

GRI content index

Review the complete 2022 GRI report, which complies with the GRI Standards guidelines. We have included links to supporting references where applicable. Eutelsat adheres to the latest versions of the GRI standards, which are in line with the standards issued by the Global Sustainable Standards Boards (GSSB).

Statement of use		Eutelsat has reported in accordance with the GRI Standards for the period 1st January 2022 to 31st December 2022.
GRI 1 used		GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)		None
GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION
General disclosures		
GRI 2: General Disclosures 2021	2-1 Organizational details	See our 2022-23-23 Universal Registration Document Section 6. Note 1.1 Company's activity (page 233) / Section 7.1 Legal information regarding the Group (page 242-249) / Section 7.4 Organisational chart (page 255-256)
	2-2 Entities included in the organization's sustainability reporting	See our 2022-23-23 Universal Registration Document Section 3.9.2 Verification of the report (page 119) / Section 6. Note 3 Scope of consolidation (page 195-197) / Section 7.4.2 Main subsidiaries and equity interests (page 256)
	2-3 Reporting period, frequency and contact point	See our 2022-23 Universal Registration Document Section 3.9 Note on the methodology (page 119) / Appendix 2 Statutory auditors' report on the consolidated financial statements (page 267-270)
	2-4 Restatements of information	See our 2022-23-23 Universal Registration Document Section 1.2.3.2 Returning to growth by seizing long-term opportunities in Connectivity (page 22) / Section 3.4.3.1 (page 102) / Section 4.6 Risks relating to Completion of the Combination (page 144-146)
	2-5 External assurance	See our 2022-23-23 Universal Registration Document Section 3.9.2 Verification of the report (page 119) / Section 7.11 Statutory Auditors (page 260) / Appendix 1 Verification report of social and environmental information (page 264-266) / Appendix 2 Statutory auditors' report on the consolidated financial statements (page 267-271)
	2-6 Activities, value chain and other business relationships	See our 2022-23 Universal Registration Document Section 1.2 Group Activities, main markets and competition Group's activities (page 14-24) / Section 3.6 Outsourcing and relationships with suppliers (page 115) / Section 7.4.2 Main subsidiaries and equity interests (page 256) / Section 7.7 Important contracts (page 258)
	2-7 Employees	See our 2022-23-23 Universal Registration Document Section 3.5.2.1 Workforce (page 106) / Section 3.8.1 Social Information (page 117)
	2-8 Workers who are not employees	See our 2022-23-23 Universal Registration Document Section 3.5.2.2 Vocational integration of young adults (page 106)
	2-9 Governance structure and composition	See our 2022-23-23 Universal Registration Document Section 2.1 Composition of the Board of Directors (page 32-45) / Section 2.2 Top Management (page 45-46) / Section 2.3 Corporate Governance (page 47-55) / Section 3.1.2 CSR governance and organisation (page 84) / Section 3.1.3 Relations with stakeholders (page 84) / https://www.eutelsat.com/fr/groupe/structure.html
	2-10 Nomination and selection of the highest governance body	See our 2022-23-23 Universal Registration Document Section 2.2.2 Executive Committee (page 46) / Section 2.3.3 Organisation of the Board (page 47-48) / Section 2.3.4 Independence of the Board of Directors (page 49) / Section 2.3.6 Mission of the Board of Directors (page 50- 51) / Section 2.3.8 Committees of the Board of Directors (page 52-54)
	2-11 Chair of the highest governance body	See our 2022-23-23 Universal Registration Document Section 2.3.2 Separation of the functions of Chairman and Chief Executive Officer (page 47)
	2-12 Role of the highest governance body in overseeing the management of impacts	See our 2022-23-23 Universal Registration Document Section 2.3.8 Committees of the Board of Directors (page 52-54) / Section 2.4.1.4 Quantitative CSR objectives (page 59) / 3.1.2 CSR governance and organisation (page 84) / Section 3.2.1 Commitment of the governing body (page 90)
	2-13 Delegation of responsibility for managing impacts	See our 2022-23 Universal Registration Document Section 2.3.8 Committees of the Board of Directors (page 52-54) / Section 3.1.2 CSR governance and organisation (page 84)

	2-14 Role of the highest governance body in sustainability reporting	See our 2022-23 Universal Registration Document Section 2.3.8 Committees of the Board of Directors: CSR Committee (page 54) / Section 3.1.2 CSR governance and organisation (page 84) / Section 3.1.4 Materiality review (page 86)
	2-15 Conflicts of interest	See our 2022-23 Universal Registration Document Section 2.3.4 Independence of the Board of Directors (page 49) / Section 7.10 Relations and conflicts of interest within the administrative and management bodies (page 259)
	2-16 Communication of critical concerns	See our 2022-23 Universal Registration Document Section 3.2.2.1 Compliance regarding the fight against corruption and influence peddling (page 91-92) / Section 3.2.3 Governance (page 93)
	2-17 Collective knowledge of the highest governance body	See our 2022-23 Universal Registration Document Section 2.3.3 Organisation of the Board: Board Member Experience and Expertise (page 48)
	2-18 Evaluation of the performance of the highest governance body	See our 2022-23 Universal Registration Document Section 2.3.6 Mission of the Board of Directors : annual evaluation of the performance of the Executive Officers (page 50-51)
	2-19 Remuneration policies	See our 2022-23 Universal Registration Document Section 2.4 Information on compensation paid to Corporate Officers (page 55-79)
	2-20 Process to determine remuneration	See our 2022-23 Universal Registration Document Section 2.3.8 Committees of the Board of Directors: Compensation Committee (page 53) / Section 2.4.2.8 Compliance with the compensation policy (page 68) / Section 2.4.3 Compensation of the Executive Corporate Officers paid during the Financial Year 2022-23 or granted for the same financial year (page 68-73)
	2-21 Annual total compensation ratio	See our 2022-23 Universal Registration Document Section 2.4.2.6 Ratios on multiple compensation (page 65) / Section 2.4.2.7 Trends in the compensation, company performance and average compensation over the last five years (page 66-67)
	2-22 Statement on sustainable development strategy	See our 2022-23 Universal Registration Document :Message from Dominique D'Hinnin, Chairman of the Board of directors (page 5) / Section 3 Preamble (page 82)
	2-23 Policy commitments	See our 2022-23 Universal Registration Document Section 3.1.1 Our core commitments (page 83) / Section 3.1.3 Relations with stakeholders (page 84-85) / Section 3.2 Integrity and ethics (page 90-94) / Section 3.4.2.5 Sharing Eutelsat's policy and practices (page 101) / Section 3.5.3.1 Quality of life at work and employee commitment (page 107) / Section 3.6 Outsourcing and relationships with suppliers (page 115) / Section 3.7 Human rights actions (page 116) / 3.8.3 Societal information (page 118) / Section 4.8.2 Procedures for preventing and managing the Group's other operating risks (page 151-153) / See our Code of Ethics: https://www.eutelsat.com/files/PDF/group/Eutelsat_Code_Ethics.pdf / See our General Terms and Conditions and our Supplier Code of Ethics: https://www.eutelsat.com/en/group/suppliers.html
	2-24 Embedding policy commitments	See our 2022-23 Universal Registration Document Section 3.2 Integrity and ethics (page 90-94) / Section 3.4.2.5 Sharing Eutelsat's policy and practices (page 101) / Section 3.6 Outsourcing and relationships with suppliers (page 115) / Section 3.7 Human rights actions (page 116) / 3.8.3 Societal information (page 118) / Section 4.4 Risks relating to regulation, legislation and tax (page 137) / Section 4.8.2 Procedures for preventing and managing the Group's other operating risks (page 151-153) / See our Code of Ethics: https://www.eutelsat.com/files/PDF/group/Eutelsat_Code_Ethics.pdf / See our General Terms and Conditions and our Supplier Code of Ethics: https://www.eutelsat.com/en/group/suppliers.html
	2-25 Processes to remediate negative impacts	See our 2022-23 Universal Registration Document Section 3.5.4 Labour relations (page 109)
	2-26 Mechanisms for seeking advice and raising concerns	See our 2022-23 Universal Registration Document Section 3.1.5.6 Risks of non-compliance with the applicable laws and regulations (page 88) / Section 3.2.2.1 Compliance regarding the fight against corruption and influence peddling (page 91-92) / Section 3.8.3 Societal information (page 118) / Section 4.4.2 Anti-corruption, anti-money laundering and similar laws (page 137) / See our Code of Conduct for the prevention of Corruption: https://www.eutelsat.com/files/PDF/group/Eutelsat_Code_Conduct_Prevention_Corruption_Influence_Peddling.pdf
	2-27 Compliance with laws and regulations	See our 2022-23 Universal Registration Document Section 4.4.1 Legal and regulatory compliance risks (page 136) / Section 4.4.2 Anti-corruption, anti-money laundering and similar laws (page 137) / Section 4.4.3 FSOA (page 137) / Section 4.4.4 Landing rights or licences (page 137) / Section 5.2.1 Regulations in France (page 162) / Section 5.3.2 French legislation on audiovisual communication (page 166) / Section 5.3.3 Digital Services Act (DSA) (page 167)
	2-28 Membership associations	See our 2022-23 Universal Registration Document Section 3.3.4 Eutelsat's commitment to humanitarian programmes (page 97) / Section 3.4.2.5 Sharing Eutelsat's policy and practices (page 101) / Section 3.5.7.1 Gender equality (page 113)
	2-29 Approach to stakeholder engagement	See our 2022-23 Universal Registration Document Section 3.1.3 Relations with stakeholders (page 84) / Section 3.1.4 Materiality review (page 86) / Section 3.2.1 Commitment of the governing body (page 90) / Section 3.2.2.2 Compliance regarding personal data protection / Section 3.4.2.5 Sharing Eutelsat's policy and practices (page 101) / Section 3.5.4.1 Organisation of the social dialogue (page 109)
	2-30 Collective bargaining agreements	See our 2022-23 Universal Registration Document Section 3.5.4.1 Organisation of the social dialogue (page 109) / Section 3.5.8.1 Respect for freedom of association and the right to collective bargaining (page 114)
Material topics		
GRI 3: Material Topics 2021	3-1 Process to determine material topics	See our 2022-23 Universal Registration Document Section 3.1.4 Materiality review (page 86)
	3-2 List of material topics	See our 2022-23 Universal Registration Document Section 3.1.4 Materiality review (page 86)
Economic performance		
GRI 3: Material Topics 2021	3-3 Management of material topics	See our 2022-23 Universal Registration Document Section 3.1.4 Materiality review (page 86) / Section 3.1.5 Main non-financial risks (page 86-87) / Section 3.1.6 Opportunities for the Company (page 88)

GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	See our 2022-23 Universal Registration Document Section 1.1 Introduction (page 8) / Section 1.2 Group activities, main markets and competition Group's activities (page 14-24) / Section 3.8.1 Social Information (page 117) / Section 6.1.2 Analysis of the income statement (page 175-180) / Note 6 Notes to the income statement (page 199-204) / Note 7.7 Provisions (page 223-224) / Section 7.4.2.2 Main subsidiaries of Eutelsat S.A (page 256-257)
	201-2 Financial implications and other risks and opportunities due to climate change	See our 2022-23 Universal Registration Document Section 3.1.5.2 Climate change and its direct and indirect impacts on the Group's operations (page 87)
	201-3 Defined benefit plan obligations and other retirement plans	See our 2022-23 Universal Registration Document Section 6 Note 7.7 Provisions (page 223-226)
Market presence		
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	See our 2022-23 Universal Registration Document Section 3.3.5 Impact on regional development and employment (page 97)
Anti-corruption		
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	See our 2022-23 Universal Registration Document Section 3.2.2.1 Compliance regarding the fight against corruption and influence peddling (page 91) / Section 3.8.3 Societal information (page 118)
	205-2 Communication and training about anti-corruption policies and procedures	See our 2022-23 Universal Registration Document Section 3.2.1 Commitment of the governing body (page 90) / Section 3.2.2.1 Compliance regarding the fight against corruption and influence peddling (page 91) / Section 3.8.3 Societal information (page 118) / Target a minimum participation level of 90% for all trainings: See Section 2.4.3.1 Criteria to define the annual variable portion of compensation: Quantitative CSR objectives (page 69) and See Section 3.1.1 Our core commitments (page 83)
Anti-competitive behavior		
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	See our 2022-23 Universal Registration Document Appendix Other information (page 280)
Tax		
GRI 207: Tax 2019	207-1 Approach to tax	See our 2022-23 Universal Registration Document Section 3.2.5 Tax compliance (page 94)
	207-2 Tax governance, control, and risk management	See our 2022-23 Universal Registration Document Section 4.4.9 Taxation risks for the Combined Group (page 141) / Note 7.8.2 Tax audit procedure (page 228) / Appendix A4 Statutory auditors' special report on related party agreements (page 277)
	207-3 Stakeholder engagement and management of concerns related to tax	See our 2022-23 Universal Registration Document Section 3.2.5 Tax compliance (page 94) / Section 4.4.9 Taxation risks for the Combined Group (page 141)
Materials		
GRI 301: Materials 2016	301-1 Materials used by weight or volume	See our 2022-23 Universal Registration Document Section 3.8.2 Environmental information (page 118)
Energy		
GRI 302: Energy 2016	302-1 Energy consumption within the organization	See our 2022-23 Universal Registration Document Section 3.4.3.3 Electricity consumption (page 103-104) / Section 3.8.2 Environmental information (page 118)
Water and effluents		
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	See our 2022-23 Universal Registration Document Section 3.4.3.1 Carbon footprint (page 102) / Section 3.4.3.5 Water consumption (page 105) / Section 3.8.2 Environmental information (page 118)
Biodiversity		
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	See our 2022-23 Universal Registration Document Section 3.4.3.2 ISO 14001 certification (page 103) / Section 3.4.3.6 Protection of biodiversity (page 105)
	304-2 Significant impacts of activities, products and services on biodiversity	See our 2022-23 Universal Registration Document Section 3.3.6 Technology partnership that help protect civilian populations (page 98) / Section 3.4.3.6 Protection of biodiversity (page 105)
Emissions		
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	See our 2022-23 Universal Registration Document Section 3.4.3.1 Carbon footprint (page 102).
	305-2 Energy indirect (Scope 2) GHG emissions	See our 2022-23 Universal Registration Document Section 3.4.3.1 Carbon footprint (page 102)
	305-3 Other indirect (Scope 3) GHG emissions	See our 2022-23 Universal Registration Document Section 3.4.3.1 Carbon footprint (page 102) / Section 3.9.1 Methodology (page 119). No mention of CH4, N2O, HFCs, PFCs, SF6, NF3
	305-5 Reduction of GHG emissions	See our 2022-23 Universal Registration Document Section 3.4.3.1 Carbon footprint (page 102), refer to our key environmental objectives on our website https://www.eutelsat.com/en/group/corporate-responsibility.html
	305-6 Emissions of ozone-depleting substances (ODS)	Unable to measure
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Unable to measure
Waste		
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	See our 2022-23 Universal Registration Document Section 3.4.3.1 Carbon footprint (page 102)
	306-2 Management of significant waste-related impacts	See our 2022-23 Universal Registration Document Section 3.4.2.2 Partnering with responsible satellite manufacturing (page 100) / Section 3.4.3.4 Waste prevention and management (page 104) / Section 3.8.2 Environmental information (page 118)
	306-3 Waste generated	See our 2022-23 Universal Registration Document Section 3.8.2 Environmental information (page 118)
	306-5 Waste directed to disposal	See our 2022-23 Universal Registration Document Section 3.4.3.1 Carbon footprint (page 102)
Employment		
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	See our 2022-23 Universal Registration Document Section 3.5.2.1 Workforce (page 106) / Section 3.8.1 Social information (page 117)
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	See our 2022-23 Universal Registration Document Section 3.5.2.3 Compensation (page 106) / Section 3.5.5.1 Health and safety conditions (page 110) / Section 3.5.5.3 Employee representation on health and safety matters (page 111) / Section 3.5.7.1 Gender equality (page 113) / Section 6.1.3.5 Other Group commitments (page 187)
	401-3 Parental leave	See our 2022-23 Universal Registration Document Section 3.5.7.1 Gender equality (page 113)

Labor/management relations		
GRI 402: Labor/Management Relations 2016	402-1 Minimum notice periods regarding operational changes	See our 2022-23 Universal Registration Document Section 3.5.4 Labour relations (page 109)
Occupational health and safety		
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	See our 2022-23 Universal Registration Document Section 3.1.5.4 Eutelsat may face different risk factors linked to the health and safety of individuals (page 87) / Section 3.5.5 Health, safety, and well-being in the workplace (page 110-111)
	403-2 Hazard identification, risk assessment, and incident investigation	See our 2022-23 Universal Registration Document Section 3.1.5.4 Eutelsat may face different risk factors linked to the health and safety of individuals (page 87) / Section 3.5.5 Health, safety and well-being in the workplace (page 110-111) / Section 4.1.12 Health and Safety (page 131)
	403-3 Occupational health services	See our 2022-23 Universal Registration Document Section 3.5.5 Health, safety and well-being in the workplace (page 110-111)
	403-4 Worker participation, consultation, and communication on occupational health and safety	See our 2022-23 Universal Registration Document Section 3.5.4.1 Organisation of the social dialogue (page 109) / Section 3.5.5 Health, safety, and well-being in the workplace (page 110-111)
	403-5 Worker training on occupational health and safety	See our 2022-23 Universal Registration Document Section 3.1.5.4 Eutelsat may face different risk factors linked to the health and safety of individuals (page 87) / Section 3.5.5.2 Electromagnetic waves (page 110-111) / Section 3.5.6.1 Skills enhancement (page 112)
	403-6 Promotion of worker health	See our 2022-23 Universal Registration Document Section 3.5.5.1 Health and safety conditions (page 110)
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	See our 2022-23 Universal Registration Document Section 3.5.5 Health, safety and well-being in the workplace (page 110-111)
	403-8 Workers covered by an occupational health and safety management system	See our 2022-23 Universal Registration Document Section 3.5.5.3 Employee representation on health and safety matters (page 111)
	403-9 Work-related injuries	See our 2022-23 Universal Registration Document Section 3.1.5.4 Eutelsat may face different risk factors linked to the health and safety of individuals (page 87) / Section 3.5.5 Health, safety, and well-being in the workplace (page 110-111) / Section 3.8.1 Social information (page 117)
	403-10 Work-related ill health	See our 2022-23 Universal Registration Document Section 3.8.1 Social information (page 117)- number of cases that were classed as occupational diseases: none in 2022
Training and education		
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	See our 2022-23 Universal Registration Document Section 3.5.6.1 Skills enhancement (page 112) / Section 3.8.1 Social information (page 117)
	404-2 Programs for upgrading employee skills and transition assistance programs	See our 2022-23 Universal Registration Document Section 3.5.4 Labour relations (page 109) / Section 3.5.6 Training and career management (page 112)
	404-3 Percentage of employees receiving regular performance and career development reviews	See our 2022-23 Universal Registration Document Section 3.5.6.2 Careers and mobility (page 112)
Diversity and equal opportunity		
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	See our 2022-23 Universal Registration Document Section 2.1.1 Gender and diversity policy (page 32) / Section 2.2.2 Executive Committee (page 46) / Section 2.1 Changes in the composition of the Board of Directors (page 33) / Section 3.5.1 Gender equality (page 113) / Section 3.5.7.2 Employment and integration of people with disabilities (page 113) / Section 3.8.1 Social information (page 117)
	405-2 Ratio of basic salary and remuneration of women to men	See our 2022-23 Universal Registration Document Section 3.8.1 Social Information (page 117)
Non-discrimination		
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	See our 2022-23 Universal Registration Document Section 3.5.8.2 Fight against labour discrimination (page 114)
Freedom of association and collective bargaining		
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	See our 2022-23 Universal Registration Document Section 3.5.4.1 Organisation of the social dialogue (page 109) / Section 3.5.8.1 Respect for freedom of association and the right to collective bargaining (page 114) / Section 3.6 Outsourcing and relationships with suppliers (page 115)
Child labor		
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	See our 2022-23 Universal Registration Document Section 3.5.8.4 Prohibition of child labour (page 114) / Section 3.6 Outsourcing and relationships with suppliers (page 115) / 3.7.1 Human rights (page 116)
Forced or compulsory labor		
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	See our 2022-23 Universal Registration Document Section 3.5.8.3 Elimination of forced labour (page 114) / Section 3.6 Outsourcing and relationships with suppliers (page 115) / 3.7.1 Human rights (page 116)
Local communities		
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	See our 2022-23 Universal Registration Document Section 3.1.3 Relations with stakeholders / Section 3.3 Societal information (page 94-98) / 3.3.5 Impact on regional development and employment (page 97-98)
	413-2 Operations with significant actual and potential negative impacts on local communities	See our 2022-23 Universal Registration Document Section 3.5.5.2 Electromagnetic waves (page 110-111)
Public policy		
GRI 415: Public Policy 2016	415-1 Political contributions	See our 2022-23 Universal Registration Document Section 3.5.8. and See our Code of Conduct for the prevention of corruption and influence peddling (Page 15) https://www.eutelsat.com/files/PDF/group/Eutelsat_Code_Conduct_Prevention_Corruption_Influence_Peddling.pdf
Customer health and safety		
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	See our 2022-23 Universal Registration Document Section 3.8.3 Societal information (page 118) (number of active DPO)
Customer privacy		
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	See our 2022-23 Universal Registration Document Section 3.2.2.2 Compliance regarding personal data protection (page 92) / Section 3.2.2.3 Cybersecurity respect and reinforcement (page 92-93)