

FOSTERING A SHARED SPACE FOR ALL

*2022 Iridium Environmental,
Social and Governance Report*



CONTENTS

01 INTRODUCTION

A Message from Our CEO
About Us
2022 Highlights
Our ESG Approach

09 ENVIRONMENTAL STEWARDSHIP + CLIMATE CHANGE

Leading Space Sustainability
Reducing Our Operational Footprint

21 OUR PEOPLE + OUR CULTURE

Our Diverse Talent
The Employee Experience

31 SERVING OUR COMMUNITIES

Community Engagement
Our Technology's Impact

51 GOVERNANCE + RESPONSIBLE BUSINESS PRACTICES

ESG Oversight
Board Diversity + Independence
Business Ethics
Government Relations + Advocacy
Data Security + Privacy
Risk Management +
Business Continuity
Supply Chain Management
+ Responsible Sourcing

61 APPENDIX

United Nations SDGs
SASB Table
TCFD Index
ESG Metrics Table



A MESSAGE FROM OUR CEO

As the world convened for the COP 27 Summit in Egypt, the United Nations' annual climate change conference this past fall, my team and I gathered to reflect on Iridium's environmental and sustainability activities from the past year. Progress has been tangible, and our corporate initiatives continue to broaden as we build a clear, impactful long-term strategy for ESG. We have improved emissions disclosures, engaged in Impact Days, championed STEM programming, supported efforts at greener housing in Virginia, while continuing to show our commitment to fostering diversity in people and thought.

As our organization has made progress on our ESG priorities, we are now positioned to make investments needed to advance these initiatives, to take a hands-on approach to promote organizational values, and to further shape the world around us. Even though Iridium does not have a large physical footprint, we have sought to proactively engage with environmental and social matters. This approach allows us to focus on our culture, diversity of thought and support for STEM education, and it prioritizes improvement in our ESG disclosures, policies and business practices. This holistic focus across the Iridium family allows our organization to focus on "our issues" and prioritize programs that are meaningful to our employees and business partners, and that support the long-term health and well-being of our Company.

"With the many competing interpretations of ESG that have surfaced in recent years, Iridium remains focused on industry stewardship, community investment and business transparency."

Iridium is dedicated to "E"

We are a staunch supporter of business transparency and are actively improving our annual environmental disclosures. To help offset our carbon footprint, we are proud to announce our partnership with an organization that combines environmental sustainability with educational programming and anti-poverty initiatives in our own backyard. As a satellite company however, our most meaningful physical attributes are not on the earth. Rather, they reside in space. As a recognized leader in satellite operations and global connectivity, we are committed to space sustainability and will work within the global community to ensure that this shared resource – particularly the increasingly congested low earth orbits – remains accessible and attractive to the growing space economy. In this regard, a commitment to transparency and accountability is paramount for all space enterprises.

Iridium is dedicated to "S"

We are proud that our workforce is increasingly diverse – from our Board of Directors and our executive management team to rank-and-file employees. We value diversity of thought and expression and have expanded our sponsorship of STEM activities (particularly in the communities we touch) to support education and investments in technology that can enhance our future workforce and business prospects.

Iridium is dedicated to "G"

Smart governance enhances transparency and supports good decision making and risk management. We've brought new energy to our governance through the addition of new talent and expertise to our Board. We have updated our committee charters to ensure that Iridium keeps with best practices. We also continue to invest in our corporate infrastructure to enhance data security and augment our systems for future growth opportunities and better efficiency.

With the many competing interpretations of ESG that have surfaced in recent years, Iridium remains focused on industry stewardship, community investment and business transparency. These are foundational to both how we run our business and to our ESG efforts, expanding our impact on the world around us, promoting our leadership in our sector and encouraging constructive partnerships around the world. We are pleased to present this year's ESG report, detailing our ongoing efforts to "do well by doing good."

Matt Desch

ABOUT US

Iridium (Nasdaq: IRDM) is the only commercial provider of communications services offering true global coverage, connecting people, organizations and assets to and from anywhere, in real time. Our low-earth orbit (LEO), L-band network provides reliable, weather-resilient communications services to regions of the world where terrestrial wireless or wireline networks do not exist or are limited, including remote land areas, open ocean, airways, the polar regions, and regions where the telecommunications infrastructure has been affected by political conflicts or natural disasters.



2M* GLOBAL SUBSCRIBERS
*As of 12/31/22



\$721M 2022 TOTAL REVENUE



200+ IRIDIUM® + PARTNER PRODUCTS



620+ EMPLOYEES WORLDWIDE



10 FACILITIES WORLDWIDE



450+ GLOBAL PARTNERS



37 PATENTS





2022 HIGHLIGHTS

ENVIRONMENTAL STEWARDSHIP + CLIMATE CHANGE

- Collaborated with industry peers to produce the Satellite Orbital Safety Best Practices Guide
- Submitted the CDP Climate Change Questionnaire for the first time
- Aligned ESG disclosure with TCFD framework

INNOVATION WITH AN IMPACT

- Air Traffic Management (ATM) Award for Unmanned Aircraft System Traffic Management (UTM) Communications
- Mobile Satellite Users Association (MSUA) Satellite Mobile Innovation Awards for Connected Mobile Platform Innovation and Top Mobile Marketing Campaign
- William Barton Rogers Corporate Award from Virginia Museum of Natural History

OUR PEOPLE + OUR CULTURE

- New employee programs: Iridium Orbital Program and Co-Pilot Program
- Expanded physical and mental health benefit programs
- Increasingly diverse workforce

GOVERNANCE + RESPONSIBLE BUSINESS PRACTICES

- Five diverse nominees for directors on our Board in 2023 – Iridium's most diverse ever
- Recognized by Newsweek as one of America's Most Responsible Companies in 2022
- 750 BitSight CyberSecurity Rating, putting us in the top 10th percentage of the telecommunications industry

OUR ESG APPROACH

As the world's only truly global mobile satellite communications company, we strive to create long-term value for our stakeholders by providing reliable service where terrestrial wireless and wireline networks are limited, or non-existent, and through cutting-edge products and services. We also strive to deliver our products and services with integrity and evaluate ways to improve our practices across the organization – on earth and in space – to build a truly sustainable economy for people and the planet.

Our approach to ESG – and this report – consists of four key areas that are fundamental to our business and relevant to the long-term success of our organization:

Environmental Stewardship + Climate Change

We are committed to being prudent stewards of the environment and leading the charge on space sustainability.

Our People + Our Culture

We aim to build a culture of high-performing leaders and teams with a "People First" growth mindset by attracting and retaining top talent.

Serving Our Communities

We strive to support the communities in which we live and work and provide our products and services to serve the greater good.

Governance + Responsible Business Practices

We are committed to sound corporate governance and ethical practices throughout our value chain.

We are pleased to share our 2022 ESG Report that outlines our current initiatives, practices and objectives, and highlights our progress along our sustainability journey.

About This Report

This report presents a snapshot of Iridium's progress on our ESG strategy and goals during 2022. In the Appendix, we have included our alignment with the Sustainability Accounting Standards Board (SASB) Standards related to the telecommunications industry and with the framework from the Task Force on Climate-related Financial Disclosures (TCFD). We also have identified several United Nations Sustainable Development Goals (SDGs) that we believe are supported by our business activities.

Reporting Period

Unless otherwise noted, all quantitative data provided throughout this report covers our fiscal year 2022 (FY 2022), reflecting data for the period from January 1 through December 31, 2022. We have also included certain subsequent initiatives that occurred after the end of FY 2022, which we have endeavored to note as such.

For More Information

Throughout the report, we guide readers to additional sources of information on our corporate website and other websites for convenience. Please also see our disclosures about Forward-Looking Statements.

Forward-Looking Statements

This Environmental, Social and Governance Report contains forward-looking statements within the meaning of the Private Securities Litigation Reform Act of 1995. For this purpose, any statements contained herein that are not statements of historical fact may be deemed to be forward-looking statements. Such forward-looking statements include those that express plans, anticipation, intent, contingencies, goals, targets or future developments or otherwise are not statements of historical fact. Without limiting the foregoing, the words "believes," "anticipates," "plans," "expects," "intends," "estimates," "will" and similar expressions are intended to identify forward-looking statements. These forward-looking statements are based on our current expectations and projections about future events, and they are subject to risks and uncertainties, known and unknown, that could cause actual results and developments to differ materially from those expressed or implied in such statements. The important factors discussed under the caption "Risk Factors" in the Company's Form 10-K for the year ended December 31, 2022, filed with the Securities and Exchange Commission on February 16, 2023 (as well as other filings Iridium makes with the SEC from time to time), could cause actual results to differ materially from those indicated by forward-looking statements made herein. We undertake no obligation to publicly update or revise any forward-looking statements, whether as a result of new information, future events or otherwise.



ENVIRONMENTAL STEWARDSHIP + CLIMATE CHANGE

Iridium is committed to sustainability through our operations, through the products and services we offer, and in the actions of our leaders and employees. Environmental sustainability at Iridium means conducting our business in a manner that acknowledges, measures, and takes responsibility for our direct and indirect impacts on the environment.

We consider it an organizational priority to understand, mitigate and manage the significant risks from climate change that we can address through strategic action.

Our Environmental Sustainability Policy Statement further describes our commitment to environmental responsibility in our operations, is translated into two focus areas for the organization:

- 1. Leading Space Sustainability:** We demonstrate the responsible use and operation of satellites in Low Earth Orbit (LEO). LEO is a unique global neighborhood in space, and Iridium firmly believes that promoting safe, responsible and sustainable use of LEO resources will preserve this important environment for beneficial use by future generations.
- 2. Reducing Our Operational Footprint:** We strive to increase operational efficiency and sustainability and reduce our carbon footprint whenever and wherever possible. We also value environmental stewardship in our supply chain and foster a culture of environmental awareness among our employees.

This year, Iridium further advanced our sustainability reporting by aligning our climate disclosures with the Task Force on Climate-related Financial Disclosures (TCFD), and the [TCFD table](#) can be found in the Appendix. We will continue to monitor our alignment with the TCFD framework over time as we consider climate risk in our business practices and risk management approach.

In 2022, Iridium also completed the Carbon Disclosure Projects's climate change questionnaire for the first time. Building on Iridium's commitment to transparency, accountability, and sustainability, we were proud to participate in providing detailed information about our Scopes 1 and 2 and select Scope 3 emissions.

TCFD

TASK FORCE ON
CLIMATE-RELATED
FINANCIAL
DISCLOSURES





Iridium is a thought leader in the expanding field of space sustainability. For more than a decade, we have been at the forefront of the efforts to reduce space junk, promote anti-collision technology, and preserve the final frontier for safe and sustainable exploration.

LEADING SPACE SUSTAINABILITY

Space Debris and “Net Zero Space”

We are continually collaborating and engaging with the international community, industry peers, and other stakeholders to create a stable and orderly space environment. Iridium is a proud supporter of the “Net Zero Space” initiative that was announced during the 4th edition of the Paris Peace Forum in December 2021. The declaration calls for:

“The sustainable use of outer space for the benefit of all humankind by 2030 by taking concrete actions so as to tackle the pressing challenge of reducing debris orbiting Earth.”

In support of this initiative, Iridium has pledged to:

1. Actively promote responsible behavior by space commercial operators and best practices for orbital debris mitigation to maintain space sustainability;
2. Continue to engage government and commercial partners to improve collaboration and information sharing in the space domain;
3. Deorbit its current satellites at the end of life, consistent with its historic commitment to space sustainability, particularly in Low Earth Orbit; and
4. Continue to share lessons learned from operating and deorbiting its original satellite network with policy makers and the industry.

We believe in leaving space as we found it by properly deorbiting and disposing of our end-of-life satellites. During the replacement of our first-generation satellite constellation (the largest technology refresh in space), Iridium developed and implemented a deorbit program for its first satellites. We also helped develop the collision assessment process used today by Iridium and other operators to minimize collision risk.

Stakeholder Engagement

We consistently share information with regulatory bodies to help develop and maintain industry standards for prudent satellite management and space debris mitigation. Our space operations team coordinates with the following organizations to monitor and share our space traffic data and promote space situational awareness:

- U.S. Air Force Combined Space Operations Center (CSpOC)
- Joint Functional Component Command for Space (JFCC Space)
- Space Safety Coalition (SSC)

We also believe in the space industry developing and adhering to best practices, as well as the adoption of more stringent space management policies by national and international regulators, including explicit requirements for space traffic to promote a stable and orderly space environment. This would set a high standard for the future of the global space industry.

SPOTLIGHT: SATELLITE ORBITAL SAFETY BEST PRACTICES GUIDE

In 2022, Iridium, SpaceX, and OneWeb collaborated with the American Institute of Aeronautics and Astronautics (AIAA) to produce the Satellite Orbital Safety Best Practices Guide, which documents best practices for LEO operations. Leveraging the work of others, including NASA, the 18th Space Control Squadron, Secure World Foundation, and the Space Safety Coalition, Satellite Orbital Safety Best Practices provides a consolidated, high-level set of recommended best practices that span design, launch, orbital operations, and disposal.



SPOTLIGHT: LOW EARTH ORBIT KINETIC SPACE SAFETY WORKSHOP

In May, Iridium's own Walt Everetts, Vice President of Space and Ground Services, traveled to Lausanne, Switzerland, to present at the Low Earth Orbit Kinetic Space Safety Workshop. Walt spoke about our efforts in collision avoidance at the conference, which also featured NASA's Lauri Newman, known as NASA's "Space Traffic Cop." We are fortunate to have such internationally recognized experts on the Iridium team.

REDUCING OUR OPERATIONAL FOOTPRINT

We have been approaching the impact of our operational footprint in several ways, including continuing to maintain best practices, measuring our impact over time, and identifying meaningful actions we can take to transition to a lower carbon future with reduced water usage and waste generation.

Facilities

As our company has transitioned to a hybrid work model, we continue to reevaluate our real estate portfolio and operational needs. In January 2022, we reduced our footprint by vacating our 25,000-square-foot Rimrock office facility in Tempe, AZ, reducing the number of Arizona offices from three to two, and our total number of US offices to four.

SPOTLIGHT: RENOVATED GATEWAY OFFICE IN ARIZONA

In May 2022, the renovation of our Gateway office in Tempe, Arizona, was completed featuring:

- Increased flexible workspace
- Carbon neutral carpeting
- LED lighting
- New energy-efficient cooling tower
- UV tinting for lobby windows
- Sensors and building automation for the air conditioning system

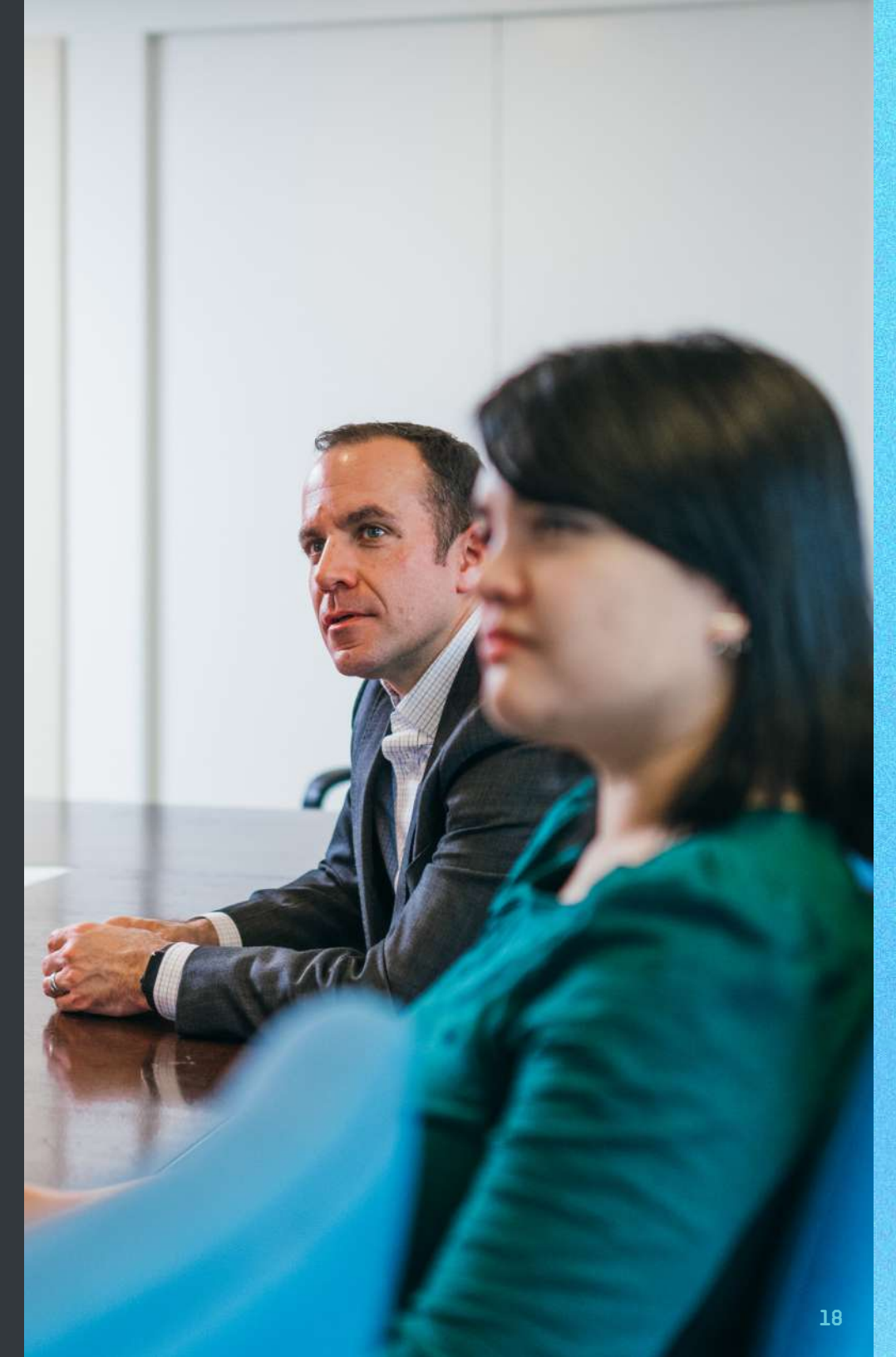
At our other offices, we continue to evaluate potential updates to reduce our environmental impact. Electric Vehicle (EV) charging stations have been installed at our three primary facilities where we own or lease the entire building. In addition, we have ongoing efforts to reduce printed materials, eliminate plastic, and increase recycling across our offices. Iridium is classified by the EPA as a Very Small Quantity Generator of hazardous waste and strives to ensure proper storage and disposal of such waste throughout all our facilities.

8
EV CHARGING STATIONS

4
U.S. FACILITIES

302,600
TOTAL SQUARE FEET OF OFFICE SPACE

15%
DECREASE IN SCOPE 1 + 2 EMISSIONS FROM 2021 TO 2022



Greenhouse Gas Emissions, Water, and Waste

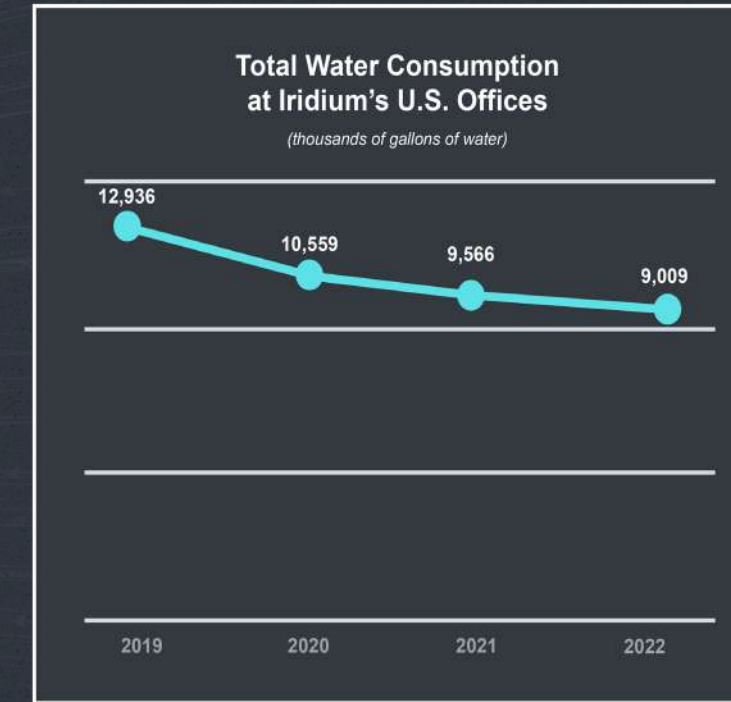
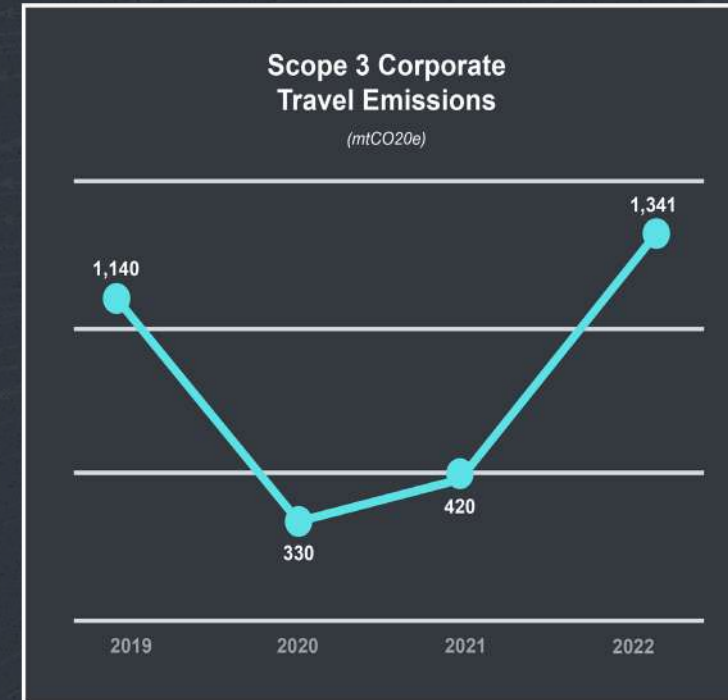
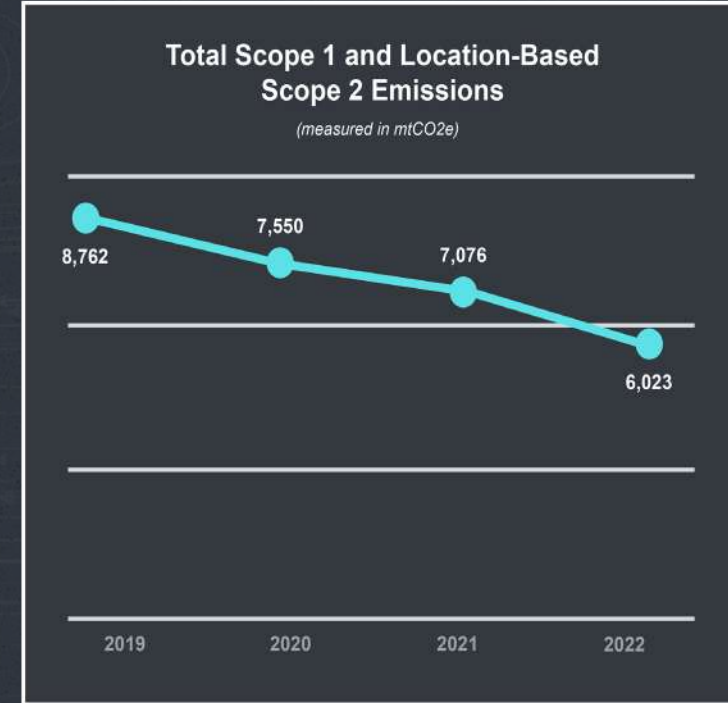
For the fourth consecutive year, Iridium took steps to measure our environmental impact. We collected available data from our U.S. offices to calculate our energy consumption, greenhouse gas (GHG) emissions, water consumption, and waste diversion rate. Scope 1, 2, and 3 GHG emissions are defined as:

Scope 1: Direct emissions produced from assets Iridium owns or controls and fugitive emissions from our fire suppression systems.

Scope 2: Indirect emissions from electricity purchased by Iridium.

Scope 3: Select other indirect emissions produced upstream and downstream by Iridium's operations, namely corporate business travel. We plan to evaluate more Scope 3 categories in the future.

Iridium's Scope 1 and Scope 2 location and market-based carbon emissions were calculated based on available data for the 2022 calendar year. We utilized calculation methodologies described by the Greenhouse Gas (GHG) Protocol, as well as emissions factors from the U.S. EPA and other sources where needed. Electricity emissions factors used were the CO₂, CH₄, and N₂O System Average Emission Factors by Subregion eGRID2021 for U.S. office locations. Our offices' energy consumption and associated GHG emissions are shown in the tables below. Due to limitations in data availability, usage estimates were applied to selected locations.



In 2022, as Iridium resumed normal in-office operations after COVID-19, we were successful in keeping our water and electricity consumption below our 2019 pre-pandemic baseline. Iridium continued to see an overall decrease in our Scope 1 and Location-Based Scope 2 GHG emissions due to a reduction in our real estate footprint and new energy-efficiency upgrades at our facilities.



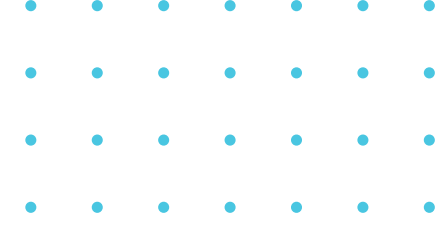
As business travel returned, our Scope 3 emissions from corporate travel increased relative to 2021.

Iridium is committed to a thoughtful and purposeful carbon reduction strategy, consulting with our leadership, partners, and external experts to build a greener future for our company. Our complete 2022 environmental data can be found in the [Appendix](#).

A woman with long brown hair and glasses, wearing a dark green patterned top, stands behind a man with a beard and a light blue button-down shirt. They are both looking at a computer monitor in an office environment. The background shows other office desks and equipment, with a soft blue and green color palette.

OUR PEOPLE + OUR CULTURE

Iridium's network of talented employees is foundational to the continued growth and success of our company. We aim to build a culture of high-performing leaders and teams with a "People First" mindset for evolving our culture and organization, living by our values and maintaining a high level of employee engagement and retention. Attracting and retaining qualified talent is a key goal for Iridium, and our leadership and our Board of Directors are briefed on our human resources strategy, employee survey results, and employee retention data.



ATTRACTING + RETAINING DIVERSE TALENT

Solving the complex challenges that we face requires different ways of thinking, cross-cultural representation, and engagement. We know that a diversity of perspectives, experiences, and backgrounds is a powerful way to unlock new ideas and better understand the needs of others.

Iridium is committed to promoting employment and advancement opportunities for minorities, women, persons with disabilities, and protected veterans. Iridium is an equal opportunity employer and dedicated to complying with the Americans with Disabilities Act (ADA) and applicable state and local laws. Our digital assets, including our [Careers webpage](#), score 100% under the Lighthouse industry standards for web content accessibility. As a U.S. federal government contractor, Iridium implements an Affirmative Action Program (AAP) each year and complies with other applicable socioeconomic requirements. Iridium also periodically conducts pay equity analyses, as we strive for fair and equal pay for all our employees.



Employee Diversity Metrics

As of 12/31/22

21%
FEMALE MANAGERS
AT IRIDIUM

24%
FEMALE
EMPLOYEES

29%
NON-WHITE
EMPLOYEES

15%
VETERANS
AT IRIDIUM

4.4 YEARS AVERAGE TENURE
AT IRIDIUM



Diversifying Recruitment

Iridium casts a wide net in searching for talent across the country and the globe. In addition to our own active recruiting efforts, we also rely on partners, schools, and other groups to help communicate available opportunities more broadly. We are committed to building talent pipelines at Historically Black Colleges and Universities (HBCUs) and other minority institutions to create diverse candidate pools.

Iridium Orbital Program

In 2022, we launched the Iridium Orbital Program, an 18-month rotational program for new hire candidates in engineering roles. Participants spend six-month rotations with three of our teams in Arizona and Virginia, operations, engineering and customer care. At the end of the program, candidates are matched with the team that best suits their interests, educational background, and skill sets. This program aims to increase cross-functional knowledge and ensure new hires feel engaged and supported in their new roles.

Internship Program

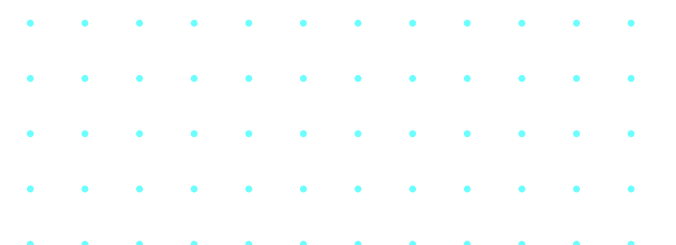
One of our primary tools for recruiting early career employees is through our structured internship program. The program is a paid 12-week opportunity for college and graduate students to join Iridium teams in person and help shape the future of satellite communications. In addition to completing projects and other work assignments, interns interact with senior leadership and peers. Our internship program can also serve as a path to a full-time career after graduation.

Diversity and Inclusion Council

The Diversity and Inclusion (D&I) Council is our employee resource group (ERG) composed of employees from different backgrounds and functions. The D&I Council, co-chaired by our CEO, helps advance the Company's strategy on diversity and align on initiatives that we believe will foster respect and inclusivity. The D&I Council's goal is to create a welcoming culture for new hires and promote diversity through both university and professional outreach. The D&I Council delivers a communication, Embracing Our Differences, that highlights ongoing efforts, offers recommended reading, and serves as a resource on D&I topics. In 2022, the D&I Council introduced a new program called Uplinks to embrace new ideas and the diversity of thinking across our employee base; the program pairs employees from different generations to encourage intra-company conversations promoting cohesiveness among our employees as a part of the Iridium family.

In Partnership with Institutions of Higher Learning

Iridium has partnered with the North Carolina Agricultural and Technical State University, an HBCU, in the university's capstone program. We are also partnered with capstone programs at Arizona State University, which is designed to improve the Flight Operations Specialist - Recovery (FOS-R) training process, and Penn State University.



ENHANCING THE EMPLOYEE EXPERIENCE

93% EMPLOYEES REPORTING
THEY ARE PROUD TO
WORK AT IRIDIUM

Benefits and Wellness

Iridium offers comprehensive and competitive benefits packages that are designed to support and enrich our employees' lives, and we continue to evaluate enhancements to better meet the needs of our employees and their families. In 2022, we specifically expanded our physical and mental health benefits by adding on-demand mental healthcare service, an employee assistance program (EAP), and a wellbeing program that includes a member platform with fitness challenges and incentives. We also reduced the eligibility period for parental leave from 12 months of service to 90 days. For more information on Iridium's benefit offerings, please see our [Careers portal](#).

Employee Engagement, Learning, and Development

Iridium fosters a culture of continuous improvement and offers several resources for employees to expand their capabilities and grow as professionals. We provide reimbursement for educational tuition and professional certifications, as well as other opportunities for learning:

Fully funded job-related training, lectures, seminars, and conferences

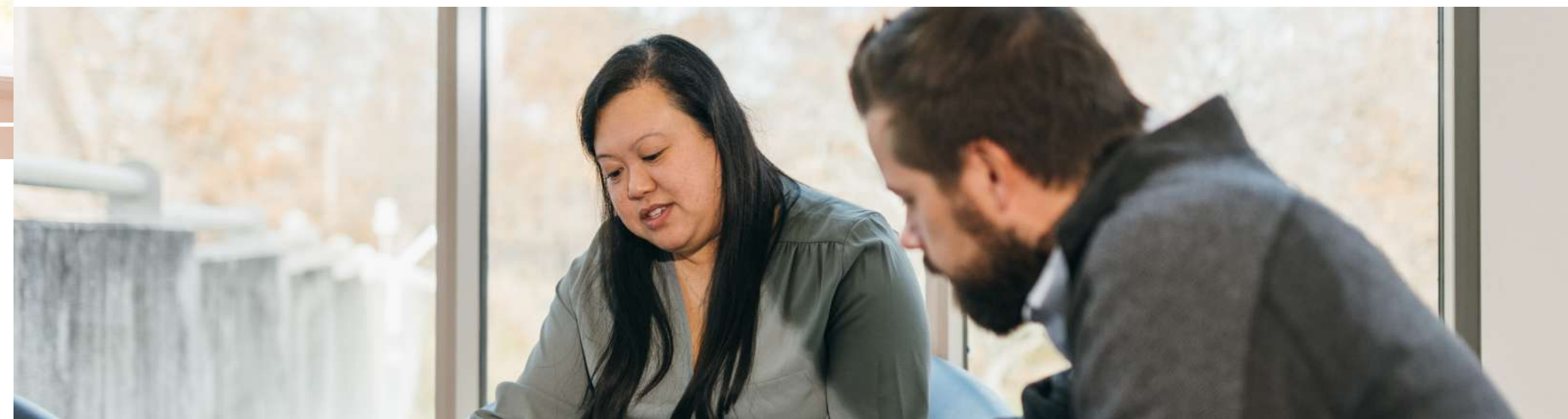
Monthly "Lunch and Learn" sessions spotlighting different aspects of our business

"Teams Talks" video recordings from our CEO featuring wide-ranging topics from work-life balance to new product offerings

Employee-led groups offering activities and training centered on community outreach, sustainability, and disaster relief

Employees receive regular feedback during mid-year and end-of-year performance reviews and are encouraged to have ongoing conversations with their managers and other company mentors to guide their professional development, identify opportunities and set expectations.





90% OF EMPLOYEES PARTICIPATED IN THE 2022 ANNUAL SURVEY

Our annual employee engagement survey, along with periodic employee satisfaction and pulse surveys, provide Iridium with feedback that drives positive change and growth. We identify opportunities for advancement and utilize a three-pronged strategy of action, improvement, and communication to address employees' concerns and ideas. This year, our employee engagement score was 83%, well above the industry benchmark of 73% for technology science research companies, with a 90% survey participation rate. In response to the feedback we received in 2022, we will continue to increase channels for employees to connect with leadership and expand resources available to our employees.

83% EMPLOYEE ENGAGEMENT ACROSS THE COMPANY

Iridium Co-Pilot Program

In 2022, we kicked off the Iridium Co-Pilot Program to help new employees feel supported during their first 90 days at the company. Employees can volunteer to serve as Co-Pilots, sharing guidance, knowledge, and experiences with a new hire. The Co-Pilot Program, which attracted 43 participants in its inaugural year, provides an opportunity for employees to collaborate and network outside of their own departments and help create a smooth onboarding process for the newest additions to our team.

SERVING OUR COMMUNITIES

At Iridium, we recognize our role in supporting communities worldwide and enabling changemakers to better our society. We believe in our technology, and look for ways for the products and services we offer to have a positive impact on our communities and the world.



158 EMPLOYEES ACROSS THE GLOBE PARTICIPATED IN IRIDIUM'S 2022 IMPACT DAY

PHILANTHROPY + COMMUNITY ENGAGEMENT

We are extremely proud to have a workforce of passionate and giving employees who not only create a positive impact every day in their jobs but also go above and beyond to help strengthen our communities for the next generation.

Iridium Cares

Iridium Cares is a company-wide initiative to support employees who want to give back to the communities we serve, recognize those who volunteer, and increase Iridium's philanthropic efforts with the organizations our employees care about the most. As part of these efforts, our employee benefits and wellness package includes:

Volunteer Time Off (VTO)

Iridium employees can volunteer during business hours up to 12 hours per calendar year, supporting charitable organizations of their choosing.

Volunteer Grant Awards

Employees may nominate themselves or a colleague to be featured in a Volunteer Spotlight on our company intranet. Featured employees receive a donation to a charitable organization of their choice.

Annual Iridium Impact Day

In June 2022, the Iridium team came together across the world to give back to our communities during our second annual Iridium Impact Day. More than 100 Iridium team members, friends and family helped clean up Great Falls Park in McLean, Virginia. In Phoenix, Arizona, employees helped pack meals at a local food bank, while Iridium team members in the United Kingdom helped clean up a community shelter. Our Australia team delivered a large donation to Foodbank, the largest food relief organization in the country.



EnergyMasters Program

In 2022, we were proud to sponsor the work of EcoAction Arlington, an award-winning nonprofit in northern Virginia. Their program, EnergyMasters, combines environmental sustainability with educational programming and anti-poverty initiatives. Each year, trained volunteers perform property upgrades to reduce the energy burden of tenants in affordable housing. It is estimated that such upgrades save families 10-15% a month on heating and water bills and limit emissions from some of the least "green" dwellings in Arlington County.



1,121

TOTAL HOURS VOLUNTEERED IN 2022 BY IRIDIUM EMPLOYEES



Promoting STEM Education

We continue to channel our employee base and network resources to inspire young students and drive the next generation of innovators. STEM education is a key focus of our outreach, and we try to localize our efforts as much as we can to build an appreciation of science and space.

Don Bosco Corporate Work-Study Program

Iridium is proud of our longtime partnership with Don Bosco Cristo Rey High School in Maryland, hosting interns in our McLean, Virginia office. The school aims to provide a quality education to students with limited financial resources. Through the school's Corporate Work Study Program, students job-share an entry-level position at Iridium, developing valuable career skills while earning money to help pay for their tuition.

“What I like most about Iridium is the opportunities I’ve been given through this program. This glimpse into the corporate world is helping me develop the job experience I need for success in life.”

– Nick Black, Don Bosco Work-Study

Leading Ladies Initiative

In Virginia, Iridium continues to partner with the Leading Ladies Initiative to connect high school girls with business and educational opportunities in STEM fields where women are historically underrepresented. Through a three-week summer internship and other events, these young women have a chance to develop their leadership skills and learn about the career paths available in the satellite communications industry.

Engineering Design Challenges

As part of our continuing efforts to engage women in engineering, Iridium has partnered with the Picker Engineering Program at Smith College, one of the largest women's colleges in the United States. Through a product design challenge – a capstone project – students design an Iridium Connected® communication product that can be easily installed into a vehicle. Students have access to Iridium sales and automotive engineers for technical guidance, and the project culminates with a presentation to Iridium executives. Similar capstone projects have been offered to students at Arizona State University and Penn State University.

SPOTLIGHT: “ONE WORLD CONNECTED” AT THE SMITHSONIAN

Iridium is proud to support the “One World Connected” exhibition at the Smithsonian National Air and Space Museum in Washington, D.C. The exhibition opened in Fall 2022 and tells the story of how satellites enable connections across vast distances and provide a new perspective of Earth as humanity’s home. The center of the exhibition features a 10-foot globe that visitors interact with directly and explore key themes, including communication, the natural world, transportation and navigation.

As part of the sponsorship, Iridium committed to donate \$3 million in support of the exhibition. In addition, an Iridium Block 1 Satellite and satellite phones are also part of the exhibit. Iridium is excited to promote STEM education and the Iridium brand in our hometown at a world-class museum, easily accessible for employees, partners, and families from around the world.

The exhibit highlights the longevity of our constellation and its importance to the the world over the years.

ENABLING POSITIVE IMPACT WITH OUR TECHNOLOGY

ESG Products and Services

We strive to innovate with new products and improve our existing portfolio to increase power, battery life, and energy efficiency while decreasing material use. The Iridium Edge® Solar is a solar-powered Short Burst Data® device that offers real-time GPS tracking and local wireless sensor and communication capabilities over Bluetooth. Harvesting the energy of the sun, the Iridium Edge Solar device is self-charging and has an approximate 10-year lifespan, making it ideal for long-term remote asset management with minimal environmental impact.

Iridium's Test Your Satellite Phone program was established to enable all satellite phone users to test their devices, ensuring they are working properly. This free service allows all users to be better prepared for sudden emergencies.



Supporting Disaster Relief

Providing Communications for Emergency Response

After a natural disaster, telecommunications infrastructure is often damaged or destroyed, making the need for communications supported by a global, reliable satellite network crucial for recovery. Since 2007, Iridium has donated phones with unlimited free service to the United Nations' International Telecommunications Union (ITU), which works to quickly deploy these phones to devastated areas, helping restore vital telecommunication links. To date, these have been deployed to provide help in impacted regions after more than 15 major natural disasters all around the world.

Aiding Earthquake Relief

When high-magnitude earthquakes strike, they can affect hundreds of thousands of people and devastate the regional communications infrastructure. Disaster recovery control centers are able to use Iridium satellite connections to coordinate relief and recovery operations. These devices enhance operational efficiency while helping to ensure volunteers' safety and security, allowing them to respond to disasters that would have been deemed too risky in the past.

Combating the World Water Crisis

Veterans Without Orders (VWO) is a veteran-led nonprofit organization with a mission to provide access to clean drinking water and healthcare services to underdeveloped communities around the world. VWO relies on Iridium Extreme® Push-To-Talk (PTT) devices for communication as they travel to places without reliable terrestrial coverage, allowing them to safely split up and expand their outreach during trips.

SPOTLIGHT: PREDICTING FLOODS IN SOUTH AFRICA

The terrain and tropical weather of South Africa's eThekweni Municipality contribute to frequent devastating flooding, a problem further exacerbated by climate change, sea level rise, and human-induced land subsidence. Environmental observation company Obscape deployed the Iridium Connected product RockBLOCK from our partner Ground Control to build a flood prediction and preparation disaster management solution. RockBLOCK enabled real-time environmental observations and forecasts, which are instrumental in predicting catastrophic tropical storms, alerting local authorities, and assisting in understanding and mitigating flood-related issues.





EXPANDING CONSERVATION + CLIMATE CHANGE RESEARCH

Insect Conservation in the Chilean Patagonia
Entomologist Dr. Isaí Madriz travels to some of the most remote areas in the world, including the Chilean Patagonia, building out the first insect conservation program in the region. Using the Iridium GO!®, Iridium Extreme and Iridium GO! exec®, Dr. Madriz can update his status and location, obtain vital weather and safety information, share news, and confirm his findings in real time with colleagues around the world. Since 2017, he has discovered more than 50 new species of insects belonging to ancient Gondwanan lineages. A Fulbright Fellow and National Geographic Explorer, Dr. Madriz has been featured in several educational series and documentaries.

**“If I’m doing a story in real time,
I just upload information and
photos so people can see what’s
happening at that moment in time.”**

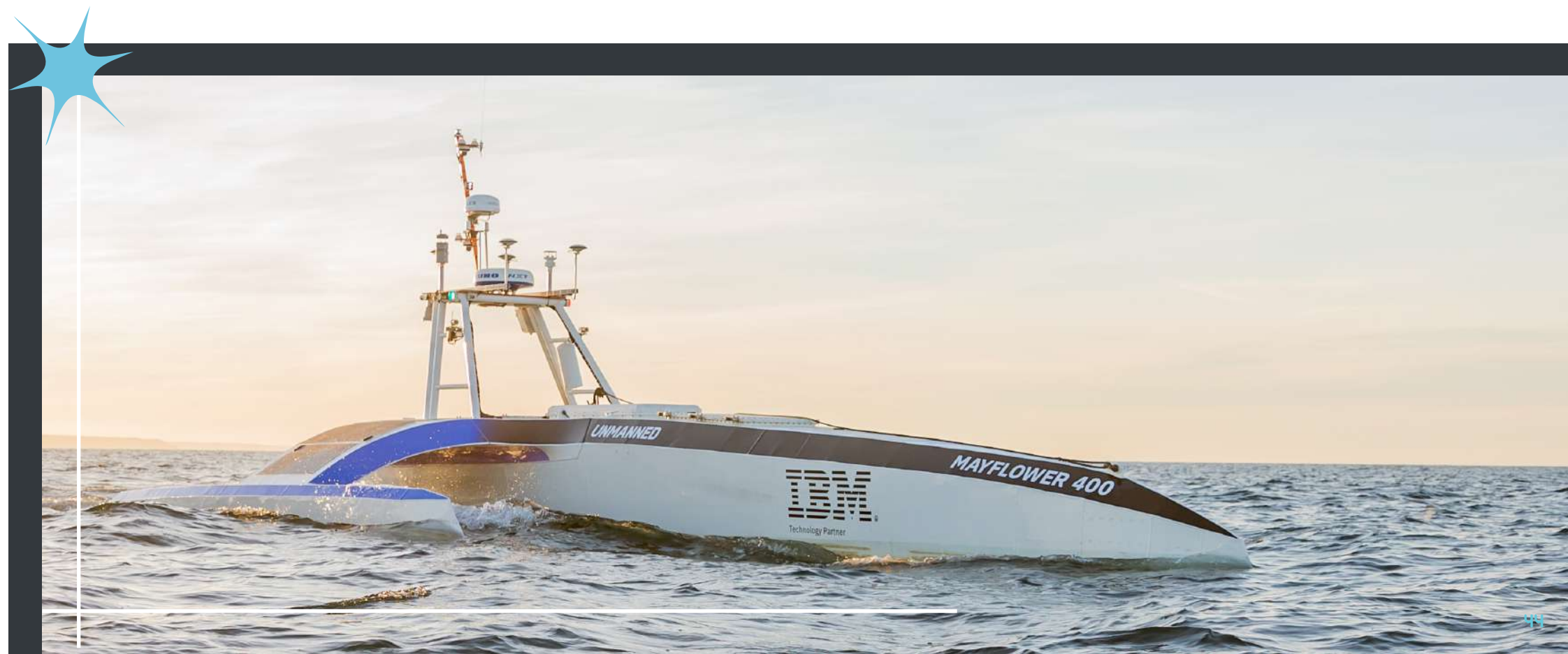
– Dr. Isaí Madriz, Entomologist

Mayflower Autonomous Ship

The Mayflower Autonomous Ship (MAS) is a fully autonomous, crewless transatlantic research vessel, supported by Iridium and its partner, Thales Group. As a leader in maritime research, this crewless ship gathers critical environmental data regarding climate change, ocean acidity, plastic pollution, marine mammal conservation, and more. Iridium is proud to provide Iridium Certus® weather-resilient broadband connectivity, which enables researchers to manage vessel operations remotely in real time. With our help, the MAS logged 3,500 nautical miles in 2022, advancing our understanding of the marine ecosystem.

DARPA’s Ocean of Things

The Defense Advanced Research Projects Agency (DARPA)’s Ocean of Things (OoT) deploys thousands of floats over large ocean areas to serve as a distributed sensor network. Each float has sensors to collect data on environmental conditions as well as traffic from vessels and marine mammals. The reports are transmitted to a cloud network for storage and analysis using Iridium Short Burst Data. We are proud that our network can be used to collect vital information on ocean temperature and the overall state of the sea.



SPOTLIGHT: SMITHSONIAN NATIONAL ZOO MOVEMENT OF LIFE

This year, Iridium created a program in support of the Smithsonian Institution's Movement of Life Initiative, which advances conservation through the science of animal tracking. Through this program, our satellite connection is enabling Smithsonian scientists to overcome the challenge of tracking wildlife in remote areas, thereby facilitating better understanding of threats to the survival of terrestrial, avian, and marine life. Among the first species being tracked via our network are Asian elephants, Masai giraffes, jaguars, wildebeests, bobcats and addax. To further aid field conservationists, Iridium Extreme Push-to-Talk devices are also being used to provide reliable group communications for scientists in the field.



“The Movement of Life’s global animal conservation efforts are incredibly important for the protection of threatened and endangered species, and Iridium is uniquely qualified to help with on-the-ground efforts in an impactful way.”

– Matt Desch, Iridium CEO

BREAKING RECORDS + PUSHING LIMITS

Flying Around the World

In August 2022, 16-year-old aviator Mack Rutherford became the youngest person to fly around the world solo, utilizing Iridium technology to stay safe and connected throughout his journey. He was inspired by his sister, Zara, who, at age 19, in 2022 became the youngest female solo pilot to circumnavigate the globe, also using Iridium technology to stay on track during her voyage.

Using Drones to Measure Arctic Snow

In September 2021, Platform Aerospace's Vanilla Unmanned set a World Air Sports Federation world record for unrefueled internal combustion endurance for an Unmanned Aerial Vehicle (UAV) – eight days, 50 minutes and 47 seconds. Later that year, NASA deployed Vanilla Unmanned to fly over the Arctic carrying a snow radar instrument to help scientists understand how Earth's polar regions are changing and affecting sea levels. UAVs can fly at low altitudes in harsh, remote terrains where manned aircraft struggle, and they represent a path toward more accurate projections of sea level rise and other signs of change. By leveraging Iridium's global connectivity and low latency, SKYTRAC's Iridium Certus Connected® DLS-100 midband transceiver provided Platform Aerospace a reliable and cutting-edge solution for real-time Command and Control (C2), telemetry delivery and GPS coordinates to ensure the safe execution of the expedition.



“Being a Rebelle is a badge of honor. It is a sisterhood born through challenge and shared experience.”

– Rebelle Rally Participant

SPOTLIGHT: REBELLE RALLY

Iridium is the official safety and communications partner for the Rebelle Rally, the longest competitive off-road rally in the U.S. and the first all-women's event of its kind. Rally staff and competitors rely on a host of Iridium and Iridium Connected devices to support connectivity needs over the course of the ten-day event in the remote Mojave Desert. In 2022, Iridium's own Chief Operations Officer Suzi McBride and her navigator, Heidi Dillard, participated in the Rebelle Rally for the third year in a row and were recognized with the Rally's Team Spirit Award.





ENABLING INTERNATIONAL COLLABORATION

Monuments Officers

Iridium is proud to support the U.S. Army Reserve's recently reactivated Monuments Officers in partnership with the Virginia Museum of Natural History's Cultural Heritage Monitoring Lab. This group of academics and art curators works to identify and preserve cultural treasures threatened by conflict and disaster. At the request of U.S. Southern Command (SOUTHCOM) and the Honduran government, the archaeological team of Monuments Officers was deployed to remote parts of Honduras to investigate a series of Mayan sites and other cultural properties that may have been impacted by Hurricanes Iota and Eta. Laying the groundwork for future missions in the region, Iridium satellite connectivity supported the team of Monument Officer archaeologists

by providing them access to research libraries, geospatial technology, and extended professional networks of specialists.

The Outlaw Ocean Project

Ian Urbina, Executive Editor of The Outlaw Ocean Project, relies heavily on Iridium Connected products while conducting investigations around the world. The Outlaw Ocean Project is a nonprofit organization that produces investigative stories about lawlessness at sea and the multitude of environmental, human rights, and labor abuses occurring offshore. Iridium devices help Ian's team communicate and track their precise location, which can prove especially important in contested waters.

"Iridium equipment is vital for me to be able to do my job more effectively and safely. Every time I am reporting in dangerous locations, including Somalia, Borneo and Libya, I bring my Iridium products with me and my team."

– Ian Urbina, Executive Editor of The Outlaw Ocean Project



GOVERNANCE + RESPONSIBLE BUSINESS PRACTICES

Iridium strives to be a leader by exemplifying high standards of sustainable business practices, corporate citizenship and advancing human dignity and respect. Our success as a company starts and ends with our foundational values: teamwork, respect, innovation, and impact.



ESG OVERSIGHT

[Our Board of Directors](#) (Board) oversees the alignment between our ESG strategy and our company's business objectives. The Nominating and Corporate Governance Committee (NCGC) provides specific oversight of ESG and reviews related policies and communications, including this report.

The day-to-day responsibility for implementing Iridium's ESG priorities is led by our ESG Working Group, a cross-functional team with representatives from legal, human

resources, investor relations, finance, security, marketing, and communications. Chaired by our Chief Legal Officer (CLO), the ESG Working Group meets periodically to discuss progress on ESG initiatives and provides updates to the Board's NCGC. ESG Working Group members also engage with subject matter experts (SMEs), who are charged with implementing and operationalizing our strategic objectives in each ESG area and report metrics and progress.



BOARD DIVERSITY + INDEPENDENCE

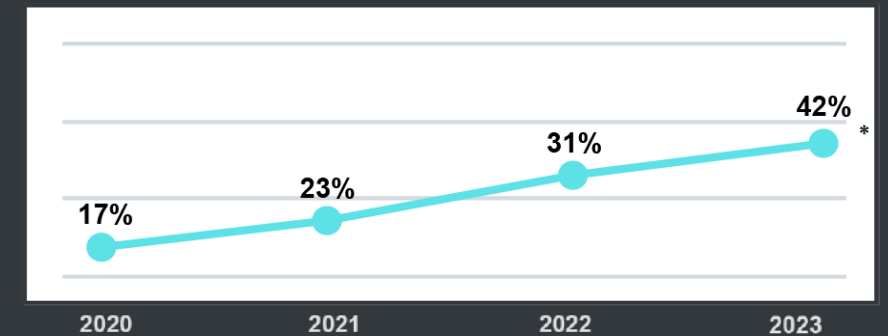
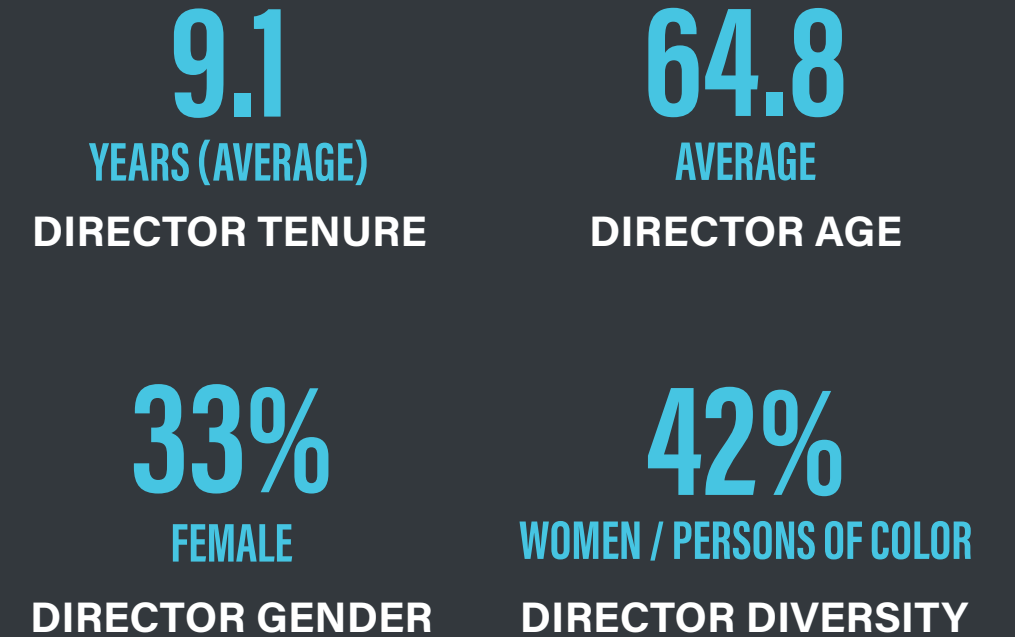
Our Board is comprised of talented and dedicated directors with a diverse mix of experience, skills, and backgrounds, reflecting the strategic needs of our business and the nature of the environment in which we operate. To that end, the current slate of nominees recommended for election at our annual shareholders' meeting in 2023, includes five diverse directors, including four women and one African American. For a full discussion about our Board, please refer to our most recent [Proxy Statement](#).

New Director Highlight



This year, we welcomed Kay Sears to our Board of Directors. Ms. Sears brings vast expertise in the aerospace and defense industry, including her current role as Vice President and General Manager of Space, Intelligence, and Weapons Systems for the Boeing Defense Space & Security unit of The Boeing Company.

Note: These statistics are for our proposed slate of nominees for the Board of Directors in 2023



WOMEN / PERSONS OF COLOR ON IRIDIUM'S BOARD OF DIRECTORS

*Nominees for election at the Annual Meeting

BUSINESS ETHICS

Our [Code of Business Conduct and Ethics](#) provides guidance about how we – Iridium directors, officers, and employees – maintain a safe and respectful workplace, promote integrity and fair play in our marketplace, and protect Iridium’s assets and reputation. All employees affirm their commitment annually to the Code; in addition, each year the Legal Department conducts training in compliance-focused topics throughout the organization. In 2022, the annual compliance training was centered on combatting human trafficking and the Foreign Corrupt Practices Act (anti-corruption). Our Information Technology (IT) and Security Departments also mandate quarterly security awareness training to help ensure our employees keep our network and data safe.

Whistleblower Policy

All employees are required to report any suspected or actual violations of the [Code of Business Conduct and Ethics](#). Employees may file a concern or complaint anonymously (if desired) with a supervisor, the Executive Director of HR, a compliance officer, or through the 24/7 compliance hotline or webpage. When a whistleblower report is filed, it is reviewed by Iridium’s Chief Legal Officer and elevated to the Audit Committee. Iridium prohibits retaliation against anyone submitting a concern or cooperating with an investigation, and we strive to ensure that employees are fully aware of their federally protected whistleblower rights.



GOVERNMENT RELATIONS + ADVOCACY

Iridium is a thought leader and active advocate for space sustainability and stewardship, including engaging with industry organizations and other stakeholders. Included in our Government Contracts Compliance Policy is a section on the limitations on lobbying and agents. As per our policy, we carefully monitor the expenditure of lobbying funds and require that all lobbying activities and related expenditures be preapproved by the Compliance Officer and the CLO to help ensure compliance with our policy and timely filings of any required disclosures. We do not have an employee Political Action Committee (PAC).



DATA SECURITY + CUSTOMER PRIVACY

Our Board oversees and is briefed on privacy and data security matters by our Chief Information Officer. Our Security Council, chaired by our CEO, meets to review, discuss and approve measures regarding data security, cybersecurity, and privacy matters.

We prioritize security practices and product security engineering to protect networks, systems and information from cyberthreats. We also use privacy controls to enable transparent, responsible, and accountable processing of personal information, where relevant.

Data Security

We employ a risk-based approach with mitigants throughout our network and work to ensure that our products and services are designed to anticipate, withstand, recover from, and adapt to cyberattacks.

Our cybersecurity program is aligned with the National Institute of Standards and Technology (NIST) Cybersecurity Framework, contractual requirements, and other global standards.

We reinforce ongoing monitoring with monthly internal tests of our system and procedures as well as annual



third-party audits. Our Cybersecurity Incident Response Plan helps to ensure we can properly respond to incidents that may affect the function and security of IT assets, information resources, and business operations.

Data security is included in our annual compliance training, which is required for all Iridium employees. We also have training on topics such as access control, operations security, facility clearance, and controlled information and reporting for employees, contractors, and consultants.

Customer Privacy

Iridium operates a wholesale business model with partners who develop and sell products and services on our network. We do not have a direct-to-consumer business model, and our clients are businesses, governments, and other organizations. The users on the Iridium network are the customers of our distributors and commercial partners; therefore, we handle less end-user information than consumer-oriented terrestrial and space-based telecommunications providers.

Our Privacy Policy applies to all of Iridium's business lines and subsidiaries and covers how we handle and protect personal information, including from our website and other Iridium applications and services. Specifically, it lays out how we may collect, use, share, and otherwise process personal information. We have implemented measures and safeguards designed to secure personal

information from accidental loss and unauthorized access, use, alteration, and disclosure, and to comply with applicable laws and regulations.

Iridium receives and responds to hundreds of legal requests annually from law enforcement officials around the world, including subpoenas, court orders, warrants, and emergency requests for records, content, and other data related to users. We do not release information in response to requests from government authorities unless required by law, such as under a valid law enforcement demand or in response to an appropriate request in an emergency involving the danger of death or serious physical injury. As a result, Iridium does not produce information in response to all government demands it receives, and we may reject demands for a number of reasons, including not meeting our strict requirements for legal due process under applicable laws.

RISK MANAGEMENT + BUSINESS CONTINUITY

One of our Board's key functions is informed oversight of our risk management process, including being responsible for monitoring and assessing strategic risk exposure. Our standing committees have specific roles in risk management, and the Chairman of the Board has the responsibility of coordinating between the Board

and management with regard to the determination and implementation of responses to any problematic risk management issues. For more details about our Board and its responsibilities, please refer to our latest [Proxy Statement](#).

Our success is highly dependent on our efforts to foresee risk and have proper policies and procedures in place to safeguard us from technological, financial, social and environmental risk factors, including climate risk. For more information about our management of climate risks specifically, please refer to the [TCFD table](#) in the Appendix.

Our business and our products and services are subject to the risks inherent in a large-scale, complex telecommunications system employing advanced technology and are heavily regulated by, among others, the U.S. Federal Communications Commission (FCC) and similar authorities internationally.

Business Continuity

Upper management across all facets of our business tracks emerging risks and routinely updates business continuity plans and strategy.

The design of our space and ground control system facilitates the real-time monitoring and management of the satellite constellation and enables service upgrades via software enhancements. As one example, our network relies on an interlinked mesh architecture to transmit signals from satellite to satellite, which reduces the number of local ground stations that are needed around the world and facilitates the global reach of our services. This and other design elements provide flexibility and resilience that allow for rapid reconfiguration in the event of a space, antenna or ground routing anomaly and result in the high reliability of our network. In addition, all our satellites are designed for some failure tolerance with numerous redundancies built in.

SUPPLY CHAIN MANAGEMENT + RESPONSIBLE SOURCING

We rely on highly specialized contract manufacturers to bring our traditional satellite products to life. We strive for high environmental and social standards throughout the supply chain as well as reliable product quality and process excellence.

Iridium aims to apply fair and ethical governance policies in its supply chain management, and contracts are awarded to suppliers through a competitive bidding process. Suppliers undergo a comprehensive accreditation process that includes an assessment of legal, technical, financial, and data security requirements, from business continuity to conflict of interest, safety, health, and environmental policies. [Our Supplier Standards of Conduct](#) express the expectations we hold for our suppliers on social, environmental, and governance topics. We expect our suppliers to acknowledge and comply with the Supplier Standards of Conduct.

Our suppliers become our trusted partners, and we work collaboratively to optimize their practices and advance their standards of quality, safety, and sustainability. Most of our spending lies with a handful of local, highly technical suppliers, and our Tier 1 suppliers are certified to ISO 9000 and ISO 14000 standards.

Suppliers are assessed against our compliance standards, with the frequency of audits determined by the supplier tier. Audits are conducted at least quarterly for our largest suppliers.

Human Rights and Conflict Minerals

Iridium is committed to upholding and respecting the fundamental rights and freedoms of all individuals, and our efforts are guided by Human Rights policies and declarations by the United Nations (UN) and the Organisation for Economic Cooperation and Development (OECD). Our policy for combating human trafficking applies to all Iridium personnel — including directors, officers and employees — and applies equally to Iridium's agents, suppliers and distributors. For more details on our expectations for human rights practices, please see our [Statement on Modern Slavery and Human Trafficking](#) and our [Human Rights Policy](#).

Iridium is committed to minimizing the use of tin, tantalum, tungsten, gold and their derivatives (also referred to as 3TG or conflict minerals) other than those from certified conflict-free smelters and refiners. We support the goals of Section 1502 of the Dodd-Frank Act and comply with the U.S. Securities and Exchange Commission (SEC) regulations on reporting of the use of 3TG minerals. For additional information, please see our most recent [Annual Conflict Minerals Report](#).










APPENDIX

We are committed to transparency and provide our stakeholders with visibility into our business practices and results. In this section, we share key performance data and index this report to leading ESG frameworks and standards.



UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS (SDGs)

The United Nations Sustainable Development Goals (SDGs) are a collaborative, global effort to achieve a better and more sustainable future for all. Iridium supports all 17 Global Goals and has identified seven focus areas where we have the greatest impact through our business strategy, products and services.

| GOAL | RELEVANT TARGETS | ALIGNMENT | REPORT SECTION(S) |
|--|------------------|--|--|
|  4 QUALITY EDUCATION | 4.3, 4.4 | A key focus of Iridium's community outreach is promoting education and careers in STEM to women, persons of color, and those from economically disadvantaged backgrounds. | Philanthropy & Community Engagement |
|  9 INDUSTRY, INNOVATION AND INFRASTRUCTURE | 9.c | Iridium's constellation of 66 crosslinked LEO satellites provide access to voice and data services anywhere on Earth. | About Us |
|  12 RESPONSIBLE CONSUMPTION AND PRODUCTION | 12.5, 12.6, 12.7 | We strive to be responsible space stewards and design our satellites and products with end-of-life management in mind. Iridium partners with suppliers and customers that share our sustainability values, as described in our Supplier Code of Conduct and Human Rights Policy. | Leading Space Sustainability Supply Chain Management & Responsible Sourcing |
|  13 CLIMATE ACTION | 13.3 | Iridium is committed to understanding, managing and minimizing our environmental footprint across our value chain, including our business operations, suppliers and customers. | Reducing Our Operational Footprint |
|  14 LIFE BELOW WATER | 14.2, 14.a | Iridium's reliable service enables our partners to harness autonomous technology to analyze plastic pollution in the oceans and collect data on marine conditions, ecosystems, and more. | Enabling Positive Impact with Our Technology |
|  15 LIFE ON LAND | 15.5 | Iridium's technology enables conservation efforts to track endangered species, sustainably manage habitats, and help researchers in remote places carry out their work. | Enabling Positive Impact with Our Technology |
|  17 PARTNERSHIPS FOR THE GOALS | 17.17 | We collaborate with other stakeholders, to develop best practices for space operations and satellite end-of-life disposal. | Leading Space Sustainability |

SASB STANDARDS

The following tables incorporate the SASB Standards related to Telecommunication Services.

| TOPIC | ACCOUNTING METRIC | SASB CODE | RESPONSE | REPORT SECTION |
|--|--|--------------|---|------------------------------------|
| Environmental Footprint of Operations | (1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable | TC-TL-130a.1 | 2021: (1) 73,609 GJ, (2) 100%, (3) 0% 2022: (1) 68,134 GJ, (2) 100%, (3) 0% | Reducing Our Operational Footprint |
| Data Privacy | Description of policies and practices relating to behavioral advertising and customer privacy | TC-TL-220a.1 | We do not have a direct-to-consumer business model. Our network is provided to end users through our distributors and commercial partners; therefore, we do not possess end-user information like other consumer-oriented terrestrial and space-based telecommunications providers. This makes behavioral advertising less relevant to our marketing strategy. Nevertheless, Iridium conforms its advertising practices to applicable law and regulation. | Data Security + Customer Privacy |
| | Number of customers whose information is used for secondary purposes | TC-TL-220a.2 | No consumer end-user communications information is used for marketing or purposes unrelated to the provision of service, management of the network and systems, or protection of Iridium, its service providers and users, or compliance with applicable law. | |
| | Total amount of monetary losses as a result of legal proceedings associated with customer privacy | TC-TL-220a.3 | FY 2022: \$0 | |
| | (1) Number of law enforcement requests for customer information, (2) number of customers whose information was requested, (3) percentage resulting in disclosure | TC-TL-220a.4 | As a network owner, Iridium receives and responds to hundreds of requests annually from law enforcement officials around the world. These demands include subpoenas; court orders; warrants; and emergency requests for records, content and other data related to Iridium's users. However, as a wholesale operator, Iridium does not typically possess information identifying end users. In the last year, Iridium did not produce customer data in response to all of the demands received. | |
| Data Security | (1) Number of data breaches, (2) percentage involving personally identifiable information (PII), (3) number of customers affected | TC-TL-230a.1 | Except as required by law, Iridium does not report this information. | Data Security + Customer Privacy |

| TOPIC | ACCOUNTING METRIC | SASB CODE | RESPONSE | REPORT SECTION |
|--|--|--------------|---|---------------------------------------|
| Data Security | Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards | TC-TL-230a.2 | We follow industry standards and best practices to manage data security risks. | Data Security + Customer Privacy |
| Product End-of-Life Management | (1) Materials recovered through take back programs, percentage of recovered materials that were (2) reused, (3) recycled, and (4) landfilled | TC-TL-440a.1 | Iridium does not have a contractual relationship with end-user customers due to our wholesale business model. This means we rely on our partners to provide services for product take-back, recycling and recovery. We are accountable, however, for responsibly managing and monitoring all of our satellites in space and mitigation of space debris. We are an acknowledged leader in these efforts and share best practices and embed sustainability into our satellite design to ensure proper end-of-life disposal. | Leading Space Sustainability |
| Competitive Behavior & Open Internet | Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations | TC-TL-520a.1 | FY 2022: Iridium was not subject to any anti-competitive litigation. | Business Ethics |
| | Average actual sustained download speed of (1) owned and commercially associated content and (2) non-associated content | TC-TL-520a.2 | Iridium does not measure download speeds in the manner specified in the SASB standard. | N/A |
| | Description of risks and opportunities associated with net neutrality, paid peering, zero rating, and related practices | TC-TL-520a.3 | As a provider of satellite communications services, Iridium faces risks and opportunities associated with government regulation. Iridium complies with all applicable laws and regulations, including those adopted by the Federal Communications Commission (FCC), that may pertain to net neutrality, paid peering, zero rating, and related practices. The company engages in reasonable network management. Should statutes or FCC regulations change, Iridium will comply with obligations that may result from these regulatory frameworks to the extent that they are applicable to Iridium. | Business Ethics |
| Managing Systemic Risks from Technology Disruptions | (1) System average interruption frequency and (2) customer average interruption duration | TC-TL-550a.1 | Iridium does not currently calculate and report metrics relating to the frequency and duration of system interruptions in the manner specified by the SASB standard. Iridium offers reliable and resilient communications services. | Risk Management + Business Continuity |
| | Discussion of systems to provide unimpeded service during service interruptions | TC-TL-550a.2 | All satellites are designed for some failure tolerance, with numerous redundancies. In the event of the failure of a single satellite, traffic will be automatically rerouted to nearby satellites. We also maintain in-orbit spares that can be used to quickly replace a failed satellite. Finally, we anticipate launching an additional group of ground spares in 2023. | |

| ACTIVITY METRIC | SASB CODE | IRIDIUM RESPONSE |
|---------------------------------|-------------|---|
| Number of wireless subscribers | TC-TL-000.A | Approximately 2 million |
| Number of wireline subscribers | TC-TL-000.B | This disclosure is not applicable as Iridium does not have wireline subscribers. |
| Number of broadband subscribers | TC-TL-000.C | Iridium does not calculate and report the number of broadband subscribers in the manner specified by the SASB Standard. |
| Network traffic | TC-TL-000.D | Iridium does not calculate and report network traffic in the manner specified by the SASB Standard. |

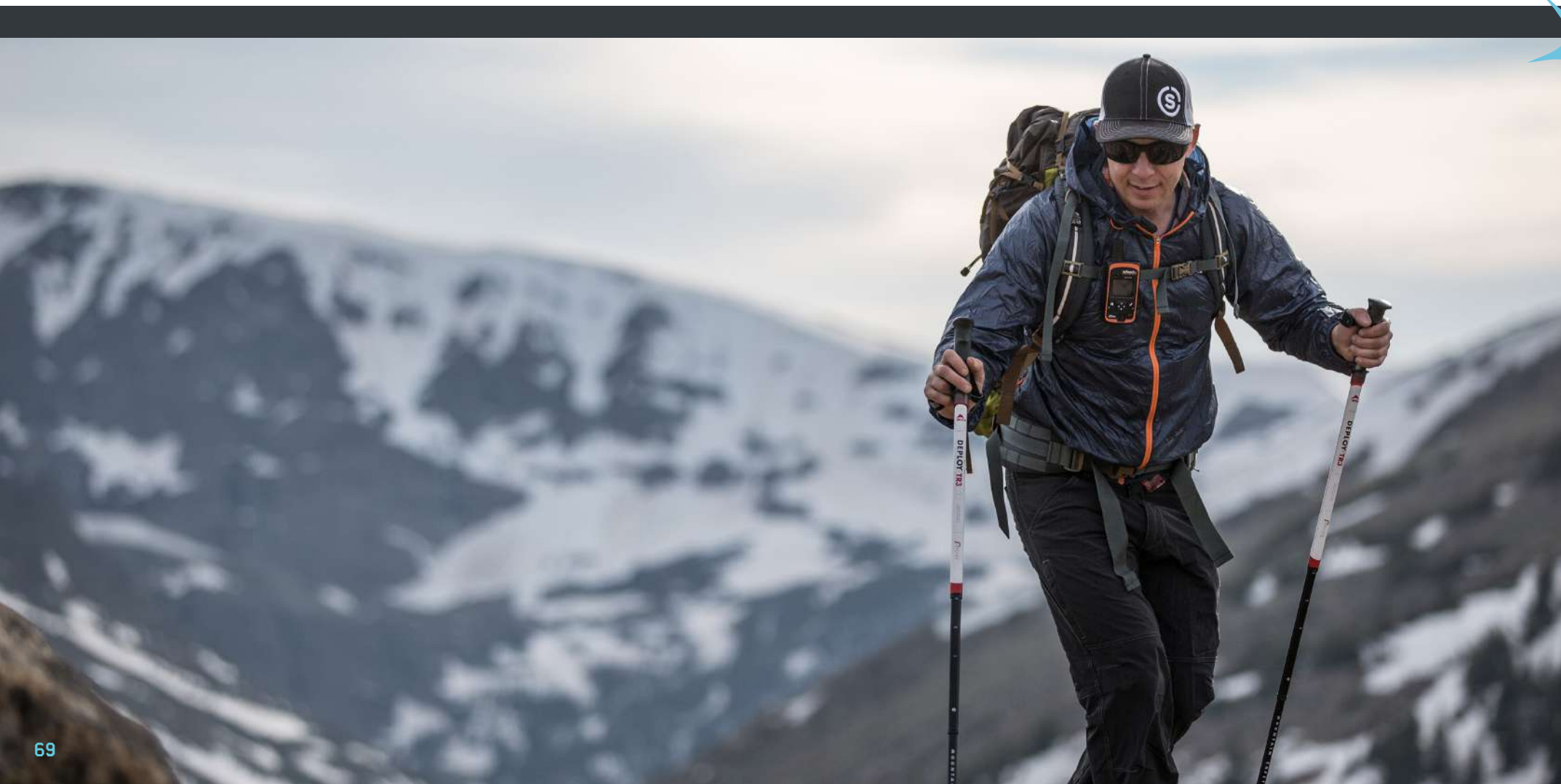


TASK FORCE ON CLIMATE-RELATED FINANCIAL DISCLOSURE (TCFD)

| TCFD PILLAR | TCFD DISCLOSURE RECOMMENDATION |
|-------------------|--|
| Governance | <p>a. Describe the Board’s oversight of climate-related risks and opportunities.</p> <p>Through our Nominating and Corporate Governance Committee, the Board oversees all ESG-related activities, including risk assessment, priority-setting, and plan execution. Climate-related risks and opportunities are included under this ESG umbrella, as well as our annual assessment of greenhouse gas (GHG) emissions and forward-looking carbon offset strategy. The Committee receives regular ESG-related updates, and its Chairman reports on this progress to the full Board of Directors.</p> |
| | <p>b. Describe the management’s role in assessing and managing climate-related risks and opportunities.</p> <p>The CLO, as Chairman of the Company’s ESG Working Group, plays a very hands-on role in setting strategic ESG priorities. These ESG priorities include those related to climate risks and opportunities, as they arise. The legal team coordinates departments across the entire Company in identifying risks and opportunities on a regular basis, focusing on transparency, sustainability, and thought leadership. Management routinely provides ESG updates to the Nominating and Governance Committee.</p> |
| Strategy | <p>a. Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term. See Tables Below.</p> |
| | <p>b. Describe the impact of climate-related risks and opportunities on the organization’s businesses, strategy, and financial planning.</p> <p>Iridium has taken steps to ensure the resilience and continuous operations of our platforms and systems that are critical to customer and internal operational support. We continuously monitor and plan for threats including network outages, natural disasters, and events related to cybersecurity. Our robust product portfolio, global coverage, security safeguards, and hundreds of distribution partners in diversified segments are designed to protect us from excessive risk in any one area or industry.</p> |
| | <p>c. Describe the resilience of the organization’s strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.</p> <p>Iridium is currently focused on creating systems for data collection and ensuring data quality, which is the first step toward our intended goal of developing low-carbon solutions for our internal operations and business strategy. We are evaluating next steps for undertaking a quantitative and qualitative assessment to align our company’s operational footprint to science-based emissions reduction targets.</p> |
| Risk Management | <p>a. Describe the organization’s processes for identifying and assessing climate-related risks.</p> <p>Specific aspects of climate risk, including the impact of physical climate risks, are considered in our overall risk management and incident assessment processes. The Company also partners with external consultants to identify and assess climate-related risks and opportunities. We consider potential risks, drivers, or time frame, likelihood, and financial impact in this process and disclose these risks via Carbon Disclosure Project (CDP).</p> |
| | <p>b. Describe the organization’s processes for managing climate-related risks.</p> <p>As natural disasters and extreme weather events are unpredictable and can be fast moving, we review and update our Emergency Preparedness Plan so that we are ready to respond. If a natural disaster were to strike, Iridium would work quickly to safely identify impacted employees, suppliers, and customers and restore connectivity. An incident assessment, including impact to the business, would be conducted as part of any decision to activate Iridium’s business continuity plan.</p> |
| | <p>c. Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization’s overall risk management.</p> <p>The Company has an ESG working group, that in coordination with the Board of Directors and management, assesses the findings of our external consultants as they pertain to climate-related risks and associated drivers.</p> |
| Metrics & Targets | <p>a) Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.</p> <p>The Company partners with external consultants to assess carbon emissions, and disclose via the CDP. Since CY 2020, we have calculated our Scope 1 and 2 emissions, with some limited Scope 3 emission calculations since CY 2022.</p> |
| | <p>b) Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions and the related risks.</p> <p>Please see the Environmental Indicators within the ESG Metrics Table.</p> |
| | <p>c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.</p> <p>Iridium is currently focused on creating systems for data collection and ensuring data quality, which is the first step toward our long-term intended goal of developing annual emissions targets. We are actively evaluating next steps for undertaking a quantitative and qualitative assessment to align our company’s operational footprint to science-based emissions reduction targets.</p> |

CLIMATE-RELATED RISKS

| RISK TYPE | DRIVER | DESCRIPTION | TIMEFRAME |
|------------------|------------------------|---|-------------|
| Acute Physical | Extreme weather events | Specific aspects of climate risk, including the impact of physical climate risks, are considered in our risk management and incident assessment processes. As natural disasters and extreme weather events are unpredictable and can be fast moving, we review and update our Emergency Preparedness Plan so that we are ready to respond. If a natural disaster strikes, Iridium works quickly to safely identify impacted employees, suppliers, and customers and restore connectivity. An incident assessment, including assessing possible scope and impact to our business, is conducted as part of any decision to activate Iridium's business continuity plan. | Medium Term |
| Chronic Physical | Changing Temperatures | As climate change evolves, continued and increased harsh environmental conditions in remote areas of the world could lead to additional areas uninhabitable or unsuitable for explorers using our products and services. Such an occurrence could affect revenue. | Long Term |



CLIMATE-RELATED OPPORTUNITIES

| OPPORTUNITY TYPE | DRIVER | DESCRIPTION | TIMEFRAME |
|-----------------------|---|--|------------|
| Products and services | Development and/or expansion of low-emission goods and services | We have seen growing adoption of our services to support autonomous systems, for which Iridium is used for command and control, image transmission and environmental data gathering via unmanned aerial, underwater and surface vehicles. Iridium Certus provides a platform for our partners to develop specialized broadband and midband applications on our network. With broadband services provided for the maritime and land-mobile industries and a recently launched midband service designed for maximum mobility, Iridium Certus offers the flexibility to scale device speeds, sizes and power requirements both up and down based on the needs of the end-user. We expect that these and future Iridium Certus service offerings will continue to drive growth opportunities in our commercial business. The global coverage of our network supports many scientific data collection applications such as the Argo float program of the National Oceanographic and Atmospheric Administration, the Global Ocean Observation project Challenger, operated by Rutgers University, and the anti-poaching programs of organizations such as Smithsonian National Zoo and Conservation Institute, Zoological Society of London, and Veterans Empowered to Protect African Wildlife. These programs rely on our IoT services to collect scientific data from buoys and ocean gliders located throughout the world's oceans and from wildlife habitats for monitoring and analysis. We believe the increased need for monitoring climate and environmental data associated with global climate change and human impact on the planet will increase demand for these services. As polar ice reduces, there is more commerce conducted in those regions, particularly the Northwest Passage. As the only provider of reliable communications in that region, we would stand to benefit. | Short Term |
| Products and services | Development and/or expansion of low-emission goods and services | In 2021, we launched Iridium Edge® Solar, a solar-powered Short Burst Data® device that offers real-time GPS tracking and local wireless sensor and communication capabilities over Bluetooth. Harvesting the energy of the sun, the Iridium Edge Solar device is self-charging and has a 10-year lifespan, making it ideal for long-term remote asset management with minimal environmental impact. For example, the Iridium Edge Solar is deployed by our Australian partner, Pivotal, for use with the International Association of Antarctica Tour Operators (IAATO). IAATO's mission is to promote safe and environmentally responsible private-sector travel to Antarctica. The Iridium Edge Solar is one of several IAATO-approved location and position devices, and its portability, solar harvesting, secondary battery power system, and rich built-in features make it an ideal choice for use in Antarctica. | Short Term |
| Products and services | Development and/or expansion of low-emission goods and services | Our products and services have long been relied upon to support natural disaster detection and emergency responses. For example, we have several illustrative cases in Japan. Japan has deployed early warning tsunami sensors and coastal area tsunami meters off the coasts of Japan to detect tsunamis in advance and to gauge the impact of tsunami waves at the coast. The system uses data from DART systems (Deep-ocean Assessment and Reporting of Tsunami) along with tsunami buoys that feed data from under the water to the system via the Iridium satellite network. In addition, the D-NET plane (Natural Disaster Rescue Info Plane) made by The Japan Aerospace Exploration Agency (JAXA) uses the Iridium satellite network to connect ground stations with aircraft in real time, so critical information, for example, survivors in need of help, fires, or other problems, can be quickly relayed to everyone involved during an emergency. Additionally, the helicopters of the Japanese Fire and Disaster Management Agency have been equipped with an automatic helicopter tracking system, enabled by Iridium since 2006. The system, developed by Pioneer Navicom, automatically transmits GPS position coordinates to ground stations and uploads destination points, routes, and text messages to the aircraft through the Iridium satellite network. Lastly, in response to Japan's earthquake and tsunami of 2011, Iridium's internal team worked with Japan's major telecom company KDDI to ensure activation of backup systems. Iridium also sent satellite phones to government and civilian relief efforts in the areas hit hardest. There is an increasing probability of natural disasters due to climate change, and therefore we believe the increased need for natural disaster detection and emergency response will increase demand for our products and services. | Short Term |

| | | FY 2022 | FY 2021 |
|---|-----------------------------------|----------|----------|
| Governance | | | |
| Total Board Members | | 13 | 13 |
| Board Members by Gender (#/%) | Men | 10 (77%) | 11 (85%) |
| | Women | 3 (23%) | (15%) |
| Board Members by Independence (#/%) | Independent | 10 (77%) | 10 (77%) |
| | Not Independent | 3 (23%) | 3 (23%) |
| Board Members by Race/ Ethnicity (#/%) | White | 12 (92%) | 12 (92%) |
| | Hispanic/Latino | - | - |
| | African American | 1 (8%) | 1 (8%) |
| | Asian | - | - |
| | Native American/ Pacific Islander | - | - |
| | Multiracial | - | - |
| Employees Trained on Code of Conduct (%) | | 100% | 100% |

(-) indicates the data point was not disclosed in previous years

| | | FY 2022 | FY 2021 |
|--|-------------------------------------|-----------|-----------|
| Human Capital | | | |
| Total Headcount | | 617 | 511 |
| Average Tenure | | 4.4 years | 5.4 years |
| Workforce by Gender (U.S. Only) | Men | 76% | 76% |
| | Women | 24% | 24% |
| % Veterans (U.S. Only) | | 15% | 11% |
| Workforce by Race / Ethnicity (U.S. Only) | White | 71% | 72% |
| | Hispanic/Latino | 9% | 9% |
| | African American | 5% | 5% |
| | Asian | 10% | 8.5% |
| | Native American or Pacific Islander | 1% | 2% |
| | Multiracial | 4% | 3.5% |
| | | | |
| Management by Gender (Worldwide) | Male | 79% | 72% |
| | Female | 21% | 28% |
| Management by Race / Ethnicity (U.S. Only) | White | 80% | 79% |
| | Hispanic/Latino | 10% | 8% |
| | African American | 3% | 4% |
| | Asian | 6% | 7% |
| | Native American or Pacific Islander | - | - |
| | Multiracial | 1% | 2% |
| Turnover (%) | Voluntary | 7% | 10% |
| | Involuntary | 2% | 3% |
| Employee Engagement (%) | | 83% | 74% |
| Total Recordable Injury Rate (#/200,000 hours worked) | | - | - |

ENVIRONMENTAL INDICATORS FOR U.S. LOCATIONS

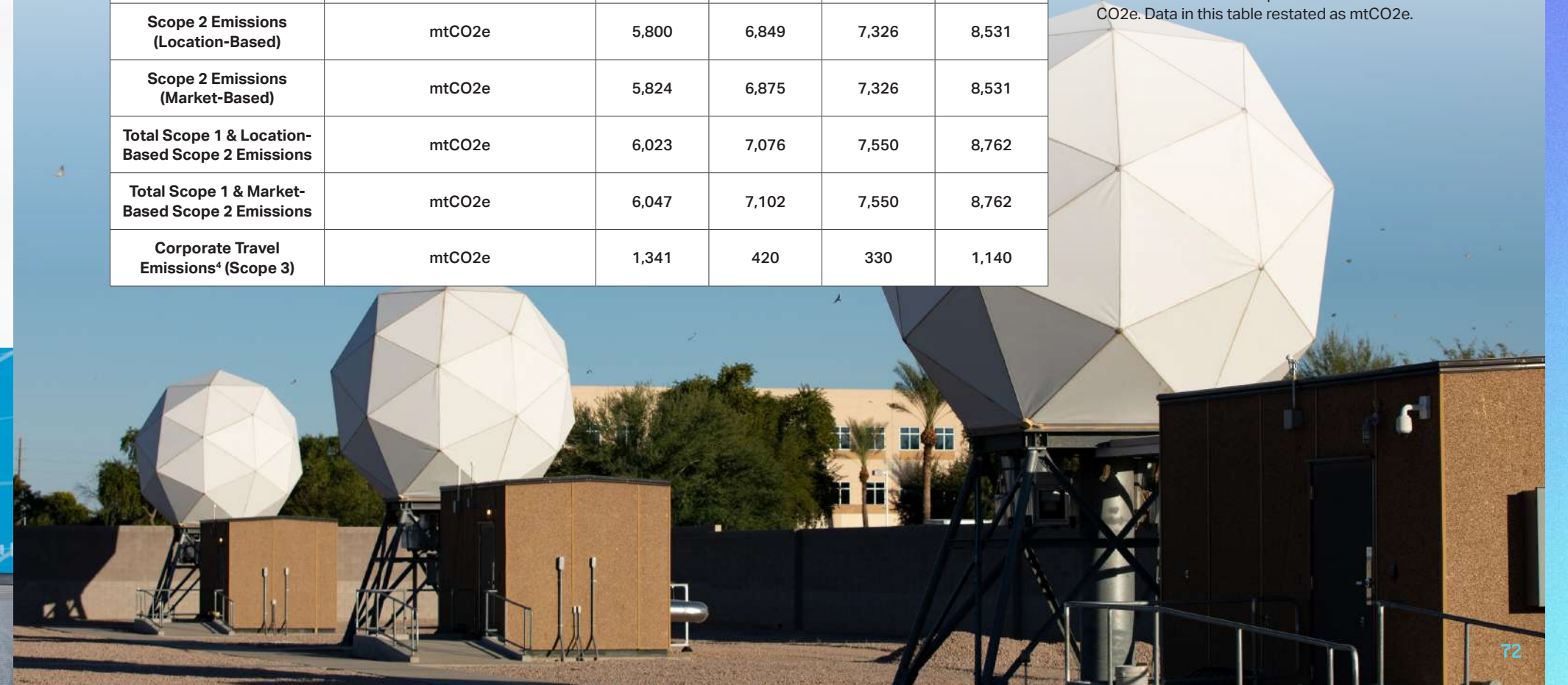
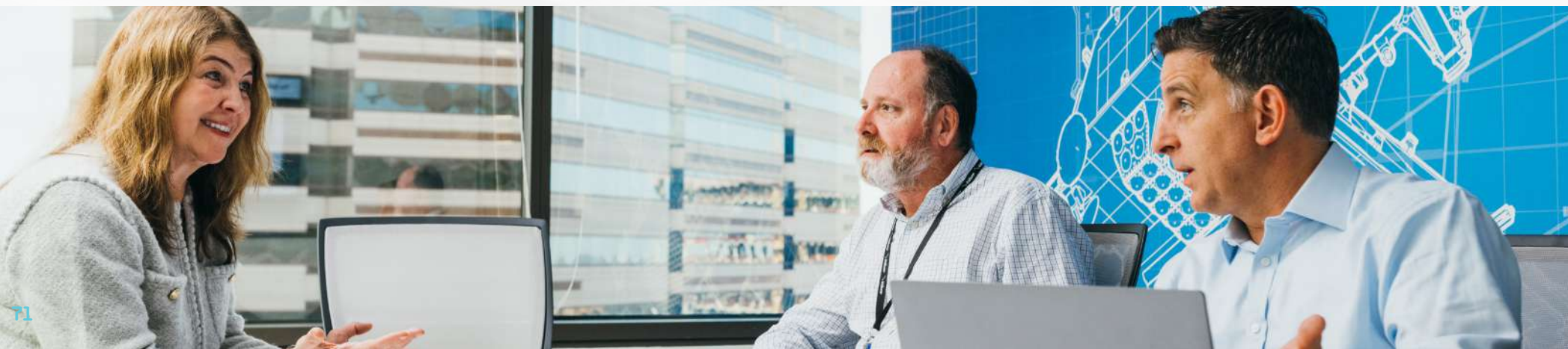
| METRIC | UNIT | FY 2022 | FY 2021 | FY 2020 | FY 2019 |
|---|---------|-----------|-----------|------------|------------|
| Energy | | | | | |
| Electricity Consumption | MWh | 17,695 | 19,198 | 18,669 | 22,068 |
| Natural Gas Consumption | CCF | 40,511 | 41,121 | 40,582 | 41,852 |
| Water | | | | | |
| Water Consumption | gallons | 9,009,391 | 9,565,809 | 10,558,814 | 12,935,963 |
| Waste | | | | | |
| Landfill | tons | 12.4 | 14.3 | 26.0 | 33.3 |
| Recycling² | tons | 18.4 | 9.6 | 17.6 | 21.6 |
| Total Waste & Recycling² | tons | 30.8 | 23.9 | 43.6 | 54.9 |
| Waste Diversion Rate² | % | 59.8 | 40.2 | 40.4 | 39.3 |
| GHG Emissions³ | | | | | |
| Scope 1 Emissions (Stationary Combustion) | mtCO2e | 223 | 227 | 224 | 231 |
| Scope 2 Emissions (Location-Based) | mtCO2e | 5,800 | 6,849 | 7,326 | 8,531 |
| Scope 2 Emissions (Market-Based) | mtCO2e | 5,824 | 6,875 | 7,326 | 8,531 |
| Total Scope 1 & Location-Based Scope 2 Emissions | mtCO2e | 6,023 | 7,076 | 7,550 | 8,762 |
| Total Scope 1 & Market-Based Scope 2 Emissions | mtCO2e | 6,047 | 7,102 | 7,550 | 8,762 |
| Corporate Travel Emissions⁴ (Scope 3) | mtCO2e | 1,341 | 420 | 330 | 1,140 |

¹ Gas usage calculation is based on data from the Fairbanks and Leesburg sites.

² Waste data is available only for Iridium's locations in Chandler and Gateway. Waste calculations for FY 2021 and part of FY 2022 (January to October) include only the Chandler location since the Gateway facility was closed for renovation.

³ Scope 1 and 2 GHG emissions used calculation methodologies described by the Greenhouse Gas (GHG) Protocol as well as emissions factors from the U.S. EPA and academic research papers where needed. The electricity emissions factors used for U.S. office locations were the CO2, CH4, and N2O System Average Emission Factors by Subregion eGRID2020, February 2021.

⁴ Corporate travel emissions account for emissions estimated from air travel, hotels, and vehicle travel. The 2021 ESG Report denoted units as lbs CO2e. Data in this table restated as mtCO2e.





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