



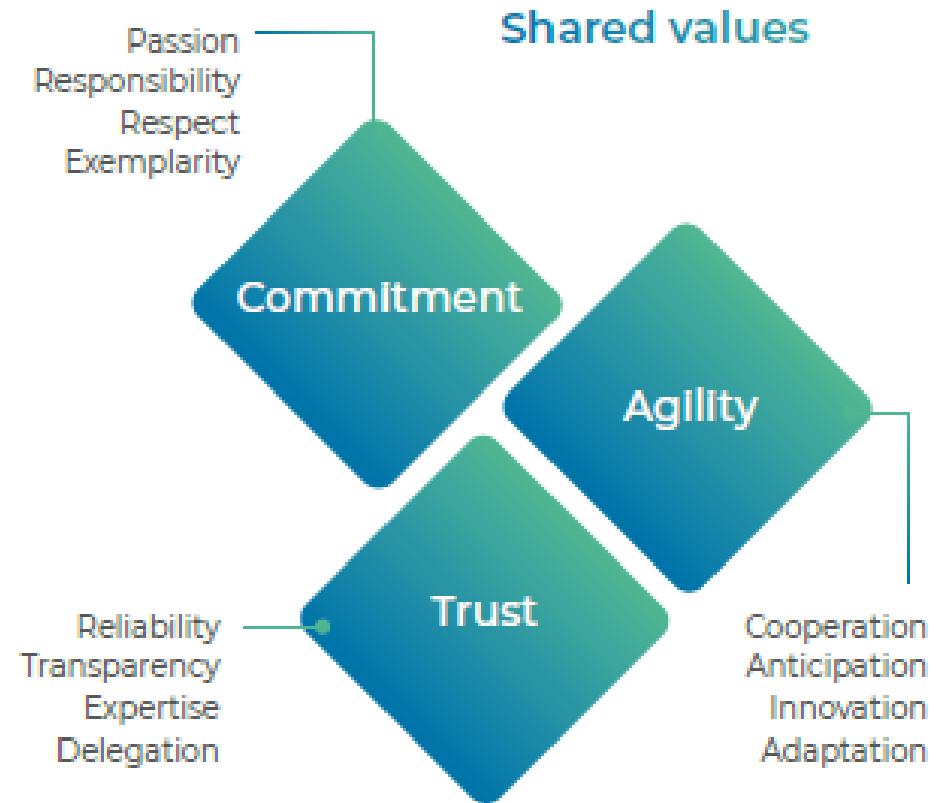
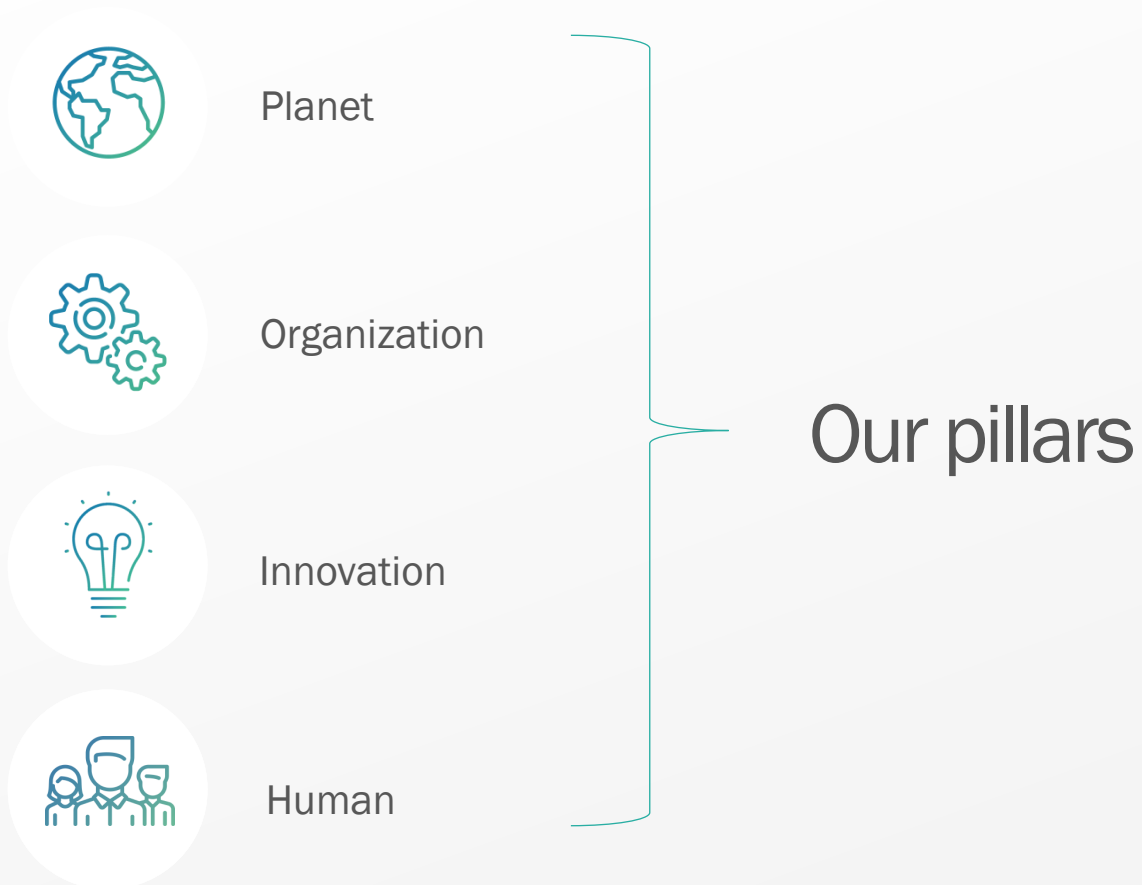
# Mission-driven company

CLS, for Earth from Space

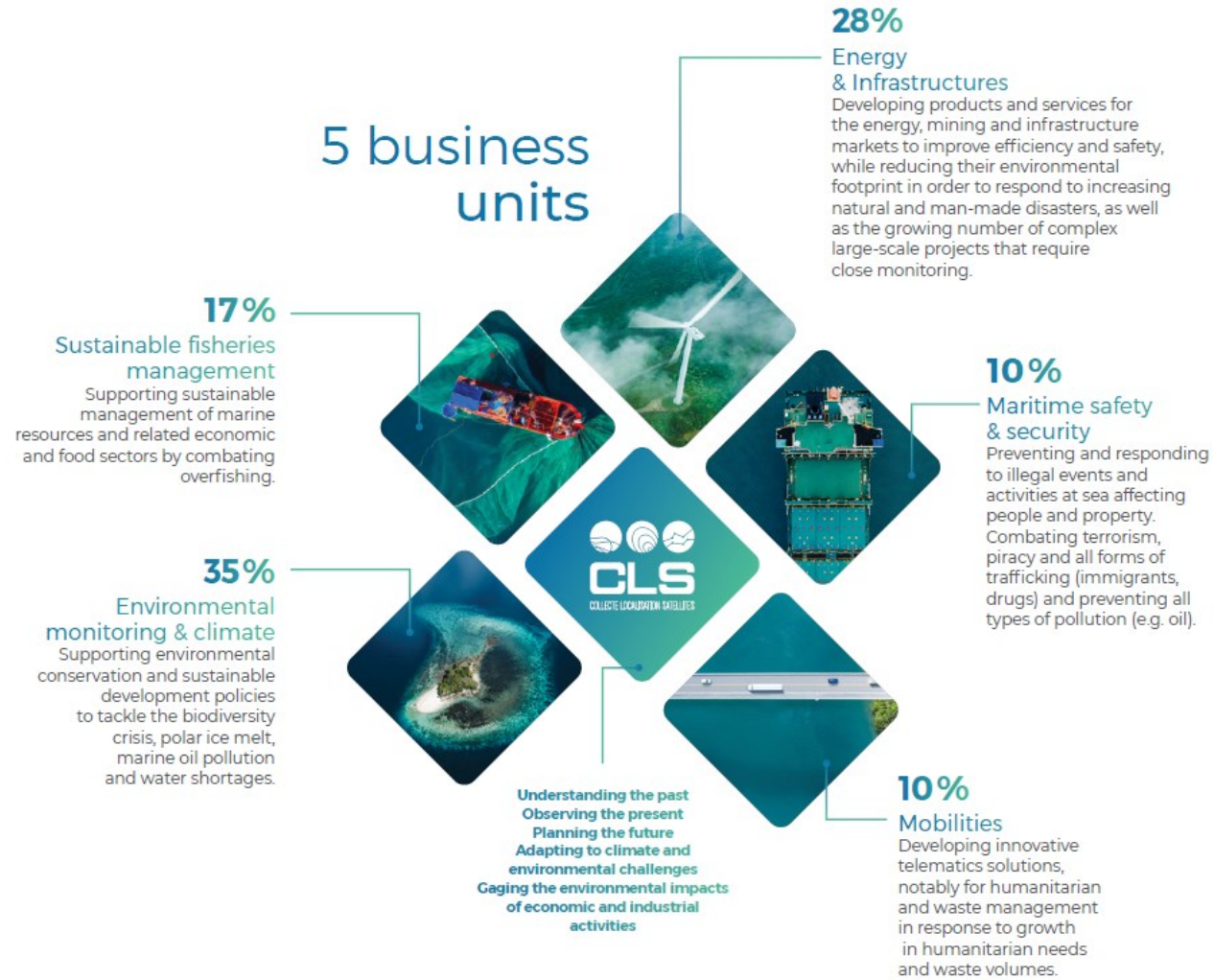


# Our mission

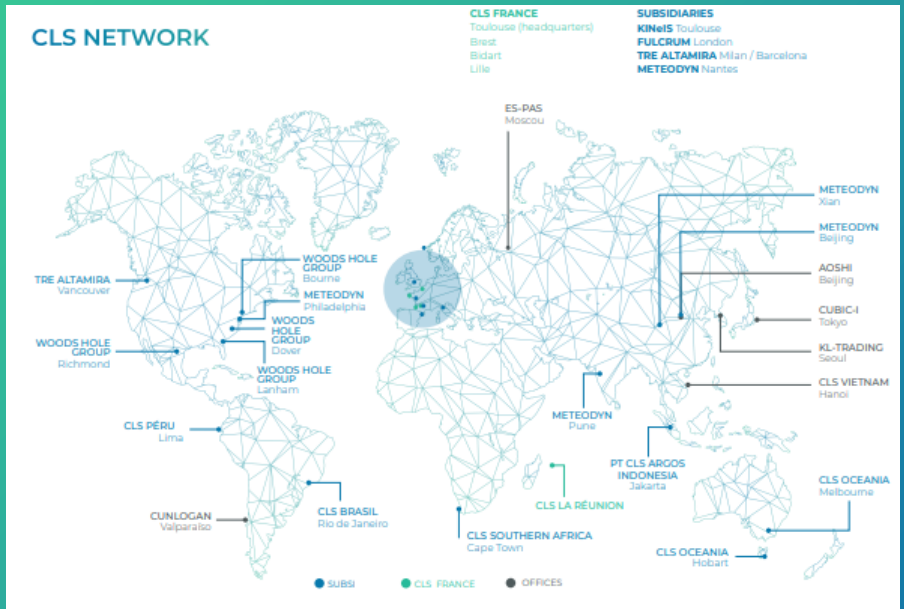
Our vision is to imagine and deploy **space-based solutions** to **understand and protect our planet** and **manage its resources sustainably**



# Our activities



# Our resources : 951 employees worldwide



« CLS is proud of its talent and depends on it. The skills of its employees are the company's most valuable asset. »



\* includes group and offices



# Our achievements

Tracking **plastic gear** in Indonesia, project for the future



**AI** in our **Argos** collars and the metamorphosis of the ARGOS system with over **200,000 animals tracked**



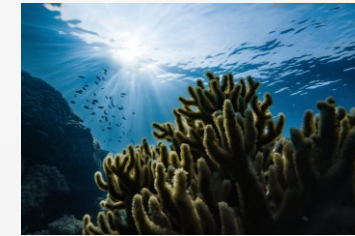
Monitoring of **mean sea level** with 90 oceanographers and control of altimetry



**Pollution control** with our Vigisat station, which has halved oil pollution over the past 10 years, and our service provided to EMSA since 2009



The fight against **deforestation** and illegal gold mining with optical imaging



**+35 years**  
at the service of our Planet

# Our Mission Committee



**Laurence MONNOYER-SMITH**  
Director of Sustainable  
Development and Performance  
at CNES



**Anny CAZENAVE**  
Former Member of the French  
Academy of Sciences, expert in  
space oceanography, member of  
the IPCC



**Jean-Louis ETIENNE**  
Adventurer, doctor, with  
internationally renowned  
scientific projects



**Benjamin FLAMANT**  
Satellite altimetry research  
engineer - Employee member



**Stéphanie LIMOUZIN**  
CLS Group CEO



**Alain MAURIES**  
Human Resources Advisor to the  
ONEIDA Group, specialist in  
transformation projects



**Josselin OLLIER**  
Chief Information Officer of JJA,  
digital innovation expert



**Caroline PIHAN**  
Deputy Director of the  
Initiative and Finance  
sustainable investment fund

# Our mission = reason for being + statutory objectives

**CLS, a global company, federated around a passion: imagine and deploy space solutions to understand and protect our planet, and sustainably manage its resources.**



Deploy space-based solutions to raise awareness of the fragility and richness of our Planet and preserve its resources and biodiversity for future generations



Develop and maintain an efficient and sustainable organization that creates value for all stakeholders, serving the planet and humankind.



Engage the skills needed to develop innovative solutions at the cutting edge of space and digital technologies, at the service of sustainable growth



Recognize and value our employees in order to encourage their development in a spirit of respect and tolerance to build an international environmental project together

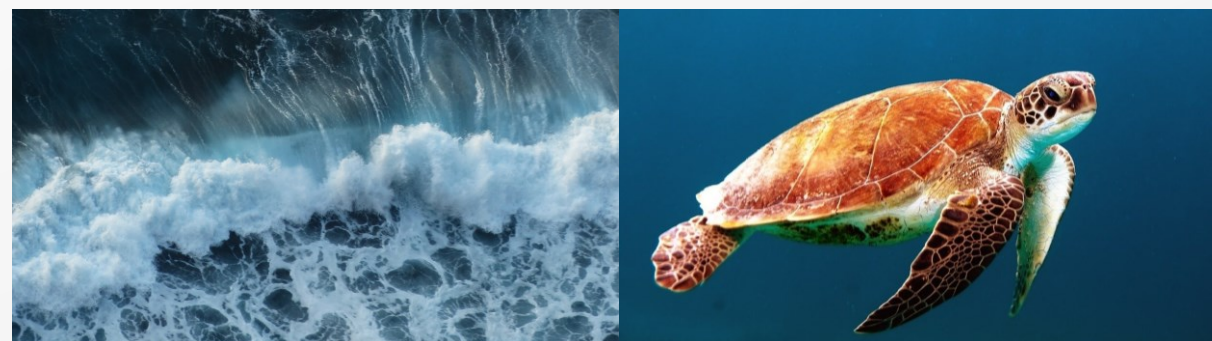




# PLANET

## Statutory objective:

Deploy space-based solutions to raise awareness of the fragility and richness of our Planet and preserve its resources and biodiversity for future generations



# 1<sup>st</sup> pillar: Planet



## POLICY

The protection of the Planet is at the heart of our activities, which are eco-responsible by nature. Supporting our clients in the study and protection of biodiversity is at the heart of our mission. From space, we develop, every day, pro-planet solutions in order to support a respectful approach to biodiversity and environment.



## OUR 2026 GOAL

1. Aim to reach **96%** of our revenue contributing to the achievement or awareness of the SDGs through space technology by 2026
2. Organize an event in 2025 to raise awareness among the general public about the protection of our Planet

## PROGRESS LEVEL

9/10



## OUR MAIN ACTIONS

Biodiversity monitoring  
Fight against illegal fishing  
Maritime monitoring of energy production  
Joining the Act4Nature International initiative  
Fight against plastic pollution



## OUR 2023 INDICATOR

More than **95%** of our revenues contribute directly to SDGs

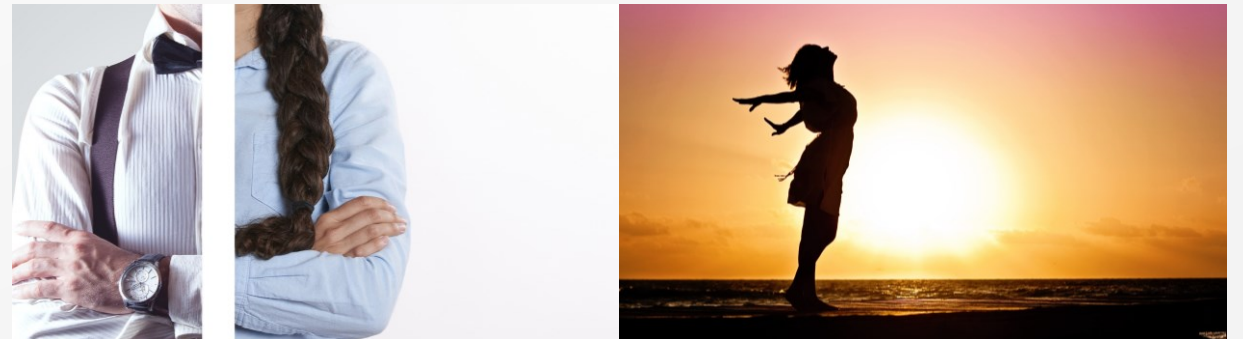




# ORGANIZATION

## Statutory objective

Develop and maintain an efficient and sustainable organization that creates value for all stakeholders, serving the planet and humankind.



# 2<sup>nd</sup> pillar: Organization



## POLICY

Advance our operational rigor in maintaining and improving performance and delivering fully functional solutions to our customers.



## OUR 2025 GOAL

Aim to have 96% of our clients satisfied with all our **products, services and projects** by 2025

## PROGRESS LEVEL:

7/10



## OUR MAIN ACTIONS

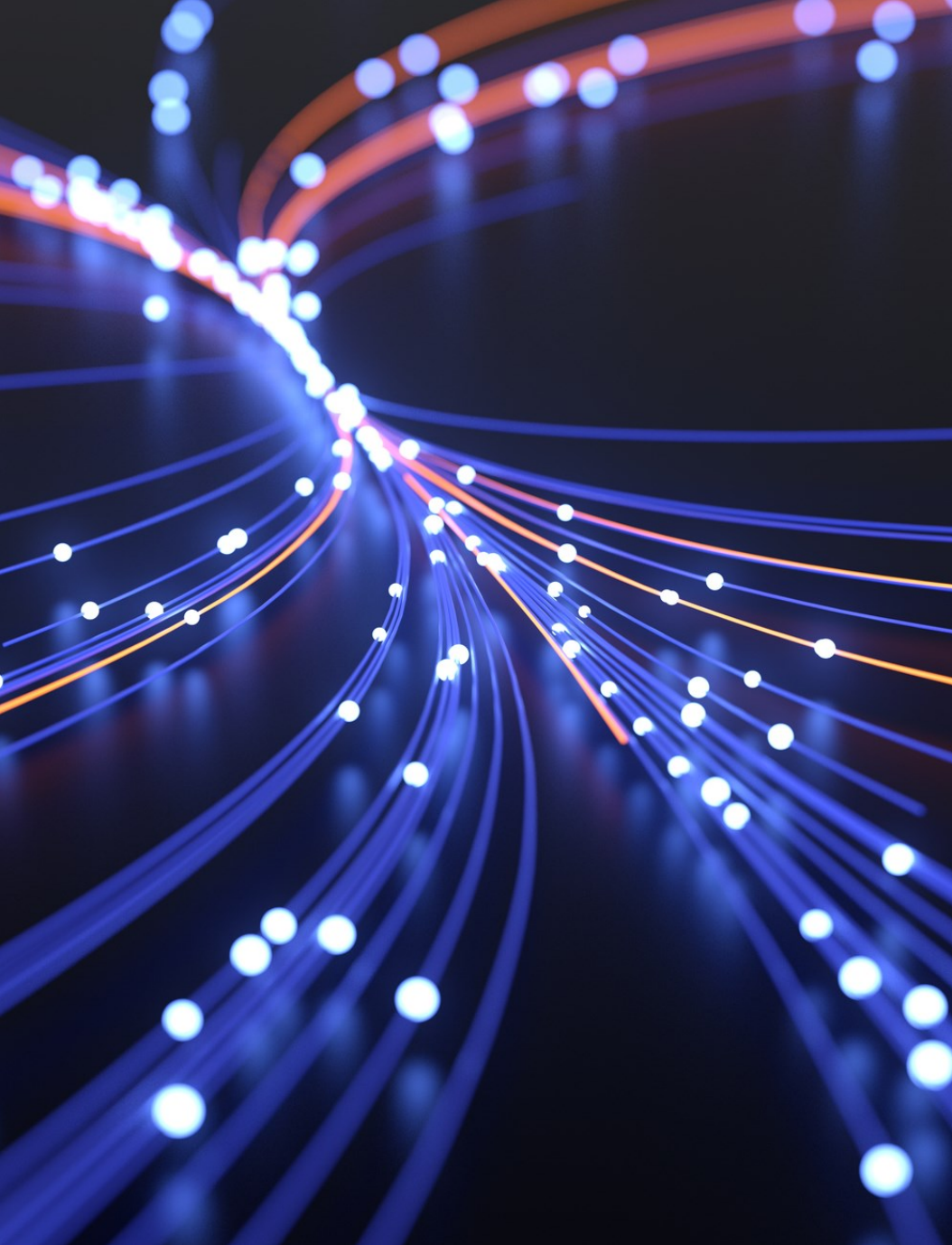
Promote cooperation, collaboration and cross-functional work between the BUs and other departments  
Strengthen methods for listening to and measuring customer satisfaction  
Improve the efficiency of our project management methods  
Improve our Group Reporting



## OUR 2023 INDICATOR

**97,3%** of our clients are satisfied with the execution of our **projects**

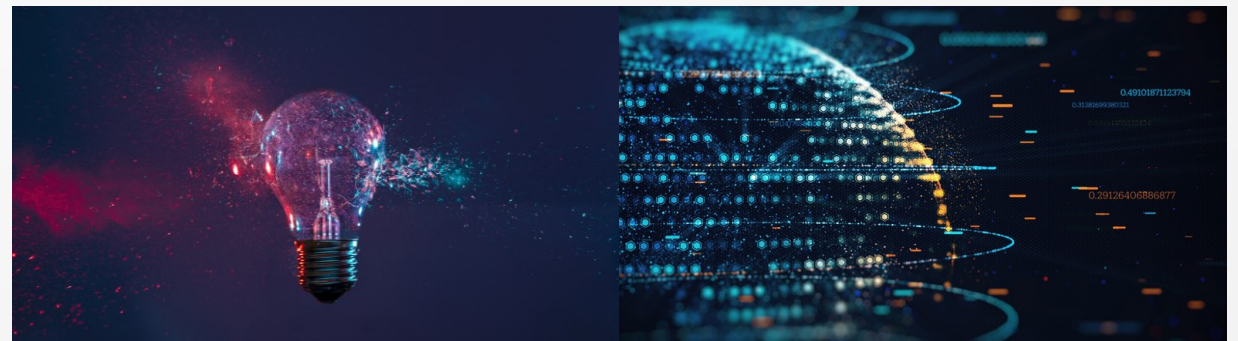




# INNOVATION

## Statutory objective

Mobilize the skills needed to develop innovative solutions at the cutting edge of space and digital technologies, at the service of sustainable growth





# 3<sup>rd</sup> pillar: Innovation



## POLICY

Leveraging drone technology, optics, offshore instrumentation and data analytics, and intelligent software solutions to provide our customers with the best information available.



## OUR 2024 GOAL

To complete the digital transformation program through the implementation of **2 SaaS business platforms** (Fisheries, Environment (InSAR)) based on spatial data to which are applied AI technologies, big data, deep learning, machine learning, cloud computing ... by 2024.

## PROGRESS LEVEL

2/5



## OUR MAIN ACTIONS

Accelerate digital transformation  
Develop the new data as a service platform  
E-gear/starfish program  
Make the datalab work for the business  
Participate in international pro-planet programs



## OUR 2023 INDICATOR

Launch of our digital transformation. The platforms are under development. All the employees are on board.



# HUMAN

## Statutory objective

Recognize and value our employees in order to encourage their development in a spirit of respect and tolerance to build an international environmental project together





# 4<sup>th</sup> pillar: Human



## POLICY

Retain our talents. Valuing and perpetuating our skills and know-how to ensure the sustainable growth of our company and prepare for the CLS of tomorrow.

## OUR MAIN ACTIONS

Dialogue and collective negotiation / Internal communication Harmonization of HR management between the different sites  
HR/Manager relations  
Implementation of the Commitment Survey  
Fostering diversity  
Continuous training of employees, individual development plan, adapted career paths  
Talent building: on-boarding, compensation, social conditions



## OUR 2024 GOAL

Improve or maintain the level of employee satisfaction in the themes of career management, commitment, fulfilment, human relations and the image of the structure by 2026.

## PROGRESS LEVEL

5/10

## OUR 2023 INDICATOR

**Career management:** 52% of employees  
**Engagement:** 76% of employees  
**Fulfillment:** 82% of employees  
**Human relations:** 89% of employees  
**Image of the structure:** 73% of employees

(Results of the 2022 Group Engagement Survey)







Thank you

*CLS, a mission-driven company:  
because we build every day  
the world in which we live*

CLS, For Earth, from Space

