IMPACT REPORT 2019
D-Orbit’s business approach goes beyond economic benefit: all our activities aim at producing a wider benefit for humanity.

We put all our effort towards delivering a positive impact on society: A better D-Orbit, a better world.

D-Orbit places equal emphasis on three pillars: profit, benefit, and global impact. Our products and services are designed to solve global challenges with a high social impact. Our internal organization leverages the value of people and the positive relationships with all our stakeholders.

D-Orbit was one of the first European companies to be registered as a Benefit Corporation, and the first certified space industry B-Corp worldwide.
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1. INTRODUCTION

A Benefit Corporation (B-Corp) is a model of private enterprise that commits to producing public benefit. The idea came to Jay Coen Gilbert, Bart Houlahan and Andrew Kassoy, three friends that in 2006 founded B Lab, an independent nonprofit, in the US.

A B-Corp is a corporate entity committed to delivering benefits to all the stakeholders: customers, society, workers, suppliers, the community, and the environment while pursuing profitable goals.

The B-Corp certification is a third-party validation of the company’s positive impact on the stated goals.

The Benefit Corporation legislation, law nr. 208 approved by the Italian parliament on December 28th, 2015, requires a corporation to:

1. Have a corporate purpose to create a measurable positive impact on society and the environment;
2. Consider the interest of workers, community, and the environment when assessing the impact of their decisions, and not just the interest of shareholders;
3. Publish an annual benefit report to assess their overall social and environmental performance against a third-party standard.

D-Orbit has chosen the B-Impact assessment (BIA) as third party standard.

This annual report, which fulfills the law requirements, follows the BIA structure, outlined below:

1. Governance: to evaluate the degree of transparency and responsibility of the company in pursuing the common benefit objectives;
2. Workers: to evaluate the relationships with employees and collaborators in terms of salary, benefits, training and opportunities for personal growth, quality of the work environment, internal communication, flexibility and job security;
3. Community: to evaluate the relations of the company with its suppliers, the region and the local communities in which it operates;
4. Environment: to evaluate the impacts of the company, in terms of use of resources, energy, raw materials, and production processes.

D-Orbit changed its status to become “Società Benefit” (Benefit Corporation) on February 26th, 2016.

As a “Società Benefit”, the company also intends to pursue one or more common benefits and act in a responsible, sustainable and transparent way to people, communities, territories and the environment, cultural and social activities, organizations and associations, and other stakeholders.

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2 http://www.gazzettaufficiale.it/eli/id/2015/12/30/15G00222/sg - commi 376 to 384
In a sustainable society, nature is not subject to systematically increasing:
1. concentrations of man-made objects in space;
2. concentrations of substances extracted from the Earth’s crust;
3. concentrations of substances produced by society;
4. degradation by physical means;
5. and people are not subject to conditions that systematically undermine their capacity to meet their own needs.

2. VISION AND MISSION

VISION

In-space servicing and transportation to enable profitable business and human expansion in a sustainable space environment.

Our ultimate vision is to become the first space transportation company, a sort of orbital FedEx with the capability to deploy space assets to any orbit, move them from orbit to orbit, service and repair them, and dispose of them at the end of their lives.

MISSION

Provide end-to-end solutions to improve new and traditional space businesses by streamlining in-space and on-ground operations with unique, innovative and proprietary technologies.

Our mission is what we are currently doing while working towards our vision. An important aspect of our mission is that whatever we are doing is contributing to the incremental development of the technology platform that will enable our ultimate vision. This is made possible by the service suite InOrbit NOW. By taking care of the entire vertical, we aim at influencing how new operators deal with issues like orbital clearance at a time when the industry is moving towards mega-constellations of thousands of small satellites.
3. BUSINESS DESCRIPTION

D-Orbit is a service provider for the traditional and new space sectors, with capabilities in satellite manufacturing, launch, deployment, satellite operations, end-of-life strategies and solutions, space propulsion, and critical software. While our initial offering was focused on the satellites’ last mission phase, i.e. orbital debris mitigation, today our products and services cover the entire lifecycle of a space mission, including mission analysis and design, engineering, manufacturing, integration, testing, launch, orbital transportation, and end-of-life decommissioning.

D-Orbit provides end-to-end solutions for New Space companies and innovative, cutting edge products and services for traditional space companies, creating an ideal connection between tradition and innovation.

3.1 CURRENT BUSINESS ACTIVITIES

Our core products and services include orbital transportation, mission control software, and a wide range of subsystems.

- **InOrbit NOW** is a family of end-to-end solutions for the New Space market. It includes launch and deployment services, mission control software, and a set of add-on services. DPOD Launch Service is a satellite launch procurement service that relies on third-party compatible launchers equipped with InOrbit NOW’s DPOD dispensers. ION Launch Service is an end-to-end launch procurement, hosting, and deployment service that leverages the ION Satellite Carrier, a free-flyer dispenser manufactured and operated by D-Orbit that transports spacecraft into the desired operational orbit and deploys them into precise orbital slots.

- **Aurora** is a powerful cloud-based mission control software suite designed to control a single satellite or a complete constellation through a user-friendly, fully customizable control interface.

- **D-Sense** is a multi-sensor module that has the capability to track the position of the Sun, the Earth’s horizon and magnetic field, and the angular rate of the spacecraft. It also includes a camera that can be used to take photos and videos, and operate as a star tracker.

- **D3** is an independent, smart propulsion system specialized in executing direct and controlled decommissioning maneuvers in a mass-efficient and cost-effective way at the end of a satellite’s mission or in case of major malfunction of any type or size of satellites and launcher stages from any type of orbit. D3 enables operators to extend a space mission by allowing full use of onboard propellant. It is fully compliant with international space debris regulations and helps operators of constellations to cleanly remove satellites at the end of life, maintaining their orbits clean from uncontrolled satellites and reducing collision risk. D3 is also a technology platform: its modular and scalable design enabled the creation of products like Simba, a multipurpose computer for GEO and LEO satellites that is fully compliant with ECSS standards, and Simon, a safe and secure activation system for pyrotechnic chains and solid rocket motors.

- **D-Raise** is a propulsion system that helps reduce the transition time between GEO transfer orbit and geostationary orbit for full electric platforms, improving the time-to-market and reducing the damage inflicted by radiation and micrometeorites to solar arrays.
3.2 TOOLS FOR IMPLEMENTATION

To ensure proper monitoring of status and improvements, D-Orbit acquired ISO 9001, UNI EN 9100, and B-Corp certifications.

Although the certifications are different, they all have a common background that D-Orbit integrates into an extended quality manual that is part of the company’s DNA and is applied in all business processes and daily work.

**UNI EN 9100 (and ISO 9001)** is a widely adopted and standardized quality management system for the aerospace industry. It fully incorporates the entirety of the current version of ISO 9000, while adding requirements related to quality and safety. The purpose of the quality objectives is to determine the conformity of the requirements for customers and organizations and improve the quality management system.

**B-Corp Certification** measures a company’s entire social and environmental performance. The certification is available to any corporation in any country in the world and it is voluntary.

To fulfill the performance requirement for B-Corp Certification, a company must complete the B Impact Assessment. The B Impact Assessment (BIA) is a free, confidential platform designed to help measure and manage a company’s positive impact on its workers, community, customers, and environment. The BIA assesses the impact of both a company’s business model and its day-to-day operations, both what the company does and how it does it. The responses to the B Impact Assessment determine the total numeric score. B-Corp Certification requires a minimum verified total score of 80 across all impact areas.

4. IMPACT SESSION

4.1 SUMMARY

This session summarizes the results achieved by D-Orbit in 2019. The following pages will go through each section in detail.

<table>
<thead>
<tr>
<th>Section</th>
<th>Reached goals (%)</th>
<th>Section reference</th>
</tr>
</thead>
<tbody>
<tr>
<td>Governance</td>
<td>100%</td>
<td>4.1</td>
</tr>
<tr>
<td>Workers</td>
<td>0%</td>
<td>4.2</td>
</tr>
<tr>
<td>Community</td>
<td>50%</td>
<td>4.3</td>
</tr>
<tr>
<td>Environment</td>
<td>67%</td>
<td>4.4</td>
</tr>
</tbody>
</table>

Governance: 16.5
Workers: 24.8
Community: 13.1
Environment: 24.1
Customers: 4.6

2019 Overall B-Impact assessment score: 82.2

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3 https://bcorporation.net/certification/meet-the-requirements
4 https://bcorporation.eu/directory/d-orbit
Awarded:

- Best for the Environment 2019 (5th year in a row)
- Best for Changemakers 2019 (3rd year in a row)

“Best for the world honoree” is an award that each year, B Lab releases honoring the top-performing Certified B Corps in each Impact Area and overall, broken down by size. The meaning of each award is listed below:

“Best for the world: Environment” Leading the way toward a more sustainable and regenerative planet, these companies put the environment first in their everyday business practices.

“Best for the world: Changemakers” for these companies, the B Corp certification was only the beginning. We celebrate this year’s most-improved Changemakers, whose impact score improvement ranked in the top 20 percent of all B Corps.

During December 2018 the whole company took part in a workshop on sustainability principles; its objectives were:

- to increase the knowledge about B-Corps and sustainability in general,
- to plan what to do in 2019 to make D-Orbit more sustainable
- to increase group identity and membership.

The attendees were divided into diverse groups (for example, dispersing colleagues that usually work closely together) and after icebreakers and introduction about the circular economy and B-Corps, they were asked to define how they would improve D-Orbit. The defined tasks for each area of intervention were:

**GOVERNANCE:**
1. Understand D-Orbit’s operational costs;
2. Clarify “who does what”;
3. Increase the number of catch-up meetings.

**WORKERS:**
1. Improve the quality of life inside the company;
2. Organize full day activities;
3. Share of D-Orbit milestones;
4. Improve the outdoor area;
5. Organize a Company library;
6. Share achievements and setbacks from the different teams.
COMMUNITY:
1. Raise awareness of D-Orbit;
2. Set up agreements with local suppliers;
3. Cooperate with schools and universities.

ENVIRONMENT:
1. Implement a car-sharing program;
2. Become more energy efficient;
3. Make the clean room more energy efficient;
4. Reduce the use of plastic;
5. Study the feasibility of having a charging station for electric cars.

The results of the above-mentioned topics are shown in the following sections.
4.2 GOVERNANCE

4.2.1 Description
The Governance section of the B Impact Assessment evaluates a company’s overall mission, ethics, accountability and transparency. It measures whether the company has adopted a social or environmental mission, and how it engages its employees, board members and the community to achieve that mission. This section assesses employees’ access to financial information, customers’ opportunities to provide feedback, and the diversity of the company’s governing bodies.

4.2.2 What we did in 2019
1) **Understand D-Orbit’s operational costs**: Actions performed on this topic in 2019 were conducted as part of ongoing operations, rather than in the workshop process.

2) **Clarify “who does what”**: Issued a new organization chart and new job descriptions to better describe high-level duties and responsibilities. We are also refining a list of low level duties and responsibilities to answer frequently asked question like: “I have to go on a business trip, who should I talk to?”

3) **Increase the number catch-up meetings**: Increased the number of ‘all hands’ catch-up meetings from one in 2018 to two in 2019. During these meetings, the management gives the company confidential insights on what is happening, sharing: financial information, the commercial pipeline, sales and Customer updates, strategy, status and activities of subsidiaries, and what is happening in the space industry. The goal for 2020 is to have one catch-up meeting each quarter.

4.2.3 Previous year’s goals

<table>
<thead>
<tr>
<th>#</th>
<th>Goal description</th>
<th>Benefit</th>
<th>Instruments used to reach target</th>
<th>Previous year reference</th>
<th>Target</th>
<th>This year result</th>
<th>Achieved?</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Maintain high quality standard</td>
<td>Continue to have a solid framework, internationally known and accepted, to work within.</td>
<td>Confirm quality management system certification</td>
<td>0 non-conformance</td>
<td>0 non-conformance</td>
<td>0 major non-conformance</td>
<td>✓</td>
</tr>
<tr>
<td>2</td>
<td>Make any relevant business information (financial, sales, biz dev, programmatic, etc.) available in real time in mobility, easily exportable and understandable by third parties if necessary</td>
<td>Information flow running in real time and outputs available on the go.</td>
<td>Management board</td>
<td>NA</td>
<td>Process map of the entire company completed and approved</td>
<td>Process map of the entire company completed and approved</td>
<td>✓</td>
</tr>
</tbody>
</table>
### 4.2.4 Next year goals

<table>
<thead>
<tr>
<th>#</th>
<th>Goal description</th>
<th>Benefit</th>
<th>Instruments used to reach target</th>
<th>Target</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Maintain quality at high standard with 0 major non-conformances in November 2020 (TBC by TUV auditor) EN 9100 audit for D-Orbit SpA.</td>
<td>Continue to have a solid framework, internationally known and accepted, to work within.</td>
<td>Confirm quality management system certification.</td>
<td>0 major audit non-conformance in November 2020 (TBC by TUV auditor) EN 9100 audit for D-Orbit SpA.</td>
</tr>
<tr>
<td>2</td>
<td>Use the B-Impact assessment tool to verify the impact of D-Orbit on the UN 2030 sustainable development goals (SDGs).</td>
<td>Focus the social and environmental impacts of D-Orbit's activities in a shared framework to clearly identify on which particular global challenges it is acting as a positive and regenerating force.</td>
<td>B-Impact assessment linked with the SDGs tool.</td>
<td>Identify the SDGs on which D-Orbit can have an impact and set an improvement plan with SMART goals to be addressed in 2021-2022</td>
</tr>
<tr>
<td>3</td>
<td>Increase transparency</td>
<td>An increase in transparency will: 1) increase employee engagement; 2) increase staff involvement, giving them an indication of their place and role in the wider plan; 3) build trust; 4) foster staff happiness.</td>
<td>Increase the number of catch-up meetings to one each quarter</td>
<td>4 catch up meetings by the end of 2020</td>
</tr>
</tbody>
</table>

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4.3 WORKERS

4.3.1 Description
The Workers section of the B Impact Assessment considers the company’s relationship with its workforce. It measures how the company treats its workers through compensation, benefits, training, and ownership opportunities provided to workers. The category also focuses on the overall work environment within the company by assessing management/worker communication, job flexibility, corporate culture, and health and safety practices.

4.3.2 What we did in 2019?
1) Quality of life inside the company: To improve the quality of life inside the company’s headquarters, the kitchen was completely re-arranged to provide a more organized and easy-to-access facility that is also easier to clean.
2) Full-day activities: No actions have been performed on this area in 2019 due to resource diversion to other core activities.
3) Sharing of D-Orbit milestones: Merged, due to similarity, with the “Share achievements and setbacks of the teams” working group.
4) Improvement of the outdoor area: No actions have been performed on this topic in 2019 due to resource diversion to other core activities.
5) Company library: A company library with technical and non-technical books has been set up in the L(a)unch pad at D-Orbit headquarters.
6) Share achievement and setbacks of the teams: No actions have been performed on this topic in 2019.

The following are the 2019 figures related to workers:

<table>
<thead>
<tr>
<th>Year</th>
<th>Total hired</th>
<th>Total departed</th>
<th>Delta</th>
<th>Total per year</th>
<th>Delta % wrt previous year</th>
<th>Attrition rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>2011</td>
<td>2</td>
<td>0</td>
<td>2</td>
<td>2</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>2012</td>
<td>2</td>
<td>0</td>
<td>2</td>
<td>4</td>
<td>100%</td>
<td>0%</td>
</tr>
<tr>
<td>2013</td>
<td>2</td>
<td>0</td>
<td>2</td>
<td>6</td>
<td>50%</td>
<td>0%</td>
</tr>
<tr>
<td>2014</td>
<td>1</td>
<td>0</td>
<td>1</td>
<td>7</td>
<td>17%</td>
<td>0%</td>
</tr>
<tr>
<td>2015</td>
<td>12</td>
<td>0</td>
<td>12</td>
<td>19</td>
<td>171%</td>
<td>0%</td>
</tr>
<tr>
<td>2016</td>
<td>4</td>
<td>1</td>
<td>3</td>
<td>22</td>
<td>16%</td>
<td>5%</td>
</tr>
<tr>
<td>2017</td>
<td>3</td>
<td>3</td>
<td>0</td>
<td>22</td>
<td>0%</td>
<td>14%</td>
</tr>
<tr>
<td>2018</td>
<td>20</td>
<td>2</td>
<td>18</td>
<td>40</td>
<td>82%</td>
<td>5%</td>
</tr>
<tr>
<td>2019</td>
<td>14</td>
<td>1</td>
<td>13</td>
<td>53</td>
<td>33%</td>
<td>2%</td>
</tr>
</tbody>
</table>

Year of analysis: 2019
Country of analysis: Italy
Total of departed employees: 1
Total number of employees: 53
Average age (2019): 34.54
Oldest employee (2019): 59 (12/02/60)
Women: 11 (21%)
### 4.3.3 Previous year’s goals

<table>
<thead>
<tr>
<th>#</th>
<th>Goal description</th>
<th>Benefit</th>
<th>Instruments used to reach target</th>
<th>Previous year reference</th>
<th>Target</th>
<th>This year result</th>
<th>Achieved?</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Professional growth</td>
<td>Improve employee knowledge in job-related areas.</td>
<td>Introductory lessons and on-the-job training session with colleagues and third party experts.</td>
<td>19h/p</td>
<td>&gt; 18h/p</td>
<td>Not calculated</td>
<td>X</td>
</tr>
<tr>
<td>2</td>
<td>Happiness</td>
<td>Happy people means: 1) better decision-making abilities; 2) Higher levels of creativity; 3) Reduction in lost productivity because</td>
<td>We calculate people satisfaction via a 360° evaluation, offering employees the opportunity to receive feedback from peers and direct reports. The formula used for this evaluation is: $Satisfaction = \frac{\sum \text{people sat score}}{\text{tot. nr. people}}$</td>
<td>2</td>
<td>2</td>
<td>Not calculated</td>
<td>X</td>
</tr>
</tbody>
</table>

### 4.3.4 Next year’s goals

<table>
<thead>
<tr>
<th>#</th>
<th>Goal description</th>
<th>Benefit</th>
<th>Instruments used to reach target</th>
<th>Target</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Happiness: to define a methodology to measure internal satisfaction, well-being, climate and culture sharing.</td>
<td>Happy people means: 1) better decision making abilities, 2) higher levels of creativity, 3) reduction in lost productivity because happy people are healthier</td>
<td>Define a new process to collect people satisfaction and calculate satisfaction score</td>
<td>≥80%</td>
</tr>
</tbody>
</table>

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4.4 COMMUNITY

4.4.1 Description
The Community portion of the B Impact Assessment evaluates a company’s supplier relations, diversity, and involvement in the local community. It also measures the company’s practices and policies around community service and charitable giving, including whether a company’s products or services are designed to solve a social issue, such as access to basic services, health, education, economic opportunities, and the arts.

4.4.2 What we did in 2019?
1) Raise awareness of D-Orbit: After an initial stage of D-Orbit’s sign requirements definition and current legislation on signs study, activities have been put on hold due to resource diversion to other core activities.
2) Set up agreements with local suppliers: No actions have been performed on this topic in 2019 due to resource diversion to other core activities.
3) Collaboration with schools and universities in continuity with what we did in previous years: D-Orbit welcomed high school students from schools of the local area for their “Alternanza Scuola-Lavoro” projects and university students for their master thesis project (mainly focused in Aerospace Engineering, coming from Politecnico di Milano and Università di Pisa).
### 4.4.3 Previous year’s goals

<table>
<thead>
<tr>
<th>#</th>
<th>Goal description</th>
<th>Benefit</th>
<th>Instruments used to reach target</th>
<th>Previous year reference</th>
<th>Target</th>
<th>This year result</th>
<th>Achieved?</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Set up a bi-directional feedback system between D-Orbit and independent suppliers</td>
<td>Increase the knowledge of our suppliers to tailor requests and communications to improve positive supplier answers and better products.</td>
<td>Feedback template, meetings with Customers</td>
<td>Not Available (NA)</td>
<td>Supplier satisfaction: &gt;80%</td>
<td>Not calculated</td>
<td>X</td>
</tr>
<tr>
<td>2</td>
<td>Increase awareness about B-Corps and themes such as: innovation, entrepreneurship, and space engineering</td>
<td>Increase B-Corp awareness outside the company; create a positive impact on people and the environment through our business.</td>
<td>Participate in the apprenticeship program “alternanza scuola lavoro” with schools; participate in at least 3 events to disseminate space engineering and B-Corp ideas.</td>
<td>2 high school classes mentored; participation in 3 events.</td>
<td>2 high school classes mentored; participation in 3 events.</td>
<td>✓</td>
<td></td>
</tr>
<tr>
<td>3</td>
<td>Contribution to adoption of the Benefit corporation model</td>
<td>Increase B-Corp awareness outside the company in the university environment; create a positive impact on future managers</td>
<td>Case study in innovation in a thesis about the B-Corp model applied to the space industry</td>
<td>3 thesis</td>
<td>1 thesis</td>
<td>2 thesis</td>
<td>✓</td>
</tr>
<tr>
<td>4</td>
<td>Set up an evaluation methodology for suppliers that also includes social and environmental performance</td>
<td>We are all dependent on each other and therefore responsible for each other and for future generations. Map the environmental and social performance and orientate the choice of our partners accordingly</td>
<td>Meetings with suppliers, template to collect feedback</td>
<td>NA</td>
<td>50% of suppliers screened within 2018</td>
<td>No feedback collected</td>
<td>X</td>
</tr>
</tbody>
</table>
### 4.4.4 Next year’s goals

<table>
<thead>
<tr>
<th>#</th>
<th>Goal description</th>
<th>Benefit</th>
<th>Instruments used to reach target</th>
<th>Target</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Set up a dedicated B-Corp and impact section on our corporate website</td>
<td>Increase the awareness of D-Orbit being a B-Corp outside the company and organize B-Corp information in a clearer way</td>
<td>D-Orbit website</td>
<td>Webpage set up</td>
</tr>
<tr>
<td>2</td>
<td>Contribution to the adoption of the Benefit corporation model</td>
<td>Increase B-Corp awareness outside the company in the university environment; create a positive impact on future managers</td>
<td>Case study in innovation in a thesis about the B-Corp model applied to space</td>
<td>1 thesis</td>
</tr>
</tbody>
</table>
4.5 ENVIRONMENT

4.5.1 Description
The Environment portion of the B Impact Assessment evaluates a company’s environmental performance through its facilities, materials, emissions, and resource and energy use. Companies answer questions about their transportation/distribution channels and the environmental impact of their supply chain. The assessment also measures whether a company’s products or services are designed to solve an environmental issue, including products that aid in the provision of renewable energy, conserve resources, reduce waste, promote land/wildlife conservation, prevent toxic/hazardous substance or pollution, or educate, measure or consult to solve environmental problems.

4.5.2 What we did in 2019?
1) **Implement a car-sharing program:** Staff from different departments started car-sharing to work to reduce the commuting impact on the environment and CO₂ emissions.
2) **Become more energy efficient:** Merged, due to similarity, with the “Cleanroom energy efficiency” working group.
3) **Make the clean room more energy efficient:** During the year, the team has improved the thermal insulation of the doors giving access to the clean room by installing thermal insulation on the doors’ sills. Moreover, the clean room’s lights and air filtration system have been switched off when the room is empty.
4) **Reduce the use of plastic:** Two main actions have been performed: 1) the disposable ESD (electristatic discharge) shoe covers used in the cleanroom have been replaced with reusable ESD shoes for all the cleanroom staff; disposable shoe covers are still used for visitors. 2) The team did a tradeoff between different water dispensers’ categories and brands and selected one to be installed in the L(a)unch Pad. This will reduce the usage of plastic bottles.
5) **Study the feasibility of having a charging station for electric cars:** The team performed preliminary activities to understand the actions to install a charging station for electric cars. Location, technical actions on the electrical system, and ROM costs of the activities have been defined and are ready to be detailed when needed.
6) **Space Safety Coalition:** Together with many other space companies, D-Orbit endorsed the newly founded Space Safety Coalition. The first task of this coalition has been the drafting of the “Best Practices for the sustainability of Space Operations.” Companies in this coalition actively promotes responsible space safety through the adoption of relevant international standards, guidelines and practices, and the development of more effective space safety guidelines and best practices.
7) **NOCTUA program, awarded by the Regione Lombardia tender for innovation:** The NOCTUA Landscape Monitoring program, awarded to a consortium led by D-Orbit, aims to develop an end-to-end service for the observation of infrastructure and natural geographical features in the Lombardia region. D-Orbit is the prime contractor and responsible for the space segment that will include an SAR to achieve the monitoring.

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12 [https://spacesafety.org/endorsees](https://spacesafety.org/endorsees)
13 [https://spacesafety.org/best-practices/](https://spacesafety.org/best-practices/)
4.5.3 Previous year's goal

<table>
<thead>
<tr>
<th>#</th>
<th>Goal description</th>
<th>Benefit</th>
<th>Instruments used to reach target</th>
<th>Previous year reference</th>
<th>Target</th>
<th>This year result</th>
<th>Achieved?</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Reduce electricity consumption by 5% by the end of 2019</td>
<td>Reduce supply consumption, reduce the impact D-Orbit has on the environment, and the cost to the company.</td>
<td>Consumption analysis, training session</td>
<td>-19%</td>
<td>-5%</td>
<td>-59%</td>
<td>✓</td>
</tr>
<tr>
<td>2</td>
<td>Reduce heating consumption by 5% by the end of 2019</td>
<td>Reduce supply consumption, reduce the impact D-Orbit has on the environment, and the cost to the company.</td>
<td>Consumption analysis, manage the boilers to rationalize their “on/off” timing</td>
<td>-51%</td>
<td>-5%</td>
<td>-71%</td>
<td>✓</td>
</tr>
<tr>
<td>3</td>
<td>Reduce water consumption by 5% by the end of 2019</td>
<td>Reduce supply consumption, reduce the impact D-Orbit has on the environment, and the cost to the company.</td>
<td>Consumption analysis, installation of automatic faucets</td>
<td>-10%</td>
<td>-5%</td>
<td>14%</td>
<td>✗</td>
</tr>
</tbody>
</table>

The consumption rates variation for natural gas and water consumption have been calculated with respect to the total number of people working in the headquarters in 2018 and 2019. Differently, due to the fact that the majority of the power consumption relates to the manufacturing area, the consumption analysis takes into account the total number of item produced named \( P^* \). The increment of the workforce is +33% (see §4.2).

\( P^* \) is the total number of items produced by the manufacturing team. This number was 120 for 2018 and 320 for 2019, with an increment of +167%.
### 4.5.4 Next year’s goal

<table>
<thead>
<tr>
<th>#</th>
<th>Goal description</th>
<th>Benefit</th>
<th>Instruments used to reach target</th>
<th>Target</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Reduce electricity consumption</td>
<td>Reduce supply consumption, reduce the impact D-Orbit has on the environment, and the cost to the company.</td>
<td>Consumption analysis, training session, reduction actions.</td>
<td>-5%</td>
</tr>
<tr>
<td>2</td>
<td>Reduce gas consumption</td>
<td>Reduce supply consumption, reduce the impact D-Orbit has on the environment, and the cost to the company.</td>
<td>Consumption analysis, technical interventions</td>
<td>-5%</td>
</tr>
<tr>
<td>3</td>
<td>Reduce water consumption</td>
<td>Reduce supply consumption, reduce the impact D-Orbit has on the environment, and the cost to the company.</td>
<td>Consumption analysis, training session, reduction actions.</td>
<td>-5%</td>
</tr>
</tbody>
</table>

17 P* is the total number of produced items by the manufacturing team.
5. FEEDBACK

Being a B-Corp is an important part of our corporate identity, and therefore this report is very important to us. We would like to know what you think about it, and so we have prepared a very short survey to understand how to improve our objectives and the way we present them to the public. The survey is online at the URL below, and it takes only a couple of minutes to complete. We would really appreciate your feedback.

D-Orbit's impact report feedback questionnaire

We value transparency and so, should you have any doubts or questions, please do not hesitate to get in touch with us! You can write at: matteo.trotti@dorbit.space.

6. CONCLUSIONS

Throughout 2019, D-Orbit reaffirmed its commitment to sustainability in business and operations, while working towards the development of a work environment that respects people’s needs and promotes personal and professional growth.

We are proud to have been awarded two prizes by B Lab, ‘Best for the Environment’ and ‘Best for Changemakers’, for the 5th and 3rd year in a row, respectively. It is a motivation to reach the targets that we have set for 2020 and keep improving our scores, especially in areas where we have the greatest opportunity to grow and do better.

During 2019, D-Orbit went through the recertification process that resulted in the confirmation of the certification for the next three years. The total score had reduced since the last verification (to 82.2 points in 2019), although it was still above the threshold. The results were, however, positive and significant in the reduction of per capita consumption of electricity and natural gas, especially when considering that the company is in a sustained growth phase (the number of employees increased from 40 in 2018 to 53 in 2019, and that it has been constantly increasing since 2017).

The December 2018 workshop on sustainability and B-Corp was open to all the Company and led to an increase in knowledge about these subjects and several concrete actions that have been addressed during 2019 and discussed in this report. The overall satisfaction of the workshop was high, although this did not materialize in an equivalent commitment on the actions, due mainly to the high workload in the main activities of the company. This is something that D-Orbit needs to work on and improve in the coming years.

Our targets for 2020 are ambitious, yet achievable.

We will keep working towards the goal of becoming one of the best companies in the world.

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18 Use of Information: Any personal information submitted to us through the submission of the questionnaire is optional and we use it solely for the purpose for which it is collected or for communicating with you regarding the services. At a minimum we ask for your name and email address so that we may communicate with you.
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