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ENVIRONMENTAL, SOCIAL & GOVERNANCE (ESG) REPORT

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ENVIRONMENTAL, SOCIAL & GOVERNANCE (ESG) REPORT

For years, SES has been providing satellite services to improve the lives of people on the planet. Whether it's delivering content or connectivity, we believe that "making a difference" matters and it is an important motivation for us in the way we approach our business ... but this was not enough.

We wanted to raise the bar and make sure that we are extending our philosophy of doing business to our communities, supply chain and viewing them from the perspective of investors and government agencies – to name a few.

In 2021, we embarked on a new journey to evaluate the ways SES makes a difference through a different lens inclusive of our stakeholders and challenging ourselves to ask not only what our responsibility as a company is but what more can we do to impact the planet and help us all collectively achieve the sustainable development goals?

We are proud to say that through extensive stakeholder outreach, SES has developed a purpose led ESG strategy aligned with the Sustainable Development Goals and inextricably linked to our business success.

We are focused on 4 key pillars – Sustainable Space, Climate Action, Diversity and Inclusion, and Critical Human Needs.

We know we can impact each of these areas as a business and in collaboration with our stakeholders and the industry. In addition to setting the strategy and focus areas, we have endeavoured to put some accountability into our programme by making clear targets for the business to achieve. In some areas, we have some work to do to know what aspect we want to focus on or how to measure our success and we have tried to be transparent in this report to signal where we are in the journey.

To signal our commitment to transparency and accountability, we have incorporated new reporting standards into this report and joined

the UN Global Compact. This report has incorporated Global Reporting Initiative (GRI) and Sustainability Accounting Standards Board (SASB) into our reporting as well as a detailed explanation of our stakeholder outreach and materiality. We will be growing reporting initiatives in the coming years and continue to evaluate where we can be more transparent and inclusive of necessary disclosures. Joining the UN Global Compact was the first step for SES committing to a new approach to ESG. We are proud to join a membership of businesses with a strong commitment to driving sustainability and socially responsible policies.

In addition, we have detailed applicable programmes and areas where we have been active in making an impact this year. We are excited to see the impact this strategy and our work has on the world and on our business. We invite all our stakeholders along on the journey – to learn, innovate and impact the world, together.



SES Horizon Strategy

WHERE SUSTAINABLE SPACE MEETS SUSTAINABLE EARTH



SUSTAINABLE SPACE

Lead, collaborate, and innovate for sustainable space.



CLIMATE ACTION

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



DIVERSITY & INCLUSION

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



CRITICAL HUMAN NEEDS

Empower communities with services required for everyone to thrive.

OUR HORIZON STRATEGY

SUSTAINABLE SPACE

Lead, collaborate, and innovate for sustainable space.

OUR RESPONSIBILITY

Innovate to reduce our footprint from launch to decommissioning.

OUR OPPORTUNITY

Advocate best practice approaches to ensuring industry-wide responsible use of space.

OUR TARGETS

- By 2030, complete life cycle assessments on all SES products and fully understand the impact that our product and services have on earth and in space
- Explore partnerships to develop innovative solutions and new technologies for space sustainability
- By 2024, become certified by the upcoming Space Sustainability Rating of the World Economic Forum

CLIMATE ACTION

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

OUR RESPONSIBILITY

Reduce Green House Gas emissions across operations and our supply chain.

OUR OPPORTUNITY

Provide solutions to combat environmental challenges through satellite connectivity.

OUR TARGETS

- By no later than 2050, SES will reach NetZero emissions
- In 2022, SES will begin developing targets aligned with the SBTi for submission and validation by no later than 2024

DIVERSITY & INCLUSION

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

OUR RESPONSIBILITY

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

OUR OPPORTUNITY

Increase diversity and inclusion in the space industry through targeted actions and investments.

OUR TARGETS

- Increase gender diversity of people managers and executives in the business by 50% in 5 years
- By 2025, develop and implement a supplier and customer sustainability rating and diversity program to empower a diverse pool of sustainable suppliers
- In 2022, SES will develop a plan to build on our STEM and ICT outreach in order to expand our impact on students from under-represented groups

CRITICAL HUMAN NEEDS

Empower communities to thrive with services to support critical human needs.

OUR RESPONSIBILITY

Develop partnerships and innovate to increase access to education, health, and information services.

OUR OPPORTUNITY

Expand reliable access to content and connectivity to build sustainable communities.

OUR TARGETS

- In 2022, conduct intense stakeholder outreach to understand where our products and services can intentionally and meaningfully impact human needs aligned with and in collaboration with stakeholder and the UN SDGs

SUPPORTING 11 OF THE 17

SUSTAINABLE DEVELOPMENT GOALS



ADVANCING SUSTAINABLE DEVELOPMENT ON EARTH AND IN SPACE

SES does the extraordinary in space to deliver amazing experiences everywhere on earth. We believe that those amazing experiences on earth must include our ability to advance sustainable development aligned with the goals of the UN. SES can uniquely harness the power of space to address the most pressing challenges on earth. Along with our customers, partners, and governments, we can accelerate progress towards a more sustainable, secure, and equitable future.

SES ESG strategy focuses on 4 pillars where the company can uniquely lead and contribute to the UN Sustainable Development Goals (SDGs) with issues material to our business strategy and approach.

SES recognises and believes we can positively contribute to the world in the way we operate, our collaborations in the industry and in how we deliver our products and services.

SUSTAINABLE SPACE

SES has been operating in space for over 35 years and has been leading the satellite communications industry with innovative technologies to meet the needs of consumers on the ground. Since our founding, many new space players have entered the market and the use of space technologies has and continues to grow. Space companies, old and new are providing critical infrastructure to the planet. If this resource is not protected and space actors are not held to a high standard of responsibility, these critical services are endangered. We believe it is critical to lead, collaborate and innovate to ensure the sustainable use of space for decades to come. SES has a responsibility to innovate the ways to reduce our own footprint across the life-cycle of our services- from launch to decommissioning of the satellite. 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.

CLIMATE ACTION

Every company has a responsibility to our planet by making commitments to reduce emissions. At SES we are committing to climate action in line with the Paris Climate Accord. SES is initiating its NetZero journey, by reformulating its corporate strategy to include climate change at its core. As such, we have committed to setting a NetZero target in line with the SBTi Criteria and Recommendations. We are dedicated to reaching NetZero by no later than 2050. We know that this commitment will require a reduction in operational emissions as well as a close examination of our emissions up and down our value chain. We are early in this journey but committed to this as a core piece of our ESG strategy. Additionally, SES knows that satellite connectivity is a powerful tool for customers to deliver critical services on earth. We think there is great opportunity to innovate and provide solutions to help our customers solve their climate and environmental challenges and collaborate to provide solutions for climate action. Starting in 2022, we will be examining ways that we can leverage our technology in this way.

DIVERSITY AND INCLUSION

Providing for a more equitable future on earth begins with our own diversity within SES and the space industry at large. We know that a diverse workforce and industry not only helps us to achieve our financial goals as a business but also provides a better and more representative work environment to our employees and contributes to the future of sustainable communities. SES is proud of the steps it has taken in this area in the past 2 years through our established D&I programme, however, when developing our ESG strategy we knew we wanted to commit to advancing our work with clear priorities and targets for going forward, not only to build a more diverse and inclusive workforce across all areas of our business, but also by making targeted changes to increase the diversity within the space industry.

CRITICAL HUMAN NEEDS

At its core, SES provides products and services that connect people to the content of the world. SES provides over 1 billion people with access to news, information and entertainment and bring connectivity to remote populations. Reliable, connectivity is key to driving digitisation and boosting economies and producing positive outcomes for individuals. Our products and services deliver this aligned with the sustainable development goals and we believe that we can continue to align our business goals to direct innovation and partnerships to expand access to educational, health and informational services. Together with industry partners, customers and governments we know we can expand reliable access to content in isolated places.

MATERIALITY

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 outside consultancy, in multistakeholder dialogues to better understand external and internal stakeholder needs and expectations. We were able to define the most pressing issues to our stakeholders which resulted in an in-depth materiality analysis on these issues. SES identified 25 material issues.

STAKEHOLDER OUTREACH

SES outsourced material issue identification process to Globescan (a public opinion research consultancy) which identified and prioritised material issues through external interviews with industry experts, customers, non-governmental organisation partners, civil society, and government representatives. Additional internal input was collected through workshops, surveys, and ESG investor rating analysis. While

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prioritising material issues, Globescan focused on what is being emphasised in established ESG frameworks (e.g., Global Reporting Initiative, Sustainable Development Goals) to standardise SES materiality.

MATERIAL ISSUES

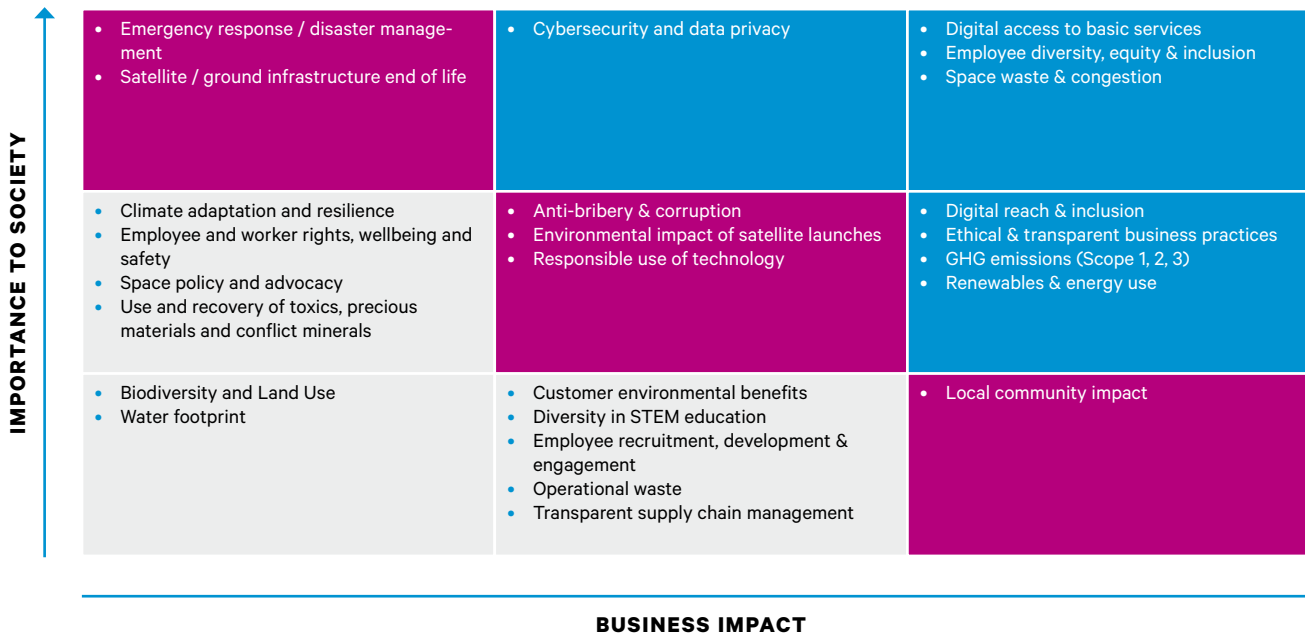
SES groups material issues under three different tiers based on the issue’s impact to the business and to the society. Most critical, thus priority material issues are listed under Tier 1 category. These issues include SES’ engagement with the digital society, Diversity and Inclu-

sion, operational carbon footprint, energy use, and interaction with the space and waste minimisation.

For a full analysis of our material issues, including definitions of material issues and how these fit into the strategic themes of our strategy, please reference the materiality document on the [reporting section](#) of our website.

SES intends to continuously monitor the developments in its material topics and work on ways to improve its data provision on the Tier 2 and 3 material issues.

Materiality Matrix



● Tier 1 ● Tier 2 ● Tier 3

TARGETS

To bring our strategy to life, SES colleagues collaborated across the business as we developed ambitious targets for each pillar area. The details of our targets and how we plan to execute on them is further explained in the corresponding sections of this report.

Space Sustainability

- 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
- Explore partnerships to develop innovative solutions and new technologies for space sustainability.
- By 2024, become certified by the Space Sustainability Rating being developed by the World Economic Forum.

Climate Action

- SES commits to NetZero emissions by no later than 2050
- In 2022, SES will commit to science based targets and begin validation of these targets with SBTi

Diversity and Inclusion

- Increase gender diversity of people managers and executives in the business by 50% in 5 years.
- By 2025, develop and implement a supplier and customer sustainability rating and diversity programme to empower a diverse pool of sustainable suppliers.
- In 2022, SES will develop a plan to build on our STEM and ICT outreach in order to expand our impact on students from underrepresented groups

Critical Human Needs

- In 2022, conduct intense stakeholder outreach to understand where our products and services can intentionally and meaningfully impact human needs aligned with and in collaboration with stakeholders and international goals.

SUSTAINABLE SPACE

SES has been operating in space for over 35 years and is a leader in responsible space use. Our ESG strategy focuses on sustainable space and asks us to assume our leadership position to further collaborate and innovate to address the challenges of this unique operational environment.

TARGETS

As part of the targets associated with Space Sustainability, SES commits 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.

Completing life cycle assessments across our products and services is a necessary step to evaluating and managing our footprint across our fleet. The life cycle assessment will evaluate the environmental impacts of consumption and emissions associated with all stages of the product throughout its life, the resources consumed and pressures on human health. As recommended by the European Space Agency, life cycle assessments for the space industry will include design of the satellite from the raw materials, manufacturing, distribution, utilisation verification and testing and disposal of both the space and ground segments. Given the number of assets and ground infrastructure we have and the specialised nature of space operations, we have given a 2030 timeline. This is a critical step for us to minimise our impact across our lifecycle and we will report on progress of these assessments yearly.

Explore partnerships to develop innovative solutions and new technologies for space sustainability.

Space Sustainability is a growing and quickly changing landscape. We believe that we should explore new partnerships in this space to ensure that we continue to lead and innovate for the maximum benefit of our space environment.

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 intends to undergo the Space Sustainability Rating process being 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 organizations' 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 addition to pursuing this rating, SES wants to continue to push the industry to evaluate and define metrics for additional successful space sustainability and intends to spend time in 2022 defining those metrics with the stakeholder community.

REDUCING OUR SPACE FOOTPRINT

SES is an influential actor in the space domain and has a fleet large enough to promote reduce, reuse, recycle mentality to minimise space waste and congestion. We understand that addressing risks related to satellites that are already in the orbit is an important part of minimizing company related negative externalities as well as acknowledging the importance of preventing the growth of future debris. Our targets build on this understanding and focus on the work we can do to better understand the effects of our satellites across their lifecycle with the goal of developing concrete actions to reduce our footprint



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.



from launch to decommissioning. We know we are a responsible actor in the management of our fleet and lead the industry in setting and implementing best practice approaches. We look forward to continuing to share as we discover more areas where we can lean forward in reducing our footprint.

Fleet management

SES applies a responsible fleet management approach together with its satellite manufacturers to mitigate the environmental impact and to minimise space debris.

SES satellites receive their operating power from the sun, through solar panels, outside the Earth's atmosphere. They therefore create no carbon emissions during their operating lifetimes. Nevertheless, there are emissions associated with the satellite launches and their

maintenance. Since 2017, SES and SpaceX have pioneered reusable rockets for satellite launches. This reduces space debris, allows the reuse of materials that would otherwise go to waste, increases the cadence of launches, and reduces launch cost.

SES satellites operate in either Geostationary Earth Orbit (36,000 kilometres from the Earth's equator) or Medium Earth Orbit (8,000 kilometres from the Earth's equator). At the end of the satellite's operational life, it is re-orbited using remaining on-board propellant into a graveyard orbit, approximately 200 kilometres beyond the Geostationary Earth Orbit. In general, our satellites do not re-enter the Earth's atmosphere and we follow the most stringent international standards for re-orbiting and passivating space assets. We have one of the best records in the industry terms of achieving a safe disposal of our satellites.

INDUSTRY COLLABORATION FOR RESPONSIBLE SPACE USE

SES recognises the importance of industry collaboration as we address new challenges associated with the exciting resurgence of companies operating in space. Without industry level commitment and collaboration, no company can safely or sustainably operate.

The space industry is growing and is expected to reach \$1 trillion by 2030 according to the World Economic Forum (WEF). Rising space activity in the recent years demonstrate that there is an urgent need for action to minimise space debris and collisions and to ensure sustainable space operation that is inclusive and progressive.

In 2021, SES has participated in collective action platforms and has contributed to the formulation of policy documents on the importance of Space sustainability together with the Satellite Industry Association (SIA) and EMEA Satellite Operators Association (ESOA).

As a member of SIA, SES is committed to multistakeholder collaboration in the space domain (including national space agencies and regulatory entities) and acknowledges the principles of the UN Committee on the Peaceful Uses of Outer Space Guidelines for the Long-Term Sustainability of Space Activities. SES puts a special emphasis on designing, constructing, and launching commercial Geostationary (GEO) and Non-Geostationary (NGSO) satellites that the company can easily track by active or passive means.

SES makes its policies in line with the guidelines of the European Commission on Defence Industry and Space and has been participating to the Space Traffic Management (STM) platform launched by DEFIS (DG Defence Industry and Space). SES prioritises strong and innovative space policy that is sustainable and inclusive. Taking part in SpaceWays Operators Workshop to create a standardised STM concept for the European space actors demonstrates the efforts of SES to create a multistakeholder platform to advance sustainable and robust space policies.



SES is a signatory of the WEF Space Industry Debris Statement and endorses the Space Safety Coalition as a prominent actor in the space industry who continuously works towards reducing space debris and safeguarding the Earth orbits. SES pledges its commitment to reduce and prevent space debris and emissions caused by space activities through these endorsements. SES works with governments, civil society, commercial partners, and competitors to substantially reduce its footprint and upscale innovative spacecraft and other means of technologies for this aim.

SES supports ESOA and interactively participates in increasing operational responsibility in the space and satellite connectivity domains. In November 2021, SES has participated in ESOA Satellite Connectivity Summit in Bremen, Germany that explored areas of 5G integration in satellite connectivity, driving down operational costs through standardizing network structures and innovating the satellite data services. The event carried the characteristic of being the only event that explored operational sustainability through deep dive into satellite connectivity within Europe.

This topic is continually evolving and new players enter the field, we feel a deeper commitment to lead the conversation and help others as we navigate new solutions and technologies to ensure that space is a fair and sustainable environment in which to operate.

OPERATIONAL RESPONSIBILITY

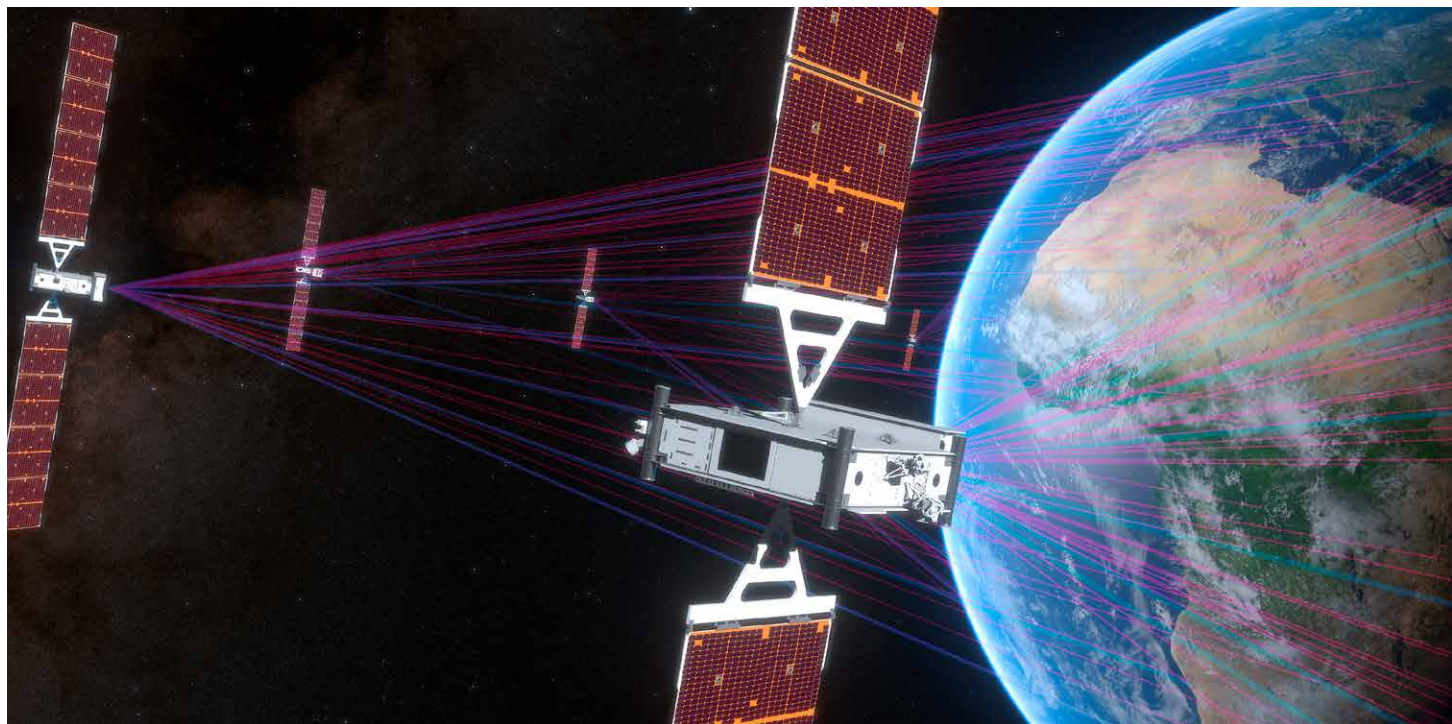
In 2021, SES continued to act as a responsible space actor by designing, re-orbiting, and passivating reliable satellites in line with the International Telecommunication Union (ITU) guidelines, the Federal Communications Commission (FCC) orbital debris mitigation practices and the strictest national regulations on space sustainability and orbital debris mitigation. SES has successfully re-orbited four satellites in 2021 above the required Inter-Agency Space Debris Coordination Committee (IADC) altitude, and successfully removed any stored energy and risk of future explosion after disposal. SES continues to have one of the best records in the industry in terms of achieving a safe disposal of its satellites.

Space Situational Awareness

This year, SES continued to monitor, alert, and avoid any predicted conjunction or close approach between its satellites and other objects, satellites or space debris keeping any predicted probability of collision near zero.

SES has extended its monitoring and warning systems by contributing data and subscribing to the conjunction assessment service of the European Space Surveillance and Tracking (EUSST) network, for all its satellites. This is in addition to the US warning system operated by the Combined Space Operations Center (CSpOC) and the Space Data Center warning system of the Space Data Association (SDA).

The Space Data Association (SDA) is a critical step towards bringing satellite operators together to support the controlled, reliable, and efficient sharing of data that is fundamental to ensure safety and integrity in the space domain. SES has the Chairmanship of the Space Data Association since November 2019. In 2021, together with the other executive members, SES organised the annual SDA members meeting to promote best practices in space sustainability and present developments in the Space Data Center and other developments in space safety to build capacity amongst all the member on responsible use of space. SDA plays a crucial role in achieving the Space traffic management (STM) in the space industry.



CLIMATE ACTION

SES' business activities have a low environmental impact, yet SES understands its responsibility to support the urgent action to prevent climate change and to limit the increase in global temperatures. SES environmental policy is structured around the company's impact both in space and on Earth. SES continuously works towards minimising its environmental footprint, innovating technologies and exploring the areas in which the technology can help solve problems.

TARGETS

SES is proud to commit to a NetZero emissions target by no later than 2050. SES has been reporting our emissions through the Carbon Disclosure Project for over 10 years, but we had previously not committed to a defined and validated target for reduction. We are happy to be initiating our NetZero journey by evaluating our total footprint and developing a target in line with the SBTi criteria and recommendations. Once we have concluded our evaluation, we will be updating our progress with a roadmap for achieving our targets.

We know that our solutions are powerful for our customers in the ways they interact with the world. In 2022, we want to additionally investigate the ways we can help our customers in meeting their climate objectives and providing solutions for climate action. This will involve customer and stakeholder outreach to understand how we can best contribute to this global challenge.

OPERATIONAL FOOTPRINT

EMISSIONS- CDP REPORT RESULTS GRI 305

This report is inclusive of our CDP report results from the 2020 operating year, given our CDP reporting cycle.

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

Each year, SES 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 2020, the company's activities related to operating and commercialising SES' satellite fleet, as well as general administration, finance and marketing generated 32,606 metric tons of CO₂ emissions worldwide, a decrease of 32% compared to 2019. Lower Scope 2 emissions (down 13% year-on-year) and Scope 3 emissions (down 74% year-on-year) have contributed to the highest decrease in SES emissions since



CLIMATE ACTION

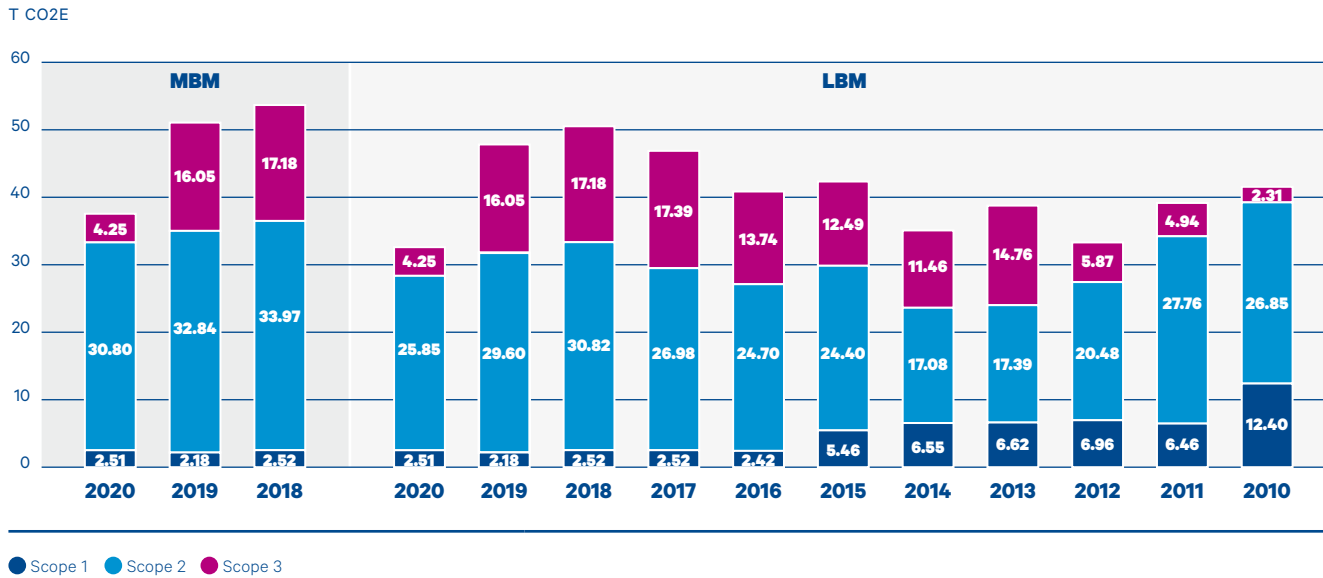
Take bold climate action by setting targets and innovating for the planet.

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



the company started reporting to the CDP. Even employee commuting and business travel excluded (due to COVID), increased energy efficiency and waste treatment among other areas of improvement contributed to a Covid-19 adjusted 12% reduction in overall emissions.

Given SES operates in space, our emissions from Scope 1 are small (approximately 8%) and while modestly lower than 2019, our 2020 level was comparable with that of 2018.

Emissions from Scope 2, electricity consumption, represented the largest component of SES' total emissions (approximately 79%). SES has diversified away from non-renewable energy sources and achieved remarkable decreases in fuel (27%), natural gas (40%), and propane (24%) consumptions.

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



WASTE MANAGEMENT GRI 306

SES intends to systematically reduce waste across its direct footprint. The company ensures that it has a comprehensive waste strategy 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 14042). 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. Our goal over the last 20 years was to manage waste efficiently, environment

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friendly and in line with our SDK certification. In 2020, SES generated 164,776 kgs of waste and 52% (85,436 kg) were diverted from disposal and the remaining 48% (79,340 kgs) were directed to disposal through landfills indicating a progressive improvement in SES' waste strategy.

Supply chain waste minimisation

Contractors, sub-contractors, and suppliers are required to support SES waste reduction by implementing policies and procedures regarding waste management. SES currently works on strengthening its supply chain compliance to ensure its suppliers implement ambitious waste reduction policies in line with SES objectives.

ENERGY GRI 302

SES is aware of its responsibility to improve and transform the management of sustainable energy as an industry leader and is commit-

ted to gradually increase the share of renewables in its energy mix. The company has already achieved 7% improvement in energy efficiency between 2015–2020 in its Luxembourg headquarters and plans to achieve more aggressive reduction 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.

SES works closely with the Luxembourgish institution ENOPRIMES on the implementation of ISO50001 energy management system to achieve energy efficiency in buildings through more efficient heating, ventilating, and air conditioning systems. As a result of this initiative, in 2020, SES has achieved annual reduction of 16.6 metric tonnes of CO2e savings.

LOOKING AHEAD

As part of our strategy development, SES embarked on a GHG gap analysis, in coordination with environmental consulting company, Eco-Act, to determine any areas where we needed to improve our reporting and to develop a roadmap for meeting our NetZero and SBTi targets. In this engagement we discovered a few key takeaways. The first underscores the importance of life cycle assessments on our products and services to accurately understand our impact on the environment given the speciality of the space industry. We also have found that we need to expand the boundary of our Scope 3 emissions in the future to include the manufacturing of our satellites. This is critical as we embark on our SBTi validation is also important to recognise as we work with our suppliers in the future.

SES has a mission of increasing its ties with its suppliers and customers to achieve more efficient production and consumption lines. While doing these, SES places a special emphasis on obtaining a more sustainable way of doing business. SES is aware that sustainable supply chains and consumption lines will be crucial for the success of its long-term NetZero targets. To achieve more robust sustainable production and consumption targets, SES will be focused on the ways to implement more robust assessment processes and monitoring tools for its medium to long term targets.

As specified in our strategy, we will be looking at how we can additionally work with our customers on their environmental challenges and how we can innovate in our products and services to better meet the challenges of climate change. We believe that to do this we should spend time in 2022 to conduct outreach to our customers and partners to better understand their challenges, their areas of focus and define ways where we can collectively make a difference.



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 organization through engagement with our employees. Through engaging with both 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 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 are looking into creating an Allyship Programme for the gender minority in 2022. We also want to help increase the advancement of underrepresented groups across multiple diverse criteria and will be developing additional metrics capturing other dimensions of diversity. We want to tackle the diversity at the level of our people

managers and executives, starting with gender. We currently have 18% of the roles at that level filled by women and would like to increase that by 50% over 5 years. As we develop our data for other dimensions of diversity, we will create targets reflective of the diversity we are striving for in the organization.

As SES, we believe that we can also help ensure access to our industry for marginalised groups by encouraging change in the industry through our supply chain, with our customers and by supporting STEM and ICT education initiatives. In 2022, we will begin to develop a sustainability rating and diversity programme to be used in our relationships with our suppliers and customers. This rating will help us assess and acknowledge partners who share our values with regards to a diverse workforce and overall sustainability initiatives. SES works extensively with programmes to encourage STEM and ICT education. Going forwards, we will expand our existing efforts with institutions with which we can work to grow a diverse future workforce. In line with previous years, we will be further developing ways to reach under-represented groups in partnership with educational institutions and through our own scholarship and internal programmes.

In 2022, we will continue our work to enhance the way we measure diversity in SES, to better capture other dimensions such as ethnicity, as well as introducing an inclusion metric.

A few of our aspirational targets are:

Increase gender diversity of people managers and executives in the business by 50% in 5 years.

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.



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.



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

BUILDING A DIVERSE AND INCLUSIVE WORKFORCE

SES is committed to increasing the number of employees from under-represented 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.

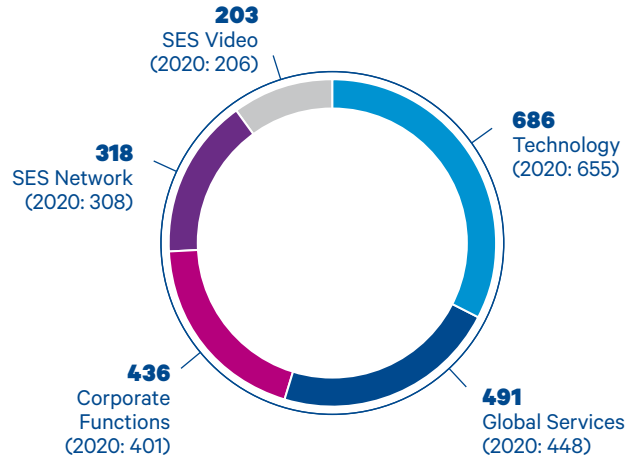
DRIVING DIVERSITY

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.

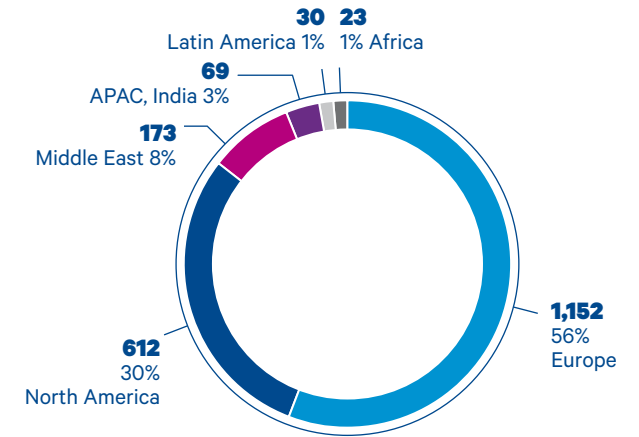
DIVERSITY AND INCLUSION TRAININGS

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

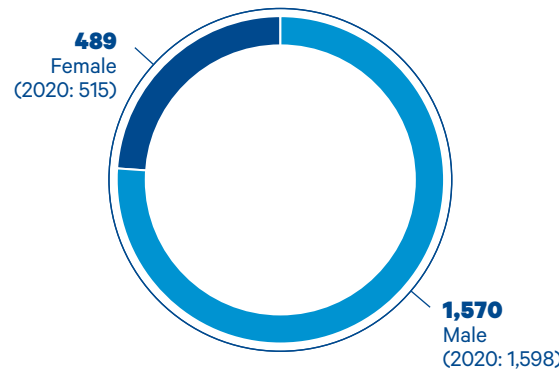
SES employees by function



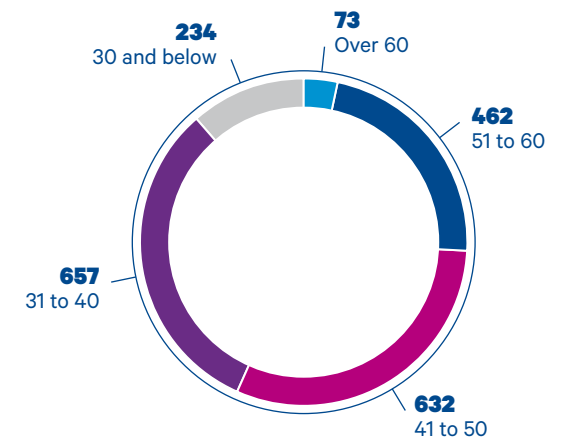
SES employees by region



SES employees by gender



SES employees by age



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**OPERATIONAL
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encourages all employees to complete a short online Unconscious Bias course, designed by Microsoft.

In order 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.

THE POWER OF COMMUNITY STORYTELLING

Vibrant and respectful discussion across our international community, whether on a 1-to-1 basis or via the intranet or other collaboration platforms, is very much welcomed. As a company, we're focused on providing the connectivity to enable everyone, worldwide, to share their story. Within our own community, sharing personal stories has been a powerful way for employees to gain greater insights and awareness of one another's culture, experiences, and challenges. We are convinced that the positive effects of collective knowledge, diverse viewpoints and constructive co-creation will help us at SES to leverage our existing diversity to build an even more inclusive and diverse company and create value for the company.

#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.

In 2021, 14 workshops, with 111 participants, took place and we are proud to have 7 active facilitators from across our global locations.

2
**ENVIRONMENTAL,
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3
**CORPORATE
GOVERNANCE &
REMUNERATION**

In the recent Impact Report (54 responses at the time of publication of this report), and as a direct result of the workshops, 52% of SES employees are now more vocal about their achievements and 83% are openly encouraging others to speak up more. In addition, for 65% of the participants, the training has contributed to how they intend to approach their Annual Appraisal.

EQUALITY AND INCLUSION WORKING GROUPS

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 vol-

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unteers, 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.

In 2021, we began implementing company changes based on the outcome of the 2020 E&I groups. Each group's proposal was presented and assessed by the Senior Leadership Team and implementation was discussed with Human Capital.

6
**ADDITIONAL
INFORMATION**



The approved proposals from the Equality and Inclusion Working groups were implemented as follows:

- Aspirational Gender targets incorporated
- Diversity and Inclusion Dashboard implemented
- Implementation of the Diversity and Inclusion Dashboard
- Maternity/Paternity/Partner/Adoption/Foster care leave harmonised globally (12 weeks for mothers; 2 weeks for partners)
- More inclusive job descriptions implemented
- KPIs and metrics for female progression within SES implemented, with a focus on People Manager and Executive positions; increased focus on women candidates for internal hires
- Focus on applications from women candidates for external job postings (with emphasis on jobs of higher grades); internal reporting of KPIs and metrics for women recruited in Job Grade 14
- “Walk in my shoes” communications initiative implemented in collaboration with Internal communications

Our 2021 groups focused 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. They asked the business to adopt the UN Standards of Conduct as our guidance and pushed for increased visibility of support, training for employees, changes to

recruitment processes and advocacy through the addition of matching donations in our company match programme.

In 2022, the work done by the E&I groups will move to the next stage, namely, to implement all approved changes. Employees will be invited to join the third rotation of E&I groups.

In 2021, SES was awarded the Luxembourg Diversity Award in the category of Communication and Values for our employee-driven Equality and Inclusion groups.

In addition to those initiatives, we have more D&I programmes in place like a Diversity calendar, a Mentorship programme and a D&I dashboard to monitor the progression of females especially in higher job levels.

TALENT ACQUISITION

Diversity by the numbers

Currently 24% 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 Corporate Functions (57%), specifically in Marketing and Communication (73%), but considerably less in Technology & Global Services (13% & 15%). Furthermore, 27% of SES employees below the age of 30 are female. With a focus on increasing the representation of women in managerial and executive roles in 2021. SES has observed a slight increase of women representation at executive level (15% representation compared to 13% in 2019 and 2020).

As of end-December 2021, SES employees from 68 nationalities across 24 offices which is a strong indication of the company’s diverse workforce target. The most represented nationalities are: United States, Germany, Israel, France, Great Britain, The Netherlands, Luxembourg, Belgium, and Italy.

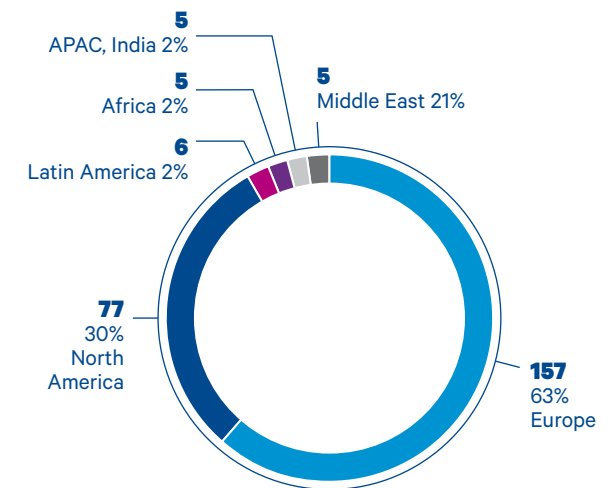
We have an overall healthy age distribution with an average age of 44 years old. 44% of our employees are aged 40 and below and 10% are aged 30 and below.

Below are presented new employee hires by SES by age group, gender, and region in 2021.

New Hires by Gender

	Total	Female	Male
Under 30	93	26	67
30-50	133	33	100
Over 50	29	4	25
Total	255	63	192

New Hires by Region (YTD)



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 the retention, engagement, and development of women, we are tracking the participation of women in key programmes and initiatives, such as SES' Leadership Development Programme, where in 2021 29% of participants were women. When it comes to promotions which took place in 2021, 28% of these were for women.

While our annualised turnover rate (15%) has remained stable in 2021 compared to 2020 and 2019, we have noticed a higher female turnover (18%) than in 2020 (15%) and compared to male turnover (14%). 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.”

At SES we are closely monitoring the evolution of this phenomenon through our D&I Dashboard while reviewing main reasons which drive women's departure based on data from exit interviews which helps to guide and focus our future actions.

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.

In-house talent acquisition programme

In 2018, SES has created a new global in-house Talent Acquisition function with dedicated personnel and developed a new Strategic Plan aligned to business imperatives. In 2021, we filled 382 positions (2020: 302) of which 70% were filled externally (2020: 66%). 59% of the positions were filled in Europe (2020: 47%), and 35% in North America (2020: 34%). 24% of positions were filled by women (2020: 23%).

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.

SES associate programme

To maintain our position as the leader in global content connectivity solutions, we have established a special development programme for graduates to provide us with a pipeline of young talent.

The SES Associate Programme has two tracks, a Sales Associate programme and a Technical Associate programme. The Technical Associate programme gives exposure to corporate functions in the business over a 2-year period. We have active participants in this programme that contribute to company projects, learn from business leaders and gain deep insight into the satellite industry. The Sales Associate programme, new in 2020, exposes the participant to elements of sales (Solutions engineering, Asset management, and Sales) over a 1.5-year time frame. The application process for this programme launched in Q4 2020 and we had 5 new associates joining us in Spring 2021.



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 intends to spearhead their policies in the space and telecommunication industries through its industry collaboration commitments.

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. WIA-Europe currently has 14 Local Groups across Europe and has also become partner of an important project in collaboration with the United Nations Office for Outer Space Affairs (UNOOSA), "Space for Women".

SES is a corporate member and sponsor of WIA Europe, and 2 employees currently run the Luxembourg local group. The idea behind SES participating 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 great network of women in STEM that they can always rely on. 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.

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.

MASSACHUSETTS INSTITUTE OF TECHNOLOGY (MIT)

With MIT we have had some engagement over the past years for STEM initiatives, we started in 2018, specially prior to COVID-19.

Before COVID one of our female colleagues organised two events in MIT with our CTO at the time, and afterwards with other SES colleagues who participated in an event and explained how it is to be working at SES.

SPACE & SATELLITE PROFESSIONALS INTERNATIONAL (SSPI)

We collaborate with SSPI in Mid-Atlantic with one female employee on the board. This employee participated in an event in George Washington University in DC, providing young women engineers her perspective on working on a male dominated industry, explaining her experience at SES.

AEROSPACE DIVERSITY DAY AT TU DELFT

Over the past 2 years we have participated as speakers at the event. The topic of 2021 was "Belonging as a basis" and we participated in a panel discussion that was live for all TU Delft students.

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. Our scholarship this year benefitted a female student from Algeria with 50% of her required tuition fees. We are tremendously proud to be able to create possibilities for more accessible space industry education and help young talents achieve their dreams.

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.

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

SES is proud of the areas where we advance the Sustainable Development Goals and know that access to content and connectivity is a powerful tool to meet the needs of people for a sustainable, equitable and inclusive world. Everyday our services connect communities with content and critical connectivity for human needs. While we have several programmes that we work on that advance these goals, the problems remain- billions of people are unconnected leading to worse outcomes on a variety of metrics including access to education and health. We believe our products and services are making a difference, but we lack the metrics on the impact of these services for people on the ground. We additionally want to make a meaningful impact with connectivity and content but want to do this in close collaboration with all the stakeholders- governments, global institutions, NGOs, content providers, our customers, and partners. For our targets and focus for 2022, we are committing to doing the work to develop a long-term goal for addressing critical human needs. To do that, we are going to reach out to stakeholders and have meaningful conversations to know what we can uniquely contribute that could help. In the meantime, we will continue to do what we can through our existing programmes of connecting unconnected areas, assisting in disaster response programmes, and providing telemedicine solutions.

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 aide, 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.

Our services reach remote and isolated places to provide connectivity in Colombia (in collaboration with our partner INRED), Alaska (in collaboration with Optimera), Greenland (with Tusass), and in 2021, we worked with customers in Central African Republic on solutions that reach remote and isolated places.

CENTRAL AFRICAN REPUBLIC

Utilizing SES' MEO O3b service and working with Orange, this next gen system will open the door to ultra-high capacity and flexibility to provide tailored connectivity solutions to even the smallest and most isolated towns in the Central African Republic.

While we know that we are connecting communities with broadband service every day, SES wants to do more to innovate solutions and expand access to these services. Addressing innovation and partnership impact will be included in our stakeholder outreach in 2022.



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.



INNOVATING FOR CRITICAL NEEDS

HUMANITARIAN RESPONSE

The COVID-19 pandemic has drastically increased the need for global humanitarian assistance. The number of people requiring humanitarian assistance has increased approximately 40% in 2021. Crises, conflicts, natural disasters, and the climate change impacts further threaten the future of humanitarian response and increase the complexity of the problems faced. To obtain a more robust humanitarian policy adapting to constantly evolving humanitarian problems and to contribute to a greater humanitarian good, SES continuously improves its humanitarian response putting a special emphasis on innovation.

EMERGENCY.LU UPDATE

In 2021, we continued our public private partnerships related to disaster and humanitarian response as we know that during disasters communications becomes a critical need to response and recovery of a community. In 2021, SES focused heavily on innovating for humanitarian response and our public/private partnership between the Luxembourg's Ministry of Foreign Affairs, SES, HITEC Luxembourg and the Luxembourg Air Ambulance, and is supported by several operational and technical partners. We supported several deployments and announced our continued support of this programme for another 6 years. SES Supporting disaster and humanitarian crisis situations remains a top priority of our ESG strategy.

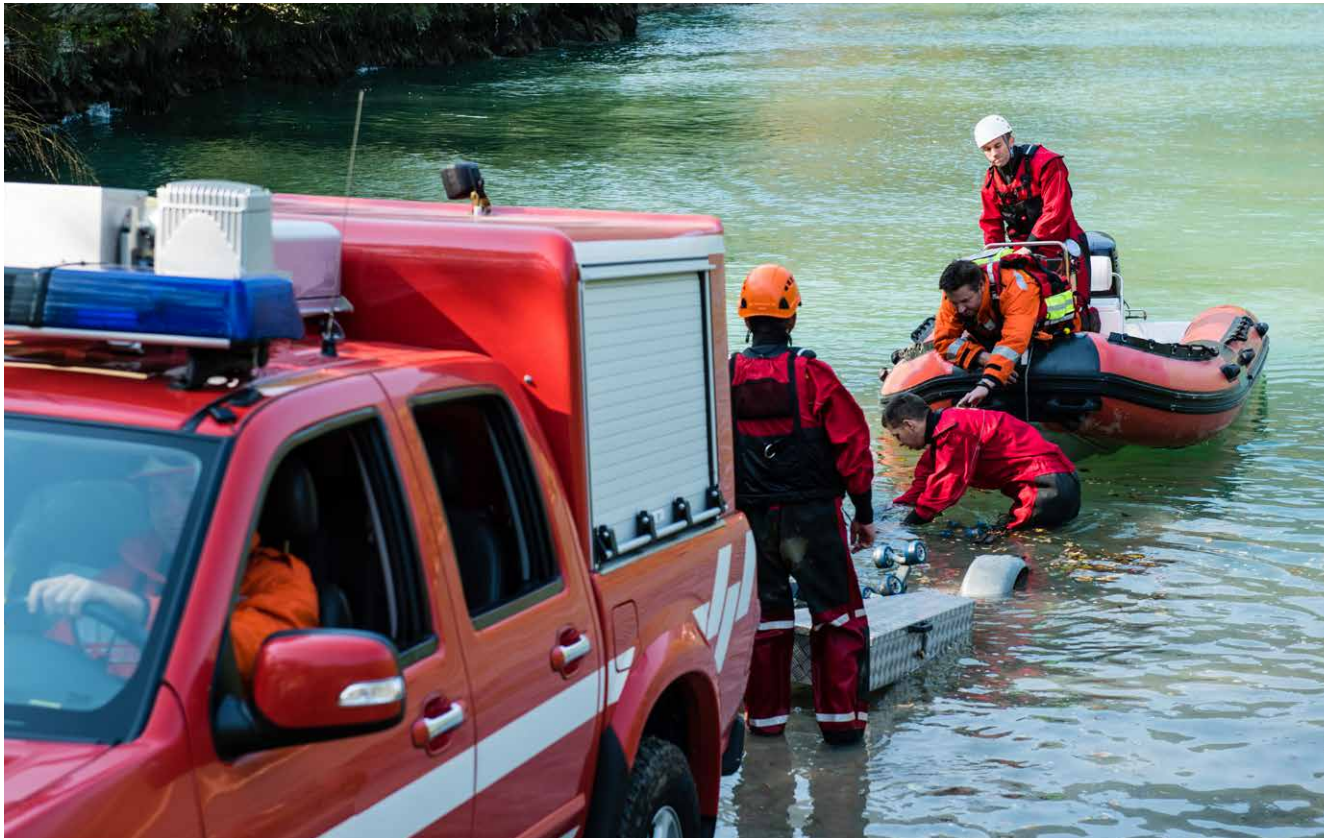
There are two vital requirements in emergency situations: rapid deployment on site to cover the communications needs in the immediate aftermath of a disaster, and control and management capability allowing quick and efficient sharing of information about the situation on site. The emergency.lu platform was designed in 2012 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 several operational and technical partners. The emergency.lu platform is based on a global hub infrastructure and satellite capacity, both provided by SES. Hubs are deployed in Betzdorf (Luxembourg), Manassas (USA) and Hong Kong (PRC).

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 voice services to affected communities has been developed or implemented.

The emergency.lu team were proud to support emergency missions in 2021 including deployments to Haiti and Germany with 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 managing the Luxembourg Government's satellite-enabled SATMED e-health platform, working in close partnership with non-governmental organizations. The solution enables real-time situational assessment and data exchange for healthcare professional in locations like Bangladesh, Sierra Leone and others.



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.

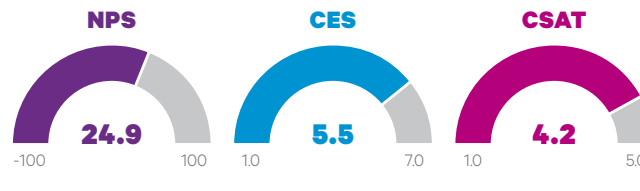


CUSTOMER CENTRICITY

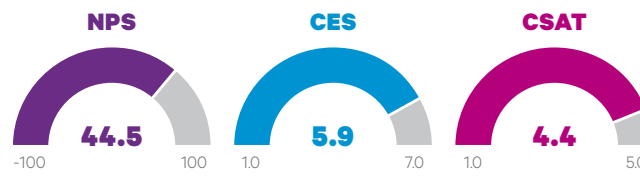
SES emphasises doing the extraordinary in space to deliver amazing experiences everywhere on earth. Delivering amazing experiences everywhere on earth requires focusing on our engagement with customers, on the people we impact as a top priority on SES' business agenda. To make sure SES understands the customer challenges, expectations and improvement potential for SES, the company conducts a 'voice of the customer' survey once a year. The survey is based on quantitative methods and aims to measure the following:

- CSAT (Customer Satisfaction)
- CES (Customer Effort Score)
- NPS (Net Promotor Score)

Networks KPIs



Video KPIs



Our customer experience team analyses the results from a quantitative perspective and cross references the results with qualitative studies run throughout the year to get a holistic picture on the perception of SES, customer challenges, expectations and improvement potential for SES.

In 2021, SES received additional recognition for our work with our customers from the European Customer Centricity Awards and the International Customer Centricity Awards.

EUROPEAN CUSTOMER CENTRICITY AWARDS

Business Change or Transformation: where we presented how we apply customer experience to support business transformation, starting with HEARTBEAT and later linking it into Simplify & Amplify and all other transformational initiatives and programmes.

Customer Centricity in B2B: where we showed how we expanded our CX capabilities with human centric design and we use design thinking workshops to ideate CX improvements in a highly inclusive cross-functional structure.

Winning these 2 awards reinforces the fact that our strategy for customer centricity is the right one, it is impactful and driving change.

INTERNATIONAL CUSTOMER CENTRICITY AWARDS

- Gold in Business Change and Transformation – Telecoms
- Silver in CX Leader of the Year recognizing our VP of Global Customer Experience
- Bronze in Customer Centric Culture – Telecoms and Utilities

These 3 awards confirm that we are in a continuous cycle, an infinite loop, where we build on our strategy to ensure that it keeps on delivering value and staying relevant to our customers and organization.

In 2022, SES is hoping to further align with our customers on ESG topics with a dedicated portion of our Customer Advisory Board discussing these topics and how we can collectively create impact.

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.

COVID-19

The pandemic continues to be a driving force in how we think about work and our workforce. In 2021, SES continued relying on our COVID-19 task force to ensure the health and safety of our staff and provide regular updates to the changes in the regions where we work. Like many businesses, the pandemic has allowed us to reflect on the ways in which we work, how we collaborate with each other and how we work might look in the future. SES has since instituted a work from home option, allowing staff to work 2 days a week from their home office. We believe that having a combination of in person and remote working is the right balance for our workforce to allow for maximum collaboration in our offices and the flexibility and productivity of working from home.

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 in order 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. In 2021, SES instituted a role dedicated to ensuring a fully coordinated and structured approach across the organization. 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 and in 2022, will continue to develop this system to disclose additional metrics associated with our Health and safety policies. The company has put in place different risk assessments based on the local regulations of its sites. 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 work-related injury or ill-health thanks to its comprehensive and preventive health and safety policies.

TRAINING AND EDUCATION GRI 404

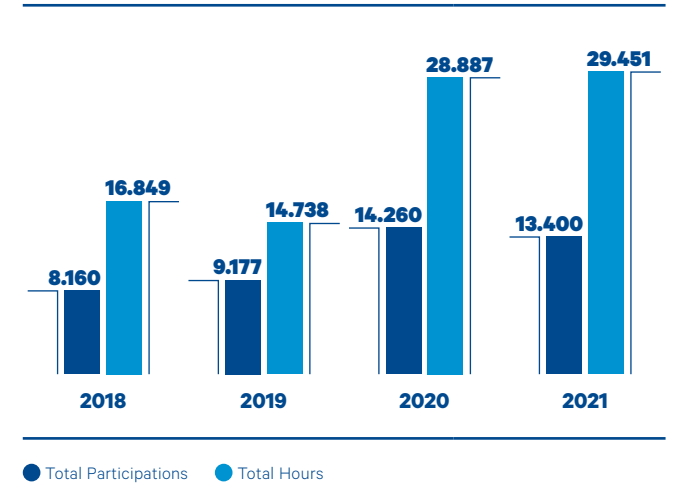
We are convinced that work can and should provide a great opportunity to learn and grow, as well as to contribute to our societies at large. SES offers relevant training and development to all its employees and aims to provide learning that is easily accessible as a natural part of an employee's job. The mission of the Learning & Development function in any organisation could be described as ensuring the availability of relevant learning solutions to all its members. Our vision for Learning & Development 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 recognised as a shared responsibility. Already before the pandemic our slogan was to promote "Learning anytime, anywhere" since our employee population is spread out across over 25 locations globally. Concretely this translated 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. When the first lockdowns started in March 2020 we were able to build on these efforts and

quickly moved our complete active training offering to remote delivery formats, so that during both 2020 and 2021 the time and effort spent on learning actually increased versus previous years, rather than suffering from the pandemic.

The following graph shows the official numbers for all trainings for 2018 through 2021

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

All trainings 2021 by the numbers



For 2021, we had defined the following priorities in Learning and Development:

- Organise tailored learning journeys for teams to fight isolation and impact of lockdowns: topic-based or pure teambuilding, sponsored by people manager
- Continue company-wide Business Priority Sessions to create visibility on key topics such as Working from Home, Artificial Intelligence, Cloud



- Make the “4 Essential Roles” the accepted and lived SES leadership model: partner with top management to ensure relevance and impact, start at the top
- Develop SES leadership pool to increase employee engagement: leverage Leadership Development Programme, Associate Programme and Practical Manager Toolbox
- Provide weekly 90-minute career skills / well-being sessions: wide range of topics, internal delivery, “come as you are”
- Reinvent Induction Days: offer an engaging induction experience to SES new joiners “with a buzz around it” in spite of remote conditions
- Enterprise Skills Initiative (ESI) in partnership with Microsoft to enable employees to systematically upskill in key areas
- Improve consistency regarding training compliance on a number of mandatory topics in Legal/Regulatory as well as IT

Specifically related to ESG topics, SES has designed an SDG-ESG training workshop in 2021 for roll-out in 2022 to increase employee awareness of the UN SDGs and ESG principles. The workshop covers the why and the how SES is incorporating ESG in the organization with the aim to increase employee engagement in this area.

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-learning. 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.

Learning activity by gender and age groups:

(GRI 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&D 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-learning).
- Everything in the Learning calendar is paid for from the central L&D budget, no back-charging is done to the participants department or cost centre.
- 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&D to allocate the budget.
- External trainings and events organised for a specific department or team are charged to that areas functional training budget.
- Tuition assistance for graduate or post-graduate studies is available under certain conditions, but NOT a pre-approved entitlement.

ENTERPRISE SKILLS INITIATIVE CHALLENGE (ESI)

In 2021, SES has partnered with Microsoft to launch Enterprise Skills Initiative (ESI) to equip SES employees with necessary IT skills through provision of training courses on Microsoft Cloud Solutions. The courses are guided, interactive and allow employees to learn the material in-depth at their own pace. Microsoft certifications allow SES employees to advance in their careers through enhanced skillsets at SES or elsewhere.

MANDATORY TRAININGS REGARDING LEGAL, REGULATORY AND IT

SES employees are required to complete seven mandatory trainings: General Data Protection Regulation (GDPR), Code of Conduct, Harassment Prevention, IT Security Awareness Foundations, Sanctions, Anti-Bribery, and Export Compliance. Because of the relevance of these topics for ESG, we are providing a brief description of each of them here.



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. The two-hour course reflects the standards of conduct that SES expects from all its staff everywhere.

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.

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

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 organizations based on feasibility, overall impact, geographical dispersion, and levels of involvement offered (donations, volunteering, fundraising, skills based virtual event, etc). Starting in Q2 of 2021, we held quarterly projects to benefit a wide range of initiatives and engage our employee base.

Singapore Red Cross

Benefitting the Singapore Red Cross, and mobilizing our entire employee base, SES raised over 14,000 Singapore Dollars with an additional 10,000 Singapore Dollars matched by the Singapore Government. Employees used remote fundraising opportunities, such as offering yoga classes on Microsoft Teams, a tiny desk concert with

SES musicians, to virtual walks with their team to raise awareness and make an impact together.

Clean up the World Day

In 2021, SES joined a global movement in September to “Clean up the World”. Offices in 7 countries participated to clean up trash in our communities and those who could not get out of the office that day were encouraged to participate in a “digital clean up” of their devices to reduce the impact of our digital footprint on the environment.

Giving Tuesday donation drive

In November, SESers took inspiration from the international Giving Tuesday movement and 15 offices participated in a donation drive. In total we donated over 200 clothing items benefiting 7 different charities

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. In 2021, our employees gave back to volunteer to clean up in Germany after the damaging floods of the summer, to cycle hundreds of kilometres to benefit a charity in the Philippines, to help senior citizens in Singapore, or to lecture to a group of space students at a marketing workshop. Additionally, our employees used days to participate in our global giving initiatives to fundraise for the Singapore Red Cross or Clean up the World.

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 project. 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.

In 2021, Sharity's projects included supporting:

- Music Education for children in disadvantaged areas around Cape Town
- COVID-19 impact in India
- Benefitting children and WWII veterans Ukraine
- Starvation in Madagascar
- Scholarship in Burkino Faso
- Support of Germany after flooding

Sharity collected a total of €7,600 excluding the SES match to donate to the projects above.

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 Commit-



tee 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

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 that it 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.



ANTI-CORRUPTION/BRIBERY GRI 204

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.

In addition to our Code of Conduct training, we require most employees to complete anti-bribery training on a regular basis. If initial questionnaires uncover concerns, SES will also conduct external due diligence on our third-party agents. 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 standard for providing or accepting gifts and entertainment and an approval process for any gifts that exceed that standard. 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 organizational 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 has nearly 90% staff completion rate of information security training.

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. While most staff have been working from home since mid-

March 2020, our operations teams have adopted a split team approach. Our operations teams are continuing their work on rotating shifts either using remote secure connections from home or operating regular services onsite. This ensures the delivery of uninterrupted broadcasting services and seamless networks services 24/7.

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.

We have also set up a cross-functional COVID-19 team in 2020 that continues to ensure the governance and proper execution of Pandemic Emergency Readiness and Business Continuity plans. The team meets with a clear remit to protect our staff and to ensure continuity of our operations and delivery to customers.

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 will be undergoing additional considerations for our supply chain to align to the ambitions of our ESG strategy in driving Diversity and Inclusion, climate action and overall due diligence for sustainable practices.



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 endorsed the UN Global Compact (UNGC) in April 2021 and continues its support for the ten principles under human rights, labor, environment and anti-corruption areas. This Communication of Progress renews our commitment to the initiative for the upcoming year as we continue to advance our ESG strategy aligned with the UN Global Compact and the UN SDGs.

This Communication on Progress (COP) is supplementary to our Annual report that describes the company’s efforts to implement the Ten Principles. SES supports public accountability and transparency, and therefore commits to report on progress annually to the UN Global Compact COP policy.

The table presented in the next part of the COP letter provides:

- A description of practical actions (i.e., disclosures of any relevant policies, procedures, activities that the company has taken (or plans to undertake) to implement the UN Global Compact principles in each of the four issue areas (human rights, labour, environment, anti-corruption).
- A measurement of outcomes (i.e., the degree to which targets/performance indicators were met, or other qualitative or quantitative measurement of results).



Steve Collar
CEO, SES S.A.

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. Given the nature of SES’ operations as a satellite operator, our GHG emission is small, totalling not less than 37,000 tons of CO₂e. Accordingly, SES does not consider its activities to fall under the scope of those identified by the EU Taxonomy and/or are considered to be de minimis in nature as it relates to the year ended 31 December 2021. SES will continue to review reporting of EU Taxonomy activities on an annual basis in line with the requirements.

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 28 	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 73 Ambitions and Purpose » page 5 Climate Action » page 37 Space Sustainability » page 34 	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 46 Ambitions and Purpose » page 5 Governance section » page 60 Social Matters » page 53 	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 40 Ambitions and Purpose » page 5 Employee Matters » page 49 	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 5 Governance section » page 60 Corporate Governance / Chairman Report » page 61 Ethics » page 54 	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 5 Corporate Governance » page 60 Ethics » page 54 	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 78–81 Governance section on Managing Risks » page 78 Corporate Responsibility » page 73 ESG » pages 30–58 	
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 CO₂ emissions 	<ul style="list-style-type: none"> Employee Matters » pages 30–58 Operational and Strategic report » page 20 Operating our Business » page 48 Climate Action » page 38 	