

# Climate Action Plan

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GrowGrounds supports the global ambition to limit warming to 1.5°C above pre-industrial levels, in line with the Paris Agreement. As a company whose core business is climate action, converting monoculture coffee farms into regenerative agroforestry systems. We see this commitment as central to our purpose, not separate from it.

GrowGrounds was founded to help coffee production adapt to climate change, and to mitigate climate change by sequestering carbon through regenerative agroforestry. At the same time, we are not blind to our own impact. We are committed to running our own business as responsibly as possible - buying refurbished electronics where possible, limiting travel and working online where we can, and favouring public transport over private car travel. That said, because our core business operates across multiple continents, we currently have a relatively large carbon footprint for a company of our size. We are actively working to reduce it, as set out in this plan.

## Our 2025 Baseline

GrowGrounds conducted its first full carbon accounting exercise in 2025, covering Scope 1, 2, and 3 emissions:

Scope	Source	tCO2e
Scope 1	Direct emissions (none – GrowGrounds owns no buildings, vehicles, or energy sources)	0
Scope 2	Electricity and district heating (shared office space)	0.74
Scope 3	Purchased goods	0 (insignificant in 2025)
Scope 3	Land travel	3.38
Scope 3	Flight travel	33.88
<b>Total</b>		<b>38.0</b>

With a headcount of 5 employees in 2025, this represents approximately 7.6 tCO2e per employee, of which flight travel, driven by the need to manage and monitor agroforestry projects across Uganda, Kenya, and Brazil, accounts for 89% of total emissions.

## Why We Set Intensity-Based Targets

GrowGrounds is a small, fast-growing company. As we scale, both our headcount and the number of agroforestry projects we manage will increase, and travel to origin countries will likely increase accordingly. At the same time, as we establish local offices in our origin countries, we expect this to reduce the need for long-haul flights from Denmark over time.

Because of this, GrowGrounds sets its climate targets relative to the size and shape of the business, rather than as fixed absolute caps that don't account for legitimate growth. This allows us to track whether we are becoming more carbon-efficient as we grow, even while absolute emissions may rise during expansion phases.

## Our Targets

Target	Type	Detail	Timeline
Maintain annual carbon accounting	Tracking	Conduct a full Scope 1, 2 and 3 carbon account every year, using 2025 (38.0 tCO2e) as baseline	Ongoing, annually
Reduce flight emissions intensity	Intensity	Reduce flight-travel emissions per employee, relative to the 2025 baseline of ~6.8 tCO2e/employee from flights, as local offices are established in origin countries	By 2028
Manage travel emissions growth	Intensity	Limit growth in total travel emissions (land + flight) to below the rate of headcount and active-project growth, through measures such as combining origin-country visits, prioritising virtual meetings, and choosing direct routes where possible	Ongoing through 2030
Source renewable electricity	Absolute	Request renewable electricity tariff options from our shared office provider and switch where feasible	By 2027

These targets will be reviewed and recalibrated annually as headcount, office locations, and project numbers evolve, and at minimum every 36 months.

## Resource Allocation

- Finance/Operations maintains the annual carbon account, building on the 2025 baseline already established
- Leadership factors travel-emissions intensity into decisions about local office establishment and travel policy
- All staff are expected to consider virtual-meeting alternatives and trip-combining where practical before booking origin-country travel

## A Note on Our Core Business and Carbon Removals

GrowGrounds' core business – converting monoculture coffee farms into agroforestry systems – drives significant carbon removal through reforestation on partner farms. These removals are verified and issued as carbon credits to the organisations funding the transition, and are not counted toward GrowGrounds' own operational emissions targets above, in order to avoid double-counting. We consider this carbon removal a separate and primary measure of our positive impact, reported separately from our operational footprint.

## Stakeholder Engagement

- Employees are consulted on practical travel-reduction measures and office location decisions
- Local teams/future offices engaged in planning how local presence can reduce reliance on long-haul travel
- Investors and corporate clients are informed on progress through regular reporting

## Governance and Public Accessibility

This plan is approved by GrowGrounds' highest governing body and reviewed at least every 36 months, or sooner if material changes to our operations, headcount, or office locations require it. This plan is published at [URL] and accessible to all stakeholders