

# CLEVR ESG DATA REPORT 2024



## GHG EMISSIONS (2024)

SCOPE 1	Direct Emissions (Company Vehicles)		
COUNTRY	CARS (non-electric)	EMISSIONS (kg CO <sub>2</sub> )	
NETHERLANDS	41	99,441	
GERMANY	25	60,607	
NORWAY	0 (electric only)	0	
FINLAND	0	0	
<b>TOTAL</b>		<b>160,048 kg = 160.05 mtCO<sub>2</sub>e</b>	

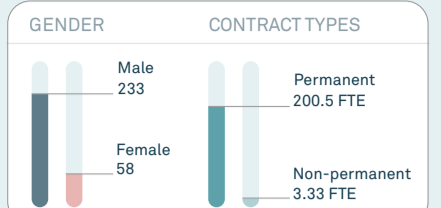
SCOPE 2	Indirect Emissions (Electricity & Gas)		
LOCATION	ELECTRICITY (kWh)	GAS (kWh)	
AMERSFOORT	53,465	6,711	
ST. INGBERT	9,989	19,610	
HAMBURG	2,016	3,939	
SANDVIKA	70,746	✗	
TAMPERE	5,539	✗	
KAUNAS	960	✗	
<b>TOTAL</b>	<b>142,715</b>	<b>30,260</b>	
<b>EMISSIONS</b>	<b>31.4 mtCO<sub>2</sub>e (electricity) + 5.54 mtCO<sub>2</sub>e (gas)</b>		

SCOPE 3	Other Indirect Emissions	
SOURCE	EMISSIONS (mtCO <sub>2</sub> e)	
PRIVATE CAR COMMUTING	24.5	
FLIGHTS	30.322	
<b>TOTAL</b>	<b>54.82 mtCO<sub>2</sub>e</b>	

## WORKFORCE

AVERAGE FTES  
**233.83**



## HEALTH & SAFETY



## PAY & CONDITIONS

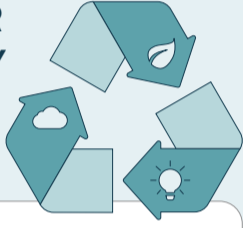
<b>MINIMUM WAGE</b>	Compliant in all countries
<b>GENDER PAY GAP</b>	Working towards the EU Transparency Pay Directive
<b>COLLECTIVE BARGAINING</b>	Not applicable
<b>TRAINING</b>	Not reported

## ANTI-CORRUPTION

No convictions or fines

Whistleblower mechanism and training in place

## CIRCULAR ECONOMY



Not applicable: no manufacturing or material flows

Only household-type office waste generated

## KEY FINANCIAL & WORKFORCE FIGURES (FY2024)

ENTITY	REVENUE	BALANCE SHEET	FTEs
CLEVR FIOY (FI)	€315,103	€187,152	9
CLEVR AS (NO)	NOK 119,395,637	NOK 67,776,655	42
CLEVR DE GMBH (DE)	CONSOLIDATED	CONSOLIDATED	52
CLEVR NL BV (NL)	€16,831,940	€7,249,787	119.8
CLEVR EXPEDITIONS BV	€33,187,321	€40,763,013	223.5

## SUSTAINABILITY PRACTICES

INITIATIVE	STATUS	DESCRIPTION
Electric/hybrid fleet	Ongoing	All new lease cars must be hybrid or electric
Business travel restrictions	Ongoing	Only when necessary; CO <sub>2</sub> tracked
Waste separation	Ongoing	Office waste is separated and recycled
Sustainable office heating	Ongoing	Only energy-efficient offices are rented
Supplier sustainability criteria	Ongoing	Key suppliers assessed on sustainability
Further office/process initiatives	Not applicable	No additional plans due to company size
Employee training on sustainability	Not applicable	No specific training
Digital/paperless initiatives	Not applicable	No additional initiatives

## WATER USE

COUNTRY	WATER USE (m <sup>3</sup> )
NETHERLANDS	247.61
GERMANY	86
NORWAY	187
FINLAND	9

No operations in water-stressed areas

No separate water treatment; all discharge goes to municipal systems

## POLLUTION OF AIR, WATER, AND SOIL

CLEVR's operations do not fall under mandatory pollution reporting. Reasons include:

- NO INDUSTRIAL ACTIVITIES**  
CLEVR provides knowledge-based IT services
- NO SIGNIFICANT EMISSIONS**  
Offices are used for administration and meetings only
- NO INDUSTRIAL EQUIPMENT**  
No processes that generate reportable pollutants
- NO EMAS OR SIMILAR SYSTEMS, BUT CLEVR VOLUNTARILY MONITORS**  
Energy consumption  
Travel-related carbon footprint  
Waste and recycling  
Water usage

CLEVR complies with all local environmental regulations and applies best practices for energy efficiency and waste reduction.

## BIODIVERSITY, ECOSYSTEMS, AND LAND USE

Non-Applicability of Reporting Requirements

CLEVR states that biodiversity-related disclosures are not materially applicable due to the nature of its operations. However, it still provides transparency on the following:

SITE LOCATIONS	LAND USE METRICS (ESTIMATES)	ENVIRONMENTAL COMMITMENT	
CLEVR does not own, lease, or manage any sites in or near biodiversity-sensitive areas.	<b>METRIC</b>   <b>VALUE</b>	While CLEVR's operations have minimal direct impact on biodiversity, the company remains committed to:  Reducing energy consumption Promoting sustainable commuting Implementing responsible waste management	
All offices are rented and located in urban or commercial zones across four EU countries.	Total land use		~1,300 m <sup>2</sup> (office floor area)
	Total sealed area		Negligible
	Nature-oriented area on-site		✗
	Nature-oriented area off-site		✗

## GHG TARGETS

No formal targets yet

Practices in place to reduce emissions

## CLIMATE RISKS

No material, physical, or transition risks identified

Regular reassessment planned

## STRATEGY & SUSTAINABILITY

SERVICES	SECTORS	SUSTAINABILITY FOCUS
Software implementation	Aerospace	CO <sub>2</sub> reduction via remote work and digital tools
Consultancy	Manufacturing	Diversity and inclusion
Support	Retail	Community engagement
Reselling	Finance	Green procurement
-	Energy	Paperless workflows
-	Marine	-

## ADDITIONAL WORKFORCE INFO

Management gender ratio: 50% female, 50% male

No freelancers or agency

## HUMAN RIGHTS

No incidents of child labor, forced labor, or discrimination

Policies in place; grievance mechanisms available

## EXCLUDED SECTORS

No revenue from controversial weapons, tobacco, fossil fuels, or pesticides

Not excluded from EU Paris-aligned benchmarks

## GOVERNANCE GENDER DIVERSITY

BODY	FEMALE	MALE	%FEMALE
Board of Directors	1	3	25%
Supervisory Board	0	4	0%