

Our commitment

At Criteo, social responsibility means nurturing our communities through continuous adtech innovations that enhance accessibility, promote inclusivity, and create opportunities for collaboration that drive social progress.

3,610
Employees globally

93
Nationalities are represented in Criteo's global workforce

Key Milestones

	2023
<ul style="list-style-type: none"> ✓ EcoVadis Silver Medal (70/100 for Labor & Human Rights) ✓ Launch of Multiweek Global Volunteer Program "Impact Weeks" ✓ New "Coachme" Internal Coaching Offer ✓ New Global Mentorship, Empower U^[1] and Women in Tech Sponsorship programs ✓ Creation of Product Ethics Committee (PEC) to respond to ethical concerns 	<p>0% Gender pay gap maintained</p> <p>20% Women in Tech roles</p> <p>78% Completion rate of Preventing Harassment and Discrimination in the Workplace training</p>

79/100
Inclusion Index 2023

94/100
Women-Men Equality Index for France^[2]

[1] The Empower U program is an exclusive initiative dedicated to empowering high performers from underrepresented minorities/the global majority. [2] March 2024 score for the year 2023.

Women Representation at Criteo

Global Women Employees*
41%

*incl. women CEO, CFO, CHRO, and Chairperson

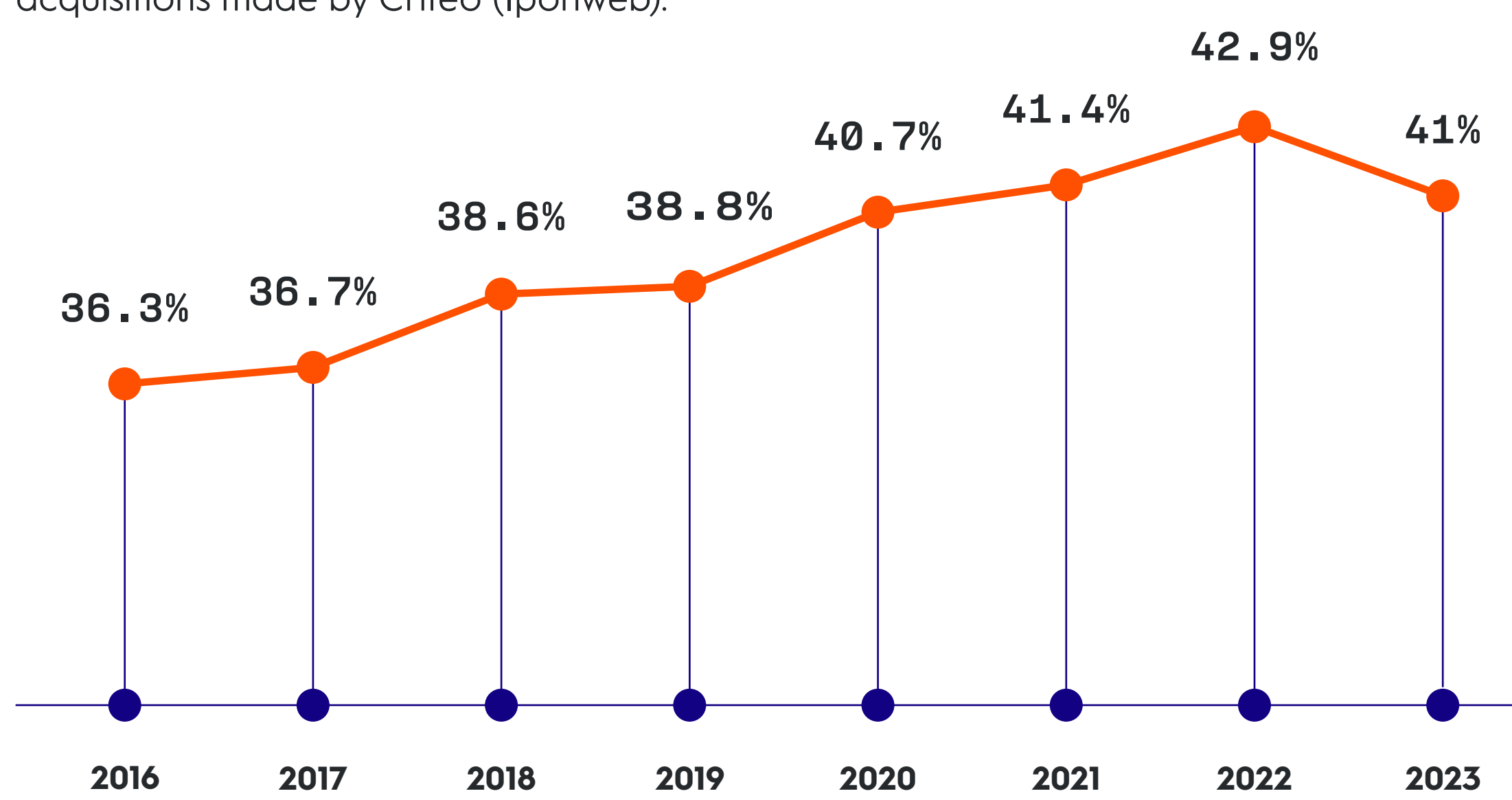
Managers Women
33%

Women Promoted
42%

Directors and VP Women
30%

Percentage of Women Year-to-Year

The small decrease between 2022 and 2023 in the percentage of women is explained by the acquisitions made by Criteo (Iponweb).



Engagement Survey

The full engagement survey reviews scores and feedback from several questions, and more than

2,600
qualitative comments left by employees.

Additionally, we hosted

15
after-survey workshops to get more insights and feedback from employees regarding engagement, leadership, and culture.

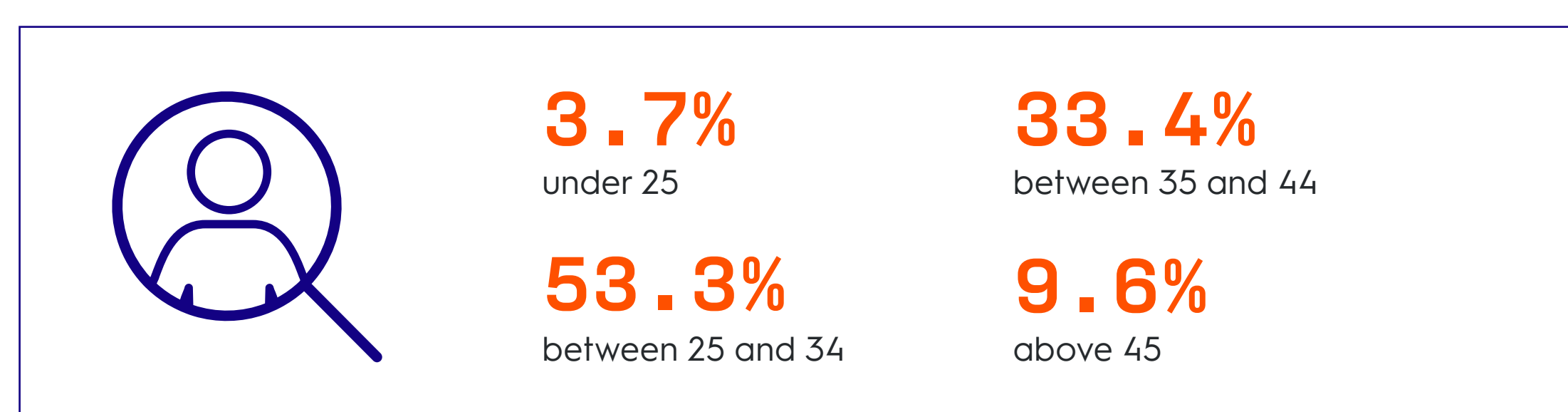
In 2023, we renewed our **managers' effectiveness survey**, which is an opportunity for Criteo's employees to provide their direct manager with insights on the areas in which they feel well supported, as well as the opportunities that will help them grow.

Ethics in our Ads

Criteo has set up a **working group comprised of its Legal team and Artificial Intelligence labs** to reflect on the ethical nature of its service and products, as well as a **Product Ethics Committee (PEC)** chaired by Criteo's Chief Legal and Corporate Affairs Officer, and gathering executives from the Product, R&D, Legal, HR, Marketing and Commercial teams.

Criteo is also committed to delivering a trusted and safe advertising experience to marketers and media-owners – our supply partners and advertisers must always adhere to our **Supply Partner Guidelines** and **Advertising Guidelines** which are designed to set up a common framework encouraging ethical practices in Criteo's network of publishers when it comes to the use of our products and services.

Workforce Breakdown by Age



Training and Coaching

In-class training KPIs & Online training KPIs

2023	In-class training	Online training
Training hours	7,243	22,487
Average training hours per employee	1.7	5.2
Average training hours per trained employee	4.9	7.8
% of trained employees	37%	72%

On top of the core online pieces of training above (skills development-driven), employees completed further online training that represents about 4,680 hours and covers topics such as Preventing Harassment and Discrimination in the Workplace (39% of these hours), "FlyCriteo" and "Welcome to Criteo" on-boarding modules (32%), Security for us (22%), and Code of Business Conduct & Ethics (7%).

Criteo Cares Program

Employee Giving and Volunteering Platform

2023	Criteo Cares program KPIs
Number of Criteo's employees in the Criteo Cares Program	1,473 employees (Approximately 41%)
Number of donations made by the employees through the "Give Back" program on Spotlight	\$10,735 USD donated (180 donations)

Impact Weeks

We rolled out our first Impact Weeks, a two-week global volunteering opportunity for our employees.



Coaching offer KPIs

2023		
Coaching hours	1,085.26	
Average number of coaching hours per coached employee	3.03	
% of coached employees	33%	

Seven Community Groups

BIPOC Community

The **Black, Indigenous and People of Color (BIPOC) Community** aims to create a culture that empowers employees of color by creating safe spaces, providing resources for career development, and offering educational opportunities to employees.

Criteo Community

The **Criteo Community** aims to provide support for our employees with disabilities and help build a more accessible world for them both inside and outside of Criteo.

Education Community

The **Education Community** aims to support, guide, and encourage the under-represented people in the employment market.

Green Community

The **Green Community** aims to raise the employees' awareness of environmental issues and to support the company's transformation towards a more responsible and sustainable future.

Parents Community

The **Parents Community** aims to help the employees understand better the world of parenthood and solve the potential isolation feeling of parents at Criteo.

Pride Community

The **Pride Community** aims to foster the recognition, acceptance and celebration of all humans in the sexual orientation & gender diversity spectrums.

Women at Criteo

The **Women@Criteo Community** is an inclusive group that aims to transform and promote gender equality at Criteo. Its mission is to be a catalyst for the advancement of women in the workplace and in our industry.