

Intelsat Environmental, Social & Governance (ESG) Report 2022





Michelle Bryan, General Counsel and Chief Administrative Officer at Intelsat

General Counsel & Chief Administrative Officer Message

At Intelsat, environmental, social and governance responsibilities are not attributes of our business, they are integral to our business. Intelsat’s very purpose is to connect people, communities, businesses and governments to maximize human potential. We believe in a more connected world and focus on achieving this purpose through championing sustainability efforts and leveraging our presence to bring positive outcomes to our communities and our planet.

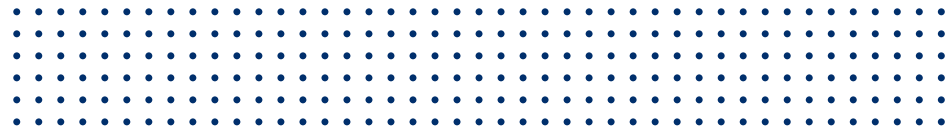
Intelsat in 2022 focused on three main areas of sustainable development: people, communities, and environment.

- We continued our journey toward a more diverse and inclusive workplace, launching our two first two employee resource groups (ERGs) – Black Experience at Intelsat (BE@Intelsat) and Hispanic Origin and Latin American (HOLA@Intelsat) – and increasing representation of women globally and underrepresented racial groups in the United States.
- Intelsat has worked with MaxiQ for a second year of empowering young African students – and has widened the program to welcome 30 more students from all over the African continent including South Africa, Rwanda, Nigeria, Egypt and Uganda.
- Intelsat has been proactively working with its customers and partners to strengthen communication networks in the face of natural disasters. We have also pledged to assist disaster relief through the International Telecommunication Union (ITU) and the United Nations (U.N.).
- Intelsat promised to provide up to \$500,000 of airtime, as well as the necessary equipment to be utilized during disasters. With Hurricane Ian having been the deadliest hurricane to strike the state of Florida since the 1935 Labor Day hurricane, as well as the devastation that ensued after the volcanic eruption in Tonga, Intelsat has been proven again its commitment to help quickly and efficiently restoring connectivity to stricken areas.
- We have continued our work at our teleports to reduce power consumption through conversion to solar or wind generation and partnered again with Northrop Grumman on its second MEV mission, this time docking the MEV-2 with Intelsat 10-02 to extend its life for an additional five years, thereby significantly reducing space debris.

Together with our employees, our partners and customers, we strive to imprint a positive impact on the planet and its people.

Thank you for reading this year’s annual ESG report and learning about our efforts to build a digitally inclusive and empowered world.

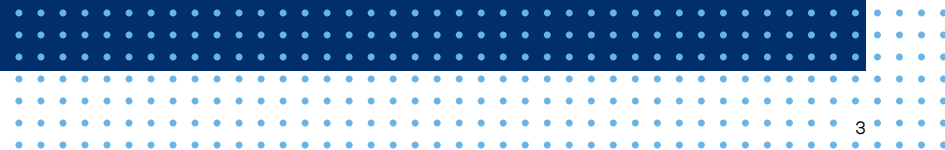
Michelle Bryan, General Counsel and Chief Administrative Officer



Introduction

For nearly 60 years, Intelsat has leveraged its cutting-edge space-based technology, world-leading global communications network and unparalleled expertise to connect people, communities, businesses, and governments in over 200 countries around the world.

We maximize human potential every day by enabling ubiquitous communications services. Our global network allows users to envision the impossible, connect without boundaries, and transform the ways they live.



Intelsat's ESG Policy Statement

Intelsat's Environment, Social and Governance strategy prioritizes issues that are most important to our stakeholders and to whom we can make the greatest difference – our employees, the communities in which we operate, our planet, and our industry:

People

Intelsat takes pride in its diverse, dedicated and passionate workforce. We believe the greatest achievements we make are the ones made together. We offer an exciting, collaborative workplace and inclusive culture. In 2022, Intelsat focused on enhancing its workforce diversity and intends to continue its efforts in 2023, as well as supporting our employees to reach their fullest career potential and developing the next generation of engineers.

Community

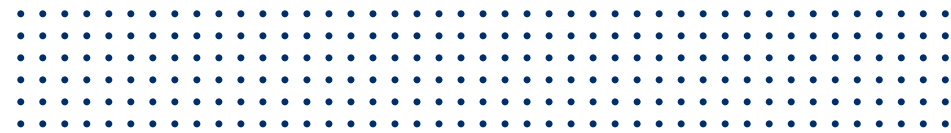
Our business is focused creating connections. We bring connectivity to unconnected areas, always striving to reach and connect more people, schools and hospitals. Together with our employees, we give back to our communities through our Intelsat Gives Back program. From bridging the digital divide and providing e-health and e-medicine in remote areas, to offering training to satellite engineers around the world, Intelsat believes in being a part of the communities where it operates.

Environment

Intelsat values this planet and is committed to protect it through sustainable practices and reducing its carbon emissions at its various locations around the globe.

Marketplace

We strive to innovate and leverage our satellite technology, supply chain and ecosystem partnerships to effect positive change. In 2022, Intelsat has again received accolades and awards for its continuous contribution to the industry.



2022 ESG Report



Our Purpose, Mission & Vision

Our purpose

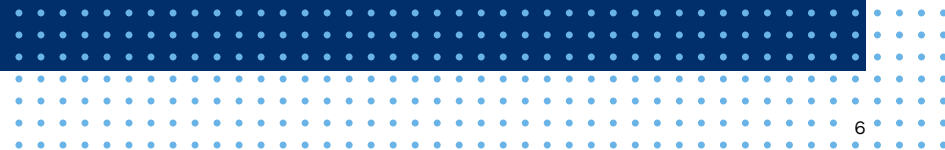
We exist to connect people, communities, businesses and governments to maximize human potential.

Our mission







We deliver mission-critical communications services that empower our customers' and partners' success.

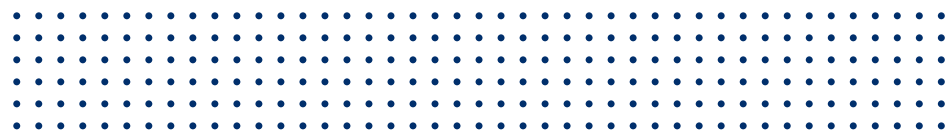
Our vision

Our vision is a world enabled by ubiquitous connectivity, powered through continuous innovation.



How We Delivered Against Our Goals This Year (2021 goals were kept unchanged for 2022):

Goal	Outcome
Formalizing an emergency response action plan and execute on one community outreach initiative each quarter in 2021	 Achieved: Intelsat launched a new emergency response program on 9 June 2021. Intelsat further pledged to provide relief during natural disasters to the International Telecommunication Union (ITU) and the United Nations (U.N.), including up to \$500,000 of airtime as well as the necessary equipment. Intelsat executed on its community outreach initiatives through its Intelsat Gives Back program throughout the year.
Cooperating with our customers and partners worldwide to reduce the digital gap: <ul style="list-style-type: none"> • provide services to a minimum of two million currently unconnected population • offer connectivity to minimum 100 schools 	 Achieved
Increasing our staff diversity by the end of 2022	 Achieved: In 2022, Intelsat went from a diversity population of 1,049 to 1,120 which shows a 7% increase.
Develop and broaden the efforts of the diversity and inclusion council with defined mission statement and goals	 Achieved: Intelsat’s diversity and inclusion council has a clearly defined mission and goals and we continued to expand efforts and activities in this area
Set expectations for managers on their role in building a diverse workforce and an inclusive environment	 Achieved
Expand women’s initiative “women@Intelsat” resource group participation	 Achieved: Participation has increased throughout the year.
Environmental sustainability: <ul style="list-style-type: none"> • obtain an assessment of current sustainability posture • identify two specific multi-year goals based on the results of the audit • Reduce power consumption through conversion to solar or wind generation at teleports 	In Progress: <ul style="list-style-type: none"> • A wellness certification has been obtained for our Chicago and Tysons offices and maintained in 2022, and with time we are rolling out sustainability assessments through more locations globally. Our goal to implement assessments were completed for 2022. Scope I & II environmental benchmarks were established, and we are currently acting on several initiatives to improve our carbon footprint all while maintaining a healthy and sustainable facility. • Intelsat has completed ISO45001 and has identified that our maturity level is high and chooses to obtain an ISO14001 certification beginning in the EU and rolling into South Africa. We have started the process with ISO14001 certification and are anticipating final certification will occur in the course of 2023. We are also paralleling ISO9001 and ISO27001 into the same requirements. • After delays due to COVID and supply chain challenges, the solar array project is back on track and will be completed in 2024. We also added our Fuchsstadt teleport to the solar array projects and completed the EV charging systems for electric cars at our properties, as well as new energy efficient lighting and equipment. We have managed to curb consumption of electricity by raising setup points of buildings.



2023 Goals

Diversity and Inclusion	<ul style="list-style-type: none">• Fill 50% of all open people management opportunities with a diverse candidate (<i>this aligns to the AIP EMO</i>)• Develop and broaden the efforts of the diversity and inclusion council with defined mission statement and goals• Use a periodic D&I Survey to gain insight to set expectations for managers on their role in building a diverse workforce and an inclusive environment.• Design a Women's Summit focused on tools and practices to help employees within Intelsat become more proficient in attracting and retaining women within the organization.
Environment	<ul style="list-style-type: none">• Collect and benchmark Scope I & II Green House Emissions and formalize a quarterly reporting program to track all emissions, in an effort to properly plan and design solutions to reduce our carbon footprint for the future.• Continue our effort to convert our teleports to solar or wind power generation:<ul style="list-style-type: none">• Finalize renewable energy programs in Hawaii to reduce our power consumption by 50%• Partner with the city of Fuchsstadt Germany to install a solar array at Intelsat teleport
Community	<ul style="list-style-type: none">• Cooperating with customers and partners worldwide to reduce the digital gap by increasing our reach to at least 3 million unconnected people and 200 schools/hospitals in 2023.

People

As the foundational architects of satellite technology and main innovator in the industry, Intelsat's vibrant work environment is fueled by a global workforce. People come together at Intelsat to do their best work, to learn from one another, and to unite in a common goal of worldwide connectivity. We believe the greatest achievements we make are the ones made together.

We offer an exciting, collaborative workplace and inclusive culture. Our offices teem with smart, curious and dedicated professionals—from all over the world, from various backgrounds and professions — united in their passion and our purpose to connect people, communities, businesses and governments to maximize human potential.

We foster an inclusive culture focused on driving results and rewarding innovative thinking. Our business is moving forward – at full speed – strengthening global operations, investing in new services and technologies, and bringing on new team members who can help us create the future of connectivity and communications. Career development opportunities exist for energetic, creative, driven individuals in a variety of disciplines.

Our employment practices and policies comply with the Fundamental Principles and Rights at Work adopted by the International Labor Organization. Intelsat is further committed to ensure that the following basic employees' rights are respected:

- Freedom of association and right to collective bargaining;
- Freedom from harassment and discrimination in respect of employment, career opportunities and occupation;
- Freedom from retaliation for filing discrimination-related claims or complaints;
- Right to a safe workplace free of dangerous conditions, toxic substances, and other potential safety hazards; and
- Fair compensation for work.



Diversity and Inclusion

Intelsat is an inclusive organization that values diverse perspectives and fosters a workplace culture of respect, acceptance, fairness, and opportunity for all employees. Our commitment to diversity and inclusion (D&I) is expressed through a range of programs and initiatives designed to increase representation and diversity further at all levels of the company and to overcome biases. We continuously strive to deepen our D&I efforts by engaging employees through focus groups and surveys, providing training and education at every level, and linking annual incentive compensation to specific D&I goals. Across our global locations, we will always remain committed to ensuring Intelsat offers a workplace environment where anyone of any background can thrive.

Our D&I Vision

For Intelsat to successfully grow our business and lead the industry, we must hire and retain a diverse workforce (across all leadership levels) that represents our customer base and within the communities we operate.

Everyone who works at Intelsat will feel respected and accepted for who they are—especially those from under-represented groups. We will lead the technology industry by being a top place to work, rooted in our ongoing commitment to DEI. There are three key pillars to our D&I work:

- Data driven D&I
- Increase diverse representation
- Engaged senior leadership

D&I Council

The Intelsat D&I Council aims to create a sense of belonging and enhance the quality of the workplace experience for all employees. Composed of 15 to 18 volunteer employees, the Council works to identify and address gaps in hiring processes and spearhead D&I training, activities, and events to encourage dialogue and increase awareness and education among all Intelsat staff. The Council offers advice and recommendations to the Intelsat Management Committee and works directly with the Human Resources, Legal and Corporate Communications teams to establish and implement best practices that foster a more inclusive and diverse culture.

Employee Resource Groups

Intelsat's Employee Resource Groups (ERGs) feature employees drawn together by a common interest to drive inclusivity and engagement. ERG members are inspired by the desire to educate and celebrate their cultures. With support from Intelsat's leadership team, the company launched its first two ERGs in 2022:

- Black Experience at Intelsat (BE@Intelsat)
- Hispanic Origin and Latin American (HOLA@Intelsat)
- Plans to launch the Women's Initiative Network (WIN@Intelsat) as its third ERG in 2023.



Talent Acquisition

The Talent Acquisition team is focused on increasing representation of women globally and underrepresented racial groups in the U.S. and engages in fair and inclusive hiring practices. The team works to limit bias in hiring by ensuring all candidates are considered equally during the interview process. Intelsat elects to use a structured behavioral based interviewing technique with diverse panel interviewers, which we feel most thoroughly ensures that all applicants are considered without bias and considered based on job-related criteria and without regard to any characteristic protected by applicable laws.

In 2022, Intelsat filled a total of 550 positions in 15 different countries, 456 of these were new employees to Intelsat. Of the 456 new employees, 24% were females. Additionally, we filled 46% of our US based roles with underrepresented individuals.

Intelsat also seeks to ensure broad outreach is conducted for candidates, and the team conducts targeted direct engagement to a diverse array of potential candidates engaging a number of partners in these efforts. This includes:

- **CircaWorks**, a SaaS-based diversity recruitment and OFCCP HR compliance technology solution that helps Intelsat reach underrepresented groups to innovate and lead with the country's largest network of community-based organizations and niche sites which all our jobs are posted on. Intelsat jobs are posted to Circa's 600+ local and diverse job boards.
- **Historically Black Colleges and Universities** (HBCUs) such as Howard University, Tuskegee University, Morgan State and North Carolina Central University, etc.
- **Hiring events for women** in Engineering and IT/technical roles, such as those organized by Women-In-Technology and Society for Women in Engineering.
- **Handshake and RippleMatch** are campus recruitment platforms, where Intelsat posts Internship and Rotational openings. The platforms help Intelsat focus on attracting diverse students. Intelsat organizes an annual presentation for students who use the RippleMatch platform to directly engage with them about our Intern and Rotational Associate programs.
- We also **engage diverse and minority talent from top aeronautical universities** such as Embry Riddle and Georgia Institute of Technology, to advertise our internship and associate programs.
- Intelsat Recruiters **perform military veterans-focused outreach** on Military bases, engaging Veterans in the TAPS program (Transition Assistance Program).



Employee Development

As the communications landscape continues to evolve retaining, developing, and growing the next generation of leaders is one of Intelsat's highest priorities. Highly skilled and engaged employees are critical to Intelsat's mission as innovation leaders.

Consistent and intentional learning is of the utmost importance to building a strong and cutting-edge workforce. We provide opportunities for professional growth and advancement through company-wide initiatives, such as our leadership development cohorts, personalized training initiatives and mentoring programs:

- **Frontline@Intelsat Cohort** is designed to support frontline people managers, from all functional areas. This six-month program provides new managers with the fundamentals needed to be a successful people manager. The cohort program design affords our participants the opportunity to learn through multiple modalities, become knowledgeable of self through assessments, learn best practices had by experienced managers/leaders and (most importantly) engage and collaborate with colleagues who are also starting their journey as a people manager. Our 2022 program welcomed 20 participants and at the end of December 2022 they joined our FrontlineAlumni@Intelsat Cohort group. As program alumni, graduates will be invited to quarterly meetings where networking and knowledge sharing is welcome.
- **LEAD@Intelsat Cohort** is a highly acclaimed and interactive leadership-development cohort designed to support the developmental needs of our seasoned managers, as they work to build and refine their leadership skills. This cutting-edge program provides the tools and techniques leaders need for practical application by offering action-learning classroom settings, accountability groups, and personalized coaching sessions. Participants engaged in interactive learning alongside their peers in a safe and stimulating environment. Our third inaugural program kicked off in 2022 where fifteen mid-level managers graduated.
- **Mentoring@Intelsat** was reimaged in 2022, with the largest turnout in company history. This year's program welcomed over seventy pairs, providing the opportunity for employees at all levels across the organization to grow leadership capacity, foster stronger relationships with colleagues and advance career development. The focus of this 12-month program is to offer a sense of personal fulfillment and growth where mentors and mentees learn from each other.
- **Cultivate@Intelsat** our quarterly webinar series is dedicated to educating our workforce on various topics. In 2022, our focus was on why DEI matters and why it is critical to business success. Partnering with a leading global research organization, we facilitated two sessions that focused on bias mitigation to improve the quality of everyday interactions, in order to help employees be more connected and collaborative as a team and organization.

Partnering with industry-leading vendors and facilitators, as well as offering internal learning opportunities drives Intelsat's culture for development and evolution. Through these partnerships, we offer targeted trainings focused on the needs of the business to propel our workforce forward and keep up with changing customer and industry demands.

Intelsat Global University (IGU) offers thousands of eLearning modules and resources on-demand 24/7 through our partnership with LinkedIn Learning. This includes courses in business intelligence, career development, customer engagement, finance and accounting, IT, languages, diversity and inclusion, etc. IGU also integrates GlobeSmart, a platform that provides employees with cultural tips, learning modules on DEI and best practices on how to inclusively work with colleagues.



Well-being

Intelsat's global Live Well program is in partnership with Virgin Pulse. The program provides employees with opportunities to earn rewards for engaging in healthy behaviors throughout the year. Examples include daily-step and healthy-habit challenges, participating in an athletic event such as a 5K or a cycling race, donating blood, getting a flu shot, volunteering or donating to a charity and attending our wellness fairs.

The program also includes mindfulness education and activities, virtual yoga, onsite yoga in many locations, in-depth financial education and a variety of webinars throughout the year. Employees continue to create weekly challenges in their work groups, such as walking and running, in a safe and healthy manner.

In 2022, we focused on financial education and physical wellness. We held a series of financial webinars for women, virtual and onsite one-on-one sessions with T. Rowe Price and 529 college planning webinar. We focused on promoting health and safety tips as more employees returned to the office on regular work schedules, promoted at-home physical therapy partnership with Hinge Health, and promoted our partnership with Care.com for those with childcare and eldercare needs. Our wellness and community engagement continues to grow at the grassroots level, and employees are participating in locally sponsored charity events. We held our first global Intelsat Go Red challenge for Heart Health Awareness month. Finally, we held our first annual healthy holiday cookbook challenge, we received numerous recipes representing cultures from around the globe and distributed electronically to all employees.

Health and Safety

Intelsat is committed to complying with all applicable laws and regulations regarding workplace safety and health, including all Occupational Safety and Health related regulations, and aviation-related regulations.

As a company, we focus on continually innovating and improving how we serve our customers. Our staff is central to this mission. In 2022, Intelsat introduced a new safety compliance program called Intelsat Safe! which is Intelsat's Safety Management System, or SMS, covering 100% of our locations and employees. It is designed to improve the safety of our workforce as we serve our customers.

The SMS program has been an integral requirement for achieving ISO 45001 certification, which establishes our company wide quality credentials as leaders in the area of safety. The SMS program includes training on safety measures, Methods for occurrence reporting, periodic site inspections, monthly Safety Talks, Safety Council and Committee Meetings to oversee the program along with an Annual Management Review. It assesses safety recommendations from employees and focus on eliminating hazards and risks within Intelsat. As a company, we are working toward building a reporting culture, to increase the awareness of the risks and hazards and expediate the mitigation and elimination of those hazards.

All Intelsat employees are encouraged to share ideas and information about safety and health in the workplace. All employees are required to participate in safety training and comply with the safety rules and policies as set forth in Intelsat's Safety Management System Manual (D36035).

Medical Unit

The Medical Unit in Intelsat's Tysons Corner office is staffed by a full-time nurse and a part-time physician and Medical Unit in Ellenwood, Georgia is staff by a part-time nurse practitioner. The Medical Units provide employees in and visiting these offices with routine appointments, medical counseling and referrals, travels consultations and vaccinations, health-related education, ergonomic evaluations, review of workplace accommodation requests, flu shots, and the opportunity to participate in blood drives and CPR/AED trainings. As employees returned to the office on a regular basis in 2022 many employees from locations abroad were trained or re-trained in CPR and AED device. Safety remains a top priority and the Medical Unit continues to monitor COVID activities and provides leadership and medical advice.



The mission of the Intelsat Live Well program is to support our employee's well-being through relevant, engaging opportunities and tools which ignite and sustain a healthy, happy and prosperous culture.



Community

Our Impact in the Field

Empowering DRC Through Improved Connectivity

More than 49 million people live in remote or rural regions of the Democratic Republic of the Congo (DRC), with more than 32 million in an area without a minimum of 3G. Broadband access is widely recognized as a catalyst for social and economic development and gaps in connectivity impact everyday life from education to health and job skills.

Intelsat is working to change that. In June 2022, Intelsat hosted, together with its partner Ragasat, the DRC Connectivity Forum in Kinshasa. The forum brought together key stakeholders involved in the promotion of the telecommunications sector in DRC (public and private), fostering high quality discussions around solutions for reliable connectivity to all the people in the DRC.

Together with Ragasat, we partnered to bring new capabilities and solutions in DRC. Through this state-of-the-art platform, Intelsat is enabling Service Providers and Mobile Operators in DRC to expand their network coverage anywhere in the country, connecting more subscribers, land areas, roadways, and IoT devices – all with minimal investment and an extremely fast time to market.

At Intelsat, we believe in a connected Africa where rural communities will gain access to healthcare, education and financial services for an improved quality of life.

Sasol Solar Challenge

Intelsat and our partners, Kymeta and ST Engineering iDirect, came together once again in 2022 to deliver critical connectivity to the Agoria Solar Car Team as they traveled 4190 km from Johannesburg to Cape Town in 2022's Sasol Solar Challenge.

The South African Sasol Solar Challenge is a biennial competition that strives to be the ultimate test of technology and innovation. Local and international teams conceptualise, design and build solar-powered vehicles to drive across South Africa in an eight-day event while competing against each other, demonstrating and showcasing their design, manufacturing, and strategy skills. The solar technology and insights gained from the development of the vehicles in the Sasol Solar Challenge are essential to the exploration of alternate power sources to fossil fuels and creating a more sustainable world.

The route poses a range of challenges from volatile weather and road conditions to a total altitude drop of nearly 2,000 meters, hindering reliable network connectivity. By combining Kymeta's Hawk u8 antenna, featuring ST Engineering's integrated modem technology, and our FlexMove service, we enabled the Agoria team with satellite connectivity to successfully navigate the course and stay connected with each other, as well as friends and family back home.

As an organization built on innovation, it is important for Intelsat to provide continued support to young engineers driving the future of technology, enabling them to push the limits of what's possible.



Promoting Education in Sub-Saharan Africa with Mindset and Stellenbosch University

UNESCO report on education data shows that Sub-Saharan Africa has the highest out-of-school population reaching 98 million in 2021. Access to quality primary and secondary education empowers citizens and provides them with numerous opportunities. Similarly, lack of access to adequate education hinders opportunity and progress.

Intelsat has partnered with Mindset since the nonprofit was founded in 2002, providing free access to satellite capacity and technology that allows Mindset to rapidly and efficiently broadcast and IP multicast its educational content to over 1,600 schools and 1,025 healthcare facilities and 6 million homes across Africa. Mindset and Intelsat are offering a free, unencrypted channel that allows governments, departments of education, broadcasters and nongovernmental organizations across Sub-Saharan Africa within Intelsat's satellite coverage area to downlink and redistribute Mindset's Learn channel.

Intelsat provides Stellenbosch University with satellite connectivity via its partner Telematic Services, for the purpose of the University's interactive broadcast studio. It is widely accepted that the knowledge economy demands new types of learners who can fully utilize new technologies which have changed the modes of learning. These technologies have provided new strategies for student collaboration and have made available new avenues for the expression of ideas. Lecturers use a connected variety of learning opportunities that include synchronous interaction (satellite-based technology).

Stellenbosch University's telematic platform boasts a fully equipped broadcast studio, uplink and the leverage of Intelsat's high performing satellite (IS-17) combined with web, mobile and videoconferencing technology. The on-campus studio broadcasts to 16 remote-learning centres situated across Southern Africa, and livestreams across the world. The encoded signal is transmitted from the Stellenbosch campus via the Intelsat 17 satellite at 66.0°E which has a footprint that covers most of the African continent.

Managed Services to Improve Brazil Connectivity

Brazil is a huge country with a persistent urban/rural digital divide. In 2022, Intelsat expanded its infrastructure in Brazil and South America. The availability of the Intelsat CellBackhaul and FlexEnterprise platforms will offer cost-effective solutions that allow service providers to deliver voice and data services with better access to high-speed internet and mobile services to 30 million users.

Throughout 2023, Intelsat will collaborate with local satellite service providers to launch easier-to-use services for extending cellular networks and delivering more reliable high-speed enterprise connectivity. Additionally, Intelsat will build its fiber infrastructure in Brazil that integrates with its existing global IntelsatOne integrated terrestrial and satellite network. These services will more efficiently deliver cellular backhaul and internet connectivity to large regions that are otherwise difficult to reach, helping bridge the digital divide in Brazil by bringing high-speed internet and mobile services to communities that previously lacked access. This can significantly impact education, healthcare, government and other critical sectors.



Expanding Connectivity to Unconnected Rural Areas in South America

Intelsat has been working with Conecel (Claro Ecuador) in Ecuador and WOM in Colombia to provide connectivity to unconnected rural areas and the Galapagos islands. Through Intelsat's network, Conecel provides 3G/4G services to approximately 30,000 locals and over 250,000 annual visitors to the Galapagos Islands and provides critical services for the Government, schools, research and environmental agencies, small businesses, and airports on the islands. Conecel ran a project to reuse and refurbish existing antennas, thereby minimizing waste when upgrading to new generations of antennas. Intelsat and Conecel also trained the local partner Digitec and the community to refresh technical knowledge, introduce Novelsat technology and solve legacy technical issues, empowering them with knowledge and skills that could be reused in other projects and for other solutions. WOM established 80 sites in rural areas, including jungle sites and San Andres Islands to deliver 4G connectivity to nearly 674 rural regions, benefitting over 317,000 families. Axxess has been a crucial partner, providing a highly skilled team to assist in deployment and meet government timelines. Meanwhile, Intelsat continued to work with TIM Brasil, in Brazil, who connected 400,000 new people and 1,900 new sites in Brazil in 2022.



Enhancing Service Availability and Redundancy in Alaska with GCI

In Alaska, long distances and difficult terrain are a reality. Unfortunately, what makes Alaska spectacular also makes it difficult for providers to deliver and maintain healthcare and education network services. GCI uses satellite to help it meet the growing demands of rural customers including health care providers, school districts, government agencies and businesses. Availability is the most critical of all the performance characteristics because it directly correlates to the uptime experienced by GCI's customers. To achieve uptime of 99.95% or greater, GCI builds on service availability by designing for redundancy. Intelsat helps GCI enhance service availability and redundancy with diversity, satellite is part of the multiple transport technologies or pathways to accomplish a greater level of network protection. In 2022, GCI built 75 clinics and hospitals, 45 schools to serve over 15,000 customers using Intelsat network. These services are enabled by funding from USAC's E-rate Program, Rural Health Care (RHC) Program or grant programs such as USDA Rural Utilities Service (RUS).



Developing the Next Generation of Engineers

Our employees have hosted events around the world, encouraging students from kindergarten through college to explore and pursue a career in Science, Technology, Engineering and Math (STEM). Intelsat staff are passionate about satellite technology and connectivity. They often donate their time and expertise to help inspire the next generation of technology leaders.

MaxIQ Space

In the first quarter of 2022, Intelsat kicked off corporate giving initiatives with a focus on science, technology, engineering and math (STEM) by supporting the MaxIQ Space program. The intensive program culminates in students designing, building, and launching satellites into space. This unique opportunity is entirely virtual, with each student receiving a STEM kit and engaging in virtual workshops delivered by space education specialists.

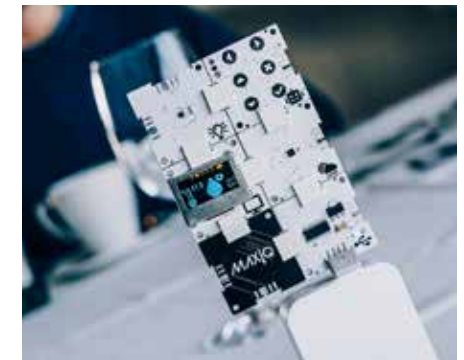
This is the third year Intelsat has partnered with MaxIQ Space (formerly Xinabox), bringing the love of space to teens across the African continent.

In addition to monetary assistance, Intelsat supported 30 students (ages 15-18) through a hands-on, multi-week, STEM learning experience. The intensive program culminates in students designing, building, and launching satellites into space.

Genesys Works and Cristo Rey Network

Intelsat has been sponsoring high school interns from the Genesys Works program for seven years and has continued to do so in 2022 with five interns in our IT Help Desk area. Genesys is a non-profit social enterprise that trains students from underserved communities in professional and technical skills and engages them in year-long meaningful internships with corporate partners, like Intelsat, throughout their senior year of high school. Intelsat employees meet with the students and train them, and we see them grow and develop a great deal in their year with us. We are always very proud to attend the Genesys ceremonies and support these students through their journey.

Intelsat is also sponsoring high school work study students from the Don Bosco Cristo Rey. The Cristo Rey Network of thirty-eight high schools delivers a career focused, college preparatory education for students with limited economic resources, uniquely integrating rigorous academic curricula with four years of professional work experience and support to and through college. The program partners with organizations like Intelsat, educators and communities to enable students to fulfill their aspirations for lifetime success.



Intelsat Gives Back

As a global corporation passionate about giving back to the communities where we live and work, Intelsat organizes employee-volunteer teams and donation drives worldwide through our Intelsat Gives Back (IGB) program. IGB is a corporate-wide initiative in which employees volunteer their time to non-governmental organizations that provide critical services to communities in their region. Intelsat provides employees paid work hours for volunteering with causes or organizations of their choice with fellow Intelsat colleagues.

Tonga Tsunami Connectivity and Financial Support

Following the devastating volcanic eruption and tsunami in Tonga in January 2022, Intelsat initiated a 100% corporate match on employee donations to approved charities in support of Tongan tsunami victims. In addition to financial support, Intelsat and partners swiftly brought emergency connectivity back to the island.

STEM Presentations in K-12 Classrooms

Supported by our Intelsat Gives Back program, employees were encouraged to present "An Introduction to Satellites" to local students in kindergarten through 12th grade. These presentations included information about the journey of a satellite and the industry while inspiring students to pursue careers in satellites and space.

Ukraine Refugee Support

In early March, Intelsat invited employees to donate to the Red Cross or UNICEF in support of Ukrainian refugees through an Intelsat Gives Back campaign. Individual donations were matched with a corporate donation. The combined efforts totaled over \$64,000.

Robotics Program Sponsorship

The Intelsat Gives Back program helped sponsor a student-run robotics program in Wilton, Connecticut. This program had two high school teams successfully compete at a regional level and created a junior high team for the first time in 2022.

Team Intelsat: Multiple Sclerosis Bike Ride

On Sunday, September 11th, 2022, Team Intelsat participated in Bike MS 2022 to help raise funds and awareness to find the cure for multiple sclerosis (MS) and continue supporting patients suffering from the disease.

Extra Life

On November 5, 2022, members of Team Intelsat participated in Extra Life, a 25-hour fundraising and gaming marathon, to support Children's Miracle Network Hospitals. Participants raised money through sponsorships while playing a variety of video games, board games & other fun activities.

Since its inception in 2008, Extra Life has united tens of thousands of players around the world, raising over \$100 million for sick and injured kids. Intelsat employees worldwide competed virtually and in person this year to raise funds for Children's Miracle Network Hospitals.

Holiday Giving

In December, Intelsat offices worldwide donated to the International Federation of Red Cross and United Nations Children's Fund (UNICEF), two organizations we have partnered with in the past that provide international support to those in need. Intelsat matched all employee donations.



Emergency Response

The 2021 Atlantic hurricane season was the third most active year ever, according to the National Hurricane Center. The season produced 21 named storms, with total damages estimated at \$80.683 billion (USD). As the severity of every storm season continues to grow, Intelsat has been working to strengthen our connectivity network to make sure storm victims can get reconnected quickly.

To prepare for the potential impact of severe weather, Intelsat worked with a leading U.S. mobile network operator to help strengthen its cellular backhaul solution so customers and end-users will stay connected even in the most challenging times. The solution provides the operator with secure auxiliary network backhaul – providing additional connectivity from cell towers to the rest of the voice and data network – for existing coverage areas when outages occur due to terrestrial backhaul failures. This risk prevention approach will enable seamless service restoration, with communities staying connected, when they need it most.

When a natural disaster strikes, connectivity plays a crucial role, enabling people to connect with family and friends, allowing businesses to quickly operate again, and supporting hospitals and first responders that need real-time updates on the situation and communication with victims. Compromised or destroyed cell towers and power outages often create significant disruption to connectivity, hampering rescue services and slowing down recovery, and challenges are compounded in remote areas that might already be underserved or unserved completely due to economic and feasibility obstacles to deploying fiber or microwave backhaul.

Satellite technology is uniquely positioned to provide immediate, reliable connectivity when electrical grids or terrestrial infrastructure are damaged or destroyed following natural disasters. Satellites are often the only way to communicate, track critical assets and access post-disaster imagery. Rather than waiting for disaster to strike, Intelsat worked closely with mobile network operators ahead of storm season and is fully integrated into their respective disaster recovery planning and operations.

Intelsat pledged to provide relief during natural disasters to the International Telecommunication Union (ITU) and the United Nations (U.N.). The company promised to provide up to \$500,000 of airtime, as well as the necessary equipment to be utilized during disasters.



Emergency Connectivity in the Wake of Hurricane Ian

In September 2022, Hurricane Ian was the third-costliest weather disaster on record, and the deadliest hurricane to strike the state of Florida since the 1935 Labor Day hurricane. Intelsat sent two FlexMove terminals to hurricane damaged Florida to provide emergency internet connectivity to the greater Ft. Myers area.

The terminals were sent from Intelsat's U.S. headquarters in McLean, Virginia, and activated by Help.NGO, an international non-governmental organization (NGO) specializing in emergency response and preparedness across the globe. HelpNGO's intervention included fuel distribution to first responders and the affected communities, internet connectivity at firehouses and community centers, and high-resolution mapping across the greater Ft Myers area.

When disaster strikes, temporary communications are essential for first responders and search and rescue teams. This enables folks to communicate back to the regional emergency operations center (EOC), allowing crews to order additional resources to the scene and line up other essential needs. The terminals could also be used for area residents to connect their devices to broadband and reach out to loved ones as well as insurance, banking, and health care providers to begin the lengthy process of putting their lives back together.



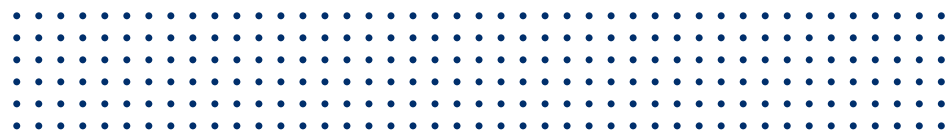
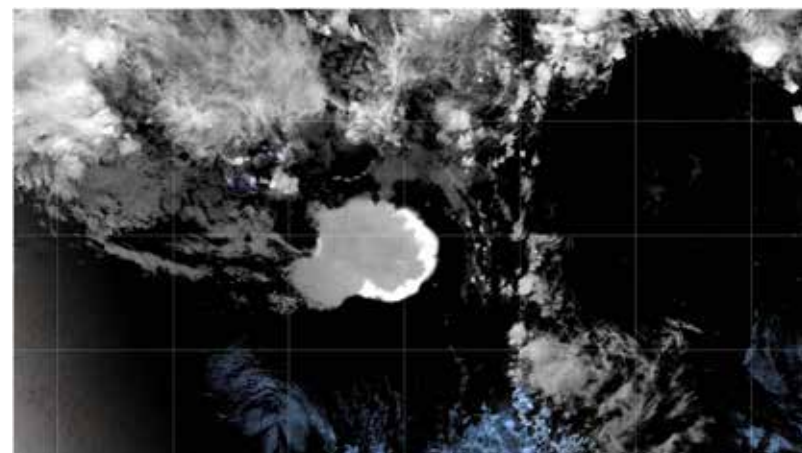
Emergency Connectivity for Tonga During Volcanic Aftermath

Intelsat, in cooperation with Telstra and Spark, deployed emergency communications services to support humanitarian aid to Tonga and the archipelago for Digicel Tonga and Tonga Communications Corporation after the undersea volcano, Hunga-Tonga-Hunga-Ha'apai, erupted on January 15, 2022, 40 miles north of Tonga's capital, Nuku'alofa. The volcanic explosion and subsequent tsunami knocked out the undersea internet cables, disconnecting the region of 100,000 as residents sought higher ground with the onslaught of rising water and dangerously high waves.

Intelsat provided space-based broadband connectivity on Horizons 3e and Intelsat 18, while partners, Telstra and Spark, provided the ground infrastructure, including VSAT hubs at their teleports, uplink, internet access and remote kits.

Additionally, Intelsat provided services in conjunction with Optus to the New Zealand Defence Force, who provided humanitarian support in Tonga.

The Ha'apai campus of the University of the South Pacific, a regional university with locations owned by 14 member countries in the geographic region of Oceania, never lost connectivity during the disaster. The university has been leveraging Intelsat's Ku-band satellite networks to connect to remote sites outside of the main campus. Just after the disaster, the university's Ku-band connection on the Ha'apai and Vava'u islands in the central part of the nation of Tonga were the only networks that were able to communicate with the outside world. Without the Intelsat satellite connection, no calls or messages could get out. Other satellite phone connections could not penetrate the volcanic ash cloud to send messages or make calls. With its working connection, the university helped support government communications and dispatched a spare Ku-band antenna from its campus location in Suva, Fiji to the main island for government use.



Environment

At Intelsat, we have not changed the way we address environmental global governance. Intelsat recognizes its social responsibility to protect the environment and promote environmental sustainability. We are conscious that this planet is for us to protect. We strive to reduce our carbon footprint and our general impact on the environment. We use the most efficient technology in the construction of our satellites, and we carefully manage our fleet to increase the life of our satellites and reduce waste.

At Our Facilities

Our operational headquarters maintains its LEED Gold certifications and is also honored to also display WELL Health and Safety certification aimed to address Environmental concerns, Health and Safety at all its facilities.

In order to have long-term measurable effects and to be successful in its environmental policy, Intelsat recognized the need to document and track its efforts. We are in the process of implementing a management system to obtain ISO 14001 certification. In doing so, we can better understand our capabilities while growing our focus around ESG responsibility and help position us operationally to achieve our 2030 goals and beyond.

Realistically, it starts with data collection – it is essential that we prioritize more accurate and comprehensive data tracking on all emissions. In 2022, Intelsat has started an initiative to benchmark its GHG emissions for Scope I & II with the aim to eventually increase its efforts and work with suppliers and others on Scope 3 data. We are working with supply chain leaders to develop a Supplier Code of conduct where our partners will actively participate in self-reporting and disclosure of Scope I, II, & III GHG emissions data and provide independent third-party assurance over disclosed emissions.

Promoting Use of Environmentally Friendly Transportation.

Intelsat provides employees pre-tax benefits to be used towards public transportation. We have also allowed employees and guests to use newly installed EV chargers as no cost.

Reducing our Environmental Impact.

At our Hawaii Teleport, we are continuing efforts to reduce stormwater runoff and hillside deterioration by spending millions of dollars to protect the community below us.

We continue to work on upgrading our water supply capabilities and are working to enhance visibility of use of this valuable resource by metering consumption.

Land Conservation

Intelsat has dedicated over 1 thousand acres of property for land conservation, agricultural use, farming, and water retention easements all by promoting planning of trees, including environmental requirements on all construction projects and designs.



In Space

We consider ourselves as the leaders in responsible space behavior. Intelsat was a founder in 2009, and is now an executive member, of the Space Data Association, which is an international organization that brings satellite operators together to support the controlled, reliable and efficient sharing of data critical to the safety and integrity of the space environment.

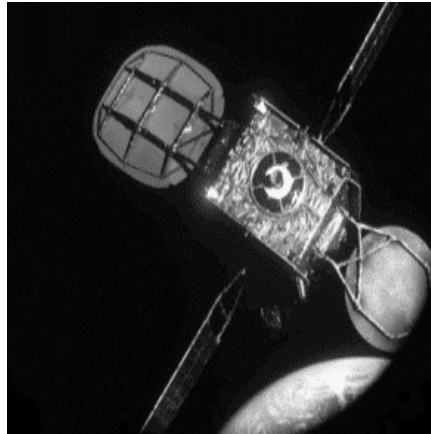
We use the most efficient technology in the construction of our satellites and we carefully manage our fleet to increase the life of our satellites and reduce waste. We also ensure that we do not use any hazardous material in building our satellites and we make sure to passivate our satellites before they are retired, thereby minimizing the risk of, and reducing, space debris.

Upon reaching the end of their lives, our satellites are decommissioned to the designated “graveyard orbit” which is at least 300 km beyond the geosynchronous orbit, further from the Earth. All pressurant are depleted from the satellite and all active units are shut down, in accordance with all FCC requirements.

We are also moving away from the use of chemical propellant on board our satellites. All our new satellites use a clean gas, Xenon, for propulsion. Satellite manufacturing has now prohibited the use of hazardous material on satellites, and Intelsat’s satellites now use silicon-based manufacturing, including for solar cells and electronics, to avoid the use of mined materials.

Mission Extension Vehicles

Intelsat also plays a key role in accelerating space-servicing innovations that are driving efficiencies in the commercial space industry and helping to significantly reduce space debris. Intelsat made history in February of 2020 when the Intelsat 901 (IS-901) satellite docked with Northrop Grumman’s first-ever Mission Extension Vehicle (MEV-1). The in-space maneuver was the first time that two commercial spacecraft docked, and mission extension services were provided to, a satellite in geosynchronous orbit. As a result of this historic-first mission, Intelsat extended the life of IS-901 – an otherwise high-performing satellite that was simply running low on fuel – for another five years. The MEV-1’s ability to extend the life of a satellite by five years, or an estimated 25% of its life, helps mitigate the increasing congestion in space. And, by avoiding the need to deploy new satellites, MEV-1 enables Intelsat to redeploy capital into other areas of the business and optimize capital expenditures for future innovation. In 2021, Intelsat partnered again with Northrop Grumman on its second MEV mission, this time docking the MEV-2 with Intelsat 10-02, and helping to extend its life for an additional five years.



A close-up of IS-901 from the approaching MEV-1. Courtesy: Northrop Grumman/SpaceLogistics

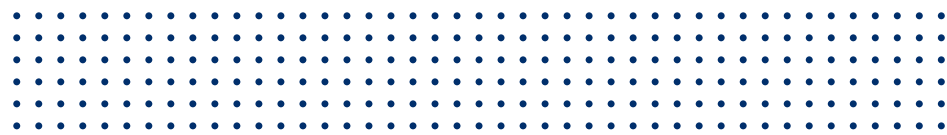
Intelsat IS-40e for Sustainability, Measuring Air Pollution Hourly

Sustaining a healthy planet is a core concern for Intelsat. Recently launch, Intelsat 40e (IS-40e), Intelsat along with satellite maker Maxar and customers NASA and the Smithsonian Astrophysical Observatory, will deploy the Tropospheric Emissions: Monitoring of Pollution (TEMPO) instrument to detect and measure air pollution from space.



Once operations begin, TEMPO will become the first space-based instrument to provide hourly monitoring and high spatial resolution measurements of major air pollutants during the daytime across the North American continent. The Smithsonian Astrophysical Observatory will command the instrument and process and distribute data to the science community within hours of data retrieval. Intelsat will maintain the accurate pointing and station-keeping necessary for this precision instrument.

At its final perch, 22,236 miles above Earth, IS-40e will be hosting communication services and facilitating commanding for NASA’s TEMPO payload as it makes complete, hourly, east-to-west scans of the North American continent. In special circumstances, TEMPO can focus on one region for an extended time to gather data on major events such as forest fires or volcano eruptions. Intelsat is proud of its role in facilitating the TEMPO mission to provide ground-breaking pollution data for North America.



Governance

At Intelsat, we are committed to doing business at the highest levels of integrity and transparency. Our strong corporate governance policies guide all of our ESG initiatives and our business practices with stakeholders across the world.

Code of Business Conduct and Ethics

Intelsat's Code of Business Conduct and Ethics sets forth the high standards of ethics and integrity required of Intelsat's directors, officers, employees, contractors and consultants when conducting business affairs on behalf of Intelsat. Each employee completes a comprehensive compliance training every year, which includes training on the Intelsat Code of Conduct, Global Anti-Bribery Laws, Data Protection Essentials, Safety and Security and the Intelsat Employee Handbook.

Data Security and Privacy

Protecting the personal data and privacy of all Intelsat personnel, customers and partners is of the utmost importance to Intelsat. Intelsat has adopted formal data-protection policies that comply with applicable data-protection laws and regulations. Our data-protection policies regulate Intelsat's use of personal data and advise Intelsat personnel of their rights and responsibilities with respect to their personal data.

Intelsat Anti-Corruption Compliance Program

Intelsat complies with the anti-corruption laws of all countries where we do business. Intelsat's Anti-Corruption Oversight Team monitors our compliance. Intelsat employees receive compliance and anti-corruption training yearly to ensure their understanding of, and compliance with, applicable export control and trade compliance laws and regulations. At all times, employees may contact the Intelsat employee relations hotline, anonymously if desired, and/or the General Counsel, to report any known or suspected compliance issue, including violations of the company's anti-corruption policy. As part of Intelsat's Anti-Corruption Compliance Program, third parties acting on behalf of Intelsat or representing Intelsat's interests to others where such third parties could be susceptible to corrupt behavior must go through TRACE review. TRACE is a third-party provider of due diligence services. Parties going through TRACE include Business Reference Partners, consultants and lobbyists, collections consultants, new law firms, and any other partners determined by Trade Compliance to potentially expose Intelsat to an unreasonable level of corruption risk.

Workplace Behavior and Inclusion

Intelsat invests every year in an extensive training of its workforce, including people managers and individual contributors, to ensure that all understand and comply with sound workplace behavior that contributes to diversity and inclusion.

Setting High Standards with Our Supply Chain

For all its distribution partners, Intelsat ensures that a review against global denied party lists is performed to ensure Intelsat's compliance with such requirements in the countries in which we do business. Intelsat's standard procurement practices require a written commitment from suppliers that they will comply with applicable laws, including anti-corruption, diversity and equality of employment, employment laws and environmental regulations.

Regarding its satellite fleet, Intelsat works with the leading satellite manufacturing companies, which are all ISO 14001 certified or have an environmental awareness program. Most manufacturers and launch services providers used by Intelsat have extensive ESG programs.



Marketplace



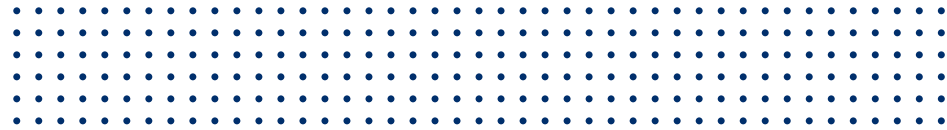
Intelsat made a Pledge to ITU Partner2Connect Digital Coalition

Intelsat has joined the ITU Partner2Connect Digital Coalition as an extension of its long-held commitment to people, communities and the environment. The pledges laid out as part of the coalition are part of Intelsat's dedication to connecting communities and closing the digital divide around the world.

The first pledge relates to the facilitation of digital inclusion through innovation. The company has taken strategic action to offer reliable and meaningful connectivity through its new multi-orbit unified network. The unified network facilitates the provision of uninterrupted broadband satellite connectivity. It will also enable the provision of services to industries in hard-to-reach locations, such as oil rigs, mining sites, and financial services machines in island nations.

Intelsat's second pledge to ITU aims at facilitating digital inclusion as a fundamental tool for education and during man-made and natural or disasters. Our pledge in this category includes the provision of \$500,000 of airtime and the necessary equipment to be utilized in case of natural or man-made disasters. Intelsat identifies digital literacy as the catalyst for social and economic development. Keeping its commitment to increasing digital literacy and STEM education, in coordination with MaxIQ, Intelsat provides students with the materials and connectivity they need to develop satellite design solutions addressing one of the U.N. Sustainable Development Goals (SDG). In this category, our pledge includes the use of our access solutions to connect 100 schools until 2025.

Intelsat's third pledge is to offer thought leadership in satellite technology that helps digital transformation necessary for advancements in military operations, health care, enterprise, maritime, and inflight broadband technology, to name a few. Intelsat will prepare white papers to showcase best practices and specific case studies on the use of satellites for digital transformation and space sustainability.





Outstanding Leadership in Use of a Mobile Solution Award

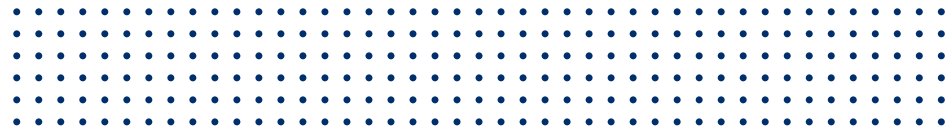
Intelsat has been recognized for Outstanding Leadership in Use of a Mobile Solution by the Mobile Satellite Users Association (MSUA). The award was presented for Intelsat’s rapid deployment of FlexMove – a global, redundant, fully managed high-throughput satellite (HTS) solution – in the wake of the powerful earthquake that struck southern Haiti in August 2021.

The magnitude 7.2 earthquake hit the Tiburon Peninsula in the Caribbean nation of Haiti causing severe damage to terrestrial communication networks. Intelsat FlexMove was immediately sent to the disaster zone to provide reliable, easy-to-use, high-speed connectivity. Intelsat worked closely with HELP.NGO, an experienced international disaster response team – trained to respond quickly to emergencies when existing communication networks fail. Connected to the FlexMove network using the portable, auto-pointing Starwin FL60 terminal, HELP.NGO – set out to mobilize resources and equipment to rapidly restore connectivity.

Once the team arrived at the earthquake’s epicenter to assess the damage, high-speed internet was set up and used to support intelligence coordination for the United Nations with survey shots of topography and aerial images of multiple disaster sites. As a result, local authorities and government agencies were able to quickly determine where to deploy resources based on intel, video feeds and photos gathered.

Women to Watch in 2022

Intelsat Manager of Product Management, Networks Hadeel Fayed was named one of Capacity Media’s “20 Women to Watch.” Fayed heads the development of new products and services that connect the unconnected. Working closely with MNOs, Fayed was the product lead with a project with Telefonica Germany to bring 4G LTE mobile coverage, rapidly, cost-efficiently and reliably to customers in Germany’s most rural regions.



Thank You

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