

# HUMAN RESOURCES

Our Human Resources policy aims to ensure that in France, and each of our subsidiaries located in North and South America, Italy, Germany, the United Kingdom, Poland and Malta, the Group's 529 staff continue to expand their expertise and specialisation in order to respond with the highest levels of technical competence and knowledge to each of our markets.

With close to 30 nationalities represented among team members and a client base worldwide, our Group is characterised by highly diverse backgrounds and cultures. In a digital telecommunications environment where skillsets are continually evolving, the capacity to innovate and increase competitiveness are at the heart of the Group's success in the marketplace. To support these goals, our Group takes care to develop every team member's skills, while seeking to give everyone a stake in the company's performance.

## Developing skills

In our high technology sector, excellence is a key performance objective. The training requirements of operational entities take the shape of a customised programme for every team member. Developing management and organisational skills, perfecting competence in new technologies, expanding personal efficiency and the knowledge of satellite telecommunications: almost 70% of team members working in technical, sales and support positions benefited from at least one training course in 2006. A multidiscipline in-house e-learning portal is also available to all team members.

## Sharing in company performance

To strengthen company loyalty, the Group's objective is to offer the most favourable working conditions within the framework of legal, social and tax régimes in French. A broad range of social benefits is provided, notably to support long-term savings, with a particular view to improving retirement.

Team members can benefit from a corporate savings plan (Plan d'Epargne d'Entreprise) to build up a stock portfolio in a collectively managed context and benefit from company co-payments. Since the Group was listed on the stock market, this scheme includes a fund invested in Eutelsat Communications' shares. As in the previous financial year, the implication of all team members in achieving results and in ensuring Group performance was recognised through a scheme to grant free shares that are frozen over the medium term, in line with applicable legal regulations.

Recognising individual contributions also requires a regular flow of information on the Group's business financial, social, political, ethical and cultural goals. New work tools, changes in the satellite fleet, commercial achievements, our involvement in the telecommunications sector and in Europe are all highlighted via a series of internal communications tools, including the Intranet and a monthly newsletter, that encourage a better knowledge of Group business and contribute to further developing an efficient working climate.

