CLEANGRAD

CORPORATE SUSTAINABILITY REPORT

2024

Please note: This report is **available in digital format only.** We kindly ask you **not to print it**, in an effort to help protect our environment and preserve our forests.
Sustainability starts with each one of us, and small choices—like choosing not to print—can make a big difference.
Thank you for supporting a greener future.

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Introduction

Sustainable development is a global priority, and we fully support the UN Sustainable Development Goals (SDGs) as a framework for responsible growth. Cleangrad, as an environmentally conscious company, is ISO 14001:2015 certified since 2022 and thus committed to minimizing our environmental impact. Environmental responsibility is one of our core values and is embedded in everything we do.

WE ALIGN OUR EFFORTS WITH THE GLOBAL GOALS.

The Cleangrad company's environmental policy supports its sustainability strategy by striving for continuous improvement of the environmental management system and by reducing the impact on our natural environment.

The 2024 Corporate Sustainability Report provides a solid foundation for the strategic monitoring of greenhouse gas emissions at the organizational level. Through this document, the company demonstrates a clear environmental responsibility and a strong commitment to continuous improvement in sustainable business practices.

The carbon footprint analysis is based on recognized international guidelines – the GHG Protocol and the ISO 14064-1:2018 standard. The calculations include direct emissions (Scope 1), indirect emissions from purchased energy (Scope 2), and – although we are not required to report them as a medium-sized enterprise – other indirect emissions from the value chain (Scope 3).

Managing Director's message

The preservation of the natural environment is a long-term priority and commitment of the company Cleangrad.

Jernej Zupančič, Managing Director

The Cleangrad company's environmental policy supports its sustainability strategy through the continuous improvement of the environmental management system and the reduction of impacts on the natural environment.

As part of our environmental commitments, **negative impacts are being minimized across the entire life cycle of our products** and services, with a particular focus on waste, emissions, energy use, and raw materials. The requirements of ISO 14001:2015, along with other applicable environmental regulations and recognized best practices, are being consistently followed and maintained.

To support our long-term environmental objectives, several measures have been implemented. Key environmental factors and stakeholders have been identified and considered in our planning and operations. Compliance with all relevant legal and other binding requirements is regularly monitored. Environmental data are collected and analyzed to identify risks and opportunities for improvement. Based on these insights, realistic environmental goals and actions have been defined.

For the year 2024, the Cleangrad's organizational carbon footprint amounts to 700.978 t CO_2eq.

Compared to the previous year, GHG emissions decreased by 12,10 %.

Carbon Footprint and Emissions Overview

For the year 2024, the Cleangrad's organizational carbon footprint amounts to 700.978 t CO_2eq. This corresponds to a 12,10 % decrease in greenhouse gas emissions year-over-year. The most significant sources of CO_2eq emissions were fuel consumption for employee commuting, external transport to construction sites, electricity consumption, thermal energy consumption and business air travel, as shown in the table below:

Source of CO_2eq (GHG) emissions	Amount of CO_2eq (kg)	Share of GHG (%)
Fuel consumption for employee commuting	261.857	37,37
External transport to construction sites	75.476	10,77
Electricity consumption	72.376	10,33
Thermal energy consumption	31.736	4,52
Business air travel	139.830	19,95
Other GHG emission sources	119.703	17,06
Total	**700.978**	**100,00**

Improved logistics efficiency led to a nearly 44 % reduction in outbound transport emissions year-over-year.

Measuring Progress

Scope 1 – Direct Emissions

Year	Emissions (kg CO_2e)
2023	146.770
2024	189.968

The increase in emissions is primarily due to:

- growth in the number of employees (from 193 to 216),
- a higher number of business trips (from 745.338 km to 846.177 km),
- more accurate data capture through the Poligram system,
- slightly higher consumption of natural gas and LPG (used for forklifts).

Scope 2 – Indirect Emissions from Energy

Year	Emissions (kg CO_2e)
2023	211.122
2024	104.112

The reduction in emissions, despite nearly identical energy consumption, is the result of:

- a lower emission factor for electricity: from 0,312 → 0,183 kg CO_2e/kWh (aligned with ARSO, ELES, and SURS – low-carbon sources: hydro, nuclear) and
- a lower emission factor for district heating from 0,334 → 0,118 kg CO_2e/kWh.

Measuring Progress

Scope 3 – Indirect Emissions from the Value Chain

Aktivity	2023 (kg CO_2e)	2024 (kg CO_2e)	Change
Inbound transport	18.536	49.205	+30.669
Outbound transport	134.740	75.476	-59.264
Employee commuting	169.910	261.857	+91.947
Business air travel	113.026	139.830	+26.804
Municipal waste	2.238	1.654	-584
Water consumption	470	417	-53
Office paper use	611	2.279	+1.668
TOTAL SCOPE 3	**439.530**	**406.898**	**-32.632**

In 2024, Scope 3 emissions showed both reductions and increases. Emissions from outbound transport decreased by nearly 44 %, while municipal waste and water consumption also declined due to better resource management. On the other hand, employee commuting emissions rose by approx. 92.000 kg CO_2e, mainly due to headcount growth and longer travel distances. Air travel emissions increased as the number of flights rose (759 vs. 696), with calculations based on updated data and emission factors. Office paper emissions grew slightly due to a revised LCA-based emission factor, despite stable consumption.

Despite workforce growth in 2024, overall office paper consumption remained relatively stable, resulting in a per-employee reduction of just over 20 % compared to 2023.

Next Steps

We recognize that real environmental progress requires consistent, measurable action supported by long-term commitment. In the coming years, we will intensify our efforts to achieve a 30 % reduction in CO_2 emissions by 2030 through targeted improvements–particularly in areas such as energy efficiency, sustainable employee mobility, fleet electrifica-tion, and responsible sourcing. We will continue to seek innovative solutions, strengthen collaboration with stakeholders, and integrate environmental considerations into our operational and strategic decision-making. Our goal remains clear: to actively contribute to a cleaner, more sustainable future by embedding sustainability into the core of how we do business.

Sustainable Employee Mobility

We encourage sustainable commuting practices among employees, such as car sharing, cycling, and remote work.

Digitalization of Business Operations

A major digitalization project is underway, including e-signatures, paperless archiving, and reduced printing.

Next Steps

Electrification of the Vehicle Fleet

We are gradually replacing diesel vehicles with electric alternatives. This reduces emissions from our company transport.

Own Energy Sources

We are assessing the feasibility of installing a solar power plant. The goal is to increase the share of renewable energy in our operations.

Optimization of Flight Routes

We promote the use of online meetings and combine business trips where possible. This helps lower emissions from business travel.

Green Supply Chain

Environmental criteria are being integrated into the selection of suppliers and transport partners. This supports more sustainable procurement practices.

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