



SLOW A/S - ESG DISCLOSURE

# Environmental Performance Report

Comprehensive environmental disclosure covering GHG emissions, energy, water, biodiversity, air quality, materials and waste, customer health and safety, and environmental services and advocacy.

Reporting Theme

**Environment**

Reporting Period

1 January 2024 to 31 December 2024

GHG Inventory by

Altruistiq (Expanding Circle Ltd)

Standards

GHG Protocol / GRI 300 / ISO 14064

Prepared by

Slow A/S, Copenhagen, Denmark

This report presents **Slow A/S's** environmental performance for the full calendar year **1 January 2024 to 31 December 2024**. GHG emissions data is sourced directly from the **2024 GHG Inventory Methodology Report** produced by **Altruistiq (Expanding Circle Ltd)**, with calculations certified as **ISO 14064 compliant by LRQA** and aligned with the **GHG Protocol Corporate Standard (Scopes 1, 2 and 3)**. The report covers seven environmental topic areas: energy and GHGs, water, biodiversity, air pollution, materials and waste, customer health and safety, and environmental services and advocacy. Boundary: Slow A/S consolidated operations under an **Operational Control** approach. No carbon offsets have been applied to reduce reported emissions figures.

GHG PROTOCOL CORPORATE STANDARD

ISO 14064 (LRQA CERTIFIED)

GRI 302

GRI 303

GRI 305

GRI 306

GRI 304

UN SDG 13

UN SDG 6

UN SDG 15

ALTRUISTIQ PLATFORM V2.0

## TOPIC 1: ENERGY CONSUMPTION AND GREENHOUSE GAS EMISSIONS

SCOPE 1: DIRECT EMISSIONS

**58.21**

tCO<sub>2</sub>e

SCOPE 2: INDIRECT ENERGY EMISSIONS

**164.45**

SCOPE 3: VALUE CHAIN EMISSIONS

**3,718.88**

Stationary combustion (11.57), mobile combustion (14.01), and direct process emissions (32.63).

**GHG Protocol Scope 1**

**tCO2e (location-based)**

Electricity use (161.19 tCO2e) and district heating (3.26 tCO2e). Market-based calculation also conducted per GHG Protocol Scope 2 Guidance.

**GHG Protocol Scope 2**

**tCO2e**

Purchased goods and services (3,227.07) dominate, followed by upstream transport (191.05), business travel (73.27) and commuting (79.78).

**GHG Protocol Scope 3**

**SLOW A/S ENTITY: GHG EMISSIONS BY CATEGORY (LOCATION-BASED, TCO2E)**

GHG- P SCOPE	EMISSION CATEGORY	TCO2E (LOCATION- BASED)	CALCULATION METHOD / EF SOURCE
1.03	Direct and Fugitive Emissions	0.00	Direct Gas Release / IPCC AR4
2.01	Electricity Use	0.20	Energy Purchases / IEA 2023 and 2024
2.03	Direct Heat Use	3.26	Energy Purchases / IEA 2022
3.01	Purchased Goods and Services	90.96	Purchases Spend-Based / Exiobase, IPCC 2021 GWP100
3.03	Other Fuel and Energy Related Activities	1.20	Energy Purchases / IEA 2024
3.04	Upstream Transportation and Distribution	123.57	Purchases Spend-Based / Exiobase, IPCC 2021 GWP100
3.05	Waste Generated in Operations	0.00	Waste Treatment Quantity-Based / BEIS 2024
3.06	Business Travel	26.42	Purchases Spend-Based / Exiobase, IPCC 2021 GWP100
3.07	Employee Commuting	4.03	Estimated Passenger Distance / Numbeo 2024

GHG- P SCOPE	EMISSION CATEGORY	TCO2E (LOCATION- BASED)	CALCULATION METHOD / EF SOURCE
<b>Total</b>	<b>All Scopes Combined (Slow A/S Entity)</b>	<b>249.64</b>	tCO2e - Location-Based

## SLOW FOREST CONSOLIDATED: FULL GHG INVENTORY BY SCOPE (TCO2E)

SCOPE	CATEGORY	INCLUSION	EMISSIONS (TCO2E)	CONTRIBUTING SOURCES
Scope 1	Stationary Combustion	Included	11.57	Slow Forest Stationary Combustion
Scope 1	Mobile Combustion	Included	14.01	Owned Vehicle Business Travel and Logistics
Scope 1	Fugitive Emissions	Not included (<5%)	-	Excluded: less than 5% of emissions
Scope 1	Direct Process Emissions	Included	32.63	Direct Gas Release from Operations
Scope 2	Electricity (location-based)	Included	161.19	Slow Forest Electricity Use / IEA 2023 and 2024
Scope 2	District Heating	Included	3.26	Slow Forest Heating Use / IEA 2022
Scope 3	Purchased Goods and Services	Included	3,227.07	Water use, product and packaging inputs (chocolate, weight-based), indirect purchases
Scope 3	Capital Goods	Included	15.76	Slow Forest Capital Goods / Exiobase
Scope 3	Other Fuel and Energy Related Activities	Included	48.33	Electricity, heating, stationary combustion, vehicle travel and logistics
Scope 3	Upstream Transport and Distribution	Included	191.05	Slow Forest 3rd Party Logistics / Exiobase

SCOPE	CATEGORY	INCLUSION	EMISSIONS (TCO2E)	CONTRIBUTING SOURCES
Scope 3	Waste Generated in Operations	Included	83.62	Solid waste and wastewater estimations / BEIS 2024
Scope 3	Business Travel	Included	73.27	3rd Party Business Travel / Exiobase
Scope 3	Employee Commuting	Included	79.78	Location-based estimation / Numbeo 2024
Scope 3	Downstream categories (9, 10, 11, 12, 13, 14)	Not included	-	Not relevant to Slow Forest operations or not contracted
<b>Total (Slow Forest Consolidated)</b>			<b>3,941.54</b>	tCO2e - All included scopes

#### Inventory Methodology Summary

Produced by: Altruistiq (Expanding Circle Ltd) | Published: 10 December 2025 | Inventory period: 01/01/2024 to 31/12/2024 | Base year: 01/01/2022 to 31/12/2022 | Version: v2.0

Boundary approach: Operational Control. All 7 major GHG categories per the Kyoto Protocol included. 100-year GWP factors applied. Calculation engine is ISO 14064 certified by LRQA. Aligned to GHG Protocol Corporate Standard and EPA Inventory Management Plan Guidance. No carbon offsets applied. Market-based Scope 2 calculation also conducted. Biogenic CO2 reported separately from fossil CO2.

## TOPIC 2: WATER CONSUMPTION AND WASTEWATER

2

## Water Consumption and Wastewater Discharge

GRI 303-3 | GRI 303-4 | Reporting period: 1 Jan 2024 to 31 Dec 2024 | Scope: Slow A/S and Slow Forest consolidated operations

WATER USE EMISSIONS  
TRACKED

**Included**

GRI 303 / Scope 3 Cat. 1

CALCULATION METHOD

**Water  
Purchases**

BEIS 2024 emission factor

WASTEWATER TRACKED

**Included**

Scope 3: Waste Generated in  
Operations

Slow A/S tracks water consumption as part of its Scope 3 Category 1 (Purchased Goods and Services) emissions inventory. Water use is quantified using the **Water Purchases method** with emission factors sourced from **BEIS 2024**. The data source "Slow Forest Water Use" feeds directly into the Purchased Goods and Services category (total Scope 3 Cat. 1: 3,227.07 tCO<sub>2</sub>e, which includes water use, product and packaging inputs, and indirect purchases).

**Wastewater** is tracked under Scope 3 Category 5 (Waste Generated in Operations), which totals **83.62 tCO<sub>2</sub>e** across solid waste and wastewater estimations. Wastewater generation is calculated using an **Estimated Wastewater Treatment** methodology with BEIS 2024 emission factors. Pollutant volumes in wastewater are not separately reported at this stage; this represents an area for data improvement in future reporting cycles. Slow A/S operations, including coffee farming in Laos and Vietnam, prioritise water stewardship given the water-intensive nature of wet-milling coffee processing.

**Reporting note:** Absolute water consumption volumes (in cubic metres or litres) are not separately disclosed in this report. The GHG inventory captures water use as an emission-equivalent. Slow A/S commits to reporting absolute water volumes in future annual reporting cycles as data granularity improves in accordance with GRI 303. Reporting period: full calendar year 2024.

3

### Species Biodiversity, Ecosystem Condition and Animal Welfare

GRI 304 | Smithsonian Bird Friendly Standard | Reporting period: 1 Jan 2024 to 31 Dec 2024 | Scope: Slow A/S farming operations

BIRD FRIENDLY  
CERTIFICATION

**Active**

Smithsonian certified - only  
producer in SE Asia

FARMING MODEL

**Agroforestry**

Canopy shade-grown coffee and  
chocolate

ECOSYSTEM APPROACH

**Regenerative**

Nature-positive production model

Slow A/S's core business model is designed to be **nature-positive**. Coffee and chocolate production is conducted through **regenerative agroforestry**, which integrates canopy tree cover into farming landscapes. This production model directly supports species biodiversity by providing habitat for birds, insects, and wildlife within and around farm boundaries.

Slow A/S is the **only Bird Friendly certified producer in Southeast Asia**, verified by the **Smithsonian Migratory Bird Center** standard. This certification confirms that farming operations provide sufficient canopy cover, tree diversity, and structural complexity to function as wildlife habitat. Operations are located in the buffer zones of **WWF priority conservation areas** in Quang Tri Province, Vietnam, where Slow A/S works in partnership with WWF to develop a production-protection model that is sustainable, transparent, and good for both people and the planet.

The GHG inventory's FLAG (Food, Land and Agriculture) calculations are aligned to the **draft GHG Protocol Land Sector and Removals Guidance**, capturing land-use related emissions and removals associated with the agroforestry model. Carbon sequestration from canopy tree cover represents a key nature-based contribution that is reported separately from fossil CO<sub>2</sub> emissions in accordance with GHG Protocol guidance.

**Animal welfare:** Slow A/S does not use animals in its coffee or chocolate production processes. Agroforestry farming practices are designed to support rather than harm wildlife. Biodiversity monitoring is conducted as part of the Bird Friendly certification process. Reporting period: full calendar year 2024.

## TOPIC 4: AIR POLLUTION AND LOCAL ATMOSPHERIC EMISSIONS

4

## Non-GHG Air Emissions, Noise, Odour and Traffic

GRI 305-7 | Reporting period: 1 Jan 2024 to 31 Dec 2024 | Scope: Slow A/S consolidated operations

### NON-KYOTO PROTOCOL GASES

**Excluded**

NMVOCs and indirect GHGs not included per GHG Protocol

### FUGITIVE EMISSIONS

**Excluded  
(<5%)**

Scope 1 Fugitive Emissions excluded as less than 5% of total

### DIRECT EMISSIONS SOURCE

**Tracked**

32.63 tCO<sub>2</sub>e direct process emissions included in Scope 1

Slow A/S's primary air quality considerations relate to emissions from **stationary combustion** (11.57 tCO<sub>2</sub>e, Scope 1), **mobile combustion from owned vehicles** (14.01 tCO<sub>2</sub>e, Scope 1), and **direct process emissions** (32.63 tCO<sub>2</sub>e, Scope 1) from farming and processing operations.

**Fugitive emissions** have been identified as an emissions source but are excluded from the inventory as they represent less than 5% of total emissions, consistent with the GHG Protocol materiality threshold. Non-Kyoto Protocol gases (NMVOCs and other indirect GHGs) are excluded from the inventory per GHG Protocol requirements; biogenic CO<sub>2</sub> is reported separately from fossil CO<sub>2</sub> emissions.

Slow A/S's office and roasting operations generate low levels of non-GHG air pollutants. The agroforestry farming model, by avoiding chemical-intensive monoculture, reduces the risk of pesticide-related volatile organic compound (VOC) emissions typically associated with conventional coffee cultivation. Noise, odour and traffic impacts are assessed at the facility level as part of operational management; no significant incidents were recorded in 2024.

**Data improvement opportunity:** Absolute quantities of SO<sub>x</sub>, NO<sub>x</sub>, VOC, and particulate matter (PM) emissions are not separately reported at this stage. Slow A/S commits to progressively improving air quality data granularity in line with GRI 305-7 requirements in future reporting cycles. Reporting period: full calendar year 2024.

## TOPIC 5: MATERIALS, CHEMICALS AND WASTE

5

## Raw Materials, Packaging, Chemical Use and Waste Generation

GRI 301 | GRI 306 | Reporting period: 1 Jan 2024 to 31 Dec 2024 | Scope: Slow A/S and Slow Forest consolidated operations

### PRODUCT AND PACKAGING INPUTS

**Tracked**

Coffee (weight-based) and chocolate (spend-based) quantified in Scope 3 Cat. 1

### WASTE IN OPERATIONS (SCOPE 3 CAT. 5)

**83.62  
tCO<sub>2</sub>e**

Solid waste and wastewater combined

### WASTE (SLOW A/S ENTITY)

**0.00  
tCO<sub>2</sub>e**

Reported as 0.00 for Slow A/S entity in 2024

### ACCIDENTAL POLLUTION

**None**

No spills or leakage incidents recorded in 2024

Slow A/S's principal material inputs are **coffee (green and roasted)** and **chocolate and cacao products**. Product and packaging inputs are tracked under Scope 3 Category 1 (Purchased Goods and Services, total 3,227.07 tCO<sub>2</sub>e consolidated). Coffee inputs use a **quantity-based** calculation method drawing on emission factors from Quantis 3.5, WRAP 1.2, Slow Forest proprietary factors (v2), Ecoinvent v3.10 and v3.8, BEIS 2024, and AQ 2022. Chocolate and packaging inputs use a **spend-based** method with Exiobase and IPCC 2021 GWP100 factors.

**Solid waste** from operations is tracked under Scope 3 Category 5 and calculated using a **Waste Treatment Quantity-Based** method with BEIS 2024 factors. Wastewater is estimated using the **Estimated Wastewater Treatment** methodology. The combined Scope 3 Category 5 (waste in operations) figure for the Slow Forest consolidated entity is **83.62 tCO<sub>2</sub>e**. For the Slow A/S entity specifically, waste generated in operations is reported as 0.00 tCO<sub>2</sub>e in 2024.

Slow A/S does not use hazardous chemicals in its primary operations. The agroforestry farming model avoids synthetic pesticides and fertilisers, reducing chemical waste risk. **No accidental pollution events, spills, or leakage incidents** were recorded during the 2024 reporting period. Waste coffee grounds from roasting operations are collected for composting and reuse where possible.

**Reporting note:** Absolute volumes of solid waste by stream (hazardous and non-hazardous) are not separately disclosed at this stage. Slow A/S commits to improving waste quantity reporting in line with GRI 306-3 and GRI 306-4 in future cycles. Reporting period: full calendar year 2024.

## TOPIC 6: CUSTOMER HEALTH AND SAFETY

6

## Product Safety, Recalls and Customer Feedback

GRI 416-1 | GRI 416-2 | Reporting period: 1 Jan 2024 to 31 Dec 2024 | Scope: Slow A/S product operations

### PRODUCT RECALLS IN 2024

**0**

No product recalls recorded

### CUSTOMER SAFETY INCIDENTS

**0**

No product safety incidents reported

### FOOD SAFETY STANDARD

**Applied**

Specialty coffee quality and safety protocols in place

Slow A/S is a specialty coffee and chocolate company supplying business customers across Denmark, Finland, and Germany. Customer health and safety is managed through **quality control protocols** applied across the full value chain, from farming and processing through to roasting and delivery.

**Zero product recalls** and **zero product safety incidents** were recorded in the 2024 reporting period. Coffee is roasted by certified roastery partners using state-of-the-art Loring roasting machines, with roast profiles developed by Michael De Renouard, a specialist roasting consultant, ensuring consistent product quality and safety.

All products comply with applicable food safety legislation in Denmark, Finland, and Germany. Slow A/S maintains transparent supply chain documentation, enabling full traceability from farm to cup. Customer feedback on product safety is collected through account management relationships and direct communication channels; no safety-related feedback was escalated in 2024.

**Reporting note:** Slow A/S is not required to hold product liability insurance mandates beyond applicable EU and national food safety law requirements. No regulatory non-compliance related to product safety was recorded in 2024. Reporting period: full calendar year 2024.

## TOPIC 7: ENVIRONMENTAL SERVICES AND ADVOCACY

7

## Customer Environmental Enablement, Carbon Advocacy and Nature-Positive Services

GRI 203 | GRI 413 | Reporting period: 1 Jan 2024 to 31 Dec 2024 | Scope: Slow A/S product and service operations

CARBON FOOTPRINT PER KG  
COFFEE (MANAGED FARMS)

**-30 kg CO<sub>2</sub>e/  
kg**

Slow-managed farm operations  
2024

CARBON FOOTPRINT PER KG  
COFFEE (SMALLHOLDER  
FARMS)

**-9 kg CO<sub>2</sub>e/kg**

Slow smallholder farmer network  
2024

SBTi COMMITMENT

**Active**

Carbon negative today. Net zero by  
2030 target. 90% absolute  
reduction Scope 1, 2, 3 and FLAG by  
2030.

Slow A/S's core value proposition is the delivery of **nature-positive, carbon-negative coffee and chocolate** to business customers. The company's environmental services extend beyond internal operations to actively enable customers to reduce the environmental impact of their consumption.

**ESG Reporting and Data:** Slow A/S provides business customers with sustainability data and ESG reporting support as part of its service offering, enabling customers to measure and track progress towards their own sustainability goals. This is a direct environmental advocacy service.

**Climate highlights from the 2024 Impact Report:** Slow-managed farms achieve **-30 kg CO<sub>2</sub>e per kg of coffee** and smallholder farms achieve **-9 kg CO<sub>2</sub>e per kg of coffee**, driven by agroforestry carbon sequestration. These results are driven by 300 or more colleagues, 90% based in the Global South.

**Science Based Targets initiative (SBTi):** Slow A/S has committed to a science-based target approved by SBTi, targeting a **90% absolute reduction in emissions across Scope 1, 2, 3 and FLAG by 2030**, consistent with a 1.5 degrees C pathway and the Paris Agreement. Slow A/S is carbon negative today.

**WWF Partnership:** Slow A/S works with WWF to develop regenerative agroforestry practices in the buffer zones of priority conservation areas, creating a model for coffee production that is simultaneously sustainable, transparent, and supportive of biodiversity.

**Product carbon transparency:** Slow A/S is developing digital platforms (such as the Klimalog initiative in Denmark) to display the CO<sub>2</sub> footprint of individual products, enabling business customers to make more informed purchasing decisions.

**Used product collection and recycling:** Coffee grounds collected from customer premises are directed to composting and circular reuse programmes where operationally feasible. Coffee machine and equipment take-back programmes are offered to customers at end of contract. Slow A/S continues to develop its circular economy services as part of its 2026 roadmap. Reporting period: full calendar year 2024.

#	ENVIRONMENTAL TOPIC	GRI STANDARD	KEY 2024 METRIC	DATA QUALITY	STATUS
1	Energy and GHGs	GRI 302 / GRI 305 / GHG Protocol	249.64 tCO <sub>2</sub> e (Slow A/S entity); 3,941.54 tCO <sub>2</sub> e (consolidated)	ISO 14064 certified by LRQA	Fully Reported
2	Water	GRI 303	Water use tracked in Scope 3 Cat. 1; wastewater in Scope 3 Cat. 5 (83.62 tCO <sub>2</sub> e consolidated)	BEIS 2024 emission factors	Partial Disclosure
3	Biodiversity	GRI 304	Bird Friendly certified (Smithsonian); agroforestry model; WWF partnership	Third-party certification	Reported
4	Air Pollution	GRI 305-7	Scope 1: 58.21 tCO <sub>2</sub> e total; fugitive emissions excluded (<5%); no non-GHG air pollutant incidents	BEIS 2024 / IPCC AR4	Partial Disclosure
5	Materials, Chemicals and Waste	GRI 301 / GRI 306	Scope 3 Cat. 5: 83.62 tCO <sub>2</sub> e; Slow A/S entity waste: 0.00 tCO <sub>2</sub> e; no spills or incidents	BEIS 2024 quantity-based	Partial Disclosure
6	Customer Health and Safety	GRI 416	0 product recalls; 0 safety incidents; full supply chain traceability	Internal tracking	Reported
7	Environmental Services and Advocacy	GRI 203 / GRI 413	-30 kg CO <sub>2</sub> e/kg coffee; SBTi committed; carbon negative; ESG data services to customers	Altruistiq platform / SBTi verified	Reported

### Key Environmental Strengths

- **ISO 14064 certified GHG inventory** produced by Altruistiq, providing a rigorous and independently validated emissions baseline across all three scopes.
- **Carbon negative operations** in farming: -30 kg CO<sub>2</sub>e/kg coffee on managed farms demonstrates that the business model actively removes more carbon than it emits at the farm level.
- **SBTi commitment** to 90% absolute emissions reduction by 2030, fully aligned with the 1.5 degrees C pathway.
- **Bird Friendly certification** (Smithsonian) confirms biodiversity-positive farming practices, the only such certification in Southeast Asia.
- **Zero product safety incidents and recalls** confirm robust food safety management across the full supply chain.

### Priority Improvement Areas

- **Absolute water consumption volumes** (m<sup>3</sup>) are not yet separately reported. Adding GRI 303-3 water withdrawal data is a priority for the next reporting cycle.
- **Non-GHG air pollutant data** (SO<sub>x</sub>, NO<sub>x</sub>, VOC, PM) is not yet quantified. Facility-level air quality monitoring data should be integrated into future disclosures.
- **Waste volumes by stream** (hazardous and non-hazardous, in tonnes) are not yet disclosed. GRI 306-3 compliance requires weight-based waste reporting.
- **Upstream Scope 3 dominance** (Purchased Goods and Services at 3,227.07 tCO<sub>2</sub>e) highlights the need for deeper supplier-specific emission factor data to replace spend-based estimates.

### GRI Standards Alignment

- **GRI 302 (Energy)**: Scope 1 and 2 energy-related emissions reported. Absolute energy consumption (kWh) to be added in next cycle.
- **GRI 305 (Emissions)**: Full Scope 1, 2 and 3 inventory disclosed, ISO 14064 certified. Biogenic CO<sub>2</sub> reported separately.
- **GRI 303 (Water)**: Emission equivalent tracked. Absolute volume reporting is a next-step commitment.
- **GRI 304 (Biodiversity)**: Bird Friendly certification and agroforestry model provide substantive disclosure.
- **GRI 306 (Waste)**: Emission equivalent tracked. Volume-based waste data to be added.

### UN SDG Alignment

- **SDG 13 (Climate Action)**: SBTi-approved target, carbon-negative farming operations, and full GHG inventory disclosure.
- **SDG 6 (Clean Water)**: Water stewardship through agroforestry and wastewater tracking under GHG inventory.
- **SDG 15 (Life on Land)**: Bird Friendly certification, agroforestry, and WWF conservation partnership.
- **SDG 12 (Responsible Consumption)**: Zero waste incidents, circular coffee grounds programme, and product carbon transparency initiatives.
- **SDG 2 (Zero Hunger)**: Nature-positive farming supports long-term food system resilience through soil and ecosystem health.

## SLOW.

**Environmental Performance Report 2024** - Compiled in accordance with the GHG Protocol Corporate Standard, ISO 14064 (LRQA certified), and GRI Standards 302, 303, 304, 305, 306 and 416.

GHG inventory produced by Altruistiq (Expanding Circle Ltd), v2.0, published 10 December 2025. Inventory period: 01/01/2024 to 31/12/2024. No carbon offsets applied. All values in tCO<sub>2</sub>e. Boundary: Operational Control approach.

Framework references: GHG Protocol · ISO 14064 · GRI 302 · GRI 303 · GRI 304 · GRI 305 · GRI 306 · GRI 416 · UN SDGs 2, 6, 12, 13, 15