



# Corporate Impact Report

2025





Planetek Italia srl Benefit Company  
Corporate Impact Report 2025  
Report drawn up in accordance with  
Italian Art.1 c.382 L.208/2015



# Indice

## 1

### INTRODUCTION

Letter to our stakeholders	05
The path "Activating sustainability"	06
Benefit Companies	08
Planetek Italia: purposes of common benefits	09

## 2

### OUR VALUES

Vision & Mission	11
Commitment to sustainability	12
People	14
From the Earth to the Stars an integration consistent with our values	16
The PEAC: An external perspective to guide our growth	18
Certifications & Awards	19

## 3

### REPORTING 2025

Management performance	21
Areas of impact	22
Key Facts 2025	24
Planetek Academy	26
A community that generates value well-being, sociality, and personal growth	28
Earth Observation for Sustainable Development	30
Marine environmental monitoring: Let's protect our oceans	32
Building a sustainable space future	34

## 4

### VISION 2026

Goals 2026	37
------------	----

# Intro duc tion



## Introduction

# Letter to our Stakeholders.

Dear stakeholder,

Since April 2021, Planetek Italia has operated as a Benefit Corporation, having incorporated specific public benefit objectives into its corporate statute.

We have chosen to adopt this business model, designed to combine economic, social, and environmental sustainability, to strengthen our commitment to a generative approach that places the well-being of people and the environment at its core. In practice, this means a formal commitment to act responsibly, sustainably and transparently towards individuals, communities, local areas, the environment, as well as cultural and social assets and activities, institutions, associations, and all other stakeholders.

The well-being of people and the protection of the environment have been fundamental values of Planetek Italia since its establishment in 1994. Our transformation into a Benefit Corporation is the outcome of a journey spanning more than 25 years. The Impact Report has been designed to provide a clear and comprehensive overview of our achievements in sustainability, innovation and community engagement. We believe it is essential to account for our actions and their effects on the environment, society and the communities in which we operate.

Within this report, you will find an overview of the projects and initiatives developed over the past year.

During the 2025 financial year, Planetek Italia continued to grow, further strengthening its position as a leading provider of geospatial solutions. Net revenues increased significantly, rising by 20% compared with 2024, while maintaining sound financial management and a sustainable balance. These results were made possible through substantial investments in R&D, the continued growth of a highly qualified workforce, and close collaboration with numerous research centres and universities, particularly within the local area.

The company's workforce expanded, reaching 118 employees by the end of 2025, with an annual average of 112 employees compared with 106 in the previous year. This confirms the company's commitment to enhancing and developing its pool of expertise, strengthening investments in training and know-how, while continuing to expand its organisational structure.

The numerous awards and recognitions received throughout the year, described in the following pages, reinforce our belief that we have embarked upon a meaningful journey—one that we are determined to continue as we pursue our public benefit objectives.

In this context, the "Activating Sustainability" programme has also continued, engaging the entire company community through training and facilitation initiatives. We firmly believe that when the commitment of many comes together, meaningful change becomes possible.

Impact Manager  
Mariella Pappalepore



Introduction 

# The path “Activating sustainability”.

Detailed objectives  
and involvement

- 1 Uniformity of strategic vision and declination of sustainability objectives, involving the Executive Committee and a group of function contact persons
- 2 Activation of a group of 'Ambassadors', a central figure for raising internal awareness of sustainability issues and coordinating active commitment by the entire company
- 3 Involvement, with a view to training and facilitation, of all employees, with the making of concrete commitments



# Defining the work

The development process was set up with reference to the 4 sustainability impact areas of the Open-Es model.

The 4 areas guided the definition of the function objectives, the organisation of the Ambassadors (divided into 4 corresponding groups), and the subsequent aggregation of each person in the organisation to one of the 4 areas, defining their own commitment. This work laid the foundation for this year's activities, which is oriented towards the pursuit of the function objectives and the realisation of actions capable of bringing groups of people together and generating tangible results.



## STRATEGIC ORIENTATION

EXE



## CONNECTION WITH OPERATIONS

DEPARTMENTAL  
REPRESENTATIVES



## ENTERTAINMENT, REFERENCE, SHARING

AMBASSADOR



## INDIVIDUAL ENGAGEMENT

ENTIRE ORGANIZATION



## Governance principles

The quality of corporate governance is fundamental to achieving long-term value, aligning and driving financial and social performance, and ensuring responsible management to protect the planet, people and economic prosperity.

## SOCIAL

### People

People are at the centre of the success of all organisations, and companies must be committed to respecting health and safety, human rights, providing decent work standards for all women and men, including the young and disabled, and providing equal pay for work of equal value.

### Prosperity

The economic prosperity of society is essential for the achievement of the Sustainable Development Goals and the growth of a 'strong, inclusive and transformative economy'. Economic growth based on decent employment and equitable development based on sustainable production and consumption.

### Planet

The environmental impact of companies depends on multiple factors (business activities, production chains, customers' use of products and services) and therefore it is crucial to protect the planet from degradation by managing natural resources and taking urgent action on climate change.

# Benefit companies.



## 5.540

benefit companies  
(+947 compared to 2024)



## 241.000

total employees  
(+24.000 compared to 2024)



## 69.000M

total value of production  
(+7.000 M compared to 2024)

The Italian law "Legge di Stabilità 2016 - L. n. 208/2015 - Art. 1, paragraphs 376 to 384 and annexes 4 and 5" introduced in Italy the Società Benefit, a legal form characterised in a nutshell by high levels of responsibility, sustainability and transparency. In this way, the legislator assigned 'the for-profit world the responsibility and the opportunity to be the engine of the turn towards sustainable development'.

Benefit societies are powerfully innovative enterprises because, as paragraph 376 states, 'in carrying out an economic activity or with the aim of sharing profits, they pursue one or more common-benefit purposes and operate in a responsible, sustainable and transparent manner towards persons, communities, territories and the environment, cultural and social goods and activities, bodies and associations and other stakeholders'.

The Italian legislator, through the benefit company model, reinterprets the role of the company in society, defining a new finalism that associates the exercise of economic action with the necessary and contextual generation of positive impacts (or reduction of negative impacts) towards stakeholders: The need to generate a common benefit in order to honour one's mission thus becomes an integral part of the company's daily actions, its strategic, organisational and managerial choices, which must be oriented towards balancing the creation of value for the owner with the creation of value for all stakeholders, for the environment and for society in general.

# Planetek Italia.

## Purposes of common benefit.

Planetek Italia, pursuant to Article 1, paragraph 379, of the Italian L. 28 December 2015, no. 208, in the exercise of its economic activity, in addition to the purpose of sharing profits, pursues the following specific purposes of common benefit, operating in a responsible, sustainable and transparent manner towards people, communities, territories and the environment, cultural and social assets and activities, bodies and associations and other stakeholders pursuant to Article 1, paragraphs 376 ss., L. ult. cit., namely:



### A

promotes initiatives for the development of an entrepreneurial culture that respects the principles of corporate social responsibility.

### B

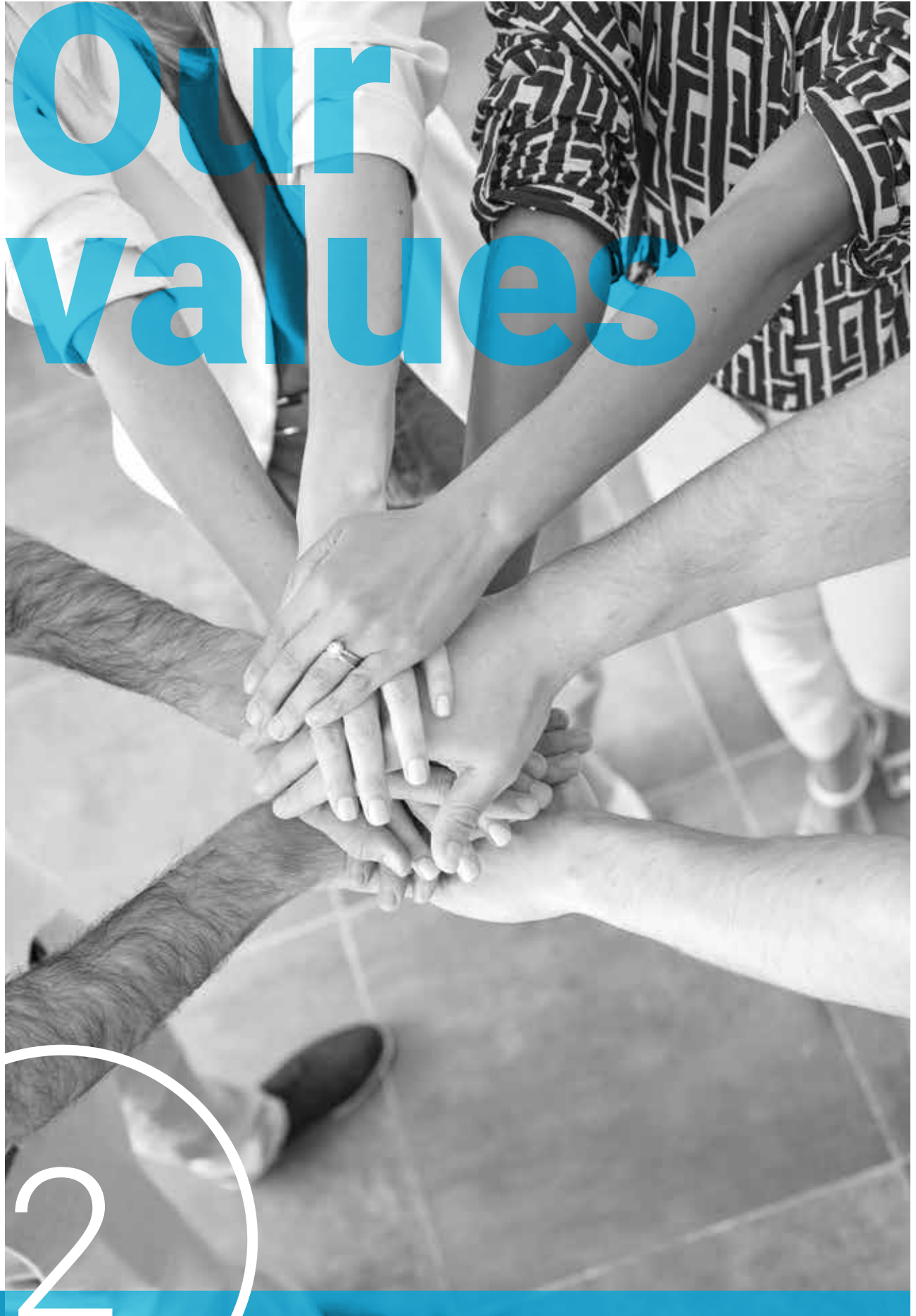
builds stable and lasting relations with the context in which it operates in order to foster the harmonious development of the territory

### C

organises free training events and workshops to create synergies with companies in the area, fostering encounters with young talents, stimulating innovation and research, and supporting the birth of startups

### D

supports awareness of environmental protection as a shared value



## Our values

# Vision & Mission.

**We simplify the adoption of geospatial data in order to understand the world better, and to enable people to act in an aware and timely manner in order to live better and preserve the Earth.**

Planetek Italia is an Italian Benefit Company established in 1994, which employs women and men, passionate and skilled in Geoinformatics, Space solutions, and Earth science.

We provide solutions to exploit the value of geospatial data through all phases of data life cycle from acquisition, storage, management up to analysis and sharing.

We operate in many application areas ranging from environmental and land monitoring to open-government and smart cities, engineering and construction, transport, energy and utilities, food production, and including defence and security, as well as space exploration and EO satellite missions.



## Main activities

- 1 Satellite, aerial and drone data processing for cartography and geo-analytics production
- 2 Geoinformation services for the continuous monitoring with satellite data of Earth's surface, infrastructures, work sites, urban dynamics or marine coastal areas in support of decision-making and operational activities
- 3 Design and development of Spatial Data Infrastructures (SDI) for geospatial data archive, management and sharing
- 4 Design and development of real-time geo-location based solutions, through positioning systems such as GPS/Galileo/GNSS and indoor location systems
- 5 Development of software and algorithms for the processing and management of data and images on board satellites and for ground segment infrastructures



Planetek is part of the D-Orbit Group, and includes four companies based in Italy and Greece which are active in both national and international markets, and in research. Planetek operates in various markets through its Strategic Business Units (SBU): Government & Security, SpaceStream, Business to Business.

Our values 

# Our Commitment to Sustainability.

*There is no business to be done on a dead planet. (Y. Chouinard. Fondatore di Patagonia)*

Our actions, both as individuals and as a company, have an impact on society and the environment. This impact can be shaped by the choices we make. For this reason, since the founding of Planetek Italia, we have nurtured the ambition to be part of the solution, rather than part of the problem.

Over the years, we have developed an awareness that the model of economic growth as we have known it so far has led to unsustainable environmental pressure and unsatisfactory outcomes in terms of equity and social inclusion. We firmly believe that businesses can make a significant contribution towards achieving ambitious goals that combine development with sustainability.

This long journey officially began in 2008 with the adoption of an environmental management system compliant with UNI EN ISO 14001:2004 and EC Regulation 761/2001 (EMAS). During the same period, we adapted our procedures to the SA8000 standard for social responsibility. In 2024, we obtained Gender Equality Certification in accordance with UNI/PdR 125:2022, further confirming our commitment to an inclusive organisation that respects gender equality.

Within Confindustria, we promote dialogue on the themes of economic and social development that respects both people and the environment, through the Club della Cultura. Since 2006, we have been members of Costellazione Apulia, a consortium of Apulian companies committed to exploring new models of sustainable development.

Planetek was among the first 40 European companies to sign, in 2021, the \*Statement for a Responsible Space Sector\*, an initiative by the European Space Agency aimed at providing a foundation for the sustainable development of the space sector and enhancing the contribution of space activities for the benefit of society.

In line with these commitments, we became a Benefit Corporation in 2021, incorporating into our objectives of common benefit the development of actions aimed at enhancing people's wellbeing, reducing our environmental impact, and supporting the development of the local area and community in which we operate.

The role of private enterprises in sustainable development was established by the United Nations through the Global Agenda for Sustainable Development (Agenda 2030), whose implementation requires strong engagement from all segments of society: from the business world to the public sector, from civil society to philanthropic institutions, from universities and research centres to cultural and media operators.

Agenda 2030, with its 17 Sustainable Development Goals (SDGs), provides a reference framework for all companies wishing to contribute to sustainable development.

Our daily actions are constantly directed towards contributing to achieving the SDGs of the 2030 Agenda in the knowledge that "what we do is just a drop in the ocean, but if we did not do it, the ocean would have one less drop" (Mother Teresa of Calcutta)

SDG	ACTION	WHAT WE DO IN PLANETEK ITALIA
 <p><b>3</b> GOOD HEALTH AND WELL-BEING</p>	<p><b>Good health and well-being</b> Ensuring health and well-being for all and all ages</p>	<p>We have a beautiful and comfortable office, bright and quiet, just a short walk from the sea. Walks along the seafront are part of a daily ritual during the working day. Those who wish can take part in sport at a partner fitness centre, supported by our flexible working hours. Table football matches mark the rhythm of the day, while evening five-a-side football and volleyball provide moments of relaxation and socialising, open to everyone. We have appointed two Chief Party Officers who, with the contribution of all, organise recreational and leisure activities. Employees are also offered free theatre tickets and season passes.</p>
 <p><b>4</b> QUALITY EDUCATION</p>	<p><b>Quality education</b> Ensuring quality, equitable and inclusive education and promoting lifelong learning opportunities for all</p>	<p>Combating the obsolescence of people's skills is one of our key objectives. We actively promote refresher courses and participation in conferences. We encourage enrolment in university degree programmes, PhDs, and Master's courses. We regularly organise internal seminars, open also to external participants (Design Lab Meeting, Aperitek), on topics proposed by participants themselves, covering technological, social, and environmental issues. We host internships and training placements through partnerships with local universities and take part in school-to-work transition programmes. We support industrial PhD programmes.</p>
 <p><b>5</b> GENDER EQUALITY</p>	<p><b>Gender equality</b> Achieving gender equality and empowerment (greater strength, self-esteem and awareness) of all women and girls</p>	<p>We guarantee equal opportunities for all employees, and any form of discrimination is strictly prohibited on the grounds of race, social background or national origin, religion, disability, gender, sexual orientation, family responsibilities, marital status, trade union membership, political opinions, age, or any other condition that might give rise to discrimination. Since 2009, our social responsibility system has been certified according to the international SA8000 standard. Women make up 60% of our Board of Directors and 31% of our workforce—above the industry average. Since 2024, we have held UNI/PdR 125:2022 Gender Equality Certification, with a score of 81/100.</p>
 <p><b>7</b> AFFORDABLE AND CLEAN ENERGY</p>	<p><b>Affordable and clean energy</b> Ensuring access to affordable, reliable, sustainable and modern energy systems for all</p>	<p>We have chosen an electricity supplier that guarantees, via the Guarantee of Origin issued by the GSE, that we purchase only green energy, generated exclusively from renewable sources, without the use of fossil fuels and with zero greenhouse gas emissions into the atmosphere. We are constantly working to reduce energy consumption for office operations, business travel, and the functioning of the computers and servers that support our activities.</p>
 <p><b>8</b> DECENT WORK AND ECONOMIC GROWTH</p>	<p><b>Decent work and economic growth</b> Promoting lasting, inclusive and sustainable economic growth, full and productive employment and decent work for all</p>	<p>The company's welfare system has received numerous awards over the years, proving significantly above the industry average. Since 2016, Planetek has been among the 100 best Italian companies according to Welfare Index PMI, and has been named Welfare Champion since 2019. In 2024, it achieved first place in the WelImpactIndex® Italia ranking and third in the HappyIndex® AtWork ranking. Since 2015, it has been recognized by Industria Felix as the best innovative SME for management performance and financial reliability inspired by ESG principles, and since 2023, it has been included in the Roll of Honour of the most competitive and reliable companies in Italy and awarded the High Balance Sheet Honor. In 2023, it was named an Italian Sustainability HERO by SME EnterPRISE. In 2025, it was recognized as one of the 100 best geospatial companies in the world.</p>
 <p><b>9</b> INDUSTRY, INNOVATION AND INFRASTRUCTURE</p>	<p><b>Industry, innovation, infrastructures</b> Building a resilient infrastructure and promoting innovation and fair, responsible and sustainable industrialisation</p>	<p>We invest over 5% of our revenue in research. We collaborate with local, national, and international research institutes and universities to offer training internships, theses, PhDs, and scholarships. We share our know-how and expertise through our learning platform (<a href="https://elearning.planetek.it">https://elearning.planetek.it</a>) and by organizing free training internships, conferences, workshops, and seminars as part of our Planetek Academy.</p>
 <p><b>11</b> SUSTAINABLE CITIES AND COMMUNITIES</p>	<p><b>Sustainable cities and communities</b> Making cities and human settlements inclusive, safe, durable and sustainable</p>	<p>We promote sustainable mobility through the use of public transport and bicycles. During business travel, we strongly encourage the use of public transport. We also support cultural growth in our region by backing the activities of Teatri di Bari, both financially and with managerial support.</p>
 <p><b>12</b> RESPONSIBLE CONSUMPTION AND PRODUCTION</p>	<p><b>Responsible consumption and production</b> Ensuring sustainable patterns of production and consumption</p>	<p>All our company computers are low energy consumption models, and we use cloud-based servers that ensure a high level of energy efficiency. We have made investments to improve the energy efficiency of our workplaces, including the gradual adoption of LED lighting, improvements to thermal insulation in our offices, and the optimisation of air conditioning systems and the server room. We carry out waste separation for glass, plastic, paper, and organic waste. We are committed to reducing plastic usage by exclusively adopting compostable products.</p>
 <p><b>13</b> CLIMATE ACTION</p>	<p><b>Climate action</b> Take urgent measures to tackle climate change and its consequences</p>	<p>Thanks to the 2013 investment plan for energy efficiency in the workplace, our energy consumption has progressively decreased. By 2025, only renewable sources will be used to generate our energy, resulting in an estimated annual saving of over 58 tons of CO2 emissions (source: Enegran).</p>

Department contact



MARIELLA PAPPALEPORE

Department contact



VINCENZO BARBIERI



ANTONIO BUONAVOGLIA



MICHELA SANFILIPPO



LEONARDO ACCETTA



VINCENZO POMPILIO



MAURO CASABURI



MARIANGELA DEBELLIS



LARA TARANTO

Our values

# People behind our sustainability.

Ambassador

GOVERNANCE	 ANTONELLO AIELLO	 DANIELA IASILLO	 FRANCESCA ALBANESE	
PEOPLE	 ELISA ILARDI	 VINCENZO MASSIMI		
PROSPERITY	 NICOLÒ SANTAMARIA	 GIUSEPPE PETRONELLA	 NUNZIA VAIRO	
PLANET	 DANIELA DRIMACO	 SILVANA COTRUFO	 MARIANNA CARBONE	 GIUSEPPE MALDERA

Our values 

# From the Earth to the Stars: an integration consistent with our values.



The integration between D-Orbit and Planetek represents far more than an industrial transaction: it is the coming together of two complementary visions of space, both founded on the belief that innovation, responsibility and sustainability must go hand in hand. On the one hand, D-Orbit has built its identity around space logistics and sustainable orbit management, placing the circular space economy and the reduction of space debris at the heart of its activities. On the other hand, Planetek brings to the Group extensive expertise in Earth observation, transforming geospatial data into knowledge and supporting

more informed decision-making for the protection of the environment, communities and territories.

This convergence reinforces a trajectory already embedded in the histories of both companies. D-Orbit is a Benefit Corporation and considers sustainability to be an integral part of its mission: enabling the development of the space economy while preserving space as a finite and shared resource. Planetek Italia, a Benefit Corporation since 2021, has formalised in its Articles of Association its commitment to acting responsibly, sustainably and transparently towards people, com-



munities, territories, the environment and stakeholders, thereby consolidating a journey that has been part of the company since its foundation.

The integration therefore broadens the scope of its impact: "From Earth to the Stars" becomes a tangible way of connecting planetary observation, space infrastructure, data, artificial intelligence and in-orbit services. It means viewing space not merely as a market, but as a common good to be managed with expertise, ethics and a long-term vision. It also means valuing people, knowledge, education and training, welfare, equality, dialogue with young-

er generations, and strong links with the communities in which we operate.

In this new shared journey, the Group's growth remains aligned with the principles that guide both companies: generating economic value while simultaneously creating social and environmental benefits.

The union between D-Orbit and Planetek strengthens our ability to contribute to a future in which space is more accessible, useful and sustainable, and in which the knowledge generated by space technologies helps humanity to care for our planet.



Our values 

# The PEAC: An Outside Perspective to Guide our Growth

In a rapidly evolving space sector, Planetek has established the Planetek Expert Advisory Committee (PEAC), a consultative body designed to support the company in strategic reflection and long-term decision-making. The PEAC was created with the aim of bringing external expertise, perspectives and experience into the organisation, helping it to better understand market developments, technological opportunities, and the ethical, social and environmental implications of its business decisions.

Its role is not operational but advisory, providing guidance and strategic insight. Through regular meetings, the Committee contributes to the analysis of emerging scenarios, the validation of development pathways, the identification of risks, and the definition of strategic priorities.

In its most recent activities, the PEAC has supported reflection on issues that are central to the future of both Planetek and the D-Orbit Group, including the integration of capabilities across Earth observation, in-orbit services and in-orbit cloud computing; the evolution of European and international markets; competitive positioning; data sovereignty; the security of space architectures; the sustainability of business models; and the need to maintain alignment between growth, innovation and responsibility.

The presence of the PEAC strengthens the quality of the company's governance by providing a structured forum for discussion, capable of connecting industrial vision, impact and responsibility.

This is particularly important for a Benefit Corporation such as Planetek, which has chosen to pursue purposes of common benefit and to operate responsibly, sustainably and transparently towards people, communities, territories, the environment and stakeholders.

The Committee also helps the company look beyond the immediate demands of the short term. Its discussions have addressed the enhancement of the outcomes generated by the PNRR and IRIDE programmes, the development of new product lines, international expansion, strategic partnerships, and the balance between innovation, competitiveness and sustainability.

In this sense, the PEAC represents a valuable instrument for transforming complexity into a shared vision. Its purpose is to help Planetek grow without losing sight of its core values: simplifying the use of geospatial data, generating meaningful knowledge, contributing to people's well-being, and helping to preserve our planet.

# Certifications & Awards.



Since 2009, Planetek Italia is certified SA8000, which certifies the social and ethical responsibility of companies. SA8000 is an international standard that lists the requirements for ethically correct behaviour of companies and the entire production chain towards workers.



Since 2017, Planetek Italia has adopted an information security management system for all company databases and processing systems in accordance with the ISO/ IEC 27001 standard.



Since 2007, Planetek Italia has obtained the ISO 14000 environmental certification, and since 2010, the EMAS (Eco-Management and Audit Scheme) registration, a voluntary instrument created by the European Community to which organisations can voluntarily adhere in order to assess and improve their environmental performance and provide third parties with information on their environmental management.



Since 2024, we have held UNI/PdR 125:2022 Gender Equality Certification, with a score of 81/100.

Women make up 60% of our Board of Directors and 31% of our workforce—above the industry average, further confirming our commitment to an inclusive organisation that respects gender equality.



Since 2000, the organisation of the company's system has been certified in accordance with the specifications of the ISO standards and led Planetek Italia to obtain ISO 9001 certification for 'Design, realisation and assistance on Geographic Information Systems (G.I.S.), Geographic and Earth Observation (E.O.) data processing. Design and realisation of training in the field of Geographic Information Systems and Earth Observation.



Since 2014, Planetek Italia's management system is certified in accordance with the guidelines for the application of ISO 9001 to the provision of Earth Observation services, defined by the European Association of Remote Sensing Companies (EARSC).



Since 2021, the Italian Competition and Market Authority has awarded Planetek Italia a legality rating of 2 stars.



For 2025, Il Sole 24 Ore's prestigious "Stars of the South" ranking also includes Planetek among the 200 companies in Southern Italy – the only company in the aerospace sector – with the best performance in terms of growth in revenue, employees, and fixed assets.

# Reporting 20 25



3

## Reporting 2025

# Management performance.



## Key economic data

The reclassified profit and loss account of the company compared to the previous year is as follows:

RECLASSIFIED BALANCE SHEET	2025	2024	var.
Net Revenue	27.119.510	22.527.554	4.591.956
Other income	-	-	0
External Costs	(12.369.889)	(12.369.889)	(2.865.851)
<b>Value added</b>	<b>11.883.770</b>	<b>10.157.665</b>	<b>1.726.105</b>
Labour cost	(6.968.009)	(5.834.804)	(1.133.205)
<b>Gross Operating Margin</b>	<b>4.915.762</b>	<b>4.322.862</b>	<b>592.900</b>
Amortizations, depreciations and other provisions	(716.670)	(796.834)	80.164
<b>Operating Result</b>	<b>4.199.092</b>	<b>3.526.028</b>	<b>673.064</b>
Net financial charges	(26.041)	(41.540)	15.500
<b>Gross Profit</b>	<b>4.173.051</b>	<b>3.484.487</b>	<b>688.564</b>
Taxes	(1.244.339)	(953.241)	(291.098)
<b>Net Profit</b>	<b>2.928.712</b>	<b>2.531.246</b>	<b>397.466</b>



## Distribution of the Value added

Distribution of the value added

### 2025

58,8%



### 2024

57,5%



- Staff remuneration
- Amortizations and depreciations
- Remuneration of Risk Capital
- Remuneration of loan capital
- Public Administration Remuneration (Taxes)

# Areas of impact.



Planetek Italia has chosen to adopt the measurement tool provided by the Open-ES platform developed by ENI.

Open-ES is a collaborative platform built on the model of the four Pillars of the Stakeholder Capitalism Metrics issued by the World Economic Forum. These metrics were selected for their clarity and versatility, covering all sectors and business models. Performance assessment is structured across 12 levels.

Since 2023, the Open-ES platform has merged the People and Prosperity Pillars into a single Pillar called Social, making comparison with previous years no longer possible.

A comparative analysis against benchmark averages by company size and sector confirms that the score levels achieved fall within the highest range across all Pillars.



## Fundamentals 2025

### Fundamentals

**Environment** **100** on 100

#### My performances in the areas

- Water and marine resources
- Resource use and circular economy
- Climate change and energy efficiency

**Social** **85** on 100

#### My performances in the areas

- Health and safety
- Human rights
- Employment
- Diversity and inclusion

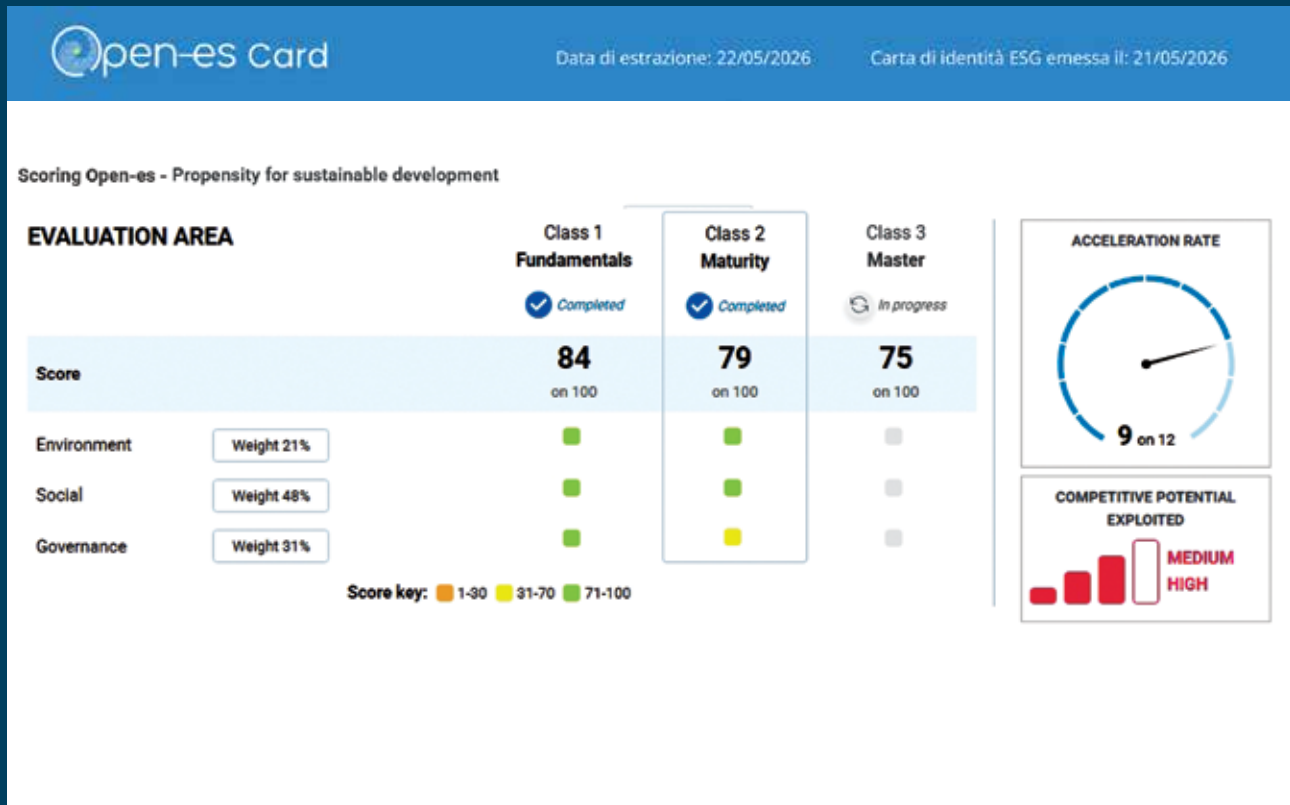
**Governance** **73** on 100

#### My performances in the areas

- Value chain management
- Company model and strategy
- Relevant sustainability topics
- Impacts, risks and opportunities
- Ethics and integrity

Reporting 2025

Evaluation sheet 2025



Maturity 2025

Maturity	Score	Visual
Environment	84 on 100	■
Social	85 on 100	■
Governance	66 on 100	■

My performances in the areas	Visual
Water and marine resources	■
Pollution	■
Resource use and circular economy	■
Biodiversity and ecosystems	■
Climate change and energy efficiency	■

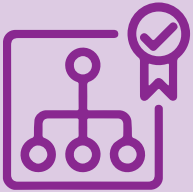
  

My performances in the areas	Visual
Health and safety	■
Human rights	■
Employment	■
Diversity and inclusion	■

My performances in the areas	Visual
Value chain management	■
Company model and strategy	■
Relevant sustainability topics	■
Impacts, risks and opportunities	■
Ethics and integrity	■

# Key Facts 2025.



## Governance



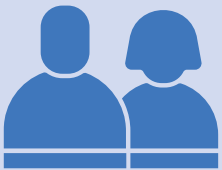
Certified  
balance sheet



Gender Equality  
Certification



R&D



## People



Hours of training  
Planetek Academy



Smart Working



Awards  
Welfare Champion &  
HappyIndex at Work



## Prosperity



PhDs



People enrolled  
on EO-Learning  
training portal



Participation at  
'Challenge against  
Hunger' with 60  
participants



## Planet



Energy consumption  
compared to 2023



Signs for separate  
waste collection



Kg of CO<sub>2</sub> saved



Women in the Board of Directors



Activation of WIA Regional Network



Benefit Companies awareness activities



Cine-Aperitek on bullying



Board Game Nights at the company



Convivial activities



Sports activity groups



Volunteering for beach cleaning with the Retake Association



Sustainable food purchasing groups



Support for the APLETI Association



Two days per month dedicated to food sustainability



Raising awareness on sustainable mobility



Aperitek on sapping valleys near Bari



Sustainable gadgets for events

# Planetek Academy.

## What is it

Planetek Academy supports the company's common benefit mission of promoting geospatial knowledge.

The activities of the Planetek Academy are divided into initiatives aimed at company staff and other initiatives aimed at all stakeholders interested in deepening their knowledge of the geospatial world and space.

Planetek Academy organizes courses, seminars, webinars, hackathons, internships and scholarships for company staff and for students, researchers and anyone interested in the geospatial world.

The training courses cover topics such as Earth observation, GIS, WebGIS, SDI, data processing, machine learning, radar, satellite missions and software tools. The modules are taught by expert staff and include theoretical and practical sessions.



## Planetek Academy: Activities in 2025

The Planetek Academy activities aimed at internal staff were focused on training new employees, providing the development and sharing of cross-disciplinary knowledge across the various fields of geomatics.

These activities continued the training programmes delivered in 2023 and 2024, with the existing learning pathways being repeated to enable new recruits to benefit from the courses. In addition, further training modules were introduced to address new requirements that emerged during the course of the programme. The courses are delivered synchronously and in person.

All courses are video-recorded and contribute to a growing catalogue of training resources that are freely accessible to

all Planetek staff. They are also available to interns and doctoral researchers.

The Academy's external activities included the organisation of hackathons, webinars, informational seminars, and support for numerous PhD programmes, internships, and traineeships. Informational seminars were delivered in schools at various educational levels, as well as during numerous university courses. An Academy session was also organised in Athens to support the dissemination and promotion of Planetek Hellas's geomatics culture and activities in Greece.

The EO-Learning MOOC is freely accessible and available at no cost, with training credits awarded to members of the Italian Order of Geologists who complete the programme.



### INTERNAL ACTIVITIES

**Technical Courses**

**Soft skills Courses**

**Lab Innovation Meeting**

**Aperitek Master & MBA**

**Events participation**

### EXTERNAL ACTIVITIES

**Mooc**

**EO-Learning Scholarships and PhD support**

**Collaboration on Research**

**Traineeships**

**ITS Partnership**

**Hackathon**

**Webinar**

**Seminars**

# A Community that Creates Value: Wellbeing, Social living and Personal Growth.



### A Welfare System to Listen, Support and Include

Being recognised among the top 100 Italian companies in the Welfare Index PMI is no coincidence. It reflects years of genuine attention to people’s needs: flexible working hours, psychological support, bright and comfortable offices just steps from the sea, agreements with local gyms, and much more. At Planetek, welfare is a living system, designed to evolve and respond—promoting everyday balance and peace of mind.



### Social Life as a Cornerstone

Wellbeing also comes from smiles. That’s why two Chief Party Officers (CPOs) enliven company life with five-a-side football tournaments, table football matches, themed evenings, trips, theatre outings and convivial gatherings. Social life here is a powerful tool to build bonds, break down hierarchy, and foster a deep sense of belonging. At Planetek, every moment is a good reason to celebrate together.



### Social and Environmental Commitment: A Company that Plays its Part

From taking part in Pride Month and Race for the Cure, to beach clean-ups and ethical food cooperatives, Planetek actively promotes tangible actions for the common good. The approach is participatory: every team member can contribute ideas, time, and passion. This is how a community is built – one that not only works, but acts to shape a fairer, more just and more sustainable world.

# Planetek Italia as a shared, generative space for the wellbeing of people and the wider community

Stepping into Planetek, you immediately sense it's not just a company. It's an ecosystem where work and life converge, influence each other, and mutually enrich. It's a place where people are not just skilled professionals, but individuals united by shared values, passions, and purpose. At Planetek, wellbeing, social connection, and personal growth aren't just fringe benefits – they are the foundations of an authentic and deeply rooted company culture.



## Activating Sustainability: A Shared Journey

Through the “Activating Sustainability” programme, Planetek has involved everyone in shaping concrete commitments and actions across four areas: Governance, People, Prosperity and Planet. A group of Ambassadors facilitates this journey, promoting awareness and participation. Because meaningful change must begin from within.



## Lifelong Professional Growth: the Planetek Academy

At Planetek, we offer a continuous training programme designed to keep staff skills and knowledge up to date and evolving throughout their careers. The goal is to maintain a high level of professional preparedness, enable adaptation to changes in the job market and new technologies, and combat professional obsolescence. Through the Planetek Academy, we provide a comprehensive programme of technical and soft skills

courses, inspirational seminars (such as Aperitek), and opportunities for participation in events, Master's programmes and PhDs. These training activities are often open to external participants as well, through the free EO-Learning platform and complimentary satellite remote sensing workshops for professionals such as geologists and engineers, as well as new hires, students, and researchers.

Reporting 2025 

# Earth Observation for Sustainable Development.

## Supporting sustainable growth in developing countries

Earth Observation (EO) plays a vital role in supporting sustainable development by providing accurate, timely, and cost-effective data to inform decision-making around natural resource management, urban planning, agriculture, and disaster resilience. Through satellite imagery and geospatial analysis, EO enables governments and organisations to monitor land use, deforestation, water availability, and crop conditions—even in remote or conflict-affected regions where field data collection is challenging. This information supports more effective planning and policymaking, helping to protect ecosystems, improve food security, and manage climate-related risks.

Moreover, EO empowers local communities and institutions by build-

ing digital infrastructure and data literacy, often in collaboration with international agencies and NGOs. By integrating EO data into local decision-making processes—such as identifying flood-prone areas, mapping informal settlements, or monitoring the impacts of mining—developing countries can pursue more inclusive and resilient growth. EO thus becomes not only a tool for observation but a foundation for action aligned with the United Nations Sustainable Development Goals (SDGs).

Planetek Italia is involved in numerous projects that deliver satellite-based environmental information and capacity-building activities in support of initiatives by ESA and International Financial Institutions (such as the Asian Development



## Main projects in this field:

EO-Africa, Africa Business Innovation Lab (ABIL), Africa-EU Space Partnership Programme (AESPP) Continental Innovation, ESA EO4SD-DRR, ESA GDA AID Marine Environment & Blue Economy, Ulysses, Worldfish, Eu-Mon, Flowered, Afforestation Monitoring in Saudi Arabia.

Bank) across African regions and developing countries.

These efforts assist local governments in several areas, including: disaster risk reduction, water resource management, biodiversity conservation, agriculture and aquaculture, forest carbon emissions, and land monitoring.



Reporting 2025 

# Monitoring the Marine Environment: Protecting Our Oceans.

The marine environment is fundamental to life on Earth: it covers over 70% of the planet and produces at least 50% of global oxygen thanks to phytoplankton. Oceans also absorb around 25% of the CO<sub>2</sub> generated by human activity, helping to mitigate climate change, while regulating global climate and temperature through ocean currents. Coastal ecosystems, such as mangroves and coral reefs, provide storm protection and are essential for food security and the livelihoods of communities.

The “blue economy” – the sustainable use of ocean resources – is



valued at an estimated  $\$2.5$  trillion per year and supports industries such as fisheries, marine biotechnology, tourism, and maritime transport. Fisheries alone provide a livelihood for over 800 million people and are a primary source of protein for more than 3 billion individuals. However, this economy is under threat from overfishing, pollution, habitat loss, and climate change, with over 30% of global fish stocks overexploited and 8 million tonnes of plastic entering the oceans annually.

Monitoring the health of our oceans is crucial to protecting marine eco-

systems and sustaining the blue economy. Satellite-based Earth Observation (EO) provides continuous, large-scale data on sea surface temperature, chlorophyll levels, ocean currents and more – essential data for informed decisions and effective conservation actions.

Planetek plays a leading role in marine monitoring through advanced EO solutions. Within ESA's Global Development Assistance (GDA) programme, Planetek has developed tools for assessing water quality, monitoring fish stocks, mapping erosion, and detecting pollution. Pro-

jects such as Eu-Mon focus on the impacts of eutrophication, while initiatives like REACT and SPOTTED use artificial intelligence and high-resolution imagery to detect marine plastic pollution.

Activities in Saudi Arabia and Cambodia further demonstrate Planetek's global impact in supporting sustainable coastal and marine ecosystems.

Through innovation and international cooperation, Planetek contributes to healthier, more resilient oceans – for the benefit of future generations.





# Building a Sustainable Space Future

For Planetek, being a Benefit Corporation means that economic growth and technological innovation must go hand in hand with environmental and social responsibility. Sustainability is an integral part of its DNA, embraced since its foundation as a core value guiding every aspect of the company’s actions. This commitment to sustainability translates into offering solutions that reduce our footprint on Earth—starting from space.

Planetek is among the first signatories in Europe of the “Statement for a Responsible Space Sector” and the “Zero Debris Charter”, both initiatives promoted by the European Space Agency (ESA). Signing these frameworks reflects a commitment to contribute to the long-term sustainability of the space sector by minimising environmental impact and placing the responsible use of space resources at the heart of its operations. The Statement and Charter are aligned with major international and European sustainability commitments, such as the European Green Deal and the United Nations Sustainable Development Goals (SDGs).

For Planetek, this commitment becomes tangible through the design of space systems – such as SpacEdge and mission control software - developed for safer, more efficient, and lower-impact missions.

## AI-eXpress Mission: Artificial Intelligence in Orbit

Space mission scenarios are evolving rapidly, increasing the need for new operational concepts capable of integrating emerging technologies and innovative mission design approaches. AI-eXpress (AIX) addresses this need through a configurable set of space components delivered as a service. These include advanced imaging capabilities, embedded artificial intelligence powered by a high-performance computing platform, and secure software services enabled by blockchain technology. Launched in January 2025, the AIX satellite series demonstrates how we can reshape the space value chain to enhance advanced Earth Observation (EO) services for clients. This new concept of cognitive

cloud computing in space leverages cutting-edge technologies like AI and blockchain to enhance satellite responsiveness, real-time reaction, and low-latency data delivery. It introduces a next-generation “sat-

ellite-as-a-service” infrastructure— an orbital application ecosystem offering unprecedented opportunities for downstream services and applications, with interaction times as fast as 10 seconds.





## The Circle: Pioneering Earth Observation for a Sustainable Future

The Circle is an ambitious ESA project aimed at revolutionising Earth Observation systems through a science-based reference architecture that tackles key priorities in ESA's scientific strategy. It harnesses the

full Earth Observation ecosystem to enhance digital presence and user engagement.

Using a System of Systems (SoS) approach, it integrates satellite constel-

lations, in situ data, HAPS systems, and digital infrastructures to tackle major scientific challenges—such as the ocean carbon cycle's response to anthropogenic CO<sub>2</sub>, drivers of ice mass change, and ecosystem transition processes.

The Circle aims to shape a flexible, future-proof architecture capable of meeting the ever-evolving needs of users and stakeholders.

This includes operational and scientific satellites, commercial and small satellite assets, data and operational systems, ground infrastructures, predictive models, space access, industrial enablers, and global partnerships.

## In Summary

Planetek Italia shows that technology and sustainability can — and must — move forward together. As a Benefit Corporation, the company is engaged on multiple fronts: from signing the "Statement for a Responsible Space Sector" and the "Zero Debris Charter", to developing visionary missions like AIX, and designing collaborative communities through The Circle project. This integrated approach aims to reduce environmental impact both on Earth and in orbit, helping to build a responsible, balanced, and inclusive space sector.

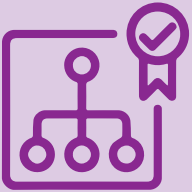
# Visi on 20 26

4



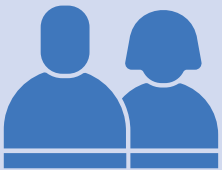
 Vision 2026

# Goals 2026.



## Governance

- Participation in seminars and events on **gender equality**
- **STEM awareness-raising** activities in schools
- Seminars with organizations and associations that promote **diversity**
- Simplification of language/communication on **sustainability**
- Integration of institutional communication and **sustainability issues with D-Orbit**
- **Improve the current welfare system** and introduce new initiatives
- **Physical activity during working hours** in neighborhood green spaces



## People

- Social and sporting events
- **Digital "passions" bulletin** board for sharing passions and hobbies
- Organization of structured thematic **team building** activities
- **Psychological support** in the company



## Prosperity

- **Local conservation** initiatives
- **Neighborhood enhancement** with cultural initiatives
- Sustainable food **purchasing groups**
- **Challenge against hunger** and other charitable and support activities



## Planet

- In-depth analysis of the **city's hydrological dimension**
- Initiatives to explore and **support urban forestry and olive groves in Salento**
- **Anti-waste recipes**
- Information on **sustainable mobility**

# Credits



PKQ001-304-v2

**Planetek Italia srl Benefit Company**

Corporate Impact Report 2024

Report drawn up in accordance with Italian Art.1 c.382 L.208/2015

Document drafted with the contribution of **Trivioquadrivio**

Concept and layout **Effediemme | Brand builders**

**Images Credits:**

pagg. 1-4-16-15-32-38-40  
ESA / Copernicus Data

pag. 17  
MAXAR

pagg. 9-10-20-36  
Envato Elements Pty Ltd

pag. 22 Elibet Valencia Muñoz  
pag. 31 Christina Morillo  
Unsplash

pag. 31  
NASA JSC

pagg. 17-35  
D-Orbit



planetek  
italia

Looking at the Earth from space is a fascinating experience. We have always been committed to transforming this experience into useful knowledge to **improve the well-being of people and the preservation of our planet.**



planetek  
italia

[www.planetek.it](http://www.planetek.it)

**Corporate  
Impact  
Report**

**2025**