

ICEYE

Sustainability overview

2025



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Foreword

Actionable intelligence for resilience, readiness and response

The year 2025 was exciting for ICEYE: we saw remarkable business growth and expansion of our operations with the demand for timely, reliable intelligence increasing in Europe as well as globally.

We launched over 20 new satellites; introduced Gen4 technology for industry-leading high-resolution imaging, as well as new tactical and data solutions; formed new strategic partnerships; secured 160 million euros in new funding; and were recognized as one of the world's most innovative and leading green tech companies, highlighting our technology innovations and contributions to environmental and disaster monitoring and resilience.

The growing demand for timely, reliable intelligence is driven by the changing security landscape and emerging geopolitical risks. ICEYE partners with an increasing number of governments to build their readiness and response capabilities with sovereign access to intelligence based on Earth observation.

At the same time, climate change and related events are posing increasing threats to human lives, livelihoods, and infrastructure. In 2025, ICEYE analyzed over 390 climate-related disasters, including floods, wildfires, and hurricanes, contributing to response and recovery efforts on six continents.

We also acknowledge the climate impact of our own operations. In 2025, we established science-based emission reduction

targets to mitigate our climate impact, with the aim of achieving zero GHG emissions by 2050, and contributing to limiting global warming to 1.5°C above pre-industrial levels.

In the past year, we also developed environmental management at our sites, enforced our human rights due diligence, and enhanced the monitoring of the end-use of Earth observation data, to name a few examples of our efforts to continually improve our environmental, social and governance (ESG) performance.

Going forward, we will continue to develop our sustainability practices while scaling our operations and capabilities globally, to ensure long-term benefits for our customers, investors and other business partners, and to fulfill our mission – building a more secure and sustainable world with truth data and actionable intelligence.

ZACH MILLER

GENERAL COUNSEL & CORPORATE SECRETARY

MILLA UUSI-PIETILÄ

HEAD OF SUSTAINABILITY

General information

B1 – Basis for preparation

ICEYE’s Sustainability Overview 2025 presents sustainability information from the 2025 financial year (January 1 to December 31, 2025). It covers all companies within the ICEYE Group (the “Group”), including the parent company, ICEYE Oy (the “Company”), and its wholly owned subsidiaries, excluding ICEYE US, Inc., unless otherwise indicated for specific disclosures.

The Overview has been prepared in alignment with the Voluntary Sustainability Reporting Standard for SMEs (VSME),

published by EFRAG in December 2024. Both the Basic Module and the Comprehensive Module of the Standard are applied in the disclosures.

ICEYE is reporting the sustainability information included in this Overview on a voluntary basis. The sustainability disclosures do not form part of ICEYE’s statutory financial reporting and have not been subject to independent third-party assurance.

Omitted disclosures

Disclosure requirement in the VSME standard	Omitted disclosure	Reason for omitting the disclosure
B1 – Basis for preparation	Registered addresses of subsidiaries, and geolocations of sites owned, leased or managed	Sensitive information
B9 – Workforce – Health and safety	Rate of recordable work-related accidents	Data not available for the reporting year 2025
B10 – Workforce – Remuneration, collective bargaining and training	The average number of annual training hours per employee, broken down by gender	Data not available for the reporting year 2025
C7 – Resource use, circular economy and waste management	Annual mass-flow of relevant materials	Data not available for the reporting year 2025

ICEYE Group companies

Company	Parent company / subsidiary	Group ownership	Country of incorporation	Registered address ¹	Included in Sustainability Overview
ICEYE Oy	Parent company	-	Finland	Maarintie 6, 02150 Espoo, Finland	Yes
ICEYE Polska Sp. z o.o.	Subsidiary	100%	Poland	Wspólna 70, 00-687 Warszawa, Poland	Yes
ICEYE Spain Lt. (ICEYE España S. L. as of January 2026)	Subsidiary	100%	Spain	Carrer dels Bombers, 2, 46988 Paterna, Valencia, Spain	Yes
ICEYE US, Inc.	Subsidiary	100%	United States	3500 South DuPont Highway, City of Dover, County of Kent, 19901, Delaware, USA	Partly
ICEYE North America, Inc.	Subsidiary	100%	United States		Yes
ICEYE Information Solutions UK Ltd	Subsidiary	100%	United Kingdom		Yes
ICEYE Greece Single Member Private Company	Subsidiary	100%	Greece		Yes
ICEYE (Middle East) Holding Limited	Subsidiary	100%	United Arab Emirates		Yes
ICEYE UAE Parts and Accessories of Aircraft and Spacecraft Manufacturing - LLC - SPC	Subsidiary	100%	United Arab Emirates		Yes
ICEYE Spacecraft Engineering and Development - LLC - SPC	Subsidiary	100%	United Arab Emirates		Yes
ICEYE Australia Pty Ltd	Subsidiary	100%	Australia		Yes
ICEYE Japan K.K.	Subsidiary	100%	Japan		Yes

Company information - ICEYE Group ²	
The undertaking's legal form	Private limited liability undertaking
NACE sector classification code(s)	M71.1.2
Size of the balance sheet (total assets)	717 million euros
Turnover	278 million euros
Total number of employees (total headcount) ³	694
Country of primary operations	Finland
Head office	Maarintie 6, 02150 Espoo, Finland
Locations of significant sites	Espoo, Finland Warsaw, Poland Paterna, Spain Irvine, California Athens, Greece Tokyo, Japan

¹ Registered addresses are included for Group companies where such information is not restricted by sensitivity considerations.

² Company information covers all ICEYE Group companies operational in 2025, including ICEYE US, Inc.

³ Total number of employees (total headcount) is the average number of people employed during the reporting year, including ICEYE US, Inc., and excluding non-employees in the workforce.

Sustainability-related certifications

EcoVadis Bronze Medal

ICEYE earned a Bronze medal in EcoVadis Sustainability Assessment in 2025, being placed among the 35% best performing companies globally. ICEYE's sustainability performance was evaluated across four areas – environment, labor & human rights, ethics, and sustainable procurement – and was awarded with an overall score of 65/100.



ISO/IEC 27001:2013

ICEYE is ISO 27001:2013 certified. This certification, which is the highest level of global information security assurance available, confirms that ICEYE meets stringent international security standards.



ISO 9001:2015

ICEYE is ISO 9001:2015 certified. The certification covers Production and Commercial Space Missions and Satellite Data in Espoo, Finland, and Warsaw, Poland. ISO 9001 is the world's most recognized quality management system standard. The certification provides assurance that the organization has a systematic way to meet complex customer requirements and regulatory obligations through the development of consistent products and services.

C1 – Strategy: Business model and sustainability

ICEYE delivers unparalleled persistent monitoring capabilities to detect and respond to changes in any location on Earth, faster and more accurately than ever before. Owning the world’s largest synthetic aperture radar (SAR) satellite constellation, ICEYE provides objective, near real-time insights, ensuring that customers have unmatched access to actionable data, day or night, even in challenging environmental conditions.

As a trusted partner to governments and commercial industries, ICEYE delivers intelligence in sectors such as defense and intelligence, insurance, natural catastrophe response and recovery, security, maritime monitoring, and finance, enabling decision-making that contributes to community resilience and sustainable development.

World leader in SAR technology

ICEYE designs, builds, and operates micro-satellites that use synthetic aperture radar (SAR) technology. The satellites are designed to be smaller, more cost-effective, and offer greater flexibility compared to older, traditional systems. Powered by solar energy, they orbit in Low Earth Orbit at an altitude of approximately 560 kilometers.

ICEYE’s SAR satellites have an operational on-orbit lifetime of minimum three to five years. At the end of their lifetime, they are commanded to discontinue their operations and station-

keeping, entering a controlled descent until they disintegrate and vaporize upon reentering the atmosphere.

ICEYE is accelerating the shift to software-defined satellites with its fourth-generation satellite platform, which can deliver SAR imagery at up to 16 cm resolution and monitor vast areas of up to 120,000 km² in a single acquisition, supporting a range of imaging modes and operational applications. The platform enables new capabilities to be deployed via software updates from the ground, rather than through hardware refresh cycles.

Lifecycle of a SAR satellite



DESIGN
Satellite design and software development



MATERIAL ACQUISITION
Procurement of satellite parts and materials



MANUFACTURING
Satellite assembly and testing



TRANSPORTATION
Satellite transportation and launch



OPERATIONS
Satellite operations



PROCESSING
Data processing and analysis



END-OF-LIFE
Satellite end-of-life

Data and Missions – Contributing to strategic resilience and tactical readiness and response

ICEYE's Data Business Line serves both commercial and institutional customers, delivering access to data collections that enable the rapid detection and frequent tracking of changes on the Earth's surface.

The Missions Business Line delivers sovereign SAR satellite systems that provide governments with critical, actionable intelligence and enable strategic responses to emerging threats.

Beyond the satellite systems themselves, Missions offers software products, ground station antennas, and a containerized unit called ISR Cell that provides direct access to space-based tactical intelligence, surveillance, and reconnaissance (ISR) in near-real-time. ICEYE supports its Mission customers with launch services, training, and ongoing operational support, along with access to supplementary data from ICEYE's own constellation.

Solutions – Transforming disaster response and recovery

ICEYE delivers a comprehensive suite of natural catastrophe event insights that enable insurance industry and government agencies to respond faster to natural catastrophes such as floods, wildfires, hurricanes, and other extreme events.

The Solutions Business Line utilizes SAR imagery, combined with ground data, to provide situational awareness that enables

insurers and emergency teams to rapidly evaluate risks and damages and respond effectively. This improves recovery outcomes and contributes to the resilience of vulnerable communities.

Flood Solutions is the world’s first consistent, near-real-time source for flood observation data. It is used across a wide spectrum of operational and financial use cases, including rapid situational awareness, search and rescue operations, sizing event losses, communicating with affected survivors or policyholders, allocating resources for event response, claims triage and processing, and to support risk-transfer of flood exposures. Flood Solutions is made up of three key components: Flood Early Warning, Flood Rapid Impact, and Flood Insights.

ICEYE Flood Insights in 2025	
Flood events analyzed	159
Countries analyzed	27
Total mapped areas, sq km	569,974

Wildfire Solutions is a SAR based near-real-time source for wildfire observation data. It is designed to enable customers to achieve substantially more rapid and complete awareness of the progression of wildfire and the damage that results from it. The core offering currently centres around a building damage assessment capability identifying damaged structures from post event satellite observations. This is supplemented with greater situational awareness delivered through a Wildfire monitoring application.

ICEYE Wildfire Insights in 2025	
Wildfire events delivered	229
Countries analyzed	2
Total mapped areas, sq km	30,206

Hurricanes and cyclones in 2025	
Hurricanes and cyclones analyzed	5
Total mapped areas, sq km	135,000

Contribution to the global goals for sustainable development

ICEYE is committed to taking action in support of the Sustainable Development Goals (SDGs), adopted by the United Nations, which aim to end poverty, protect the planet, and ensure peace and prosperity for all. We are making a substantial contribution in five areas by contributing to security, readiness and resilience of nations and vulnerable communities.



Make cities and human settlements inclusive, safe, resilient, and sustainable

We help make cities and communities more resilient by monitoring natural disasters like floods and earthquakes, contributing to risk management and loss mitigation, and enabling faster response and recovery.



Take urgent action to combat climate change and its impacts

As climate change intensifies natural disasters like floods and wildfires, we empower government and private sector actors with near real-time data to create adaptation strategies and mitigate impacts on communities.



Conserve and sustainably use the oceans, seas and marine resources for sustainable development

We contribute to the protection of oceans and sustainable use of marine resources by detecting illegal activities and identifying sources of pollution, such as oil spills and coastal flooding.



Protect, restore, and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation, and halt biodiversity loss

We help prevent environmental degradation and loss of biodiversity by providing decision-makers with objective data about deforestation and desertification and enabling continuous monitoring of at-risk areas.



Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels

We partner with governments in defense, security, and crisis management to strengthen the resilience and sovereignty of the allied nations.

B2, C2 – Practices, policies and future initiatives for transitioning towards a more sustainable economy

We are committed to conducting our business in a responsible and sustainable manner, mitigating any adverse impacts on people and the environment that may arise from our operations or business relationships. To fulfill our commitment, we have

identified key environmental, social and governance (ESG) topics that we aim to address and continually improve. We define targets and metrics for each topic, establish action plans, and regularly monitor our progress in each area.

Focus areas in sustainability

Focus area	Commitment	Key topics
Environment	We are committed to environmental protection and sustainable use of space. This includes promoting resource efficiency in the design and manufacture of our products, and continually developing our operations to mitigate adverse impacts on the environment. We support industry-wide initiatives to develop best practices for safe and sustainable space operations, ensuring the benefits of space initiatives for future generations.	• Climate change mitigation • Space debris mitigation and prevention of pollution • Resource and material efficiency
People	We are committed to respecting internationally recognized human rights and labor standards, promoting fair treatment of people across our operations and value chain. One of our core values is to offer an inspiring working environment where everyone feels welcome and can thrive at the highest level. We embrace diversity, with ICEYErs representing over 70 different nationalities, and aim to ensure equal opportunities and safe working conditions for all.	• Human rights and responsible employment practices • Employee health and safety • Diversity and equal opportunities
Governance and ethical business conduct	We are committed to conducting our business ethically and in compliance with all applicable laws and regulations. The ICEYE Code of Conduct defines the framework for proper behavior for our employees and business partners, and effective grievance mechanisms are maintained for stakeholders to report unlawful behavior.	• Responsible use of ICEYE products • Compliance and ethical business practices • Supply chain sustainability

Practices, policies and future initiatives for transitioning towards a more sustainable economy

VSME topic	Does the company have existing sustainability practices / policies / future initiatives that address any of the following sustainability issues?	Are sustainability practices / policies / future initiatives publicly available?	Does the company have any targets on these sustainability issues?	Do the practices / policies / future initiatives cover suppliers or customers in addition to own operations?
Climate change	Yes	Yes	Yes	Yes
Pollution	Yes	Yes	Yes	Yes
Water and marine resources	No	Not applicable	Not applicable	Not applicable
Biodiversity and ecosystems	No	Not applicable	Not applicable	Not applicable
Circular economy	Yes	Yes	Yes	No
Own workforce	Yes	Yes	Yes	No
Workers in the value chain	Yes	Yes	Yes	Yes
Affected communities	No	Not applicable	Not applicable	Not applicable
Consumers and end-users	No	Not applicable	Not applicable	Not applicable
Business conduct	Yes	Yes	Yes	Yes

Description of practices, policies and future initiatives for transitioning towards a more sustainable economy

VSME topic	Existing policies	Description of existing practices and future initiatives	ICEYE key sustainability topic ⁴	Description of targets
Climate change	Health and Safety, Environment and Quality Policy	We take measures to conserve energy and increase the share of renewable energy in our overall energy consumption. We measure greenhouse gas (GHG) emissions generated in our operations and value chain, and have established science-based emission reduction targets in alignment with the goal of the Paris agreement to limit the temperature increase to 1.5°C above pre-industrial levels.	Climate change mitigation	Long-term target: Reaching net zero emissions by 2050 Short-term target (2026): Reducing scope 1 and 2 emissions from fuel consumption and purchased energy by 4%, and the economic intensity of scope 3 indirect emissions by 11%
Pollution	Health and Safety, Environment and Quality Policy	We handle harmful substances responsibly to prevent adverse impacts on people and the environment, and actively seek to replace them with safer alternatives. We mitigate the risk of space debris by actively avoiding satellite break-ups and collisions in space, and de-orbiting our satellites at the end of their mission.	Prevention of pollution and space debris	Long-term target: Minimizing the risk of pollution and space debris related to ICEYE operations Short-term target (2026): Developing environmental management at ICEYE sites globally
Circular economy	Health and Safety, Environment and Quality Policy	We consider resource efficiency in our operations and products throughout their lifecycle, including design, manufacture, operational phases and end-of-life, and take measures to reduce waste and recycle materials in our manufacturing processes.	Resource and material efficiency	Long-term target: Enhancing resource and material efficiency in ICEYE operations Short-term target (2026): Measuring material inflows and outflows, and increasing the material recycling rate
Own workforce	ICEYE Code of Conduct; Human Rights Policy; Human Resources Policy; Health and Safety, Environment and Quality Policy; Diversity, Equality and Inclusion Policy; Data Security and Privacy Policy	We are committed to respecting internationally recognized human rights and labor standards, aiming to ensure fair employment terms, equal opportunities, and safe working conditions for our employees. We continuously assess and develop our operations to prevent adverse impacts on people, and maintain effective grievance mechanisms for employees to voice their concerns. All reported cases of mis-conduct will be investigated and addressed in a just and timely manner.	Health and safety	Long-term target: Ensuring safe working conditions and employee wellbeing with zero lost-time accidents Short-term target (2026): Enhancing employee and manager training on occupational health and safety, and ensuring potential incidents are reported and investigated
			Diversity and equal opportunities	Long-term target: Enforcing an inclusive work environment that promotes equal opportunity and has zero tolerance for discrimination Short-term target (2026): Ensuring compliance with the EU Pay Transparency Directive

⁴ICEYE has identified key sustainability topics that it aims to address to continually improve its sustainability performance. See “Focus areas in sustainability” for more information.

VSME topic	Existing policies	Description of existing practices and future initiatives	ICEYE key sustainability topic ⁴	Description of targets
Workers in the value chain	ICEYE Code of Conduct; Human Rights Policy; Supplier Code of Conduct	We expect our business partners to adhere to internationally recognized human rights and labor standards, prohibiting the use of child and forced labor, human trafficking, and other abuse of individuals. We regularly assess human rights risks in our operations and value chain, and uphold effective grievance mechanisms. All suspected human rights violations will be addressed, and corrective actions will be taken if necessary.	Human rights and responsible employment practices	Long-term target: Ensuring the realization of human and employee rights in ICEYE's operations and value chain Short-term target (2026): Enhancing human rights impact assessment in supplier selection and monitoring
Business conduct	ICEYE Code of Conduct; Anti-bribery and non-corruption policy; Supplier Code of Conduct	We are committed to conducting our business ethically and in accordance with laws and regulations. This includes complying with export controls, and not engaging in business activities with individuals or entities subject to international sanctions. ICEYE Code of Conduct defines the framework for proper behavior for both our people and business partners, promoting high ethical standards both in our operations and value chain. Sustainability considerations are also embedded into contract terms and the Supplier Code of Conduct that defines the minimum requirements for our suppliers regarding anti-corruption, human and labor rights, and environmental protection. Our employees are regularly trained in compliance and ethical business conduct, and our business partners are continuously screened for non-compliances. We maintain effective grievance mechanisms for both internal and external stakeholders, and are committed to investigating all suspected cases of mis-conduct in a just and timely manner.	Compliance and ethical business practices	Long-term target: Ensuring ethical business practices and compliance with ICEYE Code of Conduct Short-term target (2026): Increasing employee awareness on compliance topics through enhanced training and monitoring
			Responsible use of ICEYE products	Long-term target: Ensuring the responsible use of ICEYE products Short-term target (2026): Enhancing the monitoring of data end-use and screening all business partners for potential non-compliances
			Supply chain sustainability	Long-term targets: Improving supply chain sustainability and transparency Short-term target (2026): Enhancing ESG performance assessment in supplier selection and monitoring

⁴ICEYE has identified key sustainability topics that it aims to address to continually improve its sustainability performance. See "Focus areas in sustainability" for more information.

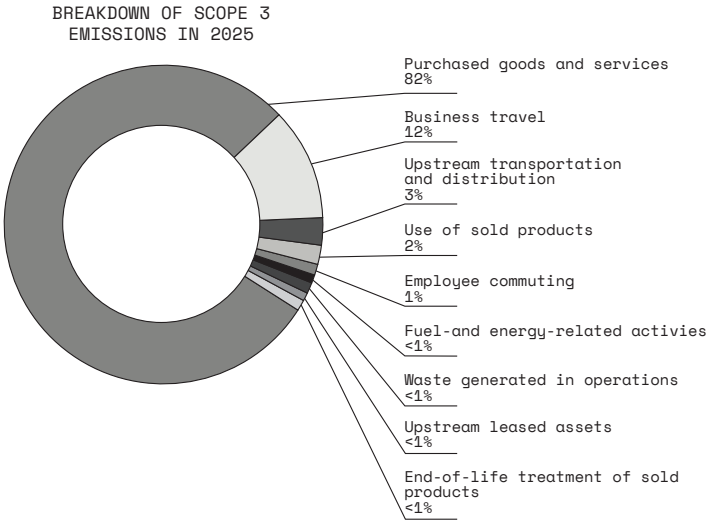
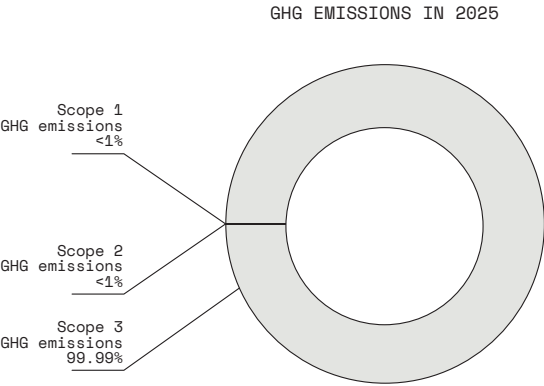
Environmental metrics

B3 – Energy and greenhouse gas emissions

ICEYE measures energy consumption at all sites where data is available and aims to procure fully renewable energy for both electricity and heat. In 2025, ICEYE purchased renewable electricity directly from energy providers where available and used energy attribute certificates (EACs) to cover electricity consumption at other locations.

ICEYE calculates its greenhouse gas (GHG) emissions annually following the GHG Protocol Corporate Accounting and

Reporting Standard. The accounting includes direct “scope 1” emissions from own or controlled sources, indirect “scope 2” emissions from the generation of purchased energy, and indirect “scope 3” emissions that include all other indirect emissions generated in the upstream and downstream value chain.



Energy consumption⁵

Energy consumption	Renewable (MWh)	Non-renewable (MWh)	Total (MWh)
Electricity ⁶	857	0	857
Heating ⁷	959	41	1,000
Fuels ⁸	0	22	22
Total	1,816	63	1,879

GHG emissions⁹

GHG emissions	2025 (tCO ₂ e)	2024 (tCO ₂ e)
Total GHG emissions – location-based	20,159	15,294
GHG intensity ¹⁰ –location-based	73	148
Scope 1 GHG emissions	6	8
Scope 2 GHG emissions – location-based	124	122
Scope 2 GHG emissions – market-based	10	9
Scope 3 GHG emissions	20,029	15,164
Purchased goods and services	16,442	12,140
Fuel- and energy-related activities (not included in scope 1 or 2)	54	49
Upstream transportation and distribution	520	267
Waste generated in operations	3	3
Business travel	2,475	2,518
Employee commuting	214	187
Upstream leased assets	2	<1
Use of sold products	319	0
End-of-life treatment of sold products	<1	0

⁵Energy consumption includes ICEYE US, Inc.

⁶Renewable electricity consumption is calculated using the renewable share derived in accordance with the GHG Protocol Scope 2 market-based method.

⁷Renewable heating consumption is calculated using the renewable share derived in accordance with the GHG Protocol Scope 2 market-based method.

⁸Fuel consumption has been converted from volume to MWh using conversion factors provided in the CDP Technical Note, Conversion of Fuel Data to MWh, and applying Lower Heating Values (LHV) in the conversion.

⁹GHG emissions include ICEYE US, Inc.

¹⁰GHG intensity is calculated by dividing gross GHG emissions by turnover (in Euro).

C3 – GHG reduction targets and climate transition

ICEYE has established science-based emission reduction targets with 2024 as the base year, aiming to achieve net zero GHG emissions by 2050. The targets are aligned with the Corporate Net-Zero Standard of the Science Based Targets Initiative (SBTi), and the goal of limiting global warming to 1.5°C above pre-industrial levels in alignment with the Paris agreement. The targets have not been validated by the SBTi.

ICEYE will work to identify and implement measures to reduce emissions across all scopes to achieve its climate targets.

Potential measures will include purchasing renewable energy; favoring low-carbon goods and services; optimizing logistics and operations; reducing waste and increasing recycling of materials; and promoting sustainable travel and commuting practices.

GHG emission reduction targets¹¹

Target type	Scope	Base year	Target coverage	Target year	Target year value
Near-term	Scope 1	2024	100%	2030	4.2% linear annual absolute reduction
	Scope 2	2024	100%	2030	4.2% linear annual absolute reduction
	Scope 3	2024	100%	2030	51.6% reduction in economic intensity
Long-term	Scope 1	2024	100%	2050	90% absolute reduction, with neutralization of residual emissions
	Scope 2	2024	100%	2050	90% absolute reduction, with neutralization of residual emissions
	Scope 3	2024	100%	2050	97% reduction in economic intensity

¹¹The GHG emission reduction targets cover all Group companies, including ICEYE US, Inc.

C4 – Climate risks

ICEYE has assessed climate-related physical and transition risks and their potential financial impacts on its operations. Physical risks, including acute risks posed by climate-related natural disasters in regions where the Company or its key suppliers operate, and chronic risks posed by phenomena such as rising sea level or average temperatures, are not expected to have material impacts on the Company in the foreseeable future.

Climate-related transition risks, such as the introduction of new regulations or taxes related to carbon emissions, may raise the operational or supply chain costs for ICEYE in the long-term. While the overall exposure to financial impacts is estimated to

remain limited, increasing business travel costs driven by rising fuel prices or new carbon taxes imposed on the aviation industry can potentially have a material impact on the Company's operating costs, given the global nature of operations.

Climate-related financial opportunities are connected to the Solutions Business Line, which delivers data-based solutions for monitoring natural disasters such as floods, hurricanes and wildfires. These solutions are expected to see growing demand as climate-related natural disasters increase and intensify in the mid- to long-term. However, revenue contribution is estimated to be limited in relation to the Company's total revenues.

B5 – Biodiversity

All ICEYE sites are located within established urban environments or industrial zones, minimizing potential ecological impact. The site in Espoo is located in close proximity to the Laajalahti nature reserve, a designated Natura 2000 protected

area, but the Company has not identified any environmental or biodiversity risks on the natural reserve generated by its operations. Other ICEYE sites have not been identified to be situated in or near biodiversity-sensitive areas¹².

C6 – Water

ICEYE's operations do not involve processes that significantly consume water. The Company tracks its water withdrawal where possible, including the sites located in areas of water stress or high water stress.

Water withdrawal	Total (m3)
All sites ¹³	3,422
Sites in areas of water stress or high water stress ¹⁴	189
Athens, Greece	21
Jumilla, Spain (site closed in October, 2025)	33
Irvine, California, United States	135

¹² Biodiversity sensitive areas are defined as such by special nature protection regulation at European or international level.

¹³ Information on water withdrawal covers ICEYE sites in Espoo, Warsaw, Jumilla, Paterna, Athens, and Irvine, California.

¹⁴ Definitions of areas of water stress and high water stress are derived from the Aqueduct Water Risk Atlas developed by the World Resources Institute (WRI).

C7 – Resource use, circular economy and waste management

ICEYE strives to implement circular economy principles across its operations and the product lifecycle, from satellite design to manufacturing and end-of-life. ICEYE’s SAR satellites are small and light-weight compared to traditional communications satellites, and they consume relatively small amounts of materials.

ICEYE’s material purchases consist primarily of electronic and mechanical parts for SAR satellites, which incorporate aluminum

as the most significant individual material by mass. ICEYE does not purchase raw materials as such.

Materials are used efficiently during the manufacturing phase, and waste materials are collected and recycled in an appropriate manner to enhance re-use of valuable materials such as aluminum, and ensure safe disposal of hazardous materials.

Waste generated¹⁵

Waste type	Total (tonnes)	Waste diverted to recycle or reuse	Waste directed to disposal
Total waste generated	40	37	4
Non-hazardous waste total	40	37	3
Packaging wastes	20	20	0
Construction and demolition wastes	1	1	<1
Municipal wastes	16	14	2
Other wastes	2	1	1
Hazardous waste total	<1	<1	<1

¹⁵Information on waste generated covers ICEYE sites where waste data is available, including Espoo, Jumilla, Paterna, Athens, and Tokyo. The categorization of waste types follows the guidance of the European Waste Catalogue.

Social metrics

C6 – Human rights policies and processes

Does the undertaking have a code of conduct or human rights policy for its own workforce?	Yes
Does this cover:	
i. child labour;	Yes
ii. forced labour;	Yes
iii. human trafficking;	Yes
iv. discrimination;	Yes
v. accident prevention; or	Yes
vi. other? (if yes, specify)	Working hours, compensation, performance management, learning and development, privacy and data protection, grievance mechanisms and whistleblower protection
Does the undertaking have a complaints-handling mechanism for its own workforce?	Yes

C7 – Severe negative human rights incidents

Does the undertaking have confirmed incidents in its own workforce related to:	
i. child labour;	No
ii. forced labour;	No
iii. human trafficking;	No
iv. discrimination;	No
v. accident prevention; or	Yes
vi. other? (if yes, specify)	No
Is the undertaking aware of any confirmed incidents involving workers in the value chain, affected communities, consumers and end-users? If yes, specify.	No

B8, C5 – Workforce – General characteristics

Type of contract	Number of employees – headcount ¹⁶
Temporary contract	30
Permanent contract	594
Total employees	624

Gender	Number of employees – headcount
Male	443
Female	171
Other	6
Not reported	4
Total employees	624

Country of employment contract	Number of employees – headcount
Finland	409
Greece	7
Japan	2
Poland	98
Spain	34
United Kingdom	38
United States (ICEYE North America)	30
Australia	3
Remote	3
Total employees	624
United States (ICEYE US, Inc.)	70
Total employees – ICEYE Group ¹⁷	694

Additional workforce characteristics	
Female-to-male ratio at management level	0.2
Employee turnover rate	16%
Non-employees in the workforce – ICEYE Group ¹⁸	82
Total workforce (with employees and non-employees) – ICEYE Group ¹⁹	776

¹⁶ Number of employees – headcount is the average number of people employed during the reporting year, excluding non-employees in the workforce.

¹⁷ The number of total employees – ICEYE Group includes ICEYE US, Inc.

¹⁸ The number of non-employees in the workforce includes the average number of non-employees during the reporting year, including ICEYE US, Inc. Non-employees refer to self-employed people supplying labour to ICEYE and people provided by undertakings primarily engaged in employment activities.

¹⁹ Total workforce includes the average total number of employees and non-employees during the reporting year, including ICEYE US, Inc.

B9 – Workforce – Health and safety

Rate of recordable work-related accidents	Not available
Recordable lost-time accidents	1
Fatalities as a result of work-related injuries and work-related ill health	0

B10 – Workforce – Remuneration, collective bargaining and training

The percentage of employees who receive pay that is equal or above applicable minimum wage for the country it reports in, determined directly by the national minimum wage law or through a collective bargaining agreement	100%
The percentage gap in pay between female and male employees	15%
The percentage of employees covered by collective bargaining agreements	65%
The average number of annual training hours per employee, broken down by gender	Not available



Governance metrics

C8 – Revenues from certain sectors and exclusion from EU reference benchmarks

ICEYE is not active and has no revenues in the following sectors: controversial weapons; the cultivation and production of tobacco; fossil fuel sector; or chemical production. It is not excluded from any EU reference benchmarks that are aligned with the Paris Agreement.

C9 – Gender diversity ratio in the governance body

Gender diversity ratio of the Board of Directors of ICEYE Oy was 0.43 as of December 31, 2025, with three female and seven male members.

B11 – Convictions and fines for corruption and bribery

ICEYE has not been subject to any convictions or fines for corruption or bribery in the reporting period.



Commitments to external sustainability initiatives

Commitments to external sustainability initiatives



ICEYE is a signatory of the **Statement for a Responsible Space Sector**, an initiative coordinated by the European Space Agency to provide a foundation for the sustainable development of the space sector while increasing the contribution of space activities to the benefit of society.



ICEYE is committed to the **Zero Debris Charter**, a community-driven initiative launched by the European Space Agency to create best practices for space debris mitigation and drive the development of technologies required to achieve debris neutrality by 2030.



ESSI

Earth ∞ Space
Sustainability
Initiative

ICEYE is a participant in the **Earth Space Sustainability Initiative (ESSI)**, a mission originated in the United Kingdom, and a signatory of its Memorandum of Principles, aiming to enhance the benefits of space for all life and future generations, drive international engagement and develop sustainability standards across the space sector.

WE SUPPORT



ICEYE is a participant in the **United Nations Global Compact**, a global initiative to advance responsible business practices by implementing the universal principles on human rights, labor, environment and anti-corruption, and taking action that advance societal goals.



Contact us
iceye.com

