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CORPORATE ENVIRONMENTAL, SOCIAL AND SOCIETAL RESPONSIBILITY

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Preamble

Connecting sustainably

Eutelsat Group is pioneering a path toward a more sustainable future. The integration of OneWeb solidifies our position as the first fully integrated GEO-LEO operator, but our unwavering commitment to Corporate Social Responsibility (CSR) extends far beyond technological advancements.

Sustainability is the cornerstone of our strategy, not just a box to tick. We firmly believe that prioritising social and environmental well-being strengthens our long-term success, and our actions reflect this belief. As a signatory to the UN Global Compact since 2019, we actively align our operations with its principles on human rights, labor, and environmental protection. Furthermore, we contribute to a collective effort towards a more sustainable future by aligning our environmental targets with the UN's 2030 Agenda for Sustainable Development.

We are already taking a proactive approach to the upcoming Corporate Sustainability Reporting Directive (CSRD). Early compliance ensures transparency and fosters trust with our stakeholders, ultimately enhancing value and performance.

Environmental, social, and societal awareness lie at the heart of Eutelsat Group. For this reason, our CSR mission focuses on four key pillars, crucial not only for making a positive impact but also for fostering responsible practices.

As our presence grows in both LEO and GEO orbits, ensuring a clean space environment becomes even more critical. Eutelsat Group champions responsible fleet management, making constant efforts to protect the Earth's orbital environment and the sustainability of space operations. Our team of top experts actively participate in shaping international regulations for sustainable space operations, reflecting our commitment to **a responsible utilisation of space**.

Eutelsat Group remains dedicated to **closing the digital divide** with the provision of video and connectivity services to governmental, educational, health and emergency service providers. Since joining the ITU's Partner2Connect coalition in 2022, we have surpassed the halfway mark, reaching 700,000 users in underserved regions of Sub-Saharan Africa. This milestone translates to 700,000 individuals

gaining access to essential information, education, and communication channels. The combined capabilities of Eutelsat and OneWeb, with their reach across GEO and LEO orbits, provide us with the innovative solutions needed to bridge the digital divide faster. Together, we are creating a company that will empower millions more people around the world by connecting them to the digital world.

We care about the environment on Earth and in space. Minimising our environmental footprint is paramount. We are committed to reducing our carbon emissions and aligning with the Paris Agreement's 1.5°C target. This year, we developed and announced our ambitious environmental roadmap, officially committing to having our existing targets verified by the Science Based Targets initiative (SBTi). We anticipate significant reductions in our Scope 1 & 2 emissions starting in 2024 and continuing in 2025. Additionally, we have been working with customers and suppliers to understand the full impact of our value chain and have identified key actions to achieve our Scope 3 carbon intensity reduction target by 2030. This year's report also marks a significant step forward as we embrace the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD). This signifies our dedication to transparency and best practices in climate-related disclosures, solidifying our place at the forefront of the fight against global warming.

Diversity, inclusion, and employee loyalty are crucial in today's competitive landscape. As a global organisation, **Eutelsat fosters a diverse and inclusive environment** where talent thrives. We empower our staff, investing in career development and fostering a culture of growth. By prioritising employee well-being, development, and feedback, we build a strong and collaborative team spirit that propels Eutelsat forward.

Thank you for being on this journey with us.

Eva Berneke

Chief Executive Officer

3.1 Challenges and CSR policy

In compliance with Article L. 225-102-1 of the French Commercial Code and Decree No. 2017-1265 dated 9 August 2017 enacted for the application of Order No. 2017-1180 dated 19 July 2017 on the disclosure of non-financial information by some major companies and corporate groups, Eutelsat Group discloses its Non-Financial Performance Statement. To this end, it has collated information for

the items pertaining to its business, and in response to the non-financial risks classified under the following fields:

- social;
- environmental;
- societal.

3.1.1 Our CSR mission

In an ever-changing world, Eutelsat Group is committed to exemplary social and environmental responsibility. As the world's first GEO-LEO satellite operator, we are convinced that integrating these issues into our strategy is essential for our long-term success.

Guided by our ambitious mission, we are committed to:

- responsible use of space;
- bridging the digital divide;

- reducing our environmental impact;
- empowering our employees and promoting diversity.





In addition to our mission, we uphold the highest standards of governance, integrity, and ethics.

Our CSR commitment is at the heart of our identity, and we are determined to make a positive difference in the world.

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3.1.2 Our dashboard for our CSR targets

MISSION	APPROACH	TARGET	STATUS
 <p>RESPONSIBLE USE OF SPACE</p>	<p>Ensure that Eutelsat applies the highest levels of sustainability standards and regulations to our own operations. Protect dark and quiet skies by minimising the impact of the Eutelsat spacecraft.</p>	<p>1 Create zero debris in any protected region as result of Eutelsat GEO activities.</p>	<p>Zero debris created in 2023.</p>
	<p>Play a leading role in the development of higher and harmonised international standards and regulations for space operations which accommodate sustainability goals.</p>	<p>2 Become the first satellite operator to obtain the EU Safe Label Certification.</p>	<p>Eutelsat has been active in the consultation process for the new EU Space Law and is awaiting further details of the law in H2 2024.</p>
 <p>BRIDGING THE COMMUNICATIONS DIVIDE</p>	<p>Focus on the provision of video and connectivity services to educational, health and emergency service providers. Leverage opportunities from government and institutional actors to assist the deployment of services to these sectors.</p>	<p>3 Connect 1 million unconnected people in Africa by 2027.</p>	<p>700,000 user mark achieved by the end of June 24.</p>
	<p>Reduce the Eutelsat carbon footprint in compliance with the Paris Agreement.</p>	<p>4 Absolute carbon reduction of Scopes 1&2 of -50% by 2030 from a baseline of 2021.</p>	<p>On a like for like basis, which includes the carbon impact of OneWeb entities into the 2021 baseline, the Scope 1 & 2 carbon emission of Eutelsat Group 2023 (Market Based) decreased by -3.2% vs. 2021.</p>
 <p>ENVIRONMENTAL IMPACT</p>	<p>Work with our customers and suppliers to understand the full impact, across the value chain, of the services provided by Eutelsat, and the potential for reducing this impact.</p>	<p>5 A reduction in Carbon Intensity per Satellite MBit of -52% by 2030 from a baseline of 2021.</p>	<p>On a like for like basis, which includes the carbon impact of OneWeb entities into the 2021 baseline, the Scope 3 carbon intensity carbon emission of Eutelsat Group 2023 decreased by -39.4% vs. 2021.</p>
	<p>Focus on improving the gender diversity by increasing female representation at all levels of the company.</p>	<p>6 Eutelsat Group is targeting an increase in female representation within the workforce. A target for the new Group, horizon 2027, will be set in H2 2024.</p>	<p>As of 31 December, the female representation in Eutelsat Group's workforce was 28.6%.</p>
 <p>SOCIAL EMPOWERMENT</p>	<p>Ensure that employee feedback is regularly solicited, analysed and acted upon to ensure employee engagement in the working environment and culture of the company.</p>		

3.1.3 Governance and implementation of CSR

CSR holds a distinct position within the strategic and decision-making bodies of the Eutelsat Group. The CSR department reports directly to the Chief Strategy and Resources Officer to ensure CSR-related opportunities and risks are embedded in the Company's strategy. The CSR department works cross-functionally and is a regular agenda item at Board meetings, with support from the Board

CSR Committee. The Group's CSR governance structure operates on a top-down, bottom-up approach, ensuring that CSR is understood cross-functionally, and the Board and Executive Committee have adequate oversight of CSR in the Eutelsat Group, and CSR is embedded in Company strategy. The following outlines Eutelsat Group's CSR Governance Structure:



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3.1.4 Recommendations of the Task Force on Climate-related Financial Disclosures (TCFD)

In response to the merger with OneWeb and in alignment with our commitment to transparency and accountability, Eutelsat Group is enhancing its disclosures to meet the requirements of the Task Force on Climate-related Financial Disclosures (TCFD). As part of this effort, we are implementing additional measures to comply with listing rules for the London Stock Exchange (LSE). These new requirements encompass a comprehensive set of guidelines covering TCFD recommendations: governance, strategy, risk management, and metrics and targets related to climate-related financial disclosures. By adhering to these listing rules, we aim to provide investors with greater clarity and insight into our approach to managing climate-related risks and opportunities, thereby strengthening confidence in our business operations and long-term sustainability.

We report in line with the FCA Listing Rule LR 9.8.6(8), which requires us to report on a “comply or explain” basis against the TCFD recommendations and recommended disclosures in respect of the financial year ended 31 December 2023.

We consider our climate-related financial disclosures to be consistent with all of the TCFD recommendations and recommended disclosures and that they are therefore compliant with the requirements of Listing Rule LR 9.8.6(8).

Recommendations of the Task Force on Climate-related Financial Disclosures in the relevant chapters of the integrated report.

TCFD principles	Section in the 2023 Universal Registration Document
1. GOVERNANCE	
1.1. Describe the Board’s oversight of climate-related risks and opportunities.	Section 3.1.2
1.2. Describe management’s role in assessing and managing climate-related risks and opportunities.	Section 3.1.7
2. STRATEGY	
2.1. Describe management’s role in assessing and managing climate-related risks and opportunities.	Section 3.1.7
2.2. Describe the impact of climate-related risks and opportunities on the organisation’s businesses, strategy, and financial planning.	Section 3.1.7
2.3. Describe the resilience of the organisation’s strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	Section 3.4.1
3. RISK MANAGEMENT	
3.1. Describe the organisation’s processes for identifying and assessing climate-related risks.	Section 3.1.7
3.2. Describe the organisation’s processes for managing climate-related risks.	Section 3.1.7
3.3. Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organisation’s overall risk management.	Section 3.1.7
4. METRICS AND TARGETS	
4.1. Disclose the metrics used by the organisation to assess climate-related risks and opportunities in line with its strategy and risk management process.	Section 3.1.7
4.2. Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.	Section 3.4.3
4.3. Describe the targets used by the organisation to manage climate-related risks and opportunities and performance against targets.	Section 3.4.1

3.1.5 Dialogue with stakeholders

We recognise that the rapidly evolving digital landscape brings forth both opportunities and challenges for our organisation and stakeholders alike. In light of this, we are committed to fostering an ongoing dialogue with our stakeholders to better understand their perspectives and concerns, which will inform our decision-making processes. We prioritise understanding and meeting the expectations of our stakeholders, including customers, shareholders, employees, regulatory authorities, suppliers, local communities, and civil society organisations such as NGOs.

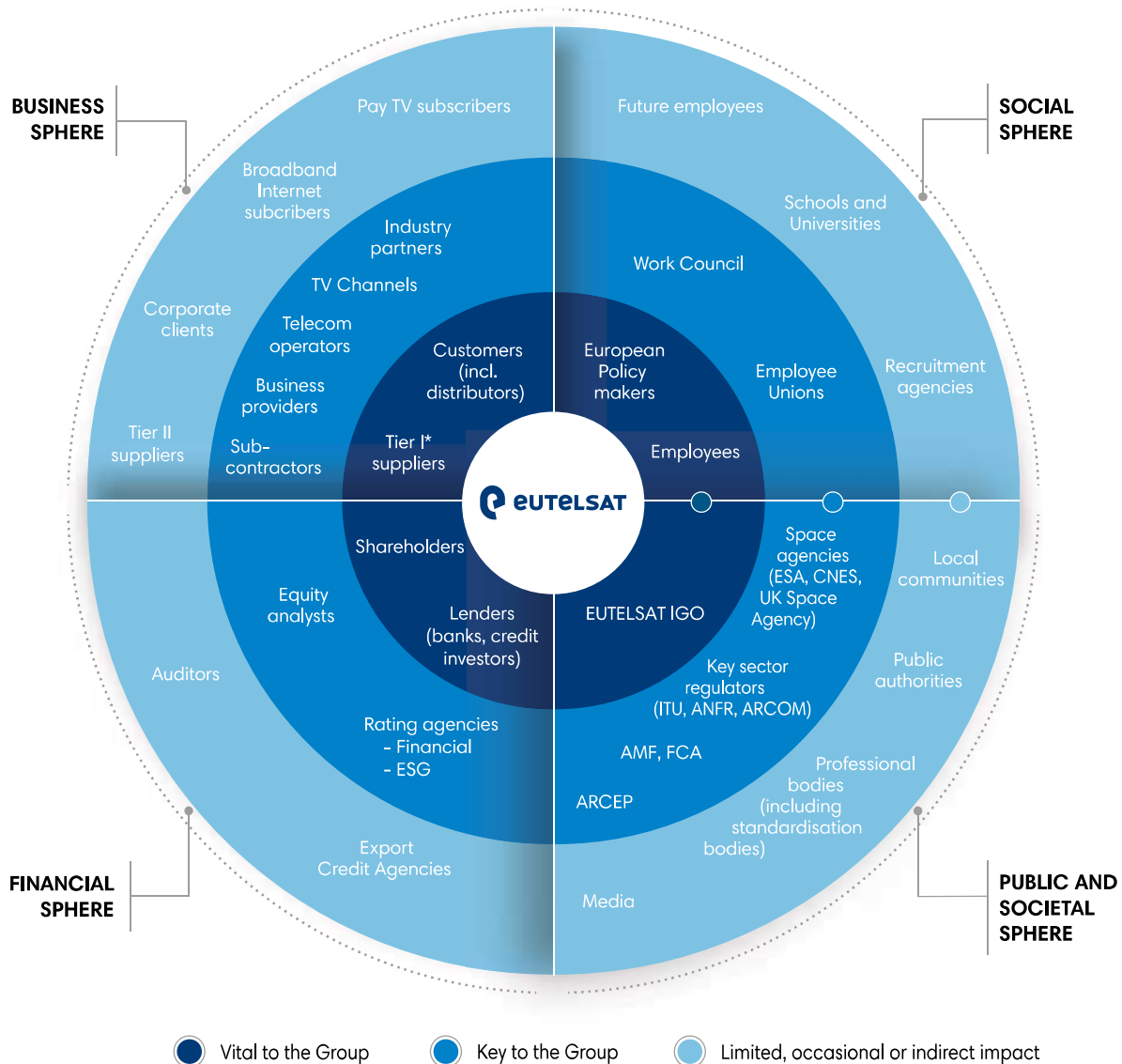
We employ various initiatives to regularly assess stakeholder perceptions, including:

- ▶ conducting materiality reviews for the Group (Eutelsat and OneWeb) to identify and prioritise key issues for stakeholders;
- ▶ conducting internal surveys and fostering employee engagement through suggestion mechanisms;
- ▶ regularly gauging customer satisfaction and perceptions through surveys and feedback mechanisms;

- ▶ engaging in ongoing dialogues with individual shareholders, mainstream investors, while also considering recommendations from extra-financial rating agencies;
- ▶ actively participating in dialogues with regulatory authorities and policymakers to ensure alignment with societal expectations and regulatory frameworks;
- ▶ collaborating with industry peers to exchange best practices and foster industry-wide initiatives;
- ▶ deploying feedback channels to facilitate communication of comments and complaints from stakeholders, with a particular focus on employees, customers, and local residents around our operational sites.

The Group's main stakeholders are identified in the following matrix. The identification and ranking of stakeholders are structured around their degree of impact on the Group, the influence they may have on Eutelsat's decisions and on Eutelsat's participation in the activities of these different groups.

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* Tier I suppliers mainly include satellite manufacturers, launchers, insurers, technology providers, suppliers of ground equipment.

► EUTELSAT IGO maintains a constant dialogue with the space community

Eutelsat maintains relations with the European Telecommunications Satellite Organization, EUTELSAT IGO, on environmental and social responsibility issues.

The intergovernmental organisation, EUTELSAT IGO, has permanent observer status with the United Nations Committee on the Peaceful Uses of Outer Space⁽¹⁾ (COPUOS) and as such participates in the meetings of the Committee and its two subcommittees, the Scientific and Technical Subcommittee (STSC) and the Legal Subcommittee (LSC) in Vienna (Austria).

The 61st session of the STSC in February 2024 decided that a new agenda item entitled “Dark and Quiet Skies, astronomy and large constellations: addressing emerging issues and challenges” will now be examined as a single issue until 2029. The working group on “Long-term sustainability of outer space activities” (LTS) organised its workshop on 6 February 2024 with the aim of raising awareness on sustainability of outer space activities and of illustrating key achievements made in line with the voluntary implementation of the 28 guidelines adopted in 2019 by COPUOS. Entities from both the public and private space sectors presented their key achievements covering regulatory, safety and scientific aspects. It was unanimously recognised that the use of space has changed who we are and to cope with the ongoing proliferation of space objects in all Earth-orbits and in order to mitigate the risk of collisions which could generate thousands of additional space debris, it was agreed that no one can do it alone. It was further acknowledged that capacity building activities and enhanced international cooperation were highly needed between States and the private actors of the space economy. The 63rd session of the LSC (April 2024) was tasked to examine how the five United Nations treaties on outer space are applied and promoted and to discuss how these could be adjusted and adapted to the current legal realities and new landscape. Views were also exchanged on “potential legal models for activities in the exploration, exploitation and utilisation of space resources”, “legal aspects of space traffic management” and on “the application of international law to small-satellite activities”. In June 2024, the Executive Secretary, Mr Piotr Dmochowski-Lipski, participated in the 67th session of COPUOS and followed matters of interest to the Organisation regarding *inter alia* “Spin-off benefits of space technology”, “Space and climate change”, “Ways and means of maintaining outer space for peaceful purposes”, “Space exploration and innovation” and the “Space2030” Agenda. At this session the support of EUTELSAT IGO on the role played by COPUOS and its subcommittees in maintaining and enhancing peaceful cooperation in outer space and in preserving space and Earth for future generations was reaffirmed.

Since its joint establishment in 2010 by two United Nations specialised agencies, the International Telecommunications Union (ITU) and the United Nations Educational, Scientific and Cultural Organization (UNESCO), the Broadband Commission for Sustainable Development⁽²⁾ has sought to promote the adoption of

effective and inclusive broadband policies and practices in countries around the world. As a Commissioner, the Executive Secretary has remained fully involved in the work of the Commission whose main objectives are to promote the importance of broadband on the international policy agenda, to devise practical strategies that advocate for the development of broadband infrastructure and services and to ensure that the benefits of these technologies are made accessible to all people worldwide. The Executive Secretary, participated in the Annual Fall Meeting of the Broadband Commission which took place on 16 September 2023 at the UN Headquarters in New York (USA). With more than 50 Commissioners and representatives, the meeting discussed the urge and actions needed to accelerate progress on SDGs and the Commission called for innovative investment models to bring together private and public stakeholders to deliver meaningful access and content to those most in need. The Commission released the 13th edition of its flagship publication the 2023 State of Broadband Report entitled “Digital connectivity a transformative opportunity”⁽³⁾ which features the state and trends in broadband deployment in the new post-pandemic environment, points to the persistent digital divide, the need for investment in broadband and of strategies to achieve universal connectivity. The Working group on Data for Learning chaired by UNESCO presented its findings and recommendations and released its final report.

EUTELSAT IGO has the status of International Organisation Operating Satellite Systems in all three sectors of ITU, which enables the Executive Secretary and the Secretariat to participate in ITU activities of relevance to the Organisation. As part of its monitoring of frequency management activities for Eutelsat’s space segment, the Organisation continues to follow and participate in the preparatory work of the World Radiocommunication Conference (WRC) and participated in the final conference (WRC-23) which convened in November and December 2023 in Dubai (United Arab Emirates). WRC-23 was the culminating point of a four year-preparatory process comprising a multi-stakeholder approach with governments, regulatory authorities, operators, suppliers, and international and regional organisations. The agenda of the WRC-23 updated the Radio Regulations which is the international treaty governing the use of the radio-frequency spectrum and satellite orbits, while ensuring the rational, equitable, efficient, and economical spectrum use by all radiocommunications services. WRC-23 laid the basis for technologies that would contribute to major changes in the digital economy in the future and adapted the agenda for the next conference which will take place in 2027. EUTELSAT IGO followed closely agenda items related to spectrum efficiency, interference and coordination for fixed-satellite service and broadcasting-satellite service. The Organisation considered that the results were satisfactory for the satellite industry in general and for the Eutelsat Group in particular. Given that satellite communications are entering a new era and becoming more strategically important, with new low-orbit and direct-to-device solutions, the Organisation and its Advisory Committee are hoping that the Company will continue to support a balance position between its interests and operations in the geostationary orbit and non-geostationary orbit.

(1) <https://www.unoosa.org>

(2) <https://www.broadbandcommission.org>

(3) <https://www.broadbandcommission.org/publication/state-of-broadband-2023/>

3.1.6 Materiality review

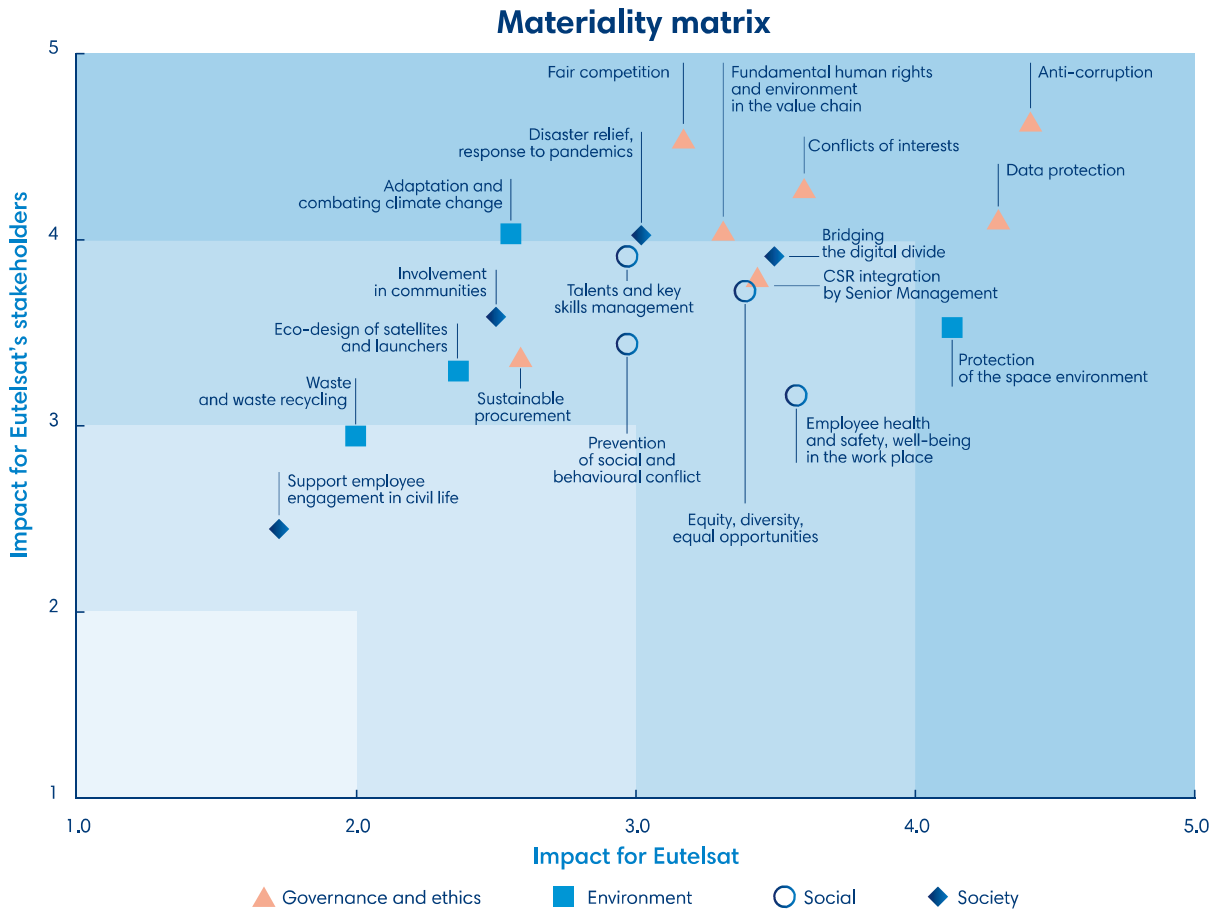
Eutelsat has conducted a materiality review showing the importance of CSR issues for its internal and external stakeholders and resulting in the CSR materiality matrix. We have constructed a three-dimensional matrix that provides us with valuable insights. The issues reviewed were selected and proposed by the CSR team based on an internal analysis of the non-financial risks, a consultation process on the CSR reference frameworks and the issues reported by companies in the same sector: Eutelsat's competitors, customers and suppliers.

This materiality matrix enabled the identification of Eutelsat's priority CSR issues and avenues for work and collaboration to be established

both internally and externally. These different issues were evaluated based on:

- ▶ their impact and importance for Eutelsat and its internal stakeholders;
- ▶ their impact and importance for Eutelsat's external stakeholders.

For the internal stakeholders, Eutelsat employees representing all the divisions and three members of the Executive Committee were consulted. External stakeholders consulted: customers, suppliers, shareholders and Board Members, NGOs, trade media, international agencies.



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For some of them, this exchange opened up prospects for further collaboration on the CSR issues discussed.

The non-financial risks and opportunities outlined in the following chapter are the risks and opportunities which have been deemed to be material for Eutelsat by all of its stakeholders.

The organisation put in place and the method used to identify and manage risks can also be found in Chapter 4.

In 2023, prior to the merger, OneWeb conducted a comprehensive evaluation of the primary CSR criteria affecting the company and

developed a draft materiality matrix identifying five critical impact areas:

- ▶ minimising trace in space;
- ▶ cybersecurity & national security;
- ▶ environmental impact from materials & construction;
- ▶ bridging the digital divide globally;
- ▶ eco-design of satellites.

Eutelsat Group is currently developing a double materiality matrix in accordance with the requirements of the Corporate Sustainability Reporting Directive (CSRD).

3.1.6.1 Material Risks

Certain non-financial risks, particularly those related to corruption, have a likelihood/occurrence ratio that identifies them as specific risk factors that are likely to have a significant impact on the Group's financial situation. They are therefore described and discussed in detail in Chapter 4.

Other non-financial risks are risks whose occurrence does not have a direct material impact on the Group's financial situation, even if the efficiency and performance of certain operations could be affected. These risks may affect Eutelsat or its stakeholders.

The organisation put in place and the method used to identify and manage risks is described in Chapter 4.

The risks associated with Climate change are described in Section 3.1.7 in accordance with the TCFD guidance.

The following non-financial risks have been ranked based on the scale of impact they could have on the Group.

Data Protection

The risk could have a material impact on the Group's activities.

Identification of the risk

The Group's information systems and/or teleports could be disrupted or fall victim to a cyber-attack, security breach or other malfunction and any interference with satellite signals may impact performance of satellites affecting operations or quality of service.

Risk management and monitoring

The Group has established the role of Chief Information Security Officer (CISO) to oversee cybersecurity. Reporting to the General Counsel, the CISO is responsible for leading all aspects of cybersecurity and developing and implementing a comprehensive security program to protect the company's assets and business processes. The CISO collaborates with the IT and satellite engineering teams to ensure the program aligns with business interests and best practices.

Eutelsat has also hired a dedicated engineer for the "IA-Pre program," which establishes new cybersecurity requirements for commercial satellite communications providers working with the U.S. military. This engineer is tasked with developing the necessary procedures to ensure compliance with these requirements.

Eutelsat recognises the importance of heightened cybersecurity standards and is committed to the following processes:

- ▶ France and Europe: Full compliance with ISO 27001, NIS2, and LPM ("Loi de programmation militaire");
- ▶ USA: Compliance with NIST 800-53 and the IA-Pre Program.

Protection of the space environment

This risk could have a material impact on the Group's activities.

Identification of the risk

With the increasing number of communications satellites in space, the issue of end-of-life of satellites and the potential debris generated in the process, is becoming increasingly relevant. A collision between our satellites and certain types of space debris could lead to considerable damage to our satellites, thus affecting the Group's operations and leading to substantial financial losses.

Risk management and monitoring

Positioned in geostationary orbit for an average period of 15 years, the satellites operated by Eutelsat do not belong to the category that generates the most debris, unlike those in low or medium orbit. Nevertheless, Eutelsat has made a number of commitments and adopted procedures to re-orbit satellites reaching end-of-life and reduce the risk of pollution in space. When they reach end-of-life, we, then, reposition our satellites more than 200 km beyond geostationary orbit, thereby respecting the international guidelines.

Employee's health and safety, well-being in the workplace

This risk could have a moderate impact on the Group's activities.

Identification of the risk

Some of Eutelsat's activities, mainly at the teleports, may expose its employees or sub-contractors to various risks (installation and maintenance of equipment in teleports, exposure to electromagnetic waves, etc.).

Non-respect of the regulations or lack of measures relating to safety and quality of life in the workplace would cause accidents in the workplace which may have legal, operational and reputational consequences.

Risk management and monitoring

Pursuant to French law, Eutelsat has implemented the Comprehensive Risk Assessment Document (DUERP) to evaluate professional risks, which lists all the risks for the Issy-les-Moulineaux sites and the Paris-Rambouillet teleport. This document has been adapted following the Covid-19 public health crisis. A health and retirement scheme are available to all employees. For employees present at the teleport, training is provided on the risk of exposure to electromagnetic waves and testing is frequently carried out at the level of the installations.

Talents and key skills management

This risk could have a moderate impact on the Group's activities.

Identification of the risk

Eutelsat operates within a competitive environment, which is constantly changing due to technological developments in the telecommunications sector and the arrival of new market entrants. Eutelsat could have difficulty in recruiting talented people and training employees in new skills enabling the Company to remain competitive and innovative.

Risk management and monitoring

With the One Eutelsat (corporate culture and professionalised management) and the Great Place to Work and Denison culture surveys (360° management and employee engagement) programmes, Eutelsat focuses for several years on the management of key talent and employee engagement. Talent management also draws on the new HR Information System for talent identification and succession planning. Under the guidance of the Human Resources Department, the programme is periodically presented to the Executive Committee.

Anti-corruption

This risk could have a material impact on the Group's activities.

Identification of the risk

The Group operates in a highly regulated industry and could be exposed to the risk of non-compliance with the laws and regulations applicable to it, notably with regard to the fight against corruption and influence peddling, economic sanctions, export laws, listing regulations, tax, the protection of personal data and competition law.

Risk management and monitoring

During the fiscal year, the Group has continued to strengthen its anticorruption and influence peddling programme designed to prevent and detect acts of corruption within the Group, notably by:

- updating the Whistleblowing policy and the online reporting tool, to ensure its compliance with the Wasserman law, enabling anonymous whistleblowing reports, integration of the reporting tool to OneWeb employees and creation of a dedicated channel for Italian subsidiaries;
- strengthening and improving the internal compliance network in charge of developing the compliance culture locally following OneWeb integration monitoring the effectiveness of the Group's processes and reporting on any vulnerabilities detected.

Continuing the actions undertaken as part of the implementation of the measures prescribed by the Sapin II Act, in accordance with the latest recommendations of the AFA, notably: (i) the intensification of the training programme, conducted with employees in France and abroad in 2023; (ii) the regular updating of internal policies on ethics and compliance; and (iii) Internal Control Department had a targeted focus on gifts and invitations, Sponsoring and Lobbyism topics to assess the effectiveness of the programme on those matters

3.1.6.2 Material Opportunities

This section outlines the key opportunities identified through our materiality matrix. These opportunities highlight areas where we can create significant value and drive sustainable growth. For detailed information on climate and adaptation, please refer to Section 3.1.7.1.

Bridging the digital divide

Eutelsat is a key player in the effort to bridge the "digital divide", which refers to discrepancies in access to information and communication technologies (ICTs), specifically to Internet and TV broadcasting. Downgrading of the services offered by Eutelsat, in particular for free-to-air television broadcasting or the provision of bandwidth, could widen these discrepancies.

The Group's policy in this area serves three purposes:

- provide Internet access to individuals, businesses and government agencies located in areas with little or no coverage by terrestrial networks;
- meet specific needs by fulfilling the public policy objectives of digital inclusion;
- promote access to free-to-air television for all homes.

Environmental protection

Eutelsat recognises the importance of caring for the environment, both on Earth and in Space. The company can leverage this commitment to environmental protection as an opportunity for differentiation. By placing the protection of the environment at the heart of its decision-making process, Eutelsat can establish itself as a responsible and sustainable player in the industry.

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3.1.7 Climate Risks

Climate risks are managed as part of the overall risk management process of the Group as explained in Section 4.

However, and in accordance with the TCFD guidance, a more detailed explanation of the risks associated with Climate change, taken from the company risk register, is shown below.

3.1.7.1 Physical Risks

Description	Consequences	Action Plan
<p>Short term: Risks to our physical sites, teleports, and gateways, from more extreme storm events, and the increasing frequency and severity of wildfires.</p> <p>Long term: Sea level rises could impact our sites located in coastal regions.</p>	<p>Impacts to the teleport and gateways, could cause outages, including loss of customer service. In extreme cases, the ability to control the satellite fleet could be impaired.</p>	<p>The physical risk to our sites is mitigated by implementing redundancy across the operations. Particular attention is paid to satellite control infrastructure to ensure that full operations can be maintain in the case of the unavailability of individual or even multiple sites.</p>

3.1.7.2 Transition Risks

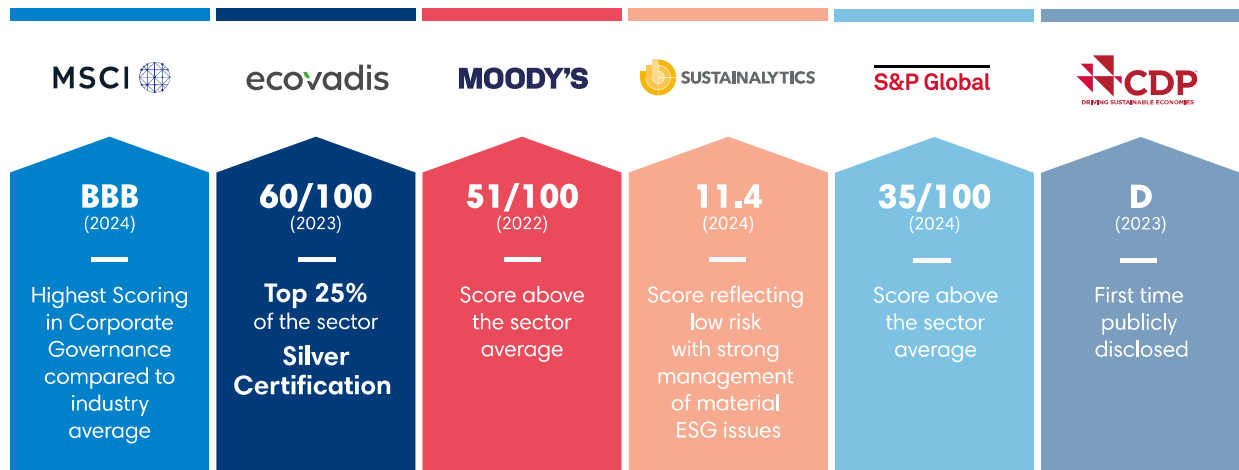
Description	Consequences	Action Plan
<p>Many stakeholders, but significantly investors, customers and future employees are demanding of a transition plan from Eutelsat, with some requiring third-party validation (e.g. SBTi).</p> <p>New legislation, including the EU CSR Reporting Directive (CSRD), aims to encourage and facilitate company transitions and will require more detailed and frequent reporting and auditing on environmental actions and performance. Compliance with such reporting will be essential.</p>	<p>Without a clear company plan to manage climate transition, including compliance with all relevant legislation, the company risks being excluded from certain financial, commercial, and employment markets.</p>	<p>The company shall ensure detailed measurement and reporting of its environmental performance, including its carbon footprint, at a minimum on an annual basis. It shall define clear carbon reduction targets in line with the Paris Agreement and submit these targets, along with the associated action plans, for external review. Additionally, the company shall externally communicate its environmental performance, targets, and progress on the action plans for carbon reduction.</p>

3.1.7.3 Opportunities

Description	Consequences	Action Plan
<p>Satellite technology is a low-carbon solution for certain services, such as mass video distribution, and could play a significant role in the decarbonisation of the IT and content distribution sectors.</p> <p>Reducing electrical consumption at our facilities or increasing our autonomous energy generating capacity from solar panels improves our energy independence and reduces operating costs.</p> <p>By taking a leading role in the industrial sector's decarbonisation efforts, the company can enhance its reputation and positive exposure, particularly in comparison with key competitors.</p>	<p>Potential for revenue growth exists if content distribution by satellite becomes part of the solution to decarbonise the sector.</p> <p>Reduced operating costs from energy consumption at company facilities.</p> <p>Potential revenue growth from a clear distinction between the company's positive engagement compared to competitors.</p>	<p>Participate in sector initiatives involving our customers and equipment suppliers in the video content distribution sector to identify levers for decarbonisation within the industry.</p> <p>Develop and implement a plan to reduce energy consumption and switch to green energy sources at our facilities.</p> <p>Engage fully, collaboratively, and positively in all space industry initiatives to understand and mitigate the environmental impact of the sector.</p>

3.1.8 Evaluating impact: Eutelsat ESG ratings

► An overview of Eutelsat's non-financial scores



Eutelsat has also obtained other scores in recognition of its sustainable development efforts. The Company obtained a score of 88/100 in the Gender Equality Index, placing Eutelsat among the leading companies for equality and diversity.

3.1.9 European green taxonomy

Pursuant to the European Regulation 2020/852 of 18 June 2020 on the establishment of a framework to facilitate sustainable investment in the European Union, and its appendices, as well as the Commission Delegated Regulation of 6 July 2021, Eutelsat is carefully assessing its eligibility and the appropriate method for reporting its activities.

Eutelsat has assessed applicable activity and alignment against six environmental objectives:

- climate change mitigation;
- climate change adaptation;
- sustainable use and protection of water and marine resources;
- transition to a circular economy, waste prevention, and recycling;

- pollution prevention and control;
- protection and restoration of biodiversity and ecosystems.

Following our assessment, and given the nature of the Eutelsat telecommunication activities, Eutelsat considers that there is currently no significant activity to report in terms of revenues or Opex.

However, in terms of Capex, Eutelsat has undertaken investments in the installation of solar panel systems at its teleports, which are considered aligned. The overall alignment, represented as a percentage of the total Capex, remains minimal. Nevertheless, Eutelsat will continue to be attentive to market practices in order to adjust its positioning if appropriate.

A summary of the Capex activity alignment is shown below.

Activity	% Capex Aligned (% of total Capex)	Type of expenditure undertaken by Eutelsat
7.6 Installation, maintenance and repair of renewable energy technologies	0.2%	Purchase and installation of solar panel systems at the company teleports for the generation of green energy.
TOTAL	0.2%	

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Substantial Contribution Criteria

The Group has reviewed all its activities identified as eligible with regard to the substantial contribution criteria.

Regarding activity 7.6, the activity identified was the Capex spent during the financial year to install solar panel systems at the company owned teleports. These solar panel systems provide on-site green energy which is consumed directly at the teleport concerned and which reduces the consumption of electricity from the grid power supplier. All of the Capex identified during the year is identified as giving a substantial contribution.

Calculation of % Alignment of Capex

The % Alignment of the Capex is calculated as the percentage of Capex spent on the aligned activity within the Financial Year against the total group Capex for the financial year in question.

Does Not Significantly Harm (DNSH) Criteria

For the other criteria of "do no significant harm", the Group has made an assessment and does not at this time identify any activities within this category however Eutelsat will update and strengthen the alignment assessment during the Financial Year 2024-25.

► Summary Table – Revenue

Financial Year N	Year		Substantial contribution criteria							DNSH criteria (Does Not Significant Harm)						Minimum safeguards	Proportion of Taxonomy-aligned (A.1) or eligible (A.2) turnover year N-1	Category enabling activity	Category transitional activity
	Code	Turnover	Proportion of turnover, year N	Climate Change Mitigation	Climate Change Adaptation	Water	Pollution	Circular Economy	Biodiversity	Climate Change Mitigation	Climate Change Adaptation	Water	Pollution	Circular Economy	Biodiversity				
Economic activities	€M	%	%	%	%	%	%	%	%	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	%	E	T
A. TAXONOMY-ELIGIBLE ACTIVITIES (%)																			
A.1 Environmentally sustainable activities (Taxonomy-aligned)																			
Turnover of environmentally sustainable activities (Taxonomy-aligned) (A.1)	N/A	0	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A		
Of which enabling	N/A	0	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	E	
Of which Transitional	N/A	0	0.0%	0.0%							N/A	N/A	N/A	N/A	N/A	N/A	N/A		T
A.2 Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)																			
Turnover of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)	N/A	0	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%								N/A		
TOTAL (A.1+A.2)	N/A	0	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%								N/A		
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES (%)																			
Turnover of Taxonomy-non-eligible activities	N/A	1,213.00	100%																
TOTAL (A+B)	N/A	1,213.00	100%																

	Proportion of turnover/ Total turnover	
	Taxonomy-aligned per objective	Taxonomy-eligible per objective
CCM	0%	0%
CCA	0%	0%
WTR	0%	0%
CE	0%	0%
PPC	0%	0%
BIO	0%	0%

► Summary Table – Capex

Financial Year N	Year			Substantial contribution criteria						DNSH criteria (Does Not Significant Harm)						Minimum safeguards	Proportion of Taxonomy-aligned (A.1) or eligible (A.2) Capex year N-1	Category enabling activity	
	Code	Capex	Proportion of Capex, year N	Climate Change Mitigation	Climate Change Adaptation	Water	Pollution	Circular Economy	Biodiversity	Climate Change Mitigation	Climate Change Adaptation	Water	Pollution	Circular Economy	Biodiversity			Y/N	%
Economic activities	€M		%	%	%	%	%	%	%	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	%		
A. TAXONOMY-ELIGIBLE ACTIVITIES (%)																			
A.1 Environmentally sustainable activities (Taxonomy-aligned)																			
Installation, maintenance and repair of renewable energy technologies	7.6	1.1	0.2%	100%	0.0%	0.0%	0.0%	0.0%	0.0%	Y	Y	Y	Y	Y	Y	Y	N/A		E
Capex of environmentally sustainable activities (Taxonomy-aligned) (A.1)	N/A	1.1	0.2%	100%	0.0%	0.0%	0.0%	0.0%	0.0%	Y	Y	Y	Y	Y	Y	Y	N/A		
Of which enabling	N/A	0	0.2%	100%	0.0%	0.0%	0.0%	0.0%	0.0%	Y	Y	Y	Y	Y	Y	Y	N/A		E
Of which Transitional	N/A	0	0.0%	0.0%						N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A		T
A.2 Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)																			
Installation, maintenance and repair of renewable energy technologies	7.6	0	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%								N/A		
Capex of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)	N/A	0	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%								N/A		
TOTAL (A.1+A.2)	N/A	1.1	0.2%	100%	0.0%	0.0%	0.0%	0.0%	0.0%								N/A		
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES (%)																			
Capex of Taxonomy-non-eligible activities	N/A	462.1	99.8%																
TOTAL (A+B)	N/A	463.2	100.0%																

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	Proportion of Capex/ Total Capex	
	Taxonomy-aligned per objective	Taxonomy-eligible per objective
CCM	0.2%	0.2%
CCA	0%	0%
WTR	0%	0%
CE	0%	0%
PPC	0%	0%
BIO	0%	0%

► Summary Table – Opex

Financial Year N	Year		Substantial contribution criteria							DNSH criteria (Does Not Significant Harm)					Minimum safeguards	Proportion of Taxonomy-aligned (A.1) or eligible (A.2) Opex year N-1	Category enabling activity	Category transitional activity			
	Code	Opex	Proportion of Opex, year N	Climate Change Mitigation	Climate Change Adaptation	Water	Pollution	Circular Economy	Biodiversity	Climate Change Mitigation	Climate Change Adaptation	Water	Pollution	Circular Economy					Biodiversity		
Economic activities	€M	%	%	%	%	%	%	%	%	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	%	E	T		
A. TAXONOMY-ELIGIBLE ACTIVITIES (%)																					
A.1 Environmentally sustainable activities (Taxonomy-aligned)																					
Opex of environmentally sustainable activities (Taxonomy-aligned) (A.1)	N/A	0	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A		
Of which enabling	N/A	0	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	E			
Of which Transitional	N/A	0	0,0%	0,0%						N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A		T		
A.2 Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)																					
Opex of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)	N/A	0	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%								N/A				
TOTAL (A.1+A.2)	N/A	0	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%								N/A				
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES (%)																					
Opex of Taxonomy-non-eligible activities	N/A	494,1	100%																		
TOTAL (A+B)	N/A	494,1	100%																		
Proportion of Opex/ Total Opex																					
				Taxonomy-aligned per objective	Taxonomy-eligible per objective																
CCM			0%	0%	0%																
CCA			0%	0%	0%																
WTR			0%	0%	0%																
CE			0%	0%	0%																
PPC			0%	0%	0%																
BIO			0%	0%	0%																





3.1.10 Eutelsat’s contribution to the United Nations sustainable development goals

As an active participant in the United Nations Global Compact since 2019, Eutelsat makes significant contributions towards advancing 9 Sustainable Development Goals (SDGs). Through our commitment to sustainable operations, we strive to address the evolving needs of society while actively working towards achieving these important global objectives.



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Goals	Achievements
 <ul style="list-style-type: none"> ▶ 4.3 Vocational training and higher education ▶ 4.4 Skills and access to employment ▶ 4.7 Education in sustainable development ▶ 4.a Accessibility of educational establishments 	<ul style="list-style-type: none"> ▶ Individual annual training plan proposed for all employees during their year-end assessment ▶ Support for associations and foundations in promoting the sciences, technology, engineering, and mathematics (STEM) and the related professions ▶ Promote access to education via governmental cooperation to facilitate access to digital in schools ▶ Apprenticeship tax collected to schools and institutions that focus on promoting education for learners in need of a second chance
 <ul style="list-style-type: none"> ▶ 5.1 End all forms of discrimination ▶ 5.5 Ensure full participation in and access to senior executive positions ▶ 5.b Technology and automation ▶ 5.c Gender equality policy 	<ul style="list-style-type: none"> ▶ Gender equality, diversity and inclusion as key priorities for the Group’s social policy ▶ One third of the Executive Committee is composed of women ▶ Deployment of a plan to promote professional equality and quality of life in the workplace ▶ Support for the <i>Women In Aerospace</i> and <i>Elles bougent</i> associations, Signatory of the #StOpE initiative, combating everyday sexism in the workplace ▶ Awareness-raising of 100% of the employees in France to stereotyping and discrimination in the workplace
 <ul style="list-style-type: none"> ▶ 8.2 Economic productivity ▶ 8.4 Resource efficiency ▶ 8.5 Full and productive employment, and decent work ▶ 8.6 Promote youth employment and training ▶ 8.8 Labour rights and safe and secure working environments 	<ul style="list-style-type: none"> ▶ Signature of collective agreements to improve employee well-being at work ▶ Signature of a charter promoting the employment of young people in the Issy-les-Moulineaux municipality (Group headquarters) ▶ Internship and work study programmes for young adults in the workforce ▶ Denison and Great Place To Work engagement surveys
 <ul style="list-style-type: none"> ▶ 9.1 Develop sustainable, resilient and inclusive infrastructures ▶ 9.4 Upgrade infrastructure and sustainable industrialisation ▶ 9.5 Innovation, research and development ▶ 9.c Increase access to information and communications technologies 	<ul style="list-style-type: none"> ▶ Bridging the digital divide by connecting individuals who need it the most ▶ Implementation of the Space Debris Mitigation Plan (to reduce space debris) covering satellite station-keeping operations, satellite repositioning on geostationary orbit, measures in the event of anomalies, inclined orbit operational strategies and end-of-life operations ▶ Founder member of the Net Zero Space initiative set up by the Paris Peace Forum for the creation of a sustainable space environment by 2030, signatory of the ESA’s Joint Statement for a responsible space sector ▶ Sponsor of the NGO Télécoms Sans Frontières ▶ Platinum score in Space Sustainability Rating for Eutelsat Group’s first Generation (Gen 1) OneWeb LEO constellation
 <ul style="list-style-type: none"> ▶ 10.2 Empower and promote inclusion ▶ 10.3 Ensure equal opportunity 	<ul style="list-style-type: none"> ▶ Delivering 2,400 free-to-air TV channels ▶ Eutelsat’s pledge to the ITU Partner2Connect Digital Coalition ▶ Policy aimed at bridging the communications divide in regions where access to terrestrial networks is limited or does not exist ▶ Collaboration with the different governments to promote Internet access and digital inclusiveness

	Goals	Achievements
	<ul style="list-style-type: none"> ▶ 13.2 Climate policy 	<ul style="list-style-type: none"> ▶ By 2030, a 50% reduction in energy-related greenhouse gas (GHG) emissions within Scopes 1+2 ▶ Officially pledged to the Science Based Targets initiative (SBTi) in 2024 ▶ Increase in electricity produced from solar panel systems ▶ ISO 14001 certification for the teleports in Caniçal (Portugal), Cagliari and Turin (Italy), certification of the Paris-Rambouillet (France) teleport in progress ▶ Improvement in building energy efficiency ▶ Energy sobriety plan implemented at headquarters ▶ Hermosillo's teleport awarded Green Teleport Program by the World Teleport Association in 2024
	<ul style="list-style-type: none"> ▶ 15.1 Conserve and restore terrestrial and freshwater ecosystems 	<ul style="list-style-type: none"> ▶ At the Paris-Rambouillet teleport, 85 hectares of lands are used for organic agriculture purposes ▶ At the Caniçal teleport, wastewater generated from the annual antenna cleaning, necessary for lubrication and salt removal, is carefully contained to prevent soil pollution. Moreover, emphasis is made on natural, green environments in outdoor spaces with abundant bushes and trees. Eutelsat Madeira has been awarded first place for its environmental performance in 2023 by the Government of Madeira
	<ul style="list-style-type: none"> ▶ 16.5 Reduce corruption ▶ 16.6 Strong institutions ▶ 16.7 Inclusive decision-making ▶ 16.10 Ensure access to information and protect fundamental freedoms 	<ul style="list-style-type: none"> ▶ Anti-corruption Training proposed to all employees ▶ Actions in place to combat deliberate jamming ▶ Delivering 2,400 free-to-air TV channels ▶ Signatory to the United Nations Global Compact since 2019 ▶ Group's statement on controversial weapons policy
	<ul style="list-style-type: none"> ▶ 17.8 Scientific and technological capacity-building ▶ 17.10 Equitable multilateral trading system ▶ 17.17 Multi-player partnerships 	<ul style="list-style-type: none"> ▶ Collaboration with private and public players within the framework of our digital inclusion policy ▶ Purchasing policy put in place respecting the international standards on corruption and business ethics ▶ Permanent dialogue with the EUTELSAT IGO international organisation ▶ Member of the Global Satellite Operators Association

3.2 Integrity and ethics

3.2.1 Commitment of the governing body

Integrity and ethics are key priorities for the Group. This is reflected in the governing body's commitment to fighting corruption and all forms of unethical business practices. It is demonstrated by all the actions and measures put in place not only to prevent and detect corruption or influence peddling, but also to ensure compliance with regulations on personal data protection and other relevant laws.

The Group has a Compliance function, reporting to the Company Secretary and tasked, amongst other things, with developing a programme to ensure compliance to the law, illustrating the Group's ongoing commitment to ethical business practices. Following the

merger with OneWeb, the Compliance function has eight full-time employees in France, the United Kingdom, the United States of America, and Jordan, headed by a Group Chief Compliance Officer in France.

► Key integrity and ethics commitments

During the fiscal year, the Group made key commitments to strengthen relationships with our stakeholders in accordance with our principles of ethics and loyalty for integrity and ethics.

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3.2.2 Compliance policy

3.2.2.1 Compliance regarding the fight against corruption and influence peddling

During the financial year and in compliance with the relevant global anti-corruption laws, including the French Sapin II Act, the Group continued to strengthen its compliance policy aimed at preventing and detecting cases of corruption and influence peddling, and to roll out the programme by taking the actions outlined below.

Action plans are approved and regularly reviewed by the Audit, Risks and Compliance Committee.

Development and regular updating of internal policies regarding ethics and compliance

The Group is committed to upholding the highest ethical standards in all the countries where it operates. In order to formalise this commitment and ensure consistent enforcement across all Group entities, internal ethics and compliance policies have been developed and are regularly updated. This set of anti-corruption guidelines is periodically enhanced to address risks identified through the mapping of corruption and influence peddling risks lastly updated in 2023. An extension process of the current risk map will be undertaken during the next fiscal year to integrate the legacy One Web scope.

The Group has a practice of not providing financial or in-kind political contributions. None were made or paid during the financial year. Eutelsat has been registered on the European Union Transparency Register since 2012, and currently has the equivalent of full-time employees dedicated to activities within the scope of the Register.

During the financial year, the Compliance department collaborated with the IT Department to strengthen the two internal tools in place regarding the reporting of conflicts of interests' situations and the exchange of hospitalities, in accordance with the relevant procedures.

The intranet was also improved to strengthen the accessibility and the comprehension of the global Compliance programme.

Extension and automation of due diligence on third parties

During the fiscal year, the Group maintained its efforts on pre-contractual due diligence with respect to third parties. In the past financial year, a total of 1,711 World-Check verifications⁽¹⁾ were conducted.

Third parties are classified into different categories based on their level of risk such as geopolitical, international sanctions, trade compliance, corruption, reputational, etc. They are categorised and analysed according to their risk level. To maintain comprehensive control, annual due diligence processes are conducted for the top 10 suppliers and top 10 clients, ensuring thorough assessments are performed.

In-depth investigation reports may be requested from specialised consultants from time to time.

Integration of the internal whistleblowing mechanism

The Group uses a whistleblowing platform, managed by PeopleInTouch, which incorporates the requirements of Directive (EU) 2019/1937 concerning the protection of whistleblowers and its transposition into French Law (Waserman law). This mechanism promotes the collection of reports and ensures the safeguarding whistleblowers' protection and anonymity. It is available in multiple languages and is supported by whistleblower hotlines in the regions where Eutelsat operates. This tool was extended to OneWeb employees and now operates on a Group level. In parallel, a specific whistleblowing channel was created for Italian subsidiaries to comply with Italy's legal and regulatory requirement in this matter.

The whistleblower hotline ensures the utmost confidentiality of notifications and is available 24/7 in all countries where the Group operates. Regular testing of the hotline is conducted by the Compliance team.

An updated dedicated fact sheet has been published to strengthen access and comprehension of the SpeakUp platform, which includes a QR Code for direct usage when necessary. This QR Code is directly linked to the reporting mechanism.

(1) Comparison with the previous year's figures is not meaningful as the methods used to identify the assessed third parties changed during the financial year.

During the previous financial year, a total of 26 whistleblower reports were received, all through the official platform. Among these reports, 24 encompass Legacy Eutelsat scope and two encompass the OneWeb scope.

There are no active cases of corruption under investigation by relevant public bodies.

Training programme

The training programme for combating corruption and influence peddling, known as the "Compliance Academy" is structured into three levels. The first level is designed for all current employees of the Group. The second level is conducted on an *ad hoc* and targeted basis, focusing on employees who are most exposed to corruption risks, to ensure their continuous knowledge maintenance and updates. The third level is specifically tailored for the Executive Committee. Attendance of all three levels of training are mandatory.

Mandatory online training campaigns are conducted in annual cycles for all employees of the Group to ensure a consistent level of awareness and regular updates. In 2022, the Compliance team developed new e-learning content in collaboration with HR to incorporate the 2023 training into the new Eutelsat in-house e-learning platform. The training was then launched in early 2023. Special training sessions were conducted for employees who are particularly exposed to the risk of corruption including Area Managers, Regional Vice Presidents, and individuals in corporate roles such as Purchasing, Credit Management, Legal and Finance, totaling approximately 150 individuals. These on-site training sessions covered two main areas: international sanctions and situations involving risks, such as contracts with intermediaries, commercial agents, gifts, invitations and conflicts of interest.

One session was targeted at MENA employees, one session was targeted at headquarters' employees, and a last one was launched during Eutelsat Group Video Days. Overall, there was a 92% participation rate.

Internal Audit Department's actions

The Internal Audit department conducted several audits throughout the fiscal year to assess the effectiveness of the mechanism implemented to prevent and combat corruption and influence peddling. These reviews were aligned with the pillars of the French Sapin II Act. The evaluations included identifying the most significant intermediaries operating within the Group to evaluate their compliance with company policies, procedures and the Sapin II law. Additionally, a level 3 was conducted on the control programme rolled out by the Internal Control department.

Responses to the questionnaire published by the French Anti-Corruption Agency (hereinafter "AFA")

To ensure full compliance with the Sapin II Law and the French Recommendations Guidelines, the Group maintains up-to-date

responses to the AFA questionnaire. This questionnaire consists of 200 questions that pertain to the Company's anti-corruption mechanism.

3.2.2.2 Compliance regarding personal data protection

Throughout the year, the Group continued to implement its policy to ensure compliance with regulations on personal data protection, in particular Regulation (EU) 2016/679 dated 27 April 2016 ("GDPR") and French Act No. 78-17 dated 6 January 1978 as amended (referred to as the "*Loi Informatique et Libertés*").

At the organisational level, the function of Personal Data Protection Officer (DPO) coordinates an internal network of correspondents within the subsidiaries and operational divisions. The Chief Compliance Officer is the Group's contact person for Data Privacy matters.

The correspondents within the network have undergone specialised training sessions organised by the DPO or outside counsels. This network ensures that the correspondents are consistently informed about data protection matters, enabling the circulation of information so that personal data protection and cybersecurity issues can be addressed at an early stage of any project.

The Group uses a web-base platform that facilitates the maintenance of the data processing register. This tool will enhance the Group's ability to manage and track data processing activities effectively.

Fact sheets, along with standard clauses tailored to the qualification of the parties, have also been developed and distributed to relevant internal stakeholders. These fact sheets provide guidance and instructions on personal data-related contractual matters. The Compliance Department assists the Legal Affairs and the Operational teams in addressing contractual issues related to personal data and provides support in the event of any data breaches.

The DPO has developed an internal policy on the protection of personal data, which has been posted on the Intranet. This policy serves to outline the Group's responsibilities and obligations under data protection regulations, fostering a culture of data protection compliance and governance within the Group. In addition, the Group has implemented cookie policies on its websites to provide transparency and information about the use of cookies to website visitors.

Procedures have been established to address personal data breaches, allowing the DPO and the Compliance department to document such cases and make the required notifications. In cases where necessary, the Chief Compliance Officer collaborates closely with the DPO and the Information Systems Security Officer.

3.2.2.3 Cybersecurity respect and reinforcement

To respond to the ever-growing issues surrounding cybersecurity, the Group applies substantial measures in this area. Since 2019, Eutelsat has thus deployed an Information System Security Policy together with an action plan to maintain an optimal level of cybersecurity.

To this end, the Group has implemented the security measures recommended by the European Network and Information Security

Agency (ENISA), which ensure the same high level of security for all the information systems used by operators of essential services. Furthermore, the personal data protection policy is made available to all employees over the intranet portal.

Additionally, to ensure the highest level of security practices and protections, all of the principal operational entities of the Group have achieved and continue to successfully maintain ISO 27001 certification.

The full list of ISO 27001 certifications is shown below:

Site	Scope	ISO 27001 Status
Iztapalapa & Hermosillo Teleports – Mexico	The information systems that support the processes of satellite and payload operations, communications monitoring, and ground station control systems.	Certified since July 2012
Rambouillet Teleport – France	The information security management system (ISMS) of Eutelsat S.A. applies to the provision of customer support for the use of satellite capacity, Rambouillet Teleport management, implementation and operations of managed services. Security of remote payload monitoring sites, points of presence and teleports.	Certified since July 2013
Satellite Operations – Company HQ Paris – France	The information security management system (ISMS) of Eutelsat S.A. applies to satellite on-station control and operations (LEOP). Satellite ground control systems: definition, development, procurement, deployment, operations and maintenance of the associated software, computer systems and networks and human resources. Security of all ground stations for Geostationary satellite operations.	Certified since November 2014
Cagliari Teleport – Italy	Design, implement, delivery and support of video and data connectivity services on behalf of Eutelsat Group. Management of the Cagliari teleport.	Certified since July 2017
Turin Teleport – Italy	Design, implement, delivery and support of video and data connectivity services on behalf of Eutelsat Group. Management of the Turin teleport.	Certified since July 2017
Canical Teleport – Madeira	Design, implementation, operation and maintenance of telecommunication equipment and infrastructure for satellite managed services.	Certified since November 2021

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Awareness-raising and training

In 2023, 1,016 of the Group’s employees followed a cybersecurity training programme, within the framework of the ISO 27001, making them aware of the procedures in place and giving them the tools required to protect their data.

3.2.3 Governance

In terms of governance, the Group Compliance Department has established and continues to coordinate an internal network of correspondents to facilitate the implementation of the compliance programme across all entities of the Group. These correspondents, who are primarily the Heads of Legal Affairs in certain entities, play a crucial role in implementing local compliance actions, monitoring their effectiveness, and reporting any identified weaknesses. To ensure effective communication and collaboration, quarterly meetings for the members of this internal network are organised, primarily using the Teams platform, allowing for regular updates, discussions and sharing of best practices.

Additionally, the Group Compliance Committee convenes every two months and is responsible for making decisions and rulings on all matters related to the prevention and detection of corruption and influence peddling within the Group. The Committee also addresses broader issues concerning ethical business practices.

Furthermore, compliance matters are regularly discussed during meetings of the Executive Committee. Additionally, the Executive Committee receives the minutes of all Compliance Committee meetings for informational purposes.

A Compliance update is included on the agenda for every meeting of the Audit, Risks and Compliance Committee, as well as every Board of Directors Meeting that follows these Committee meetings.

In parallel, the Compliance Department established “OneTeam Compliance” at the end of 2021, an internal network consisting of operational Ambassadors who are dedicated to addressing compliance-related topics. The objective of this network is to enhance the Group’s compliance culture and facilitate the effective dissemination of internal procedures throughout the organisation. These meetings held within this network provide a platform for in-depth discussions and knowledge sharing. As new members join the network, it is continuously reinforced, ensuring a growing and diverse representation of employees engaged in promoting and fostering a strong compliance structure within the Group.

3.2.4 Consumer health and safety measures.....

Consumers access Eutelsat services through their Internet service providers or content providers. Currently, there are no specific measures in place related to the health or safety of end-users as part of Eutelsat's service provision.

3.2.5 Tax compliance.....

Pursuant to Articles L. 225-102-1 and L. 22 10 36 of the French Commercial Code, and in accordance with its principles of integrity and ethics, Eutelsat Group is committed to combating fraud and tax evasion.

In this context, Eutelsat Group pays taxes in the countries in which it operates in accordance with the laws of each of these countries.

Eutelsat Group tax strategy is aligned with the Group commercial strategy and operational activity. In this respect, the tax department assists operational teams by providing tax advice and determining the appropriate tax treatment that best meets the business needs.

The Group tax department reports directly to the Chief Financial Officer, who is a member of the Group Executive Committee.

This dedicated tax team is in place for the Group activities and regularly calls upon third parties for specific issues, particularly in relation to specialised areas of tax law or when the Group is undertaking activities in a new jurisdiction.

The Group follows the recommendations issued by the Organisation for Economic Co-operation and Development (OECD) aiming at combating tax base evasion and profit shifting, and in particular its recommendations on transfer pricing.

The Eutelsat Group maintains open and constructive relations with the various administrative authorities, legislative bodies and jurisdictions responsible for conducting tax audits and litigation, and, as the case may be, for legislative developments.

3.3 Societal information

3.3.1 Driving societal impact.....

Throughout the fiscal year, the Group conducted an extensive evaluation of its societal policy, aiming to establish essential commitments to bridge the communications divide that exists worldwide.

3.3.2 Eutelsat's endeavour to bridge the digital divide.....

In our continuous commitment to Corporate Social Responsibility, we recognise the significance of addressing the disparities in access to Information and Communication Technologies (ICTs) on a global scale. As part of our CSR mission, we are dedicated to pursuing extensive efforts to overcome the "digital divide" that hinders individuals and communities from benefiting from the opportunities presented by broadband access and satellite television broadcasting.

Satellite technology is particularly suited to the expectations and requirements of public authorities as it is capable of delivering high-quality and cost-effective Internet connectivity, with a quicker roll-out than other options, while avoiding the geographical constraints associated with mountainous areas.

This is particularly relevant in rural areas, where broadband coverage remains challenging. According to the European Commission's most recent Digital Economy and Society Index (DESI) report, a significant percentage of households in Europe still lack access to fixed network infrastructure, especially in rural zones where the figures are even higher.

In Europe, it is estimated that 2% to 3% of homes will remain without high-speed broadband access for an extended period. The digital divide is even more pronounced on the African continent, where the deployment of terrestrial networks lags behind, and the proportion of the rural population is significantly higher.

In recent years, a new generation of high-throughput geostationary satellites has however emerged, with satellites that are more powerful and, above all, much more flexible than the previous generation. Eutelsat is again positioned as a global leader in this segment.

EUTELSAT KONNECT, a next-generation satellite has been operational since mid-November 2020 and provides coverage of Western Europe and a large part of Sub-Saharan Africa. With this latest generation satellite, Eutelsat's capacity has considerably increased, enabling it to offer high speed broadband everywhere, with consumer package at a price close to a terrestrial Internet subscription, starting from €30/month in European countries or from \$1/1GB in Sub-Saharan African countries with hotspot Eutelsat Konnect Wi-Fi solutions. These consumer offers are marketed through distributor partners or retailers selling hotspot Eutelsat Konnect Wi-Fi solutions.

Since the combination of Eutelsat and OneWeb, our combined GEO-LEO capabilities enable resilient hybrid global and regional services that foster sustainable development. These advancements will unlock new applications, benefiting our customers, partners and the broader ecosystem while addressing connectivity challenges in the most remote locations. This marks the beginning of our renewed mission to be the trusted partner in satellite connectivity, driving progress and bridging the digital divide with a commitment to societal responsiveness.

3.3.2.1 Connecting the unconnected for African communities

The entry into service of EUTELSAT KONNECT VHTS in 2023 has allowed the entirety of the EUTELSAT KONNECT satellite's broadband resources to be allocated to coverage of the African continent, to meet the ever-increasing needs of all users in terms of bitrates and data consumption. The fixed high speed broadband services provided by EUTELSAT KONNECT VHTS are comparable to fibre-delivered services in Europe, North Africa and the Middle East region, with speeds reaching up to 200 Mbps.

Currently, the EUTELSAT KONNECT satellite offers broadband coverage to some 40 countries in Sub-Saharan Africa, including those with the largest populations such as the Democratic Republic of the Congo, Nigeria and South Africa. Thus, since the end of 2020, the EUTELSAT KONNECT satellite has made it possible to offer broadband services to several hundred thousand households in almost all the countries covered.

In Africa, public authorities are also beginning the crucial dialogue around digital inclusion and are calling on Eutelsat's connectivity services to ensure service continuity and equality for everyone across this vast continent.

Eutelsat Group joined the International Telecommunication Union (ITU) Partner2Connect Digital Coalition in 2022. The company has pledged to connect 1 million underserved people in Sub-Saharan Africa by 2027. In line with this commitment, as of end of December 2023, Eutelsat has already successfully reached 500,000-user mark for its Eutelsat Konnect Wi-Fi hotspots, building on the significant milestone achieved within the first half of the pledge period. This endeavor reflects our ongoing dedication to fostering meaningful connectivity and digital transformation in the hardest-to-reach communities.

Operating in Africa, EUTELSAT KONNECT, Eutelsat's satellite broadband initiative, powered by the new-generation EUTELSAT KONNECT satellite. Delivering instant broadband Internet access to rural areas beyond reach of terrestrial networks across the continent. With speeds and bandwidths on a par with those of fibre or 4G (from 5 to 100 megabits per second), and at ultra-competitive prices, individuals, businesses, schools, and medical centres can seize the power of innovative satellite technology. Eutelsat Konnect is changing the way people live, learn, work and do business, in the remotest areas, empowering entire communities on the continent.

In the Democratic Republic of the Congo, Eutelsat Konnect has expanded broadband access to over 900 rural communities that were previously devoid of Internet connectivity. Additionally, Eutelsat Konnect has extended its services to 250 communities in Côte d'Ivoire. Furthermore, during the health crisis caused by the coronavirus pandemic, Eutelsat Konnect offered free broadband access to the coordinating bodies involved in the response to the crisis in South Africa, Nigeria and the Democratic Republic of the Congo. This enabled medical teams across the country to effectively coordinate their efforts by sharing information in real time, helping to combat the spread of the virus. In South Africa, over a 6-month period, Eutelsat provided free access to eight healthcare facilities not served by

terrestrial networks in the Mpumalanga province. With the help of the pharmaceutical firm Aspen Pharmacare, the operation has been expanded to a total of 13 healthcare facilities, for one year.

Satellite technology plays a critical role in facilitating teleconsultation, allowing health centres in remote rural areas to connect with university hospitals through satellite broadband connections. This technology has particularly been instrumental in Zimbabwe, where over 600 eHealth centres have been successfully linked to the EUTELSAT KONNECT satellite.

Aside from the education and health sectors, the services offered by Eutelsat Konnect are key in many other fields of interest to public authorities, including security and defense, remote administrative services, land use planning and business creation, not to mention public initiatives to promote local agriculture. The satellite solution is thus recognised as making a vital contribution to the achievement of the United Nations Sustainable Development Goals: zero hunger, combatting poverty, gender equality, good health and well-being, quality education, development of infrastructure, economic growth, sustainable cities, etc.

Eutelsat Group is also involved in the Giga programme, a UNICEF-ITU initiative launched in 2019 to connect every school to the Internet by 2030. Eutelsat Group is playing a crucial role in connecting schools in Kenya thanks to the deployment of 48 VSATs. The benefits provided by connectivity are manifold and include increased performance due to access of online teaching and learning resources, increased teacher experience due to exchange of learning materials among teachers and increased teachers' knowledge on interaction and use of ICT devices. Finally, teacher training programmes online enable better teacher career progression.

By the end of 2023, the successful deployment of Eutelsat Konnect high-speed Internet service at Phebe Medical Training Programs and School of Nursing in Liberia, facilitated through our collaboration with Signal Technologies, exemplifies how Eutelsat is actively bridging the digital divide and driving significant societal impact. By providing access to essential online resources, we are ensuring that students and educators have the tools they need to thrive in today's digital age. This initiative not only enhances educational opportunities but also empowers communities by bringing fast, reliable connectivity to underserved areas.

In line with our established collaboration with Tizeti, West Africa's pioneer in Internet services and a leading provider of community connectivity solutions in Nigeria, our partnership was highlighted at the Paris Peace Forum in November 2023. There, Tizeti showcased its community Wi-Fi project, powered by Eutelsat, alongside numerous global governance actors.

Through projects like this, Eutelsat is committed to narrowing the gap between those with access to digital technology and those without, ultimately fostering a more connected and inclusive society.

On 1 October 2023, in collaboration with *Reporter Sans Frontières*, we deployed broadband connectivity, across 10 strategic regions during the DRC presidential election. This initiative empowered journalists to comprehensively cover the event, ensuring real-time information was accessible to the public and fostering a transparent and democratic process.

In April 2023, Eutelsat partnered with POULSAT to provide schools in North Africa with high-speed Internet connectivity enabled by Eutelsat ADVANCE, an innovative satellite network-as-a-service solution. POULSAT's digital classroom project, supported by The World Bank Group, will connect over a hundred schools in the next three years. The collaboration makes distance learning and education possible for children living in underserved regions, empowering entire communities in the Sahel region, and beyond.

For many countries in Africa, there is still a huge digital divide. This boundary between connected and unconnected translates into clear consequences for employment, education, family and social life, and access to information. Partnerships such as these play a significant role in addressing the digital infrastructure deficits in emerging economies, leveraging innovative technology and capabilities, to improve development outcomes for millions of people.

3.3.2.2 Promoting digital inclusivity within the European Union

The entry into service of the EUTELSAT KONNECT VHTS (Very High Throughput) satellite in October 2023 sees Eutelsat take a further step towards closing the digital divide in Europe. In April 2018, Eutelsat reaffirmed its commitment to bridging the digital divide by placing an order with Thales Alenia Space for EUTELSAT KONNECT VHTS, a next-generation satellite equipped with hundreds of beams and a Ka-band capacity of 500 Gbps. This new satellite is mainly dedicated to fixed high-speed consumer broadband and in-flight connectivity and provides coverage of Extended Europe from a geographical perspective, from the Canary Islands to Turkey and up to Iceland, as well as the southern part of the Mediterranean Basin.

Within the European Union, the transposition of the new Electronic Communications Code requires the Member States to put in place a universal high-speed broadband service. To achieve this objective on an exhaustive basis (guaranteeing the universality of access) and within a reasonable timeframe, satellites thus appear to be a key tool for operators subject to these new requirements, as a complement to their fixed or mobile terrestrial networks.

The Spanish government's UNICO-Rural Demand programme has entrusted Hispasat with the task providing affordable connectivity to all rural and remote areas throughout Spain. This will be made possible through the use of the EUTELSAT KONNECT satellite. The service will be priced at 35 euros per month, which includes both the router and antenna required to establish a connection between the satellite and the subscribing household.

Lastly, other large European countries plan to introduce equipment subsidy schemes to enable the populations in white zones to access high speed broadband by satellite, in the United Kingdom in particular.

3.3.2.3 Satellite solutions for rural France

In France, as part of the "Plan France Très Haut Débit" (France high-speed broadband plan), the government launched a scheme called "Cohésion numérique des territoires" in March 2019. This is an on-demand service available to all households and small businesses in France whose fixed broadband connection speeds do not reach 8 Mbps. Since 2019, grants of up to 150 euros have been available to finance part of the satellite equipment, installation, or commissioning. This scheme was improved in February 2022 by increasing the grants from 150 to 300 euros per household or business, and even up to 600 euros subject to conditions of resources (beneficiaries of minimum welfare support). This scheme is now renewed each year by the "National Agency for Territorial Cohesion" (ANCT). It concerns 16 labeled operators and more than 200 offers throughout the territory. *Régions* or *départements* have set up additional aid to cover the cost of installation. This is the case of the Auvergne-Rhône-Alpes and Provence-Alpes-Côte d'Azur regions or the Manche department. Today France has around 50,000 connectivity-by-satellite users.

3.3.2.4 Expanding digital access in the Americas

In the Americas, Eutelsat Americas provides capacity for various social connectivity programmes, notably in Mexico and Colombia, and is one of the leaders in the satellite sector for this type of programme. The latter are designed to connect rural communities and give them access to a broad range of services (schools, hospitals, libraries, etc.).

In Mexico, Eutelsat actively participates in the "Internet para Todos" (Internet for All) project alongside three major Mexican Internet Service Providers (ISPs). As part of this collaboration, the Group is providing capacity via its EUTELSAT 65 West A satellite for the deployment of Internet in rural Mexican schools through the installation of Internet access points. The "Internet para Todos" programme, developed by CFE Telecommunications with the support of the Mexican government, aims to accelerate the provision of Internet services to the entire Mexican population.

3.3.3 Eutelsat's commitment to inclusive broadcasting

Eutelsat promotes access to free-to-air television for all households in France and around the world, bridging the digital divide by extending reach to areas lacking terrestrial coverage and fulfilling public obligations for digital inclusion. In television broadcasting, a single geostationary satellite can broadcast many hundreds of television channels to millions of homes over an extensive area, for an operational lifetime of over 18 years. Unlike terrestrial technologies, satellite broadcasting does not depend on the number of people receiving the signal.

3.3.3.1 Delivering free-to-air television channels worldwide

As of 31 December 2023, the Group was broadcasting 6,500 TV channels including 2,400 free-to-air channels, accessible without subscription on its satellites (i.e., close to 40% of all channels broadcast at that date), to an audience of over one billion viewers, mainly in Europe, Eurasia, the Middle East and Africa.

In France, the EUTELSAT 5 West B satellite enables its subsidiary FRANSAT's platform to distribute 26 free DTT channels (along with the 25 regional France 3 channels in HD, local and thematic channels, radio stations, and connected TV services) on a subscription-free basis. It is designed for households with little or no terrestrial reception in particular. Around two million households are equipped for individual or collective reception of the FRANSAT package. FRANSAT is also a preferred conduit for local channels to broadcast to a wider audience across 100% of mainland France. For local authorities, small community cable networks in DTT black spots and isolated terrestrial broadcasters, FRANSAT provides "FRANSAT PRO", a satellite-delivered free-of-charge community DTT solution. The FRANSAT service is regularly enhanced to improve the televisual experience for viewers: HD, Ultra HD, the "FRANSAT Connect" portal that allows viewers to browse the programme line-up and interactive services available in connected mode. The FRANSAT platform is at the forefront in terms of Ultra HD broadcasting, with the FRANSAT Ultra HD channel which regularly broadcasts major sporting or cultural events in partnership with major broadcasters.

Eutelsat's HOTBIRD video neighbourhood has become a benchmark orbital position for more than 156 million households in Europe, the Middle East and North Africa, providing them with access to a rich line-up around 900 channels, 300 broadcast free-to-air, in some 30 languages. The 13° East orbital position also offers the opportunity for populations living outside their country of origin to preserve a cultural link with the latter by receiving their national channels. Two new high-powered HOTBIRD satellites entered service this year at 13° East, reinforcing and enhancing the broadcast quality at the popular neighbourhood.

In the Middle East and North Africa, the 7/8° West video neighbourhood is the number one broadcasting position, reaching 80% of satellite TV homes in the region. It is one of the most dynamic neighbourhoods in the global satellite TV market, with a rapidly

growing audience and channel line-up. Over 66 million homes are equipped for DTH reception of around 1,000 Arabic and international channels broadcast at this position by Eutelsat and Nilesat. 90% of this exceptional line-up is broadcast free-to-air. There is also an expanding offer of High-Definition content, with around 250 HD channels broadcasting free-to-air at 7/8° West at end 2023.

3.3.3.2 Enhancing free-to-air viewing for millions of homes

Over 1,000 free-to-air TV channels broadcast by Eutelsat are viewed by 120 million homes in Europe, the Middle East and Africa. And while the content offer has grown massively, it can be challenging both for viewers to find new content and for broadcasters to target new audiences. To meet this demand, Eutelsat developed Sat.tv, an electronic program guide for free-to-air TV channels. Sat.tv delivers a uni-directional flow of information about free TV channels via satellite, to set-top boxes containing a Sat.tv-compatible chipset, giving users a more visual display of available content. To make this enhanced TV viewing experience available on some of the most cost-effective set-top boxes in the market, NationalChip has integrated the Sat.tv functional specifications defined by Eutelsat, into a low-cost chip. With over 100 million units shipped worldwide, this is the most popular chipset used in set-top boxes in the Middle East and North Africa region, better connecting free-to-air broadcasters with their audiences and making it easier for people to find relevant TV channels and programmes.

3.3.3.3 Ensuring equal access to content

Satellite distribution is essential to extend access to areas lacking terrestrial coverage and ensure that everybody, wherever they are located has equal access to information.

For broadcast services provider, Eurovision Services, satellite plays a vital tool in its hybrid mix for contributing and delivering all the major live sports events to massive audiences. It is part of the flexibility and scale that are key to consistent high-quality delivery of content, so global audiences can engage with and enjoy major sports events. They have renewed their partnership, for capacity on several satellites including 7° East and 10° East, two leading orbital locations for professional video services, for the live transmission of major sports events to audiences in Europe, the Middle East and North Africa.

iKO Media Group is using satellite to enable more remote audiences to access new content genres. They have launched an innovative new eSports TV package, eCLUTCH, across Europe, the Middle East and Africa. Available at Eutelsat's 16° East orbital position, HOTBIRD at 13° East and 7/8° West, the platform initially includes 10 eSports and gaming channels. Traditionally distributed via streaming platforms and social media, in a new hybrid distribution approach for eSports, iKO Media Group is expanding the reach of this new content to hard-to-reach areas beyond terrestrial networks via satellite. By incorporating satellite broadcasting in its distribution strategy, iKO Media Group is amplifying the channels' reach to the millions of homes available via satellite, bringing new content that was previously inaccessible to millions of viewers.

In Mexico, StarTV, one of the country's leading DTH operators, has selected the EUTELSAT 117 West B satellite for the deployment of StarFlix, its new video streaming service. In complement to its Direct-to-Home service, StarTV's innovative new streaming and on-demand service, enables viewers across Mexico, even in rural areas beyond terrestrial connectivity, to enjoy the StarFlix service, with a wide range of programs and movies streamed to their screens via satellite. StarTV aims to provide universal access to the innovative OTT via broadcast service, even in regions lacking Internet coverage or facing financial constraints.

3.3.3.4 Promoting access to education

Eutelsat Group is supporting UNESCO's Regional Office for Central Africa with the launch of the educational television channel, Educa-TV, at the African Union Summit of Heads of State. The Educa-TV project aims to help improve access to and quality of education by setting up a television channel dedicated exclusively to teaching and learning in Central Africa. Broadcast via satellite, the new channel will be available 24/7, free-to-air, in more than 20 countries on the African continent, enabling students in even the most remote and inaccessible regions, whatever the level of infrastructure development, to benefit from this new educational content. Educa-TV is aimed primarily at pupils enrolled in exam classes, from primary to secondary school, to help them prepare for their final exams. In addition, a non-formal education component, aimed at young people and adults, will provide training in various fields linked to contemporary challenges, such as health education, education for sustainable development, and entrepreneurship training to promote the employability of young people.

3.3.3.5 Ensuring universal access to information

In Peru, the Instituto Nacional de Radio y Televisión del Perú (IRTP) legacy TV distribution network previously reached only around 72% of the population, leaving 28% without any source of content delivery. This Digital Divide was exacerbated by the Covid-19 pandemic, which exposed the lack of connectivity to poorer and remote communities. Vital healthcare information did not get through to all communities, and there was limited educational resources to support students. In order to cover the entire population, and enable everyone to access education, government, and healthcare resources, IRTP chose an innovative DVB-NIP solution, via Eutelsat's 117° West video neighbourhood, which provides powerful satellite coverage across the country. Combining the efficiency of broadcast technology with those used in broadband networks, the DVB-NIP standard enables 100% of the population to receive cost-effective, fast delivery of live and file-based video content at home and on mobile devices. For students in areas with limited terrestrial infrastructure, the ability to access educational content, with public broadcasting and file-based content delivery to mobile devices,

the solution will have a massive impact on their lives, bringing distance learning where it's needed most.

3.3.3.6 Optimising UHD broadcasting in France

French public broadcaster, *France Télévisions*, is broadcasting two 4K channels on both terrestrial and satellite networks, using the new DVB-SIS (Single Illumination System) transmission technology standard. France 2 UHD, a full-time channel, and France 3 UHD, a part-time UHD channel dedicated to special events, are distributed via the EUTELSAT 5 West B satellite to terrestrial transmitters across the French territory, as well as Direct-to-Home via the FRANSAT platform. This enables France Télévisions to use a single content source, combining distribution to both the terrestrial network backbone (DTT) and Direct-to-Home (DTH) reception via FRANSAT, the free-to-view satellite platform for French DTT channels. In preparation for the Paris 2024 Olympic and Paralympic Games, the service started in early 2024. By incorporating satellite in their UHD distribution strategy, France Télévisions is ensuring that they can reach and serve all viewers across the French territory with high-quality, reliable 4K content delivery, no matter where they are located. Satellite has the bandwidth and reach, to provide extremely popular, premium quality content to all users across vast territories, as well as off-set terrestrial networks for a smooth, consistent viewing experience. This is the first launch of a public UHD channel, and the first deployment of the DVB-SIS standard in France. FRANSAT's ability to deliver this new UHD service as part of the move towards DTT modernisation confirms its role as a sustainable complement to terrestrial networks, securing nationwide access to free-to-air television.

3.3.3.7 Developing hybrid solutions for optimised multiscreen delivery

New hybrid solutions such as DVB-SIS and DVB-NIP, Native IP content delivery over satellite, are providing societal as well as environmental benefits. Satellite Multiscreen solutions increase a broadcaster's reach to mobile screens in areas where Internet is not sufficient. Content multicast over satellite can be watched on IP devices, irrespective of the quality of the local Internet connection, enabling broadcasters to distribute content to all screens and regions, no matter how remote their audience, and OTT service providers to offload core networks and mutualise the feeding of existing networks. Combining Eutelsat's satellite fleet with local Wi-Fi distribution enables reliable, quality, linear TV and video distribution to mobile devices, no matter how many simultaneous viewers, without consuming any of the end-user's mobile data allowance and with a power consumption to distribute the same content to all consumers that is drastically lower in broadcast than with terrestrial IP distribution.

3.3.4 Eutelsat’s commitment to humanitarian programmes

During 2023, Eutelsat has increased its level of financial donations and patronages by €193,199 (56%). This increase is highlighted by a significant in-kind contribution to the Paris Fire Brigade, where Eutelsat has provided a Communication Support Vehicle (CSV) equipped with advanced connectivity infrastructure utilising next-generation satellite networks (see Section 3.3.6.3).

Societal information (calendar year unless otherwise stated)	2023 Value	2022 Value	Units	GRI ref.	Scope
Patronage and donations ⁽¹⁾	535,833	270,641	euros	201-2	Group

(1) Total donations between 1 January and 31 December (material + financial).

Eutelsat is one of the original signatories of the UN Crisis Connectivity Charter, integrated with the work of the World Food Programme (WFP). This Charter, which was signed in late 2015 by GVF (Global VSAT Forum), GSOA (Global Satellite Operators’ Association) and multiple satellite operators with the support of the Emergency Telecommunications Cluster (ETC) under aegis of the World Food Programme and the UN Office for the Coordination of Humanitarian Affairs, aims to provide governments and NGOs with immediate (within 24 hours) and resilient connectivity in the event of a major humanitarian crisis on four continents. It defines the framework for coordinating and working between stakeholders to optimise the arrangements and response times to telecommunications needs in emergencies.

The main commitments of the Charter include:

- pre-planned, scalable satellite-based solutions that can be deployed within 24 hours of a disaster and can be adapted to the specific nature of each operation;
- satellite equipment pre-positioned in Dubai at the UN Humanitarian Response Depot (UNHRD) for deployment within 24 hours to disaster areas;
- pre-allocated bandwidth, to allow priority access to Internet traffic for humanitarian relief purposes.

All assistance under the UN Crisis Connectivity Charter is provided free of charge.

Technical training sessions for humanitarian staff, in addition to crisis response simulations, have regularly been held since the signing of the Charter by Eutelsat and other satellite operators and integrators.

The Crisis Connectivity Charter became operational in spring 2018, with the signing of a contribution agreement between the United Nations World Food Programme (WFP) and Eutelsat, including around 40 ground reception kits, and pre-allocated bandwidth on four satellites within the Group’s fleet.

On 13 December 2022, Eutelsat announced the inking of a multi-year sponsorship deal with the NGO Télécoms Sans Frontières that follows on from a previous long-term partnership agreement between the two companies initiated in 2007. The assistance provided by Eutelsat under this partnership allows this international NGO to fit out a community or crisis unit with broadband connectivity within a few hours to send data, video or voice communications. As a sponsor, the Group is helping the NGO to strengthen its capacity in order to rise the communications challenges associated with emergency aid.

In February 2022, in the wake of the Batsirai cyclone that hit Madagascar, Eutelsat provided satellite equipment and in-orbit resources on its EUTELSAT KONNECT satellite in support of the World Food Programme’s disaster relief coordination efforts.

Eutelsat is also a member of the Emergency Telecommunications Cluster (ETC). ETC is a global network of organisations that work together to provide shared communications services in humanitarian emergencies. Within the framework of its participation in this network, Eutelsat has donated two devices for training to the Gear Up scenario in Germany, for all the members of the Emergency Telecommunications Cluster. Eutelsat has supplied training, applications and telephone assistance to all the members of the network. In 2020, Eutelsat also represented the satellite industry within the Emergency Telecommunications Cluster.

Eutelsat Group with LEO satellite connectivity supports first responders in all locations by assuring levels of connectivity, regardless of their location worldwide. They also require seamless communication with other government agencies operating in a joint environment on the scene. Furthermore, first responders rely on both line-of-sight and beyond-line-of-sight connectivity to deliver real-time communications on the ground, in the air, and at sea. This connectivity is vital to support ubiquitous voice and data services on-site and establish connections back to the command center, which may be situated hundreds of miles away.

LEO satellites offer flexible, scalable, modular, and cost-effective solutions that provide government customers with sufficient bandwidth, up to 150 Mbps throughput, and latency levels as low as 50ms. However, achieving this level of connectivity can be particularly challenging in remote regions of the world where fixed communications infrastructure has yet to be established or has been disrupted by natural disasters.

In March 2024, the Eutelsat Group supported disaster relief efforts following the earthquake in Taiwan, in collaboration with our partner Chunghwa Telecom, utilizing Eutelsat OneWeb LEO connectivity. The Eutelsat Group facilitated the connection of mobile rescue vehicles with first responders on site, enabling them to communicate with their response center. Chunghwa Telecom connected the vehicle using the Eutelsat OneWeb LEO satellite network via a Kymeta Corporation u8 terminal. This setup provided crucial communications for disaster victims and relief workers in an area severely affected by network disruptions and power supply issues.

3

3.3.5 Unlocking societal and economic opportunities

Among the Group's sites, it is the teleports that participate most directly and actively in local economic activity owing to their implantation in peri-urban or rural areas.

The Paris-Rambouillet teleport in France offers significant benefits to the local community in terms of employment and regional development, making it the second-largest economic contributor in the Eure-et-Loir department. The Company thus uses local service providers for some of its activities and upkeep, namely:

- local firms for the upkeep and maintenance of the grounds surrounding the teleport, small repairs, and restoration;
- a regional company for antenna installation;
- most technical products required for the proper functioning of the teleport are purchased from a local company in Rambouillet;
- local farmers by making land around the Paris-Rambouillet teleport available for organic farming;
- a local provider for catering services and events, who sources supplies through short supply chains.

Similarly, the Group promotes local suppliers for all kinds of maintenance at its teleports in Madeira and Cagliari, including electrical installations, HVAC (Heating, Ventilation, Air Conditioning), gardening, cleaning, and security systems.

The Company's teleports in Mexico also have a positive impact on local communities by promoting local suppliers for gardening, maintenance, servicing, and office supplies. In addition, support for the local community is provided through various activities, including reforestation and grants to local NGOs and other organisations. The proportion of local suppliers is estimated at 75%.

By leveraging local service providers across its teleports, the Company not only supports regional economic growth but also ensures sustainable practices and community engagement. In a spirit of openness and with a view to promoting knowledge of the satellite industry, the Paris-Rambouillet teleport regularly receives visitors on site including schools, local elected representatives, local authorities, and media.

In Madeira, company presentations at local schools are frequently organised and the teleport teams regularly receive visits from students in partnership with their schools.

In June 2021, Eutelsat signed a charter in favour of young people living in Issy-les-Moulineaux, involving a commitment alongside the Issy-les-Moulineaux municipality to employing young people.

3.3.6 Technology partnerships that help protect civilian populations

Eutelsat has signed technology partnerships with players from the space and the Internet of Things sectors to help develop innovative satellite resources to protect civilian populations and endangered species. As regards civilian protection, the EUTELSAT 9B satellite, operational since November 2016, hosts EDRS-A, the first payload of the European data relay system rolled out by the European Space Agency (ESA) and Airbus Defence and Space. EDRS-A has opened a space data highway, accelerating data flows between low-orbit satellites and their ground stations. The data flow system uses an on-board laser communication terminal, an inter-satellite link in Ka-band, and a Ka-band antenna, which transmits data from geostationary orbit to the EDRS ground stations. The response time required to conduct a wide range of operations such as monitoring natural disasters, emergency operations and coastal and maritime patrol operations has been significantly improved.

3.3.6.1 Eutelsat mandated by EUSPA to develop EGNOS GEO-4

Eutelsat signed a contract with the European Union Space Programme Agency (EUSPA) covering 15 years of service provision

for the development, integration and operation of its next-generation EGNOS GEO-4 service EUTELSAT HOTBIRD 13G satellite. Since February 2020, Eutelsat has been operating the payload on board its EUTELSAT 5 WestB satellite.

EGNOS is the European Geostationary Navigation Overlay Service that acts as an augmentation service to global positioning systems, to improve the reliability of positioning information. It is essential for maritime, rail and aviation transport systems. EGNOS also increases the positioning accuracy for other land-based applications, notably precision farming, geomatics, and civil engineering.

The Group's international presence and the unique footprint of its worldwide fleet of satellites provide many opportunities to engage in a wide range of development and solidarity initiatives. This societal commitment can take different forms: vis-à-vis its external stakeholders, examples include the Group's participation in research and development programmes that use satellite technology to protect citizens, support humanitarian relief initiatives and digital development, promote science and technology in schools, as well as support the non-governmental organisation EUTELSAT IGO.

3.3.6.2 Eutelsat OneWeb collaborates with Imperial College London on space weather monitoring

In December 2023, Eutelsat OneWeb has partnered with Imperial College London to advance global space weather monitoring using its LEO satellite constellation. This collaboration aims to protect critical satellite operations and essential systems such as power, communications, navigation, and transport.

Space weather, the changing conditions in near-Earth space, poses significant risks to various technologies. It can impact satellite electronics, disrupt communication signals, and disturb power grids. Monitoring these conditions globally is crucial to mitigate these effects and enhance our understanding of these phenomena.

To support this initiative, a UK Research Innovation (UKRI) Future Leaders Fellowship has been awarded to develop this innovative capability. This fellowship will leverage data from the magnetometer equipment on Eutelsat OneWeb's satellites, which, besides controlling satellite orientation, may also detect magnetic signals caused by space weather. Identifying these signals will allow for real-time mitigation of space weather impacts and improve future predictions.

This effort will revolutionise space weather monitoring by utilizing data from hundreds of satellites, providing unprecedented global observations. This data will enhance our ability to predict and mitigate the effects of space weather on society.

This collaboration combines academic and business expertise to harness satellite data for societal benefit, exemplifying how technology partnerships can protect and improve civilian life through advanced space weather monitoring and research.

3.3.6.3 Donation of a Communication Support Vehicle to the Paris Fire Brigade

In the form of a donation, Eutelsat has equipped a Communication Support Vehicle (CSV) with the latest in connectivity infrastructure using next-generation satellite networks.

In emergency situations, public networks and ground-based communications infrastructure are rapidly congested, unavailable and in some cases inadequate. Yet, when it comes to managing emergency relief, communication between front-line responders can play a decisive role. In this respect, the use of a CSV connected via a satellite broadband link is an effective solution, as it provides satellite connectivity between the field and the command units for the transmission of radio, voice and Internet communications.

The satellite-based CSV operates independently of any terrestrial infrastructure and public networks that can be damaged in a crisis situation (congestion, breakdown, voluntary outage, etc.). It is therefore the optimum solution to the congestion of other public networks. Satellite connectivity provides a reliable and resilient connection between the command centre, front-line responders, the local population and possibly the media.

Fitted with state-of-the-art technology, the CSV now uses the Ka-band on EUTELSAT KONNECT, a powerful, next-generation HTS (High Throughput Satellite) satellite. The increased throughput enables the CSV to host very high-capacity applications, support more simultaneous calls, file transfers, streaming and teleconferencing, and provide connectivity to the private 4G tactical bubble.

With the entry into service of the EUTELSAT KONNECT VHTS satellite, the communication capabilities of the CSV will be significantly enhanced thanks to high-speed broadband.

3

3.4 Environmental information

3.4.1 Global environmental policy

The Group’s environmental policy is structured around two areas:

- **Space Traffic Management:** ensure the long-term sustainability of space operations by minimising the risk of collisions and ensuring that no space debris is created during nominal operations of the Eutelsat fleet;
- **Reducing our carbon footprint:** reduce the carbon footprint of Eutelsat (tCO₂eq) consistent with the Paris Agreement for the limitation of global temperature increase of 1.5°C.

3.4.1.1 Carbon Reduction Targets & Key Levers

Eutelsat has committed to Carbon reduction targets covering 100% of Scopes 1, 2 & 3 which are fully consistent with the Paris agreement for the limitation of global temperature increase of 1.5°C.

Target	Key Actions for Delivery	Status as of 31/12/2023
Absolute carbon reduction of Scope 1 & 2 of 50% by 2030 from a baseline of 2021.	<p>Three key actions are identified for the delivery of the Scope 1 & 2 Carbon Emissions:</p> <ul style="list-style-type: none"> ▸ increasing the capacity to generate green energy from solar panels installed at the teleports; ▸ switching energy supply to green energy contracts in locations where a viable commercial alternative exists; ▸ undertaking actions to optimise electrical consumption, such as replacing obsolete or inefficient equipment, transitioning to LED lighting, and decommissioning unused equipment. 	<p>On a like for like basis, which includes the carbon impact of OneWeb entities into the 2021 baseline⁽¹⁾, the Scope 1 & 2 carbon emission of Eutelsat Group 2023 (Market Based) are -3.2% v 2021.</p> <p>Significant further reductions of Scope 1 & 2 emissions are foreseen starting in 2024 and then in 2025 as a consequence of the following actions:</p> <ul style="list-style-type: none"> ▸ significant extensions of the Solar panel systems at the teleports in Caniçal, Turin, Cagliari, Iztapalapa & Hermosillo; ▸ switch to a Green energy supply contract for all of the sites and teleports in Italy.
A reduction in carbon intensity per satellite MBit of 52% by 2030 from a baseline of 2021.	<p>The key actions identified for the delivery of the carbon intensity reduction target are:</p> <ul style="list-style-type: none"> ▸ extend the life of the current in-orbit satellites as long as possible. Reducing number of new satellites & launches; ▸ increase satellite efficiency, throughput, increasing the Mbps compared to the satellite mass. 	<p>On a like for like basis, which includes the carbon impact of OneWeb entities into the 2021 baseline⁽¹⁾, the Scope 3 carbon intensity carbon emission of Eutelsat Group 2023 are -39.4% v 2021.</p>

(1) Note that the carbon footprint shown in Section 3.4.3 does not include the OneWeb entities in the calendar year 2022 as these have not been integrated into the Group until calendar year 2023.

As of January 2024, Eutelsat is a committed member of the SBTi and will be submitting both of the above short terms targets for SBTi validation during H2 2024.

3.4.2 Space Traffic Management

Eutelsat Group operates satellites in both geostationary orbit 35,786 kilometres (22,236 miles) above the Earth along the Equator, and in low Earth orbit approximately 1,200 kilometres (746 miles) above the Earth. The space debris management policies applied to these two different regimes are tailored to the specific needs and constraints of each orbit environment as described below.

The space debris management policies implemented by Eutelsat Group for many years makes the company a responsible global satellite operator maintaining high standards and making constant efforts to protect the Earth's orbital environment and the sustainability of space operations.

3.4.2.1 Space debris management policy for geostationary satellites

Eutelsat Group's fleet of telecommunications satellites operating in the geostationary orbit 35,786 kilometres (22,236 miles) above the Earth remain at this distance from Earth for their entire operational life. When they reach end-of-life, approximately 15 to 20 years after entering service, they are re-positioned in a graveyard orbit, approximately 300 kilometres beyond geostationary orbit using the on-board propellant specifically allocated for this operation. This ensures, the satellites will not re-enter into the GEO protected region (GEO +/-200 km). The satellites never return to Earth, nor do they re-enter the Earth's atmosphere.

Throughout their operational lives (including decommissioning), the satellites will be operated in compliance with the French Space Operations Act (*Loi sur les opérations spatiales*) and the international regulations.

Since the early 2000s, Eutelsat Group has addressed the issue of space debris by implementing a policy of responsible management of such debris, combining its operational experience with recommendations from the international community. The Group's GEO satellite and communications control activities are certified ISO 9001 (quality management system) and ISO 27001 (management of information security system).

In 2005, Eutelsat Group also established a Space Debris Mitigation Plan covering station-keeping manoeuvres, satellite repositioning in geostationary orbit, colocation strategies, anomaly remedial measurements, inclined orbit operations strategies and end-of-life operations.

This Plan is aligned with the international (issued by the Inter-Agency Space Debris Coordination Committee and the Committee on the Peaceful Uses of Outer Space) and European guidelines (European Code of Conduct for Space Debris Mitigation), and with the criteria defined by the French Space Operations Act. Furthermore, Eutelsat Group's Space Debris Mitigation Plan sets out the requirements aimed at improving end-of-life and passivation operations, as well as minimising collision risks during operations. These requirements are more stringent than those contained in the regulations applicable to the Company and the Plan is updated on a regular basis to incorporate the new standards.

To date, thanks to the internal policies it applies, Eutelsat Group has re-orbited and passivated almost 30 satellites that have reached end-of-life, with a near 100% success rate. All satellites have been re-orbited in compliance with international guidelines and the French Space Operations Act since its coming into force, *i.e.*, in such a way as to prevent them from re-entering the protected zone (+/-200 km from geostationary orbit) in the long term (over 100 years). Lastly, Eutelsat Group repositions satellites in geostationary orbit in accordance with commercial needs. All these operations were successfully conducted in compliance with the regulations governing collision risks and space debris generation. To mitigate collision risk, Eutelsat Group moves its satellites out of the geostationary corridor (+/-40 km above geostationary orbit) during the repositioning phase and assesses collision risks with the help of USSTRATCOM data, the EU SST (Space Surveillance and Tracking) anti-collision service and information contained in the Space Data Association database.

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3.4.2.2 Space debris management policy for low Earth orbit satellites

The Eutelsat Group's first Generation (Gen 1) OneWeb LEO constellation is designed as 12 evenly spaced planes of up to 48 operational satellites per plane (plus spares). The baseline orbital mean altitude is 1,200 km, but each plane is tiered (with separation of 4 km) to provide passive safety during constellation operations. The satellites are typically launched in batches of 34 to 40 (depending on the launch vehicle) and injected between 450 km and 600 km (launch vehicle dependent). After the launch and early operations phase, the satellites are manoeuvred from the injection orbit to the mission orbit using their electric propulsion system. Some satellites remain at 600 km to drift from one orbital plane to another before starting their Electric Orbit Raising (EOR) phase.

When satellites reach end-of-life, the satellites are decommissioned, conducting a de-orbit sequence to an altitude around 250 km. Before atmospheric re-entry and burn up, satellites fuel tanks are emptied to passivate. Once the tank passivation procedure is complete, the vehicle's battery are discharged, and the on-board computer powers off, making the spacecraft non-maneuvrable or commandable.

Eutelsat Group's first generation OneWeb LEO satellites include either a grappling fixture or a magnetic docking plate so that they can be de-orbited or serviced via an Active Debris Removal (ADR) servicer. In cooperation with the European Space Agency (ESA), Eutelsat Group is working with Astroscale on the ELSA-M ADR servicer demonstration mission is expected to launch in 2025. No debris is intentionally released from any OneWeb satellite during any phase of its mission. The spacecraft do not employ any detachable lens caps or shrouds, and no objects are intentionally discarded in the activation of deployables (*e.g.*, solar arrays and gateway antennas).

The typical on-orbit lifetime for a Gen 1 OneWeb LEO satellite is between 6 ½ and 9 years, giving the total service providing lifetime of between 5 and 7 ½ years. Typically, the LEOP (Launch and Early Orbit Phase) and EOR phases take 6 months and the deorbit phase takes approximately one year.

Throughout their operational lives (including decommissioning), the satellites will be operated in compliance with the provisions of the UK Outer Space Act 1986 and the Space Industry Act 2018, which mandate adherence to international sustainability and safety standards.

The Gen 1 OneWeb LEO constellation is operated with a highly automated and in-house developed ground system, that requires minimal human intervention. Manoeuvre sequences are algorithmically standardised, planned and validated automatically by the system, and always screened against the most up-to-date information of other space objects in the vicinity, coming from the Space Surveillance and Tracking data sources like the United States Space Force's 19th Space Defense Squadron (SDS) and LeoLabs.

Through our involvement on debris mitigation forums, technical sessions and working groups, Eutelsat Group has established bilateral Space Traffic Management (STM) coordination agreements with other major space constellations (e.g. Starlink, NASA, Iridium, others) and has pioneered and fostered best practices in the matter. Eutelsat Group, SpaceX and Iridium, in collaboration with AIAA have published best practices intended as a reference for other operators.⁽¹⁾

OneWeb's STM guidelines and operating principles makes the constellation operate and react to collision risk a couple of orders of magnitude safer than current industry standards. The commitment to space safety as the team's top priority guarantees dedicated efforts to improving and maintaining an industry-leading risk mitigation strategy.

These high standards have been recognised recently, with the Gen 1 OneWeb LEO constellation receiving the highest rating (Platinum) by the Space Sustainability Rating⁽²⁾ initiative that assesses the sustainability of space missions and operations, reflecting our dedication to responsible stewardship of outer space.

To date, thanks to Eutelsat Group's LEO fleet management system and operating principles, the team has successfully deorbited two satellites, orbit raised more than 600 satellites, automatically planned half a million manoeuvres, including risk mitigating ones, and monitored and managed more than 3 million crossings with neighbouring space objects.

3.4.2.3 Partnering with responsible satellite manufacturing

Eutelsat Group is currently procuring satellites from three of the world's major satellite manufacturers: Airbus Defence and Space S.A.S. and Airbus U.S. Space & Defense Inc. (both part of Airbus Group) and Thales Alenia Space France S.A.S. (Thales & Leonardo Group). All these manufacturers have adopted policies to minimise their environmental impact and promote sustainable development and comply with international regulations on space debris.

Airbus Defence and Space continuously considers the environment at all stages of its operations, striving to minimise its industrial

footprint and aiming to reduce the environmental impact of its products throughout their lifecycle. In 2023 Airbus scored A- for its CDP climate change disclosure and reports on environmental topics using the Global Reporting Initiative standards. Airbus has set and implemented ambitious environmental reduction goals for 2030 against a 2015 baseline through its high5+ plan. In February 2023, Airbus received approval from the Science Based Targets initiative for its greenhouse gas emissions near-term reduction targets. Airbus has committed to reducing its Scope 1 and Scope 2 industrial emissions by 63% by 2030, in line with a 1.5°C pathway.

Airbus U.S. Space & Defense, (formerly Airbus OneWeb Satellites), strives to reduce its environmental footprint as well as complying with all applicable U.S. federal, state and local environmental laws and regulations. Space Florida, which leases to Airbus U.S. its spacecraft integration facility building, ensures the building complies with appropriate environmental and safety regulations and as well provides high water efficiency and indoor environmental quality.

Thales Alenia Space is part of the Thales Group which has pursued for more than twenty years an ambitious and proactive CSR policy. It has achieved an A scoring by the Carbon Disclosure Project for its leadership in environmental transparency and performance on climate change and the Science Based Targets initiative (SBTi) has endorsed its greenhouse gas emissions reduction targets for 2030, confirming that the Group's objectives are compatible with the Paris Agreement. As one example, the TAS Toulouse site has installed one of the largest solar-canopy parking lots on an industrial site in France which will meet 10% of the site energy need, reducing its CO₂ emissions by 65 tonnes a year. The group has also adopted eco-design principles which are now applied to the development of all new products.

3.4.2.4 Our launch service providers

As a satellite operator, Eutelsat Group does not itself launch satellites, but uses launch service providers such as Arianespace and SpaceX who have launched Eutelsat Group's most recent spacecraft.

Arianespace, part of ArianeGroup, works closely with CNES to protect the environment at its launch site in Kourou, French Guiana. Environmental monitoring shows a healthy fauna and flora development which has been achieved through a stringent environmental management of the launch facility which also includes a rigorous energy management policy. The launcher production and assembly as well as launch operations impacts have been assessed through a complete Life Cycle Approach, taking into account all the impacts such as climate change, raw material consumption, soil and water acidification or impact on health. This has led to several key improvements to mitigate the environmental impacts of the production and transport of Ariane 6. As stated in 2022 at the Paris Peace Forum, Arianespace is also committed to the Net Zero Space charter, as demonstrated by Ariane 6's Vinci engine having a re-ignition capability allowing for upper stage deorbiting.

(1) [https://www.ascend.events/outcomes/satellite-orbital-safety-best-practices-by-iridium-oneweb-spacex-aiaa/](https://www.ascend.events/outcomes/satellite-orbital-safety-best-practices-by-iridium-oneweb-spacex-aiaa)

(2) <https://spacesustainabilityrating.org/>

SpaceX launches geostationary satellites using a Falcon 9 rocket from the Cape Canaveral Air Force base in the United States. A study of the environmental impact of the operations conducted from this launch facility has shown that the launch of the Falcon 9 rocket using kerosene/liquid oxygen had no material environmental impact. In addition, the environmental impact study conducted by the U.S. Federal Aviation Authority, in respect of the new launch facility currently in the process of being developed by SpaceX in Texas, shows that the CO₂ emissions generated by the launch of a Falcon 9 rocket will be limited to 387 tons.

3.4.2.5 Compliance with the French Space Operations Act

The French Space Operations Act, published in the Official Journal on 4 June 2008, was the direct result of France's international obligations in respect of the different United Nations treaties⁽¹⁾. Its entry into force on 10 December 2010 validated Eutelsat Group's responsible approach to fleet management.

The Act underscores the need for a responsible approach to fleet management and establishes a regulatory framework within which Eutelsat Group operates in collaboration with the French Ministry of Higher Education, Research and Innovation and the CNES (*Centre national d'études spatiales*) to meet its obligations regarding in-orbit control of space objects.

The technical authorisations and licenses delivered by the Minister responsible for Space under this Act are managed by the CNES. Eutelsat Group cooperates with the CNES at every stage of a satellite's life. Before a satellite is authorised, the CNES reviews the technical documentation with Eutelsat Group. After obtaining clearance, Eutelsat Group invites the CNES to its technical reviews in order for the CNES to verify the correct application of the technical regulations. Finally, Eutelsat Group informs the CNES of any incidents occurring on a satellite and/or any change in orbital position.

As part of discussions with the CNES with a view to obtaining authorisations, Eutelsat Group specifies its strategies for depleting the resources of a satellite in a way that limits any increase in space debris, or for permanently deactivating all means of generating power on board the satellite. Eutelsat Group also demonstrates that it has sufficient resources to conduct re-orbiting operations and provides a probability calculation for their successful completion. Finally, Eutelsat Group provides the CNES with a study of the dangers posed to populations, the environment and public health, in particular the dangers associated with the generation of space debris (in the event of a collision with another space object, for example), as well as a plan to address the risks of accidental collisions.

From the outset, the best practices adopted by Eutelsat Group have enabled the Company to comply with the requirements of the French space legislation and the Group continues to be a responsible operator, committed to the avoidance of space debris.

Currently, the LOS and its implementing texts are undergoing a review to further improve and complete the existing legal framework relating to space operations. As such, since 1 January 2023, the opinion of the Minister for Armed Forces will be collected by the Minister responsible for Space before ruling on authorisation requests. Additionally, discussions and consultations aimed at achieving a more comprehensive revision of the applicable legal and regulatory framework have been initiated. This process, which involves the various players in the space sector (Ministry of Space, Ministry of Research, CNES, operators, manufacturers, etc.), seeks to provide a better understanding of the issues related to civil and commercial operations of interest to the Group, and Eutelsat S.A. is actively participating in this process. The review addresses important topics to tackle new challenges such as constellations, in-orbit services, and mission extensions.

3.4.2.6 Compliance with the UK Outer Space Act and the Space Industry Act

The UK's primary legal instruments governing spaceflight activities are the Outer Space Act (1986) and the Space Industry Act (2018). These laws require UK operators to demonstrate they have the technical capabilities and financial resources to ensure the safety and sustainability of its satellite operations from launch to deorbit. The Space Industry Act 2018 mandates that the Civil Aviation Authority (CAA), as the UK space regulator, consider international space debris mitigation guidelines when carrying out its functions, and gives it the authority to impose conditions on operator licenses to address debris mitigation.

As part of the UK licensing process for each Gen 1 OneWeb LEO satellite, the CAA has evaluated our approach to preventing in-orbit break-ups, object release, and the removal of spacecraft/orbital stages over the mission duration. It has also assessed the long-term impact on the space environment, requiring satellite designs to include features to minimise space debris, use of propulsion systems that limit debris generation, and adopt measures to avoid in-orbit collisions.

The operation of the Gen 1 OneWeb LEO constellation must comply with various licensing conditions and ongoing monitoring relating to safety and sustainability. This includes providing the CAA with periodic health check reports on the status of our satellites, as well as notifications of any "fortuitous or unexpected events" such as debris-generating events, collisions, or anomalies affecting satellite operational safety.

A review of the UK's regulatory framework for orbital activities, published in May 2024, included recommendations for further developing UK policy and guidance on space safety and sustainability. Topics to be addressed include post-mission disposal times, in-orbit servicing, and collision avoidance. We are actively engaged in this process and will play a key role in developing the associated action plan and its implementation through 2024.

(1) In particular, the 1967 Treaty on Principles Governing the Activities of States in the Exploration and Use of Outer Space, including the Moon and Other Celestial Bodies.

3.4.2.7 Sharing Eutelsat Group's policy and practices

The proliferation of space debris has become a major issue for space operators and, with this in mind, Eutelsat Group is committed to pursuing the implementation of its responsible fleet management policy in close cooperation with satellite manufacturers and launchers.

In 2011, Eutelsat Group became an Executive Member of the Space Data Association (SDA). Bringing together satellite fleet operators, the SDA is tasked with assessing the risks of potential close approaches on the geostationary orbit and the Low Earth Orbit and sharing information with a view to mitigating RF interference.

Eutelsat Group is also involved in many events and workshops organised throughout Europe on space debris management. More specifically, the Group plays an active part in two key events organised by the CNES on a regular basis: the Workshop on End-of-Life Operations (biannual) and the annual Working Panel on outer space debris. It also monitors the work of ESA and other relevant international institutions.

In 2013, Eutelsat Group also presented its internal policy and provided feedback on the French Space Operations Act at a workshop hosted by the "Long-term Sustainability of Outer Space Activities" working group of the UNCOPUOS Scientific and Technical Subcommittee. In addition, Eutelsat Group has regularly reported on its experience following the implementation of the French legislation during consultation sessions hosted by the CNES in 2013, 2017 and 2018.

Eutelsat Group also works closely with an array of stakeholders on issues surrounding sustainability and preservation of the space environment. As an experienced and responsible satellite operator, Eutelsat Group is notably planning to join the working group on Space Traffic Management (STM) within the European Cooperation

for Space Standardization (ECSS), the only forum in Europe where such matters are addressed from a technical perspective.

On the Paris Peace Forum, Eutelsat was one of the founding members of the Net Zero Space initiative, supported by several leading players in the space industry. The aim of this multi-player international coalition is to enable the creation of a sustainable space environment by 2030, by taking concrete actions to limit and reduce the generation of debris orbiting the Earth. The Net Zero Space initiative enables Eutelsat Group to reaffirm its long-standing commitments in favour of a safe and uncongested space. The management of the satellite fleet, the prevention of space congestion and the reduction of the environmental footprint over the entire satellite life cycle thus constitute the main pillars of Eutelsat Group's environmental policy.

On 21 November 2022, Eutelsat also signed a "Statement for a Responsible Space Sector" committing to the long-term sustainability of space activities and paving the way for socially and environmentally responsible management of all activities within the space sector, for the purpose of fighting against climate change and preserving life and resources for future generations.

More recently, Eutelsat Group also became a full member of the Global Satellite Operators Association (GSOA). Alongside the other members of the association, Eutelsat Group intends to play an active role in defining the satellite telecommunications ecosystem of the future, including by promoting the responsible use of space.

Supported by more than 40 years' experience at the service of telecommunications, Eutelsat Group sees the integration of the environmental aspects linked to space as a key element in the success of its operations and of its long-term strategy. Environmental protection and the maintenance of a clean and uncongested space is also an integral part of the four major principles that underlie the Company's corporate social responsibility policy.

3.4.3 Measuring our carbon footprint

3.4.3.1 Carbon footprint

The Group assesses the significant items of greenhouse gas emissions over Scopes 1, 2 & 3 using the GHG Protocol methodology. It should be noted that in previous years Eutelsat Group has calculated its carbon emissions using the ADEME method.

The major change in the GHG method is that the full lifetime impact of satellites and ground infrastructure assets is accounted for in the year of procurement. Since these, along with satellite launches, represent the largest items in the Eutelsat Group's carbon footprint, it means that the overall carbon footprint will vary significantly year by year depending on the number of satellites launched in a given year. This renders year-to-year comparisons of the overall carbon footprint, particularly the Scope 3 carbon footprint, less meaningful.

The decision to switch to the GHG method will simplify reporting compliance with the requirements of the CSRD and facilitate the submission of carbon reduction targets to the SBTi, for which the use of the GHG method is mandatory.

It should be noted that the full impact of geostationary satellites is assumed in the year they begin operations, while the impact of LEO satellites is accounted for in the year of their launch. The impact of the launch itself is recorded in the year the launch event occurs.

The carbon footprint calculation is based on the full year impact, from 1 January to 31 December, of the Group as it is constituted as of the 31st of December of the reporting year in question. Therefore, the carbon and environmental reporting for 2023 includes 12 months impact of all Group entities, Eutelsat and OneWeb.

Carbon Emissions (calendar year)		2023 Value	2022 Value	Unit	GRI ref.	
Scope 1	Diesel consumption (Fuel buildings)	39	39	tCO ₂ eq	305-1	
	Petrol & Diesel consumption (Vehicles)	74	81	tCO ₂ eq	305-1	
	Electricity consumption (Vehicles)	0.2	0	tCO ₂ eq	305-1	
	Greenhouse gas emitted by liquid refrigerants	227	287	tCO ₂ eq	305-1	
Scope 2	Electrical consumption (Location Based)	5,581	5,152	tCO ₂ eq	305-2	
	Electrical consumption (Market Based)	5,414	5,152	tCO ₂ eq	305-2	
TOTAL SCOPE 1 & 2 (LOCATION BASED)		5,921	5,559	tCO₂eq	305-1,2	
TOTAL SCOPE 1 & 2 (MARKET BASED)		5,753	5,559	tCO₂eq	305-1,2	
Scope 3	Purchased Goods & Services	95,847	48,225	tCO ₂ eq	305-3	
	Capital Goods	367,216	1,892	tCO ₂ eq	305-3	
	Fuel & Energy Related Activities	769	719	tCO ₂ eq	305-3	
	Upstream Transportation & Distribution	795	1,052	tCO ₂ eq	305-3	
	Waste Generated in Operations	41	40	tCO ₂ eq	305-3	
	Business Travel	2,601	748	tCO ₂ eq	305-3	
	Employee Commuting	1,263	787	tCO ₂ eq	305-3	
	Upstream Leased Assets	10,638	8,920	tCO ₂ eq	305-3	
	Downstream Transportation & Distribution	795	1,052	tCO ₂ eq	305-3	
	Processing of sold Products ⁽¹⁾	N/A	N/A	tCO ₂ eq	305-3	
	Use of Sold Products	12,395	16,164	tCO ₂ eq	305-3	
	End-of-life Treatment of Sold Products	623	1,371	tCO ₂ eq	305-3	
	Downstream Leased Assets ⁽¹⁾	N/A	N/A	tCO ₂ eq	305-3	
	Franchises ⁽¹⁾	N/A	N/A	tCO ₂ eq	305-3	
	Investments ⁽¹⁾	N/A	N/A	tCO ₂ eq	305-3	
	TOTAL SCOPE 3		492,982	80,970	tCO₂eq	305-3
	TOTAL SCOPE 1, 2 & 3 (LOCATION BASED)		498,903	86,529	tCO₂eq	305-1,2,3
TOTAL SCOPE 1, 2 & 3 (MARKET BASED)		498,736	86,529	tCO₂eq	305-1,2,3	

(1) The GHG reporting category is not considered applicable for Eutelsat at this time.

The carbon footprint in 2023

As a general consideration, the integration of OneWeb entities, including the LEO fleet, ground infrastructure, office buildings, and staff, into the scope for 2023 has resulted in a substantial increase in carbon emissions compared to 2022.

Scope 3 remains by far the largest contributor to the overall carbon footprint of the Eutelsat Group. Some of the significant items included in 2023 are detailed below:

- ▶ Purchased Goods and Services 2023:
 - four launches for the deployment of the LEO constellation with a total impact of 80 KTCO₂eq,

- 28 gateway and two satellite control sites, all located at non-Eutelsat owned facilities, were operational during 2023 to support the LEO constellation operations. Carbon emissions are principally generated by the consumption of electricity at these sites with a total impact of 11 KTCO₂eq;
- ▶ Capital Goods 2023:
 - start of operational service of 4 GEO Satellites, EUTELSAT KONNECT VHTS, EUTELSAT 10B, HOTBIRD 13F & HOTBIRD 13G with a total impact of 184 KTCO₂eq,
 - launch of 132 LEO Satellites with a total impact of 29 KTCO₂eq,
 - construction of ground infrastructure and satellite gateway sites for the LEO satellite fleet. During 2023, a total of 217 new antennas, each with a diameter of 3.7m or 3.8m, were commissioned, resulting in a total impact of 153 KTCO₂eq.

3.4.3.2 Electrical consumption

Electrical consumption is measured at the principal teleports and office locations of Eutelsat Group. For office locations, this is defined as a site hosting more than 50 employees.

The electrical consumption figures do not include electricity consumed on behalf of Eutelsat at third party owned facilities, which are not wholly owned and operated by the company. The carbon impact of these activities is included within the Scope 3 calculation within the category of "Purchased Goods and Services".

Most of the electricity consumed by Eutelsat is for the operations of the teleport facilities, used for establishing two-way connectivity between the Earth and its fleet of satellites. At the teleports,

approximately 60% of all electrical consumption is needed to power electronic equipment, particularly the high-power amplifiers attached to the antennas which are used to transmit signals from the ground to the satellite.

The remaining 40% of electricity is consumed in the management of the technical environment. During the summer months, electronic equipment must remain at constant temperatures, so air conditioning systems are used. During the winter months, when cold weather is forecast, antennas used to uplink signals to satellites must be heated to ensure proper functioning.

The overall electrical consumption of Eutelsat Group increased by 2,036,999 KWh (8.2%) in 2023 compared to 2022.

	2023	2022
TOTAL ELECTRICAL CONSUMPTION (KWH)	27,007,382	24,970,383

The electrical consumption by major site is shown in the table below:

	2023	2022
ISSY-LES-MOULINEAUX HEAD OFFICE (FRANCE) (KWH)	2,383,294	2,474,841
% of total electrical consumption	8.8	9.9
PARIS-RAMBOUILLET TELEPORT (FRANCE) (KWH)	10,570,056	9,741,201
% of total electrical consumption	39.1	39.0
IZTAPALAPA TELEPORT (MEXICO) (KWH)	2,153,399	2,177,431
% of total electrical consumption	7.8	8.7
HERMOSILLO TELEPORT (MEXICO) (KWH)	1,387,924	1,400,143
% of total electrical consumption	5.1	5.6
TURIN OFFICES & TELEPORT (ITALY) (KWH)	3,749,484	3,645,974
% of total electrical consumption	13.9	14.6
CAGLIARI TELEPORT (ITALY) (KWH)	4,926,452	4,588,920
% of total electrical consumption	18.2	18.4
CANICAL TELEPORT (PORTUGAL) (KWH)	1,434,390	1,164,936
% of total electrical consumption	5.3	3.8
ONEWEB HEAD OFFICE (UK) (KWH)	402,383	N/A
% of total electrical consumption	1.8	N/A

Variation of electrical consumption 2023 vs. 2022

In 2023, there were increases in electrical consumption at several sites, primarily the teleports of Paris-Rambouillet, Cagliari, and Caniçal. Despite numerous initiatives aimed at reducing consumption by enhancing efficiency, the introduction of new activities led to an overall increase. At the teleports, this new activity primarily involved the installation of ground systems and antennas to support newly commissioned GEO satellites such as EUTELSAT KONNECT VHTS and EUTELSAT 10B.

Carbon impact (Scope 2) of electrical consumption

The overall Scope 2 carbon impact of the electrical consumption of Eutelsat Group:

- Location based - increased by 429 TCO₂eq (8.3%) in 2023 compared to 2022;
- Market based - increased by 261 TCO₂eq (5.1%) in 2023 compared to 2022.

	Location Based		Market Based	
	2023	2022	2023	2022
TOTAL SCOPE 2 CARBON IMPACT OF ELECTRICAL CONSUMPTION (TCO₂EQ)	5,581.04	5,152.27	5,413.70	5,152.27
% of total carbon emissions (Scope 1 & 2)	94.0	92.7	93.8	92.7
% of total carbon emissions (Scope 1, 2 & 3)	1.1	6	1.1	6

The Scope 2 carbon impact of the electrical consumption by site is shown in the table below:

	Location Based		Market Based	
	2023	2022	2023	2022
ISSY-LES-MOULINEAUX HEAD OFFICE (FRANCE) (TCO₂EQ)	80.56	83.65	80.56	83.65
% of total Scope 2 carbon impact of electrical consumption	1.4	1.6	1.5	1.6
RAMBOUILLET TELEPORT (FRANCE) (TCO₂EQ)	357.27	329.25	357.27	329.25
% of total Scope 2 carbon impact of electrical consumption	6.4	6.4	6.6	6.4
IZTAPALAPA TELEPORT (MEXICO) (TCO₂EQ)	891.51	901.46	891.51	901.46
% of total Scope 2 carbon impact of electrical consumption	16.0	17.5	16.5	17.5
HERMOSILLO TELEPORT (MEXICO) (TCO₂EQ)	574.60	579.66	574.60	579.66
% of total Scope 2 carbon impact of electrical consumption	10.3	11.3	10.6	11.3
TURIN OFFICES & TELEPORT (ITALY) (TCO₂EQ)	1,384.63	1,346.41	1,384.63	1,346.41
% of total Scope 2 carbon impact of electrical consumption	24.8	26.1	25.6	26.1
CAGLIARI TELEPORT (ITALY) (TCO₂EQ)	1,721.38	1,611.00	1,721.38	1,611.00
% of total Scope 2 carbon impact of electrical consumption	30.8	31.3	31.8	31.3
CANICAL TELEPORT (PORTUGAL) (TCO₂EQ)	326.19	270.27	326.19	270.27
% of total Scope 2 carbon impact of electrical consumption	5.8	5.2	6.0	5.2
ONEWEB HEAD OFFICE (UK) (TCO₂EQ)	167.34	N/A	0	N/A
% of total Scope 2 carbon impact of electrical consumption	3.0	N/A	0	N/A
SMALL REGIONAL OFFICES (VARIOUS) (TCO₂EQ)⁽¹⁾	77.58	30.58	77.58	30.58
% of total Scope 2 carbon impact of electrical consumption	1.4	0.6	1.4	0.6

(1) The carbon impact of small regional offices is included in the overall carbon footprint by taking the average carbon impact, for electrical usage, of a user in the London and Issy-les-Moulineaux Head offices and apply a pro-rate based on the number of staff in the small regional offices. A small regional office is defined as any office with less than 50 staff. Real electrical consumption data, in KWh/year, is not gathered for the small regional offices.

Variation of carbon impact of electrical consumption 2023 vs. 2022

The two primary reasons for the increase in carbon emissions due to electrical consumption are, firstly, the integration of OneWeb sites into the scope and, secondly, the heightened consumption at existing Eutelsat teleports.

The surge in electricity usage at the teleports, driven by increased activity, has not yet been offset by either the generation of solar energy directly at the sites or the transition to green energy contracts. Both initiatives are ongoing, as elaborated below, and substantial reductions in Scope 2 carbon emissions are anticipated in 2024 and 2025 as these measures come into effect.

Strategy for reducing carbon impact of electrical consumption

Overall, the Group is focused on three key actions to reduce the carbon impact of electrical consumption:

- increasing the capacity to generate green energy from solar panels installed at the teleports;

- switching energy supply to green energy contracts in locations where a viable commercial alternative exists;
- undertaking actions to optimise electrical consumption, such as replacing obsolete or inefficient equipment, transitioning to LED lighting, and decommissioning unused equipment.

Generating green energy from solar panel installations

The electricity generated from solar panel systems, owned, and operated at Eutelsat teleports increased by 42,807 KWh (17%) in 2023 compared to 2022.

	2023	2022
TOTAL ELECTRICITY GENERATED FROM SOLAR PANELS (KWH)	293,494	250,687
% of total electrical consumption	1.1	1

3

The electricity generated from solar panel systems by major site is shown in the table below:

	2023	2022
CAGLIARI TELEPORT (ITALY) (KWH)	265,075	223,063
<i>% of total solar electricity generated for Eutelsat Group</i>	90.3	89.0
CANICAL TELEPORT (PORTUGAL) (KWH)	28,419	27,624
<i>% of total solar electricity generated for Eutelsat Group</i>	9.7	11

The increase in solar electricity generation was achieved through the commissioning of an additional solar system at the teleport of Cagliari in December 2023, at the end of the reporting period.

A significant rise in solar energy generation is anticipated in 2024. Alongside the full 12 months of operation of the system commissioned in Cagliari in December 2023, new solar systems are being constructed and are undergoing commissioning at the teleports of Iztapalapa and Hermosillo in Mexico, as well as Turin in Italy. Furthermore, further expansions to the existing systems at the teleports of Cagliari, Italy, and Caniçal, Madeira, will be commissioned.

These changes are expected to significantly reduce Scope 2 carbon emissions, both location and market-based, starting from 2024 and continuing into 2025.

Green Energy Contracts

The electricity supplied from green energy contracts increased by 402,383 KWh in 2023 compared to 2022.

	2023	2022
TOTAL ELECTRICITY SOURCED FROM GREEN ENERGY CONTRACTS (KWH)	402,383	0
<i>% of total electrical consumption</i>	1.5	0

The electricity from green energy contracts by major site is shown in the table below:

	2023	2022
ONEWEB HEAD OFFICE (UK) (KWH)	402,383	N/A
<i>% of total electricity sourced from green energy contracts for Eutelsat Group</i>	100	N/A

The only location with a green energy contract in place for 2023 was the OneWeb head office in London, where 100% of the electrical consumption is sourced from a green energy supply contract.

During 2024, all of the offices in Turin, along with the teleports of Turin and Cagliari, will be switched to a green energy supply contract capable of supporting 100% of the electricity grid needs of the locations. This transition will significantly reduce the Scope 2 (market-based) carbon impact of the Group starting from 2024.

Optimising electrical consumption

Across Eutelsat Group sites, efforts are ongoing to reduce electricity consumption, often to offset increases required to support new business activities.

These efforts primarily focus on improving energy usage management, replacing old or inefficient equipment with newer, more efficient technologies, and removing equipment that is no longer in use.

Below is a summary of some of the actions already undertaken or under implementation:

At the Paris-Rambouillet teleport in France, several initiatives have been implemented to reduce electricity consumption:

- intensive use of de-icing with anticipation of weather conditions and gradual implementation of a system for supplying fresh air from outside the buildings (free cooling);
- installation of a pilot passive de-icing system for antennas measuring up to 3.8 metres on more than 20 antennas, eliminating the need for energy consumption for heating the antennas in winter;
- switching all lighting to LED technology.

At the Turin offices and teleport in Italy, efforts to reduce electricity consumption include:

- implementation of new uninterrupted power supplies;
- implementation of an energy management system to optimise usage;
- installation of a new air conditioning system incorporating free cooling to reduce electricity consumption;
- implementation of new racks with a cold corridor cooling system to decrease overall energy consumption.

At the Cagliari teleport in Italy:

- modification of a new air conditioning systems to use significantly less energy, particularly within the antenna shelters.

At the Caniçal teleport in Madeira:

- regular preventive maintenance is conducted on systems to prevent over-consumption of electricity;
- the lighting system has been replaced with a more energy-efficient LED system.

At the Iztapalapa and Hermosillo teleports in Mexico:

- priority use of natural lighting, low-energy light bulbs, and motion sensors to control lighting in all common areas;
- upgraded air-conditioning systems;
- replacement of the glass roof structure of the main building with thermal insulating panels to improve energy efficiency.

In June 2024, Hermosillo's teleport received one of the top rankings in the Green Teleport Program by the World Teleport Association (WTA) for implementing energy-efficient solutions.

For the offices located at Eutelsat's Issy-les-Moulineaux headquarters:

- ▶ "Green committees" have been established, bringing together suppliers, the premises' owner, and maintenance service providers to identify measures to reduce electricity consumption. These measures may include the use of a Building Management System (BMS) or the installation of low-energy light bulbs;
- ▶ an employee "sustainability" committee has been formed to concentrate on improvements, including those aimed at reducing electrical utilisation.

Across all entities of the company regular awareness-raising initiatives are regularly carried out among employees.

3.4.3.3 Fuel consumption

The fuel consumption of the Eutelsat Group stems from two primary sources:

- ▶ petrol and/or diesel used by the vehicle fleet, primarily consumed at the Paris head office location;
- ▶ diesel consumed by the electrical generators used to provide emergency electrical power, primarily located at the Group's teleports.

Vehicle fleet fuel consumption

The fuel consumption of the Eutelsat vehicle fleet decreased by 1,195 litres (-4.2%) in 2023 compared to 2022.

	2023	2022
Diesel Consumption for Eutelsat Vehicle Fleet (litres)	670	9,660
Petrol Consumption for Eutelsat Vehicle Fleet (litres)	26,529	18,734
TOTAL FUEL CONSUMPTION FOR EUTELSAT VEHICLE FLEET (LITRES)	27,199	28,394

Carbon impact (Scope 1) of vehicle fleet fuel consumption

The overall Scope 1 carbon impact of the fuel consumption of the vehicle fleet decreased by 6.61 TCO₂eq (-8.2%) in 2023 compared to 2022.

	2023	2022
TOTAL SCOPE 1 CARBON IMPACT OF VEHICLE FLEET FUEL CONSUMPTION (TCO₂EQ)	73.92	80.53
% of total carbon emissions (Scope 1 & 2) (Market Based)	1.4	1.5
% of total carbon emissions (Scope 1, 2 & 3) (Market Based)	0.01	0.09

Diesel consumption for electrical generators

The diesel consumption for the electrical generators, situated at the principal teleports, increased slightly by 19 litres (0.2%) in 2023 compared to 2022.

	2023	2022
DIESEL USE FOR ELECTRICITY GENERATORS (LITRES)	12,584	12,565

Carbon impact (Scope 1) of diesel consumption for electrical generators

The overall Scope 1 carbon impact of the diesel consumption for the electrical generators increased by 0.06 TCO₂eq (0.2%) in 2023 compared to 2022.

	2023	2022
TOTAL SCOPE 1 CARBON IMPACT OF DIESEL CONSUMPTION FOR THE ELECTRICAL GENERATORS (TCO₂EQ)	39.01	38.95
% of total carbon emissions (Scope 1 & 2) (Market Based)	0.7	0.8
% of total carbon emissions (Scope 1, 2 & 3) (Market Based)	0.008	0.05

Variation of fuel consumption & carbon impact 2023 vs. 2022

The consumption and carbon impact of the company vehicle fleet were reduced in 2023 due to the phasing out of diesel vehicles and their replacement with petrol hybrid models. This transition has nearly eliminated the use of diesel fuel for vehicles, resulting in an overall reduction in consumption despite the inclusion of OneWeb into the scope for 2023.

3.4.3.4 Waste management

The total waste of Eutelsat Group increased by 7.65 tonnes (10.5%) in 2023 compared to 2022, whilst the overall level of recycling dropped by 6.6%.

	2023	2022
PAPER WASTE (TONNES)	4.87	3.64
<i>% paper waste recycled</i>	76.4	100
CARDBOARD WASTE (TONNES)	8.66	4.58
<i>% cardboard waste recycled</i>	99.4	100
WEEE (TONNES)	5.54	10.53
<i>% WEEE waste recycled</i>	75.7	99.1
ORDINARY WASTE (TONNES)	54.99	47.13
<i>% ordinary waste recycled</i>	39.3	40.7
METAL WASTE (TONNES)	6.53	7.05
<i>% metal waste recycled</i>	94.8	100
TOTAL WASTE (TONNES)	80.58	72.93
<i>% total waste recycled</i>	55.0	61.6

Variation in waste generated and recycled 2023 vs. 2022

Overall, the total volume of waste generated in 2023 increased largely driven by the inclusion of OneWeb entities into the scope.

The most significant variation in 2023 compared to 2022 was the reduction in the percentage of waste recycled. This reduction is largely attributed to a campaign aimed at removing old documents and outdated IT materials conducted in 2023. In both cases, some of the old materials generated could not be recycled. This campaign is considered a one-off event for 2023, and levels of recycling are expected to increase in 2024.

Optimisation of waste management

The Group is committed to observing best practices in managing waste generated in its offices, aiming to reduce waste volume and maximise recycling percentages.

Since 2010 in Mexico and 2015 in Paris, Eutelsat has pursued a rigorous program to reduce paper consumption and recycle waste in its offices. The program includes measures such as replacing printers with multifunction copiers with badges, reducing the number of photocopiers to lower paper consumption, and using FSC or EU/Ecolabel certified paper. Employees are encouraged to avoid printing documents unless absolutely necessary.

The Group has implemented several waste management measures, including:

- sorting waste into categories such as paper, cardboard, glass, and ordinary industrial waste using dedicated collection bins;

- installing waste bins for paper collection in offices and locations frequently used by employees;
- daily removal of waste;
- confidential document destruction by shredding truck;
- recycling of paper, cans, and PET (plastic bottles);
- minimising WEEE (electrical and electronic waste) by extending the life of electronic equipment and repairing or using refurbished equipment where possible;
- donating WEEE from discarded electrical or IT equipment to associations for those in operation or disposing of it through authorised companies.

The Group's international subsidiaries have also implemented consumption reduction procedures and waste sorting for recycling. One hundred percent of electrical and electronic waste is recycled by external service providers at all Group sites. Most obsolete IT equipment is given to external service providers responsible for its recycling.

For the management of hazardous materials, specific secure storage areas have been installed at the Paris-Rambouillet teleport. These storage areas ensure that materials are kept separately in containers under optimum environmental conditions.

Regarding disposal, all hazardous materials are separated from other waste forms and stored in specific containers before being removed for destruction. Specialised companies are employed to handle the removal of hazardous waste, and documentary evidence is kept recording the quantity and method of destruction.

3.4.3.5 Water consumption

The overall water consumption of Eutelsat Group increased by 4,435 m³ (23%) in 2023 compare to 2022.

	2023	2022
WATER CONSUMPTION (M³)	23,480	19,045

Variation in water consumption 2023 vs. 2022

Of the overall increase of 4,435 m³, the integration into the scope of the OneWeb headquarters in London was responsible for 1,455 m³ (33%).

The remaining increase of 2,980 m³ was spread across the other sites and was generally related to higher on-site presence of staff compared to 2022.

Optimising water consumption

Eutelsat Group has implemented numerous initiatives to minimise water consumption, tailored to each site's specific characteristics. One common action across all sites is to ensure regular and frequent measurement of water consumption. This practice is crucial for quickly detecting leaks, which can be one of the most significant sources of excess water usage.

Specifically at the Paris-Rambouillet teleport the water supply system was refurbished in 2018, with a separate supply for teleport operations and fire-fighting networks. A monthly measurement is carried out for each network to ensure the precise monitoring of consumption.

At the Caniçal teleport in Madeira, rainwater is stored for irrigation and a rain sensor is used to avoid wastage. Water consumption is measured on a monthly basis and a report drawn up on any potential leaks. A rain detection system has been installed to ensure a maximum reduction in water usage.

For Eutelsat Americas consumption is kept to a minimum, with no watering of green spaces at the Iztapalapa teleport and very little watering in Hermosillo, which is located in the desert where the local government applies restrictions on the use of water. At this location the water from the air conditioners is used to irrigate green areas.

3.4.3.6 ISO 14001 certification

The Group is mobilised around applying a responsible approach to reducing the environmental impact of its terrestrial operations. To this end, a programme has been followed for each of the principal operational sites to work towards achieving ISO 14001 certification.

The current status and scope of the certification programme is shown in the table below:

Site	Scope	ISO14001 Status
Caniçal teleport – Portugal (Site 100% owned and operated by Eutelsat Group)	Design, implementation, operation and maintenance of telecommunication equipment and infrastructure for satellite managed services.	Certified since October 2017
Cagliari teleport – Italy (Site 100% owned and operated by Eutelsat Group)	Design, implementation, delivery and support of Video and data connectivity services on behalf of Eutelsat Group. Management of the Cagliari teleport (site 100% owned and operated by Eutelsat Group).	Certified since September 2021
Turin teleport – Italy (Site 100% owned and operated by Eutelsat Group)	Design, implementation, delivery and support of video and data connectivity services on behalf of the Eutelsat Group. Management of the Turin teleport (site 100% owned and operated by Eutelsat Group).	Certified since July 2022
Paris-Rambouillet teleport – France (Site 100% owned and operated by Eutelsat Group)	<ul style="list-style-type: none"> ▸ Procurement, operation and maintenance of RF Facilities for the ground operation of the spacecraft and the monitoring and provision of satellite commercial services. ▸ Implementation and operation of satellite commercial services. ▸ Provision of customer support for the use of satellite capacity and satellite commercial services. ▸ Management of the company warehouse. 	Certification in progress
Iztapalapa teleport – Mexico (Site 100% owned and operated by Eutelsat Group)	Satellite engineering and operation, satellite access and monitoring and technical support to the user.	Under review
Hermosillo teleport – Mexico (Site 100% owned and operated by Eutelsat Group)	Satellite engineering and operation, satellite access and monitoring and technical support to the user.	Under review
Company HQ Issy-les-Moulineaux – France (Site leased by Eutelsat Group)	Provision of office space for the use of centralised engineering, operations, sales and associated support functions of Eutelsat Group.	Under review

3.4.3.7 Protection of biodiversity

Eutelsat Group understands the importance of biodiversity and its key role in mitigating the impacts of climate change. In France, Eutelsat owns 96 hectares of land, located just outside Paris on which the Paris-Rambouillet teleport is situated. This is the largest area of land owned by the Eutelsat Group worldwide, with approximately 85 hectares used for organic agricultural purposes.

This process was successfully completed in 2021 when the lease farmer obtained Organic Agriculture certification delivered by the Departmental Directorate of Territories (DDT) and recognised by the French and European authorities.

At the Caniçal teleport on the island of Madeira, two specific measures have been implemented to promote biodiversity and minimise pollution. Firstly, there is an emphasis on maintaining natural, green environments in all outdoor spaces, typically featuring gardens with ample provision of bushes and trees. Secondly the wastewater generated from the annual antenna cleaning, necessary for lubrication and salt removal, is carefully contained to prevent soil pollution. It is collected by a licensed entity to ensure proper management.

Eutelsat Madeira has been awarded first place for its outstanding environmental performance in 2023 by the Government of Madeira, recognising its commitment to environmental sustainability and promoting pollution-reduction practices.

3.4.3.8 FRANSAT's commitment to environmental sustainability

During the fiscal year, the FRANSAT teams launched the first phase of their FRANSAT CSR project.

This ambitious project, rich in initiatives, has led to several significant advancements:

- creation of a page dedicated to CSR commitments: a new "CSR Commitments" section has been added under the "Discover FRANSAT" menu on the fransat.fr website, highlighting the main commitments;
- reduction of packaging: optimisation of packaging materials, including the use of smaller cartons for card shipments via Colissimo and Chronopost, and the adoption of A5 envelope formats for sending 1 to 3 cards via Ecopli⁽¹⁾;
- use of recycled materials: welcome packs are now made from recycled paper, and kraft paper is used to fill empty spaces in our FRANSAT equipment parcels;
- optimisation of purchasing and delivery processes:
 - integration of a direct link to the Ecosystem⁽²⁾ website page concerning the WEEE mention on the product sheets,
 - addition of an ecological note for the green delivery options (Mondial Relay),
 - display of La Poste's environmental score for deliveries via Colissimo, Ecopli, and Chronopost.

The introduction of new delivery options combining speed and environmental respect is under study. All of this information is available on the new page dedicated to CSR commitments: [FRANSAT CSR Commitments] (<https://www.fransat.fr/decouvrir-fransat/engagements-rse/>).

(1) Ecopli is a postal tariff used in France for economy-rate mass mailings.

(2) Ecosystem is a non-profit organisation accredited by the French Public Authorities to collect, decontaminate and recycle household waste electrical and electronic equipment (WEEE), professional equipment (professional WEEE), lamps and small fire extinguishers.

3.5 Social information

3.5.1 Empowering social commitment

During the fiscal year, the Group focused on strengthening the continuous improvement process of its social commitment, particularly regarding the areas of diversity and employee engagement.

3.5.2 Employment

3.5.2.1 Workforce

The Group's headcount increased due to the integration of OneWeb: 1,740 employees on 31 December 2023 (vs. 1,162 in 2022).

Within the Group, there were more than 160 new hires. This recruitment was in anticipation of forthcoming retirement departures and to support the Group's transformation.

Eutelsat S.A. prepares an annual social audit report summarising the key data in a single document. This provides a high-level overview of the Company's performance in this area. The social audit report is prepared with reference to the calendar year.

Breakdowns of the workforce by gender, age and geographical area can be found in the social indicator tables in Section 3.8.1.

	Units	2023	2022
Total workforce	Persons	1,740	1,162
Men	Persons	1,243	781
Women	Persons	497	381

3.5.2.2 Vocational integration of young adults

Eutelsat Group recognises the importance of involving young adults in the workforce. As a result, the company continued to recruit individuals through its internship and work/study programme in 2023. During the year, Eutelsat hired over 20 interns and recruited close to 30 individuals under the age of 25 on temporary or permanent

employment contracts. To facilitate learning and skills developments, all the students in the work-study programme or an internship receive close guidance from their managers, who are trained for this purpose.

3.5.2.3 Compensation

All Eutelsat Group employees are paid an adequate wage, in line with applicable benchmarks.

Employee compensation comprises a fixed salary, a possible bonus and, in some cases, an LTIP ("Long-Term Incentive Plan").

The performance criteria used to calculate bonuses are correlated with the performance of the Group or its departments and have been harmonised across the Group and its subsidiaries.

The performance bonus as well as the LTIP bonus are designed to incorporate both quantitative financial and CSR criteria, highlighting the increasing significance of sustainable development. The plan comprises key criteria, such as reduction in carbon footprint, and the representation of women in top management positions (ExCom & N-1 ExCom) as well as in the Group.

Eutelsat S.A.

A corporate savings plan (PEE) was established within Eutelsat S.A. in July 2000: the plan distributes significant sums on top of compensation as part of an incentive and profit-sharing plan.

Employees who so wish, may save up to 5,000 euros per year in the corporate savings plan (PEE). Eutelsat tops this up with an employer contribution of up to 2,170 euros.

3.5.3 Quality of life at work

As a state-of-the-art technology company operating in a global market, Eutelsat is dedicated to fostering an international corporate culture that brings employees together through shared practices and values. The company aims to attract and retain talent while ensuring favourable working conditions. The HR management policy prioritises the inclusion and advancement of women within the company as well as redefining the perception of disability.

The Group is highly culturally diverse, with employees from 76 countries across five continents at end of 2023.

Seven nationalities are represented on the Board of Directors, and four nationalities are represented on the Executive Committee. As of 31 December 2023, 63.22% of the Group's total workforce (i.e. 1,100 of the total 1,740 employees) was located outside France.

In order to enhance cohesion and uphold its international identity, the Group is implementing a policy centered around the following key aspects:

- quality of life at work and employee engagement are assessed through survey such as the Great Place to Work and Denison Culture surveys. Action logs and workshops are organised to address areas for improvement;
- in-house seminars, webinars, and other events are organised to encourage collaboration among employees globally;
- the Group promotes employee mobility across its subsidiaries, facilitating opportunities for individuals to work in different locations within the company.

3

3.5.3.1 Quality of life at work and employee commitment

At Eutelsat S.A., a new action plan was implemented in 2022, which led to the signing of a collective agreement with the Union in December 2022 to promote gender equality and improve quality of life at work. This agreement is effective for the years 2023 and 2024. It encompasses various aspects of quality of life at work, including work-life balance and the right to disconnect. These initiatives align with the publication of a digital tools' usage charter in 2017. Additionally, the agreement is reinforced by the provisions regarding the right to disconnect outlined in the supplementary clause of the remote working agreement signed in the summer of 2020.

Throughout the year, the Group organised events to celebrate significant milestones, including our merger and the successful launch of one of our GEO satellites. Additionally, regular afterwork events are held across our various locations to foster better connections among colleagues.

These initiatives exemplify the spirit of unity, solidarity, and mutual support within the working community and align closely with Eutelsat's values, particularly those of respect and team spirit.

To enhance the support offered to employees in their careers, discussions began at the end of 2019 on how to assist family caregivers. These discussions have been initiated and was expected that they would bear fruit in 2022. Similarly, in Italy, discussions took place in 2020 and 2021, to establish a comparable system that promotes solidarity and reflects the Group's values.

As part of the ongoing efforts to address psychosocial risks, Eutelsat S.A. has implemented an external hotline called the Stimulus service. This hotline is staffed by certified clinical psychologists who are available to provide support to Eutelsat S.A. employees. The hotline is also accessible to the family members of employees, ensuring a comprehensive support system.

Eutelsat S.A. has set up wellness areas at its Issy-Les-Moulineaux and Rambouillet sites. In particular, a rest area has been created to enable employees to relax in the workplace. A collaborative vegetable garden has also been set up, with monthly planting workshops run by an external service provider. A games console has been made available to employees with the aim of creating links between colleagues, enabling tournaments to be organised, for example.

In 2023, a bicycle leasing system was set up with a service provider, enabling employees to benefit from a bicycle partly financed by the company. As the totem bike repair facility at Issy Les Moulineaux has proved so successful, it has been extended to the Rambouillet site. We are also considering introducing this initiative in Italy.

In Italy, all offices have been meticulously maintained over the years. Each site features a space for coffee breaks or lunch, equipped with a fridge, microwaves, coffee and vending machines, and a table football. Sanitary pads are provided in every women's bathroom, and similar layouts and services are implemented wherever possible.

In Turin, both sites include an outdoor area with tables, chairs, sun umbrellas, and reclining chairs for relaxation and lunch breaks. At Palazzo Leonardo, a smart fridge/vending machine offers healthy prepped meals.

To support our employees' well-being at the global level, a bi-monthly webinar series (Mindful Moments) was launched to offer various wellness topics based on employee preferences. These sessions are highly attended with ~200 employees per event.

The Company's values, a driver of employee engagement

The Ethical Charter, which was published in 2018 highlights the mission, key values, and commitments of Eutelsat S.A. to its clients, partners and employees. At the end 2022, the company's values underwent a review and simplification process through workshops involving more than 100 employees. To ensure the integration of these values into internal actions and operations, a dedicated online training course was developed at the Group level, making it easier for all employees, including new hires, to understand and adopt them in a user-friendly format. Additionally, an internal multi-channel communication campaign was conducted, featuring employee testimonials through video and a practical handbook, further reinforcing the values within the organisation.

The Group continues its ONE Talk initiative, which aims to communicate the Group's strategy and actions taken by its key divisions to all employees. External contributors are also invited to certain sessions to provide insights on strategic business topics.

To ensure regular communication and foster dialogue with employees, Townhalls are hosted by the Group's Chief Executive Officer on a bi-monthly basis offering updated on business and people aspects.

Employee engagement and satisfaction are regularly assessed through Great Place to Work surveys, with a participation rate of 77% recorded in the last survey. Following the survey, an action plan is updated at both Group and department levels.

Based on insights from our Denison focus groups that ran in October 2023, we designed and launched a global quarterly initiative (Espresso Connections) focused on creating opportunities for informal conversations between colleagues over a virtual (or in person) coffee break, to strengthen our bonds and nurture collaboration between teams, departments and countries.

3.5.3.2 Talent identification, development, and retention

Since 2020, a new "Talent Review" process has been implemented for high-potential executives, spanning across two financial years. This process is facilitated by the Group's Human Resources Information System and encompasses all countries and teams. It's a "bottom-up" approach, allowing interaction at the team/department level and subsequently at the Group Executive Committee level.

The objectives of this process are as follows:

- identify, develop, and retain a talent pool consisting of high potentials and "key experts";
- contribute to the Group's succession planning efforts;
- conduct SWOT analyses of organisations and formulate actions plans to address skill management (such as training, recruitment, and partnerships) and optimise organisational structures and business processes.

At the end of fiscal year 2023 new talent review was conducted at the company level.

Additionally, Eutelsat Group has expanded its presence on social media platforms to foster stronger connections with employees and engage a broader audience interested in its business.

3.5.3.3 Work organisation

Collaborative innovation

One Place, the Group's intranet portal has established itself as a key information and collaborative tool for employees, with an average of 750 visitors per day. Through a single-entry point, this portal provides employees with access to standardised business tools, practical information, documents and company news. Space is also allocated to editorial content addressing employee's daily lives throughout the Group, new recruits, promotions, and internal mobility. This year, following the merger with OneWeb, the Intranet underwent modernisation with new functionalities allowing employees to personalise parts of it depending on their needs.

Working time arrangements

Eutelsat complies with the rules on working time arrangements set forth by the International Labour Organisation (ILO). Moreover, the Group's management ensures that all subsidiaries, both in France and abroad, comply with local labour laws, including those relating to working time.

At Group level, the statutory 40-hour week applies to the majority of entities. In France, where 36.78% of the Group's employees are based, the management applies the statutory 35-hour week for non-managerial staff. The vast majority of employees hold management positions and benefit from an average package of 212 working days per year, allowing for more flexibility in the way they organise their schedules. Employees benefit from six weeks of paid leave. Managers also enjoy 13 days of RTT (Reduction of Working Time).

Several working time agreements have been signed with employee representatives, including the Working Time Account agreement of 2018 and the remote working agreement, signed in 2018 and which was the subject of a supplementary clause in 2020.

The subsidiaries have a policy of paid leave that complies with the labour laws and regulations in the countries in which Eutelsat operates. Some offer additional leave provisions and benefits.

3.5.4 Labour relations

The Group's management strives to maintain a productive social dialogue for the well-being of its employees worldwide and, most importantly, to ensuring continuous adherence to local practices in the countries where it operates. The Group's HR department aims to harmonise practices and schemes across countries with the goal to strengthening the "One Team" spirit, a core value reaffirmed within the Group.

3.5.4.1 Organisation of the social dialogue

For Eutelsat, social dialogue and maintaining a positive social climate are very important, as demonstrated by the ongoing dialogue between the social partners.

At its main subsidiary Eutelsat S.A., the Group fully respects freedom of association and promotes social dialogue through collective bargaining. Following the rulings in September 2017, Eutelsat's social partners agreed to extend the existing mandates for another year.

Well beyond the technical aspects, remote working (see Section 3.5.4.2) is an integral part of the corporate plan to foster a culture of performance and accountability amongst team members. Employees are able to contribute to new ways of sharing work between the office and home. It was with these principles in mind that a supplementary clause to the remote working agreement was signed with the social partners in France in July 2020, to adapt to the current issues concerning work organisation. Furthermore, this remote working agreement has borne fruit by facilitating, at the end of various lockdowns during 2021 linked to the public health crisis, a progressive return to the office for all employees.

3.5.3.4 Staff incident reporting process

This section provides a summary of reported incidents, complaints, and legal consequences related to discrimination and violations of social and human rights.

	2023
Number of incidents of discrimination ⁽¹⁾	0
Number of complaints filed	0
Amount of material fines, penalties, and compensation ⁽²⁾	0

(1) The total number of incidents of discrimination, including harassment, reported in the reporting period.

(2) As result of violations regarding social and human rights factors.

Eutelsat Group is committed to combating all forms of harassment in the workplace, whether moral or sexual, as well as gender-based harassment. In this area, employees have the possibility of contacting identified contacts, including the two referents (on the employee representative and company side) for sexual harassment and gender-based harassment in the workplace. These representatives have been trained by recognised organisations, at the company's expense, so that they are in a position to carry out their role effectively.

Whistle-blowing can be carried out via a professional SpeakUp platform set up by the Compliance Department.

A work's committee (French CSE) was set up following the election of employee representatives in November 2018. In 2019 and 2020, the Company showed its ability to develop social dialogue with these new bodies and to implement their new role, which was notably the subject of an agreement in 2018.

Eutelsat S.A. has implemented an agreement on trade union rights governing, in particular, relations between the social partners. During 2021, meetings with the union representatives were aimed at revisiting and modernising this agreement. The Company Intranet, where company-level agreements are accessible, is also a communications tool on these matters. In addition, meetings are organised around the annual and half-year results to recap on the highlights for the period and present the results to Group employees.

When preparing new organisational projects, the Unions or the Work council are informed or consulted in respect of the law of the country in which the new organisation will be implemented. These principles exist for Italy, Mexico and France.

In addition, and by way of example, during 2021, an "HR Portal" was rolled out to centralise and inject a new dynamism into all the useful information for employees (articles, job mobility opportunities, new recruits, fact sheets). The teams responsible for the project were aware of the comments made by the elected representatives and organised a workshop to work together on improving this communication tool. In 2024, the portal was overhauled to make it easier to access and read information based on employee feedback

Eutelsat S.A. was also invited by the elected representatives to join forces on the implementation of a platform on which to post press articles and give access to various training modules: "Tout Apprendre". The Company contributed to this initiative and participated financially in its deployment alongside the elected representatives.

In addition to the co-constructed measures introduced during the Covid-19 pandemic, a sustainable development working group has been set up with a view to having a shared vision of the measures and actions needed to ensure effective commitment from both the field and the company.

Beyond being a channel for communications and dialogue, the Intranet portal available to the whole Group represents a means of changing working practices against the background of the digitalisation of the Company. Lastly, access to MyHRPlanet for all employees dating back many years enables the Group to count on a reliable tool which is familiar to employees. It improves the transparency of most of the HR processes, like the inputting of targets, performance and the granting of bonuses. It also offers every employee the opportunity to express their needs in terms of training or their wish for internal transfers. Available from the Group's intranet portal, this is a powerful tool in support of integration and social dialogue, while enabling employees to monitor and manage their careers.

3.5.5 Health, safety, and well-being in the workplace

With the exception of the teleports, the Group's activities are carried out in office buildings. As a result, most employees are not exposed to any specific health and safety risks.

3.5.5.1 Health and safety conditions

In France, the Comprehensive Risk Assessment Document (DUERP) is an annual listing of risks and is updated by the Safety department at the Issy-les-Moulineaux sites and the Paris-Rambouillet teleport. This document includes a specific procedure for addressing work-related stress risks and is available on the Company's Intranet. It was revised in 2024 in collaboration with APAVE, and all necessary measures were taken to mitigate the identified risks.

The Comprehensive Risk Assessment document is an integral component of Eutelsat's risk prevention policy. Eutelsat identifies and registers risks and collaborates closely with employee representatives to mitigate the criticality of priority 1, 2 and 3 risks.

During organisational changes, particular attention is given to health and safety, with a focus on engaging the Unions or the Work council. If required the Risk Assessment Document is updated to reflect any changes.

Employees can send their questions about their employment contract, working time software and pay to a generic HR address. One of the tasks of the personnel administration department is to provide a structured response within a period not exceeding one working week.

3.5.4.2 Collective agreements

This section primarily pertains to Eutelsat S.A., whose collective agreements are available for viewing on the Company's Intranet. Eutelsat S.A. constitutes 50% of the Group's workforce and the agreements signed within this company apply to all employees.

Eutelsat S.A.'s social partners emphasise corporate social responsibility:

- "mid-career" interviews are held annually with employees who wish to conduct an audit of their experience and skills and support their mobility aspirations;
- in 2018, two agreements on (i) working time accounts (CET), and (ii) remote working were signed and have been rolled out within Eutelsat S.A. since 2019. Similar remote working arrangements have also been implemented in various subsidiaries, e.g. in Italy;
- in 2019, the social partners signed an agreement governing the gifting of time off between employees, defining the arrangements and rules of application both for Eutelsat and for the employees who are giving and receiving. This agreement reflects the spirit of unity and solidarity in support of employees facing family emergencies;
- in 2020, a new collective agreement was signed with the Unions to address and adapt to remote working.

Regarding professional gender equality, a review of the recommended measures is conducted annually and presented to the employee representatives.

In 2023, OneWeb implemented a Group Health & Safety Policy in the UK ensuring all employees were made aware of its' contents. All new employees were required to read and acknowledge it as part of their onboarding process. The corresponding Safety Management System (which implements the provisions contained within the Policy) is being developed as part of the new group structure. Risk assessments are continuing to be developed for both generic and specific work activities e.g. office work, construction sites and User Terminal (UT) installations.

OneWeb also implemented a Site Safety Induction slide pack with Site Rules as part of the Satellite Network Portal (SNP) construction activities. This could then be translated, added or amended to include specific any local legislative or operational changes. As part of monitoring these high-risks activities, a construction inspection form was also developed for use on site and by the H&S Team when visiting site, with actions being addressed with the contractors to continually learn and improve safety on site.

Further details regarding the actions taken in various areas related to employee health and safety can be found below.

Health

Eutelsat S.A. (France) has established a guaranteed health and retirement programme for all its employees, particularly through health and life insurance schemes in addition to supplementary retirement benefits. Eutelsat S.A. offers employees over 50 years old a complementary full medical check-up every three years. A medical centre specialising in prevention carries out health checks intended to avoid serious ailments caused by occupational illnesses by means of high-end medical services. It also offers lifestyle advice designed to minimise the negative impacts associated with factors such as inappropriate diet, sleep problems and stress. A special programme is in place for controllers.

All office furniture is ergonomic. In France, if necessary, occupational medicine can suggest some adjustments to workstation. Requests for adjustments can be made directly by employees, their managers, or Human Resources.

At Eutelsat headquarters, two audits were conducted in 2022 to assess the noise in open spaces. The results were favourable, well below the limit. Additionally, air quality testing was carried out. The positive outcomes of these two audits were presented to the staff representative body.

Travel

There is a special process for foreign travel, with graded levels of approval depending on the country risk assessment, and membership of a foreign support team. Employees receive general training on travel risks with additional training as required for specific country risks.

3.5.5.2 Electromagnetic waves

The subject of exposure to electromagnetic waves is also part of the environmental risks. The World Health Organisation (WHO) has commented on this issue as follows:

"WHO, through the International EMF Project, has established a programme to monitor the EMF scientific literature, to evaluate the health effects from exposure to EMF in the range from 0 to 300 GHz, to provide advice about possible EMF hazards and to identify suitable mitigation measures. Following extensive international reviews, the International EMF Project has promoted research to fill gaps in knowledge. In response, national governments and research institutes have funded over 250 million U.S. dollars on EMF research over the past ten years.

While no health effects are expected from exposure to RF fields from base stations and wireless networks, research is still being promoted by WHO to determine whether there are any health consequences from the higher RF exposures from mobile phones⁽¹⁾."

To protect Eutelsat teleport employees in France from potential undesirable exposure to electromagnetic waves, the Company takes the various precautions listed below:

Tests and access to facilities

- ▶ Periodic tests measuring radiation and its impact are carried out at the Paris-Rambouillet teleport. The most recent tests were completed in 2019.
- ▶ All antennas at the Paris-Rambouillet teleport are tested in accordance with ESVA (Earth Station Verification and Assistance)

to ensure the quality of the facility and detect any incidences of radiation exceeding the acceptable norms. As a standard part of every ESVA activity, antenna radiation patterns are measured. This allows for corrective actions to be taken in response to any installation shortcomings (such as excess surface mechanical tolerance, etc.). A radiation pattern is used to determine the maximum permissible EIRP (Equivalent Isotropic Radiated Power) spectral density, which may not be exceeded by any transmission originating from the station being tested. Eutelsat establishes standards to ensure compliance with national and international (i.e. ITU) radio frequency regulations.

- ▶ Access to installations with potential high-risk exposure, such as a limited number of ground-level antennas, is strictly controlled through the use of fences or ground signage. Employees who need to work within the perimeter are required to carry a dosimeter.
- ▶ In France, a DUERP (Document d'évaluation des risques) is prepared annually. It identifies the risks faced by the company and outline actions to reduce or eliminate them. When employees work near the antennas, they are required to wear an electromagnetic wave detector. Access to antenna fields is prohibited without this detector, which measures the level of electromagnetic waves and provides percentage indications. Additionally, an inspection office is commissioned to assess radiation density in passage areas at least once every five years. A report is generated and provided to the company.
- ▶ The Italian law concerning health and safety in the workplace is defined by Law 81/2008 and subsequent updates.

Risks' analysis is conducted through the DVR (*Documento di Valutazione del Rischio*), which is the risk assessment document.

Among the various risks' assessments, instrumental measurements are used to evaluate workers' exposure to electromagnetic fields, ensuring compliance with the requirements of Law 81/2008, and the protection of the general population, including medical device users. These evaluations are periodically repeated or conducted when there are modification of the sources.

The results of the risk assessment are shared with the company doctor who determines the health eligibility based on the exposure of risks.

Based on the results of the risk assessment, several safeguard measures have been implemented including physical barriers (fences/demarcations) to restrict access to the antenna area, identification of authorised personnel for access, procedures for accessing and maintaining the antenna area, deactivation of equipment during malfunctioning or maintenance, and training and information provided to employees about existing procedures.

A tender procedure is established for external contractors to exchange information about the assessed risks by both parties. A dedicated document called DUVRI (*Documento Unico di Valutazione dei Rischi da Interferenza*) defines the risks that may arise during activities on the company premises.

The teleport in Turin, due to its proximity to civilian houses, is continuously monitored by the local public authority Arpa Piemonte (regional agency for environmental protection) to ensure emissions from antennas comply with the allowed limits. Non-active antennas are visually identified. Additionally, both the Turin and Cagliari branches are required to inform the local public authority about any modifications or new installations.

The DVR for all Italian entities is regularly updated. The most recent version for Skylogic was updated on 11 January 2023, and for Skylogic Mediterraneo, it was updated on November 2023.

(1) <https://www.who.int/health-topics/electromagnetic-fields>

A new office/facilities health and safety inspection form was developed and used in our London, Washington DC and Mexican offices and teleports by the Global H&S Director. Good practices were praised, and it was a great opportunity to learn from each to further develop and work on any improvements on site with each of the facilities teams.

Awareness-raising and training

- ▶ All employees working on antennas are informed of the potential exposure risks.
- ▶ Training of new recruits at several sites.
- ▶ Training of Local Safety Teams at several sites.
- ▶ Fire drills at several sites.

The other teleports in Italy, Mexico and Portugal have implemented similar procedures.

OneWeb implemented an updated health and safety induction programme for new starters as well as training 17 First Aiders in the London office. This also led to a comprehensive review of the first provision on site and the installation of an Automatic External Defibrillator (AED).

Certified work at height training was provided by a specialist trainer on site in the London office to a number of employees working in facilities and field operations. This provided detailed updates on the law and a practical session on the safe methods of climbing fixed ladders using a harness and lanyards to reduce the likelihood of a fall from height.

A comprehensive training matrix is also being developed to include all relevant health and safety training which is required for all employees as required by local legislation, but also depending upon the employees' work activity and Training Needs Assessment e.g. working in field as opposed to predominantly office-based activities.

3.5.6 Training and career management

3.5.6.1 Skills enhancement

To maintain competitiveness, the Group provides employees training programmes that enhance their effectiveness in daily work or equip them with new skills to stay up to date with developments in the Group's businesses. Eutelsat S.A. made significant investments in employee training in 2023, covering a wide range of disciplines and themes that reflect the challenges faced by the Group.

The training sessions focused on the following areas:

- ▶ developing managerial coaching skills to foster changer (over 100 managers trained in France and Europe);
- ▶ project management (ITIL) and technical knowledge;
- ▶ diversity and inclusion;
- ▶ language proficiency, particularly English and French for non-native speakers;
- ▶ support functions such as human resources, finance, and law;
- ▶ IT tools.

3.5.5.3 Employee representation on health and safety matters

In France, the employee representative body responsible for health, safety and working conditions is the SSCT Committee, an integral part of the CSE. It is the Company's main point of contact for such matters. The SSCT Committee meets various times during the year and at least once a quarter. Its powers and role are set out in the agreement on the transformation of social dialogue – Agreement on the functioning of the Social and Economic Committee, signed in 2018.

In Italy, in-house union representatives, known as RLS (*"rappresentante dei lavoratori per la sicurezza"*) are responsible for issues relating to employee safety. An employee is also responsible for the safety of installations and for the mandatory health and safety training of all employees. This employee is called the *"Preposto alla sicurezza"*. Lastly, the HR team arranges regular medical check-ups for employees.

Within the Group, 83.77% of the staff are employees of entities benefiting from an employee representative body. This is the case in France, Italy, Mexico, Russia and Jordan.

3.5.5.4 Accidents at work and occupational illnesses

In 2023, 22 occupational accidents were recorded throughout the Group, representing a total of 128 days of absence following three of these accidents.

	Units	2023	2022
Frequency rate	Number	1.06	1.01
Gravity rate	Number	0.01	0.05
Absenteeism rate ⁽¹⁾	%	2.55	3.52

(1) 98.3% of the Group's consolidated scope.

These training initiatives aimed to enhance employee's capabilities and address various aspects of professional development within the company.

All new hires were also given training in anti-corruption and compliance but also in diversity and inclusion. Furthermore, special personal data protection and cybersecurity training modules were made available (see Section 3.2).

The Group is strengthening its digital initiatives by introducing the eLearning Docebo platform for operational staff. This platform is accessible to all employees with, notably, access to training modules selected for their relevance including on-line courses, MOOC modules, e-learning, blended learning, and more. It enables training opportunities for all employees and allows for more effective monitoring of individual employees' training plans. For instance, various IT Skills, communication, time management and health and well-being training programmes have been made available.

Thus, in 2023, 53,41%⁽¹⁾ of the Group's employees received training.

Number of hours of training	Units	2023		2022	
		Hours	2023	Hours	2022
Group total	Hours	8,808		7,519	
Eutelsat S.A. ⁽¹⁾	Hours	5,667		4,451	

(1) The total number of hours of training does not include the hours of cybersecurity and anti-corruption training for Eutelsat S.A. as these are booked separately.

Number of hours of training per employee trained	Units	2023		2022	
		Hours	2023	Hours	2022
Group total	Hours	9,79		8,96	
Eutelsat S.A. ⁽¹⁾	Hours	12,70		8,46	

(1) The number of hours of training per employee does not include the hours of cybersecurity and anti-corruption training for Eutelsat S.A. as these are booked separately. 1,016 employees have been trained in cybersecurity.

3.5.6.2 Careers and mobility

In France and in every country where Eutelsat operates, annual performance interviews are conducted by managers with the support of the HR computer system. A professional development interview has also been established that must take place on an annual basis and may be conducted in parallel with the annual performance review. These interviews are designed to support employees in their desire for mobility and skills development.

In France, Eutelsat S.A. has implemented a "Career Review" interview which takes place after six years of service with the Company. A jobs board has been created with the support of the HR computer system, allowing for all vacancies to be posted immediately on the Intranet. Any internal candidate who applies is interviewed. Internal job opportunities are also specifically featured on the updated Intranet with a view to reinforcing their visibility across the Group.

3

3.5.7 Diversity and equal opportunities

3.5.7.1 Gender equality

The representation of women within the business and gender equality are priorities for the Company, and the Executive Committee has tackled these issues to make progress in this area. The percentage of women in the Group is 28.6%. The Group supports measures pertaining to paternity leave, which have been rolled out across a number of countries (Italy, Singapore, Dubai, Mexico), actions to raise awareness of and combat cognitive biases for employees and managers.

Eutelsat S.A. scored 88/100 in the professional equality index⁽²⁾. This score recognises the gender equality policy deployed in recent years.

In France, such as every year, the gender equality and quality of life at work action log has been rolled out in 2022 and covers access to employment, promotion, effective compensation and work-life balance. Targets and indicators have been tracked for each of these priorities. The Gender Equality Committee meets at least once a year to monitor this action plan.

A special budget is set aside for salary adjustment schemes. The taking of paternity leave is also encouraged. Since 2009, Eutelsat S.A. has been topping up the daily indemnities paid to fathers by the social security system, in order to maintain compensation levels. Since July 2021, Eutelsat has implemented the new paternity leave modalities foreseen by the French government, while bearing in mind its actions deployed internationally.

Data on employment, training and compensation by gender can be found in the social indicator table at the end of this Document.

Eutelsat has been member of the Women in Aerospace (WIA) association since 2022. WIA is dedicated to enhancing women's opportunities for leadership and increasing their visibility in the aerospace community. Through this membership, a total of

25 Eutelsat employees worldwide have benefited from various advantages, including attending events, webinars, and accessing specific information about our ecosystem. This collaboration allows Eutelsat employees to engage with a supportive network and stay informed about industry-related developments.

In Italy, Eutelsat has been a member of the Valore D association since 2019. This association of 200 companies promotes diversity and an inclusive culture in companies and organisations. Belonging to the Valore D network enables companies to position themselves as a powerful and influential voice on diversity and inclusion and gives access to a network composed of international companies which are already committed to diversity and inclusion, thereby facilitating successful collaboration. This has notably been exemplified through the various inter-company mentoring projects offered since 2019 and in which Eutelsat has participated. To pay tribute to the very good results obtained by the Company, Eutelsat was invited to take part in a special mentoring programme in partnership with the company Sanofi.

In France, Eutelsat signed the #StOpE initiative in 2021 to combat ordinary sexism, and the commitment to this initiative was renewed in 2023. Several actions have been implemented to raise awareness and address this important topic within the company. These efforts aim to foster a more inclusive and respectful work environment for all employees.

Within the Group, a paternity leave scheme has also been put in place designed to give new fathers time to help out around the home. In a number of countries, the Group offers new father's additional days of leave on top of the statutory provision. In Italy, for example, the Company grants an additional five days, bringing total paternity leave to 15 days. In Mexico, paternity leave has now been doubled to 10 days.

(1) The percentage does not include cybersecurity and anti-corruption training at the level of Eutelsat S.A.
(2) Results of the professional gender equality index relating to 2023, published on 1 March 2024.

3.5.7.2 Employment and integration of people with disabilities

The Group employs 21 people with disabilities (compared with 15 in 2022).

Eutelsat also seeks to find other jobs within the Company for employees who are deemed unfit for their existing positions. The Company also works with recruitment agencies that are aware of disability issues on the vocational integration of people with disabilities.

Eutelsat S.A. contributes a portion of the apprenticeship tax collected to institutions that focus on promoting education for people in need of a second chance or on integrating people with disabilities.

The initiatives on disability have mostly focused on a study of the action to be taken notably to raise employee awareness of the different forms of disability. It is with this in mind that, in consultation with the employee representative body responsible for health, safety and working conditions (SSCT Committee), a Disability Correspondent was appointed at the end of 2021. During 2022, the Disability Correspondent has benefited from targeted training to enable them to assume their full role. This training is notably aimed at clearly identifying the different challenges and key players so as to support employees with disabilities more effectively and further raise the awareness of all employees. Communication, awareness-raising and the involvement of all the stakeholders will thus be addressed as an integral part of this training.

Thanks to the efforts and collaboration of employees and the disability adviser, significant progress was made in 2022 through a series of meetings and discussions. As a result, the actions that were initially studied in 2021 have started to yield positive outcomes. In line with its commitment, Eutelsat S.A. has taken a proactive step by allocating a portion of the funds collected through the apprenticeship tax to organisations that focus on promoting training opportunities for individuals seeking a second chance and facilitating vocational access for people with disabilities.

In 2023, an awareness-raising campaign was conducted during Disability Week. Employees were able to take part in role-playing

workshops using disability simulators (hearing impairment, back pain, tinnitus, visual impairment). A communication video entitled "Le handicap au travail, parlons-en" ("Disability at work, let's talk about it") was also broadcast.

3.5.7.3 Combating discrimination and encouraging diversity

The international and multicultural context together with compliance with local regulations have led Eutelsat to emphasise skills and diversity, eliminating all forms of discrimination from its HR management processes. Particular attention is paid to these points during the recruitment process.

Diversity and, in particular, multiculturalism are key factors in Eutelsat's success.

3.5.7.4 Supporting young talent in space industry education

Eutelsat Group is collaborating with the *Ailes de France* Foundation, which was established under the auspices of the *Fondation de France*. The aim of these scholarships is to provide young individuals aged up to 25, who are pursuing various scientific and non-scientific studies, with the opportunity to realise their educational projects in the space industry.

In association with the CNES (*Centre national d'études spatiales*), Eutelsat is actively involved in the project by funding four scholarship funds, known as ESPACE scholarships, valued at 5,000 euros each. These scholarships enable young individuals to continue their studies in the field of aeronautics and space.

Eutelsat's renewed commitment to the Foundation aligns with the Group's extensive history of supporting the education and professional integration of young individuals, as well as the cultivation of future talented professionals in the space sector.

Every year, a jury consisting of distinguished experts from CNES, Eutelsat, the French Air Force and space industry firms convenes to select the project.

3.5.8 Respect for the fundamental conventions of the International Labour Organization (ILO)

All Eutelsat subsidiaries comply with the ILO's conventions and principles in countries where these fundamental conventions apply.

3.5.8.1 Respect for freedom of association and the right to collective bargaining

All Eutelsat subsidiaries have confirmed their compliance with the regulations pertaining to the right to collective bargaining in the countries where they operate. The company respects and upholds the rights established in collective agreements and does not make any derogations that infringe upon these rights. In the event of any non-compliance, the company would be subject to scrutiny by labour authorities, who would enforce the necessary measures to ensure compliance with the legislation.

The Group observes strict political, religious, and philosophical neutrality. The Group makes no financial contributions to political

candidates, elected political representatives or political parties. Employees are allowed to participate in political activities in their own right, outside company premises and without using the Group's corporate image to support their personal beliefs. These principles are applied with due regard for the individual freedom of expression of employees and their representatives.

In France, employees actively participate in the staff representatives' elections. The most recent election in Eutelsat S.A. took place in November 2022. Extensive communication efforts were made to emphasise the importance of voting. The overall participation rate, considering both titular and substitute votes, reached 74.59%. This demonstrates the engagement of employees in the election process and their commitment to shaping the representation of their interests within the company.

3.5.8.2 Fight against labour discrimination

The Group respects the principles outlined in the ILO conventions.

3.5.8.3 Elimination of forced labour

All Group subsidiaries comply with the principles outlined by the ILO.

3.5.8.4 Prohibition of child labour

All Group subsidiaries comply with the principles outlined by the ILO.

3.6 Outsourcing and relationships with suppliers

Given the highly technical nature of Eutelsat Group's business, the Group works with a limited number of major suppliers or subcontractors to manufacture and launch its satellites. In addition to procuring satellites in accordance with French space law, these main suppliers, who are mainly located in Europe and the United States, are required to meet high standards of social responsibility.

As for the procurement policy for products and services, the Purchasing department at the Group's headquarters ensures that its key suppliers have implemented a policy that addresses the social and environmental issues: to reach this goal, Eutelsat Group's Supplier Code of Ethics is implemented. All suppliers must respect its principles to be eligible for inclusion in Eutelsat Group's approved list of suppliers.

Supplier control principles and procedures are applicable to the entire Group, as are environmental and social clauses, which are adapted to local regulations.

All employees who deal with our suppliers are specifically educated and trained on risk issues.

All buyers under permanent contracts have completed an awareness-raising session on responsible procurement and must account for their purchasing practices in their annual performance objectives based on CSR criteria.

Calls for tender include a commitment to respect Eutelsat Group's Code of Ethics. Procurement contracts always contain clauses requiring compliance with regulations, including a ban on the employment of non-registered staff and the fight against corruption. For suppliers of product, the product description sheet is usually attached or provided on request.

Furthermore, in compliance with the Sapin II law, stricter controls have been instituted.

All suppliers must undergo preliminary checks before being included in the supplier databases:

- suppliers are established on a centralised basis by the Group's Purchasing Department;

- verification of suppliers is carried out before their registration, based on a dedicated questionnaire and a screening through the World-Check tool;
- the evaluation and classification of supplier risk is carried out according to a set of criteria (supplier's activity, country in which the company is registered for trading, etc.) defined jointly with the Legal Affairs Department based on the recommendations of the French Anti-Corruption Agency's (*Agence Française Anticorruption* – AFA);
- high-risk suppliers are reviewed and cleared by the Compliance Committee, or even by the Executive Committee in the event of a particularly high risk;
- high-risk suppliers are subject to reinforced monitoring.

For existing suppliers:

- all suppliers with whom Eutelsat already have a relationship are subject to a full assessment when Eutelsat Group is considering entering a new contract or renewing an existing contract with them, or when a significant change concerning the supplier is identified;
- in the case of high or particularly high risk, existing suppliers must be audited every two years. For a low or moderate level of risk, these checks take place every three years.

Furthermore, for business introducers/agents, a tailored due diligence process is in place, starting with Chief Commercial Officer's approval, the submission of a written questionnaire, followed by the completion of an external questionnaire addressed to the agent and a screening via the World-Check tool. When appropriate, a thorough investigation may be entrusted to a specialised firm. The case is then escalated to Eutelsat Group Compliance Committee to determine whether to authorise or decline the contract with the business introducer.

For business introducers who are renewed, a due diligence is requested every two years.

As with business introducers, lobbyists are also subject to a tailored due diligence procedure that follows similar steps (questionnaires filling and Compliance Committee escalation).

3.7 Human rights

3.7.1 Human rights commitments

Eutelsat is committed to respecting human rights in the countries where the Group operates, particularly in alignment with the Universal Declaration of Human Rights, the International Labour Organization's fundamental conventions, and the United Nations Guiding Principles for Business and Human Rights.

As a signatory to the United Nations Global Compact, the Group supports the Compact's Ten Principles related to human rights,

international labour standards, the environment, and anti-corruption.

Eutelsat has also integrated a provision in its General Terms and Conditions of Sale requiring each party to the contract to ensure compliance with applicable laws and regulations concerning child labour and fundamental human rights.

3.7.2 Controversial weapons policy

Eutelsat is not involved in any activities related to "controversial weapons" such as anti-personnel landmines, cluster munitions, chemical and biological weapons, blinding lasers, autonomous lethal weapons systems, depleted uranium ammunition or white phosphorus weapons.

3.7.3 Media freedom advocacy

In view of its strategic position in the radio and broadcasting market, and although it acts as a simple technical intermediary (Eutelsat makes its satellite capacity available to its customers), the Company is regularly confronted with complex situations in which the fundamental principles of freedom of information, independence and media pluralism are often contravened by attempts, often on the part of foreign States, to impose forms of information regulation informed by values that are different from those prevailing in Europe.

Even within the European Union, the rules applying to the media are currently very different between Member States. In the specific case of satellite broadcasters like Eutelsat, if two EU countries do not agree on the broadcasting of a television channel, it is technically impossible for the operator to cover only one of the two countries. Satellite beams are not wedded to national borders and generally extend across very wide areas. For satellites dedicated to the broadcasting of television channels like the EUTELSAT HOTBIRD satellites, the coverage is pan-European. This situation thus further reinforces the need for a single, consistent response at European level.

In the spring of 2024, the European Union adopted the European Media Freedom Act (EMFA), aimed at preserving media freedom and pluralism within the internal market. The EMFA, which began to take effect on 7 May 2024, introduces several measures to enhance

the convergence of the implementation of the European Audiovisual Media Services Directive (AMVSD) by national regulatory authorities. The existing network of independent media regulators at the EU level, the European Regulators Group for Audiovisual Media Services (ERGA), has been restructured into the European Board for Media Services and has been strengthened with additional powers and resources. To ensure that media services suspended in certain Member States under the AMVSD are not disseminated by any means within those States, an accelerated mechanism for mutual cooperation and assistance has been established. Furthermore, the Board will coordinate national measures to address public security and defense threats posed by media services established outside the Union but targeting audiences within the Union.

These measures ensure equal treatment of content regardless of its distribution method, facilitate a more consistent application of key provisions of the European directive across all Member States, and ultimately benefit all EU citizens.

The complete text of Eutelsat's contribution can be consulted at the following address: https://ec.europa.eu/info/law/better-regulation/have-your-say/initiatives/13206-Safeguarding-media-freedom-in-the-EU-new-rules/F2946573_en

3.7.4 Combatting intentional interference

Jamming is defined as interference on Eutelsat's satellite networks which is clearly deliberate and is aimed at disrupting or even preventing the broadcasting of certain TV channels. By definition, deliberate interference is a violation of freedom of information.

Eutelsat constantly monitors incidents of intentional interference, identifying their origins (if possible) and the channels affected. The Group is a member of the Satellite Interference Group (SIG), whose mission is to maintain interference at its lowest level. In this context, Eutelsat uses the "Carrier ID" (CID) system, an embedded code containing information, which allows satellite operators to quickly and easily identify the source of the transmission causing interference. In conjunction with representatives of this organisation, Eutelsat is examining the measures to be adopted against deliberate interference, which must be based on a better geolocation of the signal's origin and on the creation of a repository containing all relevant data on this subject.

Intentional interference is also considered illegal under Article 45 of the Constitution of the International Telecommunications Union (ITU) and Article 15 of the Radio Regulations. This is why the ANFR systematically files complaints with the ITU authorities against countries in which the jamming operations originate. In 2023, on several occasions, Eutelsat again had to ask the ANFR to file such complaints.

Furthermore, Eutelsat follows up on issues regarding the protection of intellectual property rights, in particular the broadcasting of content by "pirate" channels. Since March 2014, the Group has been a member of an Anti-Piracy Coalition that brings together key players in the industry (satellite operators, content providers, distributors, advertisers, etc.) in North Africa and the Middle East (<http://menaapc.org/index.html>), to monitor satellite TV piracy, take all possible measures to stop piracy (systematic notification of breaches to the distributors involved), ensure the sharing of all data and information relating to pirate channels and raise awareness of the consequences of piracy.

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3.8 Indicators

The indicators are structured as specified in the French Commercial Code with regard to the non-financial reporting. Correspondence with the data item listed by the GRI standard is indicated where appropriate, and a full GRI report is available on the Group's website (GRI Standards Content Index).

3.8.1 Social information

Unless otherwise stated all social indicators within the Section 3.8.1 is taken over a full calendar year. Absolute values, for example total headcount, are taken as of the 31 December of the calendar year.

3.8.1.1 Workforce indicators

Workforce indicators		2023 Value	2022 Value	Unit	GRI ref.	Scope
Total headcount		1,740	1,162⁽¹⁾	Persons	102-7	Group
Workforce by gender	Male	1,243	781 ⁽¹⁾	Persons	102-7	Group
	Female	497	381 ⁽¹⁾	Persons	102-7	Group
	% Female	28.6%	32.8% ⁽¹⁾	Percentage	102-7	Group
Workforce by age	Under 30	19.4%	4.4% ⁽²⁾	Percentage	102-7	Group
	Between 30 and 50	55.1%	39.6% ⁽²⁾	Percentage	102-7	Group
		N/A	52.2% ⁽²⁾	Percentage	102-7	Group
	Over 50	25.5%	3.8% ⁽²⁾	Percentage	102-7	Group

(1) Figures adjusted from 2022 report to include apprenticeships.

(2) Change of methodology to meet CSRD requirements. In 2022, the age pyramid was as follows: Under 25, between 25 and 40, Between 40 and 60, Over 60.

3.8.1.2 Workforce contract type

Workforce contract type		2023 Value	2022 Value	Unit	GRI ref.	Scope
Full-time permanent	Male	1,142	725	Persons	102-7	Group
	Female	440	340	Persons	102-7	Group
Full-time fixed term	Male	65	36	Persons	102-7	Group
	Female	27	25	Persons	102-7	Group
Part-time permanent	Male	2	0	Persons	102-7	Group
	Female	7	0	Persons	102-7	Group
Part-time fixed term	Male	1	0	Persons	102-7	Group
	Female	1	0	Persons	102-7	Group
Apprenticeship	Male	33	20	Persons	102-7	Group
	Female	22	16	Persons	102-7	Group

3.8.1.3 Workforce gender

Workforce gender balance		2023 Value	2022 Value	Unit	GRI ref.	Principal Entities
France	Male	434	423	Persons	102-7	Eutelsat S.A. & OneWeb France
	Female	206	223	Persons	102-7	Eutelsat S.A. & OneWeb France
	TOTAL	640	646	PERSONS	102-7	EUTELSAT S.A. & ONEWEB FRANCE
	Female %	32.2%	34.5%	Percentage	102-7	Eutelsat S.A. & OneWeb France
Italy	Male	160	143	Persons	102-7	Skylogic & Skylogic Mediterraneo
	Female	61	60	Persons	102-7	Skylogic & Skylogic Mediterraneo
	TOTAL	221	203	PERSONS	102-7	SKYLOGIC & SKYLOGIC MEDITERRANEO
	Female %	27.6%	29.6%	Percentage	102-7	Skylogic & Skylogic Mediterraneo
Mexico	Male	98	93	Persons	102-7	Satelites Mexicanos S.A.
	Female	48	43	Persons	102-7	Satelites Mexicanos S.A.
	TOTAL	146	136	PERSONS	102-7	SATELITES MEXICANOS S.A.
	Female %	32.9%	31.6%	Percentage	102-7	Satelites Mexicanos S.A.
United Kingdom	Male	324	35	Persons	102-7	OneWeb Holdings Ltd, OneWeb Network Access & Eutelsat UK
	Female	104	20	Persons	102-7	OneWeb Holdings Ltd, OneWeb Network Access & Eutelsat UK
	TOTAL	428	55	PERSONS	102-7	ONEWEB HOLDINGS LTD, ONEWEB NETWORK ACCESS & EUTELSAT UK
	Female %	24.3%	36.4%	Percentage	102-7	OneWeb Holdings Ltd, OneWeb Network Access & Eutelsat UK
USA	Male	141	20	Persons	102-7	OneWeb Worldvu Development, OnWeb Technologies, Eutelsat America & Eutelsat EAS Delaware
	Female	41	4	Persons	102-7	OneWeb Worldvu Development, OnWeb Technologies, Eutelsat America & Eutelsat EAS Delaware
	TOTAL	182	24	PERSONS	102-7	ONEWEB WORLDVU DEVELOPMENT, ONWEB TECHNOLOGIES, EUTELSAT AMERICA & EUTELSAT EAS DELAWARE
	Female %	22.5%	16.7%	Percentage	102-7	OneWeb Worldvu Development, OnWeb Technologies, Eutelsat America & Eutelsat EAS Delaware
ROW ⁽¹⁾	Male	86	67	Persons	102-7	See Footnote ⁽¹⁾
	Female	37	31	Persons	102-7	See Footnote ⁽¹⁾
	TOTAL	123	98	PERSONS	102-7	SEE FOOTNOTE⁽¹⁾
	Female %	30.1%	31.6%	Percentage	102-7	See Footnote ⁽¹⁾

(1) All other group entities including, MEA, Brazil, Canada, Germany, Poland, Portugal, Russia, Singapore.

3.8.1.4 Management

Management		2023 Value	2022 Value	Unit	GRI ref.	Scope
Executive Committee	Male	7	6	Persons	102-7	Group
	Female	4	2	Persons	102-7	Group
	TOTAL	11	8	PERSONS	102-7	GROUP
	Female %	36.4%	25%	Percentage	102-7	Group
Executive Committee N-1	Male	67	35	Persons	102-7	Group
	Female	21	23	Persons	102-7	Group
	TOTAL	88	58	PERSONS	102-7	GROUP
	Female %	23.9%	39.6%	Percentage	102-7	Group
Total Managers (Including ExCom and Excom N-1 Managers)	Male	356	175	Persons	102-7	Group
	Female	130	87	Persons	102-7	Group
	TOTAL	486	262	PERSONS	102-7	GROUP
	Female %	26.7%	33%	Percentage	102-7	Group

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3.8.1.5 Health and Safety

Health and Safety		2023 Value	2022 Value	Unit	GRI ref.	Scope
Recruitment and departures on permanent and fixed term contracts	Recruitment	304	150	Persons	401-1	Group
	Departures	208	188	Persons	401-1	Group
Turnover rate		15.19%	14.53%	Percentage	401-1	Group
Number of occupational accidents		22	6	Number of accidents	403-2	Group
Number of occupational accidents with days of absence		10	2	Number of accidents	403-2	Group
Number of days of absence caused by accidents at work		128	98	Number of days	403-2	Group
Frequency rate		1.06	1.01	Number	403-2	Group
Gravity rate		0.01	0.05	Number	403-2	Group
Absenteeism rate		2.55%	3.5%	Percentage	403-2	Group
Occupational diseases		1	0	Number of diseases	403-2	Group

3.8.1.6 Average salary

The salaries of all employees, encompassing annual total gross remuneration for both permanent and fixed-term contracts, have been taken into account. This excludes the salaries of individuals undergoing internships or consultants. The salaries of the Executive Committee members have been included. The average salary is computed excluding bonuses.

Average salary by geographical area		2023 Value	2022 Value	Unit	GRI ref.	Principal Entities
France	Male	79,270	76,179	Euros	405-2	Eutelsat S.A. & OneWeb France
	Female	67,118	62,707	Euros	405-2	Eutelsat S.A. & OneWeb France
	Average All Staff	75,364	71,508	Euros	102-7	Eutelsat S.A. & OneWeb France
Italy	Male	47,405	47,426	Euros	405-2	Skylogic & Skylogic Mediterraneo
	Female	45,006	44,785	Euros	405-2	Skylogic & Skylogic Mediterraneo
	Average All Staff	46,699	46,598	Euros	102-7	Skylogic & Skylogic Mediterraneo
Mexico	Male	38,186	N/A	Euros	405-2	Satelites Mexicanos S.A.
	Female	36,414	N/A	Euros	405-2	Satelites Mexicanos S.A.
	Average All Staff	37,608	N/A	Euros	102-7	Satelites Mexicanos S.A.
United Kingdom	Male	106,377	N/A	Euros	405-2	OneWeb Holdings Ltd, OneWeb Network Access & Eutelsat UK
	Female	93,532	N/A	Euros	405-2	OneWeb Holdings Ltd, OneWeb Network Access & Eutelsat UK
	Average All Staff	103,197	N/A	Euros	102-7	OneWeb Holdings Ltd, OneWeb Network Access & Eutelsat UK
USA ⁽¹⁾	Male	159,735	N/A	Euros	405-2	OneWeb Worldvu Development, OnWeb Technologies & Eutelsat EAS Delaware
	Female	129,392	N/A	Euros	405-2	OneWeb Worldvu Development, OnWeb Technologies & Eutelsat EAS Delaware
	Average All Staff	148,857	N/A	Euros	102-7	OneWeb Worldvu Development, OnWeb Technologies & Eutelsat EAS Delaware

(1) Excludes Eutelsat America entity (EAC).

3.8.1.7 Training

Social information	2023 Value	2022 Value	Unit	GRI ref.	Scope
Hours of training	8,808	7,519	Number of hours	404-1	Group
Percentage of employees trained	53.41%	74.58%	Percentage	404-1	Group
Number of hours of training per employee trained	9.79	8.96	Number of hours	404-1	Group

3.8.2 Environmental information

Unless otherwise stated all environmental data within the Section 3.8.2 is taken over a full calendar year.

This section does not contain information on the carbon footprint. For carbon footprint indicators please refer to the Section 3.4.3.1.

3.8.2.1 Electrical consumption

Electricity		2023 Value	2022 Value	Unit	GRI ref.	Scope
Total electrical consumption (head offices & teleports)	Paris Head Office (France)	2,383,294	2,474,841	KWh	302-1	Eutelsat S.A.
	Rambouillet Teleport (France)	10,570,056	9,741,201	KWh	302-1	Eutelsat S.A.
	Iztapalapa Teleport (Mexico)	2,153,399	2,177,431	KWh	302-1	Satelites Mexicanos S.A.
	Hermosillo Teleport (Mexico)	1,387,924	1,400,143	KWh	302-1	Satelites Mexicanos S.A.
	Turin Offices & Teleport (Italy)	3,749,484	3,645,974	KWh	302-1	Skylogic Italy
	Cagliari Teleport (Italy)	4,926,452	4,588,920	KWh	302-1	Skylogic Mediterraneo
	Canical Teleport (Madeira)	1,434,390	1,164,936	KWh	302-1	Eutelsat Madère
	OneWeb Head Office (UK)	402,383	N/A	KWh	302-1	OneWeb - Network Access Assoc Ltd (UK)
	TOTAL	27,007,382	24,970,383	KWH	302-1	GROUP
Electricity generated from solar panels	Cagliari Teleport (Italy)	265,075	223,063	KWh	302-1	Skylogic Mediterraneo
	Canical Teleport (Madeira)	28,419	27,624	KWh	302-1	Eutelsat Madère
	TOTAL	293,494	250,687	KWH	302-1	GROUP
Electricity sourced from green energy contracts	OneWeb Head Office (UK)	402,383	N/A	KWh	302-1	OneWeb - Network Access Assoc Ltd (UK)
	TOTAL	402,383	0	KWH	302-1	GROUP

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3.8.2.2 Fuel consumption

Fuel consumption		2023 Value	2022 Value	Unit	GRI ref.	Scope
Car fleet fuel consumption	Diesel consumption	670	9,660	Litres	302-1	Group
	Petrol consumption	26,529	18,734	Litres	302-1	Group
	TOTAL	27,199	28,394	LITRES	302-1	GROUP
Use of Diesel by electrical generators		12,584	12,565	Litres	302-1	Group

3.8.2.3 Waste management

Waste generated & recycled		2023 Value	2022 Value	Unit	GRI ref.	Scope
Paper Waste	Paper waste generated	4.87	3.64	Tonnes	301-1	Group
	% Recycled	76.4%	100%	Percentage	301-1	Group
Cardboard waste	Cardboard waste generated	8.66	4.58	Tonnes	306-2	Group
	% Recycled	99.4%	100%	Percentage	306-2	Group
WEEE	WEEE waste generated	5.54	10.53	Tonnes	306-2	Group
	% Recycled	75.7%	99.1%	Percentage	306-2	Group
Ordinary Waste	Ordinary waste generated	54.99	47.13	Tonnes	306-2	Group
	% Recycled	39.25%	40.7%	Percentage	306-2	Group
Metal waste	Metal waste generated	6.53	7.05	Tonnes	306-2	Group
	% Recycled	94.8%	100%	Percentage	306-2	Group
TOTAL WASTE	TOTAL WASTE GENERATED	80.58	72.93	TONNES	306-2	GROUP
	% RECYCLED	55.0%	61.6%	PERCENTAGE	306-2	GROUP

3.8.2.4 Water consumption

Environmental information	2023 Value	2022 Value	Unit	GRI ref.	Scope
Water consumption	23,480	19,045	M ³	303-1	Group

3.8.2.5 Buildings & Air conditioning systems

Environmental information	2023 Value	2022 Value	Unit	GRI ref.	Scope
Liquid refrigerants ⁽¹⁾	0.13	0.13	Tonnes	306-2	Group
Floor area of leased buildings	24,659	21,733	M ²	-	Group
Floor area of owned building added during the year ⁽²⁾	17.7	N/A	M ²	-	Group

(1) Error in figure reported 2022. 0.13 represents a reduction of the figure previously reported of 0.2.

(2) Indicator represents the floor space added during the year not the total floor space owned by Eutelsat Group. This is a new indicator for 2023.

3.8.3 Societal information

Societal and ethical information (calendar year unless otherwise stated)	2023 Value	2022 Value	Units	GRI ref.	Scope
Meetings of the Group Compliance Committee	6	6	Number	205-1	Group
Number of alerts	26	11	Number	205-1	Group
Number of internal investigations	8	8	Number	205-1	Group
% of employees trained in anti-corruption	92%	92%	Percentage	205-1	Group
World-Check verifications ⁽¹⁾	1,711	744	Number	205-1	Group
Number of employees trained in cybersecurity	1,016	380	Persons	205-1	Group
Number of entities/sites with an active DPO	3	3	Number	205-1	Group
Patronage and donations ⁽²⁾	535,833	342,634	Euros	201-2	Group

(1) Comparison with the previous year's figures is not meaningful as the methods used to identify the third parties assessed changed during the financial year.

(2) Total donations between the 1 January and 31 December (material + financial).

3.8.4 SFDR Principle Adverse Impact (PAI) indicators

This document constitutes the consolidated statement on the Principal Adverse Impacts on sustainability factors for the Eutelsat Group, designed to assist investors in their compliance with the EU Sustainable Finance Disclosure Regulation (SFDR). The reporting period for this statement spans from 1 January to 31 December 2023.

Adverse Sustainability Indicator	SFDR wording for adverse sustainability indicators (qualitative or quantitative)	Metric	2023	Further info	
MANDATORY CLIMATE AND OTHER ENVIRONMENT-RELATED INDICATORS					
Greenhouse gas emissions	GHG emissions	GHG emissions Scope 1	340.2 tCO ₂ eq		
		GHG emissions Scope 2 (Location Based)	5,581 tCO ₂ eq		
		GHG emissions Scope 2 (Market Based)	5,414 tCO ₂ eq		
		GHG emissions Scope 3	492,982 tCO ₂ eq		
		Total GHG emissions (Location Based)	498,903 tCO ₂ eq		
		Total GHG emissions (Market Based)	498,736 tCO ₂ eq		
	GHG intensity (Location Based)	GHG intensity (Scope 1 + 2 + 3) per Collaborateur	286.7 tCO ₂ eq/person		Eutelsat Group's carbon reduction targets, set for 2030 shall be submitted to the Science-Based Targets initiative (SBTi) in H2 2024.
		GHG intensity (Scope 1 + 2 + 3) per million euros revenue	411.3 tCO ₂ eq/€M		
	GHG intensity (Market Based)	GHG intensity (Scope 1 + 2 + 3) per Collaborateur	286.6 tCO ₂ eq/person		The targets cover 100% of Scope 1, 2 & 3 and are fully compliant with a 1.5° trajectory for 2030.
		GHG intensity (Scope 1 + 2 + 3) per million euros revenue	411.2 tCO ₂ eq/€M		
Exposure to fossil fuels	Exposure to companies active in the fossil fuel sector		N/A	For more information on the carbon footprint refer to Section 3.4.3	
Share of non-renewable energy consumption and production	% of non-renewable use/production		97.4%		
	Renewable Energy use		0.69 GWh		
	Renewable Energy Production		0.29 GWh		
	Total Energy Use		27 GWh		
Energy consumption intensity per high impact climate sector	Total Energy Production		0.29 GWh		
	Energy consumption in GWh per million euros of revenue, per high impact climate sector		22.3 GWh/€M		
Biodiversity	Activities negatively affecting biodiversity sensitive areas	Sites/operations located in or near to biodiversity-sensitive areas where activities negatively affect those areas		N/A	

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Adverse Sustainability Indicator	SFDR wording for adverse sustainability indicators (qualitative or quantitative)	Metric	2023	Further info
Water	Emissions to water	Tonnes of emissions to water generated	3.52 tCO ₂ eq	
Waste	Hazardous waste ratio	Tonnes of hazardous waste	5.54 tonnes	Refers to WEEE waste
Social and employee matters	Violations of UN Global Compact principles and Organisation for Economic Cooperation and Development (OECD) Guidelines for Multinational Enterprise	Involvement in violations of the UNGC principles or OECD Guidelines for Multinational Enterprises	None	
	Lack of processes to monitor compliance with UN Global Compact and Organisation for Economic Cooperation and Development (OECD) Guidelines for Multinational Enterprises	Lack of policies to monitor compliance with the UNGC principles or OECD Guidelines for Multinational enterprises or complaints handling mechanisms to address violations of those principles	None	
	Unadjusted gender pay gap	Average unadjusted gender pay gap (France)	€12,152/year	Refer to Section 3.8.1.6 for more information
		Average unadjusted gender pay gap (Italy)	€2,399/year	Refer to Section 3.8.1.6 for more information
		Average unadjusted gender pay gap (Mexico)	€1,772/year	Refer to Section 3.8.1.6 for more information
		Average unadjusted gender pay gap (UK)	€12,845/year	Refer to Section 3.8.1.6 for more information
		Average unadjusted gender pay gap (USA)	€30,343/year	Refer to Section 3.8.1.6 for more information
	Board gender diversity	Average ratio of female to 0male Board Members	3:2	60% of the Board Members are female Refer to Section 2.1.1 for more information
Exposure to controversial weapons	Involvement in the manufacture/selling of controversial weapons	None	Eutelsat Group is not involved in any activities related to "controversial weapons" (see Section 3.7.2)	

3.9 Note on the methodology

Since 2010 the Group has published an annual report on Corporate Social Responsibility and, since the 2017-18 Financial Year, a non-financial performance statement.

In accordance with Article L. 225-102-1 of the French Commercial Code and Decree No. 2017-1265 of 9 August 2017 implementing

Order No. 2017-1180 of 19 July 2017 on the disclosure of non-financial information by certain large companies and groups of companies, the Group has collected a response for the items that are relevant to its business.

3.9.1 Methodology

Eutelsat Group's Non-Financial Performance Statement covers, for the qualitative information, the financial year from 1 July 2023 to 30 June 2024 and, for the quantitative information, the period from 1 January to 31 December 2023, to align this information with the data in the social audit report.

The entire report has been drawn up on the basis of indicators derived from benchmark international standards such as the AA1000 APS (2008), the Global Reporting Initiative (GRI), ISO 26000 and the United Nations Global Compact.

Eutelsat leverages on Tennaxia solution to ensure the accuracy and consistency of its non-financial performance data and facilitate the steering of its CSR policy. The CSR reporting campaign is led by the CSR team, in close collaboration with contributors from the Group's various sites and subsidiaries solicited for this exercise.

Each Group subsidiary has provided information for the drafting of this report. The information regarding the carbon footprint reflects input from Eutelsat's suppliers (satellite manufacturers and launch companies). Our report also includes carbon and environmental indicators from the Group's main subsidiaries and teleports located in Paris-Rambouillet (France), Turin (Italy), Cagliari (Italy), Caniçal (Portugal), London (UK) and Mexico.

With reference to Article L. 225-102-1 of the French Commercial Code, the following topics have been excluded as they are not material to Eutelsat's business:

- the fight against food waste and food deprivation;
- a commitment to animal welfare and to responsible, fair and sustainable food.

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3.9.2 Verification of the report

Each year, in accordance with the regulations, Eutelsat mandates one of its Statutory Auditors, appointed as an independent third party, to verify the compliance of the Non-Financial Performance Statement and the fair presentation of the information contained therein to be included in the consolidated management report.

Grant Thornton is the independent third-party body entrusted with this task.

The verification of the non-financial reporting information was carried out with the entities that contribute the most to the consolidated financial statements.