5.4

1) Information security inspections have been conducted through ISMS certification audits since 2025.
2) Selected as an Outstanding Enterprise in Information Security Investment by the Korea Internet & Security Agency (KISA) in 2026.

Supplier Status

Category		Unit	2023	2024	2025
Number of suppliers		companies	121	132	118
Purchase cost		KRW million	128,278	280,724	462,200
Fair Trade Agreement	Number of suppliers that signed the Fair Trade Agreement	companies	121	132	118
	Ratio of suppliers that signed the Fair Trade Agreement	%	100	100	100

Supplier Communication

Category		Unit	2023	2024	2025
Supplier safety and health training	Number of supplier employees subject to safety training	person	-	505	513
	Number of suppliers who participated in safety training	person	-	505	513
	Supplier safety training participation rate	%	-	100	100
Supplier grievance handling	Number of grievances received	cases	0	0	34
	Number of grievances resolved	cases	0	0	34
	Grievance resolution rate	%	-	-	100

ESG Data Pack

Governance

• Governance performance reporting scope
Based on APR (consolidated)

Board Composition

Category			Unit	2023	2024	2025
Total number of Board members			person	5	5	5
Internal directors			person	2	2	2
Outside directors (independent directors)			person	3	3	3
Other non-executive directors[1]			person	0	0	0
Board diversity	Gender	Number of male directors	person	4	4	4
		Number of female directors[2]	person	1	1	1
		Ratio of female directors	%	20.0	20.0	20.0
	Age	Under 30	person	0	0	0
		Ratio of directors under 30	%	0	0	0
		30 to 50	person	4	4	4
		Ratio of directors aged 30 to 50	%	80.0	80.0	80.0
		Over 50	person	1	1	1
		Ratio of directors over 50	%	20.0	20.0	20.0
Average Board tenure			years	4	5	6
Board industry experience		Number of directors with industry experience	person	2	2	2
		Ratio of directors with industry experience	%	40.0	40.0	40.0
Board oversight		Number of Audit Committee members with industry-related practical or professional experience	person	0	0	0

1) One other non-executive director resigned in April 2023, resulting in 0 persons based on the Business Report.
2) One female director was appointed in June 2023.

Board Operations

Category		Unit	2023	2024	2025
Number of meetings held	Board of Directors	times	23	18	26
	Audit Committee	times	2	6	5
	Transparency Management Committee	times	4	4	4
Reported and resolved agenda items	Board of Directors	cases	36	23	35
	Audit Committee	cases	2	8	6
	Transparency Management Committee	cases	15	11	11
Number of objections or revision opinions raised by outside directors		cases	0	0	0
Board attendance rate	Total	%	100	100	100
	Internal directors	%	100	100	100
	Outside directors	%	100	100	100
	Other non-executive directors[1]	%	100	-	-

1) No other non-executive directors were appointed in 2024 and 2025

Board Evaluation

Category	Unit	2023	2024	2025
Number of annual Board evaluations	cases	-	-	1

ESG Data Pack

Governance

- Governance performance reporting scope
  Based on APR (consolidated)

Ethics Pledge and Training[1]

Category		Unit	2023	2024	2025
Ethics pledge	Employee participation rate	%	-	65.9	73.1
	Number of employees subject to pledge	person	479	619	720
	Number of employees who participated in pledge	person	-	408	526
Ethics/ compliance training	Training completion rate	%	-	80.0	97.8
	Number of employees subject to training[2]	person	-	510	538
	Number of employees who completed training	person	-	408	526

1) Based on APR (consolidated) domestic business sites.
2) Company-wide ethics/compliance training has been conducted since 2024.

Ethical Management Reports and Actions[1]

Category		Unit	2023	2024	2025
Number of ethics reports received[2]	Total	cases	-	4	5
	Bribery and improper solicitation	cases	-	0	0
	Discrimination and harassment	cases	-	0	0
	Conflicts of interest	cases	-	0	0
	Supplier complaints	cases	-	4	5
Number of ethics reports handled	Total	cases	-	4	5
	Dismissal	cases	-	0	0
	Disciplinary action	cases	-	0	0
	Other[3]	cases	-	4	5
Confirmed corruption cases and actions		cases	0	0	0

1) The online reporting channel has been operated since 2024.
2) Excludes duplicate reports that do not fall under the online reporting categories, such as simple slander or personal issues.
3) Cases handled through internal communication, such as sharing with relevant departments.

Anti-corruption Assessment

Category	Unit	2023	2024	2025
Number of business sites subject to corruption risk assessment[1]	sites	2	3	4
Number of business sites that underwent corruption risk assessment[2]	sites	0	1	4
Ratio of business sites that underwent corruption risk assessment	%	0	33	100

1) 2023: APR and APR Factory Gasan 1st Factory Campus; 2024: APR and APR Factory Gasan 1st Factory Campus and Pyeongtaek 2nd Factory Campus; 2025: APR and APR Factory Gasan 1st Factory Campus, Pyeongtaek 2nd Factory Campus, and Pyeongtaek 3rd Factory Campus.
2) 2024: APR; 2025: APR and APR Factory Gasan 1st Factory Campus, Pyeongtaek 2nd Factory Campus, and Pyeongtaek 3rd Factory Campus.

GRI Content Index

Statement of use	The reporting organization, APR, has reported its sustainability management activities in accordance with the GRI Standards for the period from January 1, 2025 to December 31, 2025.
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standards	As of June 2026, the publication date of this report, no Sector Standards related to Household & Personal Products applicable to APR have been released.

Universal Standards

Topic	No.	Indicators	Page	Remarks
GRI 2: General Disclosures				
The organization and its reporting practices	2-1	Organizational details	8	
	2-2	Entities included in the sustainability reporting	94	
	2-3	Reporting period, frequency and contact point	94	
	2-4	Restatements of information	-	Not applicable (First publication of the FY25 report)
	2-5	External assurance	113	
Activities and workers	2-6	Activities, value chain and other business relationships	11-19	Refer to 2025 APR Business Report, pp. 16–27
	2-7	Employees	9, 101	Refer to 2025 APR Business Report, p. 248
	2-8	Workers who are not employees	101	Refer to 2025 APR Business Report, p. 248
Governance	2-9	Governance structure and composition	80	Refer to 2025 APR Business Report, pp. 236–239
	2-10	Nomination and selection of the highest governance body	81	Refer to 2025 APR Business Report, pp. 238–239
	2-11	Chair of the highest governance body	80	Refer to 2025 APR Business Report, p. 236

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	2-15	Conflicts of interest	2025 APR Business Report, pp. 238–239	
	2-16	Communication of critical concerns	23, 81-82	Refer to 2025 APR Business Report, pp. 236–237
	2-17	Collective knowledge of the highest governance body	81	Refer to 2025 APR Business Report, p. 236
	2-18	Evaluation of the performance of the highest governance body	82	
	2-19	Remuneration policies	82	Refer to 2025 APR Business Report, pp. 250–254
	2-20	Process to determine remuneration	82	Refer to 2025 APR Business Report, pp. 250–254
	2-21	Annual total compensation ratio	2025 APR Business Report, pp. 248, 250–254	As this is confidential information, it is substituted with employee salary and executive compensation details disclosed in the Business Report.

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	2-28	Membership associations	-	Korea Cosmetic Association, Korea Intellectual Property Association, Korea Fashion Industry Association
Stakeholder engagement	2-29	Approach to stakeholder engagement	25, 29	
	2-30	Collective bargaining agreements	-	Not applicable
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Topic Standards

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Employment	401-3	Parental leave	103	
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	403-3	Occupational health services	58	
	403-4	Worker participation, consultation, and communication on occupational health and safety	59	
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	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	57-60	
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	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	106	
Customer Privacy	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	106	

SASB Index

SASB Sustainability Disclosure - Household & Personal Products

Sustainability Disclosure Topics & Metrics				
Topic	Code	Metric	Page	Remarks
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	CG-HP-140a.2	Description of water management risks and strategies and activities to mitigate those risks	51-53	
Product Environmental, Health, and Safety Performance	CG-HP-250a.1	Revenue from products containing substances of very high concern (SVHC) subject to the Registration, Evaluation, Authorisation and Restriction of Chemicals (REACH)	-	
	CG-HP-250a.3	Number of products containing substances listed on the California Department of Toxic Substances Control (DTSC) Candidate Chemicals List	-	
	CG-HP-250a.4	Revenue from products designed in accordance with green chemistry principles	99	
Packaging Lifecycle Management	CG-HP-410a.1	(1) Total weight of packaging (2) Percentage made from recycled and renewable materials (3) Percentage that is recyclable, reusable, or compostable	44, 100	
	CG-HP-410a.2	Discussion of strategies to reduce the environmental impact of packaging throughout its lifecycle	41-44	
Environmental and Social Impacts of Palm Oil Supply Chain	CG-HP-430a.1	Amount of palm oil sourced and percentage by RSPO certification type: Identity Preserved (IP), Segregated (SG), Mass Balance (MB), and Book & Claim (B&C)	-	
Activity Metrics				
	CG-HP-000.A	Units and total weight of products sold	-	
	CG-HP-000.B	Number of production sites	10	

Third-Party Assurance Statement

Dear Management and Stakeholders of APR

Introduction

Korean Standards Association ("KSA") was commissioned by APR("the Company") to perform a third-party Assurance Engagement of 'APR Sustainability Report'("the Report"). KSA presents independent opinions as follows as a result of the feasibility of the data contained in this Report. The Company has sole responsibility for the content and performance contained in this Report.

Independence

As an independent assurance agency, KSA does not have any kind of commercial interest in businesses of the Company apart from undertaking a third-party assurance on the Report. KSA has no other contract with the Company that may undermine credibility and integrity as an independent assurance agency.

Assurance Standards

‣ AA1000AS v3

Assurance Level and Type

‣ Moderate, Type2

Note: Moderate assurance has a lower level of confidence than high assurance because it is based on limited evidence.

Assurance Scope

The assurance scope includes systems and activities such as sustainability management policies, goals, businesses, standards, and achievements of the Company during the reporting period. While the Company's environmental and social data, as well as financial data in a broad sense, was verified, the scope of review concerning stakeholder engagement was limited to the materiality assessment process.

- in adherence with the four principles of AA1000AP(AccountAbility Principles) 2018
- in accordance with GRI Standards 2021

(Topic Standards)
103-2, 103-4, 201-1, 205-1, 205-2, 205-3, 207-1, 207-2, 301-1, 301-2, 303-2, 303-3, 305-7, 306-2, 306-3, 306-4, 306-5, 401-1, 401-3, 403-1, 403-2, 403-3, 403-4, 403-5, 403-6, 403-7, 403-9, 403-10, 404-1, 404-2, 404-3, 405-1, 405-2, 406-1, 416-1, 416-2, 417-1, 417-2, 417-3, 418-1

Assurance Methodology

KSA used the following methods to gather information, documents, and evidence with respect to the assurance scope.

- Confirmation of stakeholder engagement and materiality assessment process by the sustainability expert.
- Verification of environmental information disclosure data and information by the environmental expert.
- Examination of internal documents and basic materials.

Assurance limitations

KSA assumed that the data and evidence provided by the Company were complete and sufficient. KSA provided limited assurance through data inquiry and analysis as well as limited sampling methods.

Third-Party Assurance Statement

Assurance Results and Opinions

KSA reviewed the draft version of this Report within the scope of this assurance and presented our opinions as an assurance provider. Modifications were made to the Report content if deemed necessary. KSA was not aware of any suspicions of significant errors or inappropriate descriptions in this Report as a result of our Assurance Engagement. As such, KSA presents our opinions of the 'APR Report' as follows.

Four principles of AA1000AP(AccountAbility Principles) 2018

Inclusivity

Has the Company engaged its stakeholders in strategically responding to sustainability?
KSA believes the Company is aware of the importance of stakeholder engagement and is making an all-out effort to establish a process that will increase their engagement. The Company has selected stakeholders including employees, partner companies, customers, shareholders and investors, communities, government and public institutions and has communication channels for each group to receive diverse feedback and opinions.

Materiality

Has the Company included material information in the Report to help stakeholders make informed decisions?
KSA is not aware of any significant omissions or exclusions of data that are material to stakeholders. KSA verified that the Company conducted a materiality assessment with issues identified from analyses of internal and external environments and reported according to the results.

Responsiveness

Has the Company appropriately responded to stakeholder requirements and interest in this Report?
KSA verified that the Company responded to stakeholders' needs and interests by reflecting stakeholders' opinions in the Report. KSA is not aware of any evidence that the Company's response to significant issues of stakeholders was reported inappropriately.

Impact

Has the Company appropriately monitored its impact on the stakeholders?
KSA verified that the Company is monitoring and assessing its impact on the stakeholders by conducting an enhanced verification of its standard business activities. Furthermore, it has been verified that the Company appropriately publishes its findings in the Report.

Reliability and quality of specified performance

Has the Company appropriately collected and disclosed specified performance information based on a reliable process?
The assurance provider performed a reliability assurance of the sustainability performance information on the subject of Type 2 assurance. To assure this information, interviews were conducted with relevant personnel, and it was determined that the performance information disclosed in the Report was collected and disclosed based on a reliable process and evidence. Additionally, no evidence was found indicating that specific sustainability information was inaccurately reported.

May 2026

KSA Chairman & CEO **Dong Min Moon**

Dongmin Moon

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KSA Chairman & CEO The Korean Standards Association (KSA), established as a special corporation in accordance with the Law for Industrial Standardization in 1962, serves as a knowledge service provider that distributes and disseminates such services as industrial standardization, quality management, sustainability management, KS certification and ISO certification. The KSA is committed to the sustainable development of Korean society as an ISO 26000 national secretary, AA1000 assurance provider, KSI (Korea Sustainability Index) operator, and as an assurance provider of the Korean government's greenhouse gas energy target management system.

APR