

OUR STATEMENT ON SLAVERY AND HUMAN TRAFFICKING



SES adheres to international initiatives and standards such as the Fundamental Conventions of the International Labour Organisation, the UN Universal Declaration of Human Rights, and the UN Guiding Principles on Business and Human Rights.

OUR APPROACH

We adopt a zero-tolerance approach to modern slavery, forced labour and human trafficking. SES fully supports the principles and objectives of the UK Modern Slavery Act of 2015 (MSA) and is firmly committed to ensuring that there is no modern slavery or human trafficking in its supply chains or in any part of its business. We adhere to international initiatives and standards such as the Fundamental Conventions of the International Labour Organisation, the UN Universal Declaration of Human Rights, and the UN Guiding Principles on Business and Human Rights.

All forms of modern slavery forced labour, child labour, exploitation and discrimination are explicitly prohibited by SES in our Code of Conduct and inserted

into legal documents with suppliers, partners, and customers. We will not support or deal with any business that engages knowingly in any form of modern slavery or human trafficking.

This statement is made pursuant to Section 54 of the UK Modern Slavery Act 2015 and the Australian Modern Slavery Act 2018, which covers the financial year 2022. It sets out the steps we have taken to ensure that slavery and human trafficking is not taking place in its supply chains or in any part of its business.

For clarification, the reporting entities covered by this joint statement can be found in our annual report, Note 36, p152.

OUR STRUCTURE, OPERATION AND SUPPLY CHAIN

SES is the leader in global content connectivity solutions. With over 70 satellites in two different orbits, our reach is unlike any other. We combine a vast, intelligent network of satellite and ground infrastructure with industry-leading expertise to manage and deliver high-performance video and data solutions virtually everywhere on the planet. For more than 30 years, our success has been built on sustainable innovation as we reliably connect more businesses, communities and government institutions in more places and deliver linear and on-demand video content seamlessly around the clock. We help broadcasters touch more viewers on screen; mobile network operators expand into uncharted markets; peacekeepers receive real-time intelligence; passengers work and play online; and communities thrive in

a digital world—in some of the most remote places on the planet. For more information about our organisation and operations please visit: <https://www.ses.com/company/investors/reports-and-presentations>

Many of our suppliers are large international companies providing complex technical solutions relating to the space industry through highly skilled professional employees. Our primary supply chain categories include space segment (satellite manufacturers and launchers), professional services, broadcasters, antenna manufacturers, IP platforms, radio frequency equipment manufacturers, and video solutions providers. Our 50 largest suppliers account for approximately 80% of our 2022 procurement spending.

OUR GOVERNANCE AND POLICIES

We expect all our employees to be proactive in protecting human rights, so that violations can be ruled out entirely when it comes to our company's business activities.

Respect for human rights is a natural prerequisite for responsible business management at SES and we are committed to acting in accordance with all applicable laws.

The Board of Directors is responsible for compliance with the law and the company's policies. We have also established a Compliance Committee, composed of designated Compliance Officers in each main corporate location as well as subject matter experts. The members are tasked with raising the staff's awareness of the Code of Conduct. The Committee meets regularly to discuss important topics or issues. Reflecting on the company's expansion into developing markets, the composition of the Committee includes representatives from SES' offices in Asia, Europe, the Middle East, and the Americas.

Our Code of Conduct and Ethics

We have implemented a Code of Conduct, signed by the SES CEO which defines our everyday business conduct, offers employees advice, and helps them make the right decisions even in difficult business situations. The Code of Conduct highlights our responsibility to its staff including its obligation of equality of treatment, avoiding any discrimination or harassment and ensuring respect.

Prior to hiring contractors we provide the party with an appropriate education on the mandatory requirements of our policies and take necessary action, up to and including terminating a contract with a contractor who failed to abide by SES policies.

We plan to review our Code of Conduct to highlight specifically our commitment regarding human rights.

Our Code of Conduct for Suppliers

The purchasing functions within SES are carefully managed by a dedicated Vendor Management and Procurement team for expenditures falling in scope. We place great emphasis on the design of our procurement processes, keeping in mind the obligations to applicable laws as well as our responsibility for sustainable practice.

Our suppliers are required to adhere to a Supplier Code of Conduct and Supplier General Terms and Conditions (GTCs) which outlines SES' expectations with regards to insider trading, conflicts of interest, bribery, sanctions, money laundering, child labor and human rights. In 2022, SES updated the General Terms and Conditions to reflect ESG values and align with our goals for positive impact across our value chain. By 2023, we plan to review and update our Supplier Code of Conduct, as well.

Importance to Society	Emergency response/isaster management Satellite/ ground infrastructure end of life	Cybersecurity and data privacy	Digital access to basic services. Employee diversity , equity & inclusion. Space waste & ongestion
	Climate adaptation and resilience. Employee and worker rights, wellbeing and safety. Space policy advocacy/ Use and receovery of toxics, precious materials and conflict minerals	Emergency response/isaster management Satellite/ ground infrastructure end of life	Digitl reach & inclusion. Ethical & transparent business practices. GHG emissions (scope 1, 2, 3) Renewables & energy use.
	Biodiversity and land use, water footprint	Customer environmental benefits. Diversity in STEM education. Eployee recruitment, development and engagement. Operational waste. Transparent supply chain management.	Local community impact.

Tier 1
 Tier 2
 Tier 3

Business Impact

OUR STRUCTURE, OPERATION AND SUPPLY CHAIN

As an industry leader, We are committed to the creation of a more robust, resilient, inclusive, sustainable, and well-connected society and has developed its ESG strategy with this awareness.

In 2021, we conducted a review to identify and prioritise material issues through external interviews with industry experts, customers, non-governmental organisation partners, civil society, and government representatives. Additional internal input was collected through workshops, surveys, and ESG investor rating analysis. Based on this stakeholder outreach the following materiality matrix was developed.

The tier 1 items represent the most critical, thus priority material issues for us. These issues include our engagement with the digital society, Diversity and Inclusion, operational carbon footprint, energy use, and interaction with space and waste minimisation*. We have not identified any elevated risk of child or forced labour at any of our SES locations or in our own operations as we do not manufacture goods, operate factories or handle raw materials or commodities. We have conducted a review of our key suppliers to identify those operating in

countries of higher risk of child or forced labour. This review identified that while we source products and services from suppliers globally, the vast majority of our suppliers are located in low-risk countries. Moreover, we do not procure a material amount of goods or services in sectors that are considered high risk for human trafficking or slavery (such as textiles, catering and restaurants, domestic work, as well as agriculture, forestry, and fishing). We are also not aware of any cases of human rights violations within the scope of its own business activities and supply chain during the reporting period.

We plan to improve stakeholder engagement on this specific topic to gather more insights.

* For a full analysis of our material issues, including definitions of material issues and how these fit into the strategic themes of our strategy, please refer to the materiality document on the reporting section of our website. We intend to continuously monitor the developments in its material topics. The next review of our Materiality is planned for 2023-2024.



MITIGATION PROCESS

Key Actions for 2023

The following actions and activities have been identified to be implemented in 2023:

- Participation in the United Nations Global Compact Business and Human right accelerator
- Further development of KPIs to assess suppliers' awareness
- Improve the ESG trainings offer at SES especially human rights training for key procurement roles
- Review and update the SES Supplier Code of Conduct
- Develop pilot supplier assessment questionnaire
- Review of the Whistleblowing system
- Review materiality assessment

Supplier Obligations

SES considers our engagement and relationship with suppliers to be a critical part of our commitment to eliminating modern slavery. SES Vendor Management and Procurement Vice President is responsible for ensuring compliance with internal business policies and applicable regulations for expenditures falling in scope. He reports directly to the Chief Finance Officer (CFO), who in turn reports to the SES Chief Executive Officer (CEO).

SES set a high bar for itself, its suppliers and business partners. SES Vendor Management and Procurement (VMP) teams set up common policies and practices across SES for expenditures falling in scope, enabling standard approaches to be taken across key issues including related human rights and modern slavery risks.

SES includes in its suppliers' contracts a clause requiring the supplier to comply with all laws applicable to the provision of the goods or service which include respect for human rights.

SES is exploring the possibility to use a third-party corporate responsibility supply chain assessment tool to gain additional visibility into the risks and vulnerabilities of our supply chain. SES also seeks to identify the specific sustainability issues we should focus on and define the related KPIs that will help us to better track our performances.

Whistle blowing

SES has implemented a whistleblowing hotline, managed by a third-party provider, which allows our employees to file any compliance complaints with the assurance that they will be investigated and appropriate action taken. SES prohibits any employee from retaliating or taking adverse action against anyone for raising or helping to resolve, in good faith, a concern related to one of its business policies. In 2022, no report relating to human trafficking were received via this hotline.

Training and capacity building

All SES employees are required to confirm their knowledge of the Code of Conduct before signing their employment contract and undertake bi-annual mandatory training to ensure their understanding of Code of Conduct.

For more information please
contact the ESG team at
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Published in 2023

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