

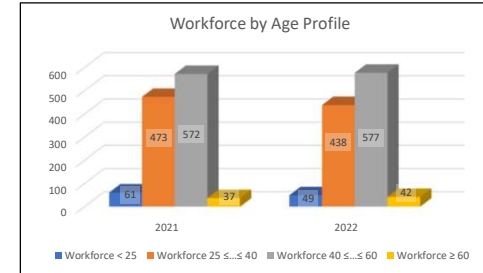


Key ESG Indicators 2022

Workforce - Age Profile

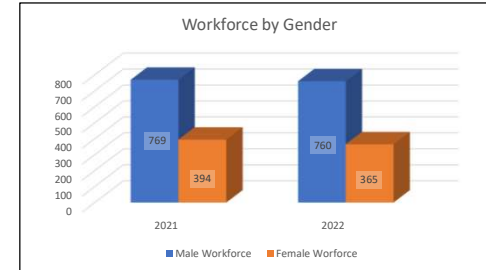
Indicator	Scope	2021	2022
Workforce < 25	Eutelsat Group	61	49
Workforce 25 ≤... ≤ 40	Eutelsat Group	473	438
Workforce 40 ≤... ≤ 60	Eutelsat Group	572	577
Workforce ≥ 60	Eutelsat Group	37	42
Total Workforce	Eutelsat Group	1143	1106
Workforce < 25	Eutelsat SA (France)	35	36
Workforce 25 ≤... ≤ 40	Eutelsat SA (France)	220	212
Workforce 40 ≤... ≤ 60	Eutelsat SA (France)	333	327
Workforce ≥ 60	Eutelsat SA (France)	30	36
Total Workforce	Eutelsat SA (France)	618	611
Workforce < 25	Eutelsat (Americas)	8	2
Workforce 25 ≤... ≤ 40	Eutelsat (Americas)	55	66
Workforce 40 ≤... ≤ 60	Eutelsat (Americas)	75	78
Workforce ≥ 60	Eutelsat (Americas)	1	2
Total Workforce	Eutelsat (Americas)	139	146
Workforce < 25	Eutelsat (Rest Of World)	18	11
Workforce 25 ≤... ≤ 40	Eutelsat (Rest Of World)	198	160
Workforce 40 ≤... ≤ 60	Eutelsat (Rest Of World)	164	174
Workforce ≥ 60	Eutelsat (Rest Of World)	6	4
Total Workforce*	Eutelsat (Rest Of World)	386	349

* Age profile information not available for all entities in the Rest of the World category



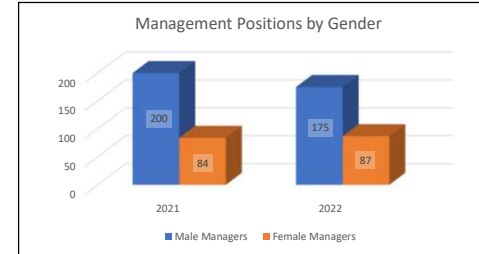
Workforce - Gender Balance

Indicator	Scope	2021	2022
Total workforce	Eutelsat Group	1163	1125
Male Workforce	Eutelsat Group	769	760
Female Workforce	Eutelsat Group	394	365
Total workforce	Eutelsat Group	34%	32%
Total workforce	Eutelsat SA (France)	618	611
Male Workforce	Eutelsat SA (France)	402	404
Female Workforce	Eutelsat SA (France)	216	207
Total workforce	Eutelsat SA (France)	35%	34%
Total workforce	Eutelsat (Americas)	139	146
Male Workforce	Eutelsat (Americas)	95	102
Female Workforce	Eutelsat (Americas)	44	44
Total workforce	Eutelsat (Americas)	32%	30%
Total workforce	Eutelsat (Rest Of World)	406	368
Male Workforce	Eutelsat (Rest Of World)	272	254
Female Workforce	Eutelsat (Rest Of World)	134	114
Total workforce	Eutelsat (Rest Of World)	33%	31%



Gender Balance - Management Positions

Indicator	Scope	2021	2022
Total Managers	Eutelsat Group	284	262
Male Managers	Eutelsat Group	200	175
Female Managers	Eutelsat Group	84	87
% of Managerial Functions occupied by Women	Eutelsat Group	30%	33%
Total Managers	Eutelsat SA (France)	143	139
Male Managers	Eutelsat SA (France)	97	93
Female Managers	Eutelsat SA (France)	46	46
% of Managerial Functions occupied by Women	Eutelsat SA (France)	32%	33%
Total Managers	Eutelsat (Americas)	40	30
Male Managers	Eutelsat (Americas)	30	21
Female Managers	Eutelsat (Americas)	10	9
% of Managerial Functions occupied by Women	Eutelsat (Americas)	25%	30%
Total Managers	Eutelsat (Rest Of World)	101	93
Male Managers	Eutelsat (Rest Of World)	73	61
Female Managers	Eutelsat (Rest Of World)	28	32
% of Managerial Functions occupied by Women	Eutelsat (Rest Of World)	28%	34%



Gender Balance - Salaries

Indicator	Scope	2021	2022
Average Salary - Male Employee (Euros)	Eutelsat SA (France)	82 882	76 281
Average Salary - Female Employee (Euros)	Eutelsat SA (France)	66 813	62 834
Average Salary (Euros)	Eutelsat SA (France)	74 848	71 625
Average Salary - Male Employee (Euros)	Eutelsat (Mexico)		13 398
Average Salary - Female Employee (Euros)	Eutelsat (Mexico)		9 502
Average Salary (Euros)	Eutelsat (Mexico)		12 047
Average Salary - Male Employee (Euros)	Eutelsat (Italy - Turin)	51 500	51 848
Average Salary - Female Employee (Euros)	Eutelsat (Italy - Turin)	48 000	49 483
Average Salary (Euros)	Eutelsat (Italy - Turin)	50 300	51 026

Workforce - Turnover

Indicator	Scope	2021	2022
Departures	Eutelsat Group	163	188
Recruitments	Eutelsat Group	148	150
% Turnover	Eutelsat Group	14.01%	14.53%
Departures	Eutelsat SA (France)	70	92
Recruitments	Eutelsat SA (France)	54	85
% Turnover	Eutelsat SA (France)	10.21%	14.27%
Departures	Eutelsat (Americas)	12	17
Recruitments	Eutelsat (Americas)	20	24
% Turnover	Eutelsat (Americas)	12.12%	14.75%
Departures	Eutelsat (Rest Of World)	81	79
Recruitments	Eutelsat (Rest Of World)	74	41
% Turnover	Eutelsat (Rest Of World)	17.35%	15.26%

Training

Indicator	Scope	2021	2022
Total Training Hours	Eutelsat Group	6716	7519
Average Training Hours/employee	Eutelsat Group	14.76	8.96
Total Training Hours	Eutelsat SA (France)	4777	4451
Average Training Hours/employee	Eutelsat SA (France)	17.82	8.46
Total Training Hours	Eutelsat (Americas)	278	1920
Average Training Hours/employee	Eutelsat (Americas)	9.93	11.78
Total Training Hours	Eutelsat (Rest Of World)	1662	1148
Average Training Hours/employee	Eutelsat (Rest Of World)	10.45	7.65