

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)**.

E To inspire a more environmentally friendly adtech industry by pioneering initiatives that reduce our carbon footprint, promote eco-friendly practices, and foster a culture of stewardship.

S To nurture our communities through continuous adtech innovations that enhance accessibility, promote inclusivity, and create opportunities for collaboration that drive social progress.

G To pioneer ethical practices where every digital interaction is powered by transparency, respect for privacy, and responsible data management – redefining adtech success for the benefit of businesses and the greater good.

Environment

2023 key highlights and figures



61%

of our leased offices covered by a green certificate

100%

of data centers energy 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

70/100 EcoVadis score for Environment



Responded to the **CDP Climate Change questionnaire (C rating)**



Published an **Environmental Statement**



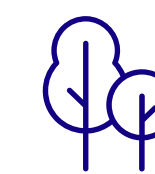
Greenhouse Gas (GHG) emissions reduction targets approved by the **Science Based Targets initiative (SBTi)**



Conducted our **GHG emissions assessment for Scopes 1, 2 and 3**



+450 members in the Green Community



166,220 trees in our Tree-Nation Forest

Social

2023 key highlights and figures

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

2023 key highlights and figures

60/100

EcoVadis score for Ethics

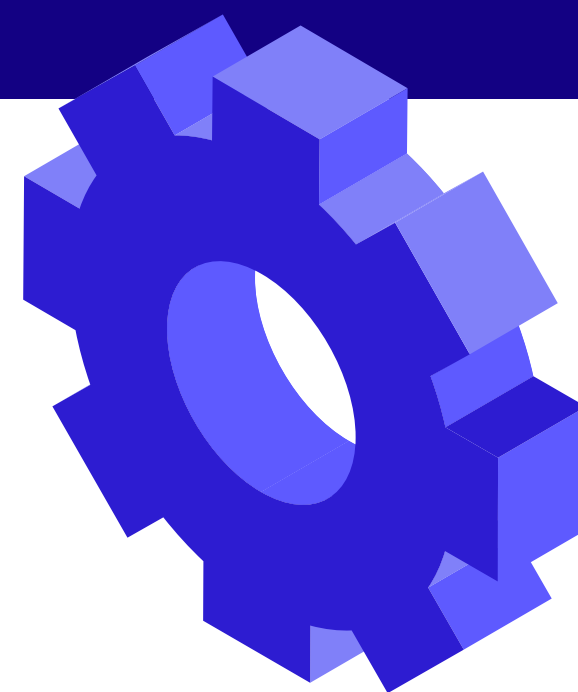
60/100

EcoVadis score for Sustainable Procurement

Women in Criteo's total Workforce **41%**

Women in Tech Population **20%**

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

- ➔ New **Empower U** program
- ➔ New **Women in Tech Sponsorship program**
- ➔ New **Mentorship program**
- ➔ New **Coachme – Internal Coaching Offer**

- ✓ **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.