

B O D R A U M

2025 ESG

# Report

Environmental · Social · Governance

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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

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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 CO<sub>2</sub>e**

Scope 1 — Direct

**161 MT CO<sub>2</sub>e**

Scope 2 Market-Based

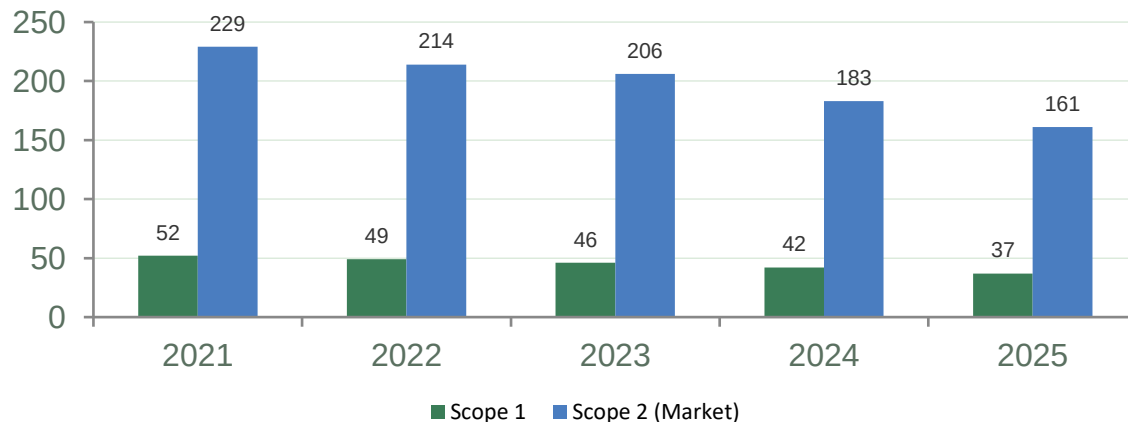
**172 MT CO<sub>2</sub>e**

Scope 2 Location-Based

**~2,470 MT CO<sub>2</sub>e**

Scope 3 Estimated

## Scope 1+2 GHG Emissions (MT CO<sub>2</sub>e) · 2021–2025



**198 MT**

Total S1+S2 (Market)  
2025

**-29.3%**

Reduction vs. 2021  
✓ Exceeded -20% Target!

**-12.0%**

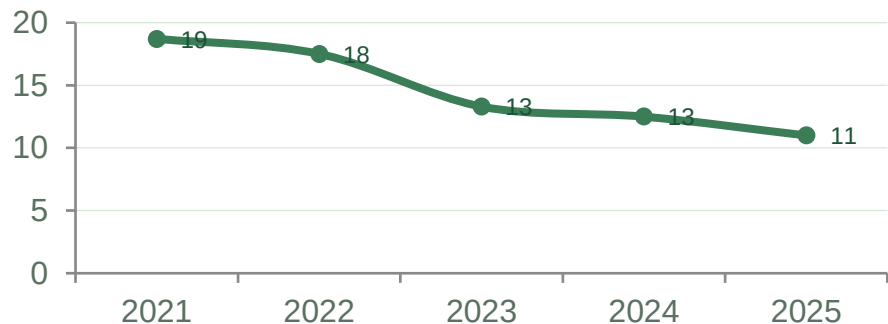
YoY Reduction  
vs. 2024

**Net Zero**

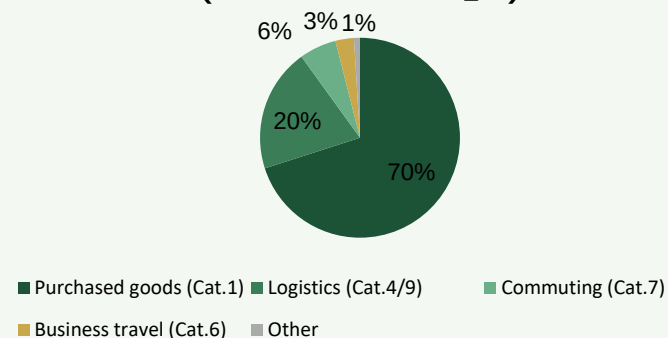
2030 Ambition  
Scope 1+2 commitment



## GHG Emission Intensity (MT CO<sub>2</sub>e / \$M Revenue)



## Scope 3 Category Breakdown (Est. MT CO<sub>2</sub>e)



| 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 <sub>4</sub> =27.9, N <sub>2</sub> 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

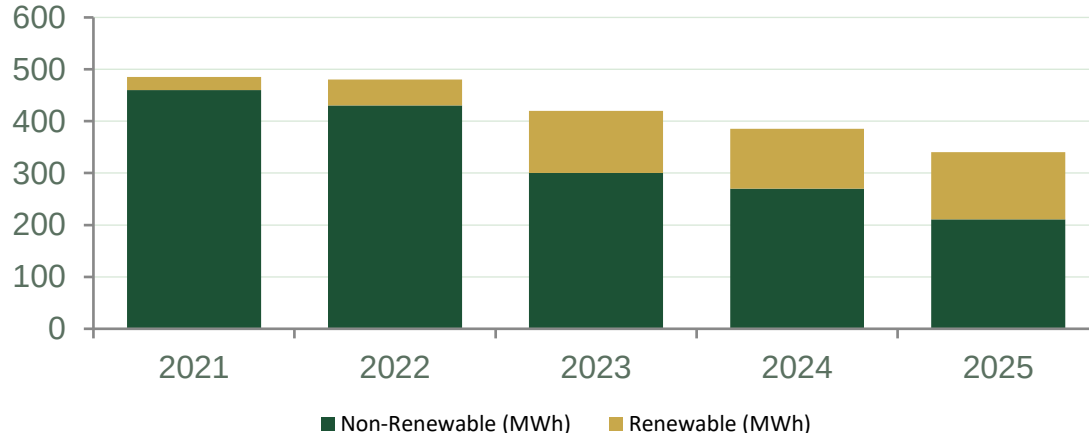
## -11.7%

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

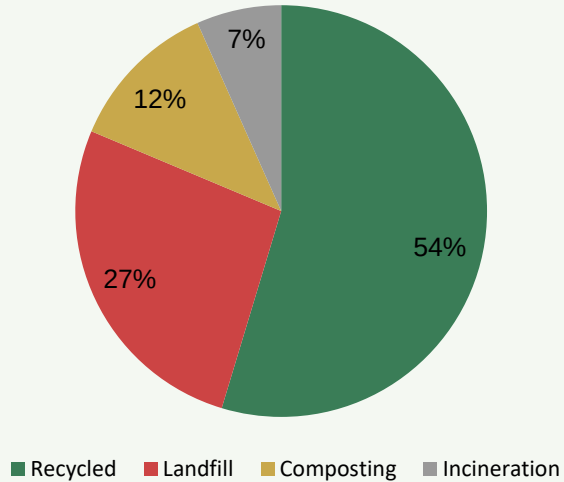
**-11.8%**

Waste Reduction  
YoY vs. 8.5 MT (2024)

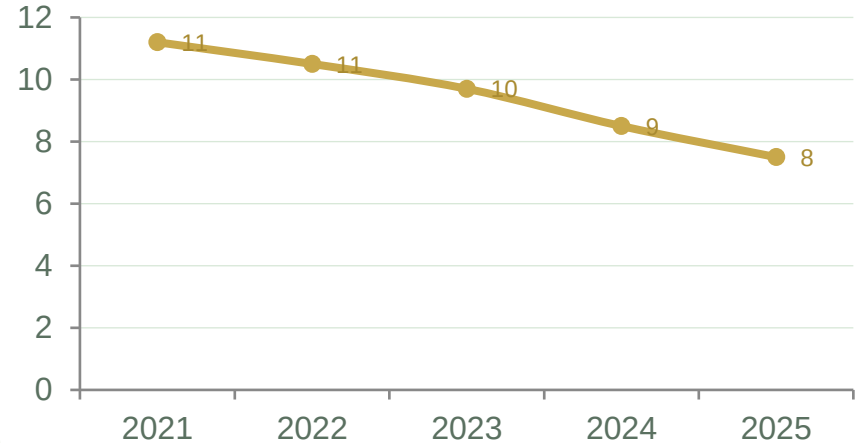
**0.27 MT**

Waste Intensity  
per employee

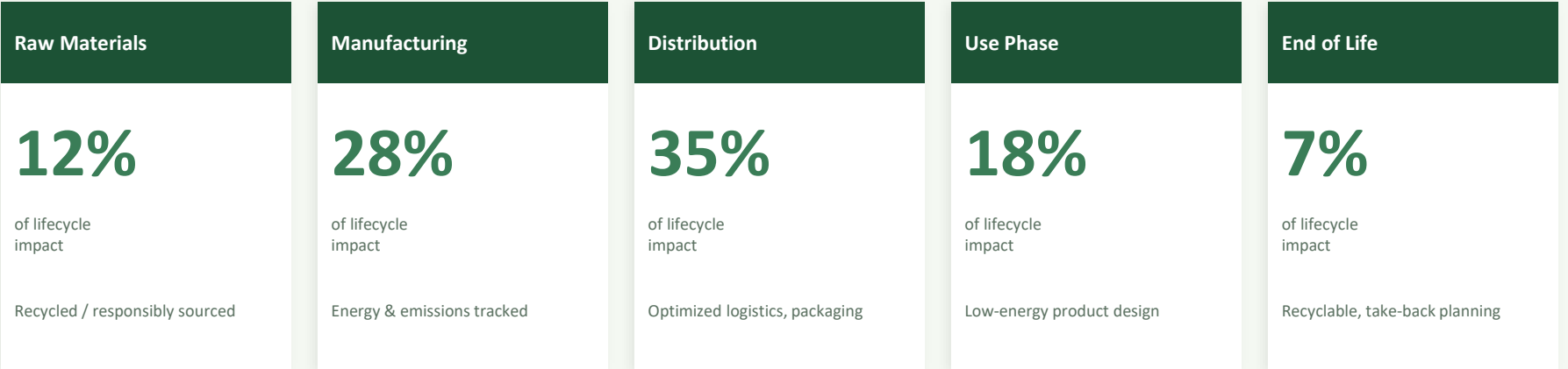
## Waste Disposal Mix 2025 (MT)



## Total Waste Generated (MT) · 2021–2025

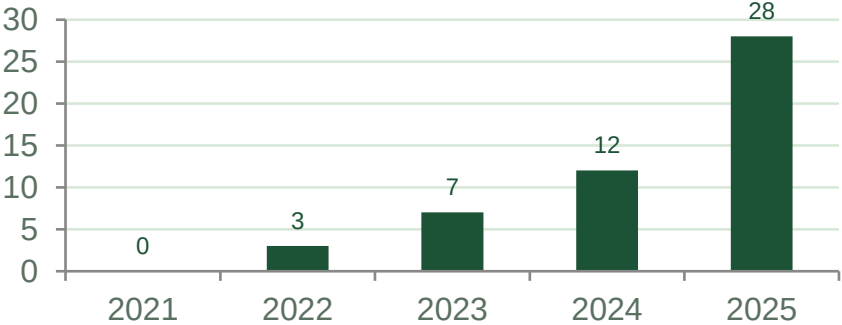


Bodraum integrates sustainability into product design through Life Cycle Assessment (LCA). In 2025, eco-friendly products expanded beyond the US market with 42% of SKUs carrying verified sustainability claims.



| 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

**46.7%** Assessment Coverage (28/60)

**4/4** High-Risk Suppliers Reassessed

**5** Tier 1 Partners (CN3+IN2)

**10** Social Enterprise Partners

**≥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

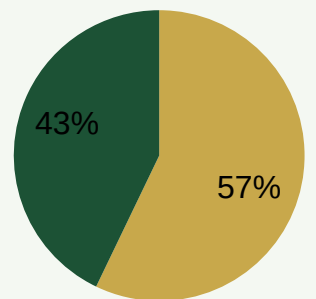
**22%**

Turnover Rate  
Industry avg: ~18%

**100%**

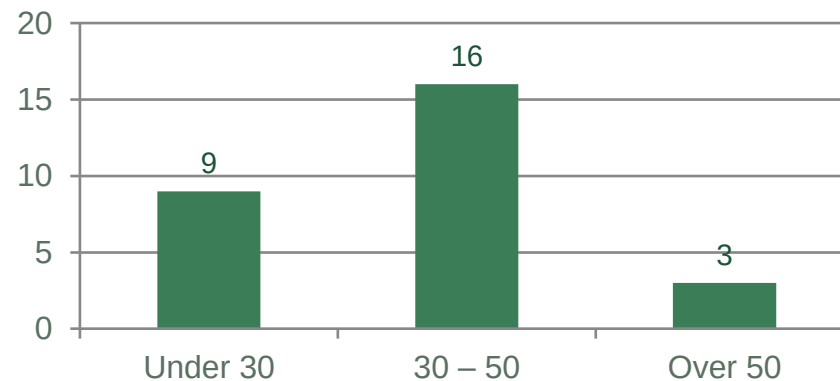
Above Min. Wage  
All employees

## 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%**

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                                                                                                                                                                                           |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <ul style="list-style-type: none"><li>▶ Comprehensive health insurance</li><li>▶ Mental health support services</li><li>▶ Ergonomic assessments</li><li>▶ Flexible working arrangements</li></ul> | <ul style="list-style-type: none"><li>▶ Above-minimum-wage pay</li><li>▶ Performance-linked incentives</li><li>▶ Retirement savings plan (active)</li><li>▶ Financial literacy programs</li></ul> | <ul style="list-style-type: none"><li>▶ Team-building &amp; off-site programs</li><li>▶ Knowledge-sharing forums</li><li>▶ DE&amp;I leadership partnerships</li><li>▶ Employee recognition initiatives</li></ul> | <ul style="list-style-type: none"><li>▶ ESG platform training (all staff)</li><li>▶ Human rights education</li><li>▶ Career development discussions</li><li>▶ External training sponsorships</li></ul> |



20 hrs

Avg Training / Employee  
FY2025

100%

ESG Training  
All 28 employees

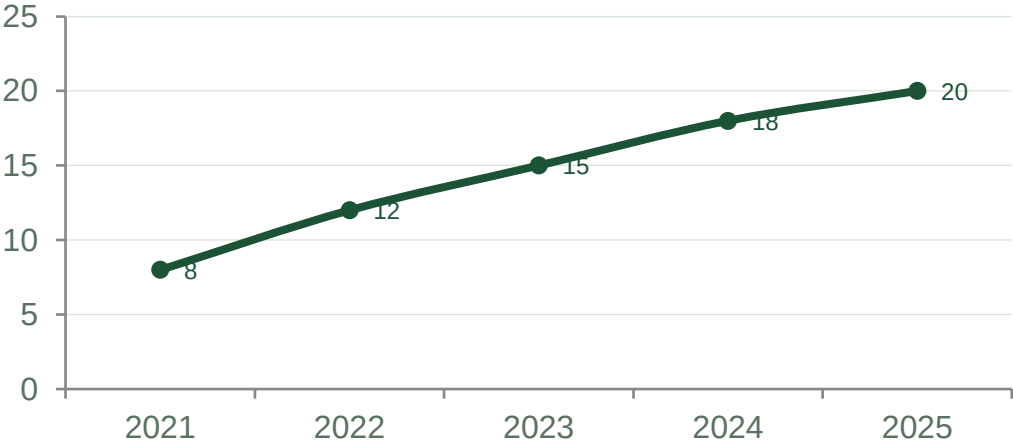
100%

HR & Human Rights  
All employees

2025

Formal L&D Program  
Launched ahead of plan

Average Training Hours per Employee  
· 2021–2025

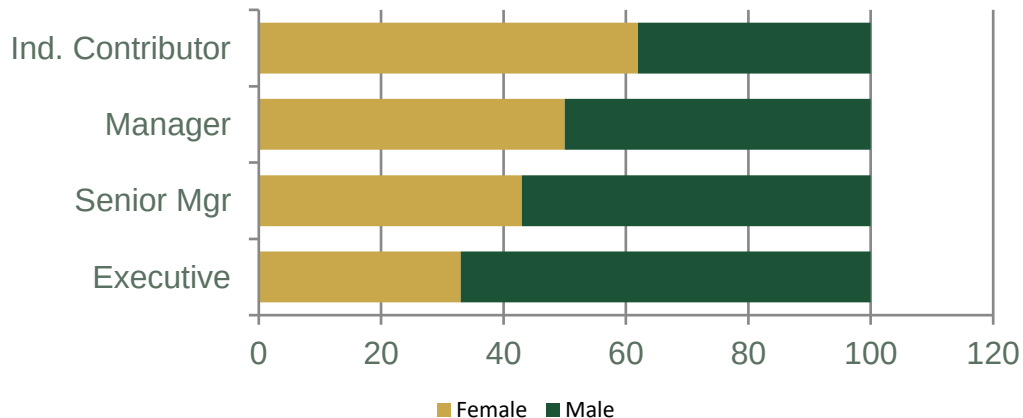


Training Areas (2025)

|                             |          |      |
|-----------------------------|----------|------|
| 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

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

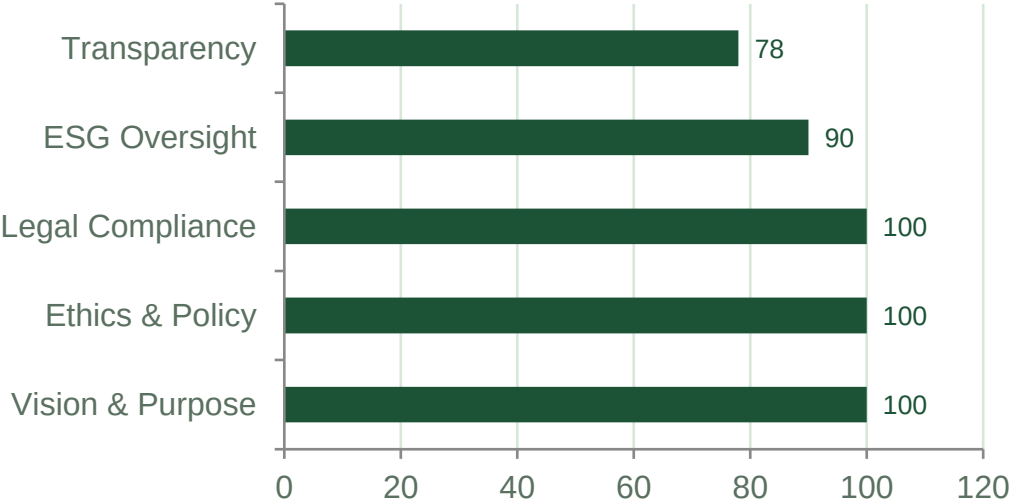
- ▶ Annual security risk assessments completed
- ▶ Incident response plan documented & tested
- ▶ Cybersecurity topics included in board briefings
- ▶ Zero customer data incidents since inception

# 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

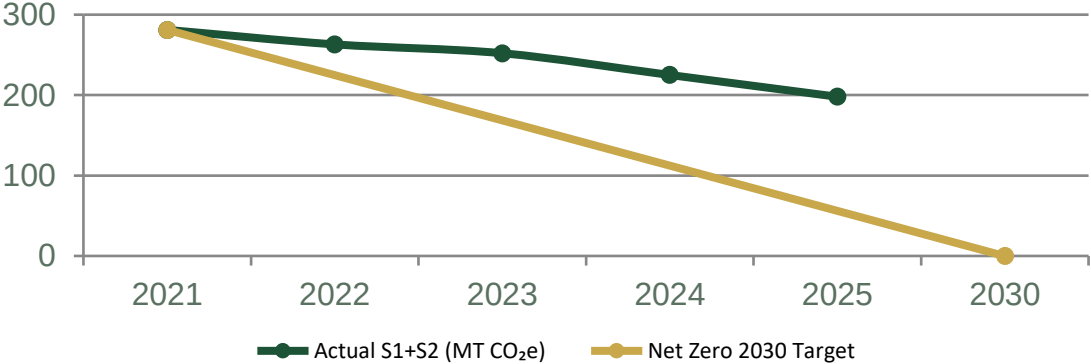
Government green incentive programs available for strong ESG credentials.

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

## GHG Reduction vs. Net Zero 2030 (MT CO<sub>2</sub>e)



**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 <sub>2</sub> e     | Continuous reduction               |
| Scope 2 (Market-Based) | 161 MT CO <sub>2</sub> e    | Net Zero by 2030                   |
| Scope 3 (Estimated)    | ~2,470 MT CO <sub>2</sub> 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                                                                                                                                                                                                                   |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <ul style="list-style-type: none"> <li>✓ Board oversight of climate risks &amp; opportunities</li> <li>✓ Management's role in assessing climate issues</li> <li>○ ESG committee (formal) — targeted 2026</li> <li>✓ CDP A &amp; EcoVadis Gold — external validation</li> </ul> | <ul style="list-style-type: none"> <li>✓ Short/medium/long-term climate risks described</li> <li>✓ Impact on business, strategy, financial planning</li> <li>✓ Scenario analysis (1.5°C / 2°C / 4°C)</li> <li>✓ Opportunities: eco-products, ESG-linked investment</li> </ul> | <ul style="list-style-type: none"> <li>✓ Process to identify climate-related risks</li> <li>✓ Process to assess &amp; manage climate risks</li> <li>✓ Integration into enterprise risk management</li> <li>✓ Tier 1 (China/India) supply chain risk assessed</li> </ul> | <ul style="list-style-type: none"> <li>✓ Scope 1, 2 &amp; 3 GHG emissions disclosed</li> <li>✓ GHG intensity metric reported</li> <li>✓ Net Zero 2030 targets set</li> <li>○ Third-party GHG verification — planned 2026</li> </ul> |

| 2024<br>COMPLETED                           | 2025<br>ACHIEVED                          | 2026–27<br>IN PROGRESS             | 2028–30<br>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](mailto:esg@bodraum.com)

**93/100**

Environment

**79/100**

Social

**91/100**

Governance

**CDP A**

CDP Score

**Gold**

EcoVadis

**–29%**

S1+S2 vs. 2021