

A photograph of four men standing in a lush coffee plantation. The men are dressed in casual attire, including t-shirts and caps. One man in the center is pointing towards the coffee plants. The background is filled with dense green foliage, including large banana leaves and coffee bushes. The overall scene is vibrant and natural.

ONSK Impact Report 2025

Environment

06	Goals	B2/C2/C3
08	Planting for the future of coffee	B5
10	What lives under the canopy?	B5
12	The carbon footprint of coffee	B3/C3
14	Waste avoided	B7
18	Rethinking coffee waste	B7

Social

22	Goals	B2/C2
24	Follow the money	
27	Farmgate price vs FOB	
28	Living income	
30	Living Income Reference Price	
32	Women leading coffee	

Governance

36	Goals	B2/C2
38	Our commitment to suppliers	B2/C2
40	We are now Bird Friendly	B5
42	Full traceability	B2/C2
44	The team behind the coffee	B8/B9/B10
46	Risk and Impact	B2/C1

VSME disclosure

A word from our founder

Coffee connects people across continents, cultures and livelihoods. But coffee is at a turning point. Price volatility, climate change, and an ageing generation of farmers are putting the future of coffee at risk.

This report is not written only for compliance, but for transparency and accountability towards the farmers and partners we work with, and the customers who choose our coffee, including where we fall short. In 2025, 51.6% of the farmers we source from are women, bridging an important gender issue in the industry. However internally, only 1 in 5 of our workforce are women. That gap matters to us, and we intend to close it.

We are proud to share: \$2 million paid directly to farmers, 50,000 trees planted, and Denmark's first Bird Friendly certified importer. It aligns with our values that coffee must create value for farmers, forests and consumers at the same time. Progress must be measurable, not just claimed.

If your business serves ØNSK coffee, you are part of this work. We hope this report gives you confidence in what that means.

Rasmus Ditlev Thorsager, Co-founder, ØNSK

Environment



“Agroforestry systems reduce extreme temperatures, protect against strong winds, and help combat climate change. Shade-grown coffee is more resilient.”

Juan Carlos from Coassan

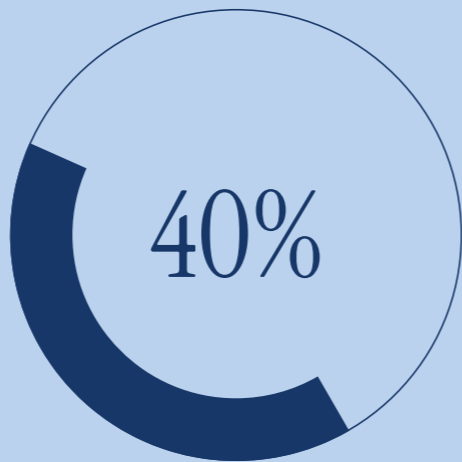
Environmental goals for 2026 and onward B2/C2/C3

Biodiversity goals

Target Ensure that at least 90% of the farms within our supply chain achieve at least an average of 40% of canopy cover from native shade trees.

KPI Percentage of the total number of farms we source from, with at least 40% shade coverage from native vegetation.

Timeline 2030



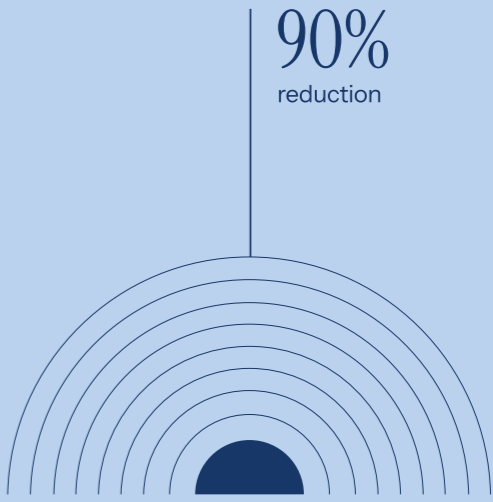
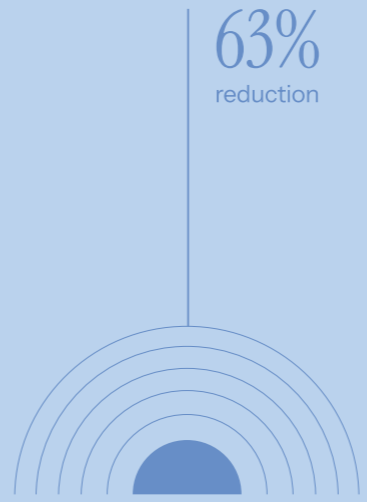
Shade Coverage on Farms



Target Collect biodiversity data, e.g. tree, bird, and insect species, from at least 30 different farms within our supply chain.

KPI Number of farms within the supply chain where biodiversity has been assessed.

Timeline By 2027



Net zero goals

Near-term Set and obtain validation of near-term targets through the Science Based Targets initiative (SBTi) to reduce Scope 1 and Scope 2 greenhouse gas emissions by 63% by 2035 from a 2025 base year.

Long-term Set a long-term net-zero target in line with SBTi criteria, committing to reduce Scope 1, 2, and 3 emissions by 90% by 2050 from a 2025 base year, and to reach net-zero emissions across the value chain by 2050.

KPI Validated or Not Validated by SBTi

Timeline 2026



50,000

shade trees

248

partner producers

418

ha covered

19

native tree species

Planting for the future of coffee ^{B5}

In 2025 we entered a long term partnership with Solidaridad Network and four cooperatives in Peru and Nicaragua to plant 50,000 shade trees on the farms of the producers we source from, and contribute to a permanent agroforestry system. These trees will provide shade and protection from extreme weather, create habitat for birds and insects and improve soil health and coffee yields. The trees also store carbon from the atmosphere, generating certified carbon credits through ACORN that accrue directly to the farmers as additional income.

This is part of our long term strategy, ensuring a sustainable coffee production and climate resilience



Read more about the project here

Farid Yamil

📍 Finca San Martin, Nicaragua

13°20'04"N
86°05'09"W

What lives under the canopy? ^{B5}

Biodiversity is not only an environmental value, it directly affects productivity and resilience on coffee farms. Shade-grown coffee systems are known to support significantly higher biodiversity levels when compared to sun-grown systems. That is why canopy cover is central to a biodiversity-focused certification such as Bird Friendly (read more on page 40).

As part of our environmental strategy, we are working to both measure and increase biodiversity across the farms we source from. In 2025 we conducted a pilot biodiversity assessment on one of our partner farms and moving forward, we aim to expand biodiversity monitoring while continuing to support farmers in increasing shade cover and maintaining diverse agroforestry systems.



1 out of 30 farms have been assessed for biodiversity

“More biodiversity means that there are more birds, more fungi, and more insects that help to control pests, improve yield and coffee quality.”

Juan Carlos from the Señoras de Sisle cooperative.



Renato,
Impact Specialist at ØNSK

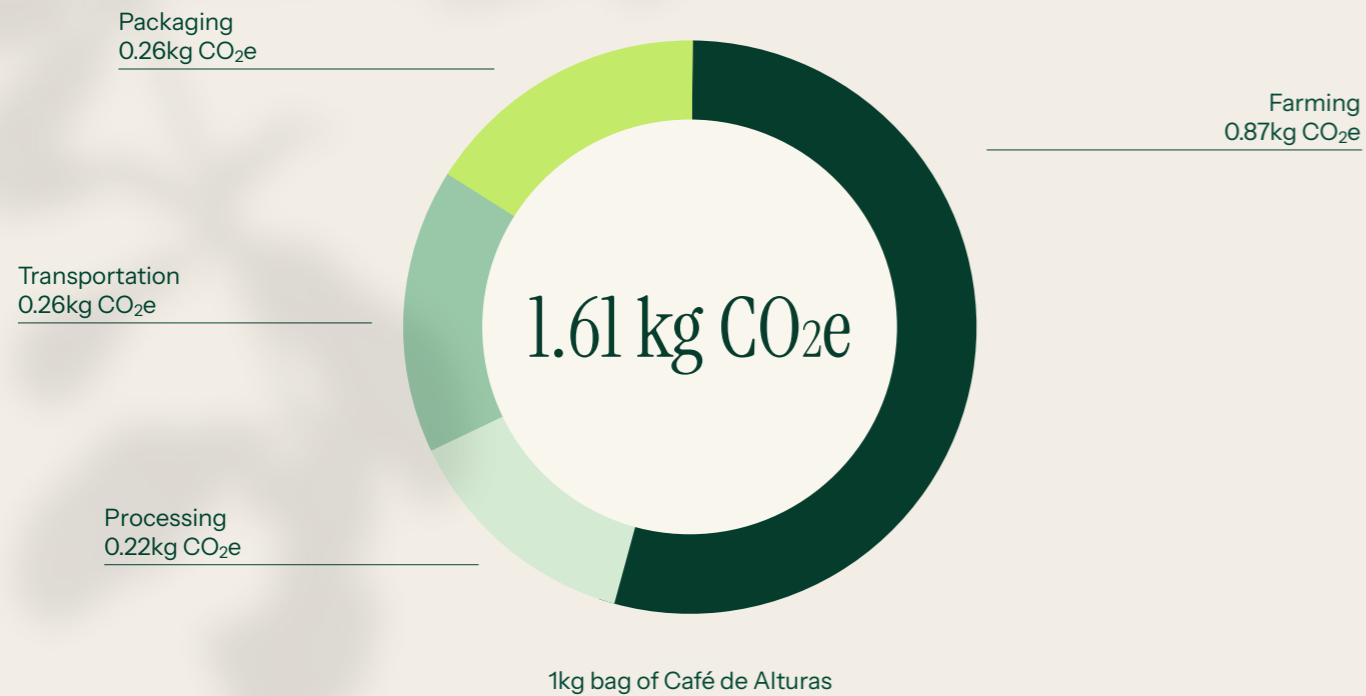
📍 Finca Santa Prisca,
Nicaragua

13°47'03"N
86°34'15"W

The carbon footprint of coffee B3/C3

What is the footprint of a bag (1kg) of ØNSK coffee?

Reducing environmental impact starts with understanding where it occurs. Life Cycle Assessments (LCAs) allow us to measure emissions and other environmental impacts throughout our value chain. Since 2023 we have provided our clients with LCA calculations of our coffees, and now we are proud to share that these assessments have been 3rd party validated by Bureau Veritas. This is in line with our commitment to accuracy and transparency of all the data we share.



Read more about the report here



Carbon accounting for 2025

Scope and Emissions category	Share of total emissions (%)	CO ₂ e (T)
Scope 1 emissions	3.6	39.6
Scope 2	1.1	11.9
Purchased electricity (market-based)*	0.5	5.4
Purchased heating	0.6	6.5
Scope 3 emissions	95.3	1050.7
Purchased goods and services	27.1	299
– Green Coffee	23.4	258.5
– Coffee machines	5.8	64.4
Capital goods	8.8	102
Fuel- and energy-related emissions	1.0	12.1
Upstream transportation and distribution	8.9	98
Waste generated	0.1	1.6
Business travel	1.2	13.6
Employee commuting	0.1	1.0
Downstream transportation and distribution	8.8	97.4
Use of sold products	9.9	109.4
Total (market-based)	100	1102.2
Removals from on farm afforestation		173

*In 2025, ØNSK purchased 57,406 kWh of electricity, of which 45,400 kWh (79%) came from renewable sources.



9.8 tons of waste avoided ^{B7}

In 2025, 56.3% of our total coffee volume was sold through our circular bucket solution. By choosing the buckets, clients help us avoid using 1kg bags and cardboard that would later become waste.

23,634

buckets delivered

118,170

kilos of coffee

From



waste



to



resource



Rethinking coffee waste ^{B7}

Every cup of coffee leaves something behind: used coffee grounds. Since 2024, we have been working with our partners at Grounded and Grums to ensure that this by-product does not become waste, but a resource.

Through this collaboration, used coffee grounds are collected and dried, allowing them to be transformed into biodegradable bioplastic coffee cups. Oils are also extracted from the coffee grounds and sent to Grums in Aarhus to produce coffee-based cosmetic products such as soaps, hand lotions, and hand scrubs.

By giving the used coffee grounds a second life before they are composted we are able to extend the value of the coffee we source and reduce the need for additional plastic and single-use packaging.

53

Tons of used coffee grounds collected

133,000

Plastic cups replaced by Grounded cups

~1,000,000

Liters of soap produced





Social

“I decided to work with **ØNSK** because I highly value long-term partnerships based on transparency, quality, and shared responsibility.”

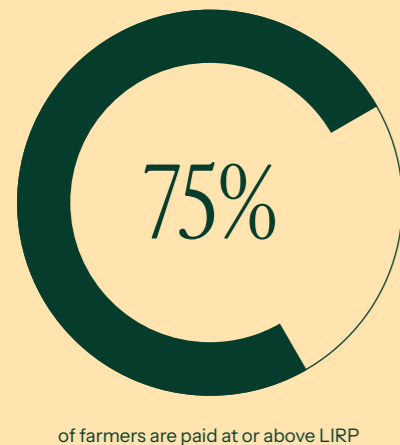
– Merci Fernandez

Transparent & fair pricing goals for 2026 and onward B2/C2

Target Ensure that at least 100% of the farmers, with a land size of 2.1 ha (Nicaragua) and 3.5 ha (Peru) or more, from whom we source, earn above the national yearly living income benchmark of their respective country, as calculated by the Global Living Wage Coalition.

KPI Percentage of farmers earning above the living wage benchmark.

Timeline By 2028, with annual progress assessments to adjust based on feasibility.



Target Ensure that at least 75% of the farmers ØNSK sources, with farm size of 2.1 ha (Nicaragua) and 3.5 ha (Peru) or more, are receiving a price per kilogram of coffee that meets or exceeds the Living Income Reference Price (LIRP), ensuring a living wage for their families and sufficient income to reinvest in their farms.

KPI Percentage of farmers paid at or above LIRP per kilogram of coffee.

Timeline By 2028, with annual progress assessments to adjust based on feasibility.

Target Collect comprehensive socioeconomic data, including average household income, number of working adults, primary occupations, and additional income sources, for 100% of the farmers with land size below 2.1 hectares from whom we source coffee.

KPI Percentage of smallholder farmers (≤2.1 ha) for whom data has been collected.

Timeline By 2026



Supplier relationship goals

Target Maintain a coffee supplier retention rate of 100% year on year, maintaining long-term and continuous sourcing relationships.

KPI Number of suppliers from whom ØNSK ended its sourcing relationship with, and length of supplier relationship.

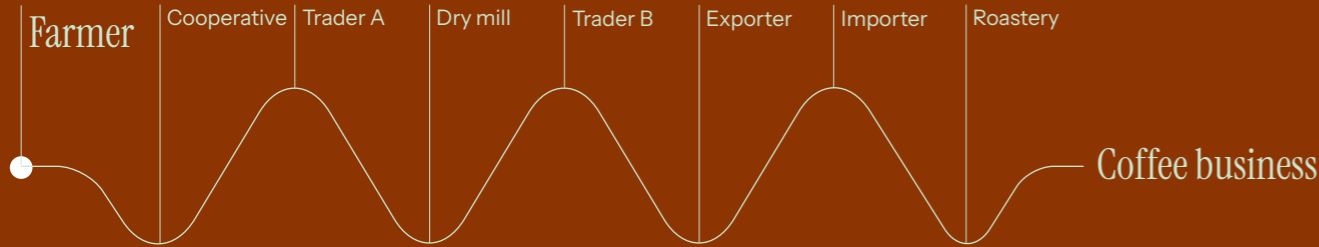
Timeline Ongoing



Follow the money: From cup to farmer

Direct trade is a core principle of how we do business with the farmers. We cut out the middle men and purchase directly from the farmers, allowing for more money to go directly into their hands. This approach helps make a big impact in an industry where farmers have historically been underpaid and below the poverty line.

First off we would like to share some general numbers of purchased coffee in 2025. There are two key words to keep in mind for this section, FOB & farmgate: FOB is the price of exportable green coffee once it has been processed for export and is loaded onto a ship while farmgate is what the farmer receives directly for their coffee as parchment before being processed to green coffee.



302
tons of coffee purchased

2,068,212
USD paid directly to the farmers

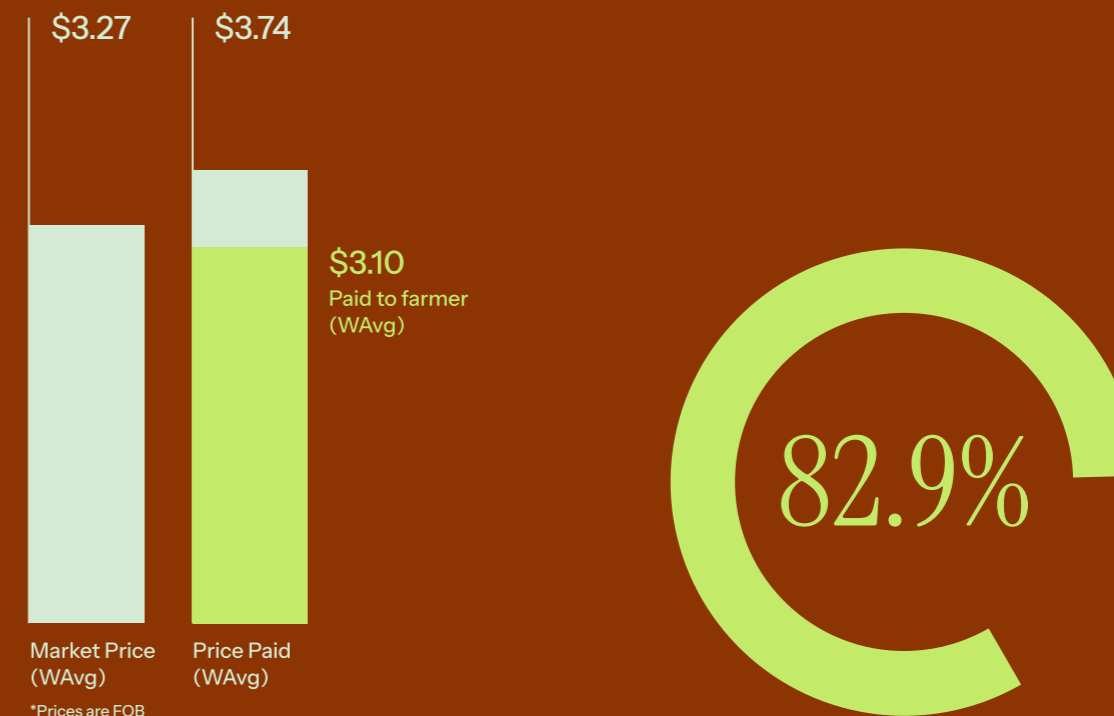
14.42%
paid above market price

9 years
of longest partnership

82.9%
of FOB as farmgate

The table below is a short breakdown of the volume purchase, prices paid, and how much of those prices were paid to the farmers. It also shows our commitment to long lasting relationships with the farmers. Differences in prices paid between farmers in Nicaragua and Peru are mostly due to the market price at the time of purchase.

	Relationship length (years)	Volume purchased (t)	Price paid USD/lb	Farmgate price USD/lb
Corcasan	9	56.9	3.40	2.78
Café de Alturas	6	75.9	3.51	2.66
Señoras de Sisle	2	38.0	3.40	2.95
Leonel Valladares	8	8.3	3.50	3.02
Las Segovias	1	19.0	3.50	2.85
El Palto	5	57.0	4.17	3.70
Cesar Sampertegui	5	3.5	5.10	4.57
Kuska	3	38.0	4.26	3.56
Merci Fernandez	5	2.1	4.5	3.72



Why is the farmgate price not 100% of the FOB?

The FOB price includes not only the cost of coffee but other costs such as milling and drying, certifications, local transport, taxes and export fees. That's why the farmgate price is different from the FOB.

In 2025, ØNSK paid on average 14.42% above market price. By sourcing directly we ensured 82.9% of the total FOB price went to the farmer. This is our most important metric in our direct trade model, ensuring that the payment is reaching the hands of those that matter the most. In 2025 alone, this resulted in just over USD 2 million paid directly to farmers, which we are very proud of.



See full price overview here

Can coffee provide a decent livelihood?

Coffee farming is a business, but it is also a livelihood. A living income represents the minimum yearly income required for a family to afford decent housing, food, education, healthcare, and savings in their local context. Living income benchmarks are taken from the Global Living Wage Coalition and vary by country. Since farmer income is closely tied to farm size and production yield, our analysis focuses on farms of 2.1 ha or more. Reports indicate that smaller farms are more likely to rely on additional income streams. We plan to further investigate how smaller farms bridge the gap between coffee income and overall household income, as understanding this dynamic will provide a complete picture of the economic realities faced by the farmers we work with (read more at www.globallivingwage.org).

\$7290

Living income for Nicaragua in 2025

\$8748

Living income for Peru in 2025



of the Nicaraguan farmers we source from earn above a living income.



of the Peruvian farmers we source from earn above a living income.



Corcasan, Nicaragua

13°32'43"N
86°06'57"V



Cost of living

+



Cost of farming

=

LIRP in USD/kg
of green coffee



Sustainable yield
kg/ha

x



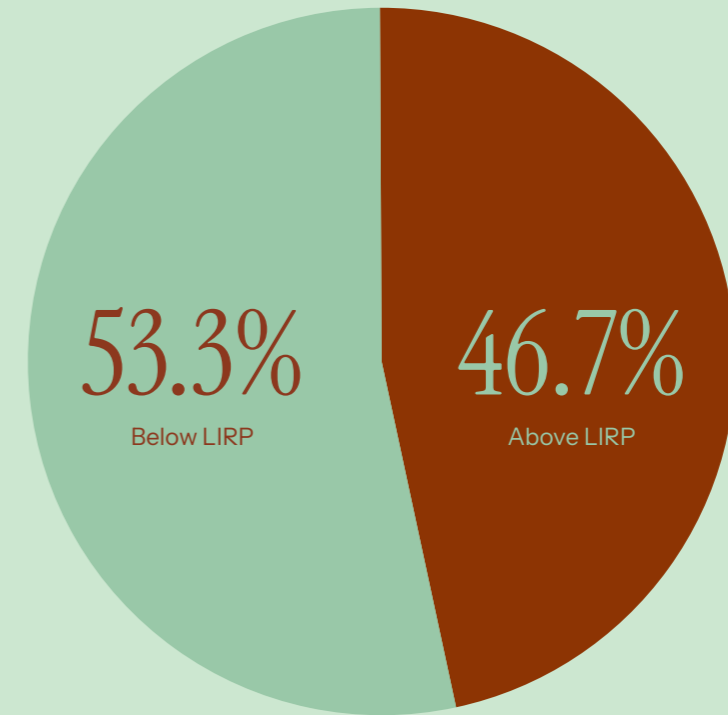
Farm size ha

Beyond income: covering the cost of farming

While living income measures the cost of a decent standard of living, it does not consider the cost of farming. This is where Living Income Reference Price (LIRP) comes in, as it is a combination of living income plus cost of farming: It calculates the minimum price per kilo of coffee required for a farmer to earn a living income while covering production costs and maintaining the farm long term.

However, price alone is not the only determinant if a farmer will make enough to cover a living income plus the costs of farming. Productivity, farm size and market access also matter in this calculation.

As of 2025, 46.7% of the farmers we source from received prices at or above LIRP. This is the first time we calculate this indicator and it provides a more complete understanding of economic sustainability of the farms we source from. Increasing this percentage is a key priority moving forward, as it reflects a way not only to track household income but also the long-term financial viability of coffee production.



Farmgate above/below LIRP



LIRP is calculated by Fair Trade.
Read more about LIRP here.



“When women have a voice and active participation in coffee production, the farm is strengthened, quality improves, and greater economic stability is promoted for families.”

– Merci Fernandez

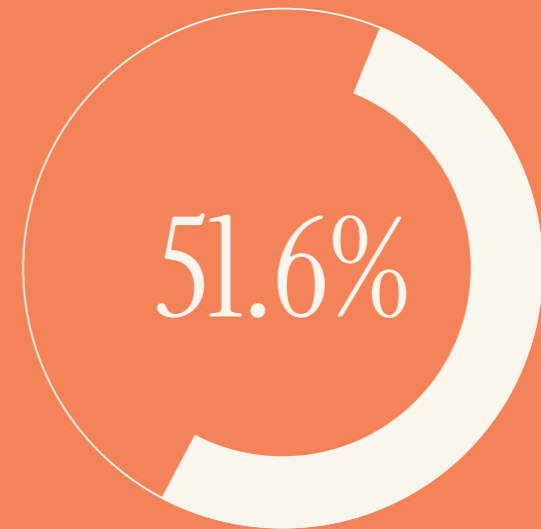
Chirinos
Peru

5°48'30"S
78°59'09"V

Women leading coffee

Women play a central, but often under-recognized, role in coffee farming. We believe, as Merci so powerfully puts it, that women’s participation is fundamental. She emphasizes that women contribute not only labor, but also the organization, discipline, and long-term vision necessary for the farm to thrive.

At ØNSK, we stand behind the women who lead their farms and strengthen their communities through coffee. And just as importantly, we support the families whose collective effort makes coffee production possible.



51.6%
of the farmers we source from
across origins are women

emristet skovkaffe
eonel Valladares

Governance

iggen
gova
aragua

Honning
Fersken
Mandel

Arabica
Washed

1400-1500 m.o.h
13°47'N 86°34'V

DK-ØKO-100
Wke-EU-Jordbrug



Certified



Corporation



Governance Goals for 2026 and onward B2/C2

Responsible Sourcing

Target	Train 100% of the farmers and cooperatives from whom we source from on the contents of the responsible sourcing policy.
KPI	Percentage of the total number of suppliers trained in the contents of this policy.
Timeline	By 2026

Due Diligence

Target	Obtain 100% of our partner farmers and cooperatives ready with geolocation data, documentation, risk assessment and, with risk mitigation actions, by the enforcement date for EUDR.
KPI	Percentage of total number of farmers and cooperatives ready for EUDR.
Timeline	By 2026



Certifications and Standards

Target	Obtain EcoVadis Gold or Platinum in the next recertification period.
KPI	EcoVadis rating score.
Timeline	July 2026
Target	Maintain 100% organic certified coffee.
KPI	Percentage of coffee bought produced and certified under organic certification of EU standards.
Timeline	Ongoing
Target	Maintain B Corp certification
KPI	Achieve 2nd recertification under the B Corp framework
Timeline	Next recertification due 2028



Juan Carlos

San Antonio de Sisle,
Nicaragua

13°11'30"N
86°00'26"W

Our commitment to suppliers B2/C2

One of our key efforts last year, was to develop a due diligence system for our supply chain (see page 42). A key part of this is our Responsible Sourcing Policy. This policy is a statement from us to our suppliers, customers, and stakeholders on how we plan to source coffee and other products from now into the future. It outlines our expectations from suppliers, what they can expect from us, establishes a whistleblower system for workers within our supply chain to report non-compliance, and creates goals for our continuous improvement - many of which are also stated in this report.

This policy will be updated yearly as our goal and objectives develop, and will be a backbone guidance on how we conduct our sourcing practices.



See the full policy here.

ØNSK is now a Bird Friendly certified roaster ^{B5}



We are very proud to share that we are the first certified Bird Friendly roaster in Denmark!

Bird Friendly is a program created by the Smithsonian Institution that certifies, through scientific research, coffee farms that benefit biodiversity. When purchasing Bird Friendly coffee, you can be sure that the coffee is organic, deforestation-free and guarantees the protection of habitat for birds and other animals. It is the environmental gold standard for biodiversity, agroforestry, and coffee.

Keep a look out on our bags of Señoras de Sisle for the Bird Friendly logo.

📍 Finca Santa Prisca
Nicaragua



Guarda barranco,
Nicaragua's national bird

Read more about
Bird Friendly here



skovkaffe
de Sisle

Arabica 1000-1400 m.o.h
Washed 13°11'30"N, 86°00'26"V

DK-ØKO-100
ikke-EU-jordbrug

ØNSK

I den nicaraguanske landsby San Antonio de Sisle møder vi ni passionerede kvinder, der gennem kooperativet Coassan står sammen om at dyrke denne unikke kaffe. Señoras de Sisle er et projekt, der styrker kvinders selvstændighed og fremmer økologisk landbrug som en direkte hyldest til de dygtige kvindelige producenter. Kaffen er Bird Friendly-certificeret for sin habitatbeskyttelse, der aktivt bevarer biodiversiteten. Señoras de Sisle er en fyldig og cremet oplevelse med harmoniske noter af karamel og sødmefuld mælkechokolade.

Dyrket som	100% økologisk skovkaffe
Bonden modtager	87% af eksportprisen
Udledt per kg ristet kaffe	1,20 kg CO2
Ristet i København	07/04/2026
Bedst før	07/04/2027

Scan for fuld dokumentation og mere viden om kaffen:

ØNSK ApS
CVR: 38341065

Kattgatvej 53, 2150 Nordhavn
www.onsk.dk

Tlf: 25 94 02 10
kontakt@onsk.dk



B2/C2

From farm to cup: full traceability

Last year we developed a supply chain due diligence system that would help us to keep track of the origin of all the coffee we import and track all processes and operations within the supply chain. This system is important because it will help us guarantee that all the coffee we buy is deforestation free, and it also helps us measure and identify risks within the supply chain.

The process involved collecting documentation of all the steps of our supply chain, mapping polygons of the farmers we source from, and running legality checks on all the coffee we import. This has been very enlightening for us as it showed how well prepared and structured our suppliers are, and we are very proud of them. It has also shown processes that we can improve within our supply chain to strengthen it against possible risks in the future.

Moving forward, all new suppliers that join us will be onboarded through this system, and we will continuously collect documentation from our current supplier as our supply chains develop and improve.

The team behind the coffee B8/B9/B10

Beyond the impact we create together with our partners at origin and with our clients, it is equally important that we create a positive and supportive environment for the people who make ØNSK possible. Over the past 9 years of ØNSK, we have seen our team grow from a pair of founders to over 40 employees across different roles and backgrounds. This growth reflects not only the development of the company, but also the dedication and collaboration of the people behind it.

We are proud of the culture we have built together and the work we have accomplished as a team so far. As ØNSK continues to grow, we remain committed to fostering a workplace where employees can develop, contribute meaningfully, and be part of building a more impactful coffee industry.



2025

Total number of employees	43
Full time workers	30
Part time workers	13
Women in workforce (ratio)	1:5
Women in Managing positions (ratio)	1:3
Number of employees outside of Denmark	1
Attrition rate (%)	34.9
Average workforce age	31
Reported workplace accidents	0
Job Satisfaction Index	83





B2/C1

Risk and Impact: what matters most

Last year we performed a Double Materiality Assessment (DMA), following the Implementation Guidance from the European Financial Reporting Advisory Group (EFRAG).

In simple terms, the DMA is a structured way of identifying the most important sustainability topics for a company. It evaluates both the impacts our activities might have on society and the environment and the financial risks and opportunities these issues may create for the company.

This approach provides a comprehensive perspective on our operations and helps us understand where our actions have the greatest impact. The final output of a DMA is a materiality matrix which highlights the topics that are most significant from both an impact and financial perspective. Moving forwards these will be the focus of our data collection and reporting efforts.

Certified



Corporation

Learn more at [bcorp.com](https://www.bcorp.com)

ØNSK ApS

Kontakt@onsk.dk
25 94 02 10
www.onsk.dk