



ORBCOMM®

WHERE DATA DRIVES DECISIONS



2023 Environmental, Social and Governance (ESG) Report

Driving positive change to create a more diverse and sustainable future



**It is our collective and
individual responsibility...
to preserve and tend to
the world in which we
all live.**

Dalai Lama

TABLE OF CONTENTS

A Message from ORBCOMM CEO Sameer Agrawal	4
About ORBCOMM	8
ORBCOMM's commitment to ESG	9
Our ESG pillars	9
Our ESG working group	12
ORBCOMM's environmental initiatives	14
Innovation processes	14
Manufacturing processes	16
Environmental footprint of our workspaces	16
Customer use cases for ESG targets	18
Transportation	18
Maritime	20
Satellite IoT solutions	21
ORBCOMM's social initiatives	23
Our core values	24
ORBCOMM's governance initiatives	31
Looking forward	34

A message from ORBCOMM CEO Sameer Agrawal



As the new CEO of ORBCOMM, I am thrilled to lead the next phase of our journey towards a more sustainable, equitable and impactful future. I am impressed with the ORBCOMM team's commitment to Environmental, Social and Governance (ESG) progress and their work to embed sustainability into the core values of our company. Our commitment to ESG principles not only enables us to fulfil our responsibility as good corporate citizens, but also informs our business strategy, operations and innovation roadmap so we can continue to drive positive change today and in the future. Our 2023 Annual ESG Report outlines our holistic approach and key efforts over the last year to continue to

reduce our environmental footprint, prioritize diversity and inclusion, advance eco-friendly innovation, ensure ethical conduct and foster community engagement.

In alignment with our commitment to minimize our impact on the environment, we made great strides this year to further embed our ESG goals into our product innovation practices. Our green initiatives span from product design to packaging to installation and are focused on not only protecting the environment but also lowering the cost of ownership for our customers. We also continued to encourage our employees to be environmentally responsible by supporting company-wide electronic waste recycling initiatives and reducing single-use plastics at our offices.

Central to our commitment to the environment are our data-driven IoT solutions, which play an essential role in the sustainability movement across the transportation, maritime, heavy equipment and government markets. As a leading global provider of industrial IoT technology, we empower our customers with valuable insights to optimize their operations while reducing carbon emissions, maximizing performance and improving safety. We have included some interesting customer use cases that leverage advanced AI advisors to demonstrate how our sustainability-focused solutions create value for our customers and make their operations more efficient, responsible and resilient.

“As a leading global provider of industrial IoT technology, we empower our customers with valuable insights to optimize their operations while reducing carbon emissions, maximizing performance and improving safety.”

We remain dedicated to enhancing our social impact within ORBCOMM and beyond. We are passionate about creating a culture where every employee feels valued and heard and is supported to unlock their full potential. In 2023 we continued to look for new ways to engage and invest in employees including enhanced training programs, interactive online communities through the Viva Engage employee experience platform, health and wellness initiatives and service projects that give back to our local communities.

Whenever I ask employees how they would describe ORBCOMM’s culture, I am always pleased to hear “diverse” as their resounding initial response. With employees around the world, our “One ORBCOMM” mindset brings together a wide variety of perspectives, experiences and talents to foster creativity, innovation and rich collaboration. I believe this exciting dynamic will continue to bolster ORBCOMM’s long-term success and enable us as a company to achieve more than we ever thought was possible.

In terms of governance, we uphold the highest standards of ethical conduct and responsible oversight across our global operations. We conduct annual compliance training to ensure our employees have a clear understanding of applicable laws and regulations as well as ORBCOMM policies to help create a fair, ethical and safe work environment and ensure we are doing business the right way. I am proud of our company-wide commitment to support our high standards of integrity, transparency and accountability in every aspect of our business.

Looking forward, I am confident that our ongoing collective efforts will enable ORBCOMM to leverage our ESG plan as a blueprint for accelerating our innovation, collaboration and positive impact on the world around us. We have a unique and pivotal role to play as a global leader and innovator in the supply chain IoT technology space and will continue to do our part to preserve the environment and improve safety on the road, along the rails and at sea.

Thank you for reading our 2023 Annual ESG Report and for your continued support and partnership on this journey toward a smarter and more sustainable future.

What's new for 2023

Thank you for your interest in ORBCOMM's ESG report. This 2023 edition of the report is updated from the 2022 edition with new content, new case studies and new quotes from some of the people who uphold our commitment to ESG values every day.

If you haven't read the 2022 edition, this edition will tell you everything you need to know about ORBCOMM's ESG initiatives. If you *have* read the 2022 edition, here's a guide to the new material you'll find here.


First, the message from the CEO on page 4 is as new as the CEO himself. ESG values are critical to Sameer, so we're excited to see further development under his leadership in the coming years in all of the areas covered in this report.

We have new members in our ESG working group. The list of members is on page 12. New information about our innovation processes in hardware development and manufacturing can be found on pages 14 and 15, and there's some new information about the environmental footprint of our workspaces on page 16.

Starting on page 18, the customer use cases section covers all-new case studies that show more examples of our technology being used to improve sustainability, safety and security in a variety of different fields by our customers.

Page 26 contains updates to our DEI goals and our employee resource groups, and page 29 has updates in the Impacting our Communities section. On page 31 there are updates to our governance initiatives and on page 32 there are updates to our data privacy and security information.

What of course hasn't changed is our commitment to ESG on page 9 and our core values on page 24. We expect those to remain throughout the years.



Technology can be a powerful force for good, but only if we ensure it serves humanity's best interests.

Max Levchin

About ORBCOMM

Our mission

Our pioneering IoT technology empowers our customers with insight to make data-driven decisions that help them optimize their industrial operations and build a more sustainable future.

Our vision

To deliver innovative IoT technology that drives the evolution of global industry through the power of data.

Our motto

STRIVE: Service, Teamwork, Respect, Innovation, Value and Excellence



ORBCOMM's commitment to ESG

Our ESG pillars

Ethical conduct



We believe the best way to do business is fairly and transparently. We expect our employees to conduct themselves in accordance with our [Standards of Business Conduct](#). Upon commencement of employment and annually thereafter, all employees confirm their commitment by signing a statement agreeing to comply with these standards.

Diversity



With employees in 31 countries to support our global customer base, we strive to build a diverse workforce and create a vibrant culture where all employees can thrive and feel a sense of belonging. We have the most talented and dedicated employees in the industry and believe that strength comes from leveraging the broad expertise, individual skills and unique perspectives of people from different communities, backgrounds and cultures. Our corporate culture encourages a collaborative and inclusive environment based on camaraderie, teamwork and mutual respect where everyone has a voice and can make an impact on contributing to ORBCOMM's success regardless of their position in the company.

Harassment prevention



Our employees are confident that ORBCOMM puts their welfare first and provides a safe and secure workplace in compliance with our [Global Violence & Harassment Policy](#). Employees know their managers have an open-door policy to express their concerns, but they can also anonymously contact the Legal & Compliance Department through the ORBCOMM reporting hotline or website.

ORBCOMM is committed to providing a fair and harassment-free working environment. Harassment and hostile work environments should not be ignored, as silence can and often is interpreted as acceptance. To help our employees understand what is expected of them and what they can expect from the company, ORBCOMM provides comprehensive training in areas such as workplace violence, bullying, discrimination, sexual harassment and more.



Social justice



We conduct our business ethically with the aim of ensuring that our vendors and suppliers comply with these standards as outlined in our [Vendor/Supplier Code of Conduct](#). ORBCOMM respects the legal, moral and ethical standards of the jurisdictions where and with whom we do business and forbids any type of fraud, bribery and corruption in all countries. We do not support any form of forced labor, including child labor and modern slavery, as well as all forms of mental and physical coercion, and are committed to providing a healthy and safe working environment for our global employees. In support of these commitments, ORBCOMM established a governance hotline for employees to report any potential violations of our code of conduct.

In addition, ORBCOMM is committed to working with vendors and sourcing materials from suppliers that share our concern about human rights and environmental impacts and will aim to continue working with our suppliers to achieve conflict-free sourcing. We support the actions taken by governments and organizations to increase supply chain transparency in support of the shared goal of ending human rights violations. ORBCOMM will exercise due diligence with relevant suppliers consistent with the Organization for Economic Cooperation and Development's Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas.

Sustainability



Environmental responsibility is a key focus for ORBCOMM. Our commitment to environmentally-sound practices is outlined in our Environmental Sustainability Policy. We make efficient use of materials and, where practical, incorporate recyclable components and packaging across our technological innovation and

manufacturing operations to help protect the planet. We also strive to promote sustainability and reduce the environmental impact of our workspaces. Additionally, ORBCOMM is focused on developing state-of-the-art IoT solutions that help our customers reduce their ecological footprint and promote a green economy.

Community involvement



As part of our company-wide commitment to give back to the local communities where we have offices around the world, ORBCOMM supports a number of service organizations through volunteer work and collection-based donations. From serving

dinner at local homeless shelters to organizing clothing, food, book and toy drives, ORBCOMM employees are helping to make a difference in our communities through our Helping Hands Committee.

ORBCOMM is committed to working with vendors and sourcing materials from suppliers that share our concern about human rights and environmental impacts and will continue working with our suppliers to achieve conflict-free sourcing.



Our ESG working group

We believe each and every employee shares the responsibility and accountability to uphold our ESG commitments. To help drive our ESG initiatives, we established an ESG working group to support ORBCOMM's ongoing priorities focused on the environmental, health and safety, corporate social responsibility, corporate governance, sustainability as well as other relevant public policy matters. The group is a global, cross-functional team of senior-level employees led by an Executive Committee that meets quarterly and is focused on the following responsibilities:

- Set the company's general strategy with respect to ESG matters and consider and recommend policies, practices and disclosures that conform with the strategy
- Oversee the company's internal and external reporting and disclosure with respect to ESG matters
- Assist in overseeing internal and external communications regarding the company's position or approach to ESG matters
- Consider current and emerging ESG matters that may affect the business, operations, performance or public image of the company and make recommendations on how the company's policies, practices and disclosures can adjust to or address current trends
- Recommend and execute initiatives to help drive ORBCOMM's impact in the local communities where we have offices around the world
- Provide oversight and put systems in place to monitor ESG initiatives against corporate benchmarks and industry metrics
- Report regularly to the company's Board of Directors regarding the activities of the ESG working group

ORBCOMM's ESG working group includes the following members:

- Monica DeNeale, General Counsel and Corporate Secretary*
- Geoffrey Brady, Director of Business Development, Latin America
- Jeff Clement, Vice President, Information Systems & Technology
- Wayne Kaufman, Vice President, Senior Counsel and Data Privacy Officer*
- George Landers, Manager, Supply Chain
- Lina Paerez, Senior Vice President, Marketing

- Robin Schneider, Senior Director, Solution Delivery
- Chris Schultz, Director, NPI & PCB
- Brenna Swann, Senior Vice President, Global Human Resources*
- Corrie Van Niekerk, Manager, Financial Accounting

*ORBCOMM ESG Executive Committee Member

“By prioritizing ESG across the company, we not only mitigate risk, enhance our resilience and demonstrate our commitment to doing business the right way, but also unlock new opportunities for sustainable growth and long-



term value creation. I’m proud to be part of a company that is building a legacy of responsible leadership and positive impact.”

Monica DeNeale, General Counsel and Corporate Secretary



ORBCOMM's environmental initiatives

ORBCOMM is committed to protecting the environment and being a responsible partner in the countries in which we operate by continuing to ensure we are compliant with evolving local and regional environmental policies. We are dedicated to implementing programs designed to improve the efficiency of our operations as well as working with accountable suppliers who share our ESG goals for supporting a greener economy. We are also focused on creating value for our customers and helping them leverage the power of data to maximize



efficiency, profitability and sustainability in their business. We do this by assisting transportation customers, which include those in the road, rail and shipping sectors, to calculate the CO2 emissions created by their cargo's journey to facilitate offsetting, calculate bottlenecks along routes to improve efficiency and reduce fuel consumption, monitor the temperature of perishable cargo to prevent food waste and automate processes to improve safety for remote workers. In the maritime sector, asset monitoring is particularly important as it also helps our customers ensure compliance with environmental regulations set by the International Maritime Organization (IMO).

Innovation processes

A pioneer and market leader in IoT technology with 30 years of experience and the most comprehensive solution portfolio in the industry, ORBCOMM leads with innovation supported by our world-class team of over 300 engineers. We do our

engineering and development in-house for both hardware and software, so we are able to stay agile and responsive to our customers' needs while incorporating green initiatives into our best practices to reduce cost and utilize sustainable materials and packaging in our products. ORBCOMM's products are designed with high cycle life batteries and rugged UV resistant materials for optimal longevity and reliability. Our most ESG-conscious customers choose our cost-effective, dual-mode satellite and cellular solutions, which ensure that our devices can outlast cellular network sunseting with ORBCOMM's robust, reliable and future-proof satellite technology.

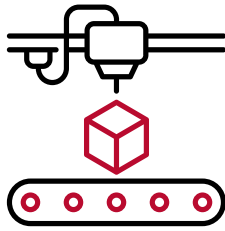
This year ORBCOMM's Hardware Development team focused on finding new and creative ways to incorporate sustainability into our innovation processes from product design and development to packaging and field installation. By utilizing eco-friendly materials, streamlining design configurations and reducing packaging waste, we minimized the environmental footprint of several IoT products in our portfolio. ORBCOMM's CT 3600, our new refrigerated container monitoring solution developed for the world's leading shipping lines, is an exciting example of how our engineers put these green principles into practice. The team simplified the CT 3600's design by eliminating a cable harness, resulting in a materials reduction of 46%, and increased its longevity in the field by using long-life batteries and a protective conformal coating on the circuit boards, significantly lowering the cost of ownership. The CT 3600 is shipped in recyclable cardboard trays to reduce single-use plastics, which was a critical change implemented for all new product designs last year. The Hardware Development team is dedicated to supporting ORBCOMM's ESG goals by continuing to consolidate our product lines through further integration and more efficient design implementation to reduce costs without compromising quality or value for our customers.

“We advanced our ‘less is more’ mindset in our product innovation practices to support ORBCOMM’s ESG goals and meet our customers’ needs. By incorporating higher levels of integration and less materials into our latest IoT solutions, we can deliver the same value to our customers more cost-effectively.”



Phil Lafleur, Senior Vice President, Hardware Development

Manufacturing processes



ORBCOMM's state-of-the-art products are built by globally recognized contract manufacturers that share our commitment to protect the environment. Our manufacturers hold the ISO 14001 certification and work to provide efficient and environmentally conscious operating, procurement and manufacturing processes and maintain a safe, healthy environment for their employees. They are focused on reducing carbon emissions and mitigating the impact of climate change through their comprehensive environmental programs, which comply with relevant environmental legislation and regulations prescribed by the cities, states and countries where they do business. Additionally, our manufacturers are committed to complying with all applicable laws, regulations and customer requirements regarding the proper use, reuse, recycling and disposal of chemical, hazardous and electronic waste.

“Creating a sustainable supply chain is integral to ORBCOMM’s long-term growth and promoting a greener economy. We work with responsible partners who align with our ESG goals to reduce waste, minimize carbon emissions, ensure fair and safe working conditions for their employees and prioritize sustainable sourcing of materials. Together, we are helping to protect our planet for future generations.”



Sanjay Hejela, SVP Integrated Supply Chain Manufacturing

Environmental footprint of our workspaces

A key component of ORBCOMM's enhanced focus on ESG is reducing the overall environmental footprint of our offices, warehouses and gateway earth stations, along with the data centers that house our backup web servers and technology systems. To begin to understand how we can reduce our emissions, ORBCOMM has been working with a leading provider of customized energy and sustainability

solutions for private equity and C&I clients over the past few years. The provider assisted with data collection, calculation, analysis and reporting of ORBCOMM's environmental Scope 1,2 and 3 emissions and renewable energy purchases. Each year, we use the data collected as the benchmark to track our progress against the ESG goals we have in place going forward.

We have continued to support our Green Initiative across our 11 offices around the world to make our workspaces more eco-friendly and further reduce our impact on the environment.

Our Green Initiative is focused on reducing single-use plastics and styrofoam cups, plates, bowls and silverware and implementing the use of reuseable products, which help reduce our kitchen supply costs.

In addition, we hosted our annual Electronic Waste (E-Waste) Recycling Initiative at our global offices to collect and responsibly dispose of old electronic equipment, both company-owned and ORBCOMM employees' personal electronics, such as servers, laptops, monitors, VCRs, DVD players, phones, etc., that can be reused, refurbished or recycled through partnerships with certified vendors. We had great success with our 2023 recycling initiative, which diverted thousands of pounds of e-waste from landfills.

We are diligently working toward our goal of reducing our environmental footprint, from the electricity we use in our offices to our employees' travel. We continue to evaluate additional carbon-reduction projects to offset the emissions we have not yet been able to eliminate by 2025.

“The global supply chain industry is working hard to reduce its environmental impact and contribute to global decarbonization efforts. ORBCOMM’s IoT solutions help our customers enhance end-to-end supply chain efficiency, optimize asset utilization and promote sustainability. The potential impact is sizeable: they could cut millions of tons of GHG emissions from the environment.”



Christian Allred, SVP & GM, IoT Solutions Maritime Logistics

Customer use cases for ESG targets

ORBCOMM's environmentally friendly IoT solutions for the transportation, intermodal container, maritime, heavy equipment and agricultural industries enable customers to optimize operations and build a more sustainable future for their businesses. With access to deep data insights about the location and status of their remote and mobile assets through one integrated platform, ORBCOMM customers can make informed decisions to improve their efficiency, drive profitability, ensure safety and compliance and reduce their environmental footprint. Following are some examples of our industry-leading technology in action, supporting our ESG mission, while helping our customers achieve their ESG goals related to fuel savings, reduced emissions, route optimization, safer working conditions for drivers and remote employees, and transparency of their operations.

“ORBCOMM’s state-of-the-art SaaS platforms provide a single pane of glass for customers to gain full operational transparency and visibility. With access to critical data, insights and reports, they can unlock sustainability improvements using AI advisors, such as optimizing routes to reduce carbon emissions and coaching drivers to improve road safety.”



Andrew McCloskey, Chief Technology Officer

Transportation

Reducing carbon footprint

Transgourmet Switzerland, a leading Swiss wholesaler for the catering, hotel and commercial sectors, utilizes ORBCOMM's integrated truck management and

temperature compliance solutions to improve tracking and secure monitoring of their refrigerated trucks and trailers and meet their sustainability goals. [Learn more.](#)

“ORBCOMM enables us to improve our ecological driving style and reduce our vehicles’ carbon dioxide emissions. Automated management of our drivers and vehicles also eliminates time-consuming administrative tasks and makes the work of the vehicle dispatchers much easier and more efficient.”

Alfred Koller, Head of FS Logistics and Telematics Project Manager, Transgourmet



Protecting workers’ safety

Sand Revolution, a last-mile logistics provider for the oil and gas industry, required a new fleet safety solution for their vehicles that would reduce their weekly rate of vehicle crashes. After applying ORBCOMM’s solution to their fleet, Sand Revolution has experienced a noticeable reduction in dangerous activity and crash rates, which resulted in fewer injuries and more cost savings. Read the full [case study](#).

“Once the real-time voice mentoring was activated, a significant and immediate improvement was made in how our vehicles were being driven, with a 50% improvement to driver scoring.”

David Woods, Fleet Team Leader, Sand Revolution

Maritime

Managing fisheries for sustainability and improving maritime security

ETNECA, Thailand's leading service provider of maritime satellite communications, is using ORBCOMM's vessel monitoring system to promote responsible and sustainable fisheries management, protect the marine environment and ensure regulatory compliance while improving maritime security, such as monitoring for suspected human trafficking. Read the full [case study](#).



“Thai Naval authorities can use geofencing to monitor the environmental side. When fishing vessels go to catch fish near restricted areas, it is too dangerous to get nearby. If vessels get caught crossing the geofence, they will get a warning. The fisheries department can send their case to the justice department, and they may be fined for that. The authorities can also look for suspicious behavior of vessels. The real-time data can provoke questions like ‘why are these two vessels too close to each other in a place that they shouldn’t be?’, which can help make early interventions possible if an occurrence of human trafficking is suspected.”

Chatri Petchor, Overseas Manager, ETNECA

Satellite IoT solutions

Improving productivity through harvest monitoring

Wiagro, a leading provider of agricultural technology solutions, developed a crop management solution utilizing ORBCOMM's highly reliable satellite terminals combined with temperature, humidity and CO2 gas sensors and solar power, to help a customer remotely monitor and control their agricultural processes and ensure the quality and security of their soybean crop. Read the [case study](#).

“ORBCOMM technology, combined with the expertise of their field application engineers, helped us deliver a solution on time that exceeded customer expectations. The customer was able to remotely monitor the stored harvest economically, without expensive site visits, knowing that the harvest was in optimal condition and ready for sale.”

Martin Codasco, Company Director, Wiagro.

Preserving water using efficient agricultural irrigation

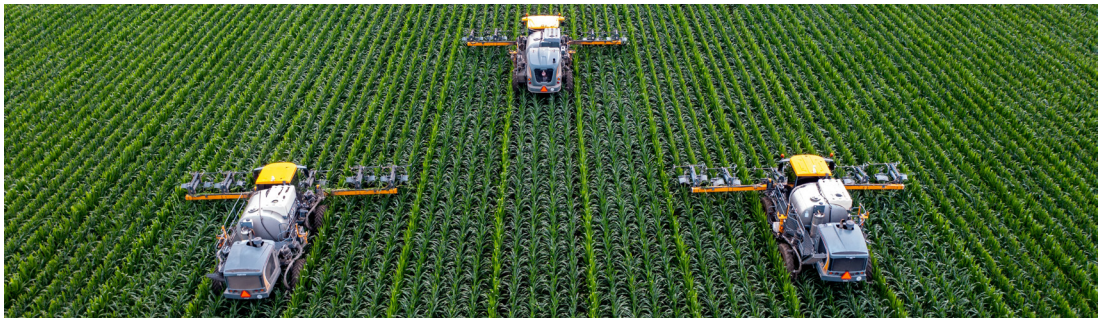
Ponce, an Argentinian IoT company specializing in agricultural irrigation efficiency, is partnering with ORBCOMM to develop precision irrigation systems, which are



fundamental not only to the preservation of water but also to optimizing crop output and reducing costs and saving time for farmers.

“We have achieved significant efficiency in water usage. La Guía saves an estimated 90 hours of water waste per year, a significant environmental saving.”

Francisco Lodos, Administrator for La Guía, a Ponce customer



Optimizing operations to reduce environmental impact

FreeWave® Technologies, a leader in industrial wireless technology, is using ORBCOMM’s satellite technology to improve the efficiency, sustainability and compliance of their customers’ remote industrial operations, including farming and agricultural systems, water treatment and distribution, weather prediction, and tank-level management. With access to deep data insights, FreeWave can help its customers optimize their operations to reduce the environmental impact and make more sustainable business decisions.

“By incorporating ORBCOMM’s devices into our industrial IoT applications, we can bring exponential efficiency and productivity gains to our customers and help them preserve essential natural resources such as food, air, energy and water to create a more sustainable world for generations to come.”

Mike Tate, COO and Senior Vice President of Global Sales & Marketing, FreeWave Technologies.

ORBCOMM's social initiatives



ORBCOMM is a global IoT solutions company with more than 750 employees worldwide focused on empowering customers with insight to make data-driven decisions that optimize operations, maximize profitability and build a more sustainable future.

The company is supported by a diverse, multi-cultural and inclusive workforce, which powers the great work we do. We put our employees first and cultivate a rewarding work environment that leverages our unique strengths, appreciates all perspectives and allows us to work together to achieve our shared goals.

ORBCOMM has established an Employee Engagement Committee representing employees from our various business units and geographic locations, including managers and individual contributors. The committee is focused on ensuring employee voices are heard by the executive leadership team, addressing employee concerns and collaborating to develop programs that help our employees feel engaged, motivated and connected.

“At the heart of ORBCOMM is a strong commitment to our employees. We are dedicated to fostering a culture that makes employee engagement a priority, drives high organizational performance and attracts top talent. It’s about investing in our employees and creating a positive, collaborative and inclusive environment where everyone thrives.”



Brenna Swann, Senior Vice President, Global Human Resources

Our core values

At ORBCOMM, our core values represent the foundation of our culture and our identity and serve as our guiding principles in everything we do.

- **Integrity:** We expect our employees to uphold the highest standards of integrity and honesty in everything we do.
- **Communication:** We believe in open and honest communication at every level of our organization and that two-way transparency is integral to our success.
- **Quality:** We provide best-in-class IoT technology and the highest level of service and support that address our customers' pain points and deliver unmatched value.
- **Diversity:** We cultivate a diverse and inclusive work environment where all employees can contribute and are valued for their unique skills, backgrounds and perspectives.
- **Respect:** We treat everyone we work with inside and outside of ORBCOMM, including our competition, with respect.
- **Teamwork:** We foster a team-oriented and collaborative environment and encourage camaraderie among our employees.
- **Growth:** We support our employees' professional growth and help them define short and long-term development goals to build a long and successful career at ORBCOMM.



- **Quality of life:** We encourage a healthy work and life balance to support our employees' health and wellness in and out of the workplace.
- **Sustainability:** We focus on upholding our standards of conduct and integrity, minimizing our impact on the environment and improving the quality of our local communities.

Fostering a culture based on diversity, equity and inclusion (DEI)

Innovative. Dynamic. Focused. Inclusive. Customer-centric. Respectful. These are more than just words that describe our culture—it is our mindset. We are on a journey to create a culture based on diversity, equity and inclusion where all of our employees feel welcome, respected, supported, and empowered to contribute to the company's overall growth and success. We believe we do our best work when we leverage our unique strengths, embrace our differences, appreciate all perspectives and work together as ONE ORBCOMM to achieve our goals. We also want to ensure that every employee is given equal opportunities to grow personally and professionally, advance their career, expand their skillset and reach their full potential, whether it is through learning and development courses, leadership base camp and high camp cohorts, management training programs or individual development plans. As we continue to evolve our culture, we strive to further expand our diverse and inclusive workforce so that we can continue to attract and hire the best and brightest talent around the world.

“Employee engagement is the cornerstone of ORBCOMM’s culture, creating a work environment where our employees feel their voice is heard and valued, and they are empowered to learn, grow and do their best work. With employees worldwide, it’s important that they feel connected and understand how their role contributes to the company’s overall success.”



Marie Côté, Human Resources Business Partner

ORBCOMM's DEI goals

Diversity of the workforce throughout the global IoT industry is continuing to improve. We believe we are building an environment where dedicated people from a diverse range of communities and backgrounds feel welcome, included and respected at ORBCOMM.

We are tracking the company's DEI metrics quarterly and are committed to increasing the diversity of our workforce.

We aim to continue increasing representation of women and minority employees in the company. We reached 80% in overall agreement that ORBCOMM's work environment is diverse and inclusive on our Employee Engagement survey, up from 79% last year.

For comparison, according to a 2020 McKinsey study, overall employee sentiment on diversity was 52% positive and sentiment on inclusion was only 29% positive. We understand there are further improvements to be made and will continue to implement new DEI initiatives and best practices around recruiting, hiring, career advancement and employee engagement to foster a sense of equality, respect and belonging across ORBCOMM's workforce.

“I work with many wonderful people from the US, UK, Canada, Ireland, Germany, Australia, Japan, India, China, Taiwan, South America, and South Africa. These diverse experiences



have enriched my career with greater creativity, collaboration and understanding and have not only made me a better co-worker, but a better human being.”

Nghia Le, Director, Gateway Systems

Building connections through employee resource groups

At ORBCOMM, we are dedicated to fostering a workplace that promotes inclusivity, supports equity and celebrates diversity. As we continue building a highly engaged workforce, we have established several Employee Resource Groups (ERGs) that enable employees who share a characteristic— whether it is gender, ethnicity, lifestyle, or interest—to connect, share experiences, increase awareness, and support and encourage one another in personal and career development.

We also launched the Viva Engage employee experience platform and have created several online communities where employees can connect and converse, share company news and information, ask questions, and build camaraderie based on their office location, involvement in one of our ERGs or participation in a group with a shared interest or hobby.

Viva Engage is another great example of our “ONE ORBCOMM” mindset in action, bringing our global workforce closer together.

“Being part of ORBCOMM Women Connect has had a tremendous impact on me personally and professionally. It has created a supportive and empowering community where women at ORBCOMM can learn, grow and be celebrated.



Through mentorship, networking and guidance on self-advocacy, we’re not only shaping our own paths but also contributing to a more inclusive and equitable world.”

Jennifer Bosques, Director of Learning and Development

ORBCOMM Women Connect provides a supportive and collaborative environment for women across the company to mentor, empower and advocate for each other.

ORBCOMM’s Hispanic Connection unites our Hispanic employees and focuses on development, networking and community involvement opportunities along with events to celebrate and embrace the vibrant Hispanic culture.

ORBCOMM Veterans brings together employees who have proudly served in the military and creates a forum to support and encourage each other through shared experiences, mentorship, career development and outward engagement with veteran-focused organizations.

ORBCOMM LGBTQIA+ & Allies creates a safe space for employees to raise concerns, increase awareness and compassion for gender identity/expression and sexual orientation equality issues through learning and development opportunities, and help attract LGBTQIA+ talent to the company.

ORBCOMM Helping Hands gives back to the local communities where our offices are located through volunteering opportunities and service projects supported by our employees.

ORBCOMM Strong helps employees be the strongest version of themselves, mentally and physically, by sharing resources about every aspect of health and wellness, including nutrition, fitness, stress management and lifestyle strategies.

“At ORBCOMM, diversity isn’t just a word. It’s a community where everyone is included, thriving together through challenges and ensuring our joint success.”



Balu Mahender, Project Manager, Firmware Engineering

Taking care of our employees

ORBCOMM invests in our employees’ overall health and well-being by offering a comprehensive and competitive benefits package tailored to our geographic regions to ensure they have what they need in and out of the workplace.

- Health insurance (medical, dental and vision)
- Retirement plans
- Generous paid vacation and holidays
- Birthday/personal day off
- Floating holiday for cultural, religious or volunteer day
- Flexible/hybrid work model
- Disability insurance and long-term care
- Fitness subsidy
- Extensive learning and professional development through ORBCOMM University
- Career progression plans
- Employee resource groups
- Employee assistance programs
- Health and wellness programs led by certified health coach
- Pet insurance
- Legal services insurance
- Personal cell phone discounts
- Community outreach opportunities
- Social events in and out of the office

Making health and safety a priority

ORBCOMM is committed to providing a safe, hazard-free work environment for employees, customers, vendors, and members of the general public at our offices and facilities around the globe. We seek to comply with all local health and safety

laws and have established a Safety Committee, including a designated fire warden, for each of our offices to uphold the highest standards of workplace safety and security. We also provide ongoing training to our field installation teams who install our IoT devices to ensure they are educated on best practices and safety precautions while working at customer and industrial sites, including at trailer yards, depots, ports, ships and railroads. In addition, we provide our employees with access to an extensive Employee Assistance Program that offers free access to support services and resources for mental health concerns, stress, loss and grief, substance abuse or dependency issues, and other unexpected life changes.

Impacting our communities

ORBCOMM’s Helping Hands Committee is focused on giving back to our local communities through volunteering and service projects. The committee meets bi-monthly to discuss ideas for how ORBCOMM can make a difference around the world. ORBCOMM employees have contributed their time by preparing and serving food at homeless shelters; collecting winter coats, toys and books for those in need; filling bags of non-perishable food for food pantries; cleaning up local parks and beaches; and volunteering at nationwide charitable events. The company has also organized race teams to run, walk and bike to raise funds for non-profit organizations. Some of the charities and schools we have supported include Women Giving Back, Equality Now, Operation Gratitude, Kanata Food Cupboard, Wreaths Across America, Galway Giving Tree, Shingwàkons Elementary Public School, Wish You Were Home Pet Rescue, Youth Ablaze Orphanage, Palm Beach County Food Bank, Blakeney Garden, National Breast Cancer Foundation, Embry Rucker Shelter, Lanark County Foodbank, Meadowland Elementary School, Oasis Shelter, Toys for Tots, Ashita Foundation, Womankind Worldwide, American Red Cross, Toy Mountain, Natanjá Christian School, and World Association of Girl Guides and Scouts. In support of the efforts led by ORBCOMM’s Helping Hands Committee, ORBCOMM offers all employees a Floating Holiday that can be used to volunteer at a charity or participate in a community service event.



“It has been very fulfilling being involved in ORBCOMM Helping Hands and knowing that our donations of food, toys, books and clothing are going directly to those in need in the communities where we live and work.



Seeing the teamwork of our office pooling our resources and coming together to help others has been a great experience.”

Brian Mullarkey, Director of Strategic Accounts, North America Transportation



Governance initiatives

Integrity and ethics are integral to ORBCOMM's global operations and fundamental to our corporate governance framework. In conjunction with our Board of Directors, ORBCOMM ensures that our governance practices are evident in every aspect of our business management, decision making and corporate behavior from our [Vendor Code of Conduct](#) to our [Employee Standards of Business Conduct](#).

Compliance



ORBCOMM's compliance programs are managed collaboratively based on the subject matter expertise of several different departments. The Legal and Compliance Department is responsible for global legal, contractual and statutory compliance. The Human Resources Department is responsible for internal company policy compliance. The Information Technology Department is responsible for technology and device usage compliance. The Finance Department is responsible for the company's compliance with tax, finance and related accounting regulations. Working together, these groups establish, train and enforce the compliance policies and procedures that make up ORBCOMM's internal controls.

ORBCOMM's employees are our first line of defense in ensuring ethical business practices are the guiding principles of our company. Compliance training on matters related to data privacy, workplace behavior as well as ethical business conduct such as anti-money laundering, conflicts of interest and bribery are conducted for all employees and required of our contractors on an annual basis. This valuable training is reinforced through ORBCOMM's empowerment of everyone we work with, including our customers, vendors and especially our employees to speak up if they see situations and conditions that violate the company's integrity and ethics policies. Employees can speak directly to their manager or use Navex's 24/7/365 anonymous reporting mechanisms, including a telephone hotline and online reporting form. This third-party managed platform not only allows for anonymous reporting, but also helps individuals responsible for investigating the matter to communicate with the reporting party anonymously so that they can remain informed about the investigation.

ORBCOMM has a zero-tolerance policy related to bribery and money laundering. Our policies take a strict compliance approach aligned with applicable laws and regulations. This approach is enforced internally and forms a key consideration with our product and service resellers who contractually agree to comply with applicable laws in the performance of their business practices. Anti-competitive practices are similarly restricted at ORBCOMM. We believe the path to success is providing a better product and service to our customers. ORBCOMM employees certify annually to our Standards of Business Conduct that they will not engage in any kind of anti-competitive practice.

Data privacy and security



Our data privacy and information security efforts are founded in the internationally recognized concept that privacy and the protection of personal data is a human right. Key to ORBCOMM's development of new technologies and our data collection, storage and use practices is the concept of Privacy by Design and the seven principles that we incorporate into our product design, operational processes and procedures as well as service delivery to our customers around the world.

Our Data Privacy Officer oversees ORBCOMM's global privacy compliance program and the privacy team, which includes employees across all of our business groups and representing all regions where ORBCOMM operates.

- **Data collection and management** – As an IoT company, ORBCOMM collects tens of thousands of data points every day. To ensure that data



is protected, ORBCOMM uses various technical and physical measures to keep our customer and employee data secure. Examples of these measures include multi-factor authentication, encryption, employee training and education, data minimization, and others, all designed to limit risk to our and our customer's data. ORBCOMM expects the same respect for data privacy and information security from our vendors. We enter into Data Processing Agreements with all of our vendors, substantially similar to those we enter into with our customers, to help ensure an unbroken chain of data management. For more information on our data privacy policies and processes, please see our Privacy Policy.

- **Information security** – The cybersecurity team at ORBCOMM, overseen by the Director of Information Security and Compliance, is dedicated to safeguarding our data and information technology infrastructure. As part of our information security maturity, we continually refine and strengthen our cyber defenses, evaluate our operational procedures, enhance our incident response strategy, and educate our workforce, acknowledging that they are our frontline defense against cyber threats. Our primary objective is to enhance ORBCOMM's readiness and resilience to identify, protect, mitigate and respond to cybersecurity threats, thereby safeguarding the interests of our company, our employees and our valued customers' interests.

“At ORBCOMM, the privacy, security and integrity of our customers’ data is a top priority. From product planning and development through delivery of our services, ‘privacy by design’ principles are part of every step in delivering our best-in-class products. We’ve continued to evolve our strict security procedures and utilize the latest security technologies designed to protect our customers’ data across our infrastructure.”



Wayne Kaufman, Vice President, Senior Counsel and Data Privacy Officer

Board of directors



GI Partners, a U.S. private equity investment firm, acquired ORBCOMM in September 2021, which started our pivotal next chapter as a privately held company. ORBCOMM's controlling Board of Directors includes members of GI Partners' Data Infrastructure team as well as three independent directors, along with ORBCOMM CEO Sameer Agrawal. Together, they serve as the company's governing body and oversee its strategy, operations and management. The board members' seasoned leadership along with their diverse expertise spanning IoT, satellite and communications technology, go-to-market and distribution, finance and operational excellence, bring valuable expertise, perspectives and guidance supporting ORBCOMM's strategic vision and accelerated growth as a leader and innovator in the global IoT industry. The board is committed to supporting our efforts to make our workforce diverse, equitable and inclusive, our business sustainable and our key stakeholders engaged by maintaining strong environmental, social and governance practices.

Members of the board serve on the Audit Committee, which reviews and discusses ORBCOMM's compliance programs and provides oversight of financial and operational matters. Board members also serve on the Compensation Committee, which ensures that ORBCOMM's policies and processes for human capital management such as recruiting, training and promotions, and diversity, equity and inclusion are fair, balanced and aligned with the company's core values as well as our financial and market position.

Looking forward

Thank you for your interest in ORBCOMM's 2023 ESG Report. As we expand our ESG efforts and demonstrate our commitment to building a better future for ORBCOMM and the world around us, we will continue to look for new ways to make a difference by incorporating additional sustainable practices into our operations, prioritizing social responsibility through new employee engagement programs, consistently practicing good governance, and helping our customers take advantage of ORBCOMM's data-driven IoT technology to reduce their environmental impact and improve their efficiency and productivity.

If you would like more information about what ORBCOMM stands for and our ESG initiatives in progress, please email esgcommittee@orbcomm.com, and a member of our ESG Executive Team will contact you.

ORBCOMM[®]

22970 Indian Creek Drive, Suite 300
Sterling, VA 20166 USA