



CSR Report 2025

Rcarré and its subsidiaries



ISO
27001



Introduction

The year 2020 marked a key milestone in the evolution of the Rcarré Group, with the emergence of the first structured reflections on Corporate Social Responsibility (CSR). Aware of the social and environmental challenges facing our society, the Group has initiated a proactive approach aimed at placing CSR at the heart of its corporate strategy.

From the outset, Rcarré recognised the importance of involving all its employees in this process. It was not just a question of meeting regulatory obligations or growing societal expectations, but of building a sustainable corporate culture based on active participation, collective commitment and the joint development of initiatives with a positive impact.

This participatory approach has laid the foundations for a more ethical, responsible and forward-looking working environment.

Today, we are proud of how far we have come. Rcarré and its subsidiaries have succeeded in creating an internal ecosystem that fosters the emergence of innovative solutions in the field of sustainable development. At our level, we are actively contributing to addressing major environmental, social and societal challenges.

This momentum is just the beginning: we are continuing our efforts to embed CSR in Rcarré's DNA, convinced that sincere and collective commitment is the key to building a fairer, more respectful and more sustainable future.



About this report

The Group

Rcarré S.A. and its subsidiaries

Year of establishment: 2001

Chief Executive Officer: Jean-Guy Roche

Head office: 38-40 Parc d'Activités, L-8308 Capellen, Luxembourg

Report frequency

First published in 2025, this report will be updated annually and published at the end of each year.

Activities covered by the report

This report covers all activities of the Rcarré Group (including Rcarré S.A., Rcube Professional Services, Rsecure and H2H Services), whose head office is located in Luxembourg.

Key figures for Rcarré Luxembourg



Key figures

Demographic data on our employees in Luxembourg in 2025



233

Employees



100%

CDI



2941

Training hours 2024



45

Women



85,84%

Full time



27 415

TT hours in 2024



188

Men



14,16%

Part-time

Our Group brings together employees from 12 different nationalities. Beyond the numbers, this diversity is a daily source of inspiration. It fuels our curiosity, stimulates innovation and strengthens our ability to work together with respect and kindness.

Key figures

Breakdown of turnover in 2024

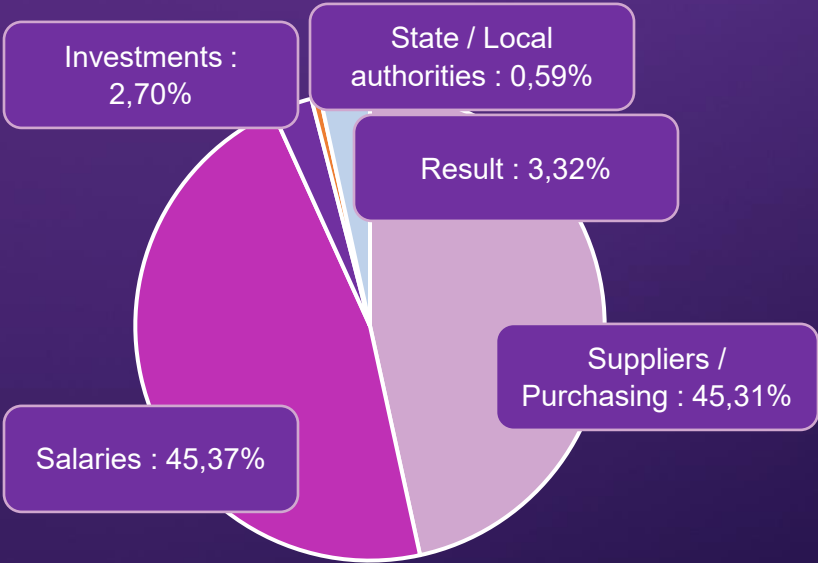
Group Turnover

31 476 329€

Rcarré S.A. turnover for 2024

16 412 457€

Expenses relative to Group turnover
Rcarré by stakeholder





Context and Strategy 2025

Context

The CSR committee

In order to strengthen our corporate social responsibility approach, a CSR committee was set up in 2025. This committee is tasked with promoting the company's CSR values and commitments, coordinating actions in various areas and encouraging the involvement of all employees. Acting as a steering and advisory body, it helps to define strategic priorities in terms of sustainable development and ensures the consistency of initiatives implemented within the company.

Proximity

Commitment



Positivity

Team spirit



Serge
SAUVAGE
Sponsor of the
Directorate



Rémi
GAUL
Sponsor of the
Directorate



Valentine
BOONE
Head of CSR



Anne-Sophie
REMY
CSR
Committee



Jean-François
MONTUIR
CSR
Committee



Jean-Michel
VANHALLÉ
CSR
Committee



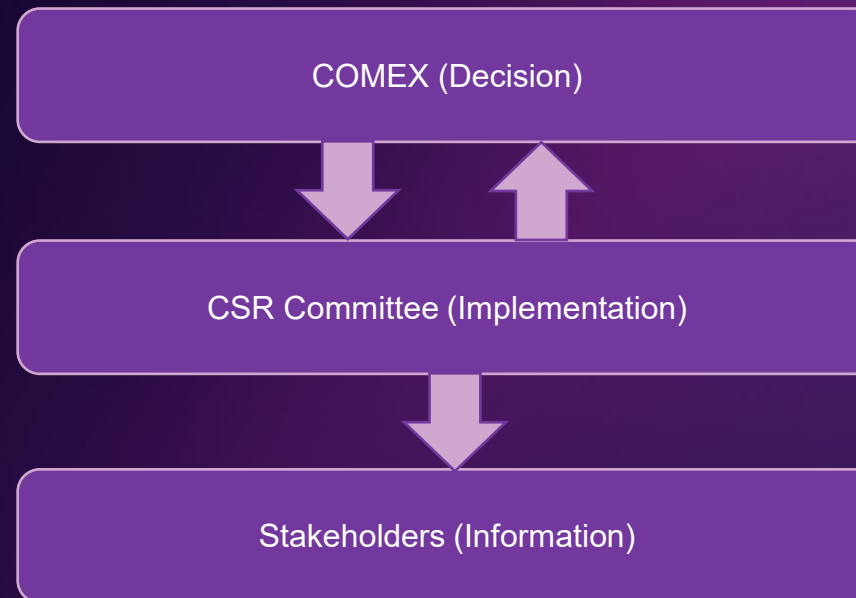
Laetitia
DUFRENE
CSR
Committee

Communication and transparency

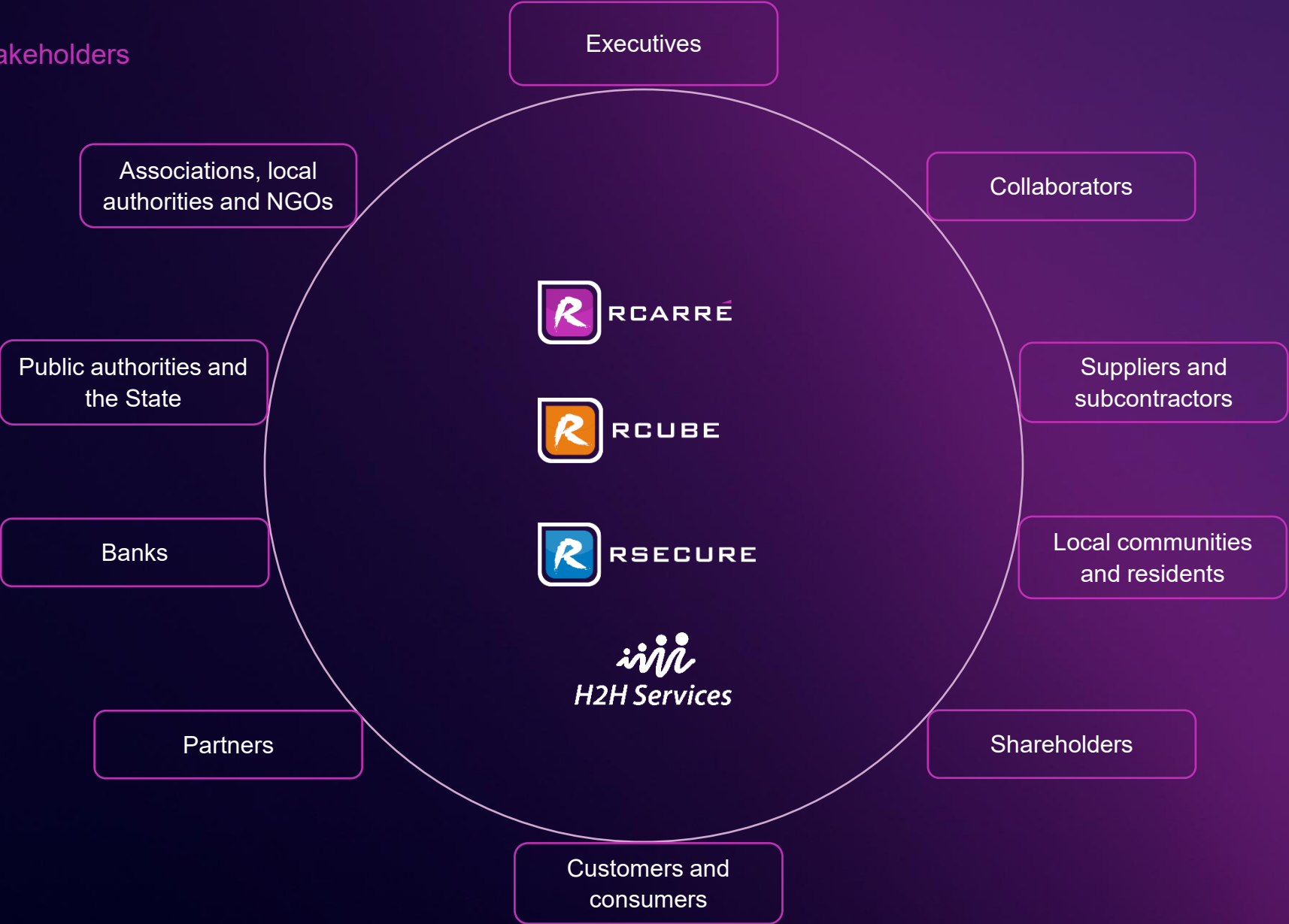
The Executive Committee communicates transparently on the action plan for 2025.

Throughout the year, the CSR Manager communicated with internal and external stakeholders on the progress made, particularly during major company events, and on a quarterly basis to the Executive Committee.

The action plan and important information were shared internally via the intranet and via the Oodrive exchange platform in response to requests from external stakeholders.



The Group's stakeholders



Priority actions for 2025

SOCIAL

Commitment of Rcarré and its subsidiaries to solidarity and educational initiatives to support and involve the local community

- Meals for the homeless with the Croix-Rouge
- Immersive day for Pierrard students
- “1001 couverts” event
- Charity event in aid of the charity ‘Le Rêve du Petit Prince’

ENVIRONMENTAL

Measures and figures relating to our business, enabling management and the CSR Committee to implement concrete and relevant actions.

Carbon footprint : analysis of key figures for Rcarré and its subsidiaries in Luxembourg

GOVERNANCE

Knowledge and transparency of CSR actions relating to Rcarré and its subsidiaries towards its main stakeholders

Communication and transparency with our stakeholders on the actions taken in 2025 via an annual report

Report and actions in place

Description of our actions



In July 2023, the Group reached a milestone by obtaining its first certification from the INDR (National Institute for Sustainable Development and Corporate Social Responsibility). This recognition marks the official start of our commitment to Corporate Social Responsibility (CSR), based on concrete foundations that have been assessed and validated by an external body. This approach forms the basis of our CSR strategy, enabling us to structure our actions, set clear objectives and progress in a spirit of continuous improvement.



In line with this approach, in November 2024 we completed the EcoVadis certification assessment, an international benchmark for CSR performance evaluation. This new step demonstrates our commitment to continuously measuring and improving our practices, while strengthening transparency and trust with all our stakeholders.

Distributing meals to homeless people with the Croix-Rouge

As part of our commitment to civic engagement, we encourage employees who wish to get involved in charitable activities. To this end, we support the participation of some of our employees in meal distribution operations for homeless people, organised by the Red Cross.

This initiative, in which employees take part on a voluntary basis, either in their personal time or within a framework arranged with the company, demonstrates their spontaneous commitment and sense of social responsibility. By supporting this initiative, we value individual commitments that reflect our human values and our desire to contribute, at our level, to a more caring society.

Key figures :

- **8 people** took part in the initiative
- **24 hours** dedicated to helping people

Open day for Pierrard School

As part of our commitment to fostering links between business and education, we were delighted to open our doors to students from Pierrard School for a day dedicated to discovering our professions and our professional environment. This initiative enabled young IT students to immerse themselves in the daily life of our company, interact with our teams, and gain a better understanding of the realities of working in the IT sector. This type of initiative is fully in line with our CSR approach, contributing to the career guidance of young people, the transfer of knowledge, and the promotion of technical and technological fields.

Key figures :

- **24 students** welcomed
- **9 staff members** assigned to run the day's activities

Tour of the Bettembourg Datacenter

In a spirit of transparency and proximity to our customers, we organised a tour of our data centre in Bettembourg, offering several partners and customers the opportunity to take a look behind the scenes at our technical infrastructure. This initiative provided a concrete opportunity to showcase our security measures, energy management and performance standards.

Key figures :

- **12 participants** (limit set by data centre entry requirements)

Charity Event : 1000 kilometres

On 27 September, our employees rallied together for a charity event in aid of Le Rêve du Petit Prince, an association that helps children with developmental delays, disorders or physical, mental and social disabilities. The goal of the day was to collectively walk or run 1,000 kilometres. The event brought together clients and partners in a friendly, athletic and meaningful atmosphere. This initiative fully reflects our commitment to encouraging solidarity initiatives that rally our employees around values of humanity, generosity and cohesion.

Key figures :

- Total distance travelled : **1,265 km**
- Total number of participants : **180 people**
- Amount donated to the association : **9,000€**



Distribution of meals to homeless people
19 February 2025



Charity Event : "The 1000 Kilometres"
27 September 2025



Open Day for young people in Pierrard
17 April 2025



Visit to the Bettembourg DataCenter
2 May 2025



Roadmap : sustainable objectives for 2026



The R carré Group is committed to communicating its progress transparently, in accordance with its policy.

The R carré Group is gradually committing to integrating the Sustainable Development Goals (SDGs) into its activities, in line with its capabilities and the nature of its business in the IT sector. Aware of environmental, social and economic issues, the Group's companies are taking step-by-step action to strengthen their social responsibility. This constantly evolving approach illustrates the Group's desire to contribute, at its own level, to a more responsible and inclusive future.

2024 carbon footprint assessment



2024 carbon footprint assessment

The three scopes included in the carbon footprint assessment



Source : Tapio.fr

Organisation of our 2025 Review

This applies to the Luxembourg companies of the Rcarré Group, Rcube, Rsecure and H2H, across all activities provided.

- Buildings : Head office in Capellen, the two satellite offices in Wincrange and Esch, and the data centres in Bissen and Bettembourg.

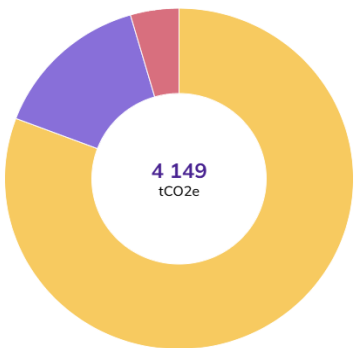
Résultats préliminaires – GHG Protocol

Categories

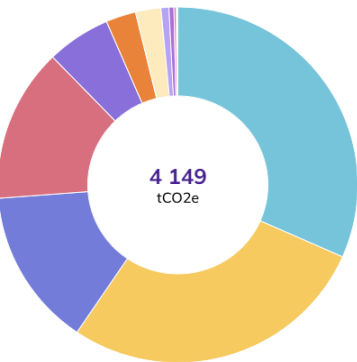
- 1. Equipment purchased
- 2. Travel
- 3. Use of equipment sold
- 4. Digital (licence issuance)
- 5. Purchases of services
- 6. Premises
- 7. Data centre electricity consumption

Type of emission factors

- 1. Physical
- 2. Physical
- 3. Physical
- 4. Monetary
- 5. Monetary
- 6. Physical
- 7. Physical



Scope 3 - autres émissions indirectes de GES	80,8%
Scope 1 - émissions directes de GES	14,8%
Scope 2 - émissions indirectes associées à l'énergie	4,5%



Intrants	31,6%
Déplacements	27,8%
Utilisation du produit	14,3%
Numérique	14%
Achats de services	5,8%
Locaux	2,7%
Énergie	2,3%
Fin de vie	0,7%
Fret	0,4%
Achats de petites fournitures	0,2%
Équipements	<0,1%
Déchets de production	<0,1%

Details of our three strategic priorities



Axis 1: Transformation of the Offer

- Device as a Service
- Green Alternative
 - Supplier data maturity
 - The revamped supply chain



Axis 2: Public Cloud and Digital Sobriety

On the Azure M365 Public Cloud side, Rcarré is implementing a GreenOps approach.

- Architecture
- Customer support
- Data-driven management

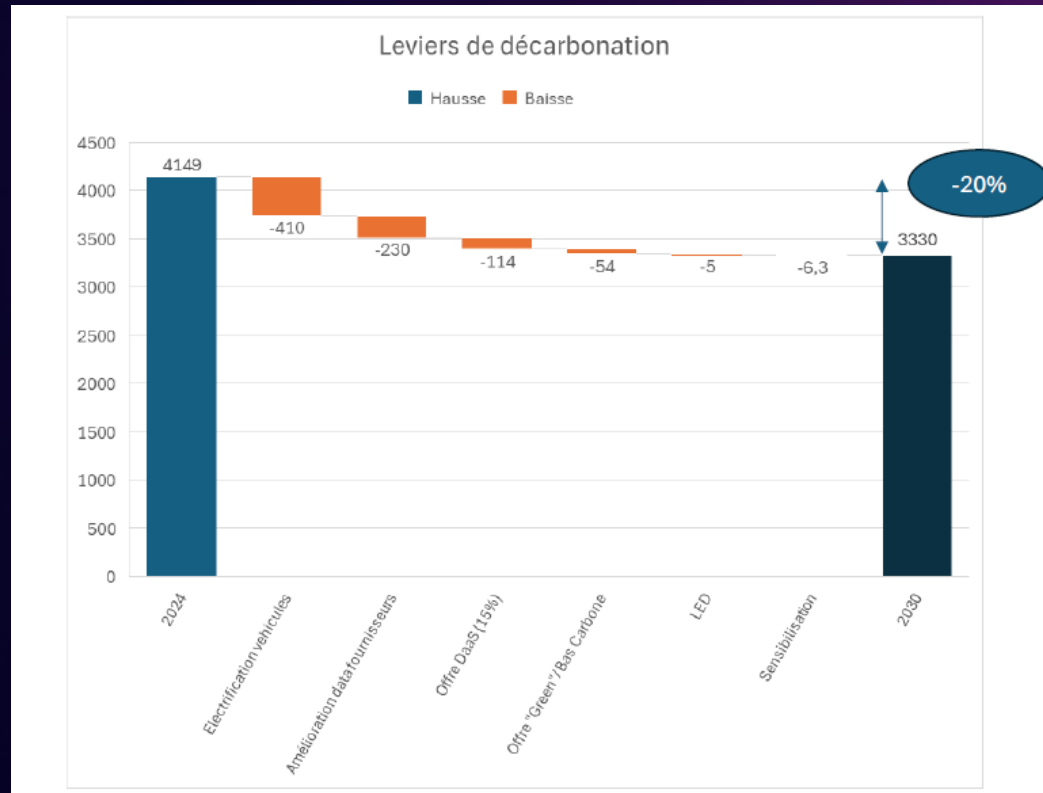


Axis 3: Governance and management

To ensure the sustainability of this approach, carbon governance is integrated into the company's management.

- Monitoring : tracking CO2 indicators relative to turnover.
- Supplier reporting : collecting carbon footprints from key partners.

Summary of potential gains – Projected emissions reductions by 2030



Strategic levers for achieving our objectives :

- Accelerating the electrification of the vehicle fleet
- Improving the quality and reliability of supplier data (strategic priority 1)
- Rolling out the DaaS offering, identified as the top strategic priority
- Low-carbon 'green' offering (strategic priority 1)
- Optimising the environmental performance of buildings

5-year targets : - 20% reduction in our carbon footprint



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