



# Sustainability Report

SASB, TCFD & Environmental Metrics  
for Fiscal Year 2024

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## About this Report

This report (Report) provides information about Iridium Communications Inc. (Iridium or the Company) in alignment with the SASB (Sustainability Accounting Standards Board) Standards for the Telecommunications sector and the recommendations of the Task Force on Climate-related Disclosures (TCFD) in addition to certain environmental metrics, including Iridium's Scope 1 and 2 greenhouse gas (GHG) emissions from its U.S. facilities and certain Scope 3 emissions. This Report reflects our commitment to corporate responsibility and providing transparency to our investors and other stakeholders.

## Disclaimers

The inclusion of information in this Report should not be construed as a characterization regarding the materiality of that information for purposes of U.S. securities law.

This Report includes metrics that are subject to measurement uncertainties resulting from limitations inherent in the nature and the methods used for determining such data. The selection of different but acceptable measurement techniques can result in materially different measurements. The precision of different measurement techniques may also vary. Unless specified otherwise, the information set forth herein covers the period from January 1 through December 31, 2024 and Iridium reserves the right to update its measurement techniques and methodologies in the future.

This Report contains forward-looking statements as defined in the Private Securities Litigation Reform Act of 1995. Forward-looking statements include statements regarding Iridium's climate-related risks and opportunities. 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 climate-change, customer demand for Iridium's products and services, including demand from the U.S. government, the development of and market for Iridium's products and services, 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, 2024, filed with the Securities and Exchange Commission (SEC) on February 13, 2025, and the Company's Form 10-Q for the quarter ended September 30, 2025, filed with the SEC on October 23, 2025, 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 differ materially from those expected, estimated, or projected. Iridium's forward-looking statements are based on information available to it as of the Report and speak only as of the date of this Report, and Iridium undertakes no obligation to update forward-looking statements contained herein.

# SASB-Aligned Disclosure

The Sustainability Accounting Standards Board (SASB) reporting standards are non-binding sector specific standards to guide the disclosure of sustainability information by companies to their investors. For Iridium, the most relevant industry group is Telecommunications Services.

In August 2022, the International Sustainability Standards Board (ISSB) of the IFRS Foundation assumed responsibility for the SASB Standards and in December 2023, the ISSB published amendments to the SASB Standards. Iridium aligns with these updated SASB standards and will continue to review its approach, including monitoring the development of further ISSB thematic sustainability standards, for the purpose of future disclosures.

Topic	Accounting Metric	SASB Code	Response
Environmental Footprint of Operations	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	TC-TL-130a.1	1) 19266 MWh 2) 95% 3) No renewables purchased in FY 24
Data Privacy	Description of policies and practices relating to targeted advertising and customer privacy	TC-TL-220a.1	Iridium does 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 laws and regulations.
	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	FY 2024: \$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.

Topic	Accounting Metric	SASB Code	Response
Data Security	(1) Number of data breaches, (2) percentage that are personal data breaches, (3) number of customers affected	TC-TL-230a.1	Iridium does not report this information in the ordinary course; however, SEC rules require Iridium to disclose material cybersecurity incidents, which include data breaches. Iridium did not disclose any such incidents in FY 2024.
	Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards	TC-TL-230a.2	Please see our FY 2024 Annual Report on Form 10-K for a description of our approach to identifying and addressing cybersecurity risks including data security.
Product End-of-Life Management	(1) Materials recovered through take-back programmers, 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 do, however, manage and monitor all our satellites in space and work to mitigate space debris. We aim to be a leader in these efforts and share best practices and to embed sustainability into our satellite design to promote proper end-of-life disposal.
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 2024: Iridium was not involved with any material anticompetitive litigation or proceedings.
	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.
	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 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.

Topic	Accounting Metric	SASB Code	Response
Managing Systemic Risks from Technology Disruptions	(1) System average interruption duration, (2) system average interruption frequency and (3) 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.
	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 replace a failed satellite.

Activity Metric	SASB Code	Iridium Response
Number of wireless subscribers	TC-TL-000.A	Approximately 2.5 million as of December 31, 2024.
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.

# TCFD-Aligned Disclosure

The Task Force on Climate-related Financial Disclosures (TCFD) recommendations, introduced in 2017, are designed to promote consistent and comparable reporting on climate-related risks and opportunities by companies to their stakeholders. The TCFD recommendations are organized into four pillars: (i) Governance; (ii) Strategy; (iii) Risk Management; and (iv) Metrics and Targets.

In June 2023, the inaugural ISSB sustainability disclosure standards were published. The ISSB's climate disclosure standard (IFRS S2) incorporates the TCFD recommendations and the TCFD was disbanded in October 2023. Iridium's climate-related financial risk and opportunity disclosure in this section is in accordance with the TCFD recommendations; however, in the future, Iridium anticipates that it may assess whether disclosure in alignment with IFRS S2, rather than the TCFD recommendations, is a preferred approach.

TCFD Pillar	TCFD Disclosure Recommendation & Iridium's Disclosure
Governance	<p><b>a. Describe the Board's oversight of climate-related risks and opportunities.</b></p> <p>The Nominating and Corporate Governance Committee (Governance Committee) of Iridium's Board of Directors (Board), oversees responsible business matters, including environmental stewardship, which encompasses climate-change related matters. The Audit Committee of the Board is responsible for overseeing the Company's risk assessment and risk management, including the Company's major financial risk exposures. The committees report on committee work to the full Board. Climate-related risks and opportunities, to the extent material, are discussed with the committees.</p> <p><b>b. Describe management's role assessing and managing climate-related risks and opportunities.</b></p> <p>Management is responsible for managing risks to the business generally and pursuing new business opportunities, which to the extent relevant, include climate-related risks and opportunities. Furthermore, the Company's chief legal officer, as chair of the Company's Sustainability Working Group, is instrumental in coordinating the Company's sustainability efforts. The Sustainability Working Group is a cross-functional team with representatives from legal, human resources, investor relations, finance, security, marketing, and communications. This group serves as a forum to understand sustainability issues and priorities across the business, including climate-related risks and opportunities as they arise. Management also provides sustainability updates to the Board's Governance Committee.</p>
Strategy	<p><b>a. Climate-related risks and opportunities: Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.</b></p> <p>See the tables titled "Climate-Related Risks" and "Climate-Related Opportunities" below for a description of climate-related risks and opportunities that we have identified that could have a material financial impact on our organization.</p> <p><b>b. Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.</b></p> <p>Iridium has an innovative and resilient business model that we believe supports effective adaptation to climate-related risks and opportunities. 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 believe our varied product portfolio, global coverage, hundreds of distribution partners and use cases in diversified segments help protect us from excessive risk in any one geographic area or industry, including those that may be affected by climate change. We are always looking to adapt our products and services to changing use-cases. To the extent climate change creates new or increased use cases, such as increased demand for remote climate and environment monitoring solutions or polar communications, we are positioned to meet those needs. When we plan for our ground facilities, we evaluate the natural risks of the sites, which, to the extent relevant, would include potential impacts from climate change.</p>
	<p><b>c. Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.</b></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 monitor and plan for threats, including network outages, natural disasters, and cybersecurity-related events. We believe our varied product portfolio, global coverage, and hundreds of distribution partners, and use cases in diversified segments help protect us from excessive risk in any one geographic area or industry, including those that may be affected by climate change. We believe our relatively low GHG emissions and terrestrial footprint compared to many businesses also limits our exposure to any disproportionate impact from potential transition risks such as increasing regulation on emissions or increases in the cost of energy. We have not completed a formal climate scenario analysis; however, we will consider conducting one in the future.</p>

TCFD Pillar	TCFD Disclosure Recommendation & Iridium's Disclosure
Risk Management	<p><b>a. Describe the organization's processes for identifying and assessing climate-related risks.</b></p> <p>Iridium does not treat climate-related risks differently than other risks to the Company. As part of its risk management, the Company has engaged external consultants to assist in identifying risks to the business. The scope of their risk review encompasses climate-related risks to the extent significant. In addition, the Company's Sustainability Working Group is another forum for climate-related risks to be identified and assessed and, to the extent appropriate, raised to senior leadership and relevant Board committees.</p>
	<p><b>b. Describe the organization's processes for managing climate-related risks.</b></p> <p>In consideration of acute physical risks, we regularly review and, if appropriate, update our emergency preparedness and disaster recovery plans to guide responses to extreme weather events and natural disasters. If one occurs that impacts our facilities, Iridium seeks to quickly and safely identify affected employees, suppliers, and customers and restore operations at the impacted facilities. Furthermore, Iridium has business continuity plans that seek to ensure overall business continuity in the case of a disruption to normal course operations.</p>
	<p><b>c. Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.</b></p> <p>The process for identifying, assessing and managing climate-related risks is integrated into the organization's overall risk management because Iridium does not treat climate-related risks differently than other risks to the Company.</p>
Metrics & Targets	<p><b>a. Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.</b></p> <p>Iridium calculates its Scope 1 and Scope 2 GHG emissions for U.S. based facilities. Our primary asset is our satellite constellation, which does not emit GHG emissions during its operation. Our terrestrial footprint comprises primarily office space, warehouse, operations centers and satellite teleports.</p> <p><b>GHG Intensity (by Revenue)</b>            Total Scope 1 &amp; 2 (Market Based) 7.5 mtCO2e/ million USD            Total Scope 1 &amp; 2 (Location Based) 7.0 mtCO2e/ million USD</p>
	<p><b>b. Disclose scope 1, scope 2, and, if appropriate, scope 3 greenhouse gas (GHG) emissions and the related risks.</b></p> <p>Please see the Environmental Metrics section of this Report.</p>
	<p><b>c. Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.</b></p> <p>Iridium does not use targets to manage climate-related risks and opportunities because it does not believe such targets would be currently meaningful in mitigating the identified climate-related risks to the Company.</p>

# Climate-Related Risks

Risk Type	Risk	Description
Acute Physical	Extreme weather events	Natural disasters and extreme weather events could impact our ground operations, impairing our business and services. We have emergency preparedness plans so that we are ready to respond to such events and maintain business continuity.
Chronic Physical	Changing temperatures	Increased harsh environmental conditions, such as elevated temperatures or water shortages, over the longer term could make regions where we have operations unsuitable, which could disrupt operations or increase costs due to mitigation actions or moving locations.
Transition	Increased reporting obligations Regulation increasing energy & material costs	Future laws, regulations, or policies in response to concerns over GHG emissions, such as carbon taxes; mandatory reporting and disclosure obligations; changes in procurement policies; and policies affecting other sectors of the economy, such as power generation, could significantly increase our direct and indirect operational and compliance burdens and costs. We would expect to mitigate these cost increases; however, cost increases to our products and services may reduce overall demand.

# Climate-Related Opportunities

Opportunity Type/Driver	Opportunity	Description
Products & Services	Development and/or expansion of goods & 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. We provide truly global coverage, including the polar regions, permitting remote data collection.</p> <p>As the polar regions become increasingly important and accessible due to climate change, such as shipping lanes through the arctic region, our services may see more demand in those regions because we offer polar coverage.</p> <p>Our services can 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>
Products & Services	Development and/or expansion of goods & services	<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>
Products & Services	Development and/or expansion of goods & services	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.

# Environmental Metrics

## U.S. Locations

Metric	Unit	FY 2024	FY 2023	FY 2022	FY 2021
<b>Energy</b>					
Electricity Consumption	MWh	18,337	18,276	17,695	19,198
Natural Gas Consumption <sup>1</sup>	CCF	30,903	34,159	40,516	41,121
<b>Water <sup>2</sup></b>					
Water Usage	gallons	4,753,260	4,688,3724	3,438,917	3,472,434
<b>Waste <sup>3</sup></b>					
Landfill	tons	14.73	13.2	12.4	14.31
Recycling	tons	7.71	12.8	18.4	9.6
Total Waste & Recycling	tons	22.44	26.0	30.8	23.91
Waste Diversion Rate	%	34.4	49.2	59.8	40.2
Facilities Reporting Data	%	23.1	50.0	33.3	33.3
<b>GHG Emissions <sup>4</sup></b>					
Scope 1 Emissions <sup>5</sup>	MTCO2e	314	183	223	227
Scope 2 Emissions (Location-Based)	MTCO2e	5,497	5,990	5,800	6,849
Scope 2 Emissions (Market-Based)	MTCO2e	5,911	6,091	5,824	6,875
Total Scope 1 & Location-Based Scope 2 Emissions	MTCO2e	5,810	6,174	6,023	7,076
Total Scope 1 & Market-Based Scope 2 Emissions	MTCO2e	6,225	6,091	6,047	7,102
Business Travel Emissions <sup>6</sup> (Scope 3)	MTCO2e	2,843	2,417	1,341	420

<sup>1</sup> Gas usage calculation is based on data from the Fairbanks, AK and Leesburg, VA sites and estimates for new sites in Longmont, CO and Reston, VA.

<sup>2</sup> 2021-2023 water metrics were restated to reflect a more precise reporting boundary

<sup>3</sup> Waste data is available only for Iridium's locations in Chandler, AZ, Tempe, AZ (Gateway) and Fairbanks, AK. 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.

<sup>4</sup> Scope 1 and 2 GHG emissions used calculation methodologies described by the GHG Protocol and emissions factors from the U.S. EPA and academic research papers when needed. The electricity emissions factors used for U.S. office locations in 2024 were the CO<sub>2</sub>, CH<sub>4</sub>, and N<sub>2</sub>O System Average Emission Factors by Subregion eGRID2023, January 2025. For 2021-2023 eGRID2020, February 2021 was used.

<sup>5</sup> 2024 data includes estimated fugitive emissions and stationary combustion. Prior years do not include estimated fugitive emissions.

<sup>6</sup> Estimated emissions from air travel, rail and vehicle travel for business (excluding commuting). Business travel was reduced during 2020 and 2021 due to the COVID-19 pandemic. Iridium does not calculate Scope 3 categories other than business travel.

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