



CNES CORPORATE SOCIAL RESPONSIBILITY POLICY



CNES DDD	CORPORATE SOCIAL RESPONSIBILITY POLICY	Reference : CNES-SMC-P01-1039 Version : V4 Date : 10/09/2025 Page : 2/ 13
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APPLICABLE DOCUMENTS - REFERENCE DOCUMENTS

Reference		Document title
DR01	CNES-SMC-P01-923	SMC Management Manual
DA01	2022-2025	Objectives and Performance Contract
DA02		UN Agenda 2030 - France's roadmap
DA03	No. 6145/SG	Circular of 25 February 2020 concerning the State's commitments to environmentally responsible public services
DA04	No. 6363/SG	Circular on energy efficiency and exemplary practices of state administrations
DA05	No. 6425/SG	Circular of 21 November 2023: Commitments for the ecological transformation of the State
DA06		Taking better action. Ecological planning. Green Nation France Planning Plan, September 2023

<p style="text-align: center;">CNES DDD</p>	<p style="text-align: center;">CORPORATE SOCIAL RESPONSIBILITY POLICY</p>	<p>Reference : CNES-SMC-P01-1039 Version : V4 Date : 10/09/2025 Page : 3/ 13</p>
---	--	--

SUMMARY

- 1. INTRODUCTION – FIELD OF APPLICATION 4**
- 2. CONTEXT 4**
- 3. MANAGEMENT RESPONSIBILITY 5**
- 4. CSR COMMITMENTS AT CNES 5**
 - 4.1 ACTING AS A RESPONSIBLE PUBLIC ACTOR5**
 - 4.2 REDUCE OUR ENVIRONMENTAL FOOTPRINT6**
 - 4.3 SUPPORTING OUR SOCIAL COMMITMENT6**
- 5. PERFORMANCE OF THE CSR POLICY 6**
- APPENDIX: DESCRIPTION OF THE CSR POLICY AXES 8**
- THE 3 AXES OF CSR AS DEVELOPED AT CNESERREUR ! SIGNET NON DEFINI.**

<p>CNES DDD</p>	<p>CORPORATE SOCIAL RESPONSIBILITY POLICY</p>	<p>Reference : CNES-SMC-P01-1039 Version : V4 Date : 10/09/2025 Page : 4/ 13</p>
---------------------	--	--

1. INTRODUCTION – FIELD OF APPLICATION

Aware of the responsibilities linked to its status as a public institution, CNES affirms its corporate social responsibility (CSR) and commits to contributing to a sustainable and inclusive world.

CNES is committed to ensuring that its missions and activities have positive impacts for its employees, citizens, society, and the planet.

In a context marked by geopolitical, technological, health, and economic upheaval, **CNES aims to be a committed player in the sustainable development of the space sector.** To this end, it maintains an ongoing dialogue with its stakeholders to involve them in value creation.

In particular, CNES works to promote the use of space as a tool for understanding environmental phenomena, protecting nature, combating climate change and ensuring the sustainable use of outer space.

This CSR Policy, implemented within the framework of the continuous improvement of CNES and its management system (MS), is applicable to all CNES sites and activities.

2. CONTEXT

CNES's CSR policy is aligned with the UN's 2030 Agenda . Through its 17 Sustainable Development Goals (SDGs), this agenda outlines a roadmap for the planet, its people, prosperity, peace, and partnerships. France has implemented this program in a national roadmap . CNES's CSR policy reflects the three pillars of sustainable development: social, societal, and environmental (see appendix).

Furthermore, **CNES operates within the framework established by Europe and the State and its public policies** and reports transparently on the achievement of objectives, particularly those set out in the SPE Circular ¹. It strives to contribute to the achievement of the ecological planning objectives set by the State, at the national and sectoral levels as well as at the territorial level.

CNES' CSR policy **seeks to satisfy all of its external and internal stakeholders**, in order to meet all the responsibilities incumbent upon it due to its particular positioning.

CNES fulfills its regulatory compliance obligations related to the safety of the facilities and resources deployed on its sites. Regarding the CST and the CSG, the hazardous equipment, substances, and mixtures it uses classify it as an establishment subject to the legislation and regulations governing classified installations for environmental protection (ICPE) under the Environmental Code, with the CSG also being a high-threshold SEVESO site.

By making CSR a major objective of its COP ², CNES is anchoring environmental, social, and governance issues at the heart of its strategy. It ensures that its CSR policy aligns with public policies and is translated into concrete actions that reflect its missions.

¹Eco-responsible Public Services

² Objectives, Resources and Performance Contract 2022-2025: operational objective 3.6 "An ambitious CSR policy".

CNES DDD	CORPORATE SOCIAL RESPONSIBILITY POLICY	Reference : CNES-SMC-P01-1039 Version : V4 Date : 10/09/2025 Page : 5/ 13
--------------------	--	---

3. MANAGEMENT RESPONSIBILITY

The CNES Management is responsible for the effectiveness of the CSR Policy; it is committed to exercising responsible leadership by making sustainable development commitments fully integrated into its processes and governance bodies and ensuring their compatibility with the CNES strategic direction, the COP and the CNES Environmental Management System.

The President of CNES entrusts the Director of the Sustainable Development Delegation with the mission of leading the CSR Policy , in conjunction with the departments, reporting to him on its implementation and driving improvements.

The process pilots, members of the Executive Committee, ensure the achievement of the commitments for which they are responsible , manage opportunities and risks, promote improvements and staff involvement in the implementation of the CSR roadmap.

4. CSR COMMITMENTS AT CNES

In 2020, CNES defined five main CSR challenges, taking into account the opinions of its stakeholders ³during the simple materiality assessment exercise. These five areas were incorporated into the State-CNES Objectives and Performance Contract for 2022-2025.

In 2024, CNES supplemented its simple materiality analysis with a dual materiality approach. CNES thus has a comprehensive view of both the impact of the socio-political and environmental context on its activities, and the impact of CNES activities on all stakeholders, the value chain, and the environment.

This exercise confirms the relevance of the topics covered by the current CSR policy. However, it has highlighted the need for a simpler presentation and an update of certain themes that have become tangible.

Thus, the CSR Executive Committee meeting in June 2025 approved the new breakdown into 3 axes (Social, Environmental, Societal) for greater impact and clarity.

4.1 ACTING AS A RESPONSIBLE PUBLIC ACTOR

CNES prioritizes the well-being of its employees and implements this through ongoing social dialogue between management and employee representative bodies, resulting in numerous agreements, such as those concerning teleworking or the balance between the professional and personal lives of employees.

Furthermore, as a public institution, CNES must also lead by example and promote this same dynamic within the space ecosystem. This translates into the implementation of an ambitious responsible procurement policy and the collaborative development of CSR frameworks for activities within the space ecosystem. In addition, CNES has a core responsibility to transmit knowledge and raise awareness among young people.

³State (supervisory bodies, ministries), international organizations and agencies, Europe (EU, ESA, EC), industrial partners, space user communities, local authorities, employees and employee representatives. The interviews conducted enabled a simple materiality analysis to define CNES's priorities based on its operational context.

CNES DDD	CORPORATE SOCIAL RESPONSIBILITY POLICY	Reference : CNES-SMC-P01-1039 Version : V4 Date : 10/09/2025 Page : 6/ 13
--------------------	--	---

4.2 REDUCE OUR ENVIRONMENTAL FOOTPRINT

France has placed climate and environmental issues at the heart of national objectives championed at the highest levels of government. These objectives rely in particular on ecological planning implemented at the local level, and on the "Eco-responsible Public Services" initiative, which defines a specific trajectory for public bodies. CNES (the French National Centre for Space Studies) fulfills this duty to set an example and relies on a substantial body of laws and regulations.

The various missions of CNES contribute to understanding, measuring, and combating climate change. The data produced by space missions enable scientists and policymakers to define appropriate measures to limit the consequences of climate disruption and adapt to it. CNES is committed to implementing the space sector's decarbonization roadmap for its activities and projects.

As an ISO 14001 certified organization, CNES must identify the significant environmental aspects of its activities (resource consumption, energy, transport, etc.) in order to control its significant negative environmental impact (loss of biodiversity, air pollution, etc.). It must also optimize its beneficial environmental impacts (use of renewable energies, etc.).

To reduce the environmental footprint of its projects, activities and establishments, CNES is developing ambitious actions targeted in 9 priority areas: food, energy and low carbon strategy, buildings and infrastructure, biodiversity, waste and the circular economy, water resources, mobility, digital technology and space missions.

4.3 SUPPORT OUR SOCIAL COMMITMENT

CNES is a public company serving the public interest. It constitutes an instrument of national and European sovereignty and strives to be exemplary in carrying out its missions. As such, in accordance with its purpose, it meets the expectations of its stakeholders and ensures that it works for the common good, particularly within the territories where it operates.

In constant contact with the scientific community, CNES works to develop knowledge and fundamental know-how within its area of competence and contributes to the development of tools, technologies and models.

CNES promotes and supports the French space ecosystem, ensures that it remains competitive and innovative at the European and international level, and ensures its resilience in the medium and long term.

5. PERFORMANCE OF THE CSR POLICY

The CSR Policy is implemented in all CNES processes in the form of a coherent plan (roadmap) and actions placed under the responsibility of the departments whose performance is evaluated annually.

It is subject to audits (regulatory, process and internal), and various assessments (social assessment, etc.) which complement the CNES's vision of CSR performance.

The governance of the CSR policy and the evaluation of its performance are based on the following bodies:

- **Executive Committee and Technical Executive Coordination** : Validation of the CSR roadmap and its major strategic developments. As needed, targeted presentations on specific aspects of the CSR policy may be offered.
- **The CSR Steering Committee**, chaired by the Director General of Corporate Social Responsibility (DGD) in a **standardized format** , approves the annual review of the CSR

CNES DDD	CORPORATE SOCIAL RESPONSIBILITY POLICY	Reference : CNES-SMC-P01-1039 Version : V4 Date : 10/09/2025 Page : 7/ 13
--------------------	--	---

policy, the progress of the roadmap, and the CSR dashboard (performance indicators), consolidated by the Department of Sustainable Development (DDD) after input from the various departments. The review is published internally on the company portal. An excerpt of the main findings is included in the CNES Activity Report.

- **Sustainability Commission.** Established to report to the Board of Directors, its function is to evaluate the various strategies implemented within the framework of the CSR policy and to advise CNES to improve its performance and enhance its actions.

CSR performance management is achieved through **Key Performance Indicators** (KPIs) distributed across the three pillars of the CSR Policy and validated by the CSR Executive Committee. These indicators have a quantifiable target and are measured annually and summarized at the CSR Executive Committee meeting. Their year-on-year evolution is also analyzed. Corrective actions are implemented in the event of deviations or failure to meet a target.

In order to be part of a continuous improvement dynamic, the CSR policy is integrated into the ISO 9001 and ISO 14001 audit framework according to the following procedures:

- **CNES Management System Review.** The CNES Management team conducts an annual review to ensure the performance, effectiveness, and suitability of the Corporate Management System. This review is informed by the CSR management committee's assessment and allows for the implementation of actions within each process. It is chaired by the Deputy Director General in the presence of the directors. The Director of Sustainable Development (DDD) presents the CSR component of the CNES Management System ⁴. The performance summary of the CSR policy is addressed within the "Managing CNES" process (P01).
 - **SMC process steering committees.** Process directors and pilots evaluate the level of achievement of objectives, their performance and trends (indicators, audit results...), as well as the changes to be made (issues, needs of interested parties, risks and opportunities...).

The CSR committees of the Works Councils (CSEs) and the Central Works Council (CCSE) are informed about the progress of the CSR roadmap and the performance of the various associated processes. The CCSE is consulted on major changes to the CSR roadmap.

⁴The quality component is presented by the IGQ

APPENDIX: DESCRIPTION OF THE CSR POLICY PILLARS

THE 3 PILLARS OF THE CSR POLICY

Innovate, protect, explore: we are bringing French space excellence to the service of a sustainable ambition		
Acting as a responsible public actor	Reduce our environmental footprint	Supporting our social commitment
Sustainable procurement	Food	Social acceptability
Communication, education, awareness	Buildings and other infrastructure	Local roots
Social dialogue, ethics and integrity	Biodiversity	Sustainable economy and ecosystem support
Diversity, equal opportunities, inclusion	Circular economy & eco-design	Observation of climatic phenomena and preservation of resources
Training and jobs of the future	Energy low-carbon strategy	Protection of people and territories
Workplace risk prevention	Space missions	Industrial and technological sovereignty, Access to space and its preservation
Quality of life at work	Mobility	
	Digital	
	Water resources	

AXIS 1: ACTING AS A RESPONSIBLE PUBLIC ACTOR



<p>CNES DDD</p>	<p>CORPORATE SOCIAL RESPONSIBILITY POLICY</p>	<p>Reference : CNES-SMC-P01-1039 Version : V4 Date : 10/09/2025 Page : 9/ 13</p>
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Sustainable purchases

Purchases represent a significant part of CNES's environmental footprint and therefore constitute an important leverage effect.

CNES is committed to building trusting relationships with its suppliers, strictly respecting ethical and professional standards, and operating transparently with respect to CNES's control and evaluation bodies.

Communication, education, awareness

Through educational activities accessible to all, CNES uses space as a lever for education and promotion of scientific and technical professions in accordance with its sovereign mission of education and responsible communication.

Social dialogue, ethics and integrity

CNES makes the well-being of its employees a priority and implements this through ongoing social dialogue between management and employee representative bodies.

Diversity, equal opportunities, inclusion

CNES is committed to a rich and constructive social dialogue that promotes diversity, professional equality between women and men and well-being at work through the application of professional plans and agreements developed with staff representatives.

Training and jobs of the future

To maintain a high level of skills and expertise, CNES implements an active training policy based on an agreement relating to vocational training, skills development and enhancement.

Workplace risk prevention

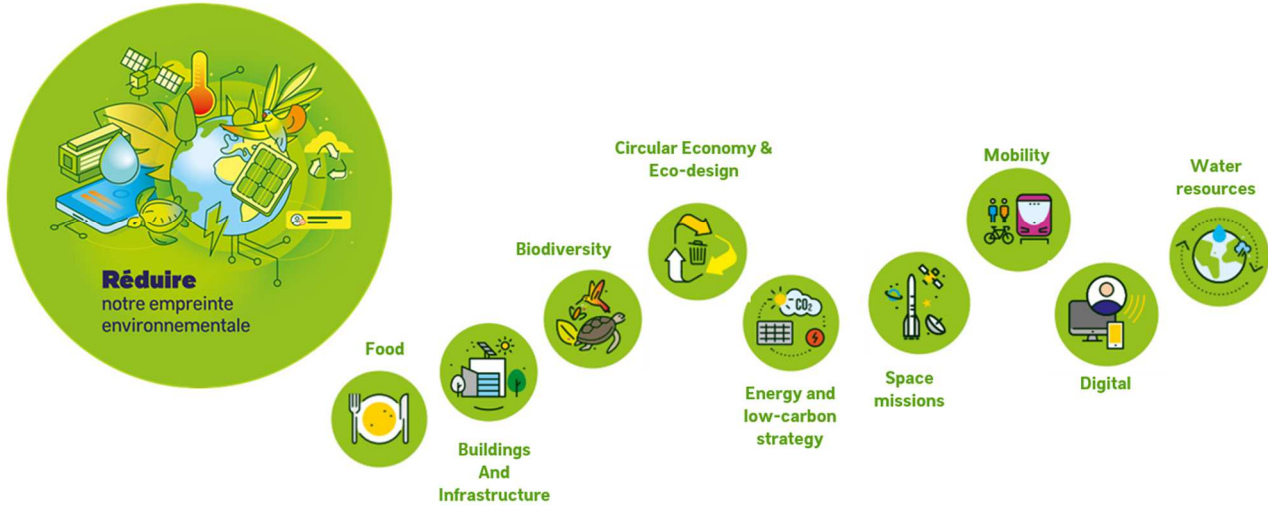
The CNES occupational health and safety policy aims to protect the health and ensure the safety of CNES employees in their professional environment. It also aims to guarantee the occupational safety of external stakeholders (partners, service providers, interns) and visitors during their stay at CNES facilities.

Quality of life at work

HR practices must embody on a daily basis the values upheld by CNES, its commitment to this area, and its dedication to ensuring the professional, individual, and collective development of its employees. This is reflected in particular by inclusive recruitment and onboarding processes for new employees, lifelong learning opportunities, and the pursuit of a healthy work-life balance.

CNES DDD	CORPORATE SOCIAL RESPONSIBILITY POLICY	Reference : CNES-SMC-P01-1039 Version : V4 Date : 10/09/2025 Page : 10/ 13
--------------------	--	--

AXIS 2: REDUCE OUR ENVIRONMENTAL FOOTPRINT



Food

Food presents numerous environmental, social, and human health challenges. This highly cross-cutting theme aims to improve product quality and reduce food waste in school cafeterias, in accordance with the objectives of the EGAlim law .

Buildings and infrastructure

The building sector is the largest consumer of energy (heating, air conditioning, equipment, lighting, etc.). CNES has incorporated the challenges and objectives of the National Low-Carbon Strategy into its own Low-Carbon Strategy and Energy Efficiency Plan, published in 2022.

Biodiversity

Spatial data contributes to the monitoring and understanding of the functioning of large ecosystems; CNES takes biodiversity into account on its sites and throughout its value chain (through its suppliers, the impact of its projects).

CNES has committed to aiming for Zero Net Artificialisation (ZAN) by 2030 on the CST and CSG sites, as part of the implementation of the "Climate and Resilience" law.

Circular economy and eco-design

CNES is part of a circular economy dynamic: it strives to save its resources, recycle its waste and work with its ecosystem to limit final waste as much as possible.

Furthermore, it is developing an eco-design strategy that aims to "integrate environmental aspects into product design and development." This approach, implemented from the very beginning of the design process, involves all departments and is integrated into the circular economy roadmap.

Energy and low-carbon strategy

Aware of its exemplary role as a public institution, the importance of the environmental emergency, and given the nature of its missions, CNES is committed to developing knowledge related to climate change and to exemplary and shared decarbonization of space professions.

CNES DDD	CORPORATE SOCIAL RESPONSIBILITY POLICY	Reference : CNES-SMC-P01-1039 Version : V4 Date : 10/09/2025 Page : 11/ 13
-------------	---	--

To achieve this, CNES is organizing and strengthening its climate action around a low-carbon strategy aligned with France's objectives. This involves all the activities of its establishments.

Space missions

The space sector is the only human activity that directly affects all layers of the atmosphere. The entire space sector must therefore play its part in the effort to reduce the environmental footprint required of citizens and businesses, and commit to a virtuous, sustainable path in the medium and long term . This is reflected in a roadmap for reducing the environmental footprint of the space sector, validated by CNES and its partners.

Mobility

The mobility theme concerns business travel, commuting, and transport infrastructure. CNES is taking action to reduce the environmental footprint of business travel, commuting, and travel related to its supplies (freight). It promotes sustainable mobility and supports employees in the evolution of its travel policy.

Digital

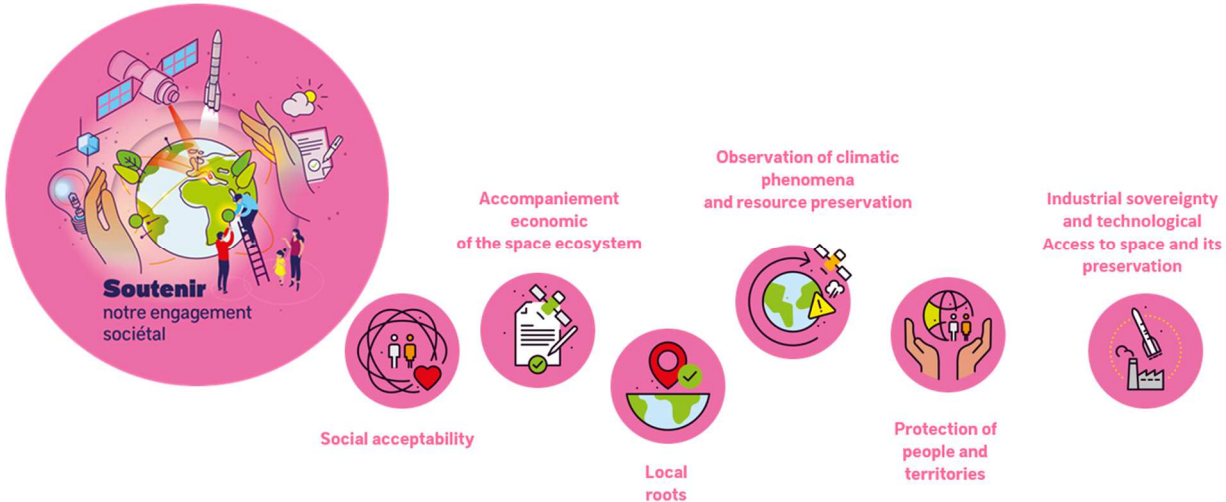
CNES is managing the environmental footprint of digital technology, including the advent of AI, the development of new uses, the growth in data volume, and the increased energy consumption of data centers. It is limiting and extending the lifespan of equipment in compliance with the AGEC law and the REEN law for hardware-related processes .

Water resource

Aware of the environmental challenges of preserving the resource and ecosystems, and of the risks of restricted use and increased water costs, CNES is implementing a policy of sobriety with all stakeholders.

CNES DDD	CORPORATE SOCIAL RESPONSIBILITY POLICY	Reference : CNES-SMC-P01-1039 Version : V4 Date : 10/09/2025 Page : 12/ 13
--------------------	--	--

AXIS 3: SUPPORTING OUR SOCIAL COMMITMENT



Social acceptability

In the context of the climate emergency and the need to optimize public spending, the question of the acceptability of space activities is of paramount importance to citizens. CNES therefore places great importance on ensuring a clear understanding of its activities and making sure they meet the expectations of citizens and its stakeholders.

Economic support for the space ecosystem

CNES contributes to the development of the space sector, its performance and the development of scientific research from a perspective of sustainability, resilience and sovereignty.

As a major player in the State's industrial policy, CNES implements a policy of industrial support while promoting innovation.

To achieve this, CNES mobilizes its ecosystem of companies and start-ups for the implementation of space programs of all kinds, in development and operation, within the framework of major national investment programs for which it is responsible and international cooperation.

Local roots

CNES is aware of its special role within the territories in which it carries out its activities, in mainland France and in French Guiana.

It is committed to working with all stakeholders in the territories, ensuring its proper integration, with respect for cultures, the environment, and local heritage.

Observation of climatic phenomena and preservation of resources

CNES mobilizes its expertise and privileged relationships with research organizations to support territories, regions and metropolitan areas in adapting to climate change and in their fight against natural disasters.

It contributes to improving knowledge, producing data and adapting territories to serve scientists and public and private stakeholders.

CNES makes climate one of its operational priorities for the resilience of territories through its numerous missions and partnerships, as well as with its programs such as the SCO (Space for

<p style="text-align: center;">CNES DDD</p>	<p style="text-align: center;">CORPORATE SOCIAL RESPONSIBILITY POLICY</p>	<p>Reference : CNES-SMC-P01-1039 Version : V4 Date : 10/09/2025 Page : 13/ 13</p>
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Climate Observatory), the Space for Ocean alliance or the downstream applications of Connect by CNES.

Protection of people and territories

CNES, as a public institution, has a sovereign commitment to public service for the benefit of citizens.

With its missions and recognized expertise in Earth observation, CNES has enabled France to position itself as a major player in supporting territories internationally. In the field of civil security, it provides support to national stakeholders to facilitate the contribution of space capabilities to the missions of civil security and emergency services . It contributes to the protection of citizens and territories by making available to the State and the Ministry of Defense the space systems and processing chains necessary for surveillance, intelligence gathering, and even deterrence.

Industrial and technological sovereignty, access to space and its preservation

CNES develops space infrastructure for the benefit of France and Europe . As the operator of the European spaceport in Kourou, CNES plays a major role in European sovereignty regarding access to space.

Through its research and future planning activities, CNES promotes innovation and creativity to ensure the sustainability and resilience of space activities within planetary boundaries.