Intelsat Environmental, Social & Governance (ESG) Report 2021

INTELSAT

Michelle Bryan, General Counsel and Chief Administrative Officer at Intelsat

General Counsel & Chief Administrative Officer Message

In 2021, we remained focused on achieving our goals to expand connectivity, champion sustainability efforts, and develop cutting-edge technology to support our mission-critical communications services.

Leveraging our presence on land, sea, and air, we deployed a wrap-around approach to expand the impact of our sustainability efforts. We ensured that businesses, governments, and communities across the globe – including our own Intelsat community – were equipped with the tools and technology to stay connected and foster a safer, more inclusive, and more empowered world.

Over the past year, Intelsat advanced this mission in exciting new ways:

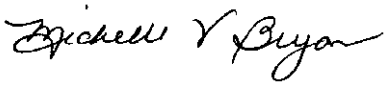
- Achieved our target to connect more than two million unconnected people.
- Introduced a new safety compliance program called the Safety Management System, or SMS.
- Ensured all our new satellites use a clean gas, Xenon, for propulsion
- Prepared for the deployment of the Tropospheric Emissions: Monitoring of Pollution (TEMPO) instrument to detect and measure airtelsat pollution from space.
- Developed future engineers through our partnership with Xinabox (now known as MaxIQ) to deliver space-focused STEM (science, technology, engineering and math) learning tools to teenagers across the African continent.

In addition to these efforts, we made great progress in areas where we were already hard at work:

- Continued to upgrade power consumption monitoring systems to help with the consumption of power and reducing our carbon footprint while deploying rural connectivity in Africa and Brazil relying 100% on solar energy.
- Made history as the first commercial satellite operator to utilize in-orbit mission extension services to prolong the life of operational satellites, which provided critical services to our customers.
- Donated services to the hard-hit areas of natural disasters, enabling families to get in touch with their loved ones and spur support for additional post-storm efforts.
- Built out additional diversity and inclusion initiatives to support our enterprise-wide goals to increase women and under-represented hires worldwide.
- Entered into an agreement to provide solar power to Intelsat's Hawaii teleport.

Satellites can transform lives. As the leader in global satellite connectivity, Intelsat is committed to pioneering that transformation.

Thank you for reading this year's annual Environmental, Social and Governance (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 ESG strategy focuses on the communities in which we operate. It prioritizes issues that are most important to our stakeholders and where we, as a company, can make the greatest impact:

People

Intelsat's employees are dedicated and passionate about developing advanced space-based technology and providing services that makes a meaningful difference to communities and businesses around the world. Intelsat is committed to good governance. We have cultivated a culture where employees can advance their skills, engage with fellow employees and reach their fullest career potential while maintaining a positive work-life balance.

Community

We use our technological expertise and partnerships to make an economic and social impact in the world. 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 identifies and promotes sustainable practices and services that reduce the company's environmental impact. We educate and engage staff to create a more environmentally sustainable organization.

Marketplace

We strive to innovate and leverage our satellite technology, supply chain and ecosystem partnerships to effect positive change. We work closely with mobile network operators around the world to ensure that businesses and communities have access to affordable and high-quality connectivity to support their business needs and socioeconomic development.

Our ESG objectives are to develop innovative technologies that solve complex communications and connectivity challenges, invest in our people and in local technicians that can help accelerate the reach of broadband connectivity to the most remote communities, maintain an environmentally friendly office environment and empower people in the communities and regions in which we operate.

2021 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.

Aligning with the United Nations to Sustainable Development Goals:

Our Priorities	Sustainable Development Goals
Promoting our workforce diversity	 
Developing our employees	
Ensure our employees well-being	
Reducing the digital gap	   
Giving back to the communities around us	 
Reducing our environmental impact	 
Conduct our business in an ethical way	 
Innovate for the advancement of the satellite industry	

How We Delivered Against Our Goals This Year:

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. In 2021, Intelsat was instrumental in restoring connectivity to the following disaster-struck areas: Haiti (August 2021), Southern Louisiana (September 2021), Kentucky (December 2021) 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: • provide services to a minimum of two million currently unconnected population • offer connectivity to minimum 100 schools	✓ **Achieved:** In 2021, Intelsat has achieved its target to connect more than two million unconnected people. As an example, Intelsat collaborates with AMN who added 961,481 new people to their coverage in 2021, bringing it to 7,490,997 in total, and has covered an estimate of 1.5 million people in Brazil through its partnership with TIM Regarding connectivity to schools, Intelsat has connected 12 schools in Rwanda and 10 villages in Niger and connects connects about 500 schools and hospitals through PT Aplikanusa Lintasarta in Indonesia.
Increasing our staff diversity by 2.5% by the end of 2021	**In Progress**: In 2021, minorities went from 38.6% to 39.9% of the US population and the percentage of women within Intelsat globally remained static.
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**: In 2021, all managers were requested to take an inclusive recruitment training course through Intelsat's online Global University.
Expand women's initiative "women@ Intelsat" resource group participation	✓ **Achieved**: Participation has increased throughout the year.
Environmental sustainability: • 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:** • A wellness certification has been obtained for our Chicago and Tysons offices, and with time we are rolling out sustainability assessments through more locations globally. • 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. • Unfortunately, due to COVID and supply chain challenges, the installation of solar panels at our Paumalu teleport was slowed down, causing the need for further re-engineering with a different make of solar panels, which has now been done. EV chargers have further been installed for electrical cars in our Ellenwood, Fuchsstadt, Paumalu, NAPA, Long Beach and Riverside facilities and energy efficient equipment has been purchased and installed at Intelsat's Mountainside and Castle Rock teleports.

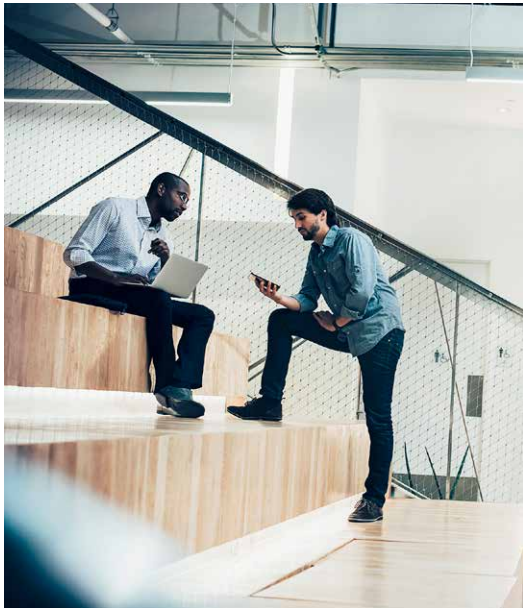
People

Intelsat fosters a diverse and innovative culture built around a shared mission to deliver ubiquitous connectivity worldwide. Since our inception in the 1960s, our employees represent the global nature of our business and reflect the diversity of the regions and cultures we serve.

We offer an exciting and 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

Since its founding, Intelsat has endeavored to build an inclusive and diverse culture where everyone feels welcomed, respected and valued. We have backed our commitment to diversity with enterprise-wide goals to increase women and underrepresented hires worldwide.

In 2020, we strengthened our Diversity and Inclusion policies and practices by focusing on building a culture of inclusivity through education, leadership involvement, open dialogue and diversity of thought. We formed two groups for women: one geared towards all women in the organization, and one for women in leadership roles. These groups empower women to be organizational leaders, offer education to build a strong and inclusive leadership pipeline, and establish internal networks for support and mentoring.

The employee-led Diversity and Inclusion (D&I) Council, consists of individuals from various backgrounds and levels across the company. Membership on the D&I Council is voluntary. All council members are Intelsat employees who have self-selected on to the group. Council members are expected to serve a minimum of 12 months, after which time, members will be able to exit the group and make room for additional members. The Council consists of 15 – 18 members. Members sit on one of three sub-committees:

- Talent Acquisition & Retention,
- Culture,
- Strategy/Research.

The D&I Council assists and advises leadership in developing a workplace and organizational culture that values diverse perspectives achieved through workforce diversity operating within an inclusive organization. The D&I Council aims to embody Intelsat's mission and vision through its D&I work. The Council will help Intelsat lead the sector by developing an inclusive and equitable organizational culture that serves as an example to its members.

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.

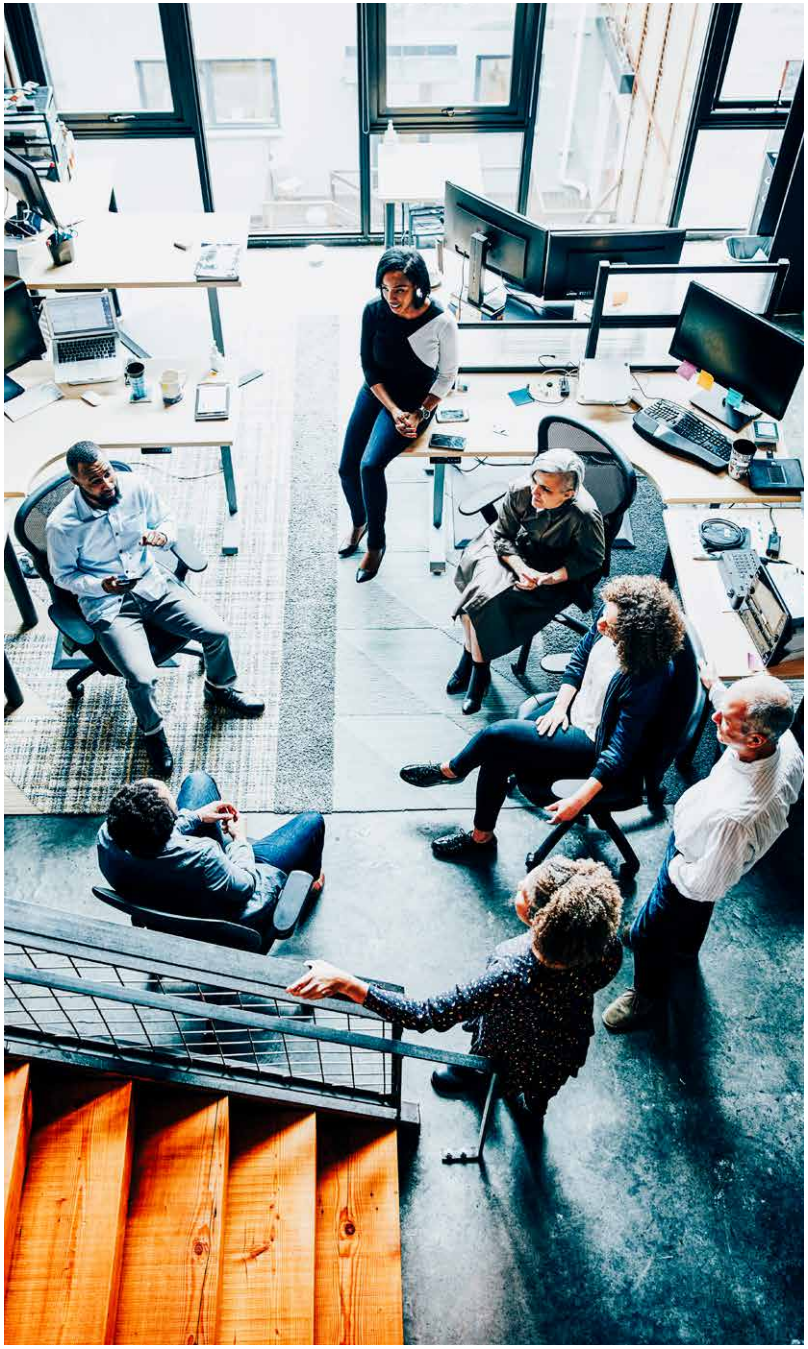
Everyone who works at Intelsat will feel respected and accepted for who they are. We will lead the technology industry by being a top place to work, rooted in our ongoing commitment to D&I. There are three key pillars to our D&I work:

- Data driven D&I
- Increase diverse representation
- Engaged Sr. Leadership

In 2021, a large focus was put on aligning our leadership cohort objectives to our diversity and inclusion strategy. This included incorporating diversity of vendors, but also including modules and sessions on inclusive recruiting practices for hiring managers and trainings on how to mitigate bias

In 2021, our D&I Initiatives included:

- **Cultivate@Intelsat**, our quarterly webinar series, dedicated sessions to educate our workforce on why D&I matters and why it is critical to business success. The last session in 2021 focused on how each person at Intelsat plays an integral role in creating an inclusive culture.
- The **Women@Intelsat** group focuses on empowering women to be leaders in STEM, education to assist with speaking up and allyship, as well as helps our women build an internal network for support and mentoring.



Talent Acquisition

The Talent Acquisition team focuses on casting a wide net, in terms of direct outreach and employer branding to a diverse array of potential candidates from all walks of life into the company. To meet this goal, we have multiple partnerships such as with:

- 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.
- The Talent acquisition team focuses on engaging Historically Black Colleges and Universities (HBCUs) such as Howard University, Morgan State and North Carolina Central University, etc.
- Intelsat staff attend women-in-technology events and Society for Women in Engineering events to focus on hiring women in Engineering and IT / technical roles
- Handshake and RippleMatch are campus recruitment platforms, which we subscribe to and post all our openings on, with a focus on attracting students at schools with a diverse student body. We also do direct outreach at university hiring events.
- 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)

In addition to the traditional Intern and Rotational Associate programs to bring in junior talent, Intelsat sponsors high school interns from the Genesys Works program (and has for the last 6 years). Genesys Works is a non-profit social enterprise that trains students from underserved communities for professional and technical skills and careers throughout their senior year of high school.

In order to limit bias and ensure all candidates are considered equally during the interview process, Intelsat maintains an employee-led structured interview practices. Behavioral interviewing is employed as our method of interviewing which we feel most carefully ensures that all applicants are considered without bias and treated fairly based on job-related criteria and without regard to any characteristic protected by applicable laws.

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 rotational 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 2021 program welcomed 20 participants and at the end of December 2021 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 second inaugural program kicked off in 2021 where 15 mid-level managers graduated.
- **Development Planning** is a program available to all Intelsat employees to offer continual individualized support for personal and professional growth, as well as to support career pathing and readiness across the enterprise. By aligning development plans to the organization's attributes and actions, employees can develop their unique strengths and gain new skill sets needed to progress in their careers. We closed out 2021 with over 60% of the organization with Development Plans in place.

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 e-learning 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. Recognizing the need for work life balance we increased the fully paid disability period for mothers', increased the fully paid parental leave to six weeks and added fully paid caregiver leave up to four weeks. We continue to participate in the Leidos CEO Pledge Collaborative Action Group for employers focused on the growing crisis of opioid addiction and mental health crisis. Over 100 organizations have joined the pledge and continue to make great strides in education, sharing ideas, making resources and support more available to employees and having a positive impact on their communities.

Occupational Health and Safety

Intelsat is committed to complying with all applicable laws and regulations regarding workplace safety and health, including the Occupational Safety and Health Act (OSHA), the European Union Aviation Safety Agency (EASA) and the Federal Aviation Administration (FAA).

As a company, we focus on continually innovating and improving how we serve our customers. Our staff is central to this mission. Intelsat has introduced a new safety compliance program called the Safety Management System, or SMS. 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, occurrence procedures for reporting incidents and a Safety Committee to oversee the program. It assesses safety recommendations from employees and focus on eliminating hazards and risks in the work environment. As a company, we have been fortunate to have very few reported safety issues. With this program, Intelsat can continue this success and demonstrate commitment to employees and their safety.

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 Manual.

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. During the global pandemic the medical staff have played a vital role in providing employees information, conducting contact tracing, and providing leadership with medical advice on a safe return to office by each Intelsat location.

Intelsat LiveWell

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

Bringing Broadband to Under-Served Rural Communities in Washington State

Intelsat, along with coreNOC, KelTech IoT, WaveTech, Hoss and Associates and Peak Industries, participated in 2021 in a live demonstration showcasing a quick-deploy connectivity solution that redefines speed and efficiency for off-the-grid broadband. Intelsat provided satellite and terrestrial infrastructure to connect the demonstration site back to central network facilities and the Internet. The demonstration took place at the Lincoln County Fairgrounds in Davenport, Washington, a location selected because of its well-known "no service" blackout zones.

The lack of access to reliable broadband in "no service" zones has been especially devastating for countless families during the pandemic. Many children have lost an entire school year and counting with no access to remote learning tools. For some parents, unreliable connections at home meant forgoing work to spend hours driving around looking for internet they and their children could connect to. By highlighting the ease and speed of its connectivity solution in a rural setting, Intelsat continues to bring simpler, more powerful broadband connectivity to communities worldwide through its globally integrated software-defined satellite network.

Rwanda connected schools

Meeting at 2018 Transform Africa event in Kigali, senior leaders from the Rwandan government, Liquid Telecom and Intelsat agreed to support a pilot project in Rwanda that will test the viability and sustainability of satellite based broadband services to connect schools in underserved areas to the internet. These are schools that are outside of fiber, 3G, 4G or LTE service areas. Driven by the growing drive to connect communities that previously have not been connected, Intelsat formulated a scalable and flexible Wi-Fi hotspot framework that can be applied to a variety of scenarios across the globe.

Intelsat satellite services were used for the pilot and teleport and support services were provided by Liquid Intelligent Technologies Satellite services. The Rwanda schools pilot project reached a major milestone when the first installation was completed on January 11, 2020 at the Biharagu school.

Due to COVID-19 schools in Rwanda were closed in March and gradually opened in early October. In early November all 12 sites were running and usage picked up during that month as more student returned to school, and the pilot successfully continued until April 2021.

Niger Smart Villages Project

Despite the geographic challenges, including that much of the country is covered by the Sahara Desert and over 80% of citizens live in rural regions, the government of Niger has been striving to connect communities through the “Niger 2.0” Smart Villages project.

The project aims to improve Internet access in rural areas of Niger through improved broadband infrastructure. The project also involves the expansion of priority digital services in areas such as health, education, agriculture, finance and commerce.

Intelsat has provided a solution based on satellite internet service combined with Wi-Fi access which was deployed in 10 selected villages and piloted over a period of 12 months which started in October 2021. So far, the uptake of the service has been tremendous with some sites seeing thousands of connections per month.

Marshall Islands project

The outer islands of the Marshall Islands archipelago are spread out over vast territory surrounded by the Pacific Ocean. Relying on traditional backhaul approaches such as fiber to provide internet access throughout these island locations is costly, logistically challenging, time-consuming, and in many cases, simply not feasible.

Intelsat, however, is helping the Marshall Islands National Telecommunications Authority (MINTA) provide reliable connectivity to these outer islands by delivering a viable connectivity solution for MINTA comprised of mobile backhaul and broadband network service. Intelsat is also in the process of providing full project management of the network, including all of the logistics required to procure and deploy more than 180 remote Very Small Aperture Terminals (VSATs) capable of providing efficient and dynamic 2G and 3G connectivity to 62 small cell sites, 52 medical centers and 71 schools.

With MINTA’s new network reaching almost 100% of the Marshallese population, Marshall Islands will leapfrog from being one of the least connected nations to one of the most connected in the world - providing huge economic and social benefits to the country, including vastly improved access in the outer islands to health and educational programs and enhanced national emergency warning system.

Developing Future 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.

Through the Tysons Regional Chamber of Commerce Job Shadow program in the U.S., a group of local STEM high school students visits and shadows our engineers each year, however due to the pandemic this program couldn't take place in 2021.

XinaBox

Intelsat launched its partnership with Xinabox (now known as MaxIQ) to deliver space-focused STEM (science, technology, engineering and math) learning tools to teenagers across the African continent.

In 2021, 16 teenage applicants from South Africa, Nigeria, Ghana and Sudan, were selected for the STEM learning program. The months-long course provided students with free access to XinaBox's dedicated space STEM kits and educational programs that help students design and build satellites that could feasibly launch into space.

Mission one involved experiments and data collection and learning about data science, artificial intelligence and the Internet of Things (IoT). The experiments were all linked to the UN Sustainable Development Goals.

The program is designed to spark a lifelong interest in STEM and pave the way for a more technologically advanced workforce. The second year of the program will carry students through the first part of Summer of 2022.

Genesys Works

Despite the pandemic, Intelsat continues to sponsor high school interns from the Genesys Works program, 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.

Syphax Education Center

In February 2021, Intelsat held a virtual panel with students from the Syphax Education Center in Virginia to help encourage education around science, technology, engineering and mathematics (STEM). Intelsat's director of Mission Assurance and Satellite Systems Transformation discussed his experience at Intelsat working on state-of-the-art technologies, as well as the company's satellite purchases and launches. He also answered student questions about STEM focused careers, particularly within the space industry.

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 and non-profits 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.

In the first quarter of 2021, Intelsat kicked off corporate giving initiatives with a focus on science, technology, engineering and math (STEM) by supporting the XinaBox Africa STEM 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 second year Intelsat has partnered with MaxIQ Space, bringing the love of space to teens across the African continent.

In addition to monetary assistance, Intelsat supported 16 students (ages 15-18) through a hands-on, multi-week, STEM learning experience. This process comprised the delivery of an XinaBox STEM starter kit and Intelsat branded gifts to each student and included hosting virtual workshops, practical experiments, lessons and activities. Students participating in this initiative also received mentoring from highly positioned employees within the company to assist them in their career choices and give them necessary tools to navigate the corporate world. These 16 students graduated from the program on May 20, 2021 and were recognized by Intelsat for their achievements as the inaugural class.

Arlington (VA) Public Schools STEM Program benefited from a $4,500 donation. This purchased activity kits for 109 third-grade students, allowing them to participate in the 'NASA Next Gen STEM: Space from a Distance' remote-learning program. Intelsat also funded 70 first-grade students' participation in the 'Coding with Ozobots' hands-on STEM-learning program with this donation. On Feb 25th, Intelsat employees also participated in a virtual STEM panel with Arlington HS students.

When summer rolled around, Intelsat was standing by to assist those in need in the aftermath of the devasting earthquake in Haiti. This assistance included a corporate match for employee donations, as well as providing critical communication capabilities in the aftermath.

On November 13, 2021, members of Team Intelsat participated in Extra Life, a 25-hour fundraising and gaming marathon, to support Children's Healthcare of Atlanta. Participants streamed themselves playing games for 25 hours and requested that friends, family and colleagues sponsor their effort. Since its inception in 2008, Extra Life has united tens of thousands of players around the world, raising over $40 million for sick and injured kids. Intelsat employees worldwide competed virtually this year to raise funds for Children's Healthcare of Atlanta.

Later 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 also opened up charitable giving opportunities to each region, allowing employees to pick local charities to volunteer at and donate to. Intelsat matched all employee donations. In addition to supporting over fourteen global charities financially, Intelsat employees also volunteered their time with activities such as collecting toys for children in need and painting a school in Africa.

Emergency Response

Intelsat responded, bringing connectivity to people in need following some of 2021's most catastrophic natural disaster events:

Haiti Earthquake

On August 14, 2021, a 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. 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.

Kentucky Tornado

On December 10, 2021, at least five tornadoes hit Kentucky, traveling more than 200 miles across the state, leaving a path of death and devastation. The storm killed 76 people in the state, many were reported missing and infrastructure of all types from electricity to mobile and internet communication was obliterated.

Intelsat's Disaster Response Team was requested for immediate assistance in setting up emergency internet connectivity. The team traveled from our teleport in Hagerstown, Maryland to Western Kentucky in an SUV equipped with two Kymeta Communications on the Move (COTM) Terminals as well as a Satcube Communications on the Pause (COTP) terminal and Cubic GATR Inflatable Satellite Antenna (ISA), all connected to the FlexMove network providing internet connectivity for folks in areas experiencing 100% loss of communication infrastructure.

In Gilbertsville, KY, Intelsat, and partners immediately established temporary communications on-site for first responders and search and rescue teams. This enabled folks to communicate back to the regional emergency operations center (EOC) while additional resources were brought in to fully restore communications and line up other essential needs.

Environment

At Our Facilities

We at Intelsat are conscious that this planet is for us to protect. We strive to reduce our carbon footprint and our general impact on the environment.

Our operational headquarters in McLean, Virginia has achieved LEED Gold certification. In 2021, we have continued our efforts in recycling, water conservation, use of energy-efficient lighting and employee environmental education. In addition, Intelsat received a Well Health-Safety Rating at both our Mclean and Chicago offices which is an evidence-based rating focused on operational policies, maintenance protocols, emergency plans and stakeholder education to address environment and broader health and safety related issues into the future.

Environmental Monitoring

Intelsat continues its partnership with the Army Corps of Engineers in Paumalu, Hawaii, the site of one of our teleports, to monitor the Sunset Beach's North shore. Sunset Beach is a popular touristic attraction, in particular for surfers from all over the world. Concerns over higher than normal tides and beach erosion sparked this effort to gather scientific data to measure the effect of climate change. A four-camera surveillance system is specially designed to make scientific measurements of the waves, currents and beach health. It provides valuable information about local hydrodynamics and sand movement, which will allow for better management and improve upon future projects. It will also help understand the natural variability of the beach and how to protect it.

Solar Power

Within the 20-acre Project Site located at our Paumalu Teleport, we are in the final stages of permitting with HECO Power to begin construction in Q4 2022. Our supplier has encountered challenges getting supplies, so the project is taking a bit longer than expected. However, we are getting very close to breaking ground. The design combines solar and energy storage for the purpose of supplying power directly to facilities controlled by Intelsat. The Dedicated Project solar component will be sized up to 1.2 MW AC in capacity and the energy storage component will be sized up to 1.0 MW AC of capacity. The Dedicated Project is expected to generate approximately 1.34 million kilowatt-hours (kWh) annually, which will reduce our carbon foot print by 881 Tons. In addition to the positive environmental impact, Intelsat will save millions of dollars over the 25-year expected life of the investment and add another power source to sustain its operation in the Hawaiian islands. The solar component of the Dedicated Project will actually be sized so that it generates excess energy during prime sunlight hours and feeds the excess energy into the battery storage component. The storage component will, in turn, discharge its energy during times of low sunlight or darkness. This hybrid of solar and storage technologies will allow the Dedicated Project to offset more utility deliveries than would otherwise be possible with solar alone.

Intelsat recognized many new initiatives globally for the reduction of carbon footprint and decided to help with this initiative by installing Electrical Vehicle (EV) charging stations at its teleport facilities to allow employees and guests with electric cars a way to charge their autos.

Energy Efficiency Program for Intelsat Teleports.

Intelsat continues to upgrade power consumption monitoring systems to help with the consumption of power and reducing its carbon footprint. The new BMS and EPMS monitoring system not only helps with operational readiness, it is capable of monitoring all power and tracks peak load periods to help engineers run a more efficient building and operation.

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.

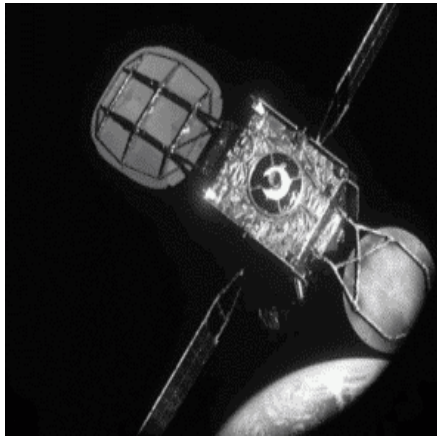
We use the most efficient technology in the construction of our satellites and we carefully manage our fleet to increase the life of our satellites and reduce waste. We also ensure that we do not use any hazardous material in building our satellites and we make sure to passivate our satellites before 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 Northrup 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. With our forthcoming satellite, 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.

IS-40e is scheduled for launch in Q4 2022 or Q1 2023, and 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.

Awards & Innovation

Women to Watch in 2021

Intelsat Manager of Product Management, Networks Hadeel Fayed was named one of Capacity Media's "20 Women to Watch in 2021." 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.

FlexMove awarded MSUA's "Outstanding Leadership of a Mobile Solution"

Intelsat was 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.

Intelsat Named Best In-Flight Wi-Fi Service by Global Traveler Magazine

Intelsat was named Best Wi-Fi Service in commercial aviation by Global Traveler (GT) magazine. GT offers unique daily content catering to the lifestyle and travel interests of premium travelers who fly all over the world for business and pleasure. The magazine's annual reader survey, in its 18th year, asks frequent business and luxury travelers to name the best in a variety of travel-related categories. More than 22,000 people responded to the open-ended survey, with thousands voting that Intelsat Wi-Fi is the best they've experienced in their extensive travels.

Thank You

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