



Planet Labs PBC Diversity, Equity, Inclusion and Belonging in the Workplace Policy

Planet Labs PBC (together with its affiliates, “**Planet**”) is committed to establishing and maintaining a workplace culture and environment that values and promotes diversity, equity, inclusion, belonging, equal employment opportunities, and that is free of harassment and hostility (our “**DEIB Objectives**”).

This Diversity, Equity, Inclusion and Belonging in the Workplace Policy (the “**Policy**”) contains general guidelines for, and applies to, all Planet directors, employees, contractors and others who may formally act on Planet’s behalf. Where this Policy sets standards higher than required by applicable law, we expect compliance with this Policy.

As a Public Benefit Corporation, Planet’s purpose is to accelerate humanity toward a more sustainable, secure and prosperous world by illuminating the most important forms of environmental and social change. This Policy is one way in which we work to put our purpose, values, and commitments into practice.

DEIB Objectives

As a publicly traded company operating in the aerospace technology sector, we recognize that delivering on our DEIB Objectives requires continuous attention and intentionality on our part. To this end, we’ve identified certain areas of focus that we have and will continue to improve on as we evolve and grow. These include, but are not limited to the following:

Top-level support. Planet is committed to taking action necessary to increase and maintain diversity on Planet’s Executive team and Board of Directors. Specifically, the Board (through the Nominating & Corporate Governance Committee) is committed to ensuring that the Board consists of persons with sufficiently diverse and independent backgrounds.

Diverse employee representation. Planet is committed to supporting diversity, equity, inclusion and belonging in employment opportunities and representation, particularly for women, people of color, the LGBTQ+ community, and any other underrepresented or marginalized persons. This includes:

- by identifying any barriers that may exist for providing equal employment opportunities;
- by encouraging managers to offer internships to, hire, engage, and develop diverse teams of employees, through training and monitoring;
- expanding talent networks and places for advertising job openings and

recruiting a diverse pool of candidates (for example, diverse career fairs, professional organizations, and schools);

- by developing internal leadership and development programs, like workplace mentoring programs and leadership initiatives;
- by providing workplace education and training to boost awareness, or provide other learning and development opportunities using articles, blog posts, learning modules, workshops, panels, and employer-hosted events and speakers;
- by supporting employee lead affinity groups and business resource groups; and
- by encouraging employees to attend outside professional development courses, seminars, or other relevant events.

Internal company policies. Planet is committed to establishing and maintaining internal policies to support our DEIB objectives, which include:

- offering flexible work arrangements and accommodation to cater to diverse personal situations (for example, special needs, childbirth and adoption, lactation and religious accommodations, amongst others);
- enabling employees to specify their pronouns and respecting their pronoun designations;
- providing paid time-off for employees for certain community engagements activities (for example, voting, volunteer activities, organ/bone marrow donation, etc.); and
- designating certain meaningful days as company holidays and encouraging employee reflection, introspection, or community engagement on those days.

Outside partnerships. Planet is committed to promoting our DEIB Objectives beyond our own workplace through our community involvement and business relationship choices, including through engaging minority-owned or women-owned suppliers and other businesses, donating to social justice causes, and participating in programs intended to elevate and advance opportunities for underrepresented individuals.

Respect. While Planet is committed to creating and maintaining a space to share different, and even conflicting, perspectives and experiences, we do not condone wantonly hateful, disrespectful, or inconsiderate behavior among or between employees. We are committed to creating a space where our employees feel free to express their identities and viewpoints while also mutually respecting each others' differences.

Planet recognizes that we must continue to challenge ourselves to ensure our DEIB Objectives are met and maintained. Planet is committed to evaluating existing programs and adapting or introducing new initiatives as the world, our communities, our business and our DEIB Objectives evolve.

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