

B O D R A U M

2025 ESG

Report

Environmental · Social · Governance

GRI Standards · SASB Retail · TCFD · CDP Score: A · EcoVadis: Gold

Reporting Period: January 1 – December 31, 2025 | Series B | Retail Service | 28 Employees

93/100

Environment Score

79/100

Social Score

91/100

Governance Score

01

About Bodraum & CEO Message

Company overview, ESG strategy, key 2025 highlights

02

Environmental Performance

GRI 302/305/306 · 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, CDP Score A, EcoVadis Gold

05

TCFD Climate Disclosure

Governance, strategy, scenario analysis, metrics & targets

06

Framework Index & Roadmap

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

Series B

Growth Stage

Retail

Service Industry

28

Employees (2025)

USA

Primary Market

~\$7.7M

Tier 1 Supply Chain Scale

2021

ESG Baseline Year

About Bodraum

Bodraum is a Series B retail service company committed to embedding sustainability into every dimension of its business. In 2025, Bodraum expanded its Tier 1 global supply chain with 3 manufacturing partners in China and 2 logistics partners in India, representing ~\$7.7M in annual procurement scale. The company also formalized a network of 10 social enterprises — including women-led and disability-inclusive businesses — integrating social impact directly into its sourcing strategy.



2025 is a pivotal year in Bodraum's sustainability journey — and a decisive step toward our Net Zero 2030 commitment.

We are proud to report that our Scope 1 and Scope 2 GHG emissions have been reduced by over 12% year-over-year, bringing us to a cumulative 29% reduction against our 2021 baseline. We have not only exceeded our original –20% target years ahead of schedule — we are raising the ambition. Net Zero by 2030 is now our guiding north star, and every operational decision is tested against that commitment.

This year, we deepened our global supply chain by onboarding 3 manufacturing Tier 1 partners in China and 2 logistics partners in India, representing ~\$7.7M in annual procurement scale. We simultaneously built a network of 10 social enterprises — women-led businesses, disability-inclusive organizations — making social impact inseparable from our sourcing strategy.

Our CDP Climate Score of A and EcoVadis Gold rating confirm that this progress is recognized externally. These certifications reflect the institutional discipline we have built into our ESG systems.

Grace K. | Chief Executive Officer, Bodraum

–29%

S1+S2 vs. 2021
(–20% target exceeded ✓)

CDP A

CDP Climate Score
2025 Leadership Band

Gold

EcoVadis Rating
Top 25th Percentile

\$5.6M

Diverse Supplier Spend
+12% vs. 2024

Environmental

- ▶ Product Life Cycle Assessment (LCA)
- ▶ Net Zero 2030 — Scope 1+2 (–29% achieved)
- ▶ Eco-friendly portfolio: US + global expansion
- ▶ Supply chain decarbonization: 28 partners
- ▶ 38% renewable energy (target: 50% by 2027)

Social

- ▶ Total Rewards & Wellbeing programs
- ▶ \$5.6M Tier 1 diverse supplier spend
- ▶ MOU with Global Vision: 3 schools built
- ▶ 10 social enterprise partners (women/disability)
- ▶ Human rights policy published & active

Governance

- ▶ Code of ethics & whistleblowing system
- ▶ Zero legal sanctions, anti-corruption policy
- ▶ CDP Score: A · EcoVadis: Gold
- ▶ SASB & TCFD-aligned ESG disclosures
- ▶ ESG Board Committee — targeted 2026

Environment

93

Score: 93/100 | Industry avg: ~60

GHG Reduction YoY	-12%
Vs. 2021 Baseline	-29%
Renewable Energy	38%

Social

79

Score: 79/100 | Target: 85 by 2027

Diverse Supplier Spend	\$5.6M
Social Enterprise Partners	10
Legal Sanctions	None

Governance

91

Score: 91/100 | CDP: A · EcoVadis: Gold

Data Breaches	0
Ethics Transparency	100/100
ESG Frameworks	GRI·SASB·TCFD

02

Environmental Performance

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

37 MT CO₂e

Scope 1 — Direct

161 MT CO₂e

Scope 2 Market-Based

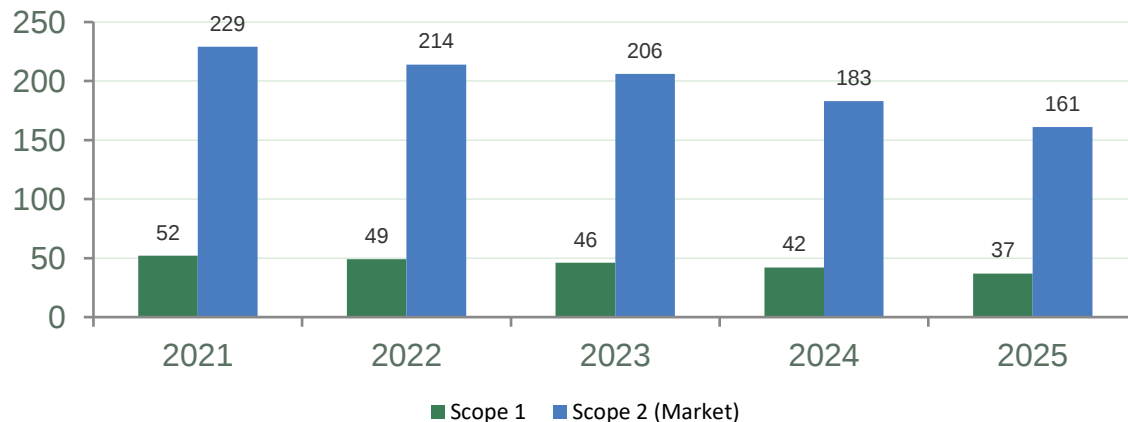
172 MT CO₂e

Scope 2 Location-Based

~2,470 MT CO₂e

Scope 3 Estimated

Scope 1+2 GHG Emissions (MT CO₂e) · 2021–2025



198 MT

Total S1+S2 (Market)
2025

-29.3%

Reduction vs. 2021
✓ Exceeded -20% Target!

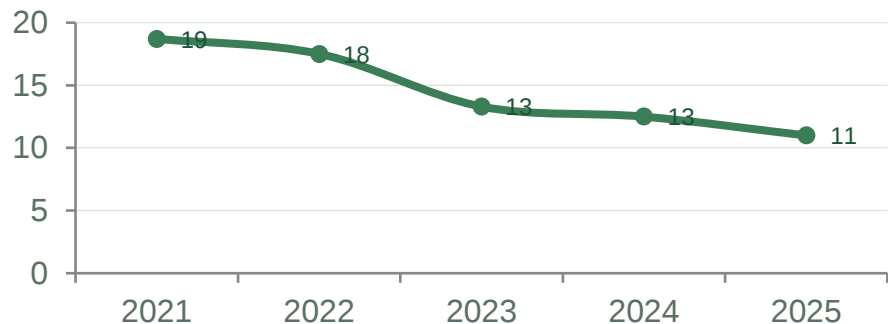
-12.0%

YoY Reduction
vs. 2024

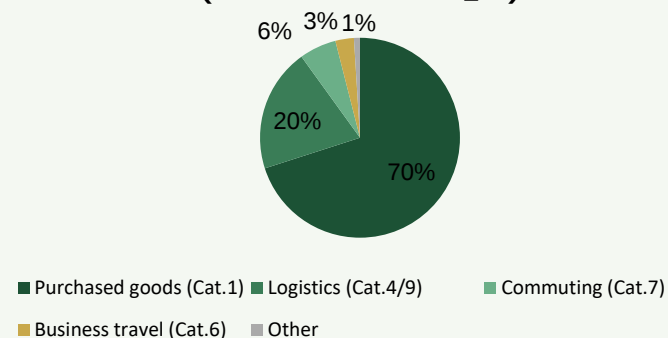
Net Zero

2030 Ambition
Scope 1+2 commitment

GHG Emission Intensity (MT CO₂e / \$M Revenue)



Scope 3 Category Breakdown (Est. MT CO₂e)



Boundary	Operational control — all facilities and vehicles under direct control
Scope 1	Company vehicles (gasoline/diesel), minor natural gas (office heating)
Scope 2	Location-based (eGRID) and market-based (renewable credits) per GHG Protocol S2 Guidance
Em. Factors	EPA Emission Factors Hub 2023; GWP from IPCC AR6 (CH ₄ =27.9, N ₂ O=273)
Scope 3	Spend-based estimate (Cat.1); GHG Protocol Corporate Value Chain Standard
Period	January 1 – December 31, 2025. Baseline: CY2021.

340 MWh

Total Energy
CY2025

38%

Renewable Share
129 MWh renewable

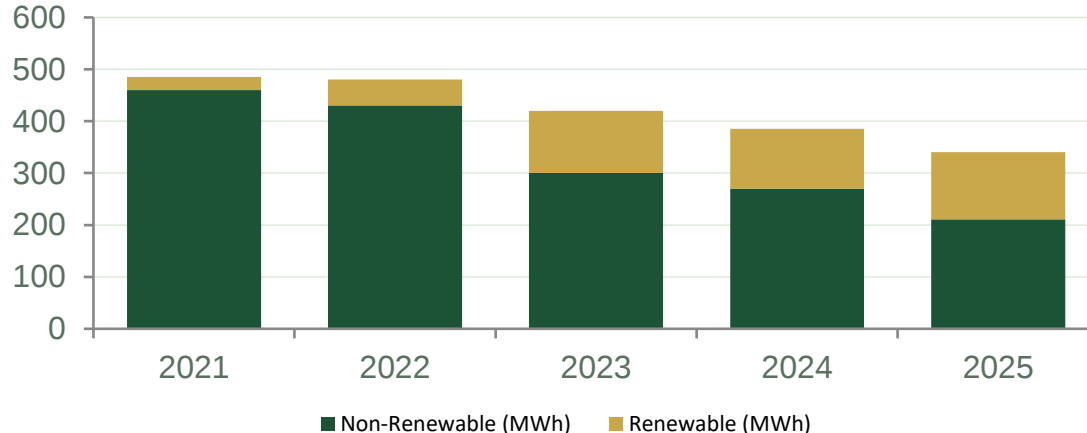
-11.7%

YoY Change
vs. 385 MWh (2024)

12.1 MWh

Energy Intensity
per employee

Energy Consumption by Source (MWh) · 2021–2025



Energy Initiatives

- ▶ Automated GHG data system — 2nd generation
- ▶ LED lighting retrofit: 100% completed
- ▶ HVAC smart scheduling fully deployed
- ▶ Renewable energy credits: 129 MWh purchased
- ▶ Target: 50% renewable share by 2027
- ▶ Energy audits at all major locations

7.5 MT

Total Waste
CY2025

55%

Recycling Rate
4.1 MT recycled

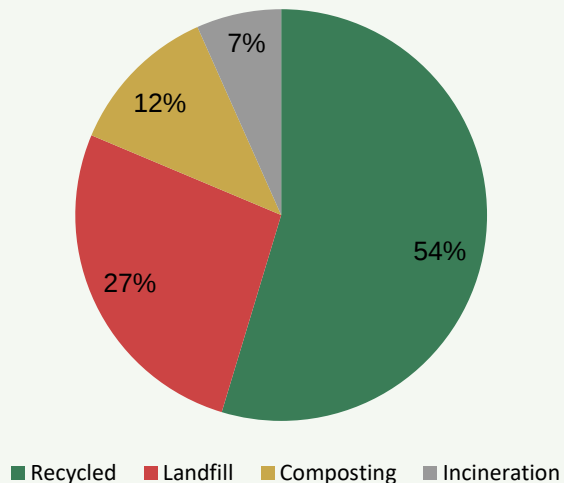
-11.8%

Waste Reduction
YoY vs. 8.5 MT (2024)

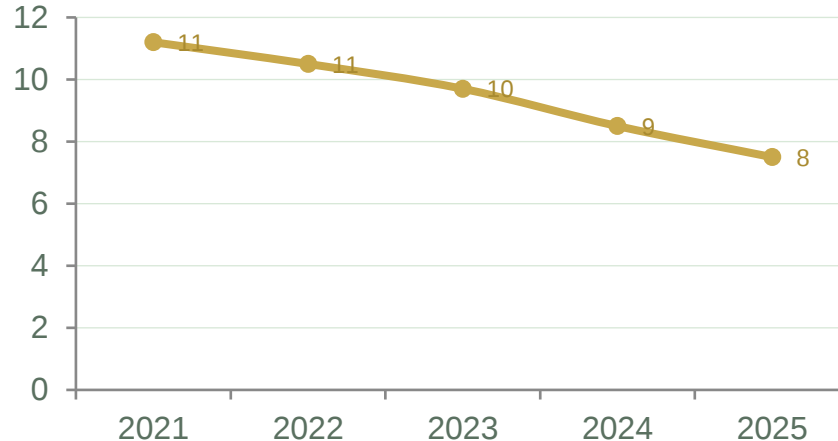
0.27 MT

Waste Intensity
per employee

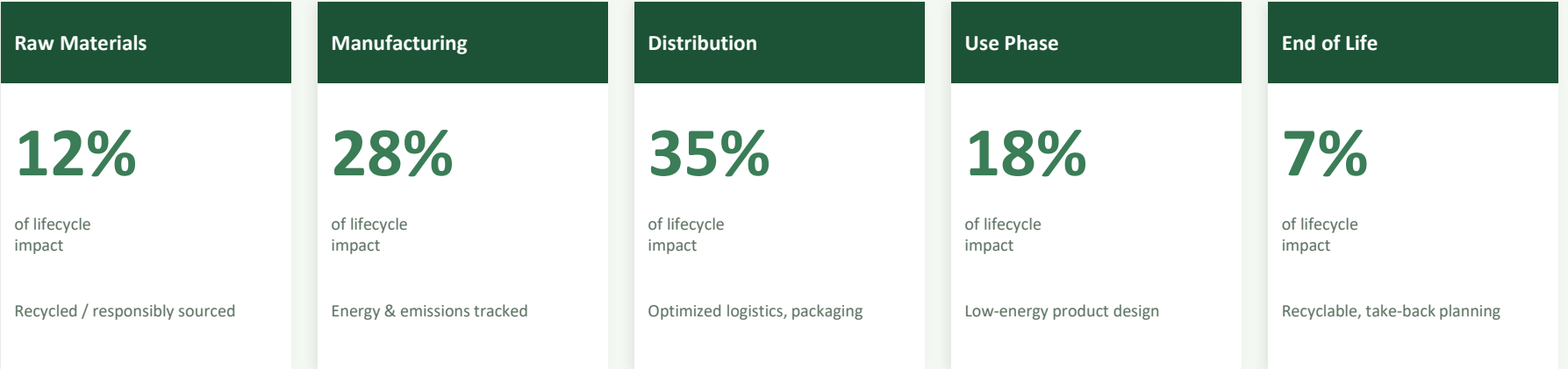
Waste Disposal Mix 2025 (MT)



Total Waste Generated (MT) · 2021–2025

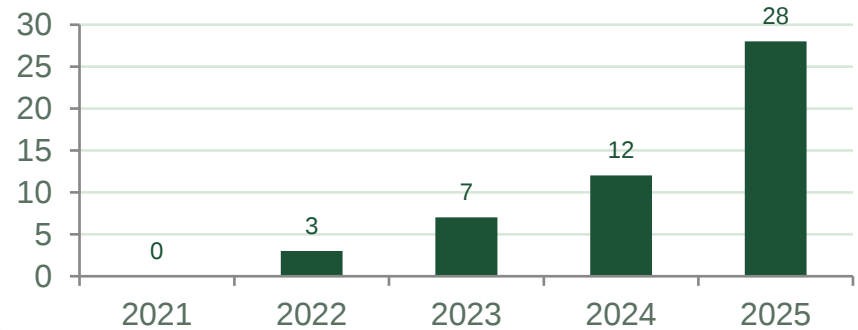


Bodraum integrates sustainability into product design through Life Cycle Assessment (LCA). In 2025, eco-friendly products expanded beyond the US market with 42% of SKUs carrying verified sustainability claims.



SASB Retail: Environmental Metrics — 2025	
Products with sustainability claims:	42% of SKUs (+7pp vs. 2024)
Packaging — recycled content:	48% (+6pp vs. 2024)
Supplier env. assessments completed:	46.7% (28/60 suppliers)

Supplier Sustainability Assessments



60

Total Active Suppliers

5

Tier 1 Partners (CN3+IN2)

46.7%

Assessment Coverage
(28/60)

10

Social Enterprise Partners

4/4

High-Risk Suppliers
Reassessed

≥60%

Target Coverage by 2026

Tier 1 Partner Network — 2025

CN China

3 Manufacturing Suppliers

Production & components

IN India

2 Logistics Suppliers

Freight & distribution

Annual Scale: \$7.7M USD

ESG assessments completed for all 5 Tier 1 partners

Social Enterprise Network — 10 Partners

Bodraum's network of 10 social enterprises spans women-led businesses, disability-inclusive organizations, and minority-owned enterprises. These partners are integrated directly into procurement and service delivery, representing meaningful spend diversification aligned with UN SDG 8 & 10.

03

Social

Performance

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

28

Total Employees
Dec 31, 2025

8

New Hires
FY2025

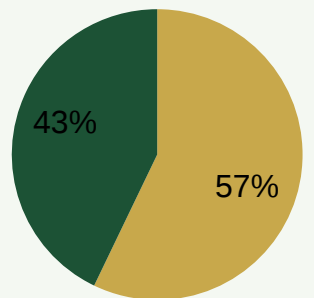
22%

Turnover Rate
Industry avg: ~18%

100%

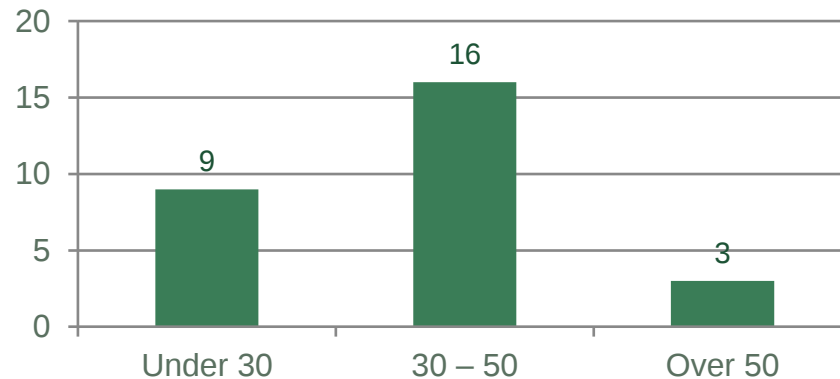
Above Min. Wage
All employees

Gender Distribution



■ Female (57%) ■ Male (43%)

Age Group Distribution



Employment Type

Full-time

21 / 75%

Part-time

3 / 11%

Contract

4 / 14%

Total

28 / 100%

Employment Contract Type — Permanent: 5 (18%) · Temporary (freelance / short-term contracts, ≤ 6 months): 23 (82%)

In 2025, Bodraum deepened its Total Rewards framework across all four wellbeing pillars, expanding programs for the growing team of 28 employees.

Physical	Financial	Social	Professional
▶ Comprehensive health insurance ▶ Mental health support services ▶ Ergonomic assessments ▶ Flexible working arrangements	▶ Above-minimum-wage pay ▶ Performance-linked incentives ▶ Retirement savings plan (active) ▶ Financial literacy programs	▶ Team-building & off-site programs ▶ Knowledge-sharing forums ▶ DE&I leadership partnerships ▶ Employee recognition initiatives	▶ ESG platform training (all staff) ▶ Human rights education ▶ Career development discussions ▶ External training sponsorships

20 hrs

Avg Training / Employee
FY2025

100%

ESG Training
All 28 employees

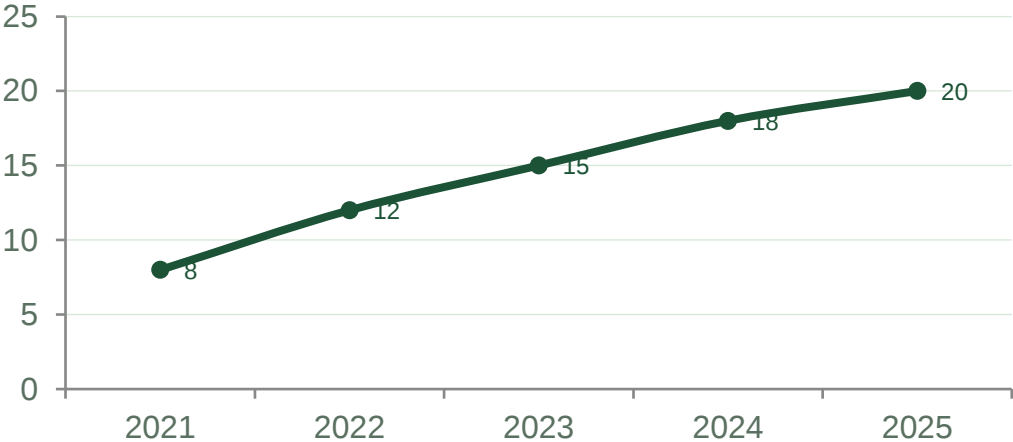
100%

HR & Human Rights
All employees

2025

Formal L&D Program
Launched ahead of plan

Average Training Hours per Employee
· 2021–2025

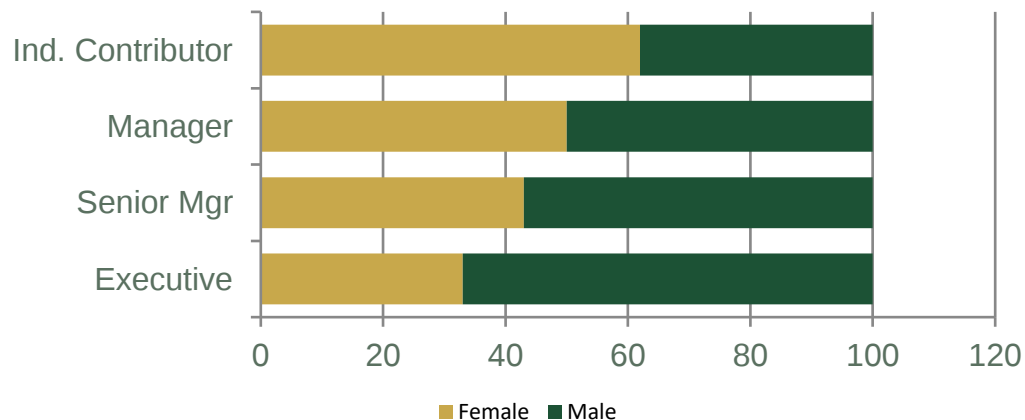


Training Areas (2025)

ESG Principles & Platform	28	100%
Human Rights Awareness	28	100%
Product Safety & Compliance	18	64%
Information Security	28	100%
Leadership & DE&I (ext.)	16	57%
Formal L&D Program	Launched	2025

Bodraum achieved 50% female representation at manager level in 2025 — one year ahead of plan. The 10 social enterprise partners extend DEI into the supply chain.

Gender by Level (% of Level) — 2025



2024 — COMPLETED

- DE&I leadership programs ✓
- Formal human rights policy published ✓
- Diverse supplier spend: \$5M ✓

2025 — ACHIEVED

- 50% female at manager level ✓
- 10 social enterprise partners ✓
- Formal L&D program launched ✓

2026 — TARGET

- Third-party DEI audit
- Disability inclusion policy published
- EcoVadis Gold maintained

Internal Human Rights Policy Published	100/100	Formal policy published Q1 2025, embedded in all supplier contracts.
Freedom of Association Respected	100/100	No restrictions on organizing. Zero incidents in 2025.
Child & Forced Labor Zero Incidents	100/100	All Tier 1 (China 3, India 2) suppliers contractually bound with enhanced due diligence.
Supplier Human Rights Active Program	85/100	Education provided to all key partners incl. Tier 1 partners & social enterprises.
Indigenous Rights N/A	N/A	No operations in or adjacent to areas with indigenous land rights concerns.
Security Practices Compliant	100/100	Security personnel training includes human rights guidelines.

1%

Annual Sales to Social Impact

3

Schools Built / Funded

10

Social Enterprise Partners

2

NGO Partnerships

School Building Initiative

Bodraum committed 1% of annual sales toward social impact, focused on education in developing nations.

Through MOUs with Global Vision and partner NGOs, Bodraum funded the construction of 3 schools built to date, including 1 new school completed in 2025, providing educational access to underserved communities.

The 10 social enterprise partners further extend this impact — creating economic opportunity for women-led and disability-inclusive businesses, embedding community benefit into every procurement decision.

SDG 4

Quality Education

School construction, educational access

SDG 8

Decent Work

Above-min wage, DE&I, social enterprises

SDG 10

Reduced Inequalities

Diverse supplier spend, inclusion

SDG 12

Responsible Consumption

LCA, eco-products, supply chain

SDG 13

Climate Action

Net Zero 2030, renewables, GHG targets

0

Data Breaches (2025)
Customer sensitive data

0

Regulatory Violations
Data protection

100%

Security Training
All 28 employees

Security Infrastructure

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

Privacy & Compliance

- ▶ Customer data protection policies formalized
- ▶ GDPR and CCPA compliance protocols maintained
- ▶ Data retention and deletion procedures documented
- ▶ ISO 27001 assessment — in progress 2025

Risk & Governance

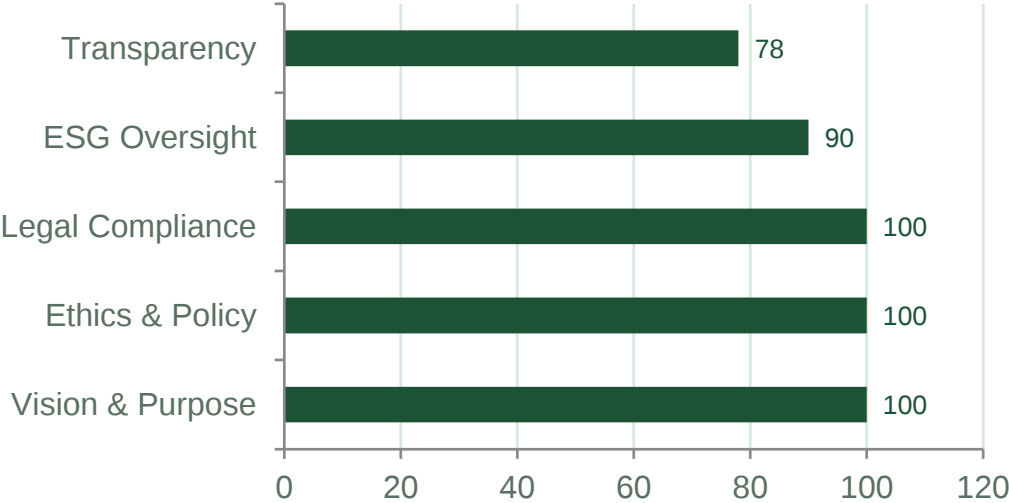
- ▶ Annual security risk assessments completed
- ▶ Incident response plan documented & tested
- ▶ Cybersecurity topics included in board briefings
- ▶ Zero customer data incidents since inception

04

Governance

GRI 2 · 205 · SASB | Board · Ethics · Compliance · CDP Score A · EcoVadis Gold

Governance Score by Category (/100) — 2025



Governance Note: Series B company (28 employees) operating under founder-led model. ESG oversight in place; formal ESG Board Committee formation targeted 2026. All policies reviewed annually.

ESG Vision in Founding
CEO & founding team embed ESG into corporate purpose
Established

Board Ethics Record
No founders or board members with ethical violations
Confirmed

Code of Ethics Policy
Formalized code of ethics as internal regulation
Formalized

Whistleblowing System
Internal reporting channel operational
Operational

Anti-Corruption Policy
Anti-corruption policy embedded in operations
Embedded

Legal Sanctions (2025)
Zero regulatory sanctions or legal actions
None

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 2025

Anti-Corruption Policy

- ▶ Zero-tolerance on bribery & corruption
- ▶ Conflict of interest declaration required
- ▶ Third-party due diligence for Tier 1 suppliers
- ▶ No violations recorded since inception

Legal Compliance (2025): Zero legal sanctions. Zero regulatory actions. Zero significant fines. Zero confirmed incidents of corruption. Full legal compliance maintained since founding 2021.

Risk Category	Level	Impact	Likelihood	Description	Mitigation
Climate / Physical	LOW	2.5/5	1.5/5	Low direct exposure. Logistics risk via Tier 1 CN/IN routes from extreme weather.	Climate resilience plan; Tier 1 supply chain diversification
Climate / Transition	MEDIUM	3.5/5	3.0/5	Carbon pricing, sustainability mandates, GHG reporting requirements.	LCA program; TCFD disclosure; Net Zero 2030 trajectory set
Supply Chain Ethics	MEDIUM	3.0/5	3.0/5	Tier 1 expansion (China 3, India 2) increases labor and environmental risk.	Enhanced Tier 1 due diligence; ESG training; social enterprise vetting
Data Privacy/Security	MEDIUM	4.0/5	2.0/5	Data breach or regulatory action (GDPR, CCPA).	ISO 27001 in progress; 100% security training; zero-breach record
Talent Retention	LOW	3.0/5	2.0/5	Competitive talent market. Formal L&D launched 2025.	Total Rewards active; DE&I partnerships; L&D running
ESG / Greenwashing	LOW	3.0/5	1.5/5	Scrutiny of ESG claims. EcoVadis Gold provides validation.	SASB/TCFD disclosures; CDP A; EcoVadis Gold certification

CDP Climate Score — 2025

A

Leadership Level · Highest Band

- ▶ Comprehensive GHG disclosure: Scope 1, 2, 3
- ▶ Net Zero 2030 trajectory — exceeds target
- ▶ Board-level climate oversight demonstrated
- ▶ Scenario analysis (1.5°C / 2°C / 4°C) completed
- ▶ Tier 1 supply chain engagement documented

EcoVadis Sustainability Rating — 2025

Gold

Top 25th Percentile Globally · 2025



05

TCFD Climate Disclosure

Task Force on Climate-related Financial Disclosures | Four Pillars

Disclose the organization's governance around climate-related risks and opportunities.

Board / Senior Leadership

- ▶ CEO holds ultimate accountability for Net Zero 2030 strategy and climate performance
- ▶ Climate targets and GHG performance reviewed at quarterly leadership meetings
- ▶ ESG oversight system identifies and supervises sustainability-related issues
- ▶ Board-level ESG committee formation planned for 2026

Management Oversight

- ▶ Dedicated ESG team monitors GHG emissions, energy, and supply chain sustainability
- ▶ Automated GHG data system enables ongoing monitoring vs. 2030 target
- ▶ Climate risks integrated into enterprise risk management framework
- ▶ Annual ESG reporting aligned to GRI, SASB, TCFD, CDP A, and EcoVadis Gold standards

Disclose actual and potential impacts of climate-related risks and opportunities on strategy and financial planning.

RISK **Regulatory Transition**

Near-term · Medium Impact

Carbon pricing, mandatory GHG reporting, product sustainability regulations.

→ Automated GHG tracking; Net Zero 2030; TCFD-aligned disclosure.

RISK **Market Shift to Eco-Products**

Near-term · Medium Impact

Consumer preference shift may require accelerated portfolio transition.

→ LCA integration; eco-product line expanded; 42% SKUs sustainability claims.

RISK **Physical Climate Hazards**

Long-term · Low Impact

Extreme weather may disrupt Tier 1 (China/India) logistics and supply chains.

→ Supply chain diversification; Tier 1 climate resilience assessments.

OPP. **Green Product Market Growth**

Near-term · HIGH Impact

Expanding market for eco-friendly retail creates significant revenue opportunity.

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

OPP. **ESG-Linked Investment**

Near-term · HIGH Impact

CDP A and EcoVadis Gold validate ESG leadership valued by investors.

→ GRI/SASB/TCFD disclosure; CDP A; EcoVadis Gold certified.

OPP. **Regulatory Support Programs**

Medium-term · Medium Impact

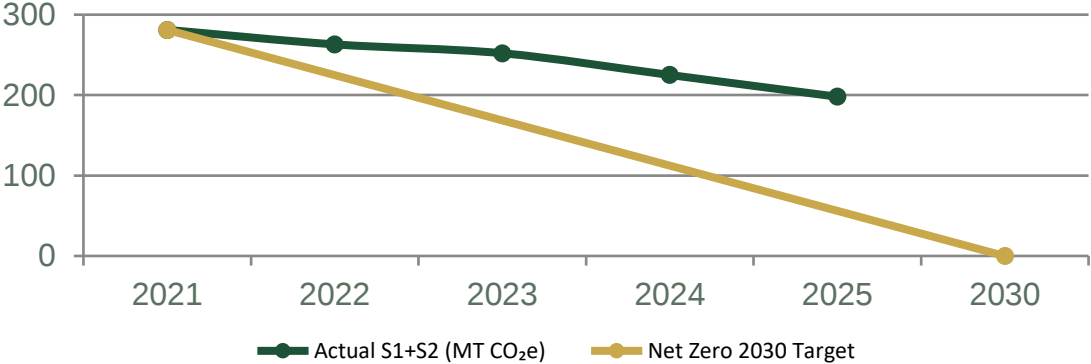
Government green incentive programs available for strong ESG credentials.

→ Active engagement with government ESG support programs.

Scenario analysis based on IEA World Energy Outlook and IPCC AR6. Bodraum's Net Zero 2030 trajectory is best aligned with the 1.5°C scenario.

1.5°C / Net Zero 2050 Ambitious Transition Transition / Physical Risk HIGH transition: stringent carbon pricing, rapid mandates Opportunities HIGHEST: strong eco-product demand; government programs Bodraum Positioning WELL-POSITIONED: Net Zero trajectory, LCA, eco-portfolio align	2°C / Delayed Action Moderate Transition Transition / Physical Risk MEDIUM transition: gradual regulatory shifts, some physical risk Opportunities MEDIUM: growing but slower market shift to sustainable products Bodraum Positioning RESILIENT: current strategy robust; accelerate renewable energy	4°C / Business as Usual High Physical Risk Transition / Physical Risk MEDIUM physical: disrupted logistics, supply chain instability Opportunities LOW: limited eco-product premium; regulatory uncertainty Bodraum Positioning ADAPTATION: Tier 1 CN/IN supply chain resilience required
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GHG Reduction vs. Net Zero 2030 (MT CO₂e)



Net Zero S1+S2 by 2030
–29.3% achieved; exceeds –20% interim target

100%+

50% Renewable by 2027
38% achieved (129 MWh); on strong track

76%

Scope 3 Baseline 2025
Methodology set; Tier 1 data collected

80%

60% Supplier Coverage
46.7% (28/60); ahead of 2026 target

78%

Metric	2025 Value	Target
Scope 1 Emissions	37 MT CO ₂ e	Continuous reduction
Scope 2 (Market-Based)	161 MT CO ₂ e	Net Zero by 2030
Scope 3 (Estimated)	~2,470 MT CO ₂ e	Expand data coverage beyond Tier 1
Total Energy	340 MWh	–15% by 2027 vs. 2023

06

Framework Index & 2030 Roadmap

GRI Content Index · SASB Disclosure · UN SDG · Goals

Disclosure	Topic	Location	Disclosure	Topic	Location
GRI 2-1	Organizational details	Slides 3, 5	GRI 305-4	GHG Intensity	Slide 9
GRI 2-6	Activities, value chain	Slide 13	GRI 306	Waste	Slide 11
GRI 2-9	Governance structure	Slides 23–24	GRI 308	Supplier Env. Assessment	Slide 13
GRI 2-12	Board's ESG oversight	Slides 23, 28	GRI 401-1	New hires & turnover	Slide 15
GRI 2-25	Remediate impacts	Slide 25	GRI 401-2	Benefits provided	Slide 16
GRI 2-29	Stakeholder engagement	Slide 5	GRI 404	Training & Education	Slide 17
GRI 205	Anti-corruption	Slide 24	GRI 405	Diversity & Equal Opp.	Slides 15, 18
GRI 302	Energy	Slide 10	GRI 407	Freedom of Association	Slide 19
GRI 305-1	Scope 1 GHG	Slides 8–9	GRI 413	Local Communities	Slide 20
GRI 305-2	Scope 2 GHG	Slides 8–9	GRI 414	Supplier Social Assessment	Slide 13
GRI 305-3	Scope 3 GHG	Slide 9	GRI 418	Customer Privacy	Slide 21

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	2025 Value	Slide Ref.
RR-MR-130a.1	Energy Management	Total energy consumed	340 MWh	Slide 10
RR-MR-130a.2	Energy Management	Renewable energy %	38%	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	% products with sustainability claim	42% 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	22% total	Slide 15
RR-MR-430a.2	Labor Practices	Number of new hires	8	Slide 15
RR-MR-430a.3	Labor Practices	% collective bargaining	N/A	Slide 15
RR-MR-430b.1	Fair Labor	Supplier audit coverage	46.7% (28/60)	Slide 13
RR-MR-000.A	Quantitative	Number of employees	28	Slide 15
RR-MR-000.B	Quantitative	Total retail space	Confidential	—

Governance	Strategy	Risk Management	Metrics & Targets
✓ Board oversight of climate risks & opportunities ✓ Management's role in assessing climate issues ○ ESG committee (formal) — targeted 2026 ✓ CDP A & EcoVadis Gold — external validation	✓ Short/medium/long-term climate risks described ✓ Impact on business, strategy, financial planning ✓ Scenario analysis (1.5°C / 2°C / 4°C) ✓ Opportunities: eco-products, ESG-linked investment	✓ Process to identify climate-related risks ✓ Process to assess & manage climate risks ✓ Integration into enterprise risk management ✓ Tier 1 (China/India) supply chain risk assessed	✓ Scope 1, 2 & 3 GHG emissions disclosed ✓ GHG intensity metric reported ✓ Net Zero 2030 targets set ○ Third-party GHG verification — planned 2026

2024 COMPLETED	2025 ACHIEVED	2026–27 IN PROGRESS	2028–30 TARGET
✓ Scope 1+2 GHG –20% vs. 2021 (4 yrs early)	✓ GHG –29% vs. 2021 — Net Zero on track	50% renewable energy share	Net Zero Scope 1+2 achieved
✓ 10+ supply chain partners assessed	✓ CDP Score A · EcoVadis Gold	Formal ESG Board Committee	Scope 3 roadmap fully executed
✓ Eco-products launched in US market	✓ Tier 1: China (3) + India (2) onboarded	60% supply chain partners assessed	100% eco-product portfolio
✓ SASB/TCFD-aligned reporting initiated	✓ 10 Social Enterprise Network active	Female rep. ≥50% all levels	Schools built in 5+ nations
✓ \$5M diverse supplier spend achieved	✓ L&D program launched (ahead of plan)	Full GHG third-party verification	EcoVadis Gold maintained / Platinum
	✓ Human Rights Policy published		

BODRAUM

Thank You

Bodraum remains committed to continuous improvement across Environmental, Social, and Governance dimensions — building a business that creates lasting positive impact.

Our Net Zero 2030 commitment guides every strategic decision we make.

ESG Inquiries: esg@bodraum.com

93/100

Environment

79/100

Social

91/100

Governance

CDP A

CDP Score

Gold

EcoVadis

–29%

S1+S2 vs. 2021