



PLANET LABS PBC

ESG Report 2023

Contents

Introduction 1

Letter from the CEO

Mission-Aligned Business

Public Benefit Corporation

Governance 5

Corporate Governance

ESG Governance

Environmental 7

Commitment to Environmental Stewardship

Tackling Our Carbon Emissions

Our Products' Positive Impact on the Environment

Space Advocacy

Social 13

Diversity, Equity, Inclusion and Belonging

Employee Engagement and Advancement

Ethics and Human Rights

Privacy and Data Security

SASB Index 20

SASB Disclosures

Letter from the CEO

At Planet, our mission is central to everything we do: using space to help life on Earth by imaging the world every day and making global change visible, accessible, and actionable. We take our social and governance responsibilities very seriously. Which is why we chose to become a public benefit corporation.

We are publishing this inaugural ESG report to outline our company mission and lay the groundwork for Planet's sustainability program while highlighting some of the ways we are already making progress towards a more sustainable and equitable world. Some of the highlights of this year's report include that we have:

- Reported our second year of carbon emissions data
- Offset all reported carbon emissions
- Published our first Sustainability Accounting Standards Board (SASB) disclosure
- Disclosed our workforce demographics data

On sustainability, not only do we endeavor to champion it in our own operations, we are constantly expanding our products and partnerships to grow our beneficial impact on global sustainability. Through the continued advancement and adoption of our global, daily satellite imagery and cloud-native geospatial solutions, we seek to enable our ecosystem of partners to deliver critical sustainability initiatives and advance global peace and security, by shedding light on our changing planet and world events as they unfold. Today, our products support a number of nature positive efforts around the world. For example, our partnership with Norway's International Climate and Forest Initiative (NICFI) allows over 19,000 registered users in governments and NGOs to use Planet data to monitor

and track deforestation and degradation in tropical rainforests of 97 countries. Another example is our partnership with the Allen Coral Atlas with whom we completed the first-ever, high-resolution spatial and thematic detailed mapping of all the world's tropical, shallow coral reefs which can be used to inform marine spatial planning and marine protected area monitoring in-real-time. In addition, Planet data has been used in over 2,000 papers on climate, biodiversity, and various earth sciences through our education and research program.

These are projects designed to help protect the environment and further sustainability initiatives all around the world that we feel demonstrate our values and are in lockstep with our mission and our own sustainable and responsible corporate behaviors, described in this report.

This inaugural ESG report is just the beginning of our ESG reporting journey as a public company and we are excited to share our progress with our investors and stockholders, as we continue to grow and scale our operations and impact.

Ad Astra Pro Terra!



Will Marshall,
Founder, CEO and Chairperson of the Board



Mission-Aligned Business: Making Change Actionable

Planet's mission is to use space to help life on Earth, by imaging the world every day and making global change visible, accessible, and actionable. Over the past decade, Planet has revolutionized the Earth observation industry by leveraging our agile aerospace approach, rapidly building highly capable, low-cost satellites and delivering data and tools via our cloud-native geospatial platform. Today, we operate the world's largest commercial fleet of Earth observation satellites with the ambition of democratizing access to satellite data to help humanity better monitor, understand, and manage change on Earth.

To that end, we provide our users with access to one of the leading web-geo platforms with high frequency satellite data and foundational analytics to derive insights, empowering users across the world to make impactful, timely decisions.

Businesses, governments, nonprofits, startups, media, and research institutions leverage Planet's data and platform to scale their operations, increase efficiency and mitigate risk, provide transparency, and develop novel solutions to address the world's most pressing challenges. This helps these organizations stay ahead in ever-changing global contexts and ultimately capture unforeseen windows of opportunity.

OUR CORPORATE VALUES



Do Good - Bring transparency to a changing world.



Dream Big - Push the boundaries of what's possible.



Drive for Results - Hypothesize and test, measure, and improve.



Be Collaborative - Ideate and communicate, listen, and learn.



Strive for Openness - Bridge access and share information.

Public Benefit Corporation

What is a Public Benefit Corporation (PBC)?

PBCs are a relatively new business entity type that are legally structured to promote a public benefit and to operate in a responsible and sustainable manner, in addition to maximizing profit for its stockholders. Under Delaware law, PBCs are required to identify in their certificate of incorporation the public benefit or benefits they will promote, and their directors have a duty to manage the affairs of the corporation in a manner that balances the pecuniary interests of the stockholders, the best interests of stakeholders materially affected by the corporation's conduct, and the specific public benefit or public benefits identified in the PBCs's certificate of incorporation.

Being a PBC is not a third party verification or certification (for example, like B Corp status). It's a business entity type that we incorporated as under Delaware law when we went public so that we can protect the mission and values upon which our business was founded.

Planet's Public Benefit

Our mission and business model are aligned with our public benefit purpose, which is “to accelerate humanity toward a more sustainable, secure, and prosperous world by illuminating environmental and social change.”

We believe that the most impactful and profitable way to build our business is to ensure that this public benefit remains at the core of our company's DNA in perpetuity — informing and driving what we create for planet Earth and all of its inhabitants. This designation obligates our directors to consider not only our stockholders' interests, but also our public benefit purpose and the interests of other stakeholders affected by the company's actions. We are committed to bringing value commercially, socially and environmentally. This same ethos applies to our work across the globe.



PHOTO: BEN HIDER

Our goal is to do well so we can do good.¹

880

CUSTOMERS

We serve over 880 customers diversified across geographies and industries.



We have a growing archive of **50 PB of Earth** data, including an average of **2,400 images** collected for every spot on Earth's landmass.

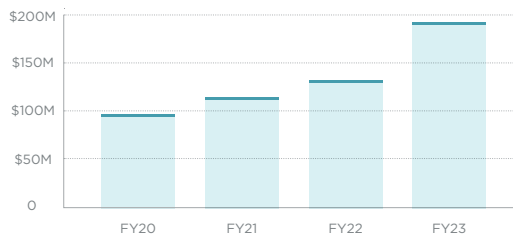


1,000

EMPLOYEES

We are a team of over 1,000 employees, working across 25 countries worldwide.

Our full year revenue for fiscal year 2023 was **\$191.3 million, up 46% Year-over-Year.**



\$400M

CASH AND EQUIVALENTS

We ended our fiscal year 2023 with over \$400 million in cash and cash equivalents, and no debt.

¹All data as of January 31, 2023 unless otherwise indicated.

Corporate Governance

Our Board of Directors is guided by our [Corporate Governance Guidelines](#) and our Public Benefit purpose. The Board of Directors currently has three standing committees composed entirely of Independent Directors.

The Audit Committee

Oversees financial statements, compliance with legal and regulatory requirements including risk assessment and internal audit.

The Compensation Committee

Oversees the performance of the responsibilities of the Board of Directors relating to compensation of Planet's executive officers and directors.

The Nominating and Corporate Governance Committee

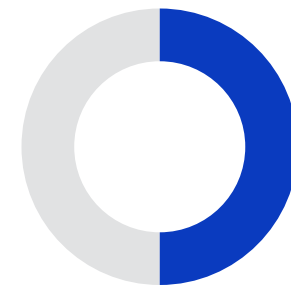
Carries out Planet's director nomination processes and procedures, develops and oversees corporate governance policies, makes recommendations on Board composition and Board committee structure and composition.

More information about our Board of Directors and our corporate governance practices can be found in our [2023 Annual Proxy Statement](#).

Planet understands that a diverse board fosters success by ensuring a range of expertise and experience are incorporated into business decisions.

In addition to being a Delaware Public Benefit Corporation, Planet maintains a dual class share structure that we believe strengthens our founders' ability to focus on the important long-term promises that we made to our stakeholders via our public benefit purpose when we went public, without the risk of challenges by hostile takeovers or other actions that could be focused on short-term gains. We feel this protection is important to ensure our public benefit commitments are upheld and embedded in our foundational years as a public company.

Board Diversity



● WOMEN
50%

ESG Governance

As a company driven by our mission to use space to help life on Earth, by imaging the world every day and making global change visible, accessible, and actionable, Planet understands the importance of strong ESG governance. Consideration of environmental and social factors is built into the fabric of our company and underpinned by the governance structure outlined below.



Board of Directors

As a PBC, our board of directors has a statutory duty to manage and direct the affairs of the Company in a manner that balances the pecuniary interests of the stockholders with the best interests of stakeholders materially affected by the corporation's conduct and our specific public benefit purpose.

Additionally, the board of directors is responsible for establishing objectives and measurable standards to promote such public benefit and interests and for conducting an assessment on our ability to meet such objectives and promoting such public benefit and interest at least once every two years.



Nominating and Corporate Governance Committee

This independent committee of our board of directors oversees our policies and programs relating to corporate responsibility and sustainability, including all environmental, social and corporate governance matters.



Executive Leaders

Chairperson,
Co-Founder and Chief
Executive Officer

Co-Founder and
Chief Strategy
Officer

Chief Impact
Officer

Chief Financial and
Operating Officer

Chief Legal
Officer



Executive Leadership Team

This team oversees sustainability activities, supporting Planet's mission by enabling business functions to implement programs that drive sustainability within our operations and our communities.



Impact & Sustainability Teams

Our cross-functional teams meet regularly to advance sustainability program development and shape our sustainability strategy.

Commitment to Environmental Stewardship

As set out in our [Environmental Stewardship Policy](#), we are committed to establishing and adopting company practices that help us achieve our Environmental Stewardship Objectives.



Mitigating Climate Change

By working with our customers, partners, local communities and researchers to illuminate the effects of climate change through continuously updated satellite data, we hope to empower our users to help mitigate the negative effects of climate and environmental change on Earth.



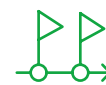
Advocating for Space

Protecting the space environment is not only of importance to our operations as a satellite operator, but we consider it of utmost importance to humanity's short-term and long-term success.



Engaging with the Natural World

We recognize the value of maintaining Earth's natural capital, biodiversity, and ecological health, and are committed to effectively managing our operations and actively engaging with stakeholders to promote the health of the environment.



Measuring and Improving

At Planet, we believe you can't manage what you don't measure. This principle applies not only to the impact our products can enable through our customers and partners, but also to our internal operations. Planet is committed to measuring and evaluating our own environmental impact (including greenhouse gas emissions) on a regular basis.

Tackling our Carbon Emissions

Carbon Neutrality Commitment

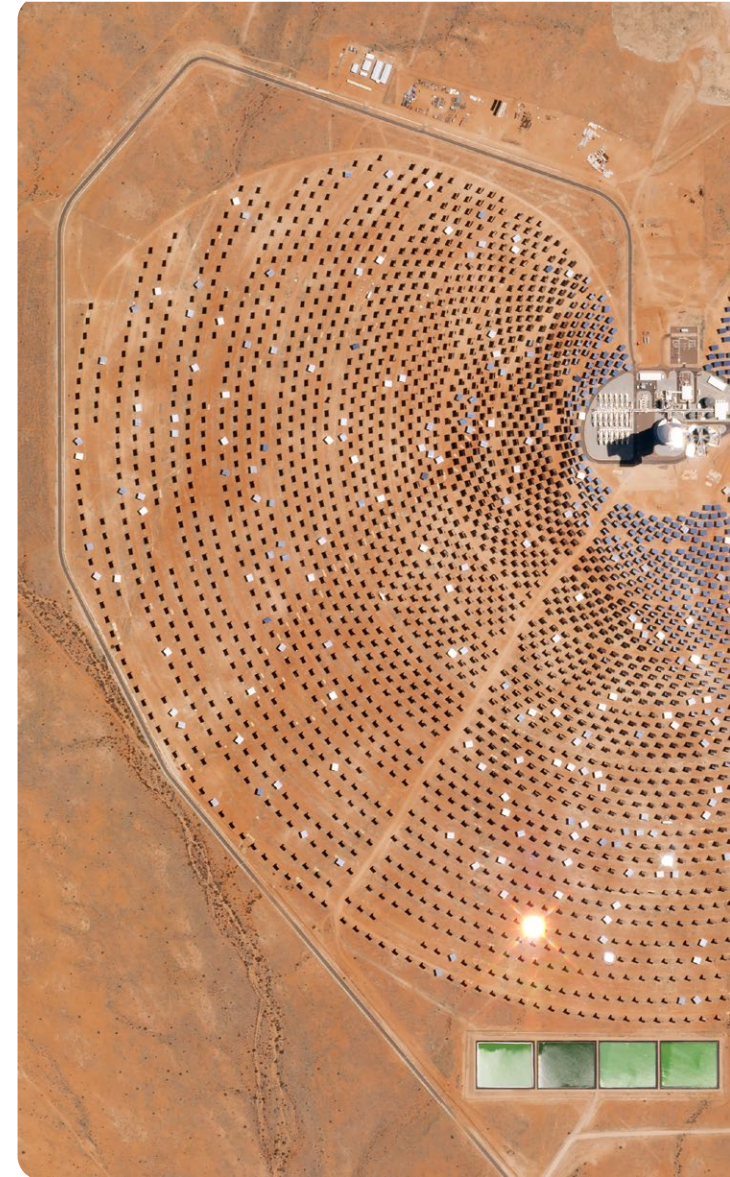
Planet is proud to be a carbon neutral company for calendar years 2020 and 2021 and is firmly committed to maintaining our carbon neutrality in the years to come.

Planet has been working with [SCS Global Services \(SCS\)](#), an organization specializing in third-party certification, validation, and verification for environmental and sustainability quality performance claims, to conduct our greenhouse gas emissions inventory. Emissions quantified by SCS cover our entire value chain - from manufacturing and launching our satellites to all aspects of our operations - for the calendar years 2020 and 2021.

Verified Carbon Offsets

At Planet, we believe that solving the carbon problem can't be achieved solely by purchasing carbon credits or relying on the expected efficiencies of future technologies. While we are focused on innovative ways to reduce our carbon footprint, carbon offsets are also a necessary tool to mitigate emissions that we cannot avoid as we continue to grow.

To achieve carbon neutrality, Planet purchased verified carbon credits to cover the total Scope 1, 2, and 3 GHG emissions for calendar years 2020 and 2021. These offsets are verified according to major carbon standards established by third-party organizations, such as the Gold Standard, the Climate Action Reserve, and the Verified Carbon Standard (VCS). As such, we believe that the offsets purchased represent genuine, additional GHG emission reductions, and that the offsets are of high quality, have been verified by an independent third party, were issued after the associated emissions reduction was completed, and are retired within 12 months from the date of the declaration of the related carbon neutrality achievement.



Our GHG Footprint

TYPES OF EMISSIONS



Scope 1:

Includes all the direct GHG emissions from sources under Planet's operational control.










Scope 2:

Includes all indirect GHG emissions resulting from electricity purchased by Planet for use in offices and facilities under Planet's operational control.

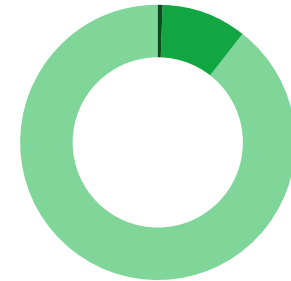


Scope 3:

Includes all direct and indirect sources outside of Planet's operational control from the categories most relevant to Planet:

-  Purchased goods and services (includes emissions associated with manufacturing of satellite components and hardware)
-  Fuel and energy-related activities (life cycle emissions from extraction, processing, and transportation of fuels used in operation, fuel used in satellite launches, and grid losses from electricity use)
-  Upstream transportation and distribution of components purchased from suppliers to or between Planet facilities
-  Downstream transportation and distribution of assembled satellites to launch sites
-  Employee commuting (commuting from home to office for all employees working in-person or hybrid)
-  Business travel (employee air travel, hotel stays, ground transportation)
-  Waste generated in operations at Planet facilities

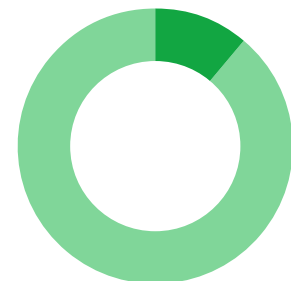
GHG Emissions for Calendar Year 2020



TOTAL [MTCO ₂ e]	SCOPE 1 [MTCO ₂ e]	SCOPE 2 [MTCO ₂ e]	SCOPE 3 [MTCO ₂ e]
3,482	20²	354	3,108

² For calendar year 2020, our reported Scope 1 data included emissions resulting from satellite launches.

GHG Emissions for Calendar Year 2021



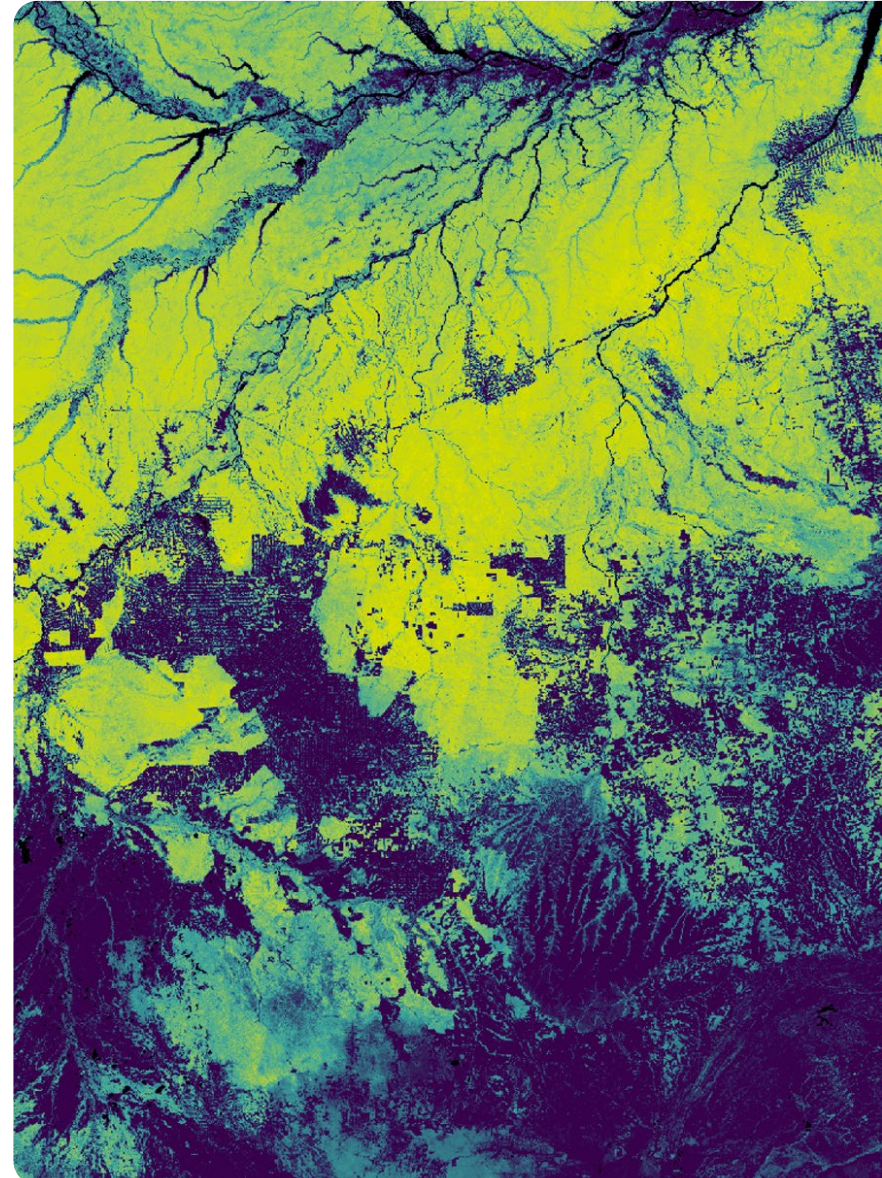
TOTAL [MTCO ₂ e]	SCOPE 1 [MTCO ₂ e]	SCOPE 2 [MTCO ₂ e]	SCOPE 3 [MTCO ₂ e]
10,056	0	1,126	8,929³

³ For calendar year 2021, our reported Scope 3 data included emissions resulting from satellite launches.

Taking the Next Step: Carbon Reduction Planning

Planet is committed to establishing business practices that preserve the environment upon which our planet, society, and economy depend. Part of that commitment includes establishing carbon reduction efforts with emission reduction targets based on global best practice that can, weighted against the company's rapid growth, reduce our GHG footprint over the years to come.

We are working with SCS to set a carbon emissions reduction target and design appropriate carbon reduction initiatives that can support our growth as a global company, while reducing our carbon footprint.



Our Products' Positive Impact on the Environment

Planet is committed to delivering a tangible real-world impact for our environment. Users are finding powerful ways to leverage our platform for good, creating commercial value and increasing understanding of our planet. For more information please visit our [product sustainability webpage](#).



Agriculture and Water Management

Planet's global, high frequency data is being used in measuring the efficacy of sustainable agriculture practices as well as identifying potential food security risks across the globe.



Climate Change and Risk Assessment

Climate risks pose serious threats to aging energy grids and infrastructure. Planet's data is being used to help monitor encroachment and manage vegetation in the context of more frequent extreme weather events, including drought response, threats to biodiversity, and wildfire risks.



Government and Infrastructure

We have furthered many important public-private partnerships which we believe are critical for building the technologies and designing policies that measure and verify sustainability efforts.



UN Sustainable Development Goals

Planet data is helpful in measuring dozens of indicators under 14 of the 17 United Nations Sustainable Development Goals (SDGs), and we are working closely with the United Nations to help achieve the 2030 agenda. With the help of our data, organizations can develop approaches that support and align with the SDGs, while achieving growth.



Disaster Response

We are working with and supplying data to various nonprofits/non-governmental organizations and intergovernmental bodies who are supporting a number of humanitarian operations in disaster-struck regions, such as: civilian evacuation; planned de-mining operations; conducting building damage assessments; tracking alleged human rights abuses; and trying to mitigate and measure impacts to food supplies.

Space Advocacy

We believe that protecting the space environment is of utmost importance to humanity's short-term and long-term success and requires action across several fronts. Here are the priorities that Planet advocates for:

- 1 We must avoid the intentional creation of orbital space debris and promote an international ban on kinetic anti-satellite activity.
- 2 We must increase our space situational awareness capabilities across government and commercial networks and enable transparent and collaborative space traffic management.
- 3 Satellite and launch vehicle operators must remove their mission hardware within five years after the end of missions; this could either be achieved by launching to low orbits and relying on atmospheric drag or active end-of-life deorbiting, via onboard propulsion or other methods.
- 4 And finally, governments should invest in the research and development necessary to support fundamental capabilities to avoid large-scale collisions between defunct objects already in space, such as laser nudging or active space debris removal missions.



At Planet, we practice good space stewardship in how we operate our satellites by aligning with the following operational goals:

- ✓ Minimizing orbital debris
- ✓ Openly coordinating and sharing data with other space actors
- ✓ Launching to low altitudes
- ✓ Adopting responsible decommissioning timelines
- ✓ Embracing agile aerospace that allows for more sustainable satellites

Diversity, Equity, Inclusion and Belonging

We believe that a strong, dynamic workplace only exists where people with diverse backgrounds and experiences are empowered to share their values and perspectives, challenge themselves with new leadership opportunities, and think critically about difficult solutions. We advance open communication, creativity, diversity, and inclusion strategies across our company and aim to connect and build communities internally within our organization and externally.

We invest in a culture of learning, teaching, and dialogue, work together to deliver insights to our customers, own and learn from our mistakes, and build for the future. We aim to attract, recruit, retain, engage, grow and develop our existing and new employees, advisors, and consultants from various backgrounds because we believe our people are our most important assets.

For more information please refer to our [Diversity, Equity, Inclusion and Belonging in the Workplace Policy](#).

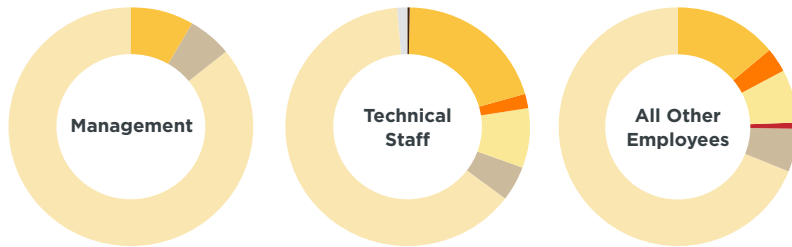
Employee Resource Groups (ERGs)

Planet supports a number of Employee Resource Groups (ERGs) such as Asian/Pacific Islander ERG, Black at Planet, Latinx ERG, Mental Health Interest Group, Planetqueers ERG, Uniformed Services Veterans ERG, and WonderWomxn ERG. Planet also provides its people with a toolkit and resources for starting, developing, and maintaining successful ERG efforts.



Diversity, Equity, Inclusion and Belonging

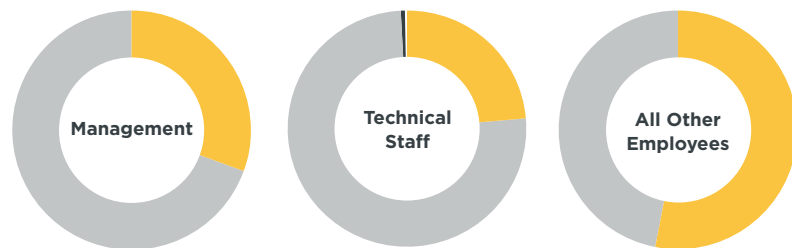
Diversity in our U.S. Workforce⁴



	AMERICAN INDIAN OR ALASKAN NATIVE	ASIAN	BLACK OR AFRICAN AMERICAN	HISPANIC OR LATINO	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	TWO OR MORE RACES	WHITE	UNREPORTED
Management	0%	8.6%	0%	0%	0%	5.7%	85.7%	0%
Technical Staff	0.5%	20.1%	1.9%	8.3%	0%	4.6%	63.3%	1.3%
All Other Employees	0%	13.9%	3.4%	7.2%	0.8%	5.9%	68.8%	0%

⁴All data as of January 31, 2023.

Gender Representation in our Global Workforce⁵



	FEMALE	MALE	NON-BINARY	UNREPORTED
Management	30.8%	69.2%	0%	0%
Technical Staff	23.7%	75.8%	0.4%	0.2%
All Other Employees	53.3%	46.7%	0%	0%

⁵All data as of January 31, 2023.

Employee Engagement and Advancement

Employee Engagement

Through our annual employee engagement survey, periodic pulse surveys, bi-weekly all hands, site visits, and other feedback tools, we are consistently seeking input from our people to put policies and actions in place that demonstrate we are committed to their wellbeing.

Our annual 2022 employee engagement survey had an 80% participation rate. The survey found an engagement rate of 74% and showed that 91% of respondents were proud of the work they do at Planet.

We worked with a third-party partner on the engagement survey to leverage industry standard engagement questions to evaluate and benchmark our results, as well as to provide our employees with confidence in the anonymity of the process.



80% participation rate



74% engagement rate



91% of respondents were proud of the work they do at Planet

Employee Engagement and Advancement

Employee Compensation and Advancement

To ensure a compelling total rewards philosophy and practice, we have policies in place to monitor and deliver fair and equitable compensation to employees based on their role, contribution, and performance. In addition, we offer eligible employees equity awards to align their contribution to Planet with a share in our financial success.

Our employees and the people we are seeking to hire value growth and development. We provide opportunities to grow and develop through work experiences, mentorship programs, personal development experiences, training, and tuition reimbursement. To help our employees navigate their careers, we also maintain a job architecture program, which we believe creates transparency about career development within our organization and helps facilitate discussions around career mobility and growth.

At Planet, all employees' performance is assessed on at least an annual basis. Managers summarize what individuals' contributions have been over the year, progress against goals, and how individuals have grown in their roles in relation to our ongoing feedback and coaching culture.



Ethics and Human Rights

Planet is committed to respecting the human rights and the fundamental dignity of all persons, including at-risk populations such as minors, women, and underrepresented minorities. This commitment includes respecting the dignity and worth of all employees, encouraging all employees to reach their full potential, and providing equal opportunities to employees regardless of their race, gender, or other protected characteristics. Both our [Code of Business Conduct and Ethics](#) and [Human Rights Policy](#) outline the principles through which we uphold this commitment. We have robust training and training materials on our Code of Business Conduct and Ethics which is required for all employees.

We are committed to human rights not only in our operations but throughout our value chain. We expect the suppliers, business partners, and vendors we engage with to share our values, as well as our commitment to corporate integrity, responsible product sourcing, and the safety and wellbeing of workers throughout the global supply chain; these values are of paramount importance to us. Our fundamental expectation is that our Business Partners, at a minimum, operate in full compliance with all applicable laws, rules, and regulations and our [Supplier and Business Partner Code of Conduct](#). Where this Code sets standards higher than required by law, we expect our Business Partners to comply with the Code.



Furthermore, Planet is committed to operating as an ethical company in all dimensions of our operations, including those involving our employees, our business practices, and the products we make and sell. We believe doing so allows us to operate with integrity, build innovative technologies and team culture, attract loyal customers, partners, and suppliers, and achieve a positive global impact. Our [Ethical Principles](#) are one way in which we put our values into practice.

Planet recognizes the uniqueness of our data and the impact the use of our product can have globally. In order to be as thoughtful and measured as possible as to who gets access to our products, for what purposes, and under what conditions, we established an ethics review process in 2013, a few months after launching our first satellite. Since 2019, this has been led by our Ethics Committee, chaired by our Chief Impact Officer. Any Planet employee is able to submit a request for review by the Ethics Committee, and can do so anonymously if desired. The Ethics Committee typically reviews potential commercial deals of existing products, but can also weigh in on issues related to product development, product policies, or even spacecraft design. After thoroughly reviewing an individual case, which may include consulting outside experts when warranted (such as humanitarian organizations), the Ethics Committee produces a set of factual findings about a given case, an assessment of any associated ethical risks, and strategies for eliminating or mitigating those risks, which may include a recommendation to walk away from a deal or partnership, and presents those findings to the Executive Leadership Team for case-by-case decision making.



Privacy and Data Security

Planet operates complex terrestrial and orbital computer networks and systems, comprising four interdependent security domains including: corporate security, space segment, data pipeline, and customer delivery. To read more about Security at Planet, review our [security overview document](#) ↗.

Planet maintains an Information Security Management System that conforms to the requirements of ISO/IEC 27001:2013. Training on data security and privacy-related risks and procedures is provided to all employees, including contractors. The Audit Committee of the Board of Directors is responsible for risk management oversight, including privacy & data security breaches.



SASB Disclosure

Sustainability Disclosure Topics & Accounting Metrics

CODE	ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURE	CODE	RESPONSE ⁶
Environmental Footprint of Hardware Infrastructure	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	Quantitative	Gigajoules (GJ), Percentage (%)	TC-SI-130a.1	(1) 12,010 GJ ⁷ (2) 100% grid electricity (3) Unknown
	(1) Total water withdrawn, (2) total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	Quantitative	Thousand cubic meters (m ³), Percentage (%)	TC-SI-130a.2	Total water withdrawn at our two largest offices was 1.23 thousand m ³ . Of this total 37% was withdrawn in regions with high water stress. ⁸
	Discussion of the integration of environmental considerations into strategic planning for data center needs	Discussion and Analysis	n/a	TC-SI-130a.3	99% of our data centers needs are fulfilled through Google Cloud which has a strong commitment to sustainability. See here for more information: https://cloud.google.com/sustainability
Data Privacy & Freedom of Expression	Description of policies and practices relating to behavioral advertising and user privacy	Discussion and Analysis	n/a	TC-SI-220a.1	For an overview of Planet's current privacy practices, please see our Privacy Notice .
	Number of users whose information is used for secondary purposes	Quantitative	Number	TC-SI-220a.2	Planet does not sell customer data or personal information. We only process customer data and personal information for the purposes of providing our products. We may disclose customer or personal information for the purpose described in our Privacy Notice .

⁶ All data as of January 31, 2023 unless otherwise indicated.

⁷ Energy data provided for calendar year 2021.

⁸ Water data provided for calendar year 2021.

CODE	ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURE	CODE	RESPONSE
Data Privacy & Freedom of Expression	Total amount of monetary losses as a result of legal proceedings associated with user privacy	Quantitative	Reporting currency	TC-SI-220a.3	In fiscal year 2023, we had no material monetary losses as a result of legal proceedings associated with user privacy that required disclosure in our public SEC filings.
	(1) Number of law enforcement requests for user information, (2) number of users whose information was requested, (3) percentage resulting in disclosure	Quantitative	Number, Percentage (%)	TC-SI-220a.4	(1) 0 (2) 0 (3) 0% Our Privacy Notice outlines when we could disclose customer information for the purposes of legal compliance or to comply with legal processes properly served on Planet or one of its affiliates.
	List of countries where core products or services are subject to government-required monitoring, blocking, content filtering, or censoring	Discussion and Analysis	n/a	TC-SI-220a.5	Given Planet's business structure, we are not directly subject to government required monitoring, blocking, content filtering, or censoring. We are subject to a number of US and international government regulations. For more information please refer to our Annual Report on Form 10-K .
Data Security	(1) Number of data breaches, (2) percentage involving personally identifiable information (PII), (3) number of users affected	Quantitative	Percentage (%)	TC-SI-230a.1	In fiscal year 2023, we had no material data security breaches that required disclosure in our public SEC filings
	Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards	Discussion and Analysis	n/a	TC-SI-230a.2	Planet operates complex terrestrial and orbital computer networks and systems, comprising four interdependent security domains including: corporate security, space segment, data pipeline, and customer delivery. Visit Security at Planet for an overview of these systems and their security approaches.

CODE	ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURE	CODE	RESPONSE
Recruiting & Managing a Global, Diverse & Skilled Workforce	Percentage of employees that are (1) foreign nationals and (2) located offshore	Quantitative	Percentage (%)	TC-SI-330a.1	(1) 7% foreign nationals (2) 30% located offshore
	Employee engagement as a percentage	Quantitative	Number, Percentage (%)	TC-SI-330a.2	Planet conducts an annual employee engagement survey; the 2022 survey found an employee engagement rate of 74%.
	Percentage of gender and racial/ethnic group representation for (1) management, (2) technical staff, and (3) all other employees	Quantitative	Number, Percentage (%)	TC-SI-330a.3	<u>Diversity, Equity, Inclusion and Belonging</u>
Intellectual Property Protection & Competitive Behavior	Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations	Quantitative	Reporting currency	TC-SI-520a.1	In fiscal year 2023, we have had no material monetary losses associated as a result of legal proceedings associated with anti-competitive behavior regulations.
Managing Systemic Risks from Technology Disruptions	Number of (1) performance issues and (2) service disruptions; (3) total customer downtime	Quantitative	Number, Days	TC-SI-550a.1	Historic logs of performance issues and service disruptions can be found on our <u>System Status</u> website.
	Description of business continuity risks related to disruptions of operations	Discussion and Analysis	n/a	TC-SI-550a.2	Business continuity risks are discussed in the Risk Factors section of our <u>Annual Report on Form 10-K</u> .

Activity Metrics

ACTIVITY METRIC	CATEGORY	UNIT OF MEASURE	CODE	RESPONSE
(1) Number of licenses or subscriptions, (2) percentage cloud- based	Quantitative	Number, Percentage (%)	TC-SI-000.A	(1) 880 customers (2) 100% cloud based
(1) Data processing capacity, (2) percentage outsourced	Quantitative	MSUs, MIPS or MFLOPS	TC-SI-000.B	(1) The information is not available as Planet outsouces 100% of our data processing capacity. (2) 100% of our data processing capacity is outsourced
(1) Amount of data storage, (2) percentage outsourced	Quantitative	Petabytes, Percentage (%)	TC-SI-000.C	(1) Approximately 69 Petabytes excluding backups; Approximately 107 Petabytes including backups (2) 100% of our data storage is outsourced

Forward-Looking Statements

Except for the historical information contained herein, the matters set forth in this report are forward-looking statements within the meaning of the "safe harbor" provisions of the Private Securities Litigation Reform Act of 1995, including, but not limited to, the Company's ability to complete or maintain certain initiatives, programs or targets, either on the timelines expected, or at all. Forward-looking statements are based on the Company's management's beliefs, as well as assumptions made by, and information currently available to them. Because such statements are based on expectations as to future events and results and are not statements of fact, actual results may differ materially from those projected. Factors which may cause actual results to differ materially from current expectations include, but are not limited to the risk factors and other disclosures about the Company and its business included in the Company's periodic reports, proxy statements, and other disclosure materials filed from time to time with the Securities and Exchange Commission (SEC) which are available online at www.sec.gov, and on the Company's website at www.planet.com. All forward-looking statements reflect the Company's beliefs and assumptions only as of the date such statements are made. The Company undertakes no obligation to update forward-looking statements to reflect future events or circumstances.