

2023 ESG Report

Environmental · Social · Governance

GRI Standards · SASB Retail · TCFD

Assessment Date: March 4, 2024



90/100

Environment Score



50/100

Social Score



100/100

Governance Score



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About Bodraum — 2023 Snapshot

Series B

Growth Stage (2023)

Retail Service

Industry

<10

Employees (FY2023)

United States

Primary Market

March 2024

Assessment Date

2021

ESG Baseline Year

Bodraum is a Series B retail service company that integrates ESG principles into its founding mission — from eco-product design and LCA implementation to community investment and transparent governance. The 2023 assessment reflects strong environmental and governance performance, with clear opportunities for growth in social disclosure and workforce development.

2023 Overall ESG Assessment Results

OVERALL ESG SCORE

72.5 / 100 pts

Above benchmark average (44.5 pts)

Strongest: Governance (100/100) · Weakest: General & Social (50/100 each)

Benchmark max: 80 pts · Benchmark min: 0 pts

General

50

/ 100 pts

Benchmark

Avg: **27.5 pts**
Max: **100 pts**
Min: **0 pts**

Environment

90

/ 100 pts

Benchmark

Avg: **25.5 pts**
Max: **90 pts**
Min: **0 pts**

BELOW AVG

Social

50

/ 100 pts

Benchmark

Avg: **57 pts**
Max: **100 pts**
Min: **0 pts**

Governance

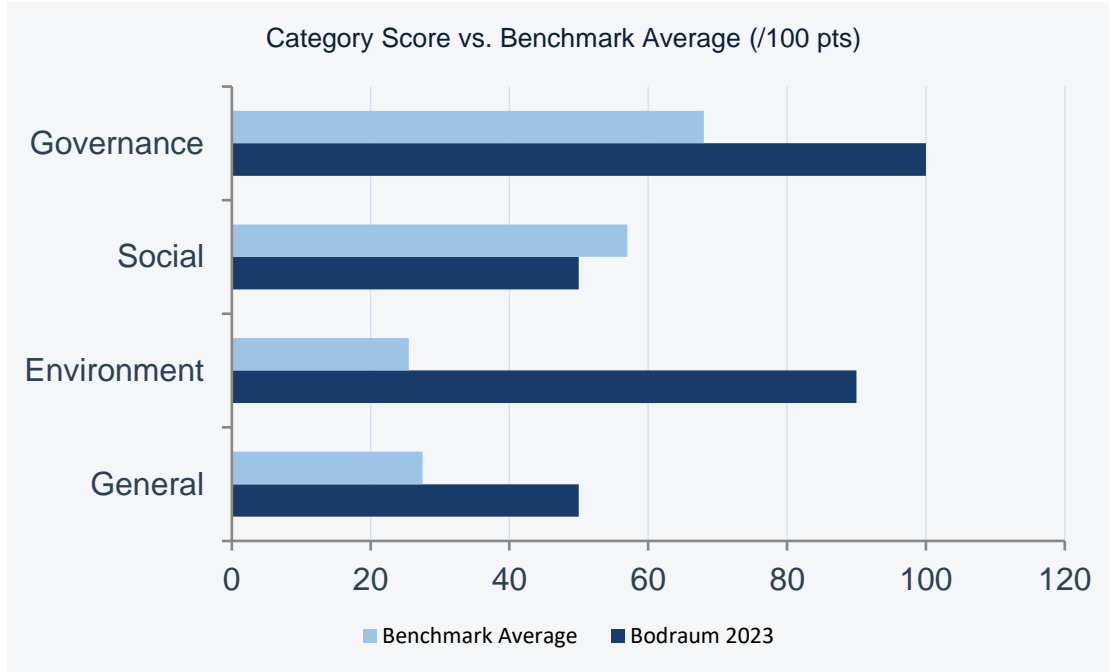
100

/ 100 pts

Benchmark

Avg: **68 pts**
Max: **100 pts**
Min: **0 pts**

Benchmark Comparison · Bodraum vs. Peer Average



Key Takeaways

✓ Environment: 90 pts — significantly ABOVE benchmark (25.5 avg)

✓ Governance: 100 pts — ABOVE benchmark (68.0 avg)

✓ General: 50 pts — ABOVE benchmark (27.5 avg)

✗ Social: 50 pts — BELOW benchmark (57.0 avg). Key improvement area.

⚠ ESG public disclosure: 0 pts. Priority action for 2024.

Assessment Context

This assessment (dated March 4, 2024) covers Bodraum's 2023 ESG performance. Benchmark peer group is selected based on growth stage (Series B), industry (retail service), and company size (<10 employees). Benchmark max = 80 pts; Benchmark min = 0 pts.

CEO Message



From Bodraum's founding, we have embedded a clear mission: to operate a business that creates meaningful value for people, the planet, and society. In 2023, that commitment continued to produce measurable outcomes — particularly in our environmental and governance performance.

Our Environment score of 90/100 significantly exceeds our peer benchmark average of 25.5 points. This reflects our sustained investment in eco-friendly product design, Life Cycle Assessment integration, energy reduction initiatives, and supply chain sustainability partnerships.

Our Governance score of 100/100 reflects the foundation we have built: a founding vision that centers ESG, a code of ethics formalized as internal regulation, an active whistleblowing system, and a sustainability oversight structure. Zero legal sanctions and zero data breaches further demonstrate our commitment to responsible management.

We recognize that our Social score of 50/100 — which falls below the peer benchmark average — represents our primary opportunity for growth. In 2024, we are committed to formalizing our human rights policy, building structured training and development programs, and establishing measurable diversity and inclusion targets.

Grace K. | Chief Executive Officer, Bodraum

72.5/100

Overall Score

90/100

Environment

100/100

Governance

50/100

Social

<10

Employees

0

Data Breaches

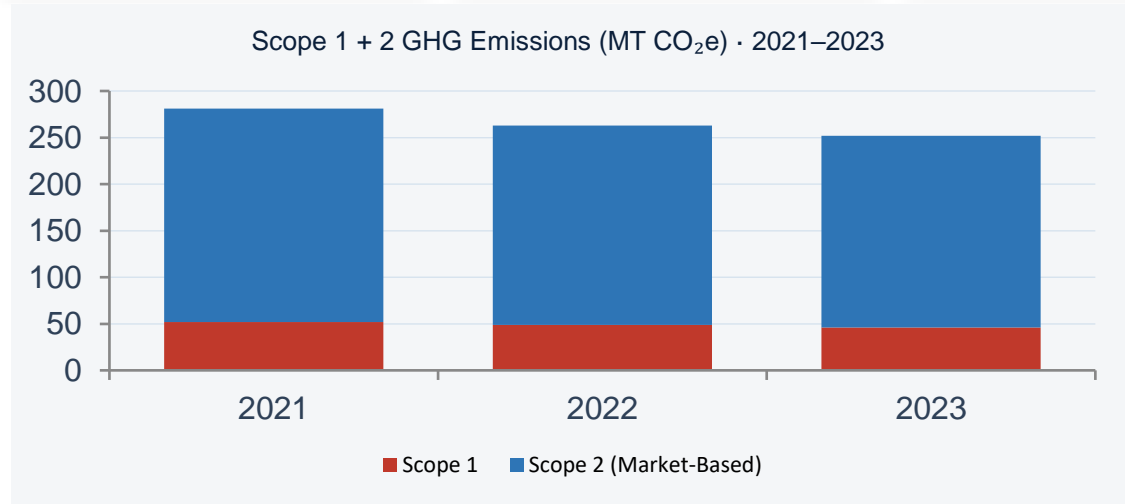
02

Environmental Performance

GRI 302 · 305 · 306 | Carbon · Energy · Waste · Eco-Products

GHG Emissions Overview · GRI 305

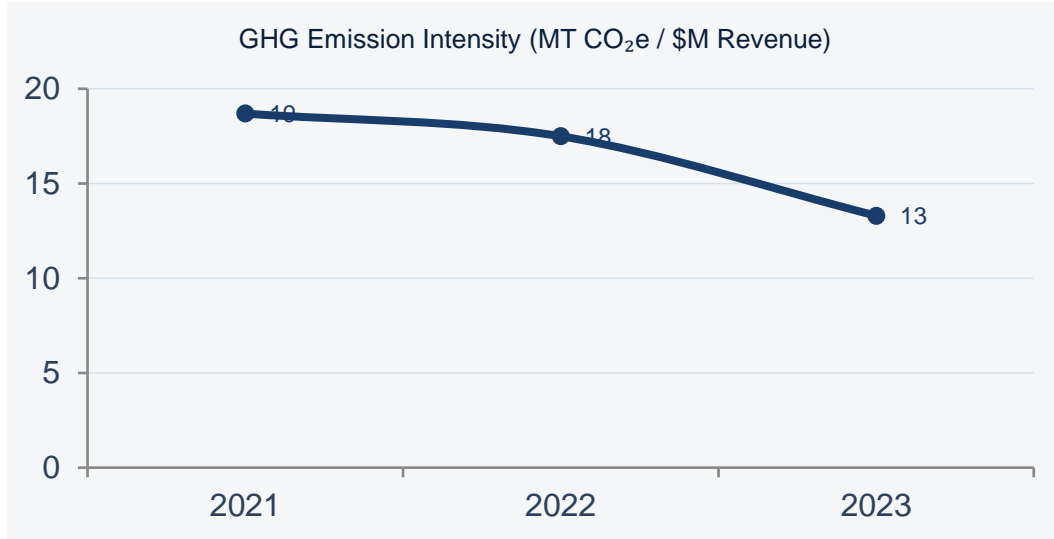
<p>Scope 1</p> <p>46</p> <p>MT CO₂e</p> <p>Direct — company vehicles, minor natural gas</p>	<p>Scope 2 (Market-Based)</p> <p>206</p> <p>MT CO₂e</p> <p>Purchased electricity with renewable credits</p>	<p>Scope 2 (Location-Based)</p> <p>218</p> <p>MT CO₂e</p> <p>Purchased electricity — grid average</p>	<p>Scope 3 (Est.)</p> <p>~2,600</p> <p>MT CO₂e</p> <p>Value chain — products, logistics, commuting</p>
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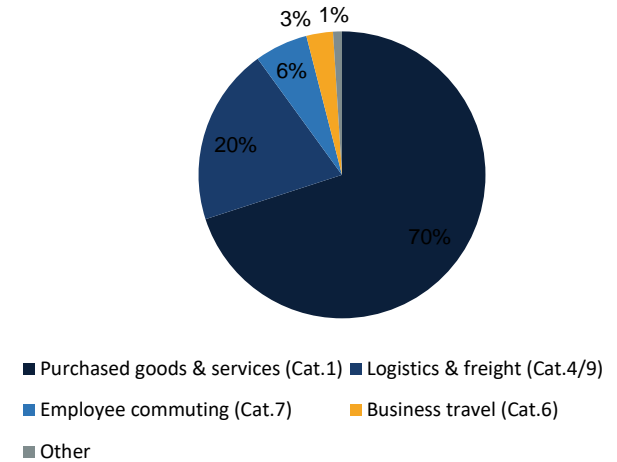
2023 Highlights

S1+S2 Total (Market-Based)	252 MT CO₂e
Reduction vs. 2021 baseline	-10.3%
Reduction vs. 2022	-4.2% YoY
2030 Reduction Target (vs. 2021)	≤225 MT CO₂e (-20%)
GHG Intensity (MT CO ₂ e/\$M Rev.)	13.3
2021 Baseline (S1+S2)	281 MT CO₂e

GHG Intensity & Methodology • GRI 305-4



Scope 3 Category Breakdown (Est.)



Boundary	Operational control — all facilities and vehicles directly controlled by Bodraum
Scope 1 Sources	Company vehicles (gasoline/diesel), minor natural gas (office heating)
Scope 2 Method	Location-based (eGRID) and market-based (renewable energy credits) per GHG Protocol S2 Guidance
Emission Factors	EPA Emission Factors Hub 2022; GWP: IPCC AR5 (CH ₄ =28, N ₂ O=265)
Scope 3 Approach	Spend-based estimate (Cat.1); GHG Protocol Corporate Value Chain Standard
Reporting Period	January 1 – December 31, 2023. Baseline year: CY2021.

Energy Consumption & Management · GRI 302

420



Total Energy (MWh)

FY2023

29%



Renewable Share

122 MWh renewable

-2.3%



YoY Change

vs. 430 MWh in 2022

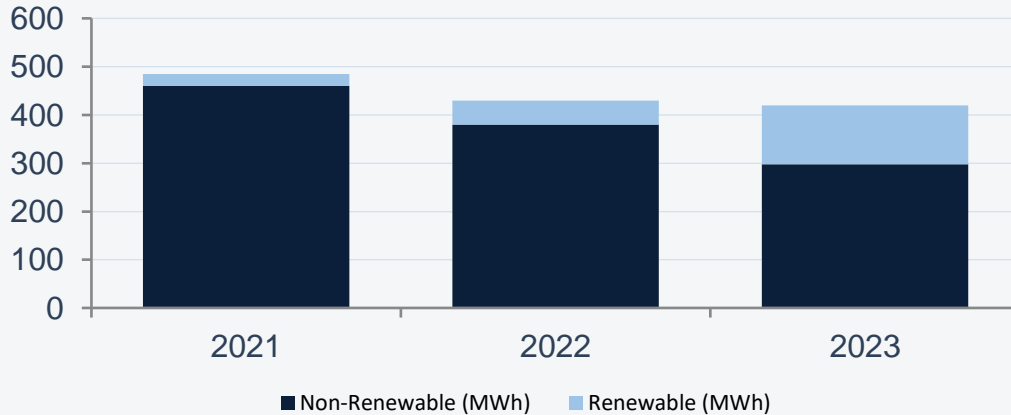
52.5 MWh



Energy Intensity

per employee (2023)

Energy Consumption by Source (MWh) · 2021–2023




Energy Initiatives (2023)

- ✓ GHG emissions monitoring system active
- ✓ Measuring energy consumption at all sites
- ✓ Active efforts underway to reduce usage
- ✓ Renewable energy credits: 122 MWh (29%)
- Target: 50% renewable energy by 2027
- Automated data management: 2024 rollout

Waste Management · GRI 306

9.7 


Total Waste (MT)
FY2023

43% 

Recycling Rate
4.2 MT recycled

-7.6% 

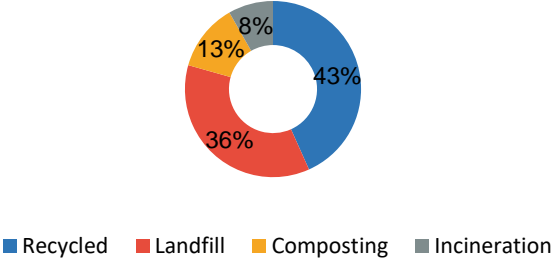
Waste Reduction
vs. 10.5 MT (2022)



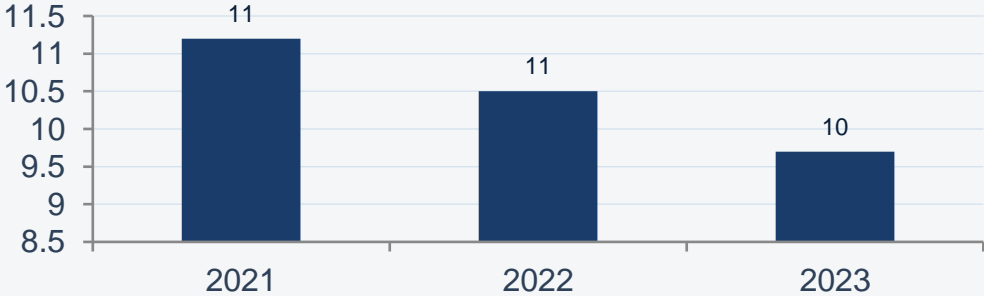
Waste Tracking
Score: 50/100 — partial

 **Assessment Gap:** Waste emissions are being measured (50/100 pts). Next step: implement formal waste reduction targets and expand recycling programs to achieve 100 pts.

Waste Disposal Mix 2023 (MT)



Total Waste Generated (MT) · 2021–2023



Eco-Friendly Products & LCA · GRI 301 / SASB

Bodraum has integrated Life Cycle Assessment (LCA) into product design, evaluating environmental impact from raw material extraction through end-of-life. Eco-friendly products are available in the US market. Assessment score: 100/100 — already providing eco-friendly products/services.



Raw Materials

12%

of lifecycle
impact

Recycled / responsibly sourced
content



Manufacturing

28%

of lifecycle
impact

Energy & emissions tracked via LCA



Distribution

35%

of lifecycle
impact

Optimized logistics, reduced
packaging



Use Phase

18%

of lifecycle
impact

Low-energy product design



End of Life

7%

of lifecycle
impact

Recyclable materials, take-back
plan

SASB Retail: Environmental Metrics (2023)

Products with sustainability claims:

30% of SKUs

Packaging — recycled content:

38%

Supplier env. assessments completed:

16% (7/45)

03

Social Performance

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

Workforce Overview · GRI 401 / 405

<10 


Total Employees
As of Dec 31, 2023

100% 

Above Min. Wage
All employees

0 

Data Breaches
Customer data secure

50/100 

Social ESG Score
Below benchmark avg: 57 pts

 **Social Score Alert: 50/100** — Below peer benchmark average (57 pts). Three critical gaps identified: (1) No human rights policy, (2) No employee training programs, (3) No diversity initiatives. These are priority actions for 2024.

Social Assessment Item-by-Item Results

Internal Human Rights Policy	No formal policy	0/100
Employee Compensation (vs. Min. Wage)	Above minimum wage	50/100
Employee Training & Development	No programs in place	50/100
Diversity & Inclusion	No related items	0/100
Customer Data Security	System in place; 0 breaches	100/100
Social Contribution Programs	Active — schools program	100/100

Human Rights & Workforce Development · GRI 407 / 404



Priority Gap Areas — requires immediate action in 2024 to improve Social score from 50/100 toward benchmark average (57 pts) and beyond.



Human Rights Policy (GRI 407)

Score: 0/100

Current: No formal internal human rights policy exists.

Action

Draft and formalize internal human rights policy covering all stakeholders. Align with UN Guiding Principles. Target: Q2 2024.



Employee Training & Dev. (GRI 404)

Score: 50/100

Current: Pays above minimum wage. No structured education or training programs in place.

Action

Design and launch formal training program. Begin with ESG and human rights education for all staff. Target: Q3 2024.



Diversity & Inclusion (GRI 405)

Score: 0/100

Current: No diversity-related items or policies established.

Action

Establish DEI policy. Set initial diversity targets. Partner with external DEI organizations. Target: Q4 2024.

Community Investment & Data Security · GRI 413 / 418

100/100 ✓

Community Programs · GRI 413



School Building Initiative

- CEO's founding vision centers social impact
- Percentage of annual sales allocated to education
- MOU signed with Global Vision (INGO)
- School construction projects: 2 funded
- Focus: underserved communities in developing nations

100/100 ✓

Data Security · GRI 418 / SASB



Zero Data Breach Record

- Information security management system in place
- Customer personal data protection policies formalized
- Access controls and authentication implemented
- Zero customer sensitive data breaches since founding
- Regular vulnerability assessments conducted



ESG Disclosure Gap (0/100 pts): Bodraum has not yet published formal ESG goals and performance data to external stakeholders. Initiating SASB/TCFD-aligned disclosure is the #1 priority action for 2024.

04

Governance

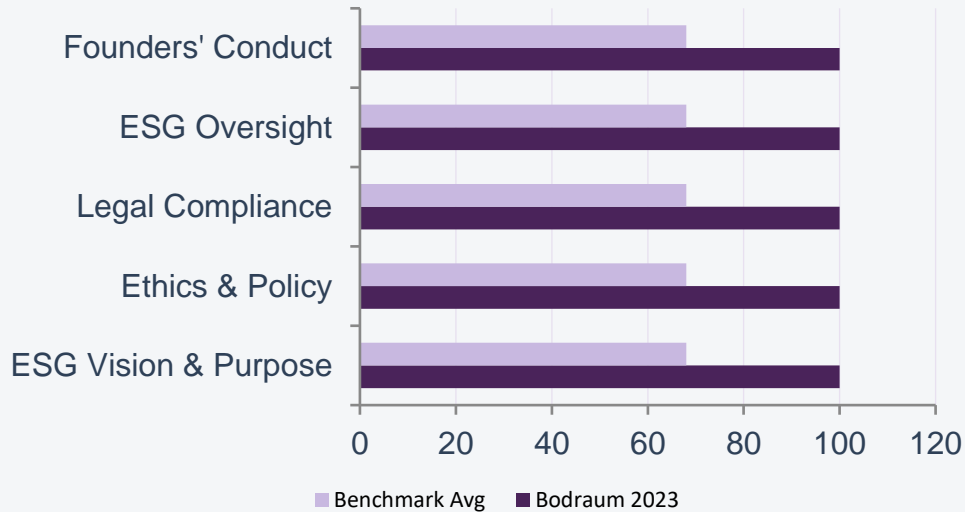
GRI 2 · 205 · SASB | Board · Ethics · Compliance · Risk

Governance Structure · GRI 2-9 / 2-12 · Score: 100/100



Governance Score: 100/100 — All five governance items achieved maximum score. Bodraum's governance framework exceeds the benchmark average of 68.0 pts by 32 points.

Governance Score vs. Benchmark Avg (/100)



Governance Item Results

ESG in Founding Vision **100/100**

Founders' Ethics Record **100/100**

Code of Ethics (Internal Reg) **100/100**

Whistleblowing System **100/100**

Legal Sanctions **None**

Sustainability Oversight **In Place**

Anti-Corruption Policy **Active**

Governance Score vs. Avg **+32 pts**

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 escalation reports in 2023



Anti-Corruption Policy

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



Legal Compliance (2023)

Zero legal sanctions. Zero regulatory actions. Zero significant fines. Zero confirmed incidents of corruption. Full legal compliance maintained since founding.

05

TCFD Climate Disclosure

Task Force on Climate-related Financial Disclosures | Four Pillars

TCFD: Governance & Strategy · Pillars 1–2

TCFD disclosures cover four pillars: Governance, Strategy, Risk Management, and Metrics & Targets. Bodraum is building foundational TCFD alignment in 2023.

Governance

P1

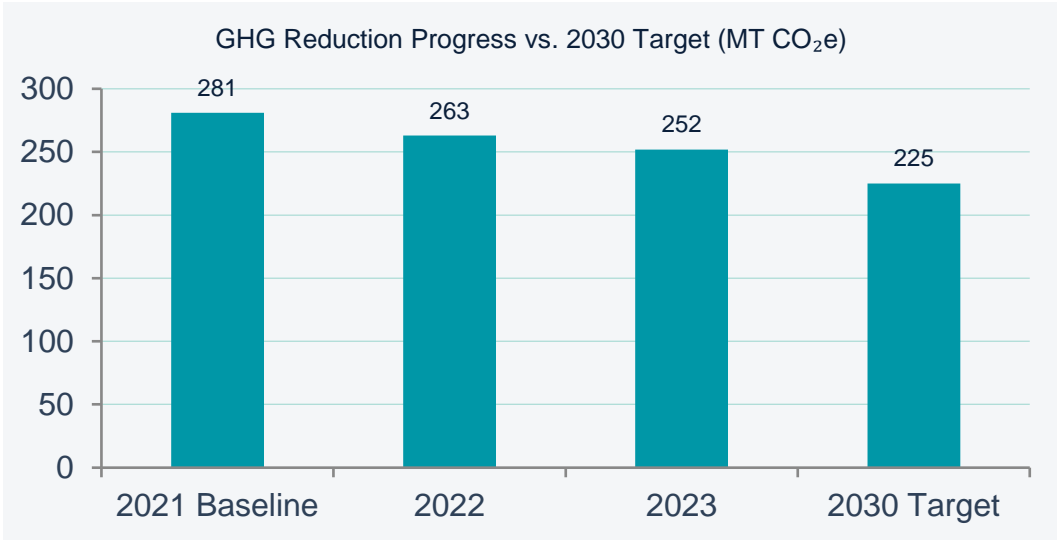
- CEO holds ultimate accountability for ESG and climate-related performance
- Climate targets and GHG performance reviewed at leadership meetings
- Sustainability oversight system established in 2023
- Formal ESG committee planned for 2026 as governance matures

Strategy

P2

- Transition risk (near-term): regulatory carbon pricing, product sustainability mandates
- Physical risk (long-term): supply chain disruption from extreme weather events
- Opportunity: growing eco-product market and ESG-linked investment access
- LCA integration and GHG targets are core strategic responses to climate risks

TCFD: Metrics & Targets · Pillars 3–4



Metric	2023 Value	Target / Notes
Scope 1 Emissions	46 MT CO ₂ e	Company vehicles & gas
Scope 2 (Market-Based)	206 MT CO ₂ e	-20% by 2030 vs. 2021
Scope 2 (Location-Based)	218 MT CO ₂ e	Grid average method
Scope 3 (Estimated)	~2,600 MT CO ₂ e	Baseline: 2025 target
Total Energy Consumption	420 MWh	-8% vs. 2022
Renewable Energy Share	29%	Target: 50% by 2027
GHG Intensity (\$M Revenue)	13.3 MT CO ₂ e	Improve 5% annually

<p>-20% S1+S2 by 2030</p>		<p>52%</p>	<p>10.3% achieved (252 MT vs. 281 baseline)</p>
<p>50% Renewable by 2027</p>		<p>58%</p>	<p>29% achieved (122 MWh); on track</p>
<p>Scope 3 Baseline 2025</p>		<p>20%</p>	<p>Methodology established; data collection starting</p>

06

Improvement Roadmap & Framework Index

Gap Analysis · 2024 Priorities · GRI/SASB Index · UN SDG Alignment

Gap Analysis & 2024 Priority Actions

Based on the 2023 ESG assessment, three critical gaps have been identified that require priority action in 2024 to reach and exceed peer benchmark averages across all categories.

HIGH PRIORITY

- Publish formal Human Rights Policy (0 pts → 100 pts)
- Launch ESG public disclosure (SASB/TCFD aligned) (0 pts → 100 pts)
- Establish structured employee training program
- Set measurable DEI targets and hire for diversity

MEDIUM PRIORITY

- Formalize Scope 3 Category 1 data collection process
- Expand supplier sustainability assessment coverage (7 → 15+ suppliers)
- Complete ISO 27001 cybersecurity certification assessment
- Build employee engagement and survey process

ONGOING MOMENTUM

- Maintain Governance: 100/100 — ethics, code, whistleblowing
- Continue GHG reduction: Scope 1+2 trend toward 2030 –20% target
- Expand eco-product portfolio and LCA coverage
- Sustain community impact: school-building program with Global Vision

GRI Content Index · GRI 2021 Standards

Disclosure	Topic	Location
GRI 2-1	Organizational details	Slides 3–4
GRI 2-6	Activities, value chain	Slide 12
GRI 2-9	Governance structure	Slide 18
GRI 2-12	Board's ESG oversight	Slides 18, 21
GRI 2-25	Process to remediate negative impacts	Slide 24
GRI 205	Anti-corruption	Slide 19
GRI 302	Energy	Slide 10
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 401	New employee hires & turnover	Slide 14
GRI 404	Training & Education	Slide 15
GRI 405	Diversity & Equal Opportunity	Slides 14–15
GRI 407	Freedom of Association	Slide 15
GRI 413	Local Communities	Slide 16
GRI 418	Customer Privacy	Slide 16
GRI 2-29	Stakeholder engagement	Slide 6
GRI 301	Materials / LCA	Slide 12

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	2023 Value	Slide Ref.
RR-MR-130a.1	Energy Management	Total energy consumed	420 MWh	Slide 10
RR-MR-130a.2	Energy Management	Renewable energy %	29%	Slide 10
RR-MR-230a.1	Data Security	Customer data breaches	0	Slide 16
RR-MR-230a.2	Data Security	Customers affected	0	Slide 16
RR-MR-310a.1	Product Sust.	% products with sustainability claim	30%	Slide 12
RR-MR-310a.2	Product Sust.	Revenue from eco-certified products	Expanding	Slide 12
RR-MR-430a.1	Labor Practices	Voluntary/involuntary turnover	N/A	Slide 14
RR-MR-430a.2	Labor Practices	Number of new hires	N/A	Slide 14
RR-MR-430b.1	Fair Labor	Supplier audits (% of suppliers)	16% (7/45)	Slide 12
RR-MR-000.A	Quantitative	Number of employees	<10	Slide 14

Thank You

Bodraum remains committed to continuous improvement across Environmental, Social, and Governance dimensions. The 2023 assessment has provided a clear roadmap — with environmental and governance leadership as our foundation, and social disclosure, human rights formalization, and workforce development as our 2024 priorities.

ESG Inquiries: esg@bodraum.com

Investor Relations: ir@bodraum.com

General: hello@bodraum.com

72.5/100

Overall Score

90/100

Environment

100/100

Governance

50/100

Social

-10.3%

S1+S2 vs. 2021

0

Data Breaches