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).



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.



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



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%

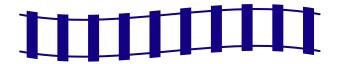
of our leased offices covered by a green certificate





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



Published an **Environmental Statement**



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

Responded to the **CDP Climate**

Change questionnaire (C rating)



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

New **Empower U program**

New Women in Tech Sponsorship program New **Mentorship program**

New Coachme - Internal Coaching Offer



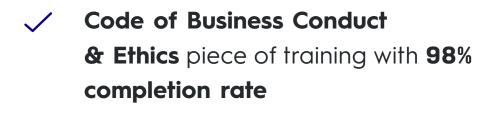
Employee Resource Groups



+ 41%

of Criteo's workforce involved in our Criteo Cares program







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