

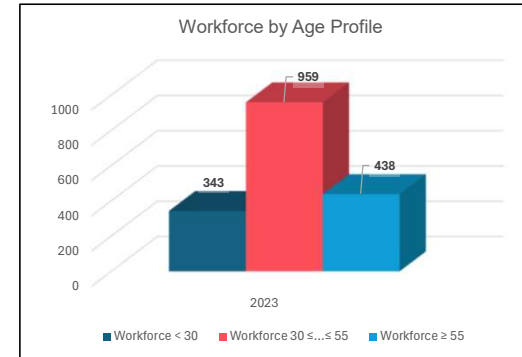
The indicators are structured as specified in the French Commercial Code with regard to the non-financial reporting. Correspondence with the data item listed by the GRI standard is indicated where appropriate, and a full GRI report is available on the Group's website (GRI Standards Content Index).

Period: from 1st January to 31st December 2023

Key ESG Indicators 2023

Workforce - Age Profile

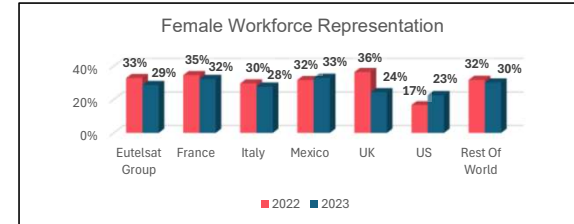
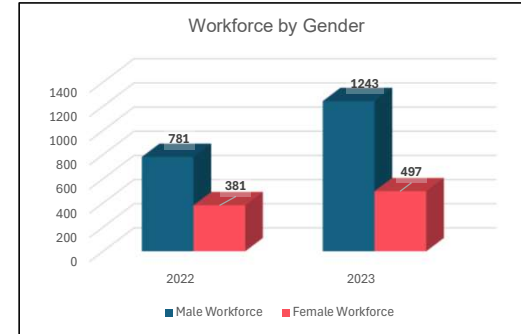
Indicator	Scope	2022	2023
Workforce < 30	Eutelsat Group	N/A	343
Workforce 30 ≤...≤ 55	Eutelsat Group	N/A	959
Workforce ≥ 55	Eutelsat Group	N/A	438
Total Workforce	Eutelsat Group	N/A	1740
Workforce < 30	France	N/A	126
Workforce 30 ≤...≤ 55	France	N/A	315
Workforce ≥ 55	France	N/A	199
Total Workforce	France	N/A	640
Workforce < 30	Italy	N/A	39
Workforce 30 ≤...≤ 55	Italy	N/A	161
Workforce ≥ 55	Italy	N/A	21
Total Workforce	Italy	N/A	221
Workforce < 30	Mexico	N/A	17
Workforce 30 ≤...≤ 55	Mexico	N/A	89
Workforce ≥ 55	Mexico	N/A	40
Total Workforce	Mexico	N/A	146
Workforce < 30	UK	N/A	122
Workforce 30 ≤...≤ 55	UK	N/A	244
Workforce ≥ 55	UK	N/A	62
Total Workforce	UK	N/A	428
Workforce < 30	US	N/A	28
Workforce 30 ≤...≤ 55	US	N/A	74
Workforce ≥ 55	US	N/A	80
Total Workforce	US	N/A	182
Workforce < 30	Rest Of World	N/A	11
Workforce 30 ≤...≤ 55	Rest Of World	N/A	76
Workforce ≥ 55	Rest Of World	N/A	36
Total Workforce*	Rest Of World	N/A	123



Workforce - Gender Balance

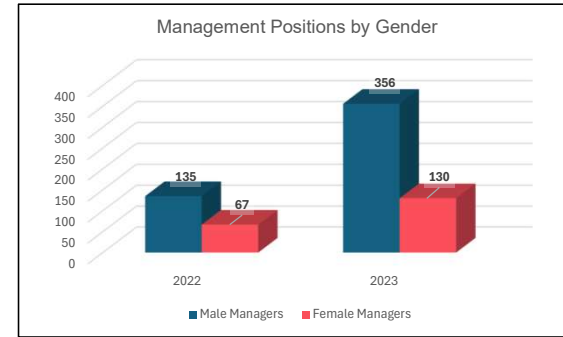
Indicator	Scope	2022	2023
Total workforce	Eutelsat Group	1162	1740
Male Workforce	Eutelsat Group	781	1243
Female Workforce	Eutelsat Group	381	497
% Female Workforce	Eutelsat Group	33%	29%
Total workforce	France	646	640
Male Workforce	France	423	434
Female Workforce	France	223	206
% Female Workforce	France	35%	32%
Total workforce	Italy	203	221
Male Workforce	Italy	143	160
Female Workforce	Italy	60	61
% Female Workforce	Italy	30%	28%
Total workforce	Mexico	136	146
Male Workforce	Mexico	93	98
Female Workforce	Mexico	43	48
% Female Workforce	Mexico	32%	33%
Total workforce	UK	55	428
Male Workforce	UK	35	324
Female Workforce	UK	20	104
% Female Workforce	UK	36%	24%
Total workforce	US	24	182
Male Workforce	US	20	141
Female Workforce	US	4	41
% Female Workforce	US	17%	23%
Total workforce	Rest Of World	98	123
Male Workforce	Rest Of World	67	86
Female Workforce	Rest Of World	31	37
% Female Workforce	Rest Of World	32%	30%

Indicator	Scope	2022	2023
% Female Workforce	Eutelsat Group	33%	29%
	France	35%	32%
	Italy	30%	28%
	Mexico	32%	33%
	UK	36%	24%
	US	17%	23%
	Rest Of World	32%	30%



Gender Balance - Management Positions

Indicator	Scope	2022	2023
Total Managers	Eutelsat Group	202	486
Male Managers	Eutelsat Group	135	356
Female Managers	Eutelsat Group	67	130
% of Managerial Functions occupied by Women	Eutelsat Group	33%	27%
Total Managers	France	139	194
Male Managers	France	93	136
Female Managers	France	46	58
% of Managerial Functions occupied by Women	France	33%	30%
Total Managers	Italy	35	45
Male Managers	Italy	19	31
Female Managers	Italy	16	14
% of Managerial Functions occupied by Women	Italy	46%	31%
Total Managers	Mexico	30	46
Male Managers	Mexico	21	31
Female Managers	Mexico	9	15
% of Managerial Functions occupied by Women	Mexico	30%	33%
Total workforce	UK	20	111
Male Workforce	UK	17	88
Female Workforce	UK	3	23
% of Managerial Functions occupied by Women	UK	15%	21%
Total workforce	US	16	54
Male Workforce	US	14	45
Female Workforce	US	2	9
% of Managerial Functions occupied by Women	US	13%	17%
Total Managers	Rest Of World	33	36
Male Managers	Rest Of World	21	25
Female Managers	Rest Of World	12	11
% of Managerial Functions occupied by Women	Rest Of World	36%	31%



Gender Balance - Salaries

Indicator	Scope	2022	2023
Average Salary - Male Employee (Euros)	France	76 179	79 270
Average Salary - Female Employee (Euros)	France	62 707	67 118
Average Salary (Euros)	France	71 508	75 364
Average Salary - Male Employee (Euros)	Italy	47 426	47 405
Average Salary - Female Employee (Euros)	Italy	44 785	45 006
Average Salary (Euros)	Italy	46 598	46 699
Average Salary - Male Employee (Euros)	Mexico	N/A	38 186
Average Salary - Female Employee (Euros)	Mexico	N/A	36 414
Average Salary (Euros)	Mexico	N/A	37 608
Average Salary - Male Employee (Euros)	UK	N/A	106 377
Average Salary - Female Employee (Euros)	UK	N/A	93 532
Average Salary (Euros)	UK	N/A	103 197
Average Salary - Male Employee (Euros)	US	N/A	159 735
Average Salary - Female Employee (Euros)	US	N/A	129 392
Average Salary (Euros)	US	N/A	148 857

Workforce - Turnover

Indicator	Scope	2022	2023
Departures	Eutelsat Group	187	208
Recruitments	Eutelsat Group	150	304
% Turnover	Eutelsat Group	14.50%	14.71%
Departures	France	92	87
Recruitments	France	85	89
% Turnover	France	13.70%	13.75%
Departures	Italy	23	19
Recruitments	Italy	35	44
% Turnover	Italy	14.29%	14.25%
Departures	Mexico	14	9
Recruitments	Mexico	24	8
% Turnover	Mexico	13.97%	5.82%
Departures	UK	31	48
Recruitments	UK	1	109
% Turnover	UK	29.09%	18.34%
Departures	US	5	34
Recruitments	US	1	33
% Turnover	US	12.50%	18.41%
Departures	Rest Of World	22	11
Recruitments	Rest Of World	4	21
% Turnover	Rest Of World	13.27%	13.01%

Training

Indicator	Scope	2022	2023
Total Training Hours	Eutelsat Group	6726	8808
Average Training Hours/employee	Eutelsat Group	8.96	9.79
Total Training Hours	France	4451	5667
Average Training Hours/employee	France	8.46	12.71
Total Training Hours	Italy	786	1196
Average Training Hours/employee	Italy	6.96	8.93
Total Training Hours	Mexico	1899	629
Average Training Hours/employee	Mexico	11.78	4.31
Total Training Hours	UK	0	568
Average Training Hours/employee	UK	0.00	12.35
Total Training Hours	US	7	273
Average Training Hours/employee	US	0.78	3.56
Total Training Hours	Rest Of World	376	476
Average Training Hours/employee	Rest Of World	2.55	1.65

Carbon Footprint - 2023

Scope	KPI's	Carbon Impact (tCO2eq)	
		2022	2023
Scope 1	Electricity, heat or steam generated on-site	0.00	0.00
	On-site fuel combustion	38.95	39.01
	Company owned vehicle travel	80.53	73.92
	Fugitive emissions (ini. Refrigerant gases and AC)	286.77	226.84
	TOTAL SCOPE 1	406.25	339.77
Scope 2	On-site consumption of purchased electricity, heat stream and cooling (Location-Based)	5 152.27	5 581.04
	On-site consumption of purchased electricity, heat stream and cooling (Market-Based)	5 152.27	5 413.70
	TOTAL SCOPE 2 (Location-Based)	5 152.27	5 581.04
	TOTAL SCOPE 2 (Market-Based)	5 152.27	5 413.70
	TOTAL SCOPE 1 & 2 (Location-Based)	5 559	5 921
	TOTAL SCOPE 1 & 2 (Market-Based)	5 559	5 753
Scope 3	Purchased Goods & Services	48 225.43	95 846.80
	Capital Goods	1 891.55	367 216.18
	Fuel & Energy Related Activities	719.20	769.14
	Upstream Transportation & Distribution	1 052	795
	Waste Generated in Operations	40.18	41.25
	Business Travel	747.54	2 601.09
	Employee Commuting	786.80	1 262.80
	Upstream Leased Assets	8 919.62	10 637.90
	Downstream Transportation & Distribution	1 052	795
	Processing of sold Products	0.00	0.00
	Use of Sold Products	16 164.47	12 394.57
	End-of-life Treatment of Sold Products	1 370.98	623.06
	Downstream Leased Assets	0.00	0.00
	Franchises	0.00	0.00
	Investments	0.00	0.00
	TOTAL SCOPE 3	80 969.83	492 982.34
	TOTAL CARBON EMISSIONS EUTELSAT GROUP (Location-Based)	86 528.36	498 903.15
	TOTAL CARBON EMISSIONS EUTELSAT GROUP (Market-Based)	86 528.36	498 735.81

Methodology & Scope of Carbon footprint

Note on the Methodology

The Group assesses the significant items of greenhouse gas emissions over Scopes 1, 2 & 3 using the GHG Protocol methodology.

Using the GHG method the full lifetime impact of satellites and ground infrastructure assets are 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 varies significantly year by year depending on the number of satellites. This renders year-to-year comparisons of the overall carbon footprint, particularly the Scope 3 carbon footprint, less meaningful.

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 1st January to 31st 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 Footprint 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**
 - 4 launches for the deployment of the LEO constellation with a total impact of **80 KTCO₂eq**
 - 28 gateway and 2 satellite control sites, all located at non-Eutelsat owned facilities, were operational during 2023 to support the LEO constellation operations. Carbon emissions are principal 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**.



Sustainable Procurement - 2023

Indicator	Scope	2022	2023
Number of buyers working at the Purchasing Department	Eutelsat Group	8	11
Number of buyers with a CSR objective within their performance evaluation?	Eutelsat Group	8	1
Percentage of buyers aware of or trained in sustainable procurement	Eutelsat Group	100%	100%

Ethics and Cybersecurity- 2023

Indicator	Scope	2022	2023
Number of convictions for violation of ABAC laws	Eutelsat Group	N/A	0
Amount of fines for violation of ABAC laws	Eutelsat Group	N/A	0
Number of alerts received through the whistleblowing system?	Eutelsat Group	11	26
Number of investigations conducted	Eutelsat Group	8	8
Percentage of employees trained in Anti-corruption	Eutelsat Group	92%	92%
Functions at risk (%) covered by ABAC (Anti-Bribery and Anti-Corruption) training programmes	Eutelsat Group	N/A	100%
Percentage of employees trained in cyber security	Eutelsat Group	36%	58%