



# Impact Report

2024

# Table of Contents

 Click any heading to navigate directly to the section.

<b>Message From Dataiku CEO and Co-Founder Florian Douetteau</b> .....	3
<b>Part 1: Introduction</b> .....	4
1.1 About Dataiku .....	5
1.2 Our Commitment .....	5
1.3 Our Progress on Corporate Social Responsibility.....	6
<b>Part 2: Contributing to Sustainability</b> .....	7
2.1 Measuring & Disclosing to Reducing .....	8
2.2 Maintaining 100% Renewable Energy and Supporting High-Quality Carbon Removals .....	9
2.3 Raising Awareness on Sustainability to Educating on AI & Our Climate .....	9
2.4 2024 Climate & Environmental Priorities.....	10
<b>Part 3: Empower Our Communities for Impact</b> .....	11
3.1 Creating a Positive and Supportive Work Environment.....	12
3.2 Fostering Talent, Learning, & Development .....	13
3.3 Scaling Diversity, Equity, and Inclusion .....	14
3.4 Contributing to AI Education & Impacting Our Community Through Our AI-for-Good Program.....	16

<b>Part 4: Commitment to Data Security and Compliance</b> .....	18
4.1 Data Privacy and Security.....	19
4.2 Responsible Tech and Use of Data .....	20
4.3 Engaging With our Suppliers on ESG .....	20
4.4 Engaging Our Clients on ESG.....	20
<b>Part 5: Conclusion and Looking Forward</b> .....	21
<b>Part 6: Indicators</b> .....	23
A.1 Energy Attribute Certificates.....	27
A.2 Carbon Removal Certificates.....	27



## Message From Dataiku CEO and Co-Founder Florian Douetteau

“

Dataiku is dedicated to harnessing the power of AI not only to advance technology but also to contribute to a more sustainable and equitable future. As a unified team of thoughtful and talented individuals, our commitment to ESG principles drives our innovation, ensuring that our solutions promote transparency, responsible use, and enduring impact for our customers, employees, and communities worldwide. As we continue to grow and shape the market, we remain steadfast in our belief that AI can be a force for good when applied responsibly and inclusively.

”

Part 1

# Introduction

## 1.1 About Dataiku

At Dataiku, we are dedicated to democratizing data science and AI, making these technologies accessible and valuable to organizations worldwide. Since our founding in 2013, we've helped over 700 companies of all sizes across various industries to leverage AI's potential. By putting people at the center of every decision, we empower organizations to build and operationalize AI at scale, enabling them to make better-informed decisions, streamline processes, and optimize costs.



As the Universal AI Platform, we unite the technology, teams, and operations needed for companies to build intelligence into their daily operations, from modern analytics to Generative AI. Our core values are collaboration and diversity of perspective, innovation and continuous learning, accountability, Responsible AI practices, inclusiveness and open-mindedness, and positive global impact through technology.

## 1.2 Our Commitment

With the publication of our first Impact Report in 2023, we reinforced our commitment to transparency by openly sharing our CSR initiatives with customers, employees, investors, and prospective talent. These initiatives underscore our focus on Responsible AI, inclusiveness, and creating positive global impact through the safe use of technology.



**“At Dataiku, we believe that responsible innovation starts with our people. As we continue to push the boundaries of AI, we are equally committed to fostering a culture that values diversity, inclusion, and sustainability. By empowering our teams to drive positive impact both inside and outside the organization, we ensure that our growth is aligned with the responsible use of technology and the well-being of the communities we serve.”**

**Sandrine Bossard**  
Chief People Officer  
Dataiku



This report covers our 2023 activities (financial year: February 1, 2023 to January 31, 2024) and presents key highlights and new priorities for the future. It showcases the progress we've made and details the specific steps we're taking to implement a comprehensive Environmental, Social, and Governance (ESG) strategy. This year, we've extended our influence and deepened our impact across various sectors, with AI education remaining central to our mission.



## 1.3 Our Progress on Corporate Social Responsibility



Dataiku Inc. reaffirms its support for the Ten Principles of the United Nations Global Compact in the areas of human rights, labor, environment, and anti-corruption.



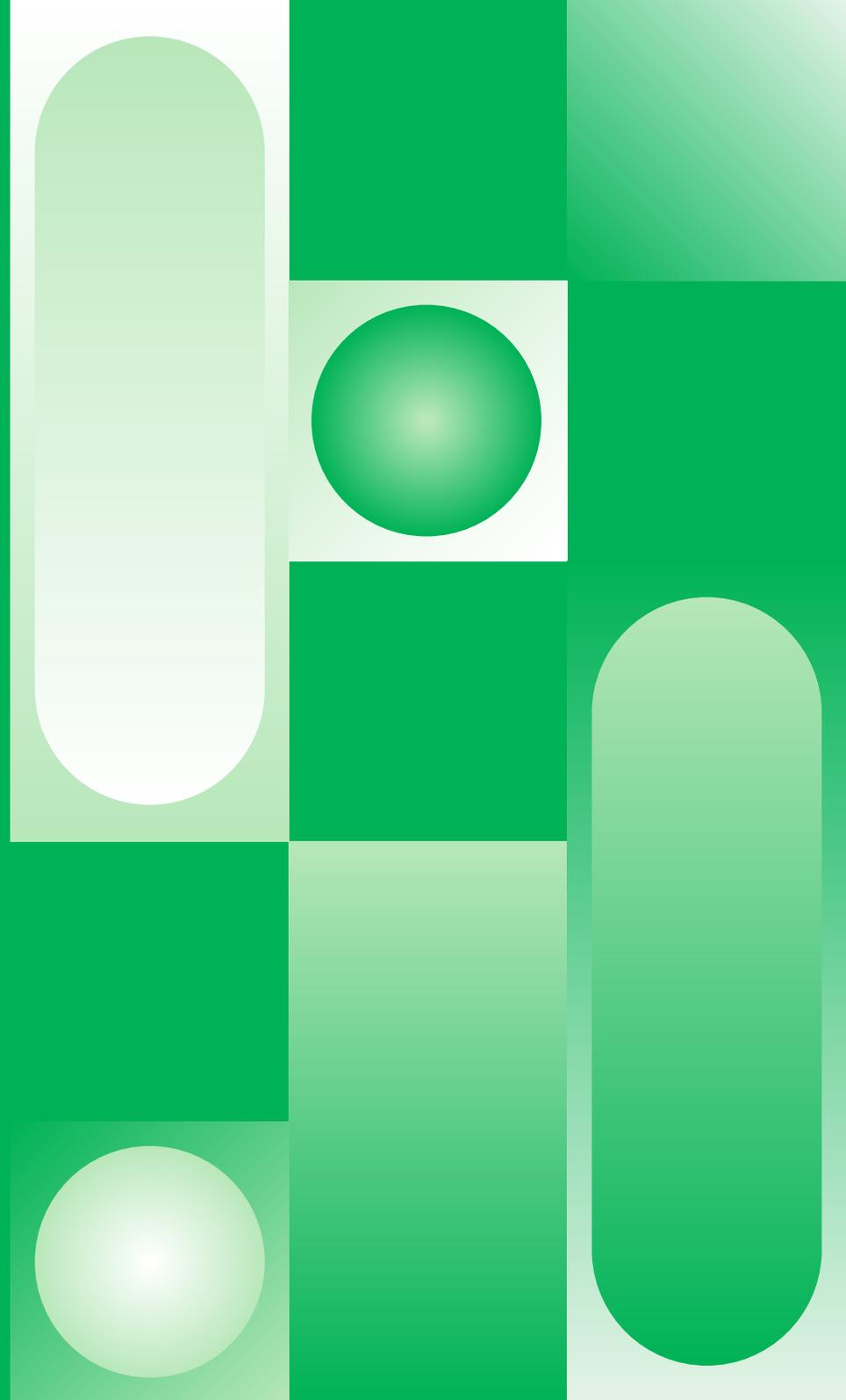
In FY24, Dataiku completed a SOC 2 Type II assessment to assure our customers that internal controls are in place to protect their data.



We have continued our commitment to gender equality through various initiatives — including DEI programs, Employee Resource Groups (ERGs), comprehensive training, and our Gender Pay Gap Index (France), which improved to 79 on 2023 data from 69 last year.

Part 2

# Contributing to Sustainability

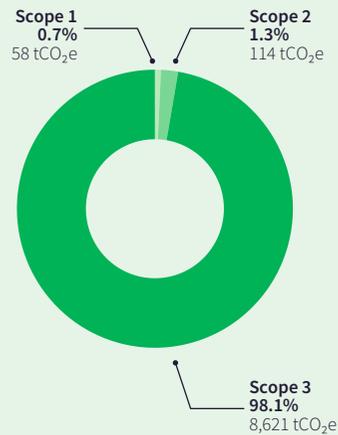


# 2.1 Measuring & Disclosing to Reducing Our Carbon Footprint

Dataiku is committed to accurate and transparent climate and energy disclosures in alignment with global accounting and reporting standards, including the **Greenhouse Gas Protocol**. From February 1, 2023 to January 31, 2024, Dataiku's carbon footprint was 8,793 metric tons of CO2 equivalent (tCO2eq), which represents a 42% reduction from last financial year's emissions data. Like last year, Dataiku's Scope 3 end-use emissions (Scope 3.11) were not measured due to insufficient data on how our platform is hosted and used by customers. Our goal is to gain a better understanding in order to measure it in the near future.

## Scopes

The GHG Protocol splits emissions into scopes based on the party directly emitting. During Feb 2023-Jan 2024, 98.1% of Dataiku's footprint came from Scope 3 emissions<sup>1</sup>.



**Scope 1 - 58 tCO<sub>2</sub>e (0.7%):**  
Direct release of greenhouse gases from sources you own or control (e.g., company-owned vehicles or furnaces).

**Scope 2 - 114 tCO<sub>2</sub>e (1.3%):**  
Emissions from the generation of electricity, steam, heat, or cooling that you purchase from companies (like your power utility).

**Scope 3 - 8,621 tCO<sub>2</sub>e (98.1%):**  
Upstream emissions of products and services you purchase and downstream emissions when customers use/dispose of your products<sup>2</sup>.

<sup>1</sup> Carbon removals and avoidance purchases are not included in the carbon footprint measurement. For more information on the methodology, please refer to [page 27](#) of the report.

<sup>2</sup> Dataiku's Scope 3 end-use emissions (Scope 3.11) were not measured this year due to insufficient data on how our platform is hosted and used by customers. Our goal is to gain a better understanding in order to measure it in the near future.

## Difference in Scope 1, 2, and 3 Between FY23 and FY24

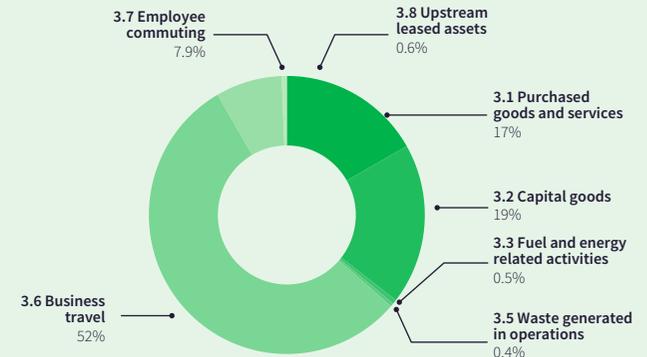


The reduction was largely due to changes in Business Travel (3.6) and Purchased Goods and Services (3.1). In 2023 specifically, regionalizing our annual offsite events and cutting back on flights for internal meetings resulted in a 40% reduction in air travel emissions.

## SCOPE 3

### GHG Category Absolute Emissions Breakdown

*Note: Carbon removals and avoidance purchases are not reflected in the carbon footprint measurement.*



The methodology used for collecting climate data and calculating GHG emissions:

- The calculations follow the GHG Protocol Corporate Accounting and Reporting Standard.
- GHG emissions are measured using a combination of activity and spend data, merged with location-specific emission factors, and verified sources such as the EPA or CDP. The emissions are presented in metric tons of CO<sub>2</sub>e.
- For Scopes 1 and 2, a combination of data from third-party utility bills (natural gas, electricity) and estimated usage based on office square footage where actual data is not available is used.
- For our Scope 3 upstream emissions, a combination of employee, travel, facilities, and IT data has been processed for our activity data emissions calculations. In addition, we leveraged our accounting data to perform a spend-based measurement of the remaining emissive activity. The calculation has been supported by a combination of supplier-specific and EPA emission factors.

## 2.2 Maintaining 100% Renewable Energy and Supporting High-Quality Carbon Removals

In 2024, we maintained our commitment to 100% renewable energy, covering electricity consumption across Scope 2 (offices), Scope 3.3 (electricity lost in transportation), and Scope 3.7 (employees' home offices). This was achieved through the purchase of Energy Attribute Certificates (EACs).

We also continued to support carbon removal projects, focusing on a nature-based project in France which contributed to a carbon removal equivalent of 58 TCO<sub>2</sub>e.



### THE PROJECT:

#### Creating a Carbon-Negative Cycle by Pyrolyzing Biomass Into Biochar With Sylva Fertilis

Sylva Fertilis specializes in manufacturing high-quality biochar products for both retail and wholesale markets. As one of the largest biochar suppliers in France, their facility in Argentan, Normandy, produces biochar from wood pellets. The biochar has an exceptionally high carbon content of 95%, with each dry ton containing 3.4 tonnes of CO<sub>2</sub>.

#### Why We Chose It:

- **Permanence:** Biochar sequesters carbon for at least 100 years, offering a more durable solution compared to forestry or soil-based sequestration methods, which may only store carbon for a few decades.
- **High Carbon Content:** The biochar contains 95% carbon, with each dry ton sequestering 3.4 tonnes of CO<sub>2</sub>.
- **Durability & Additionality:** Unlike many ARR (Afforestation, Reforestation, and Revegetation) projects, biochar remains stable for hundreds of years.

## 2.3 Raising Awareness on Sustainability to Educating on AI & Our Climate

In 2022, Dataiku introduced the Climate Ambassador Program (CAP), an internal initiative that empowers Dataikers to contribute to and lead projects that advance our climate action goals.

In 2023, CAP Ambassadors hosted over 13 sustainability workshops and events, across our offices in France, America, and Asia. These workshops covered various climate-related topics, such as Sustainable Eating Habits, Talking to Families About Climate Change, and Carbon Accounting. Eight of these events were dedicated climate-focused lunches.

This year, Dataiku expanded its efforts by launching Machine Learning for Climate (ML4C), exploring cutting-edge applications that demonstrate how data science can drive climate solutions. The Paris office hosted the first ML4C Meetup in September 2023, with over 60 participants in attendance.



537

Employees engaged in sustainability workshops and climate events



13

Climate-related events organized in 2023



60+

Global climate ambassadors since the program started

## 2.4 2024 Climate & Environmental Priorities

**#1**

Continue to reduce our carbon footprint and measurement quality.

**#2**

Move from raising awareness on sustainability to educating our stakeholders on sustainability and AI.

**#3**

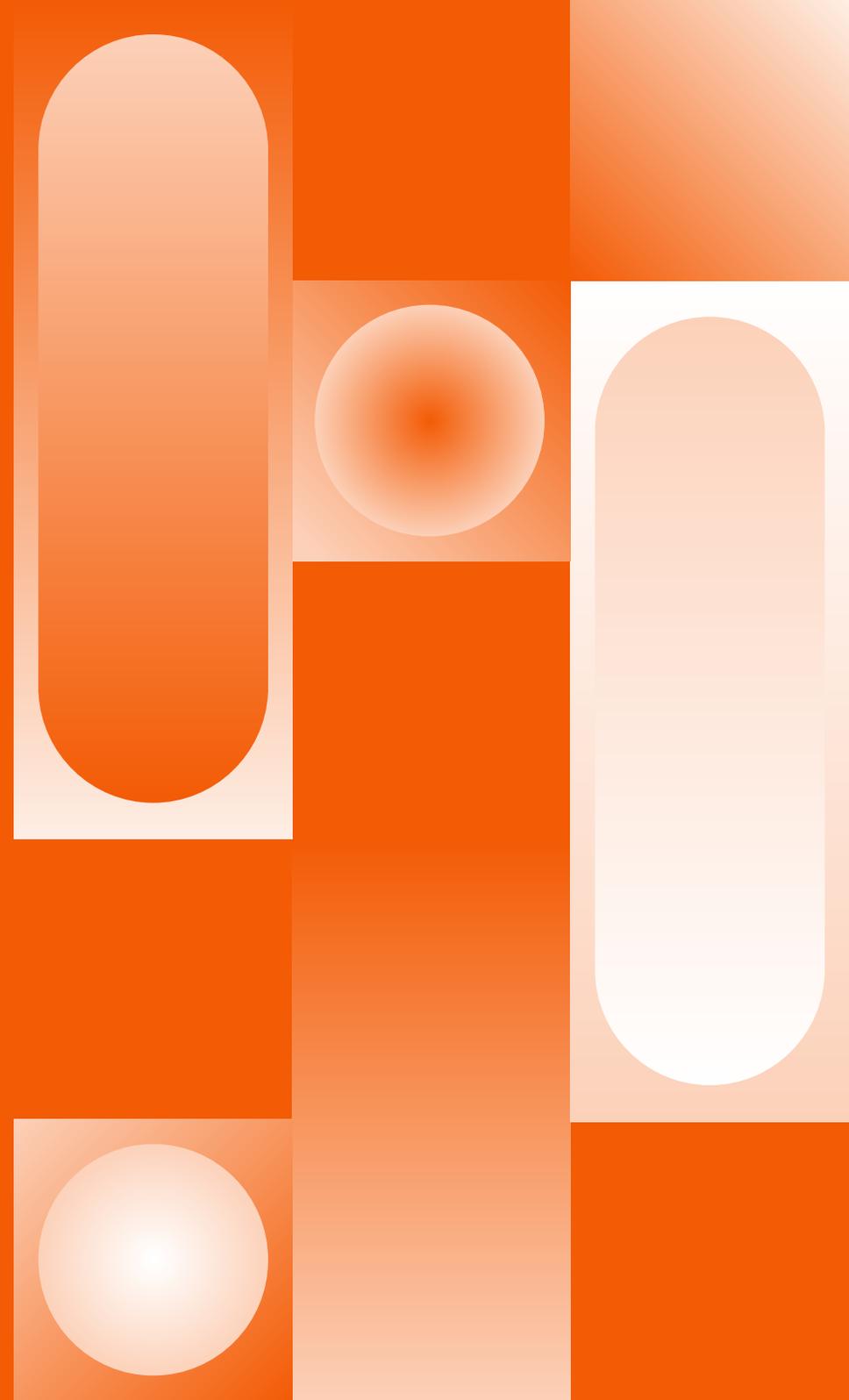
Conduct a Double Materiality Assessment to assess sustainability material issues and to prepare for CSRD reporting.





Part 3

# Empower Our Communities for Impact



## 3.1 Creating a Positive and Supportive Work Environment

We believe that an inclusive workplace is one where every individual feels valued, empowered, and equipped to perform at their best. We strive to create a culture that not only enhances efficiency and effectiveness but also encourages personal growth, collaboration, and well-being for all employees.

In FY24, we launched a confidential engagement survey, achieving a 90% participation rate. This survey provides critical insights into key success categories and drives organizational changes that improve the overall employee experience. Action plans are developed with the leadership team and progress is shared company-wide multiple times a year.

### WELLBEING INITIATIVES

At Dataiku, we prioritize flexibility to help employees find balance. In 2023, 48% of our workforce was fully remote. To enhance work-life balance, we introduced a «work from almost anywhere» policy, allowing employees to work from any location for up to four weeks annually.

Additionally, Dataiku encourages physical activity through yoga sessions, exercise challenges that benefit nonprofits, and sports-related expense coverage, varying by region.

### MENTAL HEALTH SUPPORT

Dataiku is committed to destigmatizing mental health and fostering a supportive environment where employees feel comfortable seeking help and prioritizing well-being.

Since 2022, Dataiku has offered free and confidential mental health support through partnerships with Moka Care and Spring Health. Spring Health offers six annual appointments (including therapy and medication management), while Moka offers four sessions per year. Both services have received positive feedback, with Moka's stress management session rated 10/10. Additional resources include guided meditations and support for topics like parenting and work-life balance.

Our ERG, Datable, represents individuals with disabilities and those focused on mental health. Datable launched a global initiative to train volunteers for mental health certification, building a network dedicated to supporting employee well-being.

### SUPPORTING FAMILIES

Dataiku offers comprehensive benefits to support employees' work-life balance and family needs. In 2023, this included 12 weeks of parental leave for all new parents, regardless of gender or adoption status, and flexible work arrangements for employees with child-rearing responsibilities. To meet the diverse needs of families, Dataiku offers tailored benefits by region. For example, in the U.S. and Canada, employees can access fertility benefits through Carrot, with a lifetime benefit of up to \$10,000.

### SAFETY

Ensuring the safety of employees traveling for business is a top priority at Dataiku. We enhanced emergency assistance by implementing Alert Media, which provides a 24/7 hotline for security issues abroad and alerts traveling employees about potential dangers.

### GENDER PAY GAP

Dataiku aims to cultivate a supportive environment for women by addressing previous inequities and developing programs that retain women by emphasizing opportunities for growth.

For example, Dataiku proactively calculates its gender pay gap in France and has expanded this practice to other regions where our workforce is located. This approach helps us identify existing pay gaps and take action to close them. Additionally, we offer initiatives such as our Women's Mentorship Program, pairing women with senior managers and leaders to strengthen skills, secure sponsorship, and build valuable relationships with others.

Our ERG, Empower, is wholly dedicated to supporting women in the workplace. Empower has launched networking circles to provide women with a supportive space to discuss professional development challenges and explore key topics, such as sponsorship, workplace stereotypes, and creating a fairer work environment.

## 3.2 Fostering Talent, Learning, & Development

At Dataiku, we believe that both personal and company growth come from a learning mindset — one of curiosity, exploration, and continuous improvement. We empower our employees with diverse learning opportunities and professional development programs, ensuring they have dedicated time to pursue growth and learning.

### PROFESSIONAL DEVELOPMENT PROGRAMS

Building skills for a career is essential to Dataikers, and we support them through various programs, from role-specific enablement to cross-functional soft-skills training. Key areas of focus include personal effectiveness through the global “Leadership for Everyone” program, public speaking, change and conflict management, and language skills.

With a \$500 annual Individual Learning Stipend, Dataikers can choose the perfect learning opportunities, whether it’s developing soft skills or enhancing job-related expertise. In 2023, 212 Dataikers leveraged this program, achieving an 84% satisfaction rate and a 4.7/5 effectiveness score.

**“This program is one of my favorites at Dataiku and shows that we invest in individual development.”**

*Sales Engineer  
U.S.*

**“I appreciate that Dataiku is investing in me to grow into a better data scientist and to have the right skills in an accelerating market.”**

*Data Scientist  
France*

Dataiku also offers a comprehensive internal learning platform with self-service courses on data science, AI, soft skills, and Dataiku-specific skills.

### MANAGEMENT DEVELOPMENT PROGRAM

We understand the impact positive management practices have on employees. That’s why we equip managers at every level with the skills to lead their teams with care. Our management development program includes onboarding for all people managers, regular training on tools and processes, workshops on core management skills, 1:1 coaching, tailored micro-learning emails, and curated self-service resources.



**In 2023, 85% of managers completed at least one management training, with effectiveness rates ranging from 80% to 100%.**

### PEER-TO-PEER LEARNING PROGRAM

Our “Dataiker to Dataiker” learning programs enhance learning, collaboration, and employee engagement by fostering knowledge sharing, mentorship, and a supportive community, ultimately driving innovation and professional growth.

### ONBOARDING WEEK

Onboarding Week is a shared, inclusive event that introduces newcomers to the company, the Dataiku platform, industry, customer journey, and culture, without focusing on technical or role-specific details. It’s a very important step in every Dataiker’s journey, where they are introduced to essential tools and key people. The week features speakers from every department, including executives, and ensures that new Dataikers are fully equipped for success.

### AI-FOR-GOOD PROGRAM

Supporting our approach to fostering talent, learning, and development, Dataiku’s AI-for-Good Program offers Dataikers, including data scientists and sales engineers, the chance to apply their expertise to nonprofit projects. These initiatives encourage collaboration across teams and enable employees to contribute meaningfully beyond their everyday roles, broadening their skills and perspectives.



### 3.3 Scaling Diversity, Equity, and Inclusion

Building an AI platform that benefits everyone starts with a commitment to Diversity, Equity, and Inclusion (DEI). From February 2023 to January 2024, we focused on improving representation in critical areas, launching our first Pulse Survey, and strengthening the connection between our ERGs and employee engagement.

#### DATAIKU REPRESENTATION OVERVIEW

In our previous DEI report, women made up 37% of our workforce, with targets of 38% for women in management and 18% for underrepresented communities.<sup>1</sup> By January 2024, overall representation of women decreased to 35%, while women in management increased slightly to 36%. Representation for underrepresented communities remained stable at 15%.<sup>2</sup> These shifts occurred during a year where we maintained, rather than expanded, our headcount, which impacted overall representation.



- 1 Underrepresented talent encompass employees in the U.S. who are American Indian or Alaska Native (not Hispanic or Latino), black or African American (not Hispanic or Latino), and Hispanic or Latino (USA). We solely measure this intersection of diversity within the U.S.
- 2 We migrated our HRIS data from BambooHR to Workday in 2022. For that reason, we had to consolidate and combine categories in our data infrastructure, which gave us an aggregate measure. Disaggregating these figures is a goal in the future.

## ZOOMING INTO 2023

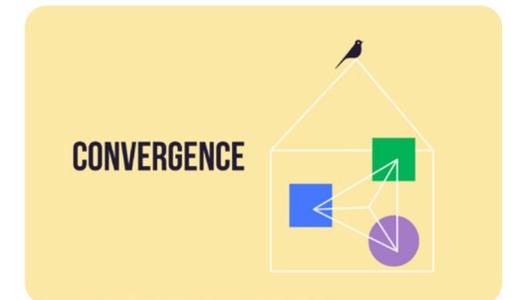
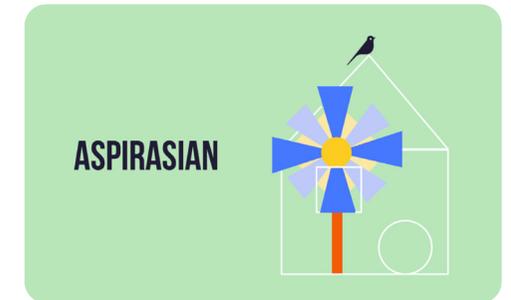
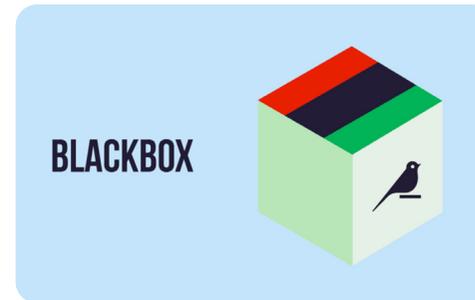
Our six ERGs continue fostering inclusivity, building relationships, and engaging Dataikers across the organization. Each group achieved significant milestones in 2023, offering programs aligned with what Dataikers wanted to see.

As part of our ERG activities, we've hosted company-wide sessions and Q&As with leaders who promote diversity. Speakers included Anne Chow, former CEO of AT&T Business; Tenzin Mariko, the first transgender Tibetan-Buddhist model; Ivelyse Andino, an entrepreneur and advocate for women of color. Additionally, Blackbox sponsored six individuals to attend the Black Women in Data Summit. These initiatives underscore our ongoing focus on inclusivity and leadership development.

Dataiku also continues its long-term partnership with Women in Data Science (WiDS), hosting events in New York City, Madrid, and Singapore in 2023. These events drew over 400 attendees and featured speakers from companies like IBM, Microsoft, and Morgan Stanley. As a WiDS Worldwide sponsor and Innovation Leader, Dataiku plans to expand this initiative with four more regional events and 25+ WiDS Dataiku Ambassadors.



 **25%**  
of Dataikers engaged in at least one ERG.



**French Gender-Equality Index**

 **79%**

In compliance with local regulations, Dataiku SAS (France) publishes its gender equality index. Scored on a scale of 100 points, this index enables companies to assess compensation equality between men and women. It is calculated based on the given criteria: pay gap, rate of pay raises (excluding promotions), promotion rate, pay increases after maternity leave, and the representation of the underrepresented gender among top earners.

## 3.4 Contributing to AI Education & Impacting Our Community Through Our AI-for-Good Program



Dataiku launched its AI-for-Good Program in 2019 to enhance AI adoption, positively impact communities, and support AI education.

In January 2024, the program partnered with 18 NGOs worldwide, empowering them to use data analysis and AI to advance their missions. Dataiku data scientists, sales engineers, and analysts volunteered to help scope and implement use cases.

“It is much faster to build and easier to maintain data projects with Dataiku. We can now more accurately determine the right quantity of meals to distribute every day.”

**Damien Labrousse**  
Pôle SI  
Data Lead at Les Restos du Coeur

SPOTLIGHT

PARTNERSHIP WITH LES RESTOS DU CŒUR

### Using Machine Learning Time Series Models to Accurately Forecast Weekly Meal Distribution



#### THE PARTNER

Les Restos du Cœur, supported by over 73,000 volunteers, works to provide free meals to those in need, while also promoting social and economic integration and fighting poverty. With more than two million annual contacts, the organization has distributed over 171 million meals.

#### THE PROJECT

Les Restos du Cœur uses Dataiku’s machine learning time series models to predict the quantity of meals needed each week, optimizing supply orders and reducing the time volunteers spend on meal planning.

#### THE IMPACT

Previously, volunteers spent an hour each week forecasting meal quantities. With Dataiku’s solution, the organization now saves 110 hours weekly across French warehouses. The system also reduces meal ordering time by 30 minutes per volunteer weekly at approximately 2,000 centers.

#### WHAT’S NEXT

The organization is currently developing a basket recommendation system based on previous orders to further improve the accuracy and scalability of meal selection. This initiative aims to save 1,000 hours per week for volunteers across all centers in France.

**SPOTLIGHT**

PARTNERSHIP WITH ASPIRE INSTITUTE



## Screening 100,000+ Applications to Empower Low-Income, First-Generation Students' Careers

### THE PARTNER

The Aspire Leaders Program offers low-income, first-generation college students and recent graduates worldwide a free online leadership journey. This program includes professional skills training, a course by Harvard faculty, and seminars with world-class educators. Aspire aims to reach one million young leaders by 2027, leveraging data and AI through the AI-for-Good Program with Dataiku's support to achieve this goal.

### THE PROJECT

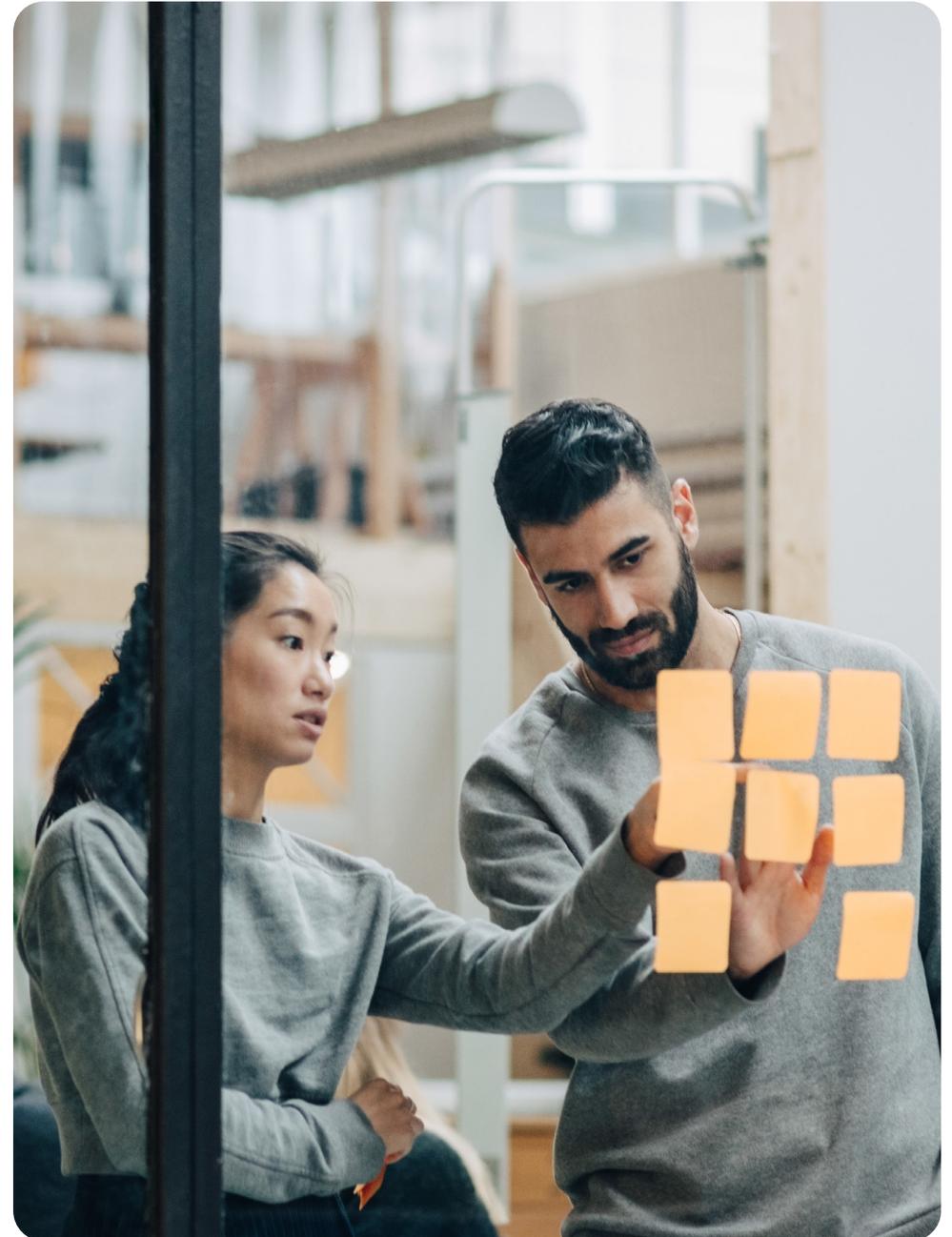
Aspire launched a project using Dataiku to extract and normalize data from their CRM system, streamlining the application screening process. Before 2022, the team manually reviewed applications to predict and rank candidates.

### THE IMPACT

Over 100,000 applications from 160+ countries have been screened, significantly reducing the team's workload through machine learning modeling.

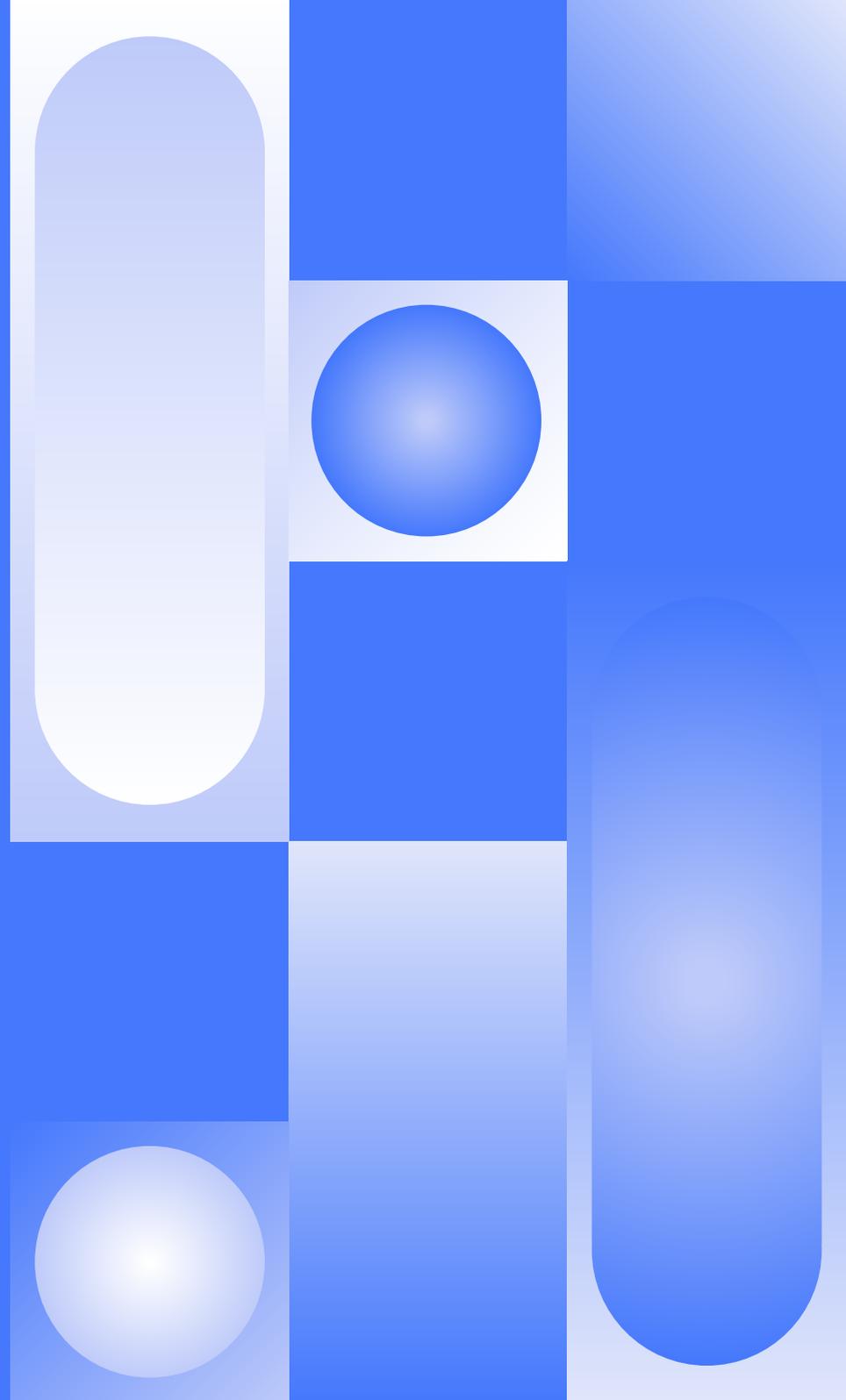
### WHAT'S NEXT

Aspire Institute plans to expand its use of data-driven strategies to further enhance student outcomes, integrate new AI capabilities, and explore innovative solutions as their partnership with Dataiku evolves.



Part 4

# Commitment to Data Security and Compliance



At Dataiku, we prioritize information and data security and privacy through strong governance processes and greater transparency in our data practices and policies. By providing responsible tech and AI solutions that uphold human rights standards and promote positive societal impact, we strive to create a trustworthy ecosystem that balances innovation with ethical considerations, driving accountability and positive change in the tech industry.



## 4.1 Data Privacy and Security

We are dedicated to safeguarding data privacy and security by continuously enhancing governance processes and increasing transparency in the handling of our clients' and employees' data. In FY24, we renewed the following technical and regulatory certifications, further demonstrating our commitment to data security within our organization and products:



### ISO27001

Dataiku is ISO 27001:2022 certified, confirming that we have established and maintained an Information Security Management System (ISMS), the global gold standard for risk management in information security.



### ISO27701

Dataiku is ISO 27701:2019 (data processor) certified, demonstrating compliance with a Privacy Information Management System (PIMS) for data processing activities. We adhere to global regulations such as GDPR and CCPA.



### SOC 2

Dataiku has completed a SOC 2 Type II assessment to assure our customers that our internal controls are designed and operate effectively to protect their data, evaluated against the AICPA Trust Services Criteria for Security.

Additionally, in FY24, we achieved GxP compliance, becoming a trusted supplier for healthcare and pharmaceutical clients. This certification demonstrates our adherence to industry-leading practices in quality and security, ensuring alignment with our clients' Quality Management Systems (QMS).

We reported zero cybersecurity breaches, data breaches, or privacy incidents during FY24. Furthermore, we enhanced our internal policies, including the development of an **incident management approach**, to proactively address and manage data security risks.

## 4.2 Responsible Tech and Use of Data

We are committed to delivering tech and AI solutions responsibly, ensuring that our products uphold human rights standards and promote a positive societal impact.

Looking ahead, Dataiku plans to strengthen its data and AI Governance efforts by focusing on Responsible AI, ESG, and data privacy. We will refine our internal governance program, develop methodologies to assess bias in Generative AI applications, and build governance solutions that align with emerging regulations and principles. To strengthen ESG governance, we will establish a stakeholder engagement framework and implement a phased ESG training program across all levels of the company, supported by a robust reporting structure.

On the data privacy and security front, we aim to increase our certifications in data security and quality, expand employee training on privacy regulations and security policies, and establish comprehensive cybersecurity principles.

## 4.3 Engaging With Our Suppliers on ESG

Dataiku is committed to maintaining high ethical standards by adhering to laws, avoiding conflicts of interest, promoting social responsibility, eliminating unlawful discrimination, and fostering equality and diversity. We expect our suppliers to follow the same principles, as outlined in our Sustainable Supplier Policy, and reserve the right to review their compliance with this policy and their CSR commitments.

## 4.4 Engaging Our Clients on ESG

Dataiku also collaborates with clients to leverage our tools in advancing sustainability goals. Our Business Solutions team develops template use cases that accelerate users' progress toward their sustainability objectives. These include improving understanding of ESG risks through unstructured data analysis and enhancing agility in modeling and mitigating CO2 impacts through better decision-making.

## Examples of Dataiku Solutions and Templates for Sustainability Include:

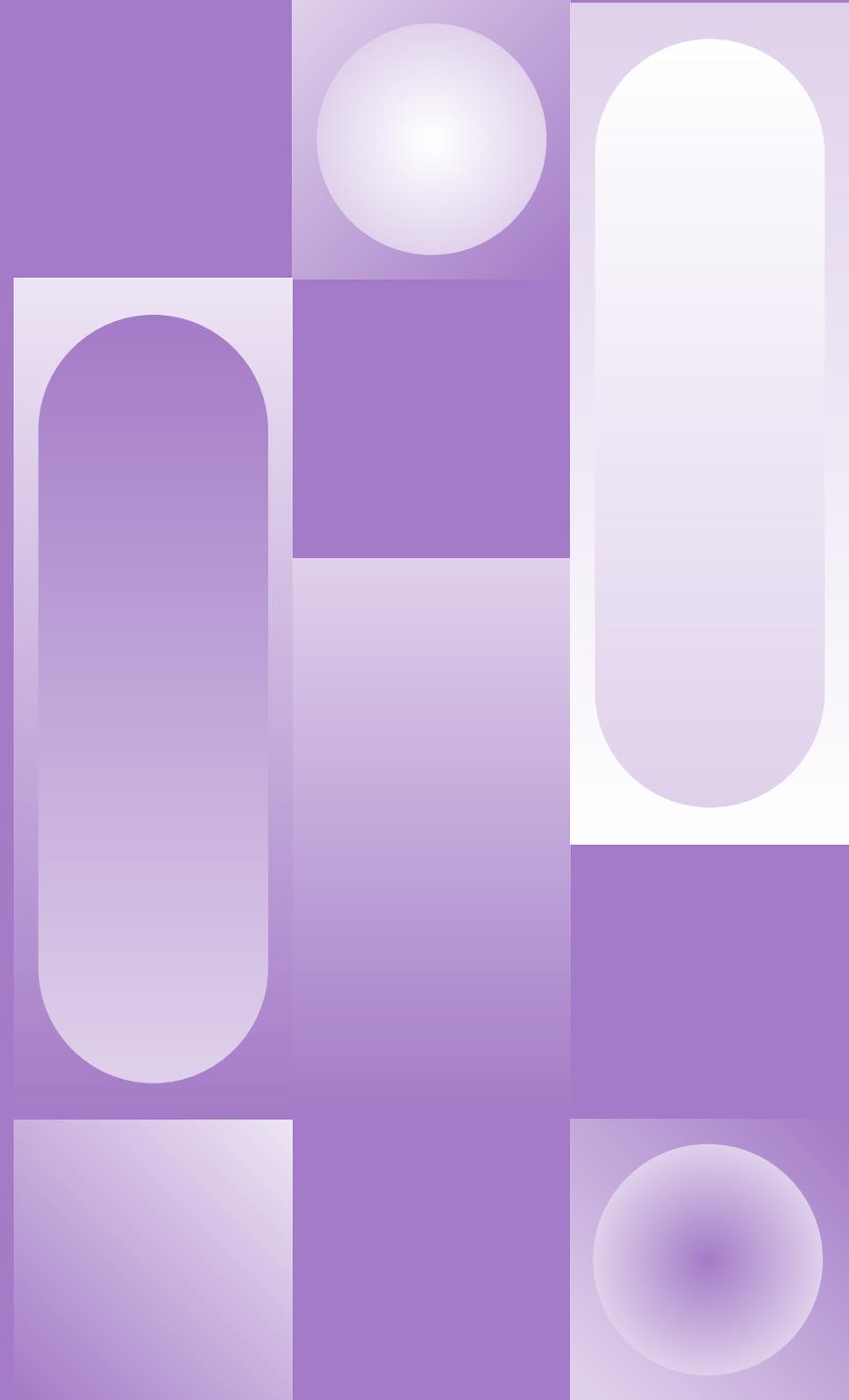
- **Document Intelligence for ESG:** Leverages unstructured data to generate insights for decision-making, such as portfolio analysis or supplier selection.
- **Electricity and CO2 Emissions Forecasting:** Uses a reusable workflow to forecast carbon intensity based on electricity bills, production forecasts, and local energy grids.
- **The Deforestation Tracker:** Accelerates the identification of suppliers or assets at risk of deforestation exposure.

These plug-and-play solutions and templates are available to all Dataiku customers as part of their subscription, empowering them to accelerate their sustainability journey through advanced analytics.

Furthermore, Dataiku has developed a comprehensive approach for supporting clients' Corporate Sustainability Reporting Directive (CSRD) data and modeling requirements. From data connectivity and Extract, Transform, Load (ETL) to data quality monitoring and climate risk modeling, our Business Solutions team partners with clients to streamline this critical step in global sustainability transformation.

Part 5

# Conclusion and Looking Forward



At Dataiku, our impact extends beyond AI innovation, as we place people at the center of every decision. We remain committed to advancing a comprehensive ESG strategy.

By contributing to sustainability, empowering our communities, leading with trust and ethics, and engaging with our stakeholders, we aim to demonstrate our dedication to sustainable practices, fostering an inclusive culture, and making meaningful contributions each year.

These actions are vital to ensuring our long-term success and fulfilling our responsibilities to both people and the planet.



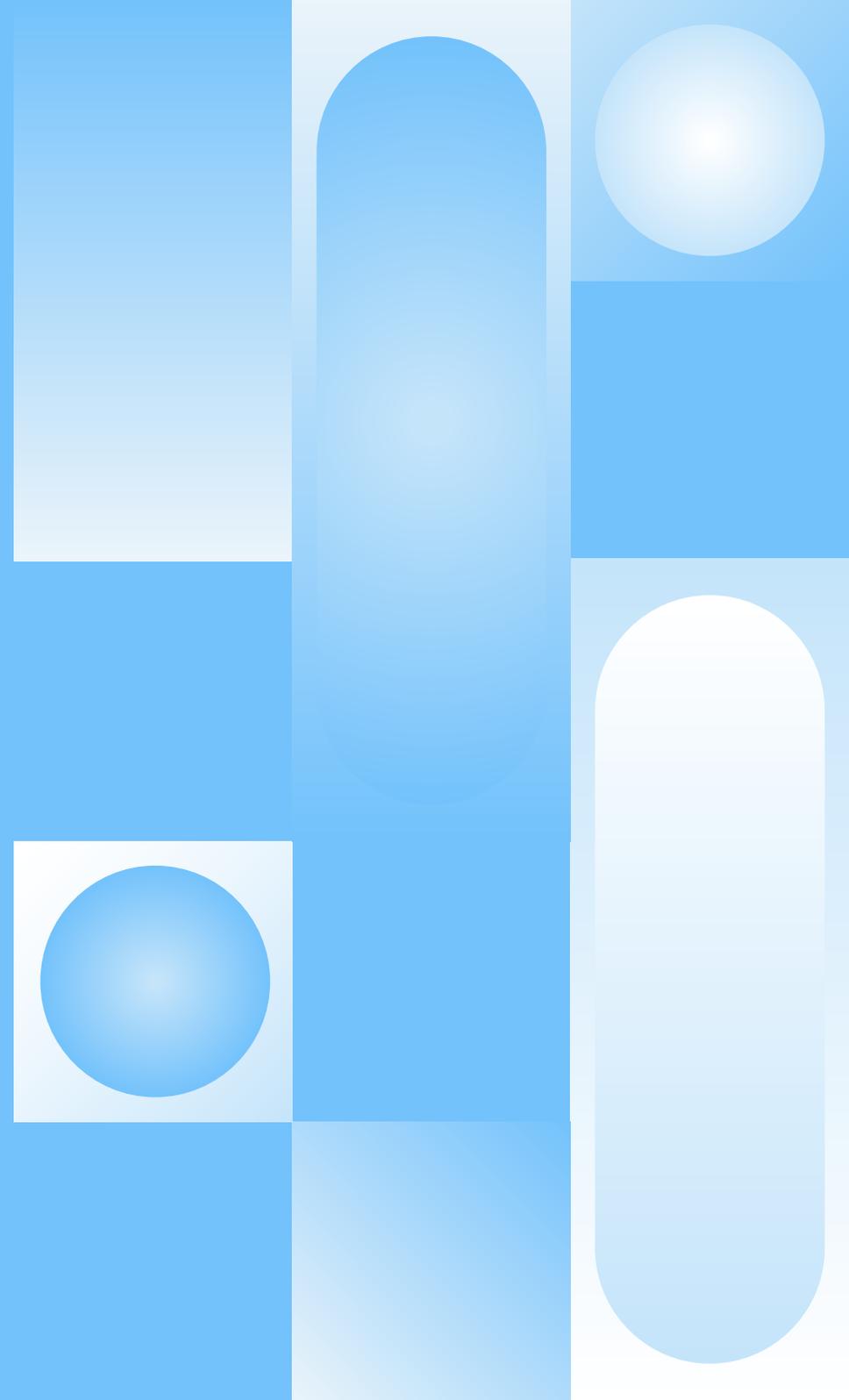
**“Creating positive environmental and social impact is not just a responsibility of market-leading companies — it’s a strategic advantage. That is why you’ll find the teams at Dataiku embedding responsible business practices — from sustainability to governance to inclusiveness — into our core operations as well as our product roadmap.**

**Collectively embraced throughout the company, this ethos demonstrates the dual intention of driving long-term success while strengthening trust with our customers, partners, and investors. Ultimately, our commitment to ESG-guiding principles empowers us to innovate more responsibly, attract top talent, and foster lasting relationships, contributing to a more resilient and prosperous future.”**

**Krish Venkataraman**  
President and Executive Sponsor of ESG & Impact  
Dataiku

Part 6

# Indicators





## **APPENDIX**

*This appendix provides supplementary information and detailed data to support the findings and initiatives presented in Dataiku's Impact Report. Here, you will find additional indicators and methodologies that offer a deeper understanding of our environmental, social, and governance (ESG) efforts. This appendix's contents are designed to provide transparency and context for the data-driven insights shared throughout the main report, reflecting our commitment to corporate sustainability.*

THEME	SDG RELATED	KPIS	UNIT	FY24																		
<b>E- Contribute to Sustainability</b>	 																					
Carbon footprint		Total GHG emissions (location-based)	tCO2e	8,793																		
Carbon footprint		Total GHG emissions (market-based)	tCO2e	8,329																		
Carbon footprint		Scope 1 - GHG emissions	tCO2e	58																		
Carbon footprint		Scope 2 - GHG location emissions	tCO2e	114																		
		Scope 2 - GHG market emissions	tCO2	0																		
Carbon footprint		Scope 3 - GHG location emissions	tCO2e	8,621																		
		<table border="1"> <thead> <tr> <th colspan="2">Scope 3 GHG Emissions Breakdown</th> </tr> <tr> <th>Category</th> <th>Emissions</th> </tr> </thead> <tbody> <tr> <td>3.1 Purchased Goods and Services</td> <td>1,519</td> </tr> <tr> <td>3.2 Capital Goods</td> <td>1,712</td> </tr> <tr> <td>3.3 Fuel and Energy Related Activities</td> <td>45</td> </tr> <tr> <td>3.5 Waste Generated in Operations</td> <td>32</td> </tr> <tr> <td>3.6 Business Travel</td> <td>4577</td> </tr> <tr> <td>3.7 Employee Commuting</td> <td>695</td> </tr> <tr> <td>3.8 Upstream Leased Assets</td> <td>50</td> </tr> </tbody> </table>			Scope 3 GHG Emissions Breakdown		Category	Emissions	3.1 Purchased Goods and Services	1,519	3.2 Capital Goods	1,712	3.3 Fuel and Energy Related Activities	45	3.5 Waste Generated in Operations	32	3.6 Business Travel	4577	3.7 Employee Commuting	695	3.8 Upstream Leased Assets	50
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Electricity		Percentage of Total Electricity Consumed that is Renewable*	%	100																		
Training		Number of sustainability-related events organized*	Qty	14																		

\* Sustainability training includes Climate Workshops, Sustainability Webinars, and Sustainability Events.

## S- Empower Our Communities



Working conditions and employee well-being	% of employee participation in employee survey	%	90
Professional Equality	% of women in leadership	%	35.31
Professional Equality	% of women in the workforce	%	35.38
Professional Equality	Gender Pay Gap Index (France)	%	79

## G- Commitment to Data Security and Compliance



	% of employees, partners, and customers trained	%	on average 88% (GDPR & Cyber-security)
	Number of cybersecurity and data breaches	Qty	0
	Number of material data security and privacy incidents	Qty	0
	Number of security certifications	Qty	2
	Number of privacy certification	Qty	1 (ISO 27701)
	Number of quality certifications	Qty	1

\* Sustainability training includes Climate Workshops, Sustainability Webinars, and Sustainability Events

## A.1 Energy Attribute Certificates

Dataiku has achieved net-zero electricity consumption by purchasing EACs, tradable instruments that certify that equivalent electricity was generated from a renewable energy source and fed into the grid.

## A.2 Carbon Removal Certificates

<b>Project Developer</b>	Sylva Fertilis
<b>Credit Type</b>	Carbon removal &lt; 1000 years durability
<b>Archetype</b>	Biochar
<b>Location</b>	France
<b>Vintage</b>	2023
<b>Applicable Standard</b>	Puro Standard
<b>Protocol</b>	Puro.earth Biochar Methodology
<b>Additional Certifications</b>	N/A
<b>3P Verifier</b>	bio.inspecta AG
<b>Registry</b>	Puro.earth
<b>Registry ID</b>	643002406801000268

[Registry Link](#)



