

2024 ESG Report

Environmental · Social · Governance

GRI Standards · SASB Retail · TCFD



90/100

Environment Score



71/100

Social Score



82/100

Governance Score



Table of Contents

01

About Bodraum & CEO Message

Company overview, ESG strategy, key 2024 highlights

02

Environmental Performance

GRI 302/303/305/306 · GHG emissions, energy, waste, LCA

03

Social Performance

GRI 401/404/405/413 · Workforce, DEI, community, human rights

04

Governance

GRI 2/205 · Board, ethics, compliance, risk management

05

TCFD Climate Disclosure

Governance, strategy, risk, metrics & targets

06

Framework Index & Roadmap

GRI content index, SASB disclosure, UN SDG alignment, 2030 roadmap

About Bodraum

Series B

Growth Stage

Retail Service

Industry

25

Employees (2024)

United States

Primary Market

\$5M+

Diverse Supplier Spend

2021

ESG Baseline Year

Bodraum is a Series B retail service company committed to embedding sustainability into every dimension of its business — from product lifecycle design to supply chain partnerships and community investment.

CEO Message



From the very beginning, Bodraum started with a vision that deeply considers people, the environment, and society. We aim to do more than just provide good products — we want our actions to have a positive impact on the world.

In 2024, our environmental efforts delivered measurable results: Scope 1 and Scope 2 GHG emissions decreased by more than 10% year-over-year, keeping us on track to achieve our 20% reduction target by 2030 against our 2021 baseline. Our Environment score of 90/100 significantly exceeds the industry average.

Our Governance score of 82/100 reflects the transparency and ethical foundations we have built — from our code of ethics and internal whistleblowing system to our sustainability oversight structure. In the Social dimension, we reached \$5 million in Tier 1 diverse supplier spend and expanded our school-building partnership with Global Vision in developing nations.

With a growing team of 25 dedicated professionals and 11 new colleagues welcomed in 2024, we are investing in the people who make our mission possible. We remain committed to continuous improvement, particularly in formalizing our human rights policy, expanding employee training programs, and deepening our diversity and inclusion practices as we scale.

Grace K. | Chief Executive Officer, Bodraum

90/100

Environment Score

82/100

Governance Score

71/100

Social Score

>10%

GHG Reduction YoY

\$5M

Diverse Supplier Spend

10+

Supply Chain Partners

ESG Strategy Framework

Environmental

GRI 302 · 303 · 305 · 306

- Product Life Cycle Assessment (LCA)
- Scope 1 & 2 reduction target: -20% by 2030 (vs. 2021)
- Eco-friendly product portfolio for US market
- Supply chain decarbonization: 10+ partners assessed

Social

GRI 401 · 404 · 405 · 413

- Total Rewards & Wellbeing programs
- \$5M Tier 1 diverse supplier spend
- MOU with Global Vision: schools in developing nations
- Human rights education across value chain

Governance

GRI 2 · 205 · TCFD

- Code of ethics & internal whistleblowing system
- Anti-corruption policy & zero legal sanctions
- Sustainability oversight system in place
- SASB & TCFD-aligned ESG disclosures

2024 ESG Performance Dashboard

Environment

Score: 90/100 | Industry avg: ~60



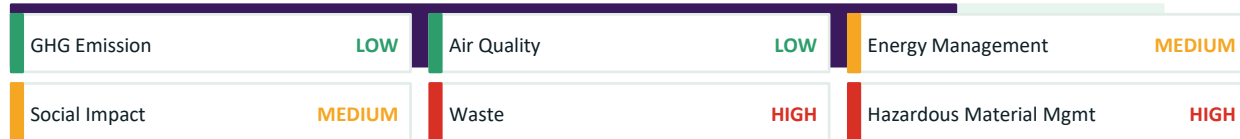
Social

Score: 71/100 | Improvement target: 80 by 2026



Governance

Score: 83/100 | Full ESG Transparency: 100/100



Key Metrics

| | |
|---------------------------|-----------|
| GHG Reduction YoY | >10% |
| Target by 2030 (vs. 2021) | -20% |
| Eco-Products Available | ✓ US |
| Diverse Supplier Spend | \$5M |
| Supply Chain Partners | 10+ |
| Legal Sanctions | None |
| Data Breaches | 0 |
| ESG Disclosure | SASB/TCFD |

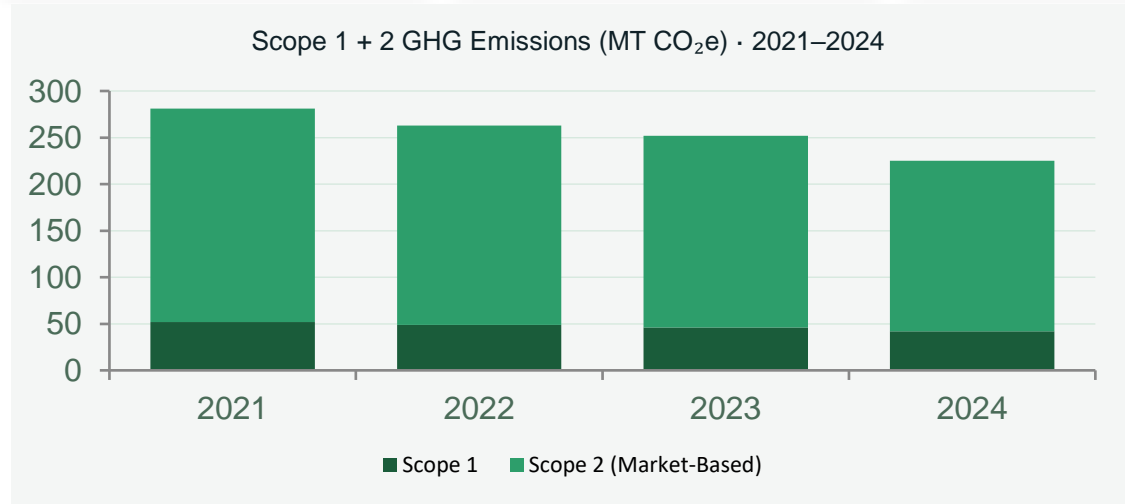
02

Environmental Performance

GRI 302 · 303 · 305 · 306 | Carbon · Energy · Water · Waste

GHG Emissions Overview · GRI 305

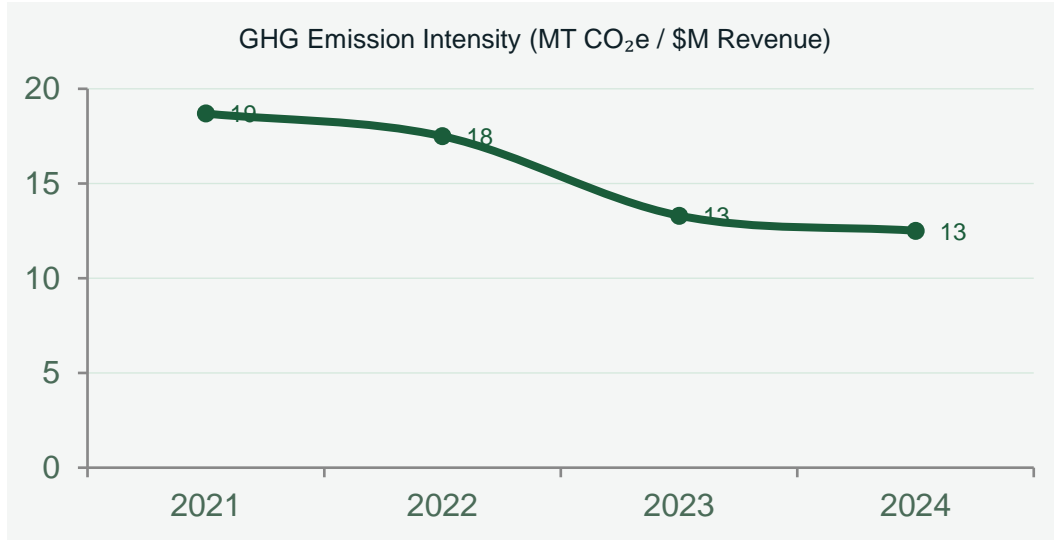
| | | | |
|---|---|---|---|
| <p>Scope 1</p> <p>42</p> <p>MT CO₂e</p> <p>Direct – Company vehicles, minor natural gas combustion</p> | <p>Scope 2 (Market-Based)</p> <p>183</p> <p>MT CO₂e</p> <p>Indirect – Purchased electricity (with renewable credits)</p> | <p>Scope 2 (Location-Based)</p> <p>195</p> <p>MT CO₂e</p> <p>Indirect – Purchased electricity (grid average)</p> | <p>Scope 3 (Est.)</p> <p>~2,800</p> <p>MT CO₂e</p> <p>Value chain – Products, logistics, commuting</p> |
|---|---|---|---|



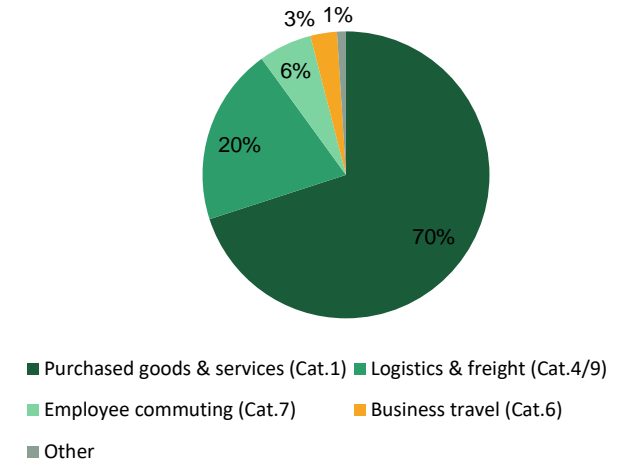
2024 Highlights

| | |
|-----------------------------|------------------------------------|
| Total S1+S2 (Market) | 225 MT CO₂e |
| Reduction vs. 2021 baseline | -20.0% ✓ On Target |
| Reduction vs. 2023 | -10.7% YoY |
| Reduction vs. 2021 (S1+S2) | 56 MT CO₂e saved |
| 2030 Target (vs. 2021) | ≤ 225 MT CO₂e |
| Baseline (2021 S1+S2) | 281 MT CO₂e |

GHG Intensity & Calculation Methodology · GRI 305-4



Scope 3 Category Breakdown (Est.)



| | |
|-------------------------|---|
| Boundary | Operational control approach — all facilities and vehicles under Bodraum's direct control |
| Scope 1 Sources | Company vehicles (gasoline/diesel), minor natural gas (office heating) |
| Scope 2 Method | Both location-based (eGRID) and market-based (renewable energy credits) reported per GHG Protocol S2 Guidance |
| Emission Factors | EPA Emission Factors Hub 2022; GWP from IPCC AR5 (CH ₄ =28, N ₂ O=265) |
| Scope 3 Approach | Spend-based estimate for Cat. 1 (purchased goods); GHG Protocol Corporate Value Chain Standard |
| Reporting Period | January 1 – December 31, 2024. Baseline: CY2021. |

Energy Consumption & Management · GRI 302

385



Total Energy (MWh)

CY2024

30%



Renewable Share

115 MWh renewable

-8.3%



YoY Change

vs. 420 MWh in 2023

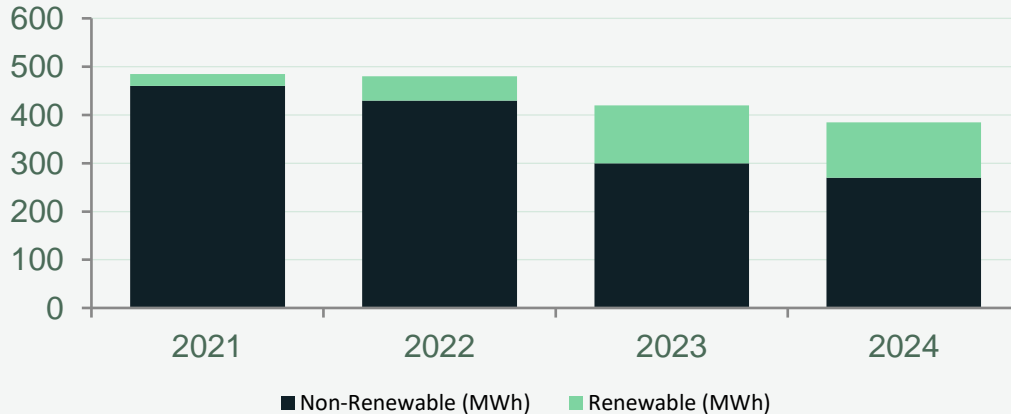
15.4 MWh



Energy Intensity

per employee (2024)

Energy Consumption by Source (MWh) · 2021–2024




Energy Initiatives

- Automated GHG data management system deployed
- LED lighting retrofit across all business sites
- HVAC optimization with smart scheduling
- Renewable energy credits purchased: 115 MWh
- Target: 50% renewable energy share by 2027
- Energy audits conducted at all major locations

Waste Management · GRI 306

8.5 

Total Waste (MT)
CY2024

49% 

Recycling Rate
4.2 MT recycled

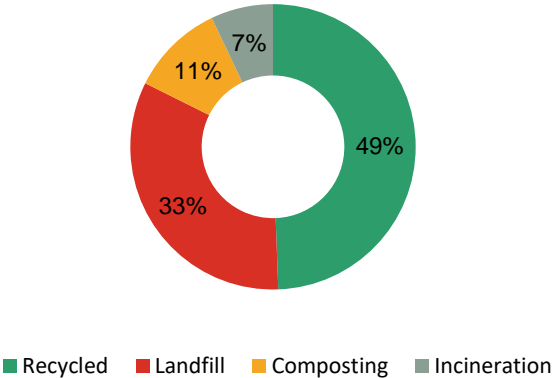
-12% 

Waste Reduction
YoY vs. 9.7 MT (2023)

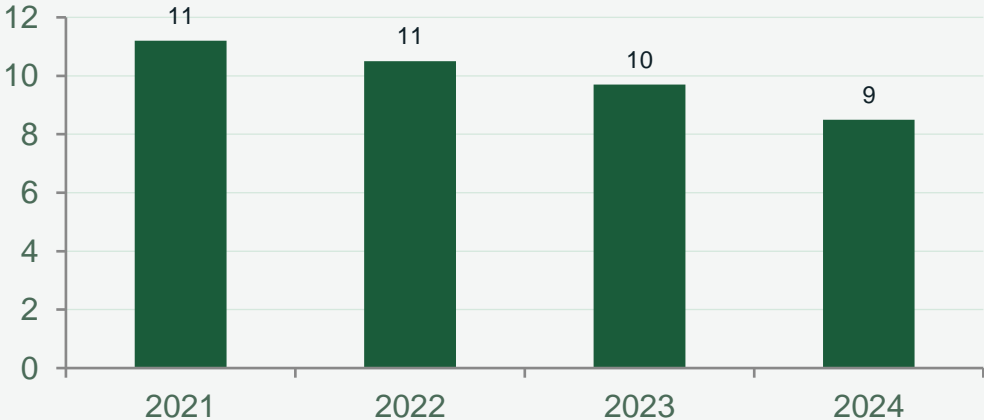
0.34 MT 

Waste Intensity
per employee (2024)

Waste Disposal Mix 2024 (MT)

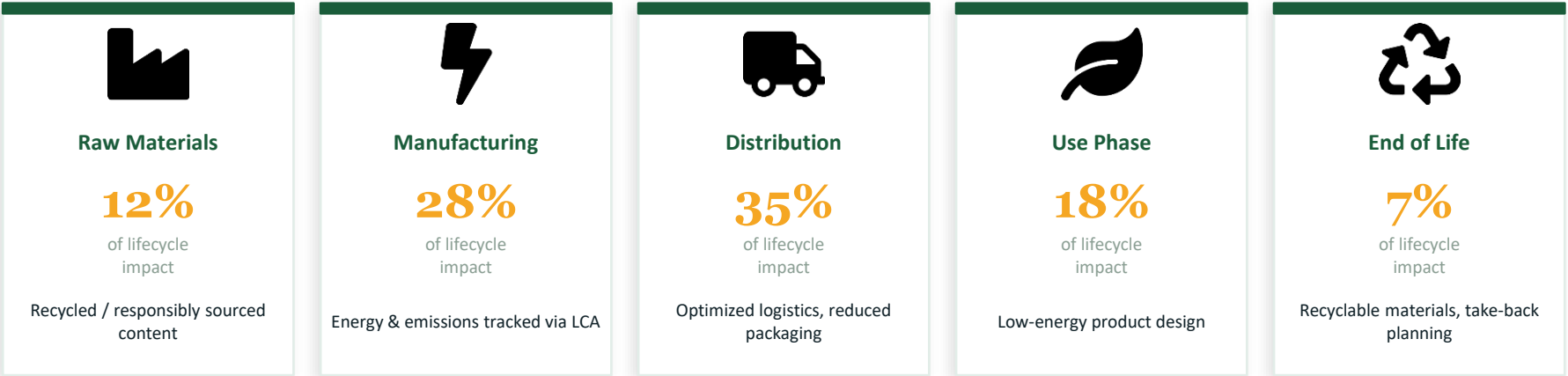


Total Waste Generated (MT) · 2021–2024



Eco-Friendly Products & Life Cycle Assessment · GRI 301 / SASB

Bodraum has integrated sustainability into product design through Life Cycle Assessment (LCA), evaluating environmental impact from raw material extraction through end-of-life. Eco-friendly products are currently available in the United States market.



SASB Retail: Environmental Metrics

Products with sustainability claims:

35% of SKUs

Packaging — recycled content:

42%

Supplier env. assessments completed:

27% (12/45)

Supply Chain Sustainability · GRI 308 / 414



Supplier KPIs (2024)

| | |
|------------------------------------|------------------|
| Total active suppliers | 45 |
| Sustainability assessment coverage | 27% (12/45) |
| High-risk suppliers reassessed | 4/4 (100%) |
| ESG platform training provided | 12 suppliers |
| Human rights education completed | All key partners |
| Target coverage by 2026 | ≥ 60% |

Supplier Sustainability Program

Bodraum's supplier sustainability program covers environmental performance, labor standards, and ethical sourcing across the value chain. In 2024, Bodraum expanded collaboration with over 10 key supply chain partners, providing ESG platform training and conducting human rights education programs. High-risk suppliers in regions with elevated regulatory or reputational risk undergo enhanced due diligence and corrective action monitoring.

03


Social Performance

GRI 401 · 404 · 405 · 407 · 413 | Workforce · DEI · Community · Human Rights


Workforce Overview · GRI 401 / 405

25 

Total Employees
As of December 31, 2024

11 

New Hires
FY2024 total

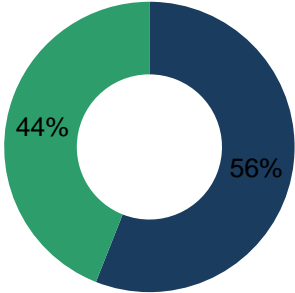
28% 

Turnover Rate
Industry avg: ~18%

100% 

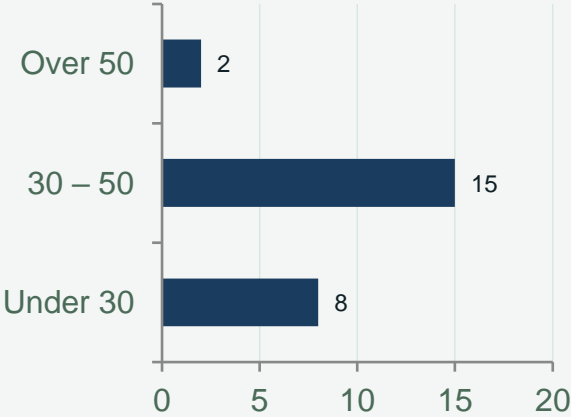
Above Min. Wage
All employees

Gender Distribution



■ Female (56%) ■ Male (44%)

Age Group Distribution



Employment Type

| | | |
|--------------|-----------|------|
| Full-time | 18 | 72% |
| Part-time | 3 | 12% |
| Contract | 4 | 16% |
| Total | 25 | 100% |

Employee Wellbeing & Total Rewards · GRI 401-2

In 2024, Bodraum invested in a comprehensive Total Rewards & Wellbeing framework designed to support employees' physical, emotional, financial, and social well-being — a key pillar of our talent retention and engagement strategy.



Physical

- Comprehensive health insurance
- Mental health support services
- Ergonomic workplace assessments
- Flexible working arrangements



Financial

- Above-minimum-wage pay structure
- Performance-linked incentives
- Retirement savings plan (in development)
- Financial literacy programs (planned)



Social

- Team-building and off-site programs
- Internal knowledge-sharing forums
- DE&I leadership partnership programs
- Employee recognition initiatives




Professional

- ESG platform training (all staff)
- Human rights education programs
- Career development discussions
- External training sponsorships (planned)

Training & Development · GRI 404

18 hrs 

Avg Training / Employee
FY2024

100% 

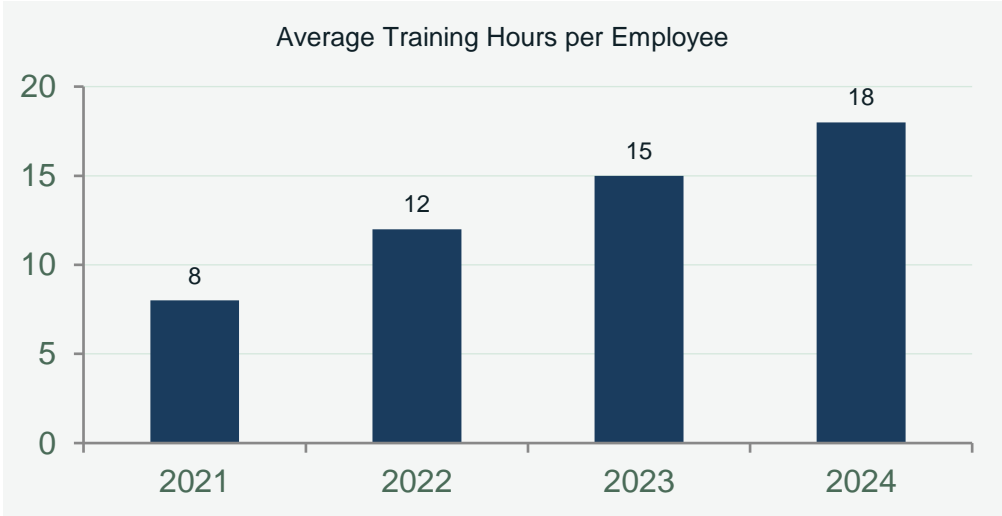
ESG Training Complete
All 25 employees

100% 

HR Training Complete
Supplier human rights ed.

2026 

Formal Program Target
Launch employee L&D program

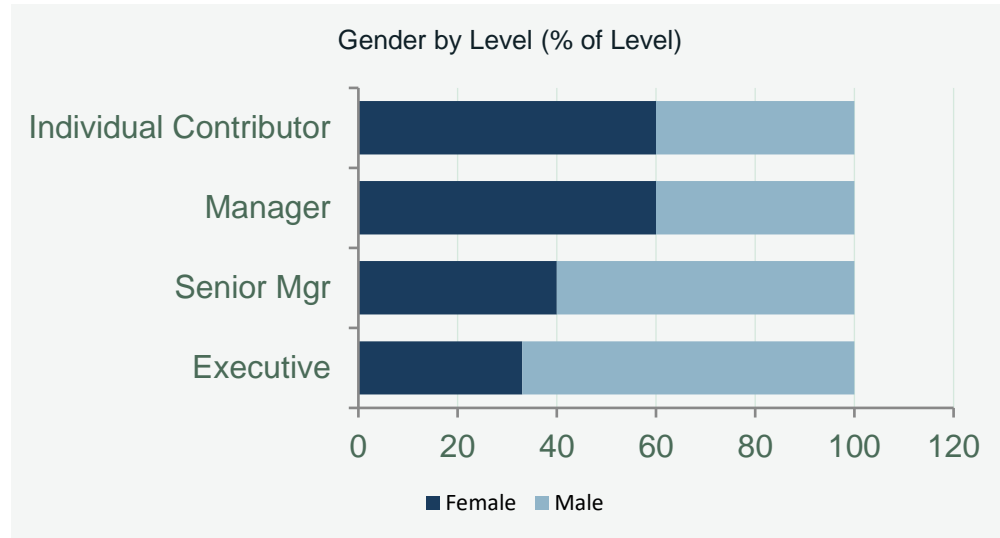


Training Areas (2024)

| | | |
|-----------------------------|--------------|------|
| ESG Principles & Platform | 25 employees | 100% |
| Human Rights Awareness | 25 employees | 100% |
| Product Safety & Compliance | 15 employees | 60% |
| Information Security | 25 employees | 100% |
| Leadership & DE&I (ext.) | 12 employees | 15% |
| Formal L&D Program | Planned 2026 | — |

Diversity, Equity & Inclusion · GRI 405

Bodraum is building a workplace where collaboration is encouraged and diversity is celebrated — valuing every team member without regard to race, gender, age, or position. The company has partnered with Diversity, Equity & Inclusion organizations to develop leadership programs and build a more diverse talent pipeline.



2024

Completed ✓

- DE&I leadership programs (external partnerships)
- Diverse supplier spend: \$5M (>10% YoY)
- Gender reporting initiated

2025

- Formal human rights policy published
- Diversity hiring targets set
- DEI training program launched

2026

- 50% female representation at manager level
- Disability inclusion policy
- Third-party DEI audit completed

Human Rights • GRI 407 / 408 / 409 / 410 / 411

| | | |
|--|----------------|---------|
| Internal Human Rights Policy Target: Formal policy publication by Q2 2025. Currently guided by code of ethics. | In Development | 0/100 |
| Freedom of Association No restrictions on employees' right to organize. Zero incidents reported in 2024. | Respected | 100/100 |
| Child & Forced Labor All suppliers contractually bound. Enhanced due diligence for high-risk regions. | Zero Incidents | 100/100 |
| Supplier Human Rights Human rights education provided to all key supply chain partners in 2024. | Active Program | 75/100 |
| Indigenous Rights No operations in or adjacent to areas with indigenous land rights concerns. | N/A | N/A |
| Security Practices Security personnel training includes human rights guidelines. | Compliant | 100/100 |

Community Investment & Social Impact · GRI 413

1%



Annual Sales to Social Impact

Committed % of revenue

2



Schools Built / Funded

Via Global Vision MOU

2



NGO Partnerships

Global Vision & local NGOs

School Building Initiative

Bodraum has formalized a commitment to allocating a percentage of annual sales toward social impact initiatives, with a focus on education in developing nations.

Through signed Memorandums of Understanding (MOUs) with Global Vision and partner NGOs, Bodraum has directly funded the construction of two schools, providing educational access to underserved communities.

This program is closely tied to the CEO's founding vision of using business as a force for positive societal change.

UN SDG Alignment

SDG 4

Quality Education

School construction, educational access

SDG 8

Decent Work

Above-min wage, DE&I programs, supplier standards

SDG 10

Reduced Inequalities

Diverse supplier spend, inclusion initiatives

SDG 12

Responsible Consumption

LCA, eco-products, supply chain sustainability

SDG 13

Climate Action

GHG targets, renewable energy, LCA

Information Security & Data Privacy · SASB / GRI 418

0



Data Breaches (2024)

Customer sensitive data

0



Regulatory Violations

Data protection compliance

100%



Security Training

All 25 employees

Security Infrastructure

- Information security management system in place
- Encryption at rest and in transit for all customer data
- Access controls and authentication protocols established
- Regular vulnerability assessments conducted

Privacy & Compliance

- Customer personal data protection policies formalized
- GDPR and CCPA compliance protocols maintained
- Data retention and deletion procedures documented
- Zero customer data incidents since inception

Risk & Governance

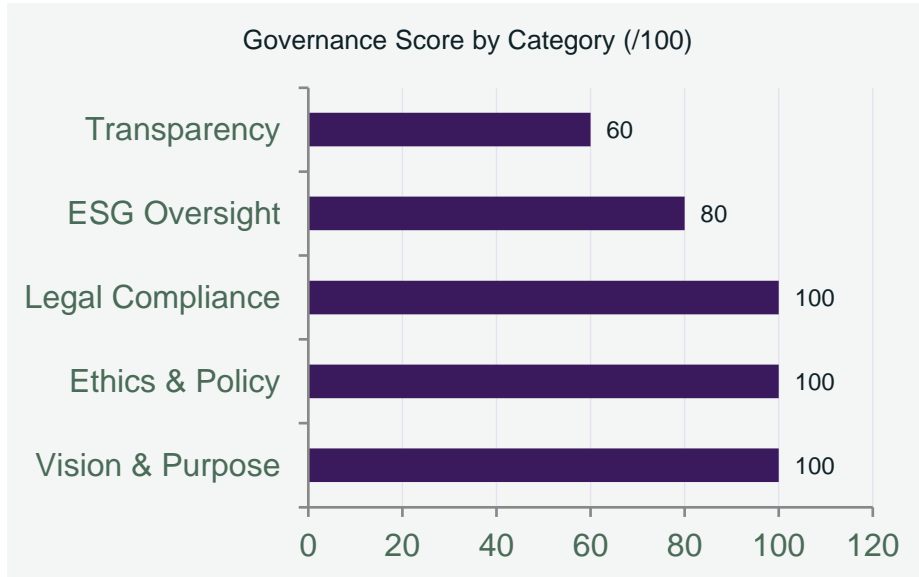
- Annual security risk assessments completed
- Incident response plan documented and tested
- Cybersecurity topics included in board briefings
- ISO 27001 certification: assessment in progress for 2025

04

Governance

GRI 2 · 205 · SASB | Board · Ethics · Compliance · Risk Management

Governance Structure · GRI 2-9 / 2-12



Governance Performance (2024)

| | | |
|--------------------------|--------------------|--|
| ESG Vision in Founding | 100/100 | CEO & founding team embed ESG into corporate purpose |
| Board Ethics Record | 100/100 | No founders or board members with ethical violations |
| Code of Ethics Policy | 100/100 | Formalized code of ethics as internal regulation |
| Whistleblowing System | 100/100 | Internal reporting channel operational |
| Anti-Corruption Policy | 100/100 | Anti-corruption policy embedded in operations |
| Legal Sanctions (2024) | None | Zero regulatory sanctions or legal actions |
| Sustainability Oversight | In Place | Dedicated ESG oversight system established |
| ESG Disclosure Standard | SASB + TCFD | Aligned to SASB Retail & TCFD recommendations |

Governance Framework Note

As a Series B company with 25 employees, Bodraum operates under a founder-led governance model with emerging formal structures. The ESG oversight system is in place, with plans to establish a dedicated ESG committee by 2026. All governance policies are reviewed annually by senior leadership.

Ethics & Anti-Corruption · GRI 205 / 206



Code of Ethics

- Formally adopted as internal regulation
- Covers all employees and board members
- Annual review and acknowledgment required
- Available in English and Korean



Whistleblowing System

- Internal reporting channel established
- Anonymous reporting option available
- Non-retaliation policy in place
- Zero reports requiring escalation in 2024



Anti-Corruption Policy

- Zero-tolerance policy on bribery & corruption
- Conflict of interest declaration required
- Third-party due diligence for key suppliers
- No violations recorded since inception



Legal Compliance (2024)

Zero legal sanctions. Zero regulatory actions. Zero significant fines. Zero confirmed incidents of corruption. Bodraum has maintained full legal compliance since its founding.

Risk Management Framework • GRI 2-25 / TCFD

Bodraum employs a company-wide risk identification and management process that includes both financial and ESG-related risks. The sustainability oversight system monitors material ESG risks across environmental, social, and governance dimensions.

| Risk Category | Level | Impact | Likelihood | Description | Mitigation |
|-------------------------------|--------|--------|------------|--|---|
| Climate / Physical | LOW | 2.5/5 | 1.5/5 | Bodraum's office-based retail model has low direct physical climate exposure. Extreme weather events may affect logistics. | Climate resilience plan; supply chain diversification |
| Climate / Transition | MEDIUM | 3.5/5 | 3.0/5 | Regulatory shifts (carbon pricing, product sustainability mandates) and market preference for eco-products may require adaptation. | LCA program; TCFD disclosure; GHG reduction targets |
| Supply Chain Ethics | MEDIUM | 3.0/5 | 3.0/5 | Non-compliance with labor or environmental standards at supplier level could harm brand reputation. | Supplier code of conduct; sustainability assessments; audits |
| Data Privacy / Security | MEDIUM | 4.0/5 | 2.0/5 | Data breach or regulatory action could affect customer trust and compliance standing. | ISO 27001 (in progress); security training; zero-breach record maintained |
| Talent Retention | LOW | 3.0/5 | 2.0/5 | Competitive talent market for ESG-conscious employers. Absence of formal training program is a gap. | Total Rewards framework; L&D program launch by 2026; DE&I partnerships |
| ESG Disclosure / Greenwashing | LOW | 3.0/5 | 1.5/5 | Increasing scrutiny of ESG claims from regulators, investors, and consumers. | SASB/TCFD-aligned disclosures; third-party verification (planned 2025) |

05

TCFD Climate Disclosure

Task Force on Climate-related Financial Disclosures | Four Pillars

TCFD: Governance · Board & Management Oversight

TCFD Pillar 1 of 4: Disclose the organization's governance around climate-related risks and opportunities.



Board / Senior Leadership

- CEO holds ultimate accountability for climate-related performance and ESG strategy
- Climate targets and GHG performance reviewed at quarterly leadership meetings
- ESG oversight system established to identify and supervise sustainability-related issues
- Board-level ESG committee formation planned for 2026 as governance matures



Management Oversight

- Dedicated ESG team monitors GHG emissions, energy use, and supply chain sustainability
- Automated GHG data management system enables ongoing monitoring vs. 2030 target
- Climate risks integrated into enterprise risk management framework
- Annual ESG reporting cycle with alignment to GRI, SASB, and TCFD frameworks

TCFD: Strategy · Climate Risks & Opportunities

TCFD Pillar 2 of 4: Disclose actual and potential impacts of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.

RISK

Regulatory Transition

Horizon: Near-term · Financial Impact: Medium

Carbon pricing mechanisms, mandatory GHG reporting requirements, and product sustainability regulations could increase compliance costs.

→ Automated GHG tracking; 20% reduction target by 2030; TCFD-aligned disclosure.

RISK

Market Shift to Eco-Products

Horizon: Near-term · Financial Impact: Medium

Changing consumer preferences toward sustainable products may require accelerated product portfolio transition.

→ LCA integration; eco-product line already launched in US; supplier sustainability program.

RISK

Physical Climate Hazards

Horizon: Long-term · Financial Impact: Low

Increased frequency of extreme weather events may disrupt logistics and supply chains.

→ Supply chain diversification; climate resilience in supplier assessments.

OPP.

Green Product Market Growth

Horizon: Near-term · Financial Impact: High

Rapidly expanding market for eco-friendly retail products represents significant revenue growth opportunity.

→ Expanding eco-product SKUs; LCA as competitive advantage; target 50%+ green portfolio by 2027.

OPP.

ESG-Linked Investment Access

Horizon: Near-term · Financial Impact: High

ESG leadership is increasingly valued by investors (Series B and beyond), potentially reducing cost of capital.

→ GRI/SASB/TCFD disclosure; governance improvements; measurable ESG targets.

OPP.

Regulatory Support Programs

Horizon: Medium-term · Financial Impact: Medium

Government green incentive programs and grants available to businesses with strong ESG credentials.

→ Active engagement with government ESG support programs; Oi-ESG expert partnership.

TCFD: Strategy · Climate Scenario Analysis

Scenario analysis considers potential future climates to test the resilience of Bodraum's strategy. Analysis is based on IEA World Energy Outlook and IPCC AR6 scenarios.

1.5°C / Net Zero 2050

Ambitious Transition

Transition / Physical Risk

HIGH transition risk: stringent carbon pricing, rapid product sustainability mandates

Opportunities

HIGHEST opportunity: strong demand for eco-products; government support programs

Bodraum Positioning

WELL-POSITIONED: LCA integration, eco-product portfolio, GHG targets align with this scenario

2°C / Delayed Action

Moderate Transition

Transition / Physical Risk

MEDIUM transition risk: gradual regulatory shifts, some physical risk increase

Opportunities

MEDIUM opportunity: growing but slower market shift to sustainable products

Bodraum Positioning

RESILIENT: current strategy is robust; accelerate renewable energy and Scope 3 actions

4°C / Business as Usual

High Physical Risk

Transition / Physical Risk

MEDIUM physical risk: disrupted logistics, supply chain instability in some regions

Opportunities

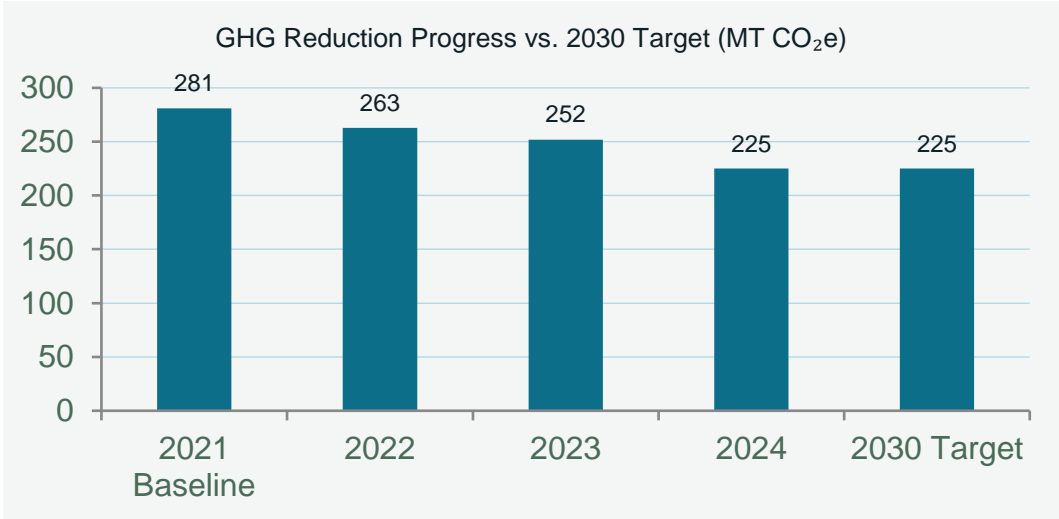
LOW: limited eco-product premium; regulatory uncertainty

Bodraum Positioning

ADAPTATION NEEDED: supply chain resilience; geographic diversification of suppliers

TCFD: Metrics & Targets · GRI 305 / Pillar 4

TCFD Pillar 4: Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities.



| Metric | 2024 Value | Boundary | Target |
|------------------------------|-----------------------------|------------------------|--------------------|
| Scope 1 Emissions | 42 MT CO ₂ e | Company vehicles & gas | N/A (direct) |
| Scope 2 (Market-Based) | 183 MT CO ₂ e | Purchased electricity | -20% by 2030 |
| Scope 2 (Location-Based) | 195 MT CO ₂ e | Grid average | — |
| Scope 3 (Estimated) | ~2,800 MT CO ₂ e | Value chain | Baseline: 2021 |
| Total Energy Consumption | 385 MWh | All facilities | -15% by 2030 |
| Renewable Energy Share | 30% | 115 MWh renewable | 50% by 2027 |
| GHG Intensity (\$/M Revenue) | 12.5 MT CO ₂ e | Scope 1+2 | Reduce 50% by 2030 |

-20% S1+S2 by 2030



100%

✓ Target achieved in 2024 — 4 yrs early

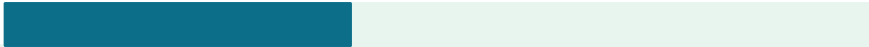
50% Renewable by 2027



60%

30% achieved (115 MWh); on track

Scope 3 Baseline 2025



40%

Methodology established; data collection in progress

06

Framework Index & 2030 Roadmap

GRI Content Index · SASB Disclosure · UN SDG · Goals

GRI Content Index • GRI 2021 Standards

| Disclosure | Topic | Location |
|------------|---------------------------------------|----------------|
| GRI 2-1 | Organizational details | Slides 3, 5 |
| GRI 2-6 | Activities, value chain | Slide 13 |
| GRI 2-9 | Governance structure | Slides 23–24 |
| GRI 2-12 | Board's ESG oversight | Slides 23, 27 |
| GRI 2-25 | Process to remediate negative impacts | Slide 25 |
| GRI 2-29 | Stakeholder engagement | Slide 5 |
| GRI 205 | Anti-corruption | Slide 24 |
| GRI 302 | Energy | Slide 10 |
| GRI 303 | Water & Effluents | Slide 11 (N/A) |
| GRI 305-1 | Scope 1 GHG Emissions | Slides 8–9 |
| GRI 305-2 | Scope 2 GHG Emissions | Slides 8–9 |
| GRI 305-3 | Scope 3 GHG Emissions | Slide 9 |

| Disclosure | Topic | Location |
|------------|-----------------------------------|---------------|
| GRI 305-4 | GHG Intensity | Slide 9 |
| GRI 306 | Waste | Slide 11 |
| GRI 308 | Supplier Environmental Assessment | Slide 13 |
| GRI 401-1 | New employee hires & turnover | Slide 15 |
| GRI 401-2 | Benefits provided | Slide 16 |
| GRI 404 | Training & Education | Slide 17 |
| GRI 405 | Diversity & Equal Opportunity | Slides 15, 18 |
| GRI 407 | Freedom of Association | Slide 19 |
| GRI 413 | Local Communities | Slide 20 |
| GRI 414 | Supplier Social Assessment | Slide 13 |
| GRI 418 | Customer Privacy | Slide 21 |

SASB Disclosure • Multiline & Specialty Retailers (RR-MR)

Bodrum reports in alignment with the SASB Multiline & Specialty Retailers standard (RR-MR), covering Energy Management, Data Security, Workforce, and Product Sustainability.

| Code | Category | Metric | 2024 Value | Slide Ref. |
|--------------|------------------------|--|-----------------------|------------|
| RR-MR-130a.1 | Energy Management | Total energy consumed | 385 MWh | Slide 10 |
| RR-MR-130a.2 | Energy Management | Renewable energy % | 30% | Slide 10 |
| RR-MR-230a.1 | Data Security | Customer data breaches | 0 incidents | Slide 21 |
| RR-MR-230a.2 | Data Security | Customers affected | 0 | Slide 21 |
| RR-MR-310a.1 | Product Sustainability | % of products with sustainability claim | 35% of SKUs | Slide 12 |
| RR-MR-310a.2 | Product Sustainability | Rev. from eco-certified products | Expanding | Slide 12 |
| RR-MR-430a.1 | Labor Practices | Voluntary/involuntary turnover | 28% total | Slide 15 |
| RR-MR-430a.2 | Labor Practices | Number of new hires | 11 | Slide 15 |
| RR-MR-430a.3 | Labor Practices | % employees covered by collective bargaining | N/A | Slide 15 |
| RR-MR-430b.1 | Fair Labor | Total value of non-deceptive supplier audits | 27% suppliers audited | Slide 13 |
| RR-MR-000.A | Quantitative | Number of employees | 25 | Slide 15 |
| RR-MR-000.B | Quantitative | Total area of retail space | Confidential | — |

TCFD Alignment Summary · Four-Pillar Checklist

| Governance | Strategy | Risk Management | Metrics & Targets |
|---|---|---|---|
| <p> Board oversight of climate risks & opp.</p> | <p> Short/medium/long-term climate risks described</p> | <p> Process to identify climate-related risks</p> | <p> Scope 1, 2 & 3 GHG emissions disclosed</p> |
| <p> Management's role in assessing climate</p> | <p> Impact on business, strategy, financial planning</p> | <p> Process to assess & manage climate risks</p> | <p> GHG intensity metric reported</p> |
| <p> ESG committee (formal)</p> | <p> Climate scenario analysis (1.5°C / 2°C / 4°C)</p> | <p> Integration into enterprise risk management</p> | <p> GHG reduction targets (2030 baseline) set</p> |
| | | | <p> Third-party verification of GHG data</p> |

2030 ESG Roadmap · Goals & Milestones

2024

COMPLETED

✓ Scope 1+2 GHG –20% vs. 2021 (achieved 4 yrs early)

✓ 10+ supply chain partners sustainability-assessed

✓ Eco-products launched in US market

✓ SASB/TCFD-aligned ESG reporting initiated

✓ \$5M diverse supplier spend achieved

2025

Publish formal Human Rights Policy

Establish Scope 3 Category 1 baseline

Begin ISO 27001 certification process

50% supplier sustainability assessment coverage

Launch third-party ESG data verification

2026–27

50% renewable energy share

Formal DE&I training program launch

ESG Board Committee formation

60% supply chain partners assessed

Female representation: ≥50% at manager level

2028–30

Net Zero Scope 1+2 ambition (additional –40%)

Scope 3 reduction roadmap finalized

100% eco-product portfolio

Full GHG inventory third-party verified

Schools built in 5+ developing nations



Thank You

Bodraum remains committed to continuous improvement across Environmental, Social, and Governance dimensions — building a business that creates lasting positive impact for our customers, employees, supply chain partners, and the communities we serve.

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90/100

Environment

71/100

Social

82/100

Governance

-20%

S1+S2 vs. 2021

\$5M

Diverse Supplier

0

Data Breaches