



DATARASOV

CSR REPORT 2022





Introduction

DATARASOV operates as a leading data center provider, combining technological excellence with a firm commitment to sustainability and social responsibility.

In 2022, we strengthened our focus on reducing environmental impact, enhancing employee well-being, and collaborating with our ecosystem to foster sustainable digital transformation.

| | |
|-------------------|----------------------|
| Annual Revenue | €42M |
| Employees | 130 professionals |
| Investment in R&D | 8.5% of gross margin |

1. Economic Responsibility

Our Commitments

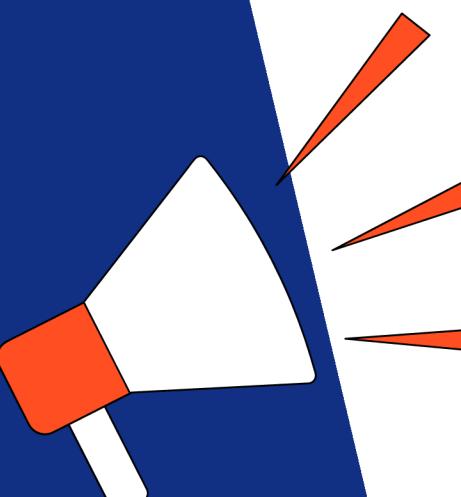
- Digital Sustainability: Accelerate the shift toward eco-friendly data center solutions.
- Customer Value Creation: Develop advanced, cost-effective digital services that meet sustainability benchmarks.

Innovation and Research

We believe that innovation drives progress.

Our dedicated research lab achieved:

- 6 Proofs of Concept (POCs) completed.
- 9 certified projects under CII/CIR schemes.
- Development of 1 proprietary tool to enhance data efficiency.
- Guidance from 2 PhD researchers pushing the boundaries of innovation.

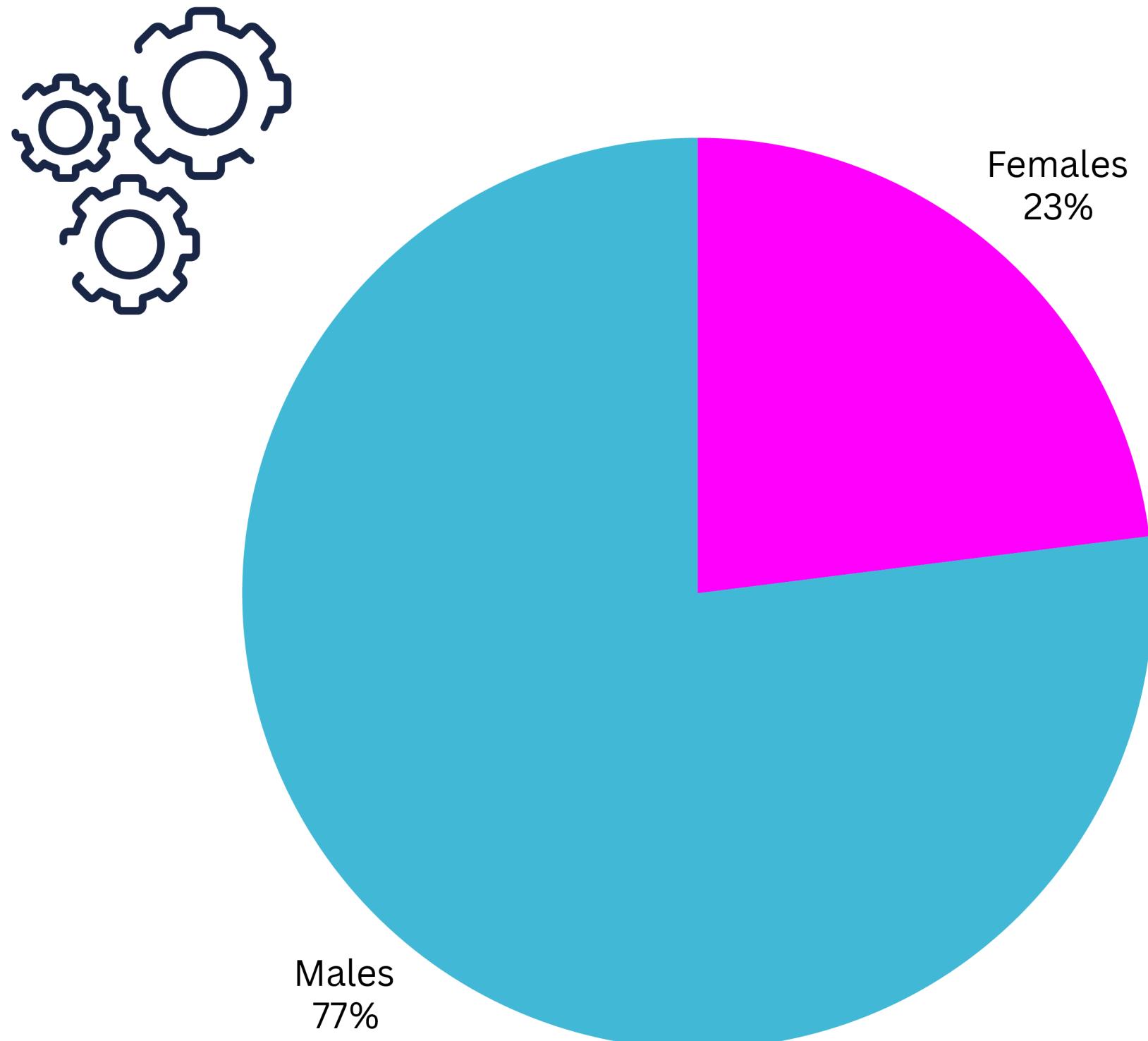


2. Social Responsibility

Our Workforce

Employee Distribution:

- 16 female engineers leading the charge for diversity in tech.
- 14 staff in transversal roles supporting critical functions.
- 21 new permanent hires (CDI), reflecting our commitment to job stability.

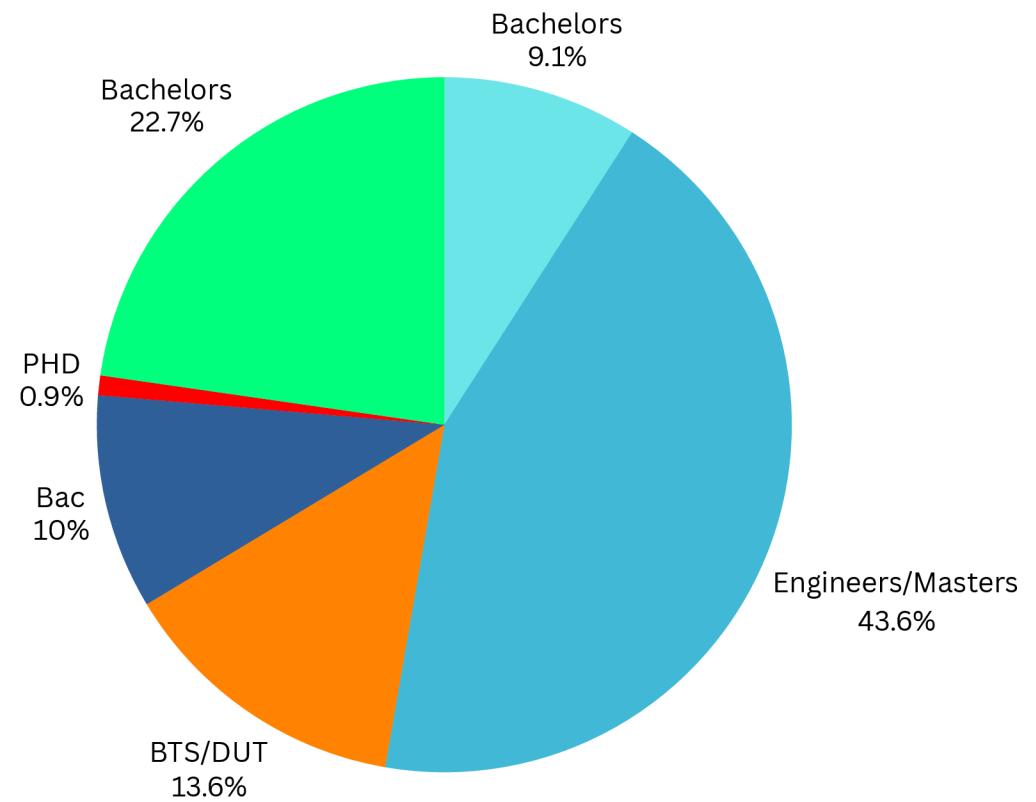


Well-Being and Safety

- Health & Safety: Only 1 work accident recorded in 2022.
- Employee Benefits:
- Flexible remote work options.
- Subsidized sports programs to encourage a healthy lifestyle.
- Comprehensive 100% mutual insurance coverage.
- Company vehicles for eligible staff.

Talent Development

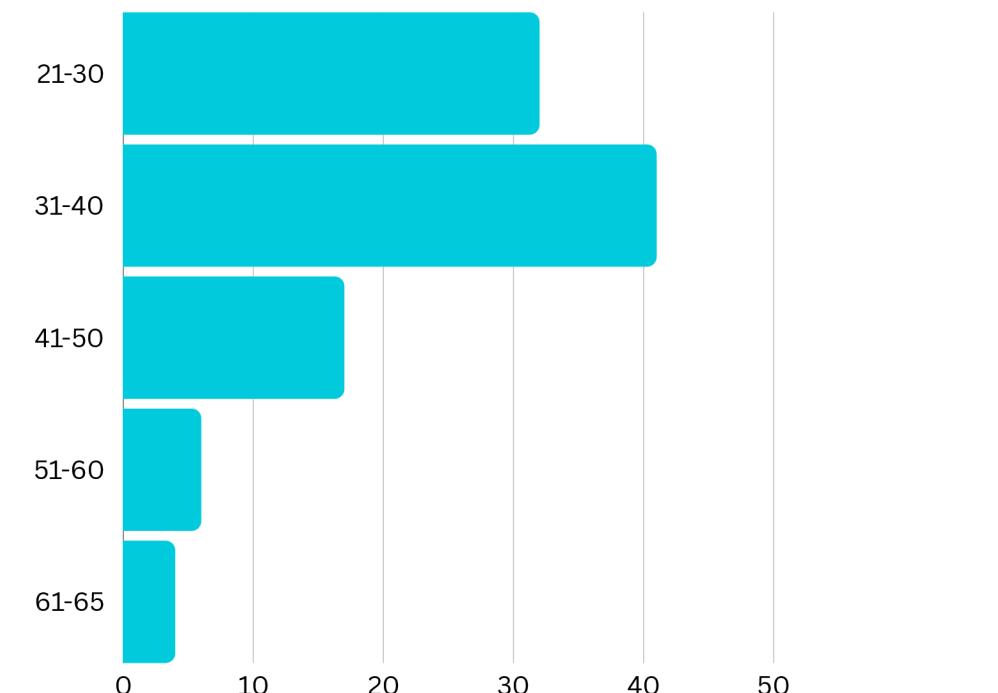
- Training: 61% of employees benefited from internal training opportunities.
- Employee Satisfaction: 88% are satisfied with their working conditions.
- Educational Background:
- Engineers/Masters: 48%
- Bachelors: 25%
- BTS/DUT: 15%



Age Workforce

- 32% aged 21–30: Young talent driving digital innovation.
- 41% aged 31–40: Core team ensuring operational stability.
- 17% aged 41–50: Experienced professionals balancing expertise and mentorship.
- 6% aged 51–60 and 4% aged 61–65: Senior staff providing guidance and continuity.

With over **70%** of employees under **40**, we focus on upskilling young professionals while ensuring senior staff mentor the next generation.



ISO 26000 (Social Responsibility):

We are adopting ISO 26000 to guide our actions in promoting ethical behavior, respecting human rights, and ensuring fair labor practices within our operations.

By applying these guidelines, we aim to integrate social responsibility into our business strategy for lasting positive impact.



3. Environmental Responsibility

2022 Achievements

- Carbon Footprint: 280 tons CO₂ (2.15 tons per employee).
- Energy Optimization: Promoted green habits via office campaigns.
- Innovative Cooling: Reduced energy use by up to 85% with Free Cooling.

Future Goals

- Net-Zero by 2030: Achieve carbon neutrality.
- Renewable Energy: 100% renewable energy by 2025.



Eco-Innovation:

- Use low-carbon concrete and patented cooling systems.
- Sustainability Efforts Energy Dashboards: Real-time insights for clients.
- GHG Reduction: Switch to nitrogen/water mist fire systems.
- Circular Economy: Recycle materials and optimize resources.
- Leadership Partnered with ADEME/ARCEP to cut energy use in French data centers.
- Advocated transparency via “Data Center Certification” webinars.



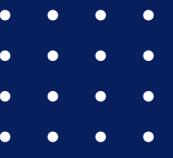


ISO 14001 – Environmental Management System

Minimizing Environmental Impact with ISO 14001.

We are implementing ISO 14001 to reduce our environmental impact by improving resource efficiency, minimizing waste, and ensuring compliance with environmental regulations. Our goal is to continuously improve our environmental practices to align with sustainability objectives.





4. Governance and Ecosystem Collaboration

Engaging with Stakeholders

- Active contributions to white papers on sustainability best practices.
- Development of Product Category Rules (PCR) for digital services.
- Collaboration with ADEME and ARCEP to assess and reduce the environmental impact of digital technology in France.

Industry Advocacy

- Participation in webinars like “Data Center Certification” to share expertise.
- Co-authoring pivotal reports such as “Evaluating the Environmental Impact of Digital in France”.





5. Looking Ahead

Our focus for 2023 and beyond includes:

1. Expanding environmental certifications for all data centers.
2. Increasing workforce training on sustainable digital technologies.
3. Partnering with global sustainability leaders to set new benchmarks for low-impact digital infrastructure.

| Category | Metrics |
|---------------|----------------------------------------------|
| Economic | 6 POCs, 9 R&D projects, 1 proprietary tool |
| Social | 88% employee satisfaction, 61% trained staff |
| Environmental | 280 tons CO2 emissions (2.15 tons/employee) |
| Governance | Collaboration with ADEME and ARCEP |



CONTACT US

Reaffirm DATARASOV's commitment to sustainability and innovation. Let's collaborate to drive positive change and lead in environmental stewardship.

