



APR CORP.

# **SUPPLIER CODE OF CONDUCT FOR SUSTAINABILITY MANAGEMENT**

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## CHAPTER I PREAMBLE

APR Co., Ltd. and its domestic and overseas subsidiaries (hereinafter referred to as the “Company”) are committed to building social trust through fair and transparent management while creating a positive impact on the environment and society, aiming to lead a sustainable future for the global beauty-tech industry.

This Supplier Code of Conduct for Sustainability Management (hereinafter referred to as this “Code”) sets forth the requirements that the Company expects from its suppliers in terms of environmental protection, respect for human rights, safety management, quality control, and compliance and business ethics. The Company expects all of its suppliers to comply with this Code and actively practice ESG management.

In the event of any conflict between this Code and the laws and regulations of the country where business is conducted, the stricter standard shall prevail.

## CHAPTER II SUPPLIER CODE OF CONDUCT FOR SUSTAINABILITY MANAGEMENT

### 1. Environmental Protection

#### 1) Compliance with Laws and Regulations

- (1) Suppliers shall comply with applicable environmental laws and regulations of the country where business is conducted, and shall establish and maintain management systems to prevent environmental pollution and minimize their environmental impact.
- (2) In particular, suppliers shall comply with all applicable domestic and international regulations related to the manufacturing of cosmetics and related products.

#### 2) Handling of Chemicals and Materials

- (1) Suppliers shall comply with laws and regulations governing the manufacture, import, use, storage, and disposal of chemical substances.
- (2) Where applicable laws and regulations of the country where business is conducted impose substance-related requirements, including prohibitions on specific substances, restrictions on usage quantities, or requirements for labeling or disclosure of substance information, the supplier shall comply with such requirements.

#### 3) Environmental Impact Management

Suppliers shall pay due attention to environmental impacts that may arise in the course of producing and distributing products and providing services, and shall make efforts to reduce such impacts.

#### 4) Closed-loop Recycling

Suppliers shall make efforts to reduce plastic use and explore measures to recycle plastics in the course of producing and distributing products and providing services.

#### 5) Water Resources Management

Suppliers shall systematically monitor and manage water use and establish plans to save water.

#### 6) Pollutant Management

- (1) Suppliers shall identify sources of pollutants and continuously monitor and manage pollutant emissions. They shall also establish measures to eliminate or minimize such emissions.
- (2) Suppliers shall formulate measures to ensure that substances hazardous to humans or the environment are properly identified, labeled, and safely handled, stored, used, and disposed of.

### 2. Respect for Human Rights

#### 1) Non-discrimination

- (1) Suppliers shall not discriminate against executives and employees in recruitment, compensation, promotion, training, or other employment practices on the basis of race, gender, educational background, age, disability, religion, place of birth, or political opinion.
- (2) Suppliers shall not impose requirements unrelated to job performance in the recruitment of executives and employees.

- (3) Suppliers shall establish policies to respect and promote diversity and inclusion in the workplace.
- 2) Compliance with Labor Laws
    - (1) Suppliers shall be aware of and comply with applicable labor laws and regulations of the country where business is conducted.
    - (2) Suppliers shall pay executives and employees wages, including minimum wages, overtime pay, and benefits, in accordance with applicable laws and regulations of the country where business is conducted.
    - (3) Suppliers shall ensure that working hours do not exceed the maximum limits prescribed by applicable laws and regulations. Overtime work shall be performed only with the voluntary consent of the executives and employees.
    - (4) Suppliers shall pay wages on the designated pay dates.
    - (5) Suppliers shall provide executives and employees with wage statements or equivalent documentation detailing compensation, in a language that employees can understand.
    - (6) When employing foreign workers, suppliers shall ensure that such workers retain possession of their relevant original documents (e.g., passports, work permits).
    - (7) Suppliers shall provide executives and employees with mandatory training as required by the laws and regulations of the country where business is conducted.
  - 3) Humane Treatment
    - (1) Suppliers shall ensure that no inhumane treatment occurs, including sexual harassment, sexual abuse, corporal punishment, mental or physical coercion, or verbal abuse.
    - (2) Suppliers shall make efforts to prevent any acts of workplace bullying or abuse of authority, including conduct that exceeds the appropriate scope of work and causes physical or mental distress to other workers or deteriorates the working environment.
    - (3) Suppliers shall establish policies to ensure the humane treatment of their executives and employees, and shall provide adequate training to all executives and employees regarding these policies.
    - (4) In the event of inhumane treatment or workplace bullying, suppliers shall take appropriate measures, taking into full consideration the requests and circumstances of the affected executives and employees.
  - 4) Freedom of Association
    - (1) Suppliers shall respect the rights of executives and employees to freely associate, organize, join, and participate in labor unions, and to engage in collective bargaining, as guaranteed by applicable laws and regulations of the country where business is conducted.
    - (2) Suppliers shall ensure that executives and employees are not subject to any form of discrimination, retaliation, harassment, or other adverse treatment as a result of their organizing, membership in, or participation in labor unions.
    - (3) Suppliers shall strive to foster an environment in which executives and employees can communicate openly and freely regarding working conditions, management policies, and other matters.
  - 5) Protection of Minor Workers
    - (1) Child labor is prohibited in any form. Suppliers shall comply with the minimum age requirements for employment as prescribed by applicable laws and regulations of the country where business is conducted and relevant international conventions on child labor.
    - (2) Where the employment of individuals under the age of 18 is necessary, suppliers shall consult with the relevant compliance personnel and verify applicable legal requirements.
    - (3) Suppliers may employ individuals under the age of 18 only if such employment does not violate applicable minimum age laws; provided, however, that such individuals shall not be assigned to hazardous work, and suppliers shall take necessary measures to ensure that their work does not interfere with their education.
    - (4) Suppliers shall not procure goods or services from entities engaged in child labor or in violation of applicable laws and regulations.
  - 6) Prohibition of Forced Labor
    - (1) Forced labor, including any form of coercion, restraint, or involuntary labor, is prohibited in any form. Suppliers shall not engage in any acts of violence, threats, or confinement, nor shall they exert psychological pressure based on economic circumstances or debt, for the purpose of forcing labor.
    - (2) Suppliers shall not procure goods or services from entities that use or engage in forced labor, including through physical violence, threats, confinement, or coercion.

### 3. Safety Management

#### 1) Compliance with Laws and Regulations

Suppliers shall obtain and maintain all necessary safety-related licenses and permits required for their operations, and shall remain fully aware of and comply with the safety laws and regulations of the country where business is conducted.

#### 2) Safety Risk Assessment

- (1) Suppliers shall conduct regular safety assessments of their workplaces, identify hazards specific to their operations, and reflect such hazards in their risk assessments.
- (2) Suppliers shall assess the safety of machinery, tools, and equipment that may pose risks to personnel, and shall conduct regular inspections.
- (3) Suppliers shall install and maintain appropriate safety devices, protective barriers, and other necessary safeguards to prevent workplace accidents, and shall conduct regular inspections of such equipment.

#### 3) Establishment of Safety Management Systems

- (1) Suppliers shall establish a self-directed safety management system by designating a dedicated safety management function that reports directly to the head of the workplace, and by ensuring its operational independence.
- (2) Suppliers shall formulate emergency response manuals for workplace accidents, which shall include immediate response actions, evacuation procedures, reporting protocols, and follow-up measures.
- (3) Suppliers shall provide executives and employees with adequate training on such emergency response procedures and conduct regular drills in accordance with applicable laws and regulations of the country where business is conducted.
- (4) In the event of a workplace accident, suppliers shall strive to investigate the cause thereof and implement corrective actions for improvement.

#### 4) Safety Training

- (1) Suppliers shall provide executives and employees with regular safety training. Such training shall include content designed to raise employees' safety awareness and foster their safety management capabilities.
- (2) Suppliers shall post key information on workplace safety management in prominent and easily visible locations.

#### 5) Cafeteria and Housing Management

- (1) Suppliers that operate cafeterias shall regularly inspect and maintain cafeteria hygiene to ensure that safe and hygienic food is provided to the workers.
- (2) Suppliers that provide housing shall regularly inspect and maintain such facilities to ensure safety and cleanliness, and shall install and maintain adequate emergency exits and fire safety equipment.

### 4. Quality Management

#### 1) Compliance with Laws and Regulations

Suppliers shall comply with applicable laws and regulations governing product quality, safety, and hygiene in the country where business is conducted.

#### 2) Establishment of Quality Management System

- (1) Suppliers shall set specific objectives to improve the quality of their products and services.
- (2) Suppliers shall devise and implement quality management policies throughout all stages of product production and distribution and service provision, and shall provide executives and employees with adequate training to ensure they understand and comply with such policies.
- (3) Suppliers shall post key information on quality management in prominent and easily visible locations.

#### 3) Quality Evaluation

- (1) Suppliers shall regularly monitor and evaluate the quality of their products and services.
- (2) Suppliers shall establish procedures to obtain and review customer feedback on the quality of their products and services provided.
- (3) In the event that the quality of products or services fails to meet established standards or negative customer feedback is received, suppliers shall implement corrective actions for improvement.
- (4) In the event of a quality incident, suppliers shall investigate the root cause and implement corrective

actions for improvement.

4) Quality Training

- (1) Suppliers shall provide executives and employees with regular quality training. Such training shall include content designed to raise employees' quality awareness and foster their quality management capabilities.
- (2) Suppliers shall post key information on quality management in prominent and easily visible locations.

**5. Compliance and Business Ethics**

1) Prohibition of Improper Benefits

- (1) Suppliers' executives and employees shall not provide or promise to provide any monetary or non-monetary benefits to any third party, including public officials and executives and employees of public institutions, for any illegal or improper purpose.
- (2) Suppliers' executives and employees shall not accept or promise to accept any monetary or non-monetary benefits from any third party for any illegal or improper purpose.
- (3) Suppliers shall regularly monitor the provision or receipt of improper benefits by their executives and employees, and shall take appropriate corrective measures upon becoming aware of any such conduct.

2) Enhancement of Transparency of Management

- (1) All business activities of suppliers shall be conducted in a transparent manner, and all transactions shall be accurately recorded in appropriate internal records, including accounting books and records.
- (2) Information regarding suppliers' business activities, financial status, safety management, environmental performance, and operational results shall be disclosed in accordance with applicable laws and prevailing practices in the country where business is conducted.

3) Prevention of Unfair Trade Practices

- (1) Suppliers shall comply with fair trade and antitrust laws and regulations of the country where business is conducted.
- (2) Suppliers shall not engage in any conduct that may undermine fair competition, including abuse of a dominant market position or misuse of a superior bargaining position.
- (3) Suppliers shall not enter into agreements with other business entities regarding the price, supply volume, market allocation, or terms and conditions of goods or services for the purpose of unfairly restricting competition.

4) Responsible Supply Chain Management

- (1) Suppliers shall not source raw materials that are produced using practices involving human rights abuses or environmental harm, and shall not procure goods or services from entities that engage in illegal or unethical practices.
- (2) Suppliers shall periodically assess whether the production of raw materials involves risks of human rights abuses or environmental harm, and whether their business partners engage in illegal or unethical practices in producing goods or providing services.
- (3) Suppliers shall formulate specific policies for responsible supply chain management.

5) Privacy Protection

- (1) Suppliers shall comply with applicable data protection and privacy laws and regulations governing the collection and processing of personal data in of the country where business is conducted.
- (2) Suppliers shall exert lawful and sufficient efforts to safeguard personal data obtained in the course of business.
- (3) Suppliers shall exert sufficient efforts to prevent the unauthorized disclosure of trade secrets or other confidential information of their business partners obtained in the course of business.

6) Protection of Intellectual Property Rights

- (1) Suppliers shall exert sufficient efforts to ensure that they do not infringe upon the intellectual property rights of others in the course of business.
- (2) Suppliers shall not engage in any acts that improperly infringe upon the trade secrets of competitors.

## ADDENDA

### **ADDENDUM <Ver. 1.0, March 13, 2026>**

Article 1: Enforcement Date

This Code shall be established and enter into force on March 13, 2026.