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ENVIRONMENTAL, SOCIAL & GOVERNANCE (ESG) REPORT

- 24 Our Horizon Strategy
- 27 Sustainable Space
- 29 Climate Action
- 33 Diversity and Inclusion (D&I)
- 39 Critical Human Needs
- 41 Operating our Business
- 50 Reporting Standards Appendix

OUR HORIZON STRATEGY

Developed in 2021 following extensive stakeholder outreach, the SES ESG strategy outlines our commitment to advancing sustainable development, aligned with the goals of the United Nations, by harnessing the power of space to address the most pressing challenges on Earth. Along with our customers, partners, and governments, we aim to accelerate progress towards a more sustainable, secure, and equitable future for all. ESG for SES is transforming the way we think about business and the role we play in society. Our goal is to incorporate an ESG agenda into our policies, procedures, and responsibilities to our stakeholders to create a positive long-term impact and value for all aspect of our operations.



SES HORIZON STRATEGY

Our strategy is built around four key pillars which are aligned with issues material to our business strategy and approach:

SES Horizon Strategy – Responsibilities and Opportunities

| SUSTAINABLE SPACE | CLIMATE ACTION | DIVERSITY & INCLUSION | CRITICAL HUMAN NEEDS |
|--|---|---|--|
| <p>Lead, collaborate, and innovate for sustainable space.</p> | <p>Take bold climate action by setting targets and innovating for the planet.</p> | <p>Make the space industry more diverse and inclusive, starting with SES.</p> | <p>Empower communities to thrive with services to support critical human needs.</p> |
| <p>OUR RESPONSIBILITY</p> <p>Innovate to reduce our footprint from launch to decommissioning.</p> | <p>OUR RESPONSIBILITY</p> <p>Reduce Green House Gas emissions across operations and our supply chain.</p> | <p>OUR RESPONSIBILITY</p> <p>Build a more diverse and inclusive workforce across all levels of our business.</p> | <p>OUR RESPONSIBILITY</p> <p>Develop partnerships and innovate to increase access to education, health, and information services.</p> |
| <p>OUR OPPORTUNITY</p> <p>Advocate best practice approaches to ensuring industry-wide responsible use of space.</p> | <p>OUR OPPORTUNITY</p> <p>Provide solutions to combat environmental challenges through satellite connectivity.</p> | <p>OUR OPPORTUNITY</p> <p>Increase diversity and inclusion in the space industry through targeted actions and investments.</p> | <p>OUR OPPORTUNITY</p> <p>Expand reliable access to content and connectivity to build sustainable communities.</p> |

SUPPORTING 11 OF THE 17

SUSTAINABLE DEVELOPMENT GOALS

OUR TARGETS

As our ESG journey is progressing, we are building a stronger understanding of the key areas of focus and what we want to accomplish. We have started to develop additional targets to continue our aspiration to drive purpose and impact in everything we do. This will also ensure our ability to measure our progress, as well as bringing more accountability and transparency into our programme and actions.

NEW TARGETS SET IN 2022

Space sustainability

- Complete 1 Lifecycle assessment in 2023 and integrate findings into our ESG strategy and roadmaps
- By the end of 2023, develop and publish our Space Sustainability roadmap to drive a path to sustainable operations and space environment

Climate Action

- Integrate findings of the lifecycle assessments in our climate action roadmap to define areas for additional partnership and reduction plans to reduce our negative impact on the planet

Critical Human Needs

- Drive SES connectivity in developing nations and measure the number of connected sites year over year in alignment with SDG 9 target 9.c
- Continue to support communities in crisis with mission critical disaster response capabilities including capacity building in disaster prone countries

Progress on our ESG Journey

| <p>SUSTAINABLE SPACE</p> <p>Lead, collaborate, and innovate for sustainable space.</p> <p>OUR TARGETS</p> <ul style="list-style-type: none"> By 2030, complete life cycle assessments on SES products and Services to fully understand the impact of our services on earth and in space Explore partnerships to develop new solutions for space sustainability By 2024, become certified by the World Economic Forum Space Sustainability Rating | <p>CLIMATE ACTION</p> <p>Take bold climate action by setting targets and innovating for the planet.</p> <p>OUR TARGETS</p> <ul style="list-style-type: none"> By no later than 2050, SES will reach NetZero emissions SES will develop targets for submission by SBTi for validation by 2024 | <p>DIVERSITY & INCLUSION</p> <p>Make the space industry more diverse and inclusive, starting with SES.</p> <p>OUR TARGETS</p> <ul style="list-style-type: none"> Increase gender diversity of people managers by 50% in 5 years In 2022, SES will develop a plan to further expand our impact through STEM and ICT programmes to underrepresented groups By 2025, develop and implement a supplier and customer sustainability rating and diversity programme to empower a diverse pool of sustainable suppliers | <p>CRITICAL HUMAN NEEDS</p> <p>Empower communities to thrive with services to support critical human needs.</p> <p>OUR TARGETS</p> <ul style="list-style-type: none"> Conduct stakeholder outreach to understand where our products and services can best impact critical human needs |
|---|--|---|--|
| | | | |

 On target
  Completed
  Off track

MATERIALITY

As an industry leader, SES is committed to the creation of a more robust, resilient, inclusive, sustainable, and well-connected society and created its ESG strategy with this awareness. We believe that companies operate as a key member of society and therefore have a responsibility to all stakeholders to acknowledge and report on their impact to society and the environment. In 2021, SES engaged, with the help of outside consultancy, in multi-stakeholder dia-

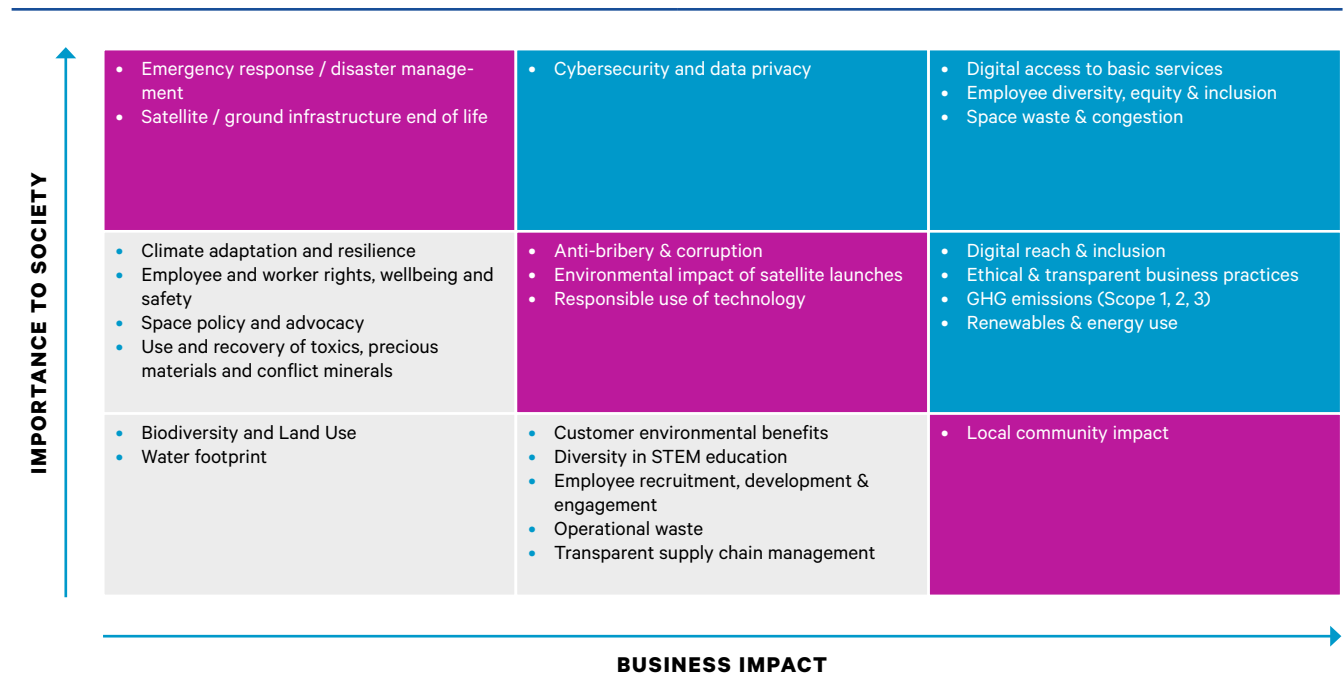
logues to better understand external and internal needs and expectations. We defined the most pressing issues to our stakeholders which resulted in an in-depth materiality analysis on these issues.

After external interviews with industry experts, customers, NGO partners, civil society, and government representatives as well as internal input through workshops, surveys, and ESG investor rating analysis, SES developed the following materiality matrix.

SES groups material issues under different tiers based on the issue's impact to the business and to the society. Most critical, thus priority material issues are listed under Tier 1 category. These issues include SES' engagement with the digital society, Diversity and Inclusion, operational carbon footprint, energy use, and interaction with the space and waste minimisation. Tier 1, 2, and 3 issues are listed below:



Materiality Matrix



● Tier 1 ● Tier 2 ● Tier 3

SUSTAINABLE SPACE

Space has become inextricably embedded into our daily lives and many critical services rely heavily on space infrastructure/activities, such as communications, air and maritime transport, financial services, Global Positioning Systems (GPS), weather monitoring, and many others.

Moreover, space applications have the potential to tackle many of the major social and environmental challenges facing the world today – from monitoring climate change and improving early-warning systems to delivering much-needed connectivity used to bring education and health services to rural areas or refugee camps. Space companies, old and new, are providing critical infrastructure to the planet.

To provide these critical services, a safe access to space must be ensured. If orbital resources are not protected and space actors are not held to a high standard of responsibility, these critical services are endangered. Access to space is a business-critical topic for SES and, for this reason, we consider Space Sustainability as a core pillar of our ESG strategy. Our main targets in this pillar are anchored in our commitment to undertake Life Cycle Assessments (LCA's) of our products and services in the next coming years to understand and quantify the impacts of our operation allowing us to make informed decisions to reduce our footprint and develop new eco-design for our products.

Nevertheless, this should not be the limit to SES' sustainable space ambitions. As a leader in the industry, we must advance the responsible use of space by advocating and collaborating for best practice approaches and innovative solutions so that space continues to be a resource for delivering solutions to address the challenges on Earth.

TARGETS

As part of the targets associated with Space Sustainability, SES has committed to:

By 2030, complete life cycle assessments on all SES products and services together with technology partners to fully understand the impact our product and services have on the planet

Our lifecycle assessments are a cornerstone project in the SES ESG journey. Through this process, we are pioneering a new way for our industry to evaluate our impact on Earth and in space. In 2022, SES developed our methodology and roadmap for completing the LCAs. Given that lifecycle assessments are not done in a widespread way in the industry, the identification of the parameters, segments and factors required coordination across internal and external stakeholders. In the continuation of this target, SES is committed to completing one lifecycle assessment in 2023 and identifying areas to incorporate for further reductions on our impact.

In addition, we aim to conduct life cycle assessments across five constellations in 2023, achieved by working across our value chain through key partnerships developed throughout 2022.

Explore Space sustainability partnerships to develop new technologies and solutions for space sustainability

In 2022, SES has stepped out to drive the space sustainability conversation and joined international efforts to align the industry on sustainability commitments.



SUSTAINABLE SPACE

Lead, collaborate, and innovate with the industry to ensure secure and sustainable use of space.

Innovate ways to repurpose equipment and reduce footprint from launch to decommissioning.

Lead the way as an advocate and collaborator to develop best practice approaches for the responsible use of space.



NETZERO SPACE INITIATIVE

SES has joined the [Net Zero Space initiative](#) in association with the Paris Peace Forum to continue to collaborate with the space community to achieve sustainable use of outer space for the benefit of all humankind by 2030. This consists of five commitments listed below:

1. continue abiding by international guidelines and norms relating to space sustainability and safety
2. collaborate with space agencies and regulatory authorities to develop policies and regulations that will foster a safe and sustainable space environment
3. continue sharing, and encourage others to share, operational data critical for the safety and integrity of the space environment through trusted third parties
4. form public and private partnerships to advance innovation in space sustainability and safety
5. exercise best practices and encourage responsible behaviour by all satellite operators so as to preserve the integrity and safety of the space environment

JOINT STATEMENT FOR THE RESPONSIBLE SPACE SECTOR

As proud contributors to the European Space industry, SES signed the European Space Agency's Joint Statement for a Responsible Space Sector. This statement underscores our responsibility to take care of planet and that depends on and extends to our action in space. This statement aligns the signatories to 5 principles to underpin space activity. These five principles seek to answer the question who and what is space for:

- Fair and responsible governance of space
- Space for the benefit of all of society
- Fair access to outer space, its preservation and peaceful exploration
- For the preservation of our natural environment on Earth and remediation of damages caused to our planet
- For a fair society and improved well being of all

PARTNERSHIP WITH NORTHSTAR

In 2022, SES underwent a partnership aligned with our space sustainability goals by working with Northstar to launch, develop and evolve space situational awareness tools. Northstar is planning to launch a commercial service monitoring space from space delivering unique space situational awareness services to safely manage fleets and minimise collision risks. SES has partnered with Northstar in our commitment to develop and enhance technologies for space sustainability. Northstar has successfully demonstrated the capability to track and maintain custody of objects, regardless of pre-existing knowledge, that may pose threats to SES fleet. SES has invested in this initiative through the Luxembourg Space Sector Development Fund.

By 2024, become certified by the Space Sustainability Rating being developed by the World Economic Forum

To encourage collective action and endorsement of best practices in space, SES in 2022, has submitted our application for O3b mPOWER to be processed by the Space Sustainability Rating developed by the

World Economic Forum. We feel confident in our current operations and management of our fleet and believe that pursuing this rating can ensure that confidence to all our stakeholders. The Space Sustainability Rating (SSR) is an ongoing process to create transparency in participating organisations' space debris mitigation policies. Upon establishment, SSR will provide a sustainability score for companies on their debris mitigation strategies and their alignment with the international guidelines. In 2022, SES developed and prepared our data for submission by the SSR and is on track to submit for a rating in 2023.

By the end of 2023, develop the Space Sustainability strategy

THE SPACE SUSTAINABILITY STRATEGY AND CHARTER

SES has developed the relationships both internally and externally in 2022 and have attended numerous events to understand the industry and SES priorities for space sustainability. In addition, SES has developed our own Space Sustainability charter which outlines the various aspects of Space sustainability and how SES manages its operations in a sustainable and best practice approach. The charter details our approach to space debris mitigation, situational awareness, space traffic management, space surveillance and tracking, space safety and industry collaboration. The charter outlines the critical nature of space sustainability to industry and the importance of space to life on earth. It gives details on our plans for continuing to lead on this topic and therefore, in 2023, SES will finalise the space sustainability strategy which will include a vision and milestones for the upcoming decade, alongside our charter.



CLIMATE ACTION

In 2022, SES saw made progress in our commitment to Climate Action through our company governance, target setting and partnerships. Climate action is the responsibility of every person on the planet and companies have a crucial role to play to drive sustainable change.

TARGETS

SES has committed to NetZero by no later than 2050 and to the submission of SBTi targets for validation no later than 2024

These targets have ignited several significant steps within the company to drive towards a Net Zero pathway. In 2022, SES has:

- Increased our disclosure transparency and improved our governance related to climate in our CDP report increasing our score from a D to a B
- Evaluated our climate risks and developed an SES climate risk report aligned with the TCFD framework
- SES has added GHG emissions targets to our SES Senior Leadership remuneration package
- SES has developed an Environmental, Health and Safety Charter
- We have amended our supplier code of conduct to include standards related to climate and environmental expectations
- Amended SES' General Terms and Conditions (GTCs) for Purchase of Goods and Services, adding clauses on REACH compliance and aligning with our ESG objectives
- Partnered with an external ESG platform and solution provider, to start assessing our suppliers, with the goal to empower a diverse pool of sustainable suppliers

In 2023, we plan to continue on a NetZero journey with:

- Increased evaluation of renewable options in our major operations
- The completion of 1 lifecycle assessment to help us address reductions in our Scope 3 emissions
- Continued engagement with our stakeholders including customers, suppliers, and employees
- Continued work on our climate risks and opportunities in alignment with TCFD to do full climate scenario monitoring

OPERATIONAL FOOTPRINT AND AREAS OF FOCUS

EMISSIONS – CDP REPORT RESULTS GRI 305

This report is inclusive of our CDP report results from the 2021 operating year given our CDP reporting cycle. SES expanded the boundaries of our Scope 3 reporting this year, has made significant changes to the governance of the company related to climate and set Net Zero targets. The combination of these improvements has taken our CDP score from a D to a B.

SES is aware of its role of spearheading emissions reduction in the telecommunication and space industries. The company does not operate any manufacturing sites which minimise the company's total environmental impact. To further minimise risks across the business and to better align with the company's objectives to reduce CO₂ emissions, SES uses its Risk and Internal Control System. Upon identifying risks through COSO and ISO31000 principles, SES collects emissions data on its direct, energy indirect, and other indirect operations (Scope 1, 2 & 3). The company constructs its methodology in line with the Greenhouse Gas Protocol (GHG): A Corporate Accounting and Reporting Standard (Revised Edition); Defra Environmental Reporting Guidelines: Including streamlined energy and carbon reporting guidance, 2021; the International Energy Agency's (IEA) CO₂ Emissions



CLIMATE ACTION

Take bold climate action by setting targets and innovating for the planet.

Reduce our carbon footprint across operations and our supply chain.

Provide solutions to overcome climate and environmental challenges through satellite connectivity.



SES Group CO₂ emissions

| YEAR | 2021 | 2020 | 2019 | 2018 | 2017 | 2016 | 2015 | 2014 | 2013 | 2012 | 2011 | 2010 | 2009 | 2008 |
|--|----------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| Scope 1 (t CO ₂ e) | 1.813 | 2.510 | 2.177 | 2.524 | 2.517 | 2.418 | 5.455 | 6.546 | 6.621 | 6.959 | 6.464 | 12.397 | 17.317 | 14.432 |
| Scope 2 (t CO ₂ e) | 24.039 | 25.848 | 29.604 | 30.821 | 26.980 | 24.701 | 24.395 | 17.080 | 17.391 | 20.475 | 27.758 | 26.846 | 35.280 | 26.507 |
| Scope 3 (t CO ₂ e) | 169.776 | 4.248 | 16.017 | 17.178 | 17.386 | 13.737 | 12.486 | 11.460 | 14.756 | 5.873 | 4.937 | 2.309 | | |
| Total emissions (t CO₂e) | 195.629 | 32.606 | 47.797 | 50.523 | 46.883 | 40.856 | 42.336 | 35.087 | 38.768 | 33.307 | 39.159 | 41.553 | 52.597 | 40.939 |
| Change to previous year | 500% | -32% | -5% | 8% | 15% | -3% | 21% | -9% | 16% | -15% | -6% | -21% | 28% | |

from Fuel Combustion; and The Greenhouse Gas Protocol: Scope 2 Guidance.

Since 2008, SES officially reports the CO₂ emissions of its operations through participation in the Carbon Disclosure Project (CDP), which collects the data of all SES' business activities and locations. The data collection for CDP covers three scopes:

- **Scope 1:** Direct Combustibles (gas and fuel consumption, refrigerant leakage, car fleet)
- **Scope 2:** Indirect Energy consumption (purchased electricity, heat, and steam)
- **Scope 3:** Other Emissions (business travel, commuting, waste, water consumption)

In 2021, SES for the first time, expanded the boundaries of our Scope 3 reporting to include

- Cat 1 – Purchased goods and services
- Cat 2 – Capital Goods
- Cat 4 – Upstream transportation

This resulted in an increase in our Scope 3 emissions (88% of our overall footprint). The manufacturing and launch of our satellites is realised in Cat 2 of our scope 3 emissions and is a large contributor to our overall GHG footprint. The fluctuation of our GHG emissions in this category will depend on the number of satellites we have launched, and we will specifically pull out the emissions related to this as a separate item in how we report these numbers going forward. In

2021, SES launched SES-17 and the carbon emissions related to that launch can be found in Cat. 2.

Emissions from Scope 2, electricity consumption, SES has invested in energy reductions in our sites with the upgrading of equipment to energy efficient alternatives. We have also invested in green energy tariffs in 2 of our highest energy sites, Luxembourg and Munich resulting in a decrease in our market-based Scope 2 emissions.

To better interpret Scope 2 emissions data, it is important to note that Scope 2 location-based emissions factors were chosen in line with

the GHG Protocol recommendations. For low occupancy sites, assumptions were made based on average electricity, gas, and travel data at the main office sites. A data collection questionnaire was circulated to all 31 main SES global sites and to collect activity data. A large sample of low occupancy and unmanned SES sites were included in the data collection exercise. To calculate GHG emissions, when electrical power consumption was not precisely measured, it was estimated. In the context of the legal framework in Europe with the goal to save energy, SES started to analyse the energy efficiency of the main facilities in accordance with EN 16247. This exercise has been performed at SES' sites in Munich, Germany, and Betzdorf, Luxem-



bourg. Through these and other initiatives, we have implemented a substantial and ongoing carbon reduction plan in our sites across the world.

During the second half of 2022, we implemented an electrically powered shuttle service to connect our headquarters in Betzdorf with the main local bus and train stations. This service has so far been used by about 25% of the local employees, a quota that we expect to grow during 2023 as we have increased the capacity of the vehicle and made its timetable more in line with the needs of an increasing number of employees. This service, which is increasingly used and has received numerous positive feedback, is also aimed at reducing our employee commuting emissions. In this regard, we are working on a study to quantify the impact on our emissions, which we are confident we will be able to share in our next report.

WASTE MANAGEMENT GRI 306

SES intends to systematically reduce waste across its direct footprint. The company ensures that it has a comprehensive waste policy in place that targets avoiding and reducing waste as well as increasing disposal and recycling in the areas of “Batteries, hydraulic fluids and electrical/electronic devices, building-site waste, glass, plastics, metals, organic waste (food residues, garden refuse, wood), paper/cardboard, and problematic items (e.g. chemicals/environmentally hazardous substances, oil/grease, flammable products, etc)” in line with international standards (ISO 140 42). SES currently collects information for the SES Headquarters in Luxembourg and annually reports to the Luxembourgish government. For its remarkable environmentally friendly waste handling, SES has been awarded with the Luxembourg SuperDrecksKescht (SDK) ecolabel 20 years in a row.

ENERGY GRI 302

SES is aware of its responsibility to improve and transform the management of sustainable energy as an industry leader and is committed to gradually increase the share of renewables in its energy mix. The company has already achieved 52% improvement in its energy efficiency index between 2014 and 2020 in its Luxembourg headquarters and plans to achieve further improvements on global level within the next 5 years. SES is transparent in data collection and data sharing and annually reports to the Carbon Disclosure Project. The company pledges to comply with the international regulatory standards, align with energy saving programmes, and co-operate with the intra- and inter-industry actors to generate positive value throughout its value chain on energy production, consumption, supply, and distribution.

In Luxembourg, SES currently participates in the new Voluntary Agreement between the Luxembourgish Government, My Energy GIE and FEDIL, which started in 2021 and runs until the end of 2023. This programme sets a general energy efficiency improvement target of 4.5% until the end of 2023 compared to the reference years 2018/2019. To achieve this goal, SES undertakes initiatives to improve the energy

efficiency of its technical facilities such as HVAC, UPS, lighting systems, etc, and engages in the implementation of ISO50001 energy management system.

CLIMATE RISK

In 2022, SES began analysing our risks and opportunities related to climate in partnership with third party consultants. We understand that climate change presents challenges for all businesses and we are committed to understanding and mitigating our risks. In alignment with the TCFD framework we have developed a climate risk report detailing our identified risks, the impact on the business and our strategic response and mitigation.

COMMITMENT TO ENVIRONMENTAL PROTECTION

In 2022, SES formalised our commitment to environmental protection in many of our policies effecting our value chain. We drafted an instated a formal Environmental, Health and Safety Charter as well as enhanced the language in our supplier code of conduct to align our expectations of environmental protection across our supply chain.



ANTARCTICA

In 2022, SES proudly partnered with the 2041 Foundation and explorer Robert Swan in support of an expedition to Antarctica with the main goal of raising awareness of climate change, evoking action for all of us and saving Antarctic for future generations as an intact reserve for science and wildlife.



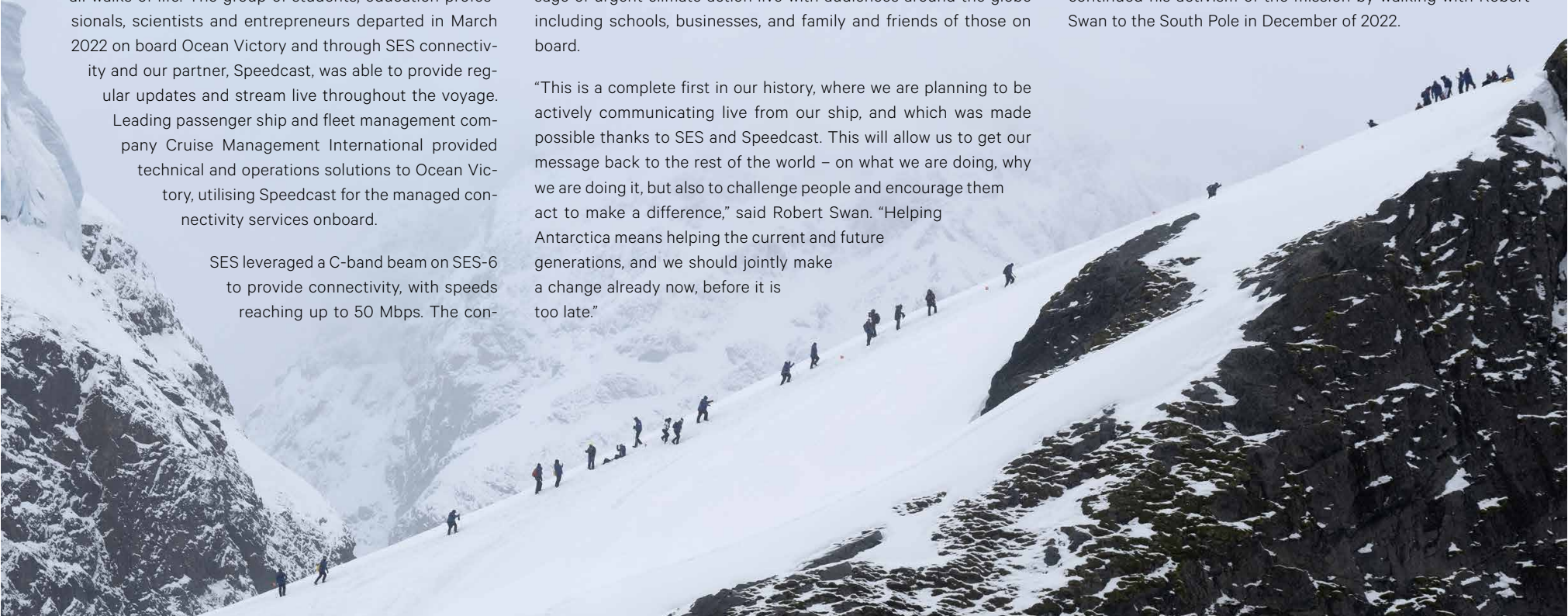
The expedition comprised a group of 150 participants from all walks of life. The group of students, education professionals, scientists and entrepreneurs departed in March 2022 on board Ocean Victory and through SES connectivity and our partner, Speedcast, was able to provide regular updates and stream live throughout the voyage. Leading passenger ship and fleet management company Cruise Management International provided technical and operations solutions to Ocean Victory, utilising Speedcast for the managed connectivity services onboard.

SES leveraged a C-band beam on SES-6 to provide connectivity, with speeds reaching up to 50 Mbps. The con-

nectivity provided an opportunity for Robert Swan to share his message of urgent climate action live with audiences around the globe including schools, businesses, and family and friends of those on board.

“This is a complete first in our history, where we are planning to be actively communicating live from our ship, and which was made possible thanks to SES and Speedcast. This will allow us to get our message back to the rest of the world – on what we are doing, why we are doing it, but also to challenge people and encourage them act to make a difference,” said Robert Swan. “Helping Antarctica means helping the current and future generations, and we should jointly make a change already now, before it is too late.”

Gez Draycott, an SES employee was aboard the expedition and continued his activism of the mission by walking with Robert Swan to the South Pole in December of 2022.



DIVERSITY AND INCLUSION (D&I) GRI 405

As a company dedicated to connecting more people with more content across the globe, we believe our story should reflect those of the millions we serve. We are committed to increasing the number of employees from underrepresented groups and nurturing an inclusive company culture to create a fair, innovative, and supportive working environment where people can flourish – empowering all employees, or “SESers”, to write their stories and to contribute to the collective success of a truly global team. It’s not about quota, it’s about forging a future that is equitable. In SES, we have placed a greater focus on D&I over the last two years and we are seeing a positive difference in our organisation through engagement with our employees. Through engagement with internal and external stakeholders, it also became clear that more ambitious targets in this area must be set to drive change and transparency, not only in our workforce, but also as a leader in our industry when it comes to a more inclusive and diverse work environment. At SES, Diversity & Inclusion is about creating an environment where any person is welcome to work with SES regardless of gender, gender identity, age, background, ethnicity, ability, stage in life, sexual orientation, etc. We recognise that, at this moment, we are limited in measuring diversity at a global level mainly through the gender dimension

TARGETS

SES has committed to:

Increase gender diversity of people managers by 50% in 5 years

SES recognises that within our workforce, we need to strive for more diversity & inclusion across the business. We have put in place several programmes to increase awareness around Diversity and Inclusion such as trainings and education initiatives (we have several D&I sessions throughout the year), a Mentorship Programme, Diversity calendar, Equality and Inclusion working groups and we have launched an Allyship Programme as we committed last year. Looking to tackle the diversity at the level of our people managers and executives, starting with gender.

BUILDING A DIVERSE AND INCLUSIVE WORKFORCE

SES is committed to increasing the number of employees from underrepresented groups and nurturing an inclusive company culture to create a fair, innovative and supporting working environment. SES puts diversity and equal opportunity at the centre of its employment strategy and is a signatory of the Diversity charter in Luxembourg. Supportive practices, such as implementing a D&I dashboard to monitor their progression and our mentorship programme are systematically applied to support female talent and we are fully focused on increasing the percentage of women within the SES workforce, both overall and at managerial / executive levels. We believe that the measures we continue to take to support women help not only women but lead to creating an environment in which all SESers feel included, regardless of gender, gender identity, sexual orientation, ethnicity, religion, etc.



DIVERSITY & INCLUSION

Make the space industry more diverse, equitable, and inclusive, starting with SES.

Build a more diverse, equitable, and inclusive workforce across all levels of our business.

Increase the diversity, equity, and inclusion of the space industry through targeted actions and investments.





WOMEN IN LEADERSHIP & PEOPLE MANAGERS POSITIONS

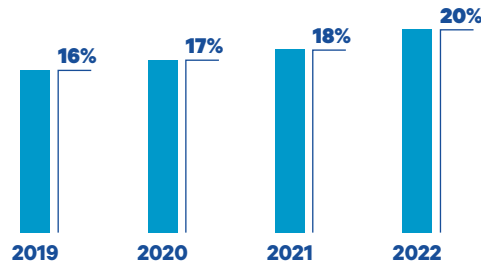
SES understands that valued employees are more likely to be satisfied with their career prospects, be productive and achieve their long-term career goals. Engaged employees lead to a reduced chance of employee turnover for companies. To achieve high skilled workforce and increase productivity, SES puts a special emphasis on its securing and retaining talent policies.

When it comes to retention, engagement, and development of women, we are tracking the participation of women in key programmes and initiatives. When it comes to promotions in 2022, 26% of promoted

employees were women (slightly lower compared to 28% in 2021 but consistently higher when comparing the female promotion rate to their overall representation in the SES population).

With a focus on increasing the representation of women in managerial and executive roles, 15% of employees at the executive level are women (compared to 15% in 2021 and 13% in 2020). When looking at the people managers population, we have been observing a consistent increase in the proportion of female people managers over the last few years.

Evolution of the proportion of women amongst People Managers



30% of all employees who became people managers in 2022 are women compared to 22% of all new people managers in 2021.

In 2022, we noticed an acceleration in voluntary turnover with a resignation rate of 9% at the end of the year in line with the worldwide “Great Resignation” phenomenon. This follows two years with resignation rates at 7% in 2021 and 5% in 2020. With these unusually low rates, higher resignation rates were expected in 2022. We also continue to observe higher resignation rates amongst women compared to male employees. We acknowledge that this is a global trend reported by many, such as in the 2021 McKinsey report titled “Women in the Workplace”:

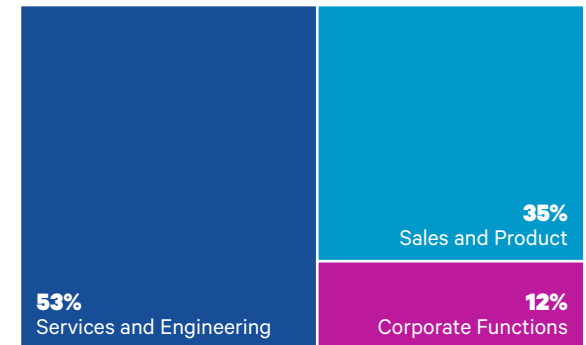
“One in three women says they have considered downshifting their careers or leaving the workforce this year, compared to 1 in 4 who said this a few months into the pandemic. Additionally, 4 in 10 women have considered leaving their company or switching jobs—and high employee turnover in recent months suggests that many of them are following through.”

As a company, we adapt to the new way of working by creating a hybrid model that provides more flexibility than before. We are also in constant collaboration with our people managers to create safe spaces and team charters that take every team member’s needs into consideration.

DRIVING DIVERSITY

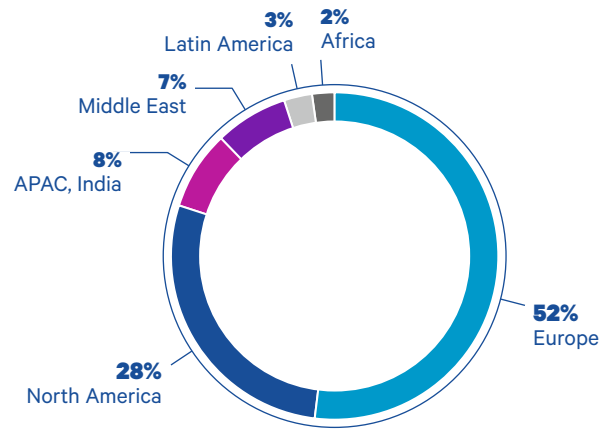
SES evaluates the diversity of the employee population from several perspectives. We have an extremely diverse population when looking at nationalities and a healthy age distribution in the company.

Employee Distribution by Functional Area



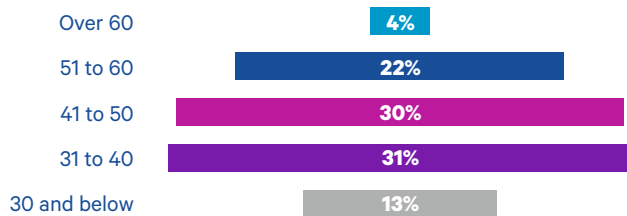
As of end-December 2022, SES employees from 85 nationalities across 32 offices which is a strong indication of the company's diverse workforce target. The most represented nationalities are: United States, Germany, France, Romania, Great Britain, Israel, Belgium, Luxembourg, The Netherlands, India and Italy.

Employee Nationalities



We have an overall healthy age distribution with an average age of 43 years old.

Age Pyramid of SES employees



When focused on gender at SES, currently 25% of SES' workforce are women, a figure that has been stable over the last years, but SES aims to increase this number as part of its diversity strategy. Women are most present in the Corporate Functions (59%) but considerably less in Services & Engineering (15% in Technology & 18% in Global Services).

DIVERSITY AND INCLUSION TRAININGS

With Diversity and Inclusion strongly embedded as one of the 4 key pillars of SES' ESG strategy we are supporting everyone in making steps towards a more inclusive future for SES. This future begins with greater awareness within the company, which is why SES strongly encourages all employees to complete a short online Unconscious Bias course, designed by Microsoft.

To move the needle on Diversity & Inclusion, the Unconscious Bias training course is open to all employees and mandatory for all people managers within the company – without exception. At the time of publication of this report, more than 850 employees have completed the Unconscious Bias training and, in so doing, have demonstrated their commitment towards a more inclusive SES.

DIVERSITY AND INCLUSION EVENTS

SES has a Diversity calendar according to which we organise events around the year. Black History Month, International Women's Day and Pride Month are just a few of the events we organise. What is unique to SES is Diversity Month. In 2022, our Diversity Day live event session was focused on Neurodiversity with speakers external to SES and internal to SES.

We also hosted an initiative called "Pot of Colours" organised by our Ethnicity Equality and Inclusion Working group.

We also found it useful to run a workshop on LGBTQIA+ as well as a workshop specific to our People Managers on Safety and Discomfort.

#IAMREMARKABLE

Feedback from SES employees has clearly shown the value of #IamRemarkable, the global Google initiative that strives to empower everyone, particularly women but also other underrepresented groups, to celebrate their achievements in the workplace and beyond. At the heart of the #IamRemarkable initiative is a 90-minute workshop that helps participants learn the importance of self-promotion in their personal and professional life, equipping them with tools to develop this skill set, and invite them to challenge the social perceptions surrounding self-promotion. This workshop has contributed to the way people approach their Performance conversations and more people actively encourage others to speak up more openly about their achievements.

EQUALITY AND INCLUSION WORKING GROUPS

At SES, we greatly value employee ideas and we believe that increasing employee engagement and representation of the workforce are crucial elements to drive Diversity and Inclusion and boost innovation. Across our operations, we implement different sets of programmatic



initiatives, from training and development programmes to a more diverse and inclusive employment policy. For the past two years, members of the SES E&I groups have been sharing experiences, exchanging ideas and developing policy and strategic proposals for the organization to adopt real change in order to drive greater workforce diversity.

In 2020, we launched our award-winning Equality & Inclusion working groups. These groups, open to all employees and consisting of volunteers, meet to develop proposals focused on Diversity and Inclusion. The final proposals are later presented to senior management. The E&I groups comprise one of the most important and valuable Diversity and Inclusion initiatives for SES, with stakeholders ranging from all internal employee groups, Senior Leadership Members, Human Capital Team (Learning and Development, Recruitment, Talent Management, Compensation and Benefits), to Internal and External Communications, Brand and Marketing.

All departments are involved in the facilitation and implementation of the proposals, aimed at enhancing impact for all employees.

Our working groups focus on the following:

- **The Gender working group** focused on achieving increased opportunities for all women or any person identifying as a woman inside and outside SES. They developed an allyship for the gender minority programme to implement in 2022.
- **The Ethnicity working group** focused on striving for better representation and opportunities of ethnical minorities at all levels within and outside SES. For their 2021 proposal, they tackled mitigating bias in recruitment and in 2022 are challenging the organization to implement KPIs, apply blind screening and carry out interviewer surveys.
- **The “general” working group** has flexibility to tackle other topics and can choose a focus area. In 2021 the group focused on creating an inclusive LGBTQIA+ culture within SES.

Filled Positions by Region



In addition to the 2021 achievements, in 2022, we launched 3 new impactful initiatives:

- **The Gender group** has launched an Allyship programme for all.
- **The general group** launched a network within SES called “Definitions Not Applicable” (DNA) to create a safe space for people that belong in the community as well as Allies to discuss current topics and areas of improvement.
- **The Ethnicity group** has launched the initiative “Pot of Colours” where we discuss cultural history through food.

2023 FOCUS: FEMALES IN LEADERSHIP

In 2023 SES will have a stronger focus on Women in Leadership. Following the targets, we set in 2022, we aim to create a programme for Females in Leadership and to make sure we enable them to exist in the pipeline. We are looking to utilise our Allyship programme and measure more systematically the progress we are making in

1. Females in People Management positions; and
2. Females in Executive positions.

In 2023 we are introducing a new commitment from our Senior Leadership team which is a target of 24% females by 2026 in People Manager positions connected to their annual compensation.

TALENT ACQUISITION

Diversity by the numbers

In 2022 we hired 367 people (2021: 255) of which 67% in Europe (2021: 62%) and 22% in North America (2021: 30%).

More than one third of all 2022 external recruits are women, compared to 25% in 2021.

Our Talent Acquisition team focused on Diversity and Inclusion during career and job fairs. SES joins events such as Jobinars for Top Women Tech to attract more women from STEM. Additionally, we attended the Aerospace Diversity Day (DELFT), all to attract more females and showcase our commitment to D&I.

INDUSTRY COLLABORATION COMMITMENTS

Industry collaboration on enhanced Diversity and Inclusion policies are keys to achieve more representative, inclusive, and dynamic workforces. More diverse and inclusive industries not only push underperforming companies to take more ambitious steps on their policies but also create collective action platforms to better align intra-industry targets to achieve enhanced Diversity and Inclusion. SES spearheads their policies in the space and telecommunication industries through its industry collaboration commitments and works for collective impact.

WOMEN IN AEROSPACE

Women in Aerospace (WIA) is an international organisation founded in 1985 dedicated to increasing the leadership capabilities and visibility of women in the aerospace and STEM community. WIA acknowledges and promotes innovative individuals who strive to advance the

aerospace industry. SES is a corporate member and sponsor of WIA Europe, and 2 employees currently run the Luxembourg local group. SES's participation in the WIA is to create a community in Luxembourg for Women within the aerospace/STEM sector through regular meetings (fun networking sessions, webinars, feedback sessions). SES aims to enable women in the aerospace industry to have their voices heard and have a strong network of women in STEM.

In 2022, SES will develop a plan to build on our STEM and ICT outreach to expand our impact on students from underrepresented groups

STEM EDUCATION INITIATIVES

To secure best in class employees and to sustain innovative capabilities, SES believes that it must inspire the new generation towards Science, Technology, Engineering and Mathematics (STEM). Therefore, we engage in global activities in this field also using it as opportunity to support and increase diversity. In 2022, we have developed a plan to focus our efforts in STEM and ICT initiatives to support women in our field and across the industry. Some of the initiatives we have pursued this year include:

Space & Satellite Professionals International (SSPI)

We collaborate with SSPI including one female employee on the board actively participating in events and projects to increase women across the industry. In 2022, SES had a female employee included in the "20 under 35" leaders cohort honouring young professionals contributing to the industry and representing the best of what is to come.

Scholarships

Launched in 2018, The SES Space Scholarship offers a unique opportunity for 17-18-year-old students who have completed their General Certificate of Secondary Education (GCSEs) and are interested in the space industry and astronomy to be involved in a wide range of career opportunities in the space industry. SES encourages people from all

background to apply and particularly welcomes applications from underrepresented groups.

International Space University

SES is a proud partner of the International Space University (ISU) in developing future leaders of the world space community. We work with the University in developing talent through guest lectures or workshops from SES subject matter experts, professional visits, internship opportunities and even scholarships to cover partial or full tuition fees. We awarded scholarships in 2022, to two female engineers for more than 70% of the total masters fees for each student. We are tremendously proud to be able to create possibilities for more accessible space industry education and help young talents achieve their dreams.

Luxembourg Science Centre

In 2022, we have committed to partnering with the Luxembourg Science Centre to provide educational content, workshops, visits, and tours with a focus on encouraging access to STEM and the space industry.

Brooke Owens Fellowship Programme

The Brooke Owens Fellowship is designed to serve both as an inspiration and as a career boost to capable young women and other gender minorities who, like Brooke, aspire to explore our sky and stars, to shake up the aerospace industry, and to help their fellow people here on planet Earth. This is completed by matching up to forty students per year with purpose-driven, paid internships at leading aerospace companies and organisations and with senior and executive level mentors. SES encourages having a platform for women in STEM to share their ideas, discuss issues and eventually implement change within the industry and promote women in STEM for the future generations. In August 2022, SES was selected to be a Host Organization for Summer 2023. We have been matched with an international student studying Aeronautics at Purdue University.



America On Tech

America on Tech (AOT) is an award-winning, early pipeline tech talent accelerator on a mission to decrease the racial wealth gap by creating pathways for underestimated students to thrive in technology and innovation. AOT is committed to creating employment pathways by developing, mentoring and providing support to young people of color between the ages of 16-24. 85% of AOT students identify as African American and/or Latinx and 56% identify as women or gender non-confirming. For Summer 2023, SES has agreed to sponsor two interns from AOT in addition to sponsoring the 2023 Innovators and Disruptors Awards. Lastly, SES will allocate two guest speakers to deliver relevant content regarding satellite telecommunications.

Florida International University

We are building relationships with targeted schools who prioritise diversity and inclusion in their values. Last year we worked with Florida International University (FIU) due to their proximity to our Miramar office. FIU is the #1 university in graduating women in Computer Science and the #1 university in graduating minorities within the state



of Florida. SES was lucky to place two interns in Miramar to support Maritime Analytics and will continue to develop this relationship in years to come. The interns both come from first generation LatinX families which was great visibility for SES and FIU.

ESERO

ESA (European Space Agency) is taking action against the negative trend of STEM (Science, Technology, Engineering, and Mathematics) studies and careers through the ESERO (European Space Education Resource Office) project, which is addressing primary and secondary education in Europe. ESERO uses space as a theme of inspiration, an opportunity to enhance pupils' literacy and competence in STEM-related subjects, which makes the space sector less distant and perhaps more attractive. ESERO is already established in some ESA member states and is supported by local experts in partnership with national education institutions.

In 2022, SES signed an innovative partnership with the LSC (Luxembourg Science Center), the host of ESERO Luxembourg. This partnership dovetails with the company's ESG goals, aiming at making the

space industry more diverse and inclusive by supporting activities that promote STEM, highlighting the opportunities in satellite and terrestrial telecommunication networks, raising awareness of STEM studies and careers, and driving talent towards such industries. In the context of ESERO Luxembourg, SESers were involved in the "Space goes to School" programme and the "ISS – In-flight Call" event organised by the LSC.

Concerning "Space goes to School", the programme ran between April and July 2022 and 5 SES employees volunteered and contributed to its success. Space experts from the Betzdorf office visited 14 schools all over Luxembourg, reaching more than 400 students aged 10 to 17. The SES team delivered 16 sessions of space activities around satellites, the solar system, space sustainability, Earth observation, space-related professions, space-inspired arts, and many more in 3 different languages! The topics discussed sparked the interest of the youngsters, who showed high levels of engagement.

Additionally, SES supported the "ISS – In-flight Call" event, which took place in June 2022, within the framework of the "Marvel of Microgravity" series, co-organised by ESERO Luxembourg, Italy, and Portugal. During this event, a crowd of 150 people, mainly consisting of pupils, teachers, and university students, attended presentations by local experts and had the unique chance to participate in a video call with the Italian ESA astronaut, Samantha Cristoforetti, right from the ISS (International Space Station), see her performing live experiments in microgravity conditions and ask her questions. SES participated in the event with an interactive presentation entitled "Satellites at people's service", delivered by a colleague from the Betzdorf office and in total, 7 colleagues were present and represented the company.

The involvement of SES in ESERO Luxembourg for 2023 is already confirmed and SESers cannot wait to bring more space to the Luxembourgish schools!

ENGINEERING TRAINEE DAYS

Engineering Trainee Days project aims to promote engineering and scientific professions to secondary students, age 16+ years, by offering them valuable insights into the daily work environment of a STEM professional. This experience differs from a simple company visit, as the students follow and assist engineers and scientists in their daily tasks and duties for two days. This allows students to gain an understanding of professional, linguistic, and interpersonal industry requirements. This project is an initiative of the Association of Engineers, Architects, Scientists Industrials Luxembourg (da Vinci) and Jonk Entrepreneuren Luxembourg with the support of the Ministry of Education.

By 2025, We aim to develop and implement a supplier and customer sustainability rating and diversity programme to empower a diverse pool of sustainable suppliers.

The first step in our supplier sustainability programme was to increase visibility into our supply chain so that we can focus on the suppliers and areas where we are at the highest risk. To accomplish that we have contracted a third party supply chain ESG assessment tool to better understand the risks in our supply chain and identify the areas where we need to focus and engage our suppliers.

We have additionally updated supplier facing policies. Both our General Terms and Conditions of our supplier contracts and well as our Supplier Code of Conduct now reflect our ESG values and align with our ambition to drive a diverse pool of sustainable suppliers. Through the supply chain sustainability programme we will be building additional outreach measures to ensure compliance of our supply chain to these critical issues.

CRITICAL HUMAN NEEDS

Reliable, high-speed connectivity and access to content is key to harness the potential of digitisation, to boost countries' economies, and to present opportunities for people. SES' superpower is reach bring access to information and learning, improving digital inclusion through reliable and flexible bandwidth anywhere on earth. SES progresses its initiatives across geographical barriers, brings infrastructure to fragile economies and isolated communities, and aids humanitarian efforts in disaster-hit areas. Each country has unique challenges and opportunities around the move towards digital and SES is at the forefront of this transformation.

TARGETS

Conduct stakeholder outreach to understand the areas where SES' products and services can advance the sustainable development goals.

SES strives to drive positive impact in all that we do, and this includes the products and services that we provide to the world. As part of the critical human needs pillar, we not only wanted to measure social outcomes aligned with where we contributed to the Sustainable Development Goals but we wanted to measure and set targets for indicators where our business can contribute meaningfully doing what we do best. During 2022, we spoke with stakeholders from the NGO community, civil society, customers, partners, and employees to help us understand where our efforts should be focused on critical human needs. We have focused on

- Drive SES connectivity in developing nations and measure the number of connected sites year over year in alignment with SDG 9 target 9.c
- Continue to support communities in crisis with mission critical disaster response and critical infrastructure capabilities. Assist communities with training and development for a more resilient response capability.

ADDRESSING THE DIGITAL DIVIDE

Access to broadband services is a well-known indicator of a thriving community as it provides for critical human needs of a population including emergency aid, health, financial and educational access. SES works alongside governments, telecommunications providers, and non-governmental organisations in communities around the globe to close the digital divide and build out infrastructure to connect the unconnected. This is a core part of our fixed networks and government business units and provides maximum impact in our product and services portfolio. As part of our service portfolio, we offer a Managed backhaul solution to our customers, providing satellite capacity for mobile base stations to connect additional subscribers in remote and isolated places. We work closely with our telecommunications customers to expand their networks to expand connectivity to more people and close the digital divide. In 2023, we will start to measure how many sites we are bringing online in developing countries.

COOK ISLANDS

Customers of Vodafone Cook Islands will be able to experience 4G+ networks and high-performance internet connectivity across the outer islands with the use of the O3b mPower service enhancing services that increase access to online services in health, education, banking, and commerce for the residents.

PAPAU NEW GUINEA

With over 86% of its population residing in rural areas, much of Papua New Guinea is underserved when it comes to connectivity. In 2022, SES expanded services in the country by partnering with a new provider of mobile broadband services.



CRITICAL HUMAN NEEDS

Empower communities to thrive with services that help meet critical needs, save lives, & create inclusive and equitable opportunities.

Direct our innovation & partnerships to expand access to educational, health, & informational services.

Expand reliable access to content & connectivity in remote & isolated places by leading partnerships in our industry and beyond.



BRAZIL'S AMAZON REGION

Utilising SES's O3b mPower network to extend mobile backhaul services to Claro Brasil through Embratel, SES will be serving more than 260,000 inhabitants of 8 cities in the Amazon region with connectivity services in the most isolated villages and cities in the region.

ANDEAN REGION

SES partners with Andesat in the Andean region to provide connectivity via the SES-14 satellite. In 2022, the service will boost voice and broadband connectivity access to 280 sites by the end of 2022.

PHILIPPINES EDUCATION CONTENT

SES is working with ComClark Network and Technology Corporation to empower thousands of Philippine educators with high-speed connectivity to deliver content to 2,000 remote schools across the country. The content is delivered via SES's SES-9 satellite.

INNOVATING FOR HUMANITARIAN RESPONSE

Conflicts, natural disasters, and the climate change impacts are increasingly highlighting the importance of critical infrastructure to community resilience. SES has been at the forefront of disaster response and supporting countries around the world with connectivity, preparedness and support.

EMERGENCY.LU UPDATE

There are two vital requirements in emergency situations: response time to cover the communications needs in the immediate aftermath of a disaster, and control or management capability allowing quick and efficient sharing of information about the situation on site. The emergency.lu platform was designed to quickly re-establish communications in remote areas isolated by natural disasters or other emergency situations. The platform is based on a public-private

partnership between Luxembourg's Ministry of Foreign Affairs, SES, HITEC Luxembourg and the Luxembourg Air Ambulance, and is supported by a number of operational and technical partners. The emergency.lu platform is based on a global hub infrastructure and satellite capacity, both provided by SES.

In 2021, emergency.lu project was renewed with SES for a period of 6 years. SES has moved the programme to a flexible service catalogue approach, offering additional services and enhancements as options for deployments and to better serve the needs of the customers on the ground. Changes to satellite capacity, equipment, networking options and enhanced options for services to affected communities has been developed or implemented. SES Supporting disaster and humanitarian crisis situations remains a top priority of our ESG strategy.

First deployed in 2012 in South Sudan, the has since then been deployed in more than 26 different countries around the world. In 2022, emergency.lu was supporting the humanitarian response in Ukraine. Operations in Tonga that were deployed in 2021 were extended, following the volcanic eruption that disrupted undersea fiber links. Additional longer-term deployments continuing in Niger, Nigeria, Venezuela, Syria, Chad and Central African Republic in support of WFP, UNHCR and UNICEF.

SATMED

SES has been operating the Luxembourg Government's satellite-enabled SATMED e-health platform, working in close partnership with non-governmental organisations and governments alike. The solution enables real-time situational assessment and data exchange for healthcare professional sin locations like Bangladesh, Sierra Leone, and others. The SATMED platform was consolidated onto the Azure hosting environment to offer a seamless cloud-based system.

NETHOPE AND INTERNET SOCIETY PARTNERSHIP FOR DISASTER PREPAREDNESS

SES has partnered with Nethope and the Internet Society to train first responders in the most disaster-prone countries in an effort to build local knowledge to respond to the next disaster. In 2022, SES provided satellite training to 100 responders in Ghana with representatives from local responding agencies, industry, and local government. In 2023, we will continue with trainings in Guatemala and the Philippines.

TAIWAN DISASTER RECOVERY

Supporting the rapid restoration of cloud services in a disaster scenario, SES is supporting Microsoft and Pegatron to create a private 5G network hosted on the Azure Stack Edge Compute platform. The platform is deployed on a mobile truck alongside networking functions such as routers and GPS devices as well as an SES O3b MEO terminal to provide the Taiwanese government with "on the pause" services during a disruption of terrestrial connectivity.

HURRICANE IAN

SES Government division rapidly deployed MEO satellite services and terminals to restore broadband connectivity for local communities and first responders in Lee County, Florida who were impacted by Hurricane Ian in partnership with AWS Disaster Response and SimbaCom. The services provided connectivity for the Florida Department of Financial services who was processing insurance claims; Distribution centers supporting family services and the Fuel relief fund, a distribution site providing fuel for first responders and evacuees across Lee County.

OPERATING OUR BUSINESS

Along with setting a clear strategy and targets related to ESG for our business, we also know that the foundation of our business needs to be set on strong operating procedures and business ethics. Attention to our customer feedback, employee matters, social matters, IT security process, Human rights considerations and Anti-bribery and corruption are all additional areas where SES considers our impact.

Our commitment to excellence as a company has earned us recognition as a leader.

Notably, in 2022, the SES ESG team was recognised by IMS Luxembourg with the Sustainability Team award for the stakeholder approach we took in the development of our ESG strategy.

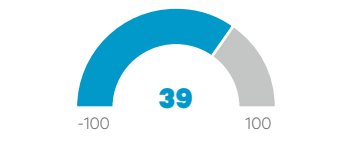


CUSTOMER CENTRICITY

SES' mission is to do the extraordinary in space to deliver amazing experiences everywhere on earth. Delivering such experiences requires focusing on customer engagement, on the people SES impacts as a top priority on its business agenda. To make sure SES understands its customers' goals and needs, the company runs a customer experience programme capturing the 'voice of the customer' through its Net Promoter System and annual Perception Study. The Net Promoter System is a quantitative study measuring Customer Satisfaction (CSAT), Customer Effort (CES) and Customer Loyalty (NPS). The results of the NPS are coupled to the Perception study's qualitative insights to create a granular picture for the organisation to understand how and what to improve to better serve its customers. A companywide Customer Advisory Board has been launched in 2022 with the purpose of bringing SES' most strategic customers together to discuss the future of our industry, collect first hand feedback on the relevance of SES' strategy to its customers and establish a network of thought leaders.

Our 2022 Net Promoter Score (measured on a scale of -100 to +100) was +39, representing an improvement from +34 in 2021.

Net Promoter Score 2022



Among the areas of improvement and focus for 2023 is the customer journey and improving the way we execute on the delivery of our services.

EMPLOYEE MATTERS

We are passionate about employee experience and employee success. We aim to treat employees as we want them to treat our customers; empower them to take ownership of their careers; and create a community where it is fun to work.

We strive to be future proof, powered by a strong, healthy culture. This depends on learning and teaching, a diverse workplace where everyone feels included and having a growth mindset.

We drive business success within SES by anticipating and meeting the needs of the business through world-class human capital practices.

ATTRACTIVE AND FAIR COMPENSATION AND BENEFITS

Our compensation philosophy aims to stay ahead of the market and to contribute to the company's organisational goal to attract, develop and retain talent and to treat all employees in a fair and equitable manner.

Key Principles

We benchmark our total compensation against local practices of other global organisations with the ICT industry as a reference point.

Our total rewards include annual base pay, bonus linked to individual, departmental and group financial targets, benefits aligned with local practices as well as long-term incentives to position the Company as a global employer of choice.

Being fair and consistent is at the heart of all our compensation & benefits related decisions, whether it is on job grading, salary

increases, promotions or benefits. We undergo a global gender pay gap analysis on an annual basis.

Our Employee Rewards & Recognition Programme celebrates achievements through either:

- **CEO Award** – recognition on a company level for special efforts related to key projects.
- **Management spot awards** – monetary bonuses as recognition for great work.
- **Peer recognition** through “Thank You letters” and “Dinner on us”

Modern working conditions

Working conditions are being increasingly influenced by working hours, workplaces, the work environment, the level of employee empowerment and a state-of-the-art, growth driven management culture.

The length of our employees' workweek is generally regulated by the company or by a collective bargaining agreement.

Today's living and working conditions require working times to be flexibly organised in accordance with individual needs. We help employees reconcile their professional and personal responsibilities and boost their flexibility and self-determination by giving them the opportunity for mobile working. With COVID-19 forcing most of us to work from home, we adapted conditions and flexible working to accommodate the safety and needs of our employees. We successfully deployed IT solutions to accommodate the increased work from home demand and gave regular updates to our employee offices on the local COVID-19 situation and company regulations.

Further options for flexible working today include job sharing, part-time work, phased return from leave and reduction in work time.

HEALTH AND SAFETY GRI 403

SES commits its support to its employees' well-being and safety in and outside of the workplace. SES ensures health and safety through risk identification, assessment, and monitoring; health and safety trainings; on-site and off-site regulation and supervision; and health and well-being initiatives. Since 2021, SES instituted a role dedicated to ensuring a fully coordinated and structured approach across the organisation. The Global Health and Safety officer is responsible for devising a global Occupational Health and Safety strategy based on international standards and for managing its consistent implementation worldwide.

The company complies with the ISO45001 principles. This is reflected in a Global Occupational Health and Safety Policy (integrated with ESG principles), covering all aspects of SES' business and showing the SES Leadership Team commitment towards health and safety for all interested parties involved in its activities.

Regulatory watch and legal compliance are monitored and defined based on the different sites. All personnel working at SES is covered by this framework. SES proudly reports that the company did not report any major work-related injury or ill-health thanks to its comprehensive and preventive health and safety policies.

In 2022 SES has continued to develop his health and safety system focusing on employees' competences and trainings. These were identified as outcome of the different risk assessments based on the local regulations of its sites.

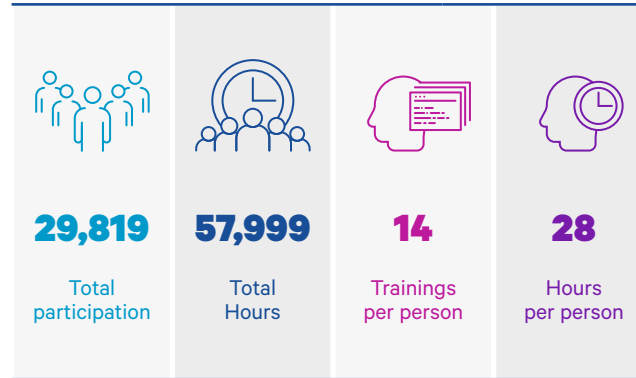


TRAINING AND EDUCATION GRI 404

We are convinced that work can and should provide a great opportunity to learn and grow, as well as to contribute to our societies at large. SES offers relevant training and development to all its employees and aims to provide learning that is easily accessible as a natural part of an employee's job. The mission of the Learning & Engagement function in any organisation could be described as ensuring the availability of relevant learning solutions to all its members. Our vision for Learning & Engagement goes much further and is currently defined as follows: to create an environment where fully remote state-of-the-art learning is easily accessible to all employees, where learning anytime/anywhere is a natural part of everyone's job, and where developing skills is recognized as a shared responsibility. Our employee population is spread out across over 25 locations globally, translating into having either an e-learning solution or a remote-delivery videoconference version available as an alternative to any training offered in a classroom. This allowed us to create more of a level-playing field between employees located in the major offices and those in smaller locations. The Covid shutdowns accelerated these efforts and quickly moved our complete active training offering to remote delivery formats, which has continued into 2022.

With people returning to the office more regularly in 2022 we are beginning to see a "new normal" that allowed us to offer on-site and in-person learning events again, in addition to the existing online and live remote learning offerings. Our Leadership Development Programme is just one of many examples where it has been important to be able to bring participants together in 2022 for multi-day in-person events. Going forward we expect the mix of different learning formats (e.g. live in-person, live remote, online self-study) to be more widely accepted. This allows us to create a learning environment that is efficient and robust in times of change and disruption, thus helping to maintain a sense of community and belonging for employees even in case of future lockdowns.

2022 Total training by the numbers



Our priorities in Learning & Engagement for 2022 included:

- Promote 4 Essential Roles of Leadership as the official SES leadership model: equip and encourage leaders at all levels of the organisation to build trust, create a vision for their team, support their team in getting things done, and coach and develop individuals
- Promote Wellbeing: sessions on wellbeing, promote relevant tools such as Unmind and WellBeats
- Company-wide push on Code of Conduct and other compliance trainings: improve the way these trainings are assigned and tracked, send systematic reminders, clarify roles and responsibilities, link to annual review
- Redesign Leadership Development Programme: redesign the high potential programme as an integrated "series of experiences", combining live online / offline / in-person learning
- Support Strategic Initiatives: create / roll-out relevant learning in areas linked to company mission
- Organize tailored learning for teams on demand: topic-based or pure teambuilding, sponsored by people managers
- Provide weekly 90-minute Live Remote Learning sessions: offering relevant topics based on employee needs, internal delivery, "come as you are"



Specifically related to ESG topics, for 2022 there are three key areas to highlight within Learning & Engagement. The first is our continuing commitment to work with leaders at all levels to ensure employees throughout SES feel that they are valued members of a winning team, doing meaningful work in an environment of trust. This impacts many aspects of our learning activities, from the welcoming sessions (Induction Days) we organise for all new hires to the way we train, evaluate and promote managers and leaders. The second area is the extensive redesign of the way compliance trainings, such as Code of Conduct or Anti-Harassment, are assigned, delivered and tracked. Our Learning Management System has been upgraded to simplify and streamline the process (see details below in the section on compliance training). The third area is employee wellbeing, where 2022 has seen a broader adaptation of two online tools: Unmind to support employee mental health and Wellbeats as a fitness training App for all employees. In addition, activities and initiatives related to employee wellbeing have been organized at a local level, especially in the US.

SES had designed an SDG-ESG training workshop in 2022, SES implemented and trained employees on the UN SDGs and ESG principles with a targeted and focused training developed in-house to increase employee awareness regarding UN SDGs and ESG principles. The

workshop explains why and how SES is incorporating ESG in the organisation with the aim to increase employee engagement in this area. These sessions were held on a bi-weekly basis during the first half of 2022. In total, more than 140 employees participated in the training and around 50 received a certification.

Traditionally, trainings at SES are managed through a Learning Management System (LMS) which enables employees to search and sign up for relevant courses, and to complete all hosted e-learnings. The LMS also serves for tracking attendance and maintaining training records. Over the past few years and especially since March 2020, SES has used a number of new formats for delivering learning experiences to employees in an easily accessible way, including some that do not allow easy integration with our LMS (e.g. videoconference sessions in TEAMS and company-wide videoconferences on our internal platform). The result of our decision to favor ease-of-access over detailed reporting capability has been that a large part of the learning now happens outside the LMS, and while we are able to track and trace the participant numbers as well as the learning hours, this puts a limit on our ability to produce a full detailed report on the learning activities for different employee categories. The following numbers therefore only capture the part of the learning tracked in the LMS. Additionally, these numbers reflect only internal employees, and exclude any employee who left SES in 2022.

Breakdown of learning activity by gender and age groups

(Disclosure 404-1 Average hours of training per year per employee category)

Learning activity by Gender

| | By Hours | By Participations | % of employee population |
|-------|-----------------|--------------------------|---------------------------------|
| Women | 28% | 25% | 25% |
| Male | 72% | 75% | 75% |

According to the data we have, participation in trainings is perfectly in line with the gender composition of our workforce. In terms of training hours, women are slightly ahead of men.

Learning activity by Age groups

| | By Hours | By Participations | % of employee population |
|----------|-----------------|--------------------------|---------------------------------|
| Under 30 | 15% | 15% | 12% |
| 30-50 | 64% | 64% | 62% |
| Over 50 | 21% | 21% | 26% |

According to the data we have, the percentage distribution across the three age groups by hours is identical to that by participations. The under 30 group consumes slightly more on average, the over 50 a bit less, compared to their % of the employee population.

Functional and technical training

(GRI Disclosure 404-2 Programmes for upgrading employee skills and transition)

Learning activities regarding employee skills at SES can be triggered either top-down (launched by management) or bottom-up (requested or initiated by the employee). Our key principles for managing these efforts and allocating the budget are as follows:

- Everyone in the company has access to the SES&Me Learning page, as we are running L&E as a shared service.
- Everyone in the company can in principle sign up for course in the SES learning calendar – classroom, remote, internal e-learning, or MOOC (external e-learnings).
- Everything in the Learning calendar is paid for from the central L&E budget, no back-charging is done to the participants department or cost center.
- Any manager can assign any training in the catalogue to someone in their team via the SES&Me Learning page.

- Before attending external trainings, employees submit an “external request” in the SES&Me Learning page, approval is required from line manager and from L&E to allocate the budget.
- External trainings and events organized for a specific department or team are charged to that area’s functional training budget.
- Tuition assistance for graduate or post-graduate studies is available under certain conditions, but NOT a pre-approved entitlement.

MAJOR REDESIGN OF COMPLIANCE TRAINING PROCESS IN 2022

All-SES employees are required to complete four mandatory trainings: General Data Protection Regulation (GDPR), Code of Conduct, Harassment Prevention, IT Security Awareness Foundations. There are four additional mandatory trainings assigned based on an employee’s department/function: Sanctions, Anti-Bribery, and Export Compliance, and Antritrust. Because of the relevance of these topics for ESG, we are providing a brief description of each of them below.

Major improvements in this area in 2022 include:

1. Automatic email reminders on overdue mandatory training
2. Compliance matrix to better align mandatory training with employee responsibilities
3. Automatic assignment of compliance training based on compliance matrix
4. Email notice to People Managers reminding them of their responsibilities re direct reports taking training
5. Mandatory performance objective (managers and employees) to complete training by the end of the year
6. Automatic on-boarding for external contractors into Learning Management System
7. PowerBI reporting on completion status of all compliance training

These changes resulted in high compliance training completion numbers for the employees in scope. While each course has a different completion rate, on average over 85% of the employee population is trained on all the courses with the highest completion rate for IT Security Awareness and GDPR at over 90% completion.

GDPR

In light of the General Data Protection Regulation (GDPR) across Europe, all SES employees are required to take an internal GDPR e-learning course to ensure colleagues are aware of, and compliant with, this important new data protection legislation.

CODE OF CONDUCT

The Code of Conduct e-learning is designed to create a thorough understanding of the key principles of our Code and also outline the process for reporting and potential violation of it. Adherence to our Code of Conduct and Ethics is vital for preserving the good reputation of our company, which is one of SES's most valuable assets. A major effort has been made to "translate" the code into language that resonates with our employees.

HARASSMENT PREVENTION

Our organisation's commitment to Diversity & Inclusion means that every employee must understand the policies, procedures, and guidelines as outlined in the Fair Employment Practices of the SES Code of Conduct. To deliver on this, The Harassment Prevention e-Learning course is mandatory.

IT SECURITY AWARENESS FOUNDATIONS

For the effective protection of the company and its assets, it is imperative that all SES employees are aware of existing IT Security Awareness risks and threats, allowing them to sustain the highest level of vigilance at all times.

SANCTIONS

SES complies with all applicable sanction regulations. The SES Legal Department maintains an internal chart of sanctioned countries and employees need to be familiar with the relevant sanctions for every country, reaching out for advice from the Legal Department before engaging in any business that touches a sanctioned country, entity or person. In order to familiarise the employees with these respective rules, the Sanctions e-learning are mandatory for all SES employees.

ANTI-BRIBERY

To ensure that all SES employees comply with anti-bribery laws, it is mandatory for all employees to complete the Anti-Bribery e-learning.

EXPORT COMPLIANCE

Employees at SES must be able to recognise when they are dealing with hardware, software, technology/technical data or services subject to export controls. Understanding what obligations they have when receiving, storing or transferring export-controlled hardware, software or technology/technical data is mandatory for all employees and covered in the Export Compliance training.

ANTITRUST

SES employees must be familiar with the anti-trust/competition laws that apply to SES's business and the policies and procedures SES has implemented to help all employees comply. Employees learn to identify red flags to look out for in interactions with competitors, vendors and customers and the steps they should take to avoid violating the law in this training.

PERFORMANCE MANAGEMENT GRI DISCLOSURE 404-3

SES uses an Annual Performance Review (APR) process to manage and support employee performance, enabling managers to make more accurate decisions on promotion, succession, compensation, and employee evaluation. SES aims to drive employee development and engagement, align employee's work with business objectives and hold employees accountable through continuous monitoring and feedback loops. Upon employee performance evaluation, SES sets critical areas of improvement and structures its learning and development initiatives accordingly, targeting both hard skills that are required by ICT and space and telecommunications industries as well as soft skills that enhance employee personal development.

SOCIAL MATTERS

GIVING BACK TO OUR COMMUNITIES GRI 413

SES know that "making a difference" includes not only the work our company does through our products and services but also includes all the ways the company and our employees give back to our communities. From fundraising through the Global Giving Initiative to increasing employee engagement through the Giving Back Days, SES ensures that local community engagement and giving are embedded in its company culture.

SES provides multiple routes for giving, some of which are corporate led initiatives and others are led and organised by our employees.



CORPORATE LED INITIATIVES

Ukraine

The crisis in Ukraine touched SES in many ways. While our products delivered key content and connectivity to the country, we also felt effects of our employee base who worked there and wanted to give back to help. SES contributed to keeping Ukraine Connected through the Global NOG Alliance and donated 100,000 Euro to support the procurement of key hardware for providers in the country.

Global Giving

SES helps local communities by leveraging its Global community of giving. SES' individual offices can nominate organisations or community opportunities that the entire SES population can support through fundraising. The aim is to mobilise the SES community to give donations or time for a local charity rather than to define projects for

giving "in kind" or other corporate initiatives. SES chooses the target organisation based on feasibility, overall impact, geographical dispersion, and levels of involvement offered (donations, volunteering, fundraising, skills based virtual event, etc).

Charitable Impact Gamers INC,

SES Partnered with Charitable Impact Gamers, a nonprofit association that sponsors fundraising in support of their local community through gaming sessions streaming. This year they collected funds to support the Veteran Outreach Center (VOC). Our employees had the chance not only to assist the streaming sessions and donate but also to participate in a live session together with the volunteers of the association.

Earth Day

Through the entirety of Earth Month, we invited our colleagues to participate in 100 sustainable challenges ranging from household management to work habits, from supporting local charities to promoting environmental projects. The participants who earned the most points were invited to join our ESG Champion programme.

November

During the month of November, we encouraged our colleagues not only to raise funds for the cause of men's mental and physical health, but to do so through a variety of sports, leisure and discussion activities with colleagues.

Employee Matching

SES matches every donation of its employees on dollar-for-dollar basis (up to €1,000 per employee per year) and for the charities approved in the beginning of each year.

SOCIAL FUND

The Social Fund is intended to provide financial support to staff members and direct members of their families in case of unexpected social emergency situations, for which staff members or members of their families cannot be held responsible, which result in incommensurate financial costs not covered by social security or third-party coverage, and which lead to an unstable work or family situation. The purpose of the Social Fund is to provide a financial security net. SES has provided an initial contribution of €50,000 to the fund in 2021.

EMPLOYEE LED INITIATIVES

Giving Back Days

SES grants its employees two days per year paid leave to 'give back' to a cause that is important to them. Around 200 employees took advantage of at least one of the two giving back days made available by the company to enable them to participate in activities with a positive social or environmental impact. The spirit of this initiative has been embraced by our employees to such an extent that they use these opportunities as team building activities such as clean-up, volunteering for animal shelters and helping organising local donation center warehouses. We also gave the most support possible to the activities carried out individually by our employees, encouraging their promotion in our internal communication channels. These initiatives ranged from solidarity rides in support of medical-scientific research to expeditions in support of local communities in remote areas of developing countries. Our approach was to support these projects as financially as possible, to promote internal outreach, and to encourage all employees to get involved in those projects that were close to their colleagues' hearts.

SHARITY

SHARITY is an employee led charity designed to support small scale local development projects globally, (examples include but not limited to funding a local village school or medical centre). Employees fund projects by donations and SES matches up to \$1,000 per pro-



1
**OPERATIONAL
& STRATEGIC
REPORT**

2
**ENVIRONMENTAL,
SOCIAL & GOVERNANCE
(ESG) REPORT**

3
**CORPORATE
GOVERNANCE &
REMUNERATION**

4
**CONSOLIDATED
FINANCIAL
STATEMENTS**

5
**SES S.A.
ANNUAL
ACCOUNTS**

6
**ADDITIONAL
INFORMATION**

ject. SES chooses the projects to support based on projects' ties to SES employees or locations in which SES has offices; charities favouring education & health, protection of children, protection of minorities, women's rights; environmental and sustainable development causes; strict political and religious independence; traceability of the donated funds; geographical diversity (local and global); and minimum management fees of the elected charities and projects. During 2022 Sharity supported a project in Ukraine and Zambia. The first donation collection we launched in March 2022 supported Ukrainian refugees while the second, in December, was aimed to support educational projects in Zambia. We collected a total of 3,382 EUR that were matched by SES.

ETHICS

Integrity, compliance, and legal responsibility are the cornerstones of our sustainable governance and serve as the basis for all our actions. Our governance objectives and their management are part of our corporate governance system and are represented in the targets and remuneration of our Directors and Executives. SES is committed to conducting its business in compliance with all applicable laws and regulations observing the highest standards of business ethics.

CODE OF CONDUCT GRI 103-204

We define compliance as trust-based, reliable, and sustainable corporate governance derived from ethical values. The Board of Directors is responsible for compliance with the law and the company's policies and seeks the same level of compliance from all SES subsidiaries and employees.

To manage and address compliance risk, we have implemented a Compliance Committee and a Code of Conduct which defines our everyday business conduct, offers employees advice, and helps them make the right decisions even in difficult business situations. SES' Code of Conduct explains that unethical behaviours are not acceptable at SES and the potential sanctions for such behaviours. It includes

our stance on: Information and Cyber Security policies, Bribery and Facilitation, Political Activities, Sanctions, Export Controls, Competition/Antitrust, Anti-Money Laundering, Intellectual Privacy, Antiboycott, Insider Trading, Conflicts of Interest, Fair Employment, Harassment, Contractors and Agents, Data Protection, Fundamental Rights, Environment, Health and Safety, Social Media, it is binding and applies to all employees without discrimination.

Our Compliance Committee, composed of designated Compliance Officers in each main corporate location, is tasked with raising the staff's awareness of the Code of Conduct. The Committee meets regularly to discuss important topics or issues. Reflecting the company's expansion into developing markets, the composition of the Committee includes representatives from SES' offices in Asia, the Middle East, and Latin America.

SES has implemented a mandatory compliance training programme for staff as detailed in the training section of this report.

WHISTLE BLOWING SYSTEM

SES has implemented a whistleblowing hotline, managed by a third-party provider, which allows our staff to file any compliance complaints in full confidence. In addition to its internal ethical mechanism, SES demands high ethical standards from its business partners and suppliers to ensure trust with the external stakeholders including customers, governments, and investors.

HUMAN RIGHTS

Respect for human rights is a natural prerequisite for responsible business management at SES and we are committed to acting in accordance with international initiatives and standards such as the Fundamental Conventions of the International Labour Organisation, the UN Universal Declaration of Human Rights and the UN Guiding Principles on Business and Human Rights. We expect all employees to be proactive in protecting human rights so that violations can be



ruled out entirely when it comes to our company's business activities. All forms of modern slavery, forced child labour, exploitation and discrimination are explicitly prohibited by SES. SES will not do business with any person or entity that engages in any form of modern slavery. This is a value that is highlighted in our Code of Conduct and inserted into legal documents with suppliers, partners, and customers. We do not see any elevated risk of child or forced labour at any of our SES locations or in our activities. SES was also not aware of any cases of human rights violations within the scope of its own business activities during the reporting period.

STATEMENT ON SLAVERY AND HUMAN TRAFFICKING

All forms of modern slavery, forced child labour, exploitation and discrimination are explicitly prohibited by SES. SES will not do business with any person or entity that engages in any form of modern slavery. This is a value that is highlighted in our Code of Conduct and inserted into legal documents with suppliers, partners and customers. We do not see any elevated risk of child or forced labour at any of our SES locations or in our activities. SES was also not aware of any cases of

human rights violations within the scope of its own business activities during the reporting period.

SES is committed to ensuring that there is no modern slavery or human trafficking in its supply chains or in any part of its business and adheres to international initiatives and standards such as the Fundamental Conventions of the International Labour Organisation, the UN Universal Declaration of Human Rights, and the UN Guiding Principles on Business and Human Rights. SES will not support or deal with any business knowingly involved in slavery or human trafficking.

The nature of SES' business means that the majority of SES' suppliers are large international companies providing complex technical services relating to the space industry through highly skilled professional employees. Our 50 largest suppliers account for approximately 80% of procurement spending.

SES does not procure a material amount of goods or services in sectors that are considered high risk for human trafficking or slavery (such as agriculture or horticulture, construction, textiles, catering and restaurants, domestic work, and entertainment).

SES Code of Conduct for Suppliers clearly outlines SES' stance towards slavery and human trafficking. SES also includes in its contracts with suppliers a clause requiring the supplier to comply with all laws applicable to the provision of the goods or service. SES' contracts with its suppliers also contain a provision stating its suppliers cannot novate or subcontract any right or obligations to any third party without the written consent of SES.

This statement is made pursuant to Section 54 of the Modern Slavery Act 2015 of the UK and sets out the steps SES has taken to ensure that slavery and human trafficking is not taking place in our supply chains or in any part of our business.

Please find the full document on the ESG Governance section of the [SES website](#).

ANTI-CORRUPTION/BRIBERY GRI 204

SES takes a zero-tolerance approach to bribery and corruption in all forms and will uphold all laws relevant to countering bribery and corruption in all the jurisdictions in which it operates. SES employee must never offer, attempt to offer, authorise or promise any payment or any kind of other service to anyone for any purpose, which cannot find adequate justification in the context of the contractual relationship established with them. Neither SES employee must solicit or accept a bribe, kickback, or any offer, promise, gift, present or benefit whatsoever that could be perceived as such. SES also expect the same from our suppliers, business partners and third parties we retain or that perform services or deliver business on our behalf. Bribery and corruption will never be accepted in any form.

This prohibition includes offering or paying of facilitation payments to public officials to speed up or obtain routine public actions.

SES is committed to respecting the highest ethical and legal standards, set out in our Code of Conduct, on which all our employees are trained. We have identified bribery and corruption as one of the risks that SES is facing by doing business in most countries around the world, including with governments.

As part of compliance training, the most exposed staff members were given anti-bribery training. We are also conducting external due diligence on our third-party agents upon their appointment. The level of this due diligence depends on the risk assessment, which itself is based on several elements, including the country of operation and the type of business.

We also reduce the risk of bribery through a clear process for gifts and entertainment. The relevant policy, which like all compliance policies is available on a dedicated intranet page, contains a dedicated e-mail address that can be used to obtain guidance prior to providing or accepting a gift or entertainment.

CYBERSECURITY GRI 418

The robust management of data protection and data security is essential, in our opinion, to secure the long-term confidence of our stakeholders.

To ensure compliance with data protection laws and regulations, SES appointed a Data Protection Officer. SES has implemented a variety of measures, has reviewed, updated, and enacted relevant procedures and processes, and continuously strives to comply with the General Data Protection Regulation (GDPR).

SES has implemented technical and organisational security measures to protect networks and systems from cyber-attacks. As part of continual organisational improvement and in line with its commitment to strengthening cyber security, management has introduced a security



framework in accordance with the leading industry standard ISO 27001 in key areas. This framework is continually adapted to new threats considering global organisational changes, security controls and practices within the group to reduce the risks of cyber-attacks. Employee training and education is an important piece to maintain security on our networks. SES provides Information Security training over a 2-year cycle and has 90% staff completion rate for users in scope 2022. In addition, SES performed complementary communications and activities during 2022 to raise staff awareness on cyber security threats and foster good reflexes to protect SES and its services from cyber security threats. Activities performed during 2022 comprise simulated phishing emails, security quiz and an organisation-wide presentation on cloud security.

As COVID-19 brought new ways of working, our operations team evolved to ensure that our customers can continue to rely on us for critical content delivery and connectivity services, we have implemented and maintained a business continuity management system in accordance with the ISO 22301-2019 international standard as well as best practice guidelines from the International Organisation for Standardisation and approved by the European Committee for Standardisation.

We operate fully redundant and geographically agnostic Satellite Operations and Networks Operations Centre systems to ensure the seamless operations of our customer services and satellite fleets. Our fully tested operational continuity plans ensure we have 100% confidence that our teams can operate the satellites and support operations remotely should the need arise.



SUPPLY CHAIN MANAGEMENT

The purchasing functions within SES are carefully managed by a dedicated Vendor Management and Procurement team. SES places great emphasis on the design of its procurement processes, keeping in mind the obligations to applicable laws as well as our responsibility for sustainable practices. Our suppliers adhere to a Supplier Code of Conduct and Supplier General Terms and Conditions (GTCs) which outlines SES' expectations with regards to insider trading, conflicts of interest, bribery, sanctions, export compliance, competition, money laundering, child labour and slavery and human trafficking.

In 2022, SES updated our General Terms and Conditions as well as our supplier code of conduct to reflect ESG values and align with our goals for positive impact across our value chain.

SES utilises a third party Corporate Responsibility Supply Chain assessment tool to gain additional visibility into the risks and vulnerabilities of our supply chain. Through the Supply chain sustainability programme we will be building additional outreach measures to ensure compliance of the supply chain on these critical issues.

REPORTING STANDARDS APPENDIX

SES provides details on its ESG performance and impact through quantitative and qualitative data provision to different sustainability reporting initiatives. These reporting initiatives include Global Reporting Initiative, Sustainability Accounting Standards Board, United Nations Global Compact – Communication on Progress, and Non-Financial Reporting Directive. Through these initiatives, SES can provide an in-depth and transparent data to external stakeholders and breakdown several aspects of its ESG policies that the Annual ESG Report does not fully capture.

GRI INDEX

SES has structured this report in line with the GRI reporting standard. For a full index of disclosures, please follow this link to the [reporting section](#) of our website. We are continuously improving our reporting and are looking forward to expanding our disclosures in future years.

SASB DISCLOSURES

SES has provided SASB disclosures on the reporting section of our website. We have disclosed according to the “telecommunications sector” and are evaluating if additional disclosures should be considered in the following years.

UN GLOBAL COMMUNICATIONS ON PROGRESS

SES is proud to have joined the UN Global Compact in 2021. We have our full Communication of Progress for 2022 on our ESG reporting page.

EU TAXONOMY

SES has undertaken an initial evaluation of its associated economic activities against those identified by the EU Taxonomy as required by the Delegated Act of Article 8 of the Taxonomy Regulation. SES analysed the relevance of Article 8 of the EU taxonomy regulation to our business and our need to report. We evaluated the taxonomy based on NACE code. According to our NACE code of J61.300 satellite telecommunications is not specifically listed. However, the broader NACE code J61 Telecommunications is mentioned. We investigated the areas where NACE code J61 was applicable on the taxonomy compass and found it in activity: “Data Driven solution for GHG emissions reductions”. The description lays out that this applies to “ICT solutions that are aimed at collecting, transmitting, sorting data and its modelling and use where those activities are predominantly aimed at the provision of data and analytics enabling GHG emission reductions”. We do transmit data in our services but the aim is not at the provision of data and analytics enabling GHG emission reductions. Our customers might be doing this but we do

not have adequate insight into their network. We provide an enabling technology.

Additionally, even though it does not specifically mention our NACE code, we investigated taxonomy category “Programming and broadcasting activities contribution to climate adaptation” as that description specifically mentions that the broadcasting can be done “via satellite”. After looking at this description we concluded that we do not create content and are not the distributor of the content. Our customers are responsible for that piece of the value chain. We do not have insight into the % of turnover for our customers related to climate adaptation and any reporting of a figure would be estimated with a wide margin of error.

NON-FINANCIAL STATEMENT

The following information is provided in compliance with the Non-Financial Reporting Directive requirements. The table below sets out where the relevant information can be found in this Annual Report.

Non-financial Statement Disclosures in the relevant Chapters of the Report

| Reporting Requirement | Policies/Information | Relevant Information | GRI Index cross reference |
|--|--|---|----------------------------------|
| Business Model | | <ul style="list-style-type: none"> Business Model » page 6 Strategic Priorities » page 6 | GRI 101, 102, 103, 401, 405 |
| Environmental Matters | <ul style="list-style-type: none"> Environmental Policy Fleet Management and Lifecycle Management Carbon disclosure Project Waste Management Policy | <ul style="list-style-type: none"> Corporate Responsibility » page 66 Ambitions and Purpose » page 24 Climate Action » page 29 Space Sustainability » page 27 | GRI 102, 103, 302, 305, 306 |
| Social Matters | <ul style="list-style-type: none"> Procurement Policy Giving back initiatives Disaster relief programmes Customer Heartbeat (satisfaction, voice) and perception studies | <ul style="list-style-type: none"> Critical Human Needs » page 39 Ambitions and Purpose » page 45 Governance section » pages 53-71 Social Matters » pages 45-47 | GRI 102, 103, 413 |
| Employee Matters | <ul style="list-style-type: none"> Health and Safety Policy Flexible working policy Social Fund Policy Training and development Diversity | <ul style="list-style-type: none"> Diversity and Inclusion » page 33 Ambitions and Purpose » page 41 Employee Matters » page 41 | GRI 102, 103, 401, 403, 404, 405 |
| Human Rights | <ul style="list-style-type: none"> Vendor policy / supply chain policy Code of conduct Human Rights policy | <ul style="list-style-type: none"> Ambitions and Purpose » page 47 Governance section » pages 53-71 Corporate Governance / Chairman Report » page 53 Ethics » page 47 | GRI 102, 103 |
| Anti-corruption and Bribery | <ul style="list-style-type: none"> Supplier Code of Conduct Group Wide Code of Conduct Whistleblowing Hotline Compliance Guidelines | <ul style="list-style-type: none"> Ambitions and Purpose » page 48 Corporate Governance » page 53 Ethics » page 69 | GRI 102, 103, 205 |
| Principal Risks and impact from Business Operations | <ul style="list-style-type: none"> Shift in consumer trends Customer dissatisfaction Liquidity risks Regulatory risks | <ul style="list-style-type: none"> Principal Risks and Uncertainties » pages 71-73 Governance section on Managing Risks » page 71 ESG » pages 24-50 | |
| Non-financial Key Performance Indicators | <ul style="list-style-type: none"> Employee turnover, diversity ratio Employee training Technical reach and TV channel count Net Promotor Score Service availability CO₂ emission | <ul style="list-style-type: none"> Employee Matters » pages 41-45 Operational and Strategic report » pages 4-22 Operating our Business » page 41 Climate Action » page 29 | |