

REMUNERATION OF MR RODOLPHE BELMER

The Board of Directors of Eutelsat elected Rodolphe Belmer as the successor of Michel de Rosen in the position of Chief Executive Officer as of 1st March 2016. In order to create the necessary conditions for a smooth transition, Mr. Belmer will join Eutelsat on 1st December 2015, as Deputy Chief Executive Officer. On the recommendation of the Governance, Nominations and Remuneration Committee, the Board of Directors has determined the value and the principles of the basic, variable and long-term remuneration of Mr. Belmer.

Fixed salary:

Mr. Belmer's annual gross fixed salary will be equal to €650,000.

Variable annual remuneration:

Mr. Belmer will be eligible for a variable annual remuneration of an amount of up to 100% of his fixed salary, dependent on performance criteria which will be determined each year by the Board of Directors on the recommendation of the Governance, Nominations and Remuneration Committee.

Long term incentive plan:

Each year a number of free shares will be attributed to Mr. Belmer of an amount equating to 125 % of his gross fixed salary. This attribution will be accompanied by an acquisition period of three years, and subject to the realization of performance conditions which will be determined each year by the Board of Directors on the recommendation of the Governance, Nominations and Remuneration Committee.

Financial Year 2015-2016:

For Financial Year 2015-2016, Mr. Belmer's remuneration will be calculated *pro-rata temporis* on the number of days of employment.

Non-compete commitment

In the event of the termination of Mr. Belmer's employment, a non-compete commitment of 18 months will be remunerated at the level of 50% of his fixed salary.