



**THE
PLANET
GROUP**

**ROOTED IN PURPOSE. DRIVEN BY PROGRESS.
ENVIRONMENTAL, SOCIAL, &
GOVERNANCE REPORT 2025
2022 & 2024 REVIEW**



OUR PATH TO SUSTAINABLE PROFITABILITY

ESG AT THE PLANET GROUP

We are pleased to present our inaugural comprehensive ESG report — a narrative of progress, responsibility, and meaningful achievements.

This report embodies the core values of The Planet Group: intentionality, a people-centered approach, and a steadfast commitment to purposeful action and client alignment.

From emissions reduction compliance, to our ever-growing social pillar, and supporting policy and security, you will have a lens on each pillar of Sustainability and our journey of Sustainable Development.

Our annual ESG review highlights both our baseline year of 2022 and the most recent year (2024). The next report for 2025 is scheduled for release in June 2026.

This document serves not only as a report but also as a testament to our efforts and a foundation for future growth.





THE GUIDING COMPASS

OUR TPG ESG JOURNEY WHERE WE'VE BEEN, AND WHERE WE'RE HEADED

Our ESG journey commenced in 2020, with Launch Consulting playing a central role in meeting client-driven emissions disclosure requirements, which have grown increasingly complex and compliance-focused over time. According to the GHG Protocol, reporting must occur at the parent company level, which is why all TPG operations are included within the parent scope.

Client-mandated reporting was only the starting point. As an emissions-resilient organization with low operational emissions, advancing our emissions reduction strategy will demand strong leadership support and innovative approaches as we strive to expand globally.

We've also prioritized our most critical ESG pillar: the Social pillar. At the heart of this is our DEI program — a true source of strength, especially through the impact and leadership of our Employee Resource Groups.

We're actively addressing all areas of Compliance and Governance — from internal policy & cybersecurity, to supply chain oversight. Our focus is clear: aligning our operations with our values and ensuring that both our teams and partners are meeting the needs of our people, our clients, and the communities we serve.



ENVIRONMENTAL PILLAR

At The Planet Group, we don't just talk sustainability—we are embedding it into how we operate. Our sustainable journey is more than a corporate responsibility—it's a *call to action*.

This pillar pushes us to innovate, reduce our emissions, and make data-informed decisions that support **our clients' sustainability goals**, our communities' health, and our shared future. It's about **leading with purpose, not just compliance**—because protecting the planet means protecting everything we care about.

ENVIRONMENTAL PILLAR

The Environmental pillar of ESG focuses on how our organization manages its impact on the planet. This includes measuring and reducing carbon emissions (Scopes 1, 2, and 3), minimizing waste, understanding our data, documenting processes and workflows, and investing in sustainable travel solutions. Companies are expected to not only understand their environmental footprint but to actively work toward reducing it — in alignment with climate goals, regulations, and stakeholder expectations.

At TPG, our Environmental pillar is about **accountability, agility, and impact**. As a services-based company with an emission resilient footprint, we may not have factories or fleets — but we still have a footprint.

We are currently focusing our efforts on **smart, scalable, and meaningful ways** to measure and reduce emissions, especially in areas like:

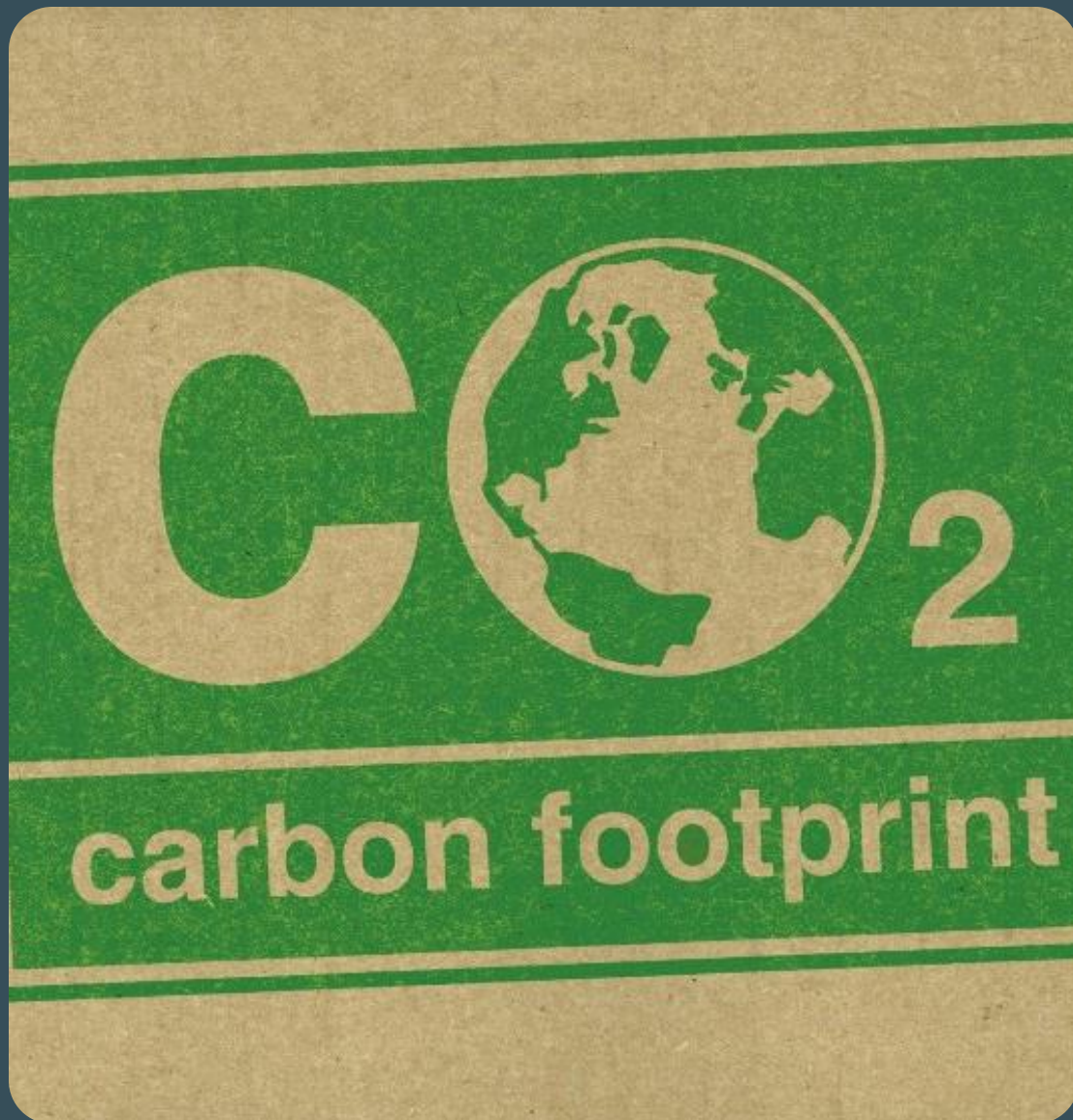
- Office space energy use (Scope 3, Category 8)
- Business travel (Scope 3, Category 6)
- Strategic supplier partnerships
- Exploring innovative tools like Book & Claim SAF where Carbon-Free Energy (CFE) does not apply to our emissions in scope for measurement
- GHG emissions data tracking
- Sustainable resource use
- Waste and water management
- Climate risk mitigation
- Renewable energy adoption (e.g., CFE, SAF)
- Transparent environmental reporting

We're aligning our efforts with global standards like the **GHG Protocol** and partner expectations like **Microsoft's sustainability requirements**, ensuring our environmental practices are **credible, transparent, and auditable**. And while our operations are lean, our ambition is not — we aim to be a model for **how staffing and consulting firms can lead on sustainability**, even without a large physical footprint.

TPG EMISSIONS DISCLOSURE REPORTING COMPLIANCE LANES

Client-Mandated Reporting Functions of Environmental Pillar

Total Company Emissions All Requesting Clients	Service Line Emissions Client-Specific Request	Emissions Reduction Plan All Requesting Clients	Published ERP Report All Requesting Clients
Scope 3 Emissions:	Scope 3 Emissions:	Overall reduction of 55% or -2 degrees Celsius by 2030	In lieu of signing a commitment to SBTi or similar organizations, we have opted to post our ESG report in full to our external website to establish alignment with current and future clients making business decisions about their supply chain and ESG.
Business Travel	Business Travel	55% reduction of emissions at the service line level for a specific client	
Purchased Goods & Services	Purchased Goods & Services		
Leased Assets	Leased Assets		
Operational Waste	Operational Waste		
Employee Commute	Employee Commute		
Capitol Goods	Capitol Goods		



OUR OPERATIONAL EMISSIONS AND CARBON FOOTPRINT

As our GHG Accounting needs and client requirements have evolved and increased, we made the right move and **partnered with Accenture’s UK Sustainability team** to measure our baseline year (2022) and previous year (2024), calculating our Scope 3 emissions at the parent company level, client service line level emissions to requesting clients, and review of emissions reduction levers to meet client compliance initiatives set for 2030, and beyond.

We are at the beginning of our journey, and are committed to reducing our footprint, partnering with environmentally conscious suppliers, and contributing to a **climate-positive economy**—one decision, one action at a time.

Next, we present our Scope 3 emissions disclosure, produced by the Accenture team, outlining our current carbon footprint and the emissions reduction strategy we aim to expand upon in 2026.

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OUR GHG INVENTORY – KEY INSIGHTS *UNDERSTANDING OUR CARBON FOOTPRINT*

2024 Emissions Overview

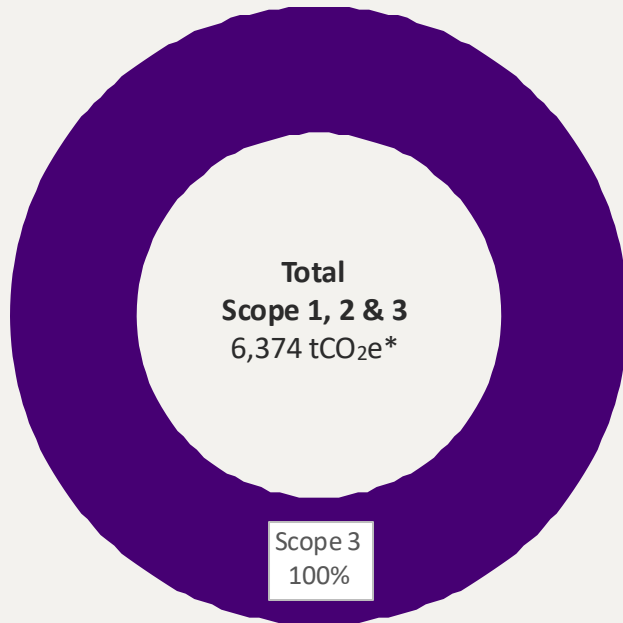
1. Total emissions: **6,375 tCO₂e**
2. Scope 1 & 2 emissions: **0 tCO₂e**
3. Scope 3 emissions: **100%** of total
4. Largest contributor: Business Travel (**4,859 tCO₂e**)
5. Other contributors: Upstream Leased Assets (**309 tCO₂e**)
6. Additional contributor: Homeworking (**1,056 tCO₂e**)

CONSIDERATIONS FOR THE PLANET GROUP'S EMISSIONS CALCULATION

- The company does **not have operational control** over the buildings assessed.
- Only four office locations—Bedford, Bellevue, Chicago-Loop, and Hyderabad—are considered **operational sites**, i.e., locations where employees are expected to work on-site. As ~95% of the workforce operates remotely, employee **commuting** and **waste** emissions were calculated only for these four offices.
- **Electricity and cooling emissions** have been included under Scope 3, Category 8 (Upstream Leased Assets) for **all sites**. For **non-operational sites**, an 80% reduction was applied to the estimated emissions to reflect minimal occupancy and usage as per company guidance.
- Due to data limitations, only lump-sum expenditure figures were available for categories such as Purchased Goods & Services (PG&S), Capital Goods, and Business Travel. Consequently, average emission factors have been applied for estimating emissions. Actual emissions may vary depending on the level of data granularity and activity-specific information available.

THE PLANET GROUP'S TOTAL SCOPE 1, 2 AND 3 EMISSIONS

Total Emissions by Scope (2022)



■ Scope 1 ■ Scope 2 ■ Scope 3

Reporting Period : 1st January 2022 – 31st December 2022

*Includes optional homeworking emissions of 389 tCO₂e

Scope 1
Direct emissions relating to fugitive emissions in Planet Technology's offices
0 tCO₂e (0%)

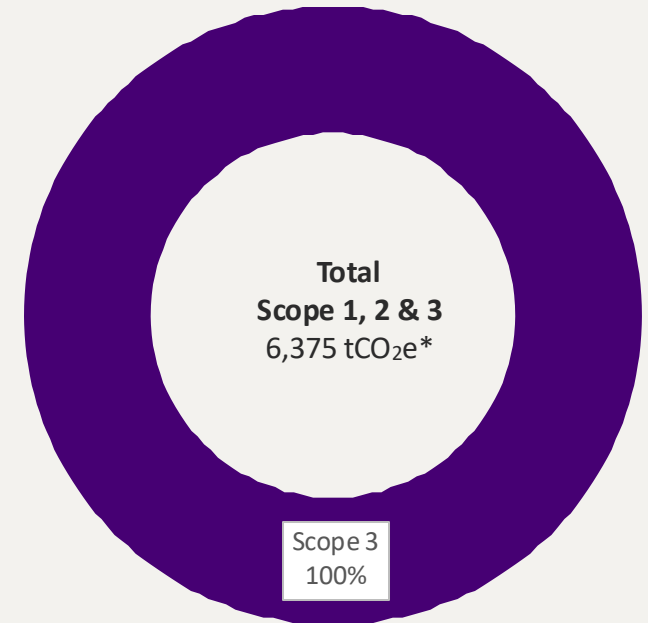
Scope 2 (MB)**
Indirect emissions relating to electricity consumption in Planet Technology's offices
0 tCO₂e (0%)

Scope 3
Indirect emissions from Planet Technology's wider value chain

2022 - 6374 tCO₂e (100%)

2024 - 6375 tCO₂e (100%)

Total Emissions by Scope (2024)



■ Scope 1 ■ Scope 2 ■ Scope 3

Reporting Period : 1st January 2024 – 31st December 2024

*Includes optional homeworking emissions of 1,056 tCO₂e



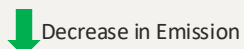
Figures may not equal exactly due to rounding

**Market-based emissions – this method reflects emissions from electricity that companies have purposefully chosen (e.g. Planet Technology specific EFs). Based on IEA data from the IEA (2022) Emissions factors, www.iea.org/statistics. All rights reserved; as modified by [Planet Technology]

THE PLANET GROUP GHG INVENTORY TABLE

GHG emissions comparison across FY 2022 and FY 2024, showing a 15% overall increase driven by rises in Scope 1, Scope 2, and key Scope 3 categories.

Scope	Category	FY 2022		FY 2024		% change versus SBT Baseline
		Total Emissions (tCO ₂ e)	% of Total Market-Based Emissions	Total Emissions (tCO ₂ e)	% of Total Market-Based Emissions	
Scope 1	Direct emissions	-	-	-	-	-
Scope 2	Electricity	-	-	-	-	-
Scope 3	Total of relevant Scope 3 categories	6374	100%	6375	100%	-
	Purchased Goods and Services	413	6%	48	1%	88% ↓
	Capital goods	182	3%	54	1%	70% ↓
	Waste generated in operations	11	0.3%	35	0.6%	222% ↑
	Business travel & hotels	4,889	77%	4,859	76%	1% ↓
	Employee commuting	5	0.2%	14	0.4%	193% ↑
	Upstream Leased Assets	486	8%	309	5%	36% ↓
	Home working (<i>optional</i>)	389	6%	1,056	17%	171% ↑
TOTAL EMISSIONS (tCO₂e)		6374 tCO₂e		6,374 tCO₂e		-



Decrease in Emission



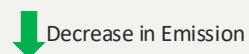
Increase in Emission

Note: Percentage totals may not equal 100% due to rounding

PLANET TECHNOLOGY GHG VARIANCE

GHG EMISSIONS INCREASED IN FY 2024 PRIMARILY DUE TO RISING BUSINESS TRAVEL AND WASTE EMISSIONS.

Scope 3	FY 2022	FY 2024	% change versus SBT Baseline	Reason for Variance
	Total Emissions (tCO ₂ e)	Total Emissions (tCO ₂ e)		
PG&S	413	48	88% ↓	PG&S Spend decreased from ~\$1.2 million in 2022 to ~\$0.4 million in 2024 Capital Goods Spend decreased from ~\$1.41 million in 2022 to ~\$0.36 million in 2024
Capital Goods	182	54	70% ↓	
Waste	11	35	222% ↑	Headcount increased in 4 operational office sites in 2024
Business Travel	4,889	4,859	1% ↓	Business Travel Spend almost constant across the two years, approx.\$6 million
Employee Commuting & Homeworking <i>(not incl. Contract Workers)</i>	394	1070	171% ↑	Headcount increased in 4 operational office sites in 2024, leading to an increase in the commuting emissions estimation <i>Homeworking Component Optional</i> - Overall internal employee headcount increased from ~300 to ~640 from 2022 to 2024 leading to increased homeworking emissions
Upstream Leased Assets	486	309	36% ↓	No. of office sites decreased from 2022 to 2024



Decrease in Emission



Increase in Emission

FUTURE CONSIDERATIONS FOR THE PLANET GROUP'S EMISSIONS CALCULATION

Upstream Transportation & Distribution:

- We received a lumpsum spend data for PG&S and given that delivery and postal services are commonly used across office operations, we expect some of that spend to account for the Upstream T&D emissions. But a detailed categorization of spend was not available.
- Therefore, currently the emissions from upstream T&D (Scope 3, Category 4) have not been categorized separately but these emissions may be non-trivial and warrant a separate calculation in subsequent assessments.

Office Energy Use Classification:

- Emissions from cooling and electricity consumption at office locations have been reported under Scope 3, Category 8 (Upstream Leased Assets), as these are managed-service buildings without full operational control.
- Ideally, such emissions should be included in Scope 1 and 2, particularly if lease agreements meet criteria for financial or operational control.
- Future lease evaluations should consider termination clauses, conditional renewals, and the potential for control reassessment.

IMPORTANCE OF GROWTH RATES

Growth rates specific to Planet Technology's will help better project what business-as-usual looks like for your business in the future and is essential for creating a tailored decarbonization roadmap.

Examples of growth rates



Overall Company Growth

All GHG categories



Headcount

Employee commuting



Office Space

Scope 1 & 2, FERA, waste



Revenue

Purchased goods & services



Sales

Business travel

LINKED EMISSIONS
CATEGORIES

FORECASTING EMISSIONS BASED ON THE PLANET GROUP'S HISTORICAL GROWTH

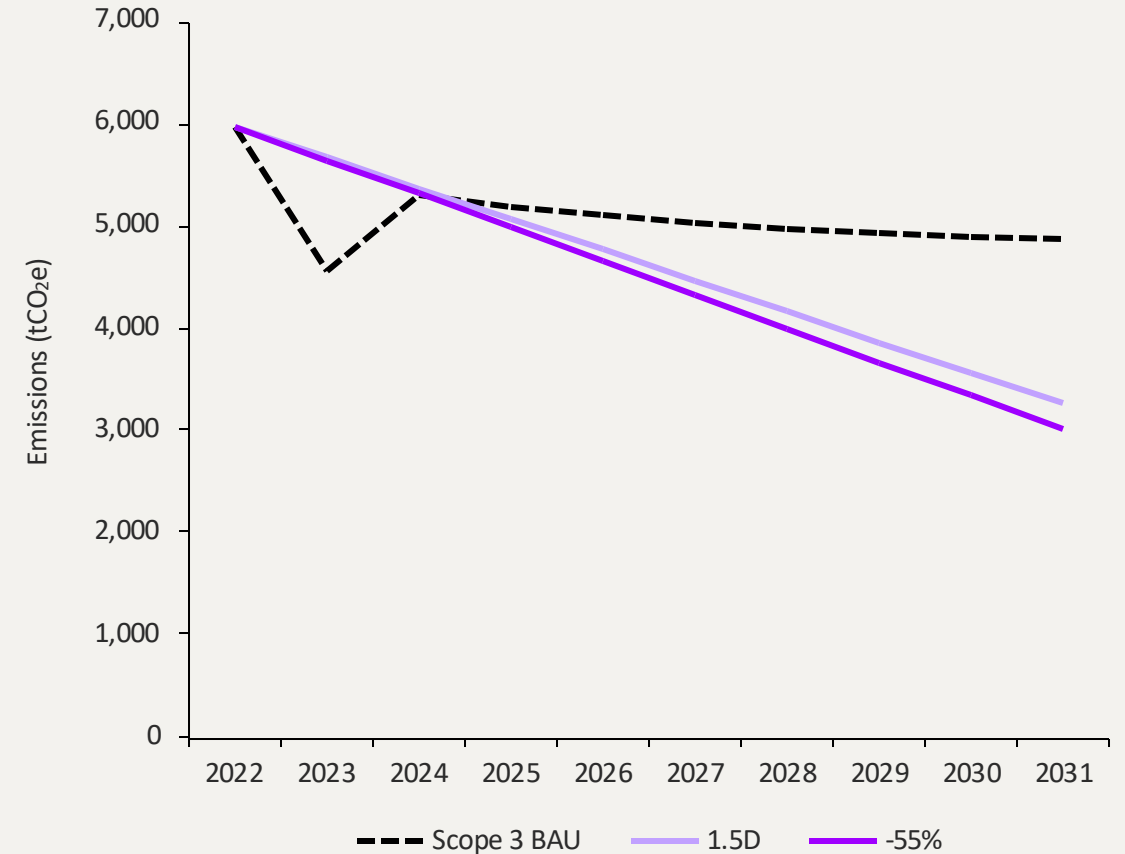
BAU & Forecasting Methodology

1. Reviewed growth rate changes from 2022-2024; applied the 2022 – 2023 change to estimate 2023 GHG emissions (not calculated by Planet Tech).
2. Manually inputted Planet Tech's 2024 GHG emissions into the tool.
3. Created an average Year-on-Year (YoY) growth rate change between 2022-2024.
4. Used average YoY growth to project GHG emissions from 2024 to 2031 under a BAU scenario.

Growth Metric	2023	2024
FTE	-8%	-26%
Office Space	-46%	0.24%
Revenue	-8%	-14%
Travel	-26%	26%
PG&S	15%	-73%

Growth Metric	Average
FTE	-17%
Office Space	-23%
Revenue	-11%
Travel	0%
PG&S	-29%

Planet Tech Scope 3 Emissions Trajectories



WHERE WE'VE BEEN ESTABLISHING OUR PATH TO CLIENT ALIGNMENT WITH DATA, AMBITION, AND ACTION 1/2

In 2025, we established our first **GHG emissions baseline** with a complete view of our **Scope 3 emissions**, accounting for 100% of our footprint.

We confirmed that **Scopes 1 & 2 are negligible**, allowing us to hyper-focus on our **value chain and travel-related impacts**.

The largest contributors were:

- **Business travel (77%)**
- **Upstream leased assets (5%)**
- **Supply chain (OPEX)** via purchased goods, capital goods, and commuting.



WHERE WE'RE HEADED

ESTABLISHING OUR PATH TO CLIENT ALIGNMENT WITH DATA, AMBITION, AND ACTION 2/2

We are setting goals to reach a **25% reduction in Scope 3 emissions by 2030**, aligned with the **Science Based Target initiative (SBTi)**, specifically the **Well-Below 2°C trajectory**.

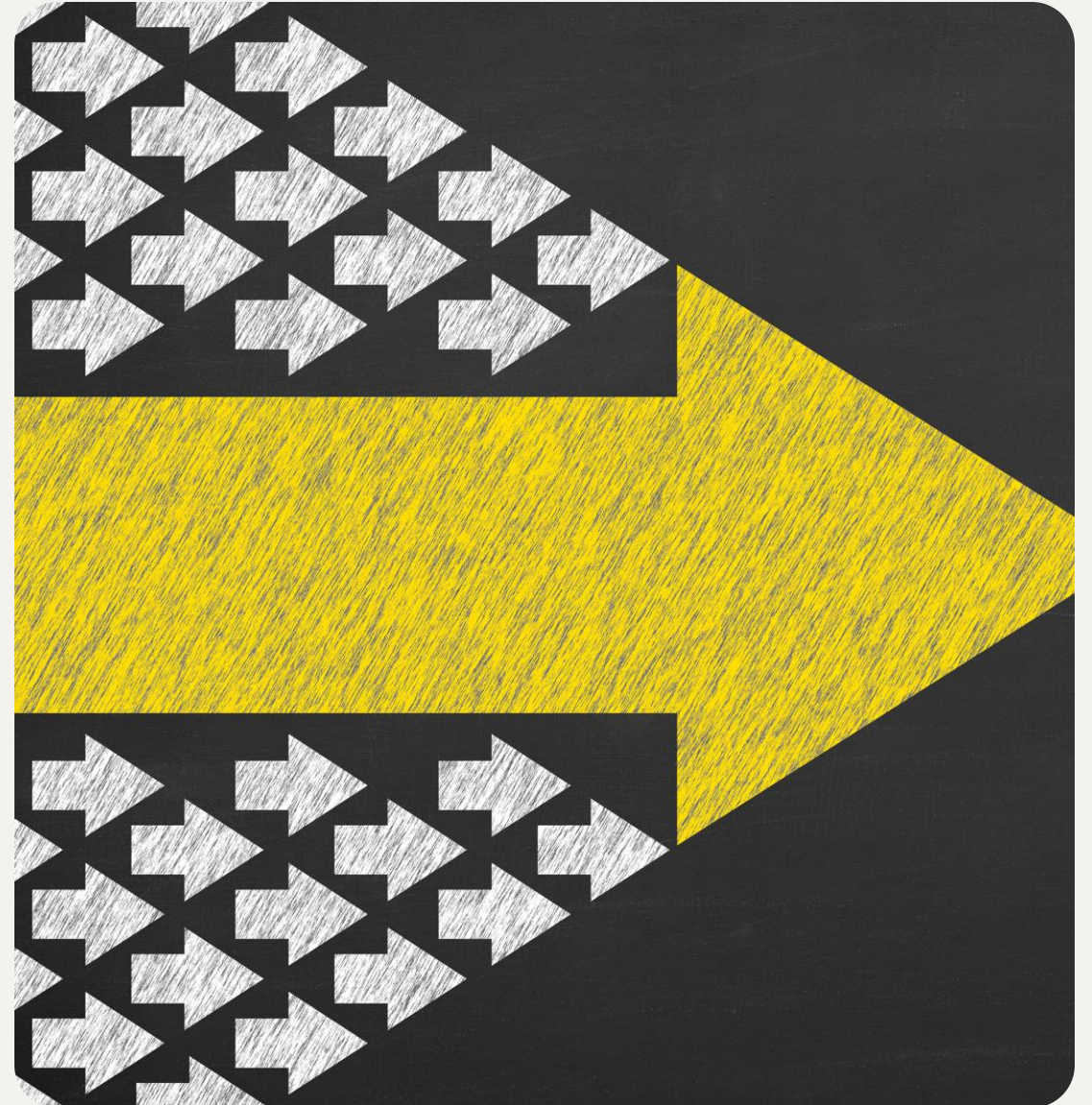
Key Moves in Motion:

Implementing a smarter travel policy and investing in **Sustainable Aviation Fuel (SAF)**.

Partnering with landlords to encourage **renewable energy procurement** in our leased offices.

Engaging with top suppliers to push for **SBT-aligned targets**.

Improving our emissions data quality to power better decisions and granular accountability.





PRESCRIPTIVE. SCALABLE. DESIGNED FOR GROWTH.

SUSTAINABLE DEVELOPMENT IS OUR STRATEGY

We're not reacting to ESG pressures—we're designing operational strategy around sustainable growth.

In 2026, we begin phase two of our emissions plan, where ESG becomes the backbone of profitable scaling.

Our 25% absolute reduction target ($-2,720$ tCO₂e) is not a constraint—it's a clarity filter. It informs how and where we grow smarter.

Sustainable development will be applied prescriptively across procurement, business travel, and workforce growth. High-emission travel activities will be met with innovation, including the use of sustainable aviation fuel. Our RTO ESG focus will review emissions modeling for hybrid work and commuter programs that will expand throughout the Social and Governance pillars.



FROM PLANET TO PEOPLE: EXPANDING OUR ESG IMPACT

With our emissions baseline in place and a science-aligned reduction strategy underway, we're embedding environmental accountability into the core of how we grow. Sustainability isn't a separate initiative—it's now a lens through which we evaluate every business decision.

But true **ESG leadership** goes beyond carbon. At The Planet Group, people are our power. The **Social pillar** is where we champion equity, amplify diverse voices, and invest in the well-being of every team member. From inclusive employee resource groups to community outreach, we're building a culture where *everyone* can thrive—and where impact extends far beyond the workplace and weighted on celebrating the diverse thought and culture that our employees bring to the organization.

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PEOPLE PILLAR

At The Planet Group, people aren't just at the center of our business—they are the business.

Our People Pillar represents everything we do to nurture a thriving, inclusive, and connected culture. From equity in hiring and leadership, to mental wellness, professional growth, and community impact, this pillar reflects our commitment to **supporting the whole person**—not just the employee.

In 2025, we leaned into the belief that belonging drives performance. In 2026, we're scaling that belief with purpose: expanding our ERGs, growing our social clubs, upleveling our philanthropy, integrating ESG principles, and deepening every touchpoint between people and purpose.

Because when our people are empowered, connected, and seen—we all rise.



OUR DIVERSITY, EQUITY, & INCLUSION PROGRAM AND COMMITMENT TO OUR PEOPLE

DEI-ALL is The Planet Group's enterprise-wide inclusion initiative—built not on politics, but on **people**. Our approach is grounded in **respect, belonging**, and a belief that **diverse perspectives and cultures** drive better outcomes.

We celebrate individuality, honor cultural differences, and foster an environment where every voice matters. From allyship to education, DEI-ALL connects employees across functions and geographies to build a stronger, more inclusive culture.

In 2024, DEI-ALL participation increased by over **360%**, growing from **19 to 88 members**, reflecting our team's deepening commitment to equity, awareness, and unity.

We hold quarterly DEI-ALL sessions, open to all internal employees who want to join the conversation, along with Viva Engage communities and SharePoint sites filled with educational content and links to resources for members and allies, alike.



IDENTITY. ADVOCACY. IMPACT.

OUR EMPLOYEE RESOURCE GROUPS (ERGS)

Our Employee Resource Groups (ERGs) are more than communities—they're catalysts for connection, growth, and cultural leadership. Across the organization, these groups foster belonging, build advocacy, and empower employees at every level to lead with authenticity.

Wellness Group – Prioritizing mental health through mindfulness sessions, self-care advocacy, and emotional well-being support

Women's Initiative Network – Elevating women in the workplace through mentorship, career development, and leadership pathways

PlanetQ+ – Advancing LGBTQ+ inclusion, education, and allyship with pride and purpose

Neuro-Inclusion Alliance – Promoting neurodiversity through awareness, accessibility, and support for neurodivergent professionals

We closed out 2024 with a powerful **ERG-led panel series on Allyship**—each group bringing unique voices, lived experiences, and actionable insights to the table. The response was overwhelming, sparking conversations and momentum that will shape our inclusion journey well into 2025 and beyond.

THE WELLNESS GROUP ERG AT TPG

In 2024, the Wellness Group ERG became a cornerstone of support for our largely remote workforce—advancing a company-wide culture of care grounded in mental, physical, and emotional well-being.

A major milestone was the launch of our **in-house Wellness Coach program**, offering confidential, one-on-one support at no cost to employees. This initiative reinforced our belief that wellness isn't a perk—it's a priority.

Throughout the year, the group also led wellness workshops and awareness campaigns focused on mindfulness, stress management, nutrition, and remote work balance. During **Mental Health Awareness Month**, the ERG delivered stigma-busting strategies and practical tools to help employees better understand and manage their well-being.

We also brought wellness and inclusion together through a **panel series on allyship and well-being**, where leaders and employees shared honest, personal reflections. These sessions created space for vulnerability and connection, helping to normalize conversations around mental health and emotional resilience.

By year's end, the Wellness Group ERG had woven wellness into the heart of our culture—establishing itself as a trusted resource, a catalyst for allyship, and a key contributor to our broader **ESG and DEI strategy**.





PLANETQ+ ERG AT TPG

In 2024, PlanetQ+ elevated LGBTQIA+ visibility, allyship, and inclusion across The Planet Group through high-impact programming, community-building, and strategic collaboration.

Pride Month Campaign

Hosted a virtual Pride event featuring keynote speaker **Anna DeShawn**, relaunched a **Trevor Project fundraiser** mid-month to maximize engagement, and launched the “**What Pride Means to Me**” employee video series—creating a platform for personal storytelling and connection.

Allyship Panel Series

PlanetQ+ helped lead an organization-wide **ERG Allyship Panel**, featuring leadership voices, real stories, and actionable strategies. This panel helped unify efforts across ERGs and ignited meaningful conversations that extended into the new year.

Community & Strategic Integration

Expanded membership and welcomed new leadership, while working closely with DEI teams to align newsletters, campaigns, and ESG goals. PlanetQ+ programming was also woven into both our **DEI roadmap** and **ESG charters**, embedding LGBTQIA+ inclusion into our broader organizational strategy.

Key Outcomes:

Elevated visibility and voice for LGBTQIA+ colleagues

Strengthened ally engagement across teams and geographies

Cemented PlanetQ+ as a strategic partner in advancing inclusion

THE WOMEN'S INITIATIVE ERG AT TPG

In 2024, WIN advanced its mission to amplify women's voices and foster a workplace where growth, leadership, and life balance can coexist.

A key moment was our **interactive panel on working moms and work-life balance**, where employees shared practical strategies around communication, planning, and self-advocacy. The event sparked honest conversations and delivered takeaways that resonated across teams.

During **Women's History Month**, WIN launched a spotlight campaign to honor women across the organization—celebrating leadership journeys, lived experiences, and the power of visibility.

Membership and engagement grew steadily, supported by **quarterly newsletters, SharePoint resources**, and an active **Viva Engage community**. WIN also collaborated closely with DEI leadership and other ERGs to align strategy and support across the board.

By year's end, WIN had strengthened flexibility, visibility, and belonging—making space for women to lead authentically at every level.



NEURO-INCLUSION ALLIANCE (NIA) ERG AT TPG

Launched in June 2024, the Neuro-Inclusion Alliance (NIA) quickly became a vital space for education, support, and community among neurodiverse employees and allies.

A key milestone was the **Allyship & Neurodiversity panel** in December, where employees shared lived experiences with ADHD and OCD, offered workplace strategies, and explored inclusive allyship practices—sparking powerful, organization-wide dialogue.

NIA also launched a **neurodiversity awareness series** on Viva Engage and welcomed new members with branded kits to build early connection and visibility.

By year's end, NIA had increased awareness, built a strong foundation of community, and reinforced our ESG and DEI strategies by broadening the lens of inclusion across The Planet Group.





SOCIAL CLUBS & EMPLOYEE-LED COMMUNITIES

In 2025, we saw tremendous growth in grassroots employee connection. These clubs create meaningful, low-pressure opportunities for bonding, balance, and joy:

Planet Moms – Peer support for working moms

Pets of TPG – Sharing joy and community through our furry companions

Café au Planet (Coffee Club) – Virtual and in-person casual catch-ups over coffee (2025)

Planet Exploration Book Club – Inclusive reading and reflection community

Expansion in **2026** is underway with new clubs, groups, and internal resources and opportunities to connect that supports our remote, hybrid, and commuting employees.



INTERNAL CONNECTIONS AND RESOURCES SHAREPOINT & VIVA ENGAGE

With a global footprint and a primarily remote workforce, we've made meaningful progress in cultivating a deeper sense of connection across our organization.

Through dedicated **Viva Engage** communities, our ERGs, clubs, and **SharePoint sites** create space for team members to share stories, resources, photos, and announcements—all while promoting educational content and virtual events that reflect our values and culture.

Looking ahead to 2026, we're excited to expand our community impact with more **hybrid and in-person experiences**. These events will strengthen our return-to-office strategy, enhance client and employee engagement, and extend our reach into the local communities we serve.

PEOPLE-FIRST PROGRAMS & INITIATIVES

Holistic Wellness Campaigns

Mental health education, burnout prevention, Harmony Hour, and self-care toolkits designed for real-life balance.

DEI Hiring & Inclusive Marketing

From job descriptions to candidate pipelines to our brand narrative, inclusion is built into how we attract, engage, and grow talent.

Impact, Awareness, & Service (IAS)

A dedicated team providing strategic guidance, and support to advance equity across the organization. IAS leads key education moments, through New Hire DEI Training, and advisory on inclusive policy-building.

DEI Recruiting Team — A specialized function focused on sourcing and bringing in diverse early talent, ensuring equitable opportunities, and embedding inclusive recruitment practices across our hiring lifecycle.

2026 brings opportunity for AI integration to uplevel and expand our reach and scalable strategy to promote further diverse thought, inclusive trainings, and equitable solutions.

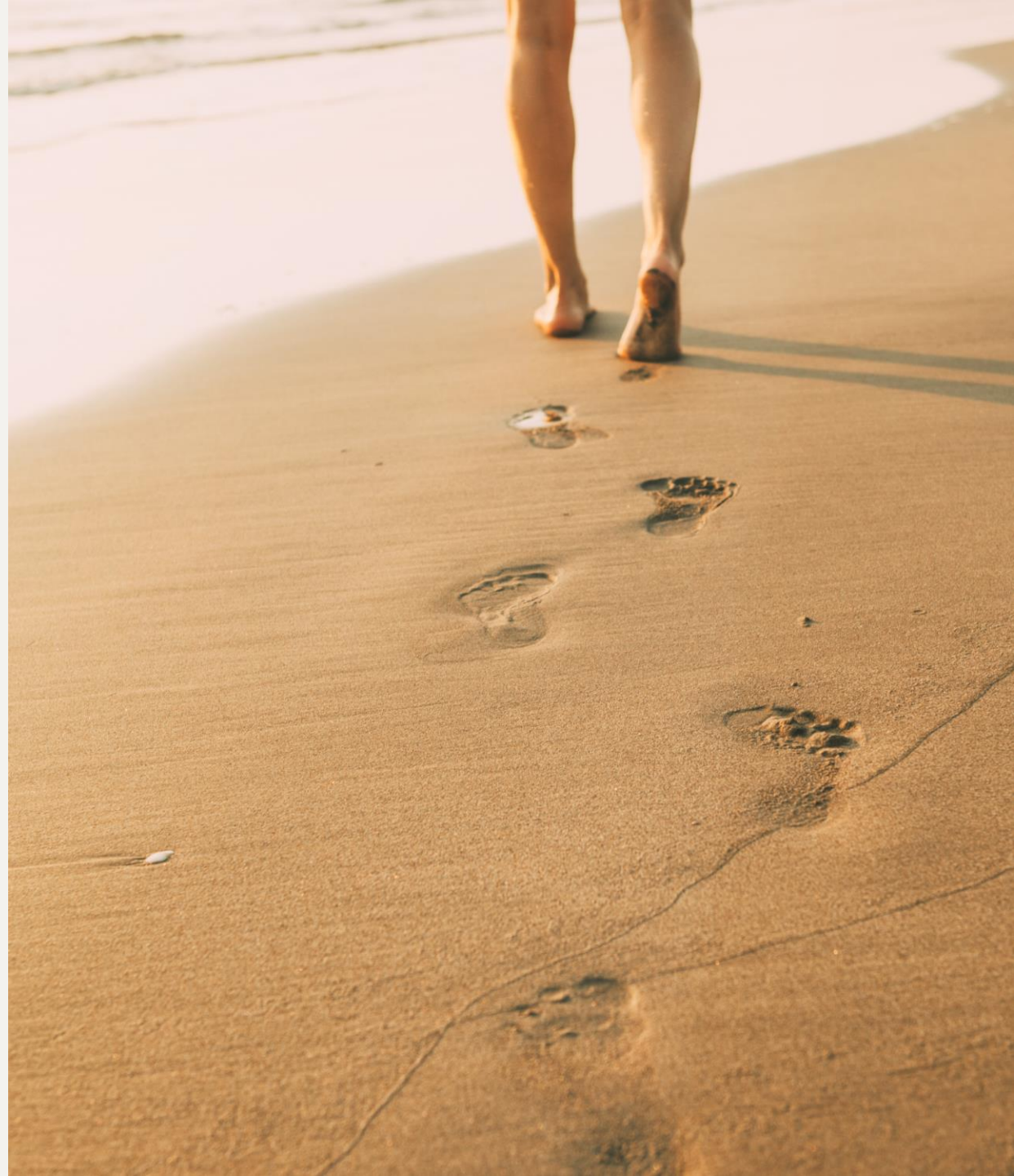
HOLISTIC WELLNESS CAMPAIGNS

In 2024, our Corporate Wellness efforts focused on delivering accessible, engaging, and holistic wellness experiences that supported employees in every dimension of their well-being—wherever they worked.

A key moment was the **Wellness Masterclass with Jerry Givens**, a live, 60-minute session hosted by HR in December. Employees participated in guided meditation, breathing techniques, and desk-friendly movement like office chair and eye yoga. Resources were shared post-event, making the experience inclusive and on-demand.

Mid-year, we launched a **Step Challenge & Walking Campaign** during the summer solstice week—encouraging movement through daily themed walks, team walking meetings, and social incentives. Employees engaged creatively, from dog walks to groove breaks, sharing moments with #PlanetLife across channels.

These initiatives reinforced well-being as a core component of our ESG strategy—promoting inclusion, reducing stress, and boosting connection across our remote and hybrid workforce.



INCLUSIVE HIRING AND MARKETING

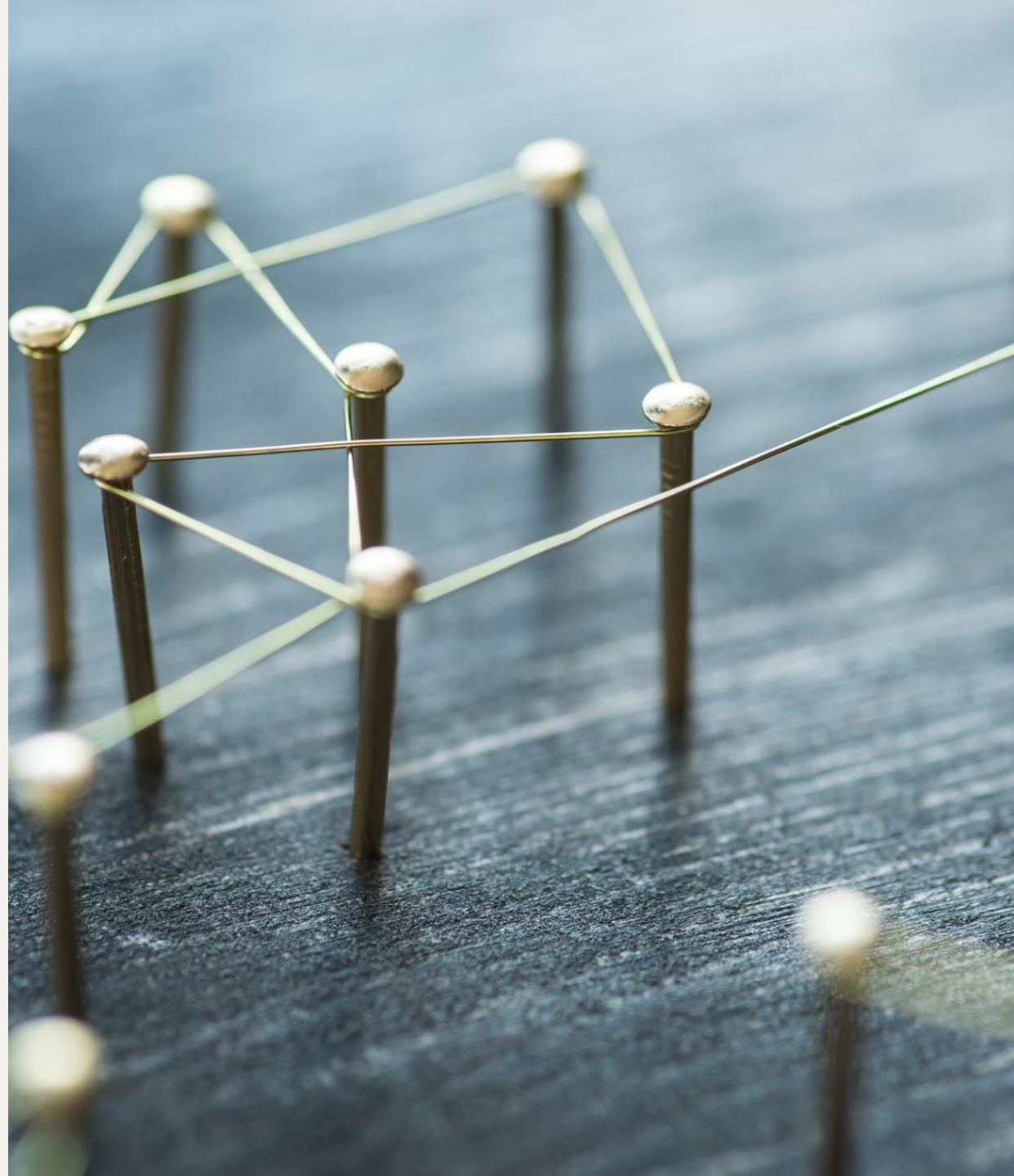
In 2024, The Planet Group advanced inclusive hiring through intentional strategy and authentic storytelling.

We achieved **50% of new hires from underrepresented groups**, supported by targeted sourcing, recruiting partnerships, and a new **Placing People First** eLearning module focused on bias awareness and equitable candidate experiences.

Our **Impact, Awareness, & Service team** hosted New Hire trainings with focus on diverse inclusion, conscious and unconscious bias, with open discussions and feedback, throughout.

Marketing reinforced our mission—embedding inclusive language and representation across job postings, digital campaigns, and client-facing proposals. Initiatives like our **Skill Marketing spotlights** elevated underrepresented creative talent, and DEI messaging became standard in RFPs and brand content.

These efforts drove stronger representation, elevated our employer brand, and wove DEI into the fabric of how we hire, market, and grow.



IMPACT, AWARENESS, & SERVICE (IAS) TEAM

In 2024, our IAS team elevated organizational inclusion by connecting DEI education, culture, and community engagement across the business.

They led a full **revamp of DEI New Hire Training**, creating a more dynamic and concise experience that integrated ERG introductions and ESG alignment from day one.

Throughout the year, IAS drove impactful **cultural awareness campaigns**—celebrating Women’s History Month, Pride, AANHPI Heritage, Native American Heritage, and more. These campaigns were shared across internal platforms to spark connection and education.

IAS also coordinated **community service projects and holiday giving initiatives**, directly aligning employee volunteerism with our ESG Social Pillar goals.

Together, these initiatives expanded our DEI foundation, boosted engagement, and positioned IAS as a core driver of both ESG and employee experience strategy.





DEI RECRUITING TEAM

In 2024, our DEI Recruiting Team advanced inclusive hiring through strategy, outreach, and enablement—ensuring equity was embedded at every stage of the talent journey.

The team partnered with recruiting leadership to host **DEI-focused roadshows and career fairs**, investing in outreach that directly engaged underrepresented talent pools and elevated our employer brand.

We also established a **baseline of DEI recruiting metrics** for future ESG reporting, tracking progress on candidate diversity, bias mitigation, and equity-focused partnerships.

To scale inclusive practices, the team began developing **training modules** for recruiters, focused on bias awareness and equitable hiring behaviors. They also launched branded **DEI 1-pagers** and built a **SharePoint hub** to centralize resources and foster collaboration.

These efforts expanded diverse candidate engagement, boosted internal education, and formally integrated inclusive recruiting into our **Social Pillar ESG governance**.

EMPLOYEE VOICES, REAL IMPACT

“PlanetQ+ is an ERG that has made a huge impact to Planet Group. Enabling LGBTQ+ employees and allies to have a space to feel connected, learn, and have fun! We appreciate the opportunity to continue to grow and thrive here at Planet with our fellow ERGs. These are the groups within our Social pillar of ESG at Planet driving culture and connectedness.”

-**Olivia Goepner**, Director of Client Services, TPG Corporate & PlanetQ+ Lead Chair

“I’ve really enjoyed being a part of our social pillar. I’ve had the chance to meet and connect with so many people, from team members just starting out to upper management at both Launch and TPG. It’s been awesome getting to know folks from all different roles, and I feel like I’ve built some genuine relationships that might not have happened otherwise. I’m so grateful for all the connections and good vibes the social pillar has brought into my work life!”

-**Elida Harkleroad**, Office Manager, TPG Corporate & Local Events Coordinator

“WIN has been a great way to connect with people at TPG, without the barriers of job departments or titles. I’ve gotten to know women (and men) at TPG on a different level through WIN. And I think that’s one of the biggest benefits of joining an ERG!”

-**Katy Sissine**, Sr. Recruiter, TPG Corporate & WIN Lead Chair

“A highlight from the Wellness ERG this year was during our session focused on Alone Time. We had a guest presenter from TPG Tech who shared why alone time is important to them, which prompted someone from TPG EEM to share that they needed to be more patient with their son-in-law. Plus, they acknowledged that this realization would not have occurred had they not attended the session and listened to the guest speaker.”

– **Andrew John (AJ)**, Executive Vice President, TPG Corporate & The Wellness Group Lead Chair

“Launch’s ERGs have made such a difference for me, helping me feel more connected and meet people I probably wouldn’t cross paths with otherwise. Being a member of Book Club and the Women’s Initiative Network—and on the Wellness ERG leadership team—has really added some joy to my workdays and helps me foster meaningful connection beyond day-to-day business.”

-**Tyler Settle**, Operations Analyst, Launch Consulting & The Wellness Group Leadership Team Member



SOCIAL PILLAR IMPACT

Our Social Pillar isn't just a framework—it's a force for connection, equity, and employee empowerment.

In 2024, our Social Pillar strengthened inclusion, wellness, and connection across the organization—driven entirely by employee volunteers. Our ERGs and groups, led by passionate team members, created space for leadership, identity, and allyship to flourish. From DEI-ALL and neurodiversity campaigns to panel discussions and inclusive training, employees elevated one another through meaningful, grassroots engagement.

Wellness remained a core priority, with free coaching, mental health resources, and health-focused campaigns supporting holistic care. Heritage celebrations and global volunteer efforts helped unite our remote teams with a shared sense of purpose.

Together, these employee-led initiatives fostered a more inclusive, connected, and empowered workforce.



GOVERNANCE PILLAR

The Governance Pillar is the foundation of integrity at The Planet Group—ensuring our operations are principled, compliant, and future-ready.

Policy & Ethics: Established written policies that go beyond compliance, supported by training to embed ethical decision-making company-wide.

Risk & Audit: Advanced risk management practices to monitor regulatory, operational, and cyber risks—ensuring audit readiness.

Cybersecurity: Progressed toward ISO 27001 certification, with annual reviews of data policies and responsible tech disposal.

Client & Regulatory Alignment: Integrated ESG expectations into governance processes to meet SEC, CSRD, and client RFP requirements.

Impact:

This work strengthened internal accountability, deepened client trust, and positioned TPG as a transparent, responsible leader aligned with global ESG standards.

HOW GOVERNANCE SUPPORTS ESG

At The Planet Group, governance is the backbone of our ESG strategy—ensuring accountability, transparency, and continuous improvement across all pillars.

We embed ESG into our organizational structure through cross-functional leadership, policy alignment, and formal reporting frameworks. Governance enables us to track progress, manage risk, and uphold ethical standards as we scale.

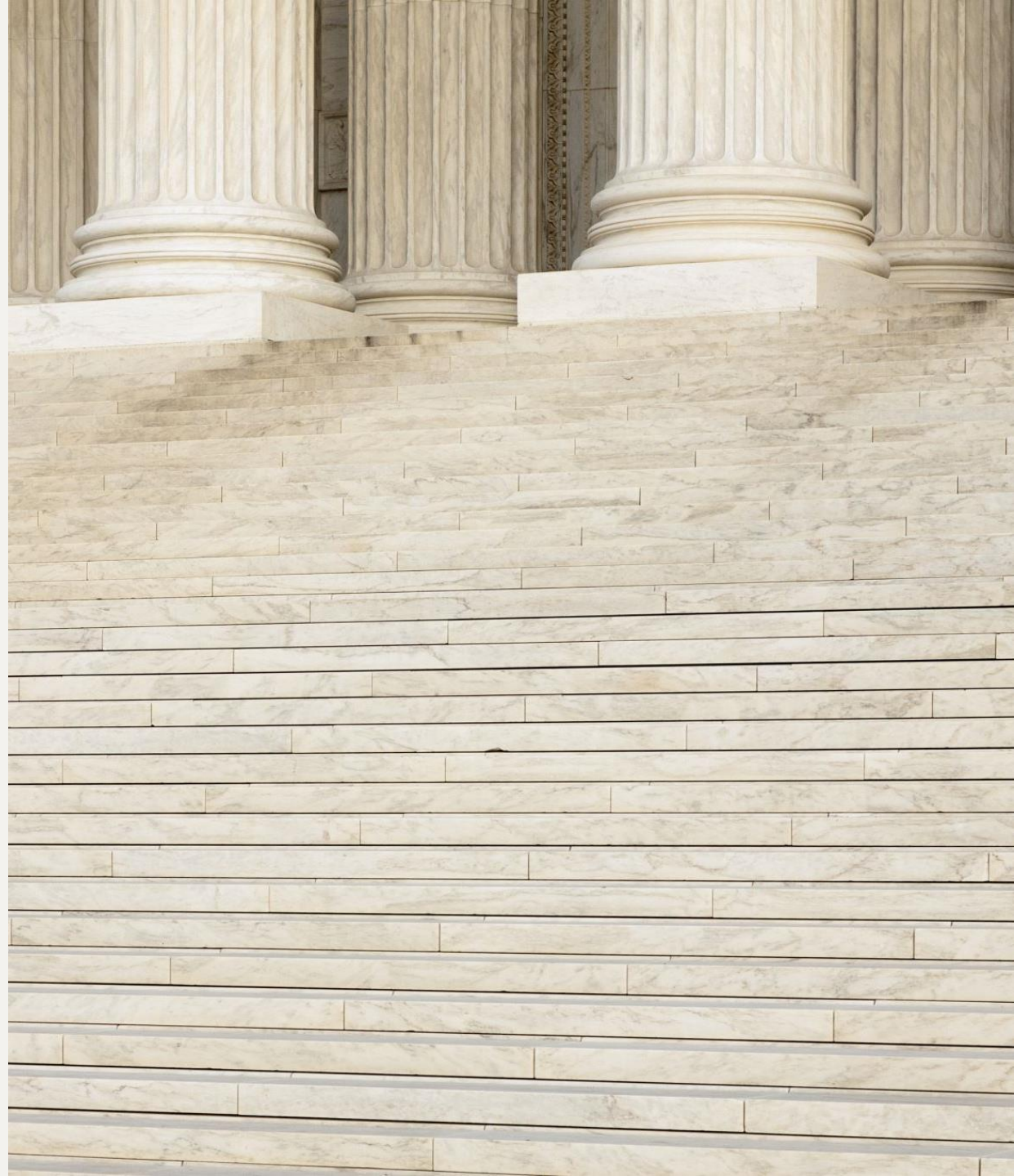
Key mechanisms include:

Data integrity & disclosures aligned with evolving ESG reporting standards

Policy oversight in areas like DEI, environmental compliance, and ethical sourcing

ESG-aligned procurement and supplier expectations

By aligning governance with our values and business goals, we ensure that ESG isn't just a program—it's how we operate.



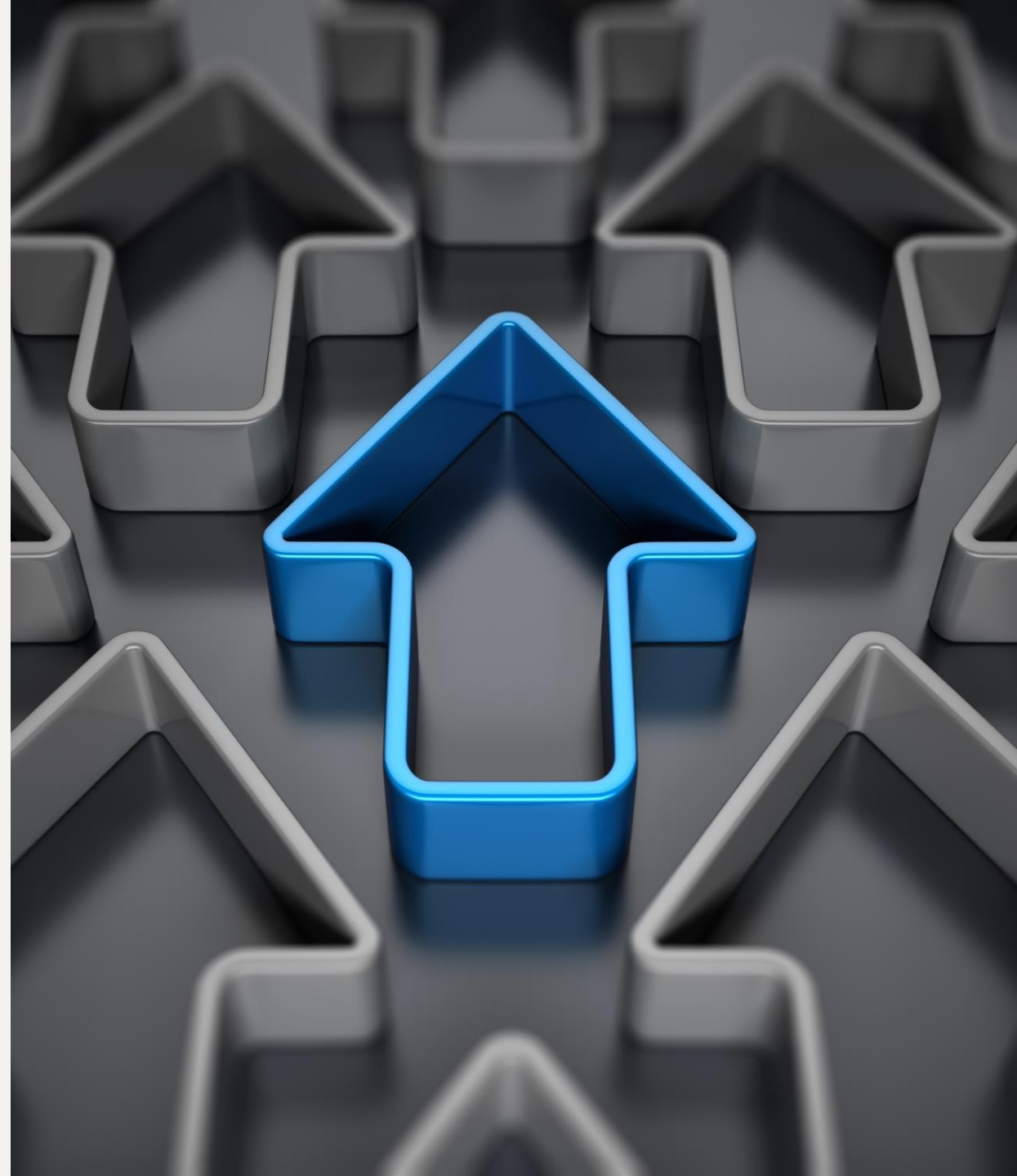
ETHICAL POLICY & COMPLIANCE STANDARDS *BUILDING A CULTURE OF INTEGRITY*

In 2024, we strengthened our organizational culture through formal policies that extend beyond legal compliance. These policies define expectations for ethical conduct, responsible decision-making, and regulatory adherence at every level of the company.

Accessible to all employees, these guidelines are reinforced through:

- Ongoing training and communication
- Leadership modeling ethical behavior
- Mandatory compliance acknowledgments

By formalizing these standards and ensuring they are communicated and accessible to all employees, we have created a culture of accountability and integrity that is foundational to effective governance.



RISK MANAGEMENT & AUDIT READINESS

PROACTIVE RISK MITIGATION & COMPLIANCE ASSURANCE

Our organization's approach to risk management and audit readiness is proactive, systematic, and deeply integrated into our governance framework. We have established comprehensive processes to identify, assess, and mitigate risks across all areas of our operations. This begins with regular risk assessments, which evaluate potential threats to our business, ranging from regulatory changes and operational disruptions to cybersecurity vulnerabilities and reputational risks.

To ensure audit readiness, we maintain meticulous records of compliance activities, internal controls, and operational procedures. Documentation is standardized and easily accessible, enabling swift responses to audit requests and regulatory inquiries. Our teams conduct periodic internal audits to verify adherence to policies, identify gaps, and implement corrective actions. These audits are complemented by external reviews, which provide independent assurance of our compliance posture.

By embedding risk management and audit readiness into our daily operations, we not only protect our organization from potential threats but also demonstrate our commitment to transparency, accountability, and continuous improvement. These practices reinforce our governance objectives, ensuring that we operate ethically, comply with all relevant regulations, and maintain the trust of our stakeholders.



DATA MATURITY AND TRANSPARENCY

Our organization's commitment to governance is reflected in the way we manage and report data. Clear ownership and well-documented processes ensure accountability, making it possible to trace every action and decision related to data management. Transparency is achieved through reliable, auditable disclosures of emissions, compliance activities, and audit outcomes, which are regularly communicated to stakeholders and clients.

We foster continuous improvement by routinely reviewing and updating our data processes, drawing on insights from cross-functional collaboration and stakeholder feedback. Finally, our proactive approach to tracking regulatory changes and audit findings ensures that we consistently meet all legal and client requirements. Together, these practices create a strong foundation for ethical leadership, responsible decision-making, and sustain trust in our governance pillar.



STAKEHOLDER ENGAGEMENT & HUMAN RIGHTS *GOVERNANCE THROUGH PARTNERSHIP & PROTECTION*

We recognize governance is a shared responsibility. In 2024, we:

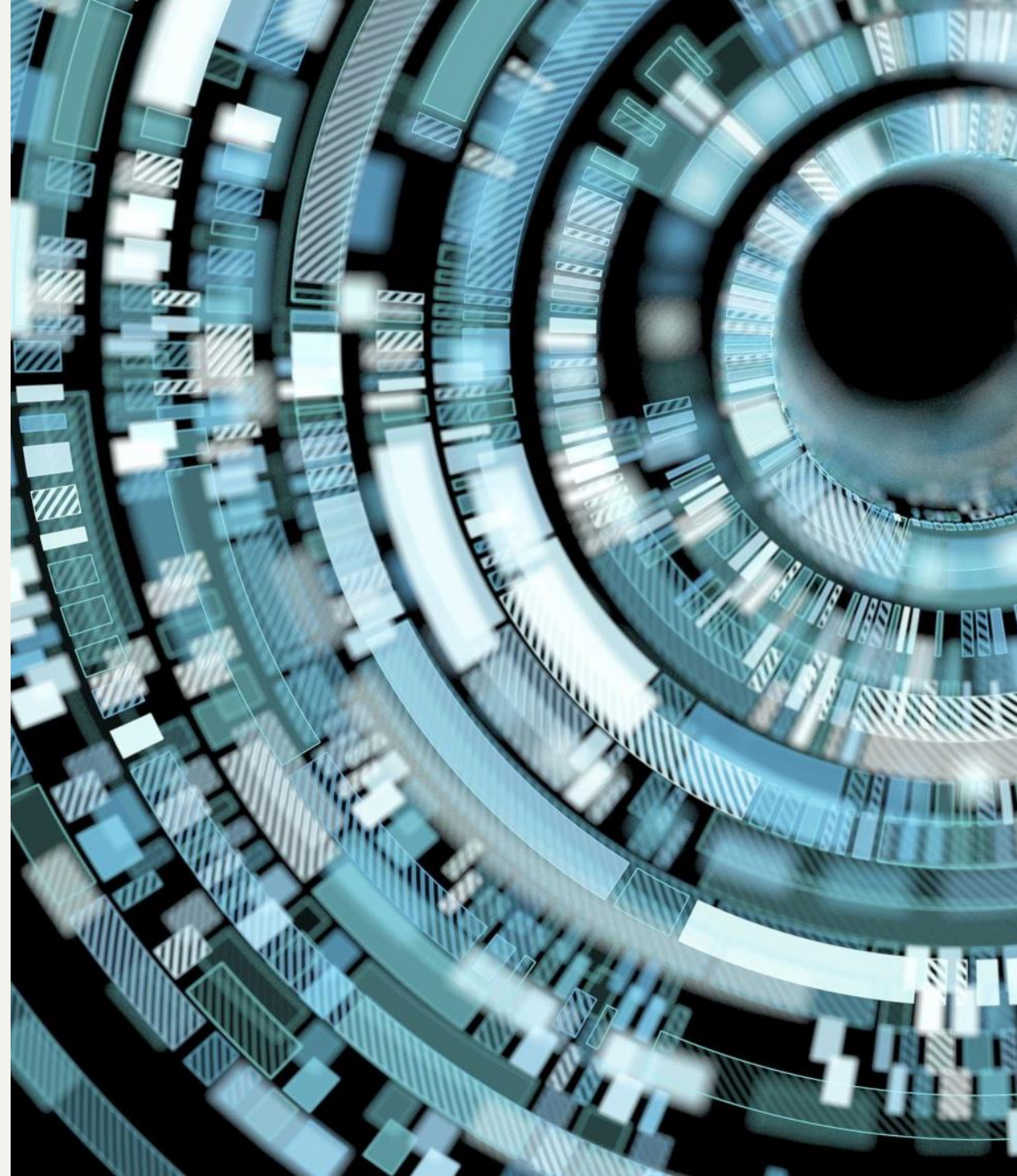
Engaged with clients to support accurate ESG disclosures

Maintained alignment with global frameworks (GHG Protocol, SBTi, CSRD)

Operationalized human rights training for staff and suppliers

Embedded due diligence and grievance mechanisms

Our efforts to collect, organize, and report on compliance activities such as emissions disclosures, human rights training, and audit outcomes, have reinforced our reputation as a transparent and trustworthy organization.



ETHICAL REPORTING & INCIDENT RESPONSE

EMPOWERING ETHICAL ACTION AT EVERY LEVEL

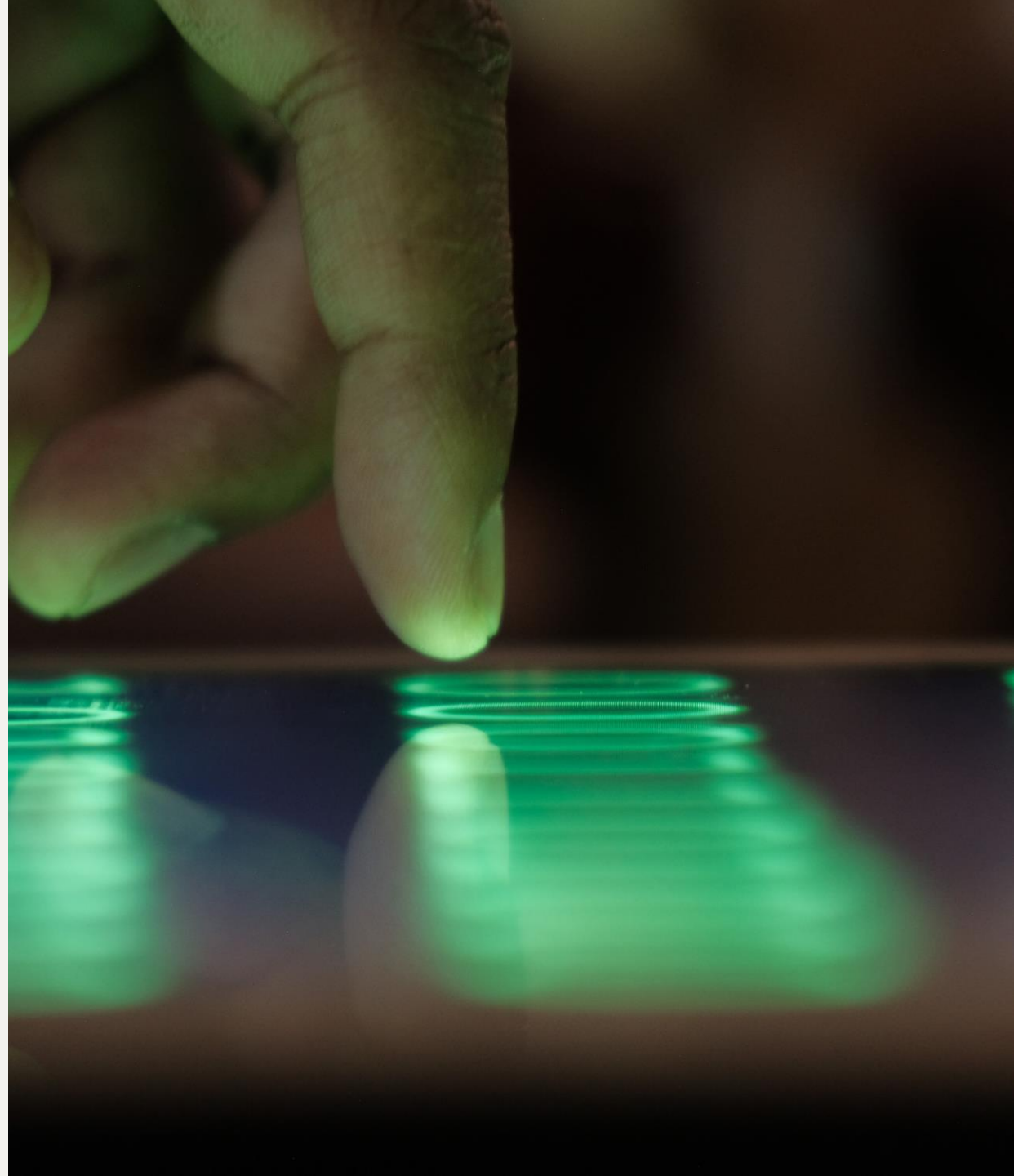
We ensured employees could speak up safely through 24/7 confidential reporting channels, including hotlines and dedicated inboxes. Our incident response process includes:

Clear escalation protocols and leadership oversight

Timely investigation, documentation, and root cause analysis

Corrective actions and follow-up assessments

Ethical reporting and incident management are essential pillars of good governance. By providing confidential channels like an ethics hotline and clear processes for disclosing incidents, our organization empowers our employees to report concerns and unethical behavior without fear of retaliation. This openness encourages a culture of integrity and accountability, which is fundamental to governance.



PHYSICAL & CYBERSECURITY CONTROLS

PROTECTING PEOPLE, DATA & INFRASTRUCTURE

Our organization has established a robust framework of physical and cybersecurity controls, aligned with ISO27001 and other leading standards, to safeguard our people, data, and assets. These measures are integral to our governance pillar, ensuring that our operations remain secure, resilient, and compliant with regulatory requirements.

Physical security is maintained through strict access management, surveillance, and environmental safeguards, protecting facilities and infrastructure from unauthorized access and physical threats. Cybersecurity is reinforced by comprehensive identity and access management, network segmentation, vulnerability testing, and continuous monitoring, all governed by documented procedures and change management protocols.

These controls directly support our governance objectives in several keyways:

Accountability: Clear protocols and traceable access ensure responsibility for actions and enable effective oversight.

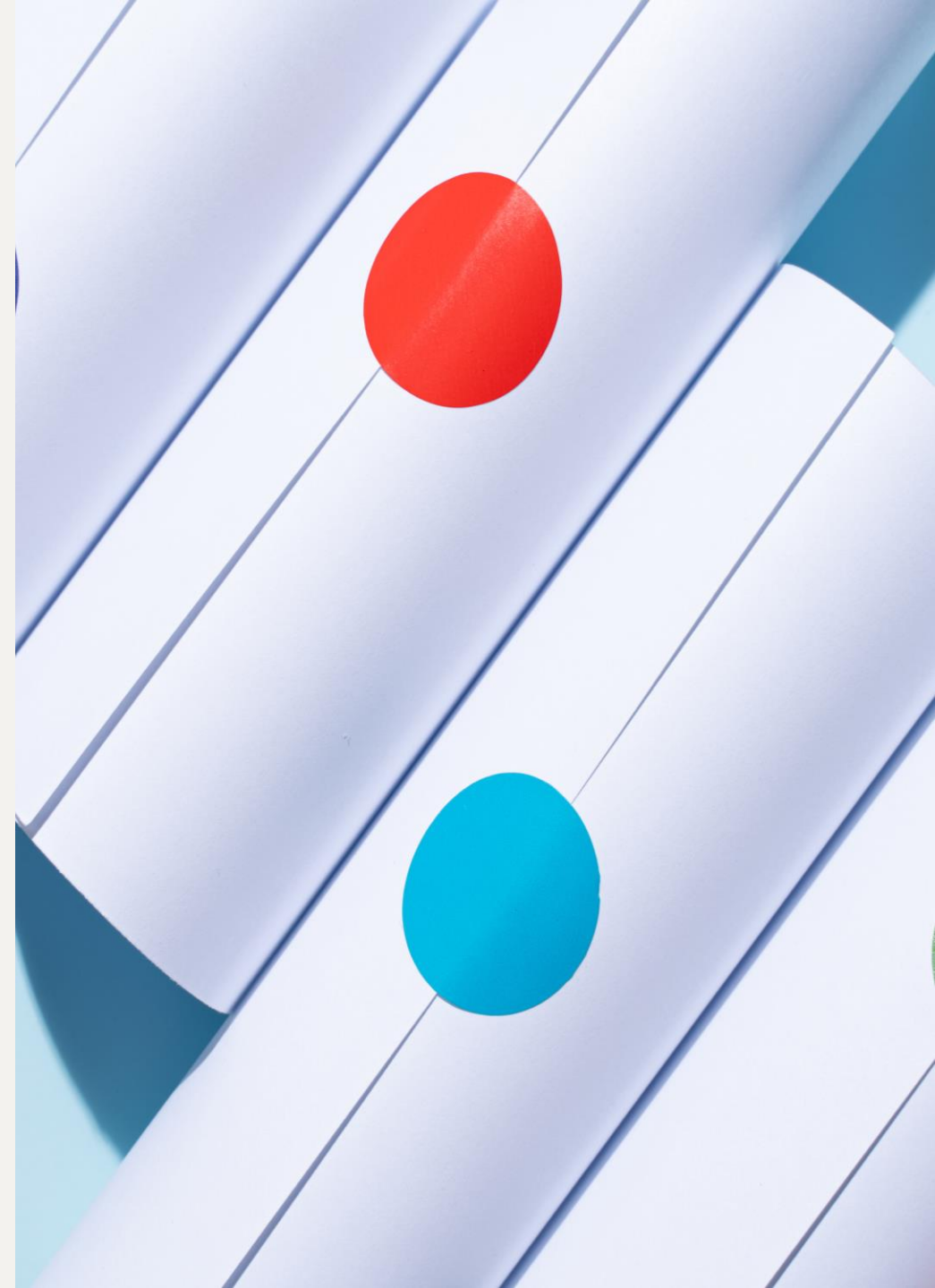
Transparency: Detailed records and regular audits provide transparent reporting to stakeholders and regulators.

Risk Management: Proactive threat identification and mitigation reduce the likelihood and impact of security incidents.

Resilience: Incident response planning and operational safeguards ensure business continuity and stakeholder confidence.

Continuous Improvement: Alignment with ISO27001 fosters ongoing evaluation and enhancement of security practices.

By embedding these rigorous controls into our daily operations, we demonstrate ethical leadership, regulatory compliance, and a commitment to continuous improvement through appropriate management, reinforcing our position as a trusted and responsible organization.



RESPONSIBLE SPEND & SOFTWARE GOVERNANCE

SMARTER SPENDING, STRONGER CONTROLS

We've achieved low physical asset spend through robust tracking of equipment inventory, ownership, and deployment—maximizing usage and minimizing unnecessary purchases. Enhanced systems streamline recovery and reduce losses, reinforcing accountability.

We apply the same discipline to software management. All purchases are reviewed for alignment with business and regulatory needs. Licenses, renewals, and deployments are closely tracked, with regular audits and optimization reviews to eliminate waste and maintain compliance. Installations follow strict change protocols to protect security, and vendor contracts are transparently managed to reduce risk.

Employees are trained on usage policies and IP rights, fostering a culture of compliance. Together, these practices drive cost savings, ensure audit readiness, and strengthen our governance framework—positioning us as a leader in responsible, ethical operations.



GOVERNANCE PILLAR SUMMARY

BUILDING TRUST THROUGH INTEGRITY, TRANSPARENCY & ACCOUNTABILITY

In 2024, we embedded strong governance across the organization by formalizing ethical policies, managing risk proactively, and ensuring data and operational transparency.

Highlights include:

- Ethical standards reinforced through training and clear policies
 - Integrated risk and audit readiness processes
 - Transparent data management aligned with ESG and regulatory frameworks
 - 24/7 confidential channels for ethical reporting
 - Strengthened cybersecurity and asset tracking aligned with ISO standards
 - Responsible spend practices driving cost control and compliance
- These efforts positioned governance as a strategic driver of trust, resilience, and sustainable performance.



ESG SUMMARY OF ENVIRONMENTAL, SOCIAL & GOVERNANCE PILLARS

In 2024, The Planet Group took meaningful, measurable steps across all three pillars of Environmental, Social, and Governance—transforming values into action and scale into impact.

Environmental

We launched Phase One of our emissions reduction plan, achieving a 25% absolute reduction target ($-2,720$ tCO₂e), while integrating sustainability into procurement, travel, and workplace energy use. These efforts laid the groundwork for Phase Two: a strategy that ties ESG to scalable, profitable growth starting in 2026.

Social

Our people-first approach came to life through the expansion of ERGs, inclusive hiring practices, and wellness initiatives. 2024 saw unprecedented growth across all four ERGs, increased DEI recruiting efforts, and cross-company engagement through coaching programs, panel discussions, and cultural campaigns. Volunteer-led, these programs created space for identity, advocacy, and belonging—across every corner of the organization.

Governance

We strengthened compliance, transparency, and risk management through updated policies, ISO-aligned cybersecurity practices, audit readiness protocols, and global reporting standards. Ethical reporting channels and responsible asset management further supported our commitment to integrity and accountability at scale.

Together, these efforts reflect our belief that ESG is not a response to external pressure, but a path to internal alignment, cultural resilience, and long-term value creation—for our people, our clients, and our planet.

OUR GLOBAL FOOTPRINT



As a global organization with employees, clients, and partners across multiple continents, The Planet Group recognizes the profound responsibility that comes with our scale. In 2024, we continued to evolve our ESG commitments to ensure our global presence drives measurable, positive impact:

Environmental

We embedded sustainable development into our operational strategy—cutting absolute emissions, expanding carbon accounting globally, and aligning with international standards like the GHG Protocol and SBTi.

Social

Our remote-first, people-centered model transcends borders. From DEI programs and Employee Resource Groups to global wellness campaigns, we built inclusive, human-first initiatives that connect our workforce across time zones and cultures.

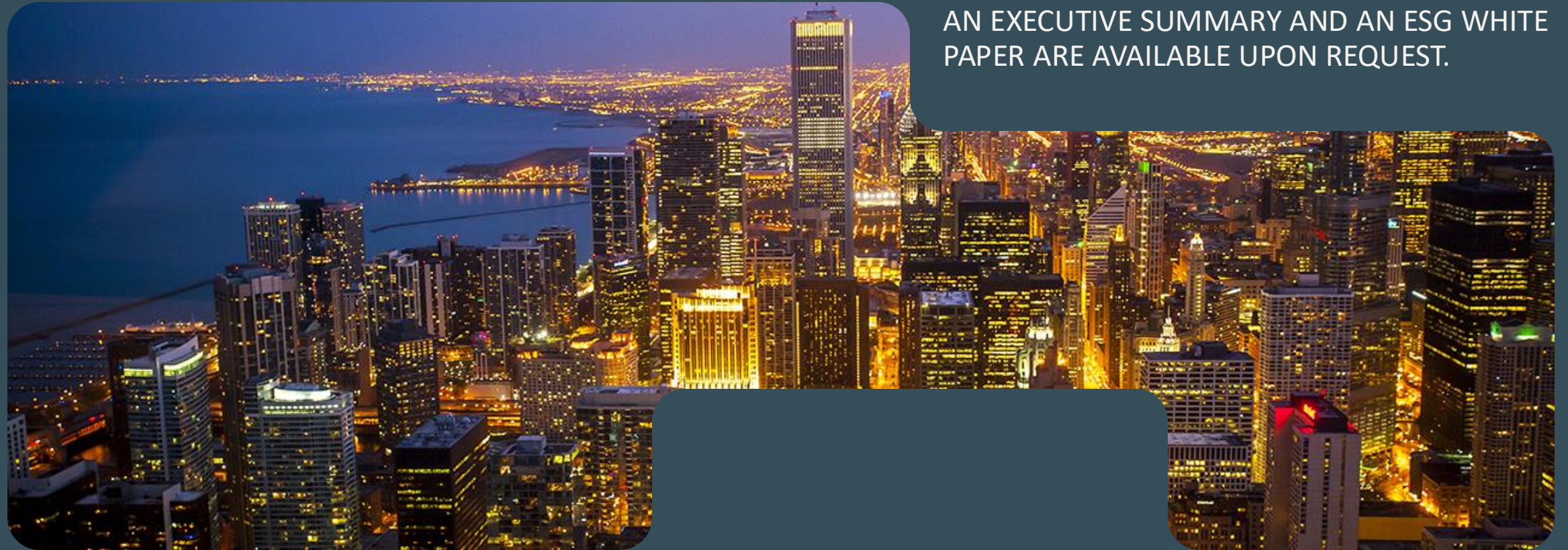
Governance

We maintained a unified framework of ethical leadership, risk oversight, and compliance practices that scale with our international operations. Transparent reporting and client alignment drive trust across regions.

Our ESG strategy is not confined to one location—it's embedded across every geography we touch, ensuring our growth is responsible, inclusive, and sustainable.

THE BASELINE REVIEW FOR 2025 WILL BE RELEASED IN EARLY Q3 OF 2026.

AN EXECUTIVE SUMMARY AND AN ESG WHITE PAPER ARE AVAILABLE UPON REQUEST.



FOR MORE INFORMATION ABOUT OUR ESG PROGRAM, PLEASE CONTACT DIANNA.FELGAR@THEPLANETGROUP.COM