



eUTeLSAT

CSR PRESENTATION

September 15, 2021

AGENDA

1. Introduction

2. CSR Principles

3. CSR in Action

4. Conclusions

GOVERNANCE BASED ON RECOGNISED PRINCIPLES, INVOLVING ALL STAKEHOLDERS



Adherence to the principles of the **United Nations** Global Compact



CSR criteria reflected in senior management **compensation**



CSR Committee including three COMEX members meets twice a year to steer the CSR strategy



CSR team with two full time officers



Dedicated CSR representatives in all the main departments (Technical, Purchasing, Legal, HR, etc.)



External audit undertaken by Grant Thornton



Grant Thornton

STRONG INVOLVEMENT THROUGHOUT THE COMPANY

CSR Committee

Its role

- ▶ Steers the company's CSR strategy
- ▶ Validates the company's CSR policy
- ▶ Promotes CSR practices within the company

Its members

- ▶ Three EXCOM members
 - Human Resources
 - Technical
 - Legal Affairs
- ▶ Internal Audit
- ▶ Investor Relations
- ▶ Corporate Communications

Buy-in throughout the company

- ▶ Dedicated CSR Team
- ▶ Contributors in each of the Group's departments supporting the CSR team in reporting and implementing CSR actions within their teams.
 - Regional and Group HR managers
 - Legal Department
 - International and Institutional Affairs Department
 - Corporate Communications
 - Investor Relations
 - Technical Department
 - Teleport managers
 - Purchasing
 - General Services

ADHERENCE TO THE UN GLOBAL COMPACT



Contributing to Sustainable Development Goals as defined by the UN

- | | | | |
|---|--|---|--|
|  <p>4 EDUCATION DE QUALITÉ</p> | <p>→ Equal opportunities, with access to education for vulnerable people</p> |  <p>10 INÉGALITÉS RÉDUITES</p> | <p>→ Reducing inequalities in different countries thanks to our efforts to bridge the digital divide</p> |
|  <p>5 ÉGALITÉ ENTRE LES SEXES</p> | <p>→ Gender equality with a strong diversity policy and access for women to management positions</p> |  <p>13 MESURES RELATIVES À LA LUTTE CONTRE LES CHANGEMENTS CLIMATIQUES</p> | <p>→ Measures to limit our impact on climate change</p> |
|  <p>8 TRAVAIL DÉCENT ET CROISSANCE ÉCONOMIQUE</p> | <p>→ A working environment that promotes the development of its employees</p> |  <p>16 PAIX, JUSTICE ET INSTITUTIONS EFFICACES</p> | <p>→ Accountable management practices supported by a stringent anti-corruption policy</p> |
|  <p>9 INDUSTRIE, INNOVATION ET INFRASTRUCTURE</p> | <p>→ Sustainable, resilient and accessible infrastructure</p> |  <p>17 PARTENARIATS POUR LA RÉALISATION DES OBJECTIFS</p> | <p>→ Technological partnerships in favour of civilian protection</p> |

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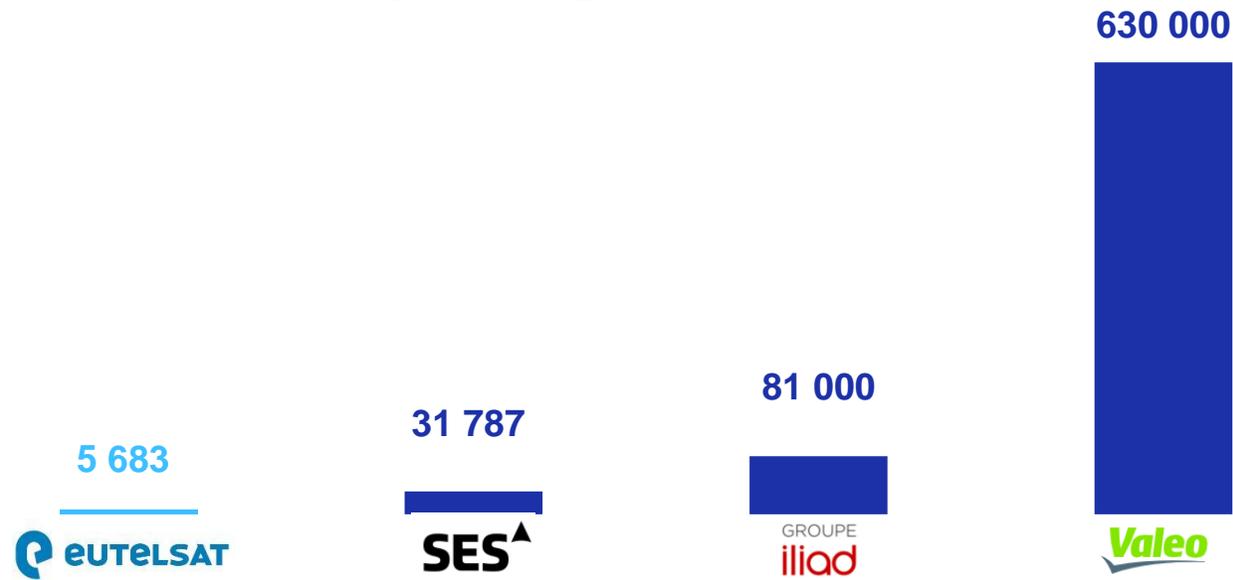
3. CSR in Action

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AN ALREADY LOW ENVIRONMENTAL IMPACT...



Comparison of GHG emissions on scope 1 and 2 (TCO2eq)



Did you know?

- Broadcasting video by satellite emits only 0.15g CO₂/ hour of viewing
- Broadcasting video via satellite is approximately 800 times less CO₂ intensive than via 4G per hour of viewing

- FSS industry: low impact on greenhouse gas production for direct emissions
- Eutelsat: No factories, no production sites and ~1,200 employees



...BUT WITH A POLICY TO FURTHER REDUCE EMISSIONS



Additional measures to reduce the emissions directly attributable to us

- ▶ ISO 14001 certification (Madeira teleport and soon Cagliari)
- ▶ Restricted travel policy under LEAP 1 and 2
- ▶ Energy audits on Teleports with implementation of measures to reduce consumption
 - Progressive deployment of passive de-icing systems to avoid heating the antennae in winter
 - Installation of systems to bring in fresh air from outside
- ▶ Installation of photovoltaic panels on the Madeira and Cagliari teleports
- ▶ One Move IT, virtualization to reduce the number of servers leading to reduction in electricity consumption



A POLICY BASED ON FOUR CSR OBJECTIVES



Bridging the digital divide

Pursuing efforts to overcome the "digital divide" in terms of access to information and communication technologies (ICTs), in particular the internet and television broadcasting



Protecting the environment and space

Protecting the environment and ensuring that space around the Earth remains clean and uncluttered



Promoting diversity

and enhancing the attractiveness of the Group as an employer through an appropriate human resources policy



Promoting ethics and loyalty in our relationships with our stakeholders

BRIDGING THE DIGITAL DIVIDE



Providing Internet access in areas beyond reach of terrestrial networks

- ▶ Coverage of Europe, Africa, Russia and South America
- ▶ Strengthening in-orbit resources with KONNECT and KONNECT VHTS
- ▶ Launching affordable offers for businesses and consumers
- ▶ Deploying Wifi hotspots to provide internet connectivity to a wider audience



Meeting the specific needs of public policies on digital inclusion (schools, hospitals, etc.)

- ▶ Schoolap programme in DRC
- ▶ Postal network in Ivory Coast
- ▶ Wifi Hotspots in partnership with Facebook

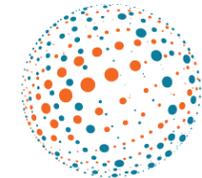


TÉLÉCOMS
SANS FRONTIÈRES
Communications for life



Engaged in humanitarian relief operations

- ▶ Founding member of the UN Crisis Connectivity Charter
- ▶ Partnering with Telecom Sans Frontières (crisis cell equipment) and NetHope
- ▶ Eutelsat collaborated with governments in Africa to fight Covid-19



NETHOPE

EUTELSAT RESPONDS TO HUMANITARIAN EMERGENCIES



Facing natural disasters

- ▶ Eutelsat worked with the World Food Programme in the aftermath of Hurricane Idai in Mozambique and Hurricane Dorian in the Bahamas
- ▶ Eutelsat provided terminals to the UN logistics base in Panama for the upcoming hurricane season
- ▶ Emergency connectivity for recent earthquake emergency
- ▶ Satellite industry representative at the Emergency Telecommunications Cluster (ETC)



Facing the COVID-19 crisis

- ▶ Collaboration with the South African government to connect clinics in areas with no digital terrestrial access
- ▶ Broadband internet connection supplied all co-ordination offices in charge of the response to COVID-19 in DRC.



MAINTAINING SPACE CLEAN AND UNCLUTTERED



Strong expertise in satellite and operational control:

- ▶ ISO 9001 Certification since 2005



Strict compliance with French, European and international standards

A Space Debris Mitigation Plan that goes beyond required standards

- ▶ Station-keeping operations
- ▶ geostationary orbit satellite repositioning
- ▶ co-location strategies
- ▶ anomaly response
- ▶ inclined orbit and end-of-life operations



Sharing Eutelsat's policy and practices to improve overall industry impact

- ▶ Member of the Space Data Association: sharing information to reduce interference and collision risks
- ▶ Regular presentations of internal policy and feedback

PROMOTING ETHICS AND LOYALTY



Strengthening our Compliance programme under Sapin II Law

- ▶ Systematic pre-contractual due diligence for all third parties (1,517 Worldcheck checks)
- ▶ Strengthened internal whistle-blowing system outsourced to an independent service provider
- ▶ Intensified anti-corruption training (100% of the employees trained in 2020)
- ▶ Regular monitoring and evaluation of measures by Internal Audit



Measures taken to protect personal data:

- ▶ Compliance with regulations
- ▶ Establishment of a DPO with an internal network of correspondents within the subsidiary
- ▶ RGPD training implemented on a large scale (>100 employees)

Human rights commitments

- ▶ Long-standing adherence to the UN Global Compact
- ▶ Commitment to leading international conventions
- ▶ Incorporation of “human rights” clauses in our contracts



PROMOTING DIVERSITY AND EQUALITY



A strong diversity policy

- ▶ Dedicated Diversity Committee
- ▶ Target to increase the proportion of female employees
- ▶ ‘Job booster’ scheme to accelerate graduate careers
- ▶ Above average Gender Equality Index score of 91/100



Multiple actions to maintain strong attractiveness and strengthen cohesion

- ▶ Emphasis on quality of life at work: new headquarters for greater comfort, collective agreements on teleworking
- ▶ Time Savings Account work- personal life balance, etc.
- ▶ ‘One Eutelsat’ programme to reinforce corporate culture
- ▶ Talent retention schemes
- ▶ Regular measurement of employee buy-in and satisfaction via ‘Bloom at Work’ programme



TANGIBLE ACTIONS AND KPIS

<p>Bridging the digital divide</p> 	<p>Maintaining Space uncluttered and clean</p> 
<ul style="list-style-type: none"> ✓ Fixed broadband revenues of €80m in FY 2020-21 ✓ Available HTS capacity: around 130 Gbps ✓ Number of free-to-air channels distributed: 2,237 	<ul style="list-style-type: none"> ✓ De-orbited and passivated satellites: 22 with a 96% success rate ✓ Repositioned satellites: 113 with a 100% success rate
<p>Diversity and equality</p> 	<p>Integrity and Ethics</p> 
<ul style="list-style-type: none"> ✓ Fulfilment index: 8.6/10 ✓ Proportion of women: 34% ✓ Number of nationalities in the Group: 49 	<ul style="list-style-type: none"> ✓ Establishment of a Group DPO ✓ Anti-corruption training: 100% of employees trained in 2020 ✓ Over 1,500 Worldcheck audits in 2020

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ONGOING REINFORCEMENT OF OUR CSR POLICY

Longer term aims:

Strengthen CSR policy

- ▶ Increase weight of CSR objectives in compensation
- ▶ Further improve CSR ratings
- ▶ Increase CSR awareness throughout the Group

Reduce our environmental impact

- ▶ Pre-study to evaluate the possibility of implementing Photovoltaic solar panels at the Rambouillet teleport
- ▶ Reinforce our sustainable procurement policy
- ▶ Better define our environmental scope

REINFORCED CSR OBJECTIVES IN SENIOR MANAGEMENT COMPENSATION

CEO remuneration 2021:

- ▶ **Annual bonus: 33% of qualitative objectives**
 - Bridging the digital divide
 - Improving the careers of women
 - ISO 14 000 environmental certification of Cagliari Teleport
- ▶ **Long-term benefits (LTIP): 20% of total**
 - Rise in proportion of women in the workforce

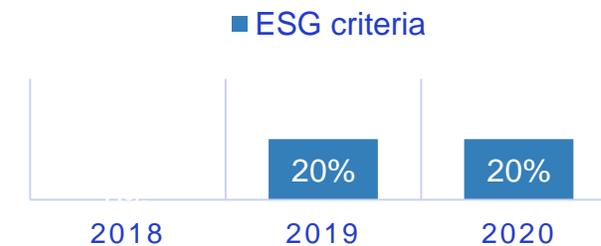
STIP EVOLUTION



CEO remuneration 2022:

- ▶ **Annual bonus: 33% of qualitative objectives**
 - Bridging the digital divide: 350 hotspots in Africa
 - Gender equality index VS SBF120
 - Anti-corruption compliance: training
- ▶ **Long-term benefits (LTIP): 20% of total**
 - Under review

LTIP EVOLUTION



CONTINUOUSLY IMPROVING EXTRA-FINANCIAL RATING

Stronger position within various indices

CSR policy recognised by ESG rating agencies



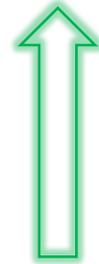
Refinitiv grade of 68/100, ie 39/231 in the Telecoms sector



Member of the FTSE4Good indices since 2017 with ESG score of 3.9/5



AA (AAA)
(2020)



Top 7% of Media & Entertainment sector



58/100
(2020)



+10 points compared to 2019



15/100
(2021)



Low ESG risk score
Top 12% of the global ranking



30/100
(2019)



In line with sector average

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TO SUM UP



- ✔ Clarity of governance and stakeholder involvement
- ✔ A strategy reflecting the distinctive features of the Group and the industry
- ✔ Initiatives conducted in each of these areas leading to tangible progress based on selected indicators
- ✔ Reinforced CSR criteria in the remuneration of top management
- ✔ Sound scores from extra-financial rating agencies
- ✔ Roadmap for further improvement



CONTACT
