

BODRAUM

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

## ~\$77M

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 ~\$77M 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 ~\$77M 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

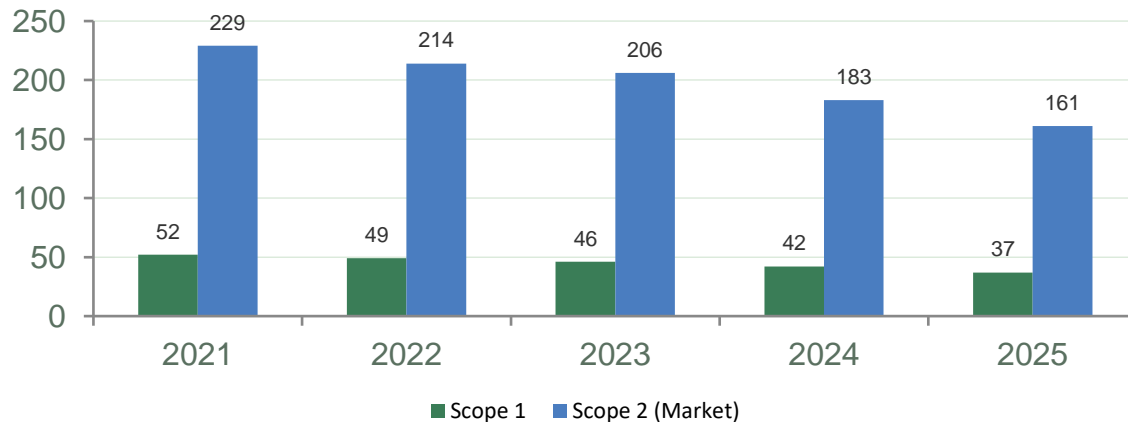
**172 MT CO<sub>2</sub>e**

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!

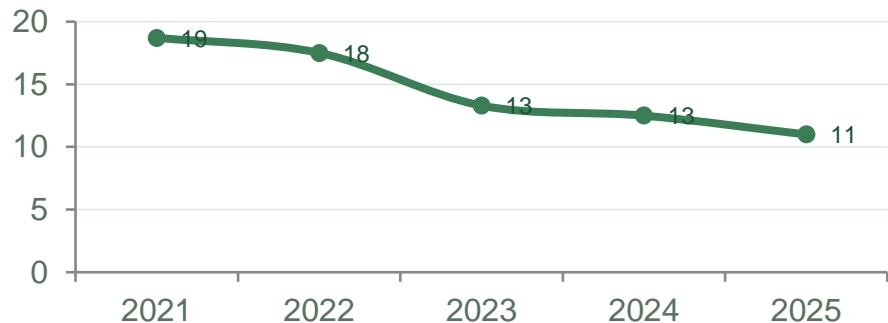
**-12.0%**

YoY Reduction vs. 2024

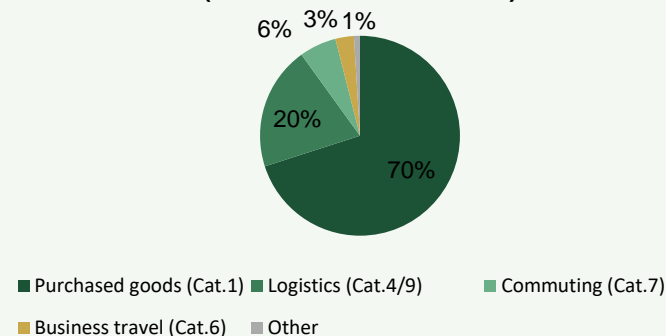
**Net Zero**

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)



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

## 340 MWh

Total Energy  
CY2025

## 38%

Renewable Share  
129 MWh renewable

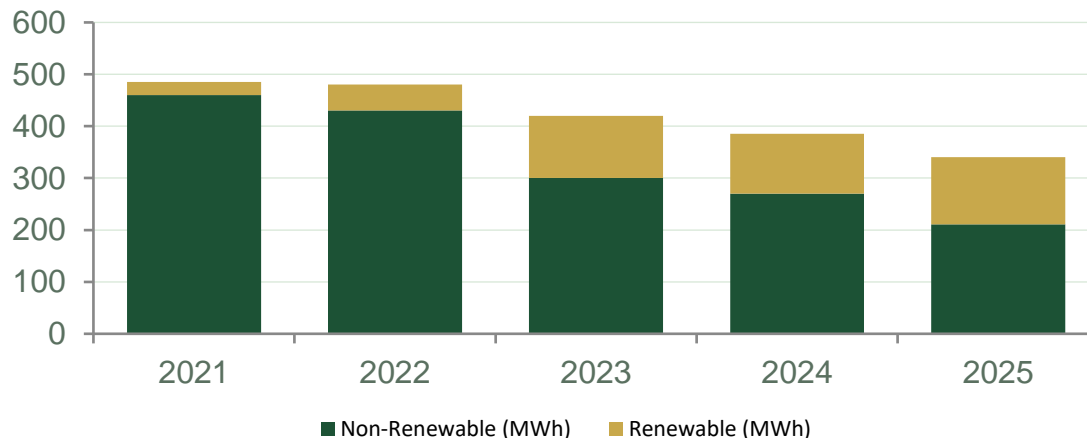
## -11.7%

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

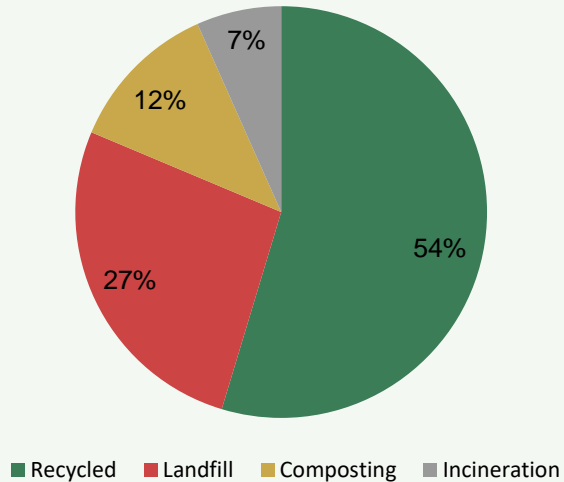
## -11.8%

Waste Reduction  
YoY vs. 8.5 MT (2024)

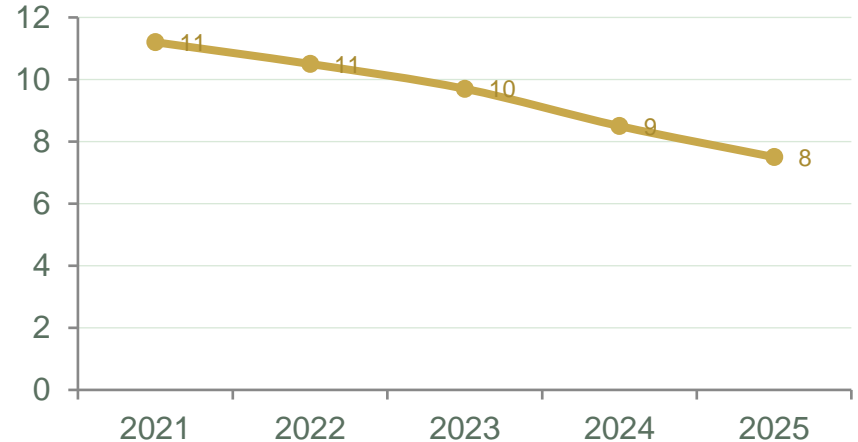
## 0.27 MT

Waste Intensity  
per employee

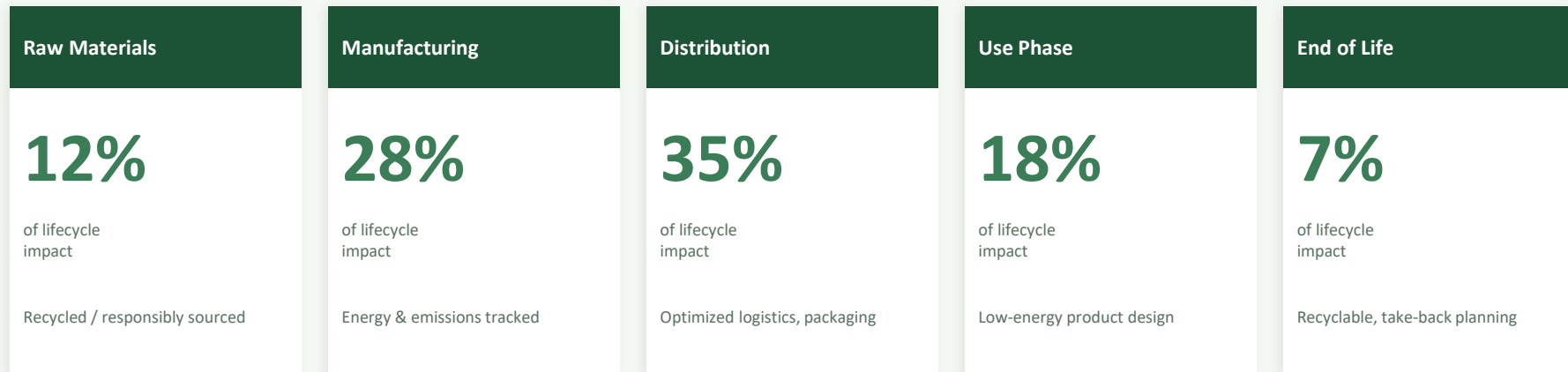
### Waste Disposal Mix 2025 (MT)



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



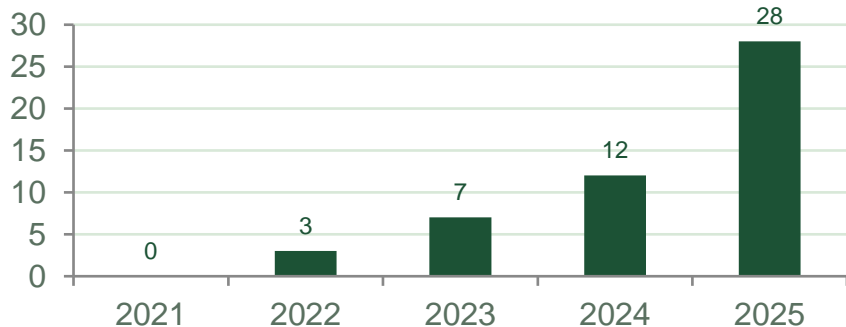
Bodraum integrates sustainability into product design through Life Cycle Assessment (LCA). In 2025, eco-friendly products expanded beyond the US market with 42% of SKUs carrying verified sustainability claims.



## SASB Retail: Environmental Metrics — 2025

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

## 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

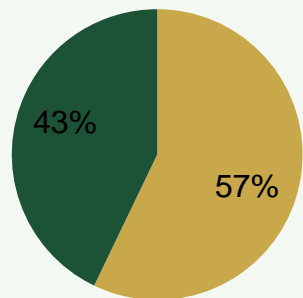
**22%**

Turnover Rate  
Industry avg: ~18%

**100%**

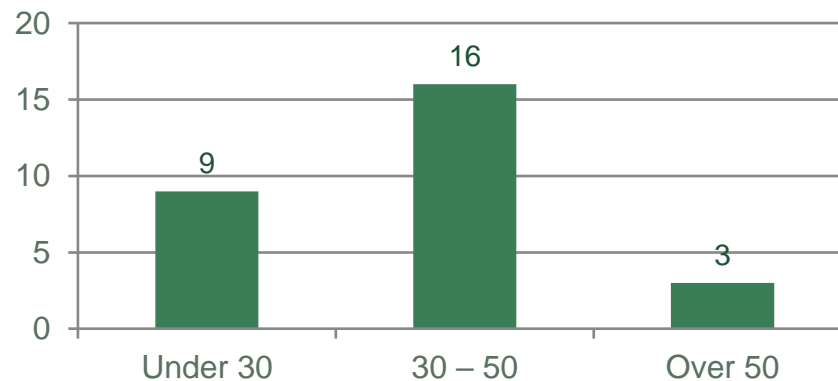
Above Min. Wage  
All employees

## 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%**

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

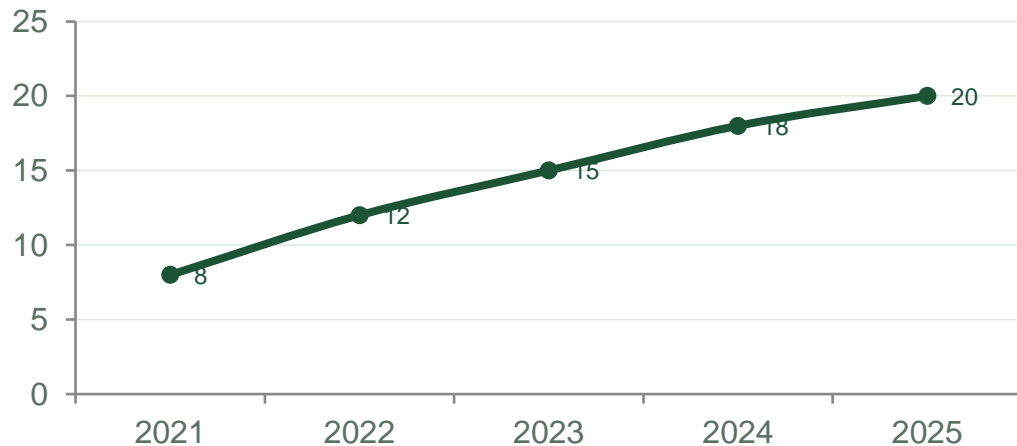
## 100%

HR & Human Rights  
All employees

## 2025

Formal L&D Program  
Launched ahead of plan

### Average Training Hours per Employee · 2021–2025

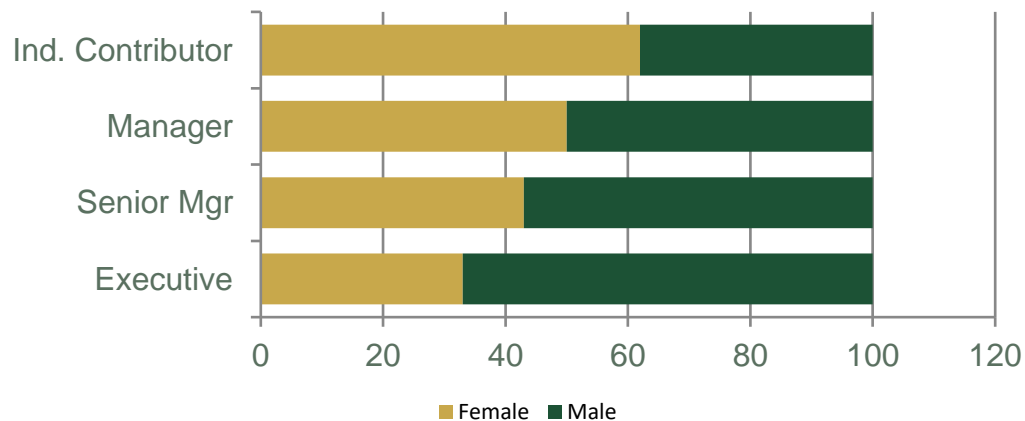


### Training Areas (2025)

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

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

**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 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

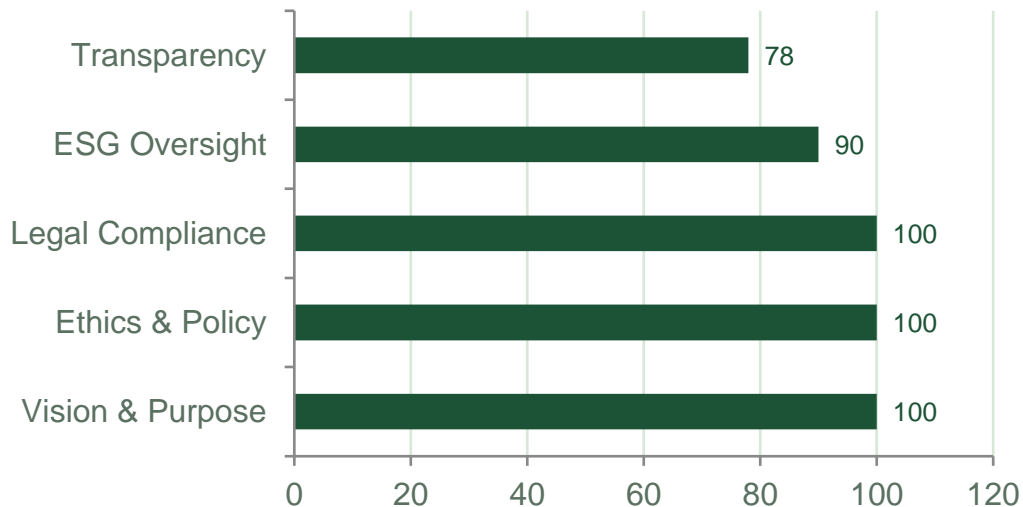
- ▶ Annual security risk assessments completed
- ▶ Incident response plan documented & tested
- ▶ Cybersecurity topics included in board briefings
- ▶ Zero customer data incidents since inception

# 04

## Governance

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

## Governance Score by Category (/100) — 2025



### ESG Vision in Founding

CEO & founding team embed ESG into corporate purpose

100/100

### Board Ethics Record

No founders or board members with ethical violations

100/100

### Code of Ethics Policy

Formalized code of ethics as internal regulation

100/100

### Whistleblowing System

Internal reporting channel operational

100/100

### Anti-Corruption Policy

Anti-corruption policy embedded in operations

100/100

### Legal Sanctions (2025)

Zero regulatory sanctions or legal actions

None

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.

## 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

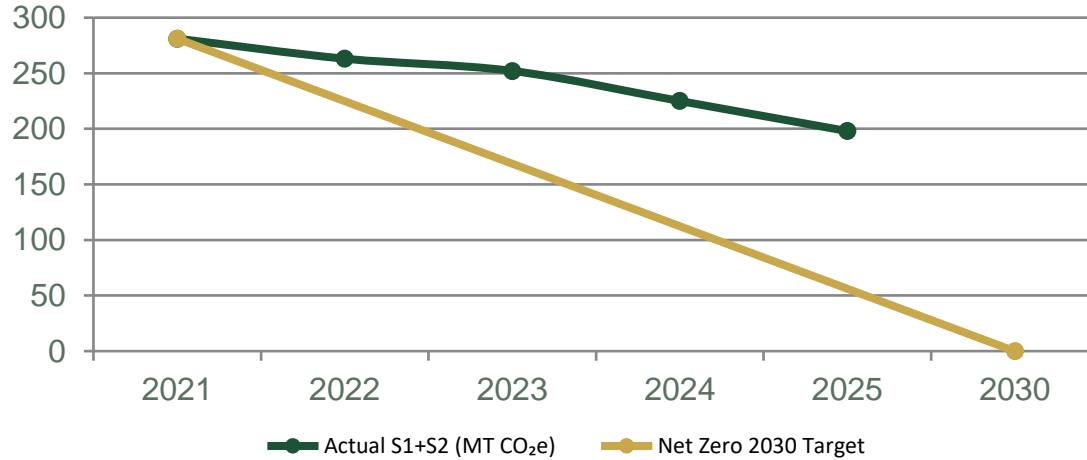
Government green incentive programs available for strong ESG credentials.

→ 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.

<b>1.5°C / Net Zero 2050</b> Ambitious Transition	<b>2°C / Delayed Action</b> Moderate Transition	<b>4°C / Business as Usual</b> High Physical Risk
<b>Transition / Physical Risk</b>  HIGH transition: stringent carbon pricing, rapid mandates	<b>Transition / Physical Risk</b>  MEDIUM transition: gradual regulatory shifts, some physical risk	<b>Transition / Physical Risk</b>  MEDIUM physical: disrupted logistics, supply chain instability
<b>Opportunities</b>  HIGHEST: strong eco-product demand; government programs	<b>Opportunities</b>  MEDIUM: growing but slower market shift to sustainable products	<b>Opportunities</b>  LOW: limited eco-product premium; regulatory uncertainty
<b>Bodraum Positioning</b>  WELL-POSITIONED: Net Zero trajectory, LCA, eco-portfolio align	<b>Bodraum Positioning</b>  RESILIENT: current strategy robust; accelerate renewable energy	<b>Bodraum Positioning</b>  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	Baseline established 2025
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 COMPLETED	2025 ACHIEVED	2026–27 IN PROGRESS	2028–30 TARGET
<ul style="list-style-type: none"> <li>✓ Scope 1+2 GHG –20% vs. 2021 (4 yrs early)</li> <li>✓ 10+ supply chain partners assessed</li> <li>✓ Eco-products launched in US market</li> <li>✓ SASB/TCFD-aligned reporting initiated</li> <li>✓ \$5M diverse supplier spend achieved</li> </ul>	<ul style="list-style-type: none"> <li>✓ GHG –29% vs. 2021 — Net Zero on track</li> <li>✓ CDP Score A · EcoVadis Gold</li> <li>✓ Tier 1: China (3) + India (2) onboarded</li> <li>✓ 10 Social Enterprise Network active</li> <li>✓ L&amp;D program launched (ahead of plan)</li> <li>✓ Human Rights Policy published</li> </ul>	<ul style="list-style-type: none"> <li>50% renewable energy share</li> <li>Formal ESG Board Committee</li> <li>60% supply chain partners assessed</li> <li>Female rep. ≥50% all levels</li> <li>Full GHG third-party verification</li> </ul>	<ul style="list-style-type: none"> <li>Net Zero Scope 1+2 achieved</li> <li>Scope 3 roadmap fully executed</li> <li>100% eco-product portfolio</li> <li>Schools built in 5+ nations</li> <li>EcoVadis Gold maintained / Platinum</li> </ul>

# 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