

OUR COMMITMENT

Criteo is committed to continuous improvement and generating a positive impact across all areas of Sustainability, prioritizing environmental sustainability, belonging and inclusion, while maintaining ethics as a fundamental cornerstone. Together with our employees, partners, clients, and consumers, we can shape our future growth and define the value we want to create for society.

In 2025, we are proud to have concretized many of our **Environmental Social Governance (ESG)** targets and received the **EcoVadis Bronze Medal with an overall score of 70/100**.



E ENVIRONMENT

We are reimagining our business practices to build a sustainable future for all while aiming to reduce our environmental footprint. Our commitment to environmental sustainability influences our decision-making, shapes our behaviors, and impacts the experiences of our stakeholders. Our environmental initiatives are driven across the organization, under the leadership of the Corporate Sustainability team and with strong support from our "Green Community." In 2022, we developed an environmental roadmap and have since set ambitious goals to improve our impact.

S SOCIAL

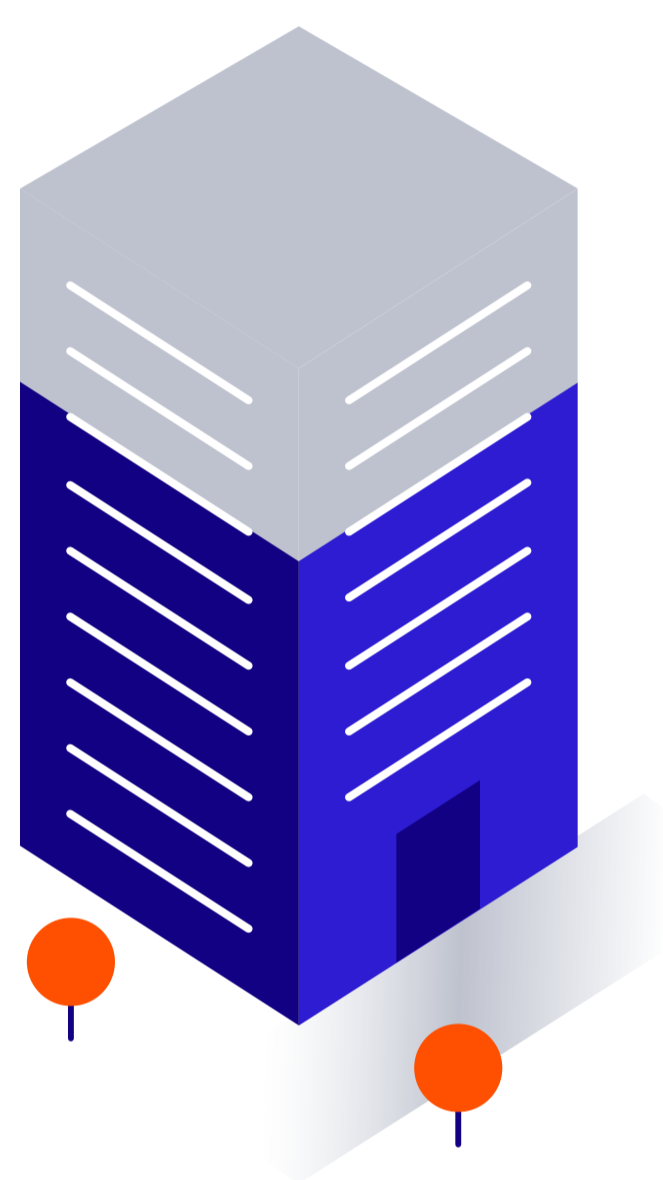
Our commitment to "Belonging and Inclusion" is reflected in everything we do at Criteo, including how we work, how we treat each other, and the impact we have on our partners, clients and the consumers they serve. Our initiatives are driven across the organization, under the leadership of our People team, and supported by our Employee Resource Groups ("ERGs").

G GOVERNANCE

Sustainability, Belonging, and Inclusion sit within Criteo's People organization, supported by a dedicated Sustainability team and overseen by the Chief People Officer. A Global Sustainability Committee guides strategy, risk management, and cross-company alignment. Committee members, including executive sponsors, receive annual sustainability training to reinforce strong governance and effective implementation of Criteo's environmental and social priorities.

ENVIRONMENT

2025 key highlights and figures



78% of our leased offices are covered by a green certification based on office area in m²

100% of data centers energy powered by decarbonized energy sources or compensated by Renewable Energy Certificates (RECs)

100% carbon emissions related to business trips (air & train) and hotels offset through VCS certified credits



445,000+ trees in our Tree-Nation Forest, planted as part of our offsetting strategy for business travel and hotel stays through VCS¹ certified credits, and also to contribute to broader reforestation efforts in partnership with the non-profit Tree-Nation²



Responded to the **CDP Climate Change questionnaire** (B- rating)



80/100 EcoVadis score for Environment



420+ members in the Green Community³



Strengthened our **Global Environmental Policy** and **Sustainable Travel Policy**

In 2024, Criteo published its SBTi targets for 2030, aligned with the 1.5°C scenario of the Paris Agreement:



Scope 1: Criteo commits to reduce absolute Scope 1 GHG emissions by 42% by 2030 from a 2022 base year.

Scope 2: Criteo commits to continue active annual sourcing of 100% renewable electricity through 2030.

Scope 3: Criteo further commits to reduce absolute Scope 3 GHG emissions from purchased goods and services and business travel by 30% by 2030 from a 2022 base year.

SOCIAL

2025 key highlights and figures

84/100 global inclusion index

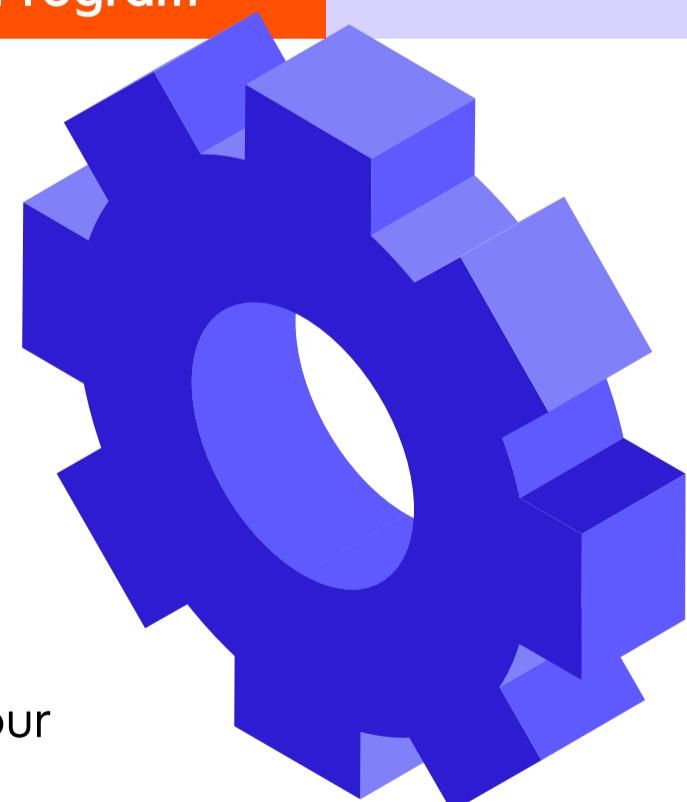
68/100 EcoVadis score for Labor & Human Rights

94/100 Women-Men Equality Index for France for 2024

0% Gender pay gap since 2021



16,000 hours⁴ of training were delivered to our employees



7 Employee Resource Groups ("ERGs") and 1 committee

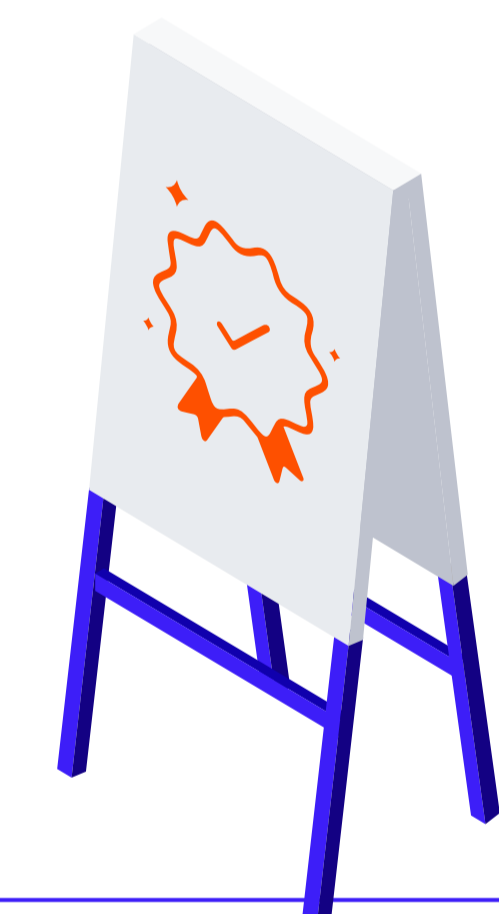
97 nationalities are represented in Criteo's global workforce

GOVERNANCE

2025 key highlights and figures

68/100 EcoVadis score for Ethics

63/100 EcoVadis score for Sustainable Procurement



- **Code of Business Conduct & Ethics** piece of training with **95.5% completion rate**.
- **Sustainable Procurement Policy** and continued **Vendor Risk Management (VRM) System**.
- Compliance on **European GDPR (General Data Protection Regulation)** and the ePrivacy directive as implemented in the legislation of European Union member states.
- Set up a **Product Ethics Committee (PEC)** chaired by Criteo's Chief Legal and Transformation Officer to ensure ethical product development to provide our clients and partners with trusted advertising.

- Part of the **Partnership for Responsible Addressable Media (PRAM)**.
- Created an internal **Sustainability Committee**, chaired by our Chief People Officer, in charge of overseeing Criteo's sustainability strategy.
- Held a **Leadership Climate Workshop** where Criteo's senior leadership deep dived into sustainability and climate strategies.
- 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.

- Continuation of Programs such as Women in Tech Sponsorship, EmpowerU, Disability Inclusion, Global Mentoring, and Coaching.
- Enhanced Manager Effectiveness Survey, **Success Makers program** and **Criteo's Future Makers program**.

¹ Verified Carbon Standard CO2 Certification. [Learn more here.](#)

² [Tree-Nation Forest](#)

³ The Green Community is part of the Criteo Cares Program and aims to raise awareness of climate change and support the Company's transformation to a more responsible future.

⁴ Sum of training hours related to instructor-led, online and coaching sessions.