CSR 2022

APL — EXPERT EN DATA CENTERS

APL DATA CENTER AT A GLANCE

€ 32.2M of turnover

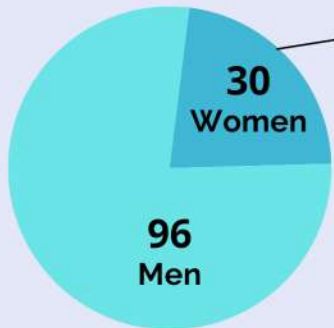**126** employees

€ 18.4M of gross margin

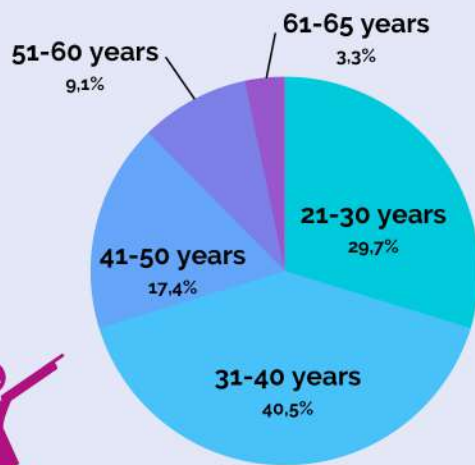**8.5%** of gross margin devoted to R&D

604 missions

HUMAN RESOURCES - SOCIAL

- 30 Women
- 96 Men

- 16 women engineers
- 14 cross-functional women employees

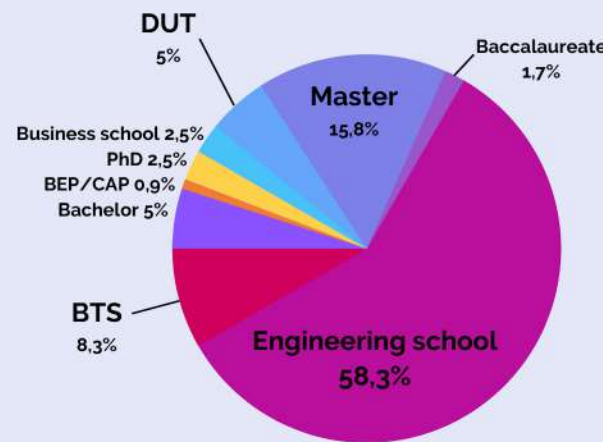**28** permanent hires

3 works council representatives

Age pyramid

- 61-65 years 3.3%
- 51-60 years 9.1%
- 41-50 years 17.4%
- 31-40 years 40.5%
- 21-30 years 29.7%

Health and safety

1 workplace accident

Level of qualification

- DUT 5%
- Business school 2.5%
- PhD 2.5%
- BEP/CAP 0.9%
- Bachelor 5%
- Master 15.8%
- Baccalaureate 1.7%
- BTS 8.3%
- Engineering school 58.3%

Employee benefits

- Telecommuting
- Inter-company restaurant (Montrouge)
- Subsidies for sports activities
- 100% health insurance coverage
- Company vehicles or mobility credit

Training / QWL

61% of employees have benefited in-house training

88% of employees are satisfied with their working conditions

ENVIRONMENT (INTERNAL)

Carbon footprint

255.7 tons of CO_2

2.2 equivalent tons of CO_2 per employee

Display of eco-actions in the office

INNOVATION

The Lab-by-APL

department dedicated to research and innovation

6 POC carried out

9 Research & Innovation projects

1 tool developed

3 doctors

NegaOctet

database for calculating the environmental impact of digital services

4 PCR created

ENVIRONMENT (ECOSYSTEM)

Contribution to the publication of white papers and best practices

Participation in the creation of PCRs* for digital services, cloud-hosted services and data centers, LANs and corporate networks, and Internet access services

Study published by ADEME and ARCEP on the impact of digital technology in France & 2030/2050 outlook (January 2022)

Study published by the Europe Ecologie les Verts parliamentary group on the digital impact in Europe (January 2022)

NegaOctet webinar to present the applications of using the database (April 2022)

Webinar "Data center certifications"

Participation in WedoGreenIT (organized by AGIT)

Conference on the environmental impact of corporate networks and LANs

Conference to present the white paper "How to measure and optimize the environmental impact of data centers", published by AGIT (Alliance Green IT) and piloted by APL

Participation in the writing of "Evaluation of the environmental impact of digital technology in France and prospective analysis"

*PCRs = Product Category Rules