

INFORMATION ON THE CONDITIONS OF DEPARTURE OF MICHEL AZIBERT AT THE END OF HIS TENURE AS DEPUTY CHIEF EXECUTIVE OFFICER

At the end of his tenure as Deputy CEO (*'Directeur général délégué'*) following the Annual General Meeting of 10 November 2022, Michel Azibert has decided to exercise his rights to retirement.

In light of this, and in accordance with the compensation policy and arrangements presented and previously approved by the General Meeting, the Board of Directors has, on the recommendation of the Compensation Committee, decided and acknowledged the following points concerning Michel Azibert's compensation and benefits relating to his departure:

Michel Azibert's fixed compensation for 2022-23:

Michel Azibert's fixed compensation for the financial year 2022-23 amounted to €133,159.90. This figure was calculated on a *pro rata* basis from 1 July 2022 to 10 November 2022, date on which his tenure as Deputy CEO expired.

Michel Azibert's variable compensation for 2022-23:

His annual variable compensation for the financial year 2022-23 in his capacity as Deputy CEO will be set in accordance with the terms and conditions of the compensation policy approved by the General Meeting. As a reminder, a detailed description of the various components and objectives relating to the foregoing variable compensation for 2022-23 is provided in the Company's 2021-22 Universal Registration Document (URD) (see Section 2.4.1.4 p. 60 and seq.). This amount will be set by the Board of Directors in 2023, based on the level of achievement of its financial and individual performance objectives. Payment thereof will be subject to the approval of the 2023 General Meeting and will be calculated on a *pro rata* basis according to the same rule as described above for fixed compensation.

Long-term incentive (performance shares):

Michel Azibert was entitled to grants under the plans approved by the Board of Directors on 5 November 2020 and 4 November 2021 respectively; the grants awarded were previously presented and approved at the last General Meetings' deliberations on the compensation of the Deputy CEO. The vesting periods of the 2020 and 2021 plans are still ongoing.

As stated in the compensation policy approved by the General Meeting, in the event of departure before the end of the vesting period of the plans, the Board of Directors may grant waivers to the service requirement and decide to maintain all or part of the performance share rights.

In light of Michel Azibert's remarkable commitment to the growth of Eutelsat over the past

11 years and the impact of the decisions reached under his leadership concerning the remaining vesting periods of the 2020 and 2021 plans, and taking into account the exacting performance conditions to be met under said plans in the current context, the Board of Directors has decided to maintain Michel Azibert's potential entitlement, which is to be calculated on a *pro rata basis* according to the period of time spent by Michel Azibert with the company, and subject to said performance conditions being met. Accordingly, it is envisaged that Michel Azibert will retain his potential share allocation rights up to:

- A maximum of 81,323 shares under the 2020 plan, the vesting period of which runs from 5 November 2020 to 5 November 2023;
- A maximum of 25,386 shares under the 2021 plan, the vesting period of which runs from 4 November 2021 to 4 November 2024.

These share allocation rights remain subject to the performance conditions laid out in the plans. Accordingly, the number of shares that Michel Azibert may be granted at the end of the vesting periods of the two plans will depend on the level of achievement of these various performance conditions. These are detailed in the 2021-22 URD (see Section 2.4.1.4 p.79 and seq.). The number of shares received may therefore be between zero and the maximum amounts indicated above.

Employment contract

For the record, Michel Azibert does not have an employment contract.

Retirement indemnity - Supplementary pension plan:

In accordance with his status as a corporate executive officer (*'mandataire social'*), Michel Azibert is not entitled to any retirement indemnity, nor to any supplementary pension plan.

Severance pay - Non-compete clause

For the record, Michel Azibert is not entitled to any severance package. He is not bound by any non-compete clause. He will therefore not receive any compensation in any of these respects.
