Sustainability at Criteo in 2023

**Our commitment**

At Criteo, sustainability means fostering a responsible future where positive impacts are an extension of business and prioritize the preservation of our planet, the well-being of our communities, and the integrity of the adtech industry.

In 2023, we are proud to have concretized many of our Environmental Social Governance (ESG) targets and received the EcoVadis Silver Medal (68/100).

<table>
<thead>
<tr>
<th><strong>Environment</strong></th>
<th><strong>Social</strong></th>
<th><strong>Governance</strong></th>
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**Environment**

- 61% of our leased offices covered by a green certificate
- 100% of data centers powered by decarbonized energy sources and compensated by Renewable Energy Certificates (RECs)
- 100% carbon emissions related to business trips (air & train) and hotels are offset

**Social**

- 79/100 Inclusion Index
- 70/100 EcoVadis score for Labor & Human Rights
- 94/100 Women-Men Equality Index
- 0% Gender pay gap since 2021

**Governance**

- 60/100 EcoVadis score for Ethics
- 60/100 EcoVadis score for Sustainable Procurement
- Code of Business Conduct & Ethics piece of training with 98% completion rate
- New Procurement Policy and new Vendor Risk Management (VRM) System
- High privacy & data protection standards
- Created an internal Sustainability Committee, chaired by our Chief People Officer, in charge of overseeing Criteo's sustainability strategy

**2023 key highlights and figures**

- **61%**
- **100%**
- **100%**
- **70/100**
- **79/100**
- **94/100**
- **60/100**

**Women in Criteo’s total Workforce**

<table>
<thead>
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<td><strong>41%</strong></td>
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**Women in Tech Population**

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<td><strong>20%</strong></td>
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**2023 key highlights and figures**

- Over **29,700 hours of training** delivered to our employees
- **7 Employee Resource Groups**
- **41% of Criteo’s workforce involved in our Criteo Cares program**

**2023 key highlights and figures**

- **+450 members in the Green Community**
- **166,220 trees in our Tree-Nation Forest**
- **Responded to the CDP Climate Change questionnaire (C rating)**
- **Published an Environmental Statement**
- **Conducted our GHG emissions assessment for Scopes 1, 2 and 3**

**Environment**

- **Greenhouse Gas (GHG) emissions reduction targets approved by the Science Based Targets initiative (SBTi)**
- **Conducted our GHG emissions assessment for Scopes 1, 2 and 3**
- **EcoVadis score for Environment 70/100**

**Social**

- **EcoVadis score for Labor & Human Rights 94/100**
- **Gender pay gap since 2021 0%**
- **Women-Men Equality Index 94/100**
- **Women in Criteo’s total Workforce 41%**
- **Women in Tech Population 20%**
- **Over 29,700 hours of training delivered to our employees**
- **New Empower U program**
- **New Women in Tech Sponsorship program**
- **New Mentorship program**
- **New Coachme – Internal Coaching Offer**

**Governance**

- **EcoVadis score for Ethics 60/100**
- **EcoVadis score for Sustainable Procurement 60/100**
- **Code of Business Conduct & Ethics piece of training with 98% completion rate**
- **New Procurement Policy and new Vendor Risk Management (VRM) System**
- **High privacy & data protection standards**
- **Created an internal Sustainability Committee, chaired by our Chief People Officer, in charge of overseeing Criteo’s sustainability strategy**

**Annual CSR report since 2016, Oversight by Board and senior leadership team, adopted SASB reporting framework, the TCFD reporting framework, and mapped impacts to the UN Sustainable Development Goals (SDGs) defined by the United Nations for 2030**

**Come connect with Criteo.**

**CRITEO.COM**

Source: CSR Report 2023 - Data from January 1 to December 31