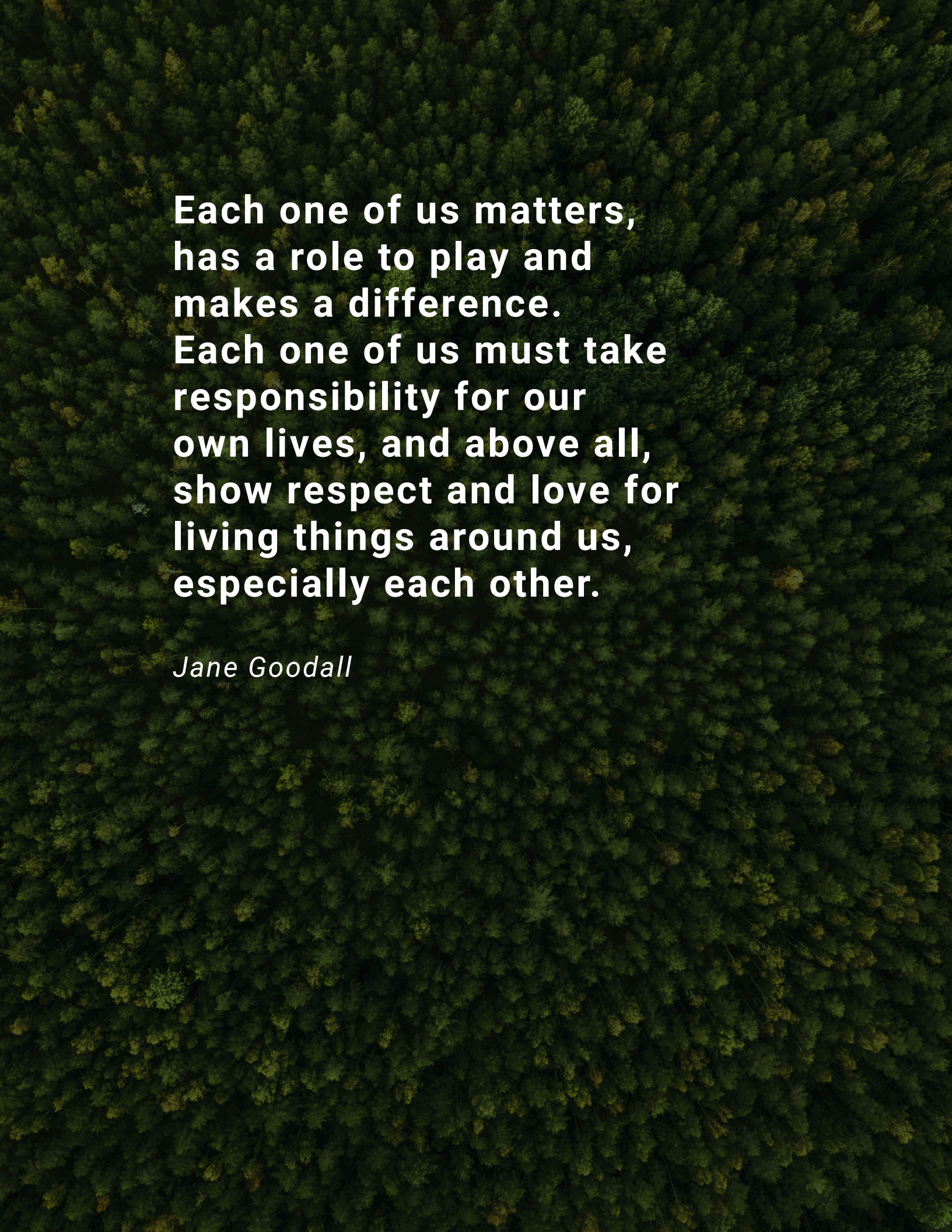


**2022
Environmental,
Social and
Governance
(ESG) Report**

**Driving Positive Change to Create a
More Diverse and Sustainable Future**



An aerial photograph of a dense, lush green forest, viewed from directly above. The trees are packed closely together, creating a textured, dark green canopy. The lighting is soft, highlighting the individual crowns of the trees.

**Each one of us matters,
has a role to play and
makes a difference.
Each one of us must take
responsibility for our
own lives, and above all,
show respect and love for
living things around us,
especially each other.**

Jane Goodall

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A Message from ORBCOMM CEO Marc Eisenberg



ORBCOMM's commitment to creating a more diverse and sustainable future through our Environmental, Social and Governance (ESG) initiatives represents the core foundation of who we are as a company, what we do to support our customers and how we impact the world around us.

As we navigated through the pandemic, a global component shortage and a difficult macro environment impacted by social and economic challenges, we demonstrated the essential role ORBCOMM's industry-leading IoT technology plays in helping our customers keep the global economy running by transporting food and

supplies, sustaining critical freight and supporting key infrastructure projects. As the world becomes increasingly interconnected, IoT technology has become a "must-have" rather than simply a "nice-to-have" for businesses of every size and scope to manage their remote assets in a variety of industrial markets.

We are seeing this firsthand as ORBCOMM has become an integral part of our customers' operations, empowering them with insight to make data-driven decisions that increase efficiency, maximize profitability and reduce environmental impact. While we have been successful as a pioneer in IoT leading the digitalization of industry, we believe it is important for ORBCOMM to embrace our corporate citizenship and drive positive change through our sharpened focus on sustainability.

ORBCOMM's first annual ESG Report provides an overview of the progress we have made in 2022 to create and support a diverse and inclusive workforce, maintain the highest standards of ethics in every aspect of our business and act as responsible members of our communities, our society and our planet. It has been a company-wide effort, and I am pleased with the initiatives we have launched to support our ESG pillars and the impacts we have made together.

From an environmental perspective, climate change, natural resource depletion and increased pollution have material impacts on the planet, so we aim to do our part in minimizing our impact. By implementing sustainable practices into our innovation

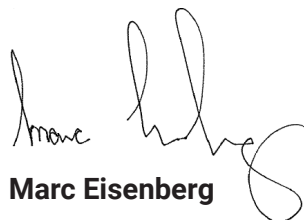
“While we have been successful as a pioneer in IoT leading the digitalization of industry, we believe it is important for ORBCOMM to embrace our corporate citizenship and drive positive change through our sharpened focus on sustainability.”

and manufacturing operations that help reduce our carbon emissions, conserve natural resources and deliver eco-friendly products, we are helping to create a more sustainable future for ORBCOMM and beyond. In addition, the very nature of ORBCOMM’s IoT solutions is directed at helping customers run their business more efficiently through fuel savings, reduced emissions, route optimization and increased turn times, all of which help minimize their environmental impact.

Social responsibility is a key component in ORBCOMM’s core values. We are focused on fostering a diverse, equitable and inclusive culture and creating a healthy and safe work environment for our employees around the world that allows them to do their best work and grow personally and professionally. We have also launched a company-wide effort to give back to our local communities through volunteer and service opportunities, which has greatly enhanced employee engagement and encouraged teamwork and collaboration, while making a difference for those in need.

Strong governance is essential not only to ORBCOMM’s daily operations but also our long-term success. By ensuring that our business practices are transparent, ethical and in compliance with relevant laws and regulations, we can continue to build strong, trusted relationships with our customers, partners and vendors, mitigate risk to the company and conduct ourselves with the highest standards of accountability and responsibility.

As we continue to enhance our ESG efforts, we will look to take these initiatives to the next level in 2023. Thank you for taking the time to read our first annual ESG report and supporting ORBCOMM as we continue to achieve our ESG goals and make a lasting impact on sustainability globally.



Marc Eisenberg
CEO

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 25 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 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 has developed a Conflict Minerals Compliance Program that meets the requirements established by 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:

- Nancy Barbuti, Vice President and Senior Counsel*
- Geoffrey Brady, Director of Business Development, Latin America
- Jeff Clement, Vice President, Information Systems & Technology
- Michelle Ferris, Vice President, Corporate Communications*
- 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
- Sunil Sharma, Sales Director, Asia Pacific
- Brenna Swann, Vice President, Human Resources*
- Corrie Van Niekerk, Manager, Financial Accounting

*ORBCOMM ESG Executive Committee Member

“By ensuring ESG is a priority at ORBCOMM, we’re not only making a positive and lasting impact on our company but also on the world around us. We’re committed to putting our sustainability values into practice across our organization—integrated into our operations, embedded in our culture and at the forefront of our strategic vision—to do our part to create a better future.”

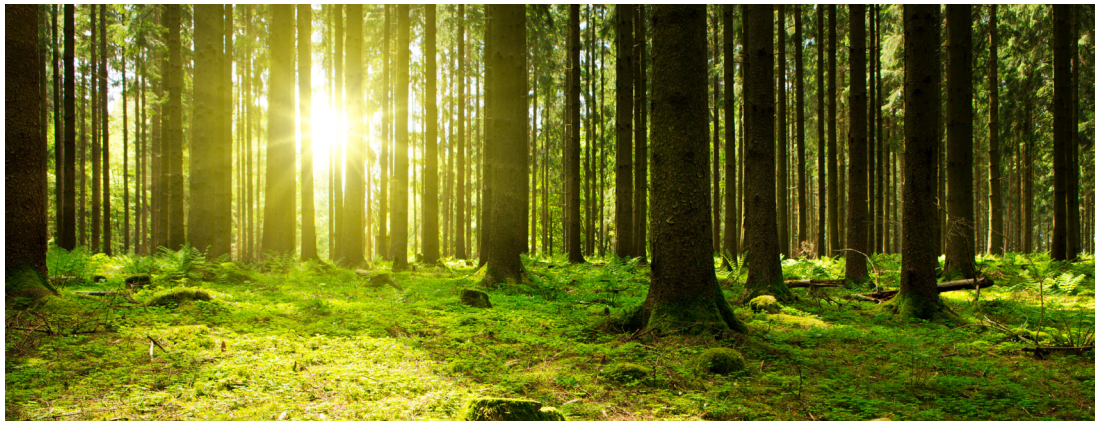


Michelle Ferris, Vice President, Corporate Communications



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 ensures 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 sunsetting with ORBCOMM's robust, reliable and future-proof satellite technology.

ORBCOMM's Mechanical Engineering team made great strides this year to reduce packaging waste, including single-use plastic, for our hardware products. A notable example is the CT 1000, our new dry container tracking device developed specifically for one of the world's leading global shipping lines. Our engineering team eliminated the use of plastic bags and bulk-packaged the devices in fully recyclable cardboard trays for shipment. The team has added an explicit design requirement to minimize plastic use in packaging on their comprehensive Mechanical Design Checklist for all new product development going forward.

“As part of ORBCOMM’s Engineering Team, it is very satisfying to be developing technology that offers a meaningful contribution to our ESG goals. By considering the entire lifecycle during product development and providing operational efficiencies for our customers, we are able to do our part in preserving the environment.”

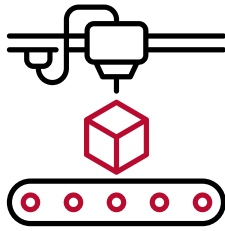


Phil Lafleur, Senior Vice President, Hardware Development



Innovative packaging: The ORBCOMM CT 1000 package eliminates plastic in favor of recyclable cardboard

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 ISO 14001 and 5001 certifications and work to ensure efficient and environmentally conscious operating and manufacturing processes and maintaining 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.

“ESG is a significant driver in ORBCOMM’s transformational next chapter as we continue to look for new ways to optimize the company’s operations, delight our customers and instill a ‘say-do’ culture. It is our responsibility to effect positive change wherever we can within the company and our community.”



David Schmoock, Chief Operating Officer

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 began working with Insight Energy, a leading provider of customized energy and sustainability solutions for private equity and C&I clients, in October 2022. Insight Energy assisted with data collection, calculation, analysis and reporting of ORBCOMM's environmental Scope 1&2 emissions and renewable energy purchases for the 2022 calendar year. We will use the data we collected as the benchmark to track our progress against the ESG initiatives we have in place going forward.

We rolled out a company-wide Green Initiative in August 2022 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 focused on reducing single-use plastics and styrofoam cups, plates, bowls and silverware and implementing the use of reusable products, which helped reduce our kitchen supply costs. We also provided employees with their own personal water bottle and coffee mug to help reduce the use of disposable water bottles and cups within the office.

In addition, we hosted an annual Electronic-Waste Recycling Initiative at our 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 aim to expand this initiative in 2023 to help further reduce our environmental waste.

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 plan to evaluate investments in additional carbon-reduction projects to offset the emissions we have not yet been able to eliminate by 2025.

“Our IT team strives to be as efficient as possible to reduce e-waste and increase the lifespan of our equipment, elongating the time before systems need to be recycled. Working with accountable technology vendors has also helped build a sustainable IT framework.”



Jeff Clement, Vice President, Information Systems and Information Technology



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 plays a critical role in helping our customers build more efficient and sustainable global supply chains by integrating our leading IoT technology into their operations. We are proud to be helping some of the largest companies in the world meet their ESG goals to create a greener economy and protect our planet for future generations.”



Fran Bogle, Chief Revenue Officer

Refrigerated Transportation

Reducing engine hours saves on reefer fuel and emissions

Unless refrigerated trailers are carrying pharmaceuticals or temperature-sensitive produce, truckload carriers can achieve greater fuel savings by running in start/stop mode rather than continuous cooling mode. Switching to start/stop mode resulted in a 45% decrease in reefer run hours for Decker Truck Line, leading to significant

cost savings from reduced fuel consumption and improved trailer utilization as well as less carbon emissions polluting the environment. [Get more details.](#)

“ORBCOMM gave us the ability to do this with the real-time information. We are also monitoring trailer idle reports along with reefer units running on our customer facilities.”

Bradley Baade, Treasurer, Decker Truck Line



Saving reefer fuel and improving labor working conditions

C.R. England uses ORBCOMM’s advanced reefer tracking and monitoring solution that delivers comprehensive temperature management capabilities to minimize human error by comparing trailer temperature against the temperature specified. Data collection processes that previously required manual intervention such as yard checks and inventory management have since been partially automated to improve employee working experiences and ensure more efficient trailer turn times, which saves fuel and reduces emissions. Read the [full case study.](#)

“As the largest refrigerated truckload fleet in the nation, we had an obligation to be on the cutting edge of product protection technology.”

Ron Hall, Vice President, Equipment and Fuel, C.R. England

Truck / In-Cab Management

Reducing emissions by focusing on efficient driving

By monitoring miles per gallon of gas through ORBCOMM's driver performance program, AF Blakemore calculated the economic impact of specific driving habits, such as idling or harsh braking, and was able to improve fuel consumption as well as driver safety. Read the [full case study](#).

“We’re seeing an increase in MPG by .3 or .4%. When you’re spending millions on fuel per year, it’s a massive number. The driver scorecards are the biggest impact in this.”

Dave Higgs, Logistics Compliance Manager, AF Blakemore

Satellite IoT Solutions

Protecting endangered wildlife and their natural environments

ORBCOMM's IoT solutions ensure reliable, secure and cost-effective communications in some of the most isolated areas of the world to deliver valuable



An elephant outfitted with an ORBCOMM satellite tracking collar

animal data and alerts that help Africa Wildlife Tracking (AWT) protect endangered wildlife and stay one step ahead of poachers. The solution was developed by one of our value-added reseller partners using ORBCOMM devices and satellite connectivity. Read the [full case study](#).

“AWT’s emphasis is on anti-poaching, especially in the current environment, so we need a reliable unit that will report regularly, and ORBCOMM offers an ideal solution.”

Martin Haupt, Founder of Africa Wildlife Tracking



Contributing to the sustainable use and exploitation of fisheries and aquatic resources in Mexico

The National Commission on Aquaculture and Fisheries (CONAPESCA), the Mexican government agency responsible for managing, coordinating and developing policies regarding the sustainable use and exploitation of fisheries and aquatic resources, uses ORBCOMM’s technology to promote and advocate for conservation measures in the framework of regional fisheries management organizations (RFMOs), including the Inter-American Tropical Tuna Commission (IATTC) and the International Commission for the Conservation of Atlantic Tunas (ICCAT). Read the [full case study](#).

“CONAPESCA now has the exact location of the routes taken by the fishing vessels throughout the route as well as the fishing zone.”

Federico Sepúlveda, Maritime Director, Astrum Satelital

Automated Identification System (AIS)

Protecting the oceans with greater transparency in global fishing activity

ORBCOMM provides Global Fishing Watch with tens of millions of AIS data points every day that show the movement of the world's largest commercial vessels over time. By leveraging ORBCOMM's AIS service, Global Fishing Watch can classify these time-stamped positional vessel data points as either "fishing" or "non-fishing" activities, enabling anyone in the world to have free access to a near real-time and/or historical global view of fishing activity. This insight significantly increases the commercial fishing industry's accountability by helping authorities to monitor vessel compliance and identify unauthorized activity requiring further investigation. It also provides a tool to governments, non-government organizations and researchers to enhance maritime surveillance, inform effective decision-making on fisheries



and accelerate scientific research to protect our ocean. Additionally, this data could be used to boost safety in fishing, which is known as one of the world's most dangerous occupations. Read the [press release](#).

“With ORBCOMM’s cutting-edge AIS technology, we can share valuable insights, including which vessels are fishing boats, the type of fishing gear they are using and when and where they are fishing based on their movement patterns, to radically improve transparency and create a sustainable future for our oceans.”

Paul Woods, Head of Innovation for Global Fishing Watch

ORBCOMM's Social Initiatives



ORBCOMM is a global IoT solutions company with nearly 800 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.

“One of the best things about ORBCOMM is our diverse and dynamic workforce representing 25 countries around the globe and how we come together as ONE ORBCOMM every day to drive innovation, deliver our world-class IoT products and services and provide a top-notch customer experience. Our incredible employees are our greatest asset.”



Brenna Swann, Vice President, 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.

“At ORBCOMM, we believe building diverse teams across our organization brings a valuable mix of voices and perspectives to the table, which drives enhanced decision making, problem solving and better results for the company.”



Natalie Bookal, Talent Acquisition & HR Coordinator

ORBCOMM's DEI Goals

Diversity of the workforce throughout the global IoT industry is continuing to improve, and we believe ORBCOMM's diversity ratios are on par with our peers based on preliminary research. We believe we are building an environment where

dedicated people from a diverse range of communities and backgrounds feel welcome and included at ORBCOMM. We are tracking the company's DEI metrics quarterly and are committed to increasing the diversity of our workforce over the next three to five years. In 2022, we launched several new DEI initiatives to continue to foster a sense of equality and belonging across ORBCOMM's workforce when it comes to attracting diverse candidates, ensuring employees feel connected, motivated, respected and engaged, as well as implementing fair performance ratings and promotion practices.

We aim to continue increasing representation of women and minority employees in the company and made progress toward our DEI goals in 2022. 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 work toward enhancing our recruiting and hiring practices, employee engagement programs as well as our career advancement programs to continue our progress.

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 create a community-based platform for employees who share a characteristic—whether it is gender, ethnicity, religious affiliation, lifestyle, or interest—to connect, share experiences, increase awareness, and support and encourage one another in personal and career development.

“ORBCOMM is a multi-cultural company with employees all over the world who have Hispanic roots. The Hispanic Connection brings us together to get to know one another, share our experiences and learn about the wonderful intricacies of the different Hispanic cultures represented at our company.”



*Lina Paerez, Senior Vice President of Global Marketing
Executive Sponsor, ORBCOMM's Hispanic Connection*

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.

“Through ORBCOMM Women Connect, we are seeing firsthand how important it is for empowered women to empower women. The group’s camaraderie, support and mentorship has made a significant difference in helping our female employees with goal setting, professional development and networking, and it’s exciting to be part of building these valuable connections.”



*Julie Spizuoco, Executive Vice President, Customer Experience
Executive Sponsor, ORBCOMM Women Connect*

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

“I believe there’s a concerted effort at ORBCOMM to be more diverse and inclusive. The steps the company has taken to be more thoughtful and appreciative of other cultural beliefs and backgrounds has greatly improved how we work together and feel connected to one another.”



Sashoy Castriota, Account Manager

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 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 food, toys and books for those in need; putting together non-perishable food bags for food pantries; cleaning up local parks and beaches; and volunteering at nationwide charitable events. The company has also put together race teams to run, walk and bike to raise funds for



non-profit organizations. Some of the charitable organizations we have supported include Women Giving Back, Equality Now, Kanata Food Cupboard, Wreaths Across America, Youth Ablaze Orphanage, Palm Beach County Food Bank, National Breast Cancer Foundation, Oasis, Embry Rucker Shelter, Toys for Tots, Womankind Worldwide, American Red Cross, Toy Mountain, 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.

“I am proud to work for a company that genuinely cares about the community and encourages employees to come together to help others. It has had a tremendous impact on employee morale to know that community outreach is a core part of ORBCOMM's values and culture.”



*Sandra Hedin, Account Manager
Head of ORBCOMM's Helping Hands Committee*



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 to our Privacy Policy.

Compliance



ORBCOMM's compliance is 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 annually. This valuable training is reinforced through ORBCOMM's empowerment of 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 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 whistleblower 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 personnel certify annually to our Standards of Business Conduct that they will not engage in any kind of anti-competitive practice.

Data Privacy & Security



Our data privacy efforts are founded in the internationally recognized concept that personal privacy and the protection of personal data is a human right. Key to ORBCOMM's development of new technologies and our data collection practices is the concept of Privacy by Design and the seven principles that enable us to implement privacy into our 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 in the United States and Europe representing our Legal & Compliance and Information Technology Departments.

- **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, processing impact assessments and others, all designed to limit risk of a data incident.

ORBCOMM expects the same respect for privacy from its vendors, and we enter into Data Processing Agreements, 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** – ORBCOMM’s Cybersecurity Team, which reports to the Director of Information Security in ORBCOMM’s Operations Department, is continually working to help ensure our data and our information technology systems and services remain safe and secure.

We regularly update our information security protocols, enhance our technological response mechanisms, review our practices and procedures, such as our incident response plan, and train our employees, who are our most valuable defense against cyberattacks. It is our priority to ensure ORBCOMM is prepared, diligent and well-positioned to identify, detect, prevent and respond to cybersecurity threats and protect the company, our employees and our customers.

“At ORBCOMM, the privacy, security and integrity of our customers’ data is a top priority. From product planning through delivery of our services, information security is part of every step in providing best-in-class products. We’ve adopted strict security procedures and utilize comprehensive security technologies to make sure our customers’ data is safe 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 Board of Directors includes members of GI Partners' Data Infrastructure team as well as three independent directors and ORBCOMM's CEO Marc Eisenberg, who together serve as the company's governing body and oversee its strategy, operations and management. Our 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. ORBCOMM's Board of Directors 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 ORBCOMM's Board of Directors serve on the Audit Committee, which reviews and discusses ORBCOMM's compliance programs and provides oversight of financial and operational matters. Our Board members also serve on the Compensation Committee, which ensures that ORBCOMM's policies and processes for human capital management such as recruiting, training, 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 2022 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[®]

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