

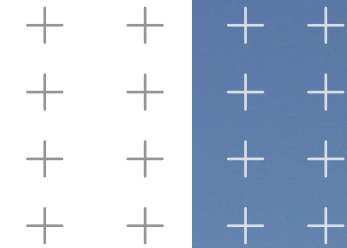


A GLOBAL CONSTELLATION

CONNECTING PEOPLE, SUSTAINING EARTH

 iridium®

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A MESSAGE FROM OUR CEO

This year, we celebrated 25 years of truly global services provided by our network. On November 1, 1998, the world's first commercially available global handheld satellite phone and paging system was launched. The inaugural call—between U.S. Vice President Al Gore and Gilbert Grosvenor, the great-grandson of Alexander Graham Bell, the inventor of the telephone—was both a symbolically important event and an historic inflection point in global communications.

As I've reflected this past year on how far our Company has come, I've also thought about Iridium's commitment and ongoing responsibilities to our different stakeholder groups, including our stockholders, our employees, and the communities in which we work and live. As a responsible corporate citizen, how do we work to minimize our environmental footprint? How do we work more closely with our partners and vendors toward a sustainable and resilient supply chain? And how do we increase our positive impact on the world around us—locally and globally?

As we look forward with great optimism to the next 25 years, I am pleased this report gives us the opportunity to highlight our progress from this past year in the ESG space and the incredible potential we have for future impact. I am particularly proud of the many local initiatives we sponsored that touch business partners and employees, as well as the communities they call home.

We continue to take a balanced approach and concentrate on areas that are most relevant to our business, such as our organizational culture, diversity of thought, and support for STEM education. We strive to maintain best practices in governance and business and to increase transparency and ongoing stakeholder engagement. This targeted approach allows our organization to focus on "our issues" and prioritize programs that are meaningful to our employees and partners, supporting the long-term health and well-being of our Company.



Managing Our Impact – On the Ground + in Space

We are a firm believer in transparency of environmental disclosure. Recognizing our unique position as a Company in which most of our meaningful physical attributes are extra-terrestrial, we are dedicated to being a leader in space sustainability, promoting responsible practices for the final frontier that is safe for everyone. As space becomes increasingly crowded and difficult to navigate, Iridium is proud to be a thought leader in the fields of collision avoidance, space debris removal, and responsible deorbiting. We will continue to be a vocal contributor on best practices in this emerging area of sustainability.

Putting People First

We are proud that our workforce—from our Board of Directors to our senior management to our rank-and-file employees—has a diverse set of experiences, backgrounds, and mindsets. This year, we launched the Iridium Charitable Foundation with a particular focus on supporting women in STEM. We are aiming to accelerate our investment in the next generation of leaders who will guide our organization, spearhead the innovation and design of new products, and respond with creative solutions to business challenges.

Leading with Integrity

To us, robust corporate governance entails transparency, a dedication to best practices, and thoughtful risk management. As the importance of cybersecurity rises, we continue to innovate to protect ourselves and our partners. We are working to provide peace of mind for our partners and other stakeholders while augmenting our systems for future growth opportunities and enhanced efficiencies.

The engineers who first developed the concept of the Iridium® constellation in the late 1980s could never have imagined where we would be today. Looking back on our incredible journey of the last 25 years, I am struck by the ingenuity and perseverance of our employees, both past and present. Looking to the future, we remain focused on industry stewardship, business excellence and transparency, and community investment. I am proud to share this year's ESG report, detailing our latest efforts, and I thank our stockholders, employees, partners, and communities for your trust and support.

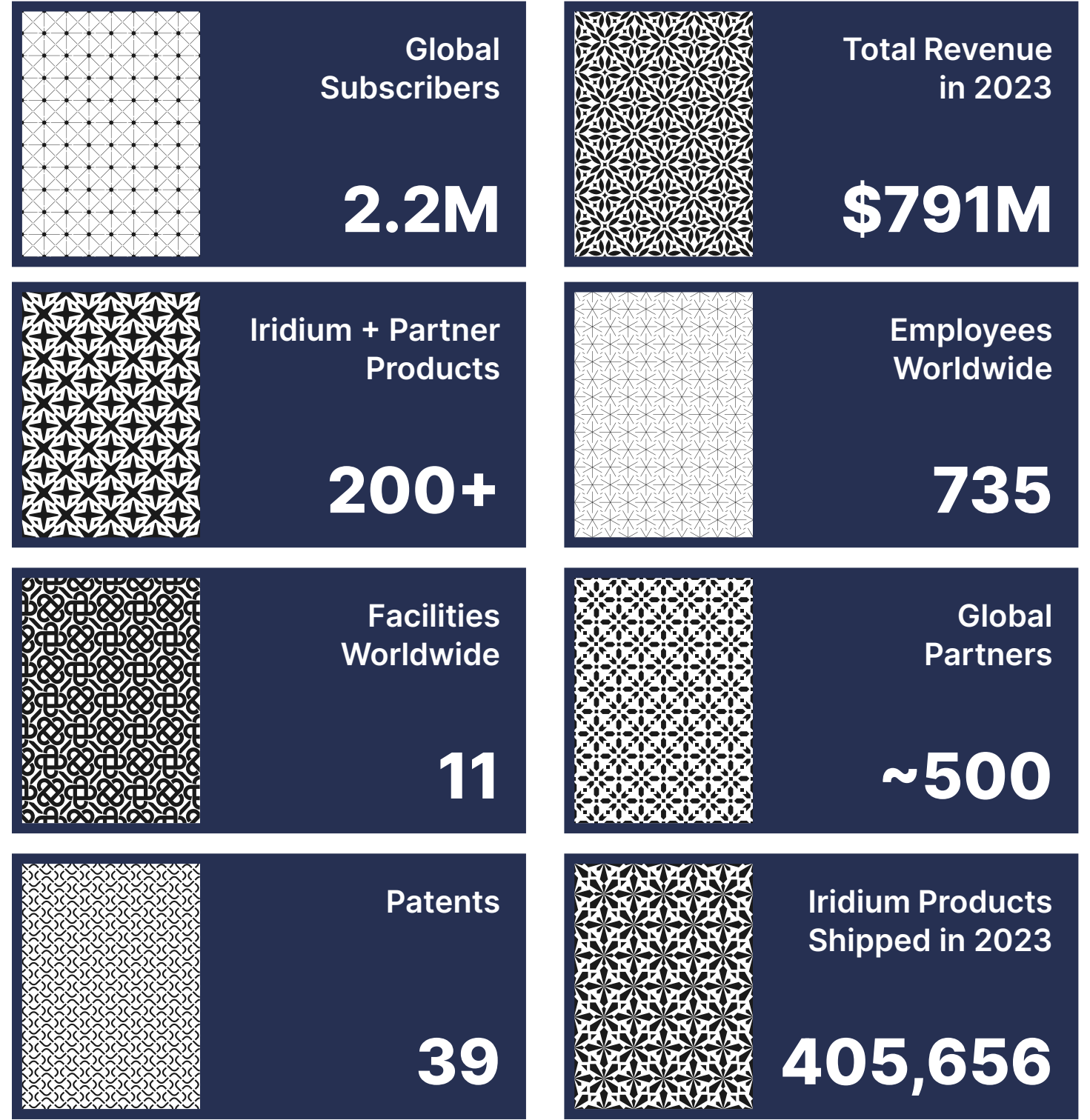
Matt Desch



ABOUT US



IRIDIUM'S REACH BY THE NUMBERS*



Iridium (Nasdaq: IRDM) is the only commercial provider of communications services offering truly 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.

AWARDS + RECOGNITION



Mobile Satellite Users Association
 2023 Satellite Mobile Innovation Award for
 Connected Mobile Platform Innovation

*As of 12/31/2023

CELEBRATING 25 YEARS OF INNOVATION

On November 1, 1998, a satellite phone call from U.S. Vice President Al Gore to National Geographic Society Chairman Gilbert Grosvenor—Alexander Graham Bell’s grandson—marked the commercial launch of the Iridium network and our worldwide voice services.

In November 2023, Iridium celebrated the 25th anniversary of our network’s inception as the world’s first global handheld satellite phone and paging service. More than 400 people, including many former and current Iridium employees, attended celebrations in Virginia and Arizona.

Touching tributes were delivered by former Secretary of Defense Bill Cohen; SpaceX’s President and COO Gwynne Shotwell; Lacey Hughes from the Smithsonian National Zoo and Conservation Biology Institute; Dan Colussy, Iridium’s former CEO who led the Company’s relaunch in 2000; and Bary Bertiger and Ray Leopold, two of the three engineers who began the initial work on our system in 1988.

While the 25-year celebration was a moment to reflect on our history, it also provided a glimpse of a promising, innovative, and impactful future for Iridium.



“The thing I’m most proud of is the team we put together. That team was the best technical team in the country, maybe even the world. Everyone wanted to work on Iridium. I’d tell people, ‘This is the most exciting work you will ever do in your engineering career.’ Without that team, there would be no Iridium.”

– Bary Bertiger

OUR VALUES + 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 drive a sustainable economy for people and the planet.



OUR VALUES

Iridium's growing workforce pushes limits, breaks down barriers, and continues to establish new standards for what's possible in the satellite and communications industry—all while living by our values:

We Are a Team:

We know that teamwork fuels our achievements. We embrace the strengths, differences, knowledge, and unique experiences of our diverse workforce. Our diversity and unique qualities foster success and sustain excellence.

We Value + Respect Each Other:

We act with empathy, fairness, and compassion for our team, our partners, our suppliers, our customers, and all we engage with. We are responsive and easy to do business with, understanding each other's needs and creating space to thrive.

We Are Innovative:

We continue to shape the future of global mobile communications. We create opportunities to extend and enhance communications everywhere, through our focus on quality in the development and delivery of products and services.

We Make a Difference:

We are exceptional people who continually execute cutting-edge products and services with integrity, professionalism, and inclusion. We make a difference today, and for future generations, through the lives we touch by creating reliable connections for and within our communities.

We Are Visionary:

We are guided by our history; we learn from our past but are focused on our future. We are adaptable and resilient. We face our challenges head on and strive to give our best each day. Powered by our dedication, Iridium continues to revolutionize the way the world connects.

OUR ESG APPROACH

Our approach to ESG—and this report—consists of four pillars that are fundamental to our business and our long-term success:

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 ethics and remain vigilant for evolving best practices.

STAKEHOLDER ENGAGEMENT + ESG REPORTING

Iridium seeks to evolve our ESG strategy and disclosures in line with stakeholder priorities and feedback. We engage with our internal and external stakeholders through various channels during the year. Below is an overview of our stakeholder engagement and the key topics that are covered.



STAKEHOLDER GROUP	ENGAGEMENT CHANNEL	KEY ESG TOPICS
Employees	<ul style="list-style-type: none"> Townhalls and meetings Diversity & Inclusion Council Annual engagement and benefits surveys Internal websites 	<ul style="list-style-type: none"> Employee engagement, learning, and development Benefits and compensation Diversity and inclusion Business ethics
Partners	<ul style="list-style-type: none"> Meetings and conferences Industry groups and forums Contract agreements Marketing campaigns 	<ul style="list-style-type: none"> Product quality and safety Business continuity and network resilience Data security and privacy Business ethics
Suppliers	<ul style="list-style-type: none"> Supplier Standards of Conduct Quarterly business reviews Accreditation process and audits 	<ul style="list-style-type: none"> Human rights Product quality and safety Environmental performance Business ethics
Regulators	<ul style="list-style-type: none"> Industry associations and forums Issue advocacy 	<ul style="list-style-type: none"> Space sustainability Data security and privacy
Investors & Analysts	<ul style="list-style-type: none"> Investor conferences Quarterly earnings calls Investor Days Annual stockholders' meeting 	<ul style="list-style-type: none"> Business continuity and network resilience Data security and privacy Space sustainability Supply chain management

OUR 2023 ESG REPORT

This report provides a snapshot of Iridium’s progress on our ESG strategy and activities during 2023. In the Appendix, we include our alignment with the International Financial Reporting Standard Foundation’s SASB Standards for the Telecommunications Industry and the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD). We also have highlighted several United Nations Sustainable Development Goals (SDGs) that we believe are supported by our business activities.

Unless otherwise noted, all quantitative data provided throughout this report covers the period from January 1 through December 31, 2023. We have also included certain subsequent initiatives that occurred after the end of 2023, which we have endeavored to note as such.

FORWARD-LOOKING STATEMENTS

This Environmental, Social, and Governance Report contains forward-looking statements as defined in the Private Securities Litigation Reform Act of 1995. Forward-looking statements include statements regarding Iridium's ESG efforts. Forward-looking statements can be identified by the words "anticipates," "may," "can," "believes," "expects," "projects," "intends," "likely," "will," "to be," and other expressions that are predictions or indicate future events, trends, or prospects. These forward-looking statements involve known and unknown risks, uncertainties, and other factors that may cause the actual results, performance, or achievements of Iridium to differ materially from any future results, performance, or achievements expressed or implied by such forward-looking statements. These risks and uncertainties include, but are not limited to, uncertainties regarding customer demand for Iridium's products and services, including demand from the U.S. government; Iridium's ability to maintain the health, capacity, and content of its satellite constellation, and the development of and market for Iridium's products and services, as well as general industry and economic conditions, and competitive, legal, governmental, and technological factors. Other factors that could cause actual results to differ materially from those indicated by the forward-looking statements include those factors listed under the caption "Risk Factors" in the Company's Form 10-K for the year ended December 31, 2023, filed with the Securities and Exchange Commission ("SEC") on February 15, 2024, as well as other filings Iridium makes with the SEC from time to time. There is no assurance that Iridium's expectations will be realized. If one or more of these risks or uncertainties materialize, or if Iridium's underlying assumptions prove incorrect, actual results

may vary materially from those expected, estimated, or projected. Iridium's forward-looking statements are based on information available to it as of the date of this press release and speak only as of the date of this press release, and Iridium undertakes no obligation to update forward-looking statements.

Consider including additional disclaimer language regarding ESG reporting metrics and materiality, along the lines of the below:

ESG metrics included in this report may be based on standards for measuring progress that are still developing, internal controls and processes that continue to evolve, and assumptions that are subject to change in the future. Numbers and percentages in this report include estimates or approximations and may be based on assumptions or incomplete data. We believe that the estimates employed are appropriate and reasonable; however, due to inherent uncertainties in making estimates and assumptions, actual results could differ from the original estimates.

The inclusion of topics in this report should not be construed as a characterization regarding the materiality of such information to our financial results or for purposes of the U.S. securities laws, Delaware General Corporation Law, or any other regulatory framework. Our approach to ESG disclosures is informed by impacts on communities, the environment, and stakeholders such as employees, customers, and suppliers, and, therefore, the inclusion of topics in this document does not indicate that such topics are material to the Company's business, operations, or financial condition.

2023 ESG HIGHLIGHTS

Environmental Stewardship + Climate Change



1st public filing of CDP, formerly known as Carbon Disclosure Project

Sponsored EcoAction Arlington to provide energy-efficient upgrades to homes in local communities in Virginia

Continued alignment with TCFD recommendations

Our People + Our Culture



84% employee engagement score

Expanded access to mental healthcare services for our employees through our benefits program

Continued to foster a diverse and inclusive workforce through the Diversity & Inclusion Council and cultural appreciation events

Serving Our Communities



Launched the Iridium Charitable Foundation to extend our philanthropic reach

1,127 hours volunteered by Iridium employees

Partnered with National Geographic Society Exploration Technology Lab to facilitate the development of new applications for Iridium Connected devices

Governance + Responsible Business Practices



Continued to evolve our cybersecurity program and training to defend against emerging threats

Planned comprehensive tabletop exercises to test and improve cybersecurity defenses

Increased diversity on our Board of Directors ("Board"), further enhancing independent oversight and skills critical to supporting our strategy

ENVIRONMENTAL STEWARDSHIP + CLIMATE CHANGE

Iridium is committed to sustainability and to conducting our business in a manner that acknowledges, measures, and takes responsibility for our direct and indirect impacts on the environment. Our [Environmental Sustainability Policy Statement](#) further describes our commitment to environmental responsibility in our operations and 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 possible. We also foster a culture of environmental awareness among our employees.

LEADING SPACE SUSTAINABILITY

As a leader in the satellite communications industry and operator of the world's preeminent LEO satellite constellation, Iridium believes in sustaining space for the future and serving as a leading example of what it means to be a responsible space steward. For more than a decade, we have been at the forefront of the efforts to reduce space junk, use and promote anti-collision technology, and preserve the final frontier for safe and sustainable exploration.

SPACE DEBRIS + "NET ZERO SPACE"

Iridium is a proud supporter of the Paris Peace Forum's "Net Zero Space" initiative, which aims for the sustainable use of outer space by 2030 by tackling the 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 LEO; and
4. Continue to share lessons learned from operating and deorbiting its original satellite network with policymakers 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, 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.

In 2022, the Federal Communications Commission (FCC) adopted new rules requiring LEO satellites to be disposed of within five years of being taken out of service. The rules aim to minimize orbital debris by shortening the previous 25-year guideline for deorbiting satellites post-mission. Iridium supports the FCC's efforts in this regard and actively participates in the process to evaluate whether the FCC's orbital debris mitigation rules are consistent with developments in the global space industry.



SPOTLIGHT

COLLISION AVOIDANCE STRATEGIES AT THE 2023 AMOS CONFERENCE

Ryan Shepperd, Mission Planning and Orbital Analyst and space situational awareness lead at Iridium, presented his technical paper at the 2023 Advanced Maui Optical and Space Surveillance Technologies (AMOS) Conference. AMOS is the premier technical conference in the nation devoted to space situational awareness/space domain awareness.

Ryan's paper, "Iridium's Subsequent Assessment of the Collision Between Iridium 33 and COSMOS 2251," revisits the 2009 collision between the operational Iridium 33 and the derelict Russian COSMOS 2251, using combined data not available at the time. His analysis also contemplates the effectiveness of the changes made since 2009 to improve collision avoidance and prevent future incidents.

INDUSTRY STANDARDS + PARTNERSHIPS

We continually collaborate and engage with the international community, industry peers, and other stakeholders to create a stable and orderly space environment. 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)

In addition, we actively participate in various industry organizations and initiatives, including:

- Satellite Industry Association (SIA)
- Secure World Foundation
- Satellite Orbital Safety Best Practices
- Paris Peace Forum Net Zero Space
- SSC Best Practices for the Sustainability of Space Operations

As part of these initiatives, Iridium frequently shares its technical research and best practices with other satellite operators. For example, in 2023, we sponsored and presented at the Secure World Foundation's 5th Summit for Space Sustainability, where we also participated in a mentoring breakfast event to encourage young professionals to pursue careers in space.

ADVANCING NATIONAL SECURITY + EMERGENCY PREPAREDNESS



For over a decade, Iridium's CEO Matt Desch has served on the National Security Telecommunications Advisory Committee (NSTAC), which provides recommendations to the U.S. president on matters related to national security and emergency

preparedness in the telecommunications sector, with a focus on ensuring the reliability and security of critical communications infrastructure. In 2023, the NSTAC was tasked with studying how the government can better measure and incentivize the adoption of cybersecurity best practices within organizations. In March of 2024, the NSTAC approved the "Report to the President on Measuring and Incentivizing the Adoption of Cybersecurity Best Practices."

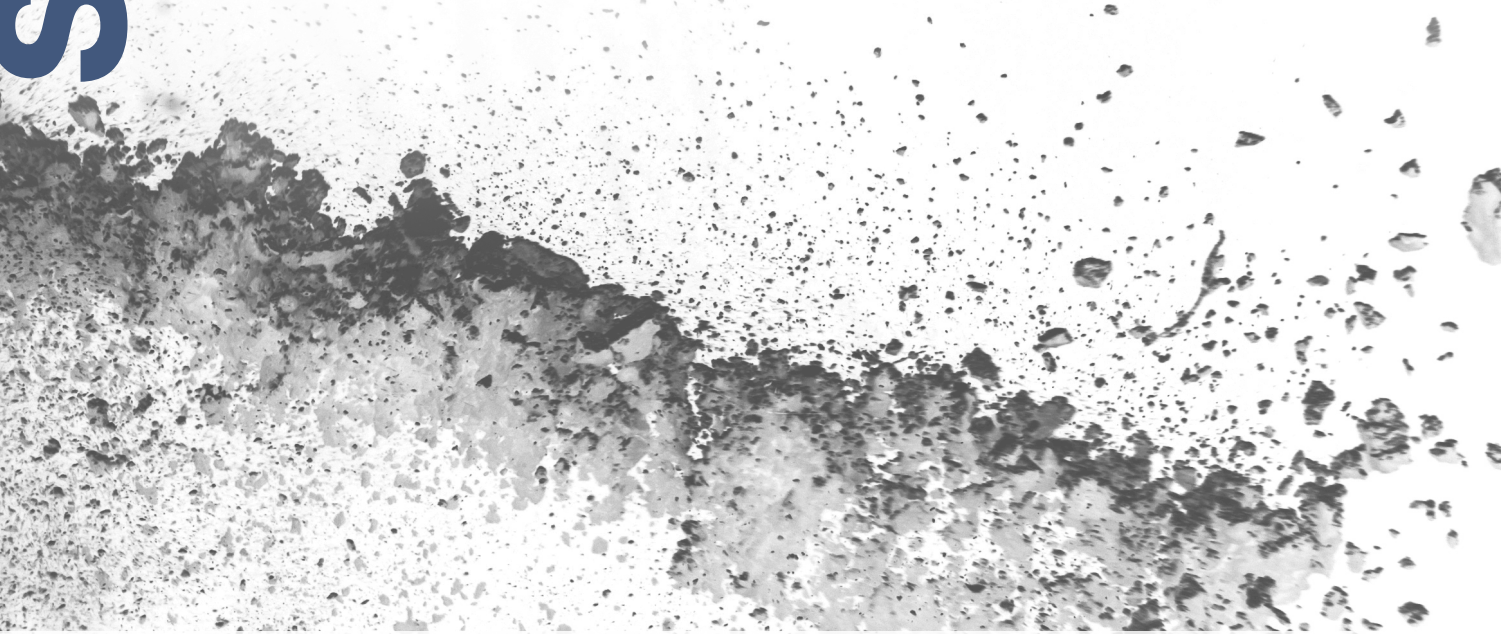
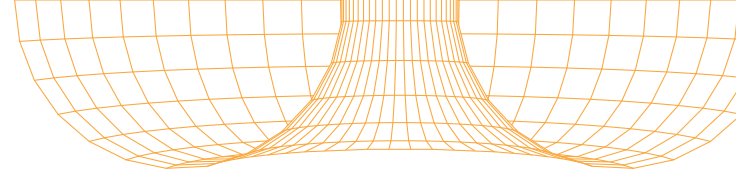
Founded in 1982, the NSTAC is a public-private partnership that has served seven presidents with the goal of deepening trust and collaboration between industry and the government. Its achievements include enhancements of the country's National Security for Emergency Preparedness communications, critical infrastructure policies, and the information systems security posture. Comprising no more than 30 senior executives representing the major telecommunications, network service providers, information technology, finance, and aerospace industries, the group works to assure vital telecommunications links remain viable through any event or crisis, helping the U.S. government maintain a reliable, secure, and resilient national communications system.

BUILDING SUSTAINABLE LEO SPACE

SPOTLIGHT

In late 2023, Iridium was proud to be a signatory to the Secure World Foundation's statement supporting a halt to anti-satellite testing (AST). A dangerous facet of modern warfare, destructive direct-ascent anti-satellite missiles can be launched from Earth's surface to destroy a satellite passing overhead. The testing of these weapons can create debris that remains in LEO for years, if not decades. This debris threatens individual satellites, networks, and the effectiveness of many space-based services that the world depends on every day. The Secure World Foundation, an organization that promotes peaceful and cooperative solutions for space sustainability, organized a coalition of dozens of major global space industry players, including Iridium, in support of no further AST testing. The statement called for responsible actors to step back from intentionally creating debris that threatens space sustainability and lauded recent progress in this area.

This important initiative is finally gathering steam—in 2022, the UN issued a resolution, backed by a wide majority of the member states, calling for a stop to testing. By the end of 2023, 37 countries, including the United States and every member of the European Union, had voluntarily agreed to refrain from such testing. As this industry-critical work continues, we as a company are proud to be a part of the movement toward a cleaner, safer, stable, and sustainable LEO space. To learn more about the statement, please visit [Secure World Foundation's website](#).



PRODUCT INNOVATION



We aim to create innovative products that improve power, battery life, and energy efficiency while reducing material usage. The Iridium Edge Solar® is a Short Burst Data® device that offers real-time GPS tracking and local wireless sensor and communication capabilities over Bluetooth. Designed for up to 10 years in the field with a fully solar-powered battery, the Iridium Edge Solar device is perfect for remote asset management with minimal environmental impact.

For more details about how we incorporate sustainability into our product development, please see the section [Supply Chain Management + Responsible Sourcing](#).

TRANSATLANTIC ROWERS COMMUNICATE, EDUCATE WITH IRIIDIUM GO! EXEC®

Our recently released Iridium GO! exec is the first portable, touchscreen-enabled satellite access device for smart devices. Connected to a smartphone, the Iridium GO! exec allows the user to send emails, photos, social media content, and messages via WhatsApp. The device also has a built-in speakerphone to make voice calls. In February, Rosaline Chaston and Andy Hodgson embarked upon *The Atlantic Escapade* from the Canary Islands to Barbados to raise awareness for the effects of climate change. The Iridium GO! exec was key to their safe passage across the Atlantic, allowing them to stay in touch with their shore team and loved ones, as the pair raised £10,000 for marine conservation on their incredible journey.



"Iridium GO! exec balanced fantastic functionality and reliable sturdiness, proving the perfect device for ocean rowers who wanted to send photos and videos out from the middle of the ocean."

- Rosaline Chaston

REDUCING OUR ENVIRONMENTAL FOOTPRINT

We have been approaching the impact of our operational footprint in several ways, including working to maintain best practices, to measure our impact over time, and to study meaningful actions we can take to decarbonize our operations and reduce water usage and waste generation. As a growing Company that has transitioned to a hybrid work model, we continue to reevaluate our real estate portfolio to match our operational needs.

We are committed to transparency and accountability in ESG matters. In 2023, we continued to align our sustainability disclosures to the TCFD framework and completed the CDP Climate Change Questionnaire.



ENVIRONMENTAL MANAGEMENT

We currently have five U.S. offices and aim to reduce our environmental impact from these facilities. Energy-efficient LED lighting is installed at three of our offices, and our Technical Support Center (TSC) in Arizona, has been renovated with LED lighting among other upgrades to the facility. Our Gateway office in Tempe, Arizona was renovated in 2022 and has several other sustainable attributes, including carbon-neutral carpeting, UV-tinted windows, and optimized air conditioning.

Electric vehicle (EV) charging stations have been installed at three of our primary facilities where we own or lease the entire building. Each office with EV charging stations has a text group notifying members when the charging station frees up, effectively optimizing EV charger usage at each location. In 2023, EV charging stations enabled Iridium to avoid more than 39,653 kg of

greenhouse gas (GHG) emissions, equal to planting 1,107 trees and letting them grow for 10 years. Total GHG emissions avoided with EV charging are calculated by ChargePoint, utilizing emissions factors from the U.S. EPA. GHG savings calculations are based on the energy dispensed through Iridium's stations, determining how far an EV can travel with this energy, and comparing it to a gas-powered vehicle traveling the same distance.

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. In 2023, Iridium did not incur any fines for noncompliance with environmental laws and regulations.

GREENHOUSE GAS EMISSIONS, WATER, + WASTE

For the fifth consecutive year, Iridium calculated our energy consumption, GHG emissions, water consumption, and waste diversion rate for our U.S. office locations. For the assessment, we used the following definitions:

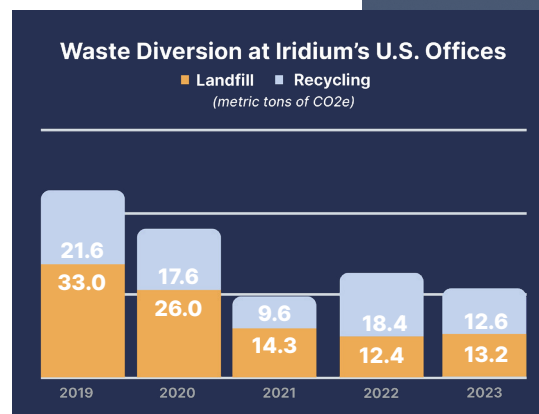
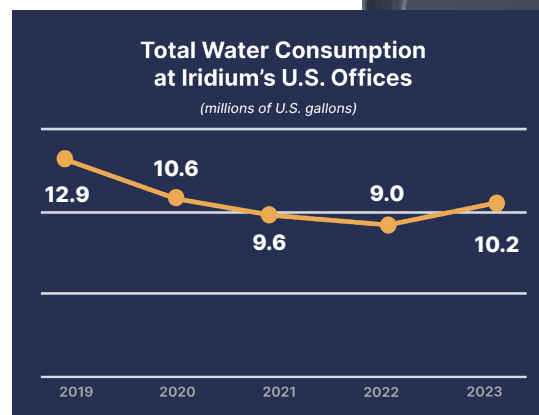
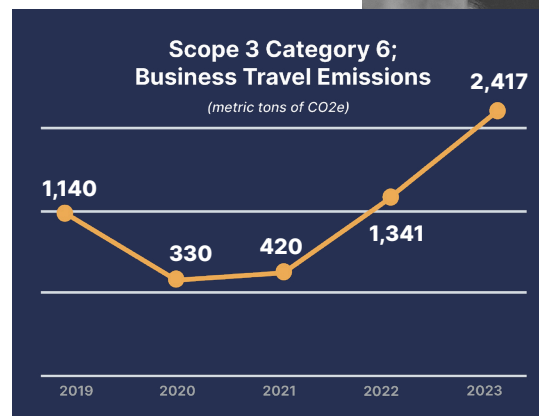
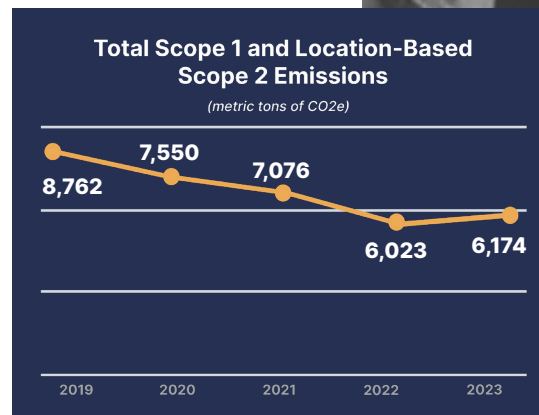
- Scope 1: Direct emissions produced from assets Iridium owns or controls and fugitive emissions from our fire suppression systems.
- Scope 2: Indirect emissions from electricity purchased by Iridium.
- Scope 3: Select other indirect emissions produced upstream and downstream by Iridium’s operations, namely corporate business travel.

Iridium’s Scope 1 and Scope 2 location and market-based carbon emissions were calculated based on available data for 2023. We utilized calculation methodologies described by the 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 at right. Due to limitations in data availability, usage estimates were applied to selected locations.

In 2023, Iridium’s total Scope 1 and Location-Based Scope 2 GHG emissions remained relatively stable with only a 3% increase from 2022. Scope 3 emissions from corporate travel rose as there was increased travel to support global business needs. Water consumption increased by 14% in 2023, primarily due to the reopening of the Gateway office after renovations and an increase in employees adopting a hybrid work model.

However, despite this increase, both water and electricity usage remained below 2019 pre-pandemic levels.

The complete results of the 2023 environmental assessment are in the Appendix located at the end of this report.



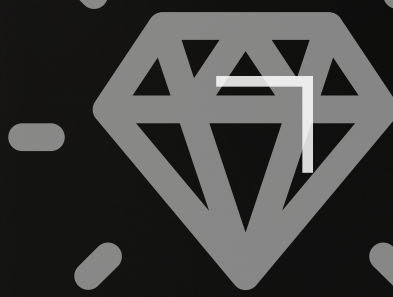
ENERGY MASTERS PROGRAM

Iridium is a proud sponsor of EcoAction Arlington, a nonprofit organization in northern Virginia. Through their award-winning Energy Masters program, trained volunteers perform property upgrades for tenants in affordable housing in northern Virginia each year. These upgrades save families an estimated 10-15% a month on heating and water bills and reduce emissions from some of the least “green” dwellings in Arlington County.

In November 2023, Iridium was recognized at the Energy Masters’ volunteer graduation ceremony. During the event, Ken Levy, Iridium’s Vice President of Investor Relations, spoke about Iridium’s support for the initiative’s important mission of reducing emissions and lowering energy costs for our local community’s most vulnerable residents.



SPOTLIGHT



OUR PEOPLE + OUR CULTURE

Iridium's network of talented employees is integral to the continued growth and success of our Company. We are committed to creating an environment where our employees are proud to work and dedicated to our mission. With a "People First" mindset, we aim to build a culture of high-performing leaders and teams for evolving our culture

and organization, living by our values, and maintaining a high level of employee engagement and retention. Our Board is briefed regularly on our human resources strategy, engagement and benefits survey results, and employee retention data.



ATTRACTING TALENT

Iridium casts a wide net in searching for talent across the United States and worldwide. We are actively recruiting talent and are focused on fostering diversity and inclusivity within the workplace. To help increase diversity within candidate pools, we support STEM education for women and girls, and underrepresented minorities and build talent pipelines at Historically Black Colleges and Universities (HBCUs) and other institutions with diverse student populations. To read more about these efforts, please see the section [Promoting STEM Education](#).

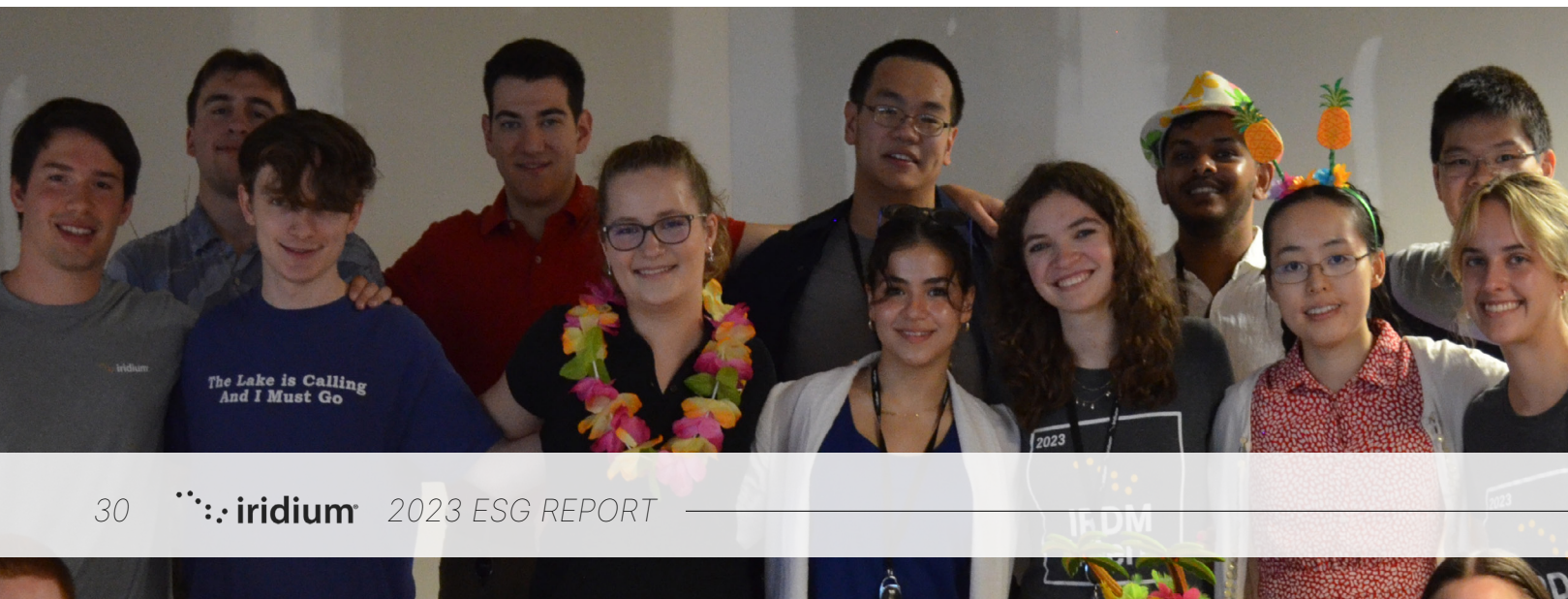
Iridium Orbit Program

Our first cohort of the new Iridium Orbit Program is set to graduate in December 2024 after completing an 18-month rotational program for early-career engineers. Participants join three teams over 18 months, completing six-month rotations in operations, engineering, and customer care in Arizona

and Virginia. At the end of the program, candidates will be 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.

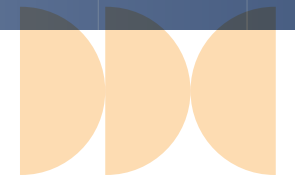
Internship Program

As part of our strategy for developing early-career talent, we offer a structured internship program. This paid 12-week opportunity welcomes undergraduate and graduate students to join Iridium teams in person and contribute to shaping the future of satellite communications. Beyond their project assignments, interns engage with senior leadership and collaborate with their peers. Our internship program can also serve as a pathway to a full-time career upon graduation.



2024 VAULT RANKINGS

- #6 Best Tech + Engineering Internships
- #11 Best Internships for Software Engineering + Development
- #18 Best Internships for Engineering



ENHANCING THE EMPLOYEE EXPERIENCE

Benefits + Wellness

Iridium offers comprehensive and competitive benefits packages that are designed to support and enrich our employees' lives. We regularly evaluate our benefits packages and conduct an annual survey to assess employee satisfaction, utilizing their feedback to add more offerings or enhance existing ones.

In 2023, Iridium introduced access to Ginger, an on-demand mental healthcare service, for employees and their dependents, including 12 therapy sessions per year. We resumed on-site health fairs, which provide employees an opportunity to receive vaccines, complete annual biometric screenings, and connect with vendors.

For more information on Iridium's benefits offerings, please see our [Careers portal](#).

Employee Engagement

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 84%, well above the industry benchmark of 73% for technology science research companies, with a 90% survey participation rate.



SHOUT OUT DAY AT IRIDIUM

In March 2023, Iridium celebrated Shout Out Day by recognizing the contributions of the entire Iridium team in connecting the planet and building a strong workplace culture. Members of our Board and executive team were on hand to express their appreciation for all our employees' great work.

Employee Learning + Development

The Iridium Co-Pilot Program is an initiative 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 new hires. The Co-Pilot Program provides an opportunity for employees to collaborate and network outside of their departments and help create a smooth onboarding process for the newest additions to our team.

To support our employees with both the skills required in their current roles and longer-term career development, we focus on building a culture of continuous learning and offer 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 including:

- 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 covering many topics, ranging from work-life balance to new product offerings
- Employee-led groups offering activities and training centered on community outreach, sustainability, and disaster relief

All employees receive regular feedback during midyear 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.

CELEBRATING IRIDIUM'S DIVERSITY

Iridium's cultural events provide spaces for our employees and community to come together and share their unique traditions. This year, we held events for Black History Month, Juneteenth, Hispanic Heritage Month, and LGBTQ+ Pride.

JUNETEENTH

Understanding Juneteenth webinar

BLACK HISTORY MONTH

Celebrated several of our team members and what Black History Month means to them

LGBTQ+

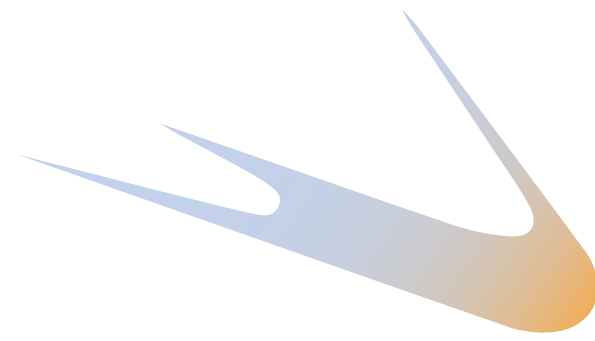
Phoenix Pride Parade on October 22; Out in Tech webinar

HISPANIC HERITAGE MONTH

Salsa Cookoff; Hispanic Heritage Month Trivia



DIVERSITY + INCLUSION



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 complies with the U.S. federal 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 affirmative action or diversity reporting.

We strive for fair and equal pay for all our employees. Iridium conducts regular pay equity analysis with external consultants to ensure our employees are compensated equitably throughout their entire careers, regardless of their race, gender, or ethnicity.

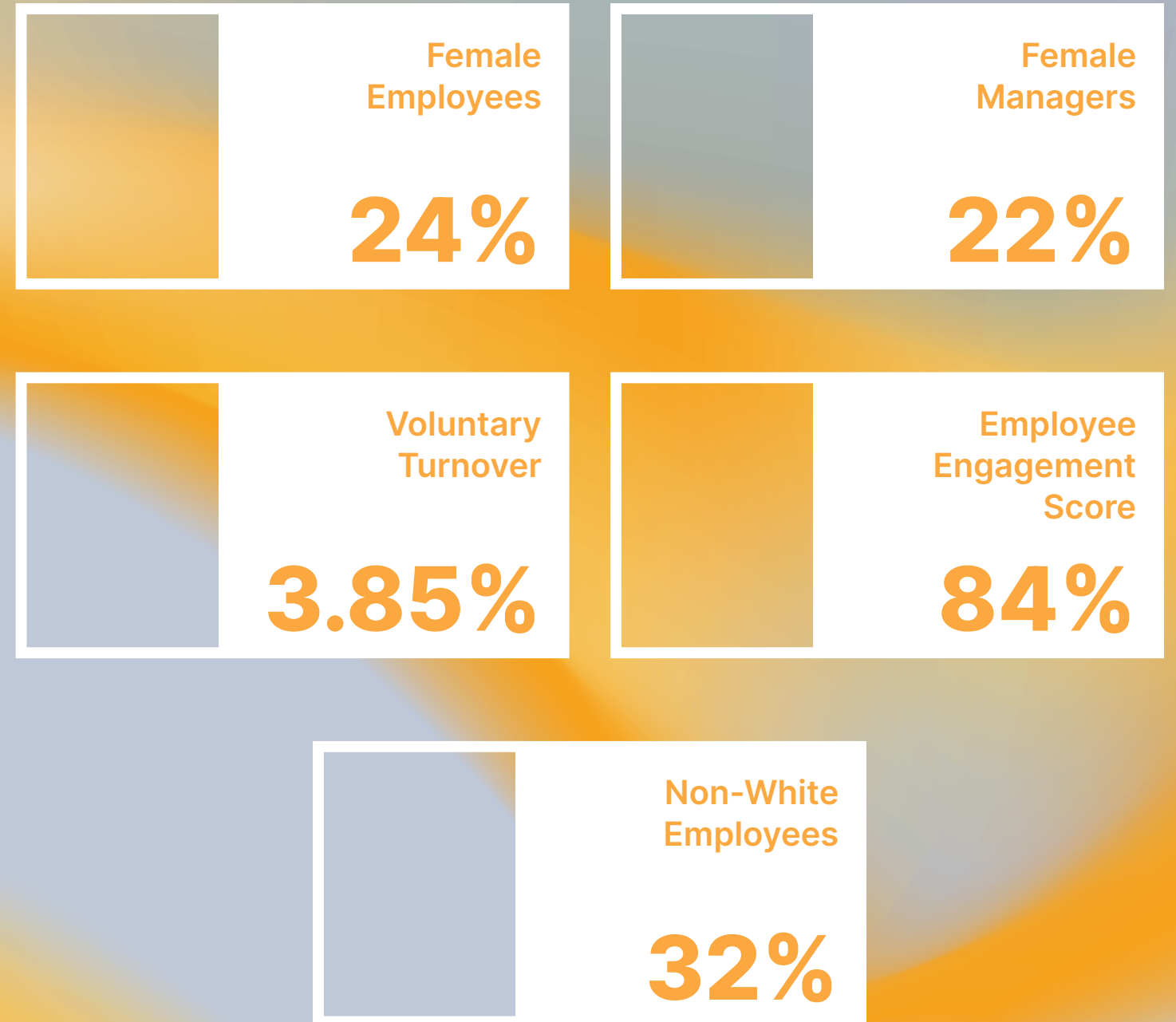
Diversity + Inclusion Council

Iridium's Diversity and Inclusion (D&I) Council is our employee resource group 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 all employees and promote diversity through both university and professional outreach. The D&I Council delivers a communication, "Embracing Our Differences", which highlights ongoing efforts, offers recommended reading, and serves as a resource on D&I topics.

Introduced in 2022, the Uplinks program encourages cross-collaboration and facilitate the flow of ideas across Iridium. This popular program enables employees to meet others with diverse experiences, skills, and viewpoints from other departments. Each Uplinks cohort meets four times a year to connect—twice in Arizona and twice in Virginia. At a recent meeting, participants toured the Desert Botanical Garden together in Phoenix.

EMPLOYEE DIVERSITY METRICS

(AS OF 12/31/23)





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.



iridium

PHILANTHROPY + COMMUNITY ENGAGEMENT

Iridium is proud to have passionate and dedicated employees who not only make a positive impact in their jobs every day but also strive to give back to our communities.

Iridium Cares

Iridium Cares is a Company-wide initiative to support our employees in giving back to the communities we serve, recognize volunteers, and direct our philanthropic efforts toward the organizations our employees care about. Our employee benefits and wellness package includes:

- **Volunteer Time Off (VTO):** Iridium employees may volunteer up to 12 hours per year during business hours to support their preferred charitable organization.
- **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.

In 2023, Iridium employees volunteered at food banks, supported Junior Achievement, and participated in a water drive, Adopt-A-Family, and more.



Iridium Impact Day

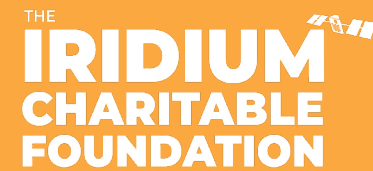
In June 2023, the Iridium team came together across the world to give back to our communities during our third annual Iridium Impact Day.

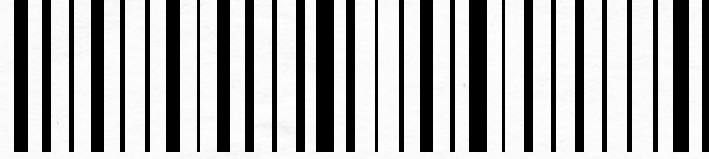
- **Arizona:** Teamed up with Amanda Hope Rainbow Angels to make blankets and care kits for kids and families who spend an extended amount of time in hospitals
- **Virginia:** Packed meals and school supplies for children of all ages in need, in partnership with the Northern Virginia Family Service
- **United Kingdom:** Volunteered at the Bishop's Stortford Holy Trinity Night Shelter, which provides housing for homeless individuals in Hertfordshire, UK

Introducing the Iridium Charitable Foundation

Iridium is excited to announce the launch of the Iridium Charitable Foundation (ICF), a significant step in our commitment to making a positive impact and a strategic means to focus our resources on causes that are aligned with Iridium's core values. A key priority for the foundation will be to advance STEM education and engagement, in particular women in STEM.

The ICF was launched in coordination with our network's 25th anniversary as a means of expanding our impact supporting the education of our industry's future leaders. We are currently evaluating schools to partner with on this initiative, with our first contributions expected in 2024. We expect that all of our philanthropic endeavors will be overseen by the ICF in the future.





PROMOTING STEM EDUCATION

We leverage our company resources to foster the development of the next generation of thinkers, creators, and innovators. Our outreach initiatives are geared toward promoting STEM education, with a particular emphasis on building an appreciation of science and space within our local communities.

Loudoun County Schools

Iridium partners with Ashburn Elementary in Ashburn, Virginia, to assist with supplemental STEM education programs at the school. This year, volunteers from Iridium’s Satellite Network Operations Center (SNOC) helped run the makerspace in the school library, helped the second- and fourth-grade teachers with STEM lessons, presented at the school’s Career Day, and more.

Leading Ladies Initiative

In Virginia, Iridium teams up 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 two-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.

Corporate Work-Study Programs

Iridium is proud of our longtime partnership with Don Bosco Cristo Rey High School in Maryland. The school aims to provide a quality education to students with limited financial resources, and students in the program job-share an entry-level position at Iridium, developing valuable career skills while earning money to help pay for their tuition.

Iridium is also proud to be part of the Genesys Works program, offering five paid, year-long internships to high school seniors from underserved communities. Through the Genesys Works “earn and learn” approach, students complete 20-hour work weeks while in school, and they also receive college and job coaching to further their career goals.

“I like how we get exposed to different areas of the Company for all of our different interests. People here are really nice and welcoming.”
-Amy Canales Ramos
10th grade



Engineering Design Challenges

We collaborate with several universities to provide engaging capstone projects. In our product design capstone, students design an Iridium Connected® communication product that can be easily installed in a vehicle, receiving technical guidance from Iridium’s

sales and automotive engineers. Our product design capstone is offered at Penn State, Smith College (a women’s college), and North Carolina Agricultural and Technical State University, a HBCU. At Arizona State University, the Iridium capstone program is focused on improving the Flight Operations Specialist-Recovery (FOS-R) training process.

“ONE WORLD CONNECTED” AT THE SMITHSONIAN

Iridium is a proud sponsor of the “One World Connected” exhibition at the Smithsonian National Air and Space Museum in Washington, D.C.

“One World Connected” opened in fall 2022 and showcases how satellites enable global connections and provide new perspectives of Earth. Featuring an Iridium Block 1 Satellite and satellite phones, the exhibition asks visitors to consider how interconnection touches their lives and to imagine how advances in technology

might impact the future. A 10-foot interactive globe enables visitors to explore the gallery’s key themes, including communication, the natural world, and transportation and navigation.

Iridium is proud to support the “One World Connected” exhibition, which promotes STEM education and the Iridium brand at a world-class museum in Washington, D.C.—easily accessible to our employees, partners, and customers.



SPOTLIGHT

ENABLING POSITIVE IMPACT WITH OUR TECHNOLOGY

The Iridium constellation of LEO cross-linked satellites provides critical voice and data services for areas not served by terrestrial communication networks. We strive to provide cutting-edge products and services to make a difference today, and for future generations, by creating reliable connections for and within our communities. Here are some examples of these partnerships.

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. 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. Iridium phones and services have been deployed for more than 20 natural disasters around the world since 1999.

Aiding Wildfire Relief Efforts in Maui

Iridium supported wildfire relief efforts in Hawaii by providing the Maui Facilities and Engineering Leadership Council center with Iridium Extreme® satellite phones, along

with unlimited voice and data services. This support aided first responders and emergency crews in coordinating disaster response efforts as they sought to locate survivors of a fire that destroyed thousands of homes on the island.

Breaking Records + Pushing Physical Limits

Crossing Antarctica

Ultra cyclist Omar Di Felice completed the first solo bicycle crossing of Antarctica via the South Pole. The adventure was called Antarctica Unlimited and is part of Di Felice's Bike to 1.5°C project, an initiative to raise awareness of the climate crisis and promote alternative modes of transport. The 1.5°C figure refers to the scientific consensus that to avoid the most catastrophic and irreversible effects of climate change, global warming must be limited to no more than 1.5 degrees Celsius above pre-industrial levels.

Di Felice's journey started at the Hercule Inlet base and ultimately covered 2,400 km. Throughout his trip, satellite communication was essential. Di Felice stayed in touch with the operations center with his Iridium Extreme phone. Using his Iridium GO!® device, he was also able to email compressed images and updates to his communications team to post on social media.

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 Iridium and Iridium Connected devices to support connectivity needs for the 10-day event in the remote Mojave Desert, where there is no cell service and only limited access to everyday technology.

In 2023, Iridium also sponsored two teams (four employees) to participate in Rebelle Rally:

- Team Desert Crush (#163): Isa Budge (Director of Program Management) and Lauren Severson (Data Scientist)
- Team NEXT Wave (#133): Cindy Swazey (Senior Engineer) and Annabelle DaSilva (Principal Engineer)
- Kimberly Carte (Senior Engineer) trained alongside the group as a substitute teammate.

Emily Miller, the founder and director of the Rebelle Rally, spoke at our 2023 Investor Day about the impact Iridium has had on her initiative. "If it weren't for Iridium and these products, the Rebelle Rally would have never happened."

"My life will never be the same. The Rebelle is the best investment I've ever made in myself. I was immersed in so much opportunity and problem-solving, the transformation was inescapable."

– Rebelle Rally Participant



ENABLING SCIENTIFIC RESEARCH + EXPLORATION

SPOTLIGHT

SMITHSONIAN INSTITUTE'S MOVEMENT OF LIFE

Iridium is a proud supporter of the Smithsonian Institution's Movement of Life Initiative, which advances conservation through the science of animal tracking. Through this program, our satellite connectivity enables Smithsonian scientists to overcome the challenge of tracking wildlife in remote areas, facilitating a better understanding of threats to the survival of terrestrial, avian, and marine life. Iridium Extreme Push-to-Talk devices are also used to provide secure and reliable group communications for scientists in the field.

In 2023, new animals that are being tracked via Iridium's network include:

- Bobcats in northern Virginia to assess habitat connectivity to decrease road mortality
- Marabou storks in Kenya to evaluate their contact networks and determine if they are vectors for disease transmission
- Wildebeest in the Greater Mara Ecosystem in Kenya to monitor habitat connectivity and reestablishment of seasonal grazing areas
- Masai giraffe in the Greater Mara Ecosystem in Kenya to assess connectivity and response to anthropogenic disturbance
- Jaguars in Brazil to assess connectivity and resource selection to reduce human-wildlife conflict



NATIONAL GEOGRAPHIC EXPLORERS TECHNOLOGY LAB

Iridium is proud to announce that the National Geographic Society Exploration Technology Lab is now a specially recognized, value-added developer of Iridium Connected devices. The Exploration Technology Lab can now work directly with Iridium to develop solutions supporting personal satellite communications for Explorer work, which is focused on deploying breakthrough systems and hardware to accelerate the exploration of our natural and cultural heritage.

Iridium has also provided satellite phones, Iridium GO! devices, Iridium Certus® weather-resilient broadband terminals, and associated services for explorers to use in the field. This enables explorers to maintain connectivity throughout their field-based research and storytelling and helps them communicate from any remote location around the world.



SPOTLIGHT





GOVERNANCE + RESPONSIBLE BUSINESS PRACTICES

Iridium strives to lead through sustainable business practices, corporate citizenship, and advancing human dignity and respect. Our Company's success is anchored in our core values: teamwork, respect, innovation, impact, and vision.

RISK MANAGEMENT + ESG OVERSIGHT

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.

One of our Board's key functions is informed oversight of our risk management process, including responsibility for monitoring and assessing strategic risk exposure. Our standing committees have specific roles in risk management. For more details about our Board and its responsibilities, please refer to our latest Proxy Statement filed with the SEC.

Oversight of ESG

Our 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, 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, who are charged with implementing and operationalizing our strategic objectives in each ESG area and reporting metrics and progress.

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. Please refer to the TCFD table in the [Appendix](#) for more information on Iridium's management of ESG risks and opportunities including those related to climate change.



Board Diversity + Independence

Our Board comprises dedicated directors with diverse backgrounds and experience, aligned with our business needs and operational environment. Our current slate of nominees recommended for election at our annual

stockholders' meeting in 2024 includes five diverse directors—four diverse directors, three woman and one African American. For more information on our Board, please refer to our most recent Proxy Statement filed with the SEC.



BOARD OF DIRECTORS STATISTICS

AS OF 1/1/24

8.5 Years
Average Tenure

65.9 Years
Average Age

45.5% Gender or
Racially Diverse

72.7% Independent
Directors

BUSINESS ETHICS

Our Code of Business Conduct and Ethics guides 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, the legal department conducts annual training in compliance-focused topics that rotate each year. In 2023, the annual compliance training covered the business gifts and entertainment policy as well as government contracting relationships and risks. Our information technology and security departments also mandate quarterly security awareness trainings to help 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 Vice President 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 of the Board. 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 prides itself on its thought leadership and is an active participant in a wide range of industry dialogues. Our key policy priorities include radio spectrum and licensing, space sustainability and stewardship, and emerging markets (such as unmanned aerial vehicles and direct-to-device technology).

Our Government Contracts Compliance Policy includes a section on the limitations on lobbying and agents. We carefully monitor

lobbying expenditures and require that all lobbying activities and associated costs receive prior approval from a compliance officer and the Chief Legal Officer. This process ensures compliance with our policies and timely filing of any required disclosures. We do not have an employee Political Action Committee (PAC). For more information on our lobbying efforts, please visit the [U.S. Senate’s Lobbying Disclosure webpage](#) and the [European Union’s Transparency Register](#).





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 monthly to discuss measures regarding data security, cybersecurity, and privacy matters. We emphasize security practices and product engineering to safeguard networks, systems, and data against cyber threats while also promoting transparent and responsible handling of personal information where applicable.

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 and other leading global standards. We

are committed to meeting contractual cybersecurity requirements, which may include utilizing tools certified under the Federal Risk and Authorization Management Program (FedRAMP) as needed.

We reinforce ongoing monitoring with monthly internal system tests, annual third-party audits, and regular penetration testing. Our Cybersecurity Incident Response Plan helps ensure we can properly respond to incidents that may affect our IT assets, information resources, and business operations. In 2023, we began further testing our Incident Response Plan through a comprehensive tabletop exercise.

In 2023, Iridium's continuous improvement strategy involved a three-pronged approach focused on: 1) partnering with an external cybersecurity firm to implement a Zero Trust security model and help monitor threats arising from the geopolitical environment, 2) ensuring systematic security coverage, and 3)

providing employee training and education to increase our defenses against insider threats.

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 of 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, subsidiaries, suppliers, and business partners. The policy details 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 a number of 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.

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. For 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 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.

Vendor Assessments

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, as well as a review of their safety, health, and environmental policies. Our suppliers become our trusted partners, and we work collaboratively to optimize their practices and advance their standards of quality, safety, and sustainability.

Vendor Certifications + Audits

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. Iridium's suppliers are expected to comply with the Supplier Standards of Conduct, which details the Company's expectations for our suppliers on environmental, social, and governance topics.

Suppliers are assessed against our compliance standards, as well as technical specifications, with the frequency of the audits determined by the supplier tier. Audits are conducted at least quarterly for our largest suppliers. A Corrective Action Request (CAR) is issued if a nonconformance is discovered, and the noncompliant supplier is requested to implement immediate containment and rectify the situation within 30 days. Audits are conducted to verify the noncompliance has been resolved; failure to address the nonconformance results in the supplier decertification and removal from our approved vendor list.

Human Rights + Conflict Minerals

Iridium works to uphold and respect the fundamental rights and freedoms of all individuals. Our efforts are guided by human rights policies and declarations by the United Nations (UN) and the Organization 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 strives to minimize 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. Before release, new product designs are tested by an external firm to ensure they are free of conflict minerals; products are retested if there is a significant change in the design or supplier used. We support the goals of Section 1502 of the Dodd-Frank Act and we work to stay in compliance with the U.S. Securities and Exchange Commission (SEC) regulations on reporting the use of 3TG minerals. For additional information, please see our most recent annual Conflict Minerals Report on [Form SD](#).





APPENDIX

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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 have indexed this report to key ESG frameworks and standards.

UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS (SDGS)

GOAL	RELEVANT TARGETS	ALIGNMENT	REPORT SECTION(S)
	4.3, 4.4	Through Iridium's community outreach, we promote STEM education and careers, especially to historically underrepresented groups such as women, persons of color, and those from economically disadvantaged backgrounds.	Our People + Our Culture Serving Our Communities
	8.5	Iridium employs more than 700 employees worldwide and is committed to providing fair compensation, competitive benefits, and ample opportunities for learning and development.	Our People + Our Culture
	9.c	Iridium's constellation of 66 crosslinked LEO satellites provide access to voice and data services anywhere on Earth.	Environmental Stewardship + Climate Change Serving Our Communities Governance + Responsible Business Practices
	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 who share our sustainability values, as described in our Supplier Code of Conduct and Human Rights Policy.	Environmental Stewardship + Climate Change Governance + Responsible Business Practices
	15.5	Iridium's technology enables conservation efforts to track endangered species, support conservation efforts, and help researchers carry out their work in remote areas.	Serving Our Communities
	17.17	We collaborate with peers and regulators to share research and advocate for best practices for space operations and satellite end-of-life management.	Environmental Stewardship + Climate Change



SUSTAINABILITY ACCOUNTING STANDARDS BOARD 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% 2023: (1) 69,434 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. Iridium service 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 regulations.	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 laws.	
	Total amount of monetary losses as a result of legal proceedings associated with customer privacy	TC-TL-220a.3	2023: \$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 normally possess information identifying end users. 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.	
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
	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 mitigate and manage data security risks.	

TOPIC	ACCOUNTING METRIC	SASB CODE	RESPONSE	REPORT SECTION
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 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	2023: Iridium was not involved with any material anti-competitive litigation or anticompetitive conduct.	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 and compliant network management. Should applicable statutes or FCC regulations change, Iridium will work to comply with obligations that may result from these regulatory frameworks to the extent that they apply 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.	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.	

ACTIVITY METRIC	SASB CODE	IRIDIUM RESPONSE
Number of wireless subscribers	TC-TL-000.A	Approximately 2.2 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) INDEX

In the following table, we detail our alignment with the TCFD recommendations.

TCFD PILLAR	TCFD DISCLOSURE RECOMMENDATION
Governance	<p>a. Describe the Board's oversight of climate-related risks and opportunities. Through our Nominating and Corporate Governance Committee, the Board oversees all ESG-related activities, including 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.</p>
	<p>b. Describe the management's role in assessing and managing climate-related risks and opportunities. 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 regularly, 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 the tables below for a description of our key climate-related risks and opportunities that could have a material financial impact on our organization.</p>
	<p>b. Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning. 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. Iridium is currently focused on creating systems for data collection and ensuring data quality. We are evaluating the next steps for undertaking a quantitative and qualitative assessment of our Company's operational footprint.</p>
Risk Management	<p>a. Describe the organization's processes for identifying and assessing climate-related risks. Specific aspects of climate risk, including the impact of physical climate risks and emerging regulations, 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, timeframe, likelihood, and financial impact in this process and disclose these risks in this report as well as via our CDP response.</p>
	<p>b. Describe the organization's processes for managing climate-related risks. As natural disasters and extreme weather events are unpredictable and can be fast-moving, we regularly 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 on the business, is 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. The Company has an ESG working group that, in coordination with the Board 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. Iridium is currently focused on creating systems for data collection and ensuring data quality. We are actively evaluating the next steps for undertaking a quantitative and qualitative assessment of our Company's operational footprint.</p>
	<p>b. Disclose scope 1, scope 2, and, if appropriate, scope 3 greenhouse gas (GHG) emissions and the related risks. 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. Iridium is currently focused on creating systems for data collection and ensuring data quality. We are actively evaluating the next steps for undertaking a quantitative and qualitative assessment of our Company's operational footprint.</p>

CLIMATE-RELATED RISKS

RISK TYPE / DRIVER	DESCRIPTION
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.
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.
Emerging Regulation / Enhanced reporting obligations	Iridium continues to monitor regulatory bodies at the international, federal, and local level. Should changes be made to relevant requirements for enhanced emission reporting obligations, we will work to be in full compliance.

CLIMATE-RELATED OPPORTUNITIES

RISK TYPE / DRIVER	DESCRIPTION
Products & Services / Development and/or expansion of goods and services	<p>We believe we are well positioned to support the increasing demand for monitoring climate and environmental data associated with global climate change and human impact on the planet.</p> <p>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, maritime, and surface vehicles.</p> <p>For example, the global coverage of our network supports 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 the 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 the world's oceans and wildlife habitats for monitoring and analysis.</p> <p>Additionally, 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.</p>
	<p>Our products and services have long been relied upon to support natural disaster detection and emergency responses.</p> <p>We remain committed to serving communities as the increasing probability of natural disasters due to climate change drives demand for associated detection and response services.</p> <p>For example, Japan has deployed early warning tsunami sensors and coastal area tsunami meters off its coasts to detect tsunamis in advance and to gauge the impact of tsunami waves on 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.</p> <p>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.</p>
	<p>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 a 10-year lifespan, making it ideal for long-term remote asset management with minimal environmental impact.</p> <p>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.</p>

ESG METRICS TABLE

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

		2023	2022	2021
Governance				
Total Board Members		12	13	13
Board Members by Gender (#/%)	Men	7 (58%)	9 (69%)	11 (85%)
	Women	4 (33%)	3 (23%)	2 (15%)
	Decline to Disclose	1 (8%)	1 (8%)	-
Board Members by Independence (#/%)	Independent	9 (75%)	10 (77%)	10 (77%)
	Not Independent	3 (25%)	3 (23%)	3 (23%)
Board Members by Race/ Ethnicity (#/%)	White	10 (83%)	11 (84%)	12 (92%)
	Hispanic/Latino	-	-	-
	African American	1 (8%)	1 (8%)	1 (8%)
	Asian	-	-	-
	Native American/ Pacific Islander	-	-	-
	Other	-	-	-
Decline to Disclose	1 (8%)	1 (8%)	-	
Employees Trained on Code of Conduct (%)		100%	100%	100%
Human Capital				
Total Headcount		735	617	511
Employment Type	Permanent	712	-	-
	Temporary	23	-	-
Average Tenure		4.9 years	5 years	5.6 years
Workforce by Gender (U.S. Only)	Men	76%	76%	76%
	Women	24%	24%	24%
% Veterans (U.S. Only)		10%	15%	11%
Workforce by Race / Ethnicity (U.S. Only)	White	68%	71%	72%
	Hispanic/Latino	10%	9%	9%
	African American	5%	5%	5%
	Asian	12%	10%	8.5%
	Native American or Pacific Islander	<1%	1%	2%
	Multiracial	3%	4%	3.5%
Management by Gender (Worldwide)	Male	78%	79%	72%
	Female	22%	21%	28%
Management by Race / Ethnicity (U.S. Only)	White	73%	80%	79%
	Hispanic/Latino	9%	10%	8%
	African American	4%	3%	4%
	Asian	13%	6%	7%
	Native American or Pacific Islander	<1%	-	-
	Multiracial	<1%	1%	2%
Workforce by Age Distribution	<30 years	145 (20%)	-	-
	30-50 years	326 (44%)	-	-
	>50 years	264 (36%)	-	-
Turnover (%)	Voluntary	3.85%	7%	10%
	Involuntary	3.9%	2%	3%
Employee Engagement (%)		84%	83%	74%
Total Recordable Injury Rate (#/200,000 hours worked)		0	0	-
Community Involvement				
Employee Volunteer Hours, Paid (#)		1,127	1,121	-

ENVIRONMENTAL INDICATORS FOR U.S. LOCATIONS

METRIC	UNIT	2023	2022	2021	2020
Energy					
Electricity Consumption	MWh	18,276	17,695	19,198	18,669
Natural Gas Consumption ¹	CCF	34,159	40,516	41,121	40,582
Water					
Water Consumption	gallons	10,240,490	9,009,391	9,565,809	10,558,814
Waste					
Landfill ²	tons	13.2	12.4	14.31	26
Recycling ²	tons	12.8	18.4	9.6	17.6
Total Waste and Recycling ²	tons	26.0	30.8	23.91	43.6
Waste Diversion Rate ²	%	49.2	59.8	40.2	40.4
Facilities Reporting Data	%	50.0	33.3	33.3	50.0
GHG Emissions³					
Scope 1 Emissions (Stationary Combustion)	mtCO2e	183	223	227	224
Scope 2 Emissions (Location-Based)	mtCO2e	5,990	5,800	6,849	7,326
Scope 2 Emissions (Market-Based)	mtCO2e	6,091	5,824	6,875	7,326
Total Scope 1 & Location-Based Scope 2 Emissions	mtCO2e	6,174	6,023	7,076	7,550
Total Scope 1 & Market-Based Scope 2 Emissions	mtCO2e	6,091	6,047	7,102	7,550
Corporate Travel Emissions ⁴ (Scope 3)	mtCO2e	2,417	1,341	420	330

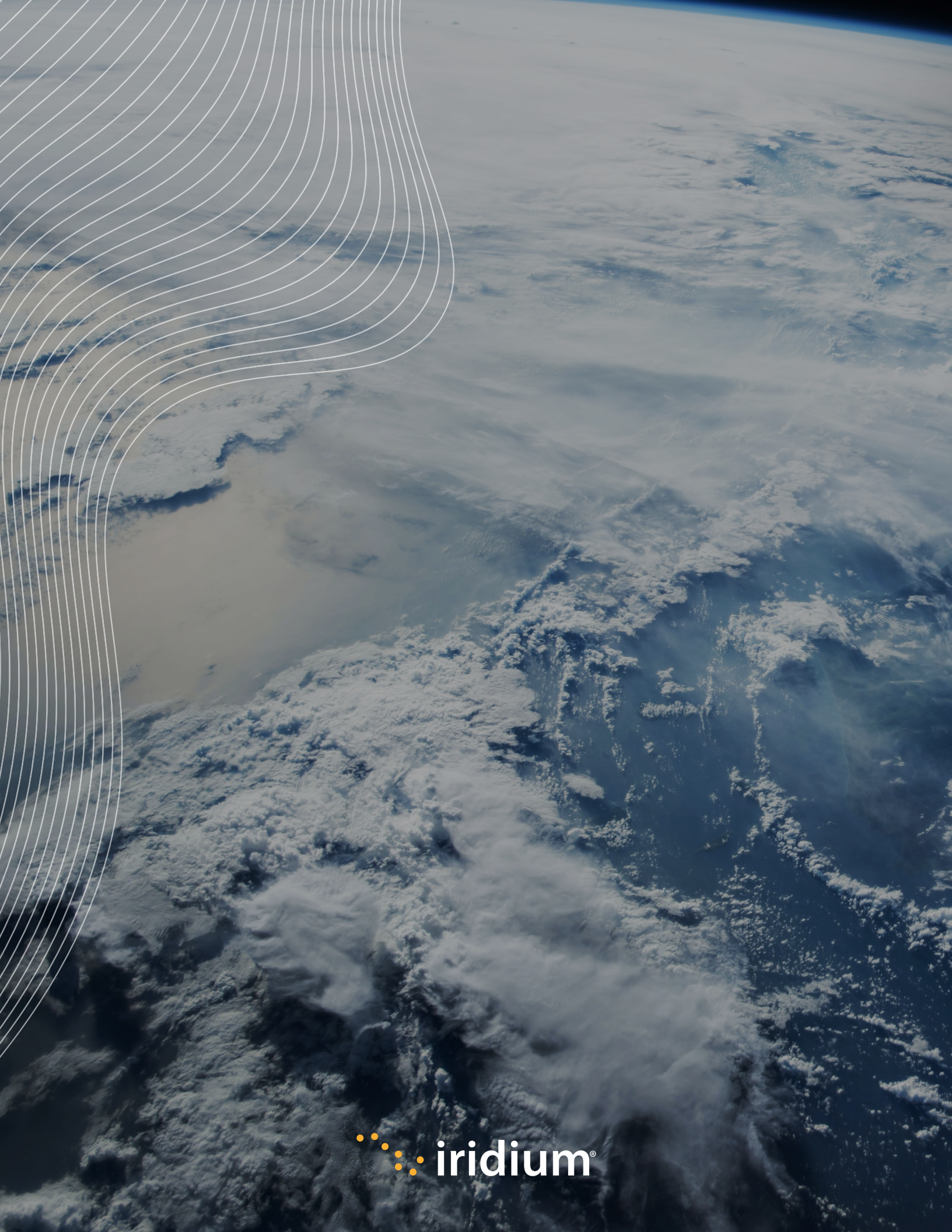
¹ Gas usage calculation is based on data from the Fairbanks and Leesburg sites.

² Waste data is available only for Iridium's locations in Chandler and Gateway. Waste calculations for 2021 and part of 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.





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