

# Diversity, Equality, Inclusion at Criteo

**3,335**

Employees globally  
(3,113 for the CSR scope)

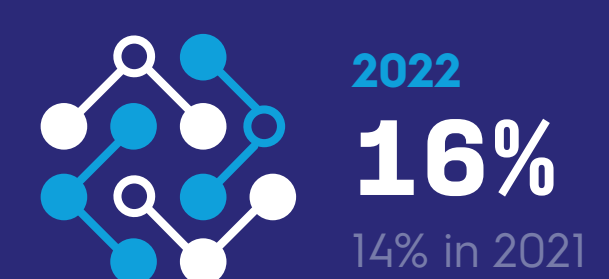
**92**

Nationalities  
Represented in Criteo's global workforce

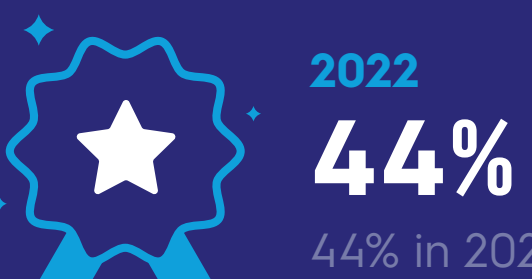
## Women Representation at Criteo



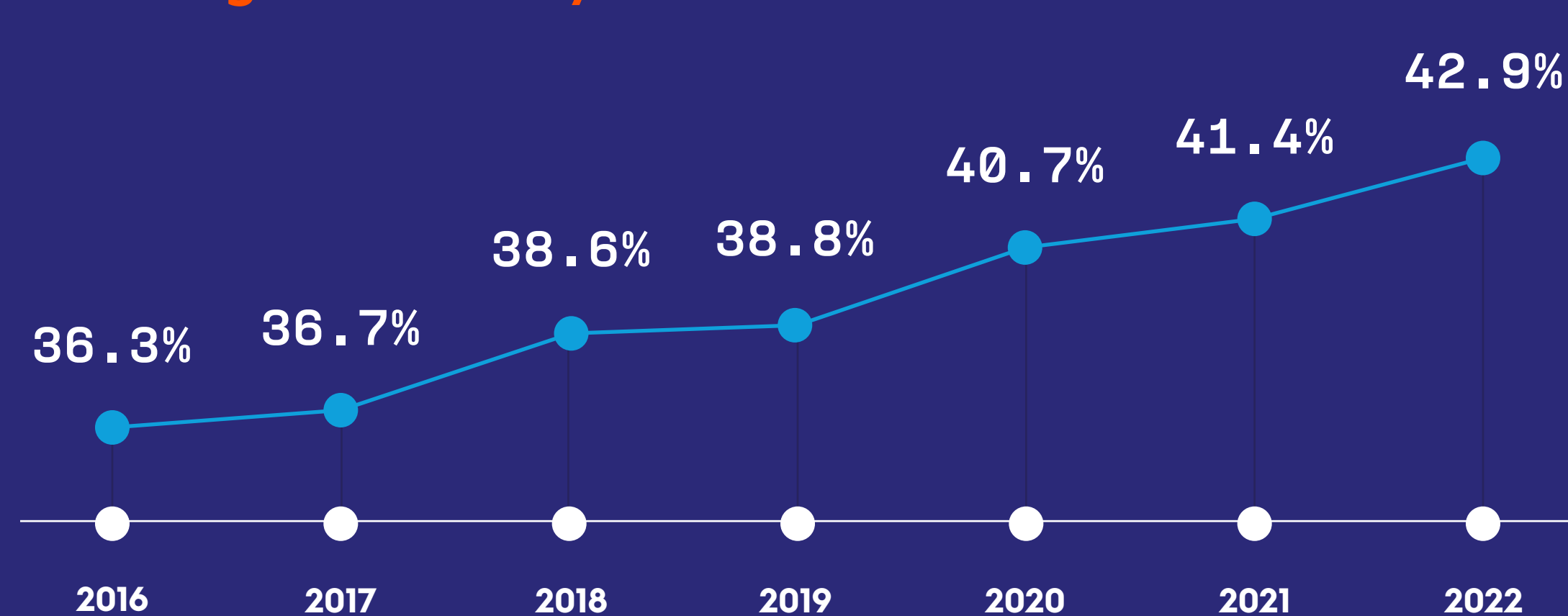
## Women in Tech Role



## Women Promoted



## Percentage of Women year-to-Year

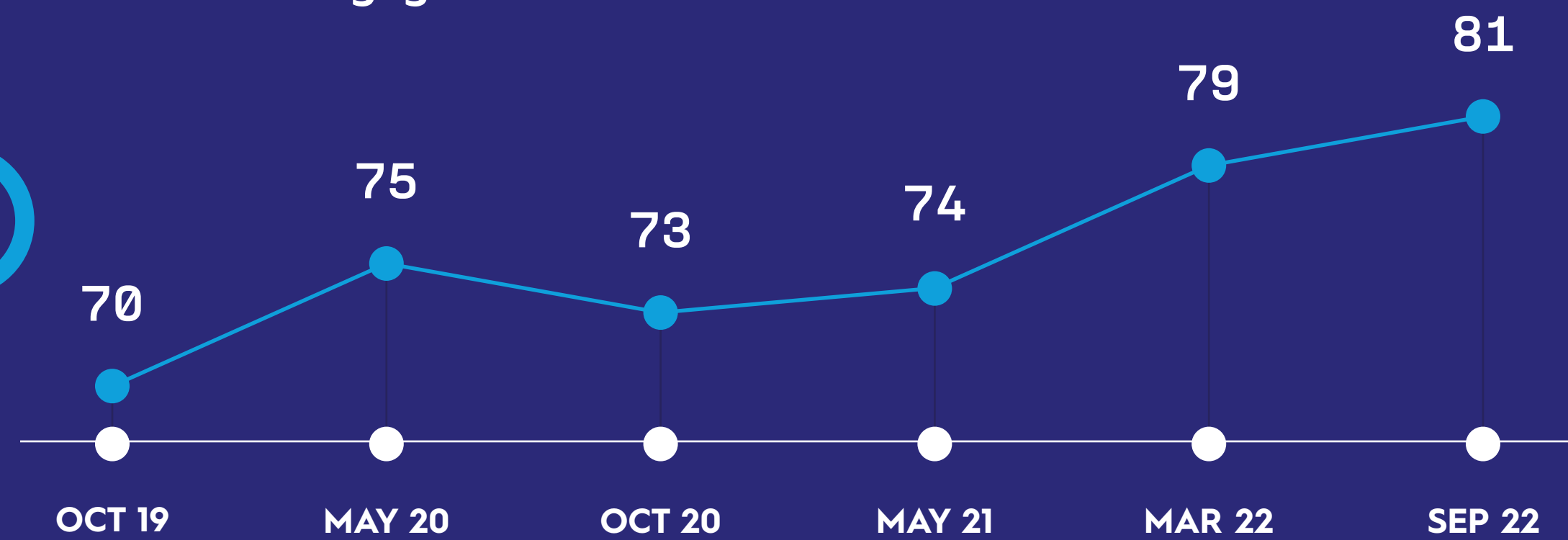


## Engagement Survey

**81/100**

2022  
Global score for the Employee Engagement Survey

## Criteo Voices Engagement Score



## Manager Survey

Criteo also carried out a specific **manager survey** where employees were asked to provide feedback on their direct managers.

**76%**  
of employees responded to the survey.

**96%**  
of employees confirmed that their managers embody Criteo's values.

## Employee Giving and Volunteering Platform

	2021	2022
Number of Criteo employees registered on the platform, since the launch (Oct. 2021)	<b>709 employees</b> (Approx. 20%)	<b>1,845 employees</b> (Approx. 55%)
Number of Criteo employees who took at least one action on the platform (do good + challenge) during the year.	<b>104 employees</b> (Approx. 15%)	<b>655 employees</b> (Approx. 35%)

## Training

### In-class Training Hours

	2021	Var.	2022
Training hours	<b>10,107</b>	+11%	<b>11,187</b>
Including hours backed by evidence	<b>5,822</b>	+92%	<b>11,187</b>
Average training hours per employee	<b>3.9</b>	-1.4%	<b>3.8</b>
Average training hours per trained employee	<b>6.2</b>	+17%	<b>7.3</b>
% of trained employees	<b>62%</b>	-13%	<b>49%</b>
Number of training sessions	<b>302</b>	-29%	<b>215</b>
Avg. number of sessions per employee	<b>0.1</b>	-37%	<b>0.07</b>

### Online Training Hours

	2021	Var.	2022
Training hours	<b>16,681</b>	+42%	<b>23,641</b>
Average training hours per employee	<b>6.5</b>	+24%	<b>8.0</b>
Average training hours per trained employee	<b>6.1</b>	+24%	<b>7.6</b>
% of trained employees	<b>105%</b>	-5%	<b>100%</b>

On top of the core online pieces of training above (skills development-driven), employees completed further core online training that represents about 5,291 hours and covers Compliance modules (63.6% of these hours), "FlyCriteo" On-boarding modules (36.1%), CRM (0.1%) and digital literacy on collaboration applications (0.2%).

## Women-Men Equality Index for France

**87/100** 89/100 in 2021

## Inclusion index

**83/100** 75/100 in 2021

Our Inclusion Score was reassessed in March 2022, revealing an increased score of **very high** 83/100 (vs 75/100 in 2021), focusing on evaluating our culture of belonging, authenticity, psychological safety, and inclusive leadership.

## Workforce Breakdown by Age

	2021	2022
Under 25	144	142
Between 25 and 29	657	824
Between 30 and 34	795	938
Between 35 and 39	519	629
Between 40 and 44	289	316
Between 45 and 49	133	163
50 and above	87	101
<b>Total</b>	<b>2,624</b>	<b>3,113</b>

The full engagement survey also reviews scores and feedback from several questions and more than 1,800 qualitative comments left by employees.

## The main strengths identified through both surveys were the following:

<b>Flexibility</b>	<b>89%</b>
Respondents said that they are given enough flexibility to meet their work and home life commitments.	
<b>Authenticity</b>	<b>88%</b>
Respondents said that they feel comfortable being themselves on their teams.	
<b>Feedback</b>	<b>87%</b>
Respondents confirmed that their managers provide them with feedback that helps them improve their performance.	
<b>Contribution to Criteo's Success</b>	<b>87%</b>
Respondents declared they understand how their work contributes to Criteo's success.	
<b>Leadership Team</b>	<b>77%</b>
Respondents said that they have confidence in the Leadership Team.	

## Community Groups



The **Green Community** aims to raise awareness of climate change and support the company's transformation to a more responsible future.



The **Women at Criteo Community** is an inclusive internal network that aims to transform and promote gender equality within the company.



The **Pride Community** promotes initiatives to develop an open and inclusive work environment where Criteo employees can be themselves and feel supported.



The **Parents Community** aims to support parents throughout their parenting journey, from the moment they discover their future parenthood to their return to work and beyond.



The **Education Community's** goal is to support, guide, and encourage under-represented people in the employment market.



The **Criteo Community** commits to improving the employees who have disabilities' experience at Criteo, and to act so that they can demonstrate the full capacity of their creativity, innovation, performance, success.



The **BIPOC Community's** mission is to create a culture that empowers employees of color by creating safe spaces, providing resources for career development, and offering educational opportunities to the Criteo community.